

Figure 1 Alternative specifications of $P(q)$

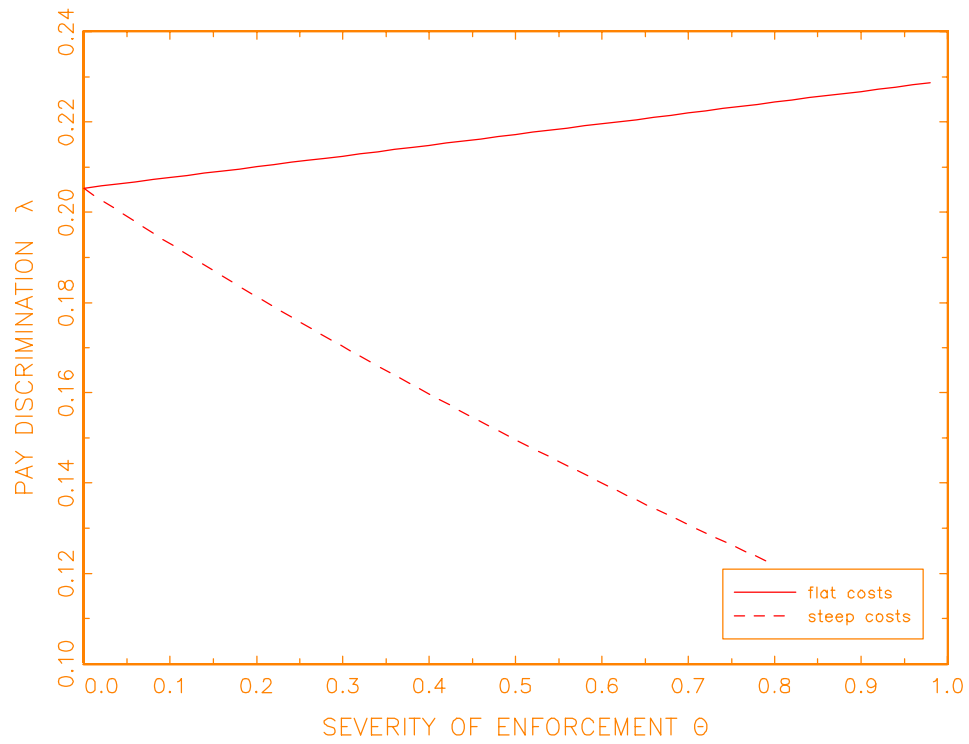


Figure 2 The effect of equal pay policy (θ) on pay discrimination

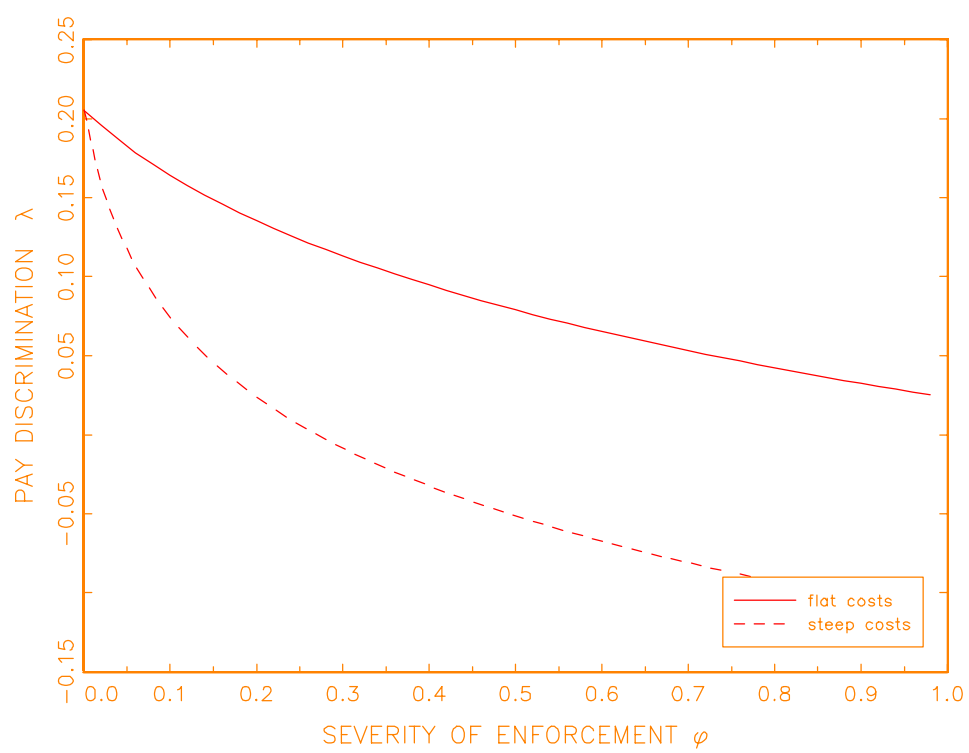


Figure 3 The effect of fair recruitment policy (ϕ) on pay discrimination

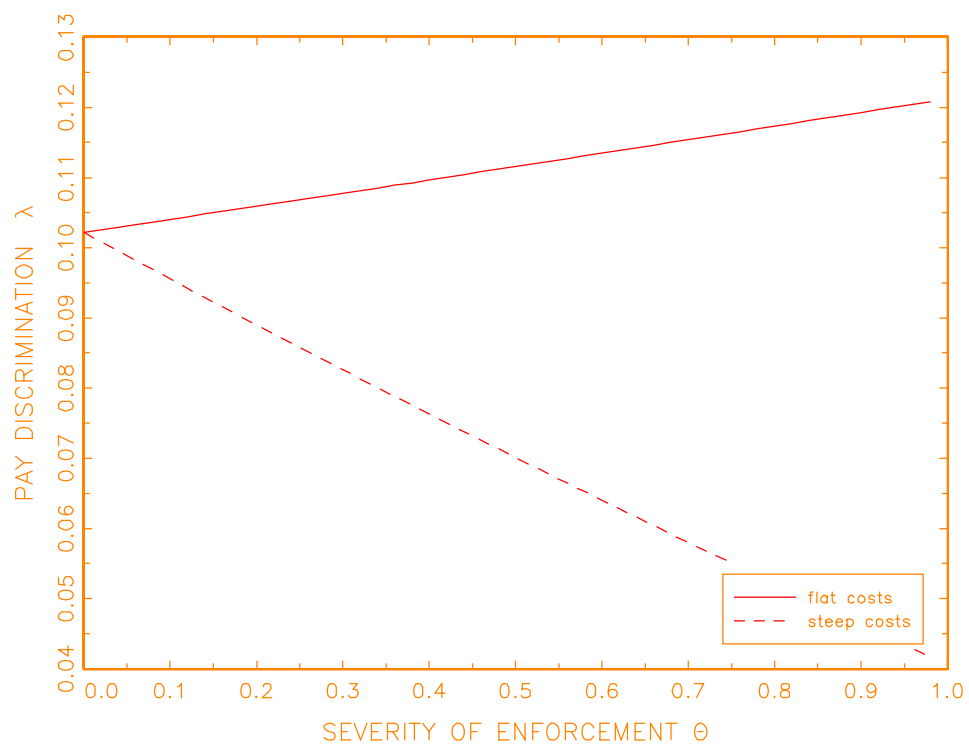


Figure 4 The effect of equal pay policy (θ) on pay discrimination in a model with externalities and differential turnover costs