

CONTENTS

Preface	V
1. Introduction	1
1.1 Some terminology	2
1.2 International perspective.	3
1.3 Format of volume	3
2. Possible sources of inequality in pay	5
2.1 Theoretically expected determinants	5
2.2 Methodologies for measuring male-female pay differences	9
2.3 Evidence on determinants of inequality in pay	12
3. Scope and actual impact of different policy initiatives	15
3.1 Policy initiatives and potential scope to reduce pay inequality	15
3.2 Actual impact of different policy initiatives	17
3.3 Implications for scope of initiatives and for sources of pay gap	20
4. Concept of comparable worth	23
4.1 Aspects of the definition of comparable worth	23
4.2 Comparable worth concept of value	25
4.3 Proactive or complaints based	27
4.4 Proactive application	29
5. Steps involved in applying comparable worth	31
5.1 Identifying male- and female-dominated jobs	31
5.2 Determining the value of the jobs via job evaluation	34
5.3 Establishing relationship between pay and points.	36
5.4 Appropriate wage adjustment.	42
5.5 Concluding observations on implementation steps	46

6. Additional design and implementation issues	49
6.1 Allowable exceptions	49
6.2 No male comparator groups and all-female establishments	51
6.3 Definition of establishment and the employer	52
6.4 Compliance and enforcement mechanisms	53
6.5 Phasing and retroactivity.	54
6.6 Maximums and time-limits	55
6.7 Observations on design features.	56
7. Application in different countries	57
7.1 ILO Conventions and Recommendations	57
7.2 Canada	61
7.3 United States	62
7.4 Australia	65
7.5 Concluding observations.	66
8. Theoretically expected impact of comparable worth	69
8.1 Expected wage and non-wage effects on covered workers	69
8.2 Expected wage effects on non-covered workers	70
8.3 Expected employment and longer run effects	71
9. Evidence from North American cases	73
9.1 Washington State: The earliest experience.	73
9.2 Minnesota state employees: Textbook application	74
9.3 Minnesota local government employees: A contrasting experience.	75
9.4 Iowa: Interest groups and the amendment process	76
9.5 Oregon: From comparable worth to poverty relief	77
9.6 San Jose, California	77
9.7 Simulations of potential impact in various American states	78
9.8 Experience in Canadian complaints-based systems	79
9.9 Manitoba: Proactive application to the public sector.	79
9.10 Ontario: Private as well as public sector application	79
9.11 Summary	81
10. Evidence of impact on wage gap, employment and other aspects	83
10.1 Econometric studies on impact on overall male-female wage gap	83
10.2 Econometric studies of the employment impact	84
10.3 Other impacts	86
10.4 Summary	89
11. Application to the private sector	91
11.1 Current application to the private sector	91
11.2 Potential impact in the private sector	92

11.3 Evidence on impact in the private sector	93
11.4 Implementation problems in the private sector	95
11.5 Concluding observations on private sector application	95
12. Comparable worth in different economic systems and development stages .	97
12.1 European Community	98
12.2 Japanese-style labour markets	100
12.3 Newly industrializing countries	101
12.4 Developing countries	104
12.5 Summary of applicability in different economic systems	105
13. Summary and concluding observations	109
13.1 Earnings gap and potential scope of comparable worth	109
13.2 Design and implementation issues	109
13.3 Application in different countries	110
13.4 Evidence on the impact of comparable worth	111
13.5 Application in different economic systems	112
13.6 Concluding observations	114
Bibliography	117
Figures	
5.1 Male and female pay lines	38