

STATE AND LOCAL

Study says lower pay for women not result of job discrimination

University News Service

Although women overall earn less on the job than men, discrimination in job evaluation procedures may not be the reason, a Texas A&M University study indicates.

Drs. Ben Shaw and Stuart Youghblood and graduate student Keith Allen found in an analysis of job and employee characteristics from more than 100 occupations that overall women, and the jobs they traditionally hold, possessed fewer of the characteristics that are highly valued and contribute to higher salaries.

Shaw is an associate professor of psychology, and Youghblood is an associate professor of management.

Job characteristics analyzed included salary and wages, the extent of decision-making, use of machinery and equipment, clerical activity, supervisory duties and public contact. Employee — or "human capital" — characteristics examined included experience, education hours worked per week, and average number of weeks worked per year.

Through statistical analysis of both types of characteristics — which Shaw obtained from other data banks — the team found that the traits are basically valued the same whether they are found in women or men, or in traditionally male or female jobs.

"Women have less of many characteristics, including four or five major ones," said Shaw. "Males had more experience, worked more hours per week and worked more weeks per year. Their jobs were also significantly different."

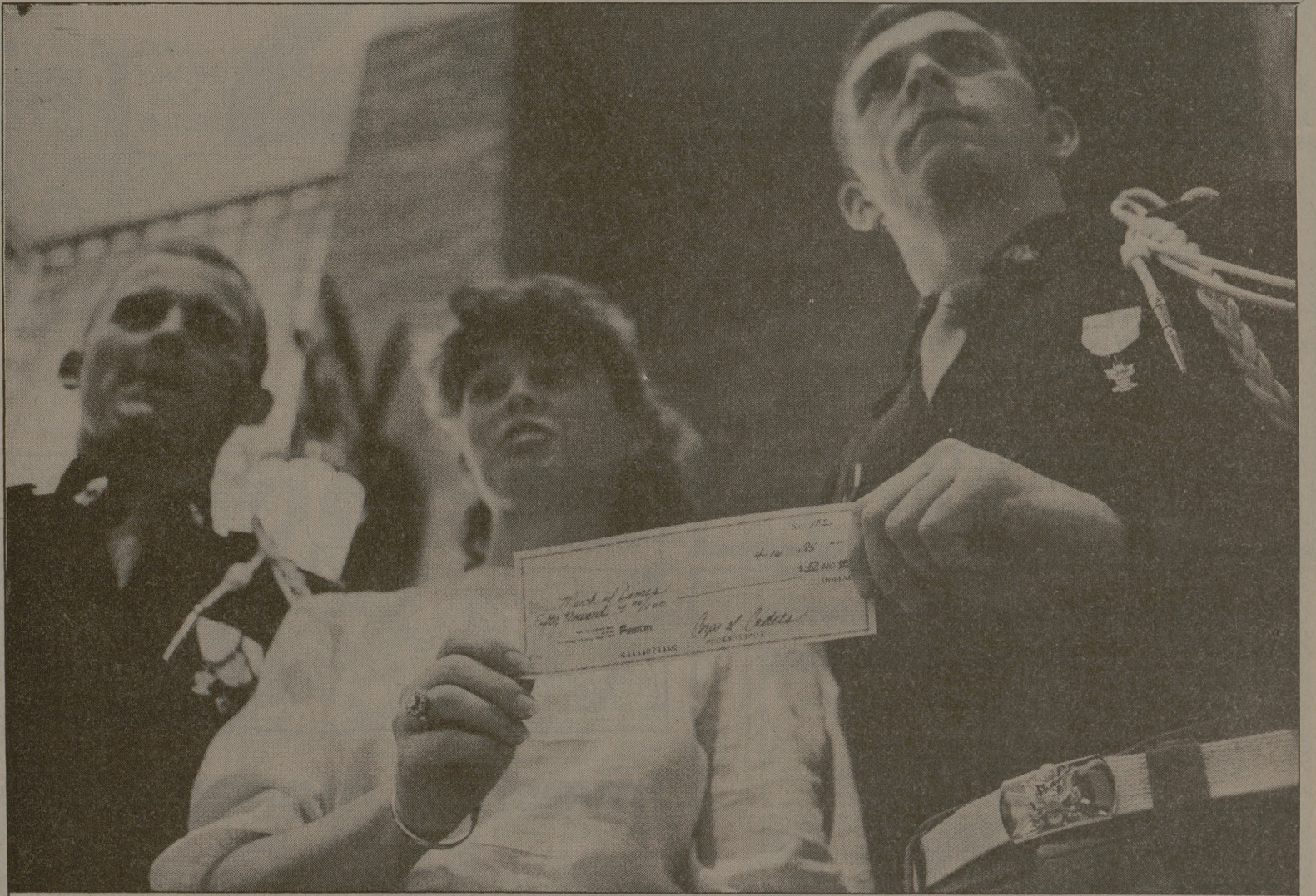
"The conclusion might be that in male and female jobs these factors are treated equally to determine wages, but females tend to be in jobs which have lower levels of things which got weighted highly to determine those wages." — Dr. Ben Shaw, associate professor of management.

"The conclusion might be that in male and female jobs these factors are treated equally to determine wages, but females tend to be in jobs which have lower levels of things which got weighted highly to determine those wages," he said.

Shaw said that although his study included a relatively small sample and results could change with a larger sample, the research indicates the theory that women are not paid comparable wages for comparable work may not be correct.

"I'm not saying there isn't a single job where discrimination happens..." he said.

Rather than concentrating on the comparable work issue, "We may need to do more of getting women into jobs that have higher levels of things we value," Shaw said.



Check It Out

Photo by FRANK IRWIN

Chris Wallace (left), subchairman of the Corps of Cadets March to the Brazos, and Greg Brown, chairman, present

Nikki Ravey, chairman of the local March of Dimes chapter, with a \$50,000 check.

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NIGHTMARE ON ELM STREET (R)	7:30 9:55
AMADEUS (PG)	8:00
BEVERLY HILLS COP (R)	DOLBY STEREO 7:25 9:45
THE LAST DRAGON (PG-13)	7:30 9:55
MANOR EAST III	823-8300 MANOR EAST MALL
CATS EYE (PG-13)	DOLBY STEREO 7:20 9:40
GIRLS JUST WANT TO HAVE FUN (PG)	7:15 9:35
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.17 pts. Round	105.00	225.00	.45 pts. Marquise	345.00	700.00
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.25 pts. Round	235.00	450.00	.55 pts. Round	650.00	1350.00
.27 pts. Marquise	335.00	600.00	.55 pts. Marquise	895.00	1600.00
.30 pts. Marquise	365.00	750.00	.60 pts. Round	695.00	1400.00
.30 pts. Marquise	365.00	595.00	.63 pts. Marquise	1495.00	2450.00
.33 pts. Marquise	395.00	850.00	.65 pts. Marquise	1450.00	2250.00
.34 pts. Marquise	410.00	825.00	.67 pts. Marquise	1295.00	2500.00
.35 pts. Marquise	425.00	800.00	.68 pts. Round	825.00	1650.00
.35 pts. Marquise	425.00	800.00	.76 pts. Pear	1375.00	2500.00
.35 pts. Marquise	475.00	750.00	.87 pts. Marquise	1195.00	2000.00
.35 pts. Marquise	425.00	900.00	.89 pts. Round	1170.00	2100.00
.37 pts. Round	450.00	800.00	.90 pts. Marquise	1595.00	3800.00
.37 pts. Marquise	450.00	800.00	1.00 cts. Oval	2395.00	4995.00
.37 pts. Marquise	450.00	800.00	1.01 cts. Round	2695.00	5500.00
.38 pts. Marquise	460.00	850.00	1.01 cts. Marquise	3350.00	5900.00
			1.02 cts. Round	\$2595.00	\$5100.00
			1.03 cts. Round	2495.00	5500.00
			1.04 cts. Round	1650.00	3800.00
			1.05 cts. Round	1675.00	3300.00
			1.04 cts. Round	1425.00	3100.00
			1.03 cts. Emerald	1775.00	4200.00
			1.10 cts. Round	2300.00	4600.00
			1.10 cts. Round	1885.00	4200.00
			1.11 cts. Round	1995.00	3900.00
			1.12 cts. Round	2875.00	5100.00
			1.19 cts. Round	2795.00	4900.00
			1.24 cts. Round	2750.00	4800.00
			1.46 cts. Marquise	3750.00	6000.00
			1.49 cts. Marquise	5195.00	8500.00
			1.65 cts. Marquise	5950.00	9500.00
			1.76 cts. Round	2595.00	4400.00
			1.80 cts. Round	5975.00	9500.00
			2.01 cts. Round	6385.00	13,250.00
			2.08 cts. Round	7500.00	14,900.00
			2.40 cts. Round	9150.00	17,000.00
			2.89 cts. Round	6525.00	14,350.00
			2.98 cts. Marquise	10,250.00	19,000.00
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