

# Economics of Comparable Worth

Killingsworth, Mark R.

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# The Economics Of Comparable Worth

**Garth L. Mangum, P. Philips**



## **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* 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** 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

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**Equity and Gender** Ellen Frankel Paul, Examines the case for and against comparable worth explores comparable worth in the courts federal government and states and looks at some philosophical considerations

The Economics of Comparable Worth Peter Gilbert, 1986

*A Closer Look at Comparable Worth* Anita U. Hattiangadi, Amy M. Habib, 2000

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

**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 Moral Foundations of Civil Rights** Robert K. Fullinwider, Claudia Mills, 1986 More than two decades after the passage of the Civil Rights Act of 1964 the issues of racial discrimination and affirmative action are still matters of controversy The fragile national consensus on civil rights policy has been increasingly fragmented by resistance and confusion in recent years especially under the impact of the Reagan administration's efforts to change its direction dramatically Similarly since the mid 1960s the women's rights movement has worked to end discrimination and bring about greater equality for women in employment and public life Yet recent years have witnessed increased national ambivalence about these goals and how they should be achieved especially on the issue of comparable worth

**A Closer Look at Comparable Worth** Robert E. Williams, Lorence L. Kessler, 1984

**A Dialogue on Comparable Worth** Michael Evan Gold, 1983

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They said it couldn't be done Austrian economics is so different they said that it couldn't be integrated into standard neo classical textbooks Consequently college students learn nothing about the great Austrian economists Mises Hayek Schumpeter Professor Mark Skousen's *Economic Logic* aims to change that Based on his popular course taught at Columbia University Skousen starts his micro section with Carl Menger's theory of the good and the profit and loss income statement to explain the dynamics of the market process entrepreneurship and the advantages of saving Then he uses a powerful Hayekian four stage model of the economy to introduce macro including a new Austrian measure of spending at all stages of production Gross Domestic Expenditures *Economic Logic* also offers chapters on The international gold standard the defects of central banking and the Mises Hayek theory of the business cycle A full critique of the Keynesian Aggregate Supply and Demand AS AD model and a revolutionary Austrian alternative Entrepreneurship the financial markets environmental economics monetary policy and inflation federal spending and taxes and government regulation Leaders of all schools including Austrian Keynesians Marxist Chicago and Public Choice *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

**Macro Socio-economics: From Theory to Activism** David Sciulli, 2016-09-16 Contributors to this volume respond to the normative capsule framing economic behaviour that Amitai Etzioni has explored The text also looks at his works on organisations public policy socio economics and communitarianism *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 **Contesting the Market** Deborah M. Figart, Peggy Kahn, 1997 Assesses the development of pay equity policies in the state of Michigan

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web table 1 osmosis results solution type volume ml before osmosis volume ml after osmosis 100 distilled water 50ml 30ml 100 corn syrup 98ml 110ml 10 corn syrup 90 distilled water 50ml 60ml control 0ml 10ml table 2 observations of eggs after osmosis 100 distilled water 100 corn syrup 10 corn syrup 90 distilled