

Pay Inequities Exist

In January 2005 the American Association of University Women (AAUW) Educational Foundation reported that nationally, college-educated women earn only 72 percent as much as college-educated men, a wage gap of 28 cents on the dollar. In every state, a persistent and significant gap exists between the earnings of college-educated, full-time working women and college-educated, full-time working men. (<http://www.pay-equity.org>)

According to the National Committee on Pay Equity, Hawaii is ranked as number 19 out of the 50 states for pay equity. If Hawaii does not make any policy changes, it is estimated that Hawaii will not reach pay equity until year 2049. (<http://www.pay-equity.org/PDFs/payequitysummarytable.pdf>)

Pay Inequities Exist in the Public Sector

National research studies show that pay inequities exist in Hawaii, but the last in depth research on the public sector was conducted in June of 1993. This information is now outdated and a new study should be done to understand the current climate of pay inequity. A new study will provide the information needed to understand what policy changes must be implemented to close the wage gap between men and women.

Suggestions on Improving Pay Inequity in Hawaii

- Conduct new research - According to the Hawaii State Department of Labor and Industrial Relations, there is no current state driven research regarding pay equity. Information regarding pay equity could not be found through the Research and Statistics Department.
- Conduct research on each island - Government attorneys salaries need to be studied separately on each island since each island's corporation counsel's office and the prosecutor's office is set by the salary commission of each county.
- Conduct research on the public sector first.
- Work with the Hawaii Civil Rights Commission since they receive complaints on employers who violate the Hawaii Employment Practices Act, H.R.S. Ch. 378, Part I (which makes it illegal for an employer or labor organization to discriminate against someone on the basis of sex.)
- Work with IWPR - Maryland Department of Labor's [Report of the Equal Pay Commission](#) (issued September 30, 2006) revealed "wage gaps based on both gender and race in the State, particularly in the private sector." The Commission was assisted by the [Institute for Women's Policy Research](#), which conducted a study on wage disparities in Maryland. Hawaii can leverage the expertise of IWPR to conduct an analysis of wage disparities.