

Comparable Worth

Theories and Evidence



PAULA ENGLAND

Comparable Worth Theories And Evidence Social Institutions And Social Change

Ann Dill



Comparable Worth Theories And Evidence Social Institutions And Social Change:

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 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

Social Justice and Political Change James R Kluegel David S Mason Bernd Wegener,

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

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.

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.

Talcott Parsons on National Socialism Uta Gerhardt, During the years between the publication of the first of his two major works, *The*

Structure of Social Action 1937 and the writing of his second The Social System 1951 Talcott Parsons was primarily engaged in political activity through the Office of Strategic Services in its efforts to bring about the defeat of the Third Reich and to set the stage for a democratic reconstruction of postwar Germany Beyond Parsons analytic skills the essays reveal a dedicated liberal scholar far removed from the stereotypes with which he came to be pilloried by later critics The essays in this collection are the by products of that special period of intense commitment They reflect a single dominant theme National Socialist Germany is seen as a tragically flawed social system but one requiring the same rigorous analysis Parsons brought to more normal and normative systems Since virulent authoritarianism and even more virulent anti-Semitism were the dominant traits of that system as he saw it Parsons dedicated many pages to each aspect While he did not know the full horror of the Nazi war against the Jews he was able to develop a theoretical framework that continues to be a foundation stone for the analysis of national socialism Gerhardt's editorial labors in the Parsons archive at Harvard have yielded nothing less than a new book by the foremost American sociological theorist of his time This collection of both published and unpublished writings conveys Parsons' cohesive intent To these otherwise fugitive and neglected essays Gerhardt contributes an introductory essay of her own in part biography in part intellectual and social history She discovered Parsons' work on National Socialism while studying his sociology of the professions and his use of medical practice to demonstrate how social science could become an antidote for fascism and authoritarianism Uta Gerhardt is director of the Medical Sociology Unit at Justus Liebig University Giessen She has taught sociology at the Free University of Berlin the University of Konstanz the University of California at Berkeley the San Francisco Medical School the University of London and the University of Wisconsin at Madison The present volume comes out of her sabbatical year as Research Affiliate of the Minda de Gunzburg Center for European Studies of Harvard University

The North American Trajectory Neil Nevitte, 2017-07-05 North America is steering a new course with the United States Canada and Mexico moving toward continental economic integration This book examines basic value changes that are transforming economic social and political life in these three countries demonstrating that they are gradually adopting an increasingly compatible cultural perspective A narrow nationalism dominant since the 19th century has slowly been giving way to a more cosmopolitan sense of identity As old economic boundaries become outmoded a North American perspective makes greater sense To what extent then do the three North American publics each with its own heterogeneities and tensions share a common culture That question can only be answered if we have some yardstick by which to measure their cultural similarity These societies are far from identical But data from the 1990-1991 World Values survey drawn from 43 societies around the world show that on crucial topics the core values of the American public are significantly closer to those of the Canadians and to a somewhat lesser extent to those of the Mexicans than they are to those of most other peoples in the world Furthermore time series evidence indicates that the values of the three North American publics have been converging This book draws on a unique body of directly comparable

cross national and cross temporal survey evidence to show that what Americans Canadians and Mexicans want out of life is changing in analogous ways These changes coupled with sociostructural transformations are reshaping peoples feelings about national identity about trusting each other and about the balance between economic and non economic goals North American economic integration is being reinforced by the gradual emergence of increasingly similar cultural values

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 Recent Acquisitions Ohio State University. College of Law. Library,1993 *The Disposable Work Force* Thomas Moore,2018-02-06 The twenty first century has witnessed a transformation of the organization opportunities and terms of work Downsizing restructuring and outsourcing are the forces altering employment relationships throughout the work force Those who tend to see the future in a positive light view the evolving role between employer and employee as empowering for the individual This book examines the consequences of economic instability due to job loss and the displacement of millions of workers It draws upon case studies of worker displacement as well as national labor force surveys Thomas S Moore finds that consequences of economic instability are productivity slowdown increased disparities in earnings and income and higher average unemployment He assesses the extent of job loss nationwide its costs to the individuals directly affected and the way in which the incidence of displacement and earnings loss has shifted over time Although drawn from an earlier period the data have an obvious relevance to today s labor markets Moore argues for an employment and training system that gives employers an incentive to invest in the skills of their employees Federally funded training programs have not improved the earning ability of displaced

and disadvantaged workers and state sponsored programs tend to exclude those most in need of assistance Moore suggests direct employer investment in the general skills of employees Initially published in a different economic downturn this continues to be a must read book for all economists sociologists and policymakers

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 ascendance 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

The Politics of Medicare Theodore R. R. Marmor, 2017-07-05 On July 30 1965 President Johnson flew to Independence Missouri to sign the Medicare bill The new statute included two related insurance programs to finance substantial portions of the hospital and physician expenses incurred by Americans over the age of sixty five Public attempts

to improve American health standards have typically precipitated bitter debate even as the issue has shifted from the professional and legal status of physicians to the availability of hospital care and public health programs In *The Politics of Medicare* Marmor helps the reader understand Medicare's origins and he interprets the history of the program and explores what happened to Medicare politically as it turned from a legislative act in the mid 1960s to a major program of American government in the three decades since This is a vibrant study of an important piece of legislation that asks and answers several questions How could the American political system yield a policy that simultaneously appeased anti governmental biases and used the federal government to provide a major entitlement How was the American Medical Association legally overcome yet placated enough to participate in the program And how did the Medicare law emerge so enlarged from earlier proposals that themselves had caused so much controversy

State Autonomy Or Class Dominance? G. William Domhoff, In his new book G William Domhoff provides the most thorough critique to date of state autonomy theory as it has been applied to the American federal government The view under attack holds that the federal government rather than the banks and corporations wields greater power in the United States Utilizing new arguments and new archival findings this book challenges every case study that state autonomy theorists have done on the Progressive Era the New Deal and World War II Domhoff then concludes with an analysis of why the theory received so much attention In addition to demonstrating the weaknesses of state autonomy theory in the case of the U S the book presents a step by step statement of the author's non Marxian class dominance theory defining each concept clearly and suggesting the kind of evidence necessary to support it The chapters on the origins of the Social Security Act 1935 and on the role of corporations in the industrial mobilization for World War II lead to general statements on the factors that limit the effectiveness of liberal and labor political forces in America the chapter on the Progressive Era contains an analysis of why the corporate community has been more powerful in the United States than in Europe Although it is part of a continuing debate with other experts the author has marshaled his argument in a style that is always accessible As a result the book is ideal for use in courses in which the instructor wants to compare and contrast original presentations of rival viewpoints by major proponents of the debated theories

Families in Troubled Times Rand Conger, 2020-11-25 This book documents the experiences of rural Iowa families who lived through the farm crisis years of the 1980s in a fashion that might help families of the future cope more successfully with economic reversals The documentation could be used to fashion more effective social policies

Beside the Golden Door James D. Wright, Beth A. Rubin, Joel A. Devine, Written for the general public as well as for specialists this volume details some of the numerous dimensions of the homelessness issue the rise in poverty the decline of low income housing problems in counting the homeless the role of familial estrangement mental illness substance abuse and health status and behaviors The authors conclude with discussions of rural versus urban homelessness street children in Latin America and homelessness in postindustrial societies

International Labour Documentation International Labour Office. Central Library and

Documentation Branch,1994 *The Greatest of Evils* Joel A. Devine,James David Wright, The debate on persisting poverty in the United States somewhat dampened for the past decade has now been fully rekindled Devine and Wright have entered that debate with an analysis that is both quantitative and qualitative informed on the one side by urban ethnography and steeped in official statistics and relevant data on the other The result is an incisive and cogently documented narrative account leading to policy recommendations for a new president and a new era In *The Greatest of Evils* Devine and Wright develop three principal themes First they argue that poverty is by no means monolithic each subgroup within the population in poverty tends to have different problems Secondly the so called underclass within the poverty population represents a new and especially corrosive development one that cannot be analyzed in traditional terms nor dealt with in traditions ways Thirdly the War on Poverty of the Sixties was not the unmitigated disaster that so many have come to believe and offered a boldness of vision that today s poverty policies tend to lack In exploring these themes the authors show how the social and economic costs of poverty related problems exceed what it will cost to find remedies that address the underlying causes of residual poverty *Comparable Worth* Paula England,2017-07-05 This volume provides a detailed description of the situation of women in employment in the early 1990s and considers how sociological and economic theories of labor markets illuminate the gap in pay between the sexes *The Myth of the Madding Crowd* Clark McPhail,2017-09-29 Crowd behavior is one of the most colorful but least understood forms of human social behavior This volume is a major contribution to the field of collective behavior with implications for social movement analysis McPhail s critical assessment of the major theories of crowd behavior establishes that whatever their particular limitations and strengths all share a general and serious flaw their explanations were developed without prior examination of the behaviors to be explained Drawing on a wide range of empirical studies that include his own careful field work the author offers a new characterization of temporary gatherings He presents a life cycle of gatherings and a taxonomy of forms of collective behavior within gatherings as well as combinations of these forms and gatherings into larger events campaigns and waves McPhail also develops a new explanation for various ways in which purposive actors construct collective actions

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