

Recent Examples on the Web. Amazon and Microsoft Amazon employees wrote a letter protesting the company's sale of facial-recognition technology to law enforcement agencies, noting the software can make errors and infringe on privacy and due process rights.

Analyzing the Concept of Recognition Recognition presupposes a subject of recognition the recognizer and an object the recognized. Before asking what kind of subjects and objects of recognition are possible 1. Whereas we identify an X as an X without necessarily affirming it as and because of X, recognition requires a positive evaluation of X. However, it is the meaning of mutual recognition that lies at the heart of the contemporary discussion. Mutuality has always served as the explanatory and normative core of the concept of recognition. Most theories draw on G. Hegel who was, in turn, heavily influenced by Johann Gottlieb Fichte for their common roots in Jean-Jacques Rousseau see Neuhouser According to Fichte we become conscious of our own autonomy by being challengedâ€”or as Fichte would characterize it: Within the Phenomenology this idea is first and foremost a thesis about how we can gain self-consciousness as autonomous agents, namely only by interacting with other autonomous subjects see in more detail 2. However, this idea also leads Hegel to consider the importance of differing forms of mutual recognition. A person who attacks your property does not primarily want to gain material goods. Rather, she wishes to remind you, the first possessor, that she is a person with moral standing as well who has been neglected by the act of taking first possession Siep , 39; Honneth , 44â€” As becomes especially clear in the Phenomenology: By fighting against the other the subject wants to affirm her own freedom by proving that her normative status is of more importance to her than any of her animal desires, includingâ€”at an extremeâ€”her desire to live. However, such fighting, expressive of autonomy, must lead to an impasse as it cannot achieve mutual recognition: Thus, adequate recognition can only be achieved within an institutionalized order of rights that secures genuinely mutual recognition Williams , 59â€” Hegel develops this latter thought most systematically in his mature Philosophy of Right. Rather, we should distinguish between a narrow understanding of recognition based on the feature of mutuality and a wide understanding grounded in the idea of adequate regard Laitinen The latter reading emphasizes that by affirming a valuable feature of any entity i. Thus, the wide understanding allows for many objects of recognition that cannot themselves be subjects of recognition. However, so far this constitutes a minority position. By contrast, because most theorists of recognition argue that recognition is a genuinely interpersonal endeavor, they conclude that only subjects of recognition can be proper objects of recognition. At its margins, this narrow understanding of mutual recognition between persons raises the question from which point onward children can start to be subjects of recognition and whether at least some animals can qualify as such. Most theories of recognitionâ€”drawing, for example, on psychoanalytic object-relations theory see in more detail 2. This suggests, of course, that human babies face the surrounding world differently than even the most developed animals do see in more detail 2. When it comes to the question of collective agency, there is still considerable uncertainty within the literature. In the following, this entry distinguishes between i groups, ii corporations or states and iii institutions more generally. Recently, there have been attempts to introduce the notion of recognition into the field of International Relations, beyond the common usage of a legal recognition of states. Certainly, citizens frequently speak as if their state was disrespected by another state but it remains to be seen whether these citizens are in fact merely indignant about their government being disrespected or they themselves as members of the state. In both cases the recognition of states presumably simply denotes a metaphorical usage. Institutions cannot as easily be described as collective actors. Still, given that they are human products, there is broad agreement that an institution say, a constitution can disrespect persons because institutions, besides effectively regulating behavior, always expressâ€”as well as reinforceâ€”underlying attitudes of those who designed or keep on reproducing them. In distinguishing between a civilized society where individuals do not humiliate each other and a decent society where at least the institutions do not do so, Avishai Margalit , 1â€”2 explicitly affirms this point. Furthermore, political resistance as a moral endeavor would prove to be unintelligible if we did not assume that political institutions and not only the agents acting

within them could be subjects of misrecognition. But can institutions themselves be misrecognized? Four Forms of Recognition We can differentiate the concept of recognition according to the kind of features a person is recognized for. Most agree that only in a formal sense is recognition a vital human need or an anthropological constant. New demands of recognition always owe themselves to the historically established and changing ideas of what kind of recognition we deserve. This is illustrated by the rather recent historical development in which the premodern concept of honor which was assigned to persons as members of a group within a hierarchical social structure was divided into two parts: Whereas the former now guarantees a basic level of recognition for everyone, the latter creates a hitherto unknown insecurity with regard to the question of what kind of recognition one deserves Taylor , 34–35 ; an insecurity which, according to some authors, has led to the growing importance of intimate love and friendship within the private sphere. Kantians and liberals more generally usually concentrate on the first dimension of the modern recognition order, i. Hegelian theories of recognition, by contrast, embrace a more encompassing view of recognition attempting to cover all spheres of recognition within modernity. Finally, Taylor thematizes the recognition of concrete individuality in contexts of loving care that are of utmost importance to subjects. However, because love as well as friendship is, according to him, a purely private phenomenon, it does not constitute a sensible subject of public contestation and politics Taylor , They have even been interpreted as genealogically distinct stages along which individual persons gain self-confidence, self-respect and self-esteem Honneth , ch. Only mutual recognition that grants others the status of an epistemic authority allows us to construct a normative space of reasons: I know that the truth of my judgment depends on you being able to share it Brandom Thus, such accounts try to explain how reason can enter the world in the first place and therefore this kind of elementary recognition does not seem to depend on values or norms but rather be a source thereof. However, human beings never create their world or the reasons they use from scratch. Rather, they are embedded in holistic webs of meanings which they jointly reproduce and may hereby also redo. Theories of recognition hereby provide the ground for a critique of atomistic views of subjectivity especially in Taylor , part I. Some have even argued that only empathy with other persons allows us to take over their perspective Cavell which, again, seems to be a prerequisite for sharing their evaluative reasons: Only by being interested in sharing experiences with other autonomous beings does the child gain access to the world of meaning Tomasello , Hobson In this vein it has been argued that people come to recognize others as persons very early on. Already the baby learns to recognize her attachment figures as intelligible beings, i. Quite automatically, so the argument goes, the child then later perceives all other humans as humans. Whereas Brandom concentrates on rather basic normative ascriptions, all phenomena of recognition can be described as inherently normative. In particular, there is one specific form of recognition in modernity that seems to flow quite naturally from our basic capacity of recognizing each other in the elementary form sketched so far, namely equal respect. Nearly every moral philosopher writing today accepts this Kantian idea, even if not all embrace it in the terminology of recognition. One of the authors who explicitly does so is Thomas Scanlon. This relation [â€¦] might be called a relation of mutual recognition. For Scanlon, therefore, moral blame is especially relevant because it signifies a disturbance of this basic relationship Scanlon , critical Wallace What is valued here, again, is autonomous agency, the capacity to respond to reasons. Most discussions in moral and political philosophy can be seen as disputes over what it means to recognize the other as equal, i. Appraisal respect resembles esteem see 2. As we face a continuum from severe degradation to phenomena of which it is hotly contested whether they are disrespectful, quite a few theories of recognition have focused on the negative experiences of clear disrespect. In fact, the normative expectation of being treated with respect is most obvious when we look at extreme forms of humiliation in which specific groups of humans are symbolically and consequently also materially excluded from humanity, are treated like animals or mere objects. In response to such extreme forms of humiliation, Margalit has concluded that our primary political aim should be to strive for a decent society instead of a fully just one Margalit , and there has been some discussion about whether recognition theory has a natural affinity with minimal or negative theories of morality Allen Being faced with extreme humiliation, the interplay between normative and psychological aspects becomes especially salient. Even if the victims know that their degradation is unjustified, they cannot but feel humiliated all the same. Any trust in

being able to control their lives is stripped away from them. In the course of mistreatment, torture and rape the perpetrators do not only intentionally inflict pain and injury on their victims but also deride the agency of the latter. This combination undermines basic self- and world-trust Scarry ; Rorty , ch. However, even less extreme forms of mistreating persons manifest disrespect. Instead of being approached as adults, women and people of different color, for instance, were, for the most part of history, treated like children. Nonetheless, there is a certain tension between recognizing somebody as a legal rights holder and the idea of a full-fledged recognition order. Yet, in granting every subject the right to use their powers of reasons as they see fit, law recognizes their autonomous agency. It hereby takes into account the fact of reasonable pluralism. Nonetheless, theorists of recognition within the Hegelian tradition have warned that concentrating entirely on negative liberty without considering the wider social context in which such liberty is embedded and on which it depends might lead to social pathologies Honneth , ch. With this warning they join communitarian voices. Thus, one necessary step is to secure the legitimacy of the legal order by ascribing equal democratic rights to all citizens. This recognizes them as being able to orient themselves toward the common good and not only to their self-interest. In contrast, in many of the contemporary social struggles persons or groups demand recognition of specific e. Do we owe such recognition to the affected as subjects with equal moral status a or because we should esteem their specific properties as valuable b? Hereby all members are discriminated who do not fit the hegemonic understanding already Taylor , If one tries to cancel out these disadvantages by taking into account the differences, e. In order to arrive at such context-sensitive laws and regulations one has to more fully include the affected groups into the process of democratic decision-making, for example, through a vitalized public sphere and formal hearings Habermas Additionally, it has been proposed that formerly oppressed groups should have a veto right with regard to all those questions that particularly affect them Young , “ Such a politics of difference is not concerned with context-sensitive respect, but with the esteem for specific characteristics or entire identities of individuals and “often enough” groups. However, the idea of group identities has been hotly contested: Whereas some groups indeed want to re-affirm their particular identity, the criticism has been voiced that such a homogenous reading of identity fails to take proper account of intersecting axes of identification being a woman, being black, being gay or lesbian. The failure to admit of such heterogeneity has been suspected of legitimizing internal oppression within minorities. According to some scholars, all identities have to be deconstructed. Again others have held onto the idea of group identities for political reasons demanding secure exit-options for individual members or have favored rainbow coalitions. Finally, there seems to be an aporia as the alleged solution to equally value and promote all cultures may be no solution at all: Yet, in light of the value pluralism so characteristic of modern societies, it remains unclear who could function as an impartial judge when it comes to determining what is more valuable and what is not. Every decision seems to run the danger of merely expressing a repressive majority opinion. Therefore, according to some accounts, esteem should play no role in public politics whatsoever: Yet, an opposing camp claims that simply neglecting the dimension of esteem does not do justice to our everyday experiences:

Chapter 2 : Recognition | Definition of Recognition by Merriam-Webster

recognition - (biology) the ability of one molecule to attach to another molecule that has a complementary shape; "molecular recognition drives all of biology, for instance, hormone and receptor or antibody-antigen interactions or the organization of molecules into larger biologically active entities".

A state is not required to accord formal bilateral recognition to any other state, and some have a general policy of not doing so, considering that a vote for its membership of an international organisation restricted to states, such as the United Nations, is proof of recognition. Some consider that a state has a responsibility not to recognize as a state any entity that has attained the qualifications for statehood by a violation of basic principles of the UN Charter: In the context of Kosovo, the Security Council has never taken this position. The exceptional character of the resolutions enumerated above appears to the Court to confirm that no general prohibition against unilateral declarations of independence may be inferred from the practice of the Security Council. De facto recognition of states, rather than de jure, is rare. De jure recognition is stronger, while de facto recognition is more tentative and recognizes only that a government exercises control over a territory. An example of the difference is when the United Kingdom recognized the Soviet state de facto in 1924, but de jure only in 1925. Another example is the state of Israel in 1948, whose government was immediately recognized de facto by the United States and three days later by Soviet de jure recognition. Recognition of a new government by other states can be important for its long-term survival. For instance, the Taliban government of the Islamic State of Afghanistan, which lasted from 1996 to 2001, was recognized by only Pakistan, the United Arab Emirates, and Saudi Arabia, while far more had recognized the government of ousted President Burhanuddin Rabbani. Recognition can be implied by other acts, such as the visit of the head of state, or the signing of a bilateral treaty. If implicit recognition is possible, a state may feel the need to explicitly proclaim that its acts do not constitute diplomatic recognition, like when the United States commenced its dialogue with the Palestine Liberation Organization in 1987. Withdrawal of recognition[edit] A state may withdraw diplomatic recognition of another state, or simply refuse to deal with that other country, after withdrawing from all diplomatic relations with that country, such as embassies and consulates, and requiring the other country to do the same. The state will appoint a protecting power to represent its interests in the other state. The doctrine of non-recognition of illegal or immoral situations, like territorial gains achieved by force, is called the Stimson Doctrine, and has become more important since the Second World War, especially in the United Nations where it is a method of ensuring compliance with international law – for instance, in the case of Rhodesia in 1966. Withdrawal of recognition of a government is a more severe act of disapproval than the breaking of diplomatic relations. Recognition of governments[edit] Besides recognizing other states, states also can recognize the governments of states. States once formally recognized both the government of a state and the state itself, but many no longer follow that practice, [5] even though, if diplomatic relations are to be maintained, it is necessary that there be a government with which to engage in diplomatic relations. The degree of de facto control these entities exert over the territories they claim varies. Most are subnational regions with an ethnic or national identity of their own that have separated from the original parent state. Such states are commonly referred to as "break-away" states. Some of these entities are in effect internally self-governing protectorates that enjoy military protection and informal diplomatic representation abroad through another state to prevent forced reincorporation into their original states. Note that the word "control" in this list refers to control over the area occupied, not occupation of the area claimed. Unrecognized countries may have either full control over their occupied territory such as Somaliland, or only partial control such as Western Sahara. In the former, the de jure governments have little or no influence in the areas they claim to rule, whereas in the latter they have varying degrees of control, and may provide essential services to people living in the areas. Other types of recognition[edit] Other elements that may be recognized, include occupation or annexation of territory, or belligerent rights of a party in a conflict. Recognition of the latter does not imply recognition of a state. Formal recognition of belligerency, which is rare today, signifies that the parties to the civil war or other internal conflict "are entitled to exercise belligerent rights, thus accepting that the rebel group possesses

sufficient international personality to support the position of such rights and duties. Fuller for the Spanish Treaty Claims Commission noted that "A parent state never formally recognizes the insurgents as belligerents, although it may in fact treat them as such by carrying on war against them in accordance with the rules and usages of international warfare.

Chapter 3 : Recognition - Definition for English-Language Learners from Merriam-Webster's Learner's Dict

the acknowledgment of something as valid or as entitled to consideration: the recognition of a claim. the acknowledgment of achievement, service, merit, etc. the expression of this in the form of some token of appreciation: This promotion constitutes our recognition of her exceptional ability.

Employee Recognition Employee Reward and Recognition Systems In a competitive business climate, more business owners are looking at improvements in quality while reducing costs. Meanwhile, a strong economy has resulted in a tight job market. So while small businesses need to get more from their employees, their employees are looking for more out of them. Employee reward and recognition programs are one method of motivating employees to change work habits and key behaviors to benefit a small business. They are normally considered separate from salary but may be monetary in nature or otherwise have a cost to the company. While previously considered the domain of large companies, small businesses have also begun employing them as a tool to lure top employees in a competitive job market as well as to increase employee performance. As noted, although employee recognition programs are often combined with reward programs they retain a different purpose altogether. They are intended to provide a psychologicalâ€™rewards a financialâ€™benefit. Although many elements of designing and maintaining reward and recognition systems are the same, it is useful to keep this difference in mind, especially for small business owners interested in motivating staffs while keeping costs low. Financial rewards, especially those given on a regular basis such as bonuses, profit sharing, etc. By doing so, a manager can avoid a sense of entitlement on the part of the employee and ensure that the reward emphasizes excellence or achievement rather than basic competency. Merit pay increases, then, are not part of an employee reward system. Normally, they are an increase for inflation with additional percentages separating employees by competency. They are not particularly motivating since the distinction that is usually made between a good employee and an average one is relatively small. In addition, they increase the fixed costs of a company as opposed to variable pay increases, such as bonuses, which have to be "re-earned" each year. While this may seem obvious, companies frequently make the mistake of rewarding behaviors or achievements that either fail to further business goals or actually sabotage them. If teamwork is a business goal, a bonus system rewarding individuals who improve their productivity by themselves or at the expense of another does not make sense. Likewise, if quality is an important issue for an entrepreneur, the reward system that he or she designs should not emphasize rewarding the quantity of work accomplished by a business unit. Properly measuring performance ensures the program pays off in terms of business goals. Since rewards have a real cost in terms of time or money, small business owners need to confirm that performance has actually improved before rewarding it. Often this requires measuring something other than financial returns: When developing a rewards program, an entrepreneur should consider matching rewards to the end result for the company. It is also important to consider rewarding both individual and group accomplishments in order to promote both individual initiative and group cooperation and performance. Lastly, in order for a rewards program to be successful, the specifics need to be clearly spelled out for every employee. Once this has been done, reinforce the original communication with regular meetings or memos promoting the program. Keep your communications simple but frequent to ensure staff members are kept abreast of changes to the system. It can take many forms, including bonus programs, stock options, and one-time awards for significant accomplishments. Some companies choose to pay their employees less than competitors but attempt to motivate and reward employees using a variable pay program instead. Good incentive pay packages provide an optimal challenge, one that stretches employees but remains in reach. If too much is required to reach the goal, the program will be ignored. Bonuses Bonus programs have been used in American business for some time. They usually reward individual accomplishment and are frequently used in sales organizations to encourage salespersons to generate additional business or higher profits. They can also be used, however, to recognize group accomplishments. Indeed, increasing numbers of businesses have switched from individual bonus programs to one which reward contributions to corporate performance at group, departmental, or company-wide levels. According to some experts, small businesses interested in long-term benefits should

probably consider another type of reward. Bonuses are generally short-term motivators. Otherwise, they run the risk of being perceived of as entitlements or regular merit pay, rather than a reward for outstanding work. Proponents, however, contend that bonuses are a perfectly legitimate means of rewarding outstanding performance, and they argue that such compensation can actually be a powerful tool to encourage future top-level efforts. A benefit for a company offering this type of reward is that it can keep fixed costs low. It encourages employees to stay put because it is usually structured to reward employees who stay with the company; most profit sharing programs require an employee to be vested in the program over a number of years before receiving any money. Unless well managed, profit sharing may not properly motivate individuals if all receive the share anyway. A team spirit everyone pulling together to achieve that profit can counter this—especially if it arises from the employees and is not just management propaganda. Stock Options

Previously the territory of upper management and large companies, stock options have become an increasingly popular method in recent years of rewarding middle management and other employees in both mature companies and start-ups. Like profit sharing plans, stock options usually reward employees for sticking around, serving as a long-term motivator. Once an employee has been with a company for a certain period of time usually around four years, he or she is fully vested in the program. If the employee leaves the company prior to being fully vested, those options are canceled. After an employee becomes fully vested in the program, he or she can purchase from the company an allotted number of shares at the strike price or the fixed price originally agreed to. This purchase is known as "exercising" stock options. Offering additional stock in this manner presents risks for both the company and the employee. When an employee exercises an option, the company is required to issue a new share of stock that can be publicly traded. The possibility of reduction of company earnings impacting both the company and shareholders arises when the company has a greater number of shares outstanding. To keep ahead of this possibility, earnings must increase at a rate equal to the rate at which outstanding shares increase. Otherwise, the company must repurchase shares on the open market to reduce the number of outstanding shares. Another benefit to offering options is that while they could be considered a portion of compensation, current accounting methods do not require businesses to show options as an expense on their books. This tends to inflate the value of a company. Companies should think carefully about this as a benefit, however. If accounting rules were to become more conservative, corporate earnings could be impacted as a result. Bonuses, profit sharing, and stock options can all be used to reward team and group accomplishments. An entrepreneur can choose to reward individual or group contributions or a combination of the two. Group-based reward systems are based on a measurement of team performance, with individual rewards received on the basis of this performance. While these systems encourage individual efforts toward common business goals, they also tend to reward under-performing employees along with average and above-average employees. A reward program which recognizes individual achievements in addition to team performance can provide extra incentive for employees. While most employees certainly appreciate monetary awards for a job well done, many people merely seek recognition of their hard work. For an entrepreneur with more ingenuity than cash available, this presents an opportunity to motivate employees. Nor will the entrepreneur be far off the mark. As Patricia Odell reported, writing for *Promo*, "Cash is no longer the ultimate motivator. This ensures a focus on recognizing the efforts of employees. To this end, although the recognition may have a monetary value such as a luncheon, gift certificates, or plaques, money itself is not given to recognize performance. Recognition has a timing element: Furthermore, like rewards, the method of recognition needs to be appropriate for the achievement. This also ensures that those actions which go farthest in supporting corporate goals receive the most attention. However, an entrepreneur should remain flexible in the methods of recognition, as different employees are motivated by different forms of recognition. Finally, employees need to clearly understand the behavior or action being recognized. A small business owner can ensure this by being specific in what actions will be recognized and then reinforcing this by communicating exactly what an employee did to be recognized. Recognition can take a variety of forms. Structured programs can include regular recognition events such as banquets or breakfasts, employee of the month or year recognition, an annual report or yearbook which features the accomplishments of employees, and department or company recognition boards. A job well done can also be recognized by providing additional support or

empowering the employee in ways such as greater choice of assignments, increased authority, or naming the employee as an internal consultant to other staff. Symbolic recognition such as plaques or coffee mugs with inscriptions can also be effective, provided they reflect sincere appreciation for hard work. These latter expressions of thanks, however, are far more likely to be received positively if the source is a small business owner with limited financial resources. Employees will look less kindly on owners of thriving businesses who use such inexpensive items as centerpieces of their reward programs. Both reward and recognition programs have their place in small business. Small business owners should first determine desired employee behaviors, skills, and accomplishments that will support their business goals. By rewarding and recognizing outstanding performance, entrepreneurs will have an edge in a competitive corporate climate. Non-Cash Awards More Effective. Parker, Owen, and Liz Wright. Majority of businesses give managers little guidance on recognition. Employee Recognition That Works.

Chapter 4 : Recognition Synonyms, Recognition Antonyms | calendrierdelascience.com

recognition definition: 1. agreement that something is true or legal: 2. If you are given recognition, people show admiration and respect for your achievements: 3. the fact of knowing someone or something because you have seen or heard him or her or experienced it before.

Chapter 5 : What is recognition? definition and meaning - calendrierdelascience.com

Definition of recognition - identification of someone or something or person from previous encounters or knowledge, acknowledgement of the existence, validity.

Chapter 6 : Recognition meaning in Hindi - Meaning of Recognition in Hindi - Translation

Definition of recognition from the Collins English Dictionary. Pronouns. A pronoun is a word that is used in the place of a noun or a whole noun phrase. Pronouns are.

Chapter 7 : Recognition dictionary definition | recognition defined

Having been enamored with James's "Cultural Amnesia" (one of the ten best books I read in), I bought THE MEANING OF RECOGNITION when I stumbled across it somewhere. It is a collection of about thirty essays James wrote between and

Chapter 8 : recognition | Definition of recognition in English by Oxford Dictionaries

Definition of recognition in the calendrierdelascience.com dictionary. Meaning of recognition. Information and translations of recognition in the most comprehensive dictionary definitions resource on the web.

Chapter 9 : Recognition (Stanford Encyclopedia of Philosophy)

recognition definition: Recognition is defined as the act of identifying someone or something because of previous knowledge, or to formally acknowledge someone. (noun) An example of recognition is when you spot a familiar face in the crowd who is someone.