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A judgment from the European Court of Human Rights in the case of *Redfearn v The United Kingdom* (2012) means it is now likely that political views held by individuals should be treated as ' philosophical beliefs ' and therefore granted protection from discrimination under the Equality Act 2010.. Facts of the case. Mr Redfearn was an employed by Serco on 5 December 2003 as a driver.

Protection from discrimination on the grounds of political ...

The main reason for political discrimination is to prevent individuals from certain backgrounds to change or influence the current political system which are favorable to other groups in power. This is most obvious in the case of minority rule, such as South Africa under the Apartheid system (1948-1994) and Rhodesia (now Zimbabwe) under the rule of Ian Smith (1965-1979).

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Discrimination based on politics happens when an employer makes job decisions because of an employee ' s political beliefs, party affiliation, or civic activities. An employer that, for example, refuses to hire applicants who vote Republican, fires anyone who supports gun control, or demotes someone who runs for the local school board is engaged in political discrimination.

Can Employers Discriminate Based on Political Beliefs or ...

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As the debate over Brexit reaches a crescendo and leavers and remainers disagree on what should happen next, Richard Fox examines the extent to which employers can allow political debate in the workplace. Political disagreements have typically been managed sensibly by employers.

Political beliefs in the workplace: what does the law say ...

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Religion, belief or political opinion discrimination. It's against the law for an employer to discriminate against you or anyone you associate with because of your (or their) actual or supposed religion, religious belief or similar philosophical beliefs. ... (in terms of the type of job, job level, job experience and seniority, etc.) but they ...

Religious belief and political opinion discrimination ...

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Throughout this impressive and controversial account of the fight against job discrimination in the United States, Paul Burstein poses searching questions. Why did Congress adopt EEO legislation in the sixties and seventies? Has that legislation made a difference to the people it was intended to help? And what can the struggle for equal employment opportunity tell us about democracy in the United States? "This is an important, well-researched book. . . . Burstein has had the courage to break through narrow specializations within sociology . . . and even to address the types of acceptable questions usually associated with three different disciplines (political science, sociology, and economics). . . . This book should be read by all professionals interested in political sociology and social movements."—Donald Tomaskovic-Devey, *Social Forces* "Discrimination, Jobs and Politics [is] satisfying because it tells a more complete story . . . than does most sociological research. . . . I find myself returning to it when I'm studying the U.S. women's movement and recommending it to students struggling to do coherent research."—Rachel Rosenfeld, *Contemporary Sociology*

Where did affirmative action in employment come from? The conventional wisdom is that it was instituted during the Johnson and Nixon years through the backroom machinations of federal bureaucrats and judges. The Fifth Freedom presents a new perspective, tracing the roots of the policy to partisan conflicts over fair employment practices (FEP) legislation from the 1940s to the 1970s. Drawing on untapped sources, Anthony Chen chronicles the ironic, forgotten role played by American conservatives in the development of affirmative action. Decades before affirmative action began making headlines, millions of Americans across the country debated whether government could and should regulate job discrimination. On one side was an interfaith and interracial bloc of liberals, who demanded FEP legislation that would establish a centralized system for enforcing equal treatment in the labor market. On the other side was a bloc of business-friendly, small-government conservatives, who felt that it was unwise to "legislate tolerance" and who made common cause with the conservative wing of the Republican party. Conservatives ultimately prevailed, but their obstruction of FEP legislation unintentionally facilitated the rise of affirmative action, a policy their ideological heirs

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would find even more abhorrent. Broadly interdisciplinary, *The Fifth Freedom* sheds new light on the role of parties, elites, and institutions in the policymaking process; the impact of racial politics on electoral realignment; the history of civil rights; the decline of New Deal liberalism; and the rise of the New Right. Some images inside the book are unavailable due to digital copyright restrictions.

In *Claiming Rights and Righting Wrongs in Texas*, Emilio Zamora traces the experiences of Mexican workers on the American home front during World War II as they moved from rural to urban areas and sought better-paying jobs in rapidly expanding industries. Contending that discrimination undermined job opportunities, Zamora investigates the intervention by Mexico in the treatment of workers, the U.S. State Department's response, and Texas' emergence as a key site for negotiating the application of the Good Neighbor Policy. He examines the role of women workers, the evolving political struggle, the rise of the liberal-urban coalition, and the conservative tradition in Texas. Zamora also looks closely at civil and labor rights – related efforts, implemented by the League of United Latin American Citizens (LULAC) and the Fair Employment Practice Committee.

Between one election and the next, members of Congress introduce thousands of bills. What determines which become law? Is it the public? Do we have government 'of the people, by the people, for the people?' Or is it those who have the resources to organize and pressure government who get what they want? In the first study ever of a random sample of policy proposals, Paul Burstein finds that the public can get what it wants - but mainly on the few issues that attract its attention. Does this mean organized interests get what they want? Not necessarily - on most issues there is so little political activity that it hardly matters. Politics may be less of a battle between the public and organized interests than a struggle for attention. American society is so much more complex than it was when the Constitution was written that we may need to reconsider what it means, in fact, to be a democracy.

For some time, the United States has been engaged in a national debate over affirmative action policy. A policy that began with the idea of creating a level playing field for minorities has sparked controversy in the workplace, in higher education, and elsewhere. After forty years, the debate still continues and the issues are as complex as ever. While most Americans are familiar with the term, they may not fully understand what affirmative action is and why it has become such a divisive issue. With this concise and up-to-date introduction, J. Edward Kellough brings together historical, philosophical, and legal analyses to fully inform participants and observers of this debate. Aiming to promote a more thorough knowledge of the issues involved, this book covers the history, legal status, controversies, and impact of affirmative action in both the private and public sectors -- and in education as well as employment. In addition, Kellough shows how the development and implementation of affirmative action policies have been significantly influenced by the nature and operation of our political institutions. Highlighting key landmarks in legislation and court decisions, he explains such concepts as "disparate impact," "diversity management," "strict scrutiny," and "representative bureaucracy." *Understanding Affirmative Action* probes the rationale for affirmative action, the different arguments against it, and the known impact it has had. Kellough concludes with a consideration of whether or not affirmative action will remain a useful tool for combating discrimination in the years to come. Not just for students in public administration and public policy, this handy volume will be a valuable resource for public administrators, human resource managers, and ordinary citizens looking for a balanced treatment of a controversial policy.

The Declining Importance of Race and Gender in the Labor Market provides historical background on employment discrimination and wage discrepancies in the United States and on government efforts to address employment discrimination

All known societies exclude one or more minority groups, frequently employing a rhetoric of disgust to justify stigmatization. For instance, in European anti-Semitism, Jews were considered hyper-physical and crafty; some upper-caste Hindus find the lower castes dirty and untouchable; and people with physical disabilities have been considered subhuman and repulsive. Exclusions vary in their scope and also in the specific disgust-ideologies underlying them. In *The Empire of Disgust*, scholars present an interdisciplinary and comparative study of varieties of stigma and prejudice in India and USA—along the axes of caste, race, gender identity, age, sexual orientation, disability, ethnicity, religion, and economic class—pervading contemporary social and political life. In examining these forms of stigma and their intersections, the contributors present theoretically pluralistic and empirically sensitive accounts that explain group-based stigma and suggest forward-looking remedies, including group resistance to subordination as well as institutional and legal change, equipped to eliminate stigma in its multifaceted forms.

"Collins-Lowry gives persuasive examples of how employment gains made by Blacks in the 80's were rather more marginalized than we like to think." --Publishers Weekly Against the backdrop of increasing ambivalence in the federal government commitment to race-based employment policies, this book reveals how African-Americans first broke into professional and managerial jobs in corporations during the sixties and offers in-depth profiles of their subsequent career experiences. Two sets of interviews with the most successful Black executives in Chicago's major corporations are used to demonstrate how the creation of the Black business elite is connected to federal government pressures and black social unrest that characterized the civil Rights movement in the sixties. *Black Corporate Executives* presents, first hand, the dilemmas and contradictions that face this first wave of Black managers and reveals a subtle new employment discrimination. Corporations hired these executives in response to race-conscious political pressures and shifted them into "racialized" positions directing affirmative action programs or serving "special" markets of minority clients, customers, or urban affairs. Many executives became, as one man said, "the head Black in charge of Black people." These positions gave upper-middle-class lifestyles to those who held them but also siphoned these executives out of mainstream paths to corporate power typically leading through planning and production areas. As the political climate has become more conservative and the economy undergoes restructuring, these Black executives believe that the importance of recruiting Blacks has waned and that the jobs Blacks hold are vulnerable. Collins-Lowry's analysis challenges arguments that justify dismantling affirmative action. She argues that it is a myth to believe that Black occupational attainments are evidence that race no longer matters in the middle-class employment arena. On the contrary, Blacks' progress and well-being are tied to politics and employment practices that are sensitive to race.

Many racial and ethnic groups in the United States, including blacks, Hispanics, Asians, American Indians, and others, have historically faced severe discrimination – pervasive and open denial of civil, social, political, educational, and economic opportunities. Today, large differences among racial and ethnic groups continue to exist in employment, income and wealth, housing, education, criminal justice, health, and other areas. While many factors may contribute to such differences, their size and extent suggest that various forms of discriminatory treatment persist in U.S. society and serve to undercut the achievement of equal opportunity. *Measuring Racial Discrimination* considers the definition of race and racial discrimination, reviews the existing techniques used to measure racial discrimination, and identifies new tools and areas for future research. The book conducts a thorough evaluation of current methodologies for a wide range of circumstances in which racial discrimination may occur, and makes recommendations on how to better assess the presence and effects of discrimination.

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