

SENATE, No. 1192

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED FEBRUARY 3, 2020

Sponsored by:

Senator NILSA CRUZ-PEREZ

District 5 (Camden and Gloucester)

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

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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.