

JAN 20 2023

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# A BILL FOR AN ACT

RELATING TO GENDER EQUITY.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. (a) The department of human resources  
2 development shall contract with a qualified consultant to  
3 conduct a study on the gender pay gap within the government of  
4 the State.

5           (b) The study shall examine and qualify both the average  
6 pay difference as well as the pay difference after the factors  
7 under subsection (c) have been considered.

8           (c) The study shall consider factors, including but not  
9 limited to:

- 10           (1) A seniority system;
- 11           (2) A merit system;
- 12           (3) A system that measures earning by quality or quantity  
13 of production;
- 14           (4) The geographic location where the work is performed;
- 15           (5) Education, training, or experience to the extent that  
16 they are reasonably related to the work in question;



1 (6) Travel, if the travel is a regular and necessary  
2 condition of the work performed; and

3 (7) Considerations of specific labor agreements.

4 (d) The department of human resources development shall  
5 submit a report of its findings and recommendations, including  
6 any proposed legislation, to the legislature no later than  
7 twenty days prior to the convening of the regular session of  
8 2024.

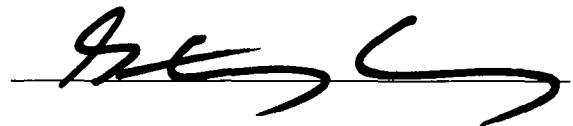
9 SECTION 2. There is appropriated out of the general  
10 revenues of the State of Hawaii the sum of \$ or so  
11 much thereof as may be necessary for fiscal year 2023-2024 and  
12 the same sum or so much thereof as may be necessary for fiscal  
13 year 2024-2025 for the department of human resources development  
14 to contract with a qualified consultant to conduct a study on  
15 the gender pay gap within the government of the State.

16 The sums appropriated shall be expended by the department  
17 of human resources management for the purposes of this Act.

18 SECTION 3. This Act shall take effect on July 1, 2023.

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INTRODUCED BY:



# S.B. NO. 813

**Report Title:**

Gender Equity; Wage Gap; Study; Department of Human Resources  
Development; Appropriation

**Description:**

Appropriates funds for the Department of Human Resources to contract for a study on the gender pay gap within the government of the State. Requires a report to the Legislature.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

