

By Ms. O'Brien of Hanover, petition of Janet W. O'Brien that the Commissioner of Labor and Industries be directed to establish a program to provide increased employment opportunities for women. Commerce and Labor.

**The Commonwealth of Massachusetts**

In the Year One Thousand Nine Hundred and Ninety-Seven.

AN ACT PROVIDING INCREASED EMPLOYMENT OPPORTUNITIES FOR WOMEN.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Chapter 149 of the General Laws is hereby amended by  
2 inserting after section 5 the following section: —

3 Section 5A. The commissioner shall establish a program to  
4 increase employment opportunities for women in non-traditional  
5 occupations. Said program shall list the various job categories  
6 which are designated by the United States Department of Labor  
7 and shall assess, at least annually, the number of women  
8 employed in the commonwealth in each such category and the  
9 economic impact of gender segregation of the workforce and  
10 assessing factors influencing the number of women in poverty sit-  
11 uations and their ability to rise from low-paying employment in  
12 the commonwealth and entering non-traditional occupations, in  
13 accordance with said designation.

14 The commissioner shall: (1) institute training programs under  
15 joint training and partnership programs on non-traditional occupa-  
16 tions, as so designated, and shall consider the differences in the  
17 economic status of men and women, the social, personal and eco-  
18 nomic barriers encountered in training and job placement and on  
19 the job by women pursuing trade and technical occupations;

20 (2) develop an assessment tool that will determine a partici-  
21 pant's interest in non-traditional occupations;

22 (3) provide for the payment of support services needed while  
23 the participant is enrolled in a training program including child  
24 care, transportation and training materials;

25 (4) provide on-going support systems for participants during  
26 training and after job placements;

27 (5) prepare monthly statistical reporting on women and men in  
28 non-traditional training and jobs to the joint committee on com-  
29 merce and labor and to the department;

30 (6) plan, prepare, and implement an affirmative action require-  
31 ment for contractors and sub-contractors on all state contracts in  
32 excess of fifty thousand dollars.

33 In addition to the monthly report required by this section, the  
34 commissioner shall annually evaluate the program, including  
35 detailed statistical data and such other information deemed essen-  
36 tial to the progress and success of the program, along with such  
37 recommendations for legislative or executive action as he deems  
38 necessary. Said report shall be filed with the clerk of the house of  
39 representatives on or before the last Wednesday in December of  
40 each year.