

2016 Regular Session

SENATE RESOLUTION NO. 43

BY SENATOR COLOMB

SENATE. Recognizes Tuesday, April 12, 2016, as Equal Pay Day in the state of Louisiana.

1 A RESOLUTION

2 To recognize Tuesday, April 12, 2016, as Equal Pay Day in the state of Louisiana.

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

5 WHEREAS, House Concurrent Resolution No. 145 of the 2013 Regular Session of  
6 the Legislature, by Representative Leger, established the Louisiana Fair Pay Task Force to  
7 study wage disparities between men and women and to make recommendations for policy  
8 changes and legislation to prevent and eliminate the disparities of unequal pay; and

9 WHEREAS, the findings of the Louisiana Fair Pay Task Force were published and  
10 submitted to the Legislature of Louisiana on March 1, 2014; some of the findings are  
11 included within this Resolution; and

12 WHEREAS, according to the United States Census Bureau, full-time working  
13 women who worked year-round in the year 2013 earned an average of 78% of the earnings  
14 of their male counterparts, which indicates minimal progress in pay equity; and

15 WHEREAS, nationally, women's median annual earnings were \$39,621; the highest  
16 paid women workers were in the District of Columbia with annual earnings of \$61,718,  
17 while the lowest paid women were in the state of Idaho with annual earnings of \$31,019; and

18 WHEREAS, in the state of Louisiana, women represent a steady number of the work

1 force, comprising 44.3% of the full-time, year-round Louisiana labor force; and

2 WHEREAS, in Louisiana, women working full-time, year-round in 2014 earned an  
3 average of \$31,586, which is a decrease of \$276 from the 2011 earning average of \$31,862;  
4 and

5 WHEREAS, the decrease in Louisiana women's earnings dropped Louisiana's  
6 ranking from forty-sixth to forty-seventh lowest among the fifty states and the District of  
7 Columbia; and

8 WHEREAS, in contrast, Louisiana men working full-time, year-round earned on  
9 average \$48,382, which is an increase of \$2,069 from 2011, ranking Louisiana men  
10 twenty-second with average earnings greater than the earnings of men in twenty-nine other  
11 states; and

12 WHEREAS, nearly four in ten mothers are primary income producers in their  
13 households, and nearly two-thirds are primary or significant earners, which makes pay equity  
14 critical to families' economic security; and

15 WHEREAS, in Louisiana, poverty is most prevalent among female-headed families  
16 with children under eighteen years of age; and

17 WHEREAS, poverty rates were highest in Louisiana for black women and girls at  
18 36.1%, Hispanic females at 27%, Asian females at 25.6%, and white females at 14.3%; and

19 WHEREAS, in Louisiana, educational attainment is greater for women than for men  
20 who are twenty-five years of age or older; and

21 WHEREAS, according to one study, 84.7% of Louisiana women have a high school  
22 degree or higher education, compared to men at 81.2%; 15% of women have attained a  
23 bachelor's degree, compared to men at 13.7%; and 7.8% of women have a graduate or  
24 professional degree, compared to men at 7.3%; and

25 WHEREAS, in Louisiana, women and men are not paid equitably for their  
26 educational attainment; and

27 WHEREAS, according to an estimate, college-educated women who work full-time  
28 earn more than a half-million dollars less than their male peers earn over the course of a  
29 lifetime; and

30 WHEREAS, a lifetime of lower pay means women have less income to save for

