

Government interference in the hiring process



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The government should definitely be involved in the hiring process. Without government regulations most companies will discriminate against people on the basis of age and ethnicity.

Discrimination based on age still exists in society, and the government must ensure that the older generation has an opportunity to continue with gainful employment. Although laws exist which prohibit age discrimination the problem still exists. Without the laws age discrimination would be more prevalent. Age discrimination is often difficult to prove, but there are many signs, which may confirm it. For example, if a dedicated, qualified long-term worker is denied a promotion, and the boss hired someone “ younger stating that the company needs new blood, this could be a sign of age discrimination,” (Age Discrimination at Work, n.

d.). Another sign of age discrimination is when older workers are replaced by new, younger workers simply because the company will be able to pay the younger worker less, or hire two younger workers for the same salary being given to one older, long-term worker. Also, when companies pressure older workers to try to look younger by suggesting they dye their gray hair, this is also a form of age discrimination. Workers should be hired and fired based on their job performance, not on the basis of their age.

In addition to age discrimination, ethnic discrimination is still prevalent in the workforce. Even though it is against the law, “ Employment discrimination on the basis of race or national origin still happens more often than anyone wants to believe,” (Preventing Discrimination, 2007). For example, when a company will only promote Caucasians to supervisory positions, or refuses to

hire people who have accents, these are forms of ethnic discrimination.

Some times employers discriminate in the hiring process, by asking questions about the candidates' ethnic backgrounds, and then making their hiring decision based on the candidates' responses to those inappropriate questions.

There are many forms of discrimination that exist in the workforce. These include gender and religious beliefs. It will always be necessary for the government to interfere in the hiring process to help mitigate these unfair forms of discrimination.