

Unlevel Playing Fields Understanding Wage Inequality And Discrimination

Paperback

Unlevel Playing Fields Understanding Wage Inequality Gender, Inequality, and Wages Wage Inequality in Latin America Wage Inequality and Family Labor Supply Wage Inequality and Industrial Change Wage Inequality Rich Get Richer, The: American Wage, Wealth And Income Inequality Earnings Inequality The Role of Firms in Wage Inequality Policy Lessons from a Large Scale Cross-Country Study Gender, Inequality, and Wages Income Inequality in America Wage Inequality and Structural Change Unlevel Playing Fields Economic Inequality and Income Distribution Wage Inequality, Earnings Inequality and Poverty in the U.S. Over the Last Quarter of the Twentieth Century Wage Inequality and Unemployment Wage Inequality in Africa Inequality and Labor Market Institutions International Trade, Wage Inequality and the Developing Economy Randy Pearl Albelda Chul Chung Francine D. Blau Julián Messina Chinhui Juhn Chinhui Juhn Francine D. Blau Thomas Hyclak Robert H. Haveman OECD Francine D. Blau Paul Ryscavage Joanna Tyrowicz Albelda D. G. Champernowne Giuseppe Bertola Shirley Johnson-Lans Ms. Florence Jaumotte Sugata Marjit

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the authors intend this book to act as a short topical and issue based supplement for courses dealing with race and gender studies economics women s studies sociology and public policy where concern needs to be directed against wage inequality

this paper investigates the trend of the wage inequality and the metropolitan wage premium in the united states during the 1980s two distinct sets of literature documented that the wage inequality between skilled and unskilled workers and the metropolitan wage premium have risen significantly during the decade when we combine these two sets of evidence and consider the interaction between skill and location however the increasing trends of the skill wage gap and the metropolitan wage premium almost disappear most of the dynamic changes are picked up by the interaction term an extra metropolitan wage premium for skill which rises significantly over the decade as a partial explanation we find an increasing trend of the skill wage inequality across industries and occupations within metropolitan areas relative to non metropolitan areas this finding suggests that the skill biased technology alone may not sufficiently explain the growing wage inequality and it can be interpreted as a metropolitan specific phenomenon to an extent

in all western societies women earn lower wages on average than men the gender wage gap has existed for many years although there have been some important changes over time this volume of collected papers contains extensive research on progress made by women in the labor market and the characteristics and causes of remaining gender inequalities it also covers other dimensions of inequality and their interplay with gender such as family formation wellbeing race and immigrant status the author was awarded the 2010 iza prize in labor economics for this research part i comprises an introduction by the editors part ii probes and quantifies the explanations for the gender wage gap including differential choices made in the labor market by men and women as well as labor market discrimination and employment segregation it also delineates how the gender wage gap has decreased over time in the united states and suggests explanations for this narrowing of the gap and the more recent slowdown in wage convergence part iii considers international differences in the gender wage gap and wage inequality and the relationship between the two part iv considers a variety of indicators of gender inequality and how they have changed over time in the united states painting a picture of significant gains in women s relative status across a number of dimensions it also considers the trends in female labor supply and what they indicate about changing gender roles in the united states and considers a successful intervention designed to increase the relative success of academic women part v focuses on inequality by race and immigrant status it considers not only race difference in wages and the differential progress made by african american women and men in reducing the race wage gap but also race differences in wealth which are considerably larger than differences in wages it also examines immigrant native differences in the use of transfer payments

and the impact of gender roles in immigrant source countries on immigrant women's labor market assimilation in the U.S. labor market publisher

What caused the decline in wage inequality of the 2000s in Latin America? Looking to the future, will the current economic slowdown be regressive? Wage inequality in Latin America: understanding the past to prepare for the future addresses these two questions by reviewing relevant literature and providing new evidence on what we know from the conceptual, empirical, and policy perspectives. The answer to the first question can be broken down into several parts, although the bottom line is that the changes in wage inequality resulted from a combination of three forces: a) education expansion and its effect on falling returns to skill; the supply side story; b) shifts in aggregate domestic demand; and c) exchange rate appreciation from the commodity boom and the associated shift to the nontradable sector that changed interfirm wage differences. Other forces had a non-negligible but secondary role in some countries while they were not present in others. These include the rapid increase of the minimum wage and a rapid trend toward formalization of employment, which played a supporting role but only during the boom. Understanding the forces behind recent trends also helps to shed light on the second question. The analysis in this volume suggests that the economic slowdown is putting the brakes on the reduction of inequality in Latin America and will likely continue to do so, but it might not actually reverse the region's movement toward less wage inequality.

Using data from the March CPS and the 1960 census, this paper describes earnings and employment changes for married couples in different types of households stratified by the husband's hourly wage. While the declines in male employment and earnings have been greatest for low wage men, employment and earnings gains have been largest for wives of middle and high wage men. These findings cast doubt on the notion that married women have increased their labor supply in the recent decades to compensate for the disappointing earnings growth of their husbands. We conclude that own wage effects dominate cross effects between husband and wife in accounting for changes in male and female employment.

Using data from the 1940-1980 decennial census and the 1988-1992 March Current Population surveys, this paper examines the impact of industrial change on male wage inequality over a period of five decades. 1940-1990 alternative measures of skill, such as the wage percentile, education, and occupation, indicate that wage inequality between more and less skilled male workers fell substantially during the 1940s and increased most dramatically during the 1980s. Examination of industrial change over this longer time period shows that the demand for the most highly educated and skilled male workers relative to

the least skilled male workers increased no faster during the 1970s and the 1980s than during the earlier decades in contrast the demand for men in the middle skill categories such as those in basic manufacturing expanded during the 1940s and the 1950s and contracted severely during the 1970s and 1980s this suggests that the growth of jobs in the middle skill categories may be closely related to overall wage inequality cross sectional regressions based on state level data also show some empirical support for the hypothesis that a decline in demand for medium skilled groups increases overall wage inequality

compares trends in wage inequalities in the usa and nine other industrialized countries in the middle to late 1980s concludes that wages are more unequal in the usa than they are in other advanced economies

inequality of wages among workers and inequality of income and wealth among families and households has been rising steadily for the past half century in the united states and other developed economies however the united states stands out for having the most unequal wage and income distributions to begin with and for experiencing the fastest rise in inequality over the following decades while this has been a long developing situation and the subject of academic interest for some time it is only in the last decade or so that inequality has attracted considerable public attention and become a political issue inequality has also become a subject of renewed interest among economists with a growing number of scholars engaged in the development of new databases and the analysis of the causes and effects of increased inequality this book provides an overview of the economic analysis of wage income and wealth inequality in the united states with a focus on this recent research it provides the reader with an understanding of the complex causes of rising inequality the serious consequences that make rising inequality an issue for public policy and the potential policy actions that might be taken to slow or reverse rising inequality the author presents an economic and statistical analysis in clear non technical language to allow the general reader or student in an undergraduate course to learn the insights that economists have gained into the issue of inequality in advanced economies the book contends that rising wage inequality among workers and income and wealth inequality among families reflects the complex interaction of profound changes in the us economy over the last half century these are not limited to economic changes like new technology increased globalization changes in the internal structure of firms and the rise of new growth sectors in tech finance and health care of additional critical importance are changes in public opinion and political platforms and policies that replaced the new deal view of the economic role of government with a pro business free market philosophy that has changed labor market policy in a direction promoting increased inequality this major change in the environment raises important questions about the efficacy of policy proposals an additionally

intriguing issue is the ultimate impact of the financial crisis and the covid 19 pandemic on perceptions of and support for government policies designed to reverse the seemingly inexorable trend toward greater inequality this book traces the evolution of inequality over time through key concept illustrations and language that is easy enough to understand even for the general reader

analyses changes in men s earnings from the mid 1970s to 1991

even though firms play a key role in shaping wages wage inequality and the gender wage gap firms have so far only featured to a limited extent in the policy debates around these issues the evidence in this volume shows that around one third of overall wage inequality can be explained by gaps in pay between firms rather than differences in the level and returns to workers skills

in all western societies women earn lower wages on average than men the gender wage gap has existed for many years although there have been some important changes over time this volume of collected papers contains extensive research on progress made by women in the labor market and the characteristics and causes of remaining gender inequalities it also covers other dimensions of inequality and their interplay with gender such as family formation wellbeing race and immigrant status the author was awarded the 2010 iza prize in labor economics for this research part i comprises an introduction by the editors part ii probes and quantifies the explanations for the gender wage gap including differential choices made in the labor market by men and women as well as labor market discrimination and employment segregation it also delineates how the gender wage gap has decreased over time in the united states and suggests explanations for this narrowing of the gap and the more recent slowdown in wage convergence part iii considers international differences in the gender wage gap and wage inequality and the relationship between the two part iv considers a variety of indicators of gender inequality and how they have changed over time in the united states painting a picture of significant gains in women s relative status across a number of dimensions it also considers the trends in female labor supply and what they indicate about changing gender roles in the united states and considers a successful intervention designed to increase the relative success of academic women part v focuses on inequality by race and immigrant status it considers not only race difference in wages and the differential progress made by african american women and men in reducing the race wage gap but also race differences in wealth which are considerably larger than differences in wages it also examines immigrant native differences in the use of transfer payments and the impact of gender roles in immigrant source countries on immigrant women s labor market assimilation in the u s

labor market

in this volume the author seeks to analyze various aspects of growing inequality of income in society what is income inequality how is it measured how does it relate to poverty the author addresses these and other conceptual issues in the book

income inequality in the context of large structural change has received a lot of attention in the literature but most studies relied on household post transfer inequality measures this study utilizes a novel and fairly comprehensive collection of micro data sets from between 1980 s and 2010 for both advanced market economies and economies undergoing transition from central planning to market based system we show that wage inequality was initially lower in transition economies and immediately upon the change of the economic system surpassed the levels observed in advanced economies we find a very weak link between structural change and wages in both advanced and post transition economies despite the predictions from skill biased technological change literature the decomposition of changes in wage inequality into a part attributable to changes in characteristics mainly education and a part attributable to changes in rewards does not yield any leading factors

economic inequality has become a focus of prime interest for economic analysts and policy makers this book provides an integrated approach to the topics of inequality and personal income distribution it covers the practical and theoretical bases for inequality analysis applications to real world problems and the foundations of theoretical approaches to income distribution it also analyses models of the distribution of labour earnings and of income from wealth the long run development of income and wealth distribution over many generations is also examined special attention is given to an assessment of the merits and weaknesses of standard economic models to illustrating the implications of distributional mechanisms using real data and illustrative examples and to providing graphical interpretation of formal arguments examples are drawn from us uk and international sources

this palgrave pivot features original research studies of wage inequality in african countries including south africa nigeria tanzania and uganda the contributors examine gender and racial wage differentials as well as the effects of urbanization and globalization on inequality in wages and earnings they also examine the extent to which human capital factors such as education and experience contribute to the significant wage differentials that exist in african countries

the sdn examines the role of labor market institutions in the rise of income inequality in advanced economies alongside other determinants the evidence strongly indicates that de unionization is associated with rising top earners income shares and less redistribution while eroding minimum wages are related to increases in overall income inequality the results however also suggest that a lack of representativeness of unions may be associated with higher inequality these findings do not necessarily constitute a blanket recommendation for higher unionization and minimum wages as country specific circumstances and potential trade offs with other policy objectives need to be considered addressing inequality also requires a multipronged approach which should include taxation reform and curbing excesses associated with financial deregulation

this book deals with the impact that international trade is likely to have on the skilled unskilled wage gap in a typical developing economy this is the first theoretical monograph on this particular issue which has already generated substantial debate and voluminous work for the developed countries a unique feature of this work is that it tries to explain the possibility of rising inequality across trading nations and looks at the segmented labour markets of the poor economies it makes convincing arguments that the standard general equilibrium models the main workhorse of trade theory can be given a creative facelift to address a number of critical and emerging issues in the area of trade and development

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