



HR0835

LRB101 21096 LAW 71531 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 80  
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 61 cents on the dollar, and  
12 Latina Women earn 53 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 also 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.