

1. Record Nr.	UNINA9910828407903321
Titolo	Pay equity : empirical inquiries // Robert T. Michael, Heidi I. Hartmann, and Brigid O'Farrell, editors ; Panel on Pay Equity Research, Committee on Women's Employment and Related Social Issues, Commission on Behavioral and Social Sciences and Education, National Research Council
Pubbl/distr/stampa	Washington, D.C., : National Academy Press, 1989
ISBN	1-280-21465-1 9786610214655 0-309-54297-9 0-585-14392-7
Edizione	[1st ed.]
Descrizione fisica	xiv, 258 p. : ill
Altri autori (Persone)	MichaelRobert T HartmannHeidi I O'FarrellBrigid
Disciplina	331.2/1
Soggetti	Pay equity Wages
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Selected papers of a workshop held in Sept. 1987.
Nota di bibliografia	Includes bibliographies and index.
Nota di contenuto	Pay Equity -- Copyright -- Contents -- PREFACE -- ACKNOWLEDGMENTS -- WORKSHOP PARTICIPANTS -- PANEL MEMBERS -- RESEARCHERS -- DISCUSSANTS -- STAFF -- GUESTS -- PAY EQUITY: ASSESSING THE ISSUES -- THE EMPERICAL INQUIRIES -- Gender Differences in Wages: Wage Determination for Individuals -- Male-Female Salaries and Promotions in a Large, Private Firm -- Occupational Segregation and Earnings -- Labor Market Crowding and Earnings of Women -- Sex-Role, Occupational Choice, and Salary -- Jobs and Occupations as the Unit of Analysis -- Effects of Demographic Composition on Pay Rates for Jobs -- Occupational Differences and Earnings -- Implementation of Comparable Worth Policies -- Iowa's Comparable Worth Plan -- Pay Equity in Minnesota -- Women's Pay in Australia, Great Britain, and the United States -- CONCLUSION -- Research Consensus -- Research Needs -- PART I GENDER

DIFFERENCES IN WAGES: WAGE DETERMINATION FOR INDIVIDUALS -- 1  
Salaries, Salary Growth, and Promotions of Men and Women in a Large,  
Private Firm -- The Firm -- Method -- Sample and Measures --  
Analyses -- Results -- Decomposition of Salary Differences --  
Decomposition of Salary Growth Differences -- Decomposition of  
Promotion Differences -- Effect of Percentage Female -- Discussion --  
Acknowledgments -- References -- COMMENTARY -- References -- 2  
Measuring the Effect of Occupational Sex and Race Composition on  
Earnings -- Research Method -- Discussion of the Data -- Empirical  
Results -- Jobs with a Disproportionate Number of Women and  
Minorities -- Empirical Results by Industrial Sector -- Summary and  
Conclusion -- References -- 3 Effects of Excess Supply on the Wage  
Rates of Young Women -- Investigating Crowding Effects --  
Differences in Female Labor Markets -- Differences by Occupation --  
Methods -- General Labor Market Variables -- Key Explanatory  
Variables -- Empirical Results.  
Occupation -- Personal Characteristics -- Alternative Causal  
Explanations -- Conclusions -- Acknowledgments -- References -- 4  
The Effects of Sex-Role-Related Factors on Occupational Choice and  
Salary -- The Occupational Choices of Men and Women -- The  
Influence of Sex-Role-Related Factors -- Occupational Information --  
Self-Confidence -- Risk-Taking Behavior -- Integrating Sex-Role-  
Related Factors -- Summary and Implications -- References -- PART II  
JOBS AND OCCUPATIONS AS THE UNIT OF ANALYSIS -- 5 Pay the Man:  
Effects of Demographic Composition on Prescribed Wage Rates in the  
California Civil Service -- The Setting -- Hypotheses -- Data and  
Methods -- The Sample -- Operationalization -- Cross-Sectional  
Analyses -- Effects of Demographic Composition -- Educational and  
Experience Requirements -- Penalties Associated with the Presence of  
Women and Nonwhites in a Job -- Trend Analyses -- Enduring Jobs:  
Cross-Sectional Regressions, 1979 and 1985 -- Comparing 1985  
Penalties in Enduring Jobs and Job Births -- Longitudinal Analyses --  
Examining the Crowding Hypothesis: The Interaction Between  
Employment Growth and Changes in Demographic Composition --  
Summary and Implications -- Acknowledgments -- References --  
Appendix -- COMMENTARY -- Reference -- 6 Comparable Worth,  
Occupational Labor Markets, and Occupational Earnings: Results from  
the 1980 Census -- Alternative Theories and Literatures -- Theory and  
Hypotheses -- Previous Tests of Related Theory -- Method --  
Measurement of Job Content -- Measurement of Occupational Labor  
Market Conditions -- Measurement of Annualized Earnings -- Results  
-- Descriptive Analyses -- Multivariate Analyses -- Discussion --  
Acknowledgments -- References -- 7 Occupational Segregation,  
Compensating Differentials, and Comparable Worth -- Possible Causes  
of Sex Differences -- Differences in Productivity.  
Differences in Utility Functions -- Discrimination -- Analytic  
Framework -- Estimation Issues -- The Data -- Estimated Wage  
Equations -- Results -- Adding Demographic and Personal  
Characteristics -- Adding the Full Set of "Comparable Worth" Factors --  
Results for Other Ethnic Groups -- Changes in Sex Composition --  
Summary and Conclusions -- References -- COMMENTARY -- PART III  
COMPARABLE WORTH IMPLEMENTATION -- 8 Comparable Worth and  
the Structure of Earnings: The Iowa Case -- Historical Background --  
Hypotheses -- Methodology and Data -- Results -- Tabulations --  
Human Capital Model -- Comparable Worth Model -- Human Capital-  
Job Attributes Model -- Predicted Pay Ratios -- Conclusions --  
Acknowledgments -- References -- 9 The Impact of Pay Equity on  
Public Employees: State of Minnesota Employees' Attitudes Toward

Wage Policy Innovation -- Policy History -- Content -- Implementation  
-- Wage Changes and Labor Relations -- Data and Methods -- Survey  
Design -- Variables -- Support -- Knowledge -- Experience --  
Perceived Impact -- Material Position -- Organizational Position --  
Ideological Beliefs -- Sample Characteristics -- Findings -- Support --  
Knowledge -- Experience -- Perceived Impact -- Discussion --  
Acknowledgments -- References -- 10 Women's Pay in Australia, Great  
Britain, and the United States: The Role of Laws, Regulations, and  
Human Capital -- Relevance of the Human Capital Model -- Method of  
Analysis -- Results from the Earnings Equations -- The Importance of  
Institutions -- Australia -- Britain -- United States -- Employment and  
Unemployment -- Conclusions -- References -- Appendix: Definition  
of Variables Used in the Regression Equations -- Australia -- Education  
Variables -- Experience -- Children -- Area -- Marital Status -- Great  
Britain -- Education Variables -- Experience -- Children -- Area --  
Marital Status -- United States.  
Education Variables -- Experience -- Children -- Area -- Marital Status  
-- COMMENTARY -- BIOGRAPHICAL SKETCHES OF CONTRIBUTORS --  
INDEX.

---