

Does the policy need to be discontinued essay sample



**ASSIGN
BUSTER**

Yes because it seeks to support the population whose members have been discriminated against, Because of certain ascribed characteristic such as disability, gender or skin colour. It also attempts to address a historical debt. Affirmative seeks to correct systematic raptures in of the principle of equal opportunity e. g. it encourage the employers to promote blacks, woman and disable people to try and correct previous imbalance that was coursed by apartheid policies. America in America unlike most of other countries it purpose was to uplift the position of the oppressed minority, ether than of an oppressed minority.

It easy to deal with minority than to help majority. in truth the affirmative action programs have spanned nine different administrations, six republican and three democratic, which means it has support of both strong political parties while in other countries opposition party try everything to make it unsuccsfuly. some of the people that supported affirmative action were president Richard Nixon , George Scultz, president George Bush also enthuasisticall signed the civil right act of 1991 which formally endorsed the principle of affirmative. Thus affirmative action has traditionally enjoyed the support of both republican as well as democrats

South Africa choose to implement affirmative action legislation to corrects Previous imbalance(a policy known as employment aquity). this act was passed to promote the constitution right of equality and exercise true democracy, this adea was to eliminate unfair discrimination in employment , To ensure the implimation of employment equity, to redress the effect of discrimination, To achive a diverse workforce brodly representative of our people, To improve economic development and efficiency in the workforce

<https://assignbuster.com/does-the-policy-need-to-be-discontinued-essay-sample/>

and to give effects to the obligation of the Republic as a member of international labour organisation.

It is Justifiable cause it aim is to corrects previous imbalances and it is for country to reach it full potential

Yes , Because affirmative action main goal is to corrects previous imbalances and it is to country to reach it full potential. once the affirmative action succed on its goals there will be no use for the country to continue with the policy. If they still continue with it will be negative discrimination towards the population e. g whites, men and others hwo doesn't benefit from affirmative action, But the need to enforce it and monitor it in order to make sure that every body follows it , so that it doesn't take too long to correct the previous imbalance

the statistics shows that the white people are more educated than blacks because of previous apartheid policies, that put white people on the advantage when it comes to employment, even with the implication of affirmative action it is still a problem because the federal regulation explicit prohibit affirmative programs in which unqualified or unneeded employers are hired (bureau of national affairs; 1979) in sport black people were not trained or exposed in other sport such as ruby and cricket that is why in south African national team we find one black or white only team, blacks are unemployable on that sectors because of that reasons

Essay 1

It has helped the countries such as America and South Africa to move forward. In both countries discrimination in education was the target of original breakthrough civil right cases effort because education is the gate way to opportunity. before the implimintation of affirmative people from disadvantage were discriminated in many sectors because of their colour and gender. in sport black people were not tought or exposed to sport such as ruby and cricert just to name a few. people were foked to live school and work in the farms during apartheid.

In America the data in the shape of the river by wag Bowen and book shows that the percentage of blacks aged 25-29 who had graduated from college rose from 5. 4% to 15. 4%. The percentage of blacks in law school grew from below 1 to 7. 5%and percentage in medical school increase from 2. 2% to 81%.

The implimitation of affirmative has led to a rise of minority student in higher education, e. g in 1960 black enrolment was less then 2% of total enrolment in higher education. it rose to 4% in 1970, 8% 1n 1980 and n 1990's was a little under 10%(Thestron 1999). Similar gains have also been reported in Hispanic aplicants.(strategy unuty 2006). Statistics also show that the propability of acceptance of black applicants has risen from 13% to 42% as a result of the policies.(Bok and Bowen 1998). it shows that there is improve ment in education that mean the countries who adobted the policy like America and south Africa are moving forward.

Employment : Severaly studies in America have documented important gains in racial and gender equality as a direct result of affirmative action.(bowen

<https://assignbuster.com/does-the-policy-need-to-be-discontinued-essay-sample/>

and Bok 1998). according to report from America labor department, affirmative action has help 5 milion white and minority women to move up in a workplace(reverse discrimination 1995). study sponserd by the office of federal contract cmpiancce programs showed that between 1974 and 1980 federal contractors added blacks and female officials and managers at twice the rate before the implimation of affirmative acton (citizen 1984). studies shows that before the implimantation in big sectors there were no black officials e. g In south African defence force only white people were officials up until the implimintation. In 2000 there were more than 30% black people working there. we also need consider that after the implimintation there are many women who were promoted from their position in big company such as At&t. IBM. sears roebuck)