



SR1532

LRB099 20604 GRL 45171 r

1

SENATE 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, Women continue to earn no more than 78 cents on
8 the dollar compared to men; and

9

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

12

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

16

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

19

WHEREAS, Equal Pay Day was originated by the National

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

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

12 RESOLVED, BY THE SENATE OF THE NINETY-NINTH GENERAL
13 ASSEMBLY OF THE STATE OF ILLINOIS, that we designate April 12,
14 2016 as Pay Equity Day in the State of Illinois in order to
15 raise awareness about this endemic inequity.