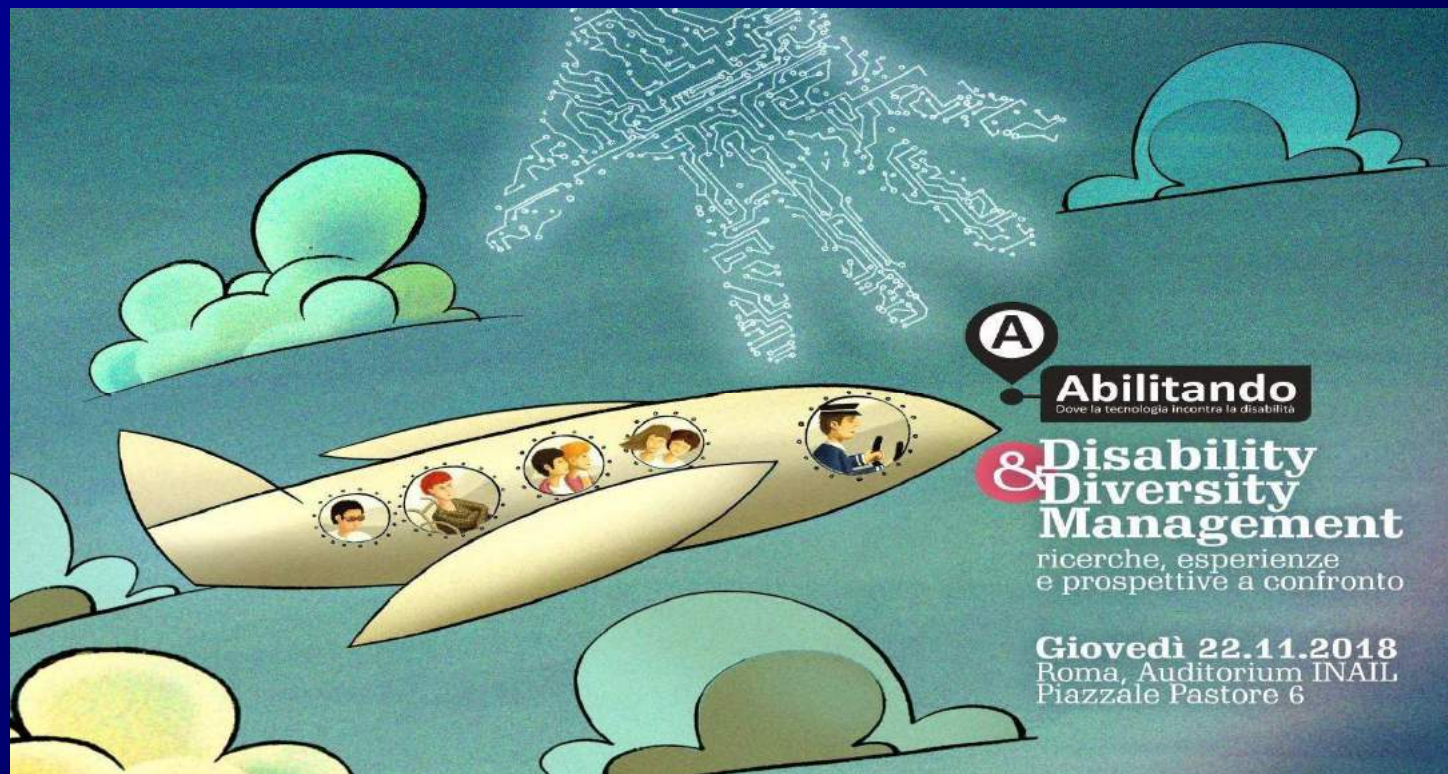


Il diversity management nella pubblica amministrazione: una prospettiva internazionale

**Gabriele Giorgi, PhD – Professore associato
Europea di Roma**



**Sorge subito una domanda
... quanto è pronto il nostro
paese al diversity?**



Sempre più cambiamenti nel *nuovo* lavoro

- Organizzazione snella *con*
 - ruoli meno definiti
 - responsabilità più sfumate
- Incarichi a breve termine temporale
- Varietà nella tipologia dei contratti
- Mobilità nella sede fisica
- Incentivazione non economica
- Congelamenti salariali P.A.
- Digitalizzazione



New Professionalism and the Future of Work: Interdisciplinary Perspectives on Transformations in Business-Health Relationships

Submission closed.



Comment

0

Overview **6** Articles **29** Authors Impact Comments

VIEWS
4,857

About this Research Topic

Around the world, the nature and meaning of work is rapidly evolving with fast and profound changes. These changes are driven by pressing innovations, structural, technological and communication transformations, economic developments, and social changes and these transformations are expected to shape the

Topic Editors

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Università Europea
di Roma
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Flessibilità e imprevedibilità

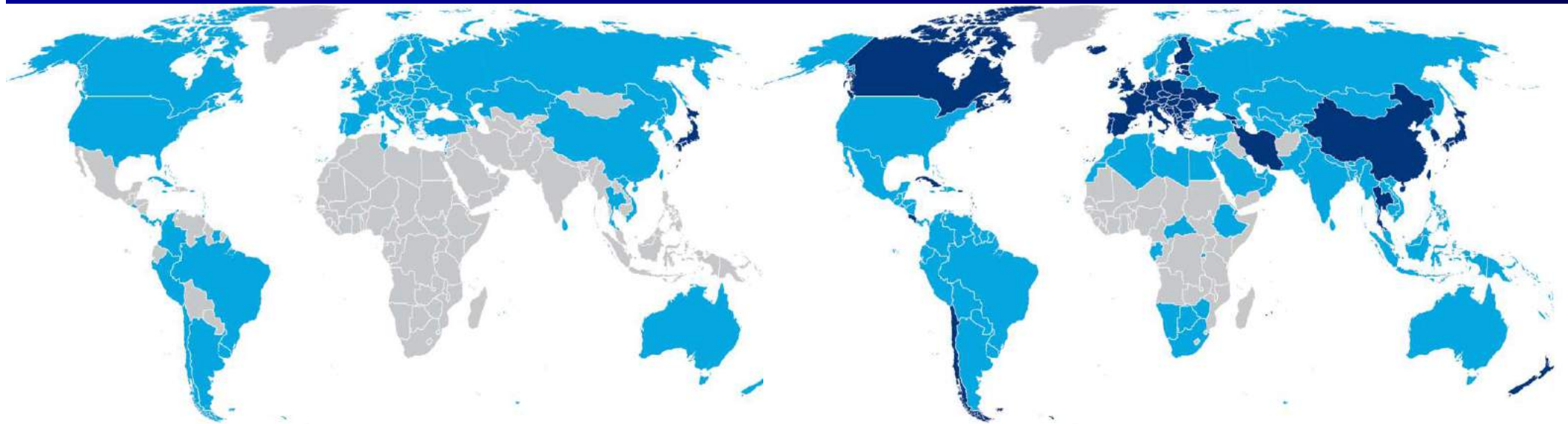
fattori comuni trasversali per molte tipologie di lavoro



**Alcuni drivers di diversity
sono più visibili...**

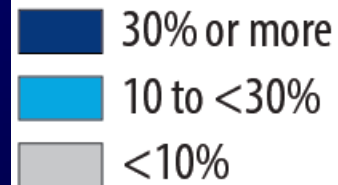


La popolazione sta invecchiando



2015

Percentage aged
60 years or older:



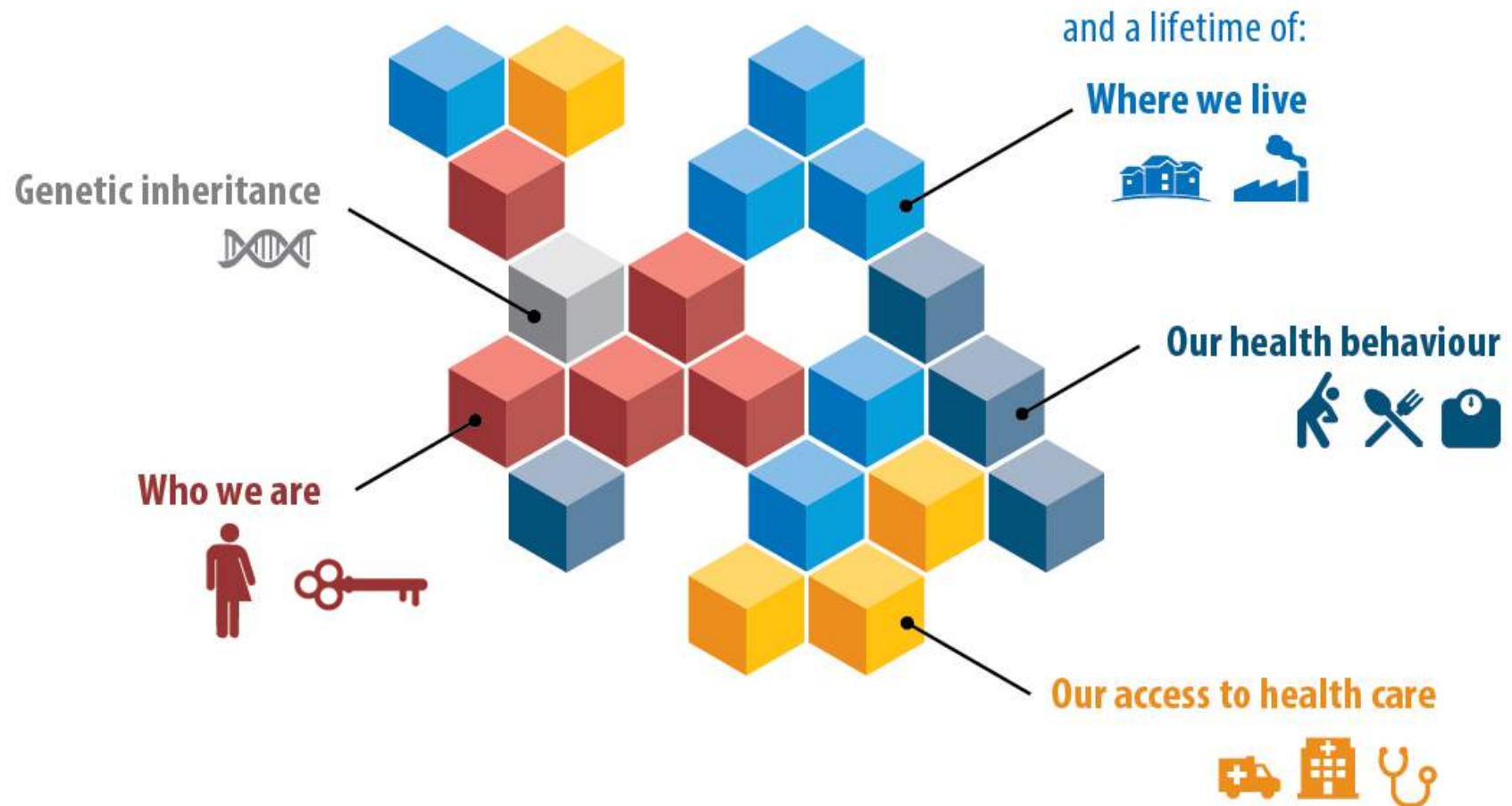
2050

Anche se ci sono tante età...



L'età non è = per tutti

What makes us age differently?



Alcuni drivers sono ambivalenti



Altri drivers di diversity sono più invisibili...

Better health for people with disabilities



World Health Organization

Over **1 BILLION** people globally experience disability



1 in 7 people

People with disabilities have the same general health care needs as others

But they are:

2x

more likely to find health care providers' skills and facilities **inadequate**

3x

more likely to be **denied** health care

4x

more likely to be treated **badly** in the health care system



1/2

of people with disabilities cannot afford health care

They are:

50%

more likely to suffer catastrophic health expenditure



These out-of-pocket health care payments can push a family into poverty

Rehabilitation and assistive devices can enable people with disabilities to be independent



970 MIL

people need glasses and low vision aids



75 MIL

people need a wheelchair; Only **5-15%** have access to one

466 MIL

people have disabling hearing loss



Production of hearing aids only meets:

10% of global need

3% of developing countries' needs

Making all health care services **accessible** to people with disabilities is **achievable** and will reduce unacceptable **health disparities**



remove physical barriers to health facilities, information and equipment



make health care affordable



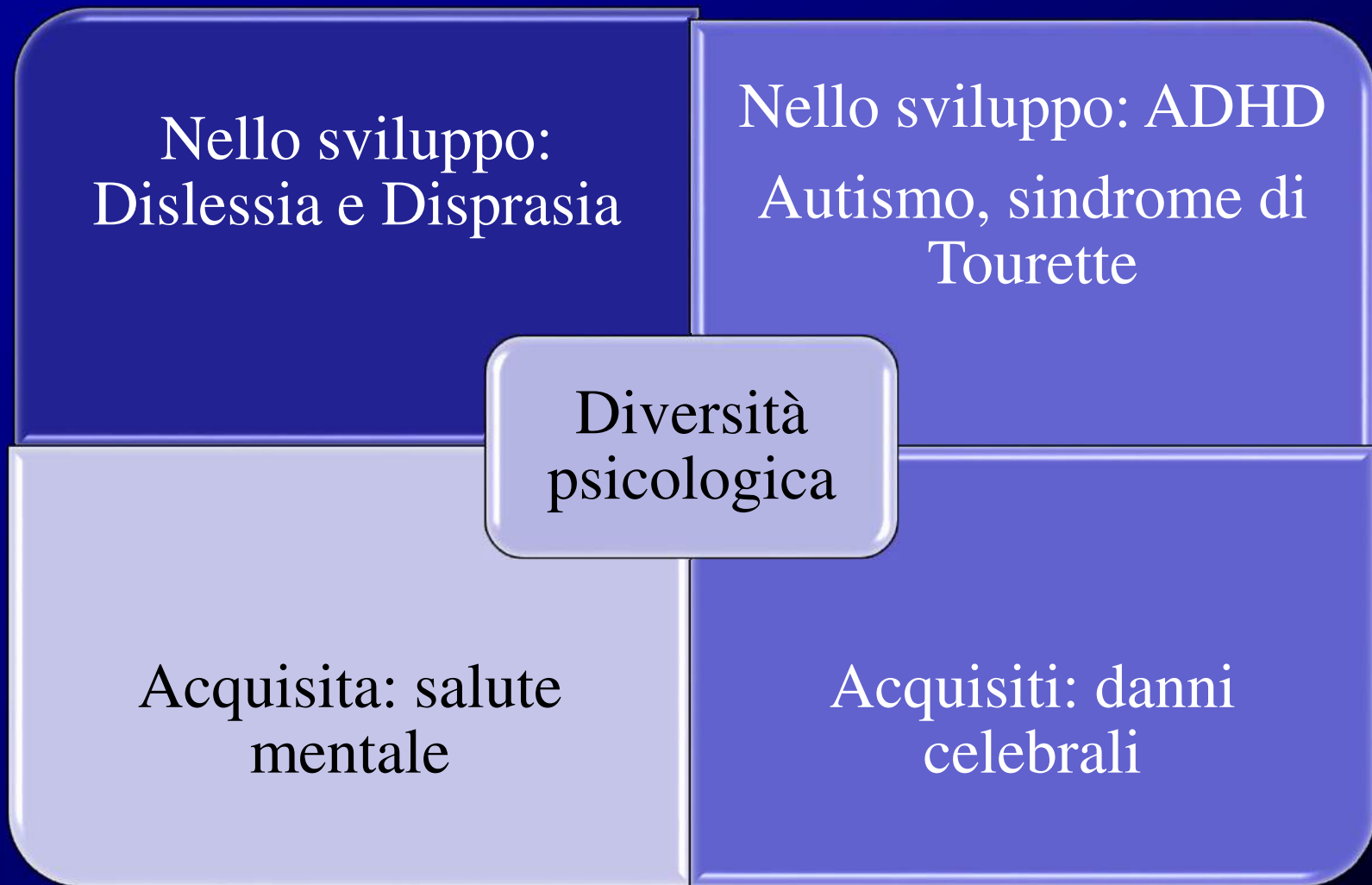
train all health care workers in disability issues including rights



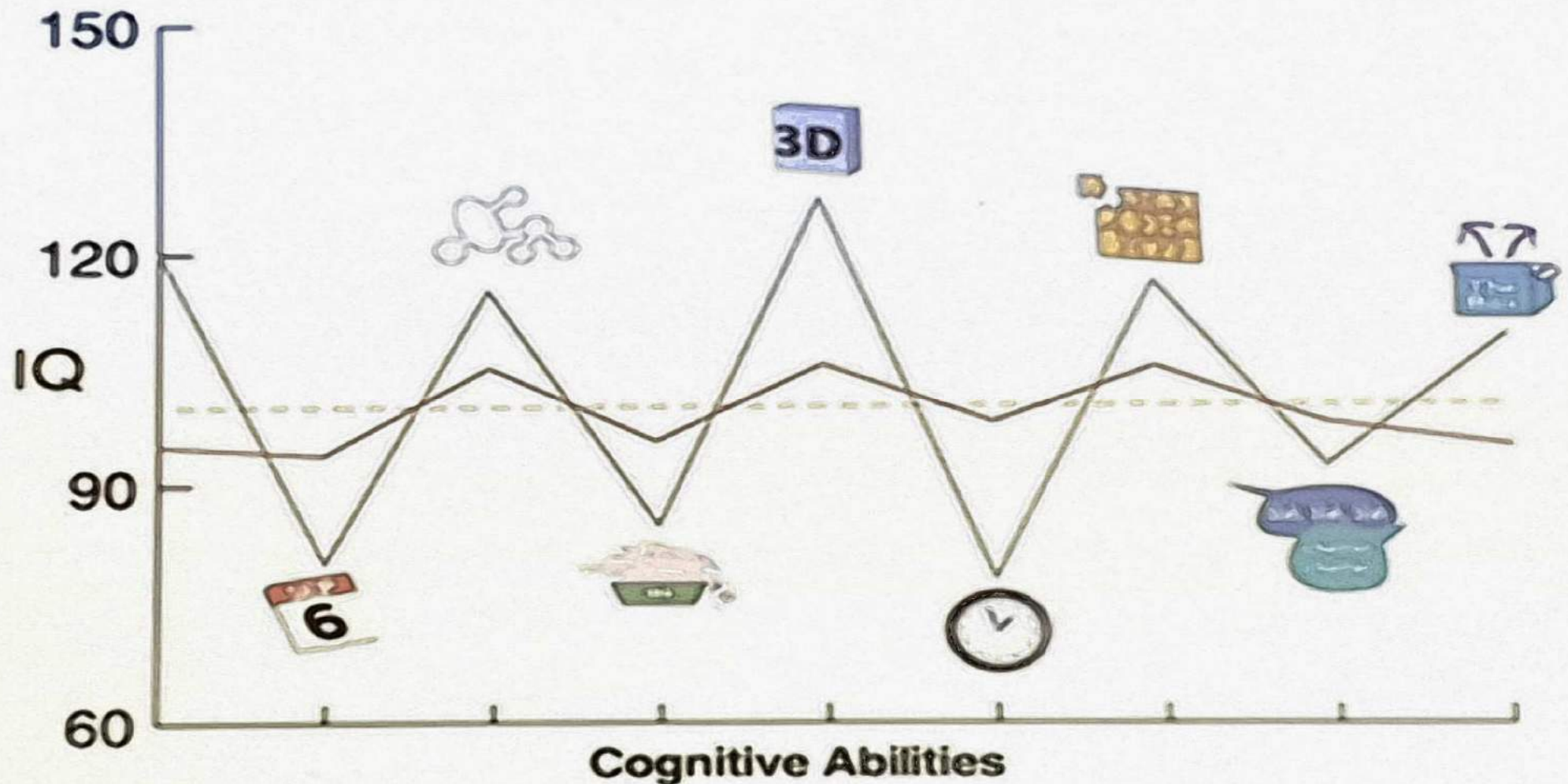
invest in specific services such as rehabilitation

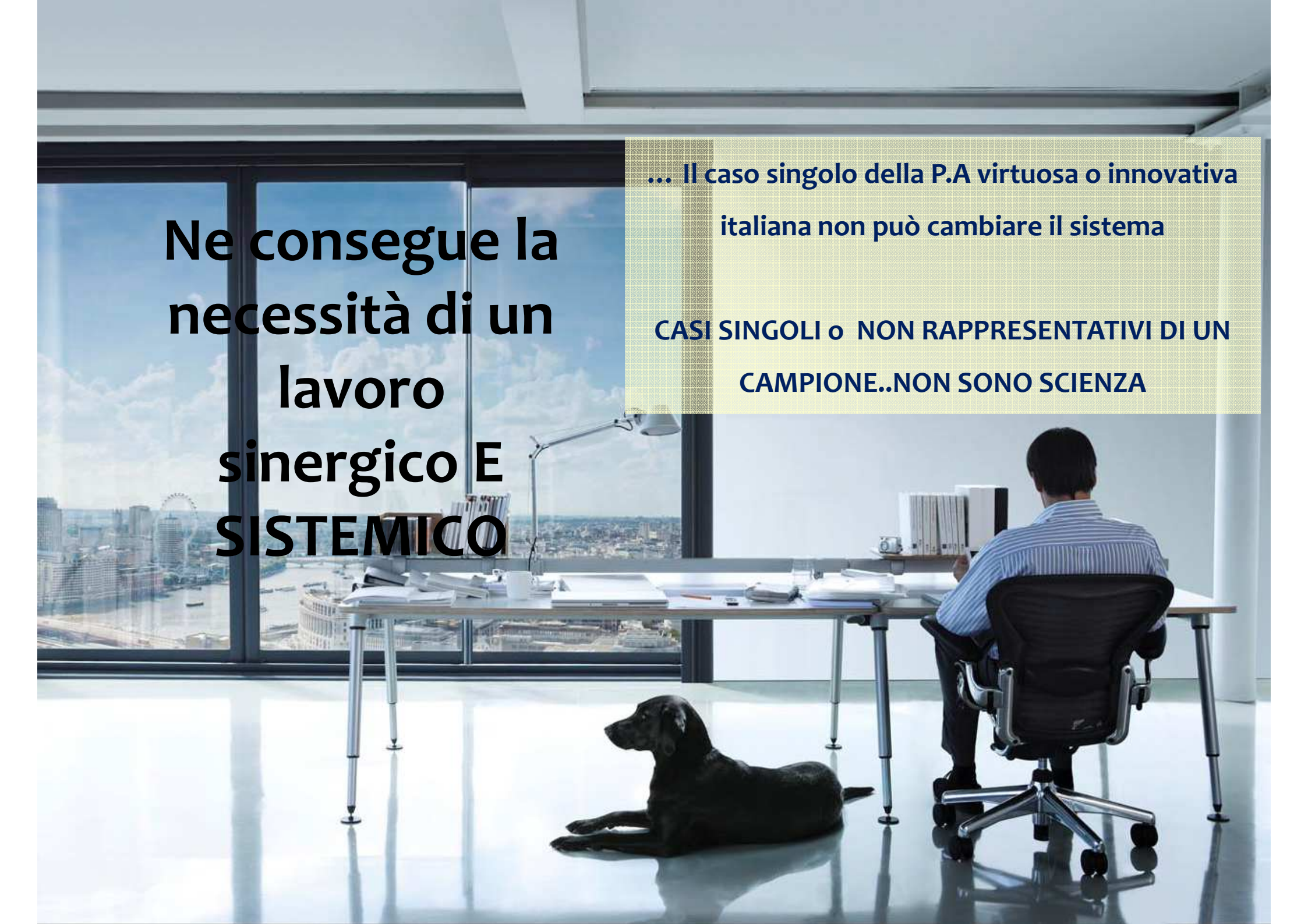
Source: World report on disability: www.who.int/disabilities/world_report

Altri drivers di diversity sono più invisibili...



Altri drivers di diversity sono più invisibili...





**Ne consegue la
necessità di un
lavoro
sinergico E
SISTEMICO**

**... Il caso singolo della P.A virtuosa o innovativa
italiana non può cambiare il sistema**

**CASI SINGOLI o NON RAPPRESENTATIVI DI UN
CAMPIONE..NON SONO SCIENZA**

IL contesto non facile italiano



IL contesto non facile italiano

James Fearon (2003). "Ethnic and Cultural Diversity by Country". Journal of Economic Growth. 8: 195–222. [doi:10.1023/A:1024419522867](https://doi.org/10.1023/A:1024419522867).

155 su 159



Cloni organizzativi (Giorgi e Majer, 2012)



Tolleranza elevata alla discriminazioni (Giorgi et al 2015)



DO YOU CALL THIS RESPECT?

Every day, older Vermonters are being threatened, neglected and hurt. These are all forms of elder abuse. Make today different. If you know someone who is being neglected, exploited or abused, report it to Adult Protective Services at **1-800-554-1612**.

YOU'LL FIND HELP & RESPECT.

For information about services or referrals, call the Senior Helpline at **1-800-643-5119**.



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J Bus Ethics (2015) 131:227–237
DOI 10.1007/s10551-014-2266-9



Are Bullying Behaviors Tolerated in Some Cultures? Evidence for a Curvilinear Relationship Between Workplace Bullying and Job Satisfaction Among Italian Workers

Gabriele Giorgi · Jose M. Leon-Perez ·
Alicia Arenas

Cosa può fare la ricerca? Il review

Article

A Conceptual Content Analysis of 75 Years of Diversity Research in Public Administration

**Meghna Sabharwal¹, Helisse Levine²,
and Maria D'Agostino³**

Review of Public Personnel Administration

1–20

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DOI: 10.1177/0734371X16671368

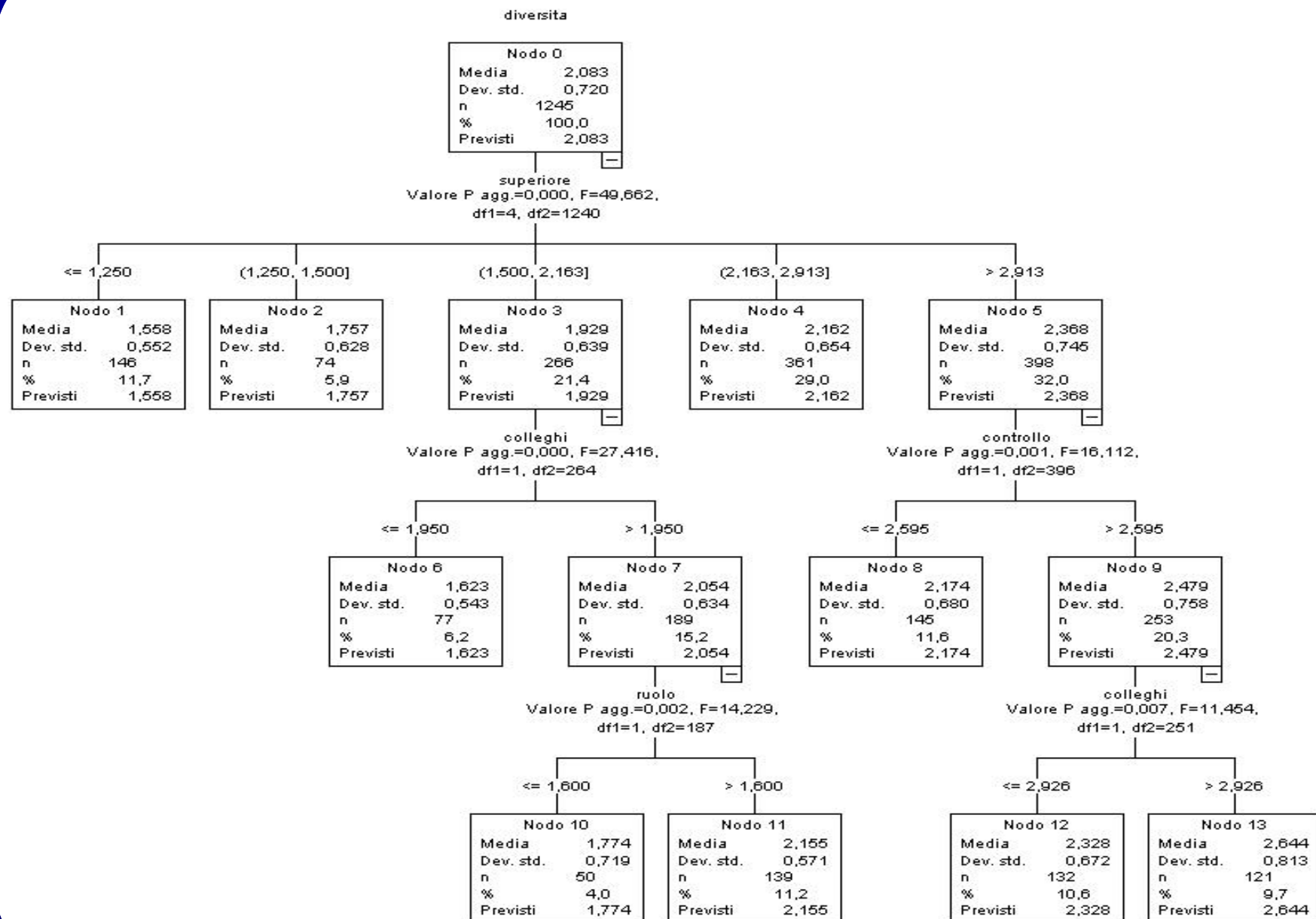
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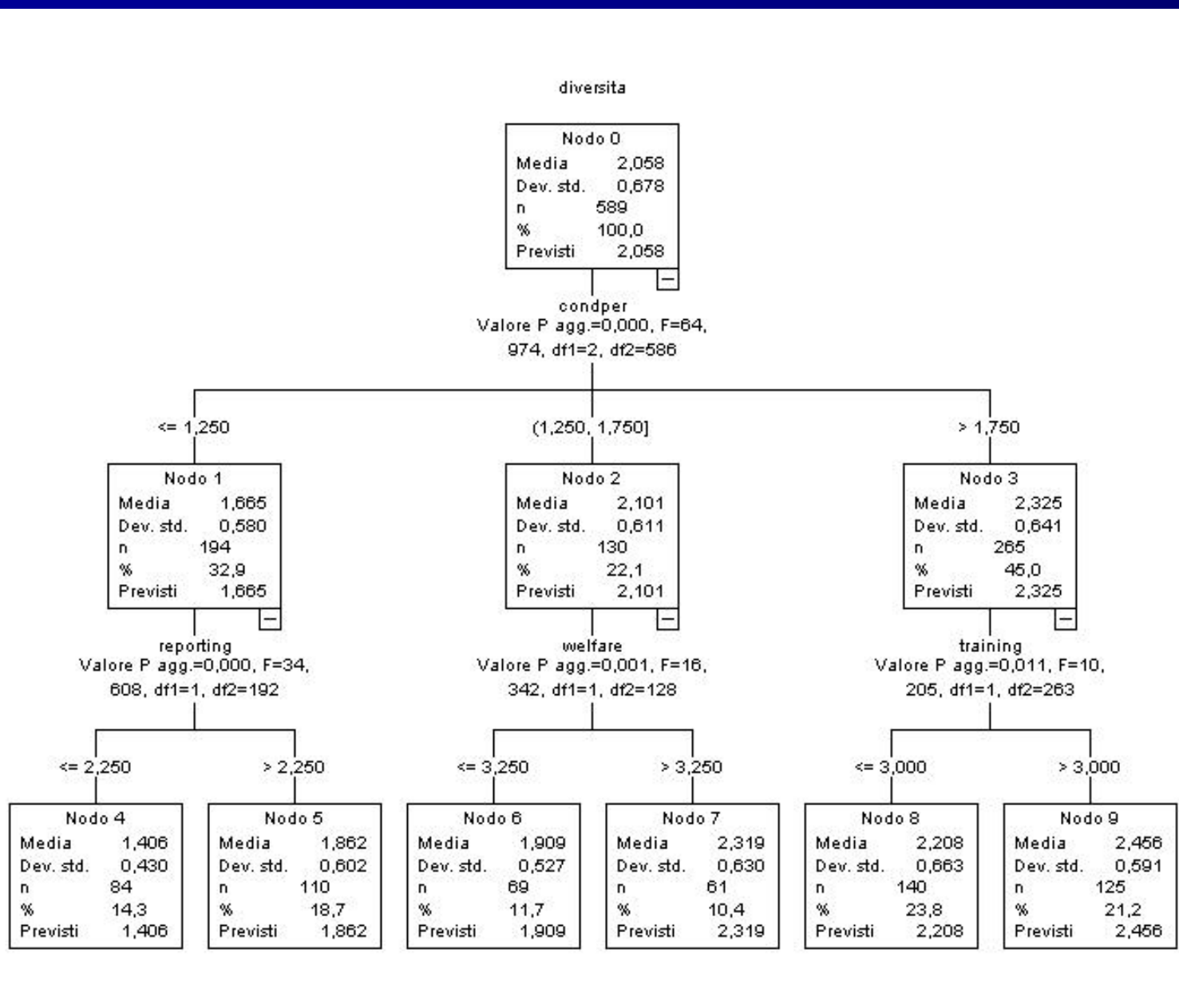
La ricerca. Quali step verso l'inclusion?

- 2026 lavoratori
- Stress Questionnaire (Giorgi, Arcangeli Cupelli, 2013)
- E' stata utilizzata la metodologia della TREE analysis per verificare le interazioni tra stress e percezione di discriminazioni

Compito



Contesto



APPLICAZIONI DELLA RICERCA



Inclusione

Diversity Management in Public Organizations and Its Effect on Employees' Affective Commitment: The Role of Transformational Leadership and the Inclusiveness of the Organizational Culture

Tanachia Ashikali¹ and Sandra Groeneveld¹

Review of Public Personnel Administration

2015, Vol. 35(2) 146–168

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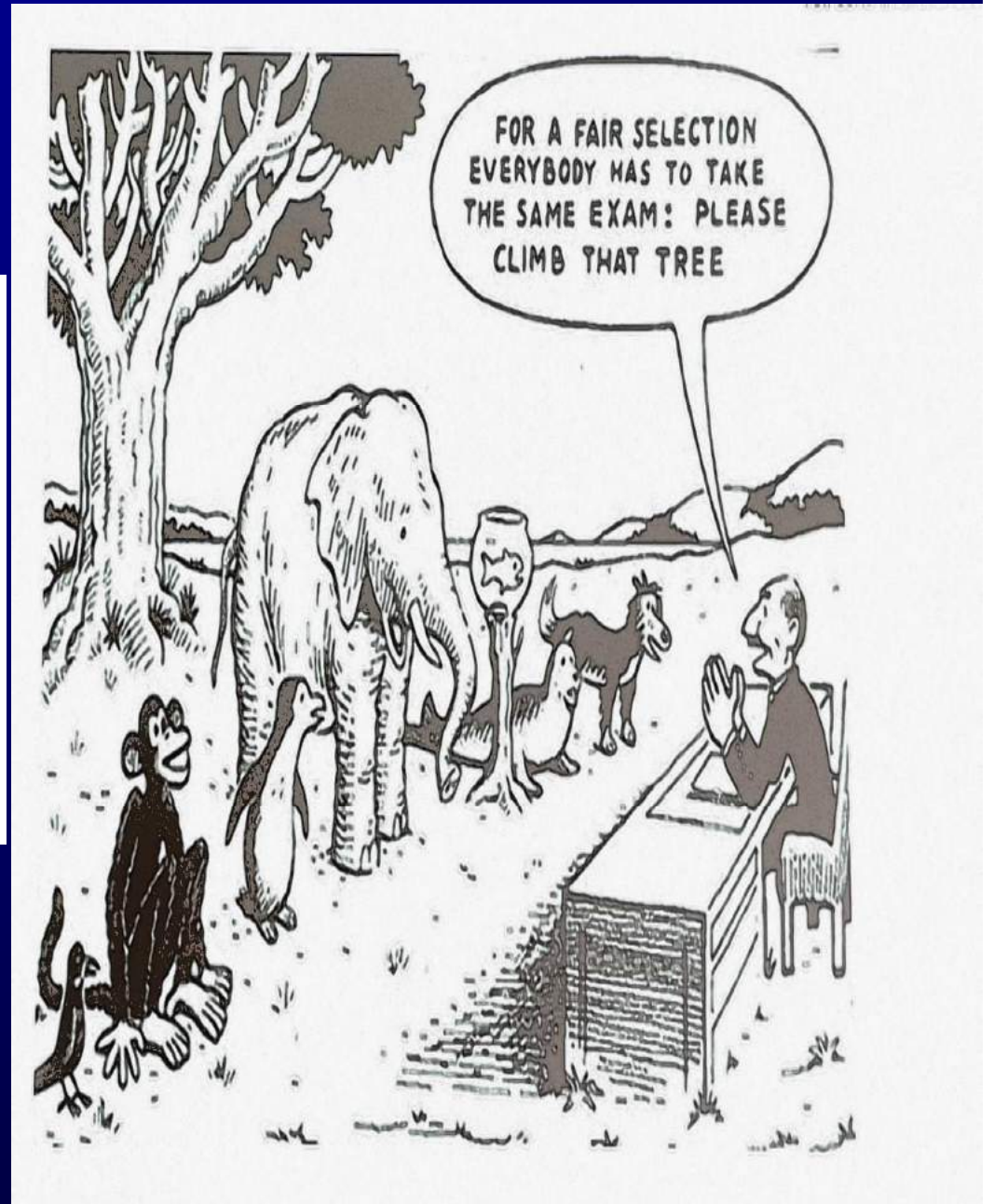
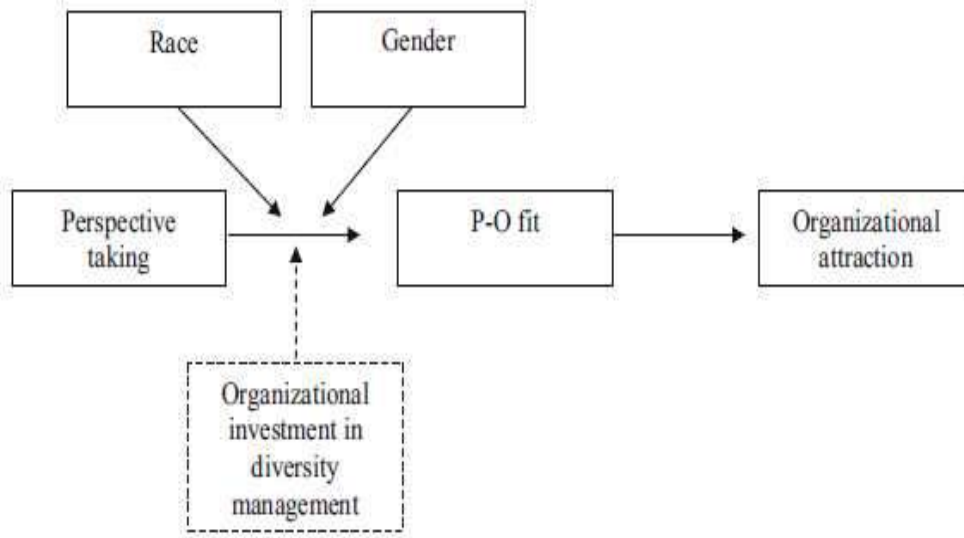
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DOI: 10.1177/0734371X13511088

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Selezione



Accomodamenti

J Occup Rehabil (2018) 28:215–231
DOI 10.1007/s10926-017-9714-1



REVIEW

Common Psychosocial Factors Predicting Return to Work After Common Mental Disorders, Cardiovascular Diseases, and Cancers: A Review of Reviews Supporting a Cross-Disease Approach

Andrea Gragnano^{1,2,3}  · Alessia Negrini¹ · Massimo Miglioretti⁴ · Marc Corbière^{2,3}

Formazione

Table 4. Suggestion for Future Research and Theorizing on Diversity Training Outcomes

Theory

- Identify and define different types of diversity training interventions and develop propositions on their relationships with outcomes.
- Focus theorizing on integrating the three perspectives to understand outcomes.
- Utilize a broader spectrum of underpinning theories to investigate the business case learning and social justice perspectives.
- Investigate the antecedents of diversity training outcomes. Explore individual, team, and organizational antecedents.
- Investigate mediators related to the three perspectives. These include diversity climate, social exchange, organizational identification, and organizational justice.
- Embrace Insights and theoretical developments from research on human resources management, dynamic capabilities and organizational behavior.

Methodology

- Use theory-based rationales to select organizational contexts, employee group, and cross-cultural contexts.
- Move beyond the individual unit of analysis to investigate team and organizational levels of analysis within the three perspectives.
- Greater samples that are more robust. Gather data from multiple informants and conduct longitudinal analysis to establish causality.
- Engage with the use of multilevel models to investigate unique and cross-level effects.
- Make greater use of qualitative research designs to capture subtle dimensions of context and outcomes.

Content

- Understand the impact value of the business case at individual, team, and organizational levels. Place particular focus on team and organizational outcomes.
 - Study how diversity training enhances perceptions of organizational justice, employee moral awareness, and organizational ethical climate.
 - Understand the interdependence of individual, team and organizational level outcomes.
 - Study bundles of diversity training practices and the unique outcomes derived from complementary practices.
-

Accountability

Banke-Thomas *et al.* *BMC Public Health* (2015) 15:582
DOI 10.1186/s12889-015-1935-7



RESEARCH ARTICLE

Open Access



Social Return on Investment (SROI) methodology to account for value for money of public health interventions: a systematic review

Aduragbemi Oluwabusayo Banke-Thomas*, Barbara Madaj, Ameh Charles and Nynke van den Broek

Partnership

L'8 marzo presso l'Università Europea di Roma si inaugura il corso di alta formazione sul Disability and Diversity management.

Il corso vuole creare una community dove practitioners, aziende e enti pubblici «possano lavorare bene». Si propone come prodotto di eccellenza nel panorama italiano.



Contatti



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- *Business@Health lab founder*



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