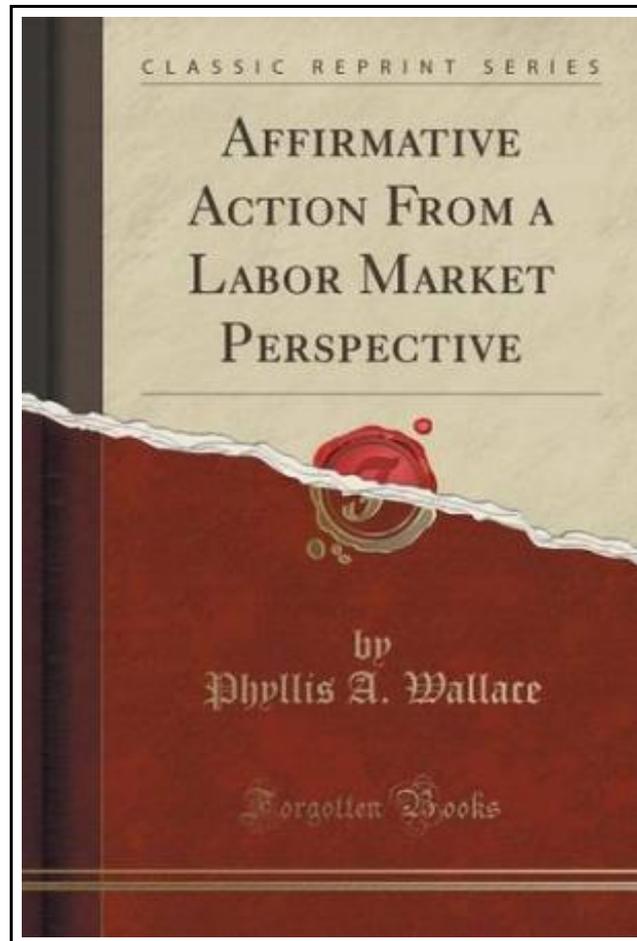


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Forgotten Books, United States, 2015. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book ***** Print on Demand *****.Excerpt from Affirmative Action From a Labor Market Perspective For nearly thirty years, public and private employers, unions, anti-discrimination regulatory agencies, civil rights organizations, and the federal courts have grappled with the issue of how to accommodate both equality and diversity in the workplace. From 1941, successive executive orders issued by U.S. Presidents had imposed an obligation on federal procurement contractors not to discriminate in employment on the basis of race, religion, color, or national origin. The term affirmative action was introduced in 1961 in President Kenedy s Executive Order 10925. Federal contractors were also instructed to take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, creed, color, or national origin. Nearly a decade passed before the concept of affirmative action which from a social science perspective is essentially a technique of utilizing race, ethnic, and gender specific policies and procedures in the allocation of resources or opportunities in labor markets, attained specificity in terms of goals and timetables. In the early 1960 s a limited number of procedures mainly special outreach and recruitment and assessment of pre-employment policies helped to facilitate expanded employment for minorities. The substantive details of the 1961 executive order were incorporated into Executive Order 11246 in 1965 which required all federal contractors and subcontractors with more than 50 employees and a contract of \$50,000, to take affirmative action to hire minorities (women were included later) or risk losing their contracts. About the Publisher Forgotten Books publishes hundreds of thousands of rare and classic books. Find more at This book is a reproduction of an important historical work. Forgotten Books uses...



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