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Paper Example on Fight for Equality Essay

Introduction

The fight for equality among the two genders has always been an endless war where at every time, there has been a party that feels oppressed against by the other. Initially, the gender war at the employment places was about equal employment opportunities. Women wanted to be treated equally as their male counterparts and be given a fair representation at the workplace. That was somehow achieved, and today it is possible to find women in professions that got considered masculine before (John, 2007). After the equal employment opportunities, the next hurdle that came along was the current predicament on trying to address the gender pay gap difference that has seen one gender get discriminated upon on the payroll. Equality should be upheld in all aspects of our day to day living and always understand that no gender is superior to the other (Keister, 2002).

Application of Research Methodology

Social research could get applied in data gathering, and information acquisition regarding the ongoing problem at the workplace where the information gathered could be used to comprehensively assess the question that has occurred in the work setting. The informational gathering process could either be conducted directly where an interviewer gets to interact with an interviewee or by use of other secondary data collection methods such as questionnaires, telephone conversations among different suitable approaches. In the information collection process, it is necessary to identify the type of information required. Based on the study at hand, the data gathering questions will be inclined towards salary payments concerning the work is done and consequently comparing this between different genders.

To gather reliable data direct interviews with our respondents are the most suitable information-gathering tools. Most people don't feel comfortable discussing what they earn with others (Martin, 1992). They might, therefore, be reluctant to give the necessary information on other channels such as telephone conversations as they don't know what this information will be used on. However, through direct contact with the respondent, there will be the establishment of a rapport that could help gain the interviewee's trust thus thereby a more positive response.

In the interview, it should be made clear to the respondent that the information acquired is aimed for research purpose only given that some interviewees may be hesitant in fear of the information they give being used against them. The questions asked should also not be aimed at direct figures in earnings, all that is required is similar data ranges that could be used to identify the severity of the gender pay gap crisis.

Through the interviews, we can collect a wide range of data depending on the responsiveness of our clients. We can obtain actual earnings in figures that will help us in making direct comparisons in the pay gap. We can also get information regarding the number of working hours between either gender and the amount they receive given the possibility of the situation that wages may not be directly proportional to the work done.

Term Paper On Equality

E. Breitenbach, A. Brown, F. Mackay, J. Webb

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Research Handbook on Inequalities and Work Cynthia Forson, Geraldine Healy, Mustafa B. Öztürk, Ahu Tatli,2024-03-14 This multidisciplinary international Research Handbook on Inequalities and Work examines disparities within contemporary working life and comes at a critical juncture of socio historical change As the world reels from the impact of economic insecurity the pandemic the Black Lives Matter and MeToo movements the trans liberation fight the climate crisis and the rise of Artificial Intelligence systemic inequalities and their impacts have been thrust into the limelight alongside the ceaseless struggle for social justice Against this background the Handbook provides cutting edge research studies that offers unique insight into the international nature of inequalities at work What Happened to Equality? Bjarney Friðriksdóttir, 2017-07-03 In What Happened to Equality The Construction of the Right to Equal Treatment of Third Country Nationals in European Union Law on Labour Migration Fri riksd ttir examines five European Union Directives on labour migration that were adopted based on a sectoral approach to labour migration management An account of the negotiations between the Commission the Council and the Parliament on the five Directives reveals how access to territory and the labour market the right to equal treatment and the right to family reunification were constructed for the different groups of labour migrants and how differentiation between groups of migrants and discrimination against migrants compared with nationals which contravenes international and European human rights frameworks and international labour The Changing Politics of Gender Equality E. Breitenbach, A. Brown, F. Mackay, J. Webb, 2016-01-28 law is institutionalized This comprehensive collection brings together key academics activists and practitioners to review the changing politics of the project of gender equality It gives account of the evolution of gender equality policies and practice at different levels of governance in Britain over the past three decades Thinking and work around equal opportunities have been fundamentally shaped by changing political conditions The contributors review past policies and practices before moving on to explore the opportunities and challenges for the future Equality in Law: United Kingdom Christopher McCrudden, 2023-07-10 Equality in law between men and women in the European Community is an integral part of the EC s social policy and crucial to its economic and social cohesion This 15 Volume Encyclopedia analyses the legal framework for equal opportunities which now exists in the Community due to the adoption of EC Directives on equal treatment equal pay and social security and to the work of the European Court of Justice in this area It looks at how the EC Directives have been implemented and interpreted in each Member State and at the other legislative and constitutional provisions affecting the principle of equality All the principal legal provisions are reproduced or translated Extracts from or digests of national case law are also included Each volume is structured so that Member States s provisions on equality can be directly compared The editors of this Encyclopedia are Michel Verwilghen Professeur ordinaire la Facult de Droit Universit catholique de Louvain and Ferdinand von Prondzynski Professor of Law and Dean of the Law School University of Hull One Another's Equals Jeremy

Waldron,2017-06-19 This enlightening inquiry into the nature of human equality reveals the vital importance of this basic Western principle an important new book Robert B Reich New York Times Book Review An enduring theme of Western philosophy is that we are all one another s equals Yet the principle of basic equality is woefully under explored in modern moral and political philosophy In a major new work Jeremy Waldron attempts to remedy that shortfall with a subtle and multifaceted account of the basis for the West's commitment to human equality Waldron argues that there is no single characteristic that serves as the basis of equality Instead the case for moral equality rests on four capacities that all humans have the potential to possess in some degree reason autonomy moral agency and the ability to love But how should we regard the differences that people display on these various dimensions Waldron who has specialized in the nature of equality for many years confronts these questions and others fully and unflinchingly Based on the Gifford Lectures that he delivered at the University of Edinburgh in 2015 One Another's Equals takes Waldron's thinking further and deeper than ever before

Writing a Research Paper in Political Science Lisa A. Baglione, 2018-12-31 Even students capable of writing excellent essays still find their first major political science research paper an intimidating experience Crafting the right research question finding good sources properly summarizing them operationalizing concepts and designing good tests for their hypotheses presenting and analyzing quantitative as well as qualitative data are all tough going without a great deal of guidance and encouragement Writing a Research Paper in Political Science breaks down the research paper into its constituent parts and shows students what they need to do at each stage to successfully complete each component until the paper is finished Practical summaries recipes for success worksheets exercises and a series of handy checklists make this a must have supplement for any writing intensive political science course New to the Fourth Edition A non causal research paper woven throughout the text offers explicit advice to guide students through the research and writing process Updated and more detailed discussions of plagiarism paraphrases drop ins and transcripts help to prevent students from misusing sources in a constantly changing digital age A more detailed discussion of fake news and disinformation shows students how to evaluate and choose high quality sources as well as how to protect oneself from being fooled by bad sources Additional guidance for writing abstracts and creating presentations helps students to understand the logic behind abstracts and prepares students for presentations in the classroom at a conference and beyond A greater emphasis on the value of qualitative research provides students with additional instruction on how to do it Reconceptualising European **Equality Law** Johanna Croon-Gestefeld, 2017-02-23 This important new book seeks to widen the understanding of the principle of equality within European law Firstly it deconstructs the European Court of Justice's adjudication of cases in the field It then explores how the Member States courts decide on the question of equality This detailed rigorous research allows the author to argue for a reconceptualised equality doctrine Such an adaptation the author argues will provide judges practitioners and academics with the tools to balance institutional considerations against substantive interpretation

Theoretically ambitious while grounded in practical application this is a significant restatement of one of the key principles of European law the equality doctrine Managing Equality and Diversity Savita Kumra, Simonetta Manfredi, Lucy Vickers, 2012-01-05 This much needed text provides a clear exposition of the key theoretical perspectives of diversity management and equal opportunities approaches combined with practice based experience Taking a business rather than sociological slant on the subject the chapters cover age gender legal framework and more **INTERMEDIATE I YEAR CIVICS(English Medium) TEST PAPERS** Vikram Books, 2014-11-28 Intermediate First Year Civics Test papers Issued by Board of Intermediate Education w e f 2013 2014 The World Bank Research Program 2001 World Bank, World Bank Staff, 2001-01-01 This publication is a compilation of reports on research projects initiated under way or completed in fiscal year 2001 July 1 2000 through June 30 2001 The abstracts cover 150 research projects from the World Bank and grouped under 11 major headings including poverty and social development health and population education labor and employment environment infrastructure and urban development and agriculture and rural development The abstracts detail the questions addressed the analytical methods used the findings to date and their policy implications Each abstract identifies the expected completion date of each project the research team and reports or publications produced Degrees of Equality Helen Russell, Emer Smyth, Philip J. O'Connell, 2005 Examines the distribution of pay differentials and other rewards among recent male and female graduates Racism, Governance, and Public Policy Katy Sian, Ian Law, S. Sayyid, 2013-06-07 This book presents a new framing of policy debates on the question of racism through a discursive critique of contemporary issues and contexts drawing on a program of new European research carried out between 2010 and 2013 with a central focus on the UK This includes analysis of the discursive construction of Muslims in three contexts the workplace education and the media Informed by a fundamental critique of both the post racial and the limitations of human rights strategies it identifies the ongoing significance of contemporary raciality in governance strategies and develops a new radical agenda for addressing these processes advocating strategies of racism reduction **Do All Persons Have Equal Moral Worth?** Uwe Steinhoff, 2015 In present day political and moral philosophy the idea that all persons are in some way moral equals is an almost universal premise with its defenders often claiming that philosophical positions that reject the principle of equal respect and concern do not deserve to be taken seriously This has led to relatively few attempts to clarify or indeed justify basic equality and the principle of equal respect and concern Such clarification and justification however would be direly needed After all the ideas for instance that Adolf Hitler and Nelson Mandela have equal moral worth or that a rape victim owes equal respect and concern to both her rapist and to her own caring brother seem to be utterly implausible Thus if someone insists on the truth of such ideas he or she owes his or her audience an explanation The authors in this volume which breaks new ground by engaging egalitarians and anti egalitarians in a genuine dialogue attempt to shed light into the dark They try to clarify the concepts of basic equality equal moral worth equal respect and concern dignity etc and they try to partially justify or to refute the resulting clarified doctrines The volume thus demonstrates that the claim that all persons have equal moral worth are owed equal concern and respect or have the same rights is anything but obvious This finding has not only significant philosophical but also political implications The Equal Opportunities Revolution James

Heartfield,2017-05-16 At the start of the 1980s no employer had heard of an equal opportunities policy by the end three quarters of all those in work were covered by one This is the story of the equal opportunities revolution at work It explains why bosses took equal opportunities on board just as they were tearing up union rights at work It asks why greater rights led to greater inequality and why advances in race and sex equality ran alongside social inequality It shows how the equal opportunities revolution became the general model for workplace relations in the decades that followed and how it did not challenge but rather perfected the liberalisation of labour law The right won the economic war the left won the culture war and this book explains how

An Essay Upon the Amount of Bank-note Circulation Under Specie Payments ... ,1873

Equality. Diversity and Disadvantage in Employment M. Noon, E. Ogbonna, 2000-12-05 This edited collection brings together new research findings from a wide range of academics investigating equal opportunities and managing diversity It explores the impact of gender race ethnicity disability and age on employment opportunities and examines theoretical issues underlying the experience of discrimination Based on original research each chapter analyses a different facet of equality and diversity and draws out the policy implications. The chapters adopt a variety of qualitative and quantitative methods to analyse cases from various countries thereby highlighting differences and similarities in the formulation and implementation of equality and diversity policies As a result the book provides an up to date review of developments in the subject area and reveals important lessons for policy makers and practitioners Equality at Work ,2007 This volume examines established and emerging trends in workplace discrimination and provides a global picture of the struggle to overcome the problem The report addresses established discrimination issues and the persistence of economic social and moral implications caused by chronic racial ethnic and sex discrimination in employment It also investigates recently recognized forms of discrimination including those based on age and sexual orientation and emerging forms such as genetic and lifestyle discrimination Various institutional and policy responses to combat all kinds of discrimination in the workplace are highlighted. The book examines the effectiveness and accessibility of strategies such as affirmative action procurement policy and active labor market policies It presents an action plan for eliminating discrimination and promoting equality as part of the decent work agenda at national and global levels Social Philosophy Gerald F. Gaus, 2015-03-04 This accessible introductory text discusses how people in a pluralistic society such as ours can accept a common social ethic a publicly justified morality. It presents analyses of the basic concepts including justifications of liberty harm to others private property rights distributive justice environmental harms help to others and offensive behaviour Gaus acquaints the reader with the major figures in social philosophy John Stuart Mill Jeremy Bentham Thomas Hobbes John Locke David Hume John Rawls David Gauthier and Joel

Feinberg as well as recent communitarian philosophers The basic technical aspects of social philosophy are also introduced game theory social choice theory the ideas rational action rational bargaining and public goods Throughout helpful short examples and stories are used to illustrate the material EU Equality Law Elise Muir, 2018-11-08 The European Union is a supranational organisation with a set of circumscribed powers Although these powers do not include an all encompassing fundamental rights mandate today s existential challenges from economic to refugee crisis via concerns for compliance with the rule of law in some of its Member States increase the pressure on the EU to develop tools for protection and promotion of such rights One way of addressing the tension between the lack of a general mandate and vivid calls for protection is for the EU to focus on selected fundamental rights which it has competence to regulate One such example is EU law on the fundamental right to equal treatment that has blossomed since the late 1990s In developing selected fundamental right policies that can be imposed on domestic actors as EU law does supranational intervention needs to be carefully tailored to the plural landscape where they are intended to flourish This monograph calls for a nuanced use of the infrastructure of EU law to convey shared values at domestic level across Europe **Eurasian Business and Economics Perspectives** Mehmet Huseyin Bilgin, Hakan Danis, Ender Demir, Ege Yazgan, 2024-11-21 This volume of Eurasian Studies in Business and Economics includes selected papers from the 44th Eurasia Business and Economics Society EBES Conference held in Istanbul on July 6th 7th and 8th 2023 and hosted by Istanbul Bilgi University T rkiye The theoretical and empirical papers gathered here cover diverse areas of business and management from different geographic regions

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Table of Contents Term Paper On Equality

- 1. Understanding the eBook Term Paper On Equality
 - The Rise of Digital Reading Term Paper On Equality
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Term Paper On Equality
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - $\circ\,$ Features to Look for in an Term Paper On Equality
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Term Paper On Equality
 - Personalized Recommendations
 - Term Paper On Equality User Reviews and Ratings
 - Term Paper On Equality and Bestseller Lists
- 5. Accessing Term Paper On Equality Free and Paid eBooks
 - Term Paper On Equality Public Domain eBooks

- Term Paper On Equality eBook Subscription Services
- Term Paper On Equality Budget-Friendly Options
- 6. Navigating Term Paper On Equality eBook Formats
 - o ePub, PDF, MOBI, and More
 - Term Paper On Equality Compatibility with Devices
 - Term Paper On Equality Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Term Paper On Equality
 - Highlighting and Note-Taking Term Paper On Equality
 - Interactive Elements Term Paper On Equality
- 8. Staying Engaged with Term Paper On Equality
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Term Paper On Equality
- 9. Balancing eBooks and Physical Books Term Paper On Equality
 - Benefits of a Digital Library
 - o Creating a Diverse Reading Collection Term Paper On Equality
- 10. Overcoming Reading Challenges
 - o Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Term Paper On Equality
 - $\circ\,$ Setting Reading Goals Term Paper On Equality
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Term Paper On Equality
 - Fact-Checking eBook Content of Term Paper On Equality
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks

- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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