

**SENATE, No. 2870**

**STATE OF NEW JERSEY**  
**217th LEGISLATURE**

INTRODUCED DECEMBER 19, 2016

**Sponsored by:**

**Senator NILSA CRUZ-PEREZ**

**District 5 (Camden and Gloucester)**

**Senator SANDRA B. CUNNINGHAM**

**District 31 (Hudson)**

**Co-Sponsored by:**

**Senator Greenstein**

**SYNOPSIS**

Establishes Office for Women's Advancement in DOLWD to facilitate full and equal participation of women in workplace; makes an appropriation.

**CURRENT VERSION OF TEXT**

As introduced.



1 AN ACT establishing the Office for Women's Advancement,  
2 supplementing Title 34 of the Revised Statutes, and making an  
3 appropriation.

4  
5 **BE IT ENACTED** *by the Senate and General Assembly of the State*  
6 *of New Jersey:*

7  
8 1. There is established the Office for Women's Advancement  
9 in the Department of Labor and Workforce Development. The  
10 purpose of this office shall be to facilitate the full and equal  
11 participation of women in the workplace in the State of New Jersey.  
12 Through research, collaboration, and programming, the office shall  
13 foster and promote the advancement of gender equity in  
14 employment practices, career development, and the workplace,  
15 thereby enhancing the quality of life for women and girls  
16 throughout the State.

17  
18 2. The Office for Women's Advancement shall perform the  
19 following functions:

20 a. gather, analyze, and disseminate data on the status of women  
21 in areas pertaining to the workplace, including, but not limited to:  
22 access to educational, training and employment opportunities;  
23 employer hiring practices; workplace culture; work-family balance;  
24 the gender pay gap; and the gender composition of the workforce by  
25 industry;

26 b. collaborate with State agencies and affiliated groups,  
27 including, but not limited to, the New Jersey Advisory Commission  
28 on the Status of Women, established pursuant to P.L.1974, c.87  
29 (C.52:27D-43.8 et seq.), and the Council on Gender Parity in Labor  
30 and Education, established pursuant to P.L.1999, c.223 (C.34:15C-  
31 21 et seq.), to address issues that disproportionately affect women  
32 in the workplace;

33 c. review current and proposed legislation and regulations  
34 pertaining to gender equity in employment practices, career  
35 development, and the workplace, and make recommendations  
36 regarding possible legislation and regulations; and

37 d. educate and provide information to the public on the issues  
38 and current developments regarding women in the workplace by  
39 publishing reports and holding events such as conferences and  
40 symposia.

41  
42 3. The Office for Women's Advancement shall be entitled to  
43 call to its assistance and avail itself of the services of the employees  
44 of any State, department, board, bureau, commission or agency it  
45 may require and as may be available to it for its purposes.

46  
47 4. There shall be established a dedicated and revolving fund  
48 called the "Women's Advancement Fund" in the Department of the

1 Treasury, and any funds appropriated to or otherwise received by  
2 the Office for Women's Advancement shall be deposited into that  
3 fund. The fund shall be used only for expenses of the Office for  
4 Women's Advancement. The Director of the Office of Management  
5 and Budget shall report to the Office for Women's Advancement all  
6 transactions involving the fund. There shall be annually  
7 appropriated to the fund an amount necessary to effectuate the  
8 purposes of this act.

9  
10 5. The Office for Women's Advancement shall be authorized to  
11 accept federal funds for any of its purposes, provided the  
12 acceptance of those funds commits no State funds and places no  
13 additional obligations on the Legislature of this State. The Office  
14 for Women's Advancement may apply for and accept foundation  
15 grants for specific purposes, and may accept gifts, donations and  
16 benefits from individuals and philanthropic organizations.

17  
18 6. This act shall take effect immediately.  
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21 STATEMENT  
22

23 This bill establishes the Office for Women's Advancement in the  
24 Department of Labor and Workforce Development. The purpose of  
25 this office is to facilitate the full and equal participation of women  
26 in the workplace in the State of New Jersey. Through research,  
27 collaboration, and programming, the office's goal is to foster and  
28 promote the advancement of gender equity in employment  
29 practices, career development, and the workplace, thereby  
30 enhancing the quality of life for women and girls throughout the  
31 State.

32 The office will perform the following functions:

33 1. gather, analyze, and disseminate data on the status of women  
34 in areas pertaining to the workplace, including, but not limited to:  
35 access to educational, training and employment opportunities;  
36 employer hiring practices; workplace culture; work-family balance;  
37 the gender pay gap; and the gender composition of the workforce by  
38 industry;

39 2. collaborate with State agencies and affiliated groups,  
40 including, but not limited to, the New Jersey Advisory Commission  
41 on the Status of Women and the Council on Gender Parity in Labor  
42 and Education to address issues that disproportionately affect  
43 women in the workplace;

44 3. review current and proposed legislation and regulations  
45 pertaining to gender equity in employment practices, career  
46 development, and the workplace, and make recommendations  
47 regarding possible legislation and regulations; and

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1       4. educate and provide information to the public on the issues  
2 and current developments regarding women in the workplace by  
3 publishing reports and holding events such as conferences and  
4 symposia.

5       This bill also establishes the "Women's Advancement Fund" in  
6 the Department of the Treasury to receive all funding for the Office  
7 for Women's Advancement from the State and other sources. The  
8 bill authorizes the office to apply for and collect funds from the  
9 federal government and other sources in certain cases, and directs  
10 that an annual appropriation be made to the fund in an amount  
11 necessary to effectuate the purposes of the bill.