

AMENDMENT TO RULES COMMITTEE PRINT 116-8
OFFERED BY MRS. LAWRENCE OF MICHIGAN

In section 6, strike “Not later than” and insert “(a)
IN GENERAL.—Not later than”.

In section 6, add at the end the following:

1 (b) REPORT ON GENDER PAY GAP IN TEENAGE
2 LABOR FORCE.—

3 (1) REPORT REQUIRED.—Not later than one
4 year after the date of the enactment of this Act, the
5 Secretary of Labor, acting through the Director of
6 the Women’s Bureau and in coordination with the
7 Commissioner of Labor Statistics, shall—

8 (A) submit to Congress a report on the
9 gender pay gap in the teenage labor force; and

10 (B) make the report available on a publicly
11 accessible website of the Department of Labor.

12 (2) ELEMENTS.—The report under subsection
13 (a) shall include the following:

14 (A) An examination of trends and potential
15 solutions relating to the teenage gender pay
16 gap.

1 (B) An examination of how the teenage
2 gender pay gap potentially translates into
3 greater wage gaps in the overall labor force.

4 (C) An examination of overall lifetime
5 earnings and losses for informal and formal
6 jobs for women, including women of color.

7 (D) An examination of the teenage gender
8 pay gap, including a comparison of the average
9 amount earned by males and females, respec-
10 tively, in informal jobs, such as babysitting and
11 other freelance jobs, as well as formal jobs,
12 such as retail, restaurant, and customer service.

13 (E) A comparison of —

14 (i) the types of tasks typically per-
15 formed by women from the teenage years
16 through adulthood within certain informal
17 jobs, such as babysitting and other free-
18 lance jobs, and formal jobs, such as retail,
19 restaurant, and customer service; and

20 (ii) the types of tasks performed by
21 younger males in such positions.

22 (F) Interviews and surveys with workers
23 and employers relating to early gender-based
24 pay discrepancies.

25 (G) Recommendations for—

- 1 (i) addressing pay inequality for
2 women from the teenage years through
3 adulthood, including such women of color;
- 4 (ii) addressing any disadvantages ex-
5 perience by young women with respect to
6 work experience and professional develop-
7 ment;
- 8 (iii) the development of standards and
9 best practices for workers and employees
10 to ensure better pay for young women and
11 the prevention of early inequalities in the
12 workplace; and
- 13 (iv) expanding awareness for teenage
14 girls on pay rates and employment rights
15 in order to reduce greater inequalities in
16 the overall labor force.

