

## 29 C.F.R. § 1620.22

---

### Employment cost not a “factor other than sex.”

---

A wage differential based on claimed differences between the average cost of employing workers of one sex as a group and the average cost of employing workers of the opposite sex as a group is discriminatory and does not qualify as a differential based on any “factor other than sex,” and will result in a violation of the equal pay provisions, if the equal pay standard otherwise applies.

This document is only available to subscribers. Please [log in](#) or [purchase access](#).

[Purchase Login](#)