

Contents

	List of tables and figures	vi
	Acknowledgements	viii
Chapter 1	Introduction	1
Chapter 2	Labour market discrimination	12
Chapter 3	Pre-labour market discrimination	34
Chapter 4	Does Comparable Worth distort the labour market?	63
Chapter 5	Empirical evidence of employment effects of Comparable Worth	87
Chapter 6	Can Comparable Worth do much?	123
Chapter 7	Comparable Worth and the gender wage gap	146
	Index	167

List of tables and figures

Tables

3.1	Effects of successful Affirmative Action and Comparable Worth programmes	55
5.1	Female/male relative earnings, 1980–90 (%)	108
5.2	Earnings distribution: percentage of males and females with <60 per cent of mean male wage, 1975 and 1985	113
6.1	US doctorates granted by gender in engineering and education, 1960 and 1990	125
6.2	US doctorates granted by gender in physical sciences and humanities, 1960 and 1990	127
6.3	Proportion of female and male physicians in paediatrics and surgery, 1973–88 (%)	131
6.4	Wages and employment by sex and occupation: engineers and nurses	139
7.1	The identical wage pattern case of engineers and nurses: wage and gender distribution in firms A and B in industry X	148
7.2	Wage and employment of engineers and nurses by gender in high- and low-wage firms	149
7.3	Occupational wage changes in Table 7.2 after implementation of CW in both firms	150
7.4	Wage and gender concentration by job cell, firm, and industry in a two-industry model	159

List of tables and figures

Figures

2.1	Distribution of life expectancy: 30-year-old and 60-year-old men	20
2.2	Overall productivity test scores and discontinuity offset for men and women	27
3.1	Positive and negative CD	44
3.2	No CD	44
4.1	Effect of CW in a non-discriminatory labour market	66
4.2	Effect of crowding on wages and employment after implementation of CW	70
4.3	Male and female wages under monopsony	74
4.4	Employment effects after implementation of CW under monopsony	75