

Working Women Count

Women's Domestic Issues

PHOTOCOPY
PRESERVATION



file
women's
health

Waging the Battle Against Breast Cancer

An Administration Report Card

Breast cancer — the most commonly diagnosed cancer and the second leading cancer killer of American women — affects one in eight women in their lifetimes. But, thanks to this Administration's commitment, there is good news in the battle against breast cancer. It has become a top national health priority. The product is being measured in increased knowledge of the causes of the disease, improved methods of early detection, and the availability of more effective treatments. For the first time in recent history, the death rate from this disease is dropping.

Significantly Increasing our National Investment

Federal funding for breast cancer research, prevention, and treatment services has increased dramatically — over six fold — from \$90 million in 1990 to over \$600 million today.

- ✓ The Department of Health and Human Services' funding for breast cancer has nearly doubled between 1993 and 1996 — from \$271 million to \$476 million — an increase unrivaled in recent history. Since 1993, the Department of Defense has committed over \$450 million to breast cancer research programs.
- ✓ President Clinton directed the establishment of the National Action Plan on Breast Cancer — an innovative public-private partnership to coordinate a national strategy that is catalyzing action in research, service delivery and education about this disease. The Plan has awarded nearly 100 grants for innovative research and outreach projects.
- ✓ All Federal agencies have been mobilized to join in the battle against this disease with the establishment of a Federal Interagency Coordinating Committee on Breast Cancer.
- ✓ The latest breast cancer information is now available from the National Cancer Institute free by phone (1-800-4-CANCER) and on the Internet (Gopher @nih.gov).



PHOTOCOPY PRESERVATION

Intensified Research Brings New Hope

A broad spectrum of new research is being supported that holds promise for increased understanding of the causes of the disease and for the development of new diagnostic, treatment, and prevention strategies.

- ✓ Researchers supported by the National Institutes of Health have identified breast cancer susceptibility genes that place women at increased risk of the disease. These findings hold promise for the development of improved treatments and potentially, to gene therapies that will prevent the disease from developing. The National Action Plan on Breast Cancer has published recommendations to address the legal and ethical issues arising from discovery of these genes.
- ✓ The National Institutes of Health and the Environmental Protection Agency have increased the research focus on the study of environmental risk factors for breast cancer. And a new Federal Interagency Coordinating Committee on this issue is examining how home, work, diet, atmospheric pollutants, drugs, and other environmental factors may contribute to the risk of breast cancer and other diseases and developing strategies to prevent these health hazards.

Ensuring Accurate and Early Detection of Breast Cancer

Mammography detects breast cancer early, when treatment is most effective. New advances in imaging technology will enable the disease to be detected even earlier and with greater accuracy.

- ✓ To ensure that women get the safest and most reliable mammography, the Food and Drug Administration has implemented the Mammography Quality Standards Act. Now, an FDA "seal of approval" assures women that their mammography facility meets the highest quality standards for equipment and personnel. Without this certification it is illegal for facilities to operate.
- ✓ The National Breast and Cervical Cancer Early Detection Program, implemented by the Centers for Disease Control and Prevention, makes free or low-cost mammography and Pap tests available to medically underserved women. To date, over 800,000 screening tests have been performed.
- ✓ Because older women were not using Medicare's new mammography screening benefit, an educational campaign to encourage its use was launched by the First Lady with the Health Care Financing Administration and the U.S. Public Health Service's Office on Women's Health.
- ✓ New imaging technologies are being developed and tested to improve the early detection and diagnosis of breast cancer, including magnetic resonance imaging, digital mammography, and image-guided needle biopsy. And technologies from the CIA, DoD and NASA used to track spy satellites, to guide missiles, and to see distant planets are being applied to improve the early detection of breast cancer.

Treatment Advances

- ✓ The Food and Drug Administration has put cancer drugs on a fast track for review and approval. For example, medications approved in other countries or those found to shrink tumors will be made available to treat severely ill breast cancer patients.
- ✓ New treatment approaches are evolving, including the sequencing of chemotherapies, the development of monoclonal antibodies shown to boost the immune system to fight cancer growth, new drugs for advanced breast cancer, and medications to help prevent the disease from occurring.

The Federal programs and many more initiatives being supported by the government, the private sector are making significant progress in the battle against breast cancer.

*Prepared by the U.S. Public Health Service's Office on Women's Health
Department of Health and Human Services
For more information, contact: (202) 690-7650*

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Working Women Count Honor Roll Update

October 1995

The Honor Roll is Off to a Great Start

Child care on snow days, paid leave for part-time workers, training for jobs with good pay. It won't be long before a million American workers are enjoying such benefits thanks to the Working Women Count Honor Roll!

This fall, large and small businesses, state and local governments, and community groups across the nation stepped forward to make the first Honor Roll pledges and get the program off to a great start. By the Honor Roll's official Labor Day launch, more than 100 organizations had answered the Women's Bureau's call to make real changes in the lives of working women and their families. And the Honor Roll keeps picking up speed.

First Lady Hillary Rodham Clinton has invited the 21 member companies of the American Business Collaboration for Quality Dependent Care to the White House on October 31st to acknowledge their pledge – \$100 million to improve child and elder care in more than 50 communities – and to recognize some of the other organizations, small and large, that have made great pledges so far.



Secretary of Labor Robert B. Reich, Women's Bureau Director Karen Nussbaum, and working women at the White House for Working Women Count.

All kinds of pledges can meet the Honor Roll's criteria, from large financial commitments, such as building a new child care center, to simple changes in office policy, like allowing newborns at work. Here's a quick look at the Honor Roll today:

- Since the Labor Day kick-off, our original 100 pledges have more than tripled. Media including the Washington Post, the Chicago Sun Times, the Arizona Republic, the Miami Herald, and many more – featured pledges

(See Great Start, p.3)

Honor Roll Among U.S. Commitments in Beijing

At the Fourth World Conference on Women in Beijing last month, nations from around the world made official commitments to improve conditions for women in their own countries. The Honor Roll was one of the key commitments made by the U.S. Government.

The language, now part of the permanent United Nations record, calls on the Women's Bureau to "solicit pledges from employers, organizations and community groups to make systemic changes in policies and practices in the workplace," and includes the goal of affecting a million people.

The commitment was announced in Beijing by U.S. Ambassador to the United Nations Madeleine Albright. Women's Bureau Director Karen Nussbaum was a member of the official U.S. delegation to the conference.

Call 1-800-827-5335
to Pledge

Anyone who wants to be on the Honor Roll can get pledge materials by calling 1-800-827-5335.

Help spread the word by including this toll-free number in your newsletter, publication or on-line service.

Mongolia Business Review



September 1995

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First Lady's Remarks for National University of Mongolia

Sain Bayn Uu. And thank you very much for that kind introduction. Thank you, Mrs. Tsevelmaa [wife of President Ochirbat], for your warm welcome and hospitality; Ambassador Johnson, thank you for your energetic and wise representation of our nation in Mongolia.

Professor Dorj, faculty, students, and other guests, thank you for inviting me here today. It is a great honor to be with you, and I want you to know that I bring with me very special greetings from the President and the people of the United States.

I hope that in the years ahead more Americans will be able to travel here and experience first-hand the great beauty of your country, the vitality and strength of the Mongolian people, as well as the respect you show for your natural surroundings, the pride you have in your children, and the value you place on their education.

In America we have had the opportunity recently to learn more about the rich culture and long history of Mongolia through the most important exhibit of Mongolian art ever to be shown in the United States. The exhibit, called "Mongolia: The Legacy of Chinggis Khan," opened at the Asian Art Museum of San Francisco in July, and will travel to several other cities, including our nation's capital.

I have come here to express in very strong terms America's support for Mongolian democracy, independence, and prosperity. And I think it is wonderfully appropriate for us to be meeting at a university, because the opportunity for citizens to pursue an education is so essential to the growth and success of any democracy.

I also am very pleased to learn that so many women are students here. In many parts of the world, women are not afforded the opportunity of higher education, or even the chance to acquire basic literacy. Mongolia is a wonderful exception.

As you may know, I spent the past few days before coming to Mongolia at the United Nations Fourth World Conference on Women in Beijing. The purpose of the conference was to bring together women and men from around the world who are dedicated to advancing the interests of women, children and families.

About 185 nations, including Mongolia, sent delegates who are focusing their energies on the issues that matter most to women and their families: access to education, health care, jobs and credit, safety from violence in and out of their homes, and the chance to participate fully in the political life of their countries.

I mention this because so many of the ideals and values at work at the UN conference are the ideals and values at work in your new democracy.

Earlier today, I had a chance to meet with a group of Mongolian women, several of whom, including your First Lady, participated in the women's conference. And I think we are all aware that no matter what country we live in, as women we share many of the same aspirations and concerns.

We are living in a time of momentous change around the world. It is a time when dictatorships and tyrannies are giving way to more open and tolerant societies — and new respect for human rights, free elections and free markets is emerging in many places.

Yet it is also a time of growing global competition, scarcer resources and unpredictability about the future. So along with a wave of democracy, we also see the resurfacing of ugly ethnic, tribal and religious conflict and the violence that often accompanies those rivalries.

In the face of such rapid change, there may be a tendency to assume that education, health care, economic opportunity and personal freedom have little to do with the economic and social progress of a nation.

The whole point of the conference in China — and what we are learning in country after country around the world, including here in Mongolia — is that investing in human beings and their potential to improve their own lives and the lives of their families is as important to a nation's progress as investments in the marketplace.

Along with access to schooling, health care and jobs, men and women must be permitted to take part in the decisions that will affect their futures.

It takes courage on the part of many people to build a democracy, as we have seen from India to South Africa to Mongolia.

There are some who claim that freedom and democracy are Western concepts and that Asians prefer authoritarian rule.

I say: Let them come to Mongolia.

This country has transformed itself from a one-party communist dictatorship into a pluralistic political system. You have done so with quiet and courageous determination. Although it is not widely known in my country, the Mongolian people yearned so strongly for democracy that a movement began with demonstrations in sub-zero temperatures and culminated with the resignation of the Politburo, the legalization of other parties, and the writing of a new Constitution.

Clearly, the Mongolian people take the privileges of democracy and freedom seriously. I learned before coming here that about 90 percent of voters cast ballots here, and many have to travel great distances to do so. That voting rate is higher than in many older democracies, including my own.

There are some who claim that new democracies cannot survive economic hardship and struggle, and that, as a country makes the transition from a planned economy to a market economy, it cannot afford democracy.

I say: Let them come to Mongolia, where the government and people are both moving toward political and economic reform, economic freedom and political freedom.

Your nation is an inspiration to millions around the world who see the strides you are making in free market reforms, the creation of an independent judiciary, laws that respect human rights and private property, and the doors you have opened to welcome free enterprise and foreign investment . . . All in a very, very short time.

At the same time, we know that the creation of any democratic society requires patience, perseverance, optimism and the willingness to make difficult choices.

Here in Mongolia, you have experienced the hope and the pain, that comes with rapid change. And you have shown great resolve in recent years in facing the obstacles you have encountered on the road to democracy.

I am here to tell you, on behalf of the President of the United States and the American people, that the United States will stand by you as you continue your democratic journey.

I am proud to say that our support thus far has included activities funded by the United States Agency for International Development designed to strengthen parliament, the judiciary and non-governmental organizations — including several representing the views and interests of Mongolian women.

We all recognize that NGOs are key elements in the development and sustenance of a civil society in any country. And they are crucial to the effectiveness and success of any democracy.

We will continue to show our support because we are convinced that a democratic, independent and prosperous Mongolia is in our own interests as well as yours, — and that it is essential to maintaining peace and stability in Asia and throughout the world.

From the outset of Mongolia's transition to democracy, the United States has recognized the vital connection between democracy and energy.

We appreciate the importance of energy assistance in your capital, particularly during the coldest months (which I know can last for quite some time here).

In 1992, we pledged to provide \$35 million in U.S. aid to the Government of Mongolia's energy sector. For four winters, this support has helped keep the heat on, and the lights on, in Ulaanbaatar.

We intend to fulfill the remainder of this pledge in the coming year.

We also understand the Mongolian government's concern for the upcoming winter. Because the situation is so serious, I am happy to announce a new pledge of \$3.5 million in additional emergency support to get Mongolia through this winter before help is available from other donors.

It is our hope that this additional support will allow the Government of Mongolia to focus on further developing the country's market economy and democratic transition.

Today I am also pleased to announce that our government, through USAID, will provide UNICEF with \$1 million to support improvement in children's health.

It is our hope that this support will help Mongolia make up the ground lost in providing for children's health in recent years. This particularly urgent because more than half of Mongolia's population is under 25.

We also are involved in other activities in support of democracy and economic progress. Peace Corps volunteers are teaching English to students in Mongolia. Our military's humanitarian program has been active here. I believe that some American military personnel helped build the school for gifted math and science students in Ulaanbaatar. And assistance from our Department of Agriculture has been used to promote small business.

I believe that the values that our nations share, and our common belief in the ideals of freedom and democracy, will draw us even closer in the years ahead.

I heard a story earlier today that struck me for two reasons. It reflects the prominence and respect accorded women in Mongolian culture.

It also reflects the solidarity of the Mongolian people over these last five years, and the importance of building solidarity among like-minded nations and peoples.

It is the story of Chinggis Khan's mother, who lectured the young Temujin and his brothers of staying united. To make her point, she showed them how easily one arrow could be broken, but how hard it is to break five arrows when they are held together.

On the eve of a new century, and a new millennium, democracies must stand together. After my brief stay here, I am ever more confident that our nations will move together along the path to a stronger, healthier, and more prosperous future.

Thank you very much.

Gold Exploration Moves Forward

Mongolia Gold Resources Ltd is currently developing its advanced stage gold property in Mongolia. The Bumbat Gold project is located 125 miles west-northwest of the capital of Ulaanbaatar and is scheduled to begin production in June 1996.

News releases from Mongolia Gold announce that 16 diamond drill holes totaling 1,800 metres have been completed on its 49% owned Bumbat gold project in Mongolia. All holes tested the 118 vein outside of the ore reserve area to expand near surface reserves for open pit mining. All drill holes intersected the 118 vein, containing minor base metal sulfides which are associated with gold mineralization in the area. Previous work has shown that this vein hosts 261,400 tons of geologically proven and closely drilled probable reserves grading 18 grams of gold per ton. The drill has been moved to the adjacent 56 vein which hosts a previously identified geologically proven and closely drilled probable reserves of 17,000 grading 33.6 grams of gold per ton. A minimum 6 diamond drill holes are planned on this vein in this current program.

The drill program is expected to continue to mid September. The aim is to raise a portion of the 920,000 tons of probable reserves grading 11.7 grams of gold per ton into a higher reserve category. Trenching and surface exploration is expected to test some of the additional 1,500,000 tons of possible reserves that has been identified on the Bumbat Property.

Surface mining equipment shipped from Seattle in mid June arrived safely in Ulaanbaatar in late July. The equipment was shipped in three 40 foot containers and arrived two weeks ahead of schedule. The equipment consists of two compressors and two air tracks, hand drills and ancillary equipment. This equipment complements the new Caterpillar equipment, namely a D-8N bulldozer, a 988F loader and two 27 ton dump trucks purchased and delivered earlier this year.

SOCO Sees Tamtsag Success

SOCO International hosted an inauguration ceremony at their wellsite located in the Dornad aimag in the Tamtsag basin which was attended by President Ochirbat and a number of other dignitaries on April 28th. The well which has a target depth of 3,400 meters will be the deepest well ever drilled there. On August 14th, Ed Story, President and CEO of SOCO International, said "We are encouraged by the results of the first well and are now drilling our second well the end of August. I am convinced Tamtsag will become a major producing province. We want to thank both MGT and the Government of Mongolia for their help in this project."

China Medical Board Grants

The China Medical Board of New York, Inc. has made two financial grants to health professions educational institutions in Mongolia. The first was \$100,000 in 1993 to the Ulaanbaatar Nursing School to enhance Nursing Education. The second was \$90,000 in 1994 to Sainshand Medical College to advance Medical Education for the Gobi aimags.

In June 1995, the Board cooperated with Sainshand Medical College on a Workshop on Curriculum. Experienced medical educators from Mongolia and the United States of America worked together to develop a new, modern, appropriate curriculum that emphasizes preventive and community medicine as well as conventional disease-oriented medicine. The College's leaders and staff are developing detailed objectives and plans and pursuing resources necessary for the early implementation of the new educational program. The China Medical Board expects to consider a request from the College for additional financial assistance.

The China Medical Board began in 1914 as a division of The Rockefeller Foundation. The China Medical Board of New York, Inc. was incorporated as an independent body in 1928. The Board devoted its funds largely to supporting the Peking Union Medical College until the college was nationalized and China's participation in the Korean conflict began in 1951. Thereafter, the Board assisted health professions-educational institutions in several East and Southeast Asian nations. In 1980, the Board began again to support health professions-educational institutions in the People's Republic of China. The Board's recent programs involved eleven countries and territories in East and Southeast Asia. The Board's primary activity is support of medical, nursing and public health education and research.

Prison Sentences

The City Court of Ulaanbaatar convicted 11 people of corruption in Mongolia's biggest graft case and sentenced a 38-year-old business woman with Oyuu Trading Co. to eight years in jail for bribing bank officials in commercial banks, evading taxes and falsifying documents. It gave five year prison sentences to two commercial bank employees from Mangol Daatgal Bank and the Bank of Investment and Technical Renewal. The court fined the governor of Bogd Khan Bank and the former governor of the Central Asia Bank and withdrew their license to work. The general accountant of the Gobi Cashmere Co. was sentenced to four years, one person was sentenced to two years, another was suspended from work for one year and fined, two were fined and one was placed on two years parole. The court cleared the governors of the Trade and Development Bank, the Bank of Investment and the Mongolian Insurance Bank of corruption charges. *Reported by Reuter August 30.*

IRI Coaches Challengers

Tom Morgan, former political director of Speaker Newt Gingrich's political action committee, and Mike Donahue of the Republican Conference recently returned from Mongolia at the behest of the International Republican Institute (IRI). During the seven-day stay, they met with officials from two of Mongolia's struggling national political parties and explained how their leaders can create a "contract" (based on the Contract With America) to break the hold of the current ruling party in the upcoming Parliamentary elections.

IRI and its counterpart, the National Democratic Institute (NDI), conduct campaign education and election monitoring programs in nations around the world to promote democratic ideals. They receive no funding from the Republican or Democratic National Committees. Both the institutes are private, nonprofit organizations, and are major grant recipients of the National Endowment for Democracy, created by President Reagan in 1983 to promote democracy in foreign nations. *Reported in The Hill (a newspaper about Capitol Hill) September 13.*

UNDP Assists Gobi Desert

The Gobi Desert, where rainfall averages fewer than two inches a year and winds reach 90 miles an hour is the coldest and northern-most desert. It shelters wild camels, wild asses, Gobi bears, ibexes and argali mountain sheep. The nearly extinct snow leopard lives in the mountainous border areas. In an effort to maintain the area's biological diversity, the United Nations Development Program is taking a new approach to environmental protection in Mongolia. Instead of concentrating on one species or a single area, the program for the first time has taken on an entire country. The program has cost about \$2 million so far, including \$390,000 from the Mongolian Government. The successes have been modest. From rare animal coloring books for children to field glasses for Mongolian biologists, the program began with environmental education and simple rules such as, don't litter.

Great Gobi National Park, one of the largest parks in the world, operates with 15 rangers on a \$72,000 annual budget. Not able to afford fuel, the rangers patrol the 13 million acres on camels.

In addition to helping the park devise a management plan, the U.N. agency is sponsoring a captive breeding project in the park to save the wild camel from extinction. A 10 year drought in the Gobi forced this and other endangered species to say near the oases, making them easy prey to the wolves. Only 800 wild camels are left, 500 in China and 300 in the Gobi park. The Gobi bear, which is also found in the park, is the only member of the bear family to inhabit the desert. No more than 30 bears remain.

Reported by the New York Times, August 22

Private Sector Invited to Mongolia Donors' Meeting for the First Time

The next Mongolia Donors' Meeting will be held in Tokyo on February 21 and 22, 1996. There will be 23 countries and eight multilateral organizations participating. For the first time, this meeting will include the private sector which the Council has pressed for. The World Bank and the Japanese Government, which are the primary organizers of the Mongolia Donors' Meeting, have asked the U.S.-Mongolia Business Council, Inc. to work with them in setting up both the format and the agenda for these private sector meetings. Council members participating will be **Amicale, Arthur Anderson, Baker & McKenzie, Caterpillar, Nescor Energy, SOCO International, and SeaLand**. Others wanting to participate should contact Lou Ivey, Executive Director of the U.S.-Mongolia Business Council soon.

U.S.-Mongolia Business Council Annual Meeting, Denver, CO November 9th, special preview of "Mongolia: the Legacy of Chinggis Khan" included at Denver Art Museum. Save the date!

Province Leaders at Mongolia Monday

Mongolia Monday, a regular monthly meeting sponsored jointly by the U.S.-Mongolia Business Council and the Embassy of Mongolia, featured Governor Kuntugan Mizankhan of Bayan Ulgii Aimag and Deputy Governor Tsevelmaa Bayarsaikhan of Umno Gobi on July 24. Governor Misankhan and Deputy Governor Bayarsaikhan were invited to the U.S. by the U.S. Information Agency's International Visitor Program. Mr. Mark Freeman and Ms. Amy Griffith of the Programming Division of Meridian International Center arranged the visitors' program.

Ambassador Arrives

Ambassador Choinkhor, the newly appointed Mongolian Ambassador to the United States, arrived in Washington September 13. Most recently, the Ambassador served as Deputy Foreign Minister in Mongolia. The Ambassador is joined by his wife, Maijargal, and a daughter. Ambassador Choinkhor hosted the Senate delegation which visited Mongolia in late August and was prominently involved in Mrs. Clinton's Mongolia visit. The U.S.-Mongolia Business Council is looking forward to working with the Ambassador.

ADB Approves \$25 Million Loan

The Asian Development Bank (ADB) approved a US\$25 million loan for improvements in Mongolia's roads to boost the transport service and speed its economic growth.

The project includes maintenance of 300 km (187 miles) of road from the capital Ulan Bator to Altanbulag at the Russian border and replacement of two wooden bridges on the Darhan-Erdenet road with concrete bridges.

The loan comes from the ADB's concessional Asian Development Fund and can be repaid in 40 years, including a grace period of 10 years. The loan carries an annual service charge of 1.0 percent. *Reported by Reuter, August 22.*

Senate Delegation Visit

A delegation of U.S. Senators visited Ulaanbaatar August 21-23. Ambassador Don Johnson hosted the group joined by newly appointed Ambassador to the U.S., Choinkhor. The group was composed of Senators Mark Hatfield (R-OR), Bennett Johnston (D-LA), Harry Reid (D-NV), Slade Gorton (R-WA), Conrad Burns (R-MT), and Dale Bumpers (D-AR). Senator Bumpers will speak to corporate members and invited guests of the U.S.-Mongolia Business Council about the trip on October 16th at 2:00pm.

Mongolia Stock Exchange Opens

Mongolia's stock exchange began trading August 28th. The modern stock exchange hall where all trading is done by computer will be open daily. The 1.2 million Mongolians who were issued vouchers exchangeable for shares in state companies were able to trade the stocks for money. Under the country's privatization program, which began four years ago, 451 state enterprises became stockholding companies. The exchange, which is open to foreigners, had bids today on 430 stocks and trading in 16, with a turnover of 12,776 shares worth 2.2 million tugriks or \$4,850. Among the 16 companies trading were the Ulaanbaatar Hotel, the Makhimpex Meat Company and the Erdenet Carpet Factory. *Reported by Reuter, August 29.*

President Ochirbat Comes to U.S.

President Ochirbat will visit the United States October 18-26 to commemorate the 50th anniversary of the United Nations. He will be in Washington, New York, and Houston.

First Mongolian Exhibit

"Mongolia: The Legacy of Chinggis Khan" opened in San Francisco on July 17 at the Asian Art Museum and will continue until October 15 after which it will travel to Denver and to Washington, D.C.

According to the San Francisco Examiner Art Critic, David Bonetti, "This is the first large-scale exhibition of Mongolian art in the United States. Featuring never-seen-before material from a little-known culture, it will be an eye-opener to virtually everyone, even those relatively knowledgeable about Asian art".

The exhibition traces the Mongolian renaissance, a period that began some 200 years after the collapse of Khubilai Khan's empire.

Senator Dale Bumpers will address the corporate members and invited guests of the U.S.-Mongolia Business Council on October 16, 1995 at 2:00PM on Capitol Hill.

Mongolia Business Review

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Open Meeting

Mongolia Monday, hosted monthly by the U.S.-Mongolia Business Council and the Embassy of Mongolia, features prominent Americans and Mongolians discussing their work in Mongolia. The event is a Brown Bag Lunch held at the Mongolian Embassy from noon to 1:30 p.m.. **Thanks to the Coca-Cola Company for providing drinks for the lunch.**

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First Class

Mongolia Business Review



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Sain Bayn Uu. And thank you very much for that kind introduction. Thank you, Mrs. Tsevelmaa [wife of President Ochirbat], for your warm welcome and hospitality; Ambassador Johnson, thank you for your energetic and wise representation of our nation in Mongolia.

Professor Dorj, faculty, students, and other guests, thank you for inviting me here today. It is a great honor to be with you, and I want you to know that I bring with me very special greetings from the President and the people of the United States.

I hope that in the years ahead more Americans will be able to travel here and experience first-hand the great beauty of your country, the vitality and strength of the Mongolian people, as well as the respect you show for your natural surroundings, the pride you have in your children, and the value you place on their education.

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Yet it is also a time of growing global competition, scarcer resources and unpredictability about the future. So along with a wave of democracy, we also see the resurfacing of ugly ethnic, tribal and religious conflict and the violence that often accompanies those rivalries.

In the face of such rapid change, there may be a tendency to assume that education, health care, economic opportunity and personal freedom have little to do with the economic and social progress of a nation.

The whole point of the conference in China — and what we are learning in country after country around the world, including here in Mongolia — is that investing in human beings and their potential to improve their own lives and the lives of their families is as important to a nation's progress as investments in the marketplace.

Along with access to schooling, health care and jobs, men and women must be permitted to take part in the decisions that will affect their futures.

It takes courage on the part of many people to build a democracy, as we have seen from India to South Africa to Mongolia.

There are some who claim that freedom and democracy are Western concepts and that Asians prefer authoritarian rule.

I say: Let them come to Mongolia.

This country has transformed itself from a one-party communist dictatorship into a pluralistic political system. You have done so with quiet and courageous determination. Although it is not widely known in my country, the Mongolian people yearned so strongly for democracy that a movement began with demonstrations in sub-zero temperatures and culminated with the resignation of the Politburo, the legalization of other parties, and the writing of a new Constitution.

Clearly, the Mongolian people take the privileges of democracy and freedom seriously. I learned before coming here that about 90 percent of voters cast ballots here, and many have to travel great distances to do so. That voting rate is higher than in many older democracies, including my own.

There are some who claim that new democracies cannot survive economic hardship and struggle, and that, as a country makes the transition from a planned economy to a market economy, it cannot afford democracy.

I say: Let them come to Mongolia, where the government and people are both moving toward political and economic reform, economic freedom and political freedom.

Your nation is an inspiration to millions around the world who see the strides you are making in free market reforms, the creation of an independent judiciary, laws that respect human rights and private property, and the doors you have opened to welcome free enterprise and foreign investment . . . All in a very, very short time.

At the same time, we know that the creation of any democratic society requires patience, perseverance, optimism and the willingness to make difficult choices.

Here in Mongolia, you have experienced the hope and the pain, that comes with rapid change. And you have shown great resolve in recent years in facing the obstacles you have encountered on the road to democracy.

I am here to tell you, on behalf of the President of the United States and the American people, that the United States will stand by you as you continue your democratic journey.

I am proud to say that our support thus far has included activities funded by the United States Agency for International Development designed to strengthen parliament, the judiciary and non-governmental organizations — including several representing the views and interests of Mongolian women.

We all recognize that NGOs are key elements in the development and sustenance of a civil society in any country. And they are crucial to the effectiveness and success of any democracy.

We will continue to show our support because we are convinced that a democratic, independent and prosperous Mongolia is in our own interests as well as yours, — and that it is essential to maintaining peace and stability in Asia and throughout the world.

From the outset of Mongolia's transition to democracy, the United States has recognized the vital connection between democracy and energy.

We appreciate the importance of energy assistance in your capital, particularly during the coldest months (which I know can last for quite some time here).

In 1992, we pledged to provide \$35 million in U.S. aid to the Government of Mongolia's energy sector. For four winters, this support has helped keep the heat on, and the lights on, in Ulaanbaatar.

We intend to fulfill the remainder of this pledge in the coming year.

We also understand the Mongolian government's concern for the upcoming winter. Because the situation is so serious, I am happy to announce a new pledge of \$3.5 million in additional emergency support to get Mongolia through this winter before help is available from other donors.

It is our hope that this additional support will allow the Government of Mongolia to focus on further developing the country's market economy and democratic transition.

Today I am also pleased to announce that our government, through USAID, will provide UNICEF with \$1 million to support improvement in children's health.

It is our hope that this support will help Mongolia make up the ground lost in providing for children's health in recent years. This particularly urgent because more than half of Mongolia's population is under 25.

We also are involved in other activities in support of democracy and economic progress. Peace Corps volunteers are teaching English to students in Mongolia. Our military's humanitarian program has been active here. I believe that some American military personnel helped build the school for gifted math and science students in Ulaanbaatar. And assistance from our Department of Agriculture has been used to promote small business.

I believe that the values that our nations share, and our common belief in the ideals of freedom and democracy, will draw us even closer in the years ahead.

I heard a story earlier today that struck me for two reasons. It reflects the prominence and respect accorded women in Mongolian culture.

It also reflects the solidarity of the Mongolian people over these last five years, and the importance of building solidarity among like-minded nations and peoples.

It is the story of Chinggis Khan's mother, who lectured the young Temujin and his brothers of staying united. To make her point, she showed them how easily one arrow could be broken, but how hard it is to break five arrows when they are held together.

On the eve of a new century, and a new millennium, democracies must stand together. After my brief stay here, I am ever more confident that our nations will move together along the path to a stronger, healthier, and more prosperous future.

Thank you very much.

Gold Exploration Moves Forward

Mongolia Gold Resources Ltd is currently developing its advanced stage gold property in Mongolia. The Bumbat Gold project is located 125 miles west-northwest of the capital of Ulaanbaatar and is scheduled to begin production in June 1996.

News releases from **Mongolia Gold** announce that 16 diamond drill holes totaling 1,800 metres have been completed on its 49% owned Bumbat gold project in Mongolia. All holes tested the 118 vein outside of the ore reserve area to expand near surface reserves for open pit mining. All drill holes intersected the 118 vein, containing minor base metal sulfides which are associated with gold mineralization in the area. Previous work has shown that this vein hosts 261,400 tons of geologically proven and closely drilled probable reserves grading 18 grams of gold per ton. The drill has been moved to the adjacent 56 vein which hosts a previously identified geologically proven and closely drilled probable reserves of 17,000 grading 33.6 grams of gold per ton. A minimum 6 diamond drill holes are planned on this vein in this current program.

The drill program is expected to continue to mid September. The aim is to raise a portion of the 920,000 tons of probable reserves grading 11.7 grams of gold per ton into a higher reserve category. Trenching and surface exploration is expected to test some of the additional 1,500,000 tons of possible reserves that has been identified on the Bumbat Property.

Surface mining equipment shipped from Seattle in mid June arrived safely in Ulaanbaatar in late July. The equipment was shipped in three 40 foot containers and arrived two weeks ahead of schedule. The equipment consists of two compressors and two air tracks, hand drills and ancillary equipment. This equipment complements the new **Caterpillar** equipment, namely a D-8N bulldozer, a 988F loader and two 27 ton dump trucks purchased and delivered earlier this year.

SOCO Sees Tamtsag Success

SOCO International hosted an inauguration ceremony at their wellsite located in the Dornad aimag in the Tamtsag basin which was attended by President Ochirbat and a number of other dignitaries on April 28th. The well which has a target depth of 3,400 meters will be the deepest well ever drilled there. On August 14th, Ed Story, President and CEO of **SOCO International**, said "We are encouraged by the results of the first well and are now drilling our second well the end of August. I am convinced Tamtsag will become a major producing province. We want to thank both MGT and the Government of Mongolia for their help in this project."

China Medical Board Grants

The China Medical Board of New York, Inc. has made two financial grants to health professions educational institutions in Mongolia. The first was \$100,000 in 1993 to the Ulaanbaatar Nursing School to enhance Nursing Education. The second was \$90,000 in 1994 to Sainshand Medical College to advance Medical Education for the Gobi aimags.

In June 1995, the Board cooperated with Sainshand Medical College on a Workshop on Curriculum. Experienced medical educators from Mongolia and the United States of America worked together to develop a new, modern, appropriate curriculum that emphasizes preventive and community medicine as well as conventional disease-oriented medicine. The College's leaders and staff are developing detailed objectives and plans and pursuing resources necessary for the early implementation of the new educational program. The China Medical Board expects to consider a request from the College for additional financial assistance.

The China Medical Board began in 1914 as a division of The Rockefeller Foundation. The China Medical Board of New York, Inc. was incorporated as an independent body in 1928. The Board devoted its funds largely to supporting the Peking Union Medical College until the college was nationalized and China's participation in the Korean conflict began in 1951. Thereafter, the Board assisted health professions-educational institutions in several East and Southeast Asian nations. In 1980, the Board began again to support health professions-educational institutions in the People's Republic of China. The Board's recent programs involved eleven countries and territories in East and Southeast Asia. The Board's primary activity is support of medical, nursing and public health education and research.

Prison Sentences

The City Court of Ulaanbaatar convicted 11 people of corruption in Mongolia's biggest graft case and sentenced a 38-year-old business woman with Oyuu Trading Co. to eight years in jail for bribing bank officials in commercial banks, evading taxes and falsifying documents. It gave five year prison sentences to two commercial bank employees from Mangol Daatgal Bank and the Bank of Investment and Technical Renewal. The court fined the governor of Bogd Khan Bank and the former governor of the Central Asia Bank and withdrew their license to work. The general accountant of the Gobi Cashmere Co. was sentenced to four years, one person was sentenced to two years, another was suspended from work for one year and fined, two were fined and one was placed on two years parole. The court cleared the governors of the Trade and Development Bank, the Bank of Investment and the Mongolian Insurance Bank of corruption charges. *Reported by Reuter August 30.*

IRI Coaches Challengers

Tom Morgan, former political director of Speaker Newt Gingrich's political action committee, and Mike Donahue of the Republican Conference recently returned from Mongolia at the behest of the International Republican Institute (IRI). During the seven-day stay, they met with officials from two of Mongolia's struggling national political parties and explained how their leaders can create a "contract" (based on the Contract With America) to break the hold of the current ruling party in the upcoming Parliamentary elections.

IRI and its counterpart, the National Democratic Institute (NDI), conduct campaign education and election monitoring programs in nations around the world to promote democratic ideals. They receive no funding from the Republican or Democratic National Committees. Both the institutes are private, nonprofit organizations, and are major grant recipients of the National Endowment for Democracy, created by President Reagan in 1983 to promote democracy in foreign nations. *Reported in The Hill (a newspaper about Capitol Hill) September 13.*

UNDP Assists Gobi Desert

The Gobi Desert, where rainfall averages fewer than two inches a year and winds reach 90 miles an hour is the coldest and northern-most desert. It shelters wild camels, wild asses, Gobi bears, ibexes and argali mountain sheep. The nearly extinct snow leopard lives in the mountainous border areas. In an effort to maintain the area's biological diversity, the United Nations Development Program is taking a new approach to environmental protection in Mongolia. Instead of concentrating on one species or a single area, the program for the first time has taken on an entire country. The program has cost about \$2 million so far, including \$390,000 from the Mongolian Government. The successes have been modest. From rare animal coloring books for children to field glasses for Mongolian biologists, the program began with environmental education and simple rules such as, don't litter.

Great Gobi National Park, one of the largest parks in the world, operates with 15 rangers on a \$72,000 annual budget. Not able to afford fuel, the rangers patrol the 13 million acres on camels.

In addition to helping the park devise a management plan, the U.N. agency is sponsoring a captive breeding project in the park to save the wild camel from extinction. A 10 year drought in the Gobi forced this and other endangered species to say near the oases, making them easy prey to the wolves. Only 800 wild camels are left, 500 in China and 300 in the Gobi park. The Gobi bear, which is also found in the park, is the only member of the bear family to inhabit the desert. No more than 30 bears remain.

Reported by the New York Times, August 22

Private Sector Invited to Mongolia Donors' Meeting for the First Time

The next Mongolia Donors' Meeting will be held in Tokyo on February 21 and 22, 1996. There will be 23 countries and eight multilateral organizations participating. For the first time, this meeting will include the private sector which the Council has pressed for. The World Bank and the Japanese Government, which are the primary organizers of the Mongolia Donors' Meeting, have asked the U.S.-Mongolia Business Council, Inc. to work with them in setting up both the format and the agenda for these private sector meetings. Council members participating will be **Amicale, Arthur Anderson, Baker & McKenzie, Caterpillar, Nescor Energy, SOCO International, and SeaLand**. Others wanting to participate should contact Lou Ivey, Executive Director of the U.S.-Mongolia Business Council soon.

U.S.-Mongolia Business Council Annual Meeting, Denver, CO November 9th, special preview of "Mongolia: the Legacy of Chinggis Khan" included at Denver Art Museum. Save the date!

Province Leaders at Mongolia Monday

Mongolia Monday, a regular monthly meeting sponsored jointly by the U.S.-Mongolia Business Council and the Embassy of Mongolia, featured Governor Kuntugan Mizankhan of Bayan Ulgii Aimag and Deputy Governor Tsevelmaa Bayarsaikhan of Umno Gobi on July 24. Governor Misankhan and Deputy Governor Bayarsaikhan were invited to the U.S. by the U.S. Information Agency's International Visitor Program. Mr. Mark Freeman and Ms. Amy Griffith of the Programming Division of Meridian International Center arranged the visitors' program.

Ambassador Arrives

Ambassador Choinkhor, the newly appointed Mongolian Ambassador to the United States, arrived in Washington September 13. Most recently, the Ambassador served as Deputy Foreign Minister in Mongolia. The Ambassador is joined by his wife, Majjargal, and a daughter. Ambassador Choinkhor hosted the Senate delegation which visited Mongolia in late August and was prominently involved in Mrs. Clinton's Mongolia visit. The U.S.-Mongolia Business Council is looking forward to working with the Ambassador.

ADB Approves \$25 Million Loan

The Asian Development Bank (ADB) approved a US\$25 million loan for improvements in Mongolia's roads to boost the transport service and speed its economic growth.

The project includes maintenance of 300 km (187 miles) of road from the capital Ulan Bator to Altanbulag at the Russian border and replacement of two wooden bridges on the Darhan-Erdenet road with concrete bridges.

The loan comes from the ADB's concessional Asian Development Fund and can be repaid in 40 years, including a grace period of 10 years. The loan carries an annual service charge of 1.0 percent. *Reported by Reuter, August 22.*

Senate Delegation Visit

A delegation of U.S. Senators visited Ulaanbaatar August 21-23. Ambassador Don Johnson hosted the group joined by newly appointed Ambassador to the U.S., Choinkhor. The group was composed of Senators Mark Hatfield (R-OR), Bennett Johnston (D-LA), Harry Reid (D-NV), Slade Gorton (R-WA), Conrad Burns (R-MT), and Dale Bumpers (D-AR). Senator Bumpers will speak to corporate members and invited guests of the U.S.-Mongolia Business Council about the trip on October 16th at 2:00pm.

Mongolia Stock Exchange Opens

Mongolia's stock exchange began trading August 28th. The modern stock exchange hall where all trading is done by computer will be open daily. The 1.2 million Mongolians who were issued vouchers exchangeable for shares in state companies were able to trade the stocks for money. Under the country's privatization program, which began four years ago, 451 state enterprises became stockholding companies. The exchange, which is open to foreigners, had bids today on 430 stocks and trading in 16, with a turnover of 12,776 shares worth 2.2 million tugriks or \$4,850. Among the 16 companies trading were the Ulaanbaatar Hotel, the Makhimpex Meat Company and the Erdenet Carpet Factory. *Reported by Reuter, August 29.*

President Ochirbat Comes to U.S.

President Ochirbat will visit the United States October 18-26 to commemorate the 50th anniversary of the United Nations. He will be in Washington, New York, and Houston.

First Mongolian Exhibit

"Mongolia: The Legacy of Chinggis Khan" opened in San Francisco on July 17 at the Asian Art Museum and will continue until October 15 after which it will travel to Denver and to Washington, D.C.

According to the San Francisco Examiner Art Critic, David Bonetti, "This is the first large-scale exhibition of Mongolian art in the United States. Featuring never-seen-before material from a little-known culture, it will be an eye-opener to virtually everyone, even those relatively knowledgeable about Asian art".

The exhibition traces the Mongolian renaissance, a period that began some 200 years after the collapse of Khubilai Khan's empire.

Senator Dale Bumpers will address the corporate members and invited guests of the U.S.-Mongolia Business Council on October 16, 1995 at 2:00PM on Capitol Hill.

Mongolia Business Review

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Open Meeting

Mongolia Monday, hosted monthly by the U.S.-Mongolia Business Council and the Embassy of Mongolia, features prominent Americans and Mongolians discussing their work in Mongolia. The event is a Brown Bag Lunch held at the Mongolian Embassy from noon to 1:30 p.m.. **Thanks to the Coca-Cola Company for providing drinks for the lunch.**

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First Class

REMARKS BY SUSAN O'NEIL
THE WHITE HOUSE -- 10/31/95

file
Working Women Count
10/31
event

My name is Susan O'Neil and I come here today not just representing my family but all of the working families in America. My family consists of my husband John, who is self-employed, my three-year-old daughter, Stephanie, and myself.

It's a struggle to balance work and family. My day begins at about 5:00 a.m. showering, dressing and, oh yes, laundry. I typically arrive shortly before 7:30 a.m. to a darkened office, and each day is different. To make sure I can pick up Stephanie by 5:00, I often eat lunch at my desk or on the move.

When I get home, I prepare dinner, get Stephanie settled and, oh yes, I fold and put away the laundry washed earlier that day. You have no idea how much laundry a family of three can make!

My husband John wakes shortly after me and has the sole responsibility for getting Stephanie dressed and ready. He takes her to school by 6:50 a.m. and heads to his job and his frequent 10 to 12 hour days (like the one he's having right now back in Boston). What would I do without him?

Sometimes it's a real struggle to wake a toddler on a cold winter morning. She just might not want to cooperate with the routine. Can you blame her? We don't. But -- on those difficult days -- we still have to go to work and perform and try not to feel guilty!

I often feel like I am juggling and wearing many hats. In the morning I pull out my employee hat and wear it all day. Then, as I descend on the elevator each evening, I take a deep breath, remove my one hat and replace it with two -- my mommy hat and my wife hat.

(more)

Then I hold on real tight, because no one ever knows what an evening will bring. It takes great patience, a sense of humor, and drive to maintain this routine each working day.

I am very fortunate that I have a boss who is supportive and very understanding. She knows that I can be there for her and still be there for my family, too.

I have been with Deloitte & Touche for nine plus years and I know they trying to make a difference -- I am living proof. They give me the chance to make my balancing act a reality.

Though I still work eight hours per day, I have the flexibility to do it in a time span that meets my family's needs. And when Stephanie was a baby, I used the company's resource and referral service to find the best day care for her. Deloitte & Touche also offers a Dependent Care Flexible Spending Plan, which the O'Neil's take full advantage of -- it lets me put aside part of my pay before taxes to spend on child care.

These are the types of programs and arrangements that are available to me and my family, and they help us maintain some balance in our lives.

John, Stephanie and I are just an average American family trying to live and do the best we can the best way we know how.

This is real America -- we ask you the government and you the employer to help us, the working people, to make it work. We can't do it alone. The bottom-line is we need to put stock in families -- we need to invest in families to help make this country a great, safe and healthy place to live and work. This is America! Thank you.

#

White House Recognition Ceremony
The American Business Collaboration
for Quality Dependent Care
Washington, D.C.
October 31, 1995

*file
Working Wm
Clinton
10/31 event*

Remarks by

James J. Schiro
Chairman and Senior Partner, Price Waterhouse, LLP

Thank you Mrs. Clinton and Secretary Reich. . .

I am privileged to be here today
to say a few words about why I know
that supporting our associates' dependent care needs
is a good business decision for my firm,
Price Waterhouse.

We have only recently joined the American Business
Collaboration for Quality Dependent Care
and I want to acknowledge the 20 other companies,
represented here today,
who are our teammates in this endeavor.

Many have, in fact,
paved the way for our involvement.

I agree with the CEOs of these companies
that it makes good business and common sense
-- that employees who are secure in their knowledge that
their family members are cared for --
will give their best to make our firm successful.

Fortunately, however,
we don't have to rely on
just common sense and business instincts.

Companies who have studied the payback from their
investments in dependent care
have realized the positive impact this can have
on their bottom lines.

These results make me wonder
why every company
doesn't do more in this area.

We look forward
to enhancing the resources in the communities
in which we operate
so that our employees and
the community at large can benefit.

All of the companies participating in the American
Business Collaboration believe in our theme,
“Doing together what none of us can afford to do alone.”

But the real stories,
and the real business case for why we do this
isn't in words from people like me,
it is in the stories of our dedicated employees who
manage to contribute their best to us
while also caring for their families.

You know,
in the spirit of collaboration,

we understand that it is the partnership that is important,
not **who your partners are** --
even if they are your competitors.

After all,
babies in a child care center are not going to exchange
trade secrets.

Given that spirit,
it is my special pleasure now to turn the podium over to
Susan O'Neill from Deloitte and Touche
-- one of my competitors --
so that you can learn first hand what our continuing
efforts will yield.

Thank you.

**WORKING WOMEN COUNT HONOR ROLL EVENT WITH SECRETARY REICH
HONORING FAMILY FRIENDLY BUSINESSES AND ORGANIZATIONS**

DATE: October 31, 1995
LOCATION: East Room
TIME: 2:00 pm
FROM: Grier Mendel, Women's Bureau

I. PURPOSE

To demonstrate how this Administration has been a catalyst for change in the lives of working Americans, and to honor those who have already joined our effort and challenge others to do the same.

II. BACKGROUND:

The Working Women Count Honor Roll encourages businesses, organizations and state and local governments to take direct action to improve the lives of working women and their families.

MESSAGE: Honor Roll Members strengthen families by giving parents the tools to balance their needs at work and at home. They provide new opportunities for education and training that lead to higher wage, more satisfying jobs. Finally, the Honor Roll goes beyond divisive rhetoric and reminds us of the things we all care about. We are all in this together, and if each of us does our part we can improve the lives of working women and their families.

In the Spring of 1994, the Women's Bureau of the U.S. Department of Labor reached out to working women across the country and asked how they felt about their jobs -- what they liked, what they didn't like and what they wanted to change. An unprecedented quarter of a million women responded to the "Working Women Count" survey and answered the question, "If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?"

These women said they needed change in three key areas: better pay and benefits, help in balancing work and family, and more respect and opportunity on the job.

You've held Working Women Count roundtables in Atlanta, Santa Fe and Silver Spring to listen to women's concerns about work.

When the President received the Working Women Count report from Secretary Reich, he charged the Department of Labor to come up with recommendations to address working women's concerns. One of those recommendations was the Women's Bureau's Working Women Count Honor Roll.

Employers and others interested in joining the Honor Roll must pledge to initiate new programs or policies that make positive, concrete change in the lives of women and their families. Hundreds of organizations, public and private, large and small, have made pledges -- from flexible work schedules to child care on snow days; from scholarships to business school to paid leave to participate in a child's school activities. (Pledge Highlights attached)

This is only the beginning. The Women's Bureau has promised to obtain more than a thousand pledges affecting the lives of at least a million working people in the next year. It's one of the main U.S. commitments that Ambassador Madeleine Albright announced at the Fourth World Conference on Women in Beijing.

At this event, we will honor 21 companies in the American Business Collaboration (ABC) who have pledged to contribute \$100 million to provide child and dependent care options in 56 cities nationwide, and challenge others to take efforts to make life better for working women and their families.

The ABC companies have been committed to a family-friendly workplace for years. Many of them helped distribute the Department of Labor's Working Women Count survey in 1994, and when they were ready to make this enormous commitment, they made it an Honor Roll pledge so that we could share their example with others.

20 of the companies will have a representative at the event, and the CEO at Price Waterhouse will speak on behalf of ABC. Almost all of the companies are bringing an employee and his/her family to demonstrate how these programs help ordinary Americans balance their work and family responsibilities.

To highlight the overall success of the Administration's Honor Roll Program -- which, since Labor Day has prompted more than 400 businesses, organizations, state and local governments to pledge to improve the lives of working women and their families - representatives of 15 other pledge organizations from across the country will be at the event.

All of the representatives and families will be available for regional press following the event.

III. PARTICIPANTS

Meet and Greet

HRC

Secretary Reich

Karen Nussbaum

Stage participants (see profiles attached)

On stage

HRC

Secy. Reich

James J. Schiro, Chairman and Senior partner, Price Waterhouse

Susan O'Neil, Deloitte & Touche LLP

IV. SEQUENCE OF EVENTS

- HRC joins Karen Nussbaum, Secretary Reich, the Price Waterhouse CEO (James J. Schiro) and the featured families in the MAP room. Karen Nussbaum will tell you what she's learned from these families -- how Honor Roll programs have made a difference in their lives.
- HRC proceeds to East Room and proceed to stage with Secretary Reich, the CEO and the featured families. Karen will sit in the audience with the families not featured.
- HRC opens program and welcomes the audience and gives the big picture -- encouraging employers to do more to make work family friendly. You talk about how the family friendly workplace affects everyone at every level -- and refer to the families and other Honor Roll pledges.
- HRC introduces Secretary Reich.
- Secretary Reich explains the Honor Roll challenge. He introduces the CEO from Price Waterhouse, James J. Schiro.
- James J. Schiro briefly explains what the ABC collaboration is and why they started it. He introduces Susan O'Neil, an administrative assistant from Deloitte & Touche, who is sitting on stage with her 3 year old daughter, Stephanie.
- Susan talks about what Deloitte & Touche's child care assistance program has meant to her and her daughter.
- You empathize with Susan and close the program.
- At 3:00 pm, following the program, there is a receiving line. Secretary Reich and Karen will do a press availability on the North Lawn of the White House.

V. PRESS

Meet and Greet
Closed press.

Program
Open press.

VI. REMARKS

Prepared by Pam Cicetti.



JAMES J. SCHIRO

James J. Schiro is Chairman and Senior Partner of Price Waterhouse LLP. He formerly served as Vice Chairman and Managing Partner for the New York Metropolitan Region and as Managing Partner of the New York Office.

Mr. Schiro has over two decades of experience serving large multinational engagements with operations in Europe, the United Kingdom, Canada, and the Far East. Mr. Schiro has served clients in a variety of industries, including financial services, communications, pharmaceuticals, consumer products, mining, and directing audits and providing special services related to acquisitions, divestitures, and reorganizations.

Mr. Schiro joined Price Waterhouse in 1967 and became a partner in 1979. For nine years, until 1988, he was Chairman of the firm's Mining Special Services Group. He then became National Director of Merger & Acquisitions Services, a position he held until his promotion to Vice Chairman.

Mr. Schiro is a member of the U.S. Firm's Management Committee and the World Firm's General Council. He is also a member of the American Institute of Certified Public Accountants, a member of the New York State Society of Public Accountants, and a member of the Board of Governors of the World Economic Forum. He is Treasurer and Executive Committee member of the United States Council for International Business, Chairperson of the Business Improvement District (BID) Task Force of the New York City Partnership/Chamber of Commerce's Economic Development Committee, member of the Leadership Committee of the Lincoln Center Consolidated Corporate Fund, member of the Board of Directors of the Regional Plan Association, member of the British-North American Committee, member of the New York Steering Committee of the Accountants Coalition on Liability Reform, member of the Board of Directors of the Institute for Advanced Study, and a Chairperson of the Finance Committee of the Board of Trustees for the McCarter Theatre in Princeton, New Jersey.

A graduate of St. John's University, Mr. Schiro serves as a member of the University's Board of Trustees and is also a member of the Board of Advisors Executive Committee for the Colleges of Business Administration. In 1995 St. John's University awarded him an Honorary Doctor of Commercial Science Degree. He is also a graduate of the Amos Tuck School Executive Program at Dartmouth College.

Mr. Schiro is a recipient of the Ellis Island Medal of Honor (1994), the St. John's University Alumni Pietas Medal (1992), and the Avenue of the Americas Association's Gold Key Award (1992).

Residents of Princeton, New Jersey, Mr. Schiro and his wife, Tomasina, have two children.

LEAD FAMILIES FOR AMERICAN BUSINESS COLLABORATION EVENT

**** SUSAN O'NEIL WILL BE SPEAKING AS PART OF THE PROGRAM****

Company: Deloitte & Touche LLP
Name: Susan O'Neil
Job: Administrative Assistant
Family: Stephanie 3; married (husband can't come)
Issue: Child Care Resource and Referral; D-CAP
Home: Stoneham, MA
Work: Boston, MA

Susan has been with Deloitte & Touche for 9 years. Her husband is self-employed and has irregular hours. Their 3-year-old, Stephanie, goes to a child care center near home. Susan works from 7:30 AM - 4:00 PM every day, sometimes skipping lunch to make sure she can leave on time and get to the center by 5:00 PM (before the late fees kick in). She has no family in the area to serve as back up.

Susan is very pleased with her daughter's child care, which she found with company-sponsored assistance. She also takes full advantage of a "flexible spending" option, setting aside the maximum \$5,000 of her pay before taxes to help pay for Stephanie's care. Still, the fact that the center is about to raise tuition by \$10/week adds a new strain on the family's budget.

LEAD FAMILIES FOR AMERICAN BUSINESS COLLABORATION EVENT

Company: Eastman Kodak
Name: Dr. Suzanne Sherman
Job: Senior Physician Consultant, Kodak Medical Preventive Service
Family: Alexander 6, Bowen 5; Married (husband not attending)
Issue: Child Care -- In-Home Emergency and Back-Up
Home: Rochester, NY
Work: Rochester, NY

Suzanne has worked for Kodak for 3 years and has helped to implement some of their family friendly services, such as supports for pregnant and nursing mothers. Her husband is a building contractor. They have two "fast-growing" boys, one in kindergarten and one in first grade, so Suzanne has her own work/family needs, too.

As a working mother, Suzanne's days are tightly packed. She says, "I like to think that it's well-ordered. I try to make a hot breakfast to get them through the day, but some days are Burger King mornings." She drops the boys at their child care center, which she found through a company-sponsored referral service, by 7:30 AM. A bus takes her older son to school and back from the center, and at 6:00 PM Suzanne picks them up.

When Suzanne has to work at night or one of the children is mildly ill, she relies on back-up child care service provided by Kodak. "There have been speaking engagements that I could not miss and I have called the night before and been able to have someone at the door the next morning. If my children are sick they will send a nurse who is qualified and professional," she says. "It's comforting to me that I can make a commitment to getting work done and know that my family is cared for."

LEAD FAMILIES FOR AMERICAN BUSINESS COLLABORATION EVENT

Company: IBM
Name: Susan Cohen and Joel Silberman
Job: Researchers
Family: Rebecca 4, Julia 6
Issue: Child Care (IBM sponsored center)
Home: Austin area
Work: Austin, TX

Susan Cohen and Joel Silberman have both worked in research at IBM for the past 10 years. They have two daughters, ages 4 and 6, and have used IBM-sponsored child care centers for both. Both parents believe that it's not just good day care that makes IBM family friendly, it's also the flexibility they have in setting their hours.

Joel says, "Because Susan travels more and has a longer commute, I drop off and pick up the kids. Then I work at home a couple of hours in the evening after they're in bed. My managers have been fully supportive, and the work still gets done on time."

"I am now traveling about 2 days each week," says Susan. "Thankfully, we have a degree of flexibility in doing our jobs, which really helps out in a pinch, like when kids are sick or we have doctor appointments."

Joel and Susan share child care responsibilities, and they are able to craft solutions like each taking a half day off when a child is sick. Joel's ability to adjust his schedule makes it much easier for Susan to travel as much as her job requires, and he values the time gets to spend with his daughters.

Says Susan, "Every mother feels guilty about leaving their kids with other people, but with access to such terrific programs, as well as a terrific husband, the guilt is so much less. My kids love their day care. It's where they learned to swim, to raise ducks, and to make good friends."

LEAD FAMILIES FOR AMERICAN BUSINESS COLLABORATION EVENT

Organization: YWCA of the City of New York
Name: Alma Ramon (spanish speaker)
Job: Executive Secretary
Family: Single parent; son Michael 9
Issue: Child Care; summer/holiday camp
Home: New York City, NY
Work: New York City, NY

Alma is a single parent and has worked at the YWCA for 3 years. She started there as a part-time bookkeeper while working other part-time jobs, and she has worked her way up to a full-time position as an executive secretary. Her son, Michael, is 9 years old and in the 4th grade.

Alma says that being a single parent makes it especially hard to balance work and family. "Everything is timed," she said. She gets up by 6:00 AM, gets ready for work, and makes breakfast before waking her son. While he's getting ready, she feeds the cat and catches up on her ironing. Then she walks Michael to school and waits with him until the school doors open. Michael participates in an after-school program at the Police Athletic League (PAL), and Alma is grateful that the fee is only \$1 a year.

Alma very much appreciates working in a family friendly environment. During his days off during the school year, Michael goes with her to the YWCA and participates in their holiday programs. Alma is also able to take time off when needed to care for Michael when other arrangements fall through.

Because of the costs of summer camp, Alma would have had to take a leave of absence to care for Michael this past summer. Fortunately, the YWCA had just implemented a new policy offering reduced camp tuition to their employees. Instead of an unaffordable \$1,000, Alma only had to pay \$200. The camp is even located in the YWCA building, so Alma was nearby if Michael needed anything.

A	A	B	C	D	E
1	COMPANY	TITLE	NAME	CITY	ST.
2	Aetna Life & Casualty	VP, Group Insurance, Aetna Health Plans	Frolly M. Boyd	Hartford	CT
3	Aetna Life & Casualty	Work Fam Strategies Director	Michelle Miller Carpenter	Hartford	CT
4	Allstate Insurance Company	Benefits Manager	Peter Esteve	Northbrook	IL
5	American Express Financial Advisors	VP, Human Resources	Susan Kinder	Minneapolis	MN
6	AMOCO	VP, Human Resources	R. Wayne Anderson	Chicago	IL
7	AMOCO	Work Family Director	Patricia M. Massucci	Chicago	IL
8	AT&T	Human Resources Director	Richard Dennis	Morristown	NJ
9	AT&T	Director, Family Care Development	Deborah Stahl	Morristown	NJ
10	Chevron	Work Family Coordinator	Suzanne R. Osborn	DC	DC
11	Chevron	VP, Federal Relations	Philip T. Cavanaugh	DC	DC
12	Citibank	VP, Director Staff Relations	Judith Kauffman Fullmer	Long Is City	NY
13	Citibank	VP, and Senior Human Resources Officer	Larry Phillips	New York	NY
14	Deloitte and Touche	HR Director	James H. Wall	Witton	CT
15	Deloitte and Touche	National Director, Advancement of Women	Ellen P. Gabriel	Boston	MA
16	Eastman Kodak Company	Work Life Manager	Catherine L. MacDonald	Rochester	NY
17	Eastman Kodak Company	Exec VP and Assistant CEO	Carl F. Kohrt	Rochester	NY
18	Exxon	Manager, Policy and Planning	F. Lynn Reid	Irving	TX
19	Exxon	VP-DC office	Don Smiley	DC	DC
20	GE Capital	Manger, Compensation and Benefits	Wiley L. Harris	Stanford	CT
21	Hewlett Packard	Senior Vice President Personnel	F.E. Peterson	Palo Alto	CA
22	IBM	Director Workforce Diversity	J.T. Childs, Jr.	Armonk	NY
23	IBM	VP-Human Resources	Jill Kanin-Lovers	Tarrytown	NY
24	Johnson and Johnson	VP Community and Workplace Programs	Christian Curtis Kjeldsen	New Brunswick	NJ
25	Mobil	HR Manager	Douglas O. Fltzsimmons	Fairfax	VA
26	Mobil	EEO Manager	Patricia L. Arthur	Fairfax	VA
27	NYNEX	Director Corporate Culture Initiatives	Robyn Phillips	White Plains	NY
28	NYNEX	Work Family Staff Director	Salli Figler	White Plains	NY
29	Price Waterhouse	Vice Chaiman, Human Resources	Richard P. Kearns	New York	NY
30	Price Waterhouse LLP	Chairman & Senior Partner	James J. Schiro	New York	NY
31	Texaco	VP, Human Resources	John D. Ambler	White Plains	NY
32	Texaco	Human Resources Advisor	Sherle Frost Morrison	White Plains	NY
33	Texas Instruments	Work Life Coordinator	Betty K. Purkey	Dallas	TX
34	Texas Instruments	VP Govt Relations	John Boidock	DC	DC
35	Work Family Directions	CEO	Fran Rodger	Boston	MA
36	Work Family Directions	Vice President	Mary Kay Leonard	Boston,	MA
37	Xerox		Wendy Starr	DC	DC
38	Xerox	Manager, Domestic Policy	Michele L. Cahn	DC	DC

A	I	J	K	L	S
COMPANY	EMPLOYEE	JOB TITLE	GUESTS	CITY	
Aetna Life & Casualty	Janet Coats	Tax Consultant	H, Douglas	Hartford	C
Allstate Insurance Company	Eileen McBride	Manager/Field Ops	H, Duncan; B, 4	Chicago	I
American Express Financial Advis	Susan Kinder	VP	H, David Vealitzek; B17, 14	Minneapolis	M
AMOCO	Annie Smith	PR Staff	G4	Houston	T
AT&T	Dorie Yochum	VP	H, George; B13, G16	Warren	M
Chevron	Helen Cho	Budget Analyst	B, 8	Atlanta	C
Citibank	Angela Barkley	Sr. Telemarketing	H, Daryl; B5	Washington	C
Deloitte and Touche	Gloria Townes	Paralegal		Washington	C
Eastman Kodak Company	Suzanne Sherman	Physician	H; B5, 6		
GE Capital	Elaine Frances	Mortgage Manager	H, Raymond; B2mon, G6	Cherry Hill	M
Hewlett Packard	Lynn Contino	Relocation Manager	B13	Atlanta	C
IBM	S. Cohen & J. Silber	Both are researchers	G5, 6	Austin	T
Johnson and Johnson	Kathleen Rutter	Director, Benefits Pl	H, Michael; B11, G14	New Brunswick	M
Mobil	Barbara Wasserman	Financial Analyst	H; G2	Fairfax	V
NYNEX	Ruth Chen Byrnes	Field Technician	H, Dennis; G1	White Plains	M
Price Waterhouse LLP	Terence L. McGuire	Dir Diversity Progs	W, Diedra; B9; G6	New York	M
Texaco	Mona Beyer	Information Systems	H, Laurence; G1	White Plains	M
Texas Instruments	Diane Johnson	Customer Correspon	Sister, Mother	Attleboro	M
Work Family Directions	Deborah Dickerson	Community Spec.	H, Richard; B17, 10	Boston	M
Xerox	Wendy Starr	Life Cycle Manager	B8, G4	Stamford	C
			KEY:		
			B: Boy		
			G: Girl		
			H: Husband		
			W: Wife		
			#: Age of child		

Non-ABC Honor Roll Regional Pledges

COMPANY	TITLE	COMPANY REPRESENTATIVE	MARKET	ST.
Bay Area Emergency Care Consortium	Litigation Associate	Kathryn Oliver, Esq.	San Francisco	CA
Boston Commission on Women	Executive Director	Marie A. Turley	Boston	MA
Care Givers on Call	Director	Marsha Cooper	New York	NY
Charles Eliot Middle School	CTU Bldg., Chairperson	Gloria W. Brown, Teacher	Cleveland	OH
Commission for Child Care	Executive Officer	Marcia Martin	Salem	OR
CWA, Local 6450	President	Cherelinda Chaney	Kansas City	MO
Fort Worth Star-Telegram	CEO	Denise Spittler	Fort Worth	TX
Jefferson County Dept. for Human Services	Coordinator	Lynn Howard	Louisville	KY
Jefferson County Dept. for Human Services	Director	Kathrine Schneider	Louisville	KY
Kwasha Lipton L.L.C.	Employee Benefit Consultant	Mary Walker, Ph.D.	Washington	DC
Office of the Mayor of Kansas City, MO	Chief of Staff	Denise V. Phillips	Kansas City	MO
Oregon Child Development Fund	Executive Director	Chris Tomlinson	Portland	OR
Seafirst Bank	Asst. V.P./Coordinator	Vicki Rohr	Seattle	WA
St. Joseph's Hospital and Medical Center	Public Care Consultant	Jennifer Shrader	Phoenix	AZ
The Work Options Group	President's Daughter	Alexandra Carrillo	Louisville	CO
The Work Options Group	President	Cindy Carrillo	Louisville	CO
YWCA of the City of New York	Executive Director	Vivian Manning Fox	New York	NY

REGIONAL PLEDGES

The City of Boston, through its Archdale Community Center, is operating a family literacy program in collaboration with the local tenants' association, Boston Housing Authority, and Lemuel Shattuck Hospital. The Archdale Family Literacy Program works with low-income, low-literacy females and their preschool children to provide early childhood education, academic and work readiness skills required for adult participation in credentialing programs, skill training and jobs. The overall goal of the program is to break the intergenerational cycle of poverty and low literacy.

YWCA of the City of New York is giving employees the opportunity to send their children to the SummerKidz Day Camp at a reduced rate. This YWCA camp is open to 6 to 13-year-olds and offers a wide range of well-supervised activities.

The National Federation of Black Women Business Owners in Washington, DC, has committed to recruiting 25 new Honor Roll pledges. The Federation will target both Fortune 500 companies and small businesses, and will present the pledges to the Women's Bureau at the organization's annual meeting on February 1996.

The City of Kansas City, MO will grant city employees four hours paid leave annually to participate in their children's school activities, and Mayor Emanuel Cleaver has challenged area businesses to follow suit.

The Fort Worth Star-Telegram in Texas pledges to broaden and formalize family friendly practices including flextime and telecommuting. The newspaper has also developed a Prenatal Maternity Care Program for early detection of pregnancy problems and set up a private nursing room for employees in downtown Fort Worth.

The Bay Area Emergency Care Consortium in San Francisco, CA has pledged to provide employees with easy access to high quality emergency child and elder care when their usual arrangements fall through. Employees of consortium members will simply call an "800" number, explain their need, and a qualified, pre-screened caregiver will be dispatched to their home. The service will be available 24 hours a day, 7 days a week, in 6 Bay Area counties. The Consortium is made up of 8 Bay Area businesses, mostly legal and consulting firms.

Kwasha Lipton, a 600-person benefits consulting firm in Fort Lee, New Jersey, has pledged to provide employees with a dependent care resource and referral service, an employee assistance program and lunchtime workshops. A recipient of the YWCA's Women Achiever Award, Kwasha Lipton's president has issued a challenge for all other Women Achievers to become advocates for work/life initiatives in their organizations.

The Communications Workers of America (CWA) and the Mayor of Lee's Summit, Missouri, have pledged to establish an on-site child care center to serve employees at the AT&T Mega Center.

Jefferson County, Kentucky, in partnership with the Louisville Area Chamber of Commerce and community economic development organizations, has formed a family friendly task force. This task force -- which includes 33 large and small businesses -- pledges to develop family friendly benchmarks, recognize employers who meet them, and educate the community and employers on the value of the family friendly workplace.

The Work Options Group in Denver, Colorado, has established three family friendly business coalitions, which offer employees comprehensive dependent care. Services include sick and emergency back-up care, school vacation programs, summer camps, enhanced child care resources and referral, and adult care information and referral. The Group pledges to start four more coalitions in the state of Colorado and then expand nationwide.

The State Of Arizona Family Friendly Task Force in Phoenix is formulating sample family friendly policies for public and private employers. It will then challenge employers to implement these policies or develop their own initiatives. This task force and its goals are a direct response to the Arizona and national results of last year's *Working Women Count* survey.

The Oregon Community Foundation's Oregon Child Development Fund in Portland has pledged to raise \$900,000 over three years to fund job training for hundreds of infant/toddler child care providers. The goal is to increase the supply and quality of child care for infants and toddlers throughout the state.

Employees of the Charles W. Eliot Middle School in Cleveland, Ohio, have formed a committee to plan family friendly activities on school grounds throughout the 1995-96 school year. The events, geared toward employees and their immediate and extended families, will focus on activities that will boost morale, reduce stress, improve attendance and productivity, and create a sense of ownership and responsibility.

(
Seafirst Bank in Seattle, Washington, has pledged to make it easier for employees to access flextime and job share options. Upon discovering that not all Seafirst departments take advantage of these programs, the company is stepping up training and materials for managers and staff. Seafirst has also reached out to at-risk youth in the community by establishing a mentoring, scholarship and job-training program.

The Oregon Commission for Child Care in Salem has formulated a Business/Family Initiative to encourage businesses in the Portland metropolitan area to develop family friendly policies. The Commission will seek partnerships with local businesses, trade associations and others to implement the program, and will assess the outcomes for working families as well as participating companies over a two-year period.

WORKING WOMEN COUNT HONOR ROLL PLEDGE HIGHLIGHTS

Here are just a few of the exciting and varied pledges we've received so far. They come from all parts of the country and all kinds of businesses and organizations, and they take many different approaches to improving women's working lives:



PAID LEAVE

A collective bargaining agreement between *The Alliance (AFSCME and SEIU)* and the *Commonwealth of Massachusetts* will let 21,000 state employees use up to 10 days of sick leave per year to make arrangements for adopting a child or coping with the effects of domestic violence.

The *City of Kansas City, MO* will grant city employees four hours paid leave annually to participate in their children's school activities, and Mayor Emanuel Cleaver has challenged area businesses to follow suit.



DEPENDABLE DEPENDENT CARE

Little Hoop Community College in Fort Totten, ND discovered an unmet need for child care through their participation in the Working Women Count survey. They since have created a day care center for the college and are working in partnership with local businesses to raise money for a major community child care center.

Hotel Employees and Restaurant Employees Union Local 2 in San Francisco, CA is establishing a child and elder care fund for hotel employees, one of the largest ever negotiated by a union. Employers will contribute five cents for every hour worked by eligible members.

American Home Products Corporation in Madison, NJ, has established an on-site child care center and provides tuition assistance for employees with annual family incomes under \$70,000. This new facility offers care for infants and preschoolers as well as a full-day

kindergarten, care for mildly ill children through age 6, and back-up care for children through age 12.



GETTING TO THE TOP

To increase women's access to top-level jobs, *Sara Lee in Chicago, IL* has pledged that at least 40% of the new MBA's they hire will be female. This goal has been added to the BONUS standards for Sara Lee executive vice presidents. The new hires will be given developmental plans and assigned mentors to help ensure their success.

The City of Hollywood, FL, wants to increase women employees' participation and marketability for other City jobs. Opportunities include management training, on-the-job training, after-hours education, and apprenticeships. The Office of Equal Opportunity will monitor promotions, transfers and compensation of those who have completed training.



FLEXIBILITY

McAlvain Construction, a small company in *Boise, ID*, has created new policies that allow parents to work flexible hours and bring their children to work when child care is unavailable.

John Hancock Mutual Life Insurance Co., headquartered in *Boston, MA* has instituted flexible scheduling for the company's 10,000 employees nationwide. They also began a mentoring program in September of this year.

(OVER)



GETTING PAID WHAT WE'RE WORTH

The University of Tennessee at Chattanooga is currently reviewing gender equity in salaries and making salary adjustments based on the results. The university has also established a Sick Leave Bank for employees.

District 925, Service Employees International Union in Massachusetts has bargained an 11% equity raise for clerical workers employed by the *Town of Watertown, MA*, on top of a 10% across-the-board raise awarded to town employees. That adds up to a 21% raise over the next three years.



TRAINING FOR SUCCESS

The Congress of National Black Churches, Inc. in *Washington, DC* will offer employees in their national office a training allowance of \$750 to \$1,500 per person, per year. The money can be used for job-related education and training services and materials.

The First Texas Council of Camp Fire in *Fort Worth, TX* has raised \$4.5 million to build a child development center that will also train and support adults who work with children.

Ann Becker and Associates, Inc. in *Chicago, IL* has pledged to spend a total of \$18-20,000 per year on professional development for this meeting-planning company's 10 employees. Employees will have access to funds for individual education and training as well as company-wide efforts.

Alaska Apprenticeship Information Center in *Anchorage, AK* will recruit, counsel and refer at least 35 women – including 10 single mothers on welfare – into non-traditional training and jobs across the state. The Center will also establish a support group for women working in the building and construction trades.

EXTENDING THE CHALLENGE

Some Honor Roll participants have taken the challenge to inspire others into action, too:

The City of Baltimore, MD, conducted surveys that point to continued sexual harassment in the private sector and underrepresentation of women on City boards and commissions. Based on the results, the City will develop sample company policies, and Mayor Schmoke will challenge Baltimore businesses either to implement them or develop their own efforts to address these concerns.

The Missouri Women's Council in *Jefferson City*, a state agency, is responding to *Working Women Count* by holding seven town hall meetings throughout Missouri, where they will collect *Honor Roll* pledges from businesses and organizations.

The Washington Business Group on Health in *Washington, DC*, a national business partnership, will release a report showcasing maternal and child health initiatives in seven companies – such as on-site ob/gyn services, financial incentives, and breastfeeding stations – and will then encourage their 200 members (mainly Fortune 500 companies) to adopt model practices and join the Honor Roll.

BUSINESSES WORKING TOGETHER

The Bay Area Emergency Care Consortium based in *San Francisco* provides easy access to high quality emergency child and elder care when employees' usual arrangements fall through. Employees of consortium members simply call an "800" number and a qualified, pre-screened caregiver is sent to their home. The service is available 24 hours a day, 7 days a week, in 6 Bay Area counties. The Consortium is made up of 8 Bay Area businesses, mostly legal and consulting firms.

The American Business Collaboration for Quality Dependent Care, a coalition of 21 major corporations, has launched a \$100 million initiative to strengthen child and elder care in communities where their employees live and work. This joint commitment will fund more than 1,000 projects in more than 50 cities over the next six years.

THE WHITE HOUSE
WASHINGTON

TO: **THE FIRST LADY**

DATE: Tuesday, October 31, 1995
1:45 p.m.

OF GUESTS: Approx. 170 guests/ Open Press

WHAT: American Business Collaboration - Quality Dependent Care Event

FROM: Ann Stock

1:30 p.m. Guests arrive at the East Visitors Gate.

1:45 p.m. **THE FIRST LADY** proceeds to the Diplomatic Reception Room for event briefing.

2:00 p.m. **THE FIRST LADY** proceeds to the Map Room to greet the stage participants who will have been meeting w/Sec. Reich and Karen Nussbaum. Karen Nussbaum to facilitate introductions/stories to Mrs. Clinton.

Participants: Secretary Reich ✓
Karen Nussbaum ✓
James J. Schiro (CEO-speaker on stage) ✓
Susan O'Neil (speaker on stage) ✓
Stephanie O'Neil (age 3)
Dr. Suzanne Sherman ✓
Alexander Sherman (age 6)
Bowen Sherman (age 5)
Susan Cohen ✓
Joel Silberman ✓
Rebecca Silberman (age 4)
Julia Silberman (age 6)
Alma Ramon ✓
Michael Ramon (age 9)

2:15 p.m. Upon conclusion of Map Room meeting, **THE FIRST LADY** and Sec. Reich proceed to the Blue Room to hold briefly while the stage participants are escorted to their seats on stage.

2:20 p.m.

THE FIRST LADY and Sec. Reich are announced from the Blue Room and proceed to seats on stage.

SPEAKING PROGRAM:

- **THE FIRST LADY** makes remarks and introduces Sec. Reich.
- Sec. Reich makes remarks and introduces James J. Schiro, Chairman and Senior Partner, Price Waterhouse.
- Mr. Schiro makes remarks and introduces Susan O'Neil, employee.
- Susan O'Neil makes remarks.
- **THE FIRST LADY** returns to the lectern and invites guests into the State Dining Room for tea and the Blue Room for a receiving line.

3:00 p.m.

THE FIRST LADY proceeds to the Blue Room for a receiving line.

3:45 p.m.

Upon conclusion of receiving line, **THE FIRST LADY** departs.

Guests will depart the East Gate upon conclusion of reception.

a/o 10/30 p.m.

WOMENS BUREAU EVENT -- FLOTUS

Tuesday, October 31, 1995

Invite time: 2:00 p.m.

EV Gate opens: 1:30 p.m.

Approx. 170 guests

Open Press

1:15 p.m.

Map Room guests (stage participants) arrive at the Northwest Gate and are escorted to the Map Room.

Map Room list contact: Nicole Rabner

Gate contact: Kim Widdess

Participants: Secretary Reich
Karen Nussbaum
James J. Schiro (CEO-speaker on stage)
Susan O'Neil (speaker on stage)
Stephanie O'Neil (age 3)
Dr. Suzanne Sherman
Alexander Sherman (age 6)
Bowen Sherman (age 5)
Susan Cohen
Joel Silberman
Rebecca Silberman (age 4)
Julia Silberman (age 6)
Alma Ramon
Michael Ramon (age 9)

Staff to Assist:
Mimi Castaldi
Mary Bedford-Billinghurst
Nicole Rabner
Madge Henning
Robyn Dickey

1:30 p.m.

Guests arrive at the East Visitors Gate and proceed to the Book Sellers Area to complete receiving line information cards.

Gate contact: Kim Widdess

Receiving Line cards: Robyn Dickey, Natasha

1:45 p.m.

THE FIRST LADY proceeds to the Diplomatic Reception Room for event briefing.

Contact: Ann Stock, Melanne Verveer

1:45 p.m. Guests are seated in the East Room by Social Aides.

Seating contact: Tracy Labrecque

Audience/Stage Seating:

- Families will be given red cards to match up w/reserved seating cards. Kim Widdess to coordinate distribution of cards to Families contact prior to their arriving at the WH.
- Map Room guests seated on stage except for Karen Nussbaum who will be seated in the front row.

2:00 p.m. **THE FIRST LADY** proceeds to the Map Room to greet the stage participants who will have been meeting w/Sec. Reich and Karen Nussbaum. Karen Nussbaum to facilitate introductions/stories to Mrs. Clinton.

Map Room: Nicole Rabner, Madge Henning, Robyn Dickey

NOTE: During discussion, children will be escorted to South Lawn to meet Socks.

2:15 p.m. Upon conclusion of Map Room meeting, **THE FIRST LADY** and Sec. Reich proceed to the Blue Room to hold briefly while the stage participants are escorted to their seats on stage.

NOTE: Stage participants should not be announced, just escorted to seats by Social Aides.

2:20 p.m. **THE FIRST LADY** and Sec. Reich are announced from the Blue Room and proceed to seats on stage.

SPEAKING PROGRAM:

- **THE FIRST LADY** makes remarks and introduces Sec. Reich.
- Sec. Reich makes remarks and introduces James J. Schiro, Chairman and Senior Partner, Price Waterhouse.
- Mr. Schiro makes remarks and introduces Susan O'Neil, employee.
- Susan O'Neil makes remarks.
- **THE FIRST LADY** returns to the lectern and invites guests into the State Dining Room for tea and the Blue Room for a receiving line.

3:00 p.m. **THE FIRST LADY** proceeds to the Blue Room for a receiving line. (WH Photo) Sec. Reich and the stage participants are escorted to the State Dining Room.

3:45 p.m. Upon conclusion of receiving line, **THE FIRST LADY** departs. Guests will depart the East Gate upon conclusion of reception.

As prepared

WORKING WOMEN COUNT FAMILY FRIENDLY BUSINESSES

OCTOBER 31, 1995

file
Child care
event

Good afternoon, and welcome to the White House.

Over the last several weeks, I have been putting the finishing touches on my forthcoming book, It Takes a Village and Other Lessons Children Teach Us. The title, as many of you may know, comes from the African saying, "it takes a village to raise a child." Increasingly, American business has a very important role to play in the village, and I am pleased to have this opportunity today to recognize the many businesses, municipalities and organizations here today for their commitment to family friendly workplaces. Working families have been waiting for this kind of help for about as long as Linus waited for the Great Pumpkin. But this time, help is on the way.

Last year, the Department of Labor asked women what they thought of their jobs. In response to its Working Women Count survey, more than a quarter of a million women told us they like working, but the clear message was they need a more supportive workplace and they need help balancing work and family.

Earlier this afternoon, I met with families whose lives have been touched by their employers' family friendly policies. I met with Dr. Suzanne Sherman who works for Kodak in Rochester and relies on their emergency and back-up child care for her two young children. Alma

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Ramon (ray-MUN), a single parent in New York City who would have had to leave her job at the YWCA if it did not have an employee discount on their summer camp. And Susan Cohen and Joel Silberman of Austin, Texas, who know their children are safe and well cared for at a child care center sponsored by IBM.

The economy has changed and with it the stresses on American families. Most families have two-wage earners and many are supported by single parents. Three out of four working women have school-age children. With American families as overworked and as mobile as they are today, relying on relatives and friends for child care is not always an option and most workplaces do not provide or subsidize child care. With their personal stories, the women with whom I have met around the country confirm how very hard it is to make it all work. As a 42 year-old auto factory worker and mother of two said to me recently: "What do you do with your kids when you are assigned the 4 p.m. to midnight shift?"

To follow-up on the concerns of working women, the President accepted the Department of Labor's recommendation to start a Working Women Count Honor Roll. Businesses, local governments and other organizations pledge to make work better and workplaces friendlier for women and their families. From Boston to San Francisco, small companies and large ones, labor unions and non-profits, hundreds of pledges have been made. By next summer, 1,000 pledges will be

gathered, lifting the lives of more than one million Americans.

Through the Honor Roll we're making change where it always begins — in local communities, neighborhoods, factories, offices and schools. I can tell you about just a few of these agents of change in our audience today:

*The City of Kansas City, Missouri, has pledged to grant city employees four hours paid leave annually to participate in their children's school activities, and Mayor Emmanuel Cleaver has challenged area businesses to follow suit.

*In Texas, the Fort Worth Star-Telegram pledges to broaden and formalize family friendly practices including flextime and telecommuting, it has developed a prenatal maternity care program for early detection of pregnancy problems, and has set up a private room where employees may nurse their babies.

*The Oregon Community Foundation's Oregon Child Development Fund has pledged to raise \$900,000 over three years to fund job training for hundreds of infant/ toddler child care providers.

As its Honor Roll pledge, the American Business Collaboration which we recognize today will launch a \$100 million initiative to develop and strengthen school-age, child care, and elder care projects in communities across the country where their employees live and work. I would also like to mention how pleased I am that the ABC funds an AmeriCorps program run by the National Association of Child Care

→ This goal is one of the main U.S. commitments announced in Beijing at the UN Fourth World Conference on Women.

Resource and Referral Agencies training AmeriCorps members to help thousands of families gain access to high quality child care.

We can achieve much, because we stand on common ground. Family friendly workplaces are not just good for morale, they are also good for the bottom line. In the words of the CEO's of the major corporations comprising the American Business Collaboration: "We believe that supporting the diverse dependent care needs of our employees is critical to our success as it enables our companies to attract and retain a productive, competitive, committed, and motivated workforce."

This Administration is challenging other businesses and organizations to make work better for women, men and their families. By encouraging and rewarding family friendly policies, the Working Women Count Honor Roll exemplifies the creative partnerships government and business must enter into if we are to do what is best for our families and what is best for our growing economy. Hundreds have taken up the challenge, but thousands more need to accept. With that, I would like to introduce my friend, the Secretary of Labor, Robert B. Reich.