



Public Administration and Social Equity

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Overview

Introduction & Overview of Social Equity in Public Administration

Evaluation of Pay Equity Programs

Evaluation of Social Benefits and Access to Healthcare (US/Europe)

Evaluation of Retirement Legislation (US/Europe)

Introduction & Overview of Social Equity in Public Administration

What is Social Equity

- Philosophy
- How it became legit
- When it started to change

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- Social equity in courts
- Lens of social equity
- The premise

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Equity compared to Equality

- Equality
- Equity

Introduction & Overview of Social Equity in Public Administration

What do you think is more important, equity or equality?

Evaluation of Pay Equity Programs

What is Pay Equity: Pay equity means equal pay for work of equal value, aiming to close wage disparities based on gender, race, or ethnicity

- Legal Frameworks:
 - United States:
 - Equal Pay Act (1963)
 - Lilly Ledbetter Fair Pay Act (2009)
 - Europe:
 - EU Pay Transparency Directive
 - Nordic Countries' Approach: Iceland

Comparative Analysis of Pay Equity in the US vs. Europe

Policy Differences:

- US:
 - Reactive Approach
 - Gaps in Coverage
- Europe:
 - Proactive and Transparent
 - Cultural Influence

Challenges and Future of Pay Equity Programs

Notable Successes and Challenges:

- Successes in Europe
- Challenges in the US
 - Enforcement and Compliance:
 - Resistance from Businesses:

Discussion Question

Considering the proactive approach in Europe versus the reactive approach in the U.S. for addressing pay equity, how can U.S. organizations integrate more transparent and proactive measures to close wage gaps while also ensuring equitable access to work-life balance policies for all employees?

Evaluation of Social Benefits & Healthcare Access

- Interconnectedness nationally and internationally
 - Political and economic influence
- Distribution equity of social benefits and healthcare access
 - Benefit differentiations between state
 - i.e MN v. ND cash assistance programs, lifeline
 - i.e restriction of certain reproductive/gender affirming related healthcare procedures
- Procedural fairness
 - Equal protections, equal rights, and fair due process
 - i.e appeal process for social benefits, notices on application
- Outcomes
 - Equitable impact

Challenges Ahead

- Political polarization
- Limited voices addressing social benefit need
- Backlash
 - Resentment over perceived unfairness

Considerations

- How can public administrators work towards bridging the gap in accessibility for social benefits and healthcare in the current political climate?

Work/Family Policies

Kim and Mullins set out to understand why there is a gap between work/family policies and their utilization?

- Programs that are offered:
 - Child care subsidies
 - Alternative work schedules (AWS)
 - Elder care
 - Family and medical leave
 - Telework (Telework Enhancement Act of 2010)
- The research found that many employees felt that their supervisors did not approve of the utilization of these programs.

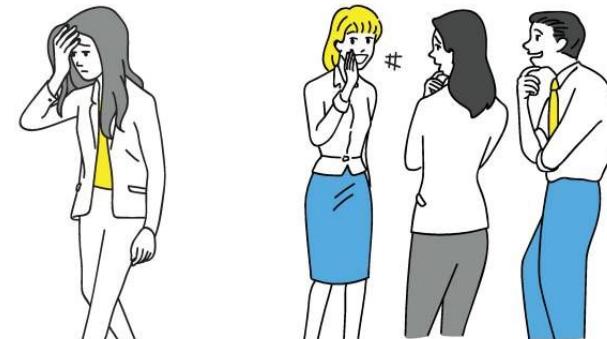
Utilization and Barriers to Use

Data from the 2011 Federal Employee Viewpoint Survey showed:

- 32.7% of respondents use alternative work schedules
- Only 3.1% participate in child care programs

Some of respondents listed the following as barriers to them utilizing these policies:

- Fear of negative judgments from colleagues
- Perceived lack of commitment to work
- Lack of supervisor trust or support
- Organizational culture valuing long hours and continuous availability



Key Findings

- Employees more likely to use work/family programs when:
 - Supervisors support work-life balance
 - Effective diversity management is in place

The next concern is whether these work/family policies are experienced equally amongst employees of different races.



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The term work-life balance is outdated.

It's all life.

The key is to make sure you're doing the right things, in the right amounts, with the right people.

Work Life Balance for Women

Hamidullah and Riccucci examined women of color's perception of work-life balance policies compared to their White counterparts.

Various factors influenced perceptions of fairness:

- Race
- Education level
- Proximity to retirement

Unique Challenges for Women of Color

- Prevalence of Female-led Single Households
- Earlier return to work
- Lower earnings
- Higher employment participation rates for African American women

Work-Life Disadvantages and Pay Equity

The disparities in policy utilization and perception can lead to significant equity issues in the workplace:

- Career Advancement
- Diversity and Inclusion
- Organizational Culture

Work-life balance policies are directly correlated to pay equity in the following ways:

- Compensation Package
- Negotiation Power
- Overall Savings for Retirement

Future Recommendations

- Need for tailored federal work-life balance policies, and educating supervisors on the benefits associated with employees being supported in utilizing the policies.
- Consider intersectional identities in policy design
- Call for more research on intersectionality in public administration
- Invest in creating a supportive organizational environment

Evaluation of Retirement Systems US v. EU

THE COST FOR AN AMERICAN TO Comfortably Retire IN EVERY STATE



Methodology: We calculated the cost for an American to comfortably retire in every U.S. state between the average age of retirement (63 years) and life expectancy (76.15 years) using Numbeo's cost of living data. For each state, we calculated the average cost across all major cities.



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NetCredit

System Structure in the US:

- Social Security
- Employer-provided pensions and retirement plans
- Individual savings options

System Structure in the EU:

- State-provided pensions
- Occupational pensions
- Voluntary private savings

Social Equity Considerations



Coverage: EU systems typically provide more universal coverage, whereas the US system creates opportunities for gaps where there is a lack of access to employer-sponsored plans.

Approaches: The European pension system aims to replace income at a higher rate to decrease inequities. By placing more of the burden on individuals in the US, it can exacerbate the wealth disparities.

Legislative Developments:

- SECURE 2.0 legislation aims to improve retirement savings
 - Efforts include expanding automatic enrollment
- In Europe, many nations are passing reforms to the pension system due to demographic pressures and rising costs
 - This is raising retirement ages, which has led to protests

Considerations

- Would you prefer to receive a higher salary throughout your career, with the expectation that you will save and prepare for your own retirement, or would you choose a lower salary during your working years in exchange for guaranteed retirement benefits?
- In your opinion, which compensation model—higher pay with personal retirement responsibility or lower pay with government provided retirement security—provides the best opportunity for equitable outcomes across different demographics?