



Comparable Worth

A Gutmann



Comparable Worth:

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 Comparable Worth](#)

[Controversy](#) Henry J. Aaron, Cameran M. Lougy, 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 **Comparable Worth**, 1985

[Comparable Worth](#) National Research Council, Commission on Behavioral and Social Sciences and Education, Committee on Women's Employment and Related Social Issues, 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

A Closer Look at Comparable Worth Anita U. Hattiangadi, Amy M. Habib, 2000 **Monthly Labor Review** United States. Bureau of Labor Statistics, 1991 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

Comparable Worth M. Anne Hill, Mark R. Killingsworth, 1989 *Personnel Literature*, 1984

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

Comparable Worth, 1985 **Comparable Worth** United States Commission on Civil Rights, 1985 Comparable Worth Edward Robert Livernash, 1984 **A Dialogue on Comparable Worth** Michael Evan Gold, 1983 **Comparable Worth** Elaine Johansen, 1984-09-17 **A Closer Look at Comparable Worth** Robert E. Williams, Lorence L. Kessler, 1984 Equity and Gender Ellen Frankel Paul, 2019-08-08 Comparable worth the idea that women ought to be paid the same wages as men performing comparable although not the same jobs has generated a firestorm of controversy This analysis of the comparable worth debate takes up its pros and cons in an extraordinarily disciplined and fair minded manner After outlining the debate Paul attempts to resolve

A Comparable Worth Primer Steven L. Willborn, 1986 Comparable Worth, Pay Equity, and Public Policy Rita Mae Kelly, Jane H. Bayes, 1988-02-22 This collection of papers on comparable worth written by political scientists contains the best annotated bibliography on comparable worth that this reviewer has yet seen One notable paper categorizes the 50 states as to whether they have conducted a comparable worth legislation and have implemented comparable worth Other contributors explain how job evaluation can be performed to implement comparable worth describe the difficulties and possible bias in job evaluation methods and present US case studies It has an outstanding bibliography and overview of many important issues Choice Legislation outlawing sexual discrimination and mandating policies of equal pay for equal work has clearly failed to produce the intended results Women workers continue to be paid substantially less than men and more and more families headed by women have sunk below the poverty level This volume of essays focuses on major issues that must be faced before a public policy promoting pay equity can become a reality Combining the contributions of specialists from several disciplines

it offers statistical comparisons and analyses of wage inequities in various occupations industries and regions case studies of comparable worth programs and a conceptual framework for approaching the problem on a policy level

The Economics of Comparable Worth Mark Aldrich, Robert B. Buchele, Robert Buchele, 1986 *Comparable Worth in the Public Sector*
Robert S. Smith, Ronald G. Ehrenberg, National Bureau of Economic Research, 1987

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 mobility 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

Comparable Worth Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its capability to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Comparable Worth**," published by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we shall delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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