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The book argues that male-female earnings differentials cannot be explained adequately by market forces, principles of efficiency, or society-wide sexism. Rather Based on case studies of four organizations that were sued for pay discrimination, Legalizing Gender Inequality challenges existing theories of gender inequality within economic, sociological, and legal contexts.

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The book argues that the courts have, by uncritically accepting the market explanation for wage disparity, tended to legitimate and to legalize a crucial dimension of gender inequality. Excerpt The decisions of federal courts in cases alleging sex-based pay discrimination reflect the tension between the law's normative commitment to equality and the courts' reverence for markets and efficiency.

Legalizing Gender Inequality: Courts, Markets, and Unequal ...

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