



DOING  
COMPARABLE  
WORTH

Gender, Class,  
and Pay Equity

Joan Acker

# Doing Comparable Worth Gender Class Pay Equity

**Joel Krieger**



## **Doing Comparable Worth Gender Class Pay Equity:**

**Doing Comparable Worth** Joan Acker, 1991-02-21 Doing Comparable Worth is the first empirical study of the actual process of attempting to translate into reality the idea of equal pay for work of equal value This political ethnography documents a large project undertaken by the state of Oregon to evaluate 35 000 jobs of state employees identify gender based pay inequities and remedy these inequities The book details both the technical and political processes showing how the technical was always political how management manipulated and unions resisted wage redistribution and how initial defeat was turned into partial victory for pay equity by labor union women and women s movement activists As a member of the legislative task force that was responsible for implementing the legislation requiring a pay equity study in Oregon Joan Acker gives an insider s view of how job evaluation job classification and the formulation of an equity plan were carried out She reveals many of the political and technical problems in doing comparable worth that are not evident to outsiders She also places comparable worth within a feminist theoretical perspective In the series Women in the Political Economy edited by Ronnie J Steinberg

**Race, Ethnic, and Gender Earnings Inequality** Donald Tomaskovic-Devey, 1994 Feminist Ethics and Social Policy Patrice DiQuinzio, Iris Marion Young, 1997-08-22 Feminist Ethics and Social Policy presents complex social issues in light of a feminist ethical perspective The spirited essays collected here critique gender blindness and biases in traditional ethical theory while developing more gender sensitive theories and concepts Taken together they conceptualize issues of right action social justice and the human good out of the specifically gendered experience of diverse groups of women

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 Oxford Companion to Politics of the World* Joel Krieger, 2001-08-02 The world has seen dramatic changes since the publication of the first edition of The Oxford Companion to Politics of the World in 1993 In the post Cold War world globalization now offers wealth and opportunities on a broader scale as well as greater international harmony but threatens to reinforce the advantage gap between wealthy and poor regions and intensify environmental degradation Conflict and squalor expressed in brutal brushfire wars epidemics and chronic underdevelopment vie with equally dramatic accounts of growth and democracy associated with a liberal political order and the global diffusion of trade investment and communications Drawing on the breadth of the first edition this updated edition reflects the changing world with a reassessment of many of the core themes of the Companion and new articles on the people concepts and events that have shaped the world since 1993 The second edition includes biographies of Kofi Annan Tony Blair Bill Clinton and Gerhard Schröder articles on events such as the Rwandan Genocide and the war in Kosovo and coverage of international trade developments such as NAFTA and the World Trade Organization Eighty seven of the 672 articles in the Second Edition are completely new most others are thoroughly revised This edition also features a

substantial new set of articles a dozen essays on critical issues written by influential figures Recognizing the importance of including varying viewpoints the editors have commissioned these essays to provide an informed and often passionate debate on controversial topics Discussions include Lani Guinier and Glenn Loury on Affirmative Action Francis Fukuyama and Milton Fisk on the Limits of Liberal Democracy and Lloyd Axworthy and John Bolton on the United Nations The contributors discuss nearly every nation in the world including extensive information on institutions political parties leaders and the sources of political mobilization and conflict The volume also includes biographies of more than seventy five political leaders and thinkers who have shaped the contemporary political world Articles include detailed discussions of critical historical developments and events concepts international law and organizations The Oxford Companion to Politics of the World Second Edition is an accessible timely thought provoking and comprehensive reference that captures the complexity and vitality of contemporary world affairs

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

*Women and Work* Sonia Carreon, Amy Cassedy, Kathryn Borman, Paula J. Dubeck, 2013-11-26 Focuses on vital contemporary issues Women in the work force today are still subjected to the glass ceiling sexual discrimination income inequality stereotyping and other obstacles to equal employment and professional advancement Now a collection of 150 original articles written for this handbook explores the challenges and career blocks that today s women face in the workplace discuss important contemporary issues and offers a wide range of facts and data on women s employment Offers insights and information The Handbook answer hundreds of questions as it illuminates current achievements and obstacles to success for women in the marketplace Drawing upon a growing body of research in the social and behavioral sciences the articles provide insights into such issues as the sex segregation of occupations comparable worth women in traditionally male occupations career plans of college women gender bias in job evaluations and personnel decisions sexual harassment the gendered culture of organizations the effects of maternal employment on children and child care and more The articles draw on extensive research and studies on women in the workplace across the U S and around the world A valuable research aid This handbook presents the reader with a broadly based understanding of women s work experiences and provides a useful set of sources for in depth research It is a valuable reference for professors librarians researchers guidance counselors and students who need reliable up to date information The handbook includes a subject and name index

Reader's Guide to the Social Sciences Jonathan Michie, 2014-02-03 This 2 volume work includes approximately 1 200 entries in A Z order critically reviewing the literature on specific topics from abortion to world systems theory In addition nine major entries cover each of the major disciplines political economy management and business human geography politics sociology law psychology organizational behavior and

the history and development of the social sciences in a broader sense

**Pay Equity, a New Approach to a Fundamental Right** Canada. Pay Equity Task Force, 2004 This is the report of a task force whose basic objective was to conduct a comprehensive review of the current equal pay provisions of the Canadian Human Rights Act section 11 as well as the Equal Wages Guidelines of 1986 Work of the task force included consultations public hearings roundtables private meetings research and a symposium to provide information about the wide range of issues relevant to a review of pay equity legislation The first four chapters review wage inequalities in Canada within designated groups in the labour market the Canadian legislative response to wage inequality the current pay equity model and its limitations and proactive models legislation in the public sectors of various provinces Chapter 5 outlines a model that the task force recommends to replace the current legislation Subsequent chapters address issues which arise in connection with this proposed model including the scope of application the elements of a pay equity plan employee participation predominance of certain groups in job classes evaluating gender predominant job classes estimating correcting wage gaps allowable exemptions maintenance of pay equity enforcement timelines transition to new legislation pay equity and collective bargaining and the role of oversight agencies Recommendations made throughout the report are also listed at the end Appendices include excerpts from relevant legislation

Squaring Up Mary Carolyn King, 2025-12-10 Despite three decades of progress American women's incomes still average just over half of those of men This income gap is both a cause and a symptom of gender inequity The gap means that women are only half as able as men to support themselves and their families are too often mired in poverty and have less power than men do in their families communities and governments In this book economists present readable informative and compelling assessments of several policy strategies capable of bringing down the barriers to economic equality for women and men More specifically Squaring Up discusses the potential of ten different strategies to raise women's incomes These strategies fall into three categories those intended to reduce the negative impact of childrearing on women's incomes those designed to raise the wages in the jobs where most working women are concentrated and those focused on moving women into better paying positions The chapters on each policy strategy represent both a state of the art assessment of the potential of each strategy to raise American women's incomes and an introduction to the topic that includes information on current programs and directs the reader to the most important literature on the topic The policies considered constitute a pluralist agenda for women one that can be supported by people across the American political spectrum as it calls for support for stay at home mothers poor women women in stereotypical women's jobs women in non traditional employment high powered women executives and older women This book features contributions from many of the best economists working on issues of relevance to women today including Nancy Folbre recent recipient of a MacArthur genius fellowship and Barbara Bergmann previous president of the International Association for Feminist Economics and author of The Economic Emergence of Women Squaring Up is designed for courses in a wide range of disciplines including public policy political science economics

sociology and women's studies It is also intended for policy makers opinion leaders activists and the general public interested in women's issues

**Survey of Social Science: A** Frank Northen Magill,1994 *Pay Equity, Minimum Wage and Equality at Work* Jill Rubery,2003

**The Quarterly Review of Economics and Finance** ,1999 **Industrial & Labor Relations Review** ,1994 Collective Bargaining in Higher Education City Univ. of New York, NY. Bernard Baruch Coll. National Center for the Study of Collective Bargaining in Higher Education and the Professions,National Center for the Study of Collective Bargaining in Higher Education and the Professions (U.S.). Conference,1990 This report of proceedings provides transcripts of 14 speeches concerning collective bargaining in higher education Conference themes were unionized employment relations and the economic political and legal issues of the 1990s that are viewed as being influential in the collective bargaining process The speeches are as follows Union Employment Relationships in the 1990 s John R Stepp Mutual Gains Bargaining for Higher Education Raymond A Friedman Negotiation Models for the 1990 s Louis Stollar Retirement Options of the Future Clifton Wharton Faculty Compensation in the 1990 s Arnold Cantor Salary Equity Four Cell Lois Haignere Health Care Cost Containment in the 1990 s William Hembree Life in the Academy after University of Pennsylvania v EEOC Ann H Franke Confidentiality and the Tenure Review Process after University of Pennsylvania v EEOC Mark D Hopson Anti Discrimination Law and Academic Freedom after University of Pennsylvania v EEOC Charles Shanor Keeping Academics Out of Court Judicial Responses to Faculty Litigation and How To Avoid It Barbara A Lee Campus Bargaining and the Law The Annual Update Nicholas DiGiovanni Jr Union's Role in Politics in the 1990 s Lobbying and Coalition Building G Terry Madonna and Political Action and Public Sector Higher Education Unions California and Hawaii Two Success Stories VirginiaAnn G Shadwick References follow papers GLR

**The Social Construction of Gender** Judith Lorber,Susan A. Farrell,1991 Essentialist notions of gender difference are being challenged increasingly by research on the social construction of gender Lorber and Farrell present a key collection of current research which illustrates how the constructivist approach has been applied to a variety of issues including those centred on the family the workplace social class ethnic identity and politics Much of the recent work in this area has appeared in the journal *Gender and Society* which is the genesis of most of the papers in this volume A Closer Look at Comparable Worth Anita U. Hattiangadi,Amy M. Habib,2000 *Collective Bargaining in Higher Education* National Center for the Study of Collective Bargaining in Higher Education and the Professions (U.S.). Conference,1990 This report of proceedings provides transcripts of 14 speeches concerning collective bargaining in higher education Conference themes were unionized employment relations and the economic political and legal issues of the 1990s that are viewed as being influential in the collective bargaining process The speeches are as follows Union Employment Relationships in the 1990 s John R Stepp Mutual Gains Bargaining for Higher Education Raymond A Friedman Negotiation Models for the 1990 s Louis Stollar Retirement Options of the Future Clifton Wharton Faculty Compensation in the 1990 s Arnold Cantor Salary Equity Four Cell Lois Haignere Health Care Cost

Containment in the 1990 s William Hembree Life in the Academy after University of Pennsylvania v EEOC Ann H Franke  
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Shadwick References follow papers GLR **Starting Salary Differences Between Women and Men** Mary E.  
Graham,1993 **America, History and Life** ,1993 Article abstracts and citations of reviews and dissertations covering the  
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