

# The Economics Of Comparable Worth

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**The Economics of Comparable Worth** Mark Aldrich 1986

Comparable Worth M. Anne Hill 1989

**Pay Equity** National Research Council 1989-02-01 Are women paid less than men when they hold comparable jobs? Is there gender bias in the way wages are set? Or can wage differences between men and women be explained by legitimate market forces? Pay Equity: Empirical Inquiries answers these questions in 10 original research papers. The papers explore race- and gender-based differences in wages, at the level both of individuals and of occupations. They also assess the effects of the implementation of comparable worth plans for private firms, states, and "on an international level" for Australia, Great Britain, and the United States.

*Comparable Worth and Its Impact on the State of New York* Phillip B. Levine 1985

**Comparable Worth** Paula England 1992 Do employers pay less for predominantly female jobs than for predominantly male jobs that involve different tasks but are "comparable" in their demands of skill, training, effort, responsibility, and working conditions? Are antidiscrimination policy and wage systems based on "comparable worth" a reasonable idea? This overview of the controversial issue of comparable worth integrates perspectives from sociology, economics, industrial psychology, law, philosophy, and interdisciplinary feminist theory. After providing a detailed description of the situation of women in employment today, the volume considers how sociological and economic theories of labor markets illuminate the gap in pay between sexes. The book also contains chapters on how job evaluation can be used and misused, the legal status of comparable worth in federal courts, the stance of different feminist philosophies on normative issues of comparable worth, and contemporary policy debates on pay equity.

**The Comparable Worth Controversy** Henry Aaron 2010-12-01 The well-documented gap between men's and women's earnings has aroused intense debate over the concept of comparable worth, that is, equal pay for work judged to be of equal value. Government, business, labor unions, and the courts have been forced to consider whether workers in dissimilar jobs of comparable worth—measured by such criteria as working conditions, degree of difficulty, and knowledge and responsibility required—should receive equal wages, and how wage adjustments can be implemented. The issue has provoked inflated rhetoric, litigation, and considerable confusion. In this concise study, Henry J. Aaron and Cameran M. Lougy review the conditions that have sparked the debate and unravel the implications of comparable worth for employers in public and private sectors, for labor union agendas and employer-employee negotiations, and for the administrative and judicial burdens of the nation's courts. The authors conclude with general guidelines for implementing wage adjustments in ways that would not seriously disrupt society or have a major impact on overall economic efficiency.

**Between Feminism and Labor** Linda M. Blum 1991-02-07 "Working from grass-roots cases, Linda Blum develops an astute and groundbreaking analysis of the comparable worth strategy for gender pay equity. Her intelligent, lucid book makes an incomparable contribution to scholarly and public debate on one of the most significant labor issues in late twentieth-century America."—Judith Stacey, University of California, Davis

**Comparable Worth** John Thomas Raisian 1985

*Three Worlds of Labour Economics* Garth L. Mangum 2016-07-08 First Published in 1988. Routledge is an imprint of Taylor & Francis, an Informa company.

*You're Paid What You're Worth* Jake Rosenfeld 2021-02-16 "This is the

book to throw at your human resources director—not literally, of course—when any attempt is being made to bamboozle you about how decisions on pay have been made...It is a closely argued, thoroughly researched treatise on how we got here and how pay could be both fairer and more effective as a reward." —Stefan Stern, Financial World "A flat-out revelation of a book by one of the nation's top scholars of the labor market...required reading for anyone who cares about the future of work in America." —Matthew Desmond, author of *Poverty*, by America "Jake Rosenfeld pulls back the curtain on the multifaceted cultural, institutional, and market forces at play in wage-setting. This timely book illuminates the power dynamics and often arbitrary forces that have contributed to the egregious inequality in the U.S. labor market—and then lays out a clear blueprint for progressive change." —Thea Lee, President of the Economic Policy Institute Job performance and where you work play a role in determining pay, but judgments of productivity and value are highly subjective. What makes a lawyer more valuable than a teacher? How do you measure the output of a police officer, a professor, or a reporter? Why, in the past few decades, did CEOs suddenly become hundreds of times more valuable than their employees? The answers lie not in objective criteria but in battles over interests and ideals. Four dynamics are paramount: power, inertia, mimicry, and demands for equity. Power struggles legitimize pay for particular jobs, and organizational inertia makes that pay seem natural. Mimicry encourages employers to do what their peers are doing. And workers are on the lookout for practices that seem unfair. Jake Rosenfeld shows us how these dynamics play out in real-world settings, drawing on cutting-edge economics and original survey data, with an eye for compelling stories and revealing details. You're Paid What You're Worth gets to the heart of that most basic of social questions: Who gets what and why?

*The Economics of Comparable Worth* Peter Gilbert 1986

Women at Work Professor of Economics Tito Boeri 2005 Covering employment and wage gender gaps, participation of women, fertility, and the welfare of children, this insightful volume considers the trend towards greater participation of women in labor markets. It addresses the trade-offs involved in increasing participation of women in paid employment, setting out a better informed policy debate about these issues, and paving the way to realistic targets and ways to achieve them.

**Unlevel Playing Fields** Randy Albelda 2004

**Women and the Economy** Saul D. Hoffman 2005 Women and the Economy takes a balanced approach to exploring the issues facing women in today's society family, work, and pay from a modern economic perspective. Appropriate for students with a principles of economics or an intermediate microeconomics background, this text provides a comprehensive and engaging overview of the economics of gender and family.

A Closer Look at Comparable Worth Anita U. Hattiangadi 2000

**Pay Equity - The Comparable Worth Issue** Alice L Ahmuty 1983  
Incomparable Worth Steven E. Rhoads 1994-08-26 Comparable worth, or pay equity, is now an established policy in some US states, such as Minnesota, and the UK and Australia. Yet Steven Rhoads's research on those jurisdictions indicates there is no consensus on how to compare the value of dissimilar jobs involving 'comparable' amounts of effort, skill and responsibility. Consultants whose job evaluation systems are used in states adopting comparable worth policies do not agree on the factors to be included or how they should be weighed and arbitrary results produced by comparable worth policies have led to inefficient functioning of the labour markets. These policies have generated ill will among the workers who lose pay-equity cases, with political as well as economic consequences. The book argues that jobs are truly incomparable using the methods comparable worth relies on, and that

the principles of comparable worth are not reconcilable with those of a market economy.

**The Economics of Women, Men, and Work** Francine D. Blau 2002  
For courses concerned with the economic status of women, economics of gender, and economics of the family, but also applicable to interdisciplinary women's studies courses, introductory-level courses in economic problems, and as a supplement to general labor economics courses. This text draws into a single, highly accessible volume the most current summary and synthesis of research and data from economics and other social sciences on women, men, and work in the labor market and household.

**Living Wages, Equal Wages: Gender and Labour Market Policies in the United States** Deborah M. Figart 2005-07-08 Focusing on social reform movements for living wages and equal wages, this informative and accessible book explores how US wage regulations in the twentieth century took gender, race-ethnicity and class into account.

**A Survey of Research on Comparable Worth** William Stanley Siebert 1988

*Comparable Worth* Elaine Sorensen 2019-01-15 For decades women working as nurses, librarians, and secretaries have argued that they are paid less than men in jobs requiring comparable skill and effort. By the late 1980s, the notion of "comparable worth" had become a familiar one, and comparable worth initiatives were being developed to counteract the persistent disparities between male and female pay. In a comprehensive assessment of this policy, Elaine Sorensen lays out the various approaches states have taken, identifying the most and least successful among them. The author attributes part of the gender pay gap to economic discrimination and suggests theoretical models that best explain this discrimination. She examines the usefulness of comparable worth policies as a means of reducing male/female wage disparities. Minnesota's policies are examined in detail as an example of promising efforts in this regard. Sorensen ends by examining comparable worth's likely future fate in Congress and the courts. Elaine Sorensen is Senior Research Associate at the Urban Institute in Washington, D.C. Originally published in 1994. The Princeton Legacy Library uses the latest print-on-demand technology to again make available previously out-of-print books from the distinguished backlist of Princeton University Press. These editions preserve the original texts of these important books while presenting them in durable paperback and hardcover editions. The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its founding in 1905.

**The Economics of Comparable Worth** Mark R. Killingsworth 1990  
This is an objective analysis of the implementation of comparable worth in a city government (San Jose, California), in a state government (Minnesota), and in an entire country (Australia). Explaining comparable worth in terms of economic theory, Killingsworth presents original econometric estimates of the effects of comparable worth on female-male relative wages and employment for the three locations. He develops and estimates two competing models: a conventional model, which relates individual worker's wages to worker's characteristics; and a comparable worth model, which relates wages of job classifications to job characteristics. Killingsworth concludes that conventional remedies to discrimination are a more promising approach than comparable worth for eliminating labor market discrimination. ISBN 0-88099-086-4: \$22.95.

*Comparable Worth: the Canadian Experience* Morley Gunderson 1991

**The Economics of Women, Men, and Work** Francine D. Blau 1986  
This book introduces readers to the findings of research on women, men, and work in the labor market and household. The Third Edition has been expanded and updated to reflect recent changes in the labor market and the family. All data have been revised and references have been updated to consider the most recent research on each subject covered.

**Unequal Pay for Women and Men** Heather Joshi 2001 The book is the result of an extensive study of the relative wages of British men and women between 1978 and 1991. Using two large and extremely detailed longitudinal data sets, one of women and men born in 1946, and the other of women and men born in 1958, the authors examine the evolution of the pay gap over time and evaluate the success of policies designed to establish equal pay.

*Three Worlds of Labor Economics* Garth L. Mangum 1988 First Published in 1988. Routledge is an imprint of Taylor & Francis, an Informa company.

**Career and Family** Claudia Goldin 2023-05-09 A renowned economic historian traces women's journey to close the gender wage gap and sheds new light on the continued struggle to achieve equity between

couples at home A century ago, it was a given that a woman with a college degree had to choose between having a career and a family. Today, there are more female college graduates than ever before, and more women want to have a career and family, yet challenges persist at work and at home. This book traces how generations of women have responded to the problem of balancing career and family as the twentieth century experienced a sea change in gender equality, revealing why true equity for dual career couples remains frustratingly out of reach. Drawing on decades of her own groundbreaking research, Claudia Goldin provides a fresh, in-depth look at the diverse experiences of college-educated women from the 1900s to today, examining the aspirations they formed—and the barriers they faced—in terms of career, job, marriage, and children. She shows how many professions are "greedy," paying disproportionately more for long hours and weekend work, and how this perpetuates disparities between women and men. Goldin demonstrates how the era of COVID-19 has severely hindered women's advancement, yet how the growth of remote and flexible work may be the pandemic's silver lining. Antidiscrimination laws and unbiased managers, while valuable, are not enough. Career and Family explains why we must make fundamental changes to the way we work and how we value caregiving if we are ever to achieve gender equality and couple equity.

*The Study of the Economics of a Comparable Worth Policy* Elaine Joy Sorensen 1990

**Economics of Comparable Worth** Mark R. Killingsworth

**Essays on the Economics of Discrimination** Emily P. Hoffman 1991  
Collection of essays examining labour market discrimination, the impact of laws and policies, the treatment of children compared to the elderly, discrimination within the family, the economic underclass, and the treatment of minority members of society.

**Equal Pay for Women** B. O. Pettman 1977

**Equal Pay for Comparable Work** Cotton M. Lindsay 1980-01-01  
*Sex at Work* Peter J. Sloane 1985

**The Economics of Gender** Joyce Jacobsen 2007-02-27 The Economics of Gender, 3e offers an affordable, comprehensive, and up-to-date introduction to the contemporary research being conducted on the differences between women's and men's economic opportunities, activities, and rewards. While focusing on contemporary US patterns, this text integrates a uniquely international comparative perspective. Discusses the pros and cons of various policies, including comparable worth and welfare programs. Revisions to the 3rd edition include fully updated data, inclusion of new research, and new examples and studies. Clear, readable, and provocative with helpful appendices to provide additional information for readers who have little experience with economics, while simultaneously providing further detail for the economically sophisticated. Flexible in design, for use by both labor economics students and women's studies programs without labor economics prerequisites.

*The Uses and the Limits of Comparable Worth in the Pursuit of Pay Equity for Women* Paul C. Weiler 1985

**The Conditions Under which Wage Realignment Under the Rubric of "comparable Worth" Makes Economic Sense** Barbara R. Bergmann 1984

**Comparable Worth in the Public Sector** Ronald G. Ehrenberg 1984  
Proponents of comparable worth assert that within a firm jobs can be valued in terms of the skill, effort and responsibility they require, as well as the working conditions they offer, and that jobs that are of comparable worth to the firm should receive equal compensation. After documenting the major push that has occurred for comparable worth in the state and local sector, Section II of our paper discusses the case for and against comparable worth from the perspective of analytical economists. The remainder of the paper is empirical in nature and focuses on issues that arise when one attempts to implement comparable worth. Section III addresses attempts by various states to infer if comparable worth "wage gaps" exist from job evaluation studies they have conducted and tests how sensitive their results are to the statistical methods used to infer discrimination. Section IV estimates whether male/female comparable worth wage gaps may partially be compensating differentials for differences in opportunity for occupational nobility. Finally Section, presents estimates of systems of demand curves for state and local government employees and tests whether within occupational groups male/female substitution occurs as male/female wage rates change and whether substitution occurs across occupations as occupational wages change. These estimates are then used to simulate what the likely effect of a comparable worth wage policy would be on employment of females

in the state and local sector.

*Sex Discrimination in the Labour Market* Richard Perlman 1994

*Equal Value/Comparable Worth in the UK and the USA* Peggy Kahn

1992-08-18 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.

*Comparable Worth* National Research Council 1985-02-01 Comparable worth "equal pay for jobs of equal value" has been called the civil rights issue of the 1980s. This volume consists of a committee report that sets forth an agenda of much-needed research on this issue, supported by six papers contributed by eminent social scientists. The research agenda presented is structured around two general themes: (1) occupational wage differentials and discrimination and (2) wage adjustment strategies and their impact. The papers deal with a wide range of topics, including job evaluation, social judgment biases in comparable worth analysis, the economics of comparable worth, and prospects for pay equity.

The Economics Of Comparable Worth ebook download or read online. In today digital age, eBooks have become a staple for both leisure and learning. The convenience of accessing The Economics Of Comparable Worth and various genres has transformed the way we consume literature. Whether you are a voracious reader or a knowledge seeker, read The Economics Of Comparable Worth or finding the best eBook that aligns with your interests and needs is crucial. This article delves into the art of finding the perfect eBook and explores the platforms and strategies to ensure an enriching reading experience.

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