

# Exam economic of race and gender



**ASSIGN  
BUSTER**

XXXXXXXX Number: XXXXXXXX XXXXXXXX XXXXXXXX XXXXXXXX of XXXXXXXX

XX – XX – 2010

Economics Race and Gender

Question 1: Explain or state the following Federal Laws Prohibiting Job

Description:

- a) Title VII of the Civil Rights Act 1964
- b) Equal Pay Act of 1963
- c) Age Discrimination Act of 1967
- d) Title I and Title V of the Americans with Disabilities Act of 1990
- e) Civil Rights Act of 1991

Answer:

- a) Title VII of the Civil Rights Act 1964: This act was set down to protect employees as well as job applicants. Here the act states that the company cannot make any decisions like the hiring, promotion, pay, benefits, or even harassment of the employees based on the color, race, gender, or nationality.
- b) Equal Pay Act of 1963: This act was passed in 1963 and focused on the need for both men and women to be paid equal for equal amount of work on the recommendation of the JFK commission.
- c) Age Discrimination Act of 1967: This act was developed for the benefit of people above the age of 40. Here the main aim was to ensure that people above this age are not discriminated for jobs.
- d) Title I and Title V of the Americans with Disabilities Act of 1990: This act was developed to ensure that qualified people with disabilities are not discriminated against. Both titles focus on this aspect.
- e) Civil Rights Act of 1991: This act was formulated as a response to the

decisions of the United States Supreme Court which had led to the rights of the employees being limited since they sued their employers for discrimination.

Question 2: a) Give a brief summary of term paper and how it helped you in understanding of this class.

b) Give a brief summary of your group presentation and how it helped you understanding this class.

Answer:

a) The term paper was on the topic, “ Instances of gender discriminatory behaviors at work places”. This helped me identify with the discrimination that people face at work and also allowed for a clearer understanding of the various acts and laws in place to resolve these issues. On the whole, the term paper was very beneficial in better understanding of the subject as a whole. Working on the gender discriminatory behavior at work has not only helped in this class but is also a beneficial learning for how work environments actually function. Here this report has been detailed with complete insight into affirmative action and how it works. This provides a practical experience and helps relate better to subject. There is also clarity of various cases and the outcomes of the cases which make it simpler to understand the subject rather than simply learning the laws directly.

b) The group presentation was on the topic “ Affirmative Action losing favor in the United States”. This presentation has been very helpful for the course as it helps bring out the views and opinions of the students on affirmative action. The presentation was divided into three main parts, i. e. history of affirmative action, diversity rationale and the main discussion of whether affirmative action is losing favor. The presentation was in its own way a

chance for us to study the literature carefully and in detail. The presentation helped each of us work on different part individually which helped in understanding the subject to a greater extent. On the whole this presentation not only helped us learn the topic more in detail but also lead us to use our knowledge to correlate to the success of the affirmative action. This I believe brought about a lot of discussions and views which were not otherwise brought forth in class. Hence with all the views and ideas that came forth, this helped not only understand the topic better but also helped in bettered overall exploration of the topic as well.

Question 3: a) When both person A and B have the same level of education and experience what will be your reason for hiring person B?

b) When both person A and B have the same level of Human Capital, why are you paying person A more than person B?

Answer:

a) When two people who have the same level of education and experience apply for a job position, there are number of other factors that the employer also looks into for the choice and decision making. Person B can be chosen based on personality, presentation, presence of mind and also the ability to implement the knowledge into action. These clearly deal with the ability of the person and in no manner is based on any form of discrimination.

b) When two people with the same human capital work for a company, it is possible that one person (person A), gets paid more than the other (person B), based on their work experience, education background and also the competency shown on the job.

Question 4: Discuss economic incentives which have motivated women in all races to continue to participate in the Labor Market.

Answer:

With the growing levels of expenses each day across the world, and the high cost of living, it is now crucial that both partners in a family work to contribute to the lifestyle needs of the family. Hence one of the major economic incentives that have attracted women of all races to continue to participate in the labor markets is the money that they bring into their homes. Also, with all the laws and acts that have been developed for the equal opportunities for women, this allows that both men and women earn equal amounts for the equal levels of work. Hence this also forms as major motivating factor for the participation of women in the labor markets.