## Index

Abdi, C.M. 255, 258  
Abella, J.R.S. 46  
aboriginal people, see indigenous populations  
Action Plan for gender equality, Finland 70  
Adeleye, I. 195, 198, 209, 210, 211, 212  
adult adoption and same-sex partnerships, Japan 142  
affirmative action 2  
Australia 27–8  
Canada 47, 48  
France 88–91  
India, reservation policy 108–13  
Italy 126  
Japan 141  
Nigeria 213, 200–203  
South Africa 242–53  
ageing issues  
Australia 18–19  
Austria 40–41, 42  
Canada 63  
Finland 73, 78  
France 90–91, 95  
India 108  
Italy 124–5, 131  
Japan 144–5  
The Netherlands 164, 169  
New Zealand 179  
Nigeria 209–10  
Russia 221–2  
South Africa 256–7  
age discrimination legislation  
Australia 18–19  
Finland 78  
Nigeria 210  
Ahamefule, Georgina v. Imperial Medical Centre & Dr Alex Molokwu 208  
AHRC (Australian Human Rights Commission) 19  
AIDS status and inequalities, Nigeria 206–7  
Ainu people, Japan 148, 152  
Akinsipe 209  
All India Pre-Medical/Pre-Dental Entrance Examination 108, 109–10  
Ambedkar, Babasaheb Bhimrao 108  
Amsterdam Treaty 36  
Andreeva, G.M. 217, 224  
Angel Plan, Japan 140  
anti-discrimination legislation 1–4  
Australia 18, 19–21  
Austria 36  
Finland 74–9, 82–3  
France 87–92  
Italy 125–9  
New Zealand 185–8  
Russia 219–20  
UK 268–70  
Aotearoa, see New Zealand  
Apartheid Generation, South Africa 257  
Atewologun, D. 195  
Attewell, P. 113  
Auckland, ethnic composition of population 179–80  
austerity plan, UK 273–4, 276  
Australia 3, 6, 13–30  
age discrimination 18–19  
anti-discrimination legislation 17, 18–21  
disability issues 16–17  
gender pay equity 17–18, 25–6  
indigenous Australians 13–14, 15, 27–8  
laws and policies 19–24  
managing diversity 23–4  
non-English speaking immigrants 14, 15–16  
parental leave 26  
sexual harassment cases 26  
sexual orientation issues 18  
summary table 29–30  
women in workforce 16, 25, 26–7  
Australian Census of Women in Leadership 27  
Australian Council of Trade Unions (ACTU) 17  
Australian Human Rights Commission (AHRC) 18, 19  
Australian Institute of Company Directors 27  
Australian Stock Exchange (ASX) 27  
Austria 6–7, 35–43  
ageing issues 40–41, 42  
disability issues 41, 42  
gender issues 37–8, 42  
legislation 35–6  
migrants 38–40  
sexual orientation issues 40, 42  
summary table 43
Russia 219, 225, 226, 228
South Africa 243–4
Convention on the Elimination of all
Discrimination against Women, see CEDAW
Convention on the Rights of People with
Disabilities, and Russia 228
Cooke, F.L. 211
Corporate Governance Code, Helsinki Stock
Exchange 70–71
corrective rape, South Africa 259
cultural diversity, see ethnic diversity issues
Cunningham, P. 256
curative rape, South Africa 259

Dad and Partner Pay, Australia 26
Dalits (scheduled castes), India 103–4, 113–18
Davies report (women on company boards)
267
Deal, J.J. 257
Defender of Rights (Défenseur des Droits),
France 87–8
Défenseur des Droits (Defender of Rights),
France 87–8
Deshpande, A. 105, 113
Dickens, L. 266, 268, 270, 276
disability issues
Australia 16–17
Austria 41, 42
Canada 57–8, 60
Finland 73–4, 78
France 90, 95
India 106, 112–13
Italy 127–8, 131
Japan 145–7
The Netherlands 164, 169
New Zealand 180, 184, 190
Nigeria 205–6
Russia 227–8, 232
Disability Strategy, New Zealand 184
disabled workers
Australia 16–17
Austria 41
Canada 57–8, 60
Finland 73–4
Japan 146
The Netherlands 164
UK 268
Discrimination against Persons Living with
HIV/AIDS (Prohibition) Bill, Nigeria 207
Discrimination against Persons with
Disabilities (Prohibition) Bill, Nigeria 206
diversity charters
Finland 81
France 93
Diversity Charter (Charte de la Diversité),
France 93, 96
Diversity Label, France 93
diversity management 5, 217
Australia 23–4
definition 268
Finland 79–82
France 95–6
Italy 129–32
Japan 155–6
New Zealand 190–91
Nigeria 210–12
Russia 230–34, 234–5
UK 268–9
Dockery, M. 28
Domsch, M. 219
dual-track employment system, Japan 139
Duncan, O.D. 148

earnings gap, see gender pay equity
Easterly, W. 212
economic inequalities
Nigeria 198
South Africa 255
Economy, Trade and Industry, Ministry of,
Japan 156
Edgar, F. 190
education
and Federal Character Principle, Nigeria
201–3
inequalities, Nigeria 198
educational level
Ainu people, Japan 152
migrants, Austria 39
migrants, The Netherlands 163
women, Finland 70
EEO Commissioner, New Zealand 186–7
EEO Trust, New Zealand 185
EHRC (Equality and Human Rights
Commission) 269–70
elderly people, see ageing issues; older workers
Elling, B.V. 53
Elling, R.C. 53
Els, E. 259
employment, see labour market
Employment Amendment Equity Bill, South
Africa 247
Employment Equity Act, South Africa 242,
244–5
Employment Equity Act, Canada 46, 47
employment equity legislation, see equal
employment legislation
employment legislation, India 115
employment programmes
for foreign workers, Japan 154
for Indigenous Australians 27–8
for people with disabilities, Japan 145
equal employment tribunals, UK 274–5
equal employment legislation
Australia 21–3
Austria 35–6
Canada 46–53
Finland 76–7
France 87–92
Japan 139
The Netherlands 165–6
Australia 219–21
UK 273, 268–70
Equal Employment Opportunities (EEO) Commissioner, New Zealand 186–7
Equal Employment Opportunities (EEO) Trust, New Zealand 185
equal pay, see gender pay equity
Equal Pay Act, New Zealand 187
Equal Pay Day, Australia 25–6
Equal Treatment Act, Austria 36
Equality Act, Finland 76–7
Equality Act, UK 273
ethnic diversity issues 3–4
Australia 13–14, 15, 27–8
Austria 38–40
Canada 55–7
Finland 68–9, 72–3, 77–8
France 94–5
Italy 127, 130
Japan 147–55
New Zealand 179–80, 189–90
Nigeria 197, 199–203
Russia 224–6
South Africa 248, 253–61
UK 267
Eugenic Protection Law, Japan 143
European Union
Amsterdam Treaty 36
Directive on parental leave 126
gender quotas on EU bodies 38
Exceptional Treatment Act for People with
Gender Identity Disorder, Japan 143
Fair Work Act, Australia 18
Federal Character Principle, Nigeria 200–203
Federal Contractors Program (FCP), Canada 47
female employment, see women in labour market
female infanticide 105–6
Ferner, A.M. 212
Finland 3–4, 7, 68–84
ageing issues 73, 78
anti-discrimination legislation 74–9, 82–3
diversity management 79–82
ethnicity 72–3, 77–8
gender equality 69–72, 77
people with disabilities 73–4, 78
religion and belief 74, 79
sexual orientation issues 74, 78–9
summary table 83–4
foreign workers, see immigrants in labour market
Forrest, Andrew 28
Fortin, P. 61
Foster, D. 260
France 8, 87–97
ageing issues 90–91
disabled workers 90–95
diversity management 92–3, 95–6
Diversity Charter (Charte de la Diversité) 93, 96
Diversity Label 93, 96
ethno-racial discrimination 94–5
gender equality 88–90, 93–4
legal framework 87–92
religion 91–2, 95
summary table 97
Franck, R. 199, 212
Free Generation, South Africa 257
Freedom of Conscience and on Religious Association, Russian Federal Law On 228
Freeman, A. 226
French, E. 13, 16, 19, 20, 21, 24, 25, 26
Fullerton, J. 268
G-DR1 (Global Diversity Readiness Index) 101–2
Gandhi, Mahatma 103
Gelb, J. 139
Gender Equality Board, Finland 77
gender equality issues
Australia 16, 21–3, 25–7
Austria 37–8, 42
Canada 59–60
Finland 69–72, 77
France 88–90, 93–5
India 105–6, 112, 115
Italy 124, 126–7, 130
Japan 138–41, 155
The Netherlands 167–8, 170–71
New Zealand 178–9
Nigeria 203–5
Russia 222–4, 233
South Africa 254–5
UK 267, 271
gender identity, see sexual orientation issues
gender identity disorder (GID), Japan 143
gender pay equity
Index 285

Australia 16, 17–18, 22–3, 25–6
Austria 37
Finland 70
France 88, 89, 94
Japan 141
New Zealand 182–3, 190
Nigeria 205
Russia 224

Gender segregation in employment, see occupational segregation
gendercide 105–6
generational differences, South Africa 256–7
Georgina Ahamefule v. Imperial Medical Centre & Dr Alex Molokwu 208

GEWEL (Global Enhancement Women Executive Leadership), Japan 155
GID (gender identity disorder), Japan 143
GLITTFAB, see sexual orientation issues
Global Diversity Readiness Index (G-DRI) 198, 199
India 101–2
Nigeria 198

Global Enhancement Women Executive Leadership (GEWEL), Japan 155
Global Gender Index 203
Goldman, A. 21
Gorbachev, Mikhail 218, 223
Gottlieb, N. 145
government employment, see public sector
Greene, A.-M. 24
Grice, S. 175
Guillemard, A.-M. 95
Gurkov, I. 234

HALDE (Haute Autorité de Lutte contre les Discriminations et pour l’Égalité) 87; see also Défenseur des Droits (Defender of Rights), France
Hall, S. 270
Haq, R. 46, 101, 102, 112, 113, 119, 211

Haute Autorité de Lutte contre les Discriminations et pour l’Égalité (HALDE) 87
Healy, G. 211
Hemment, J. 224
higher education and reservation policy, India 111–12
women, Finland 70
Hiltunen, R. 78, 79
HIV/AIDS status and inequalities, Nigeria 206–7
Hofmann, R. 35
Hokkaido, Ainu people 152
Homosexual Law Reform Act, New Zealand 188

Homosexuality, see sexual orientation issues
Hor, J. 26
Horst, Guusje ter 167
Houkamau, C. 175–6
human resources practitioner survey, Russia 230–34, 234–5
Human Rights Act, New Zealand 186
Human Rights Commission Act, New Zealand 186

human rights violations, India 103–4
Humphries, M. 175
Hyman, P. 190
Iles, P. 24
Ilesanmi, Y. 207

Immigrants
Australia 14, 15–16
Austria 38–40
Finland 72–3, 79–80
France 92, 94–5
Japan 148, 153–5
Italy 125
The Netherlands 163, 166–7, 169–70
New Zealand 179
Russia 225
South Africa 256, 258

Immigrants in labour market
Australia 40–41
Austria 39
Finland 72–3
Italy 125
Japan 153–5
The Netherlands 163

Immigration policy, Russia 226
Inazuki, T. 148, 150

Income inequality
Finland 68
and gender, see gender pay equity
India 4, 8, 101–21
age-related discrimination 108
caste-based discrimination 102–4, 114
gender issues 105–6
people with disabilities 106
private sector 113–14
public sector 110–13
religion 104
resettlement policy 4, 8, 108–113
sexual orientation issues 107–8
summary table 120

Indigenous populations
Australia 13–14, 15, 27–8
Canada 48, 55–7, 60
India, see scheduled tribes, India
Japan 152
New Zealand 176–7
inequalities, *see* social inequality
infanticide, female 105–6
international conventions
and Japan 137
and New Zealand 183–4
and Nigeria 205
and Russia 224
Inuit population, Canada 48
Ishii, K. 146
IT industry, India 116–17
Italy 8–9, 123–35
disability issues 126–7, 130
diversity management 129–32
ethnicity issues 127–8, 131
gender issues 126–7, 130
labour market trends 123–5
legislation framework 125–9
migrant workers 125
sexual orientation issues 131
summary table 134–5
J-Win (Japanese Women's Innovative Network) 155
Jain, H.C. 58, 59
Japan 9, 137–57
ageing issues 144–5
Constitution 137, 138
demographics 138
disability issues 145–7
diversity management 155–6
ethnicity issues 147–55
gender equity 138–41, 155
sexual orientation issues 141–3
summary table 156–7
Japanese Women's Innovative Network (J-Win) 155
Johdka, S.S. 113
Jones, D. 189
Kandola, R. 268
Kapelyushnikov, R. 221
Khan, Aamir 105
Khotkina, Z. 223
Kim, M. 148, 150
Kirton, G. 24
Klarsfeld, A. 1, 2, 5, 87, 95, 96, 100, 124, 195, 210, 211, 212, 213, 217, 235, 269
Klevets, Anna 223
Knapp, K.K. 140
Kobayashi, A. 48
Konavalov, A. 221
Konrad, A. 58
Korean communities, Japan 148, 153
Korostelina, C. 225
Kosheleva, S. 217, 223
Kotov, V. 232
Kumar, Meira 114
labour market
Australia 14–17
Canada 54–63
deregulation, UK 274–5
and disabled people, *see* disabled workers
and immigrants, *see* immigrants in labour market
Italy 124–5
and older people, *see* older workers
and women, *see* women in labour market
Labour Relations Act, South Africa 243
Labour Standards Law, Japan 139
Lang, R. 205
Laufer, J. 87, 88, 92, 94
Law, A. 63
Lawler, J.J. 58
legal system, Nigeria 197
legislation 1–2
Australia 18–23
Austria 35–6
Canada 46–53
Finland 74–9, 82–3
France 87–92
India 108–10
Italy 125–9
Japan 147
The Netherlands 165–6
New Zealand 184–9
Russia 219–21
South Africa 242–7
UK 268–70
Lerche, J. 117
Levine, R. 212
LGBT people, *see* sexual orientation issues
Liberal Democrat party, UK 272
coalition government 272–5
Lidokhover, T. 219
Living with HIV, Standard Chartered Bank
programme 207
local government legislation, Canada 53
Lost Generation, South Africa 257
Louvrier, J. 68, 81
Lupanova, V. 227
Mackie, V. 137, 139, 142, 143
Maltseva, I. 224
Mamman, A. 199
management positions, women
Austria 37–8
India 118
Japan 139–40
The Netherlands 164
New Zealand 178–9, 190
Nigeria 204
South Africa 248–9, 254
see also board membership and gender
managing diversity, see diversity management
Manorama, Ruth 117
Maori people, New Zealand 176–7
Matanmi, O. 195
maternity leave
Australia 26
Canada 61–2
Finland 71
New Zealand 187
Nigeria 204–5
Russia 220–21
May, M.S. 260
May, Theresa 271, 273
McKearney, A. 217, 236
McMahon, P. 223
Medvedev, Dmitri 226, 228
migrants, see immigrants
Milsom, N. 28
Minimum Wage Act, New Zealand 188
Ministry of Economy, Trade and Industry, Japan 156
minority 1, 3, 4, 5, 9, 38, 53, 58, 59, 63, 64, 65,
72–3, 74, 104, 106, 111, 114, 116, 138, 142,
148, 149–51, 155, 166, 189, 199, 225, 228,
241, 271, 273, 276
Miss Adeyinka A. Badejo v. Federal Minister of
Education and 2 Others 201–2
MNCs and diversity management, Russia
232–4, 235
Moohouse, L. 256
Mtintso, Thenjiwe 255
multinational corporations, Russia 232–4, 235
municipal government legislation, Canada 53
Murgia, A. 123, 124, 132, 133
Muslim community, Canada 62
Mustapha, A. 203
Nambisan, S. 105
National Action Plan for Integration, Austria
39–40
National Anti-Racial Discrimination Office,
Italy 127
National Common Minimum Programme of
the UPAs of India 114, 115–16
National Employment Guarantee Act, India
115
national identities, Russia 224–6
Netherlands 9, 162–72
disabled workers 164, 169
elderly workers 164, 169
equal treatment legislation 165–6
gender issues 164, 167–8, 170–71
migrants 163, 166–7, 169–70
sexual orientation issues 168
summary table 171–2
Netherlands Institute for Human Rights 165
New Zealand 3, 10, 175–91
biculturalism 176–7
diversity management 190–91
ethnic composition 179–80
international conventions 183–4
legislation 184–9
public sector 189–90
sexual orientation issues 182
summary table 191
women in workforce 178–9, 182–3
workforce trends 178–71
Ng, E. 1, 46, 59, 62, 63, 211
Nigeria 4–5, 10, 195–214
age diversity issues 209–10
disability issues 205–6
diversity management 210–12
ethnic and religious diversity 199–203
gender inequality 203–5
HIV/AIDS status and inequalities 206–7
summary table 214
Nigerians with Disability Decree 206
Nikkeijin people, Japan 148, 154
Nkomo, S.M. 241, 242, 252, 253, 254–5, 256,
259, 260, 261
Non-Discrimination Act, Finland 75–6, 77–9
non-English-speaking people, Australia 14,
15–16
Nova Scotia 48
Nunavut 48
occupational segregation
Australia 16
Japan 140–41
New Zealand 182–3
Russia 223–4
UK 267
OCCUR (Organization for Moving Gays and
Lesbians) 142
Oikelome, F. 211
Okano, K. 137, 139, 147, 148, 150
Okinawan Japanese 148
older workers
Austria 40–41
Canada 63
Finland 73, 78
France 90–91, 95
Japan 144–5
The Netherlands 164
Russia 222
see also ageing issues
Organization for Moving Gays and Lesbians (OCCUR) 142
other backward classes (OBC), India 103–4
Özbilgin, M. 270

Page, A. 26
Palmary, I. 258
parental leave
Australia 26
Canada 61–2
Finland 71–2
Italy 126
New Zealand 187
Russia 220–21
Pariagina, O.A. 227

passports and ethnicity information, Russia 225–6

paternity leave
Finland 71–2
Quebec 61

pay equality, see gender pay equity
Penal Code, Finland 75

pensions for persons with disabilities, Japan 147
Perspektiva 227–8
Pigeyre, F. 95
Poggi, B. 123, 124, 132, 133
Point, S. 95

police recruitment practices, The Netherlands 170

political participation
and reservation policy, India 112–13
women, Nigeria 203
women, South Africa 254
Pollert, A. 223, 234

positive action, see affirmative action
France 88–9
Poutiainen, S. 80

prenatal sex selection 105–6
Pringle, J.K. 175, 182, 183, 184
private sector, India 113–19
provincial legislation, Canada 47–8

public sector
budget cuts, UK 273–4
diversity practices, The Netherlands 170
and gender equality, Japan 140
New Zealand 189–90
reservation policy, India 110–13
Pueyo, V. 95
Putin, Vladimir 218–19, 226

Quebec
childcare programme 61

employment equity legislation 48, 53
older workers 63
parental leave programme 61–2
quotas
gender, Finland 70–71
reservation policy, India 108–13
school admissions, Nigeria 201–2
women in political positions, Nigeria 203

Race Relations Act, New Zealand 185–6
racial discrimination
Australia 13–14
legislation, Italy 127
Russia 225
Rainer, I. 199, 212
Rao, Dharma 111
Ravenswood, K. 175, 187
Rawstron, K. 137
religion and belief
Finland 74, 79
France 91–2
India 104
Muslim community, Canada 62
Nigeria 197
religious practices in the workplace, France 95
Russia 228–9
Renkema, Duran 168
reservation policy, India 108–13
retirement age
Finland 73
Japan 144
retirement and disability, Finland 74
Riach, K. 218, 224
Ronalds, C. 20, 22
Roper, I. 1, 266
Roschin, S. 224
Roychoudhury, P. 119
Roza, D. 232
Rozin, I. 230

Russia 4, 10–11, 217–35
age issues 221–2
disability issues 227–8
diversity management 230–34
equal employment legislation 219–21
ethnic and national diversity 224–7
gender issues 222–4
religion 228–9
sexual orientation issues 229–30
summary table 235–6
Russian Orthodox Church 229
Ryan, I. 175

Saini, D.S. 211
Salmenniemi, S. 218
Index

Salo, M. 80
same-sex partnerships
  Austria 40
  Japan 142
  Nigeria 208–9
  South Africa 259

Satyamev Jayate (Truth Prevails) (television programme) 105

Schalk, R. 162
scheduled castes, India 102–4
  reservation policy 108–12, 113–18
scheduled tribes, India 103–4
  reservation policy 108–12, 113–18

Sex Discrimination Act, Australia 20, 26
sexual harassment cases, Australia 26
sexual orientation issues
  Australia 18
  Austria 40, 42
  Canada 62–3
  Finland 74, 78–9
  France 95
  India 107–8
  Italy 131
  Japan 141–2
  The Netherlands 168
  New Zealand 183, 188–9
  Nigeria 207–9
  Russia 229–30, 233–4
  South Africa 258–9

Shen, J. 217

SHRM Global Diversity Readiness Index (G-DRI), India 101–2

Sinclair, A. 24

Singh, Mannmohan 114, 117
Singh, V. 95

Skill Development Act, South Africa 245–6
  skills shortage, South Africa 255–6
social identity changes, South Africa 260–61
social inequality
  Nigeria 198
  South Africa 255

Sonoda, S. 150

South Africa 4, 11, 241–63
  equality legislation 242–7
  gender equality 254–5
  generational differences 256–7
  sexual orientation issues 258–9
  skills shortage 255–6
  social identity changes 260–61
  social inequalities 255
  summary table 262–3
  xenophobia 258

Standard Chartered Bank ‘Living with HIV’ programme 207

state sector, see public sector

State Sector Act, New Zealand 189
Steyn, M. 260, 261–2

Strachan, G. 13, 14, 16, 22, 23, 24, 25, 26

Struggle Generation, South Africa 257

Suberu, R. 202

Sugimoto, Y. 137

Sumitomo Cement 138–9
super-diversity, South Africa 261

Suzuki v. Sumitomo Cement 138–9

Syre, T. 220

Talent to the Top agreement, The Netherlands 170

Tatli, A. 1, 6, 217, 266, 268, 269, 270
teachers, homosexual, The Netherlands 168

Terlouw, A. 162
territorial legislation, Canada 48

Thomas, D. 210

Thorat, S. 113

Toray Corporate Business Research 156

Trade Union of Migrant Workers in Construction, Communal Services and Related Sectors, Russia 226–7
transgendered individuals, Japan 143

Transition Generation, South Africa 257

Treaty of Waitangi 176

Tremaine, M. 176

Tremblay, D.-G. 46, 53, 61, 63

Truth Prevails (Satyamev Jayate) (television programme) 105

TUMW (Trade Union of Migrant Workers in Construction, Communal Services and Related Sectors, Russia 226–7

Tuori, A. 68

Turbine, V. 218, 224

UK 11–12, 266–77
  legislation 268–70
  political agendas 270–75
  summary table 276–7
  workforce diversity 267–8

UN Convention on the Elimination of all Discrimination against Women (CEDAW)
  and New Zealand 184
  and Nigeria 205
  and Russia 224

UNAR (National Anti-Racial Discrimination Office), Italy 127

unemployment
  Japan 138
  migrants, The Netherlands 163
  older people, Austria 41
  persons with disabilities, Austria 41
  South Africa 255
<table>
<thead>
<tr>
<th>Topic</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>universities</td>
<td></td>
</tr>
<tr>
<td>diversity management studies, Finland</td>
<td>81</td>
</tr>
<tr>
<td>and gender equality, The Netherlands</td>
<td>171</td>
</tr>
<tr>
<td>Upadhya, C.</td>
<td>116</td>
</tr>
<tr>
<td>Upah, L.</td>
<td>205</td>
</tr>
<tr>
<td>Upham, F.K.</td>
<td>138</td>
</tr>
<tr>
<td>van Engen, M.</td>
<td>162</td>
</tr>
<tr>
<td>Vertovec, S.</td>
<td>261</td>
</tr>
<tr>
<td>vicarious liability of employers, Australia</td>
<td>20, 26</td>
</tr>
<tr>
<td>Visconti, L.M.</td>
<td>131</td>
</tr>
<tr>
<td>visible minorities, Canada</td>
<td>58–9, 60</td>
</tr>
<tr>
<td>Volkoff, S.</td>
<td>95</td>
</tr>
<tr>
<td>Vromans, L.</td>
<td>258</td>
</tr>
<tr>
<td><strong>wage gap, see gender pay equity</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Waitangi, Treaty of</strong></td>
<td>176</td>
</tr>
<tr>
<td><strong>welfare benefits</strong></td>
<td></td>
</tr>
<tr>
<td>Japan</td>
<td>147</td>
</tr>
<tr>
<td>reform, UK</td>
<td>274</td>
</tr>
<tr>
<td>White, A.</td>
<td>225</td>
</tr>
<tr>
<td>Wiesner, W.</td>
<td>63</td>
</tr>
<tr>
<td>Williamson, S.</td>
<td>26</td>
</tr>
<tr>
<td>Wilson, E.</td>
<td>24</td>
</tr>
<tr>
<td><strong>women and equality, see gender equality issues</strong></td>
<td></td>
</tr>
<tr>
<td><strong>women in labour market</strong></td>
<td></td>
</tr>
<tr>
<td>Austria</td>
<td>37–8</td>
</tr>
<tr>
<td>Australia</td>
<td>14, 16</td>
</tr>
<tr>
<td>Canada</td>
<td>59–60</td>
</tr>
<tr>
<td>Finland</td>
<td>69–70</td>
</tr>
<tr>
<td>India</td>
<td>105</td>
</tr>
<tr>
<td>Italy</td>
<td>124</td>
</tr>
<tr>
<td>Japan</td>
<td>138–41</td>
</tr>
<tr>
<td>The Netherlands</td>
<td>164</td>
</tr>
<tr>
<td>New Zealand</td>
<td>178, 182, 190</td>
</tr>
<tr>
<td>Russia</td>
<td>222–4</td>
</tr>
<tr>
<td>South Africa</td>
<td>254–5</td>
</tr>
<tr>
<td><strong>women in management positions</strong></td>
<td></td>
</tr>
<tr>
<td>Australia</td>
<td>26–7</td>
</tr>
<tr>
<td>Austria</td>
<td>37–8</td>
</tr>
<tr>
<td>Finland</td>
<td>70–71</td>
</tr>
<tr>
<td>France</td>
<td>89, 94</td>
</tr>
<tr>
<td>India</td>
<td>118–19</td>
</tr>
<tr>
<td>Italy</td>
<td>127</td>
</tr>
<tr>
<td>Japan</td>
<td>139–40</td>
</tr>
<tr>
<td>New Zealand</td>
<td>178–9</td>
</tr>
<tr>
<td>Nigeria</td>
<td>204</td>
</tr>
<tr>
<td>The Netherlands</td>
<td>164</td>
</tr>
<tr>
<td><strong>women in politics, see political participation, women</strong></td>
<td></td>
</tr>
<tr>
<td>Women's Empowerment and Gender Equality Bill, South Africa</td>
<td>246–7</td>
</tr>
<tr>
<td>Women's Reservation Bill of India</td>
<td>112</td>
</tr>
<tr>
<td>Workers' Statute, Italy</td>
<td>128</td>
</tr>
<tr>
<td>Workplace Gender Equality Act, Australia</td>
<td>21, 22–3</td>
</tr>
<tr>
<td>World Economic Forum Global Gender Index</td>
<td>203</td>
</tr>
<tr>
<td><strong>xenophobia, South Africa</strong></td>
<td>258</td>
</tr>
<tr>
<td>Yaeda, J.</td>
<td>146</td>
</tr>
<tr>
<td>Yap, M.</td>
<td>58</td>
</tr>
<tr>
<td><strong>young people</strong></td>
<td></td>
</tr>
<tr>
<td>and age discrimination, Russia</td>
<td>222</td>
</tr>
<tr>
<td>and intergenerational cooperation, France</td>
<td>91</td>
</tr>
<tr>
<td>and labour market, Italy</td>
<td>125</td>
</tr>
<tr>
<td>and minimum wage, New Zealand</td>
<td>188</td>
</tr>
<tr>
<td>youth employment, New Zealand</td>
<td>182</td>
</tr>
<tr>
<td><strong>zainichi Koreans, Japan</strong></td>
<td>148, 153</td>
</tr>
<tr>
<td>Zavyalova, E.</td>
<td>217, 223</td>
</tr>
<tr>
<td>Zuma, Jacob</td>
<td>259</td>
</tr>
</tbody>
</table>