

(H. B. 235)

(No. 75)

(Approved April 6, 2006)

AN ACT

To declare April 16 of each year as the “Equal Pay Guarantee Day” and designate the Department of Labor and Human Resources and the Women’s Advocate Office as the entities in charge of its implementation, promotion, and observance.

STATEMENT OF MOTIVES

Although thirty-five (35) years have elapsed since the approval of the “Equal Pay Act,” and Title VII of the Civil Rights Act, and the constitutional guarantees against discrimination, women in the American Nation continue to suffer the consequences of inequality in pay. Furthermore, salary discrimination is poorly monitored and the cases of pay discrimination are extremely technical and there is also a lack of adequate guidance for the working women to claim their rights.

Inequality in the payment of salaries continues to occur, even though women who are heads and second-heads of families join the workforce every day. As a matter of fact, full time working women earn only seventy (73) cents for every dollar earned by men who are working full time. In the case of black working women, said sum is of sixty-four (64) cents, according to data provided by the American Federation of Labor Congress of Industrial Organizations (AFL-CIO). Puerto Rican women have not been

exempted from these statistics, even though the Constitution of the Commonwealth of Puerto Rico prohibits discrimination on account of sex and establishes the right to equal pay for the same work. In view of this reality, the Commonwealth is compelled to promote action to strengthen the rights set forth in the Constitution.

Different public and private sectors of Puerto Rico must recognize the full value of the skills of working women and the significance of their contribution to the workforce.

BE IT ENACTED BY THE LEGISLATURE OF PUERTO RICO:

Section 1.- April 16 of each year is hereby declared as the “Equal Pay Guarantee Day” in Puerto Rico.

Section 2.- The Governor, through a proclamation, shall exhort the people of Puerto Rico to promote equal pay for equal work on this date.

Section 3.- The Department of Labor and Human Resources and the Women’s Advocate Office are hereby directed to jointly make public the significance of said day by holding special activities that promote equal pay for equal work in Puerto Rico.

Section 4.- This Act shall effect immediately after its approval.

CERTIFICATION

I hereby certify to the Secretary of State that the following Act No. 75 (H.B. 235) of the 3rd Session of the 15th Legislature of Puerto Rico:

AN ACT to declare April 16 of each year as the “Equal Pay Guarantee Day” and designate the Department of Labor and Human Resources and the Women’s Advocate Office as the entities in charge of its implementation, promotion, and observance,

has been translated from Spanish to English and that the English version is correct.

In San Juan, Puerto Rico, today 1st of September of 2006.

Francisco J. Domenech
Director