

# CURRICULUM VITAE

## John Wrench

### Visiting Professor

Centre for Diversity and Inclusion, NTNU Social Research,  
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**Nationality:** British

**Date of birth:** 29.08.1948

### Education

1975	PhD (Sociology)	University of Birmingham
1969	BSc (Econ)	University of London (external), honours

### Employment

2010 +	Professor II/Visiting Professor, Department of Social Work and Health Science, Norwegian University of Science and Technology
2003-2010	Senior Scientific Officer/Head of Sector Research and Analysis, EU Agency for Fundamental Rights (until 2007 the European Monitoring Centre on Racism and Xenophobia), Vienna
1996-2003	Associate Professor, Danish Centre for Migration and Ethnic Studies, University of Southern Denmark, Esbjerg
1984-96	Principal Research Fellow, Centre for Research in Ethnic Relations, University of Warwick
1983-84	Research Associate, Research Unit on Ethnic Relations, University of Aston in Birmingham
1980-83	Lecturer, Management Centre, University of Aston in Birmingham
1976-80	Lecturer, Sociology Group, University of Aston in Birmingham

## PUBLICATIONS

### 1. BOOKS and PUBLISHED RESEARCH REPORTS

- Karen Kraal, Judith Roosblad and John Wrench (eds) 2009 **Equal Opportunities and Ethnic Inequality in European Labour Markets: Discrimination, gender and policies of diversity** University of Amsterdam Press, Amsterdam, pp 118 ISBN 978 90 8964 126 7
- John Wrench 2007 **Diversity Management and Discrimination: Immigrants and Ethnic Minorities in the EU** Ashgate, Aldershot, pp 156 ISBN 978-0-7546-4890-1
- John Wrench 2004 **Breakthroughs and Blind Spots: Trade union responses to immigrants and ethnic minorities in Denmark and the UK** Fafo, Oslo pp 128 ISBN 82-7422-449-3
- John Wrench and Tariq Modood 2001 **The Effectiveness of Employment Equality Policies in Relation to Immigrants and Ethnic Minorities in the UK** International Labour Office, Geneva pp 83 ISBN 92-2-112453-3
- John Wrench, Andrea Rea and Nouria Ouali (eds) 1999 **Migrants, Ethnic Minorities and the Labour Market: Integration and Exclusion in Europe** Macmillan, London, pp 274 ISBN 0-333-68279-3
- John Wrench 1998 **The EU, Ethnic Minorities and Migrants at the Workplace** European Dossier Series, Kogan Page, London, pp 64 ISBN 0-7494-2605-5
- John Wrench 1997 **European Compendium of Good Practice for the Prevention of Racism at the Workplace** Office for Official Publications of the European Communities, Luxembourg pp 112 ISBN 92-828-1960-4
- Paul Taylor, Di Powell and John Wrench 1997 **The Evaluation of Anti-Discrimination Training Activities in the United Kingdom** International Labour Office, Geneva pp 96 ISBN 92-2-110900-3
- John Wrench 1996 **Preventing Racism at the Workplace: A Report on 16 European Countries** Office for Official Publications of the European Communities, Luxembourg pp 180 ISBN 92-827-7105-9
- John Wrench and Tarek Qureshi 1996 **Higher Horizons: A Qualitative Study of Young Men of Bangladeshi Origin** Research Studies RS 30 Department for Education and Employment, London pp 70 ISBN 0-11-270970-2
- John Wrench and Edgar Hassan 1996 **Ambition and Marginalisation: A Qualitative Study of Under-Achieving Young Men of Afro-Caribbean Origin** Research Studies RS 31 Department for Education and Employment, London pp 70 ISBN 0-11-270971-0
- John Wrench and John Solomos (eds) 1993 **Racism and Migration in Western Europe** Berg, Oxford pp 293 ISBN 0-85496-332-4
- John Wrench and Paul Taylor 1993 **A Research Manual on the Evaluation of Anti-Discrimination Training Activities** International Labour Office, Geneva pp 70 ISBN 92-2-109208-9
- John Wrench, Harbhajan Brar and Paul Martin 1993 **Invisible Minorities: Racism in New Towns and New Contexts** Monographs in Ethnic Relations No.6, University of Warwick pp 151 ISBN 0-948303-88-3

- Malcolm Cross, John Wrench and Sue Barnett 1990 **Ethnic Minorities and the Careers Service: An investigation into processes of assessment and placement** Department of Employment Research Paper Series No. 73, London pp 150
- Gloria Lee and John Wrench 1983 **Skill Seekers: Black Youth, Apprenticeships and Disadvantage** National Youth Bureau, Leicester pp 95 ISBN 0-86155-067-6
- Gloria Lee and John Wrench 1977 **Accidents are Colour Blind: Industrial Accidents and the Immigrant Worker** Community Relations Commission, London pp 24

## 2. JOURNAL ARTICLES

- John Wrench 2015 "Still no problem here? Responses to anti-discrimination legislation among trade unions in EU countries" **Transfer: European Review of Labour and Research** February Vol. 21 No.1, 81-98
- John Wrench 2011 "Data on discrimination in EU countries: statistics, research and the drive for comparability" **Ethnic and Racial Studies** Vol. 34 No.10, 1715-1730
- Anne-marie Greene, Gill Kirton and John Wrench 2005 "Trade Union Perspectives on Diversity Management: A comparison of the UK and Denmark" **European Journal of Industrial Relations** Vol. 11 No. 2, July, 179-196
- John Wrench 2005 "Diversity management can be bad for you" **Race and Class** Vol. 46 No.3, 73-84
- John Wrench 2004 "Trade Union Responses to Immigrants and Ethnic Inequality in Denmark and the UK: The Context of Consensus and Conflict" **European Journal of Industrial Relations** Vol. 10 No. 1, March, 7-30
- John Wrench 2000 "Skiftningar I Europa" **Invandrare & Minoriteter** Nr. 6 december Årgang 27: 34-37
- John Wrench 1998 "Discrimination formelle et informelle sur le marché du travail Européen" **Hommes et Migration** No. 1211 janvier-fevrier, 100-111
- Malcolm Cross and John Wrench 1991 "Racial Inequality on YTS: Careers Service or Disservice?", **British Journal of Education and Work** Vol.4 No.3, 5-23
- John Wrench 1990 "New Vocationalism, Old Racism and the Careers Service" **New Community** Vol.16 No.3 April, 425-440
- Gloria Lee and John Wrench 1984 "16-18: The Crisis of the School Leaver" **Culture, Education and Society (Universities Quarterly)** Vol. 38 No.4, Autumn, 321-346
- Gloria Lee and John Wrench 1984 "Routes into Segmented Youth Labour Markets" **International Journal of Social Economics** Vol.11 No.7, 77-90
- John Wrench and Gloria Lee 1982 "Piecework and Industrial Accidents: Two Contemporary Case Studies" **Sociology** Vol.16 No.4, 512-525
- Gloria Lee and John Wrench 1980 "Accident Prone Immigrants: An Assumption Challenged" **Sociology** Vol.14 No.4 November, 551-566

### 3. CHAPTERS in EDITED BOOKS

John Wrench 2016 "Trade Unionism and Racism" in **The Wiley-Blackwell Encyclopedia of Race, Ethnicity and Nationalism** Wiley-Blackwell, Chichester

John Wrench 2016 "Discrimination against Immigrants in the Labour Market: an Overview and a Typology" in Anna Triandafyllidou (ed) **The Routledge Handbook of Immigration and Refugee Studies**, Routledge, London/New York, 118-124

John Wrench 2015 "Diversity management" in Steven Vertovec (ed) **The Routledge International Handbook of Diversity Studies**, Routledge, London/New York, 254-262

John Wrench 2014 "Managing diversity, fighting racism, or combating discrimination? A critical exploration" in Steven Vertovec (ed), **Migration and Diversity** Edward Elgar, Cheltenham, 431-441

Karen Kraal, John Wrench, Judith Roosblad and Patrick Simon 2009 "The ideal of equal opportunities and the practice of unequal chances" in Karen Kraal, Judith Roosblad and John Wrench (eds) **Equal Opportunities and Ethnic Inequality in European Labour Markets: Discrimination, gender and policies of diversity** University of Amsterdam Press, Amsterdam, 9-21

Angela Nilsson and John Wrench 2009 "Ethnic inequality and discrimination in the labour market" in Karen Kraal, Judith Roosblad and John Wrench (eds) **Equal Opportunities and Ethnic Inequality in European Labour Markets: Discrimination, gender and policies of diversity** University of Amsterdam Press, Amsterdam, 23-46

John Wrench 2008 "Diversity Management and Discrimination: experiments in diversity management in the EU" in Éric Fassin and Jean-Louis Halpérin (eds) **Discriminations: Pratiques, Savoirs, Politiques** La Documentation Française, Paris, 165-177

John Wrench 2005 "The Measurement of Discrimination: Problems of comparability and the role of research" in S. Mannila (ed.) **Data to Promote Equality** European Commission / Finnish Ministry of Labour, Helsinki, 56 - 76

John Wrench 2005 "Mangfoldighedsledelse og fagforeninger i Europa - en sammenligning mellem Storbritannien og Danmark" in L. N. Thisted and S. Nour (eds) **Mangfoldighed i Arbejdslivet: Når vi er lige, men ikke ens** Børsens Forlag, Copenhagen, 161-186

*also published in English as:*

"Diversity Management and Trade Unions in Europe: A comparison between the UK and Denmark" in L.N. Thisted and S. Nour (eds) **Diversity in the workplace: When we are equal but not the same** Børsens Forlag, Copenhagen 2005, 159 - 183

John Wrench 2005 "Diversity management in Europe: Universal trends or diverse trajectories?" in M. Fazlhashemi and S. Höglund (eds) **Mångfaldens Möjligheter och Svårigheter som Lösning på Arbetskraftsproblemen** Umeå Studies in Sociology No. 119, Umeå, 53-96

John Wrench 2004 "Konflikt eller konsensus? Fackliga inställningar till antidiskriminering" in K. Mattsson & I. Lindberg (eds) **Rasism i Europa - arbetsmarknadens flexibla förtyck**, Agora, Stockholm, 151-192

John Wrench 2004 "Managing diversity, fighting racism, or combating discrimination? A critical exploration" in G. Titley (ed.) **Resituating Culture** Council of Europe Publishing, Strasbourg, 113-123

- John Wrench 2002 "Ethnic discrimination – recognition and responses. Reservations about the development of a European diversity management" in J. Perheentupa and K. Karppi (eds) **Cross Cultural Encounters: Perspectives on Multicultural Europe** Publications of the Doctoral Programme of Cultural Interaction and Integration Vol. 7, University of Turku, 21-40
- John Wrench 2001 "Anti-discrimination training at the workplace in Europe: The application of an international typology" in Mats Essemr (ed.) **Diversity in Work Organisations** National Institute for Working Life, Stockholm (Arbetslivsinstitutet), 119-156
- John Wrench 2000 "British unions and racism: organisational dilemmas in an unsympathetic climate" in R. Penninx and J. Roosblad (eds) **Trade Unions, Immigration, and Immigrants in Europe, 1960-1993** Berghahn, New York/Oxford, 133-155
- John Wrench 2000 "Trade Unions, Migrants and Ethnic Minorities in an Intercultural Europe" in J. Gundara and S. Jacobs (eds) **Intercultural Europe: Cultural Diversity and Social Policy in the European Union** Ashgate, Aldershot, 315-333
- John Wrench 2000 "Combating employment discrimination in Europe: national variation and the dawn of 'good practice'" in E. Appelt and M. Jarosch (eds) **Combating Racial Discrimination: Affirmative Action as a Model for Europe?** Berg, Oxford, 259-278
- John Wrench 1999 "Employers and anti-discrimination measures in Europe: Good practice and bad faith" in J. Wrench, A. Rea and N. Ouali (eds) 1999 **Migrants, Ethnic Minorities and the Labour Market: Integration and Exclusion in Europe** Macmillan, London, 229-251
- John Wrench, Edgar Hassan and Tarek Qureshi 1999 "From school to the labour market in Britain: the qualitative exposure of structures of exclusion" in J. Wrench, A. Rea and N. Ouali (eds) 1999 **Migrants, Ethnic Minorities and the Labour Market: Integration and Exclusion in Europe** Macmillan, London, 54-71
- John Wrench 1997 "New Towns and Racism: Barriers to mobility for settled migrant populations in Great Britain" in B.S. Bolaria and R. E. Bolaria (eds) **International Labour Migrations** Oxford University Press, Delhi, 43-66
- John Wrench 1997 "Des problèmes dans le passage de l'école à l'emploi chez les jeunes issus de l'immigration au Royaume-Uni" in F. Aubert, M. Tripier and F. Vourc'h **Jeunes Issus de L'Immigration de l'École à l'Emploi** CIEMI/L'Harmattan, Paris, 131-140
- John Wrench and Satnam Virdee 1996 "Organising the Unorganised: 'Race' Poor Work and Trade Unions" in P. Ackers, C. Smith and S. Smith (eds) **The New Workplace and Trade Unionism** Routledge, London, 240-278
- John Wrench 1995 "Racism and the Labour Market in Post-War Britain: The 'Second Generation' and the Continuance of Discrimination" in M. van den Linden and J. Lucassen (eds) **Racism and the Labour Market: Historical Studies** Peter Lang, Bern,
- John Wrench 1993 'Ethnische Minderheiten und Organisation am Arbeitsplatz in Grossbritannien: Gewerkschaften, Mitbestimmung und Rassismus', **Gesprachskreis Arbeit und Soziales** Nr.22, Friedrich Ebert Stiftung, Bonn, 51-76
- John Solomos and John Wrench 1993 "Race and racism in contemporary Europe" in J. Wrench and J. Solomos (eds) **Racism and Migration in Western Europe** Berg, Oxford, 3-16
- John Wrench and John Solomos 1993 "The politics and processes of racial discrimination in Britain" in J. Wrench and J. Solomos (eds) **Racism and Migration in Western Europe** Berg, Oxford, 157-176

- John Wrench 1992 "New Vocationalism, Old Racism and the Careers Service" in P. Braham, A. Rattansi and D. Skellington (eds) **Racism and Anti-Racism: Inequalities, Opportunities and Policies** Sage, London, 133-147 (also in *New Community* 16 (3) April 1990)
- John Wrench 1991 "Black School Leavers and the Labour Market in Britain: The Policy Implications of Racial Discrimination" in **The Annals of the International Institute of Sociology** New Series Volume 2, 245-255
- John Wrench 1991 "Gatekeepers in the Urban Labour Market: Constraining or Constrained?" in M. Cross and G. Payne (eds) **Work and the Enterprise Culture** Falmer, London, 188-209
- John Wrench 1987 "The Unfinished Bridge: YTS and Black Youth" in B. Troyna (ed) **Racial Inequality in Education** Tavistock, London, 127-146
- John Wrench 1987 "YTS, Racial Equality and the Trade Unions", in M. Cross and D.I. Smith (eds) **Black Youth Futures - ethnic minorities and the Youth Training Scheme**, National Youth Bureau, Leicester, 20-34
- John Wrench 1987 "Unequal Comrades: Trade Unions, Equal Opportunity and Racism", in R. Jenkins and J. Solomos (eds) **Racism and Equal Opportunity Policies in the 1980s** Cambridge University Press, Cambridge, 160-186
- Gloria Lee and John Wrench 1987 "Race and Gender Dimensions of the Youth Labour Market: From Apprenticeships to YTS", in G. Lee and R. Loveridge (eds) **The Manufacture of Disadvantage: Stigma and Social Closure** Open University Press, Milton Keynes, 83-99
- John Wrench and Gloria Lee 1983 "A Subtle Hammering: Young Black People and the Labour Market" in B. Troyna and D.I. Smith (eds) **Racism, School and the Labour Market** National Youth Bureau, Leicester, 29-45

#### **FORTHCOMING 2018**

- John Wrench "Ethnic Discrimination in the Labour Market: Research Evidence and a Typological Clarification" in R. Emerek, S. Meret and T. L. Thomsen (eds) **Mapping Migration Controversies: immigration, diversity, inclusion and exclusion in Denmark today**, Peter Lang Publishing, Bern.

#### **4. OTHER PUBLICATIONS**

- John Wrench 2016 "Dubious Types and Boundary Disputes: Contested Understandings of Concepts of Discrimination". **Robert Schuman Centre for Advanced Studies Working Papers** No. RSCAS 2016/39. European University Institute, Florence, 1-28. <http://cadmus.eui.eu/handle/1814/42806>
- John Wrench 2013 "Variations in response to anti-discrimination legislation among trade unions and employers in EU countries" **Robert Schuman Centre for Advanced Studies, Working Papers**, Report no. 2013/51, European University Institute, Florence, 1-17, Available at SSRN: <http://hdl.handle.net/1814/27558>
- John Wrench 2012 "Raising awareness of employment discrimination in Europe: the impact of EU legislation and research" **Canadian Diversity** Vol. 9 No.1, 92-95
- John Wrench 2010 "Zulassung, Integration und Regularisierung von Immigranten" **Migration and ihre Auswirkung auf die Arbeit von Bürgerbeauftragten** Europäisches Verbindungsnetz der Bürgerbeauftragten, Publications Office of the European Union, Luxembourg, 91-98

- John Wrench 2009 "Diversity Management and Multiculturalism in Europe" **Differens** December 2009, Foreningen Nydanske, Copenhagen, p.8
- John Wrench 2007 "Gathering Evidence for Racism and Discrimination in the EU: The implications for trade unions" **Transfer** Vol.3, No. 3, European Trade Union Institute, Brussels, 488-496
- John Wrench 2004 "Multikulturelles Europa" **Personal – Zeitschrift für Human Resource Management** September, 10-13
- John Wrench 2004 "The Importance of Data and Monitoring in Combating Racism and Discrimination in Europe" **Spectrum** Issue 6, July NCCRI, Dublin, 14–15
- John Wrench, Michael Jandl, Albert Kraler and Anna Stepien 2003 "Migrants, minorities and employment in 15 EU Member States" **Equal Voices** 14, November, European Monitoring Centre on Racism and Xenophobia, Vienna 4-6
- John Wrench 2003 "Diversity management: an employment typology" **Equal Voices** 12, May, European Monitoring Centre on Racism and Xenophobia, Vienna 15-20
- John Wrench 2001 "Massnahmen gegen Diskriminierung am Arbeitsplatz: Beispiele aus der Europäischen Union" **Tangram** Nr. 11, September, Bern 48-51
- John Wrench 2001 "Diversity Management in Europe" **Equal Voices** 5, April, European Monitoring Centre on Racism and Xenophobia, Vienna 24-25
- John Wrench 2000 "Anti-discrimination training and the road to diversity management in Europe" *Die Augen der Herrschenden* **ISOTOPIA** 2000/24, Graz 68-99
- John Wrench 1999 "Discrimination sur le marché européen de travail" **Etudes et Recherches** No. 163 Actes des Journées d'étude de Lille ISERES VO Editions, Paris 43-48
- John Wrench 1999 "The problem of 'no problem': discrimination in the European labour market" *Viel Arbeit: Perspektiven zur beruflichen Integration von MigrantInnen* **ISOTOPIA** 1999/15, Graz 27-34
- John Wrench 1998 "Discrimination sur le marché européen du travail: le problème de 'pas de problème'" **L'Europe contre le racisme: témoignages, expertises, propositions** Forum Alternatives Européennes, Paris 80-84
- John Wrench 1998 "Compendium européen de bonnes pratiques pour la prévention du racisme sur le lieu de travail" **Etudes et Recherches** No. 158/a Actes du Colloque IMA Le racisme at les discriminations au travail ISERES VO Editions, Paris 93-102
- Estelle Kreszlo, Edwin Loof, Michel Miller and John Wrench 1998 "Racisme et travail: une comparaison européenne" **La Revue de la Confédération Française Démocratique du Travail** Janvier No.6, 9-22
- John Wrench 1997 "Exemples de bonnes conduites utilisées par les employeurs et les syndicats européens contre le racisme et les discriminations au travail" **Tribune de l'immigration - Journal CGT du Secteur Migrants** Décembre 23
- John Wrench 1997 **Cases of good practice for the prevention of racial discrimination and xenophobia and the promotion of equal treatment in the workplace: Denmark** Working Paper No. WP/97/36/EN European Foundation for the Improvement of Living and Working Conditions, Dublin pp 48

John Wrench 1997 "The Mechanisms of Exclusion: Ethnic minorities and labour markets" **Nordic Labour Journal** 01/1997 16-19

John Wrench 1996 "Preventing Racism at the Workplace in Europe" in **European Conference on Preventing Racism at the Workplace: Proceedings** Office for Official Publications of the European Communities, Luxembourg, 9-14

John Wrench 1996 **Preventing Racism at the Workplace: A Summary** European Foundation for the Improvement of Living and Working Conditions Information Booklet Series: No. 26, Office for Official Publications of the European Communities, Luxembourg pp 38 (also published in all other EU languages)

John Wrench 1996 Mésaventures de la prévention du racisme dans l'Union Européenne **Savoirs et Formation** Revue d'information de la Fédération AEFTI, Paris, 67-69

John Wrench 1995 "Racism and Occupational Health and Safety: Migrant and Minority Women and 'Poor Work'" **Comparative Labour Studies Working Paper Series No.7**, University of Warwick pp 12

John Wrench 1995 **Preventing Racism at the Workplace: The UK National Report** Working Paper No. WP/95/50/EN European Foundation for the Improvement of Living and Working Conditions, Dublin (with David Owen) pp 73

John Wrench 1992 "Migrants and Trade Unions: the United Kingdom" in **Council of Europe Compendium of Documents, Colloquy on Relations between Migrants and Trade Unions**, Strasbourg, 31-41.

John Wrench 1990 "The 1990s and Black Employment: Britain and the European Community" **Trades Union Congress**, London, pp 20

Malcolm Cross John Wrench and Sue Barnett 1990 **Fair Guidance? A Study of Careers Service Work with Ethnic Minorities** Department of Employment Careers Service Branch paper, pp 26

Gloria Lee, John Wrench and Pam Sykes 1983 "Jobs for the Girls: Low Horizons in a Shrinking Labour Market" **Community Education Journal** Vol.2 No.1 February, 9-23

Gloria Lee and John Wrench 1981 "Where are the Black Apprentices?" **New Society** Vol.24 September, 517-518

Gloria Lee and John Wrench 1981 **In Search of a Skill: Ethnic Minority Youth and Apprenticeships** Commission for Racial Equality, London, pp 22

"Employment and the Labour Market": a series of 10 reports providing six-monthly overviews of issues relating to ethnic minorities and employment in the UK, published in the journal *New Community*:

Vol.15 No.2 January 1989, 261-267; Vol.15 No.4 July 1989, 591-597;

Vol.16 No.2 January 1990, 275-287; Vol.16 No.4 July 1990, 575-583;

Vol.17 No.2 January 1991, 259-266; Vol.17 No.4 July 1991, 617-623;

Vol.18 No.2 January 1992, 311-315; Vol.18 No.4 July 1992, 603-610;

Vol.19 No.2 January 1993, 311-317; Vol.19 No.4 July 1993, 669-674



## **RESEARCH MANAGEMENT at FRA / EUMC 2003-2010**

Involvement in designing, commissioning, editing and preparing for publication the following reports:

- **Migrants, Minorities and Employment: Exclusion and discrimination in the 27 member states of the European Union (2010)**
- **The Impact of the Racial Equality Directive: Views of trade unions and employers in the European Union (2010)**
- **Homophobia and Discrimination on Grounds of Sexual Orientation and Gender Identity in the EU Member States: Part II - The social situation (2009)**
- **Trends and Developments 1997-2005: Combating ethnic and racial discrimination and promoting equality in the European Union (2007)**
- **Perceptions of Discrimination and Islamophobia (2006)**
- **Majorities' Attitudes towards Migrants and Minorities: Key findings from the Eurobarometer and the European Social Survey (2005)**
- **Perceptions of Antisemitism in the European Union (2004)**
- **All FRA / EUMC Annual Reports from 2004 - 2010**

## **RESEARCH PROJECTS**

### **2000 Diversity Management in a European context**

A commission was received in 2000 from the Swedish National Institute for Working Life to study issues related to the development of diversity management in a European context. The aim was to examine the development of diversity management in Europe, and the various forms that it can take. The report considers the variables of national difference which have implications for the development of diversity management, and also addresses some of the critiques which have been made of the practice. It finishes with observations on the relationship of diversity management to the issue of racial discrimination, and suggests some future issues for European researchers in this field. The report was completed in 2002, and formed the basis of a book published in 2007.

### **1997 Trade Unions and Immigrant workers in Denmark and the UK**

The Danish Social Science Research Council financed a project to compare trade union policies towards immigrants and ethnic minorities in Britain and Denmark, focusing in particular on how differences of structural context have implications for national trade union discourse and action, especially the 'consensus' and 'conflict' dimensions which characterise the Danish and British approaches to industrial relations respectively. A programme of interviews was carried out with 20 Danish and British trade union activists. The report was completed by the end of 2002, and published in 2004.

### **1998 Trade Union Integration Practices in Denmark, France and Spain**

Funds were raised from the European Social Fund 'Employment - INTEGRA' initiative to monitor the attempts within the Danish trade union movement to combat discrimination and increase the participation of immigrants in unions, and to hold exchanges and conferences with French and Spanish unions doing the same thing. The partner organisation for this project was the Netværk i Fagbevægelsen, a network of ethnic minorities within the Danish trade union movement, coordinated by the Arbejderbevægelsens Internationale Forum. The final report was presented in Paris in March 2000.

### **1996 European Compendium of Good Practice**

This project was commissioned by the European Foundation for the Improvement of Living and Working Conditions in 1996. First a common methodology for carrying out the national case studies was designed. The national researchers were co-ordinated, and at the same time the report on the Danish case studies of good practice in the employment of immigrants was produced. Finally, the consolidated report on all 15 EU countries was written, and launched at a conference in November 1997 in Lisbon as part of the European Year against Racism.

### **1995 Preventing Racism in the European Workplace**

This project was commissioned by the European Foundation for the Improvement of Living and Working Conditions. The aim was to produce an overview of national and company policies to prevent racism at the workplace in each EC member state, assess their impact, and consider future strategies. First the UK national study was produced; later the 16 national studies were amalgamated into the final overview report, which was published in 1996.

### **1994 Afro-Caribbean Young Men in the Labour Market: A Qualitative Exploratory Study**

The UK Employment Department financed this one year project, which commenced in March 1994. An Afro-Caribbean fieldworker was recruited to carry out an ethnographic study of Afro-Caribbean men in the 16-24 age group, at the lower-qualified/unemployed end of the spectrum. Using semi-participant observation and interviews, the fieldworker recorded information on educational and employment experiences, job-seeking behaviour, and role models. The final report was published in 1996.

### **1994 Bangladeshi Young Men in the Labour Market: A Qualitative Exploratory Study**

This research is of similar methodology and scope as the above project, and is also financed by the UK Employment Department. It covers groups of Bangladeshi young men in two locations: East London and Birmingham. The fieldworker was recruited and the project commenced on 1 September 1994, and the final report was published in 1996.

### **1994 The Evaluation of Anti-Discrimination Training Activities: the UK study**

This commission for the ILO facilitated the next stage of their project "Combating discrimination against migrant workers and ethnic minorities in the world of work". This entailed using the manual developed in the previous stage to carry out the UK national study of anti-discrimination training. The research began on 1 May 1994, and the final report was published in 1997.

### **1993 A Research Manual on the Evaluation of Anti-Discrimination Training Activities:**

This project was commissioned by the International Labour Office as part of their project "Combating discrimination against migrant workers and ethnic minorities in the world of work". A manual was developed to provide a standardised research/evaluation methodology in order to facilitate a valid comparison of training between different countries, where such training is imparted to personnel and line managers, trade union officers and public servants. The manual has been published by the ILO in three languages.

### **1990 Ethnic Minorities in New Towns**

Harlow (UK) Council Economic Development Unit financed a research project on the employment and training needs of black and ethnic minorities in Harlow, a "New Town". This involved interviews with major employers, teachers and Council officers, and interviews with 100 members of the local ethnic minority communities. The research demonstrated that ethnic minorities face particularly acute problems in New Towns and similar areas because of the relative smallness of their population and their "invisibility". The research was published as a monograph in 1993.

### **1990 Ethnic Minority Participation in Trade Unions**

Funding from the UK Commission for Racial Equality and a number of trade unions enabled a researcher to work for one year on a project on ethnic minority workers and trade unions. The aim of the study was to examine how trade unions tackle those structural features which inhibit participation of ethnic minority members in unions.

### **1985 The Transition from School to Work for Ethnic Minority Young People.**

A project financed by the UK Department of Employment. The research included 88 tape recorded interviews with careers guidance counsellors in nine multi-ethnic locations in England. The findings, in the form of a 150 page report, were published as a Department of Employment research paper in 1990. Other articles have stemmed from this research.

### **1978 Ethnic Minorities and Apprenticeships**

Research financed by the UK Commission for Racial Equality to investigate the intake of ethnic minorities into apprenticeships. The research involved an examination of the recruitment practices of firms in the West Midlands, primarily through an interview programme with employers as well as with careers advisers and teachers. A cohort of school leavers from four Birmingham schools was studied. The findings were published as a full report and in summary form, and later generated a number of articles.

### **1975 Industrial Accidents and Immigrant Workers**

A project financed by the UK Community Relations Commission, based at Aston University, investigating industrial accidents amongst immigrant workers. This involved the collection of data from factory safety and personnel records for computer analysis, and the interviewing of selected management, trade union and shop floor personnel. The findings were published in a short report and in journal articles.

## **EXTERNALLY RAISED RESEARCH INCOME**

- 2000 141.600 dkk.** from the Swedish National Institute for Working Life to carry out an analysis of issues relating to diversity management practice in Europe
- 1998 131.000 dkk** from the European Social Fund to facilitate the exchange of experiences between teams of researchers and trade unionists in Denmark, France and Spain on trade union policies towards migrants and ethnic minorities.
- 1997 820.000 dkk** from the Danish Social Science Research Council for a project to compare trade union policies towards migrants and ethnic minorities in Britain and Denmark, focusing in particular on how differences of structural context have implications for national trade union discourse and action.
- 1996 345.108 dkk** from the European Foundation for the Improvement of Living and Working Conditions, Dublin, to produce the Danish national report for the European Compendium of Good Practice, and also to write the consolidated Ef report.
- 1995 £4,000** (rom the European Foundation for the Improvement of Living and Working Conditions, Dublin, to add to the Consolidated report the three new EU Member State reports on policies aimed at the reduction of racism in the workplace.
- 1995 £2,500** from the Royal Society for the Prevention of Accidents for consultancy during the project "The Occupational Health and Safety Needs of Minority Ethnic Community Workers".

- 1994 £35,400** from the International Labour Office, Geneva, to carry out the UK national research on the Documentation and Evaluation of Anti-Discrimination Training (with Paul Taylor).
- 1994 £13,000** from the European Foundation for the Improvement of Living and Working Conditions, Dublin, to coordinate the 12 EU Member State reports on policies aimed at the reduction of racism in the workplace.
- 1994 £3,500** from the European Foundation for the Improvement of Living and Working Conditions, Dublin, for an overview of policies in the UK aimed at the reduction of racism in the workplace.
- 1994 £2,700** from the ESRC for the costs of preparing a research bid under the EU's Fourth Framework Programme.
- 1994 £49,500** from the Employment Department for "Bangladeshi Young Men in the Labour Market: A Qualitative Exploratory Study"
- 1993 £48,974** from the Employment Department for "Afro-Caribbean Young Men in the Labour Market: A Qualitative Exploratory Study".
- 1993 £12,260** from the International Labour Office, Geneva for "A Research Manual on the Documentation and Evaluation of Anti-Discrimination Training" (with Paul Taylor).
- 1991 £14,200** from Central England Training and Enterprise Council for "ESOL Needs in the CENTEC Region"
- 1990 £34,905** from the Commission for Racial Equality for "The Participation of Black Workers in Trade Unions" (with Satnam Virdee)
- 1990 £25,000** from Harlow Council Economic Development Unit for "The Employment and Training Needs of Black/Ethnic Minority Communities in Harlow"
- 1985 £29,885** from the Department of Employment for "Ethnic Minorities and the Careers Service" (with Malcolm Cross)
- 1978 £8,957** from the Commission for Racial Equality for "Ethnic Minority Youth and Apprenticeships" (with Gloria Lee)

## UNIVERSITY TEACHING

### 2003 – present day

#### **Aalborg University**

Visiting lectures on migration, discrimination and diversity management for the undergraduate migration course, each year since 2013

#### **University of Lucerne**

Two day seminar for the Sociology Department on 'Diversity Management', April 2013

#### **Danube University, Krems**

Visiting lectures on migration, discrimination and diversity management for the Intercultural Studies Programme, each year between 2010 – 2013

**Norwegian University of Science and Technology**

Visiting lectures on migration, discrimination and diversity management for post-graduate courses in the Department for Social Work and Health Science, each year since November 2007

**University of Southern Denmark**

Visiting lectures on 'Diversity management and Health in Europe' for the undergraduate course 'International Health', each year between 2007-2013.

**University of Amsterdam PhD Workshop**

Workshop on Comparative Research and Methodological Issues organised for PhD students by the Institute for Migration and Ethnic Studies, (IMES) University of Amsterdam, June 2006

**European Inter-University Centre for Human Rights and Democratisation, Venice**

Course on 'Racism in Europe' for the European Masters Degree in Human Rights and Democratisation, November 2004 and September 2005

**1996 – 2003 UNIVERSITY OF SOUTHERN DENMARK**

- Diversity Management for cand. merc. programme, Kolding 2001 – 2002
- Human Resource Management and Diversity Management for the International Studies Programme, Esbjerg 2000 - 2002
- Diversity Management for cand. negot. programme, Odense 2000
- Methodology seminars for PhD students, Esbjerg 1996 - 1997

**External teaching**

Visiting lectures on migrants and the labour market at Handelshøjskole Syd, Esbjerg, in October 1997 & November 1998, and at Handelshøjskole Syd/Syddansk Universitet, Kolding, in October 1998, September 1999 and 2000.

Methodology seminars presented to PhD students in the Sociology Department, Umeå University, June 1996

**1984 - 1996 UNIVERSITY OF WARWICK**

MA in Race and Ethnic Studies 1986-1994:

- Option: Race and Employment (1986-1994)
- Core Course: Racism and Ethnic Relations in Britain (1989-91)
- Research Methodology seminars (1986-1988)

**External teaching** 1984 -1996 included visiting lectures on the following courses:

- MA in Labour Studies, Department of Sociology, University of Warwick
- BA Sociology, Wolverhampton Polytechnic
- Human Resources Management course, B.Comm., Birmingham University
- Sociology Day School for Sixth Formers, Lancaster University.
- M.Sc Sociology of Education, South Bank Polytechnic, London.
- Equal Opportunities Course, Coventry Polytechnic.

- Labour Market Analysts Development Programme, Institute for Employment Research, University of Warwick

### **1980-1983 Aston University Management Centre**

BSc Managerial and Administrative Studies

Year 1: Elements of Social Science

Year 2: Industrial Sociology

Year 4: Problems of Management in a Changing Environment

Masters in Business Administration

Module M300: People at Work

Module M500: Management of Human Resources

Supervision of student Masters projects on the MBA and Personnel Management postgraduate courses.

### **1976-1980 Aston University Sociology Group**

BSc Behavioural Science/BSc Combined Honours

Year 1: Introductory Sociology

Year 2: Organisational Sociology

Year 2: Communication (Language/Mass Media)

Year 1: Social Problems

Year 2: Theory and Methods

Year 4: Occupational Sociology

## **SUPERVISION OF RESEARCH STUDENTS**

PhD students supervised to completion:

- "Racism and the British Trade Union movement" PhD awarded, Warwick University November 1999
- "Parental Participation in a Multi-Ethnic Primary School". PhD awarded, Warwick University 1993
- "An Ethnographic Study of School Leavers in a Southern Comprehensive School" PhD awarded, Warwick University 1990
- "Psycho-Social Determinants of Children's Behaviour in a Play Setting", PhD awarded, Aston University 1983

### **External Examiner for Higher Degrees**

- External examiner for PhD candidate, University of Sheffield, September 1993: "The education and labour market experiences of black young people in England and Wales".
- External examiner for PhD candidate, Birkbeck College, University of London, November 1995, "Trade Unions and Equal Opportunities in Higher Education Institutions"

## **ERASMUS Teaching**

Lecture: "Discrimination and the European Labour Market" within ERASMUS Summer School "Refugees and the New Migrations" University of Utrecht, August 1995

Lectures: "The integration of migrants and ethnic minorities into employment in Europe" within ERASMUS Summer School "Migration and the New Nationalism in Europe", University of Utrecht, August 1994

Lectures/Seminars: "Racism and the Reaction to Migrant Workers: Employers, Trade Unions and the Mass Media in the UK" within the ERASMUS Summer School "Migratory Movements in Western Europe: Current Perspectives" Universidade Aberta, Lisbon, Portugal, August 1992.

Lectures/Seminars: "The Educational and Employment Experiences of British 'Second Generation' Migrants" within ERASMUS Summer School: "Immigrants, New Populations and the European City", Universite Catholique de Louvain, Belgium, August/September 1991.

Lectures/Seminars: "Employment, trade unions and minorities" within ERASMUS Summer School: "The Sociology of Migration, Ethnic Relations and Processes of Integration" Universite Catholique de Louvain, Belgium, July 1989.

## **CONFERENCE PAPERS / PRESENTATIONS SINCE 1998**

### **1. Papers presented at academic seminars and conferences:**

University of Oslo, August 2016

University of Geneva, June 2015

Aalborg University, November 2014

University of Bergen, August 2014

Nordic Migration Conference, Copenhagen, August 2014

Aalborg University, June 2014

European University Institute, Florence, April 2014

University of Vienna, November 2013

Council for European Studies, University of Amsterdam, June 2013

University of Lucerne, November 2012

Nordic Migration Research Conference, University of Turku, August 2012

University of Barcelona, May 2012

Pompeu Fabra University, Barcelona, March 2011

Summer School of Ethnicity and Migration Studies, Komarno, Slovakia, July 2010

International Sociological Association Congress, Gothenberg, July 2010

INED; Paris, November 2009

Stockholm University, October 2009

Technical University, Berlin, September 2009

NTNU; Oslo, November 2008

Sciences Po, Lille, October 2008

European University Institute, Florence, June 2008

University of Liège/City of Liege, May 2008

Institut de l'École normale supérieure, Paris, February 2008

University of Vienna / Austrian Commission for UNESCO, July 2007

NTNU Trondheim, September 2007

University of Amsterdam, November 2007

University of Leeds, May 2006

Monash University Centre, Prato, July 2005

IMER, Malmö, November 2005

University of Warwick, March 2003.

University of Helsinki, October 2003

University of Atlanta, January 2002

University of North London, June 2002

University of Göteborg, September 2002

University of Umeå, October 2002

University of Bern, January 2001

Arizona State University, February 2001

Rockefeller Foundation, Bellagio, July 2001

Swedish Council for Work Life Research, Stockholm, May 2001

University of Linköping/National Institute for Working Life, Norrköping, May 2001

Ecole des Hautes Etudes en Science Sociales, Paris, May 2001

The British Academy, London, June 2001

Handelshøjskolen, Copenhagen, August 2001

University of Linköping/National Institute for Working Life, Norrköping, April 2000

University of Turku, August 2000

Roskilde Universitetscenter, October 2000

National Institute for Working Life, Norrköping, November 2000

University of Bern, February 1999

University of Michigan, Ann Arbor, September 1999

Instituto di Ricerche Economiche e Sociali, Rome January 1998

Ecoles des Hautes Etudes en Sciences Sociales, Paris, March 1998



University of Utrecht, April 1998

Sydjysk Universitetscenter, Esbjerg, October 1998

University of Innsbruck, September 1998

Norges forskningsråd, Oslo, November 1998

## **2. Papers presented at International Metropolis conferences**

Den Haag, September 2017

Azores, September 2011

Bonn, October 2008

Lisbon, October 2006

Geneva, September – October 2004 (2 papers)

Vienna, September 2003 (plenary)

Oslo, September 2002

Rotterdam, November 2001 (workshop organiser)

Vancouver, November 2000 (2 papers)

## **3. Papers presented at conferences of international organisations**

87<sup>th</sup> Session of the UN Committee on the Elimination of Racial Discrimination,  
Geneva, August 2015

Global Migration Policy Associates / The Graduate Institute, Geneva June 2012

European Employment Week, Brussels, November 2010

Centre for Parliamentary Studies, Brussels, July 2010

European Economic and Social Committee, Brussels, January 2010

Seminar of National Ombudsmen of EU Member States, Cyprus 2009

European Social Fund / Federal Ministry of Labour and Social Affairs, Lübeck, March  
2007

CEIES/Eurostat/Malta Statistics Authority, Malta, June 2007

Hearing of the European Parliament, Brussels, November 2007

European Commission / Ministerio de Trabajo y Asuntos Sociales, Madrid, April 2006

ILO/INTI Programme, Brussels June 2006

ILO International Migration Programme, Geneva, September 2005

European Commission / Forschungs- und Beratungsstelle Arbeitswelt, Vienna, June 2004

European Commission / Finnish Ministry of Labour, Helsinki, December 2004

Council of Europe & European Commission, Budapest, June 2003

European Trade Union Confederation, Brussels, February 2002

The Conference Board, Amsterdam, November 2002

European Parliament, Strasbourg, November 2002

European Trade Union Institute, Brussels, May 2001

ILO / OHCHR, Palais des Nations, Geneva, May 2001

European Trade Union Institute, Brussels, September 2001

European Commission, Berlin, October 2001

European Monitoring Centre on Racism and Xenophobia, Vienna, November 2001

#### **4. Papers presented at NGO and other conferences**

Antidiskriminierungsstelle Steiermark, Graz, March 2017

Ministry of Employment & Social Security, Madrid, March 2014

GEFAS – Academy for Generations, Styria, Graz, November 2012

Senter for studier av Holocaust og livssynsminoriteter, Oslo, December 2008

Humanity in Action Summer School, Copenhagen 2008

Chamber of Labour & Chamber of Commerce, Vienna, January 2005

Danish Institute for Human Rights/Dansk Industri, Copenhagen, March 2005

Equality Commission for Northern Ireland, Belfast, November 2005

National Consultative Committee on Racism and Interculturalism, Dublin, June 2004

Agora Forskarnätverk /Olaf Palmes Internationalla Centrum, Stockholm, October 2004

European Centre for Social Welfare Policy and Research, Vienna, July 2003

EQUAL project Århus October 2003

Austrian League for Human Rights, Vienna, October 2003

Danish Institute for Human Rights, Copenhagen, November 2003

Runö Folkhögskola, LO, Stockholm, March 2001

Fittja Gård Mångkulturellt Centrum Stockholm, September 2000

LO Skolen, Helsingør, January 1999

CGT, Lille, November 1998

Landsforening 2 av Norsk Tjenestemannslag, Oslo, June 1998

ISOP, Graz, December 1998

## **EDITORIAL ACTIVITIES**

Member of the Editorial Advisory Board of the journal *Equality, Diversity and Inclusion* (formerly *Equal Opportunities International*) since 2006.

Founder editor of the book series *Research in Migration and Ethnic Relations Series* with Ashgate Publishing Ltd between 1987 - 2002. In 1997 I was able to develop this into a joint series between the Danish Centre for Migration and Ethnic Studies and the UK Centre for Research in Ethnic Relations, with a new European focus. In 1999 the series was further expanded to encompass the "Comparative Studies in Migration and Ethnic Relations" series of Utrecht University. Around 70 books were published in the series up to 2002.

## **VISITING SCHOLAR AWARD – MARCH 1998**

Visiting scholar (Directeur d'études associée) for one month at the Ecole des Hautes Etudes en Sciences Sociales, Paris.

## **OTHER**

### **Global Migration Policy Associates**

Founding member of Global Migration Policy Associates (GMPA), an association which aims to provide expertise, offer services and conduct activity in support of rights-based governance of migration worldwide.

The founding Assembly of member Associates took place in October 2011 in Geneva. The GMPA is officially registered in the State of Geneva as an international non-governmental organisation.

### **The ACCEPT PLURALISM project**

Between 2010 - 2013 member of the Advisory Board for the project "Tolerance, Pluralism and Social Cohesion" (known by the abbreviated form ACCEPT PLURALISM), funded by the European Commission under the Seventh Framework Program.

(Project website: <http://www.accept-pluralism.eu/Home.aspx>)

### **Open Society Equality Data Initiative**

Member of the Advisory Board of the Open Society Equality Data Initiative, Open Society European Policy Institute, Brussels, 2012-2013