

International Handbook on Diversity Management at Work: Country Perspectives on Diversity and Equal Treatment (Research Handbooks in Business and Management series)

By Alain Klarsfeld, Lize A.E. Booysen, Eddy Ng, Ian Roper, Ahu Tatli

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Managing and developing diversity is on the political and business agenda in many countries; therefore diversity management has become an area of knowledge and practice in its own right. Yet all too often it is referred to as a unifying concept, as if it were to be interpreted uniformly across all cultures and countries. The contributors to this volume expertly examine the relationship between diversity management and equality legislation within the different participating countries national contexts. They advocate that such separation and sequencing between equality at work and diversity management is far from natural.

The second edition of this important reference work provides important updates and new perspectives on the cases constituting the first edition as well as including contributions from a number of new countries: Australia, Finland, Japan, New Zealand, Nigeria and Russia. Countries that have been updated and expanded are Austria, Canada, France, India, Italy, the Netherlands, South Africa and the United Kingdom.

This *Handbook* will be greatly appreciated by scholars who wish to better contextualize their research and will also provide policy-makers with benchmark data regarding equal treatment and diversity as understood in other countries.

Contributors: I. Adeleye, D. Atewologun, A.-F. Bender, R. Bendl, I. Bleijenbergh, E. Bokovikova, L.A.E. Booysen, J. Burgess, F. Colgan, E. French, R. Haq, R. Hofmann, A. Klarsfeld, S. Kosheleva, J. Laufer, J. Louvrier, V. Mackie, O. Matanmi, A. McKearney, A. Murgia, E. Ng, S.M. Nkomo, K. Okano, B. Poggio, J.K. Pringle, K. Ravenswood, K.Rawston, I. Roper, I. Ryan, R. Schalk, G. Strachan, A. Tatli, A. Terlouw, D.-G. Tremblay, A. Tuori, M. van Engen, E. Zavyalova

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Editorial Review

Review
In the second edition of the *International Handbook on Diversity Management at Work*, Alain Klarsfeld and his co-editors have once again brought together an impressive group of authors to provide unique, timely, and valuable information regarding diversity management around the world. This will be my go-to source for learning how different countries are addressing diversity issues. The volume will be a very useful resource for scholars, policy-makers, consultants, and business leaders interested in diversity and equality. --
- Bernardo M. Ferdman, Alliant International University, US and Editor, *Diversity at Work: The Practice of Inclusion*

By covering the diversity practices in 14 different countries this *Handbook* makes evident the need to consider diversity management from a global and local standpoint. What is legal and standard practice towards equality in one country can be viewed as discriminative and unlawful just across the border. With such complex reality, the authors of this book make an incredible job of providing the reader with detailed and useful information on how to approach diversity 'glocally' (that is, in multiple geographies). The book, in a way, is a global travel guide for diversity management that benefits both business managers and HR practitioners operating in the international arena. --
- Simon L. Dolan, ESADE Business School, Spain and Editor-in-Chief, *Cross Cultural Management: An International Journal*

About the Author
Edited by **Alain Klarsfeld**, Professor, Toulouse Business School, University of Toulouse, France, **Lize A.E. Booysen**, Faculty PhD in Leadership and Change, Antioch University, US, **Eddy Ng**, Associate Professor of Organizational Behaviour, Dalhousie University, Canada, **Ian Roper**, Middlesex University Business School, UK and **Ahu Tatli**, Lecturer in International Human Resource Management, Queen Mary, University of London, UK

Users Review

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