



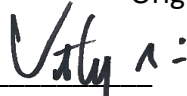
AGENDA ITEM NO. 9

CITY OF HAWTHORNE City Council AGENDA BILL

For the meeting of October 24, 2023

Originating Department: City Manager

City Manager:


Vontray Norris

City Attorney:


Robert M. Kim

SUBJECT:

Resolution No. 8441, A Resolution of the City Council of the City of Hawthorne, California, Supporting Equal Pay for Women

RECOMMENDED MOTION:

Staff recommends that the City Council Adopt Resolution No. 8441, Supporting Equal Pay for Women.

DISCUSSION:

It has been 60 years since the passage of The Equal Pay Act of 1963, prohibiting wage discrimination on the basis of sex. However, the average pay for women have continued to be less than men. A 2021 study revealed the disparity in pay for women of color were the largest. Notably, of all categories by race, Latina women continues to get paid the least. For every dollar made by a White men, White women earned 80 cents while Black and Latina women earned 67 and 57 cents respectively.

Per United States Department of Labor, a third of the gap in wages between men and women can be explained by worker characteristics, such as age, education, industry, occupation, or work hours. However, roughly 70% cannot be attributed to measurable differences between workers. Although difficult to be captured in statistical model, at least some of the unexplained portion of the wage gap is the result of discrimination.

The type of work that women have, resulting in overrepresentation in certain jobs and underrepresentation on others, maybe the result of women having family caregiving responsibilities, workplace discrimination, culture and harassment. In any case, the jobs where women represent the most of the workforce often pay lower wages and regardless of the gender composition, women tend to earn less than men in the same occupation.

The United States Congress has recently recognized the severity of the disparity in pay for Latina workers that make up the second-largest group of women workers in the U.S. Latinas are overrepresented in industries that are underpaid and often lack basic workplace protections. Farmworkers, domestic workers, immigrant, migrant, seasonal, and part-time workers continue to be left out of critical employment protections. For women who are immigrants, their citizenship status often makes them more vulnerable to wage theft and sexual harassment. Until these women who perform some of the most essential jobs are able to achieve economic security, our economy and communities will not be as strong as they possibly can be.

ECONOMIC DEVELOPMENT STRATEGIC PLAN:

FISCAL IMPACT:

None.

NOTICING PROCEDURES:

72 hours posted notice pursuant to the Ralph M. Brown Act

ATTACHMENT(S):

1. Resolution No. 8441