

115TH CONGRESS
2D SESSION

H. R. 5565

To require a study of Federal agencies to determine which Federal agencies have the greatest impact on women’s participation in the workforce.

IN THE HOUSE OF REPRESENTATIVES

APRIL 18, 2018

Mrs. LAWRENCE (for herself, Ms. NORTON, Ms. MOORE, Ms. LEE, Mr. GOMEZ, Mr. GARAMENDI, Mr. COOPER, Ms. TITUS, Mr. SEAN PATRICK MALONEY of New York, Mr. KRISHNAMOORTHY, Mr. DESAULNIER, Mr. RASKIN, Ms. BASS, Mr. BROWN of Maryland, Ms. CLARKE of New York, Mr. THOMPSON of Mississippi, Mr. CLYBURN, Mr. VEASEY, Mr. AL GREEN of Texas, Ms. EDDIE BERNICE JOHNSON of Texas, and Ms. CLARK of Massachusetts) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To require a study of Federal agencies to determine which Federal agencies have the greatest impact on women’s participation in the workforce.

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. SHORT TITLE.**

4 This Act may be cited as the “Women’s Equality
5 Workforce Oversight Act” or the “WE Work Act”.

1 **SEC. 2. G.A.O. STUDY.**

2 (a) STUDY REQUIRED.—Not later than 6 months
3 after the date of enactment of this Act, and every year
4 thereafter, the Comptroller General of the United States
5 shall conduct a study of Federal agencies to determine
6 which agencies have the greatest impact on women’s par-
7 ticipation in the workforce, and evaluate the impact of
8 these agencies.

9 (b) SUGGESTED AGENCIES.—Such agencies shall in-
10 clude, at a minimum—

11 (1) the Department of Labor, specifically the
12 Women’s Bureau at such Department;

13 (2) the Department of Transportation;

14 (3) the Small Business Administration, includ-
15 ing the Office of Women’s Business Ownership; and

16 (4) any apprenticeship program that receives
17 funding from a Federal agency.

18 **SEC. 3. CONTENTS OF STUDY.**

19 (a) IN GENERAL.—The study required by section 2
20 shall review and evaluate the following factors, for those
21 agencies that the Comptroller General has identified as
22 having the greatest impact on women’s participation in the
23 workforce, including the following:

24 (1) POLICIES AND PROCEDURES.—The study
25 shall examine—

1 (A) each agency's policies and procedures
2 related to improving women's participation in
3 the workforce, including efforts related to fair
4 compensation, benefits, such as paid leave and
5 workplace supports for pregnancy and families,
6 participation in non-traditional and higher-pay-
7 ing jobs, enforcement of workplace rights, and
8 prevention of sexual and other harassment;

9 (B) each agency's compliance with its stat-
10 utory and regulatory requirements on these
11 matters;

12 (C) any policy changes in the agency with-
13 in the study period, and the reasoning for such
14 changes; and

15 (D) any procedural changes to the agency's
16 reporting and participation within the agency.

17 (2) IMPACT.—The study shall also examine—

18 (A) the number of women who received
19 technical assistance, grants, loans, contracts,
20 and other services from the agency in each fis-
21 cal year, and the number of such individuals
22 who received these services in the prior five fis-
23 cal years;

1 (B) the number of organizations who re-
2 ceived such outreach, services, and other en-
3 gagement with the agency;

4 (C) the extent of the agency's outreach
5 and public education efforts for women, includ-
6 ing the publication of reports and statistics,
7 public announcement of enforcement actions,
8 and regional outreach engaging local stake-
9 holders;

10 (3) APPROPRIATIONS AND STAFF.—The study
11 shall consider—

12 (A) any reductions to appropriations and
13 obligations for each agency and the actual and
14 projected impact of these reductions; and

15 (B) any staff reductions in each agency,
16 including attrition, vacancies, and positions
17 eliminated and the impact of these changes.

18 (b) ANALYSIS.—The study shall also include an anal-
19 ysis of the specific barriers to women's participation in
20 the workforce, including an assessment of further opportu-
21 nities to reduce those barriers.

22 **SEC. 4. REPORT.**

23 A report containing the results of the study and anal-
24 ysis shall be transmitted annually to the Committees on
25 Oversight and Government Reform and Education and the

- 1 Workforce of the House of Representatives and the Com-
- 2 mittees on Homeland Security and Government Affairs
- 3 and Health, Education, Labor and Pensions of the Senate.

