

Policies to remedy discrimination in hiring of women and minorities

[Sociology](#), [Women](#)



Identifying the most effective policies to remedy discrimination against women and minorities still remains a challenge for many organizations and the government at large. This paper seeks to discuss affirmative action, reverse discrimination and comparable worthy as appropriate policies to remedy discrimination in hiring women and the minorities.

The concept of affirmative action in any organization is to provide equal employment of opportunities to women and minority groups who were rendered disadvantaged by circumstances beyond their control such as oppression, history and slavery (The University of Kansas Medical Center, 2010). A society can not be socioeconomically stable if the gap between the rich and the poor is too wide. By setting few positions in any organization for women and the minority, the organization confirms its respect for their existence and contributes to the social economic well being of the society.

Reverse discrimination has faced a lot of challenges but is an effective policy as per the author's opinion (West, McKinsey, & carper, 2007). For instance, top management post in any organization have been dominated by men but the increased focus on equal employment opportunities have seen women feature in this male dominated jobs. This evidenced in cases were women are favored in spite of their equal or slightly less qualifications as compared to men. In this interest, positive discrimination, as it is also called, is very effective.

Comparable worthy is another policy marked with controversy but the author of this paper holds that it is a very reliable policy. Over time, women have been earning less as compared to men for an equal work (Paul, 1989). Some

of the reasons given for this include women working for less hours and light jobs which do not require a lot of energy. The authors sees this as unfair because ladies have other responsibilities which are inevitable like taking care of their children and are naturally less energetic than men.