

Affirmative Action In Antidiscrimination Law And Policy An Overview And Synthesis Second Edition

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Equality and Transparency D. Sabbagh 2007-10-10 Can affirmative action policies be convincingly justified? And how have they been legitimized over time? In a pluridisciplinary perspective at the intersection of political theory and the sociology of law, Daniel Sabbagh criticizes the two prevailing justifications put forward in favor of affirmative action: the corrective justice argument and the diversity argument. He defends the policy instead as an instrument designed to bring about the deracialization of American society. In this respect, however, affirmative action requires a measure of dissimulation in order to succeed. Equality and Transparency explains why this is so and provides a new interpretation of the strategic component in the Supreme Court's case law while identifying some of its most remarkable side effects.

Fair Employment Paul D. Moreno 1994

Equality: A New Framework Bob Hepple 2000-08-04 This report sets out to develop an accessible and cost-effective legislative framework for ensuring equality of opportunity.

From Anti-discrimination to Proportional Representation Robert Charles Thomas 1983 Abstract (2 leaves) bound with copy.

Racial Subordination in Latin America Tanya Katerí Hernández 2013 There are approximately 150 million people of African descent in Latin America yet Afro-descendants have been consistently marginalized as undesirable elements of the society. Latin America has nevertheless long prided itself on its absence of U.S.-style state-mandated Jim Crow racial segregation laws. This book disrupts the traditional narrative of Latin America's legally benign racial past by comprehensively examining the existence of customary laws of racial regulation and the historic complicity of Latin American states in erecting and sustaining racial hierarchies. Tanya Katerí Hernández is the first author to consider the salience of the customary law of race regulation for the contemporary development of racial equality laws across the region. Therefore, the book has a particular relevance for the contemporary U.S. racial context in which Jim Crow laws have long been abolished and a "post-racial" rhetoric undermines the commitment to racial equality laws and policies amidst a backdrop of continued inequality.

Equality and Transparency D. Sabbagh 2007-08-20 Can affirmative action policies be convincingly justified? And how have they been legitimized over time? In a pluridisciplinary perspective at the intersection of political theory and the sociology of law, Daniel Sabbagh criticizes the two prevailing justifications put forward in favor of affirmative action: the corrective justice argument and the diversity argument. He defends the policy instead as an instrument designed to bring about the deracialization of American society. In this respect, however, affirmative action requires a measure of dissimulation in order to succeed. Equality and Transparency explains why this is so and provides a new interpretation of the strategic component in the Supreme Court's case law while identifying some of its most remarkable side effects.

Race, Law, and Culture Austin Sarat 1997 When it comes to race and racial issues these are strange times for all Americans. More than forty years after Brown v. Board of Education put an end to segregation of the races by law, current debates about affirmative action, multiculturalism, and racial hate speech reveal persistent uncertainty about the place and meaning of race in American culture and the role of law in guaranteeing racial equality. Moreover, all sides in those debates claim to be the true heirs to Brown, even as they disagree vehemently about its meaning. Race, Law and Culture takes the continuing controversy about race in law and culture as an invitation to revisit Brown, using this case as a lens through which to view that controversy and the issues involved in it. The essays collected here describe the contested legacy of Brown as well as the way it is implicated in America's persistent uncertainties about race. In so doing they confront crucial questions about race, law and culture in contemporary America: What were the legal and cultural visions contained in Brown? How have those visions been articulated in other legal struggles? Why does the subject of race continue to haunt the American imagination? With original essays from contributors such as David Garrow, Lawrence Friedman, and Hazel Carby, this work will be an important perspective from which to view questions of race in modern America.

Affirmative Action A. M. Babkina 2004 Affirmative Action is one of the most controversial issues of our times. Proponents on both sides of the issue claim clear-cut evidence for the rightness of their arguments, yet evidence is hazy at best. This new guide to the literature presents hundreds descriptions of books, reports and articles dealing with all aspects of affirmative action including: race relations; economic aspects, reverse discrimination; preferences; affirmative action programs; public opinion; court decisions; education, and many more. Complete title, author and subject indexes are provided.

The Unequal Unemployed Maura Sheehan 2018-12-24 First published in 1999, this volume is about unemployment and discrimination, with a focus on Northern Ireland and its debate over patterns of inequality between unemployed Catholics and Protestants. The Unequal Unemployed uses the important and revealing context of Northern Ireland to review the international debate on discrimination and the role of unemployment within it. This intellectual and political debate, active throughout the past decade, represents a conflict between: a) The traditional view that unequal unemployment is evidence of labour market discrimination against minorities and other distinct social groupings. b) Recent models which explain unemployment either in terms of individual responsibility or innate inferiority and attack the 'equal opportunities industry for its attempts at social engineering. Maura Sheehan and Mike Tomlinson approach these theories using unique survey evidence, gathered through a comprehensive evaluation of anti-discrimination policy. They contradict the view that differences in unemployment between Catholics and Protestants in Northern Ireland are the result of personal attitudes and 'religious culture'. The book demonstrates that unequal unemployment arises from various discriminatory structures and practices - all of which are amenable to policy intervention. However, while more radical measures may achieve change, these must be developed within a policy framework which stimulates labour demand and economic development. Such a framework is constrained by the continuing political conflict within Northern Ireland.

Migration and Discrimination Rosita Fibbi 2021-04-08 This open access short reader provides a state of the art overview of the discrimination research field, with particular focus on discrimination against immigrants and their descendants. It covers the ways in which discrimination is defined and conceptualized, how it is measured, how it may be theorized and explained, and how it might be combated by legal and policy means. The book also presents empirical results from studies of discrimination across the world to show the magnitude of the problem and the difficulties of comparison across national borders. The concluding chapter engages in a critical discussion of the relationship between discrimination and integration as well as pointing out promising directions for future studies. As such this short reader is a valuable read to undergraduate students, as well as graduate students, scholars, policy makers and the general public.

Affirmative Action in the Employment of Ethnic Minorities and Persons with Disabilities International Labour Office 1997 7. The Russian Federation

Affirmative Action in Antidiscrimination Law and Policy William M. Leiter 2011-04-01 Provides a comprehensive and even-handed overview of the very contentious subject of affirmative action.

The Case for Symmetry in Antidiscrimination Law Naomi Schoenbaum 2016 Antidiscrimination law faces a fundamental design question: the choice between symmetry and asymmetry. A symmetrical law prohibits discrimination on the basis of a trait for a universal class of persons, and for both "sides" of the trait. An asymmetrical law prohibits discrimination on the basis of one "side" of the trait, and for a limited class of persons. Current law is inconsistent in its design. For example, employment discrimination law prohibits race discrimination symmetrically (everyone is protected, and on the basis of any race), but prohibits disability discrimination asymmetrically (only the disabled are protected, and only on the basis of disability). This critical design choice has received scant attention outside of the affirmative action context, leaving this key inconsistency in current law unexplained, and the implications unexplored. Relying on employment discrimination law and the traits of race, sex, disability, and age as core examples, this Article provides the first systematic study of this design choice. It makes the case for symmetry on three grounds: purpose, practice, and politics. As for the purpose of antidiscrimination law, this Article reaches the counterintuitive conclusion that a symmetrical design that protects everyone is effective not only at reducing classifications on the basis of protected traits, but also at improving the labor market circumstances of subordinated groups. When it comes to practice, a symmetrical law avoids challenges arising from protected-class determinations that limit plaintiffs' ability to pursue their claims. Finally, symmetrical antidiscrimination laws are more likely to produce positive policy feedback, generating greater support for these laws. After discussing how to optimize symmetry, this Article explores further applications, including additional traits, such as appearance and sexual orientation, and additional areas of law, such as housing law, education law, and constitutional law.

Impacts of Racism on White Americans In the Age of Trump Duke W. Austin 2021-11-25 In this third iteration of the classic work The Impacts of Racism on White Americans (1981, 1996), a new generation of scholars make the case that racism often negatively affects Whites themselves, especially during the Trump era. In 1981, Impacts introduced an alternative understanding of racism, arguing that it went beyond white-black and/or inter-race relations. Instead, the book proposed that

the problem of race in the U.S. is fundamentally one of white identity and culture and that racism has substantial negative effects on White Americans. This volume advances these propositions through three key areas: (1) Trump-era cultural and institutional racism, bolstered by the use of historical notions of racial hierarchy; (2) institutional and interpersonal racism, which in turn drive individual racist behaviors; and finally, (3) racism's interactional sequences and how they impact anti-racism efforts. As each chapter author explores an iteration of these racisms, they also explore how racist attitudes produce disadvantage among White Americans.

International Handbook on Globalisation, Education and Policy Research Joseph Zajda 2005-03-17 The aim of this Handbook is to present a global overview of developments in education and policy change during the last decade. It has the objective of providing both a strategic education policy statement on recent shifts in education and policy research globally and offers new approaches to further exploration, development and improvement of education and policy making. The Handbook attempts to address some of the above issues and problems confronting educators and policy makers globally. Different articles seek to conceptualize the on-going problems of education policy formulation and implementation, and provide a useful synthesis of the education policy research conducted in different countries, and practical implications. The Handbook, by focusing on such issues as - the OECD (2001) model of the knowledge society, and associated strategic challenge and 'deliverable goals' (OECD 2001:139) - UNESCO-driven lifelong learning paradigm, and its relevance to education policy makers, globally - different models of policy planning, and equity questions that are raised by centralization/decentralization, diversity/uniformity and curriculum standardization issues - the 'crises' of educational quality, the debate of standards and excellence, and good and effective teaching. - will contribute to a better and more holistic understanding of the education policy and research nexus; offering possible strategies for the effective and pragmatic policy planning and implementation at the local, regional and national levels.

One Nation Undecided Peter H. Schuck 2019-08-06 "At a time of deep social and political division, along comes a much-needed book to steer us toward solutions to five very difficult national problems. There could be no better guide for this endeavor than Peter Schuck, one of the clearest and most thoughtful legal and policy scholars of this or any generation."--Robert E. Litan, author of *Trillion Dollar Economists*.

Fighting Discrimination in Europe Mathias Möschel 2013-09-13 The member states of the EU have only very recently begun to consider race and racism in the framework of equality legislation and policies. As opposed to an established Anglo-Saxon tradition of naming races and using racial categorisation to fight racism, most continental European countries resist this approach. This book investigates the problematic reception and elaboration of race as a socio-legal category in Europe. *Fighting Discrimination in Europe* takes a fresh and interdisciplinary look at the normative, theoretical and concrete problems raised by the challenge of devising and enforcing policies to combat race discrimination in Europe. It engages with the juridical and political spheres, from the international level down to concrete cases of state and city policies. As the multifaceted relationship between race, discrimination and immigration is explored, new normative positions and practical approaches are developed, and new questions raised. This collection presents important new research for academics, researchers, and advanced students of Ethnic Studies, Migration Studies, Legal Studies, Sociology, Anthropology, and Policy Studies. This book was originally published as a special issue of *Ethnic and Racial Studies*.

Affirmative Action in Antidiscrimination Law and Policy Samuel Leiter 2012-02-01 A comprehensive interdisciplinary analysis of the past, present, and future of affirmative action in the United States.

Selected Affirmative Action Topics in Employment and Business Set-asides 1985

Article 2 Bruce Abramson 2008 This volume constitutes a commentary on "Article 2" of the United Nations Convention on the Rights of the Child. It is part of the series, "A Commentary on the United Nations Convention on the Rights of the Child," which provides an article by article analysis of all substantive, organizational and procedural provisions of the CRC and its two Optional Protocols. For every article, a comparison with related human rights provisions is made, followed by an in-depth exploration of the nature and scope of State obligations deriving from that article. The series constitutes an essential tool for actors in the field of children's rights, including academics, students, judges, grassroots workers, governmental, non-governmental and international officers. The series is sponsored by the "Belgian Federal Science Policy Office."

The Oxford Handbook of American Political Development Robert C. Lieberman 2016-06-09 Scholars working in or sympathetic to American political development (APD) share a commitment to accurately understanding the history of American politics - and thus they question stylized facts about America's political evolution. Like other approaches to American politics, APD prizes analytical rigor, data collection, the development and testing of theory, and the generation of provocative hypotheses. Much APD scholarship indeed overlaps with the American politics subfield and its many well developed literatures on specific institutions or processes (for example Congress, judicial politics, or party competition), specific policy domains (welfare policy, immigration), the foundations of (in)equality in American politics (the distribution of wealth and income, race, ethnicity, gender, class, and sexual and gender orientation), public law, and governance and representation. What distinguishes APD is careful, systematic thought about the ways that political processes, civic ideals, the political construction of social divisions, patterns of identity formation, the making and implementation of public policies, contestation over (and via) the Constitution, and other formal and informal institutions and processes evolve over time - and whether (and how) they alter, compromise, or sustain the American liberal democratic regime. APD scholars identify, in short, the histories that constitute American politics. They ask: what familiar or unfamiliar elements of the American past illuminate the present? Are contemporary phenomena that appear new or surprising prefigured in ways that an APD approach can bring to the fore? If a contemporary phenomenon is unprecedented then how might an accurate understanding of the evolution of American politics unlock its significance? Featuring contributions from leading academics in the field, *The Oxford Handbook of American Political Development* provides an authoritative and accessible analysis of the study of American political development.

Reconciliation Policy in Germany 1998-2008 Cornelius Grebe 2010-11-18 'In all research, the choice of object is primary and decisive. This refers to the set of concepts which determines the delimitation among the totality of phenomena of those selected as objects of analysis' (Topalov 1979: 446). In this quote Topalov addresses the 'fundamental illusion' of empiricist research approaches: that objects of inquiry are self-evident givens. The rejection of this - empiricist 'illusion' constitutes the foundation of this thesis. This thesis modifies a contextual social constructionist paradigm of inquiry and combines it with a feminist standpoint in the analysis of policies claimed to be aimed at reconciling paid - employment and care work in Germany from 1998 to 2005. 1.1 Genesis of the study The present study developed out of three interrelated strands of our intellectual - curiosity which evolved, triggered by an engagement with a discipline unique to the UK in its approach, Social Policy. First, in what can be described as a fruitful intellectual adaptation process to a new discipline, an initial interest in welfare state transformation in Eastern Europe developed into a keen interest in family policies.

The Affirmative Action Puzzle Melvin I. Urofsky 2020-01-28 A rich, multifaceted history of affirmative action from the Civil Rights Act of 1866 through today's tumultuous times From acclaimed legal historian, author of a biography of Louis Brandeis ("Remarkable" —Anthony Lewis, *The New York Review of Books*, "Definitive"—Jeffrey Rosen, *The New Republic*) and *Dissent and the Supreme Court* ("Riveting"—Dahlia Lithwick, *The New York Times Book Review*), a history of affirmative action from its beginning with the Civil Rights Act of 1866 to the first use of the term in 1935 with the enactment of the National Labor Relations Act (the Wagner Act) to 1961 and John F. Kennedy's Executive Order 10925, mandating that federal contractors take "affirmative action" to ensure that there be no discrimination by "race, creed, color, or national origin" down to today's American society. Melvin Urofsky explores affirmative action in relation to sex, gender, and education and shows that nearly every public university in the country has at one time or another instituted some form of affirmative action plan--some successful, others not. Urofsky traces the evolution of affirmative action through labor and the struggle for racial equality, writing of World War I and the exodus that began when some six million African Americans moved northward between 1910 and 1960, one of the greatest internal migrations in the country's history. He describes how Harry Truman, after becoming president in 1945, fought for Roosevelt's Fair Employment Practice Act and, surprising everyone, appointed a distinguished panel to serve as the President's Commission on Civil Rights, as well as appointing the first black judge on a federal appeals court in 1948 and, by executive order later that year, ordering full racial integration in the armed forces. In this important, ambitious, far-reaching book, Urofsky writes about the affirmative action cases decided by the Supreme Court: cases that either upheld or struck down particular plans that affected both governmental and private entities. We come to fully understand the societal impact of affirmative action: how and why it has helped, and inflamed, people of all walks of life; how it has evolved; and how, and why, it is still needed.

American Law in the Age of Hypercapitalism Ruth Colker 1998-03-01 Increasingly feminists around the world have successfully campaigned for recognition of women's full personhood and empowerment. *Global Feminism* explores the social and political developments that have energized this movement. Drawn from an international group of scholars and activists, the authors of these original essays assess both the opportunities that transnationalism has created and the tensions it has inadvertently fostered. By focusing on both the local and global struggles of today's feminist activists this important volume reveals much about women's changing rights, treatment and impact in the global world. Contributors: Melinda Adams, Aida Bagic, Yakin Ertürk, Myra Marx Ferree, Amy G. Mazur, Dorothy E. McBride, Hilikka Pietilä, Tetyana Pudrovska, Margaret Snyder, Sarah Swider, Aili Mari Tripp, Nira Yuval-Davis.

Bottlenecks Joseph Fishkin 2014-01-10 Equal opportunity is a powerful idea, and one with extremely broad appeal in contemporary politics, political theory, and law. But what does it mean? On close examination, the most attractive existing conceptions of equal opportunity turn out to be impossible to achieve in practice, or even in theory. As long as families are free to raise their children differently, no two people's opportunities will be equal; nor is it possible to disentangle someone's abilities or talents from her background advantages and disadvantages. Moreover, given different abilities and disabilities, different people need different opportunities, confounding most ways of imagining what counts as "equal." This book proposes an entirely new way of thinking about the project of equal opportunity. Instead of focusing on the chimera of literal equalization, we ought to work to broaden the range of opportunities open to people at every stage in life. We can achieve this in part by loosening the bottlenecks that constrain access to opportunities--the narrow places through which people must pass in order to pursue many life paths that open out on the other side. A bottleneck might be a test like the SAT, a credential requirement like a college degree, or a skill like speaking English. It might be membership in a favored caste or racial group. Bottlenecks are part of the opportunity structure of every society. But their severity varies. By loosening them, we can

build a more open and pluralistic opportunity structure in which people have more of a chance, throughout their lives, to pursue paths they choose for themselves—rather than those dictated by limited opportunities. This book develops this idea and other elements of opportunity pluralism, then applies this approach to several contemporary egalitarian policy problems: class and access to education, workplace flexibility and work/family conflict, and antidiscrimination law.

Antidiscrimination Law and Minority Employment Farrell Bloch 1994-10-03 While employment regulations such as Title VII of the Civil Rights Act and the Federal Contract Compliance Program have redistributed minorities from small firms to larger ones, they have not, Bloch argues, significantly improved aggregate minority employment. Many job opportunities are discovered through restricted word-of-mouth networks, and some employers continue to screen out minority applicants in ways that laws do not address. Moreover, some employers avoid hiring minorities, women, and older workers in order to avoid litigation. Bloch discusses the use of economic and statistical analysis in hiring discrimination litigation and examines recent lawsuits to illustrate how these analyses are applied in federal courts. In addition, he addresses federal contractors' affirmative action requirements, theoretical arguments for and against antidiscrimination and affirmative action policy, and a variety of unemployment remedies.

The Bill of Rights in Modern America David J. Bodenhamer 2022-04-05 As the 2020s began, protestors filled the streets, politicians clashed over how to respond to a global pandemic, and new scrutiny was placed on what rights US citizens should be afforded. Newly revised and expanded to address immigration, gay rights, privacy rights, affirmative action, and more, *The Bill of Rights in Modern America* provides clear insights into the issues currently shaping the United States. Essays explore the law and history behind contentious debates over such topics as gun rights, limits on the powers of law enforcement, the death penalty, abortion, and states' rights. Accessible and easy to read, the discerning research offered in *The Bill of Rights in Modern America* will help inform critical discussions for years to come.

Discrimination in Employment John J. Donohue (III) 1998

The Reagan Presidency and the Politics of Race Nicholas Laham 1998 Laham argues that Reagan's civil rights policy was determined not by any political desire the president may have had to play the race card, but rather by his own commitment to colorblind justice and limited government, two core principles of his conservative agenda.

Comparative Equality and Anti-Discrimination Law, Third Edition David B. Oppenheimer 2020-02-28 This revised and updated casebook comprehensively compares the U.S. legal approach to problems of inequality and discrimination with the approaches of a variety of other legal systems around the world.

Handbook of Employment Discrimination Research Laura Beth Nielsen 2008-06-06 This volume contains a collection of original papers by leading legal scholars and social scientists that develop new perspectives on anti-discrimination law, with an emphasis on employment discrimination. The articles were written for a conference held at Stanford Law School in Spring 2003 that was sponsored by the American Bar Foundation and Stanford Law School. The purpose of that conference, this volume, and ongoing work by the Discrimination Research Group based at the American Bar

Foundation and the Center for Advanced Study in the Behavioral Sciences is to advance the social scientists' understanding of employment discrimination and the operation of employment discrimination law as a social system, and to consider the legal and policy implications of this emerging body of social science. Now is a pivotal moment for an attempt at a deeper understanding of discrimination and law. After three decades of theoretical development and empirical research

on employment discrimination and its treatment in law, it is crucial that lawyers, social scientists, and policymakers assess what we know and do not know about employment discrimination and its treatment by law. To date, there are several streams of active research that only occasionally engage with each other. Economists and sociologists continue to debate the extent to which women, minorities, and other traditionally disadvantaged groups face discrimination in labor markets and organizations. Organization scholars and legal scholars have begun to map the effect of anti-discrimination law on organizational structures and processes, and to raise questions about the extent to which the legalization of organizational employment systems represents symbolic or substantive changes in employment practices.

Systemic Discrimination in Employment and the Promotion of Ethnic Equality Ronald L. Craig 2007 This book argues that traditional complaint-based antidiscrimination laws are inherently inadequate to respond to systemic discrimination in employment. It examines the mechanisms and characteristics of systemic discrimination and the shortcomings of complaint-based laws. Yet these characteristics can also inform employers and government authorities of the kinds of preventive action that help alleviate systemic discrimination at the workplace. In its search for a rational government policy response to systemic discrimination, the book evaluates selected legal regimes which impose proactive obligations on employers to promote equality at the workplace. Proactive regimes are regulatory in nature, rather than adjudicatory. They induce employer compliance through technical assistance, dialogue and regulatory pressure, rather than court orders. By examining the key elements of these regimes the author explains why some proactive regimes function better than others, and why proactive regimes function better than complaint-based laws in addressing systemic discrimination.

Racism, African Americans, and Social Justice Rudolph Alexander (Jr.) 2005 This book provides historical and statistical data outlining injustices against African Americans in the juvenile justice system, the criminal justice system, affirmative action in colleges and universities, reparations, economics, and employment discrimination. Visit our website for sample chapters!

Philosophical Foundations of Discrimination Law Deborah Hellman 2013-11-28 How do we understand and justify the particular partialities that discrimination law tries to protect against? Are different discrimination laws from around the world grounded in a single set of norms? And does discrimination law fail to treat people as individuals? The philosophical study around discrimination law in the private and public sector is a relatively young field of inquiry. This is owing to the fact that anti-discrimination laws are relatively new. It is arguably only since the Second World War that these rights have been adopted by countries in a broad sense, ensuring that all citizens have civil rights and the right to non-discrimination. Theory around discrimination law has until recently been threefold, doctrinal in its approach, questioning equality - why it matters and why should it influence legislatures in the design of policy - and thirdly focusing on the issue of affirmative action. This volume takes a fresh look at the philosophy of discrimination law, identifying points of discussion in need of further study. It addresses how we are to understand and justify laws prohibiting discrimination. For instance, how discrimination might be best conceived - as a personal wrong or as an unfair distribution of resources. The volume then turns to a number of meta-theoretical questions, whether different discrimination laws are coherent and grounded in collectively held beliefs or are instead a collection of very different rules that have no underlying coherence. Lastly, the authors focus on issues in discrimination law that are currently the topic of considerable political debate. The questions raised here are urgent and necessary and it is the hope of the authors that other academics and philosophers may join in their discussions.

Affirmative Action at Work Bron Raymond Taylor 1991-10-15 Bron Taylor unites theoretical and applied social science to analyze a salient contemporary moral and political problem. Three decades after the passage of civil rights laws, criteria for hiring and promotion to redress past discrimination and the sensitive "quota" question are still unresolved issues. Taylor reviews the works of prominent social scientists and philosophers on the moral and legal principles underlying affirmative action, and examines them in light of his own empirical study. Using participant observation, in-depth interviewing, and a detailed questionnaire, he examines the attitudes of four groups in the California Department of Parks and Recreation: male and female, white and nonwhite workers. Because the department has implemented a strong program for ten years, its employees have had firsthand experience with affirmative action. Their views about the rights of minorities in the economy are often surprising. This work presents a comprehensive picture of the cross-pressures—the racial fears and antagonisms, the moral, ethical, and religious views about fairness and opportunity, the rigid ideas—that guide popular attitudes.

Affirmative Action Policies and Judicial Review Worldwide George Gerapetritis 2015-08-03 This book discusses affirmative action or positive discrimination, defined as measures awarding privileges to certain groups that have historically suffered discrimination or have been underrepresented in specific social sectors. The book's underlying rationale is that one cannot place at the same starting point people who have been treated differently in the past because in this way one merely perpetuates a state of difference and, in turn, social gaps are exaggerated and social cohesion is endangered. Starting out with an introduction on the meaning and typology of affirmative action policies, the book goes on to emphasise the interaction of affirmative action with traditional values of liberal state, such as equality, meritocracy, democracy, justice, liberalism and socialism. It reveals the affirmative action goals from a legal and sociological point of view, examining the remedial, cultural, societal, pedagogical and economy purposes of such action. After applying an institutional narrative of the implementation of affirmative action worldwide, the book explains the jurisprudence on the issue through syntheses and antitheses of structural and material variables, such as the institutional recognition of the policies, the domains of their implementation and their beneficiaries. The book eventually makes an analytical impact assessment following the implementation of affirmative action plans and the judicial response, especially in relation to the conventional human rights doctrine, by establishing a liaison between affirmative action and social and group rights. The book applies a multi-disciplinary and comparative methodology in order to assess the ethical standing of affirmative action policies, the public interests involved and their effectiveness towards actual equality. In the light of the above analysis, the monograph explains the arguments considering affirmative action as a theology for substantive equality and the arguments treating this policy as anathema for liberalism. A universal discussion currently at its peak.

Affirmative Action Policies to Remedy Ethnic Minority Disadvantage in the Labour Market Anthony Francis Heath 2014

Buying Social Justice Christopher McCrudden 2007-09-13 *Buying Social Justice* analyses how governments in developed and developing countries use their contracting power in order to advance social equality and reduce discrimination, and argues that this approach is an entirely legitimate, and underused means of achieving social justice.

A Theory of Discrimination Law Tarunabh Khaitan 2014-09-10 This book provides a general theory of discrimination law as practised in liberal democratic jurisdictions. Rejecting accounts that place the value of equality at the heart of the law, it argues that discrimination law protects individual autonomy. Applying the theory, the book tackles the central legal problems in applying discrimination laws.

Americans with Disabilities Leslie Francis 2015-12-22 In this groundbreaking work, leading philosophers, legal theorists, bioethicists, and policy makers offer incisive

looks into the philosophical and moral foundations of disability law and policy.

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