

105TH CONGRESS  
1ST SESSION

# S. RES. 70

Expressing the sense of the Senate regarding equal pay for equal work.

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## IN THE SENATE OF THE UNITED STATES

APRIL 10, 1997

Mr. DASCHLE (for himself, Mr. LEAHY, Mrs. MURRAY, Mr. REID of Nevada, Mr. HARKIN, Ms. LANDRIEU, Ms. MIKULSKI, Mr. DURBIN, Ms. MOSELEY-BRAUN, Mr. KENNEDY, and Mr. KERRY of Massachusetts) submitted the following resolution; which was referred to the Committee on Labor and Human Resources

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## RESOLUTION

Expressing the sense of the Senate regarding equal pay  
for equal work.

Whereas, in recent years, the participation of women in the workforce has increased dramatically, with women now making up almost half of the workforce;

Whereas families in which both parents must work are the norm;

Whereas in 1995, 72 percent of all 2-parent families with children, or 18,000,000 such families, were supported by a working mother and father;

Whereas many families depend on the pay of working women;

Whereas some families depend wholly on women's pay, with 22 percent of all families with children, or 7,600,000 such families, being headed by single mothers;

Whereas the inability to earn adequate pay is a burden for an entire family and sometimes forces women onto public assistance to provide for their families;

Whereas unfair pay disparities lead to inadequate savings for retirement and lower pensions for women;

Whereas on average, during the period between 1955 and 1981, a woman earned only 60 cents for each dollar earned by a man;

Whereas on average a woman earned 63.9 cents for each dollar earned by a man in 1955, a figure that improved only to 71.4 cents for each such dollar in 1997, with a woman of color earning even less;

Whereas this improvement equals an average annual increase of only 0.28 percent from 1955 to 1997;

Whereas much of this improvement has resulted from a decline in men's real pay and, if men's real pay had not declined, there would have been a much smaller increase in women's pay relative to men's pay;

Whereas working women have benefited the United States economy enormously;

Whereas the provision of equal pay helps business by improving productivity and reducing employee turnover;

Whereas the pay disparities cost the economy \$130,000,000,000 in lost purchasing power per year;

Whereas ensuring equal pay is a high priority for working women and their families;

Whereas it took a woman, on average, from January 1, 1996, to April 11, 1997, to receive as much pay as a man received in 1996 alone; and

Whereas April 11 is being recognized as National Pay Inequity Awareness Day: Now, therefore, be it

1       *Resolved*, That it is the sense of the Senate that—

2           (1) women have made great contributions to the  
3       United States workforce and the United States econ-  
4       omy and should be paid fairly and have the same ac-  
5       cess to education and training as men;

6           (2) all employers, in the public and private sec-  
7       tors, should comply with Federal and State law re-  
8       quiring equal pay for equal work;

9           (3) many employers have made serious efforts  
10      to provide equal pay and should be commended for  
11      those efforts; and

12          (4) all employers should address unequal pay in  
13      their workplaces and ensure that working families  
14      can prosper.

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