



HR0085

LRB101 08054 MST 53116 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 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 observed in April, symbolizes how far into the year a woman  
8 must work, on average, to earn as much as a man earned the  
9 previous year, with Tuesday being the day in which women's  
10 wages catch up to men's wages from the previous week; because  
11 women earn less on average than men, they must work longer for  
12 the same amount of pay; this wage gap is even greater for most  
13 women of color; and

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

16           RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE  
17 HUNDRED FIRST GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that  
18 we declare April 2, 2019 as Pay Equity Day in the State of  
19 Illinois in order to raise awareness about this endemic  
20 inequity.