



OFFERED BY COUNCILOR ED FLYNN

CITY OF BOSTON IN CITY COUNCIL

RESOLUTION RECOGNIZING NATIONAL EQUAL PAY DAY

WHEREAS: This year, March 12, 2024 marks National Equal Pay Day; *and*

WHEREAS: National Equal Pay Day first began in 1996 as a public awareness campaign to highlight the wage gap between men and women; *and*

WHEREAS: According to the National Committee on Pay Equity (NCPE), the date symbolizes how far into the year women must work to earn what men earned in the previous year, and the date falls on a Tuesday annually as it represent how far into the next work week women must work to earn what men earned the previous week; *and*

WHEREAS: A 2024 U.S. Census Bureau reports that women who work full-time earn 84 cents on the dollar compared with men at the same education level, while women who work seasonally and part-time - which accounts for around a third of women in the U.S. workforce - only makes 78 cents on the dollar, with the pay gap widening further for women of color; *and*

WHEREAS: As we think about how to further narrow the wage gap, we must start by ensuring that women have access to good-paying jobs in a variety of fields as well as access to good quality child care. We must continue to work with industry leaders to provide and open up training and opportunities for women in high-demand fields such as construction and building trades. We must also create work spaces that make high-quality child care services available and/or make child care more accessible and affordable for families; *and*

WHEREAS: While there is so much more work to do, women in leadership positions have been steadily growing. Last year, the Fortune 500 CEO list included a record of 52 women, up from 44 the year before. This is the first time women led just over 10% of Fortune 500 companies, and one can only imagine the untapped potential of women in leadership roles if they are given these opportunities; *and*

NOW THEREFORE BE IT ORDERED:

That the Boston City Council proclaims March 12, 2024 as National Equal Pay Day, recognizes the important skills and contributions women bring to our workforce, and continues to commit to advocating and advancing towards wage equality.

Filed on: March 13, 2024