



National Committee on Pay Equity

Real Life Example of Equivalent Jobs

The following examples of equivalent jobs were selected from the experiences of employers from the United States and Canada that have evaluated how the level of skills, effort, responsibility and working conditions of women’s jobs compare to men’s jobs. The following jobs were deemed equivalent, yet the women’s jobs were paid much less than the men’s positions. An important note: equivalent jobs will vary from employer to employer

State of Minnesota Pay Equity Study

In 1982 the state implemented a progressive pay equity plan for its state employees. The plan is based on a job evaluation system that found that women were segregated into historically female dominated jobs. The women’s jobs paid 20 percent less on average than male dominated jobs, even when their jobs scored equally on the job evaluation system. Pay equity wage adjustments were phased in over four years at a cost of 3.7 percent of overall payroll. The average pay increase was \$200 per month for women in female dominated jobs. The wage gap for women’s jobs has closed by approximately nine percent, and there has been no loss in total number of jobs for women or men employed with the state.

Sex	Class Title	Monthly Salary	Monthly Gap
Male	Delivery Van Driver	\$1,382	
Female	Clerk Typist 2	\$1,115	-\$267
Male	Automotive Parts Tech	\$1,505	
Female	Dining Hall Coordinator	\$1,202	-\$303
Male	Corrections Agent Senior	\$1,961	
Female	Registered Nurse	\$1,723	-\$238
Male	Grain Sampler	\$1,552	
Female	Microfilmer	\$1,115	-\$437
Male	Radio Comm. Supervisor	\$1,834	
Female	Typing Pool Supervisor	\$1,373	-\$461

State of Wisconsin Pay Equity Study

Wisconsin conducted a pay equity study using a point system that evaluated skill, effort, responsibility, and working conditions in 1986. They found when jobs were of equal or comparable value, the occupation with the higher percentage of women paid considerably less.

Sex	Class Title	Annual Salary	Annual Gap
Female	Administrative Secretary	\$14,017	
Male	Meatcutter	\$17,028	-\$3,011
Female	Library Associate	\$17,681	
Male	Natural Resource Specialist	\$21,951	-\$4,270

City of Portland, Oregon

Out of the more than 150 job classes evaluated in Portland, female dominated jobs were paid the least. Here is an example of how female dominated jobs were deemed equivalent to male dominated jobs, yet paid significantly less than even the lowest paid male dominated position in the category.

Sex	Class Title	Annual Salary	Annual Gap
Female	Administrative Secretary	\$18,900	
Male	Welder	\$26,310	+\$7,410
Male	Taxi/Towing Regulator	\$28,610	+\$9,710
Male	Gardner	\$23,750	+\$4,850
Female	Clerical Specialist	\$16,950	
Male	Senior Sewer Worker	\$24,250	+\$7,300
Male	Traffic Sign Crew	\$26,020	+\$9,070
Female	Typist Clerk	\$13,970	
Male	Water Meter Reader	\$19,760	+\$5,790
Male	Service Dispatcher	\$20,130	+\$6,160
Male	Groundskeeper	\$20,900	+\$6,930

County of Los Angeles, California

A study found that Children's Social Workers and Probation Officers hold jobs that are equivalent in skills, efforts, responsibility and working conditions. In 1993, negotiations between the social workers and the County brought a 20 percent pay increase to these female dominated jobs.

Sex	Job	Average Annual Pay	Wage Gap
Female	Children's Social Service Workers	\$35,00	-\$20,00
Male	Probation Officers	\$55,00	

State of Hawaii Pay Equity Study

A study conducted in 1995 found that in comparison to men’s jobs, women’s jobs were undervalued and underpaid for the full level of skill, effort, responsibility and working conditions required to perform the work. The following women’s jobs were equivalent to men’s jobs.

Job	Monthly Pay	Wage Gap
Licensed Practical Nurse II	\$2,143	-\$959
Adult Corrections Officer (ACO) V	\$3,102	
Paramedical Assistant III	\$2,053	-\$276
Licensed Wastewater Treatment Operator I	\$2,329	

Southern California Gas Company, Los Angeles California

As a result of a “pay equalization” contract effective on June 1, 1991, between the Utilities Workers of America and the Southern California Gas Company, women received pay equity increases of approximately 15 percent. Listed below are some examples of women’s jobs that were upgraded in pay to comparable men’s jobs.

Sex	Class Title	Weekly Salary	Annual Gap
Male	Appliance Service Reps.	\$702	
Female	Customer Service Reps.	\$633	-\$3,588
Male	Auto Mechanic	\$702	
Female	Customer Billing Analyst	\$633	-\$3,588

State of Illinois

As a result of a lawsuit brought by the Illinois Nurses Association and the American Nurses Association, a pay equity settlement was reached which brought fair pay to the state’s nurses. The nurses used the state’s own pay equity job evaluation study, commissioned in 1983 by the Illinois Commission on the Status of Women, as a basis to their claim of wage discrimination. In general, the state’s study found a gap ranging from \$6,000 to \$8,000 between male and female employees in comparable jobs. On the Hay job evaluation point system, nurses scored 500 point higher than male electricians, but were paid \$11,976 less per year.

Sex	Job	Average Annual Pay	Wage Gap
Female	Registered Nurse	\$22,824	-\$11,976
Male	Electrician	\$34,800	

Ontario, Canada

- ◆ In a school district, elementary school head secretaries were compared to audiovisual technicians and received a pay equity adjustment of \$7,650.
- ◆ In a hospital, registered nursing assistants were compared to plumbers and received pay equity adjustment of 17 percent.
- ◆ In a shoe factory, console operators/sample stitchers were compared to cutters and received and adjustment of \$4,660.
- ◆ At a newspaper, mailroom inserters received pay equity adjustments of 25 percent.
- ◆ In an Ontario food retail chain, cashiers and meat wrappers were compared to stock clerks, resulting in an annual pay equity adjustment of \$1,471.
- ◆ In a municipality, clerks were compared to drivers and received a pay equity adjustment of \$7,424.72.

City of Mississauga, Ontario

The City of Mississauga entered into a pay equity agreement with the Canadian Union of Public Employees that assigned points for each job class based upon skill, effort, responsibility, and working conditions. In some cases, the agreement included a wage increase for all workers.

Sex	Class Title	Hourly Wage	Est. Annual Gap
Male	Layout Artist	\$12.44	
Female	Computer Term Operator	\$11.39	-\$2,184
Male	Lead Hand Service Person	\$13.36	
Female	Library Act/Children Term Operator	\$12.44	-\$1,914
Male	Sr. Supervisor A/V Equip.	\$14.89	
Female	Supervisor Computer Term Operator	\$13.61	-\$2,663
Male	Acquisitions Clerk	\$11.39	
Female	Processing Clerk	\$10.42	-\$1,009

Clark County School District, Las Vegas, Nevada

In 1991, a study was conducted on more than 300 educational support personnel jobs of the Clark County School District using a point factor evaluation systems developed by the National Education Association to specifically evaluate educational support personnel jobs in public schools for race and gender bias. It was found that a large number of female-dominated job classes were underpaid compared with male-dominated job classes which scored equal points in the study. Jobs were rated on skill, effort, responsibility, complexity, supervisory responsibility, contacts and working conditions. Adjustments to pay were made, and further adjustments were planned to close the gap completely.

Sex	Class Title	Minimum Per Hour	Maximum Per Hour	Hourly Gap
Female	Sr. Food Service	\$8.47	\$10.29	\$6.02-\$9.14
Male	Roofer	\$12.22	\$14.85	
Male	Carpenter			
Male	Locksmith	\$14.49	\$17.61	
Female	Health Aide	\$8.07	\$9.07	\$4.44-\$5.41
Male	Sanitation Plumber	\$11.35	\$13.80	
Male	Equipment Operator	\$10.81	\$13.14	
Male	Telephone Installer	\$12.51	\$15.21	
Female	School Office Manager	\$10.81	\$13.41	\$3.68-\$4.20
Male	Landscape Supervisor	\$14.49	\$17.61	
Male	Senior Warehouser	\$11.63	\$14.14	
Male	Furniture Repair Supervisor	\$14.49	\$17.61	