



Sex and a lawful wage

As an employer, you'll want to apprise yourself of chapter 448, Florida Statutes, which prohibits wage discrimination based upon sex. Pursuant to section 448.07, F.S., employers may not discriminate between employees on the basis of sex by paying lesser wages for equal work, requiring equal skills, effort and responsibility and which are performed under similar working conditions.

An exception exists and employers may discriminate in the payment of wages if the wage is made because of a seniority system, merit system, system that measures quantity or quality of production or if the difference in wages is based on a reasonable factor other than sex and the decision to pay a lesser wage was made in good faith.

An employer who violates section 448.07, F.S., is liable to the employee for the amount of the difference between the amount the employee was paid and the amount he or she should have been paid. In other words, the aggrieved employee may not recover more than an amount equal to his or her unpaid wages while so employed for 1 year prior to the filing of the claim.

[Click to read the statute.](#)