



SR0083

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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, 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; in Illinois, women
13 earn 78 cents on the dollar compared to men; and

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

17 WHEREAS, The pay gap between women and men has long-term
18 effects on women's economic security; such a gap affects
19 women's Social Security earnings, their ability to save for
20 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 SENATE OF THE ONE HUNDRED FIRST GENERAL
17 ASSEMBLY OF THE STATE OF ILLINOIS, that we declare April 2,
18 2019 as Pay Equity Day in the State of Illinois in order to
19 raise awareness about this endemic inequity.