

DINGELL-MALONEY GLASS CEILING REPORT

Study shows glass ceiling is hardening, not shattering; It's time to pass the Equal Rights Amendment

The Dingell-Maloney report (2002), "A New Look at the Glass Ceiling: Where are the Women?" yielded shocking data suggesting that the "glass ceiling" in the management ranks of American companies is hardening, not shattering. The study, which was based on current census data analyzed by the GAO, contributes to a body of research contradicting conventional wisdom that the status of women in the workplace is improving. We believe this research presents the need to revisit writing equal opportunity for women into the United States Constitution. Among the survey's most telling conclusions:

- **In seven of the ten industries studied, the earnings gap between full-time women and men managers actually widened between 1995 and 2000.**
- **Full-time women managers earned less than their male counterparts in both 1995 and 2000 in all ten industries studied.**
- **Women hold a share of management jobs proportionate to their share of the industry workforce in only five of the ten industries studied.**
- **While women may hold 'management titles', the positions are often in less strategic, lower-paying areas of the company's operations.**

This study and others with similar findings, highlight the need for additional research and hearings, and regulatory and statutory changes at the federal, state and local levels. It should also be a wake-up call for corporate America to reassess its employment and promotion practices. But above all, the hardening of the glass ceiling begs something that fell three states short of ratification 20 years ago: a constitutional amendment. Passing the Women's Equality Amendment, also known as the ERA, would help set the tone for equality in the workplace by writing into the Constitution what most Americans strongly believe: that equal rights under the law shall not be denied or abridged on account of sex.

The most common argument against the Women's Equality Amendment is that women already have equal rights. We urge you to read this report (www.house.gov/maloney or www.house.gov/dingell) and decide for yourself if indeed this is the case. If you have questions, please contact Orly Isaacson with Rep. Maloney at x5-7944 or Katie Murtha with Rep. Dingell at x5-4071.