



HR0792

LRB101 20918 MST 70865 r

1 HOUSE RESOLUTION

2 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

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

7 WHEREAS, Nationally, women continue to earn no more than 82
8 cents on the dollar compared to men; in Illinois, women earn 78
9 cents on the dollar compared to men; and

10 WHEREAS, The wage gap is even greater for most women of
11 color; African American women earn 62 cents on the dollar and
12 Latina women earn 54 cents on the dollar; and

13 WHEREAS, The pay gap has been shown to start as soon as one
14 year after college; this inequality affects not only women, but
15 their families and society as a whole; and

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

1 WHEREAS, Pay equity is closely linked to the eradication of
2 poverty and is essential to having a highly-motivated
3 workforce; and

4 WHEREAS, Equal Pay Day was originated by the National
5 Committee on Pay Equity in 1996 as a public awareness event to
6 illustrate the gap between men's and women's wages; the day
7 symbolizes how far into the year a woman must work, on average,
8 to earn as much as a man earned the previous year, with Tuesday
9 being the day in which women's wages catch up to men's wages
10 from the previous week; because women earn less on average than
11 men, they must work longer for the same amount of pay; this
12 wage gap is even greater for most women of color; and

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

15 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE
16 HUNDRED FIRST GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that
17 we declare March 31, 2020 as Pay Equity Day in the State of
18 Illinois in order to raise awareness about this endemic
19 inequity.