

Trade
Unions

Multinational
enterprises

The State(s)

Workplace diversity in multinational companies and union inclusion strategies: Belgium, France and the UK

The role of 'diversity' and 'inclusion' has been commanding an increasingly prominent role in recent years in the politics and cultures of Europe, as demonstrated by the rapid growth of gay marriage legislation and the re-emergence of immigration as a key political topic. These concepts are however highly contested, and only two of many which allude to particular interpretations that such ideas are subjected to by individuals, by national discourses, and every level in between. Further, the rapid expansion of multinational enterprises into hitherto public services, via austerity-inspired privatization drives, raises many questions about how such notions are understood in a changing organizational culture. Power dynamics, the role of micro- and macro-politics, and management and trade union strategies all interact with institutional environments—both spacial and sectoral—to shape outcomes for under-represented groups. This project uses a comparative case study approach to ask firstly why specific strategies adopted in 'public service multinationals' are deemed most appropriate, given specific institutional environments, and, secondly, what role workforce diversity strategies play in developing union activists and managers in subsidiaries. The poster will demonstrate the core concepts and research outline in a visual manner in order to stimulate further interest.

Austerity

Privatisation