



HR0336

LRB104 13606 ECR 26223 r

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HOUSE RESOLUTION

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WHEREAS, The future of our nation's productivity and
3 competitiveness in the global marketplace depends on the
4 success of all men and women; and

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WHEREAS, Women have been discriminated against in
6 education, the workplace, and society as a whole; and

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WHEREAS, Women continue to earn no more than 83 cents on
8 the dollar compared to men; and

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WHEREAS, The wage gap is even greater for most women of
color; Asian American women earn 94 cents, Native Hawaiian and
11 Pacific Islander women earn 65 cents, African American women
12 earn 66 cents, and Latina women earn 58 cents for every dollar
13 earned by a man; and

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WHEREAS, Equal Pay Day, representing all women, was
celebrated this year on March 25; Equal Pay Day was originated
by the National Committee on Pay Equity in 1996 as a public
awareness event to illustrate the gap between men's and
women's wages; and

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WHEREAS, The pay gap has been shown to start as soon as one
year after college; this inequality affects not only women but

1 their families and society as a whole; and

2 WHEREAS, The pay gap between women and men has long-term
3 effects on women's economic security; such a gap affects
4 women's Social Security earnings, their ability to save for
5 retirement, and their children's education; and

6 WHEREAS, Pay equity is closely linked to the eradication
7 of poverty and is essential to having a highly-motivated
8 workforce; and

9 WHEREAS, Equal Pay Day symbolizes how far into the year a
10 woman must work, on average, to earn as much as a man earned
11 the previous year, with Tuesday being the day in which women's
12 wages catch up to men's wages from the previous week; because
13 women earn less on average than men, they must work longer for
14 the same amount of pay; this wage gap is even greater for most
15 women of color; and

16 WHEREAS, Equal pay is a priority for all women and for our
17 society at large; therefore, be it

18 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE
19 HUNDRED FOURTH GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that
20 we declare March 25, 2025 as Pay Equity Day in the State of
21 Illinois; and be it further

1 RESOLVED, That we encourage the citizens of this State to
2 learn about the pay gap that women experience in society and to
3 learn about these various dates that bring attention to the
4 pay gap that specific groups experience.