

INDEX

- Academic debate on religious discrimination, 45–46
- Act of Union, 89
- Actors
- public debates on, 110–118
 - of social dialogue, 50–51
- Agricultural sector, 205–206
- Allgemeine Gleichbehandlungsgesetz* (AGG), 67
- ‘Allochtoon’, 24
- Alternative für Deutschland* (AfD), 3–4, 64–65
- Anglo-Saxon sphere, 1–2
- Anonymous CV system, 47–48
- Anthroponymic method, 26–27
- Anti-Arab racism, 111
- Anti-discrimination, 60–61, 63–64, 182
- body, 208, 212–213
 - culture, 72–73
 - legislation, 160–161
 - organisms, 46
 - public measures to diversity management, 43–44
 - testing, 49–50
- See also* Discrimination
- Anti-racist/anti-racism
- approach, 266
 - associations, 46, 50
 - to direct and indirect fight against discrimination, 42–43
- See also* Race/racial/racism
- Anti-Semitism, 1, 3–4
- Anti-terrorism, Crime and Security Act*, 111
- Arab springs, 179–180
- Aulnay-sous-Bois (AsB), 51
- ‘Bail-in’ programme, 216
- Belgian postal service, 260–261
- Black and Asian Minority Ethnic (BAME), 108, 110–111, 120
- Black feminists, 61–62
- Boreano
- ghetto of, 190
 - labourers, 188–189
- Bossi-Fini Law (Law 189/2002), 177–178
- Brexit, 267
- Britain, 108–109, 112, 115
- colonial history, 109
- Burden approach, ethnic diversity as, 111–112
- Bureaucratization of citizenship, 112
- Business in the Community (BITC), 118
- Campobello, 193
- Catholic Church, 90
- Center of Studies and Research on Qualifications (CEREQ), 40–41
- Central statistical organization. *See* Central Statistics Office (CSO)
- Central Statistics Office (CSO), 82, 87–88
- Ciao Ousmane* camp, 186–187, 190, 191
- Citizens’ initiatives, 134–135
- Civil Registry and Migration Department, 204
- Civil society, 267
- organizations, 264
- Class actions against discriminations at work, 49
- Colonialism, 109

- Coloured immigrants, 30
- Commissioners of National Education (CNEI), 89–90
- Committee for Measurement and Evaluation of Diversity and Discrimination (COMEDD), 26–27
- Commonwealth immigrants, 30
- Communalization, 17
- Communication, 216–217
- Communitarianism, 16
- Community
 - anti-discrimination legislation, 229–231
 - networks, 245–246
- Comparative analysis, 53
- Comprehensive diversity program, 53
- Compulsory anti-discrimination training, 50
- Constitutional provisions, 208–209
- ‘Constructivist’ approach, 18
- Convention on Elimination of all forms of Discrimination Against Woman (CEDAW), 66–67, 160–161
- Convention on Elimination of all forms of Race discrimination (CERD), 160–161
- Corporate diversity practices, 53–55
- Corporate partners, 264
- Corporate social responsibility (CSR), 263
- Corporate Social Responsibility movement’s philosophy, 43
- Correspondence testing, 138
- Counter-Terrorism Directive, 252–253
- Cultural homogeneity, 100
- Customer discrimination, 141–142
- Cutting-edge research, 258–259
- Cypriots, 203–204, 210, 211
 - attitude, 212
 - citizens, 211, 212, 216
 - cultural context, 202, 210–211
 - experience of working in Cypriot organization as foreigner, 216–217
 - law, 208
 - workers, 205–206
- Cyprus, 9–10
 - areas of discrimination, 214
 - causes of migration in, 205
 - characteristics of migrant workers, 209–210
 - classification of complaints, 213
 - consequences of migration in, 205–206
 - contemporary history, 202
 - country-specific case, 214–219
 - establishing policies enhancing effective integration of migrant workers, 218–219
 - experience of working in, 215–216
 - historical context of immigration in, 203–205
 - issue, 201–202
 - legal framework, 206–209
 - migrant workers in, 205
 - migrants in, 204
 - problem, 203
 - public debate about ethnic minorities, 210–214
- Dangerous, dirty and demeaning jobs (3D jobs), 255
- Declarative methods, 39–40
- Decomposition
 - analyses, 140
 - techniques, 137–138
- ‘Defender of Rights’, 39

- Deficit approach, 112–113
 - ethnic diversity as, 112–113
- Department of Education & Science (DES), 92, 94
- Department of Labour website (2017), 43–44
- Dialogue Group, 46–48
 - against discriminations at work and in employment, 46
 - proposals, 49–51
- Direct discrimination, 160, 230
- Direct race discrimination, 118
- Directives, 231
- Dirty, dangerous and demanding jobs (3-D jobs), 178
- Discrimination, 5–6, 8, 42, 154
 - anti-racism to direct and indirect fight against, 42–43
 - field experiments, 138
 - floor in Dutch, 146–147
 - mechanisms of, 165–167
 - methods for measuring, 135–138
 - multimethods study, 162–163
 - phenomena, 26–27
 - in politics, 133–134
 - prevalence of, 163–165
 - public opinion on, 131–133
 - statistical analyses, 137–138
 - at work, 161–167, 226–227
 - See also* Ethnic discrimination; Perceived discrimination
- Discrimination Convention, 207
- Diversity and inclusion (D&I), 256, 263
- Diversity Charter, 134
- Diversity management, 1–2, 60, 61, 134, 257–258, 259
 - antidiscrimination public measures to, 43–44
 - empirical study of, 51
 - equality law to, 252–256
 - festivals, 258
- Diversity policies in public and private sector
 - instruments promoting ethnic diversity at workplace, 71–73
 - migrants and ethnic minorities at work, 68–71
 - migrants and ethnicity at workplace, 62–64
 - public and policy debate pertaining migrants, 64–66
 - relevant legislation, 66–68
- Divini Illius Magistri*, 91
- Domestic workers, 244–245
- Dutch Antilles, 131
- Dutch labour market
 - citizens' initiatives, 134–135
 - discrimination at work floor, 146–147
 - ethnic discrimination in, 130
 - evidence on perceived discrimination, 146–147
 - historical context of migration, 130–131
 - integration and discrimination in politics, 133–134
 - methods for measuring discrimination in, 135–138
 - post-entry discrimination in, 143–146
 - pre-entry discrimination in, 138–143
 - public opinion on integration and discrimination, 131–133
 - see also* Norwegian labour market
- Economic and Social Committee (ESC), 233–235
- Economic crisis, 37, 64–65
- Economic liberalization, 100–101
- Economic policy, 16
- Elementary teachers in Ireland
 - broader education system, 100–101
 - country-specific case, 88–95
 - examinations, 98–99

- historical context of immigration and employment, 83–85
- IIETS perspectives in Ireland, 95–97
- issue of ethnic diversity and race discrimination with, 82
- public debate on ethnic diversity in workforce, 85–86
- registered teachers in Ireland, 97–98
- relevant legislation, 86–88
- Emigration crisis, 36
- Employment
 - agencies, 142–143
 - Dialogue Group against discriminations at work and in, 46
 - immigration and, 83–85
 - processes, 166
 - rates, 62
- Employment Equality Acts, 86–87, 88
- Employment Equality Directive (EED), 229–231, 252
- Entrapment, 226–227
 - of Filipina migrants in live-in domestic work, 235–239
- Equal Opportunities Act, 46–47, 48
- Equal Status Acts (2002–2012), 86–87
- Equal Treatment Act, 68
- Equal Treatment Committee, 233–235
- Equal Treatment Law, 60–61
- Equal treatment principle, 230, 233–235
- Equal@Work Platform
 - collaboration and progressive solutions in, 256–259
 - joint public assessment, 264
 - outcomes, 265
- Equality Act (2010), 119–120
- Equality and Anti-discrimination Ombud. *See Likestillingsog diskrimineringsombudet*
- ‘Equality and Citizenship’, 50
- Equality and Human Rights Commission (EHRC), 114
- Equality Authority, 208
- Equality laws, 119
 - to diversity management, 252–256
- Equality Referee, 50
- Essentialism, 112
- Ethnic counting, 16–19
 - case of France, 27–30
 - challenges and solutions, 30–32
 - different approaches to ethnicity and, 16–19
 - in European context, 19–21
 - methods of collecting ethno-racial data, 21–27
 - special case of United Kingdom, 30
- Ethnic discrimination, 1, 134–135, 137, 162
 - in employment, 154
 - in entrance to Dutch labour market, 143
 - See also* Perceived discrimination
- Ethnic diversity, 6, 15
 - as burden, 111–112
 - as deficit, 112–113
 - as human quality, 113–118
 - public debate on, 85–86, 110–118, 158–160, 181–182
 - as right, 112
 - with taxi drivers, 120–122
 - at workplace, 64–66, 71–73, 84–85
- Ethnic minority, 4–5, 62, 63, 75, 133
 - groups, 30, 69, 110, 115–117
 - individuals, 63
 - public debate about, 210–214
- Ethnic/racial/religious discriminations, 35–36, 39–46
 - anti-racism to direct and indirect fight against discrimination, 42–43
 - antidiscrimination public measures to diversity management, 43–44
 - declarative methods, 39–40

- ethnic/racial discrimination
 - drowned in diversity of diversity criteria, 44–45
 - public and academic debates on religious, 45–46
 - statistical enquiries, 40–41
 - statistics, 37
 - testing, 41–42
- Ethnic(ity), 16–19, 28–29, 36
 - closure, 120
 - data, 2–3, 19
 - enterprises, 120
 - groups, 29
 - inequality in labour market, 156–158
 - origins, 27–28
 - statistics, 16, 28
 - at workplace, 62–64
- Ethnic–racial discrimination at work, 45–46
- Ethno-racial category, 27
- Ethno-racial data, 21–27
- Ethnographic research, 154, 158
- EU Equality Directives (2000), 64
- Eurobarometer 2009 survey on discrimination, 233
- Eurobarometer survey (2012), 1
- European Charter of Fundamental Rights, 229–231
- European Commission (EC), 42, 252, 263–264
- European Commission against Racism and Intolerance (ECRI), 24–26
- European context, ethnic counting in, 19–21
 - population in France, 22–23
 - variables collecting on origin in census of EU countries, 20
- European Convention on Human Rights (ECHR), 208–209 and Fundamental Freedoms, 229–231
- European directives, 66–67
- European Economic Area (EEA), 83–84, 156
- European immigrants, 36
- European Network Against Racism (ENAR), 1, 252, 253–254, 256, 259
 - advocacy efforts, 263
- European Parliament (EP), 252–253
- European Social Capital (1996), 207–208
- European Social Charter, 229–231
- European Treaty of Amsterdam (1997), 67
- European Union (EU), 1, 60, 83, 201–202, 252
 - decision-makers, 252
- European-level
 - policy, 32
 - regulatory pressure, 32
- European/international diversity teams, 262
- Family businesses, 217
- Family reunification policy, 119
- Federal anti-discrimination agency, 68, 69–70
- Federal Government, 60–61
- Female immigrants, 62
- Field experiments, 138
 - conducted in European countries, 164
 - in pre-entry discrimination, 140–142
- Filipina domestic worker, 235–239
- Formal education, 166–167
- France, 16, 27–30, 36–37
- French Association of Diversity Managers (AFMD), 44
- French constitutional principles, 42
- French Human Resource Managers Association (ANDRH), 43–44
- French immigration and visible minorities, 36–37
- French initiative, 262–263
- French Legal System, 49

- French model
 case studies, 46–55
 configuration, 46–47
 context, 36–39, 46–47
 Dialogue Group against
 discriminations at work and in
 employment, 46
 Dialogue Group and anonymous
 CV, 47–48
 Dialogue Group's proposals,
 49–51
 empirical study of management of
 diversity, 51
 fieldwork approach and survey
 method, 51–52
 inefficiencies of public policies,
 52–53
 mission, 46–47
 paradoxes underlying failure
 of public and private
 initiatives, 52
 persistence of ethnic/racial and
 religious discriminations at
 work, 39–46
 real variation, 53–55
 French Overseas Territories (DOM), 40
 French population and immigration,
 37–38
 French public Association for
 Standardization (AFNOR),
 43–44, 266
 French Republican Model, 36–39
 French immigration and visible
 minorities, 36–37
 statistics on French population and
 immigration, 37–38
 French revolution, 38
 French suburb development program,
 51
 French Trade Unions and Employers,
 44–45
- Gender, 18, 61–62
 gender-integrated occupations, 164
 General Equal Treatment Act, 68
 German Basic law, 68
 German labour market, 65
 Ghettoization, 196
 Ghettos, 177, 183–186
 of Boreano, 190
 in Italian agriculture, 186–196
 live in, 190–192
 of Villa Literno, 184
 Gig economy, 120–121
 Globalization, 109
 Greece
 legal immigrants from Philippines
 in, 238
 legal migrant population in, 237
 public dialogue on ethnic diversity
 in, 232–235
 (un)maid in, 226–229
 Greek Constitution, 231–232
 Greek Cypriot community,
 201–202
 Guest-worker policies, 155
 Gulf War (1991), 110, 111
- Hedge Schools, 89
 Hellenic Police Academy,
 233–235
 'Hope for Suburbs' program, 52–53
 'Hostile environment policy',
 119–120
 Human dignity principle, 231–232
 Human quality, ethnic diversity as,
 113–118
 Human resources management
 (HRM), 60
 Human Rights Associations, 48
 Human Rights Law (1998), 119–120
 Human-capital characteristics,
 165–166
- Identitarian movement, 3–4
 Illegal trafficking, 205
 Immigrant Internationally Educated
 Teachers (IETs), 7–8, 82–83
 Immigrants, 4–5, 36–37, 63, 120
See also Migrants

- Immigration, 36–39, 158–159
 and Aliens Law, 208
 context, 1–2
 discretion of immigration officers, 208
 and employment, 83–85
 French immigration and visible minorities, 36–37
 historical and political context of, 155–156
 policy, 208
 statistics on French population and, 37–38
 stop in Norway (1975), 156
 in UK, 108–110
- Indirect discrimination, 118, 160, 230
- Indirect measures of discrimination, 154
- Individual's intersectional identity, 21
- Individualization, 11–12
- Inefficiencies of public policies, 52–53
- Inequality, 5–6
- Information and Communication Technology (ICT), 83–84, 85–86
- INSEE
 analyses, 40
 survey, 40
- Institutional racism, 118–119, 120, 178
- Integration
 in politics, 133–134
 public opinion on, 131–133
- International Commission on Human Rights, 17
- International Convention on Elimination of all forms of Race discrimination (ICERD), 66–67
- International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW), 229–231
- International Conventions, 229–231
- International Labour Office (ILO), 244–245
- International Labour Organization study, 21
- International oil crisis (1973), 156
- International Organisation for Migration (2010), 64
- International Standard Classification of Occupations (ISCO), 144
- International Treaty for Elimination of All Forms of Racial Discrimination, 207–208
- Internships, 139–140
- Intersectional invisibility model, 141
- Intersectional solidarity, 18, 30–31
- Intersectionality, 113–114, 264–265
- Ireland, 100–101
- Irish Language Requirement (ILR), 94
- Islamic State in Iraq and Syria (ISIS), 252–253
- Islamification, 3–4
- Islamophobia, 134–135
- Italian National Institute of Agrarian Economy (INEA), 184–185
- Italy, migrant agricultural labour in, 183–186
- Job security, 216
- Job-career anti-discrimination tool, 50
- 'Justice of Twenty-first Century' law, 49
- Juvenile unemployment, 140
- Labor Inspectorate (SEPE), 233–235
- Labour force, 134
- Labour market, 210
 ethnic inequality in, 156–158
 inclusion, 72–73
- Labour migration, 159
- Lack of diversity in teaching workforce, 88–95
- Lack of ethnic diversity, 149
- Law 3304/2005, 231–232
- Law 4443/2016, 231–232

- Law 927/1979, 231–232
- Law enforcement authorities, 252–253
- Law on Housing Conditions and Social Life (1977), 51
- Law on secularism (1905), 38
- Law proposal, 181
- Legal immigrants from Philippines in Greece, 238
- Legal migrant population in Greece, 237
- Legge Martelli* (Law 39/1990), 177–178
- Legislative Decree 215/2003, 182
- Likestillingsog*
diskrimineringsombudet, 160–161
- Live-in domestic work, impact of, 240–243
- Low-status/low-wage jobs, 226–227
- Maghrebin*, 38
- Mediterranean model of migration, 177, 178–179
- Migrant agricultural labour in Italy, 183–186
foreign workers, 185
Italian and non-Italian citizens in Italian Labour Market, 184
- Migrant Filipina workers
entrapment of Filipina migrants in live-in domestic work, 235–239
EU and national legislation on racial discrimination at workplace, 229–232
legal immigrants from Philippines in Greece, 238
legal migrant population in Greece, 237
impact of live-in domestic work, 240–243
methodology, 235
participation in main sectors of economic activity, 238
public dialogue on ethnic diversity in Greece, 232–235
social characteristics, 236–237
(un)maid in Greece, 226–229
USPWG/KASAPI-HELLAS, 239–240
- Migrant Rights Centre of Ireland (MRCI), 83–84
- Migrant workers
acquisitions of Italian citizenship, 181
characteristics of, 209–210
establishing policies enhancing effective integration, 218–219
historical context, 177–180
labour conditions and discrimination, 176
legislation in relation to race discrimination at work, 182–183
number of foreign citizens in Italy and main nationalities, 178
number of foreign workers, 180
number of new residence permits, 179
piecework, ghettos and brokers in Italian agriculture, 186–196
public debate about ethnic diversity, 181–182
and ‘Refugee Crisis’, 180
- Migrant workers in Cyprus, 205
- Migrants, 130, 143
average lower educational level of, 145
in Cyprus, 204
and ethnic minorities at work, 68–71
and ethnicity at workplace, 62–64
minorities, 62
- Migration, 130–131, 206–207
causes in Cyprus, 205
consequences in Cyprus, 205–206
See also Immigration
- Migration Policy Index (2015), 61
- Minderhedennota* Law (1983), 24
- Minority ethnic students, 82–83

- Moroccan ethnic group, 17
 Mosaic group, 24–26
 Multicultural backlash, 159
 Multicultural post-migration group, 26
 Multiculturalism, 114
 Multimethods study, 162–163
 Multinational companies (MNCs), 43, 60–61, 70–71
 Multinational corporations. *See* Multinational companies (MNCs)
 Multinational enterprise, 51–52
 ‘Multiple grounds’ category, 87
 Multistakeholder dialogue, 257–258
 Muslim minority individuals, 65–66
- National Commission for Human Rights (NCHRs), 233–235
 National Economic and Social Council (NESCC), 83–84
 National Office Against Racial Discrimination (UNAR), 182
 National School of Public Administration, 233–235
 National Socialism, 3–4
 ‘Neo-republican’ model, 45–46
 Netherlands, 130
 Netherlands Institute for Social Research (SCP), 130
 New Commonwealth, 30
 New feminism, 61–62
 9/11 attack, 110
 Non-denominational system, 90
 Non-ethno-racial reference, 26–27
 Non-European origin, 21, 165
 Non-governmental organizations (NGOs), 64, 233–235
 Non-migrants, 62
 Non-OECD countries, 155, 156
 Non-Western
 allochthones, 24
 migrants, 145–146
 origin, 165
 Northern Basilicata, 196
 Norwegian Anti-discrimination Act, 160
 Norwegian immigration policy, 156
 Norwegian labour market, 8–9, 158
 anti-discrimination legislation, 160–161
 discrimination in, 154, 161–167
 ethnic inequality in labour market, 156–158
 historical and political context of immigration, 155–156
 public debate on ethnic diversity, 158–160
 See also Dutch labour market
Nuovo centrodestra (New Center-right), 181
- Office for Combating Discrimination, 208
 Office for Combating Trafficking, 208
 Oireachtas, 102
Oiriúnú le hAghaidh Cáilíochta sa Ghaeilge (OCG), 94, 98
 On-demand economy, 120
 ‘Opportunity structure’ for discrimination, 167
 Organisation for Economic Co-operation and Development (OECD), 7, 63, 155, 228–229
 Organizational culture, 217
- Parliamentary election (1989), 159
 Pedagogic authority, 98
 PEGIDA-type movements, 267
 Perceived discrimination, 137
 measuring, 136–137
 post-entry discrimination evidence, 143
 pre-entry discrimination evidence, 138–139
 on work floor, 147
 work floor discrimination evidence, 146–147
 See also Ethnic discrimination
 Physical abuse, 226–227

- Piecework
 benefits from piecework payment, 187–189
 in Italian agriculture, 186–196
 salaries, 176
- Politics
 integration and discrimination in, 133–134
 political context of immigration, 155–156
- Post-entry discrimination, 135, 146
 in Dutch labour market, 143–146
 evidence from field experiments, 145–146
 evidence from statistical analyses, 144–145
 evidence on perceived discrimination, 143
See also Pre-entry discrimination
- Post-industrial model of migration, 177
- 'Postracial' society, 181–182
- Powis Commission, 90
- Pre-entry discrimination, 135
 decomposition analyses, 140
 in Dutch labour market, 138–143
 employment agencies, 142–143
 ethnic discrimination in entrance to Dutch labour market, 143
 evidence of perceived discrimination, 138–139
 field experiments, 140–142
 internships, 139–140
See also Post-entry discrimination
- Prejudices and discriminations, 49
- Preparatory college system, 92
- Primary Community law, 229–231
- Private sector, 68–71
 organizational practice and policy, 60–61
- Progress Party, The (*Fremskrittspartiet*), 158–159
- Psycho-socio-political paradigm, 16
- Psychological abuse, 226–227
- Public and private initiatives, 52
- Public debate
 on ethnic diversity in workforce, 85–86
 pertaining migrants, 64–66
 on religious discrimination, 45–46
- Public institutions, 264
- Public policies, inefficiencies of, 52–53
- Public sector, 68–71
- QSR NVivo software, 215
- Race discrimination, 2–3, 27–28, 65–66, 87–88, 99–100, 108, 208
 collaboration and progressive solutions in Equal@Work, 256–259
 equality law to diversity management, 252–256
 ethnic diversity with taxi drivers, 120–122
 EU and national legislation on, 229–232
 historical context of immigration in UK, 108–110
 legislation in relation to, 182–183
 perspectives, 266–267
 protection standards against, 254
 public debates on ethnic diversity and actors, 110–118
 relevant legislation, 118–120
 seven years of learnings, 260–266
 in workplace, 87–88
- Race Equality Directive (RED), 252
- Race Relations Act (RRA), 114, 118
- Race/racial/racism, 1, 2–3, 18, 36, 108
 card, 260–261
 equality, 112, 114, 257–258
 inequalities, 113–114
 pecking order, 109–110
 profiling, 135
 in workplace, 120
- Racial Equality Directive, 229–231

- Real discrimination, 132, 137
- Recruitment procedures, 167
- Refugee-crisis, 132
- Refugeeization, 185–186
- Registration analyses, 136
- Republic of Cyprus, 205, 209
- Right approach, ethnic diversity as, 112

- Safe club atmosphere, 258
- Satanic Verses* Affair, 110
- SCP, 130
- Scrúdú le hAghaidh Cáilíochta sa Ghaeilge* (SCG), 94, 98
- Seclusion, 190
- Second-level education, 92
- Self-employment rates, 62–63
- Self-identification, 19
- Sex industry, 209–210
- Shadow Report (SR), 255
- Silicon Valley start-ups, 260
- Sine qua non*, 154
- Single Equality Law and Human Rights Act, 114
- Slave drivers, 192–196
- Small-and medium-sized enterprises (SMEs), 70–71
- Social
 - body, 253–254
 - categorizations, 6
 - clauses, 50
 - and cultural taboos, 27–30
 - lack of social tolerance, 212
 - partners, 47
 - policy, 16
- South European model of migration, 177, 183
- Sponsored changing process, 48
- Statistical analyses, 137–138
 - post-entry discrimination evidence from, 144–145
- Statistical enquiries, 39, 40–41
- Stato-centred group, 24

- Statuto dei lavoratori* (Workers' act), 182
- Stephen Lawrence Case, 118–120
- Stereotypes, 65–66
- Structural violence, 177, 187
- Surinam, 131
- Symbolic violence, 177, 197

- Teacher education and recruitment, 89–91
 - following independence, 91–92
- Teacher ethnic diversity, 82–83
- Teaching Council (TC), 93–94, 98
- Teaching workforce, lack of diversity in, 88–95
 - teacher education and recruitment, 89–91
 - teacher education and recruitment following independence, 91–92
- Temporary contracts, 144, 145
- Trade unions, 114, 229
- Trajectories and Origins (Teo), 21, 40–41
- Trajectory and Origins survey, 29–30
- Treaty of Amsterdam (1997), 4–5
- Treaty on Functioning of European Union, 229–231
- Tunisians in Western Sicily, 183
- Turkish ethnic minority, 62

- Uber, 121
- UK independence party (UKIP), 1
- UN International Commission on Human Rights, 17
- Unemployment, 36
 - rates in Ireland, 84–85
- 'Universalist' conception of equality, 24

- Valuing ethnic diversity, 7, 62
- Verbal abuse, 138–139, 226–227

- Visible minorities, 36–37, 44–45
- Vulnerability, 144

- Western allochthones, 24
- Western Sicily, 196
- White Britishness, 112–113
- White-collar workers, 62–63
- Windrush scandal, 112
- Women in middle management positions, 203
- Workforce segregation, 190–191

- Workplace
 - migrants and ethnicity at, 62–64
 - racism, 120
- Workplace Relations Act (2015), 87
- Workplace Relations Commission (WRC), 87

- Xenophobia, 1, 3–4, 18, 36
 - feelings of, 212
 - and racist behaviours and attitudes, 211