

Pay equity - just wages for women?

Institute of Employment Rights - Gender pay gap exists in all 50 states, but is narrower in some than others



Description: -

- Indians of North America
- School facilities
- Education
- Algebra.
- Arithmetic.
- Mathematics.
- Sex discrimination against women -- Great Britain.
- Pay equity -- Great Britain.
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- Notes: Includes bibliographical references.
- This edition was published in 1994



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Women Deserve Equal Pay

A 1991 study investigating the salary negotiating behaviors and starting salary outcomes of graduating MBA students found that women did not negotiate less than men, but women did obtain lower monetary returns from negotiation—which could have large impacts over the course of a career. Some states also protect employees from retaliation when they openly discuss their pay with co-workers. Solving for pay equity holistically is a tall order, but there is plenty that organizations can do to cultivate an environment that leads to more equitable outcomes for all employees.

Wealth, not just wages, is the way to measure women's equality

This is the or the childbearing penalty. This extra debt makes having less income even more debilitating as women have a harder time paying off student loan debt.

Gender at Work: How to reach pay equity for women and people of color

Westport, CT: Greenwood Press, 2003, pp. Roughly four-in-ten mothers said that at some point in their work life they had taken a significant amount of time off 39% or reduced their work hours 42% to care for a child or other family member. Some employees will feel that they are to blame for how they are paid while others will resent their employers for underpaying them.

Gender pay gap has narrowed, but changed little in past decade

Industrial and Labor Relations Review.

Quick Facts About the Gender Wage Gap

Why does a gender pay gap still persist? Through the labyrinth: The truth about how women become leaders.

Latinas aren't paid fairly—and that's just the tip of the iceberg

In the courts, academic research, and policy, however, there is an additional twist: log-wages are used instead of dollar wages in the regression. Comparatively, only 41 percent of men disagreed that they were paid fairly. In 2005, 53% of women in their 20s working in New York were college graduates, compared with only 38% of men of that age.

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