

Economics of Comparable Worth

Killingsworth, Mark R.

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The Economics Of Comparable Worth

Shasha Hu



The Economics Of Comparable Worth:

The Economics of Comparable Worth Mark Aldrich, 1986 **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 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 Comparable Worth M. Anne Hill, Mark R. Killingsworth, 1989 *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 *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 **Comparable Worth** Paula England, 2011-12-31 This volume provides a detailed description of the situation of women in employment in the early 1990s and considers how sociological and economic theories of labor markets illuminate the gap in pay between the sexes **The Study of the Economics of a Comparable Worth Policy** Elaine Joy Sorensen, 1990 **A Closer Look at Comparable Worth** Anita U. Hattiangadi, Amy M. Habib, 2000

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

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