

# **Employment Equity and Affirmative Action**

**An International Comparison**

**Harish C. Jain, Peter Sloane and  
Frank Horwitz**

*Issues in Work & Human Resources*



# Employment Equity And Affirmative Action An International Comparison

**ML Morrison**



## **Employment Equity And Affirmative Action An International Comparison:**

**Employment Equity and Affirmative Action: An International Comparison** Harish C. Jain, Peter Sloane, Frank Horwitz, 2015-03-27 The authors of this comparative study of affirmative action compare the employment practices of six countries the U S Canada Great Britain Northern Ireland India Malaysia and South Africa They look at mandatory quota policies legislated versus voluntary policies goals and timetables restrictions and other policies as well as recruitment selection compensation performance appraisal promotion training and career development Their findings will prove useful for training managers of companies with global operations Employment Equity and Affirmative Action Harish C.

Jain, 2003 **Employment Equity and Affirmative Action: An International Comparison** Harish C. Jain, Peter Sloane, Frank Horwitz, 2015-03-27 The authors of this comparative study of affirmative action compare the employment practices of six countries the U S Canada Great Britain Northern Ireland India Malaysia and South Africa They look at mandatory quota policies legislated versus voluntary policies goals and timetables restrictions and other policies as well as recruitment selection compensation performance appraisal promotion training and career development Their findings will prove useful for training managers of companies with global operations *Affirmative Action in Malaysia and South Africa* Hwok-Aun Lee, 2020-10-22 Malaysia and South Africa implement the most extensive affirmative action programmes worldwide This book explores why and how to effect preferential treatment which has been utilized in the pursuit of inter ethnic parity specifically in higher education high level occupations enterprise development and wealth ownership Through methodical and critical analyses of data on education workforce and population the book evaluates the primary objectives of increasing majority representation in education employment enterprise and ownership The book also critically considers questions of the attainments and limitations of ethnic preferential treatment in reducing disparity the challenges of developing capability and reducing dependency and the scope for policy reforms 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 *Research Handbook of International and*

*Comparative Perspectives on Diversity Management* Alain Klarsfeld, 2016-09-28 This Research Handbook offers for the first time a comparative approach to current diversity management concerns facing nations Spanning 19 countries and across Africa it covers age gender ethnicity disability sexual orientation national origin and the intersection of various dimensions of diversity The multicultural and multi country teams of contributors leading scholars in their own countries examine how the various actors react adopt and manage the different dimensions of diversity from a multitude of approaches from national to sectoral and from tribes to trade unions but always with a comparative multi country perspective

*Equal Opportunities and Ethnic Inequality in European Labour Markets* Karen Kraal, Judith Roosblad, John Wrench, 2025-10-01 The need to analyse labour market mechanisms in post industrial Western societies is urgent Despite laws and policy measures being developed at the European national and local levels job seeking immigrants and ethnic minorities still suffer unequal access and ethnic discrimination This volume endeavours to understand why Four chapters dealing with discrimination gender equity policies and diversity management present a lively discussion of the current scientific debate Besides providing empirical evidence the authors recommend methods for conducting further research in the field and evaluate the actual effects of discrimination combating policies One conclusion is that systematic analysis of the labour market and its subsequent equity policies must be supported by hard data such as statistics With its state of the art scope and unique thematic exploration this volume transfers knowledge from social science studies to a more operational realm From here both scholars and practitioners can help make equal opportunities more accessible than ever

**Equality, Diversity and Inclusion at Work** Mustafa Ezbilgin, 2009-01-01 Equality Diversity and Inclusion at Work is certainly a recommended read for EDI scholars interested in both established and novel perspectives on the field Practitioners whether directly involved with diversity management or not can also use this volume to gain significant insight into the variety of perspectives on diversity management and training Florence Villesche Management This collection can serve as a mirror for all of us who spend much of our lives in work organizations From diverse vantage points the authors help us see and understand the dynamics through which workplaces are gendered to the advantage of some and the disadvantage of others For those of us wanting to transform those dynamics and create organizational cultures characterized by fairness support and cooperation this book is a must read Jay Coakley University of Colorado Colorado Springs US Equality Diversity and Inclusion at Work edited by Mustafa F zbilgin is a fascinating and useful collection of articles that cover varied perspectives on this thriving topic Theoretical issues and policy problems equal opportunity and diversity management sociological and psychological approaches history and present management and trade union efforts and much more are all covered I particularly appreciated the inclusion of several articles on men masculinities equality and diversity a refreshing recognition of the importance of men and masculinities in the success or failure of equality and diversity efforts Although the collection covers the UK in the most detail chapters on the US Germany South Africa and Japan provide a multinational perspective It s the kind of book I d like to have at hand when I m writing about organizations

gender equality and diversity Joan Acker University of Oregon US With over thirty chapters this book offers a truly interdisciplinary collection of original contributions that are likely to influence theorization in the field of equality diversity and inclusion at work Many chapters in the book offer comparative perspectives through cross national and multi level analyses The volume adopts a critical perspective as it focuses on relations of power in exploring equality diversity and inclusion at work Specifically the authors examine areas such as cultural conflict gender inequity and politics work life balance affirmative action trade unions and diversity and diversity interventions and change This timely book with chapters that are contributed by internationally eminent scholars will prove to be an invaluable resource for researchers policy makers and students in this field

**Research Handbook on New Frontiers of Equality and Diversity at Work** Klarsfeld, Alain,Knappert, Lena,Kornau, Angela,Ng, Eddy S.,Ngunijiri, Faith W.,2022-01-18 Spanning five continents this cutting edge book provides a thorough international overview of equality diversity and inclusion at work Analysing the demographics of the workplace and the economic outcomes achieved by different segments of the population it offers readers a better understanding of diverse work environments and how they are influenced by legislation and populations **9.78E+12** Alain Klarsfeld,Lize A.E. Booyesen,Eddy Ng,Ian Roper,Ahu Tatli,2014-05-30 The second edition of this important reference work provides important updates and new perspectives on the cases constituting the first edition as well as including contributions from a number of new countries Australia Finland Japan New Zealand N Disability Rights in Europe Anna

Lawson,Caroline Gooding,2005-05-15 Recoge 1 Human rights 2 Anti discrimination laws 3 Achieving equality through law

**Encyclopedia of Equality, Equity, Diversity and Inclusion** Alain Klarsfeld,Stella Nkomo,Lucy Taksa,Anne-Françoise Bender,Gaëlle Cachat-Rosset,2024-05-02 Providing comprehensive coverage of the field of diversity equality equity and inclusion DEI this timely Encyclopedia addresses significant developments in diversity management Entries adopt both theoretical and critical approaches to construct a complete picture of this crucial approach to business practice

*Handbook of Research on Comparative Human Resource Management* Chris Brewster,Wolfgang Mayrhofer,2012-01-01 Global HR practices are of incredible interest to scholars and practitioners Brewster and Mayrhofer have done a masterful job selecting and organizing 26 incredible chapters on how to conceive study and practice HRM in diverse global settings The compendium is thoughtful and thorough with integrated theoretical perspectives and unique insights on each major global region It is an invaluable source book for those interested in global HR Dave Ulrich University of Michigan US As the world becomes flatter and more interconnected questions arise about the future of HRM Which HRM systems are beginning or will begin to converge globally Which systems will likely remain constrained by institutions or national culture and why This book brings together the leading academic authorities and provides the essential starting point to answering these pressing questions Patrick Wright Cornell University US This unique and path breaking Handbook explores the issue of comparative Human Resource Management HRM and challenges the notion that there can be a one best way to manage

HRM The Handbook of Research on Comparative Human Resource Management provides a theoretical practical and regional analysis of comparative HRM This book edited by two specialists on comparative HRM and written by leading experts on each topic and from each region explores the range of different approaches to conceptualising HRM and highlights HRM policy and practice that occur in the various regions of the world As such the volume provides a challenge to the typical assumption that there are consistent problems in managing human resources around the globe that call for standardised solutions Instead the contributors emphasise the importance of institutional and cultural factors that make HRM a most context sensitive management task Offering a comprehensive view for readers with different interests this insightful Handbook will prove to be an essential resource for academics researchers and postgraduate students in international business business administration HRM socio economics and cross cultural management Practitioners interested in the cultural aspects of HRM will also find this Handbook invaluable *Why Diversity, Equity, And Inclusion Matter: Challenges And Solutions* Bin Srinidhi, 2023-12-05 This book integrates the current research on diversity equity and inclusion with corporate practice and describes how these initiatives affect organizations morale performance and output Academic researchers corporate executives tasked with implementing Diversity Equity Inclusion DEI and regulators face the problem of balancing DEI initiatives which could generate diverse ideas beneficial to the organization with concerns about diluting meritocracy Building a diverse workforce could improve both organizational well being and social harmony Research has shown that building a diverse workforce often results in communication and coordination issues and unjustified pay and performance gaps engendering feelings of exclusion among diverse individuals The book describes how organizations address these issues in various settings ranging from accounting firms to health care providers It covers settings with gender and racial diversities and clarifies the difference between equality and equity Its coverage includes dealing with concealable disabilities and promoting equity across diverse populations in organizational and social settings Encyclopedia of Human Resource Management Stewart Johnstone, Jenny K. Rodriguez, Adrian Wilkinson, 2023-02-14 Thoroughly revised and updated to include contemporary terms that have gained importance such as furlough unconscious bias platform work and Great Resignation this second edition of the Encyclopedia of Human Resource Management is an authoritative and comprehensive reference resource comprising almost 400 entries on core HR areas and concepts *World Class Diversity Management* R. Roosevelt Thomas, 2010-08-02 Globalization is transforming the very nature of our business relationships decision making processes and interactions making world class diversity management more needed than ever before But until now the field of diversity had no established standard for evaluating best practices or even agreement on fundamental philosophies principles and concepts In this pioneering book the world s leading diversity authority proposes a framework that will facilitate the development of a truly world class standard for diversity management R Roosevelt Thomas begins by laying out his Four Quadrant model which encompasses all core diversity strategies managing workforce demographic representation managing

demographic relationships managing diverse talent and managing all strategic diversity mixtures He analyzes the goals motives approaches accomplishments and challenges associated with each quadrant as well as the paradigm or mindset that lies behind each quadrant's express purpose Having laid out this broad range of strategies Thomas shows how to realize them through the Strategic Diversity Management Process by far the most effective method for implementation A detailed case study of CEO Jeff Kilt a fictional composite of the many executives Thomas has worked with effectively illustrates the complexities encountered when working with each of the Four Quadrant strategies in the real world This book offers a comprehensive blueprint that will enable leaders to address any diversity issue not just race or gender in any setting anywhere in the world Most important it proves that a world class standard of diversity management is indeed a possible and achievable goal

*Taking Employment Discrimination Seriously* Yuwen Li, J. E. Goldschmidt, 2009 Employment discrimination is present in any society However this severe social problem has escalated in the post Mao era in China The imbalance between supply and demand in the labour market combined with a lack of general consciousness regarding labour rights have contributed to the swift spread of discrimination This book contains the most recent research on the reality of discrimination in China and advocates for effective employment equality protection through law and specialised equality institutions The study of equal treatment in the legal systems of the EU illustrates the important contribution law together with general policies can make to the improvement of equality in employment While both systems face a distinctive range and degree of problems employment discrimination ought to be taken seriously in China and the countries of the EU

Employment Equity in Canada Carol Agocs, 2014-07-31 In the mid 1980s the Abella Commission on Equality in Employment and the federal Employment Equity Act made Canada a policy leader in addressing systemic discrimination in the workplace More than twenty five years later Employment Equity in Canada assembles a distinguished group of experts to examine the state of employment equity in Canada today Examining the evidence of nearly thirty years the contributors both scholars and practitioners of employment policy evaluate the history and influence of the Abella Report the impact of Canada's employment equity legislation on equality in the workplace and the future of substantive equality in an environment where the Canadian government is increasingly hostile to intervention in the workplace They compare Canada's legal and policy choices to those of the United States and to the UN Convention on the Rights of Persons with Disabilities and examine ways in which the concept of employment equity might be expanded to embrace other vulnerable communities Their observations will be essential reading for those seeking to understand the past present and future of Canadian employment and equity policy

**The Oxford Handbook of Diversity in Organizations** Regine Bendl, Inge Bleijenbergh, Elina Henttonen, Albert J. Mills, 2015-11-12 In the last decades diversity and its management has become a feature of modern and postmodern organizations Different practices have spread around the globe focusing on the organizing and management of inclusion and exclusion of persons and identities based on different genders sexual orientations racial and ethnic backgrounds ages and dis

abilities as well as religious beliefs However although increasingly recognized as important the discourses of diversity are multifaceted and not without controversy Furthermore diversity management practices have the potential to reproduce both inclusion and exclusion The book presents the foundations of organizing and managing diversities offers multidisciplinary intersectional and critical analyses on key issues and opens up fresh perspectives in order to advance the diversity debate It also inspires new debates on diversity by encouraging scholars to broaden their research agendas and assists students and scholars to increase their understanding of the field and its current discussions The contributors are a team of leading diversity scholars from all over the world

**Handbook of Research Methods in Diversity Management, Equality and Inclusion at Work** Lize A.E. Booysen,Regine Bendl,Judith K. Pringle,2018-08-31 Equality diversity and inclusion EDI have become features of organizations as a result of both legal and societal advances as well as neoliberal economic reasoning and considerations Current research approaches frequently fall short of addressing the challenges faced in EDI research and this benchmark Handbook brings up to date coverage of research methods in EDI and advances the development of research in the field



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