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Wage Justice: Comparable Worth and the Paradox of Technocratic Reform. By Sara M. Evans and Barbara J. Nelson. By Sara M. Evans and Barbara J. Nelson. Chicago: University of Chicago Press, 1989. 224p. \$24.95.

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"This pathbreaking study sets forth the history of attempts to implement pay equity and evaluates the hidden costs of achieving equity. With candor and intelligence, the authors clearly detail the political, organizational, and personal consequences of comparable worth reform strategies.

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Doing Comparable Worth: Gender, Class, and Pay Equity. Joan Acker Wage Justice: Comparable Worth and the Paradox of Technocratic Reform. Sara M. Evans , Barbara J. Nelson

Doing Comparable Worth: Gender, Class, and Pay Equity

WAGE JUSTICE FOR WOMEN 271 B. THE LEGAL TREATMENT OF GENDER-BASED WAGE DISCRIMINATION 1. The Legal Background: The Equal Pay Act, Title VII, and Gunther The two principal federal laws against gender-based wage discrimination are the Equal Pay Act of 1963 [29 U.S.C. Sec. 206(d)(1990)] and Title VII of the Civil Rights Act of 1964 (42

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Nores: (1) = "comparable worth" job evaluation study underway or completed; (2) = at least one group of employees is in litigation over the issue; (3) = comparable worth wage adjustments contemplated or implemented; (4) = comparable worth wage adjustments implemented after a strike. of each factor equally.

Comparable Worth in the Public Sector

Comparable worth is shorthand for "equal pay for work of equal value" or "equal pay for work of comparable worth." The doctrine of "comparable worth" is an attempt to remedy the inequities of pay which result from a long history of sex-segregated jobs and different pay scales for "female" and "male" jobs.

Comparable Worth: Equal Pay for Work of Equal Value

needs less). In other words, comparable worth is a tool for examining how salaries at a particular workplace are and should be determined. In addition to variable meanings, different terms also refer to comparable worth. These include: pay equity or parity, wage justice and job worth. COMPARABLE WORTH: A movement to get wages in any one

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comparable worth entitled *Between Feminism and Labour*. Sara M. Evans is Professor of History at the University of Minnesota. She is the co-author, with Barbara J. Nelson, of *Wage Justice: Comparable Worth and the Paradox of Technocratic Reform*. Roslyn L. Feldberg is a sociologist interested in women's employment.

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Evans, Sara M. and Nelson, Barbara J. (1989) *Wage Justice: Comparable Worth and the Paradox of Technocratic Reform* (Chicago: University of Chicago Press). Google Scholar Feldberg, Roslyn L. (1980) "Union Fever": Organizing Among Clerical Workers, 1900-1930, *Radical America*, vol. 14, no 3 (May-June).

Gender and Class in Comparable Worth | SpringerLink

Wage Gap versus Comparable Worth Male-female income disparity"referred to as the "gender wage gap," the gender earnings gap" and the "gender pay gap" is a statistical indicator of women's wages relative to men's.

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