

THE COMPARABLE WORTH CONTROVERSY

Henry J. Aaron & Cameran M. Lougy

The Comparable Worth Controversy

R Barnett



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 Comparable Worth, 1985 Comparable Worth United States Commission on Civil Rights, 1985

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 *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 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 **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 **Personnel Literature** United States. Office of Personnel
Management. Library,1986 **The Comparable Worth Controversy** Margaret R. Davis,Robert G. Spiegelman,1982

The Comparable Worth Controversy Book Review: Unveiling the Power of Words

In some sort of driven by information and connectivity, the power of words has become more evident than ever. They have the capability to inspire, provoke, and ignite change. Such may be the essence of the book **The Comparable Worth Controversy**, a literary masterpiece that delves deep into the significance of words and their impact on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book's key themes, examine its writing style, and analyze its overall affect readers.

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