* Figures *

1.1	Ratio of Female to Male Earnings for Full-Time	5
	Workers	ar.
1.2	Female Hourly Pay and the Proportion of Women in	8
	the Occupation	
4.1	Separate Occupational Groups and the Resulting	68
	Pay Structure	
4.2-4.5	Four Methods for Determining Wages	71
4.6-4.9	Four Methods for Adjusting Pay	78
5.1	Women's Relative Pay: Minnesota and National	101
	Trends	
5.2	Employment Trends in Minnesota	108
5.3	Relative Employment: Minnesota and National	109
	Trends	

* Contents *

List of Figures	ix
List of Tables	xi
Acknowledgments	xiii
Chapter One An Overview	3
Снартев Two Measuring the Underpayment of "Women's Work"	21
CHAPTER THREE Is the Underpayment of "Women's Work" Discrimination?	42
CHAPTER FOUR Implementation of Comparable Worth Policies	57
CHAPTER FIVE The Economic Effects of Comparable Worth	92
CHAPTER SIX Conclusions and Policy Recommendations	130
Notes	137
References	150
Index	16:

* Tables *

1.1	Percentage Distribution of Women and Men by	6
	Major Occupational Groups for 1970 and 1991	20
2.1	Summary of Studies Examining Earnings as a	28
	Function of an Occupation's Sex Composition	40
2.2	Percent of Sex Pay Disparity Accounted for by	40
	Different Factors	
3.1	Summary of Regression Results by Firm Size and	51
	Industrial Sector	
3.2	Summary of Regressions That Include the Female	52
	Occupational Wage as an Explanatory Variable	
4.1	Evaluations from the Minnesota Job Evaluation	61
1.1	Study	
4.2	Types of Comparable Worth Policies Implemented	87
7.2	by State Governments	
4.3	Estimated Cost of Implementing Comparable Worth	88
	The Allocation of Comparable Worth Wage Adjust-	100
5.1	ments in Minnesota State Work Force	• ., .,
	ments in Minnesota State Work Force	107
5.2	Estimated Wage Effects of Comparable Worth Based	1077
	on Fixed-Effects Regressions	116
5A.1	Definitions of Variables Used in Regression Analyses	
5A.2	Ordinary Least Squares Wage Regressions	118
5A.3	Percentage Change in Wages from Comparable	119
	Worth: Fixed-Effects Regression Results	
5A.4	Fixed-Effects Wage Regressions	120
5A.5	Estimated Wage Elasticities from Fixed-Effects	126
.51 2.15	Employment Regressions	
54.6	Fixed-Effects Employment Regressions	127