

# Economics of Comparable Worth

Killingsworth, Mark R.

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# Economics Of Comparable Worth

**Daniela Niemeyer**



## **Economics Of Comparable Worth:**

**The Economics of Comparable Worth** Mark Aldrich, Robert B. Buchele, Robert Buchele, 1986 *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 *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** 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 **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 Comparable Worth M. Anne Hill, Mark R. Killingsworth, 1989 *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 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 A Closer Look at Comparable Worth Anita U. Hattiangadi, Amy M. Habib, 2000 The Economics of Comparable Worth Peter Gilbert, 1986

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

**Dialogue on Comparable Worth** Michael Evan Gold,1983 *The Elgar Companion to Feminist Economics* Janice Peterson,Margaret Lewis,2001-01-01 Comprehensive reference work introducing readers to the field of feminist economics It addresses key concepts as well as feminist economic critiques and reconstructions of major economic theories and policy debates

*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

**Modern Labor Economics** Ronald G. Ehrenberg,Robert S. Smith,Kevin F. Hallock,2025-05-20 Modern Labor Economics Theory and Public Policy now in its fifteenth edition continues to be the leading text for one semester courses in labor economics at the undergraduate and graduate levels It offers a thorough overview of the modern theory of labor market behavior and reveals how this theory is used to analyze public policy Designed for students who may not have extensive backgrounds in economics the text balances theoretical coverage with examples of practical policy applications that allow students to see concepts in action The authors believe that showing students the social implications of the concepts discussed in the course will enhance their motivation to learn Consequently this text presents numerous examples of policy decisions that have affected and been affected by the ever shifting labor market This new edition continues to offer the following a balance of relevant contemporary examples coverage of the current economic climate an introduction to basic methodological techniques and problems tools for review and further study This fifteenth edition presents updated data and examples throughout and offers greater coverage of monopsonistic labor markets including anti trust regulations and rulings the economics of education the gender pay gap recent developments in unions and unemployment plus new material on the work from home trend and AI

Supplementary materials for students and instructors are also available

[A Closer Look at Comparable Worth](#) Robert E. Williams,Lorence L. Kessler,1984 *Feminism Without Illusions* Elizabeth Fox-Genovese,1991 In arguing that feminism has neither adequately acknowledged its ties to individualism nor squarely faced the extent to which many of its campaigns for social justice are based on the insistence of rights for the individual over good of the community thi

*Public Sector Payrolls* David A. Wise,2008-04-15 An estimated one out of five employees in this country works for some branch of government Because policies concerning the compensation of these employees rest on assumptions about the economic dynamics of the public sector the issue of public sector employment is of vital importance in the analysis of the national economy In Public Sector Payrolls leading economists explore the independent and interdependent functioning of the public

and private sectors and their effect on the economy as a whole The volume developed from a 1984 National Bureau of Economic Research conference focuses on various labor issues in military and other governmental employment Several contributors discuss compensation in the armed forces and its relationship to that in the private sector as well as the interaction between the military and the private sector in the employment of youth This latter is of particular interest because studies of youth employment have generally ignored the important influence of military hiring practices on labor market conditions In other contributions the response of wages and employment in the public sector to economic conditions is analyzed and a detailed study of government pension plans is presented Also included is a theoretical and empirical analysis of comparable worth in the public sector from the viewpoint of analytical labor economics The volume concludes with a look at public school teachers salaries in the context of current debates over improving the quality of American education A valuable resource to policymakers Public Sector Payrolls will be an important addition to research in the field of labor economics

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