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## The Gender Pay Gap

### Part 1: Here's what you need to know...

**Federal law makes wage discrimination illegal.** Title VII of the Civil Rights Act of 1964 prohibits employers with 15 or more employees from discriminating based on gender, and the Equal Pay Act of 1963 (EPA) requires employers with 2 or more employees to pay equal wages for *equal work*.

**What Constitutes Equal Work?** Job duties do not have to be identical to be considered "equal work." Additionally, the term "equal work" is not about titles, it's about whether actual job duties require the same skill, effort, and responsibility and are performed in similar conditions

**Sometimes unequal wages may be justified.** This could be the case where a difference in wage is based on factors 'other than sex,' i.e., factors that are legitimate and job-related.

**What factors are considered job-related?** Job-related factors that may be a basis for unequal pay (if legitimate) include seniority, merit, quantity/quality of production, experience, educational background, ability and prior job performance.

**What factors are not considered job-related?** Courts have found that certain factors do not justify unequal pay, including salary history, shift, and time of day.

### **Stay tuned for Part 2: How to Combat Wage Discrimination.**

Do you believe that you have been the target of pay discrimination based on gender? Or do you need help resolving some other employment issue?

If so, you can turn to the experienced Atlanta employment attorneys at the Law Firm of Barret & Farahany, LLP for aggressive legal advocacy and the highest quality legal services. Call us for your complimentary consultation at 404-487-0922.

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## **The History of Women & Equality in the Workplace**



Contrary to widespread belief, women have been employed outside the home well before the advent of modern times. It is true, however, that the scope of their employment has been subject to dramatic changes over the centuries. Often, the progress made by one generation was scaled back in the next, only to undergo a resurgence with shifting cultural trends. Let's look at some key landmarks in the history of women in the workplace. **[Learn more.](#)**

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## **Employment & Labor Lawyers in Atlanta Am I Owed Overtime Pay?**



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