

Positive Discrimination

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A lot of companies have special policies nowadays which are aimed at preventing discrimination of women and minorities when hiring. This can be seen as a consequence of pressure from numerous civil groups, court rulings, and federal legislation. These actions have to change the way women and minorities were treated when hiring. In other words, the aim of such programs is to give the opportunity to the before mentioned categories of people to be hired, admitted to educational institutions, and promoted. As a result of such actions, many organizations act differently. Some of them hire women and minorities aggressively, others do that with the help of quotas to admit the certain number of such people, and others choose to increase the number of women and minorities during the set time period (Cihon & Castagnera, 2011).

According to the stated policies, all the recipients who decided to apply for a job, including women and minorities, should be treated equally when there is no moral reason to treat them in different way. In other words, the main criteria of hiring or admission are skills related to the chosen area and qualification, but not gender or race.

One of the goals of affirmative action programs, according to its supporters, is to compensate for social injustices that happened to minorities in the past. However, Hodson and Sullivan are against such positive discrimination. They suggest that some women and minorities have never experienced discrimination, however affirmative action program does not take this fact into account and gives preferences to all the women and minorities with no exception. According to them, most of the victims of discrimination that happened in the past are no longer alive, and it is not right to transfer the preferences that these people deserved to their descendants. On the other hand, they also state that it is unacceptable to impose the society burdens on a certain category of people, rather than on all the members of society (Hodson & Sullivan, 2012).

As we can see, the debates concerning whether affirmative action program should be used in a society are still going on. On the one hand, it is important that certain social groups feel that they have equal rights in the society. On the other hand, those who do not belong to those categories that

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were not discriminated feel that sometimes positive discrimination is also a kind of social injustice towards them. After all, there is an opportunity to keep on discussing this issue, paying attention to arguments of both sides to determine whether positive discrimination should be used in our society.

Bibliography

Cihon, P. J., & Castagnera, J. (2011). *Employment & labor law*. Mason, OH: South-Western Cengage Learning.

Hodson, R., & Sullivan, T. A. (2012). *The social organization of work*. Australia, Belmont, Calif: Wadsworth.