

Withdrawal/Redaction Sheet

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. paper	re: political (2 pages)	04/08/1995	Personal Misfile
002. letter	re: personal information [partial] (1 page)	07/27/1994	b(6)
003. bio	re: personal story (1 page)	00/00/0000	b(6)

COLLECTION:

Clinton Presidential Records
Speechwriting
Lissa Muscatine
OA/Box Number: 12079

FOLDER TITLE:

HRC - Working Women Count 4/10/95

2017-1164-S

rc2382

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

MEMORANDUM

To: Lissa
From: Sabrina
Re: Working Women Count! event
Date: April 10, 1995

HRC opened the event, welcoming participants, and declaring that this event was a particularly important occasion for the Administration.

She then went on to talk a little bit about the two previous Working Women Count! events she participated in, but emphasized that this third event was the most significant because it looked to the future. She noted that this survey, "in no uncertain terms," indicated that women are working more than ever, double shifts, longer hours, etc. It represents a call for us to recognize the challenges and stresses of women in the workplace.

HRC turned to the ways women count in this Administration. Firstly, they have unprecedented access to the decision-making process of government, thanks to the President's appointment of women to many high-level positions.

Secondly, the Administration has made an historic commitment to women's health, with some breakthrough research in areas such as breast cancer.

Thirdly, HRC emphasized the President's commitment to combat domestic violence.

And finally, she talked about women small business owners' increased access to loans and technical support.

HRC then declared that the Working Women Count! project and the efforts of this administration are only the tip of the iceberg when it comes to the needs of working women and their families.

She mentioned her trip to South Asia. After talking to academics, politicians and intellectuals in the cities, and women in the rural villages, she noted a common thread to each conversation. No matter whether it is Washington, DC, or Topeka, or Nepal or Bangladesh, women are all trying to make the best possible choices for their lives and the lives of their loved ones. There also is a common commitment to make a contribution to the larger community.

She closed by saying that we can do more to enable women to do better for themselves and their families, and that this project helps us look at the array of possibilities that human life offers us. She then introduced Secretary Robert Reich.

**FIRST LADY HILLARY RODHAM CLINTON
"WORKING WOMEN COUNT!" RECOMMENDATIONS
THE ROSE GARDEN
APRIL 10, 1995**

TALKING POINTS

* I'm pleased to welcome all of you to the White House -- particularly for an occasion that speaks so directly to the concerns of women across our country and at every level of our society.

* Thanks to Secretary Reich [NOTE: he will not be there but should be given some credit for this] and Karen Nussbaum and so many others at the Department of Labor -- and to all of the women who responded to the "Working Women Count!" survey -- we know a lot more about the experiences of working women. For the first time, we are hearing from the real experts -- a quarter million women whose words and opinions about balancing work and family are being taken seriously at the highest levels of this Administration.

* This survey tells us in no uncertain terms that American women accomplish the next-to-impossible every day, whether it is caring for a family while running a Fortune 500 company, or getting up at 4:30 in the morning and holding down two jobs to make sure children have food on the table and warm clothes to wear.

THE WAYS WOMEN COUNT IN THIS ADMINISTRATION

* In a few minutes, the President will talk about the wonderful initiatives that have been put in place over the past two years on behalf of all women, and especially working women, and about what we will do in the future to address the concerns of working women. But first, let me count some of the ways that women have counted in this Administration:

-- This President has appointed more women to government than any of his predecessors. Forty-four percent of his appointments have been women, and one-third of those are in senior positions. As you know, several Cabinet level positions are held for the first time by women.

-- This President has made an historic commitment to breast cancer research and detection, through NIH and the DOD mammography program. And we are currently undertaking the largest clinical research study ever conducted on men or women to explore diseases that so often afflict older women: heart disease, breast and colon cancer, and osteoporosis.

-- This President recently announced the creation of an office within the Department of Justice to address the problem of domestic violence.

-- Under this President, women who own small businesses have enjoyed greater access to federally guaranteed loans and technical assistance to start and expand their businesses.

-- Whether through education initiatives, or enforcement of child support, or health care and nutrition programs, this President has upheld his promise to put people first, and that means women too.

**WOMEN ALSO COUNT BECAUSE THEY ARE TAKEN SERIOUSLY
AS PARTNERS IN OUR CIVIC, POLITICAL, AND ECONOMIC LIFE**

* One last thing I would like to mention that is perhaps the most important thing: The Working Women Count Project, along with all of the efforts this Administration is making on behalf of women, also reflects a profound belief held by this President and this Administration that women must be viewed as full partners in the political, economic, and social life of this country. Don't be fooled by those who continue to suggest that women's issues are "soft" or tangential. Any issue that affects women also affects children, families, older Americans, communities, and indeed our entire nation. And that is why this Administration is so determined to ensure that women receive the opportunities they deserve to fulfill their potential.

* I truly hope that we will arrive at a day where there is a greater appreciation of the vital role that women play in every facet of our society as they struggle to balance the extraordinary demands they balance at home and in their workplaces.

[Introduce Karen Nussbaum]

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[Introduce Karen Nussbaum]

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Sabrina Corlette
Draft
April 6, 1995

Fed govt take up steps
to address women's issues
- em. emplogm. adv.,

FIRST LADY HILLARY RODHAM CLINTON
"WORKING WOMEN COUNT!" RECOMMENDATIONS
ROSE GARDEN
APRIL 10, 1995
TALKING POINTS

[Acknowledgements?]

-- Good morning. Thank you all for coming here today. I am honored to welcome each of you to the White House for this event. We are here this morning to announce and to celebrate this Administration's commitment to working women.

-- As many of you know, I have recently returned from a (thrilling, incredible, eye-opening, fascinating?) experience in South Asia. And on every single day of my journey I gained new respect and awe for the strength and dignity of the women of these nations. Whether in a remote village in the mountains of Bangladesh, or on the teeming(?) streets of New Delhi, or here in America, I realized that all women are confronted with the same basic issues. From taking care of our families, to fulfilling our potential, to achieving some economic security of our own, these are the daily challenges that bind us together.

-- In this country, we can congratulate ourselves for our achievements on behalf of women. American women accomplish the next to impossible almost every day. For some it means being the first woman to orbit the earth in a shuttle or to be the CEO of a Fortune 500 corporation. For others, it is getting up at 4:30 every morning and working two jobs to make sure her children have food on the table and warm clothes to wear.

-- However, the results of this survey make us realize how much further we have to go. The hundreds of thousands of responses we received provided a guiding light to us as we listened to and tried to understand the concerns of ordinary, hard working women across America.

-- I have had the pleasure and the privilege to take part in two previous events for Working Women Count: the kick off of the survey, and the announcement of the results. Today, armed with the words and opinions of a quarter million true experts -- women who work every day in offices, in stores, in restaurants, in government -- we are announcing Administration initiatives to address their concerns. *in corporations*

-- Here today to present these initiatives are the Director of the Women's Bureau, Secretary of Labor Bob Reich, Vice President

(name)

one of the best
advocate for women

Al Gore, and President Clinton. With their longtime determination and commitment, we can move forward to create workplaces that offer economic equality and dignity for women throughout America. Please join me in offering them a warm welcome.

-- Thank you.

UPDATED 4/95

*"Never before have American women had so many options
-- or been asked to make such difficult choices.
It's time not only to make women full partners in government,
but to make government work for women."*

-- William Jefferson Clinton and Albert Gore, Putting People First

The President and his Administration made an unprecedented commitment to empowering women through greater economic security, more workplace flexibility, and more emphasis on children and families and on women's health and safety. They invested in the economic and personal security of women through the President's economic plan and education reforms, the Family and Medical Leave Law, the Earned Income Tax Credit, the Brady Law, and the Violent Crime Control and Law Enforcement Act. They advanced women's rights through a series of executive and legislative actions that allow women the freedom to make their own reproductive decisions and to do so safely, with accurate information and without obstruction. They put women's health concerns at the top of the public health agenda by initiating a comprehensive approach to women's health designed to end the inequities that have plagued research, clinical practice and health care education. Finally, the President and his Administration changed the face of governing by giving women a greater voice in all branches of the federal government, including Cabinet-level posts never before held by women.

THE RIGHTS OF WOMEN

"Their response was overwhelming. There was a sense of electricity and excitement on the floor. Dozens of delegates came over and said, 'Welcome back to humanity; welcome back to the world.'"

-- Undersecretary of state Timothy E. Wirth, describing the first United Nations meeting at which he discussed the Clinton Administration's population strategy, as quoted in the Los Angeles Times, Sept. 14, 1994.

The Clinton Administration has protected the right of American women to make their own reproductive choices, assisted women in exercising their right to vote and acted in the global arena to improve the lives of women.

Protecting the Reproductive Health of American Women- President Clinton repealed the "Gag Rule" that restricted abortion counseling at federally funded family planning clinics, revoked the import ban on RU-486, reversed the ban on abortion services at military hospitals, repealed the Mexico City policy that banned funding to international organizations that promote comprehensive family planning, and signed the Freedom of Access to Clinic Entrances Act. The Administration implemented a change to the Hyde Amendment obligating states to pay for abortions for poor women whose pregnancies result from rape or incest.

Increasing Access to the Ballot Box- President Clinton signed the National Voter Registration Act, enfranchising women by making it easier for women who are on welfare, homebound, or simply unable to build in extra time between work and family to register to vote through the mail, at motor vehicle registries and at other government offices.

Promoting the Empowerment of Women Throughout the World- The United States' delegation to the International Conference on Population and Development in Cairo forged a partnership with more than 150 nations around a platform of action that promotes gender equality, reproductive health, and universally recognized human rights that apply to reproduction and recognizes the importance of addressing the threat posed to women's health by unsafe abortions.

WOMEN APPOINTEES

"I attended a number of meetings in the White House under previous administrations. I remember my first meeting in the Roosevelt Room of the White House. . . . I remember sitting at the table with other Governors, with the President, with members of his Cabinet and there was another woman, sitting against the wall, a staff person, and we . . . kind of winked at one another, as one does on these occasions, and our secret language was, 'Hey, I'm glad you're there, and let's both pretend this is perfectly normal for both of us.' . . . I went back to the Roosevelt Room not too long ago, a couple of times, and I couldn't get over it. Everything was different. Half the group was composed of women . . . and I thought, how can I ever have thought that this was such a masculine space and that I did not belong there?"

-- From the remarks of Deputy Secretary of Education Madeleine M. Kunin on Women's Equality Day, Aug. 26, 1993.

President Clinton pledged to appoint an Administration that "looked like America." As the *Baltimore Sun* noted in an editorial, he has delivered on that promise "more fully than even he could have predicted. No Administration has ever produced such diversity."

Appointing Women to Important Administration Positions -

- 44 percent of President Clinton's appointees were women—by far the highest percentage of any Administration in history.
- The President appointed women to Cabinet-level posts never before occupied by women, including Attorney General Janet Reno, Council of Economic Advisors Chair Laura D'Andrea Tyson, OMB Director Alice Rivlin and Secretary of Energy Hazel O'Leary.
- In addition, the President appointed women to other positions traditionally held by men. Female scientists holding top-level government research and science policy positions include the Chief Scientist at the National Aeronautics and Space Administration and at the Department of Commerce, Deputy Director at the National Science Foundation, Director of the Office of Energy Research at the Department of Energy, and Director for Defense Research and Engineering at the Department of Defense.

Promoting Excellence and Diversity in the Federal Judiciary-

- The President nominated 45 women out of a total of 141 nominees to the federal bench. 59% of the President's judicial nominees are women and minorities.
- Because of President Clinton's appointments, as of July 1 of last year, one of every four active federal judges was a woman or a racial minority.
- The proportion of the Clinton Administration's judicial nominees who received the American Bar Association's highest rating exceeded that of the past three administrations.

EXPANDING OPPORTUNITIES

After her morning in class studying English, algebra, and physics, Sylvia rides the bus to Deaconess Hospital. There, under the watchful eye of a hospital technician, she takes bone and tissue samples of patients, slices them into razor-thin strips, attaches them to slides, and checks the numerical coding to be sure each slide matches the right patient.

Like 120 other students from three Boston high schools, Sylvia is preparing for high-demand technical occupations in Boston's health care industry. In each year of the program, participants study a specially designed hospital-based curriculum that offers everything from introductory health care courses to clinical rotations at one of the seven participating hospitals. These work-learning experiences let students explore a range of health care occupations and opportunities.

The President strongly believes that the role of government is to give people the tools they need to reach their potential. The President has acted on this belief by expanding economic, professional and educational opportunities for women.

Making Work Pay- The President's economic plan is helping women in low-wage jobs provide for their families and stay off welfare through the increased Earned Income Tax Credit. For working mothers with minimum wage jobs, the increased EITC is the equivalent of up to a 40% pay raise.

Providing a Helping Hand to Women-Owned Businesses - Women business owners are starting businesses at twice the rate of their male counterparts. The Clinton Administration has been a friend to these entrepreneurial women. The Small Business Administration has established a women's mentoring program and made more business loans to women. And the Clinton Administration's Interagency Committee on Women's Business Enterprise is working with women business leaders to create a public/private partnership that will foster the growth and development of women-owned businesses.

Listening to Working Women - The Women's Bureau of the Department of Labor surveyed over a quarter of a million working women to learn more about their experiences in the workplace. At the President's direction, the Department of Labor and the Women's Bureau are working to address the concerns raised by the survey participants -- better pay and benefits, help balancing work and family, and getting the recognition in the workplace that they deserve.

Preparing Women and Girls for High-Skill, High-Wage Jobs - One of the national education goals established in the landmark Goals 2000: Educate America Act is to increase the number of women and minorities who complete degrees in math, science and engineering. And the President's School-to-Work Opportunities Act is assisting women and girls in developing the hands-on skills they need to compete for rewarding jobs in fields traditionally dominated by men.

Increasing Access to Higher Education - The Income Contingent Loan Repayment program will allow participants who have received a student loan to make repayments based on their income. This allows people to take lower-paying jobs, or to leave their jobs—for example, to raise a family—without the penalty of loan default.

Dramatically Expanding Opportunities for Women in the Military - Under the Clinton Administration, women soldiers now have access to 259,000 previously male-only positions.

INCREASING SAFETY AND SECURITY

"If children aren't safe in their homes, if college women aren't safe in their dorms, if mothers can't raise their children in safety, then the American Dream will never be real for them, no matter what we do in economic policy, no matter how strong we are in standing against the forces that would seek to undermine our values beyond our borders. This is key to everything else we want to do."

-- remarks of President Clinton at a Violence Against Women Act event, March 21, 1995.

In a typical year, 2.5 million American women ages 12 years and older are raped, robbed or assaulted or are the victim of a threatened or attempted violent crime. Two-thirds of these attacks are committed by someone the victim knows. Enacted thanks to President Clinton's leadership, the Brady Handgun Violence Prevention Act and the Violent Crime Control and Law Enforcement Act of 1994 will make American women safer.

Combatting Gun Violence - The President's "Crime Bill" banned military-style assault weapons. And the Brady Law is working to keep handguns out of the reach of those who would use them criminally -- including men under restraining orders for stalking, harassment or other forms of domestic threats or intimidation.

Fighting Violence Against Women - The Violence Against Women Act (VAWA), part of the President's Crime Bill, takes a comprehensive approach to combating domestic violence and other violence against women.

- VAWA will improve the responses of police, prosecutors and judges to these crimes, enhance lighting at bus stops and other dark public places, force sex offenders to pay restitution to their victims and triple funding for battered women's shelters. And under the Act, the authority of a "stay away" order obtained against an abuser will no longer stop at the state line.
- On March 21, 1995, the President announced the appointment of Bonnie Campbell as Director of a special Violence Against Women Office at the Department of Justice. The President also announced \$26 million in STOP Grants to states to bolster their law enforcement, prosecution and victims services to better address violence against women.

Extending Civil Rights Protections to Victims of Gender Motivated Violence - Under VAWA, victims of gender motivated felonies violence have a Federal civil rights remedy for the first time.

Encouraging Women to Speak Out - VAWA extends "rape shield" protections to all criminal and civil cases involving alleged sexual misconduct, thereby barring embarrassing and irrelevant inquiries into a victim's sexual history. And the Crime Bill allows victims of federal sex crimes to speak at the sentencing of their assailants.

IMPROVING WOMEN'S HEALTH

When First Lady Hillary Rodham Clinton met recently with 250 elderly South Florida women at the Joseph Myerhoff Senior Center, Georgia Ayres, a 66 year old member of the National Council of Negro Women, participated with her in a panel discussion. Mrs. Clinton told the audience that the risks of getting breast cancer increase with age and that Medicare covers regular mammography screening that could save their lives. The group also talked about the mammography procedure itself and the reasons for the reluctance of some women to get mammograms. After Mrs. Clinton's visit, Ms. Ayres told the Sun-Sentinel, "I've never had a mammogram. I've been afraid to because I watched my daughter-in-law die of breast cancer. But now after this talk, I will go and make an appointment to have a mammogram."

The Clinton Administration has made an unprecedented commitment to improving the health of American women and ending inequities in medical research and treatment.

Fighting Breast Cancer - Breast cancer is a growing threat to American women -- the lifetime risk of developing breast cancer has risen from 1 in 20 to 1 in 8 in just twenty years. The President has made the fight against breast cancer a national priority and brought us closer to eliminating this threat.

- The President has dramatically increased funding for breast cancer research -- by 65% at NIH alone.
- Right now, early detection through mammography is the best weapon we have against breast cancer. To make sure that mammograms are reliable, the FDA has put in place quality standards for mammography facilities. And the First Lady has joined with the Department of Health and Human Services to increase the rate of mammography use among older women.
- To make better screening methods available to women, the PHS Office on Women's Health and the National Cancer Institute have initiated an exploration into applying imaging technology used by the defense, space, and computer graphics industries to the early detection of breast cancer.

Promoting Fairness in Medical Research - In the past, clinical researchers studying killer diseases like heart disease and cancer concentrated mainly on men. This Administration is ending this inequity -- to help America's women lead healthier lives and be treated more effectively when they do get sick.

- The largest clinical study ever conducted -- an NIH study of diseases affecting in older women -- is now underway.
- And the President is making sure that women will no longer be left out of other important medical research. He signed legislation requiring that women and minorities be included in all clinical research supported by NIH.

Combating AIDS - AIDS is increasing at a faster rate among women than men. The Administration is combatting AIDS in women by increasing the number of women

participating in AIDS research. And the Administration is supporting research into women-controlled barrier methods that will help women protect themselves from getting infected.

Taking a Comprehensive Approach - Other Administration women's health initiatives include researching how to prevent unnecessary hysterectomies, developing a culturally sensitive medical school curriculum about women's health and establishing the first Department-level position -- Deputy Assistant Secretary for Women's Health -- dedicated solely to improving women's health.

SUPPORTING WOMEN AND THEIR FAMILIES

"I will never forget what the Family and Medical Leave Act meant to just one father I met early one Sunday morning in the White House. . . . [H]e had his wife and his three children there, one of them in a wheelchair. I came up, and after we had our picture taken and had a little visit, I was walking off and that man grabbed me by the arm and he said, 'Mr. President, let me tell you something. My little girl here is desperately ill. She's probably not going to make it. But because of the Family Leave law, I was able to take time off to spend with her -- the most important time I ever spent in my life -- without losing my job and hurting the rest of my family. It means more to me than I will ever be able to say!'"

-- President Clinton, State of the Union address, January 25, 1994.

The President and his Administration are supporting women and their families in times of need and encouraging values that make families strong.

Supporting Families in Times of Crisis - Family crises can strike any family at any time. President Clinton signed the Family and Medical Leave Act, allowing workers to take up to 12 weeks of unpaid leave to care for an infant or ailing loved one without losing their jobs. Now American workers are no longer forced to choose between their jobs and their families at times of crisis.

Improving Child Support Collections - Some families -- usually headed by women -- are plunged into economic crisis and poverty when the absent parent fails to pay child support. The President is working to get single mothers and their children the support they need. On February 27, 1995, the President signed an executive order to make the federal government a model employer in the area of child support enforcement. And the President's child support plan, introduced as part of last year's welfare reform legislation, would double federal child support collections by the year 2000.

Fighting Teen Pregnancy - To confront this national epidemic, the President has called for a National Campaign Against Teen Pregnancy, asking leaders in all areas of national life to join in promoting individual responsibility and economic opportunity for America's young people. And the President's welfare reform plan, introduced last year, provided funding for community-based initiatives to end teen pregnancy, as well as a National Clearinghouse to provide communities with information on successful strategies.

Helping Disadvantaged Preschoolers Achieve - Based on the recommendations of a bipartisan committee, the President and Health and Human Services Secretary Shalala implemented quality improvements in HeadStart that moved this popular program for disadvantaged preschoolers into the 21st century. The Administration also initiated the creation of a new program to serve disadvantaged infants and toddlers aged zero to three.

Preventing Childhood Disease - President Clinton sponsored and signed the comprehensive Childhood Immunization Initiative, ensuring that children, regardless of family income, will be vaccinated against disease.

Providing Healthy Meals for Infants, Children and Postpartum Women - President Clinton has increased funding for the Special Supplemental Nutrition Program for Women, Infants and Children (WIC) in each of his budgets. In 1995, approximately seven million women and

children are expected to benefit from this program.

Strengthening At-Risk Families - The President's Family Preservation and Support Act is a billion-dollar program that provides an array of supportive services to children and families designed to help strengthen them and prevent child abuse and neglect.

Increasing Parental Involvement - The National Family Involvement Partnership for Learning encourages efforts to help families take a more active role in their children's learning.

MEMO

TO: SABRINA CORLETTE

FR: AMY ROBINS 

RE: BRIEFING MATERIALS FOR APRIL 10

DATE: April 6, 1995

In this packet you will find:

- a copy of the Working Women Count! report presented to the President on October 14, 1994;
- a copy of the Executive Summary of the Working Women Count! report;
- a copy of the Presidential Directive to Karen and the Secretary of Labor requesting the Policy Recommendations;
- a copy of the Policy Recommendations that will be presented to the President on April 10th;
- a copy of Marina Foley's letter to the President;
- a hardcopy of the First Lady's speech at the Working Women Count! kick-off event;
- video tape of both the kick-off event and the report announcement event.

If you need any additional information, I can be reached at 219-6652 ext. 139. Mimi Castaldi can also be reached at 219-6611 or at home at 543-0250.

Thanks, Sabrina!!



EXCERPTS FROM MAY 5 KICK-OFF OF
WORKING WOMEN COUNT!

First Lady Hillary Rodham Clinton (9 minutes, 37 seconds): (this includes most of her remarks)

"We have a president who is so supportive and caring about working Americans, but particularly sensitive to working women [because of his mother.]

This is an exciting venture. It's not often you get two award-winning actresses like Linda and Valerie to come to highlight a **government** survey. You know. Government surveys usually get done and then get shelved and not much happens. But with the leadership we have at the Women's Bureau and the courageous vision that Karen has as she tries to chart a new and invigorated role for the Women's Bureau, I can guarantee you this is not just the run of the mill government survey.

For one thing, it is not experts surveying somebody. It is the **experts, themselves**, telling us what needs to be done. We are actually going to listen to women around the country. This is something that this Administration has been trying to do. It's a little new in Washington. You know, you're supposed to pontificate and kind of get the rhetoric out there and sound macho, and everybody says, 'Oh, well, we know what that means.' The fact that nothing happens is irrelevant. I have never been in a place where words are so much more important than deeds.

Well, we are trying to reverse that for a change. And the deeds we are going to be building on are the daily deeds that millions and millions of women perform in their lives. Women who get up at the crack of dawn and bundle the children -- still sleeping in their pajamas -- in the car to drop them off at day care so they can **punch in at 7 a.m.** Women who work the night shift and are there to take care of us if we have **an accident or stop for a cup of coffee** on the road. Women who are literally keeping body and soul together as they race through their work days and then come home and continue the work that women have always done... [Break]

All women work... [Break]

99 percent of us will work outside the home at some point in their lives. But it sometimes seems like 150 percent of us are working all the time in the house or outside the house in any event. So women work. We know that. And in our country we are charting new terrain. Unlike women in other [parts of the world.... [Break]

We do have advantages of the material sort and are grateful for the progress that has been made in extending women the full extent of suffrage -- which is not just the right to vote but to be the decision makers. But there is still a long way to go.

I've had the opportunity to read some of the surveys that have come in. And it is striking how women are so eager to contribute to helping solve the problems they face on a daily basis --because they know we are all in this together -- that if we do not provide working wages for women who are helping to support a family with a man in the house or for single women who are supporting themselves or supporting themselves and their children -- all of us are diminished. If we don't give benefits like health care to all working Americans, all of us pay a price for that.

So, we will take these surveys as they come in and we will not only count them, but we will also try to get behind the check marks and the words to really understand what we can do here in Washington -- the Department of Labor and the Women's Bureau and all of the Administration to give women the support and tools they need to make the choices that are right for them.

I'm often asked whether I think now the role of First Lady should be changed to fit a new role model. And I always say, and mean it with all my heart, I don't want any new stereotypes that will in any way limit a woman's full expression of what is right for her as she makes her own life's journey.

I have dear friends who are full time homemakers and are working countless hours doing what needs to be done with the raising of children and volunteer activities in their communities. I have friends who are full time career women who have not married, who do not have children, but who give of themselves fully to the work they do. Most of my friends are women like me and many of you who balance work and family at different points in our lives. Many of my friends had their children in their twenties and entered the workforce in their forties. Some of my friends entered the workforce in their twenties and had their children in their forties. Most of my friends have just not been that organized. We just kind of struggle along doing the best we can.

And it is those voices coming from every corner of the country, from every kind of experience that we must hear. Women are fully capable of making their own choices. What they don't have is the support and the skills and the tools and the protection to make choices that are right for them.

We want to get this information so that we will know how to extend a helping hand -- because I have all the confidence in the world that women like my mother and my mother in law and the women I know in this country will know how to make their own voices count once they are given the recognition and the value and help they deserve to have. And that's what we're going to try to do.

Working women hand Mrs. Clinton their surveys. Impromptu, she reads from them: (1 minute, 16 seconds)

"I just want to read. This will give you a preview of what we're going to hear. 'How many hours a week do you work for pay? Sixty. How many paid jobs do you have? Two. My kids are out of school now and I can't provide them with health benefits anymore. I have good benefits but they don't extend to my family.'

'How many hours a week do you work for pay? 40. How many paid jobs do you have? Two. In my job, the ratio of patients to nurses is too high and I can't do the job I'd like to do for the people I'm working for.'

You go through this: 'We need more help with education and job training to move on to better jobs.' And, 'Make big companies have space for child care in emergencies.'

This is going to be a real grassroots look at what actually goes on and I cannot thank you enough for being part of kicking off what will be a memorable and important event in the history of working women in America."

**WORKING WOMEN COUNT RECOMMENDATIONS:
MAKING WORK BETTER FOR WOMEN**

**REPORT TO THE PRESIDENT
from
Secretary of Labor, Robert B. Reich
Director of the Women's Bureau, Karen Nussbaum**

March 15, 1995

SUMMARY OF "WORKING WOMEN COUNT!" RECOMMENDATIONS

Solutions to the problems affecting working women must come from many quarters. The federal government has a role to play, as do business, labor, voluntary organizations and the media. With 99% of women working for pay at some point in their lives, the impact of current problems is great. And those who will benefit from solutions is even greater, affecting our families and men who work.

The Clinton administration asked working women what was on their minds and they told us, in record numbers. We listened and here is our response:

I. PAY AND BENEFITS RECOMMENDATIONS

- * Proposed Increase in Minimum Wage to \$5.15 over two years
- * Better Pay Through Streamlined Federal Contract Compliance
- * Establish A Fair Pay Clearinghouse to assist employees and employers who want to improve wage-setting practices
- * Initiate a Pension Education Campaign to assist women and men with retirement and pension planning

II. WORK AND FAMILY RECOMMENDATIONS

- * Sponsor Community Forums on Child Care with senior Administration officials to build a partnership for families between the federal government and local stakeholders
- * Proposed Tax Credits of \$500 per child for families making less than \$75,000 a year
- * Proposed penalty-free withdrawals from Individual Retirement Accounts for elder care costs
- * Partnership with the National League of Cities on expanding access to child care
- * Resist Efforts to Expand the 40-hour work week

III. VALUING WOMEN AND WOMEN'S WORK RECOMMENDATIONS

- * Proposed Tax Deductions for Education and Job Training up to \$10,000 per family member
- * Proposed G.I. Bill For American workers to give skill grants of \$2,620 to purchase training of their own choosing
- * Proposed Expansion of Individual Retirement Accounts for training expenses
- * Establish a "WORKING WOMEN COUNT HONOR ROLL" to recognize employers and others who are making the workplace better for women
- * Expand public education on worker rights under the law through the "Don't Work in the Dark" campaign

INTRODUCTION

During the spring and summer of 1994, the Department of Labor's Women's Bureau conducted an unprecedented nationwide outreach effort to America's 60.2 million working women. With the assistance of over 1,600 partners - including business, labor, media and grassroots organizations - a questionnaire called *Working Women Count!* was distributed across the country. Women were asked what they like about their jobs, what they do not like and what they most want to see changed. The same questionnaire was also used to solicit the views of 1,200 women who were selected to be part of a scientific random sample.

The response was impressive. Over a quarter of a million women returned the questionnaire, testimony to the deep concern women have about their jobs and their working conditions.

What did working women tell us? First of all, 79% said they either love or like their jobs. They expressed pride in being breadwinners for their families and in being close to half of the American workforce. Second, they spoke with astounding consensus - a consensus that crosses all occupations and incomes, races, generations and regions - about what is wrong with their jobs and what needs to be fixed. And the views of women in the scientific sample closely mirrored what self-selected respondents told us, underscoring the depth of consensus.

Working women had three major concerns:

1) **PAY and BENEFITS:** Working women tell us they do not receive the level of pay and benefits they need to support themselves and their families. Many feel they are working harder and longer hours, yet they see less money in their pocketbooks.

* 75.8% of women make less than \$25,000 a year, and women still earn only 71 cents on an annual basis for every dollar a man earns, according to the Bureau of Labor Statistics.

* 65% of Working Women Count! respondents say that "improving pay scales" and "health care for all" are their two highest priorities for workplace change.

2) **WORK and FAMILY:** Women tell us they are exhausted and stressed from their dual responsibilities in the workplace and in the home. They do not have enough time to "do it all." They feel that neither employers nor policy makers have provided the supportive policies they need to do both jobs well.

* 60% of women with children six and under are in the workforce, and 76% of mothers with school age children work, according to the Bureau of Labor Statistics.

* "Too much stress" ranked number one as a serious problem affecting Working Women Count! respondents of all ages, and 56% of mothers with children five and under say that "finding affordable child care" is a serious workplace problem.

3) **VALUING WOMEN and WOMEN'S WORK:** Working women tell us they have valuable skills and on-the-job experience, but often do not get the credit and recognition that they deserve - nor access to training to build their skills and remain marketable in a fast changing economy.

* Only 5% of senior management positions within the private sector are held by women, and an even lower proportion are held by women of color, according to the Fact-Finding Report of the Federal Glass Ceiling Commission.

* 61% of Working Women Count respondents say they have "little or no ability to advance" in their jobs, and over 50% say that "ensuring equal opportunity" and "on-the-job-training" are high priorities for change.

These are the issues on the minds of America's working women. Recognizing that solutions to these problems must come from many quarters, the Women's Bureau has been consulting with concerned citizens from business, labor, national, state and local organizations. Effective change can only come about through the concerted effort of many stakeholders. And given that 99% of all women will work for pay at some point in their lives, there are millions of Americans - men and women - who have a stake in making the workplace better for women.

When the results of the "Working Women Count!" survey were presented to the Administration, President Clinton directed Secretary of Labor, Robert Reich and Women's Bureau Director Karen Nussbaum to prepare a set of recommendations responsive to working women's concerns.

Since the survey findings were released, many basic protections and rights that working women have come to rely on have been threatened. We hear attacks on equal opportunity programs and proposals that cut funds for child care, summer jobs for youth, and even our children's school lunches. So while this Administration looks to the future - to make a middle class standard of living a reality for every American family - we are also poised to defend the gains made by and for working people in the past. We are prepared to defend decent wages, reasonable hours and safe and healthy working conditions.

This Administration's response to working women therefore, includes both a defense of important workplace standards and protections and recommendations in the three major areas where working women have told us they want to see change.

I. PAY AND BENEFITS RECOMMENDATIONS

Many respondents to the *Working Women Count!* survey raised problems with pay. Some told us they are still not getting equal

pay for equal work, despite the fact that the Equal Pay Act has been law for over thirty years. Others state that they do not get paid what their job is worth - alluding to the low value and low pay society accords many traditionally female jobs.

MINIMUM WAGE

o **Increase the minimum wage.** The Administration proposes to increase the minimum wage over the next two years, with a 45 cent increase each year. This will directly address the concerns of many women who are trapped in low-wage jobs and reinforces the idea of "making work pay." It would be of particular importance to the 4.2 million workers who labor at or below the minimum wage, most of whom - 62.2% - are adult women. In addition, it will boost the incomes of 8.5 million workers who now make more than the current minimum wage but less than the proposed \$5.15 and hour, 58% of whom are women.

For a full-time year round worker earning the current minimum wage, a 90 cent increase would raise their yearly income by \$1,800 - as much as the average family spends on groceries in over seven months. Nearly three fourths of minimum wage workers are adults (74%) and over one third (39%) are the sole bread winners of their families. In fact, the average minimum wage worker contributes half of her or his family's earnings. Therefore, raising the minimum wage will help raise the standard of living for millions of working women and their families.

ADMINISTRATIVE SOLUTIONS

For thirty years, the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) has enforced equal employment opportunity and affirmative action laws in recruitment, hiring, promotion and other areas of employment on behalf of women, minorities and the disabled. Employers with federal contracts over \$50,000 and with 50 or more employees are required to develop an affirmative action plan which reviews all aspects of the company's employment practices to identify barriers to equal opportunity. When such barriers are identified, the employer must take affirmative action to correct these deficiencies in order to ensure equality for all qualified workers, without regard to their race, color, religion, sex, national origin or disability.

o **Better Pay Through Streamlined Contract Compliance.**

The Office of Federal Contract Compliance Programs (OFCCP) will focus significant enforcement effort on gender discrimination in compensation systems at every level of the corporate ladder, from entry level positions to senior management positions. As part of its efforts to streamline its forms and reporting requirements, OFCCP will develop a new reporting method which identifies pay

differentials between women and men who are paid within the same salary band, and highlights women who may be clustered at the bottom of a salary band.

Information gathered through this method will be less burdensome for employers to report and will enhance OFCCP's ability to use limited compliance review resources effectively. By modifying the current job category reporting system, OFCCP will be able to quickly detect varied pay levels between men and women within the same salary category. By collecting more accurate compensation data, lawful employers will be protected from unnecessary investigations and compliance reviews can be targeted on employers with serious pay discrepancies. The basis of these pay discrepancies will be examined, and corrective remedies sought if necessary.

o Establish A Fair Pay Information Clearinghouse

The Department of Labor Women's Bureau will establish a Clearinghouse that provides technical assistance to individual employees, employers, unions and other worker's rights organizations on how to detect and remedy discrimination in wage setting policies. The Clearinghouse would provide information on a variety of job evaluation systems, and information from states and provinces in the United States and Canada about methodologies that have been used to equalize pay scales across occupations with comparable skill levels.

Access to the Fair Pay Clearinghouse would be through an 800 number, already appearing on many Women's Bureau publications, and would be publicized through newsletters of employer trade associations, unions, and other worker rights and civil rights organizations.

The content of this assistance will be cleared through the Equal Employment Opportunity Commission and be consistent with OFCCP pay discrimination enforcement policy.

PENSIONS

o **Initiate a Pension Education Campaign.** The Pension and Welfare Benefits Administration (PWBA) will launch a **national pension education campaign to increase public awareness of basic pension and retirement planning issues.** Through the dissemination of printed materials, this campaign will strive to:

- * promote greater rates of retirement savings
- * encourage individuals to begin saving at a younger age
- * improve workers' understanding of their savings options sources of information and assistance;
- * elevate pension issues on the nation's lists of priorities.

While women's access to pensions has increased over the last twenty years - from 38% in 1972 to 48% in 1993 - many women workers still lack pensions plans. Although coverage is improving, the amount of retirement income women have is still very low due to their concentration in low-wage jobs and their over-representation in part-time and temporary jobs. As women generally live longer than men and usually have lower lifetime earnings, their need to begin retirement planning early is critical. The PWBA education campaign therefore has particular relevance to women in encouraging them to begin retirement planning or improve their current arrangements.

II. WORK AND FAMILY RECOMMENDATIONS

When Working Women Count! respondents were asked "If there was one thing you could tell the President about what it's like to be a working woman, what would it be?", their number one response was that they have difficulty balancing work and family responsibilities. Women across occupation and income levels report that finding and affording child care is a serious problem, especially for families with young children. And women of all ages and family situations report that their number one problem is "too much stress," including a lack of time for family responsibilities and family activities.

CHILD CARE AND DEPENDENT CARE

o Community Forums on Child Care.

The Administration will hold public forums on child care during 1995. These forums, held in diverse regions of the country, will:

- * Stimulate public attention on child care and other dependent care issues facing working families;
- * Encourage local solutions to solve the problems of providing affordable, quality child care and elder care;
- * Showcase programs of family-friendly employers and promote voluntary solutions;
- * Announce new recommendations or pledges made by a variety of community stakeholders, including employers, to expand support for child care and other work/family programs
- * Highlight community planning recommendations that utilize multiple funding streams;
- * Make a link between quality child care and school readiness.

In addition, the Women's Bureau will release several new publications designed to provide technical assistance to employers and employees wishing to initiate or expand family-friendly policies. (See Appendix) Government resources from federal agencies that assist families with dependent care issues will also be available at each forum to highlight the federal role.

TAX RELIEF

o **Tax credits for Families With Children.** As part of the Middle Class Bill of Rights, the Administration is proposing a \$500 non-refundable tax credit for each dependent child under thirteen years of age. This credit will be available for families with incomes of \$75,000 or less, and gradually reduced amounts for taxpayers with adjusted gross incomes between \$60,000 and \$75,000.

ELDER CARE

o **Penalty Free Withdrawals from IRAs for Elder Care Expenses**
The Administration is proposing that Individual Retirement Account withdrawals to pay for medical expenses of children, grandchildren, parents and grandparents, be relieved from the current 10% additional tax on premature distributions. This proposal specifically covers "long-term care for incapacitated individuals" and will assist families with the high cost of nursing home care.

EXPANDING ACCESS TO CHILD CARE

o **Partnership with the National League of Cities.**
The Women's Bureau plans to develop a partnership with The National League of Cities to strengthen our mutual capacity to offer training, technical assistance and information on family and child issues. Together, we will develop a strategy which will include information dissemination, conference and forum participation, as well as issuing a joint statement of interest in expanding access to child care.

DEFENDING THE 40-HOUR WORK WEEK

o **Pledge to resist efforts which expand the length of the work week.**
Many families are working longer hours at the same time that the buying power of their paychecks is decreasing. This adds to the stress and strain so many families are experiencing. The ability of families to maintain a reasonable work week is essential in order for working mothers and fathers to have enough time to care for their children and perform their jobs effectively.

III. RECOMMENDATIONS TO VALUE WOMEN AND WOMEN'S WORK

Working Women Count! respondents spoke with concern and conviction about the dilemmas they face in their quest for advancement on the job. Women workers told us that they are still subject to discrimination on account of their gender and in some cases their race as well. They stated that their current skills are often not valued with promotions or other types of recognition. Furthermore, their interest in upgrading their skills is often stymied with insufficient on-the-job training options and a lack of tuition assistance.

EDUCATION AND TRAINING

Three components of Administration's Middle Class Bill of Rights will assist women workers in meeting the challenges of an economy where technological change and the need to upgrade skills are constant features of an increasingly competitive labor market.

o Education and Job Training Tax Deductions.

Workers will be permitted a tax deduction of up to \$10,000 for any expenditure on post-secondary school education or training expenses. Any family with an income of \$100,000 or less will be eligible, and the deduction will apply to the taxpayer, her or his spouse and any dependents for whom the taxpayer is entitled to claim a dependency exemption. The deductions will be used to determine the taxpayer's adjusted gross income. The maximum deduction will be \$5,000 from 1996-98 and \$10,000 thereafter.

The education and training tax deduction will help women pay for acquiring the new skills that will lead to better jobs and higher wages. It will assist working women themselves as well as their spouses and children, thereby enhancing access to a middle class standard of living for their generation and the next.

o The G.I. Bill for American Workers: Skill Grants.

This bill will bypass an outmoded and confusing maze of existing federal training programs and put money directly into the hands of working women who want to learn new skills. It will provide workers with the information, advice and job search help they need to assess their current skills and determine how to increase their marketability. It will enable them to take advantage of an array of training options at local community colleges, universities, private training institutions and community-based organizations.

The bill is geared to permanently laid-off workers and low-income workers and job seekers, who would be eligible to receive a grant of \$2,620 to purchase training in a program of their own choosing. This grant will cover training up to the level of an Associate's Degree.

Women living in areas that have implemented state-wide One Stop Career systems will benefit from having access to counselors who can provide useful career guidance. These Centers, directly and through computer linkages, would be a central source for learning about what jobs are available, what skills these jobs require, and which institutions have a proven track record of preparing people for work. Women who are permanently laid off or are low income workers would have access to training related services, such as assessment, job search assistance, child care and transportation.

Women workers displaced from jobs who fit the profile of a dislocated workers under current Job Training Partnership Act (JTPA) Title III, will qualify for a Skill Grant without an income test. Low-income women will qualify based on Pell Grants criteria. For both groups, the emphasis on giving individuals the purchasing power to choose and buy their own training will serve as a vehicle for many women to escape low-wage, dead-end jobs.

o Individual Retirement Accounts for Training and Education.

The President's Middle Class Bill of Rights would make several changes to Individual Retirement Accounts (IRAs) that will help women workers finance the education they need to build their skills and their future economic security. First, it would eliminate the current 10% additional tax on pre-retirement IRA withdrawals to pay for higher education expenses. Second, the income limits for deductible IRA contributions would be doubled and indexed for inflation. Third, the proposal would create a new "Special IRA" with non-deductible contributions and totally tax-free withdrawals for educational or other expenses after five years.

RECOGNIZING EMPLOYERS AND OTHERS WHO VALUE WOMEN'S WORK

o Establish a "Working Women Count HONOR ROLL".

The Women's Bureau will recognize employers in both the private and public sector, unions and other local, state and national organizations who through their policies and practices are recognizing the valuable work that women do. Groups will be eligible based upon their track record and/or initiatives in three areas:

- * improving pay and benefits
- * establishing supportive work and family policies
- * expanding opportunities for training and career advancement

Demonstrated commitment to making the workplace better for women will be recognized with a certificate from the Secretary of Labor and a place on the Honor Roll.

PUBLIC EDUCATION ON WORKPLACE RIGHTS

o Expand the "Don't Work in the Dark" Campaign.

The Women's Bureau will expand its already successful effort to inform women workers of their rights under existing laws. Last year the Bureau produced and disseminated easy to read pamphlets on Pregnancy Discrimination, Sexual Harassment and the new Family and Medical Leave Law. In 1995, two new pamphlets - one on wage discrimination and one on age discrimination - will help workers understand the protection and remedies available to them under current law. By knowing what their rights are and how to exercise them, this campaign will inform women workers and employers about basic workplace rights.

CONCLUSION

Through a combination of legislative proposals, administrative solutions, public education and technical assistance, this administration is demonstrating its commitment to listen when working women speak and to reply with effective action. Many of these recommendations address problems that particularly affect working women, but the solutions will help working women, working men and working families. Taken together they represent an investment in the American workforce and a commitment to enhancing economic security for all Americans.

APPENDIX

NEW TECHNICAL ASSISTANCE MATERIALS ON WORK/FAMILY ISSUES

o **"Care Around the Clock: Developing Child Care Resources Before Nine and After Five."** As our economy becomes more and more a twenty-four hour operation, working parents are increasingly experiencing a mismatch between their schedules and available child care services. This problem affects women in professional and management positions as well as service workers and production workers.

To address this issue, the Women's Bureau is publishing a resource guide profiling successful efforts to **expand the supply of non-standard hours child care**. Single employers, employer consortia and community partnerships in many areas of the country have been working to address this child care need. While there is no "one size fits all" solution, both employers and employees who want to develop recommendations in this area will find useful information, contacts and models that have worked.

o **"The Family Friendly Workplace: Act, Listen, and Respond" Poster.**

Many employees need ideas and tools to begin the process of creating a family-friendly environment where they work. This new poster can be posted at the worksite and provide a starting point for dialogue between labor and management about what kind of work/family policies are needed. Many of the items on the poster are low cost items, but would have a high return in creating a more supportive environment at work for employees with families. Additional technical assistance materials will be available on request to employers and employees who want to pursue innovation in one of the areas suggested on the poster.

Withdrawal/Redaction Marker

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. paper	re: political (2 pages)	04/08/1995	Personal Misfile

COLLECTION:

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FOLDER TITLE:

HRC - Working Women Count 4/10/95

2017-1164-S
rc2382

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

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RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

THE WHITE HOUSE
WASHINGTON

October 14, 1994

MEMORANDUM FOR THE SECRETARY OF LABOR
DIRECTOR OF THE OFFICE OF PERSONNEL MANAGEMENT
DIRECTOR OF THE WOMEN'S BUREAU,
DEPARTMENT OF LABOR

SUBJECT: "Working Women Count!" Survey

Today, the Women's Bureau of the U.S. Department of Labor has reported on the results of an unprecedented and important survey of working American women. The results of this survey reveal a powerful consensus among working women about such vital issues as their economic security, opportunities for advancement, and perhaps most importantly, the importance and difficulty of accommodating family needs and workplace demands.

I am determined that we respond to the best of our ability to the concerns identified in the "Working Women Count!" survey. To that end, I am hereby directing:

- 1) Director of the Office of Personnel Management King to prepare a report by January 15, 1995, outlining the measures that have been taken to implement my memorandum of July 11, 1994, "Expanding Family-Friendly Work Arrangements in the Executive Branch," and identifying further steps that can be taken to make the Federal Government a model workplace for working women; and
- 2) Labor Secretary Reich and Director of the Women's Bureau Nussbaum to identify initiatives to encourage the private sector to respond to the concerns identified by working women in the "Working Women Count!" survey by March 15, 1995, and to encourage implementation of policies that will create family friendly workplaces in the private sector.

William J. Clinton

QUESTIONS & INFO FOR WH MEETING 4/5/95

Immediate Needs

- Finalize event program
- Is the Vice President coming?
- Clearance for letter from President to Mrs. Foley
- Final clearance for policy recommendations -- Will the President be endorsing at the press conference?
- Rain plan for OEOB?
- Contacts for the President and First Lady and Vice President
 - Briefings: Gabby Jen Klein
 - Speeches:
 - Press:

Regional Events

- We expect regional events in 7 cities (event plan attached):
 - Boston
 - Chicago
 - Denver
 - Kansas City
 - Philadelphia
 - San Francisco
 - Seattle

Press

- Contact for clearing press release (need to mail on Friday)
 - letterhead?
- How do we ensure that nothing goes out until a.m. of 10th with 1:30 embargo?

Working Women Count Recommendations
TALKING POINTS

OVERVIEW

Working Women Count! is an unprecedented effort to determine from working women themselves what their priorities are and then respond to their needs.

The Questionnaire: Last May, the Department of Labor's Women's Bureau launched the *Working Women Count!* questionnaire, and more than 250,000 women from around the country responded. They told us what they think about their jobs: what they like, what they don't like, and what they want to see changed.

The President's Directive: When the results of *Working Women Count!* were released to the Vice President and First Lady at the White House in October 1995, President Clinton directed the Secretary of Labor and the Director of the Women's Bureau to develop recommendations to address working women's concerns.

The Recommendations: The Working Women Count! Recommendations fall into the three main areas that *Working Women Count!* respondents identified as their priorities for change:

- improving pay and benefits
- balancing work and family
- and valuing women and women's work in terms of access to training and fairness on the job.

Type of Action Recommended: In each of these three key areas we recommend action at every level -- legislative, administrative, and voluntary. Through this combination we expect to build momentum for change and achieve tangible results.

In addition to elements of the Middle Class Bill of Rights that would particularly benefit women, the recommendations include new initiatives that will expand women's access to critical information; mobilize private sector activity to address women's concerns; and encourage communities to respond at the local level. [see slick for full summary]

RECOMMENDATIONS HIGHLIGHTS

In the area of Pay and Benefits

Fair Pay Clearinghouse: The Fair Pay Clearinghouse will help stimulate action toward the goal of fair pay and will be accessible through a toll-free 800 number. The Clearinghouse it will provide technical assistance and materials to help detect and remedy wage discrimination and offer information on voluntary approaches for establishing fair pay.

- For nearly 2/3 (65%) of Working Women Count! respondents, improving pay scales is a top priority.

In the area of Work and Family

Child Care Initiatives: Through a series of child care forums and partnership with the National League of Cities, our recommendations would promote and support efforts to make child care more available, more affordable, better quality and safer.

- 56% of Working Women Count! respondents with children under age five say that finding affordable child care is a serious problem.

In the area of Valuing Women's Work

Working Women Count Honor Roll: The Working Women Count Honor Roll will encourage employers and others to make work better for women in the areas of pay and benefits, work and family, and valuing women's work. Through the Honor Roll, employers, working people, unions, advocates and community organizations will be recognized for their commitment to making real change for women at every level.

- Underlying all the findings of Working Women Count! is women's fundamental belief that their work is consistently undervalued -- in terms of their pay, access to training, opportunities for advancement, and respect and fair treatment on the job.

TARGETED Q&A

All of your legislative proposals have been announced previously and you haven't added any other legislative action. This doesn't seem very significant.

We believe that to make real change we have to be *focused*. We did not want to float legislative proposals for the sake of rhetoric. The elements of the Middle Class Bill of Rights included in our recommendations -- raising the minimum wage, cutting taxes for middle class families, and making education and training more affordable -- directly address the concerns that working women have brought to our door.

Working women have a real stake in these areas, and we intend to fight for them. Nearly two-thirds (63%) of adult minimum wage workers are women. Women tell us that they are struggling to support themselves and their families, and more than half of Working Women Count! respondents identified on-the-job training as one of their top three priorities.

Do you really think the Congress will adopt any of your proposals?

A recent Times Mirror poll found that 79% of Americans favor increasing the minimum wage. Tax cuts for families with children have bi-partisan support.

So you have proposed legislation which has been out there for months. Why is this package worth our attention?

There is more action here on behalf of working women and their families than we've seen in a long time.

Working Women Count! told us that women want to move forward, for better pay, family friendly policies, and fairness and respect on the job. But since November we find ourselves needing to defend basic rights as well -- equal employment opportunity, the minimum wage, the forty hour work week (as the basis for overtime pay).

Our recommendations make good use of scarce resources to address the real needs of working women. Along with a targeted legislative agenda, we have *new initiatives* that will:

- 1) expand women's access to critical information about their job rights and long-term economic security
- 2) stimulate community efforts to improve the quantity and quality of available child care
- 3) encourage voluntary action throughout the nation through the Working Women Count Honor Roll. This will recognize those employers, working people, unions, advocates and community

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organizations who make real change for working women at every level.

Are these just recommendations or has the President accepted them?

[We will have an answer at the 3:00 meeting today.]

Don't these recommendations -- increasing the minimum wage pushing more family benefits, for example -- just put a burden on small businesses?

Factoring in inflation, the minimum wage is at its second lowest level since the 1950s. Even with the proposed increase, it would be less of a mandate on businesses than at most points in recent history. As for benefits, many of America's most respected business leaders testified during legislative hearings on the Family and Medical Leave Act about the direct correlation between stability in the family and productivity on the workplace.

What has the Administration done during the last two years to help America's working families?

FMLA: The first bill President Clinton signed into law was the Family and Medical Leave Act, which gives workers -- men and women -- unpaid time off work to care for a new child or a sick relative. This legislation is a landmark achievement, the first legislation in decades to honor women's work and put families first.

Head Start: This year, the President signed the Head Start Reauthorization bill, which expands this proven child care program. More children will now be able to participate, and there will be more full-day, full-year slots to better serve the children of working parents.

EITC: The Earned Income Tax Credit, part of the President's economic plan, is providing tax relief to fifteen million working families with modest incomes.

Enforcement: This Administration is vigorously enforcing the laws that promote equal opportunity and prohibit discrimination based on race, gender, age or disability.

These problems have been identified for a long time. Can't you do better than this?

These problems have been identified for a long time and solutions are overdue. But we operate within the context of reduced government spending:

- we have an ambitious but focused legislative agenda
- we will provide tools for people to move forward on issues

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such as pay equity and provide information on job rights
- we are focusing our enforcement efforts for greater
efficiency and results

We are doing the most we can with the tools and resources
available to us right now.

**Is your Fair Pay Clearinghouse really a stalking horse for pay
equity?**

Pay equity -- or equal pay for work of comparable value -- is a
widely accepted standard at the state level. 44 states have
taken some action in regard to pay equity. Our Fair Pay
Clearinghouse will provide information on a variety of approaches
to establishing fair pay systems, including pay equity, which can
be adopted voluntarily. We expect that providing information
will help stimulate more action towards the goal of fair pay.

**Your proposal to target contract compliance comes in the midst of
a debate on affirmative action, with many people calling for its
total abolition. How do you justify calling for new action?**

We are responding to the expressed concerns of more than a
quarter of a million working women.

Women at all levels of the pay scale and in a wide variety of
jobs reported to us in Working Women Count! that they still face
discrimination in the workplace.

- ___% of women (28% of black women, 23% of hispanic women,
and 14% of white women) report having lost a job because of
their race or sex.
- 61% say they have little or no ability to advance in their
jobs
- More than half consider ensuring equal opportunity a high
priority
- In addition, the recently released Glass Ceiling Report
shows that only 5% of private sector senior management
positions are held by women.

Through Working Women Count!, a blue collar woman in Cleveland
wrote "my head aches from bumping up against the glass ceiling."
A white collar worker said "I love being a working woman, but it
is said that we get paid less as women doing to same job as men
do. Why?"

**What did this effort cost? Are you putting any money into this
or is this mostly rhetoric? And has the President allocated any
funds for this effort in his budget?**

The bulk of the costs for this effort were in distributing the
questionnaire (both the public questionnaire and the scientific

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survey); collating the results; and producing and distributing the report. Those costs were about \$250,000. Costs since then have been negligible.

The Department of Labor is devoting considerable resources into portions of the Recommendations, including funds for the pension education campaign, the child care community forums, the educational campaigns, the partnership with the National League of Cities, and the Fair Pay Clearinghouse. We don't have the precise costs.

The President's FY 96 budget includes allocation for a number of priorities, including strong responsible enforcement, public education, and training. These priorities are reflected in the Women's Bureau recommendations.

WORKING WOMEN COUNT RECOMMENDATIONS

Making Work Better for Women



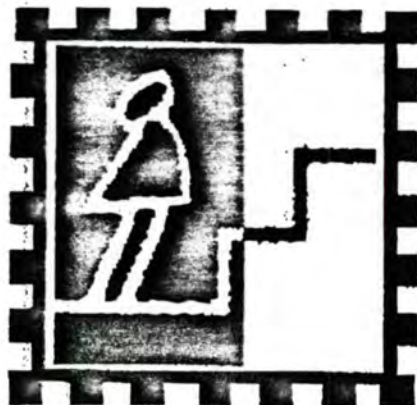
PAY AND BENEFITS

- Raise the minimum wage
- Encourage better pay practices through streamlined contract compliance for Federal contractors
- Establish the Fair Pay Clearinghouse for employees and employers interested in improving pay practices
- Initiate a Pension Education Campaign to provide needed information about retirement and pension planning



WORK AND FAMILY

- Hold a series of community forums to promote and support efforts to make child care more available, affordable and safe
- Provide tax relief to families caring for children and elders
- Resist efforts to expand the 40-hour work week
- Form a partnership with the National League of Cities to increase the supply and quality of child care



VALUING WOMEN AND WOMEN'S WORK

- Increase women's access to education and training through skill grants, tax deductions and IRAs
- Establish the "Working Women Count Honor Roll" to recognize employers and others who commit to making work better for women
- Expand the "Don't Work in the Dark" public education campaign to ensure that women know their basic workplace rights

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EVENT DESCRIPTION
REGIONAL *WORKING WOMEN COUNT!* EVENTS

- EVENT:** Regional DOL sec. rep., partners and small group of working women hold a press briefing immediately following the Rose Garden event (perhaps at 2 PM EST) to comment favorably on the recommendations and set goals for local activity and local honor roll member recruitment. This event also could include a supportive Member of Congress or local official.
- MESSAGE:** The federal government is committed to improving the economy for women and for middle class Americans and is taking important steps to address the issues raised by women through *Working Women Count!* The policy recommendations presented to the President today address some of the most pressing issues working women face. It is encouraging -- historic -- that the President is listening to women and directing the federal government to do its part. We encourage local employers, governments and advocates to do their part as well.
- SITE:** Either a centrally-located workplace in which women work (a hospital, office building, cafeteria or food distributor, etc.) OR a standard news conference room set up briefing style.
- PROGRAM:**
- The sec. rep. opens, reviewing the history of *Working Women Count!* with an emphasis on local partner activity. Sec. rep. reviews recommendations DOL is presenting today to President Clinton, mentioning historic nature of event and impact these recommendations can have on local women. (Talking points to follow.)
 - A local partner discusses why she/he joined the *Working Women Count!* effort locally, the dialogues it has opened among women and employers locally, and the steps she/he plans to take as a result of the issues raised. Partner may set a goal for local *Working Women Count Honor Roll* member recruitment.
 - A local working woman (or two) discuss how the issues raised through *Working Women Count!* are important in their lives, and how the actions in Washington today give them cause for hope.
 - Questions and answers from assembled media.
- KIT:** Press kit materials should include: local news release, agenda with speakers and their affiliations, *Working Women Count! Recommendations*, *Working Women Count! A Report to the Nation* (the survey results), list of local partners, any past local clips on *Working Women Count!*

**WORKING WOMEN COUNT RECOMMENDATIONS:
MAKING WORK BETTER FOR WOMEN**

**REPORT TO THE PRESIDENT
from
Secretary of Labor, Robert B. Reich
Director of the Women's Bureau, Karen Nussbaum**

March 15, 1995

SUMMARY OF "WORKING WOMEN COUNT!" RECOMMENDATIONS

Solutions to the problems affecting working women must come from many quarters. The federal government has a role to play, as do business, labor, voluntary organizations and the media. With 99% of women working for pay at some point in their lives, the impact of current problems is great. And those who will benefit from solutions is even greater, affecting our families and men who work.

The Clinton administration asked working women what was on their minds and they told us, in record numbers. We listened and here is our response:

I. PAY AND BENEFITS RECOMMENDATIONS

- * Proposed Increase in Minimum Wage to \$5.15 over two years
- * Better Pay Through Streamlined Federal Contract Compliance
- * Establish A Fair Pay Clearinghouse to assist employees and employers who want to improve wage-setting practices
- * Initiate a Pension Education Campaign to assist women and men with retirement and pension planning

II. WORK AND FAMILY RECOMMENDATIONS

- * Sponsor Community Forums on Child Care with senior Administration officials to build a partnership for families between the federal government and local stakeholders
- * Proposed Tax Credits of \$500 per child for families making less than \$75,000 a year
- * Proposed penalty-free withdrawals from Individual Retirement Accounts for elder care costs
- * Partnership with the National League of Cities on expanding access to child care
- * Resist Efforts to Expand the 40-hour work week

III. VALUING WOMEN AND WOMEN'S WORK RECOMMENDATIONS

- * Proposed Tax Deductions for Education and Job Training up to \$10,000 per family member
- * Proposed G.I. Bill For American workers to give skill grants of \$2,620 to purchase training of their own choosing
- * Proposed Expansion of Individual Retirement Accounts for training expenses
- * Establish a "WORKING WOMEN COUNT HONOR ROLL" to recognize employers and others who are making the workplace better for women
- * Expand public education on worker rights under the law through the "Don't Work in the Dark" campaign

INTRODUCTION

During the spring and summer of 1994, the Department of Labor's Women's Bureau conducted an unprecedented nationwide outreach effort to America's 60.2 million working women. With the assistance of over 1,600 partners - including business, labor, media and grassroots organizations - a questionnaire called *Working Women Count!* was distributed across the country. Women were asked what they like about their jobs, what they do not like and what they most want to see changed. The same questionnaire was also used to solicit the views of 1,200 women who were selected to be part of a scientific random sample.

The response was impressive. Over a quarter of a million women returned the questionnaire, testimony to the deep concern women have about their jobs and their working conditions.

What did working women tell us? First of all, 79% said they either love or like their jobs. They expressed pride in being breadwinners for their families and in being close to half of the American workforce. Second, they spoke with astounding consensus - a consensus that crosses all occupations and incomes, races, generations and regions - about what is wrong with their jobs and what needs to be fixed. And the views of women in the scientific sample closely mirrored what self-selected respondents told us, underscoring the depth of consensus.

Working women had three major concerns:

1) PAY and BENEFITS: Working women tell us they do not receive the level of pay and benefits they need to support themselves and their families. Many feel they are working harder and longer hours, yet they see less money in their pocketbooks.

* 75.8% of women make less than \$25,000 a year, and women still earn only 71 cents on an annual basis for every dollar a man earns, according to the Bureau of Labor Statistics.

* 65% of Working Women Count! respondents say that "improving pay scales" and "health care for all" are their two highest priorities for workplace change.

2) WORK and FAMILY: Women tell us they are exhausted and stressed from their dual responsibilities in the workplace and in the home. They do not have enough time to "do it all." They feel that neither employers nor policy makers have provided the supportive policies they need to do both jobs well.

* 60% of women with children six and under are in the workforce, and 76% of mothers with school age children work, according to the Bureau of Labor Statistics.

* "Too much stress" ranked number one as a serious problem affecting Working Women Count! respondents of all ages, and 56% of mothers with children five and under say that "finding affordable child care" is a serious workplace problem.

3) VALUING WOMEN and WOMEN'S WORK: Working women tell us they have valuable skills and on-the-job experience, but often do not get the credit and recognition that they deserve - nor access to training to build their skills and remain marketable in a fast changing economy.

* Only 5% of senior management positions within the private sector are held by women, and an even lower proportion are held by women of color, according to the Fact-Finding Report of the Federal Glass Ceiling Commission.

* 61% of Working Women Count respondents say they have "little or no ability to advance" in their jobs, and over 50% say that "ensuring equal opportunity" and "on-the-job-training" are high priorities for change.

These are the issues on the minds of America's working women. Recognizing that solutions to these problems must come from many quarters, the Women's Bureau has been consulting with concerned citizens from business, labor, national, state and local organizations. Effective change can only come about through the concerted effort of many stakeholders. And given that 99% of all women will work for pay at some point in their lives, there are millions of Americans - men and women - who have a stake in making the workplace better for women.

When the results of the "Working Women Count!" survey were presented to the Administration, President Clinton directed Secretary of Labor, Robert Reich and Women's Bureau Director Karen Nussbaum to prepare a set of recommendations responsive to working women's concerns.

Since the survey findings were released, many basic protections and rights that working women have come to rely on have been threatened. We hear attacks on equal opportunity programs and proposals that cut funds for child care, summer jobs for youth, and even our children's school lunches. So while this Administration looks to the future - to make a middle class standard of living a reality for every American family - we are also poised to defend the gains made by and for working people in the past. We are prepared to defend decent wages, reasonable hours and safe and healthy working conditions.

This Administration's response to working women therefore, includes both a defense of important workplace standards and protections and recommendations in the three major areas where working women have told us they want to see change.

I. PAY AND BENEFITS RECOMMENDATIONS

Many respondents to the *Working Women Count!* survey raised problems with pay. Some told us they are still not getting equal

pay for equal work, despite the fact that the Equal Pay Act has been law for over thirty years. Others state that they do not get paid what their job is worth - alluding to the low value and low pay society accords many traditionally female jobs.

MINIMUM WAGE

o Increase the minimum wage. The Administration proposes to increase the minimum wage over the next two years, with a 45 cent increase each year. This will directly address the concerns of many women who are trapped in low-wage jobs and reinforces the idea of "making work pay." It would be of particular importance to the 4.2 million workers who labor at or below the minimum wage, most of whom - 62.2% - are adult women. In addition, it will boost the incomes of 8.5 million workers who now make more than the current minimum wage but less than the proposed \$5.15 an hour, 58% of whom are women.

For a full-time year round worker earning the current minimum wage, a 90 cent increase would raise their yearly income by \$1,800 - as much as the average family spends on groceries in over seven months. Nearly three fourths of minimum wage workers are adults (74%) and over one third (39%) are the sole bread winners of their families. In fact, the average minimum wage worker contributes half of her or his family's earnings. Therefore, raising the minimum wage will help raise the standard of living for millions of working women and their families.

ADMINISTRATIVE SOLUTIONS

For thirty years, the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) has enforced equal employment opportunity and affirmative action laws in recruitment, hiring, promotion and other areas of employment on behalf of women, minorities and the disabled. Employers with federal contracts over \$50,000 and with 50 or more employees are required to develop an affirmative action plan which reviews all aspects of the company's employment practices to identify barriers to equal opportunity. When such barriers are identified, the employer must take affirmative action to correct these deficiencies in order to ensure equality for all qualified workers, without regard to their race, color, religion, sex, national origin or disability.

o Better Pay Through Streamlined Contract Compliance.

The Office of Federal Contract Compliance Programs (OFCCP) will focus significant enforcement effort on gender discrimination in compensation systems at every level of the corporate ladder, from entry level positions to senior management positions. As part of its efforts to streamline its forms and reporting requirements, OFCCP will develop a new reporting method which identifies pay

differentials between women and men who are paid within the same salary band, and highlights women who may be clustered at the bottom of a salary band.

Information gathered through this method will be less burdensome for employers to report and will enhance OFCCP's ability to use limited compliance review resources effectively. By modifying the current job category reporting system, OFCCP will be able to quickly detect varied pay levels between men and women within the same salary category. By collecting more accurate compensation data, lawful employers will be protected from unnecessary investigations and compliance reviews can be targeted on employers with serious pay discrepancies. The basis of these pay discrepancies will be examined, and corrective remedies sought if necessary.

o Establish A Fair Pay Information Clearinghouse

The Department of Labor Women's Bureau will establish a Clearinghouse that provides technical assistance to individual employees, employers, unions and other worker's rights organizations on how to detect and remedy discrimination in wage setting policies. The Clearinghouse would provide information on a variety of job evaluation systems, and information from states and provinces in the United States and Canada about methodologies that have been used to equalize pay scales across occupations with comparable skill levels.

Access to the Fair Pay Clearinghouse would be through an 800 number, already appearing on many Women's Bureau publications, and would be publicized through newsletters of employer trade associations, unions, and other worker rights and civil rights organizations.

The content of this assistance will be cleared through the Equal Employment Opportunity Commission and be consistent with OFCCP pay discrimination enforcement policy.

PENSIONS

o Initiate a Pension Education Campaign. The Pension and Welfare Benefits Administration (PWBA) will launch a national pension education campaign to increase public awareness of basic pension and retirement planning issues. Through the dissemination of printed materials, this campaign will strive to:

- * promote greater rates of retirement savings
- * encourage individuals to begin saving at a younger age
- * improve workers' understanding of their savings options sources of information and assistance;
- * elevate pension issues on the nation's lists of priorities.

While women's access to pensions has increased over the last twenty years - from 38% in 1972 to 48% in 1993 - many women workers still lack pensions plans. Although coverage is improving, the amount of retirement income women have is still very low due to their concentration in low-wage jobs and their over-representation in part-time and temporary jobs. As women generally live longer than men and usually have lower lifetime earnings, their need to begin retirement planning early is critical. The PWBA education campaign therefore has particular relevance to women in encouraging them to begin retirement planning or improve their current arrangements.

II. WORK AND FAMILY RECOMMENDATIONS

When Working Women Count! respondents were asked "If there was one thing you could tell the President about what it's like to be a working woman, what would it be?", their number one response was that they have difficulty balancing work and family responsibilities. Women across occupation and income levels report that finding and affording child care is a serious problem, especially for families with young children. And women of all ages and family situations report that their number one problem is "too much stress," including a lack of time for family responsibilities and family activities.

CHILD CARE AND DEPENDENT CARE

o Community Forums on Child Care.

The Administration will hold public forums on child care during 1995. These forums, held in diverse regions of the country, will:

- * Stimulate public attention on child care and other dependent care issues facing working families;
- * Encourage local solutions to solve the problems of providing affordable, quality child care and elder care;
- * Showcase programs of family-friendly employers and promote voluntary solutions;
- * Announce new recommendations or pledges made by a variety of community stakeholders, including employers, to expand support for child care and other work/family programs
- * Highlight community planning recommendations that utilize multiple funding streams;
- * Make a link between quality child care and school readiness.

In addition, the Women's Bureau will release several new publications designed to provide technical assistance to employers and employees wishing to initiate or expand family-friendly policies. (See Appendix) Government resources from federal agencies that assist families with dependent care issues will also be available at each forum to highlight the federal role.

TAX RELIEF

o **Tax credits for Families With Children.** As part of the Middle Class Bill of Rights, the Administration is proposing a \$500 non-refundable tax credit for each dependent child under thirteen years of age. This credit will be available for families with incomes of \$75,000 or less, and gradually reduced amounts for taxpayers with adjusted gross incomes between \$60,000 and \$75,000.

ELDER CARE

o **Penalty Free Withdrawals from IRAs for Elder Care Expenses**
The Administration is proposing that Individual Retirement Account withdrawals to pay for medical expenses of children, grandchildren, parents and grandparents, be relieved from the current 10% additional tax on premature distributions. This proposal specifically covers "long-term care for incapacitated individuals" and will assist families with the high cost of nursing home care.

EXPANDING ACCESS TO CHILD CARE

o **Partnership with the National League of Cities.**
The Women's Bureau plans to develop a partnership with The National League of Cities to strengthen our mutual capacity to offer training, technical assistance and information on family and child issues. Together, we will develop a strategy which will include information dissemination, conference and forum participation, as well as issuing a joint statement of interest in expanding access to child care.

DEFENDING THE 40-HOUR WORK WEEK

o **Pledge to resist efforts which expand the length of the work week.**
Many families are working longer hours at the same time that the buying power of their paychecks is decreasing. This adds to the stress and strain so many families are experiencing. The ability of families to maintain a reasonable work week is essential in order for working mothers and fathers to have enough time to care for their children and perform their jobs effectively.

III. RECOMMENDATIONS TO VALUE WOMEN AND WOMEN'S WORK

Working Women Count! respondents spoke with concern and conviction about the dilemmas they face in their quest for advancement on the job. Women workers told us that they are still subject to discrimination on account of their gender and in some cases their race as well. They stated that their current skills are often not valued with promotions or other types of recognition. Furthermore, their interest in upgrading their skills is often stymied with insufficient on-the-job training options and a lack of tuition assistance.

EDUCATION AND TRAINING

Three components of Administration's Middle Class Bill of Rights will assist women workers in meeting the challenges of an economy where technological change and the need to upgrade skills are constant features of an increasingly competitive labor market.

o Education and Job Training Tax Deductions.

Workers will be permitted a tax deduction of up to \$10,000 for any expenditure on post-secondary school education or training expenses. Any family with an income of \$100,000 or less will be eligible, and the deduction will apply to the taxpayer, her or his spouse and any dependents for whom the taxpayer is entitled to claim a dependency exemption. The deductions will be used to determine the taxpayer's adjusted gross income. The maximum deduction will be \$5,000 from 1996-98 and \$10,000 thereafter.

The education and training tax deduction will help women pay for acquiring the new skills that will lead to better jobs and higher wages. It will assist working women themselves as well as their spouses and children, thereby enhancing access to a middle class standard of living for their generation and the next.

o The G.I. Bill for American Workers: Skill Grants.

This bill will bypass an outmoded and confusing maze of existing federal training programs and put money directly into the hands of working women who want to learn new skills. It will provide workers with the information, advice and job search help they need to assess their current skills and determine how to increase their marketability. It will enable them to take advantage of an array of training options at local community colleges, universities, private training institutions and community-based organizations.

The bill is geared to permanently laid-off workers and low-income workers and job seekers, who would be eligible to receive a grant of \$2,620 to purchase training in a program of their own choosing. This grant will cover training up to the level of an Associate's Degree.

Women living in areas that have implemented state-wide One Stop Career systems will benefit from having access to counselors who can provide useful career guidance. These Centers, directly and through computer linkages, would be a central source for learning about what jobs are available, what skills these jobs require, and which institutions have a proven track record of preparing people for work. Women who are permanently laid off or are low income workers would have access to training related services, such as assessment, job search assistance, child care and transportation.

Women workers displaced from jobs who fit the profile of a dislocated workers under current Job Training Partnership Act (JTPA) Title III, will qualify for a Skill Grant without an income test. Low-income women will qualify based on Pell Grants criteria. For both groups, the emphasis on giving individuals the purchasing power to choose and buy their own training will serve as a vehicle for many women to escape low-wage, dead-end jobs.

o Individual Retirement Accounts for Training and Education.

The President's Middle Class Bill of Rights would make several changes to Individual Retirement Accounts (IRAs) that will help women workers finance the education they need to build their skills and their future economic security. First, it would eliminate the current 10% additional tax on pre-retirement IRA withdrawals to pay for higher education expenses. Second, the income limits for deductible IRA contributions would be doubled and indexed for inflation. Third, the proposal would create a new "Special IRA" with non-deductible contributions and totally tax-free withdrawals for educational or other expenses after five years.

RECOGNIZING EMPLOYERS AND OTHERS WHO VALUE WOMEN'S WORK

o Establish a "Working Women Count HONOR ROLL".

The Women's Bureau will recognize employers in both the private and public sector, unions and other local, state and national organizations who through their policies and practices are recognizing the valuable work that women do. Groups will be eligible based upon their track record and/or initiatives in three areas:

- * improving pay and benefits
- * establishing supportive work and family policies
- * expanding opportunities for training and career advancement

Demonstrated commitment to making the workplace better for women will be recognized with a certificate from the Secretary of Labor and a place on the Honor Roll.

PUBLIC EDUCATION ON WORKPLACE RIGHTS

o Expand the "Don't Work in the Dark" Campaign.

The Women's Bureau will expand its already successful effort to inform women workers of their rights under existing laws. Last year the Bureau produced and disseminated easy to read pamphlets on Pregnancy Discrimination, Sexual Harassment and the new Family and Medical Leave Law. In 1995, two new pamphlets - one on wage discrimination and one on age discrimination - will help workers understand the protection and remedies available to them under current law. By knowing what their rights are and how to exercise them, this campaign will inform women workers and employers about basic workplace rights.

CONCLUSION

Through a combination of legislative proposals, administrative solutions, public education and technical assistance, this administration is demonstrating its commitment to listen when working women speak and to reply with effective action. Many of these recommendations address problems that particularly affect working women, but the solutions will help working women, working men and working families. Taken together they represent an investment in the American workforce and a commitment to enhancing economic security for all Americans.

APPENDIX**NEW TECHNICAL ASSISTANCE MATERIALS ON WORK/FAMILY ISSUES**

o **"Care Around the Clock: Developing Child Care Resources Before Nine and After Five."** As our economy becomes more and more a twenty-four hour operation, working parents are increasingly experiencing a mismatch between their schedules and available child care services. This problem affects women in professional and management positions as well as service workers and production workers.

To address this issue, the Women's Bureau is publishing a resource guide profiling successful efforts to expand the supply of non-standard hours child care. Single employers, employer consortia and community partnerships in many areas of the country have been working to address this child care need. While there is no "one size fits all" solution, both employers and employees who want to develop recommendations in this area will find useful information, contacts and models that have worked.

o **"The Family Friendly Workplace: Act, Listen, and Respond" Poster.**

Many employees need ideas and tools to begin the process of creating a family-friendly environment where they work. This new poster can be posted at the worksite and provide a starting point for dialogue between labor and management about what kind of work/family policies are needed. Many of the items on the poster are low cost items, but would have a high return in creating a more supportive environment at work for employees with families. Additional technical assistance materials will be available on request to employers and employees who want to pursue innovation in one of the areas suggested on the poster.

Withdrawal/Redaction Marker

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. letter	re: personal information [partial] (1 page)	07/27/1994	b(6)

COLLECTION:

Clinton Presidential Records
Speechwriting
Lissa Muscatine
OA/Box Number: 12079

FOLDER TITLE:

HRC - Working Women Count 4/10/95

2017-1164-S
rc2382

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

July 21, 1997

Attn: Mr. Clinton,

If I can only tell you one thing it would have to encompass many aspects of how difficult it is to raise your children, how difficult it is to survive on less pay. Connecticut especially has been hit very hard by these difficult 90's and aerospace especially. My husband has been layed off several times in the last 3 years. - The most recent layoff has reached its 9 month mark. So I've been the sole source of income and benefits as well as the "emotionally strong one". I'm exhausted! My life style is not what it was 10 years ago. I keep telling myself "it will change - you must just ahead", but it continues. Through all this I've had to be there for my daughters - my husband and most of all my self. It's not easy. I hope something useful is done with this information and all women get the help they need. But especially women in Connecticut. Thanks for listening.

(b)(6)

[002]

Withdrawal/Redaction Marker

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
003. bio	re: personal story (1 page)	00/00/0000	b(6)

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- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

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Executive Summary

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