

Comparable Worth

Theories and Evidence



Paula England

Comparable Worth Theories And Evidence Social Institutions And Social Change

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Comparable Worth Paula England, 1992 Do employers pay less for predominantly female jobs than for predominantly male jobs that involve different tasks but are comparable in their demands of skill training effort responsibility and working conditions Are antidiscrimination policy and wage systems based on comparable worth a reasonable idea This overview of the controversial issue of comparable worth integrates perspectives from sociology economics industrial psychology law philosophy and interdisciplinary feminist theory After providing a detailed description of the situation of women in employment today the volume considers how sociological and economic theories of labor markets illuminate the gap in pay between sexes The book also contains chapters on how job evaluation can be used and misused the legal status of comparable worth in federal courts the stance of different feminist philosophies on normative issues of comparable worth and contemporary policy debates on pay equity

Social Justice and Political Change James R Kluegel David S Mason Bernd Wegener, *Social Justice and Political Change* David Mason, 2018-04-17 Analysis and debate about economic and political justice rarely involves research on the views of the common person Scholars often make assumptions about what common people think is fair but for the most part they confine their thinking to a single country and argue on rational or moral grounds with little supporting empirical data *Social Justice and Political Change* involves the collaboration of thirty social scientists in twelve countries and represents broad ranging comparative research The book grows out of a collaborative study of public opinion about social justice Though conceived prior to the revolutions that swept Central and Eastern Europe in 1989 the ISJP did not put its survey into the field until the summer of 1991 in a new climate of open international exchange in social research Employing common methods of data collection and within the limits of translation identical survey instruments the ISJP investigated public opinion in seven newly emerging post Communist countries and five of the world's most influential capitalist democracies with special sensitivity to divergencies in the newly united Germany Among the themes addressed by the volume are the views and beliefs of citizens in the post Communist states on the transition to market economies and parliamentary democracy the role of ideology in legitimating inequality the structural determination of beliefs about justice the processes that shape individual level evaluations and the major implications of public opinion and mass participation in the democratic process

(Why) Do Women Stay Inactive? Shin Young Park, 2025-09-26 Over the past four decades South Korea has undergone a remarkable process of economic development leading to its current status as a renowned centre of innovation and cultural influence Nevertheless beneath this outward appearance a pervasive and profoundly entrenched form of gender inequality pervades the labour market This is evidenced by the country's continuous ranking at the bottom of the glass ceiling index a publication of *The Economist* This study provides a comprehensive analysis of gender inequality in the Korean labour market with a particular emphasis on the cultural political and social dimensions of the issue

Education, Social Status, and Health John Mirowsky, Catherine E.

Ross, Education forms a unique dimension of social status with qualities that make it especially important to health. It influences health in ways that are varied, present at all stages of adult life, cumulative, self-amplifying, and uniformly positive. Educational attainment marks social status at the beginning of adulthood, functioning as the main bridge between the status of one generation and the next, and also as the main avenue of upward mobility. It precedes the other acquired social statuses and substantially influences them, including occupational status, earnings, and personal and household income and wealth. Education creates desirable outcomes because it trains individuals to acquire, evaluate, and use information. It teaches individuals to tap the power of knowledge. Education develops the learned effectiveness that enables self-direction toward any and all values sought, including health. For decades, American health sciences has acted as if social status had little bearing on health. The ascendancy of clinical medicine within a culture of individualism probably accounts for that omission. But research on chronic diseases over the last half of the twentieth century forced science to think differently about the causes of disease. Despite the institutional and cultural forces focusing medical research on distinctive proximate causes of specific diseases, researchers were forced to look over their shoulders back toward more distant causes of many diseases. Some fully turned their orientation toward the social status of health, looking for the origins of that cascade of disease and disability flowing daily through clinics. Why is it that people with higher socioeconomic status have better health than lower status individuals? The authors who are well recognized for their strength in survey research on a broad national scale draw on findings and ideas from many sciences, including demography, economics, social psychology, and the health sciences. People who are well educated feel in control of their lives, which encourages and enables a healthy lifestyle. In addition, learned effectiveness, a practical end of that education, enables them to find work that is autonomous and creative, thereby promoting good health. John Mirowsky and Catherine E. Ross are professors in both the Department of Sociology and Population Research Center at the University of Texas at Austin. Mirowsky and Ross have done the population health community a splendid service by presenting a compelling and complex story for the relationship between social status and health and identifying many important contentious issues for future theoretical debate and empirical exploration. I highly recommend *Education, Social Status, and Health* to all health researchers interested in the social and economic determinants of health and well-being. Gerry Veenstra, Canadian Journal of Sociology Online.

Targeting Guns Gary Kleck, This new paperback comprehensively reviews the research evidence on the links between guns, violence, and gun control, and reports results of the author's own research as well. In *Targeting Guns*, Kleck follows the line of argument and careful statistical inference of his earlier prizewinning volume *Point Blank* while updating the literature reviews and statistical information and adding two chapters. *International Labour Documentation* International Labour Office, Central Library and Documentation Branch, 1994.

[Managing to Care](#) Ann Dill, 2017-09-04 The point of departure for *Managing to Care* is widespread concern that the present delivery of health and social welfare services is fragmented, uncoordinated, inefficient, costly, wasteful, and

ultimately detrimental to clients health and wellbeing Dill traces the evolution of case management from its start as a tool for integrating services on the level of the individual client to its current role as a force behind the most significant trends in health care Those trends include the entrenchment of bureaucracy the challenges of once dominant professions and the rise of corporate control The author s purpose in adopting this analysis is to invite further scrutiny of the case management profession and at the same time to identify new possibilities for its application This volume brings together thoughts developed over many years of observing and participating in case management programs It provides a multilayered perspective of case management showing linkages among its social and historical contexts and the ways it is practiced today in diverse service settings The author emerged convinced about the essential need for care coordination and that present ways of providing care can work against our highest objectives in doing so The paradoxes and contraindications embedded in case management practice became a major theme of the book *Managing to Care* is highly critical of the ways case management has come to absorb and reflect the organizational flaws of the very service systems it was intended to reform Too often management of the case comes to dominate care The author does not call for a rejection of professional systems in favor of a resurrected informal community While much can and should be done to strengthen our ties to one another there will always be people whose problems require more expert help Dill argues here that case management can provide such help and provide it well but only if it is grounded in the human dimension of a caring relation

Entitlement Politics David G. Smith, 2017-07-28 *Entitlement Politics* describes partisan attempts to shrink the size of government by targeting two major federal health care entitlements Efforts to restructure or eliminate entitlements as such and to privatize and decentralize programs along with more traditional attempts to amend and reform Medicare and Medicaid have radically transformed policymaking with respect to these programs However they have failed to achieve fundamental or lasting reform Smith combines historical narrative and case studies with descriptions of the technical aspects and dynamics of policymaking to help the consumer understand how the process has changed evaluate particular policies and outcomes and anticipate future possibilities His account intentionally goes at some length into the substance of the programs the policies that are involved and the views of different protagonists about the major issues in the dispute One unhealthy consequence of politicizing Medicare and Medicaid policy has been to separate public debate from the technical and organizational realities underlying issues of cost containment or program structure Smith considers this development unfortunate since it leaves even informed citizens unable to evaluate the claims being made Ironically strife over Medicare has complicated the political and policy issues in American life Only a serious and genuine bipartisan effort bringing forth the best efforts of both political parties and some of the best industry leaders and policy experts in the field is likely to achieve genuine reform The more people and parties know about the history politics and policies of these programs the better our prospects for devising workable equitable and lasting solutions This volume leads the way toward that understanding

Legal Construct, Social Concept

Larry D. Barnett, 1993 Based on sophisticated demographic analysis Legal Construct Social Concept argues that legal doctrine on social issues is shaped by the needs and values of society rather than by individuals and interest groups and that it evolves in response to social change but has little impact on that change The book also explains why a substantial body of social science research has found that although law may be effective for some types of economic problems its impact on social problems is generally small and of brief duration At least in the United States legal doctrine seems to operate primarily to provide symbols that enhance commitment to the social system and increase the cohesiveness of the system Barnett's approach to legal thought derives from the practices and assumptions of the social sciences particularly sociology and not from those of critical legal studies His main concern is with social issues issues that substantively differ from economic issues In addressing legal thought on social problems with the conceptual framework and quantitative techniques of macrosociology he considers a topic that is infrequently investigated and employs an approach that is infrequently used To illustrate this thesis Barnett presents data on social patterns relevant to three current issues sex discrimination age discrimination and the availability of contraception and abortion His analyses of these data are compared to constitutional philosophy judicial rulings and federal statutes Barnett then turns from the evolution of legal doctrine in the past to its possible change in the future and considers whether active forms of euthanasia are likely to be legalized He concludes with an exploration of additional issues for future research and theory

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