

RESOLUTION OF THE CITY COUNCIL

No. 4

Approved January 17, 2018

WHEREAS, Half of the world's population is female, however, women are underrepresented in many fields and in positions of influence around the world; and

WHEREAS, According to UN Women data, in 2017, less than one-third of senior and middle-management positions are held by women; and

WHEREAS, A 2014 report conducted by the International Labor Organization found that while male employment-to-population ratio was at 72.2 percent in 2013, the female employment-to-population ratio was only 47.1 percent; and

WHEREAS, Furthermore, data from The World Bank showed that women, on average, are paid 60 to 75 percent of a man's wage; and

WHEREAS, The average gender wage gap is 23 percent around the world, however, this rises to 40 percent for African-American women in the United States; and

WHEREAS, According to ActionAid, closing the employment participation gap and wage gap between men and women would increase women's average income, globally, by up to 76 percent, which is calculated to have a global value of \$17 trillion; and

WHEREAS, Moreover, according to UN Women, on average, women do three times as much unpaid care and domestic work as men; and

WHEREAS, The recent #MeToo movement brought into the spotlight the widespread nature of and the immediate need to address sexual harassment and abuse towards women in all areas of life; and

WHEREAS, According to Day One RI, an agency dealing with issues of sexual assault, in Rhode Island, it is estimated that 1 in 8 women have been sexually assaulted during their lifetime; and

WHEREAS, 49 countries have no laws specifically protecting women from domestic violence; and

WHEREAS, Since 1909, International Women's Day has been celebrated across the globe to commemorate the movement for women's rights and call for further change in achieving gender equality; and

WHEREAS, In 1975, the United Nations officially adopted March 8 as International Women's Day; and

WHEREAS, Twenty-seven nations across the world recognize International Women's Day as an official holiday; and

WHEREAS, In 2015, the United Nations adopted the 2030 Agenda which included a goal targeting the achievement of gender equality and empowerment of all women and girls in the world; and

WHEREAS, The United States National Action Plan on Women, Peace, and Security states that, "Deadly conflicts can be more effectively avoided, and peace can be best forged and sustained, when women become equal partners in all aspects of peacebuilding and conflict prevention, when their lives are protected, their voices heard, and their perspectives taken into account"; and

WHEREAS, The Providence City Council recently established the Equal Pay Task Force to review strategies for addressing the gender wage gap; and

WHEREAS, It is imperative to be committed to the cause of women's rights and gender equality; and

WHEREAS, March 8, 2018 is International Women's Day, a day to celebrate the achievement of women in the past, present, and future and restate commitments to empowering women across the nation and world.

NOW, THEREFORE, BE IT RESOLVED, That the Providence City Council supports the goals of International Women's Day and recognizes that the economic, social, and political empowerment of women is linked to the growth, development, and creation of opportunities for every member of society.

IN CITY COUNCIL

JAN 08 2018

READ AND PASSED

David A. Prout

PRES.

Lowell H. Hays

CLERK

I HEREBY APPROVE.

[Signature]

Mayor
Date: 1/17/18