



Proclamation
in Recognition of
Equal Pay Day

WHEREAS, more than 50 years after the passage of the Equal Pay Act, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, according to the U.S. Census Bureau, women working year-round full-time in 2014 typically earned 79 percent of what men earned, indicating little change or progress in pay equity; and

WHEREAS, nearly four in ten mothers are primary breadwinners in their households, and nearly two-thirds are primary or significant earners, making pay equity critical to families' economic security; and

WHEREAS, according to Graduating to a Pay Gap, a 2012 research report by the American Association of University Women (AAUW), the gender pay gap is evident one year after college graduation, even after adjusting for factors known to affect earnings, such as occupation, hours worked, and college major; and

WHEREAS, a lifetime of lower pay means women have less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

WHEREAS, Tuesday, April 12 symbolizes the time in 2016 when the wages paid to American women catch up to the wages paid to men from the previous year;

THEREFORE, I, DAVID Y. IGE, Governor, and I, SHAN S. TSUTSUI, Lieutenant Governor of the State of Hawai'i, do hereby proclaim April 12, 2016 as

“EQUAL PAY DAY”

in Hawai'i and urge the people of the Aloha State to recognize the full value of women's skills and significant contributions to the labor force and further encourage businesses to conduct and internal pay evaluation to ensure women are being paid fairly.

DONE at the State Capitol, in the Executive Chambers, Honolulu, State of Hawai'i, on this twelfth day of April 2016.



DAVID Y. IGE
Governor, State of Hawai'i



SHAN S. TSUTSUI
Lt. Governor, State of Hawai'i