



Proclamation

WHEREAS, nearly 4 in 10 mothers are primary breadwinners in their households, making pay equity especially critical to economic security for families; and

WHEREAS, according to the U.S. Census Bureau, women working full time in Hawai'i typically earned 89% percent of what men earned in 2019, indicating insufficient change or progress in pay equity since the passage of the Equal Pay Act in 1963; 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 strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

WHEREAS, Act 108, Session Laws of Hawai'i 2018, is a significant step toward ensuring that the pay disparity between men and women diminishes in Hawai'i, but more needs to be done; and

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

WHEREAS, Wednesday, March 24, symbolizes the time in 2021 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 of the State of Hawai'i, do hereby proclaim March 24, 2021 as

"EQUAL PAY DAY"

in Hawai'i and ask the people of the Aloha State to join me in recognizing the full value of women's skills and significant contributions to the labor force and encourage progress toward equal pay in both private and public sectors.

Done at the State Capitol in the Executive Chambers, Honolulu, State of Hawai'i, this third day of March 2021.


DAVID Y. IGE
Governor, State of Hawai'i