



EQUAL
OPPORTUNITY

The image shows a top-down view of a green, spiral-bound notebook lying flat on a dark blue surface. The words 'EQUAL' and 'OPPORTUNITY' are written in a dark, hand-drawn, all-caps font across the two pages of the notebook. Surrounding the notebook are several stationery items: a red ballpoint pen is at the top right; a yellow ballpoint pen is at the bottom center, with its tip pointing towards the notebook; a light blue highlighter is on the left; a magenta highlighter is on the top right; and a purple highlighter is on the bottom right. A yellow highlighter is also partially visible at the bottom left.

Equal Opportunities

James Heartfield



Equal Opportunities:

A Practical Guide to Equal Opportunities Hyacinth Malik, 2003 Covering the issues of race gender and disability this practical guide to equal opportunities meets the requirements of all CACHE BTEC and City and Guilds courses *Pursuing Equal Opportunities* Lesley A. Jacobs, 2004 This book offers original and innovative contributions to the debate about equality of opportunity The first part sets out a theory of equality of opportunity that presents equal opportunities as a normative device for the regulation of competition for scarce resources The second part shifts the focus to the consideration of the practical application by courts or legislatures or public policy makers of policies for addressing racial class or gender injustices The author examines standardized tests affirmative action workfare universal health care comparable worth and the economic consequences of divorce *Equal opportunities in Slovenian diplomacy* Marina Lukšič Hacin, Milan Jazbec, Milena Stefanovič Kajzer, Žiga Pirnat, 2011-01-18 Enake mo nosti v slovenski diplomaciji so rezultat raziskovalnega projekta ki sta ga izvedla Sektor za na rtovanje politik in raziskave na Ministrstvu za zunanje zadeve Republike Slovenije ter In titut za slovensko izseljenstvo in migracije ZRC SAZU Avtorji prispevkov teoreti no in empiri no preu ujejo enake mo nosti v slovenski diplomaciji glede na spol in tudi druge dejavnike [APL: Equal Opportunities for All?](#) Cecilia McKelvey, Helen Peters, 2002-01-04 Here the authors explore practical ways of implementing APL for the benefit of individuals employers and the community as a whole showing how it can make a real contribution to equality of opportunity Chapters look at the particular needs of various sectors of the community and how APL can be used to meet those needs For ethnic communities those whose first language is not English and those who arrive in Britain with qualifications from overseas the APL process can be a vital stage in the search for education employment and equality of experience People with disabilities find that APL can help break through barriers and offer new breadth of opportunity whilst for women it can lead to greater recognition and improved career progression Through the use of case studies and practical examples the authors offer detailed guidance on methods of implementation staff development and continuing support to help tutors managers and senior staff make effective use of APL [Understanding Equal Opportunities and Diversity](#) Barbara Bagilhole, 2009-04 This book challenges the official discourse that shapes the debates on Equal Opportunities and Diversity EO D at national regional and European level and will be a key text for students and researchers of EO D in many fields **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 **How to Design and Deliver Equal Opportunities Training** Helen Garrett, Judith Taylor, 1993 This guide provides vocational trainers with information on equal opportunities outlining the legal position regarding gender race and disability issues It offers advice on the avoidance of bias in training programmes and explains how to run equal opportunities awareness courses

Researching into Equal Opportunities in Colleges and Universities Kate Ashcroft, Stephen Bigger, David Coates, 2021-10-29 This work explores the issues dilemmas and situations which confront the stakeholders in further and higher education in the area of equal opportunities Such dilemmas include ways that gender influences male and female students experience and special education needs of students

The Women's Educational Equity Act, Hearings Before the Subcommittee on Equal Opportunities of the ... United States. Congress. House. Committee on Education and Labor, 1973 *Equal Opportunity and Full Employment* United States. Congress. House. Committee on Education and Labor. Subcommittee on Equal Opportunities, 1975

BTEC National Sport George Caplan, 2007-07 Matches Edexcel s specification which will apply from September 2007 and includes the core units for the Development Coaching and Fitness and Performance and Excellence pathways

Racism and Equal Opportunity Policies in the 1980s Richard Jenkins, John Solomos, 1989 This edition first published in 1989 looks at the problems of racism and equal opportunity in employment and government policies towards them in Britain It brings together a group of specialist contributors and covers the major areas of debate including the law policies towards unemployment job training and the labour market the role of the public and private sectors the role of trade unions the gap between policies and pronouncements on equal opportunity and their implementation and the related issue of sectarian discrimination in Northern Ireland It looks at the future prospects for equal opportunities and provides conclusions for policy In particular it aims to address important topics such as the assumptions underlying policies and whether they realistically reflect reality the actual effect of legislation and the relationship between power disparities in society as a whole and racial inequality

The Equal Opportunities Handbook Phil Clements, 2009-03-03 The Equal Opportunities Handbook is a guide to indentifying and eradicating workplace discrimination through training and guidance The revised edition of this popular text has been updated to reflect changes in legislation and policy This up to the minute guide sets out straightforward procedures relevant to all types of situation and demonstrates how simple it is to behave with fairness courtesy and sensitivity to all Practical and realistic this book will help readers to check their own behaviour and attitudes provide guidance on fair treatment give valuable information on the most important issues in equal opportunities The book includes personal action plans at the end of every chapter to aid learning and development as well as a current A Z of laws and agencies promoting equal opportunities

Education Policy and Equal Opportunity in Japan Akito Okada, 2011-12-01 In many societies today educational aims or goals are commonly characterized in terms of equality equal opportunity equal access or equal rights the underlying assumption being that equality in some form is an intelligible and sensible educational ideal Yet there are different views and

lively debates about what sort of equality should be pursued in particular the issue of equality of educational opportunity has served as justification for much of the postwar restructuring of educational systems around the world The author explores different interpretations of the concept of equality of educational opportunity in Japan especially as applied to post World War II educational policies By focusing on the positions taken by key actors such as the major political parties central administrative bodies teachers unions and scholars he describes how their concepts have developed over time and in what way they relate to the making of educational policy especially in light of Japan's falling birthrate and aging society

Handbook of Equality of Opportunity, 2024-07-12 This Handbook provides an authoritative exposition of equality of opportunity It presents the different concepts most commonly associated with equality of opportunity and discusses the many problems dominating the controversies on equality of opportunity at the theoretical policy or practical level The chapters give a concise exposition of the different conceptions and basic concepts of equal opportunities They clarify variables that are part of the algorithm of equal opportunities e g opportunity equality non discrimination fairness responsibility chance and choice excellence qualifications effort talent merit desert inequality and risk The idea of equality of opportunity has traditionally been associated with a set of largely unquestioned ideals and over the last 50 years it has been at the very centre of the major progressive social changes and firmly entrenched in political rhetoric Yet the idea of equality of opportunity is far from unquestionable or unproblematic as the only solid assumption different conceptions have in common is their rejection of fixed social relations but not hierarchy itself Disagreements over the fundamental principles criticism over the inefficiency of policies aiming to ensure equal opportunities and objections to their unfairness all pose questions that current conceptions answer in different ways This Handbook examines a wide variety of questions about issues of motivation procedures genealogy taxonomy and compensation

Equal Opportunity and Full Employment United States. Congress. House. Committee on Education and Labor. Subcommittee on Equal Opportunities, 1975

Equal Value/Comparable Worth in the UK and the USA Elizabeth Meehan, Peggy Kahn, 2016-07-27 Including contributions by both British and American researchers this book explores equal value developments in the two countries Through thematic chapters and case studies it examines legal developments trade union activity the operation of job evaluation and the race and class politics of equal value Both the possibilities and the limits of equal value reform are discussed

Equality Matters Hilary Claire, Janet Maybin, Joan Swann, 1993 Cinquiesme livre contenant xxviii chansons Lyons 1539 and Le parangon des chanson Sixiesme livre contenant xxv chansons nouvelles Lyons 1540

Equality, Diversity and Discrimination Kathy Daniels, Lynda Macdonald, 2005 Designed for the students taking modules in Equality and Diversity including those taking the CIPD specialist elective Managing Diversity and Equal Opportunities module this text offers a mixture of a practical focus and an academic approach to create a balance of theory and practice

Women and Work Liz Sperling, Mairead Owen, 2020-08-26 This title was first published in 2000 The 1990s have been heralded as the age of women based on the facts that globally more women are

benefiting from formal education and are in paid employment in greater numbers than ever. As such, the possibility that an age of post feminism has been reached in which battles for women's basic rights have largely been won is implied. This book, based on research across academic disciplines, challenges such claims. Using women and work as the basis of analysis, the authors consider whether such things as flexible working, equal opportunities initiatives, and even contemporary conceptions of citizenship are universally beneficial to women. The book presents research ranging from issues of immigrant sex workers in Japan to the implementation of EU equality policies and raises the ironic question that as the global economy increasingly depends on women, could a growing but uneasy alliance be developing between capitalism and feminism?

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