

103D CONGRESS
1ST SESSION

H. R. 467

To establish the Commission on the Advancement of Women in the Science and Engineering Work Forces.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 6, 1993

Mrs. MORELLA introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To establish the Commission on the Advancement of Women in the Science and Engineering Work Forces.

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 “Commission on the
5 Advancement of Women in the Science and Engineering
6 Work Forces Act”.

7 **SEC. 2. FINDINGS.**

8 The Congress finds that—

9 (1) despite a consistently high presence of
10 women in the professional and total work forces of

1 the United States, women continue to be
2 underrepresented in the science and engineering
3 work forces;

4 (2) women scientists and engineers have higher
5 rates of unemployment and underemployment than
6 their male counterparts, although the number of
7 women receiving degrees in scientific and engineer-
8 ing disciplines has increased since 1981;

9 (3) artificial barriers exist in the recruitment,
10 retention, and advancement of women in the science
11 and engineering work forces;

12 (4) academia, industry, and government are in-
13 creasingly aware of the necessity of and the advan-
14 tages derived from diverse science and engineering
15 work forces;

16 (5) initiatives of the White House Task Force
17 on Women, Minorities, and the Handicapped in
18 Science and Technology and of the Federal Coordi-
19 nating Council on Science, Engineering, and Tech-
20 nology have been instrumental in raising public
21 awareness of—

22 (A) the underrepresentation of women in
23 the science and engineering work forces; and

1 (B) the desirability of eliminating artificial
2 barriers to the recruitment, retention, and ad-
3 vancement of women in such work forces; and

4 (6) the establishment of a commission to exam-
5 ine issues raised by these initiatives would help to—

6 (A) focus greater attention on the impor-
7 tance of eliminating artificial barriers to the re-
8 cruitment, retention, and advancement of
9 women in the science and engineering work
10 forces and in all employment sectors of the
11 United States;

12 (B) promote work force diversity;

13 (C) sensitize employers to the need to re-
14 cruit and retain women scientists and engineers
15 in order to overcome projected shortfalls within
16 the science and engineering work forces of the
17 United States during the next 20 years; and

18 (D) encourage the replication of successful
19 recruitment and retention programs by univer-
20 sities, corporations, and Federal agencies hav-
21 ing difficulties in employing women scientists
22 and engineers.

23 **SEC. 3. ESTABLISHMENT.**

24 There is established a commission to be known as the
25 “Commission on the Advancement of Women in the

1 Science and Engineering Work Forces” (hereinafter in
2 this Act referred to as the “Commission”).

3 **SEC. 4. DUTY OF COMMISSION.**

4 The Commission shall conduct a study to—

5 (1) identify the number of women in the United
6 States in the science and engineering work forces,
7 the specific types of occupations in such workforces
8 in which women scientists and engineers are
9 underrepresented;

10 (2) examine the preparedness of women to—

11 (A) pursue careers in the science and engi-
12 neering work forces; and

13 (B) advance to positions of greater respon-
14 sibility within academia, industry, and govern-
15 ment;

16 (3) describe the practices and policies of em-
17 ployers and labor unions relating to the recruitment,
18 retention, and advancement of women scientists and
19 engineers;

20 (4) identify the opportunities for, and artificial
21 barriers to, the recruitment, retention, and advance-
22 ment of women scientists and engineers in academia,
23 industry, and government;

24 (5) describe the employment situations in which
25 the recruitment, retention, and advancement of

1 women scientists and engineers are comparable to
2 their male counterparts, and identify those situa-
3 tions in which such comparability does not exist;

4 (6) compile a synthesis of available research on
5 practices, policies, and programs that have success-
6 fully led to the recruitment, retention, and advance-
7 ment of women in the science and engineering work
8 forces, including training programs, rotational as-
9 signments, developmental programs, reward pro-
10 grams, employee benefit structures, and family leave
11 policies;

12 (7) examine such other issues and information
13 relating to the advancement of women in the science
14 and engineering work forces as determined by the
15 Commission to be appropriate; and

16 (8) issue recommendations that government (in-
17 cluding Congress and appropriate Federal agencies),
18 academia, and private industry can follow to assist
19 in the recruitment, retention, and advancement of
20 women in science and engineering.

21 **SEC. 5. MEMBERSHIP.**

22 (a) NUMBER AND APPOINTMENT.—The Commission
23 shall be composed of 17 members as follows:

24 (1) 5 members appointed by the President.

1 (2) 3 members appointed jointly by the Speaker
2 of the House of Representatives and the majority
3 leader of the Senate.

4 (3) 1 member appointed by the majority leader
5 of the House of Representatives.

6 (4) 1 member appointed by the minority leader
7 of the House of Representatives.

8 (5) 1 member appointed by the majority leader
9 of the Senate.

10 (6) 1 member appointed by the minority leader
11 of the Senate.

12 (7) 2 Members of the House of Representatives,
13 appointed jointly by the majority leader and the mi-
14 nority leader of the House of Representatives.

15 (8) 2 Senators appointed jointly by the majority
16 leader and the minority leader of the Senate.

17 (9) The Director of the Office of Science and
18 Technology Policy.

19 (b) ADDITIONAL QUALIFICATIONS.—Initial appoint-
20 ments shall be made under subsection (a) not later than
21 180 days after the date of the enactment of this Act. In
22 making each appointment under subsection (a), the ap-
23 pointing authority shall consider (among other factors)
24 whether the individual—

1 (1) is a member of an organization representing
2 women and minorities;

3 (2) holds executive management or senior deci-
4 sion-making positions in any business entity; and

5 (3) possesses academic expertise or other recog-
6 nized abilities relating to employment and employ-
7 ment discrimination issues.

8 (c) POLITICAL AFFILIATION.—Not more than $\frac{1}{2}$ of
9 the members appointed from individuals who are officers
10 or employees of the United States may be of the same
11 political party.

12 (d) CONTINUATION OF MEMBERSHIP.—If a member
13 was appointed to the Commission because the member was
14 an officer or employee of any government and later ceases
15 to be such an officer or employee, that member may con-
16 tinue as a member of the Commission for not longer than
17 the 60-day period beginning on the date the member
18 ceases to be such an officer or employee.

19 (e) TERMS.—

20 (1) IN GENERAL.—Each Member shall be ap-
21 pointed for the life of the Commission.

22 (2) VACANCIES.—A vacancy in the Commission
23 shall be filled in the manner in which the original
24 appointment was made.

25 (f) BASIC PAY.—

1 (1) RATES OF PAY.—Except as provided in
2 paragraph (2), each member of the Commission
3 shall receive compensation at the daily equivalent of
4 the maximum rate of pay payable under section
5 5376 of title 5, United States Code, for each day the
6 member is engaged in the performance of duties for
7 the Commission, including attendance at meetings
8 and conferences of the Commission, and travel to
9 conduct the duties of the Commission.

10 (2) PROHIBITION OF COMPENSATION OF FED-
11 ERAL EMPLOYEES.—Members of the Commission
12 who are full-time officers or employees of the United
13 States or Members of Congress may not receive ad-
14 ditional pay, allowances, or benefits by reason of
15 their service on the Commission.

16 (g) TRAVEL EXPENSES.—Each member shall receive
17 travel expenses, including per diem in lieu of subsistence,
18 in accordance with sections 5702 and 5703 of title 5,
19 United States Code.

20 (h) QUORUM.—A majority of the members of the
21 Commission shall constitute a quorum for the transaction
22 of business.

23 (i) CHAIRPERSON.—The Director of the Office of
24 Science and Technology Policy shall serve as the Chair-
25 person of the Commission.

1 (j) MEETINGS.—

2 (1) MEETINGS PRIOR TO COMPLETION OF RE-
3 PORT.—The Commission shall meet not fewer than
4 5 times in connection with and pending the comple-
5 tion of the reports described in subsections (a) and
6 (b) of section 8. The Commission shall hold addi-
7 tional meetings for such purpose if the Chairperson
8 or a majority of the members of the Commission re-
9 quests the additional meetings in writing.

10 (2) MEETINGS AFTER COMPLETION OF RE-
11 PORT.—The Commission shall meet at least once,
12 but not more than twice after the completion of the
13 report described in section 8(b), in connection with
14 and pending completion of the report required by
15 section 8(c).

16 (k) EMPLOYMENT STATUS.—A member of the Com-
17 mission, who is not otherwise an officer or employee of
18 the Federal Government, shall not be deemed to be an
19 employee of the Federal Government except for the pur-
20 poses of—

21 (1) the tort claims provisions of chapter 171 of
22 title 28, United States Code; and

23 (2) subchapter I of chapter 81 of title 5, United
24 States Code, relating to compensation for work
25 injuries.

1 **SEC. 6. DIRECTOR AND STAFF OF COMMISSION; EXPERTS**
2 **AND CONSULTANTS.**

3 (a) DIRECTOR.—The Commission shall have a Direc-
4 tor who shall be appointed by the Chairperson. The Direc-
5 tor shall be paid at a rate not to exceed the maximum
6 annual rate of basic pay payable under section 5376 of
7 title 5, United States Code.

8 (b) STAFF.—Subject to rules prescribed by the Com-
9 mission, the Chairperson may appoint and fix the pay of
10 additional personnel as the Chairperson considers appro-
11 priate.

12 (c) APPLICABILITY OF CERTAIN CIVIL SERVICE
13 LAWS.—The Director and staff of the Commission may
14 be appointed without regard to the provisions of title 5,
15 United States Code, governing appointments in the com-
16 petitive service, and may be paid without regard to the
17 provisions of chapter 51 and subchapter III of chapter 53
18 of that title relating to classification and General Schedule
19 pay rates, except that an individual so appointed may not
20 receive pay in excess of the maximum annual rate of basic
21 pay payable under section 5376 of title 5, United States
22 Code.

23 (d) EXPERTS AND CONSULTANTS.—The Commission
24 may procure temporary and intermittent services under
25 section 3109(b) of title 5, United States Code, at rates
26 for individuals not to exceed the maximum annual rate

1 of basic pay payable under section 5376 of title 5, United
2 States Code.

3 (e) STAFF OF FEDERAL AGENCIES.—Upon request
4 of the Commission, the head of any Federal department
5 or agency may detail, on a reimbursable basis, any of the
6 personnel of that department or agency to the Commission
7 to assist it in carrying out its duties under this Act.

8 **SEC. 7. POWERS OF COMMISSION.**

9 (a) HEARINGS AND SESSIONS.—The Commission
10 may, for the purpose of carrying out this Act, hold hear-
11 ings, sit and act at times and places, take testimony, and
12 receive evidence as the Commission considers appropriate.
13 The Commission may administer oaths or affirmations to
14 witnesses appearing before it.

15 (b) POWERS OF MEMBERS AND AGENTS.—Any mem-
16 ber or agent of the Commission may, if authorized by the
17 Commission, take any action which the Commission is au-
18 thorized to take by this section.

19 (c) OBTAINING OFFICIAL DATA.—The Commission
20 may secure directly from any department or agency of the
21 United States information necessary to enable it to carry
22 out this Act. Upon request of the Chairperson of the Com-
23 mission, the head of that department or agency shall fur-
24 nish that information to the Commission.

1 (d) GIFTS, BEQUESTS, AND DEVISES.—The Commis-
2 sion may accept, use, and dispose of gifts, bequests, or
3 devises of services or property, both real and personal, for
4 the purpose of aiding or facilitating the work of the Com-
5 mission. Gifts, bequests, or devises of money and proceeds
6 from sales of other property received as gifts, bequests,
7 or devises shall be deposited in the Treasury and shall be
8 available for disbursement upon order of the Commission.

9 (e) MAILS.—The Commission may use the United
10 States mails in the same manner and under the same con-
11 ditions as other departments and agencies of the United
12 States.

13 (f) ADMINISTRATIVE SUPPORT SERVICES.—Upon the
14 request of the Commission, the Administrator of General
15 Services shall provide to the Commission, on a reimburs-
16 able basis, the administrative support services necessary
17 for the Commission to carry out its responsibilities under
18 this Act.

19 (g) CONTRACT AUTHORITY.—To the extent provided
20 in advance in appropriations Acts, the Commission may
21 contract with and compensate government and private
22 agencies or persons for the purpose of conducting research
23 or surveys necessary to enable the Commission to carry
24 out its duties under this Act.

1 **SEC. 8. REPORTS.**

2 (a) STATUS REPORT.—Not later than 1 year after
3 the date on which the initial appointments under section
4 5(a) are completed, the Commission shall submit to the
5 President and the Congress a written report describing the
6 current activities and findings of the Commission and the
7 direction of the Commission.

8 (b) RECOMMENDATION REPORT.—Not later than 18
9 months after the date on which the initial appointments
10 under section 5(a) are completed, the Commission shall
11 submit to the President and the Congress a written report
12 containing—

13 (1) the findings and conclusions of the Commis-
14 sion resulting from the study conducted under sec-
15 tion 4; and

16 (2) recommendations, including specific pro-
17 posed legislation and administrative action, based on
18 the findings and conclusions referred to in para-
19 graph (1).

20 (c) FOLLOW-UP REPORT.—After submission of the
21 report required by subsection (b) and before the termi-
22 nation of the Commission, the Commission shall submit
23 to the President and to the Congress a written report—

24 (1) identifying which of the recommendations
25 included in such report have been implemented; and

1 (2) containing any additional information the
2 Commission considers to be appropriate.

3 **SEC. 9. TERMINATION.**

4 The Commission shall terminate 1 year after submit-
5 ting the report required by section 8(b).

6 **SEC. 10. AUTHORIZATION OF APPROPRIATIONS.**

7 There are authorized to be appropriated for fiscal
8 years 1995, 1996, and 1997 such sums as may be nec-
9 essary to carry out this Act.

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