

THE COMPARABLE WORTH CONTROVERSY

Henry J. Aaron & Cameran M. Lougy

The Comparable Worth Controversy

Wayne F. Cascio, Herman Aguinis



The Comparable Worth Controversy:

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

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

The Comparable Worth Controversy Margaret R. Davis, Robert G. Spiegelman, 1982

Comparable Worth, 1985

Comparable Worth United States Commission on Civil Rights, 1985

Three Worlds of Labour Economics Garth L. Mangum, P. Philips, 2016-07-08 First Published in 1988 More than ever before the economics profession is divided among three competing schools of thought Especially in labor economics neoclassical institutional and radical perspectives contend each approaching its analysis of issues from different world views and separate sets of assumptions This book presents four issues in labor economics income distribution racial discrimination comparable worth and the international division of labor

Personnel Literature United States. Office of Personnel Management. Library, 1986

Slipping Through the Cracks Margaret C. Simms, 2017-09-29 The problems and special needs of black women are still given inadequate attention in social science analysis Too often black women are subsumed under the category of blacks or women with little consideration for their unique needs This volume focuses on black women as a special group It includes chapters on employment educational attainment and job training programs which originated as papers given at a symposium on the economic status of black women co sponsored by the Congressional Black Caucus Foundation and The Review of Black Political Economy

Pay Equity National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, Panel on Pay Equity Research, 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

Options for Conducting a Pay Equity Study of Federal Pay and Classification Systems United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Compensation and Employee Benefits,1985

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

Women and Work Sonia Carreon,Amy Cassedy,Kathryn Borman,Paula J. Dubeck,2013-11-26 Focuses on vital contemporary issues Women in the work force today are still subjected to the glass ceiling sexual discrimination income inequality stereotyping and other obstacles to equal employment and professional advancement Now a collection of 150 original articles written for this handbook explores the challenges and career blocks that today s women face in the workplace discuss important contemporary issues and offers a wide range of facts and data on women s employment Offers insights and information The Handbook answer hundreds of questions as it illuminates current achievements and obstacles to success for women in the marketplace Drawing upon a growing body of research in the social and behavioral sciences the articles provide insights into such issues as the sex segregation of occupations comparable worth women in traditionally male occupations career plans of college women gender bias in job evaluations and personnel decisions sexual harassment the gendered culture of organizations the effects of maternal employment on children and child care and more The articles draw on extensive research and studies on women in the workplace across the U S and around the world A valuable research aid This handbook presents the reader with a broadly based understanding of women s work experiences and provides a useful set of sources for in depth research It is a valuable reference for professors librarians researchers guidance counselors and students who need reliable up to date information The handbook includes a subject and name index

Limits Of Law Peter Schuck,2018-03-08 Law is an increasingly pervasive force in our society At the same time however the obstacles to law s effectiveness are also growing In The limits of Law Yale law professor Peter H Schuck draws on law social science and history to explore this momentous clash between law s compelling promise of ordered liberty and the realistic limits of its

capacity to deliver on this promise Schuck first discusses the constraints within which law must work law's own complexity the cultural chasms it must bridge and the social diversity it must accommodate and proceeds to consider the ways law uses regulatory legislative and adjudicatory processes to influence social behavior He shows how politics shapes regulation how regulation might incorporate individualized equity and how it can best be reformed Turning to legislation he justifies a strong role for special interest groups dissects purely symbolic statutes and defends broad delegations of legislative power to regulatory agencies Concerning adjudication Schuck analyzes the courts efforts to advance social justice by controlling federal agencies constitutionalizing politics managing mass toxic tort disputes and reforming public services and institutions His concluding chapter draws together some general lessons about law's limits and possibilities for improving democratic governance

Elusive Equality Susan Gluck Mezey, 2003 All men may be created equal in the United States but more than 30 years after Congress proposed the Equal Rights Amendment can the same be said for women Elusive Equality offers a clear understanding of how government institutions the executive branch Congress and state legislatures as well as the federal courts affect the legal status of women Surveying the judicial and public policy issues central to the identification and protection of women's rights Susan Mezey traces the developing legal parameters of gender equality From early court rulings that prohibited employment discrimination and sexual harassment through today's decisions on reproductive rights and same sex relationships Mezey analyzes the broader political context within which critical judicial decisions have been made

Adverse Impact Analysis Scott B. Morris, Eric M. Dunleavy, 2016-12-01 Compliance with federal equal employment opportunity regulations including civil rights laws and affirmative action requirements requires collection and analysis of data on disparities in employment outcomes often referred to as adverse impact While most human resources HR practitioners are familiar with basic adverse impact analysis the courts and regulatory agencies are increasingly relying on more sophisticated methods to assess disparities Employment data are often complicated and can include a broad array of employment actions e.g. selection pay promotion termination as well as data that span multiple protected groups settings and points in time In the era of big data the HR analyst often has access to larger and more complex data sets relevant to employment disparities Consequently an informed HR practitioner needs a richer understanding of the issues and methods for conducting disparity analyses This book brings together the diverse literature on disparity analysis spanning work from statistics industrial organizational psychology human resource management labor economics and law to provide a comprehensive and integrated summary of current best practices in the field Throughout the description of methods is grounded in the legal context and current trends in employment litigation and the practices of federal regulatory agencies The book provides guidance on all phases of disparity analysis including How to structure diverse and complex employment data for disparity analysis How to conduct both basic and advanced statistical analyses on employment outcomes related to employee selection promotion compensation termination and other employment outcomes How to interpret results in terms

of both practical and statistical significance Common practical challenges and pitfalls in disparity analysis and strategies to deal with these issues Applied Psychology in Talent Management Wayne F. Cascio, Herman Aguinis, 2024-05-10 This text provides the most comprehensive future oriented overview of psychological theories and how they impact people decisions in today s workplace with integrated coverage of technology strategy globalization and social responsibility Comparable Worth and Gender Discrimination Morley Gunderson, 1994 This valuable guide for policy makers an output of the ILO Interdepartmental Project on Equality for Women in Employment highlights the advantages and importance of comparable worth for evaluating jobs and setting fair pay differentials It also indicates the need for equal opportunity policies and legislation against discrimination in recruitment and promotion in order to reduce the gender pay gap **Critical Studies in Organization and Bureaucracy** Frank Fischer, Carmen Sirianni, 1994 Contemporary scholarship and classic essays focus on the continuing crises in bureaucratic organizations and managerial authority Rethinking and innovation in private public and nonprofit organizations emerge from case studies on schools multicultural and feminist organizations private corporations environmental planning and regulation alternative services and attempts to reinvent government Author note Frank Fischer teaches Political Science and Public Administration at Rutgers University and has published several books including *Technocracy and the Politics of Expertise* and *The Argumentative Turn in Policy Analysis and Planning* Carmen Sirianni teaches Sociology at Brandeis University and is co editor of the *Labor and Social Change* series at Temple University Press His books include *Worker Participation and the Politics of Reform* Temple and *Working Time in Transition* Temple *Intergovernmental Perspective* , 1982 Each issue concentrates on a different topic

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