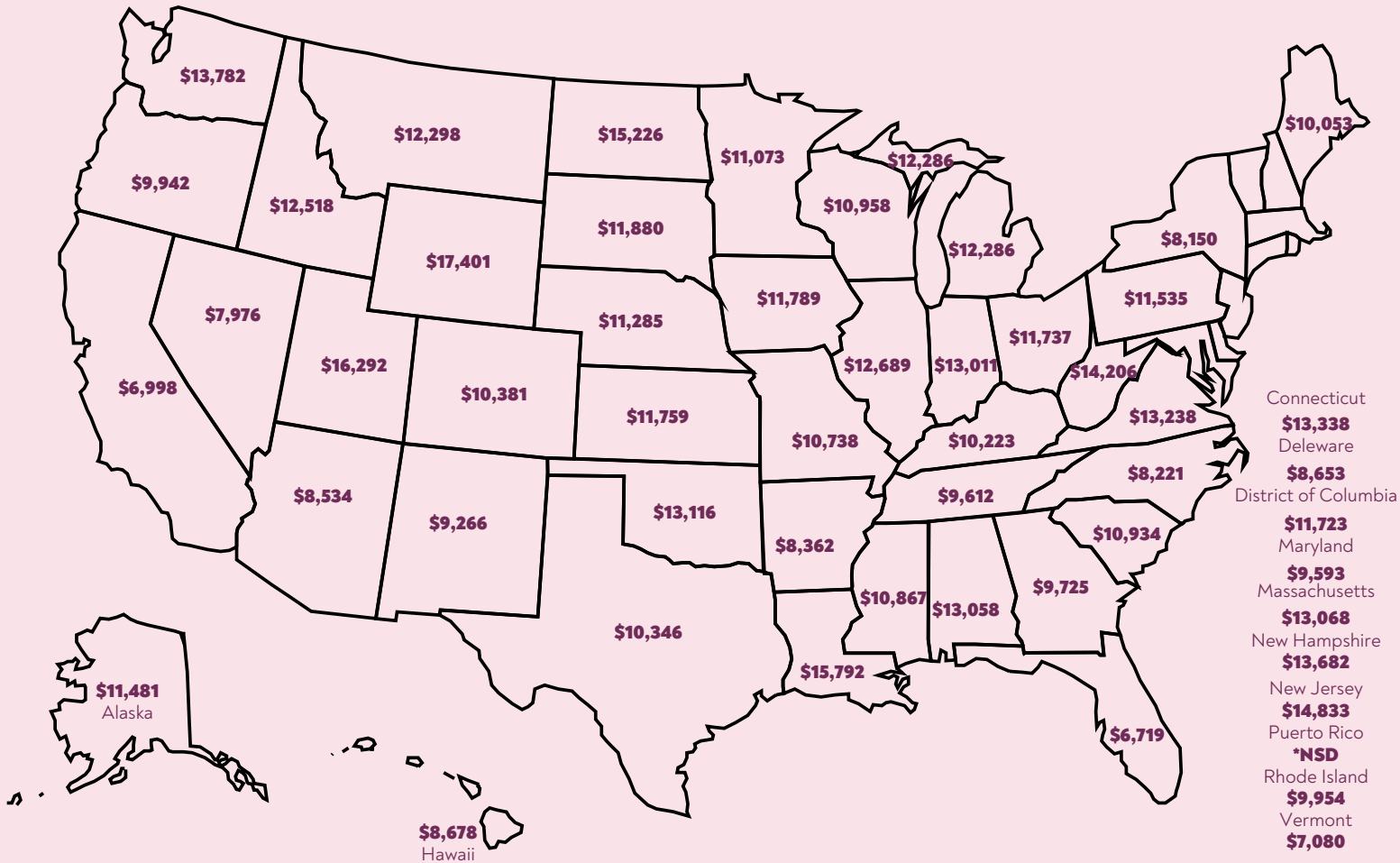




Gender Pay Wage Gap by State

The difference between median earnings for men and women who worked full-time, 2015-2019



*Not Statistically Different

Equal Pay for Equal Work

Women have contributed greatly to the economic development of the United States. However, their compensation systemically falls short of their male peers. Even with the recent narrowing of the gender pay gap, the nation still faces gender-based income disparities. For the five-year period covering 2015-2019, the U.S. Census Bureau estimated South Carolina's median earnings for men to be \$49,102 (± \$470). For women, however, median earnings were approximately \$38,168 (± \$299). Moreover, during this same time period, the earnings of the state's men outpaced that of women by approximately 22.3%. South Carolina even bested the country's wage gap earnings (18.8%) by approximately 3.5 percentage points. In 1963, to combat gender-based wage discrimination, President Kennedy signed the Equal Pay Act, which aims to protect against gender-based wage discrimination. This was a crucial first step to achieving equal and equitable pay between genders. At the time Pres. Kennedy stated, "...much remains to be done to achieve full equality of economic opportunity." In 1996, in order to demonstrate how far women still have to go to achieve equal pay for equal work, "Equal Pay Day" was initiated by the National Committee on Pay Equity. This day highlights how far into the current year women must work to receive the same compensation as men from the previous year. In 2022, this day was Tuesday, March 15th. Women have made great strides in their fight to receive equal pay for equal work. However, the evidence suggests that the fight is far from over.

Source: U.S. Census Bureau 2019 American Community Survey, 1-year estimates; and 2019 Puerto Rico Community Survey, 1-year estimates
 U.S. Census Bureau 2019 American Community Survey, 5-year estimates; and 2019 Puerto Rico Community Survey, 5-year estimates - Table: B19326
 U.S. Department of the Interior National Park Service : Equal Pay Act of 1963