

115TH CONGRESS
2D SESSION

H. R. 6284

To direct the Secretary of Labor to report to Congress on the gender pay gap in the teenage labor force.

IN THE HOUSE OF REPRESENTATIVES

JUNE 28, 2018

Mrs. LAWRENCE (for herself, Mrs. WATSON COLEMAN, Ms. CLARKE of New York, Ms. BASS, Ms. NORTON, Mr. NADLER, Ms. TITUS, Mr. HASTINGS, Ms. WILSON of Florida, Ms. CLARK of Massachusetts, Ms. KAPTUR, and Ms. LEE) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To direct the Secretary of Labor to report to Congress on the gender pay gap in the teenage labor force.

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 “Better Pay and Life-
5 time Earnings for Teenage Girls through Adulthood Act”.

6 **SEC. 2. REPORT ON GENDER PAY GAP IN TEENAGE LABOR**
7 **FORCE.**

8 (a) REPORT REQUIRED.—Not later than one year
9 after the date of the enactment of this Act, the Secretary

1 of Labor, acting through the Director of the Women's Bu-
2 reau of the Department, shall—

3 (1) submit to Congress a report on the gender
4 pay gap in the teenage labor force; and

5 (2) make the report available on a publicly ac-
6 cessible website of the Department of Labor.

7 (b) ELEMENTS.—The report under subsection (a)
8 shall include the following:

9 (1) An examination of trends and potential so-
10 lutions relating to the early wage gap for women.

11 (2) An examination of how the early wage gap
12 for women potentially translates into greater wage
13 gaps in the overall labor force.

14 (3) An examination of earnings over a lifetime
15 for females, inclusive of earnings from informal jobs
16 as teenagers and formal careers.

17 (4) An examination of the teen gender pay gap
18 in informal work experiences, such as babysitting
19 and other freelance jobs, as well as formal work ex-
20 periences, such as retail, restaurant, and customer
21 service positions.

22 (5) A comparison of—

23 (A) the types of tasks typically performed
24 by younger females within certain informal jobs

1 such as babysitting, retail and restaurant posi-
2 tions, and positions in customer service; and

3 (B) the types of tasks performed by young-
4 er males in such positions.

5 (6) A comparison of the average amount earned
6 by males and females, respectively, in certain infor-
7 mal jobs such as babysitting, retail and restaurant
8 positions, and positions in customer service.

9 (7) An estimate of overall lifetime earnings and
10 losses for women, including women of color, from the
11 teenage years through adulthood.

12 (8) Interviews and surveys with workers and
13 employers relating to early gender-based pay dis-
14 crepancies.

15 (9) Recommendations for—

16 (A) addressing pay inequality for young
17 women, including young women of color;

18 (B) addressing any disadvantages experi-
19 enced by young women with respect to work ex-
20 perience and professional development;

21 (C) the development of standards and best
22 practices for workers and employees to ensure
23 better pay for young women and the prevention
24 of early inequalities in the workplace; and

1 (D) expanding awareness for teenage girls
2 on pay rates and employment rights in order to
3 reduce greater inequalities in the overall labor
4 force.

○