

Position Statements



Position Statement of the
Michigan Civil Rights Commission on

Pay Equity

The Michigan Civil Rights Commission believes that men and women should be paid according to the value of the work performed and not based upon the gender of the person performing it. The 1971 Joint Civil Service-Civil Rights study of opportunities for women documented the concentration of women in traditional areas of work at lower rates of pay. In both the public and private sectors, most women are still employed in traditionally “female” jobs that pay a lower wage rate than traditionally “male” jobs, regardless of the duties performed and the value of their work.

Michigan has outstanding civil rights legislation, which requires equal pay for substantially equal work. That legislation, however, has left unaddressed the larger problem of depressed wages for women who perform dissimilar work requiring comparable or greater skill, effort, and responsibility.

The Commission, therefore, supports pay equity amendments to the state civil rights laws, which guarantee equal pay for work of equal value and mandate a non-discriminatory job evaluation system as part of the legislation. The Commission is also committed to working actively with the United States Commission on Civil Rights and with sister organizations and associations in other states to gain support for the passage of pay equity laws at the federal level and in other jurisdictions.

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