



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 full time, year-round in 2018 in Hawai'i typically earned 84% of what men earned, indicating insufficient change or progress in pay equity; 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 making choices that affect earnings, such as occupation, hours worked, and college major; 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, a lifetime of lower pay equates to women having less income to save for retirement and less income counted in social security or pension benefits; and

WHEREAS, AAUW's annual "Fight for Pay Equity: A State Road Map for Hawai'i" provides suggestions for legislative fixes; and

WHEREAS, fair equity policies can be implemented simply and without undue costs, and will strengthen the security of families and ease future retirement costs while enhancing the American economy;

THEREFORE I, DAVID Y. IGE, Governor, and I, DOUGLAS S. CHIN, Lieutenant Governor of the State of Hawai'i, do hereby proclaim April 10, 2018 as

"Equal Pay Day"

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

DONE at the State Capitol, in Executive Chambers, Honolulu, State of Hawai'i, this ninth day of April 2018.



DAVID Y. IGE
Governor, State of Hawai'i



DOUGLAS S. CHIN
Lt. Governor, State of Hawai'i