



## **Equal Pay for Women- Fact or Fiction?**

*Presented as a one hour webinar, on Tuesday January 20<sup>th</sup> at 11:00AM CST and repeated on February 3<sup>rd</sup> & 17<sup>th</sup> and March 3<sup>rd</sup> at 11:00 AM CST.  
COST: \$65 PER ATTENDEE*

### ***QUALIFIES FOR 1 HOUR HRCI CREDIT***

It all started with the Equal Pay Act of 1963, which basically sought to abolish wage disparity, on the basis of gender, for equal work on jobs of which performance requires equal skill, effort, and responsibility, and are performed under similar working conditions ([www.eeoc.gov/laws/statutes/epa.cfm](http://www.eeoc.gov/laws/statutes/epa.cfm))- the jobs do not necessarily have to be identical, but substantially equal. Since 1963, several attempts have been made to close the wage gap between men and women, yet studies show that full-time female workers make only 78 cents for every dollar earned by men, a gap of 22 percent. This webinar will further explore potential reasons why the gender wage gap, although decreased in the past 50 years, is still sizeable, significant court cases, and ways companies can help decrease this gap.

### **TOPICS COVERED**

- What has happened since the Equal Pay Act of 1963 was passed?
  - o Significant court cases
  - o Employer trends
  - o Employee abilities
- Determining critical job factors
- Management's responsibility
- Employers Policy and Procedures Manual
- What criteria can be used to ascertain if individual's are equally capable for a job
- Reasons why women may be paid less:
  - o Perception of women in the workplace
  - o The supervisor
  - o The Fact vs. Fiction debate
- What should you do to support quality of pay for women and other minorities?

***To register for this webinar, please visit [www.criuniversity.com](http://www.criuniversity.com) or call Nicole Simon at (800) 328-1940 ext 102.***