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Titolo	Systemic discrimination in employment and the promotion of ethnic equality [[electronic resource] /] / by Ronald Craig
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Descrizione fisica	1 online resource (346 p.)
Collana	International studies in human rights ; ; v. 91
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Soggetti	Discrimination in employment - Law and legislation Race discrimination - Law and legislation Race discrimination - Government policy
Lingua di pubblicazione	Inglese
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Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	The concept of discrimination -- Systemic discrimination in employment -- The limits of complaint-based approaches in addressing systemic discrimination in employment -- Ethnic equality in employment -- Proactive obligations to promote equality in employment : an introduction -- Statutory-based proactive obligations to promote equality in employment : five approaches -- Contract-based proactive obligations to promote equality in employment : four approaches -- A rational government policy response to systemic ethnic discrimination in employment.
Sommario/riassunto	This book argues that traditional complaint-based antidiscrimination laws are inherently inadequate to respond to systemic discrimination in employment. It examines the mechanisms and characteristics of systemic discrimination and the shortcomings of complaint-based laws. Yet these characteristics can also inform employers and government authorities of the kinds of preventive action that help alleviate systemic discrimination at the workplace. In its search for a rational government policy response to systemic discrimination, the book evaluates selected legal regimes which impose proactive obligations on employers to promote equality at the workplace.

Proactive regimes are regulatory in nature, rather than adjudicatory. They induce employer compliance through technical assistance, dialogue and regulatory pressure, rather than court orders. By examining the key elements of these regimes the author explains why some proactive regimes function better than others, and why proactive regimes function better than complaint-based laws in addressing systemic discrimination.
