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To: Honorable Mark Nakashima, Chair  
Honorable Jarrett Keohokalole, Vice Chair  
House Committee on Labor and Public Employment

From: Noriko Namiki, Chief Executive Officer  
YWCA O'ahu

Re: Testimony of in support of HR88/ HCR136 - REQUESTING STATE DEPARTMENTS  
AND THE SEVERAL COUNTIES TO AFFIRM THE TENETS AND PRINCIPLES  
FOUND IN THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF  
DISCRIMINATION AGAINST WOMEN

Tuesday, March 22, 2016, 10:30 a.m. - Hawaii State Capitol, Rm. 309

The YWCA of Oahu strongly supports HR88/HCR136, which adopts and implements on a local level the principles of the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

CEDAW is a landmark treaty that was adopted by the United Nations in 1979. It is the most comprehensive international agreement on eliminating discrimination against women in every sphere—economic, political and social and addressing issues such as equal education, equal employment and training opportunities, social benefits including social security, health care, maternity benefits, child care etc. It also addresses sex trafficking and domestic abuse.

Since its adoption, 186 nations have ratified CEDAW, making it one of the most highly ratified human rights treaties in history. The United States played an important role in drafting CEDAW before U.N. ratification, but more than 20 years later has yet to adopt it as law. Today, the United States is one of only seven countries (i.e. Iran, Nauru, Palau, Somalia, Sudan, and Tonga) and the only democracy in the world that has yet to ratify CEDAW.

While the federal government may not be willing to codify this convention into law, cities and states across the country are playing an important role in implementing CEDAW, directly impacting the everyday lives of countless American women. In 1998, San Francisco became the first city in the world to adopt such an ordinance reflecting CEDAW. Since then, 16 counties and 42 cities have used the CEDAW human rights framework to guide its policymaking, developing a number of innovative programs and tools to advance women's human rights.

City CEDAW policies contributed to measurable differences in public safety, budgetary allocations and employment for women in their communities. We believe that the people of Hawaii will benefit greatly with the passing of HR88 and HCR136. This resolution would create a framework for improving the status of women and girls through analyzing City and County workforce, services, programming and policies to integrate gender considerations and to institutionalize new ways of thinking about gender equity. It would also promote equal access to employment, economic development and educational opportunities for women and girls and would also address the continuing problem of violence against women and girls. To exemplify how a local ordinance could affect our community, consider Hawaii's gender pay gap. According to a 2014 American Association of University Women (AAUW) report, median earnings for men in Hawaii were \$48,440 compared to women's median earnings of \$40,370 — an earnings ratio of just 83 percent, or 83 cents to the dollar. A local CEDAW would be a step towards eliminating pay discrimination and closing the gender pay gap, which would vastly improve the economic outlook for our women and their dependents.

Please note that in 2008, the State of Hawaii adopted House Resolution 16, requesting CEDAW's ratification by the United States. It is clear that our local community supports the equal treatment and fundamental rights of women. In lieu of the Legislature's past support of CEDAW ratification and the successful outcomes in cities that have implemented CEDAW policies, we ask for your favorable consideration of this resolution.

The YWCA of Oahu is a non-partisan, non-profit organization that has served Hawaii for over 100 years. We are also the largest women's organization in Hawaii, serving over 2,000 members. The YWCA of O'ahu is guided by the core concepts of the YWCA's mission - to empower women and eliminate racism. We provide safe places for women and girls, build strong women leaders, and advocate for women's rights and civil rights in the State of Hawaii.

Thank you for this opportunity to testify.

## LABtestimony

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From: mailinglist@capitol.hawaii.gov  
Sent: Saturday, March 19, 2016 11:58 AM  
To: LABtestimony  
Cc: laurie.field@ppvnh.org  
Subject: \*Submitted testimony for HCR136 on Mar 22, 2016 10:30AM\*

### **HCR136**

Submitted on: 3/19/2016

Testimony for LAB on Mar 22, 2016 10:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Laurie Field	Planned Parenthood Votes Northwest and Hawaii	Support	No

### Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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