

111TH CONGRESS  
1ST SESSION

# H. R. 399

To direct the Secretary of Labor to make a grant to a public university to establish the Center for the Study of Women and Workplace Policy.

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## IN THE HOUSE OF REPRESENTATIVES

JANUARY 9, 2009

Mr. DINGELL (for himself and Mrs. MALONEY) introduced the following bill; which was referred to the Committee on Education and Labor

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## A BILL

To direct the Secretary of Labor to make a grant to a public university to establish the Center for the Study of Women and Workplace Policy.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. FINDINGS.**

4       Congress finds the following:

5               (1) According to a 2003 Government Account-  
6       ability Office report, even after accounting for fac-  
7       tors such as occupation, industry, race, marital sta-  
8       tus, job tenure, and differing work patterns, all of  
9       which affect earnings, women are paid, on average,

1 80 cents compared to every dollar that men are  
2 paid.

3 (2) According to the same report, the earnings  
4 gap between men and women has persisted without  
5 statistically significant changes for the past two dec-  
6 ades.

7 (3) According to a 2001 report by the Bureau  
8 of Labor Statistics, the earnings gap among working  
9 men and women is widest among parents.

10 (4) Some women choose to trade advancing in  
11 their careers or higher earnings for a job offering  
12 the flexibility to manage family responsibilities  
13 alongside work.

14 (5) According to a 2001 Government Account-  
15 ability Office study, in 1995 and 2000, female full-  
16 time managers earned less than their male counter-  
17 parts.

18 (6) According to the same study, in 7 of the 10  
19 industries studied, the earnings gap between female  
20 and male full-time managers actually widened be-  
21 tween 1995 and 2000.

22 (7) Women make up 46 percent of the work-  
23 force but represent just 12 percent of all corporate  
24 officers.

1           (8) A reason for the continuing earnings dis-  
2           parity might be discrimination as to which roles are  
3           considered acceptable for men and women and how  
4           women are viewed in the workplace.

5           (9) According to the February 2004 Monthly  
6           Labor Review of the Bureau of Labor Statistics, the  
7           Department of Labor projects that the United  
8           States work force is growing at a rate of 1 percent  
9           per year, in part due to the continually increased  
10          presence of women.

11 **SEC. 2. CENTER FOR THE STUDY OF WOMEN AND WORK-**  
12 **PLACE POLICY.**

13          (a) ESTABLISHMENT.—The Secretary of Labor shall  
14          make a grant to an eligible university to establish the  
15          “Center for the Study of Women and Workplace Policy”  
16          (referred to in this Act as the “Center”).

17          (b) USE OF FUNDS.—

18                (1) COMPILATION AND ANALYSIS OF DATA.—  
19          The Center established under subsection (a) shall  
20          compile and analyze available data and data sets on  
21          the difference between the earnings of men and  
22          women, including the Panel Study of Income Dy-  
23          namics housed at the University of Michigan in Ann  
24          Arbor, and to identify factors which affect dif-  
25          ferences in earnings.

1           (2) DISSEMINATION OF FINDINGS.—The Center  
2 shall—

3           (A) disseminate its findings annually to  
4 the public, using a website and any other ap-  
5 propriate means; and

6           (B) maintain a website to serve as a clear-  
7  inghouse for the data and findings of relevant  
8 recent studies.

9           (3) BEST PRACTICES GUIDES.—Each year, the  
10 Center shall publish one best practices guide, as fol-  
11 lows:

12           (A) BEST PRACTICES GUIDE FOR BUSI-  
13 NESSES.—Not later than one year after the  
14 Center is established under subsection (a), the  
15 Center shall publish a best practices guide for  
16 businesses containing recommended guidelines  
17 for—

18                   (i) workplace equity;

19                   (ii) retaining women in the workplace;

20                   and

21                   (iii) promoting a family-friendly work-  
22 place.

23           (B) BEST PRACTICES GUIDE FOR FAMI-  
24 LIES.—Not later than one year after the publi-  
25 cation of the best practices guide for businesses

1 under subparagraph (A), the Center shall pub-  
2 lish a best practices guide for families, con-  
3 taining information about—

4 (i) the policies of various employers  
5 relating to workplace equity, retaining  
6 women in the workplace, and promoting a  
7 family-friendly workplace;

8 (ii) strategies for addressing inequity  
9 in the workplace; and

10 (iii) recent findings on inequity in the  
11 workplace.

12 (C) SUBSEQUENT EDITIONS.—The Center  
13 shall update, revise, and publish a subsequent  
14 edition of each of the best practices guides  
15 under subparagraphs (A) and (B) once every  
16 two years after the initial publication of each  
17 guide.

18 (c) ELIGIBLE UNIVERSITY.—In this Act, the term  
19 “eligible university” means a public university—

20 (1) with a school of public policy, a school of  
21 business, a center devoted to the education of  
22 women, and social research facilities;

23 (2) at which research is conducted on—

1 (A) gender differences and levels of  
2 achievement in the careers of faculty members  
3 employed by institutions of higher education;

4 (B) work experiences of non-tenure-track  
5 faculty members employed by such institutions;

6 (C) policies of such institutions with re-  
7 spect to work and family for tenure-track fac-  
8 ulty members; and

9 (D) the number of women employed as  
10 chief executive officers and directors at large  
11 publicly held companies; and

12 (3) which has designed or is in the process of  
13 designing a national clearinghouse for information  
14 concerning gender differences and levels of achieve-  
15 ment in the careers of faculty members and work  
16 and family policies and issues affecting faculty mem-  
17 bers which includes citations to research and exam-  
18 ples of relevant policies and practices.

19 (d) REPORT.—Not later than 12 months after receiv-  
20 ing a grant under this Act, the recipient shall submit to  
21 the Secretary and to Congress a report documenting how  
22 the university used the grant funds and evaluating the  
23 level of success of the Center funded by the grant.

24 (e) AMOUNT OF GRANT.—For each of fiscal years  
25 2010 through 2014, the Secretary shall provide a grant

1 in the amount of \$1,000,000 to an eligible university to  
2 carry out this Act.

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