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EDITORS

MERITOCRACY AND ECONOMIC INEQUALITY

Meritocracy And Economic Inequality

Fathali M. Moghaddam



Meritocracy And Economic Inequality:

Meritocracy and Economic Inequality Kenneth Arrow, Samuel Bowles, Steven N. Durlauf, 2018-06-26 Most Americans strongly favor equality of opportunity if not outcome but many are weary of poverty's seeming immunity to public policy. This helps to explain the recent attention paid to cultural and genetic explanations of persistent poverty including claims that economic inequality is a function of intellectual ability as well as more subtle depictions of the United States as a meritocracy where barriers to achievement are personal either voluntary or inherited rather than systemic. This volume of original essays by luminaries in the economic, social, and biological sciences however confirms mounting evidence that the connection between intelligence and inequality is surprisingly weak and demonstrates that targeted educational and economic reforms can reduce the income gap and improve the country's aggregate productivity and economic well-being. It also offers a novel agenda of equal access to valuable associations. Amartya Sen, John Roemer, Robert M. Hauser, Glenn Loury, Orley Ashenfelter, and others sift and analyze the latest arguments and quantitative findings on equality in order to explain how merit is and should be defined, how economic rewards are distributed, and how patterns of economic success persist across generations. Moving well beyond exploration, they draw specific conclusions that are bold yet empirically grounded, finding that schooling improves occupational success in ways unrelated to cognitive ability, that IQ is not a strong independent predictor of economic success, and that people's associations, their neighborhoods, working groups, and other social ties significantly explain many of the poverty traps we observe. The optimistic message of this beautifully edited book is that important violations of equality of opportunity do exist but can be attenuated by policies that will serve the general economy. Policy makers will read with interest, concrete suggestions for crafting economically beneficial anti-discrimination measures, enhancing educational and associational opportunity, and centering economic reforms in community-based institutions. Here is an example of some of our most brilliant social thinkers using the most advanced techniques that their disciplines have to offer to tackle an issue of great social importance.

The Meritocracy Trap Daniel Markovits, 2020-09-08 A revolutionary new argument from eminent Yale Law professor Daniel Markovits attacking the false promise of meritocracy. It is an axiom of American life that advantage should be earned through ability and effort. Even as the country divides itself at every turn, the meritocratic ideal that social and economic rewards should follow achievement rather than breeding remains supreme. Both Democrats and Republicans insistently repeat meritocratic notions. Meritocracy cuts to the heart of who we are. It sustains the American dream. But what if both up and down the social ladder, meritocracy is a sham? Today meritocracy has become exactly what it was conceived to resist: a mechanism for the concentration and dynastic transmission of wealth and privilege across generations. Upward mobility has become a fantasy, and the embattled middle classes are now more likely to sink into the working poor than to rise into the professional elite. At the same time, meritocracy now ensnares even those who manage to claw their way to the top, requiring rich adults to work with crushing intensity, exploiting their expensive educations in

order to extract a return All this is not the result of deviations or retreats from meritocracy but rather stems directly from meritocracy's successes This is the radical argument that Daniel Markovits prosecutes with rare force Markovits is well placed to expose the sham of meritocracy Having spent his life at elite universities he knows from the inside the corrosive system we are trapped within Markovits also knows that if we understand that meritocratic inequality produces near universal harm we can cure it When *The Meritocracy Trap* reveals the inner workings of the meritocratic machine it also illuminates the first steps outward towards a new world that might once again afford dignity and prosperity to the American people *The Meritocracy Myth* Stephen J. McNamee, Robert K. Miller, 2004-05-03 This book challenges the widely held American belief in meritocracy that people get out of the system what they put into it based predominately on individual merit The book identifies a variety of factors that suppress neutralize or negate the effects of merit creating non merit barriers to individual mobility Visit our website for sample chapters **Justice and the Meritocratic State** Thomas Mulligan, 2017-12-12 Like American politics the academic debate over justice is polarized with almost all theories of justice falling within one of two traditions egalitarianism and libertarianism This book provides an alternative to the partisan standoff by focusing not on equality or liberty but on the idea that we should give people the things that they deserve Mulligan sets forth a theory of economic justice meritocracy which rests upon a desert principle and is distinctive from existing work in two ways First meritocracy is grounded in empirical research on how human beings think intuitively about justice Research in social psychology and experimental economics reveals that people simply don't think that social goods should be distributed equally nor do they dismiss the idea of social justice Across ideological and cultural lines people believe that rewards should reflect merit Second the book discusses hot button political issues and makes concrete policy recommendations These issues include anti meritocratic bias against women and racial minorities and the United States widening economic inequality *Justice and the Meritocratic State* offers a new theory of justice and provides solutions to our most vexing social and economic problems It will be of keen interest to philosophers economists and political theorists

Colin Gunton, Tim Keller, and the Trinitarian Challenge to Individualism Steve Pearson, 2025-08-05 In today's market driven world the relationship between faith and work is vital for every Christian in the workforce This book examines how much Christian thinking on the subject needs a radical shift Traditionally the focus has been on how Christians can influence the marketplace often overlooking the profound ways the market shapes our theology With a fresh perspective the book centers on identity contrasting today's individualism with the relational model of the Trinity It argues that the market can erode our Christian identity and distort our theology often without us being aware Through the insights of British theologian Colin Gunton who explored the Trinity's connection to identity and the work of Timothy Keller on faith and work the book reveals a crucial truth our understanding of identity is not relational enough To truly engage meaningfully at the intersection of faith and work our foundational theology must be reframed **Analysis and Argument in First-Year**

Writing and Beyond SILVIA. MITCHELL PESSOA (THOMAS D. GOMEZ-LAICH, DR MARIA PIA.), Thomas D Mitchell, Dr Maria Pía Gómez-Laich, 2024-10-29 Developing a language for students and teachers to discuss good writing *Research Handbook on the Sociology of Education* Rolf Becker, 2019 Presenting original contributions from the key experts in the field the Research Handbook on the Sociology of Education explores the major theoretical methodological empirical and political challenges and pressing social questions facing education in current times **Thomas Aquinas and the Civil Economy Tradition** Paolo Santori, 2021-05-16 Delving into the history of economic thought this book presents a picture of the Mediterranean spirit of capitalism a tradition that has its protagonists in Thomas Aquinas and the eighteenth century civil economy and seeks to understand its presence and relevance for contemporary societies The book argues that it is reductive to attribute to the Protestant ethic the different formations of capitalism in the Western world Instead it is vital to acknowledge the differences in the ways in which the market is lived enterprises are created and conducted and civic life in general is understood in different regions This thought provoking study demonstrates that in Southern Europe the legacy of Aquinas and the civil economy adds different terms to those recurring in classical and neo classical economy common good reciprocity virtue public trust mutual assistance and public happiness It is these ideas of a market as a place for mutual assistance which can be said to characterize the Mediterranean spirit of capitalism Thomas Aquinas and the Civil Economy Tradition will be of interest to advanced students and researchers in the history of economic thought economic philosophy Christian ethics and moral theology **Race, Poverty, and Domestic Policy** C. Michael Henry, 2008-10-01 div What explains the continuing hardship of so many black Americans A distinguished group of scholars analyzes the long complex structural and environmental causes of discrimination and their effects on African Americans The authors examine the impact of poverty poor health poor schools poor housing poor neighborhoods and few job opportunities and demonstrate how multiple causes reinforce each other and condemn African Americans to positions of inferiority and poverty Some of the contributors examine policies designed to correct problems while others look at the changing racial and ethnic composition in America and its implications for African Americans as other minorities surpass them in numbers and claim political economic and social attention The late James Tobin has contributed a foreword to this important collection DIV

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

Poverty in America John Iceland,2012-03-22 In an in depth look at trends patterns and causes of poverty in the United States John Iceland combines the latest statistical information historical data and social scientific theory to provide a comprehensive picture of poverty in America a picture that shows how poverty is measured and understood and how this has changed over time as well as how public policies have grappled with poverty as a political issue and an economic reality This edition is updated with a 2012 preface addressing the most current data on poverty in light of the recent economic downturn Back cover

The SAGE Encyclopedia of Political Behavior Fathali M. Moghaddam,2017-05-03 The SAGE Encyclopedia of Political Behavior explores the intersection of psychology political science sociology communications and human behavior to better understand why and how people interact with political processes Bringing together scholars from around the world the encyclopedia integrates theories research and case studies from a variety of disciplines to help readers better understand the complexities of political behavior Contributors analyze the forces that shape the behavior of individuals groups and social movements and how that behavior impacts political outcomes and public policy debates In over 360 entries the encyclopedia focuses broadly on the following topics Cognitive processes Group identities and influence Individual political behavior International comparative perspectives Justice and political behavior Media discourse and communications Policies and political behavior Political systems Security and terrorism Social political movements Theories of political behavior Voting behavior and political campaigns Aimed at college and university students this one of a kind reference covers voting patterns interactions between groups what makes different types of government systems appealing to different societies and the impact of early childhood development on political beliefs among others Topics explored by political psychologists are of great interest in fields beyond either psychology or political science with implications for instance within business and management This title will be available online on SAGE Knowledge the ultimate social sciences library

Economic Freedom and the American Dream J. Shaanan,2010-01-04 Shaanan challenges the conventional view that unrestricted economic freedom enhances our economic and political well being He demonstrates that unrestricted economic freedom provides benefits but also inflicts a heavy toll on democracy free markets and paradoxically economic freedom itself

Confucian Democracy in East Asia Sungmoon Kim,2014-02-24 This book explores a mode of democracy that is culturally relevant and socially practicable in the contemporary pluralistic context of historically Confucian East Asian societies by critically engaging with the two most dominant theories of Confucian

democracy Confucian communitarianism and meritocratic elitism The book constructs a mode of public reason and reasoning that is morally palatable to East Asians who are still saturated in Confucian customs by reappropriating Confucian familism and using this perspective to theorize on Confucian democratic welfarism and political meritocracy It then applies the theory of Confucian democracy to South Korea arguably the most Confucianized society in East Asia and examines the theory's practicality in Korea's increasingly individualized pluralized and multicultural society by looking at cases of freedom of expression freedom of association insult law and immigration policy *Why Social Justice Matters* Brian Barry, 2005-03-04 He proposes a number of policies to achieve a more equal society and argues that they are economically feasible *Virtue Capitalists* Hannah Forsyth, 2023-09-21 An ambitious study of the making of the professional middle class in the Anglophone world from c 1870 to 2008 Governing Global-City Singapore Kenneth Paul Tan, 2016-12-19 This book provides a detailed analysis of how governance in Singapore has evolved since independence to become what it is today and what its prospects might be in a post Lee Kuan Yew future Firstly it discusses the question of political leadership electoral dominance and legislative monopoly in Singapore's one party dominant system and the system's durability Secondly it tracks developments in Singapore's public administration critically analysing the formation and transformation of meritocracy and pragmatism two key components of the state ideology Thirdly it discusses developments within civil society focusing in particular on issues related to patriarchy and feminism hetero normativity and gay activism immigration and migrant worker exploitation and the contest over history and national narratives in academia the media and the arts Fourthly it discusses the PAP government's efforts to connect with the public including its national public engagement exercises that can be interpreted as a subtler approach to social and political control In increasingly complex conditions the state struggles to maintain its hegemony while securing a pre eminent position in the global economic order Tan demonstrates how trends in these four areas converge in ways that signal plausible futures for a post LKY Singapore *Across The Spectrum of Socioeconomics* International Socioeconomics Laboratory, 2021-05-07 The International Socioeconomics Laboratory is proud to present its fourth issue of the *Across the Spectrum of Socioeconomics* journal In 2017 we realized that the socioeconomic issues and conflicts present on the international scale needed to be addressed Involvement in and a deep understanding of the socioeconomic field is vital and thus the institution that has grown to become the global research network known as the International Socioeconomics Laboratory was founded Our success is contingent upon cultivating the unique triumphs of individuals communities and countries as we work with a diverse set of legislators and scholars ranging from local leaders in Myanmar to United States Senators Since 2017 our research has had immense translational effects which include numerous bills in policy introduced by our institute as well as our data backed developmental projects for underserved communities that are valued over 150 million USD We understand that legislative action and expansional ventures around the world with a goal as audacious as supporting human rights healthcare growth and education revitalization is an immense undertaking

However our institution believes that by focusing on socioeconomics we can best address the most pressing issues around the world The relevance of our work has been reinforced in the twenty first century as we face social and public health challenges that cannot be ignored Reliable data is more important than ever before in guiding decision making on all fronts of social and economic issues The research in this issue has been produced by fellows of the laboratory with the guidance of their Principal Investigators We thank all of the principal investigators from universities all across the country We also thank all of our advisors from Harvard University London School of Economics Fordham University Duke University Yale University University of Cambridge and Stanford University Without you our work would not have been possible As we grow as an institution we will continue to strive to bring light to the bridge between the fields of social science and economics We will keep expanding and improving our network of researchers in order to cultivate a society of individuals who will go beyond passive advocacy and make substantive change to create a sustainable future That is the importance and vitality of the field of socioeconomics As the International Socioeconomics Laboratory continues to develop we will continue to provide the world with extensive non partisan research to better your understanding of these prevalent issues and for the advancement of society

Government, Governance and Welfare Reform Alberto Brugnoli, Alessandro Colombo, 2012 Alberto Brugnoli and Alessandro Colombo have put together an important collection of essays on government and governance in Italy and Britain This richly documented comparative study proposes to answer two key questions how does the change from government to governance emerge and what enables this transformation to survive and even to displace State centric solutions to public policy issues The book will be a milestone in highlighting the distinctive and original role of the principle of subsidiarity in examining and assessing governance regimes their philosophy and their organizational choices and in linking subsidiarity with the prospects of freedom responsibility and self governing societies in the modern world I know of no other book that brings the principle of subsidiarity to the frontier of the most current research in social science Filippo Sabetti McGill University Canada This unique and original book focuses on institutional changes welfare reforms and transformations in both Britain and Italy over the last three decades The book illustrates that although it was a widely held belief in both countries that the arena of social and economic governance would shift to the national level to the surprise of many a different trend has emerged In otherwise very different national experiences both Britain and Italy have seen the sub national level of governance become crucial in redefining public services and in designing delivering and monitoring key services The expert contributors use a distinctive and original principle subsidiarity as a lens through which to examine and assess these governance regimes their philosophies and their organizational choices Academics researchers and students of social policy public policy public administration and regional studies will find this book to be a highly fascinating read It will also provide a wealth of information for policymakers and think tanks

Global Encyclopedia of Public Administration, Public Policy, and Governance Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection

of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and international issues 18 performance management 19 geographical areas of the world with country focused entries like Japan China Latin America Europe Asia Africa the Middle East Russia and Eastern Europe North America and 20 a lot more Relevant to professionals experts scholars general readers researchers policy makers and manger and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field

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