



HR0714

LRB103 40322 ECR 72468 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 80 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 99 cents, Native Hawaiian and  
Pacific Islander women earn 66 cents, African American women  
earn 64 cents, and Latina women earn 57 cents for every dollar  
earned by a man; and

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WHEREAS, Equal Pay Day, representing all women, is  
celebrated this year on March 12; 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 THIRD GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that  
20 we declare March 12, 2024 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.