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Equal Pay Act: Implications for Comparable Worth

Fogel, W.

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The Equal Pay Act Implications For Comparable Worth

Floyd D. Weatherspoon



The Equal Pay Act Implications For Comparable Worth:

The Equal Pay Act Walter A. Fogel,1984 **Equal Pay** Alexis M. Herman,2000-07 **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 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 *The Impact of the Equal Rights Amendment* United States. Congress. Senate. Committee on the Judiciary. Subcommittee on the Constitution,1985

Comparable Worth United States Commission on Civil Rights,1985 *Cost Impact of Equal Pay and Comparable Worth* ,1986 **Comparable Worth** ,1985 **Pay Equity: Equal Pay for Work of Comparable Value** United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Human Resources,1983 *Equal Employment Opportunity and Affirmative Action* Floyd D. Weatherspoon,2018-11-21 First published in 1985 In this remarkable book the author has compiled a large collection of resource material that will be of benefit to the student as well as the practitioner of equal employment and affirmative action EEO AA This book includes a broad scope of information on EEO AA from its infancy and progresses through its rapidly changing and developing stages Indeed this book will be an invaluable asset in easily acquiring and supplementing one s basic knowledge as well as providing a general overview of the subject area **Comparable Worth** National Research Council,Commission on Behavioral and Social Sciences and Education,Committee on Women's Employment and Related Social Issues,1985-01-01 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 **Equal Value/Comparable Worth in the UK and the USA** Elizabeth Meehan,Peggy Kahn,2016-07-27 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 *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 **Compliance and Compromise** Cher Weixia Chen, 2011-09-20 As domestic industrial relations and labor conditions have been seriously challenged by globalization various international labor standards have been proposed to safeguard and promote labor rights However an important question remains are these rules and standards enforceable and well enforced Compliance and Compromise The Jurisprudence of Gender Pay Equity examines the status of one of the core international labor standards gender pay equity that has been largely overlooked and explores how domestic legislative and judicial systems respond to the core International Labor Organization Convention No 100 on Equal Remuneration It unravels under what circumstance legislative and judicial compliance occurs with the novel application of the relatively new theory transnational legal process to explicate the phenomenon of compliance **American Nurses' Association V. State of Illinois**, 1985 **Monthly Labor Review**, 1983 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *Monthly Labor Review* United States. Bureau of Labor Statistics, 1992 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *At Home and Abroad* Francine D. Blau, Lawrence M. Kahn, 2002-04-11 Throughout the latter part of the 20th century the U S labor market performed differently than the labor markets of the world's other advanced industrialized societies In the early 1970s the United States had higher unemployment rates than its Western European counterparts But after two oil crises rapid technological change and globalization rocked the world's economies unemployment fell in the United States while increasing dramatically in other nations At the same time wage inequality widened more in the United States than in Europe In *At Home and Abroad* Cornell University economists Francine D Blau and Lawrence M Kahn examine the reasons for these striking dissimilarities between the United States and its economic allies Comparing countries the authors find that governments and unions play a far greater role in the labor market in Europe than they do in the United States It is much more difficult to lay off workers in Europe than in the United States unemployment insurance is more generous in Europe and many fewer Americans than Europeans are covered by collective bargaining agreements Interventionist labor market institutions in Europe compress wages thus contributing to the lower levels of wage inequality in the European Union than in the United States Using a unique blend of microeconomic and microeconomic analyses the authors assess how these differences affect wage and unemployment levels In a lucid narrative they present ample evidence that as upheavals shook the global economy the flexible U S market let wages adjust so that

jobs could be maintained while more rigid European economies maintained wages at the cost of losing jobs By helping readers understand the relationship between different economic responses and outcomes *At Home and Abroad* makes an invaluable contribution to the continuing debate about the role institutions can and should play in creating jobs and maintaining living standards The Law of Higher Education, 2 Volumes William A. Kaplin, Barbara A. Lee, 2006-08-18 This

fourth edition of the indispensable guide to the laws that bear on the conduct of higher education provides a revised and up to date reference research source and guide for administrators attorneys and researchers The book is also widely used as a text for graduate courses on higher education law in programs preparing higher education administrators for leadership roles This new edition includes new and expanded sections on laws related to religious issues alternative dispute resolution the college and its employees collective bargaining at religious and private colleges whistleblower and other employee protections personal liability of employees nondiscrimination and affirmative action in employment campus technology and computer networks disabilities student academic freedom freedom of speech and hate speech student organizations rights responsibilities and activities fees athletes rights USA patriot act and immigration status public institutions and zoning regulations regulation of research coverage of retaliatory and extraterritorial acts federal civil rights statutes **"Options**

for Conducting a Pay Equity Study of Federal Pay and Classification Systems"--report of the General Accounting Office United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Civil Service, Post Office, and General Services, 1987 *Making Sense of Women's Lives* , Lauri Umansky, Michele Plott, 2000-08-01 Making Sense of

Women s Lives presents a wide range of writings about women s lives in the United States Michele Plott and Lauri Umansky have drawn on their experiences as both students and professors to assemble the collection Seeking to provide as full a sampling from a diverse and intellectually vibrant field as one volume permits the editors have also chosen writing that makes an enjoyable read A few of the selections here represent the undisputed classics of the field More of them constitute simply the works drawn from academic and nonacademic sources alike that could make a difference in understanding what it means to be female in America Making Sense of Women s Lives is intended as the primary text in Women s Studies courses With that usage in mind Plott and Umansky have provided brief introductions to each article to help students understand the author s perspectives Thought and discussion questions follow each selection The book contains as well numerous Flash Exercises suggestions for class exercises and activities The editors have used these activities in their courses over the past decade in conjunction with readings in this volume and have found that the full complement of materials coalesces into an intellectually powerful introduction to Women s Studies A Collegiate Press book

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Table of Contents The Equal Pay Act Implications For Comparable Worth

1. Understanding the eBook The Equal Pay Act Implications For Comparable Worth
 - The Rise of Digital Reading The Equal Pay Act Implications For Comparable Worth
 - Advantages of eBooks Over Traditional Books
2. Identifying The Equal Pay Act Implications For Comparable Worth
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an The Equal Pay Act Implications For Comparable Worth
 - User-Friendly Interface
4. Exploring eBook Recommendations from The Equal Pay Act Implications For Comparable Worth
 - Personalized Recommendations
 - The Equal Pay Act Implications For Comparable Worth User Reviews and Ratings

- The Equal Pay Act Implications For Comparable Worth and Bestseller Lists
- 5. Accessing The Equal Pay Act Implications For Comparable Worth Free and Paid eBooks
 - The Equal Pay Act Implications For Comparable Worth Public Domain eBooks
 - The Equal Pay Act Implications For Comparable Worth eBook Subscription Services
 - The Equal Pay Act Implications For Comparable Worth Budget-Friendly Options
- 6. Navigating The Equal Pay Act Implications For Comparable Worth eBook Formats
 - ePub, PDF, MOBI, and More
 - The Equal Pay Act Implications For Comparable Worth Compatibility with Devices
 - The Equal Pay Act Implications For Comparable Worth Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of The Equal Pay Act Implications For Comparable Worth
 - Highlighting and Note-Taking The Equal Pay Act Implications For Comparable Worth
 - Interactive Elements The Equal Pay Act Implications For Comparable Worth
- 8. Staying Engaged with The Equal Pay Act Implications For Comparable Worth
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers The Equal Pay Act Implications For Comparable Worth
- 9. Balancing eBooks and Physical Books The Equal Pay Act Implications For Comparable Worth
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection The Equal Pay Act Implications For Comparable Worth
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine The Equal Pay Act Implications For Comparable Worth
 - Setting Reading Goals The Equal Pay Act Implications For Comparable Worth
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of The Equal Pay Act Implications For Comparable Worth
 - Fact-Checking eBook Content of The Equal Pay Act Implications For Comparable Worth
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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