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In John Rawls, *A Theory of Justice* paper, he explains his own account of the veil of ignorance and his theories and concepts in business ethics. Rawls believes that the original position is designed to be fair and impartial point of view while trying to figure out the fundamental principles of justice. He believes that making a decision about a social or moral issue people should have a veil ignorance on while deciding because they should not be taking into account the other persons background or their own. Rawls also In this paper I will be explaining the accounts of Rawls *A Theory of Justice* paper and how I think that in the business world today can use some of his ideas to better the playing field while hiring for jobs.

The main distinction of Rawls original position is the veil of ignorance. The veil of ignorance explains that if someone were deciding something like who to pick for a job or who to pick for an election even, they would have an impartial judgment. Anything from the main person deciding on who they want for the job has been deprived of all knowledge of their own personal characteristics, family or friend history, or any other personal circumstances they have had in their life to pick the best candidate for the job. John Rawls states, “given the circumstances of the original position, the symmetry of everyone’s relations to each other, this initial situation is fair between individuals as moral persons, that is, as rational beings with their own ends capable, I shall assume, of a sense of justice” (Rawls, p. 12). He is saying that the situation is fair because then we do not have any preconceived ideas that will skew the way we would actually make our decision. This is making the overall decision fairer and have a sense of justice.

An example for when the veil of ignorance should be used is in a football or basketball game. The referees that determine if a field goal counts or if a foul is a good choice in the game should be decided with a veil of ignorance. The referees cannot have any bias towards one team or the other because how would the game be fair and just for each side. In the text Rawls explains that “I shall even assume that the parties do not know their conceptions of the good or their special psychological properties. The principles of justice are chosen behind veil of ignorance” (Rawls, p. 12). This explains that in an option there would be no disadvantage or advantage in a natural choice between something. So, a referee would benefit from using the veil of ignorance to make games completely fair with no biased towards one team.

Rawls says that you cannot go without the veil of ignorance without the original position as well. They go hand in hand and would be followed together. He also follows his two main principles of justice. The first is the guaranteed equal and basic rights and liberties to secure the fundamental interests of free and equal citizenship and to pursue a wide range of concepts of the good. The second principle of justice provides fair equality of educational and employment opportunities. Which would enable everyone to fairly compete for powers and positions in office and for all a guaranteed minimum of the all-purpose means. An individual needs to pursue their interests and maintain their self-respect as a free and equal person, in doing so they can follow the two principles of justice. Since the veil of ignorance makes you not have a bias, you do not know your own background, race, gender, family, or friends so you would pick debating on how you would survive in society. Rawls states, “They are the principles that free and rational persons concerned to further their own interests would accept in an initial position of equality as defining the fundamental terms of their association” (Rawls, p. 11). He is saying that we would all select principles that are fair so we would select the two main principles of justice. We would

end up picking Rawls two principles of justice because we would not have any previous bias and want to be all equal.

In today's world some of Rawls concepts would be very useful in specific circumstances. In a hiring process for a job I think using the veil of ignorance would be beneficial in many ways. When a big time CEO is in a hiring process, they should only be looking at the qualifications. A CEO should pick the person who knows the job best and can be relied on to deliver exceptional results. There should be no discrimination in the workplace, between a man and a woman, between races, or even between ages. While hiring or giving promotions there should always be a veil of ignorance because otherwise people are picking based off other circumstances that wouldn't be valid in the job. Rawls concepts are applicable in the hiring process because if you want the best for the job you have to be looking at what they can bring to the table that benefits the business and if they know what they are doing, not how they look, if they are your friend, or even if they are rich or poor.

A veil of ignorance should not only be used in a job setting but others as well. I think sometimes we see a lot of politics going into sports and coaches being very biased. Sports should be somewhere that anyone can watch and enjoy or play. Coaches should have veil of ignorance when picking players to start or play or even when try outs are going on. Coaches just like bosses in companies sometimes pick people in a try out because they fit a type but maybe have no idea what they are doing. They need a veil of ignorance so they do not see people they knew before try outs or if they just fit a type instead look at what the player has to bring to the table in raw talent. If the person with the best stats, best attitude and sportsmanship, and the best work ethic should be the person the coach picks while using the veil of ignorance.

To sum up everything that has been stated John Rawl's veil of ignorance makes sure that a person making a decision has no preconceived ideas of themselves and background nor do they have any preconceived notions of the person they are deciding on. The veil of ignorance makes you not have a bias, you do not know your own background, race, gender, family, or friends so you would pick debating on how you would survive in society and who would best fit a position. In Rawls paper *A Theory of Justice* he explains that the original position is designed to be fair and impartial point of view while trying to figure out the fundamental principles of justice. I believe that in a business situation Rawls concepts would be useful so that it is more equal while hiring or giving people promotions without a bias. I also think Rawls veil of ignorance can be used in certain situations like in sports for coaches or referees in the real world so that decisions are not biased based on people's backgrounds and history.