



Women's
Rights &
Empowerment
Network

WHAT YOU CAN DO

- Visit scwren.org and join the movement.
- Share this information with friends and community members.
- Keep up-to-date with this and similar legislation by following WREN on Facebook, Twitter, and Instagram.
- Invest in WREN at scwren.org/donate.

THE POLICY

Act to Establish Pay Equity

OVERVIEW

Current laws addressing pay have not adapted for the realities of the modern workplace, and the systems we have in place perpetuate unconscious bias. South Carolina needs to pass a robust pay equity bill that ensures that **employee pay is based on** factors such as **skill, effort, and responsibility**; **bans the use of salary history**; and **provides pay transparency** without retaliation.

- South Carolina has a larger wage gap than the national average.¹
- Eradicating gender and racial wage gaps would equate to greater economic empowerment for women, more economic stability and mobility for families, and economic growth of our state.
- Employee pay should be based on factors such as skill, effort, and responsibility and those who do comparable work should be paid equitably.
- Asking for prior wage history can lead to an employee with equal or superior qualifications making less than a coworker doing the same job, simply because they happened to make less in their prior position.²
- Studies show that increased pay transparency creates work environments where employees are more likely to believe they are paid fairly, and thus are more engaged and productive.³



- African American women earn 53 cents on every dollar earned by white men in South Carolina. White women earn 74 cents on every dollar earned by white men.⁴
- The wage gap cannot only be explained by making different career choices; even within the same occupations, women typically earn less than men.⁴
- If change continues at the same slow pace as it has done for the past fifty years, it will take at least 41 years for women to finally reach pay parity.⁵

¹ Childers, C. (2018). *Women's Economic Empowerment in South Carolina*. [PowerPoint slides]. WREN Summit, Furman University, Greenville, South Carolina.

² National Women's Law Center. (2018). *The Wage Gap: The Who, How, Why, and What to Do*. Retrieved from <https://nwlc-ciw49tixgw5lbbab.stackpathdns.com/wp-content/uploads/2017/09/The-Wage-Gap-The-Who-How-Why-and-What-to-Do-2018.pdf>

³ Seiter, C. (2016, Feb 26). The Counterintuitive Science of Why Transparent Pay Works. *Fast Company*. Retrieved from <http://www.fastcompany.com/3056975/the-future-of-work/the-transparent-pay-revolution-inside-the-science-and-psychology-of-open>

⁴ Division of Research, Moore School of Business, University of South Carolina. (2017). *Solving the South Carolina Labor Shortage: The Economic Impact of Increasing Women's Participation in the Workforce*. Retrieved from http://www.scwren.org/wp-content/uploads/2017/06/DOR_WREN_P2_FD4.pdf

⁵ Institute for Women's Policy Research. (2018). *Pay Equity & Discrimination*. Retrieved from <https://iwpr.org/issue/employment-education-economic-change/pay-equity-discrimination/>