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But How Can You Compare Apple Job Titles and Orange Job Titles?

Apples and oranges can be compared by using any common denominator such as vitamin or juice content, calories, etc. Most, if not all, large employers have job evaluation and wage-setting processes in place to relate the skills and responsibilities of vastly different job titles to their salaries. Personnel departments use point factor job evaluation systems which identify common denominator job content components (factors) that are used to compare different job classes. Most point factor systems are composed of nine to twelve factors that include:

- *Job knowledge (the education and experience required)*
- *Accountability (responsibility for people, budgets, resources, reputations)*
- *Human relationship skills (the communication abilities required)*
- *Management/Supervision (the responsibility for the work of others)*
- *Working conditions (the amount of exposure to discomfort and hazards)*

The pay equity reform movement proposes that the same tool, the job evaluation system, be used to compare all job titles, regardless of the gender and race of those working in them, and pay them accordingly. Currently, many employers use slightly different job evaluation systems to evaluate different occupational groups so that point comparisons across blue collar, white collar, professional and administrative groups can not be made. But it is possible to evaluate all job titles fairly using the same job evaluation system. **Pay equity is good personnel policy.**

Equal pay can never exist if it is possible to ghettoize women and people of color (and many white men as well) into traditionally female jobs and, therefore, pay them less than their work is worth. This is a family issue that impacts pensions and social security as well as current household income.