



Legislation Text

File #: Int 1207-2018, **Version:** *

Int. No. 1207

By Council Members Rose, Brannan, Levine, Rosenthal, the Public Advocate (Mr. Williams), Eugene, Moya, Adams, Barron, Rivera, Ayala, Chin, Kallos, Ampy-Samuel, Cornegy, Reynoso and Lander

A Local Law to amend the administrative code of the city of New York, in relation to reporting on the gender pay gap in the teenage labor force

Be it enacted by the Council as follows:

Section 1. Chapter 12 of title 20 of the administrative code of the city of New York is amended by adding a new section 20-1213 to read as follows:

§ 20-1213 Teenage Gender Pay Gap Report. a. Within 18 months of the effective date of the local law that added this section, and every three years thereafter, the office, in consultation with the department of youth and community development, the department of education and any other appropriate agency, shall prepare and post on its website and submit to the mayor and the council a report on the gender pay gap in the teenage labor force within the city of New York. Such report shall include, but need not be limited to:

1. An examination of trends and potential solutions relating to the gender pay gap among teenagers;
2. An examination of how the gender pay gap among teenagers potentially translates into greater wage gaps in the overall labor force;
3. An examination and estimate of overall lifetime earnings and lost lifetime earnings attributable to the gender pay gap for women, including women of color, inclusive of earnings from informal jobs as teenagers and formal careers;
4. An examination of the gender pay gap among teenagers in all work experiences, including informal work experiences, such as babysitting and other freelance jobs, as well as formal work experiences, such as

retail, restaurant, and customer service positions;

5. A comparison of the types of tasks typically performed by teenage women within certain informal jobs such as babysitting, retail and restaurant positions, and positions in customer service and the types of tasks performed by teenage men in such positions;

6. A comparison of the average amount earned by teenage men and women, respectively, in certain informal jobs such as babysitting, retail and restaurant positions, and positions in customer service;

7. Interviews and surveys with workers and employers relating to early gender-based pay discrepancies;
and

8. Recommendations for:

(a) Addressing pay inequality for teenage women, including teenage women of color;

(b) Addressing any disadvantages experienced by teenage women with respect to work experience and professional development;

(c) The development of standards and best practices for workers and employees to ensure better pay for teenage women and the prevention of early inequalities in the workplace; and

(d) Increasing awareness of teenage women on pay rates and employment rights in order to reduce greater inequalities in the overall labor force.

§ 2. This local law takes effect immediately.

NB
LS #8312
10/12/2018