

Bob Dole



NEWS

U. S. SENATOR FOR KANSAS

FROM:

SENATE REPUBLICAN LEADER

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## GLASS CEILING LEGISLATION

LABOR DEPARTMENT REPORT CONFIRMS NEED FOR GLASS CEILING  
COMMISSION; DOLE TO RE-INTRODUCE BILL TO BUILD ON REPORT

NESS CITY, KANSAS -- Senate Republican Leader Bob Dole (R-Kansas) today issued the following statement regarding the Department of Labor's "Glass Ceiling," report, and announced that he would soon re-introduce legislation to further address the glass ceiling issue:

The U.S. Department of Labor's report on the glass ceiling confirms what many of us have suspected all along -- the existence of so-called invisible, artificial barriers blocking women and minorities from advancing up the corporate ladder to management and executive level positions.

I am delighted to see the release of the report -- which was over a year-long in the making -- and believe it is an important step in understanding and removing these barriers to guarantee equal opportunity for everyone.

The whole point is to make the playing field level -- to ensure that those who are qualified have access to the same opportunities as those who share similar qualifications.

While women and minorities make up over half the workforce, studies indicate that they hold less than five percent of senior management positions in big corporations -- that represents only a two percent increase since 1979.

While there is no "right" or "correct" number, and my opposition to any notion of quotas couldn't be stronger, you don't have to be a rocket scientist to deduce that something is wrong out there.

### Time to Re-Introduce Dole Glass Ceiling Legislation

That's why I intend to re-introduce legislation on the glass ceiling which was part of "The Women's Equal Opportunity Act of 1991" that I offered back in February.

This glass ceiling legislation, which I will introduce when Congress returns from the August recess, would establish a high-level government commission charged with building on the work of the Department of Labor to enhance our understanding of -- and to expand the record with respect to -- this important issue. It would also provide for a national award recognizing those businesses which have sought to promote opportunities for the advancement of women and minorities.

I hope to receive bipartisan support for this legislation and urge both houses of Congress to work quickly to send a bill to the President for his signature.

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