

*The State of New Hampshire*  
*By Her Excellency*  
*Margaret Wood Hassan, Governor*

*A Proclamation*

**EQUAL PAY DAY**  
**APRIL 8, 2014**

**WHEREAS**, More than 50 years after the passage of the Equal Pay Act, women continue to suffer the consequences of unequal pay; and

**WHEREAS**, According to the United States Census Bureau, full-time women working year-round in New Hampshire earned on average 77 percent of the earnings of their male counterparts in 2012, indicating little change or progress in pay equity; and

**WHEREAS**, New Hampshire's 77 percent earnings ratio ranks the state 32<sup>nd</sup> in the country when it comes to the gender wage gap; and

**WHEREAS**, According to one estimate, college-educated women working full-time earn more than a half million dollars less than their male peers over the course of a lifetime; and

**WHEREAS**, Estimates show nearly six in 10 mothers are primary or co-breadwinners in their households, which makes pay equity critical to families' economic security; and

**WHEREAS**, A lifetime of lower pay means women have less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

**WHEREAS**, According to the American Association of University Women, women only one year out of college, working full-time, were paid on average just 82 percent of what their male counterparts were paid; and

**WHEREAS**, Senate Bill 207, the New Hampshire Paycheck Fairness Act, would amend New Hampshire's Equal Pay Law by closing loopholes and improving the law's effectiveness; and

**WHEREAS**, Fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

**WHEREAS**, Fair pay strengthens the security of families today and eases future retirement costs, while enhancing the American economy; and

**WHEREAS**, Tuesday, April 8 symbolizes the time in 2014 when the wages paid to American women catch up to the wages paid to men from the previous year;

**NOW, THEREFORE, I, MARGARET WOOD HASSAN, GOVERNOR** of the State of New Hampshire, do hereby proclaim **APRIL 8, 2014**, as **EQUAL PAY DAY** in the State of New Hampshire and urge all citizens to recognize the full value of women's skills and significant contributions to the labor force, and further encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

Given this 8<sup>th</sup> day of April, in the year of Our Lord two thousand and fourteen, and the independence of the United States of America, two hundred and thirty-eight.

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Margaret Wood Hassan  
Governor