

1 HJR115
2 217755-2
3 By Representative Clarke
4 RFD: Rules
5 First Read: 02-MAR-22

CREATING THE ALABAMA WORKFORCE AND WAGE GAP TASK
FORCE.

WHEREAS, accelerating economic opportunity for women is central to solidifying the positive economic trajectory that Alabama enjoys; and

WHEREAS, the wage gap for women in Alabama is larger than for women in the United States overall; women in Alabama earn only 73 cents for every dollar a man earns, while women in the United States earn 82 cents for every dollar a man earns; if the current trend continues, Alabama women will not reach pay equity until 2089; and

WHEREAS, women are more likely than men to have filed claims for unemployment during the COVID-19 pandemic, accounting for 55.37 percent of total claims; and

WHEREAS, women with children who wish to enter the workforce face steep child-care costs as the annual child-care costs for an infant under 12 months of age in Alabama is estimated at \$5,858 per year, which is nearly 17 percent of women's median annual earnings; and

1 WHEREAS, paying employed single women the same
2 amount as comparable men would reduce the state's poverty rate
3 by nearly half; and

4 WHEREAS, raising the labor participation rate of
5 women in Alabama to the national average could add more than
6 80,000 women to the workforce; and

7 WHEREAS, women remain disproportionately represented
8 in certain occupations, such as teaching, nursing, social
9 work, and office and administrative jobs, which are demanding
10 and tend to pay less; and

11 WHEREAS, more than 74 percent of women in Alabama
12 are the breadwinners in their households and more than 60
13 percent of employed mothers have young children; the wage gap
14 is even larger for Black women and Latina women in Alabama,
15 indicating racialized structural barriers to well-being; Black
16 women made 58.5 cents and Latina women made 48.8 cents for
17 every dollar that a White man earned in Alabama in 2017; and

18 WHEREAS, identifying evidence-based policies that
19 can close the wage gap would assist policy makers in their
20 efforts; and

21 WHEREAS, creating a task force that will gather
22 those policies and report to policy makers is a necessary step
23 in the quest to close the wage gap between men and women; now
24 therefore,

25 BE IT RESOLVED BY THE LEGISLATURE OF ALABAMA, BOTH
26 HOUSES THEREOF CONCURRING, That there is hereby created the
27 Alabama Workforce and Wage Gap Task Force to identify

1 evidence-based policies to assist lawmakers in implementing
2 laws to close the wage gap.

3 (a) The task force shall be composed of the
4 following members:

5 (1) Three members appointed by the Governor, who
6 shall be representatives of university colleges of business
7 and management, including at least one from a Historically
8 Black College or University.

9 (2) Two members appointed by the Senate President
10 Pro Tempore upon recommendation by the Women's Foundation of
11 Alabama and the American Association of University Women, one
12 of which shall serve as chair as selected by the Senate
13 President Pro Tempore.

14 (3) One member appointed by the Senate Minority
15 Leader.

16 (4) Two members appointed by the Speaker of the
17 House of Representatives upon recommendation by the Business
18 Council of Alabama and the Alabama Department of Labor.

19 (5) One member appointed by the House of
20 Representatives Minority Leader.

21 (6) One member appointed by the Women's Section of
22 the Alabama State Bar.

23 (7) One member appointed by the Society of Human
24 Resource Management.

25 (b) The appointing authorities shall coordinate
26 their appointments to assure that the task force is inclusive

1 and reflects the racial, gender, geographic, urban, rural, and
2 economic diversity of the state.

3 (c) The task force shall hold its first meeting
4 within 60 days of this resolution's passage, at a time and
5 place designated by the chair. Each appointing authority named
6 herein shall be provided a copy of this resolution upon its
7 passage.

8 (d) The task force shall report any findings or
9 recommendations to the Legislature and stand dissolved and
10 discharged of any future duties and liabilities no later than
11 December 31, 2022.