

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. schedule	Schedule for Hillary Rodham Clinton [partial] (2 pages)	05/05/1994	b(6)
002. schedule	Schedule for Hillary Rodham Clinton [partial] (2 pages)	10/14/1994	b(6)
003. schedule	Schedule for Hillary Rodham Clinton [partial] (1 page)	04/10/1995	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Melanne Verveer
OA/Box Number: 19751

FOLDER TITLE:

Domestic Women's Issues #1 [Binder] [1]

2013-0534-S
rc1851

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]
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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]

**Files of Melanne Verveer,
Assistant to the President and Chief of Staff to the First Lady
Box 1: Issue Binders**

Archived from OEOB 100 by Eric Woodard on Dec. 27, 2000

Domestic Women's Issues #1
- Domestic Women's Issues

Domestic Women's Issues #2
- Domestic Women's Issues

Domestic Women's Issues #3
- Domestic Women's Issues

Domestic Women's Issues #4
- Domestic Women's Issues

ENCLOSURES FILED OVERSIZE ATTACHMENTS

19751

2 boxes filed 12/28/2000
JT

NARA 16955

Domestic Women's Issues

Binder 1

Domestic Women's Issues #1

DOMESTIC WOMEN'S ISSUES

**PHOTOCOPY
PRESERVATION**

Dr. Demmler
COLLECTION CONTENT

First Lady Hillary Rodham Clinton

Domestic Women's Issues

1993-2000

1993

1994

5/4 Working Women Count – White House
10/14 Working Women Count – White House

1995

3/1 Department of Defense Observance of Women's History Month – Pentagon
4/10 Working Women Count – White House
5/19 Women's Bureau Event – White House
7/26 Mi Casa Resource Center for Women – Denver, CO
7/26 Women's Foundation of Colorado – Denver, CO
8/5 Column – Childcare and Working Women
8/26 Column – Women and Voting

1996

3/12 Column – Women's Role in the Family
6/4 Column – Mary Robinson (President of Ireland)
6/25 Column – FMLA
8/6 Column – Women and Olympics
10/8 Column – Women and Space Exploration

1997

1/14 Column – Hillary's Goals for Second Term
1/29 Column – Family Planning
2/4 Column – Women and Microcredit
2/10 Working Mother Lunch – White House
2/11 Column – Working Mothers
5/2 National Campaign to Prevent Teen Pregnancy Event – White House
6/17 Title IX Event – White House
6/18 Women's Leadership Fundraiser
12/9 Women's Rights / Human Rights

1998

1/20 Women's Outreach Meeting – White House
3/10 US as an Example to the World for Women's Rights
3/16 Women's Leadership Forum Luncheon – Houston, TX
6/3 Column – Women and Welfare Reform

1998 (Cont.)

7/8 Women in Federal Law Enforcement Event – Hyatt Washington, DC
7/9 Scholars Dinner – White House
7/27 YWCA Battered Women's Shelter – Cincinnati, OH
8/5 Column – FMLA
9/23 Violence Against Women Event Roundtable Discussion – New York, NY
12/1 People Magazine/Teen Pregnancy Prevention Luncheon – New York, NY

1999

1/20 Column – Women and Social Security
1/21 Meeting with Women's Groups on Social Security – White House
1/22 Meeting with Family Planning Advocates – White House
1/23 Women in Social Security Conference – PBS Washington, DC
2/5 Atlanta Teen Pregnancy Speech – Atlanta, GA
2/17 Social Security Event – White House
3/10 Column – Women and Athletics
3/15 Women's Magazine Briefing – White House
3/16 Seventeen Magazine Volunteerism Awards – National Museum of Women in the Arts, Washington, DC
3/17 Column – Contributions of Women in the Last Century
4/7 Equal Pay Event – White House
4/28 Drop-By the National Campaign to Prevent Teen Pregnancy's Honors Reception - White House
5/7 Ask a Working Woman – Buffalo State College, Buffalo, NY
7/14 Column – US Women's Soccer Team and Title IX
7/19 Women's World Cup Event Champion Soccer Team – White House
7/19 Informal Remarks to Women's Forum – Cape Canaveral, FL
8/25 Column – Welfare and Women
9/28 Minimum Wage Event – Dirksen Senate Office Building, Washington, DC
10/26 Portraits, Profiles and Progress – Celebrating Women of the Twentieth Century White House
10/27 Women in Business, Politics and Power Symposium – Chicago, IL

2000

2/23 Campaign to Prevent Teen Pregnancy – White House
3/29 Women's Technology Cluster Roundtable – San Francisco, CA
4/5 Column – Cate Murther and Microcredit
6/12 Program on Violence Against Women Act – White House
6/14 Column - VAWA

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

5/5/94

Divider Title: _____

Withdrawal/Redaction Marker

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SCHEDULE FOR HILLARY RODHAM CLINTON
DATE: THURSDAY, MAY 5, 1994
FINAL

Scheduling Desk: **Sara Grote**
 202-456-2922 **office**
 202-456-2317 **fax**
 202-483-7312 **home**
 1-800-528-7528 **WHCA#4363**

PREV RON **The White House**

8:45 am-
9:00 am **PRIVATE MEETING W/Maggie Williams and Patti Solis**
 Salon
 CLOSED PRESS

9:00 am-
9:15 am **PRIVATE MEETING W/Maggie Williams**
 Salon
 CLOSED PRESS

9:20 am-
9:25 am **PRIVATE MEETING W/** (b)(6) [001]
 (b)(6)
 Diplomatic Reception Room
 CLOSED PRESS

NOTE: White House Photographer will be present.

Participants:
-HRC

(b)(6)

9:30 am-
10:30 am **PRIVATE MEETING**
 HRC's Office
 CLOSED PRESS

Staff Contact: Maggie Williams
456-1660

**SCHEDULE FOR HILLARY RODHAM CLINTON
THURSDAY, MAY 5, 1994
PAGE 2**

(b)(6)

10:45 am-

11:00 am

**BRIEFING FOR South Africa Event [w/POTUS]
Diplomatic Reception Room
CLOSED PRESS**

Staff Contact: Tony Lake, Alexis Herman

11:00 am-

11:45 am

**SOUTH AFRICA EVENT
South Grounds
OPEN PRESS**

Program:

- Offstage announcement of the President, HRC, Vice President and Mrs. Gore
- The President delivers remarks
- The Vice President delivers remarks
- The new flag of South Africa is presented to the President by Ambassador Harry Schwarz and Kingsley Makhubela, Deputy Representative of the ANC
- The President, HRC, Vice President and Mrs. Gore meet, greet and depart

**Participants: Approx. 100 people to attend.
[See briefing for more info.]**

Staff Contact: Tony Lake, Alexis Herman

11:55 am

**BRIEFING FOR Working Women Count
Holding Room of 450, OEOB**

PARTICIPANTS:

- HRC
- Sec. Robert Reich
- Alexis Herman
- Karen Nussbaum

**SCHEDULE FOR HILLARY RODHAM CLINTON
THURSDAY, MAY 5, 1994
PAGE 3**

12:00 pm-
12:30 pm

**WORKING WOMEN COUNT
Room 450, OEOB
OPEN PRESS**

Program:

- Alexis Herman announces HRC, Sec. Reich and Karen Nussbaum onto stage from the holding room
- Karen Nussbaum proceeds to podium and intros Sec. Reich
- Sec. Reich gives brief remarks and intros Linda Laven, actress and Valerie Harper, actress
- Linda Laven and Valerie Harper to deliver remarks
- Sec. Reich to introduce HRC
- HRC delivers remarks and steps back
- Sec. Reich asks 4 women from the audience to come onto stage to present HRC and Sec. Reich with questionnaires
- Depart for Room 459, OEOB

Participants: Approx. 150 people to attend.
[See briefing for more info.]

Staff Contact: Danny Wexler
456-2467

12:30 pm-
1:00 pm

**VIDEO FOR Frontline project on Wellesley
Class of '69
459 OEOB ←**

Format: Ofra Bickel, Executive Producer of video to interview HRC for 30 minutes.

Staff Contact: Karen Finney
456-2960

Amiwellam

*Susan
Dentzer*

SCHEDULE FOR HILLARY RODHAM CLINTON
THURSDAY, MAY 5, 1994
PAGE 4

1:05 pm-
1:15 pm

VIDEO FOR U.S. News & World Report
459 OEOB

Format: Susan Dentzer to interview HRC for 10 minutes.

Staff Contact: Lisa Caputo
456-2960

1:20 pm-
1:25 pm

PSA FOR The President's Council on Physical Fitness and Sports
459 OEOB

Format: HRC to speak for 30 seconds.

Staff Contact: Melanne Verveer
456-6266

Contact: Sandy Perlmutter
202-272-3421

1:30 pm-
1:35 pm

VIDEO FOR Harry Caray's 50 years in baseball
459 OEOB

Format: HRC to speak for 1-2 minutes.

Contact: Suellen Johnson
312-664-4462

1:40 pm-
1:45 pm

VIDEO FOR Gloria Steinem Awards
459 OEOB

Format: HRC to deliver 2-3 minute remarks

Contact: Marie Wilson
212-3353-8580

2:00 pm-
4:00 pm

PRIVATE MEETING
Residence
CLOSED PRESS

Staff Contact: Maggie Williams
456-1660

SCHEDULE FOR HILLARY RODHAM CLINTON
THURSDAY, MAY 5, 1994
PAGE 5

6:00 pm-
6:15 pm

DROP-BY TO Small Reception [Optional]
2nd Floor Residence
CLOSED PRESS

Participants: Approx. 5 people to attend.
[See briefing for more info.]

Staff Contact: Capricia Marshall
456-7064

8:20 pm

DEPART White House South Portico
EN ROUTE Larry King Live-820 First Street, NW
[drive time: 10 minutes]
Traveling w/HRC:
-Kelly Craighead
-Lisa Caputo
-Gary Logwood

8:30 pm

ARRIVE Larry King Live

NOTE: Neel Lattimore will meet HRC curbside.

Greeters: Larry King Producer-TBA

8:30 pm-
8:50 pm

HOLD
Holding Room: Bill Headline's Office
Phone: 202-898-7907
Fax: 202-898-7904
CLOSED PRESS

8:55 pm

MOVE TO SET

9:00 pm-
10:00 pm

LARRY KING LIVE SHOW
Set
820 First Street, NW

Format: HRC to speak with Larry King 30
minutes & to take questions from callers for
30 minutes.

Contact: Wendy Walker
202-898-7696

Staff Contact: Lisa Caputo
456-2960

SCHEDULE FOR HILLARY RODHAM CLINTON
THURSDAY, MAY 5, 1994
PAGE 6

10:05 pm **DEPART** Larry King Live-820 First Street, NW
 EN ROUTE White House
 [drive time: 10 minutes]

10:15 pm **ARRIVE** White House South Portico

NOTE: Happy Birthday to Linsey Little [housekeeping]!

RON The White House

FORECAST FOR WASHINGTON, DC:

-Cloudy with rain showers. Low 47 to 52. High 68 to 73.

THE WHITE HOUSE

WASHINGTON

May 4, 1994

"WORKING WOMEN COUNT!" KICK-OFF AND PRESS CONFERENCE

DATE: May 5, 1994
LOCATION: 450 OEOB
TIME: 12:00 pm
FROM: Alexis Herman

I. PURPOSE

To launch the Department of Labor's national questionnaire, "Working Women Count!" and to garner media attention for the questionnaire.

II. BACKGROUND

The Women's Bureau at the Department of Labor initiated "Working Women Count!" as a "customer survey" to demonstrate that this Administration cares about what 58 million working women think, and gives them a stake in the Administration.

It is a simple questionnaire. It asks women what they like and don't like about their jobs, and what needs to be changed. It will reach more than 10 million working women, and is being distributed by hundreds of "partners," including:

Businesses (McDonalds, Disney, Reebok and NYNEX)

Media (Working Woman magazine, Essence magazine and daily newspapers)

Women's organizations (YWCA and Black Nurses Association)

Unions (more than 25 unions)

Grassroots organizations

The early responses to the questionnaire indicate that health care is a top concern. The final report will be released in October.

III. PARTICIPANTS

Representative Corrine Brown (D-FL)
Representative Rosa DeLauro (D-CT)
Representative Jennifer Dunn (R-WA)
Representative Karan English (D-AZ)
Representative Elizabeth Furse ((D-OR)
Representative Nita Lowey ((D-NY)

Representative Cynthia McKinney (D-GA)
Representative Eleanor Holmes Norton (D-DC)
Representative Nancy Pelosi (D-CA)
Representative Debra Pryce (R-OH)
Representative Barbara Rose-Collins (D-MI)

Secretary Robert Reich
Karen Nussbaum, Director, Women's Bureau, DOL
Linda Lavin
Valerie Harper

Approximately 135 other participants comprised of working women, Hill staff, Women's Bureau staff, and representatives of businesses, unions and organizations that are acting as "partners" in distributing the questionnaire

IV. PRESS PLAN

Open Press. After you depart, questions from the media will be taken by Secretary Reich, Karen Nussbaum, Linda Lavin, Valerie Harper and two "partners" -- AFL-CIO Secretary Treasurer Tom Donahue and Ellen Carno, the Director of Public Affairs for Au Bon Pain.

V. SEQUENCE

- o You proceed to the 450 OEOB holding room.
- o You will be briefed by Secretary Reich and Karen Nussbaum and Alexis Herman. [Danny Wexler will provide briefing on sequence]
- o Alexis Herman will welcome and announce you, Secretary Reich and Karen Nussbaum
- o You enter the stage with Secretary Reich and Karen Nussbaum.
- o Karen Nussbaum makes brief remarks and introduces Secretary Reich.
- o Secretary Reich makes remarks and introduces Linda Lavin and Valerie Harper.
- o Valerie Harper and Linda Lavin make very brief remarks.
- o Secretary Reich will introduce you.
- o You make remarks.
- o Following your remarks Secretary Reich will ask four of the workers (seated in the front row--stage right) to present you with questionnaires from the audience.
- o You depart.

VI. REMARKS

To be provided by your speechwriters.

Giving Women a Voice

Workplace Survey to Check on Concerns

By Kara Swisher

Washington Post Staff Writer

Do America's working women want more benefits? What do they think about the availability of child care, the pervasiveness of sexual discrimination and stress on the job? And, most of all, how do they feel about their work overall—do they love it or find it "totally miserable"?

These are some of the questions that will be included in one of the largest surveys ever of working women. The Labor Department hopes to reach more than 10 million women—nearly one-fifth of the 54 million working

women in the United States.

The survey, from the Women's Bureau of the Labor Department, is being launched tomorrow. It will be kicked off in a high-profile ceremony at the Old Executive Office Building led by First Lady Hillary Rodham Clinton.

The national questionnaire, called "Working Women Count," is also an attempt by the Clinton administration to boost the visibility of the Women's Bureau, an agency that has seen its influence wax and wane in its 75 years of promoting "the welfare of wage-earning women." One of administration's first moves was to appoint activist Ka-

See WOMEN, D2, Col. 1

Bureau to Conduct Survey Of Women in Workplace

WOMEN, From D1

ren Nussbaum, who formerly headed 9to5, a working women's advocacy organization, to head the agency.

But some regard the Women's Bureau as a "backwater" with little influence and stagnant budgets, whose usefulness has been supplanted in recent years by federal laws designed to protect women in the workplace.

"It's kind of an anachronism... an agency that does not have any enforcement, does not have any money and a mission that was formulated in the 1920s," said William Kilberg, a Washington labor lawyer and former Labor Department official in the Nixon administration.

But others, including Labor Secretary Robert B. Reich, say that reinvigorating the Women's Bureau is necessary. Reich and others point to statistics showing the inequities that still exist for women in the workplace despite the fact that more women than ever work outside the home.

According to Labor Department statistics, about 47 percent of all workers are women, but they only earn about 75 percent of similarly employed men. About two-thirds are in clerical, food

service, sales, nursing, teaching and child care, with 80 percent earning less than \$25,000 annually.

"Some have said the Labor Department itself was a backwater and the Women's Bureau a backwater in a backwater, but those days are gone for good," Reich said. "We are elevating the status of Women's Bureau because we think it is vitally important that it be an activist voice."

In an interview, Nussbaum agreed. "With far more women in the workplace than ever before, I think that the agency is still necessary until the problems are solved," she said. "And there'd be no point in hiring me if the administration was not serious about marrying policy and public action."

The Women's Bureau was founded in 1920 to promote fair wages and hours, end child labor and establish health and safety standards for women. Today it is the only federal agency devoted exclusively to the concerns of women in the labor force.

With 10 locations nationwide, the bureau's employment has held steady over the years at about 80. Its budget is \$7.8 million in the current fiscal year, compared with a budget of \$6.5 million in 1989.

In that time, the number of working women in the United States has grown and the issues that affect them have proliferated.

"It seems that the size and impact of the Women's Bureau should have grown commensurately," said Eleanor Smeal of the Feminist Majority, an Arlington-based advocacy group.

Others take the middle road. "In the best of all possible worlds, we would not need a Women's Bureau," said Fran Rodgers, head of Work/Family

Directions, a Boston consulting firm. "But as with all other things, if we don't focus on needs of women, they tend to get lost."

Nussbaum hopes the survey, being distributed by corporations, national magazines, associations, labor unions and women's groups, will highlight women's concerns for policy makers.

"It's going to give working women a chance to tell us what they think," she said. "I see it as a sort of a customer service survey for policy makers."

8. Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is to you by rating each one from 0 (not important to you) to 10 (very important to you). You may use any number more than once.

- ☐ More flexible work hours
- ☐ Information about or support for child or dependent care
- ☐ Insuring equal opportunity in the workplace
- ☐ Paid leave to care for newborns or seriously ill relatives
- ☐ On-the-job training opportunities to learn new skills
- ☐ Student loans for courses that would give me new job skills
- ☐ Giving employees more responsibility for how they do their jobs
- ☐ Health care insurance for all employees
- ☐ Improving pay scales

Some Facts About Working Women

- o Almost 47% of all workers are women.
- o Women working full-time had median weekly earnings that were only 75 percent of similarly employed men--\$381 versus \$505.
- o The proportion of women in several nontraditional occupations, which frequently pay higher wages and offer better benefits, has increased. (The Women's Bureau defines a nontraditional occupation as one in which one gender accounts for 25 percent or less of the total employment in that occupational classification.) Women now comprise 21 percent of lawyers, 20 percent of physicians and 25 percent of operators, fabricators and laborers.
- o In 1992, women made up 79 percent of all cashiers, 85 percent of all elementary school teachers and 99 percent of all secretaries. Almost 2/3 (59%) of the 54 million working women in this country are clustered in clerical, food service or sales positions, or in nursing, teaching or childcare.
- o Nearly 80% of women workers still earn less than \$25,000.
- o Women still comprise only 2 to 3 percent of top management, and a mere 400,000 (less than 1%) nationwide earn more than \$75,000 -- as compared to 3.1 million men.
- o Nearly 2 out of every 3 mothers with children under 18 are in the labor force -- and 6 out of 10 children in this country have mothers at work or looking for work. The availability and affordability of child care are major concerns -- and elder care is a growing concern.
- o Because women are more likely to be care-givers than men, taking time out of the labor force to care for children or dependent parents, the end result is frequently a less vital pension.

- o Women dominate the contingent workforce. Two-thirds of all part-time and three-fifths of temporary workers are women.
- o Part-time workers paid hourly rates earn only 62.3% of the hourly wages earned by full-time workers. Frequently contingent workers earn minimum wage, making an average \$2 less than their permanently-employed co-workers. Often they lack health care coverage, pensions and protections, many of which have been part of the employment compact since the 1930s.

**A National Questionnaire
Sponsored by the Women's Bureau
U.S. Department of Labor
and
The Body Shop**

1) Would you describe your main work for pay as :

- 2) How many paid jobs do you have? 2

3) How many hours a week do you work for pay? 50-55

- ☐ I am productive
☐ My job is secure
☒ I like what I do
☐ I get paid well
☐ I learn new things
 other: _____

one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
✓					
		✓			
			✓		
			✓		
			✓		
		✓			
					✓
					✓
					✓
					✓

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	—	—	☒	☒	—	—
flexible schedule	—	—	☒	—	—	—
health care benefits	—	☒	—	—	—	—
pension/retirement funds	—	☒	—	—	—	—
vacation	—	☒	—	—	—	—
sick leave	—	☒	—	—	—	—
ability to advance	—	—	—	—	☒	—
challenging & interesting	—	☒	—	—	—	—
job security	—	—	—	—	—	—
training	—	—	—	☒	—	—
support for family responsibilities	—	—	—	—	—	☒

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

0	More flexible hours
1	Information about or support for child or dependent care
2	Insuring equal opportunity in the workplace
3	Paid leave to care for newborns or seriously ill relatives
4	On-the-job training opportunities to learn new skills
5	Student loans for courses that would give me new job skills
6	Health care insurance for all employees
7	Improving pay scales
8	Other: <u>Career path - somewhere to go from here.</u>

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

Pay scales need to meet minimum cost of living increases. It's hard to survive on a single persons salary.

10) What is your age? 30

11) What is the highest level of education you've completed?

- ☐ less than high school
☐ high school diploma or GED
☐ some college or technical school
☒ college degree(e.g. associate or bachelor)
☐ postgraduate degree(e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☐ living with someone
☐ married
☒ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☐ yes(how many? _____; age of youngest? _____)
☒ no

16) What state do you live in? Virginia

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin? ☐ Hispanic ☐ Other _____

Please return the survey to:

**The Body Shop
Attn: Survey
45 Horsehill Rd
Cedar Knolls NJ 07927**



Ms. Anne M. Durica
618 Greenbrier Ct. Apt. 301
Fredericksburg, VA 22401

WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



**U.S. Department of Labor
Robert B. Reich, Secretary**

WORKING

WOMEN

COUNT!

A National Questionnaire
Sponsored by the Women's Bureau
U.S. Department of Labor
and
The Body Shop

Today, 58 million women hold paid jobs in America. This is the largest number of working women today in our history and the number continues to grow. If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job — how to make it better. Please answer this questionnaire and return it to the address below. As a working woman, your voice counts! Thanks for your help.

1) Would you describe your main work for pay as :

- ☒ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☐ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? one

3) How many hours a week do you work for pay? 37.5

4) The things I like most about my job are: (pick up to 3)

- | | |
|--|---|
| ☒ I have good benefits | ☐ I am productive |
| ☐ My hours are flexible | ☐ My job is secure |
| ☐ I have job training opportunities | ☐ I like what I do |
| ☐ I have the authority I need to get the job done | ☒ I get paid well |
| ☐ I enjoy the company of my co-workers | ☐ I learn new things |
| ☐ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth			☒			
B. I need better benefits						☒
C. I work too many hours				☒		
D. I worry about losing my job	☒					
E. I don't have the flexibility to meet family responsibilities	☒					
F. I am under too much stress	☒					
G. I do not have the skills to get a better job			☒			
H. It's hard to find quality child or elder care that I can afford						☒
I. I have lost a job or a promotion because of his/her race or sex	☒					
J. I know someone who has lost a job/promotion because his/her race	☒					
K. I suffer other problems at my job (please explain)						

unflexible hours and demands. don't allow time off for doctor appts. etc w/o using vaca time.

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☐ I love it
☒ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	—	✓	—	—	—	—
flexible schedule	—	✓	—	—	✓	—
health care benefits	—	✓	—	—	—	—
pension/retirement funds	—	—	✓	—	—	—
vacation	—	—	—	✓	—	—
sick leave	—	—	—	✓	—	—
ability to advance	—	—	—	✓	—	—
challenging & interesting	—	—	—	✓	—	—
job security	—	—	✓	—	—	—
training	—	—	✓	—	—	—
support for family responsibilities	—	—	—	✓	—	—

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 10 More flexible hours
8 Information about or support for child or dependent care
10 Insuring equal opportunity in the workplace
8 Paid leave to care for newborns or seriously ill relatives
5 On-the-job training opportunities to learn new skills
10 Student loans for courses that would give me new job skills
10 Health care insurance for all employees
10 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

Employers do not understand the incredible burdens on working women, including family, household responsibilities, etc. I personally feel like a prisoner to my job.

10) What is your age? 24

11) What is the highest level of education you've completed?

- ☐ less than high school
☒ high school diploma or GED
☐ some college or technical school
☐ college degree (e.g. associate or bachelor)
☐ postgraduate degree (e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☐ less than \$9,999
☐ \$10,000-\$24,999
☒ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☒ living with someone
☐ married
☐ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☐ yes(how many? _____; age of youngest? _____)
☒ no

16) What state do you live in? PA

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin? _____ Hispanic _____ Other _____

Please return the survey to:

**The Body Shop
Attn: Survey
45 Horsehill Rd
Cedar Knolls NJ 07927**

WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



U.S. Department of Labor

Robert B. Reich, Secretary

WORKING

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*A National Questionnaire
Sponsored by the Women's Bureau
U.S. Department of Labor
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The Body Shop*

Today, 58 million women hold paid jobs in America. This is the largest number of working women today in our history and the number continues to grow. If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job — how to make it better. Please answer this questionnaire and return it to the address below. As a working woman, your voice counts! Thanks for your help.

1) Would you describe your main work for pay as :

- ☐ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☒ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 2

3) How many hours a week do you work for pay? 25

4) The things I like most about my job are: (pick up to 3)

- ☐ I have good benefits
- ☒ My hours are flexible
- ☐ I have job training opportunities
- ☐ I have the authority I need to get the job done
- ☐ I enjoy the company of my co-workers
- ☐ I like working as part of a team

- ☒ I am productive
- ☐ My job is secure
- ☒ I like what I do
- ☐ I get paid well
- ☐ I learn new things
- ☐ other: _____

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth	☒	☐	☐	☐	☐	☐
B. I need better benefits	☐	☐	☐	☐	☐	☒
C. I work too many hours	☐	☐	☐	☐	☐	☒
D. I worry about losing my job	☐	☐	☐	☐	☐	☒
E. I don't have the flexibility to meet family responsibilities	☐	☐	☒	☐	☐	☐
F. I am under too much stress	☐	☐	☒	☐	☐	☐
G. I do not have the skills to get a better job	☐	☐	☐	☐	☐	☒
H. It's hard to find quality child or elder care that I can afford	☐	☐	☐	☐	☐	☒
I. I have lost a job or a promotion because of his/her race or sex	☐	☐	☐	☐	☐	☒
J. I know someone who has lost a job/promotion because his/her race	☐	☐	☐	☐	☐	☒
K. I suffer other problems at my job (please explain)	SOCIAL ATTITUDE TOWARD MY WORK PREJUDICIAL CONSIDERED "NON-CRITICAL", "NON-HIGH-TECH"					

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	☒	☐	☐	☐	☐	☐
flexible schedule	☒	☐	☐	☐	☐	☐
health care benefits	☐	☐	☐	☐	☒	☐
pension/retirement funds	☐	☐	☐	☐	☒	☐
vacation	☐	☐	☐	☒	☐	☐
sick leave	☐	☐	☐	☐	☒	☐
ability to advance	☐	☐	☐	☒	☐	☐
challenging & interesting	☒	☐	☐	☐	☐	☐
job security	☒	☐	☐	☐	☐	☐
training	☐	☒	☐	☐	☐	☐
support for family responsibilities	☐	☐	☐	☒	☐	☐

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 0 More flexible hours
1 Information about or support for child or dependent care
1 Insuring equal opportunity in the workplace
8 Paid leave to care for newborns or seriously ill relatives
9 On-the-job training opportunities to learn new skills
5 Student loans for courses that would give me new job skills
10 Health care insurance for all employees
9 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

AT 51 YEARS OF AGE, WITH 31 YEARS WORKING EXPERIENCE, IT HAS BEEN A DEMORALIZING EFFORT, WITH DWINDLING HOPES AND INCREASING FEARS.

10) What is your age? 51

11) What is the highest level of education you've completed?

- ☐ less than high school
☐ high school diploma or GED
☐ some college or technical school
☒ college degree (e.g. associate or bachelor)
☐ postgraduate degree (e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☒ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☒ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☐ living with someone
☐ married
☒ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☐ yes (how many? _____; age of youngest? _____)
☒ no

16) What state do you live in? FLORIDA

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin? ☐ Hispanic ☒ Other MID-EUROPEAN

Please return the survey to:

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WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



U.S. Department of Labor

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WORKING

WOMEN

COUNT!

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Today, 58 million women hold paid jobs in America. This is the largest number of working women today in our history and the number continues to grow. If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job — how to make it better. Please answer this questionnaire and return it to the address below. As a working woman, your voice counts! Thanks for your help.

1) Would you describe your main work for pay as :

- ☐ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☐ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☒ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 1

3) How many hours a week do you work for pay? 60+

4) The things I like most about my job are: (pick up to 3)

- | | |
|--|--|
| ☐ I have good benefits | ☐ I am productive |
| ☐ My hours are flexible | ☐ My job is secure |
| ☐ I have job training opportunities | ☒ I like what I do |
| ☐ I have the authority I need to get the job done | ☐ I get paid well |
| ☐ I enjoy the company of my co-workers | ☐ I learn new things |
| ☒ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth	☒	☐	☐	☐	☐	☐
B. I need better benefits	☐	☐	☒	☐	☐	☐
C. I work too many hours	☒	☐	☐	☐	☐	☐
D. I worry about losing my job	☐	☐	☐	☐	☒	☐
E. I don't have the flexibility to meet family responsibilities	☐	☒	☐	☐	☐	☐
F. I am under too much stress	☒	☐	☐	☐	☐	☐
G. I do not have the skills to get a better job	☐	☐	☐	☐	☒	☐
H. It's hard to find quality child or elder care that I can afford	☐	☐	☐	☐	☐	☒
I. I have lost a job or a promotion because of his/her race or sex	☐	☐	☐	☐	☐	☒
J. I know someone who has lost a job/promotion because his/her race	☐	☒	☐	☐	☐	☐
K. I suffer other problems at my job (please explain)	☐	☐	☐	☐	☐	☐

I truly believe that I could have gotten a better job (more money, less hours) if I had been a man.

WORKING

WOMEN

COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	—	—	—	☒	—	—
flexible schedule	—	☒	—	—	—	—
health care benefits	—	—	—	—	—	☒
pension/retirement funds	—	—	—	☒	—	—
vacation	—	—	—	☒	—	—
sick leave	—	—	☒	—	—	—
ability to advance	—	—	☒	—	—	—
challenging & interesting	☒	—	—	—	—	—
job security	—	☒	—	—	—	—
training	—	☒	—	—	—	—
support for family responsibilities	☒	—	—	—	—	—

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 9 More flexible hours
9 Information about or support for child or dependent care
10 Insuring equal opportunity in the workplace
9 Paid leave to care for newborns or seriously ill relatives
10 On-the-job training opportunities to learn new skills
9 Student loans for courses that would give me new job skills
9 Health care insurance for all employees
10 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

It's exhausting. I work for 911 taking care of people all day. Then I come home and take care of people. I have to schedule time to sleep. I feel

10) What is your age? 28

11) What is the highest level of education you've completed?

- ☐ less than high school
☐ high school diploma or GED
☒ some college or technical school
☐ college degree (e.g. associate or bachelor)
☐ postgraduate degree (e.g. medical, law, MS, MA, PhD)

like I'm wasting my college education.

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☐ less than \$9,999
☐ \$10,000-\$24,999
☒ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☐ living with someone
☒ married
☐ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☐ yes (how many? _____; age of youngest? _____)
☒ no

16) What state do you live in? Georgia

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin? ☐ Hispanic ☒ Other _____

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WORKING

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- ☐ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☒ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 2 (EACH 1/4 - 1/2 time)

3) How many hours a week do you work for pay? 15-18

4) The things I like most about my job are: (pick up to 3)

- | | |
|---|--|
| ☒ I have good benefits | ☒ I am productive |
| ☒ My hours are flexible | ☒ My job is secure |
| ☒ I have job training opportunities | ☒ I like what I do |
| ☒ I have the authority I need to get the job done | ☒ I get paid well |
| ☒ I enjoy the company of my co-workers | ☒ I learn new things |
| ☒ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth			☒			
B. I need better benefits			☒			
C. I work too many hours					☒	
D. I worry about losing my job					☒	
E. I don't have the flexibility to meet family responsibilities					☒	
F. I am under too much stress					☒	
G. I do not have the skills to get a better job				☒		
H. It's hard to find quality child or elder care that I can afford				☒		
I. I have lost a job or a promotion because of his/her race or sex						☒
J. I know someone who has lost a job/promotion because his/her race						☒
K. I suffer other problems at my job (please explain)						☒

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	—	✓	—	—	—	—
flexible schedule	—	✓	—	—	—	—
health care benefits	—	—	—	—	✓	—
pension/retirement funds	—	—	—	—	✓	—
vacation	—	—	—	—	✓	—
sick leave	—	—	—	—	✓	—
ability to advance	—	—	✓	—	—	—
challenging & interesting	—	—	✓	—	—	—
job security	—	—	—	✓	—	—
training	—	—	✓	—	—	—
support for family responsibilities	—	—	✓	—	—	—

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 0
 1
 2
 3
 4
 5
 6
 7
 8
 9
 10
- More flexible hours
 - Information about or support for child or dependent care
 - Insuring equal opportunity in the workplace
 - Paid leave to care for newborns or seriously ill relatives
 - On-the-job training opportunities to learn new skills
 - Student loans for courses that would give me new job skills
 - Health care insurance for all employees
 - Improving pay scales
 - Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

THAT PEOPLE DOING WORK IN YOUR MOST TRADITIONAL AREAS (TEACHING, CHILD CARE, SOCIAL WORK) BE REALLY COMPENSATED FOR THEIR VALUE. SOMETHING IS

10) What is your age? 37

11) What is the highest level of education you've completed?

- less than high school
 — high school diploma or GED
 — some college or technical school
 X college degree (e.g. associate or bachelor)
 — postgraduate degree (e.g. medical, law, MS, MA, PhD)

DEFINITELY WRONG W/ OUR PRIORITIES WHEN WE PAY MILLIONS OF DOLLARS TO SPORTS FIGURE(S) AND PAY PEANUTS TO PEOPLE WHO ARE TEACHING FUTURE LEADERS & FOLLOWERS!

**A National Questionnaire
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and
The Body Shop**

1) Would you describe your main work for pay as :

- 2) How many paid jobs do you have? 1

3) How many hours a week do you work for pay? 35

☐ I am productive
☐ My job is secure
☒ I like what I do
☐ I get paid well
☐ I learn new things
 other: _____

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth				✓		
B. I need better benefits			✓			✓
C. I work too many hours						
D. I worry about losing my job					✓	✓
E. I don't have the flexibility to meet family responsibilities						✓
F. I am under too much stress			✓			✓
G. I do not have the skills to get a better job				✓		✓
H. It's hard to find quality child or elder care that I can afford				✓		
I. I have lost a job or a promotion because of his/her race or sex						✓
J. I know someone who has lost a job/promotion because his/her race						
K. I suffer other problems at my job (please explain)						

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	☒	☒	☐	☐	☐	☐
flexible schedule	☒	☐	☐	☐	☐	☐
health care benefits	☐	☐	☒	☐	☐	☐
pension/retirement funds	☐	☐	☒	☐	☐	☐
vacation	☒	☐	☐	☐	☐	☐
sick leave	☐	☒	☐	☐	☐	☒
ability to advance	☒	☒	☐	☐	☐	☐
challenging & interesting	☐	☒	☐	☐	☐	☐
job security	☐	☐	☐	☐	☐	☒
training	☐	☐	☐	☐	☐	☐
support for family responsibilities	☐	☐	☒	☐	☐	☐

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 0 More flexible hours — *because I have this. If not, it would rank 10.*
5 Information about or support for child or dependent care
0 Insuring equal opportunity in the workplace — *I have this. If I did not, it would rank 10.*
3 Paid leave to care for newborns or seriously ill relatives
0 On-the-job training opportunities to learn new skills
0 Student loans for courses that would give me new job skills
10 Health care insurance for all employees
8 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

Labor laws should not allow forced overtime when the employee does not find out about the overtime until the day it occurs. Too late to arrange for extended child care.

10) What is your age? 39

11) What is the highest level of education you've completed?

- ☐ less than high school
☐ high school diploma or GED
☐ some college or technical school
☐ college degree (e.g. associate or bachelor)
☒ postgraduate degree (e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☐ less than \$9,999
☐ \$10,000-\$24,999
☒ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☐ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☒ \$75,000 or more

14) Are you:

- ☒ living with someone
☒ married
☐ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☒ yes (how many? 2; age of youngest? 5)
☐ no

16) What state do you live in?

Pennsylvania

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other

18) What is your ethnic origin?

☐ Hispanic

☒ Other European

Please return the survey to:

**The Body Shop
Attn: Survey
45 Horsehill Rd
Cedar Knolls NJ 07927**

WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



U.S. Department of Labor

Robert B. Reich, Secretary

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

10/14/94

Divider Title: _____

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. schedule	Schedule for Hillary Rodham Clinton [partial] (2 pages)	10/14/1994	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Melanne Verveer
OA/Box Number: 19751

FOLDER TITLE:

Domestic Women's Issues #1 [Binder] [1]

2013-0534-S

rc1851

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]

SCHEDULE FOR HILLARY RODHAM CLINTON
DATE: FRIDAY, OCTOBER 14, 1994
FINAL

Scheduling Desk: Kelcey Kintner
202-456-7560 office
202-456-2317 fax
202-232-6350 home
1-800-507-3458 pager

PREV RON The White House

10:20 am-
10:30 am **DROP BY**
HRC's Office
CLOSED PRESS

NOTE: WH Photographer will be present for first 5 minutes.

Staff Contact: Carolyn Huber
456-6635

10:30 am-
10:35 am **DROP BY**
HRC's Office
CLOSED PRESS

NOTE: WH Photographer will be present for first 5 minutes.

Contact:

(b)(6)

[002]

10:45 am-
11:00 am **PRIVATE MEETING**
HRC's Office
CLOSED PRESS

NOTE: WH Photographer will be present for first 5 minutes.

Contact:

(b)(6)

11:15 am-
11:30 am **PRIVATE MEETING**
HRC's Office
CLOSED PRESS

Staff Contact:

(b)(6)

11:35 am

Proceed to OEOB

11:40 am-

12:20 pm

WORKING WOMEN COUNT [W/VPOTUS]

Room 450, OEOB

OPEN PRESS

Program:

- Alexis Herman welcomes everyone and introduces Rita Dove, Poet Laureate.
- Rita Dove reads a poem.
- Alexis Herman introduces HRC.
- HRC makes remarks and introduces Secretary Reich.
- Secretary Reich makes remarks and introduces Karen Nussbaum.
- Karen Nussbaum makes remarks and introduces Vice President Gore.
- Vice President Gore makes remarks and introduces three women who each make brief remarks. (**Note:** The Vice President and the women remain seated during this informal discussion).
- HRC briefly responds to the final women speaker. (**Note:** HRC remains seated).
- Vice President Gore proceeds to the podium for concluding remarks.
- Vice President Gore and HRC depart.

Staff Contact: Kris Van Giesen
456-7870

Contact: Karen Nussbaum
219-6611

12:20 pm-
1:00 pm

LUNCH

1:00 pm-
2:15 pm

OFFICE/PHONE TIME

2:15 pm-
3:15 pm

ARTS AND HUMANITIES [W/POTUS]

South Lawn

OPEN PRESS

Awardees: See briefing book.

Format:

- The President and the First Lady arrive in the Blue Room to meet & greet with award recipients.
- The President and the First Lady proceed to the Red Room for event briefing.
- The President and the First Lady proceed to the Diplomatic Reception Room.

Program:

- The President and the First Lady are announced to Honors and proceed on stage.
- The First Lady makes welcoming remarks and introduces the President.
- The President makes remarks. (Upon conclusion of remarks, the award presentation begins).
- The President reads statement about awardee.
- The First Lady gives the award to the President to present to the recipient. (Note: A social aide will hand the award to the First Lady).
- The President, the First Lady and award recipient pose for a photo.
- Program concludes. The President and the First Lady exit stage and greet guests.

- The President and the First Lady exit South Lawn via Diplomatic Reception Room.

Participants: Approx. 1000 expected to attend. [See briefing book for further information].

Staff Contact: Sarah Farnsworth
456-7136

3:30 pm-
5:00 pm

SCHEDULING MEETING

Residence
CLOSED PRESS

Staff Contact: Julie Hopper
456-7560

7:45 pm

ARTS AND HUMANITIES DINNER [W/POTUS]
State Floor
Attire: Black-tie
POOL PRESS

Format:

- The President and the First Lady are announced and proceed down Grand Staircase to Honors.
- The President and the First Lady begin receiving line in the Grand Foyer.
(**Note:** Guests are announced as they enter the East Room. No press coverage of receiving line).
- 8:15 pm -- Upon conclusion of receiving line, the President and the First Lady proceed to the Blue Room for brief hold.
- 8:20 pm -- The President and the First Lady are announced into the State Dining Room and

enter
via Cross
Hall.

- The President proceeds to Eagle lectern and gives toast.
- Dinner is served. (**Note:** Press depart).
- 9:35 pm -- Upon conclusion of dinner, the President and the First Lady proceed to the Blue Room for coffee while guests are seated in the East Room.
- Once all guests are seated, the President and the First Lady enter the East Room. (No announcement)
- 9:50 pm -- Entertainment program begins.
- 10:10 pm -- Upon conclusion of entertainment, the President proceeds on stage to thank entertainer and invite guests into the Grand Foyer for dancing.
- The President and the First Lady exit East Room and proceed to Grand Foyer for first dance.

Participants: 130 guest expected to attend.
[See briefing book for further information]

Staff Contact: Sarah Farnsworth
456-7136

RON The White House

HAPPY BIRTHDAY TO CAROLYN HUBER!!!

FORECAST FOR WASHINGTON, DC:

--Mostly cloudy becoming cloudy with light rain in the vicinity overnight. Wind southeast at 10 knots. Low 44 to 49. High 60 to 65.

October 13, 1994

**"WORKING WOMEN COUNT!" ANNOUNCEMENT OF RESULTS AND
PRESS CONFERENCE**

DATE:	Friday, October 14
TIME:	11:40 am
LOCATION:	OEOB 450
FROM:	Carrie Wofford Department of Labor

I. PURPOSE

To publicize the results of the Department of Labor's national questionnaire to working women, *Working Women Count!*, through media attention, and to demonstrate to working women that the Clinton Administration listens to them and takes seriously their concerns.

II. BACKGROUND

The Department of Labor Women's Bureau initiated "Working Women Count!" as a "customer survey" to demonstrate that this Administration cares about what 58 million working women think.

You helped to launch *Working Women Count!* on May 5, 1994, at the White House with Secretary of Labor Robert Reich and Women's Bureau Director Karen Nussbaum, and with actresses Linda Lavin ("Alice") and Valerie Harper ("Rhoda").

o More than 250,000 women responded to the popular questionnaire, available May 5 - August 31, 1994.

o More than 1,600 partner organizations in all 50 states, Guam, Puerto Rico and the Virgin Islands helped distribute the questionnaire. These partners included large and small businesses, national and local organizations, unions, newspapers, magazines and women's groups.

o A parallel telephone survey of 1,200 women from a scientifically selected, national random sample was conducted in June, 1994.

o Women's chief concerns are:

- unequal pay and benefits ("health insurance for all" is the top priority for change);
- difficulty balancing work and family;
- feeling undervalued at work.

III. PARTICIPANTS

You will share the stage with the Vice President, Labor Secretary Robert Reich, Women's Bureau Director Karen Nussbaum, and eight representative women workers. In addition, three women workers will each make a short statement -- one each on our three key findings -- and one of our business partners will be on hand to receive a challenge to the business community from the Vice President.

Vice President Gore will describe Clinton Administration policies that benefit working women and will issue a directive to Secretary Reich and OPM Director Jim King to come up with initiatives that respond to the "Working Women Count" findings. He will issue a similar challenge to the business leaders in attendance.

Secretary Reich will announce the key findings of the survey and Karen Nussbaum will highlight some of the businesses, unions, grassroots organizations and media sources that served as partners in distributing the questionnaire.

Secretary Reich and Karen Nussbaum will take questions from the media at the conclusion of the press conference.

The audience will consist of members of the media (who need to be sold on the importance of the results and on the Clinton Administration's commitment to women) as well as roughly 135 supportive citizens: 30 women workers in their working uniforms, 12 senior staff of federal agencies, 6 Hill staff, 10 DOL staff, and approximately 70 representatives of businesses, unions and organizations that distributed the questionnaire.

OPM Director Jim King will also be in the audience to receive a directive on behalf of the federal government from Vice President Gore.

IV. SEQUENCE OF EVENTS

- Alexis Herman intros principals into room and intros HRC
- HRC gives welcoming remarks and intros Rita Dove, Poet Laureate
- Rita Dove reads poem
- HRC gives remarks (5 minutes) and intros Secretary Reich
- Secretary Reich gives remarks and intros Karen Nussbaum
- Karen Nussbaum gives remarks and intros Vice President Gore
- Vice President Gore gives remarks and intros three women who each give brief remarks [Note: The Vice President and the women remain seated during this informal discussion]
- HRC briefly responds to the final woman speaker [Note: HRC remains seated]
- The Vice President briefly responds and proceeds to the podium for concluding remarks
- HRC and the Vice President depart

V. PRESS

Open. Approximately 30 media representatives will be in attendance, including a combination of White House, labor and women's press. We expect national and state print, radio and approximately 4 television cameras. Among those confirmed so far are the Associated Press, Christian Science Monitor, Chicago Tribune, and Employment and Training Reporter.

VI. REMARKS

Talking points prepared by the Labor Department

(you are introducing Dove)

RITA DOVE

Rita Dove is currently Poet Laureate of the United States and Consultant in Poetry at the Library of Congress. Among her eight books are the Pulitzer Prize-winning poetry collection *Thomas and Beulah*, the novel *Through the Ivory Gate* and, most recently, *Selected Poems* and the verse drama *The Darker Face of the Earth*; her new poetry collection, *Mother Love*, will be published in the spring of 1995.

Ms. Dove grew up in Akron, Ohio. In 1970 she was a Presidential Scholar as one of the hundred best American high school graduates that year. Her many honors include Fulbright, Guggenheim and Mellon fellowships, grants from the National Endowment for the Arts and the National Endowment for the Humanities, awards from the Academy of American Poets, the General Electric Foundation and the New York Public Library, and several honorary doctorates. Among Ms. Dove's latest recognitions are *Glamour* magazine's 1993 "Women of the Year" Award, the NAACP's Great American Artist Award, A Golden Plate Award from the American Academy of Achievement, the International Platform Association's Carl Sandburg Award, and the Folger Shakespeare Library's Renaissance Forum Award for leadership in the literary arts. In 1993 Ms. Dove was the first poet in more than a decade to give an official poetry reading at the White House, and at the 200th anniversary celebration of the U.S. Capitol she recited her poem "Lady Freedom Among Us".

Rita Dove is Commonwealth Professor of English at the University of Virginia. She lives near Charlottesville with her husband, German writer Fred Viebahn, and daughter Aviva.

EMBARGOED UNTIL 11:30 AM, FRIDAY, OCTOBER 14

WORKING WOMEN COUNT! A REPORT TO THE NATION

Voices of Working Women

"Many male bosses still don't understand the demands young children put on working women. The job should always come first. They act like having children is like having a dog -- all you do is feed them and walk them once a day. If someone doesn't become more concerned about how this country's children are raised, our nation is in big trouble."

Professional/Mother, Florida

"I am a pioneer for women underground coal miners. I like the challenge and the prestige. I am dissatisfied because I earn approximately \$20,000 less than the men foremen with equal experience."

Coal Miner, Alabama

"I have worked a substantial number of years in corporate America and the atmosphere is not very good for a woman of color no matter how skilled or educated she is. There doesn't seem to be much room for an educated black woman in corporate America."

Professional (state unknown)

"I am working to pay for my health insurance, not to take my kids to Disneyworld."

Divorced Mother of Two, New York

"I work very hard for little money. Unable to buy anything extra. Just enough to pay for necessities -- living from paycheck to paycheck. Don't know how I will be able to afford a new car payment. Retirement will be worse!"

Clerical Worker, Ohio

"Part-time and temporary positions seem to be all there is for my generation."

Worker in her Twenties, Minnesota

"Working moms already have limited time on their hands, but when they feel like they're searching for a needle in a haystack when it comes to child care it can be a real hassle. The way things are set up, you either make too much for state programs or private day care is well out of reach."

Clerical Worker/Single Mother, Illinois

NOTE: These and other comments from respondents to the Working Women Count! questionnaire can be found in Working Women Count! A Report to the Nation. For copies call Lisa Lederer at (202)371-1999.

Working Women Count! Key Findings

Working Women Count! revealed a resounding consensus:

- o a consensus on issues that crosses all occupations and incomes, all generations and races, and all regions of the country;
- o the concerns of the women in the scientific sample mirror those of the self-selected respondents to the public questionnaire.
- o More than 250,000 women responded to the public questionnaire.

Working women like working:

- o 79% of respondents tell us they "love" or "like" their jobs overall.

The concerns of greatest importance to working women were:

- o **Pay and benefits**
 - 65% of women say "improving pay scales" is a high priority for change.
 - 49% of women say "I don't get paid what I think my job is worth."
 - "Health insurance for all" ranks as the number one priority for change:
43% of women respondents who work part-time and 34% of women over age 55 lack health insurance (far greater than the 18% of the general population who lack insurance).
- o **Work and family**
 - Stress ranks as working women's number one problem.
 - 63% of mothers with children age 5 and under, and 61% of single mothers, give high priority to getting paid leave to care for children or relatives.
 - Almost half of all respondents support paid leave as a priority for change.
- o **Valuing women's work and skills**
 - 61% of respondents say they have little or no ability to advance.
 - a majority of women give high priority to "insuring equal opportunity."
 - On-the-job training and giving employees more responsibility for how they do their jobs are cited by more than half of respondents as priorities for change.

The Clinton Administration has a number of accomplishments which address these issues:

- o Family and Medical Leave Act, which gives workers -- men and women -- unpaid time off work to care for a new child, a personal illness, or a sick relative;
- o Head Start Reauthorization, which expands this proven child care program;
- o Economic security through:
 - School to Work Opportunities Act, helping young people move smoothly from the classroom to a job with a future;
 - Earned Income Tax Credit, providing tax relief for 15 million working families with modest incomes;
- o Tough, responsible enforcement of laws that promote equal opportunity and prohibit discrimination based on race, gender, age or disability.



CONTACT: Lisa Lederer
OFFICE: (202) 371-1999
Lauren Asher
(202) 219-6631

USDL: 94-510
FOR RELEASE:
EMBARGOED UNTIL 11:30 AM
Friday, Oct. 14, 1994

**STRONG CONSENSUS FOR CHANGE EMERGES AS A QUARTER OF A MILLION
AMERICAN WOMEN SPEAK OUT THROUGH WORKING WOMEN COUNT!**

*Improved Pay and Benefits, Help Balancing Work and Family,
Fighting Discrimination Are Critical, Working Women Say*

American women like their jobs but want changes that reduce stress, improve pay and benefits, help them balance work and family responsibilities, increase job training opportunities and end discrimination. Those and other results of *Working Women Count!*, a groundbreaking initiative by the Women's Bureau of the U.S. Department of Labor, were released today at a news conference at the Old Executive Office Building with Vice President Al Gore, First Lady Hillary Rodham Clinton, Labor Secretary Robert B. Reich and other officials.

"More than a quarter of a million women took the time to respond and showed their faith in the process when they sent in their questionnaires. We intend to listen," said Gore.

"Just a few months ago, we launched an unprecedented effort to talk directly to the experts themselves -- America's working women. Their response exceeded all our expectations," said Mrs. Clinton. "We will continue to listen and respond to the concerns of working women and working families."

Working Women Count! found a strong consensus for change among women in three areas -- compensation (pay and benefits), work and family policies and the undervaluing of women's work (equal opportunity and training). The popularly distributed *Working Women Count!* questionnaire was complemented by a scientific phone survey using the same questions with a nationally representative, random sample of 1,200 working women.

Among the results is the fact that four in five women (79 percent) either "love" or "like" their jobs, but women also see a need for change:

- Too much stress is a serious problem for more than half the women in both the popular (58 percent) and scientific samples (59 percent), cutting across income and occupational groups.

-more-

commodities, but as essential assets. And they want to work in an environment that treats them with dignity, respects the importance of their families and invests in their skills."

"Through *Working Women Count!*, women have raised serious concerns," said Women's Bureau Director Karen Nussbaum. "Only by addressing these issues will we fully and fairly value women. Government, businesses, unions, national and grassroots organizations and the media all have a role to play in finding solutions. The Clinton Administration has made important progress in improving the lives of working women by signing the Family and Medical Leave Act into law and through the Head Start Reauthorization bill. The voices of America's working women will add the fuel to power even greater progress in the future."

The *Working Women Count!* questionnaire was distributed by more than 1,600 partners, including businesses, labor unions, magazines, newspapers, national and community-based organizations and government agencies. They included 300 businesses (from Xerox Corporation to local hair salons), more than 900 national and community-based organizations (including the YWCA, the National Association of Black Mayors and the National Council of La Raza), 75 international unions and locals, 10 federal and 100 state agencies, mayors, members of Congress, tribal governments, universities, community colleges, historically black schools, and the CompuServe and Prodigy on-line services. Four national magazines, 40 daily newspapers, and many weekly and foreign language newspapers published the questionnaire, and 175 stations ran public service announcements.

Working Women Count! was launched May 5th; the deadline to return questionnaires was August 31st. The questionnaire was developed by the Women's Bureau and distributed in all 50 states, the Virgin Islands, Guam and Puerto Rico. It was translated into Braille and five languages -- Chinese, Korean, Portuguese, Spanish and Vietnamese.

The Women's Bureau was created by Congress in 1920 to "promote the welfare of wage-earning women."

#

NOTE: Media can order full copies of WORKING WOMEN COUNT! A REPORT TO THE NATION from Lisa Lederer at 202/371-1999. Also available is a demographic profile of working women in each state, and a list of *Working Women Count!* partners in each state.

**Sponsored by the Women's Bureau of the U.S. Department of Labor
and**

Thanks for your help.

Karen Nussbaum, Director, Women's Bureau

- I suffer other problems at my job (please explain below):

DOESN'T
APPLY

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. On the right side, there is a vertical margin line, creating a narrow right margin. The paper appears to be from a notebook or a standard ruled document. There is no handwriting or other markings on the page.

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The Atlanta Journal and Constitution

October 15, 1994

SECTION: BUSINESS; Section C; Page 1

LENGTH: 397 words

HEADLINE: **Women** cite stress, low pay - but still like jobs

BYLINE: By Richard Greer STAFF WRITER in Atlanta and Julia Malone WASHINGTON BUREAU

BODY:

Washington - What happens when working **women** try to balance their jobs and their families?

Often, the result is guilt and stress, first lady **Hillary** Rodham **Clinton** said Friday as the results of a nationwide government survey were released.

"The balance between work and family is still one that we just don't have right," Clinton said.

The survey of 1,200 working women by the Department of Labor showed that while American women like to work, they say they are poorly paid, unable to advance and overstressed trying to balance their jobs and family responsibilities.

About 79 percent of working women like their jobs, according to the survey, "Working Women Count!" As key reasons, they cited the camaraderie of co-workers, flexible hours and the fact that they "like what they do."

But 59 percent of them said they face too much stress. Also, 56 percent said they have difficulty finding child care, and 49 percent said they are underpaid.

What's more, 61 percent said they have little or no room for advancement.

"Women are telling us they like or love their jobs, but that they're not given the tools to make it," said Karen Nussbaum, director of the Labor Department's Women's Bureau, which conducted the survey.

"They're under tremendous strain and stress to just keep everything together, and they have very few sources of support in doing that."

She said most of the women's concerns apply equally to men.

"So many issues they raised, if we solve them, we solve for all working people. This affects men in families just as much," she said.

Labor Secretary Robert Reich said the information would be used by several panels that are studying labor issues and will help them make recommendations.

Nussbaum said businesses can benefit, too.

"The employee is the most valuable asset," she said. "Investing in the workplace is a good investment, and that means from the cafeteria worker to the company vice president."

While improving the workplace may be a laudable goal, businesses will continue to oppose government mandates, said Bert Fridlin, Georgia director of the National Federation of Independent Business.

"People are just tired of government regulations and government telling them how to run their business,"

Fridlin said. "Most of the family businesses and small businesses take care of their employees. They need to to keep good employees."

LANGUAGE: ENGLISH

LOAD-DATE: October 18, 1994

Search within these results:

This will only search up to 1,000 documents, even if your original search retrieved more.

Power Search;hlead (hillary /2 clinton and women)

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Copyright 1994 The Cincinnati Enquirer
The Cincinnati Enquirer

October 15, 1994, Saturday

SECTION: NEWS (WIRE, PAGE 1), Pg. A08

LENGTH: 658 words

HEADLINE: Working **women's** top concern: Stress
Local, nationwide surveys coincide

BYLINE: MARY BETH CROCKER

SOURCE: The Cincinnati Enquirer

BODY:

Even though most working **women** in America like their work, they ranked stress as their most serious job problem in a nationwide survey released Friday.

Stress is especially acute for **women** in their 40s who hold professional and managerial jobs, and for single mothers, according to the Working **Women** Count! Survey. The survey is the first of its kind undertaken by the **Women's** Bureau of the U.S. Department of Labor.

Results were announced in Washington, D.C., by Labor Secretary Robert B. Reich and Karen Nussbaum, director of the **Women's** Bureau, during an 11:30 a.m. news conference at the Old Executive Office Building. Attending were Vice President Al Gore and First Lady **Hillary** Rodham **Clinton**.

Among its findings:

Sixty-five percent say they're underpaid.

Health insurance is women's top benefit concern.

Slightly more than half (56 percent) of women with children under age 5 say affordable child care is a serious problem.

Child care was Patti Brewer's main concern when she filled out the survey. She hopes the results will allow for safer day care centers with fees based on annual income.

Brewer, 24, of Tusculum, a single mother of a 4-year-old son, works at the Ohio Bureau of Worker's Compensation. Three years ago, Brewer received Aid to Dependent Children (ADC) and lived in public housing. The government paid most or all of her child care services, especially when she attended a training school.

Brewer, who now has a full-time job, no longer receives public assistance and lives in her own apartment. But it's still difficult to make ends meet. Her child care expenses have doubled - to around \$ 300 a month.

Sixty-one percent say they have little or no ability to advance.

Maggie Downs, 55, of Westwood who filled out a survey, has rarely been promoted because she said the company didn't offer her the training or promote women to management positions.

For 25 years, she worked the same clerical position at a downtown company. During the time she was a single parent - her daughter is now 32 - it also was difficult to work the extra hours needed to advance.

Stress tops local list

Downs and Brewer are among a quarter of a million women - nearly 2 1/2 times the expected 100,000 - who responded from May 5 to Aug. 31 to the survey that addressed job-related topics. It was distributed in all 50 states, the Virgin Islands, Guam and Puerto Rico, and translated into Braille and five languages.

Locally, the 18-question surveys were distributed by 9 to 5, Cincinnati Working Women, a nationally based group that opened an office here in July and campaigns for working women's rights.

Results from local respondents - at least 2,000 women who range in age from 16 to mid-70s - will be reported during a public news conference at noon Tuesday at the Westin Hotel, downtown, said Mary Jo Connelly, 9 to 5's local executive director.

Like the nationwide survey, local women said stress and inadequate pay were top concerns, said Connelly, who will announce the remaining topics at the news conference.

Actually, there were two Working Women Count! surveys. Nearly 10 million of the survey forms were distributed nationwide. A July telephone poll surveyed a random sampling of 1,200 working women throughout the country. Respondents were demographically distributed across occupational, educational, ethnic and income lines.

The results in both polls were nearly identical, said Nussbaum, during a telephone interview Thursday from Washington.

The surveys are expected to give the government - along with private employers - a better view of women's perspectives on the work environment.

Women were concerned for themselves as a group - not individually. "That means that if we do go about trying to solve the problems, we'll get wide support," Nussbaum said.

LOAD-DATE: November 1, 1994

Search within these results:

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Power Search;hlead (hillary /2 clinton and women)

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THE DALLAS MORNING NEWS

View Related Topics

October 15, 1994, Saturday, HOME FINAL EDITION

SECTION: NEWS; Pg. 1A

LENGTH: 789 words

HEADLINE: Working **women** talk to Washington;
Studies find concerns about pay, stress

BYLINE: Kristi Wright, Washington Bureau of The Dallas Morning News

DATELINE: WASHINGTON

BODY:

WASHINGTON - American working **women** say they face inequalities and discrimination in the workplace, and the Labor Department said Friday it gets the message.

Vice President Al Gore, first lady **Hillary** Rodham **Clinton** and Labor Secretary Robert Reich released the results Friday of a nationwide questionnaire and a scientific survey about the views of **women** and the workforce.

"The portrait of American **women** that has emerged is complex, vibrant and diverse, but showed us how much work we have to do to remove hurdles from **women's** paths," Mr. Reich said.

Although nearly 80 percent of working **women** said they "like" or "love" their jobs, a majority said serious problems exist for them in the workplace, according to the survey.

Nearly 60 percent of respondents said too much work-related stress is a serious problem. Many also cited problems with balancing family and job responsibilities, overcoming unfair or unequal pay scales, earning good benefits and receiving equal opportunities.

"I know that working women like the feeling of being part of the work world," said Karen Nussbaum, director of the Women's Bureau of the Department of Labor. "They love working but they do have serious complaints about their jobs."

President Clinton, in a memorandum released with the survey, promised the results would not go unnoticed.

He directed the Labor Department and the Office of Personnel Management to work toward making the federal government a model workplace for women. He also directed Mr. Reich and Ms. Nussbaum to encourage the private sector to address the issues within the survey and to create family-friendly workplaces.

More than 250,000 women responded to the questionnaire, "Working Women Count!," which was distributed in May. It marked the first government-sponsored attempt to ask working women their views and to document the national trends.

The Women's Bureau also sponsored a survey of 1,200 randomly-selected adult working women. The results, which have a margin of error of plus-or-minus 5 percent, mirrored the popular responses.

"Just a few months ago, we launched an unprecedented effort to talk directly to the experts themselves - America's working women," Mrs. Clinton said.

"Their response exceeded all our expectations. We will continue to listen and respond to the concerns of working women and working families."

Those concerns included:

- * Nearly half said women are not paid what they are worth.
- * Fifty-seven percent said women do not have the skills to get a better job; most want more on-the-job training opportunities.
- * Forty-eight percent said women are not getting paid what the job is worth.
- * A majority of those with children younger than 5 said quality child care was hard to find.
- * A third of the respondents said they had lost a job because of their race or sex.

The No. 1 issue women would like to discuss with President Clinton is the difficulty of balancing work and family responsibilities. Women also would like to talk about unequal or unfair pay and the lack of equal opportunities.

Women executives or managers said they are much more likely to have family-friendly workplaces than women in blue-collar jobs.

Only 42 percent of women who work in low-wage blue collar jobs rated their jobs as excellent or good in terms of support for the family obligations as compared to 63 percent of women executives or managers.

The survey also addressed changes women would like to make within the workplace. More than 60 percent of the respondents said health care insurance for all employees and improving the pay scale are the top two priorities for change.

"Women want the opportunity and the resources to lead full productive lives," Mr. Reich said. "They want to be treated not as expendable commodities, but as essential assets. They want to work in an environment that treats them with dignity, respects the importance of their families and invests in their skills."

Mr. Reich said the Labor Department will use the results to formulate administrative policy and introduce possible legislation.

Vice President Al Gore said the Clinton administration has acted to help working women through initiatives such as the family and medical leave act, the expanded, earned-income tax credit and the rejuvenated Head Start program.

"Though Working Women Count!" women have raised serious concerns," Ms. Nussbaum said, "only by addressing these issues will we fully and fairly value women."

More than 1,600 nongovernmental organizations helped the Women's Bureau distribute the survey.

These included 40 daily newspapers, including The Dallas Morning News . The questionnaire reached women in all 50 states, the Virgin Islands, Guam and Puerto Rico.

GRAPHIC: CHART(S): / GRAPH(S): (DMN) Working women on their jobs

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October 15, 1994 Saturday 1ST EDITION

SECTION: A SECTION; Pg. A-01

LENGTH: 811 words

HEADLINE: Child care, jobs stretch **women** thin

BYLINE: Rachel L. Jones, Knight-Ridder News Service

BODY:

WASHINGTON - While most American **women** like their jobs, they're stretched to the breaking point trying to juggle family, work, child care and other pressing concerns.

That's the consensus from a first-of-its-kind survey of America's working **women**, distributed by the **Women's Bureau** of the Department of Labor. First lady **Hillary Rodham Clinton** joined Vice President Al Gore and Labor Secretary Robert Reich in a press conference yesterday to discuss survey results.

More than 250,000 **women** responded to the "Working **Women** Count" survey, which polled **women** on issues like equal pay, job advancement, and child and health care.

"The portrait of the American woman that has emerged is complex, vibrant and diverse, but showed us how much work we have to do to remove hurdles from women's paths," Reich said.

Reich and others found one survey response particularly startling - four in five women either "love" or "like" their jobs. "Given the nature of their response in other areas, like the need for child care and pay inequity, that was a surprise for us," said Karen Nussbaum, Women's Bureau director.

But like a 41-year-old respondent from Cleveland, if American women could sit down with President Clinton, they'd say just one thing: "I'm tired."

Women said they are tired of trying to run offices and households and lives, tired of workplace policies that penalize them for responding to their children's needs, tired of doing the same work for less pay than their male counterparts.

It's this feeling of devaluation that government and industry must address, Reich said.

"Those companies that are treating employees as assets are seeing benefits on the bottom line," he said. "Women are saying that they want to be treated not as disposable entities but indispensable assets."

The questionnaire was distributed through the mail, in newspapers and to companies and organizations nationwide. Also, the Labor Department conducted a scientific survey using the same questions with a random sample of 1,200 working women.

The scientific survey was much more representative of all women, Nussbaum said, because respondents came from a broader range of economic and educational backgrounds.

Among the highlights:

Fifty-six percent of women with children under age 5 said that finding affordable child care is a serious problem, according to both the popular and scientific surveys.

Most women said improving pay scales is a high priority. In the popular survey, 55 percent said they aren't getting paid what they're worth. In the scientific survey, 49 percent said they don't get

commensurate pay.

Fifty-two percent of women in the scientific survey and 61 percent in the popular survey said that on-the-job training is vital for change.

The number one issue women would like to talk with President Clinton about is their inability to balance work and family. Unequal or unfair pay is second, and lack of equal treatment or opportunity is third.

Three-fifths of women in the scientific sample said they have little or no ability to advance.

"Companies that hire and train women but then let them leave because they won't offer advancement are incredibly shortsighted," said Thomas White, Hilton chair of business ethics at Loyola Marymount College in Los Angeles. "They take a direct hit each time they lose that investment, but it happens all the time, and it's no wonder women lose heart."

That most women like their jobs but decry enduring workplace problems is not surprising to one psychologist who studies women and workplace issues.

"Those results confirm the belief that workplace involvement is extremely important for a woman's self-esteem," said Dr. Catherine Chambliss, head of the psychology department at Ursinus College in Collegeville, Pa.

She said the social interaction and stimulation is vital for most women who work.

Chambliss, who has researched extensively the psychological issues facing working mothers, said most women don't want to quit, they just want more equality and support.

Gore championed the Clinton administrations efforts to offer that support, listing presidential initiatives like the Family and Medical Leave Act, the expanded Earned Income Tax Credit and the half-billion dollars added to the Head Start program.

He also detailed the administration's directive to the U.S. Office of Personnel Management to foster its "Family Friendly" workplace policy throughout government offices, as an example to private industry.

"If I know anything about working women, I know these results represent only a fraction of the strong sentiment that's out there about working women and the issues we face," Hillary Clinton said.

"Because 90 percent of all women will at one time or another work for pay outside the home, we're hoping that this survey will serve as a guide for workplaces throughout America."

LOAD-DATE: October 18, 1994

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Power Search;hlead (hillary /2 clinton and women)

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Denver Rocky Mountain News

October 15, 1994, Saturday

SECTION: BUSINESS; Ed. F; Pg. 68A

LENGTH: 302 words

HEADLINE: Working **women** exhausted, stressed out
Balance between work and family still not right, **Hillary Clinton** says after
\$ 200,000 study

BYLINE: Ann McFeatters; Scripps Howard News Service

DATELINE: WASHINGTON

BODY:

Hillary Clinton and Vice President Al Gore told the nation Friday that working **women** want more money and are tired of being exhausted and stressed out.

They reported on the results of a \$ 200,000 government survey that went to 10 million **women** workers and elicited 250,000 responses about what they like and don't like about their jobs.

While 79% said they like or even love working, most **women** said balancing work and family in modern America is tough and not getting any easier.

"America's working women are exhausted," the glossy 44-page report concludes.

"The balance between work and family is one we still don't have right," Mrs. Clinton said, identifying with comments from hundreds of women who say they are wracked by guilt that they are shortchanging either family or job.

Aside from job discrimination and the fact women are paid only 71% of what men are paid, the most common complaint was tremendous stress.

Women earned an average of \$ 7.15 an hour in 1993.

The survey found that three out of four women in their 40s with professional or management jobs and two out of three single working mothers list stress as their biggest problem.

Mrs. Clinton said society needs to be attentive to the findings because at one point or another 99% of all women will work outside the home. She said that both Gore and her husband are among the men who "get it" with reference to understanding the complaints of working women.

But she said that in every job she's ever had, she has run into men telling her she couldn't do the job. "It's a constant refrain," she complained.

At this point there are no recommendations based on the findings. But Gore said Clinton is to get some initiatives next March to "encourage family- friendly workplaces in the private sector."

LANGUAGE: English

LOAD-DATE: October 17, 1994

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October 15, 1994, Saturday, WEEKLY EDITION

SECTION: SECTION 1, NEWS; Pg. 64

LENGTH: 448 words

HEADLINE: Working **women** rap poor pay, benefits

BYLINE: Reuter

DATELINE: Washington, DC

BODY:

Working **women** in the U.S. earn only about three-fourths as much as men, and they are frustrated by poor pay and benefits and problems balancing work and family, a new Labor Department survey said Friday.

Even so, 79% of working **women** say they "like" or "love" their jobs, the survey said.

The survey results were unveiled by Vice-President Al Gore and First Lady **Hillary Rodham Clinton**, who stressed the need to juggle family and work.

"The balance between work and family is one that we still don't get right," Clinton said. "It is still a constant balancing act. . . .

"We have to do a better job of working with our sons, our brothers, our husbands, our fathers so that they understand what is at stake . . . and how difficult these challenges are," she said.

Women earned an average of US\$7.15 an hour in 1993, about 79.8% of male workers' average wage, the survey showed. Women's weekly earnings were only 76.8% of men's and annual earnings in 1992 - the most recent year this statistic was available - were US\$21,440, or 70.6% of what the average man earned.

Women make up more than 45% of the U.S. workforce and 99% of all women will work outside the home some time in their lives.

The scientific telephone survey of 1,200 women also took into account the comments of some 250,000 women who answered questionnaires distributed through their jobs, churches, clubs and other organizations.

Both the survey and the comments gleaned from questionnaires found frustration with pay and benefits.

"Working women tell us . . . they are not getting the pay and benefits commensurate with the work they do, the level of responsibility they hold or the societal contribution they make," the report said.

Forty-nine per cent of respondents in the scientific survey and 55% of questionnaire respondents said they are not paid what they are worth.

Most women said it was getting tougher to balance work and family, and said "problems with child care are deep and pervasive, affecting families across the economic spectrum."

Women managers and executives were more likely to have a family-friendly workplace than blue-collar women workers, the survey found, with 63% of female executives and managers rating their jobs as excellent or good in terms of support for family responsibilities.

By contrast, only 42% of blue-collar women gave their jobs this rating.

Women want to see change in the areas of on-the-job training and would like to see employers give workers more responsibility for how they do their jobs.

Stress in the workplace is a big concern for 58% of women in the survey and 59% of questionnaire respondents.

LANGUAGE: ENGLISH

LOAD-DATE: November 4, 1997

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October 15, 1994, Saturday, Home Edition

SECTION: Part A; Page 19; Column 1; National Desk

LENGTH: 310 words

HEADLINE: WOMEN'S PAY 75% OF MEN'S, STUDY FINDS

BYLINE: By Times Wire Services

DATELINE: WASHINGTON

BODY:

American working **women** earn only about three-fourths as much as men, and they are frustrated by poor pay and benefits and problems balancing work and family, a new Labor Department survey said Friday.

First Lady **Hillary** Rodham **Clinton**, Vice President Al Gore and Labor Secretary Robert B. Reich released results of the "Working **Women** Count" survey, in which thousands of **women** expressed opinions about juggling job and family responsibilities.

The scientific telephone survey of 1,200 women also took into account the comments of 250,000 women who answered questionnaires distributed through their jobs, churches, clubs and other organizations.

Both the scientific survey and the comments gleaned from questionnaires found frustration with pay and benefits.

Women earned an average of \$7.15 an hour in 1993, about 79.8% of male workers' average wage, the survey showed. Women's weekly earnings were only 76.8% of men's and annual earnings in 1992 -- the most recent year this statistic was available -- were \$21,440, or 70.6% of what the average man earned.

"Working women tell us . . . they are not getting the pay and benefits commensurate with the work they do, the level of responsibility they hold or the societal contribution they make," the report said.

Forty-nine percent of respondents in the scientific survey and 55% of questionnaire respondents said they are not paid what they are worth.

Stress was the most-mentioned problem, cited by 60% of the respondents. Nearly three-quarters of women in their 40s who hold professional and management jobs listed it as their top problem, as did more than two-thirds of single working mothers.

Most women said it was getting tougher to balance work and family, and said that "problems with child care are deep and pervasive, affecting families across the economic spectrum," the report said.

LANGUAGE: ENGLISH

LOAD-DATE: October 16, 1994

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View Related Topics

October 15, 1994, Saturday, Final Edition

SECTION: FINANCIAL; PAGE D2

LENGTH: 389 words

HEADLINE: Pay, Family Top Working **Women's** Concerns in Poll

SERIES: Occasional

BYLINE: Kara Swisher, Washington Post Staff Writer

BODY:

A new government study of 250,000 American **women** shows that while more than three-quarters "like" or "love" their jobs, they are unhappy about pay, health care and other benefits and the difficulty of balancing work and family.

The widely distributed survey was conducted by the Labor Department's **Women's Bureau** and was unveiled yesterday at a White House press conference attended by Vice President Al Gore and First Lady **Hillary Rodham Clinton**.

Clinton -- surrounded by **women**, many dressed in the uniforms of chefs, police officers, Metro radio technicians and other workers -- got cheers when she spoke of the problems **women** face in the workplace.

"The balance between work and family is one that we still don't get right," said Clinton. "We have to do a better job of working with our sons, our brothers, our husbands, our fathers, so that they understand what is at stake."

The survey of women across the country -- called "Working Women Count!" -- was conducted through questionnaires made available through companies, unions, state and federal agencies and magazines. To ensure its validity, the Labor Department also conducted a telephone poll of 1,200 randomly selected women.

Bolstering previous statistics, the survey showed that women earn about three-quarters as much as men -- an average of about \$ 7.15 an hour in 1993. Women make up 47 percent of the work force, the Labor Department said, though 99 percent of women in the United States will work for pay outside the home at some point in their lives.

Both the questionnaires and the telephone poll showed that women have conflicting feelings about their place in the work force. While 79 percent expressed satisfaction with their jobs, about half of those surveyed said they were not being paid what they thought they were worth.

Stress was another top issue for women, with almost 60 percent indicating that there was too much of it in the workplace. And women listed better health care, improving pay, on-the-job training and equal opportunity as their key concerns.

Gore said the results would be used to formulate government initiatives geared toward helping working women. "More than a quarter million women took the time to respond and showed their faith in the process when they sent in their questionnaires," he said. "We intend to listen."

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October 15, 1994 Saturday, NORTH SPORTS FINAL EDITION

SECTION: NEWS; Pg. 1; ZONE: N

LENGTH: 803 words

HEADLINE: WORKING WOMEN FEEL BESET BY JOB STRESS

BYLINE: By Lynne Marek, Special to the Tribune.

DATELINE: WASHINGTON

BODY:

Though most working **women** like, even love, their jobs, they are plagued by stress, see few chances for advancement and feel a distinct need for higher pay and better health-care coverage, according to a U.S. Labor Department survey released Friday.

Vice President Al Gore and **Hillary** Rodham **Clinton** presented results of a workplace questionnaire returned by 250,000 **women** and supplemented by a more scientific phone survey which helped prompt the conclusion that, "America's working **women** are exhausted."

The Labor Department's Women's Bureau, headed by Chicago native Karen Nussbaum, conducted the study to better understand how the 58 million women who comprise nearly half the nation's workforce "evaluate their work lives."

Stress ranked as the greatest problem and "cuts across income and occupational groups," according to a 44-page report on the results.

It's especially prevalent among women in their 40s who have professional and managerial jobs and for single mothers, a majority of whom said that balancing family and work is their biggest problem and worsened by the difficulty of finding affordable child care.

"Too often, women feel all of these stresses and all of these challenges all by themselves," Mrs. Clinton said.

Labor Secretary Robert Reich cited one unidentified Cleveland woman as simply wanting to tell President Clinton, "I'm tired."

"Working women want the president to know that they are stretched to the limit," Reich explained. "They're making their way in tumultuous times in a working world that most men don't have to face because the women are taking the lion's share of the responsibility for the kids and keeping the family healthy and keeping the family together."

Broadening health-care coverage and equalizing wages for men and women were the two top ways in which women surveyed would change their workplaces. Health insurance for all employees was rated "very important" more often than any other issue including more flexible work hours or ensuring equal opportunity on the job.

The study noted that 43 percent of women who work part-time and 34 percent of working women over age 55 don't have health insurance.

Women's pay on average is 71 percent that of men, according to the Labor Department, and of the women surveyed, 49 percent agreed that "I don't get paid what I think my job is worth." And 61 percent said they have little or no opportunity to advance in their jobs.

Reich called the survey "government listening and not telling" and offered the observation that "all of us, the government and especially the private sector must do better" for the sake of women and a stronger economy.

In response, the president called on the director of the Office of Personnel Management to prepare a report by Jan. 15 outlining steps that have been taken to ensure that the federal government is a "family-friendly" workplace and detailing what additional steps should be taken.

Clinton also asked Reich and Nussbaum "to identify initiatives to encourage the private sector to respond to the concerns identified by working women."

To Heidi Hartmann, director of the Washington-based think-tank Institute for Women's Policy Research, the results weren't surprising and the directives lacked punch.

"I would characterize that as a relatively weak response to the survey," said Hartmann in a phone interview. "It's like sending a memo. It's not the same as a plan of action."

As far as pay equity is concerned, the president has not specifically spoken on behalf of the Fair Pay Act proposed in the latest Congress, Hartmann noted. It would expand on labor laws to ensure equal pay for comparable work, she said.

In response, Nussbaum noted that the president has not had time to develop a full policy response to the survey results and is still studying the pay equity legislation.

The phone survey of a representative sample of 1,200 women in most cases mirrored the larger "popular" survey. The bureau contacted women through 1,600 organizations, newspapers, local governments, and businesses including McDonald's Corp. and the Chicago Children's Museum. A survey also went out over Prodigy's computerized bulletin board.

The results diverged only on the question "What do you like best about your job?" An analysis of the results in the popular survey, which was filled out by more educated and affluent women, showed those women liked their pay and benefits best.

By contrast, the scientific survey, which included less educated women with lower wages, found women liking the companionship of co-workers best.

The popular survey and the scientific survey, conducted by Share Systems of Somerville, Mass., with a five percent margin of error, cost the government \$200,000 plus unidentified printing costs.

LANGUAGE: ENGLISH

LOAD-DATE: October 15, 1994

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October 14, 1994, Friday

SECTION: Financial News

DISTRIBUTION: TO BUSINESS AND STATE EDITORS

LENGTH: 341 words

HEADLINE: CERIDIAN PARTICIPATES IN WHITE HOUSE UNVEILING OF WORKING WOMEN COUNT! SURVEY

BODY:

Ceridian Corporation joined First Lady **Hillary Rodham Clinton**, Vice President Al Gore, Labor Secretary Robert Reich and Department of Labor **Women's** Bureau Director Karen Nussbaum in a White House press conference today in which the results of a national survey querying thousands of working **women** on job satisfaction, pay, benefits and opportunities for advancement were disclosed.

Working **Women** Count!, the first ever national survey to address working **women's** issues was launched in May by Mrs. Clinton as an opportunity to involve the working **women** "experts themselves in telling us what needs to be done" regarding working and how to make their lives better.

MINNEAPOLIS, Oct. 14 The survey was distributed by 965 companies, unions, newspapers, government organizations, the YWCA, the Lifetime cable television network, and Working Women and Essence magazines.

Ceridian was invited to participate in the White House press conference because of the high response rate of Ceridian employees (53.3 percent of female employees who received it) and because of the Company's leadership in diversity and other workplace issues. On October 7, the International Women's Forum honored Ceridian for its "outstanding commitment to equality and progress for women."

"The number of responses we collected from Ceridian employees and the phenomenal speed at which they were returned to us demonstrated how eager working women are to share what is good and bad about their daily lives and their ideas for improving their quality of life," said Norma Anderson, vice president of Development Resources for Ceridian, who represented Ceridian at the White House and also coordinated the distribution and collection of Working Women Count! surveys at Ceridian. Ceridian Corporation is an information services and defense electronics company. Its businesses include Ceridian Employer Services, the Arbitron Company and Computing Devices International. CONTACT: Nancy Foltz of Ceridian Corporation, 612-853-5229

LANGUAGE: ENGLISH

LOAD-DATE: October 15, 1994

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October 14, 1994

SECTION: NATIONAL DESK

LENGTH: 1440 words

HEADLINE: Strong Consensus for Change Emerges as a Quarter of a Million American **Women** Speak Out Through Working **Women** Count!

CONTACT: Lisa Lederer, 202-371-1999, or Lauren Asher, 202-219-6631, both for the U.S. Department of Labor Women's Bureau ADVANCE for Release 11:30 a.m. today (Oct. 14)

DATELINE: WASHINGTON, Oct. 13

BODY:

American **women** like their jobs but want changes that reduce stress, improve pay and benefits, help them balance work and family responsibilities, increase job training opportunities and end discrimination.

Those and other results of "Working **Women!**", a groundbreaking initiative by the **Women's** Bureau of the U.S. Department of Labor, were released today at a news conference at the Old Executive Office Building with Vice President Al Gore, First Lady **Hillary** Rodham **Clinton**, Labor Secretary Robert B. Reich and other officials.

"More than a quarter of a million **women** took the time to respond and showed their faith in the process when they sent in their questionnaires. We intend to listen," said Gore.

"Just a few months ago, we launched an unprecedented effort to talk directly to the experts themselves -- America's working **women**. Their response exceeded all our expectations," said Mrs. Clinton. "We will continue to listen and respond to the concerns of working **women** and working families."

"Working **Women** Count!" found a strong consensus for change among **women** in three areas -- compensation (pay and benefits), work and family policies and the undervaluing of **women's** work (equal opportunity and training). The popularly distributed "Working Women Count!" questionnaire was complemented by a scientific phone survey using the same questions with a nationally representative, random sample of 1,200 working women.

Among the results is the fact that four in five women (79 percent) either "love" or "like" their jobs, but women also see a need for change:

- Too much stress is a serious problem for more than half the women in both the popular (58 percent) and scientific samples (59 percent), cutting across income and occupational groups.

- Two-thirds of women (65 percent) say improving pay scales is a high priority. Fifty-five percent of women in the popular sample and 49 percent in the scientific sample say they are not getting paid what they are worth.

- Health and pension benefits are critical concerns. Health care insurance for all is women's number one priority. In the scientific sample, 43 percent of women who work part-time and 34 percent of women over age 55 lack health insurance, while a scant 19 percent rate their health insurance plans as excellent. Fifty-seven percent of respondents give their pension plans negative ratings, including 23 percent who have no pension at

all.

-- Three-fifths of women in the scientific sample (61 percent) say they have little or no ability to advance.

-- In the scientific sample, 14 percent of white women and 26 percent of women of color report losing a job or promotion on the basis of their gender or race.

-- Many women consider on-the-job-training (52 percent in the scientific and 61 percent in the popular sample) and insuring equal opportunity (51 percent in the scientific and 63 percent in the popular sample) priorities for change.

-- The number one issue women would like to talk to President Clinton about is their difficulty balancing work and family -- including child care. Unequal or unfair pay is second, and lack of equal treatment and equal opportunity is third.

-- More than half (56 percent) of women with children under age 5 say that finding affordable child care is a serious problem. More than half (53 percent) of this group say that "information about or support for child or dependent care" is a very high priority for change.

-- Women executives or managers are much more likely to have family-friendly workplaces than women in blue-collar jobs. Three in five women (63 percent) who work as executives or managers -- compared to only 42 percent of women who work in low-wage blue collar jobs -- rated their jobs as either excellent or good in terms of support for family responsibilities in the scientific sample.

"In vast numbers and with extraordinary candor and insight, working women have told us about their lives," Reich said. "Women want the opportunity and the resources to lead full, productive lives. They want to be treated not as expendable commodities, but as essential assets. And they want to work in an environment that treats them with dignity, respects the importance of their families and invests in their skills."

"Through 'Working Women Count!', women have raised serious concerns," said Women's Bureau Director Karen Nussbaum. "Only by addressing these issues will we fully and fairly value women. Government, businesses, unions, national and grassroots organizations and the media all have a role to play in finding solutions. The Clinton Administration had made important progress in improving the lives of working women by signing the Family and Medical Leave Act into law and through the Head Start Reauthorization bill. The voice's of America's working women will add the fuel to power even greater progress in the future."

The "Working Women Count!" questionnaire was distributed by more than 1,600 partners, including businesses, labor unions, magazines, newspapers, national and community-based organizations and government agencies. They included 300 businesses (from Xerox Corp. to local hair salons), more than 900 national and community-based organizations (including the YWCA, the National Association of Black Mayors and the National Council of La Raza), 75 international unions and locals, 10 federal and 100 state agencies, mayors, members of Congress, tribal governments, universities, community colleges, historically black schools, and the Compuserve and Prodigy on-line services. Four national magazines, 40 daily newspapers and many weekly and foreign language newspapers published the questionnaire, and 175 stations ran public service announcements.

"Working Women Count!" was launched May 5; the deadline to return questionnaires was Aug. 31. The questionnaire was developed by the Women's Bureau and distributed in all 50 states, the Virgin Islands, Guam and Puerto Rico. It was translated into Braille and five languages -- Chinese, Korean, Portuguese, Spanish and Vietnamese.

The Women's Bureau was created by Congress in 1920 to "promote the

welfare of wage-earning women."

Note: Media can order full copies of "Working Women Count! A Report to the Nation" from Lisa Lederer at 202-371-1999. Also available is a demographic profile of working women in each state, and a list of "Working Women Count!" partners in each state.

This information will be made available to sensory impaired individuals upon request. Voice phone: 202-219-6060, TDD Message Referral Phone: 800-326-2577.

The text of this release is available from the Department of Labor electronic bulletin board, Labor News, at 202-219-4784. Callers must pay any toll-call charges. 300, 1200, 2400, 9600 or 14,400 BAUD; Parity: none; Data Bits = 8; Stop Bit = 1. Voice phone: 202-219-8831.

LANGUAGE: ENGLISH

LOAD-DATE: October 14, 1994

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October 14, 1994 Friday, EVENING UPDATE EDITION

SECTION: NEWS; Pg. 1; ZONE: C

LENGTH: 138 words

HEADLINE: WOMEN STILL PAID LESS, SURVEY FINDS

BODY:

American working **women** earn only about three-fourths as much as men, and they are frustrated by poor pay and benefits and problems balancing work and family, a new Labor Department survey said Friday. Even so, 79 percent of working **women** say they "like" or "love" their jobs, the survey said. The survey results were unveiled by Vice President Al Gore and **Hillary Rodham Clinton**, who stressed the need to juggle family and work. "The balance between work and family is one that we still don't get right," Clinton said. "It is still a constant balancing act . . . We have to do a better job of working with our sons, our brothers, our husbands, our fathers so that they understand what is at stake." **Women** earned an average of \$7.15 an hour in 1993, about 79.8 percent of male workers' average wage, the survey showed.

LANGUAGE: ENGLISH

LOAD-DATE: October 15, 1994

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October 13, 1994

SECTION: NATIONAL DESK

LENGTH: 227 words

HEADLINE: First Lady to Join Labor Department in Releasing Results of Working **Women** Count!" Oct. 14

CONTACT: Lisa Lederer or Nancy Thompson, both of the U.S. Department of Labor, Women's Bureau, 202-371-1999

BODY:

News Advisory:

First Lady **Hillary** Rodham **Clinton** will join Vice President Al Gore and other officials when the Department of Labor releases the results of "Working **Women** Count!," a groundbreaking questionnaire that probed **women's** views about their pay, benefits, child and elder care, opportunities for advancement and much more at a news conference at 11:30 a.m. Friday, Oct. 14, in the Old Executive Office Building, Room No. 450.

Also attending will be Labor Secretary Robert B. Reich and Women's Bureau Director Karen Nussbaum. Several working women also will speak at the news conference.

Note: Media can arrive to set up between 10:30 and 11:15 a.m. Journalists without valid White House press passes who want to cover the news conference should fax their name, affiliation, date of birth and social security number to Lisa Lederer at 202-371-9142 on Thursday, Oct. 13.

LANGUAGE: ENGLISH

LOAD-DATE: October 13, 1994

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SEATTLE POST-INTELLIGENCER

May 6, 1994, Friday , FINAL

SECTION: BUSINESS

LENGTH: SHORT : Pg. C1

LENGTH: 283 words

HEADLINE: OFF THE TICKER

BODY: Women on the job - a survey The Clinton administration, trying to learn what working **women** think of their jobs, launched a survey yesterday that first lady **Hillary** Rodham **Clinton** said will seek input from "the experts themselves." The Labor Department's "Working **Women** Count" survey will ask **women** their views on job satisfaction, pay, benefits and opportunities for advancement. The results are expected this fall.

Architects going international Architects from Canada, Mexico and the United States have agreed to recognize each other's licenses and allow the free practice of their profession throughout the North American free trade area. Professional associations decided yesterday that a two-year period was needed to adjust to varying standards and requirements. "We have two years to get to know each other," a spokesman said.

Access 2.0 is on the move Microsoft Corp. said yesterday it has made an initial shipment of more than 100,000 units of its Access 2.0 data base software to resellers since launching the product a month ago. More than 1 million copies of Access 1.0 have been sold since it was launched in 1992, a spokeswoman said.

Jurors chosen for oil spill trial Nine women and three men were chosen yesterday as jurors in the federal trial on damages from the 1989 Exxon Valdez oil spill. The trial over private claims in the 11 million-gallon spill began Monday in U.S. District Court in Anchorage, where 105 potential jurors were handed questionnaires and heard brief statements from attorneys. Opening arguments are scheduled for Monday. The plaintiffs are about 12,000 to 14,000 fishermen, Alaska Natives and property owners.

mc

LANGUAGE: ENGLISH

LOAD-DATE: November 24, 1998

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The Atlanta Journal and Constitution

May 6, 1994

SECTION: BUSINESS; Section C; Page 3

LENGTH: 168 words

HEADLINE: **Women** to be surveyed about jobs, workplaces

BYLINE: BLOOMBERG BUSINESS NEWS

BODY:

Washington - Secretary of Labor Robert Reich and first lady **Hillary** Rodham **Clinton** kicked off a new government survey Thursday that will ask **women** about their jobs and their workplaces.

The "Working **Women** Count" survey will be distributed to **women** through magazines, unions, associations and corporate participants.

The Women's Bureau of the Department of Labor is conducting a companion survey over the telephone that will use the same questions.

"We want to make sure this administration listens to what working women have to say," Reich said. He noted that 47 percent of the work force is made up of women.

The survey asks women about salaries, level of job interest, schedules, vacations, sick leave, training, discrimination, benefits, family life and on-the-job problems, as well as basic demographic information.

The hope is to use the results to adjust policy-making to better suit women in the workplace. "This is going to be a real grass-roots look at what's going on," Clinton said.

LANGUAGE: ENGLISH

LOAD-DATE: May 10, 1994

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May 6, 1994 Friday, FINAL / ALL

SECTION: NATIONAL; Pg. 11A

LENGTH: 396 words

HEADLINE: U.S. PLANS MASS SURVEY OF WORKING **WOMEN**

BYLINE: By KEITH EPSTEIN; PLAIN DEALER BUREAU

DATELINE: WASHINGTON

BODY:

For the first time, the federal government, through the Labor Department, will survey working **women** to find out exactly what they think of their jobs - good and bad.

"Not just another run-of-the-mill government survey," promised first lady **Hillary Rodham Clinton**. "We're going to actually listen to **women**. And that's something a little new for Washington."

Government officials want to know what women think of their pay, chances for advancement, job training, child and health care benefits and other matters.

The questionnaire will be distributed by unions and businesses, and printed in magazines and newspapers - including this newspaper's Everywoman section next Tuesday.

The "Working Women Count" survey - designed to guide the administration's labor agenda - is being spearheaded by Clevelander Karen Nussbaum, the government's top advocate for working women.

"Now that we have an administration committed to fairness in the workplace," says Nussbaum, "we have an unprecedented mandate to achieve concrete gains."

Joining Nussbaum at a White House unveiling of the survey yesterday were television actresses Valerie Harper, known for her role as "Rhoda," and Linda Lavin, who played a diner waitress on "Alice."

Lavin brought Alice's pink uniform and apron to give to Mrs. Clinton.

"She can't be here today," Lavin said of the character she portrayed, "because of course she can't get flex time and Mel won't let her off."

The character, the actress explained, helped her understand how many women still hold jobs that are "aggravating and demanding," virtually "invisible but central." Many struggle just to provide "the bare basics and to keep from drowning," she said.

These days, nearly as many women as men work - 58 million of them, 47% of the workforce. At some time in their life, nearly all women work outside the home. Yet, Labor Secretary Robert Reich noted, only "very rarely do they have a voice."

The survey, Reich said, is "the largest, most important means ... ever undertaken for listening to working women." Responses are expected from millions of women.

Nussbaum said the survey will cost taxpayers \$200,000, which includes fees for a public relations agency coordinating the effort known as PR Solutions. Results will be announced in October.

And then, vowed Reich: "It's going to shape public policy."

LANGUAGE: ENGLISH

LOAD-DATE: May 7, 1994

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Sacramento Bee

View Related Topics

May 6, 1994, METRO FINAL

SECTION: BUSINESS; Pg. F1

LENGTH: 627 words

HEADLINE: **WOMEN** GET THEIR CHANCE TO SOUND OFF

BYLINE: Bee News Services

DATELINE: WASHINGTON

BODY:

There are 58 million American **women** in the paid work force, and the Labor Department wants to know how they're doing.

Flanked by Vice President Al Gore, first lady **Hillary** Rodham **Clinton** and actresses Linda Lavin and Valerie Harper, Labor Secretary Robert Reich launched a nationwide questionnaire Thursday to assess what **women** think of their jobs, pay, benefits and attendant issues, such as day care and stress levels.

"Just about every woman will hold a paid job at some point in her life," Reich said. "The federal government needs to hear their views."

More than 250 establishments have signed on to help distribute the questionnaires so that women across the country may have them, free for the taking. The surveys will be available in catalogs, day care centers, parking garages, health clubs and office buildings.

Touting the questionnaire as "not just the run-of-the-mill government survey," Clinton said the project will allow "the experts themselves" to air grievances and make recommendations about the work world.

The questionnaire is brief, containing 19 questions, some of them multiple choice, others with a range from which a woman may rate her concerns from "most serious" to "does not apply."

Labor Department officials said survey results will be used to determine the direction of some of their activities.

"We want to make sure this administration listens to what working women have to say," Reich said.

Lavin, who portrayed the title character in "Alice," a television sitcom of the 1970s about three cafe waitresses and a boss named Mel, predicted the survey will show that most women work for the same reasons men do: to provide "the bare basics" for their families.

Triggering chuckles from the first lady, Lavin gave Clinton a memento from the TV show -- a pink waitress uniform, replete with flouncy apron.

Lavin said "Alice" would like to have given Clinton the gift herself. But, playing on the occasion's mood, she said the character was unable to attend "because she can't get flextime

and Mel won't let her off."

Harper said the survey would help counter the notion that "women's work is never done and it doesn't count for much."

GRAPHIC: Associated Press: First lady Hillary Rodham Clinton and Labor Secretary Robert Reich watch actress Linda Lavin show a waitress uniform.

LANGUAGE: ENGLISH

LOAD-DATE: May 7, 1994

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USA TODAY

May 6, 1994, Friday, FINAL EDITION

SECTION: MONEY; Pg. 2B

LENGTH: 160 words

HEADLINE: Working **women** focus of survey

BYLINE: Wire reports

BODY:

First lady **Hillary** Rodham **Clinton** and actresses Linda Lavin and Valerie Harper helped unveil a questionnaire Thursday that asks working **women** how the government can help.

The Labor Department's survey, "Working **Women** Count," seeks **women's** views on job satisfaction, pay, benefits and opportunities for advancement. It will be distributed by businesses, unions, newspapers, the YWCA, the Lifetime cable TV network and in Working Woman and Essence magazines. The agency also will conduct a parallel scientific survey. Results are expected this fall.

Labor Department officials said results will be used to determine the direction of some of their activities.

Lavin portrayed a single mother working as a waitress in the 1970s TV show Alice.

Harper, who played Rhoda Morgenstern on the Mary Tyler Moore Show and later starred in Rhoda, said the survey would help counter the notion that "women's work is never done and it doesn't count for much."

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The Washington Times

May 6, 1994, Friday, Final Edition

SECTION: Part B; BUSINESS; Pg. B8

LENGTH: 461 words

HEADLINE: Government seeks ways to better the lot of working **women**

BYLINE: Frank J. Murray; THE WASHINGTON TIMES

BODY:

The Clinton administration is exploring new areas of **women's** job rights that could be implemented or expanded through government power, first lady **Hillary Rodham Clinton** and Labor Secretary Robert Reich said yesterday.

Mrs. Clinton said the project will provide what she called support and tools needed by "**women** who are literally keeping body and soul together and then rush home to do the work **women** have always done."

"Public policy is going to be formulated," Mr. Reich said, promising working **women** will get a voice through the project spearheaded with questionnaires distributed in current issues of five **women's** magazines.

The perceived low status of female workers in general was dramatized by participation at a White House news conference of actresses Linda Lavin, who played the title character, a waitress, on the "Alice" TV series, and Valerie Harper, whose roles included Rhoda on "The Mary Tyler Moore Show."

Miss Lavin called Alice the kindred spirit of women working in "traditionally female underpaid jobs" who are eager for the change government promises. "The notion persists that they demand no skill and have little value."

She donated Alice's autographed waitress uniform inscribed to the president and first lady, apologizing that Alice's boss wouldn't let her off to attend personally.

The questionnaire seeks to rank, in order of importance, promotion prospects, salary levels, paid leave to care for newborns or seriously ill relatives, affordable day care, job security, flexible working hours, number of hours worked, stressful situations and training for advancement.

"I don't want to say that we're going to come out with an agenda that covers all of those things," said Karen Nussbaum, director of the Department of Labor Women's Bureau. "We want to hear what among those things matter the most to them."

The survey will be distributed in the May issue of Working Woman; the June issues of Essence, Working Mother and Career Focus; the May-June issue of Ms.; and through some 250 employers, unions, YWCAs, women's organizations, Au Bon Pain restaurant-bakeries and the Body Shop catalog.

Decisions on which policies to pursue will come after October, when written results from a broad survey of up to 10 million working women are compared with a scientific sample polled by telephone, Mrs. Nussbaum said. It is not clear yet whether the administration would seek to make the policy changes through legislation, regulation or budgetary means such as taxation, Mrs. Nussbaum said.

Mrs. Clinton said the surveys are "charting new terrain. We will not only count them but we will also try to get behind the check marks and the words."

GRAPHIC: Photo, Linda Lavin displays one of the uniforms she wore in the "Alice" series as Robert Reich and Hillary Rodham Clinton look on., By AP

LANGUAGE: ENGLISH

LOAD-DATE: May 6, 1994

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The Associated Press

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May 5, 1994, Thursday, AM cycle

SECTION: Washington Dateline

LENGTH: 347 words

HEADLINE: Labor Department Wants To Know What Working **Women** Think About Their Jobs

BYLINE: By ROBERT NAYLOR JR., AP Labor Writer

DATELINE: WASHINGTON

BODY:

The Clinton administration, trying to learn what working **women** think of their jobs, launched a survey Thursday that first lady **Hillary** Rodham **Clinton** said will seek input from "the experts themselves."

The Labor Department's "Working **Women** Count" survey will be distributed by businesses, unions, newspapers, the YWCA, the Lifetime cable television network and in Working Woman and Essence magazines. The agency also will conduct a parallel scientific survey. Results are expected this fall.

The questionnaire, unveiled at a news conference featuring Mrs. Clinton and actresses Linda Lavin and Valerie Harper, will ask women their views on job satisfaction, pay, benefits and opportunities for advancement.

"This is not just the run-of-the-mill government survey," Mrs. Clinton said, adding that it will involve "the experts themselves telling us what needs to be done."

Labor Department officials said survey results will be used to determine the direction of some of their activities.

"We want to make sure this administration listens to what working women have to say," Labor Secretary Robert Reich said.

Lavin, who portrayed a single mother working as a waitress in the 1970s television show "Alice," gave Mrs. Clinton a pink and white uniform and apron she wore during the comedy.

"She can't be here today," Lavin said of the character, "because she can't get flex time and Mel won't let her off."

Mel was the strict boss who owned the diner where Alice worked.

Lavin said many women hold jobs that are "aggravating and demanding," and that most work to provide "the bare basics and to keep from drowning," not for "pin money and extras for the kids."

Harper, who played Rhoda Morgenstern on the "Mary Tyler Moore Show" and later starred in the comedy "Rhoda," said the survey would help counter the notion that "women's work is never done and it doesn't count for much."

The Labor Department said 58 million women work and make up 47 percent of the nation's work force. At some point, the department said, virtually every woman holds a job outside the home.

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View Related Topics

May 5, 1994, Thursday

LENGTH: 605 words

HEADLINE: WOMEN AND WORK SURVEY WILL SOON HIT THE STANDS...

BYLINE: By Patricia Willens, States News Service

DATELINE: WASHINGTON

BODY:

How many paid jobs do you have? How do you feel about your job? If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

Here's your chance.

Millions of surveys asking questions like these are going out to American **women** in a federally-sponsored reality check. The results will, according to First Lady **Hillary Rodham Clinton**, directly shape White House policy.

"Government surveys usually get done and then get shelved," Clinton said at the questionnaire's unveiling. "I can guarantee you this is not just the run-of-the-mill survey.

"This is the experts themselves telling us what needs to be done. We're going to listen," Clinton told a crowd of mostly women, including the actresses Linda Lavin and Valerie Harper, who both have portrayed single working women on television.

Labor Department Secretary Robert Reich said women make up 47 percent of the workforce and nearly all women, 99 percent, work outside the home at some point in their lives. Still, women earn about 75 percent of their male counterparts, and are concentrated in the lower-paying services and clerical jobs.

The single-sheet survey is expected to reach more than 10 million women by way of two magazines -- *Essence* and *Working Woman*, unions, corporations, congressional offices and women's groups. The questions focus on women's wages, hours, benefits, and chances for advancement. The results are expected this fall.

Generally the state reflects national statistics for working women, according to Bob Friant, spokesperson for the New Jersey Division on Women.

"Child care and wages: those are two very big issues. Also the training of women and the retraining," Friant said, citing the state's program to help displaced homemakers enter the workforce as a good model.

There is much more to be done, though, according to Mary Murphree, the regional administrator for the Women's Bureau covering New Jersey. "I've got six million working women or women looking for work who want our attention," she said.

"A woman calls us with two quarters in her hand. The first one goes to her doctor who tells her she is pregnant. Her second quarter is to us to ask 'will I lose my job?'" said Murphree.

The regional bureau, serving New Jersey, New York, the Virgin Islands and Puerto Rico, has

an annual budget of only \$200,000. With that kind of money, Murphree said the best it can do is offer referrals and technical assistance.

"We are a voice for working women and a voice to them," Murphree added. The survey, she said, will help give credibility to government programs aimed at women in the workplace.

But the purpose of the survey goes beyond information gathering; it is also a vehicle to get the nearly moribund Bureau back on the map.

The 74-year-old Bureau started in 1920 with the mission to "promote the welfare of wage-earning women." At that time there were only 8.2 million women workers, most of them single and in the labor force on a temporary basis.

The first director, Mary Anderson, focused on unionizing the sweatshop factories where many of the women worked in unregulated, substandard conditions. Since its inception, the bureau's influence has fluctuated with the times.

The current director, Karen Nussbaum, approaches the agency as an activist. She headed 9to5, a working woman's advocacy group, before taking over the \$7 million federal bureau.

Nussbaum said she has spent the last year meeting women she described as "tired, worried and alone." Now, armed with the survey data, she said she will be able to do something about their concerns.

LANGUAGE: ENGLISH

LOAD-DATE: May 5, 1994

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May 4, 1994, Wednesday

SECTION: Financial News

DISTRIBUTION: TO NATIONAL AND BUSINESS EDITORS

LENGTH: 242 words

HEADLINE: SHRM URGES CAUTION TO EMPLOYERS WHO PARTICIPATE IN DEPARTMENT OF LABOR SURVEY

DATELINE: ALEXANDRIA, Va., May 4

BODY:

The Society for Human Resource Management (SHRM) urges organizations to exercise caution if they choose to participate in the Department of Labor's "Working **Women** Count" survey, being kicked off May 5 in a high-profile ceremony led by First Lady **Hillary Rodham Clinton**.

The Department of Labor's **Women's** Bureau is asking employers to become "program partners" by agreeing to distribute questionnaires to working **women**. Employers are then asked to collect completed questionnaires and return them to a data collection center for tabulation.

According to SHRM, the risk arises if employers collect the questionnaires, as the department requires, rather than having employees send responses in directly and confidentially. An employee could, for example, allege age discrimination in employment on the basis that a supervisor knew the employee's age because it was in the survey response the employee handed to the supervisor.

Further, SHRM noted that the department requires employers to include their organizations' names and addresses on surveys distributed to employees. However, it is unclear whether the survey responses will be subject to Freedom of Information Act requests.

The Society for Human Resource Management is the leading voice of the human resource profession, representing the interests of more than 57,000 professional and student members from around the world.
CONTACT: Bar Department of Labor

LANGUAGE: ENGLISH

LOAD-DATE: May 5, 1994

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Washington Post

May 4, 1994

SECTION: Sec D; pg 1

LENGTH: 692 words

HEADLINE: Giving **women** a voice: Workplace survey to check on concerns

BYLINE: Kara Swisher

DATELINE: Washington; DC; US; South Atlantic

BODY:

Do America's working **women** want more benefits? What do they think about the availability of child care, the pervasiveness of sexual discrimination and stress on the job? And, most of all, how do they feel about their work overall--do they love it or find it "totally miserable?"

These are some of the questions that will be included in one of the largest surveys ever of working **women**. The Labor Department hopes to reach more than 10 million **women**--nearly one-fifth of the 54 million working **women** in the United States.

The survey, from the **Women's** Bureau of the Labor Department, is being launched tomorrow. It will be kicked off in a high-profile ceremony at the Old Executive Office Building led by First Lady **Hillary** Rodham **Clinton**.

The national questionnaire, called "Working Women Count," is also an attempt by the Clinton administration to boost the visibility of the Women's Bureau, an agency that has seen its influence wax and wane in its 75 years of promoting "the welfare of wage-earning women." One of administration's first moves was to appoint activist Karen Nussbaum, who formerly headed 9to5, a working women's advocacy organization, to head the agency.

But some regard the Women's Bureau as a "backwater" with little influence and stagnant budgets, whose usefulness has been supplanted in recent years by federal laws designed to protect women in the workplace.

"It's kind of an anachronism....an agency that does not have any enforcement, does not have any money and a mission that was formulated in the 1920s," said William Kilberg, a Washington labor lawyer and former Labor Department official in the Nixon administration.

But others, including Labor Secretary Robert B. Reich, say that reinvigorating the Women's Bureau is necessary. Reich and others point to statistics showing the inequities that still exist for women in the workplace despite the fact that more women than ever work outside the home.

According to Labor Department statistics, about 47 percent of all workers are women, but they only earn about 75 percent of similarly employed men. About two-thirds are in clerical, food service, sales, nursing, teaching and child care, with 80 percent earning less than \$ 25,000 annually.

"Some have said the Labor Department itself was a backwater and the Women's Bureau a backwater in a backwater, but those days are gone for good Reich said. "We are elevating the status of Women's Bureau because we think it is vitally important that it be an activist voice."

In an interview, Nussbaum agreed. "With far more women in the workplace than ever before, I think that

the agency is still necessary until the problems are solved she said. And there'd be no point in hiring me if the administration was not serious about marrying policy and public action."

The Women's Bureau was founded in 1920 to promote fair wages and hours, end child labor and establish health and safety standards for women. Today it is the only federal agency devoted exclusively to the concerns of women in the labor force.

With 10 locations nationwide, the bureau's employment has held steady over the years at about 80. Its budget is \$ 7.8 million in the current fiscal year, compared with a budget of \$ 6.5 million in 1989.

In that time, the number of working women in the United States has grown and the issues that affect them have proliferated.

"It seems that the size and impact of the Women's Bureau should have grown commensurately," said Eleanor Smeal of the Feminist Majority, an Arlington-based advocacy group.

Others take the middle road, "In the best of all possible worlds, we would not need a Women's Bureau," said Fran Rodgers, head of Work/Family Directions, a Boston consulting firm. "But as with all other things, if we don't focus on needs of women, they tend to get lost."

Nussbaum hopes the survey, being distributed by corporations, national magazines, associations, labor unions and women's groups, will highlight women's concerns for policy makers.

"It's going to give working women a chance to tell us what they think," she said. "I see it as a sort of a customer service survey for policy makers."

GRAPHIC: Photo

LANGUAGE: ENGLISH

UMI-ACC-NO: 9446618

LOAD-DATE: August 11, 1994

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Clinton Presidential Records Digital Records Marker

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This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

3/1/95

Divider Title: _____

SCHEDULE FOR HILLARY RODHAM CLINTON
DATE: WEDNESDAY, MARCH 1, 1995
FINAL

___Lead Advance For Long Branch Elementary School:

Patrick Steele
202-401-3043 work
202-462-1544 home

Lead Advance For The Pentagon:

Todd Weiler
703-695-3721 work
703-418-4061 home

Lead Advance For Holt Photo Exhibition:

Kevin Jefferson
202-371-8722 work
202-996-7531 home

Lead Advance For Child Welfare League:

Mike King
202-690-5409 work
1-800-SKYPAGE PIN# 840-0953

Scheduling Desk:

Julie Hopper/Esther Watkins
202-456-7561 office
202-456-2317 fax
 WHCA #5446

___PREV RONThe White House

10:45 am **DEPART** The White House South Portico
 EN ROUTE School Long Branch Elementary School

11:00 am **ARRIVE** Long Branch Elementary School
 OPEN PRESS

Curbside Greeters: -Felicia Russo - Principal
 -Dr. Arthur Gosling - Superintendent of
 Schools
 -Linda Henderson - PTA President

11:05 am **PROCEED** to Hold
 Principal's Office

11:10 am **PROCEED** to Cafeteria Line w/Senators Robb and
 Moran (T)

FORMAT:

-- HRC and Congressional Delegation proceed
 through lunch line with 1st grade
 students

SCHEDULE FOR HILLARY RODHAM CLINTON
WEDNESDAY, MARCH 1, 1995
PAGE 2

-- HRC purchases lunch

-- HRC and Congressional Delegation sit at 4 tables with students

-- HRC speaks informally to students during lunch period

11:30 am **PROCEED** to Hold in alcove while Press repositions

11:35 am-
11:50 am **PRESS AVAIL [OPTIONAL]**
Kindergarten Room
OPEN PRESS

11:50 am **DEPART** Long Branch Elementary School
EN ROUTE The White House

12:00 pm **ARRIVE** The White House South Portico

12:00 pm-
1:40 pm **LUNCH/OFFICE/PHONE TIME**

1:40 pm **DEPART** The White House South Portico
EN ROUTE The Pentagon

1:55 pm **ARRIVE** The Pentagon

Greeters: William Perry, Secretary of Defense

2:00 pm **PROCEED** to Sec. Perry's Office for brief hold

2:00 pm-
3:00 pm **DEPARTMENT OF DEFENSE OBSERVANCE OF WOMEN'S HISTORY MONTH**
Pentagon Auditorium 5A1070
OPEN PRESS

Seated on Stage (left to right):

- Dr. Delores Tucker
- Asst. Secretary of Defense, Frederick Pang
- General Wilma Vaught
- HRC
- Secretary of Defense, William Perry

PARTICIPANTS: Approx. 250 to attend in the auditorium; 200 in overflow area

SCHEDULE FOR HILLARY RODHAM CLINTON
WEDNESDAY, MARCH 1, 1995
PAGE 3

FORMAT:

- Official party is announced and proceeds on stage and is seated
- Presentation of Colors by the Joint Armed Forces Color Guard
- National Anthem
- Invocation by Chaplin (Major) Linda L. George, USA
- Mr. William Leftwich, III Deputy Asst Secretary of Defense intros Dr. C. Delores Tucker
- Dr. C. Delores Tucker, Founder and Chairperson National Political Congress of Black Women gives remarks
- Frederick Pang, Assistant Secretary of Defense gives brief remarks and intros the Secretary of Defense
- Honorable William J. Perry, Secretary of Defense intros HRC
- HRC delivers Keynote Address. Following remarks, Frederick Pang will present HRC with a picture. Mr. Pang intros the essay
- Winner to read essay from Essay Contest; OSD Adopted School
- Brigadier General Marcelite J. Harris, Director of Maintenance Office of the Deputy Chief of Staff Logistics gives "Women in the Military: A Personal Perspective"
- Proceed to depart (optional ropeline)

3:10 pm

DEPART The Pentagon
EN ROUTE The White House

SCHEDULE FOR HILLARY RODHAM CLINTON
WEDNESDAY, MARCH 1, 1995
PAGE 4

3:25 pm **ARRIVE** The White House South Portico

3:30 pm-
4:00 pm **PRIVATE MEETING**
Map Room
CLOSED PRESS

4:00 pm-
5:00 pm **PRIVATE MEETING**
Residence
CLOSED PRESS

5:00 pm-
6:00 pm **DOWN TIME**

6:05 pm **DEPART** The White House South Portico
EN ROUTE Capitol Hill

6:15 pm **ARRIVE** Capitol Hill
Russell Bldg - 2nd Floor

NO Greeters

6:20 pm-
6:40 pm **HOLT INTERNATIONAL CHILDREN'S SERVICES --**
DROP BY
Russell Bldg -- US Senate Caucus Room
Attire: Business
CLOSED PRESS

PARTICIPANTS: Approx. 150 expected to attend

FORMAT:

- Pre-program already in progress [See briefing]
- HRC will enter the room and proceed to podium
- Marjorie Margolies Mezvinsky welcomes HRC
- HRC gives very brief remarks
- Connie Fails and Susan Cox will give HRC a brief tour of the photo exhibition
- Proceed to depart

SCHEDULE FOR HILLARY RODHAM CLINTON
WEDNESDAY, MARCH 1, 1995
PAGE 5

6:45 pm **DEPART** Capitol Hill
 EN ROUTE The White House

6:55 pm **ARRIVE** The White House South Portico

7:00 pm-
8:00 pm **DOWN TIME**

8:00 pm **DEPART** The White House South Portico
 EN ROUTE The Grand Hyatt

8:05 pm **ARRIVE** The Grand Hyatt

Greeters: - Shirley Marcus; Deputy Director, CWLA
 - Judy Block; Member of the Board, CWLA
 - Nan Dale; Exec. Director of Children's Village
 - Marion Wright Edelman

8:10 pm-
9:00 pm **CHILD WELFARE LEAGUE**
 Grand Hyatt
 OPEN PRESS

PARTICIPANTS: Approx. 1,500 expected to attend

FORMAT:

- Pre-program see briefing
- HRC is announced to dias by John Merchant, President, CWLA Board of Directors (HRC proceeds to seat)
- John Merchant and David Liederman, Executive Director, CWLA present HRC with the Natalie Heineman Award for Outstanding Volunteer Service to Children
- HRC accepts award and gives remarks
- HRC remains for 2 songs performed by the Boys Choir of Harlem
- Exit stage

9:00 pm **DEPART** The Grand Hyatt

SCHEDULE FOR HILLARY RODHAM CLINTON
WEDNESDAY, MARCH 1, 1995
PAGE 6

EN ROUTE The White House
[Drive Time: 5 minutes]

9:05 pm

ARRIVE The White House South Portico

RON

The White House

WEATHER FORECAST FOR WASHINGTON, DC:

-- Mostly cloudy with periods of light rain showers and fog.
Wind northwest at 10 to 15 knots. Low 36 to 41. High 45 to 50.

February 28, 1995

DEPARTMENT OF DEFENSE
OBSERVANCE OF WOMEN'S HISTORY MONTH

DATE:	Wednesday, March 1
TIME:	2:00 pm
LOCATION:	The Pentagon
FROM:	Liz Bowyer

I. PURPOSE

To attend a ceremony at the Pentagon observing Women's History Month, and give remarks to Defense personnel on the importance of women's contributions to America's military forces.

II. BACKGROUND

Each year, the Department of Defense hosts a ceremony at the Pentagon honoring Women's History Month. This year's observance ceremony, hosted by Secretary Perry, will bring together approximately 500 people representing a broad cross-section of the defense community – including the leadership of each branch of the armed services, officers and enlisted personnel, civilian personnel ranging from career civil servants to presidential appointees, and members of women's military and civilian service organizations. The theme of this year's national Women's History Month is "Women's History: Promises to Keep."

You are the keynote speaker at this year's observance ceremony. Other speakers will include Secretary Perry, C. DeLores Tucker, founder and chair of the National Political Congress of Black Women, and Brigadier General Wilma Vaught, president of the Women in Military Service of America Memorial Foundation (of which you are the honorary chair). As you may recall, you have met General Vaught several times, at the "Groundbreakers Luncheon" last June; and at a White House Veteran's Day event, where General Vaught presented you with a commemorative coin honoring women in military service.

Current Status of Women in the Military

Please see attached background paper.

III. PARTICIPANTS

Seated on Stage (left to right)

-C. DeLores Tucker, founder and chair, National Political Congress of Black Women
-Frederick Pang, Assistant Secretary of Defense, Force Management Policy

- Brigadier General (Ret.) Wilma Vaught, President, Women in Military Service for America Memorial Foundation
- HRC
- William Perry, Secretary of Defense

VIPs in the Audience

- General John Shalikashvili, Chairman, Joint Chiefs of Staff
- Togo West, Secretary of the Army
- John Dalton, Secretary of the Navy
- Sheila Widnall, Secretary of the Air Force
- General Carl Mundy, Commandant of the Marine Corps

IV. SEQUENCE OF EVENTS

* Please see schedule for final sequence

V. PRESS

Open press.

VI. REMARKS

Prepared by Lissa Muscatine and Sabrina Corlette.

WOMEN IN THE MILITARY

Between September 1987 and September 1994, the percentage of women serving on active duty in the military increased from 10.2% to 12.2% of the total force. This increase occurred while the military was in the process of downsizing by over 560,000 personnel. Currently, 195,000 of the nearly 1.6 million people on active duty are women. [NOTE: Women made up less than 2% of the military just 20 years ago.]

Policy and law changes have resulted in opening up nearly 260,000 new positions for women since April 1993, so that approximately 92% of the career fields and over 80% of the total jobs in the military are open to women. These policies include:

- the Secretary of Defense's April 1993 decision granting greater opportunities for women to compete for assignment in aircraft, including those engaged in-combat missions.
- Congress's November 1993 repeal of the exclusion barring women from serving on Navy combatant ships. This potentially opens up assignment to virtually all ships except submarines, coastal patrol boats and some mine warfare ships.
- the Secretary of Defense's January 1994 decision to expand the number of positions available to women, by establishing a uniform policy across the Services which stated that women shall only be excluded from assignment to units below the brigade level whose primary mission is to engage in direct combat on the ground. This opened up an additional 80,000 positions for women.

Currently, women can serve in virtually all military occupational fields except armor, infantry, special forces, artillery, multiple launch rocket system artillery (MLRS), and certain other jobs that are co-located with the previous mentioned units.

2/28/95, 9:22 AM
FEBRUARY 95
AM

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ANDERS

REMARKS BY SECRETARY PERRY/WOMEN'S HISTORY MONTH OBSERVANCE/1 MAR 95

Lieutenant Harry Buford and Private Franklin Thompson were extraordinary Civil War soldiers. But not in any ordinary sense.

In fact, they were women disguised as men.

Private Thompson, also known as Sara Emma Edmundson, served in the Union Army.

Lieutenant Buford, also known as Loretta Janeta Velazquez, fought for the Confederacy.

Their unusual story is told in the Women's History corridor downstairs.

Of course, we don't recommend this course of action.

But the lengths these women went to demonstrates our commitment to serving our country.

The United States has long counted on women's commitment to military service.

They were critical to the Allied victory in the Second World War 50 years ago.

And today, we're counting on women in uniform even more.

For example, at this same ceremony last year, I told the story of Jeannie Flynn, who was about to report to her first combat unit.

Well, 1 year later, First Lieutenant Flynn is flying with the 336th Fighter Squadron.

As a fully qualified F-15E fighter-bomber pilot she can fly -- and she will fly -- any and all missions.

I also mentioned that women would be joining the ranks of our nation's premier ceremonial unit, the Old Guard.

Well, two weeks ago in Miami at a special event honoring the survivors of the Nazi Holocaust.

soldiers from the Old Guard posted the flags from Army divisions that had liberated the death camps.

Six of those flags were carried by six very proud men.

And of course, we all shared the thrill of Space Shuttle pilot Lieutenant Colonel Eileen Collins as she helped lead the historic rendezvous with the Russian space station.

Women's History Month 1995 is a wonderful opportunity to recognize the women who are making history in the military.

Great historical figures often say great things.

At the bookstore you can buy a desk calendar that provides an inspirational quote for each day.

It quotes such great historic figures as Socrates, Joan of Arc, and Thomas Jefferson.

On February 4th, it quoted one of the most decorated military women in U.S. history.

She said: "What I wanted to be when I grew up was -- in charge.

This quotable individual is right up here on stage; none other than General Wilma Vaught [as in TAUGHT]

General Vaught, well done.

We hope that during future Women's History months a lot more Wilma Vaughts will be in charge.

That's why the Department of Defense has made historic changes in our policies on women in the military.

These policies are the right thing to do, and the smart thing to do.

Simply put, it gives us a better force.

We urge women to seize these new roles, challenges, and opportunities.

They are tomorrow's role models in the making.

Our keynote speaker today is an individual for whom the term "role model" would have to be invented.

She's a woman who's known for approaching every challenge to do the right thing, and the smart thing.
She is a lawyer and a mother;
A strong supporter of working women;
And a tireless advocate for families and children -- including those in our military.

And as Honorary Chair of the Women in Military Service for America Memorial Foundation, Hillary Clinton is helping to teach the nation about the history of women's service, dedication, and sacrifice in defense of the nation.

I also want to point out that Mrs. Clinton has taken a particular interest in helping Gulf War veterans suffering from undiagnosed medical problems.

I especially want to thank you, Mrs. Clinton, for visiting our veterans last week at Walter Reed Army hospital.

We all appreciate your very deep concern.

So ladies and gentlemen, please join me in welcoming a woman who's making history in her own right;

The First Lady of the United States of America, Hillary Rodham Clinton.

THE WHITE HOUSE

Pentagon Celebration of Women's History Month[Help](#) [Site Map](#) [Text Only](#)

Go

THE WHITE HOUSE**Office of the Press Secretary**

For Immediate Release
March 1, 1995

**Remarks By
First Lady Hillary Rodham Clinton
At Pentagon Celebration of
Women's History Month
Washington, D.C.**

Thank you. Thank you. Thank you very much Secretary Perry and Assistant Secretary Peng, my friend C. Delores Tucker. I'm very pleased also to be here with General Vaught. Some of you many have noticed that Lee Perry and I and C. Delores who was just given one of the commemorative coins on behalf of the Women in Military Service for America Memorial Foundation would not have shown up with General Vaught unless we were wearing one of these.

And the other point to make is this is how we are funding the foundation. And when the presentation was made to Dr. Tucker, General Vaught leaned over and said, "She just bought that." So it is my earnest advice that any of you in the auditorium who have not yet purchased one of these coins for the foundation should do so if you expect to have any opportunity to see General Vaught in the near future.

I'm also very pleased to be here with General and Mrs. Shalikashvili and Secretary West and Secretary Dalton, Secretary Widnall and many of the others of you here at the Pentagon who have been so supportive of what we are attempting to do

March-April 1995

**Pentagon
Celebration of
Women's History
Month**

Child Welfare
League

Lahore University
of Management
Sciences, Pakistan

Rajiv Gandhi
Foundation, New
Delhi

U.N. World Summit
on Social
Development,
Copenhagen

International
Women's Day,
Copenhagen,
Denmark

Mother of the Year
Awards

National Design
Awards

▶ **President &
First Lady**

**Vice President &
Mrs. Gore**

**Record of
Progress**

**The Briefing
Room**

**Gateway to
Government**

**Contacting the
White House**

**White House
for Kids**

**White House
History**

**White House
Tours**

in recognizing and promoting the opportunities for women. It is a privilege and an honor for me to have learned that I am the first First Lady to have had the opportunity to speak here at the Pentagon and it is a great privilege for me.

I enjoyed my tour when I was here about a year and a half ago. I have enjoyed very much the visits I have been able to make to many of our military personnel around the world as I traveled and my personal conversations and working relationships with many of you here.

It is especially important to recognize, as has already been alluded to by the previous speakers, that much of what has been accomplished on behalf of the integration of women and minorities in the military stands as not only a strong testament of the commitment of the military, but as an example of the rest of the country. I have long been impressed by the seriousness of purpose starting in the 1940's and moving forward that our leadership, both civilian and military, has given to making sure that all Americans, regardless of race, ethnicity, or gender, are given the chance to serve their country. So as we celebrate today Women's History Month, I think it is important particularly in today's atmosphere to point out that the military is far ahead of much of the rest of our country in making full use of the talents of our people. And I want to commend all of you in leadership positions for not only carrying that on but also moving that forward. We need your example and we are grateful for it.

I have become particularly interested in the women who have served and are serving in military service. Everyday at the White House I am privileged to be in the company of the young men and women who are there as military and social aides -- to watch them in action -- to learn something about their lives and their careers. I also have learned with General Vaught's tutoring as I walked through some of the exhibit prototypes for the foundation of the role that women have always played in serving our country. The military have shown that no matter what obstacles might be thrown in someone's way, women have the ability to defend our country and to blaze the way for women in the rest of our society.

I recently attended the salute to African-American Veterans. And any of you who were there know that probably the height of the evening was the introduction of the President by Lieutenant Colonel Charity Adams Early, the first African-American in the Women's Army Corps in WWII. Colonel Early commanded the only battalion of black women to

serve in Europe in WWII, the 6888 Central Postal Directory Battalion. The group, based in England and France, broke all records for redistribution of mail to front line troops. And I'll never forget two things which she said. She kept all of us laughing and crying simultaneously about her reminiscing. She started by saying, "I greet you with great pride in having served my country. For the unity of purpose which created our successes and for the lasting friendships we hold dear today." And then she added, "It's taken a long time for us to be found and remembered as participants. There are still a few male veterans who don't seem to remember that women were in the service. I find this very difficult to believe," she added, "because three days after V-E day thousands of Marines, anxious to see women from home, regardless of race, were outside our corridors trying to get in the door." She also said memorably, and I think really summed up what we are really celebrating today, that that war was probably the opportunity for all of us realize what it meant for all of us to be defending democracy against the attacks of fascism.

What I remember most from her statements was the following, "We remember the small battlefields of WWII, such as the battle of the sexes, the battle of the races, and the common enemy that we all fought in spite of these battles, what matters most is that we won that war." That is what matters most now -- both abroad and at home, that as we forge a new unity of purpose for the mission America in the 21st century, we remain conscious of those small battles, but we continue to win them because of the larger struggles that we are engaged in. Thanks to women like Lieutenant Colonel Early and the pioneers both before and after her, women are getting the recognition they deserve for their dedication and devotion to this country in the big and small battles. Whether it is through Secretary Perry's recent decisions expanding the number of positions available to women or the 1993 repeal of the exclusion barring women from serving on Navy combat ships this nation is beginning to appreciate the historic and present day contributions of women who day after day establish standards of excellence and professionalism in our armed services.

Today 700,000 women work in military and civilian positions vital to our national security. You know what they are now doing as they fly fighter planes and combat helicopters and serving on ships. They are doing what is necessary to be done. And we have to continue to make opportunities available for women who choose to make those kinds of contributions.

Few Americans realize that women have participated in every conflict or crisis this nation has faced since the American revolution. Throughout this nation's early history women were routinely present with armies in battle. The Civil War saw women on both sides in an unprecedented scale. Not only cooking, sewing, foraging for supplies, and taking care of the wounded, but also serving as saboteurs, scouts, and couriers. One brave and determined woman, Dr. Mary Walker, the first American woman doctor, received the Medal of Honor.

In this century women have proven themselves time and time again. The contributions of women were vital in both WWI and WWII. Many were wounded, killed, and decorated in service to their country. I remember particularly the extraordinary celebrations that we participated in Europe this past summer. My husband and I had the honor of meeting so many of our veterans whose stories in and of themselves were ones that we could have listened to and wished we could have shared with all of America. It was my honor to meet Lieutenant June Wandry during the commemoration of the 50th Anniversary of the Battle of Anzio Nettuno in Italy. Battling not only the Nazis, but also hunger, exhaustion, weather, and malaria, Lieutenant Wandry soldiered on -- working steady 18 hour days caring for the sick, the wounded, and the dying -- from theaters in North Africa, Italy, Belgium and Luxembourg. Her compassion and commitment to the American soldiers dying and wounded everyday on behalf of their country, helped many of them to make it through their pain and fear. Some of you who were with us in England and France and Italy remember the reunions that took place as soldiers saw soldiers and nurses and others who had been part of their experience. As one soldier said to Lieutenant Wandry, "My husband died at the Anzio Beachhead and all this time I was angry. Now I met you and I know he didn't die alone.

Lieutenant Colonel Early in England and France, and Lieutenant June Wandry in the Italian theater, and thousands of women like them in Korea and Vietnam and the Persian Gulf risked their lives so that the next generation of Americans my generation, my daughter's generation, would not only have fifty years of peace but fifty years of expanded opportunity within our democracy. We see this commitment as we look around the world today. I remember during the Persian Gulf War so many women were involved that some took to calling it the "Mom's War." Thirty-five thousand women serving as pilots, mechanics, intelligence specialists, truck drivers, and ground crew chiefs,

we thank all of those who served and are serving. But much still remains to be done. We continue to take care of our veterans, both men and women. This is a solemn commitment. This is a contract that preceded any contract that we owe to our veterans and we must make good on.

And we also can use occasions such as this not only to celebrate the women's whose names and faces may not be known to our history books, but whose voices and actions inspired others as well as those who are known and whose examples will live as they encourage others to follow their paths. But we are also, I hope, as we celebrate this women's history month, looking forward to a time when our society will not need to be reminded of the extensive and extraordinary accomplishments of women. I hope there will be a day, certainly I hope in my lifetime, when as we pass on the stories of accomplishment and heroism from teacher to student from parent to child we can tell those stories without saying how unusual because men and women together will be given the opportunities and credit for the achievement that they have earned.

We have always known that the scope of women's abilities reach far beyond what has been historically assigned to them. And it our job now during this month to raise awareness and remind fellow citizens of the many roles women play in society. Progress will not be measured just in the jobs women do, but in the full range of choices and opportunities they have before them to fulfill their own potential. We are, I hope, working to make it possible for men and women to make the choices that are right for them. And those choices for women should be able to include soldier or lawyer, businesswoman, teacher, homemaker, anything else that is right for them at that point in their life when they must make that decision.

The respect women deserve to have for the choices they make is really at bottom. The recognition that women are individuals too -- not to be stereotyped, not to be expected to assume certain roles because they are women's roles, but instead to be seen as the individuals that they are. Today and for the rest of this month, we will recognize women for their many contributions to this country. Not only those done by generals, but those done by mothers, sisters, daughters, all of us. But we will also look to the future when our daughters and granddaughters will have greater choices for opportunities for success, happiness, and fulfillment because of the choices that we have made today and because of the paths that are blazed of the women here in the Pentagon and throughout our country.

The women working in this Pentagon are pioneers. They have set standards of dedication and commitment that really do redound to the glory of this country. It is the greatest country in the history of the world. And it is because we have been willing to struggle with the challenges we set ourselves about how we fight as Lieutenant Colonel Early said, "the little battles as well as the big ones." I'm confident that with leadership like that which we have here in the military, we will continue to win at home and abroad the big battles and the little battles for human dignity, democracy and a better future for all of us. Thank you very much.

President and First Lady	Vice President and Mrs. Gore
Record of Progress	The Briefing Room
Gateway to Government	Contacting the White House
White House for Kids	White House History
White House Tours	Help Text Only

[Privacy Statement](#)

The Associated Press

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March 1, 1995, Wednesday, AM cycle

SECTION: Washington Dateline

LENGTH: 251 words

HEADLINE: Mrs. Clinton Becomes First First Lady To Speak At Pentagon

DATELINE: WASHINGTON

BODY:

Hillary Rodham Clinton made an historic appearance at the Pentagon on Wednesday to praise the U.S. military for being "far ahead of much of the rest of our country" in providing equal work opportunities for **women**.

"It is a privilege and an honor for me to have learned that I am the first first lady to have had the opportunity to speak here at the Pentagon," Mrs. Clinton said to an overflow crowd of uniformed and civilian defense officials.

She gave the keynote address at a ceremony observing Women's History Month, and was praised by other speakers for serving as honorary chairwoman of the Women in Military Service for America Memorial Foundation. The foundation is raising money to build a women's memorial at Arlington National Cemetery.

Mrs. Clinton praised the military's steps away from traditional restrictions on the kinds of work women are allowed to perform. She mentioned in particular a 1993 repeal of a Defense Department regulation that had barred women from a variety of jobs including serving aboard combat ships and piloting warplanes.

"It is important, particularly in today's atmosphere, to point out that the military is far ahead of much of the rest of our country in making full use of the talents of all of our people," Mrs. Clinton said to loud applause.

"We need your example and we're grateful for it," she added.

She was given a framed picture of the Pentagon and later attended a reception in an executive dining room with Defense Secretary William Perry.

LANGUAGE: ENGLISH

LOAD-DATE: March 1, 1995

Search within these results:

This will only search up to 1,000 documents, even if your original search retrieved more.

Power Search;hlead (hillary /2 clinton and women)

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

4/10/95

Divider Title: _____

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
003. schedule	Schedule for Hillary Rodham Clinton [partial] (1 page)	04/10/1995	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Melanne Verveer
OA/Box Number: 19751

FOLDER TITLE:

Domestic Women's Issues #1 [Binder] [1]

2013-0534-S
rc1851

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]

SCHEDULE FOR HILLARY RODHAM CLINTON
MONDAY, APRIL 10, 1995
FINAL

Scheduling Desk: Julie Hopper
202-456-7561 office
202-456-2317 fax
202-387-6842 home
1-800-528-7823 WHCA #5446

PREV RON

The White House

10:30 am-

11:00 am

PRIVATE MEETING

Map Room

CLOSED PRESS

11:00 am-

1:00 pm

SCHEDULING MEETING

Residence

CLOSED PRESS

1:15 pm-

1:25 pm

BRIEFING for Working Women Count

Oval Office

1:25 pm

OFFICIAL PHOTO

Oval Office

(b)(6)

[003]

1:30 pm-

2:20 pm

WORKING WOMEN COUNT REPORT [w/The President]

Rose Garden [Rain Site: Room 450, OEOb]

OPEN PRESS

PARTICIPANTS: Approx. 150 expected to attend

FORMAT:

-- HRC gives remarks opening remarks and intros
Sec. Reich

-- Sec. Reich gives remarks and intros
Karen Nussbaum

-- Karen Nussbaum gives remarks and intros Marina
Foley

-- Marina Foley gives brief remarks and intros The

SCHEDULE FOR HILLARY RODHAM CLINTON
MONDAY, APRIL 10, 1995
PAGE 2

President

-- The President gives remarks and departs

Staff Contact: Steve Silverman, Barbara Woolley

3:30 pm-
5:00 pm

OFFICE/PHONE TIME

6:30 pm-
8:00 pm

DIPLOMATIC CORPS RECEPTION [w/the President]
Diplomatic Reception Room
CLOSED PRESS

PARTICIPANTS: Approx. 450 guests expected

FORMAT:

-- Group photo with the Gene Donati Orchestra
(Approx. 12 members)

-- Receiving/photo line with approx. 250 couples

Staff Contact: Ann Stock

RON

The White House

WEATHER FORECAST FOR WASHINGTON, DC:

-- Partly cloudy to cloudy skies with am fog/haze. Wind
southeasterly at 8-12 mph. Low temp 40F. High temp 69F.

THE WHITE HOUSE
WASHINGTON

WORKING WOMEN COUNT

DATE: ♦ APRIL 10, 1995
LOCATION: ROSE GARDEN
TIME: 1:30 PM
FROM: ALEXIS HERMAN
STEPHEN B. SILVERMAN *SS*

I. PURPOSE

You will be presented with Policy Recommendations from the WORKING WOMEN COUNT! survey conducted by the Department of Labor Women's Bureau. This is an opportunity to highlight the priority you give to the concerns and interests of working women across this country and the role working women play in your administration.

II. BACKGROUND

On May 5, 1994, the Department of Labor's Women's Bureau launched the Working Women Count! questionnaire at the White House with First Lady Hillary Rodham Clinton. This "customer survey" demonstrates that this Administration cares about the concerns of 58 million working women. More than 250,000 women from around the country responded. Over 1,600 partner organizations in all 50 states, Guam, Puerto Rico and the Virgin Islands helped distribute the questionnaire. These partners included large and small businesses, national and local organizations, unions, newspapers, magazines and women's groups. A parallel national telephone survey of 1,200 women, selected from a scientifically random sample, was conducted in June, 1994.

In October, the Vice President received on your behalf the findings of the Working Women Count! survey from Secretary Robert Reich and Karen Nussbaum. In a directive read by the Vice President, you requested the Policy Recommendations you will receive today.

Survey Results

The Working Women Count! survey identified three chief concerns:

I. Pay and Benefits

- Working women reported that 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.

II. Work and Family

- Women reported that 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 work force, 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 the respondents of all ages. 56% of mothers with children five and under say that "finding affordable child care" is a serious workplace problem.

III. Valuing Women and Women's Work

- Working women reported that 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 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.

Recommendations

The Working Women Count! report includes three main policy recommendations:

I. Pay and Benefits Recommendations

- Proposed increase in minimum wage to \$5.15 over two years (announced in January).
- Better pay through streamlined federal contract compliance.
- Establish a Fair Pay Clearinghouse to assist women and men with retirement and

- pension planning.
 - 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 (Middle Class Bill of Rights).
 - Proposed penalty-free withdrawals from Individual Retirement Accounts for elder care costs (Middle Class Bill of Rights).
 - 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 (Middle Class Bill of Rights).
 - Proposed G.I. Bill for American workers to give skill grants of \$2,260 to purchase training of their own choosing (Middle Class Bill of Rights).
 - Proposed expansion of Individual Retirement Accounts for training expenses (Middle Class Bill of Rights).
 - 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.

Marina Foley

Marina Foley will represent working women who answered the survey. Last July, when she sent in the questionnaire, Marina lived in Waterbury, Connecticut, was employed full-time, and was her family's sole earner and source of benefits. Marina's husband had been out of work for nine months after his third layoff in a row.

Marina wrote a letter directly to you along with her questionnaire. (A copy of that letter is attached and your response, dated April 10). Since filling out the questionnaire, Marina and her family moved from Connecticut to Tallahassee, Florida. John finally found a job in sales with a tire company in Tallahassee; the Foley family moved south.

Marina now has a full-time job. John's hours are long and irregular, so she's covering a lot at home, too.

Marina is a registered Republican, but is an enthusiastic supporter of the Administration. The level of interest she has received from other Administration officials has demonstrated to her just how much people in Washington really do care about women like her and how this Administration really "gets it." She has not expected a reply from you to her letter, and will be thrilled to receive it.

Women and Your Administration

- Your administration has 6 women at Cabinet level positions (Janet Reno, Donna Shalala, Hazel O'Leary, Carol Browner, Alice Rivlin, Madeleine Albright), and Laura Tyson and Carol Rasco chair policy councils.
- Your administration 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.
- Your administration has also been a friend to entrepreneurial women. The Small Business Administration has established a women's mentoring program and made more business loans to women.
- Many of the most rewarding jobs of the future will be in the scientific and health professions, yet few women have obtained degrees in math and science. Your administration is working to reverse that trend by promoting educational policies that will increase the number of working women who complete degrees in math, science, and engineering. And, your School-to-Work Opportunities Act is assisting women and girls in developing the skills they need to compete for high-wage, high-skill jobs in fields traditionally dominated by men.
- You signed the Family Leave Act, allowing workers to take up to 12 weeks of unpaid leave to take care of an infant or loved one without losing their jobs.
- An Administration's accomplishments memorandum is attached.
- Women will be significant beneficiaries of your proposed Middle Class Bill of Rights, including the minimum wage increase and tax reductions.

III. PARTICIPANTS:

First Lady Hillary Rodham Clinton

Secretary Reich

Karen Nussbaum

Marina Foley (a working woman from Tallahassee, Florida)

Marina's husband, John, and two daughters, Jamie (12) and Kelly (9) will be seated in the first row of the audience.

IV. PRESS PLAN:

Open press.

V. SEQUENCE OF EVENTS:

To be provided by Social Office.

VI. REMARKS:

Remarks provided by speech writers.

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 here decent ~~living~~ and try 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 get 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. - Marisa Foley 203 271-3880 ^W_{JS}

THE WHITE HOUSE

WASHINGTON

April 10, 1995

Ms. Marina Foley
6432 Cavalcade Trail
Tallahassee, Florida 32308

Dear Marina:

Secretary Reich and Karen Nussbaum recently shared your letter with me, and I appreciate your taking the time to let me know of your experiences as a working woman. I know that many women and their families are struggling to meet similar challenges -- paying for necessities, keeping the family together, and meeting responsibilities at work. I am not surprised that you are exhausted. Certainly, you are not alone.

My Administration has been working for the past two years to address the concerns you and the 250,000 other "Working Women Count!" respondents raised -- to increase economic opportunity, provide tax relief for families with modest incomes, and make workplaces more responsive to family needs. However, much remains to be done, and I'm confident that the recommendations that the Department of Labor is presenting today will address many of the issues you have raised.

We are now coming together to identify the ways in which employers, organizations, individuals, and government can assist working women and their families to improve their lives. The experience that you so thoughtfully shared with me and the nation will help guide our way.

Sincerely,

PRESIDENT WILLIAM JEFFERSON CLINTON
WORKING WOMEN COUNT!
ROSE GARDEN
APRIL 10, 1995

[Acknowledgements: Vice President Gore; Secretary Reich; Women's Bureau Director Karen Nussbaum]

Thank you, Marina [Foley], for your wonderful remarks and for the powerful example of your life. Last summer, Marina and a quarter-million other working women told me what was on their minds. From factories, farms, and boardrooms -- the working women of America made their voices heard.

This afternoon, I want to share what a few more of these women said. A working mother from Milwaukee said: "Between balancing home and work and job, you always feel like you are doing four things at one time. You're doing your job but you're thinking about what you are going to cook for supper and who is going to pick up the kids."

And a 34-year old woman put it this way: "Being a working woman is like having two full-time jobs; we're expected to be perfect in both career and taking care of the home, but without adequate compensation for either."

As the son of one working woman and the husband of another, let me say clearly: I hear you. The 60 million American women who work for pay deserve better. And with the recommendations I've just received we're ready and committed to turning this understanding into action.

While the voices of the Working Women Count participants were diverse, the convictions they expressed were bound by a common thread. Women -- indeed, all working people -- want the opportunity and the means to lead successful lives. They want to be treated as assets to be developed, not costs to be cut. They want to work in an environment that treats them with dignity, respects the value of their families, and invests in their skills. And we've got to do that not only because it's fair, but because it's smart.

As the First Lady said, I ran for office to make sure government would put people first. I believe very deeply that women are vital not only to the prosperity and health of our nation, but to all nations. That's why women are so prominent in my administration and why their needs are addressed in the Clinton agenda.

I feel pretty good about what my Administration has done for women, but I'm not going to be satisfied until we do more. So I welcome these recommendations, which will help us to renew the American Dream for all Americans and especially for American women.

Government must create opportunity and demand responsibility. We must equip our people, including women, while we continue our efforts to restore the economy, create jobs and reduce the deficit. We have done much already, but we still have more to do. The most important thing is to equip people with the skills they need to compete and win in today's economy.

We must strengthen the social safety net of the middle class -- education -- and that's why I've proposed giving a tax deduction for college education and job training; by streamlining our job training programs and giving Americans vouchers to find the program that's right for them; and by expanding the direct lending program for college students -- making it easier to get both a loan and to pay it back.

And as so many of the women who responded to this survey know, we must raise the minimum wage. It must be raised so that working mothers and fathers and their children will not have to worry about being punished for doing the right thing by going to work every day.

And these efforts will build on what we've already accomplished for working women and their families. The first bill I signed was the Family and Medical Leave Act, which allows working women -- and working men -- time to care for a sick parent or a new baby. The earned income tax credit provides tax relief to 15 million working families with modest incomes. More kids can now participate in Head Start. Last month, I signed an executive order to make the federal government a model employer in the area of child support enforcement.

But what we're talking about today isn't just about passing laws. It's about changing lives -- lives that matter to every one of us. My mother worked for over 30 years as a nurse and was deeply proud of what she did. She worked in the face of many hardships to make a better life for our family. My wife Hillary has worked her whole life -- combining her dedication to a profession and her family.

But these are hardly unique stories. Recently, in Atlanta, I met a woman who runs a day care center there. She told me about a young boy who one day at lunchtime missed his mother so much that he drew a large picture of a head, and taped it to the chair next to his. All during lunch, he talked to his drawing and wouldn't let anyone sit in that chair. These are the tough situations children -- and parents -- today face.

So, it is with stories like these in mind that I accept the recommendations of Working Women Count. We have heard their advice, and now we will work as hard as we can to put these recommendations into action.

THE WHITE HOUSE
WASHINGTON

TO: THE PRESIDENT
THE FIRST LADY

DATE: Monday, April 10, 1995

WHAT: WORKING WOMEN COUNT EVENT

WHERE: Rose Garden

TIME: 1:30 p.m.

of GUESTS: 150/Business Attire/Open Press

FROM: Ann Stock, Sarah Farnsworth

=====

12:45 p.m. East Visitor Gate opens for guest arrival. Guests will hold in the First Ladies Garden until time to be seated for event.

1:30 p.m. Upon conclusion of briefing, Marina Foley and her family are escorted to the Oval Office and introduced to **THE PRESIDENT and the FIRST LADY**, Secretary Reich and Karen Nussbaum.
(WH Photo)

PROGRAM BEGINS:

- **The First Lady**, Sec. Reich and Karen Nussbaum are announced from the Oval Office and proceed to seats on stage.

- **THE PRESIDENT** and the Foley Family are announced from the Oval Office.

- **THE PRESIDENT** and Marina Foley proceed to seats on stage. The Foley Family is escorted to reserved seats in the front row by a Social Aide.

WORKING WOMEN EVENT
ROSE GARDEN
MONDAY, APRIL 10, 1995
Sequence/Page 2

Speaking Program:

- **THE FIRST LADY** makes remarks and introduces Secretary Reich.
- **Sec. Reich** makes remarks and introduces Karen Nussbaum.
- **Karen Nussbaum** makes remarks and introduces Marina Foley.
- **Marina Foley** makes remarks and introduces **THE PRESIDENT**.
- **THE PRESIDENT** makes remarks.

Program concludes, **THE PRESIDENT** and **THE FIRST LADY** exit stage left to greet guests seated off stage, work ropeline and return to the Oval Office.

Sec. Reich and Karen Nussbaum proceed to the Press Briefing Room.

Guests exit Southeast Gate.

NOTE: Approx. 40 guests are seated off stage (20 on each side).

REPORT DATE 04/07/95
REPORT TIME 06:47PM

Working Women Count! Event - Monday, April 10, 1995 - 12:45PM
Contact Social Office X7787

THE PRESIDENT AND MRS. CLINTON

Ms. Catherine Ahl
National Military Family Association
Ms. Jeannette Allen
Suitland, MD
Ms. Verlette Allen
Hyattsville, MD
Ms. Martha Arias
Washington, DC
Ms. Lauren Asher
Mr. Bill Avery
National Black Women's Health Project
Mr. Kris Balderston
Deputy Chief of Staff, Department of Labor
Ms. Alice Hilseweck Ball
Girls Inc.
Hon. Mary Jo Bane
Assistant Secretary for Children & Families, Department of Health
and Human Services
Ms. Helen Bank
Ms. Ellowese Bargainier
Fraternal Order of Police
Ms. Marie Bass
Bass and Howes
Ms. Catherine Bennett
Pfizer Inc.
Ms. Susan Bianchi-Sand
Executive Director, National Committee on Pay Equity
Hon. Anne Bingaman
Assistant Attorney General, Antitrust Division, Department of
Justice
Ms. Kathleen Bonk
Co-Director, Communications Consortium
Ms. Ann Bookman
Ms. Deborah Briceland-Betts
Older Women's League
Lt. Victoria Elaine Brock
Temple Hills, MD
Ms. Cynthia Brown
Executive Director, Southerners for Economic Justice
Ms. Susan Bruck
President, B'nai B'rith Women
Ms. Dorothy Bryant
Odenton, MD
Ms. Kathy Jo Bryant
American College of Obstetricians and Gynecologists

Working Women Count Event - April 10, 1995

Ms. Iris Burnett
Chief of Staff, USIA

Ms. Mary Beth Cahill

Ms. Nancy Duff Campbell
Co-President, National Women's Law Center

Ms. Valencia Campbell
Fort Washington, MD

Ms. Ellen Carno
Director of Public Relations, Au Bon Pain

Ms. Mimi Castaldi

Ms. Letitia Chambers
President, Chambers Associates Inc.

Ms. Victoria Calvert Chapman
Women in Gov't. Relations

Hon. Bonnie Cohen
Assistant Secretary, Policy, Management & Budget, Department of
the Interior

Ms. Rubi Coles
Women Work!, Retail, Wholesale & Dept. Store Union, AFL-CIO

Ms. Helen Coronado
Special Assistant to the President, National Council of La Raza

Ms. Jean Countee
Suitland, MD

Ms. Delores L. Crockett

Ms. Lynn Cutler
Senior Vice President, The Kamber Group

Ms. Susan Dahlquist
Deputy Pac Director, National Committee to Preserve Social
Security & Medicare

Ms. Clare Dalton

Mr. Tom Donahue
Secretary-Treasurer, AFL-CIO

Ms. Betty Dooley
Executive Director, WREI

Ms. Evy Dubrow
ILGWU

Ms. Patricia Duff
New York, NY

Ms. Carol Eberling
American Home products

Ms. Carol Edgarr

Ms. Janice Enright

Ms. Nancy Evans
Association of Junior League

Ms. Holly Fechner
Takoma Park, MD

Ms. Kathy Fleming
Washington, DC

REPORT DATE 04/07/95
REPORT TIME 06:47PM

Working Women Count Event - April 10, 1995

Ms. Debra Foerter
Waldorf, MD

Ms. Marina Foley

Mr. John Foley

Mr. Jamie Foley

Ms. Kelly Foley

Ms. Carol Tucker Foreman
Foreman & Heidepriem, Inc.

Ms. Lela Foreman
Communications Workers of America

Ms. Lela Foreman

Ms. Maxine Forman
Manager of Women's Initiatives, AARP

Ms. Jody Franklin
Department of Labor

Ms. Frances Friedman
L.V. Power and Associates

Ms. Patricia Friend
President, Association of Flight Attendants

Ms. Ellen Galinsky
Co-President, Families & Work Institute

Hon. Tom Glynn
Deputy Secretary of Labor, Department of Labor

Ms. Sue Graham
Silver Spring, MD

Ms. Cheryl Gray-Muldow

Ms. Marica Greenberger
Co-President, National Women's Law Center

Ms. Elinor Guggenheimer
New York, NY

Ms. Audrey Haines
Executive Director, Business and Professional Women

Hon. Karen Hancox
Special Assistant to the President for Legislative Affairs

Ms. Heidi Hartmann
Institute for Women's Policy Research

Ms. Li Ping He
Rockville, MD

Ms. Michelle Healy
Organizer 9 to 5, National Assoc. of Working Women DC Area

Ms. Jessica Heard
Washington, DC

Ms. Nicki Heidepriem
Washington, DC

Dr. Dorothy Height
President, National Council of Negro Women

Hon. Alexis Herman

REPORT DATE 04/07/95
REPORT TIME 06:47PM

Working Women Count Event - April 10, 1995

Ms. Gracia Hillman
Executive Director, League of Women Voters

Ms. Glenda Hodges
Clinton, MD

Ms. Judith Hofmann
W.R. Grace & Co.

Ms. Rosemary Holmes
Department of Labor Security Office

Ms. Cindy Hounsell
Director of Women's Pension Project

Ms. Joann Howes
National Breast Cancer Coalition

Ms. L'Tanya D. Hubbard
Camp Springs, MD

Ms. Swanee Hunt
Ambassador

Ms. Daphne F. Jackson
Washington, DC

Ms. Darlene Jackson
Indian Head, MD

Ms. Elizabeth Rose Jerome
Women's Bureau, Department of Labor

Ms. Gloria Johnson
National President, Coalition of Labor Union Women (CLUW)

Ms. Lavonna D. Johnson
Washington, DC

Ms. Elaine Jones
Director/Counsel, NAACP Legal Defense and Education Fund

Ms. Carolyn Kazdin
Legislative Director, Amalgamated Clothing & Textile Workers
Union

Hon. James B. King
Director, Office of Personnel Management

Ms. Susan King

Ms. Sarah Kovner
Department of Health & Human Services

Mr. Arthur L. Krupp
President, People for the American Way

Ms. Celinda Lake
President, Lake Research

Ms. Winnifred C. Lee
Washington, DC

Ms. Nancy Leon
National Hispana Leadership Institute

Ms. Ann Lewis
Vice President for Public Policy, Planned Parenthood

Ms. Glenda Lewis
Washington, DC

REPORT DATE 04/07/95
REPORT TIME 06:47PM

Working Women Count Event - April 10, 1995

Ms. Judy Lichtman
President, Women's Legal Defense Fund

Ms. Leslie Loble
Department of Labor

Ms. Shelley A. Longmuir
United Airlines

Ms. Diana MacArthur
CEO & Chair of the Board, Dynamac Corp.

Ms. Judy Makoe
American Association of University Women

Ms. Judy Makoe

Mr. Frank Mankiewicz
Hill and Knowlton

Ms. Cindy Marano
Executive Director, Wilder Opportunity for Women (WOW)

Ms. Rosa Marshall
Columbia, MD

Ms. Prema Mathai-Davis
Executive Director, YWCA of the U.S.A.

Hon. Doris Matsui
Deputy Assistant to the President & Deputy Director of Public
Liaison

Mr. Singleton McAllister
Nat'l Medical Assoc.

Ms. Mary McAuliffe
Union Pacific

Mr. Gerald McEntee
President, American Federation of State, County & Municipal
Employees

Ms. Eileen McGrath
American Medical Women's Association

Ms. Lorraine McHugh

Ms. Barbara Menefee
Clinton, MD

Ms. Betsy Meyers
Assistant Administrator, Office of Women's Business Ownership

Ms. Kate Michelman
President, NARAL

Ms. Kirsta Millar
Women's Bureau, Department of Labor

Ms. Jill Miller
Women Work!, Retail, Wholesale & Dept. Store Union, AFL-CIO

Ms. Lenore Miller
International President, Retail, Wholesale & Dept. Store Union,
AFL-CIO

Ms. Amy Millman
Executive Director, National Council on Women's Business
Ownership

REPORT DATE 04/07/95
REPORT TIME 06:47PM

Working Women Count Event - April 10, 1995

Ms. Helen Mills
President, The Body Shop Inc.

Hon. Jolene Molitoris
Administrator, Federal Railroad Administration, Department of
Transportation

Mr. Coorlis S. Moody
Director, Office of Economic Impact and Diversity, Department of
Energy

Mr. Ronald Blackburn Moreno
Aspira

Ms. Ruby Moy
Office of Public Liaison

Ms. Mary Nason
Baltimore, MD

Ms. Lillian Perdomo
Washington, DC

Ms. Simone Pero
Women's Bureau, Department of Labor

Ms. Hermelinda Pompa

Ms. Sheila Quarles
National Association of Negro Business & Prof Women's Club

Ms. Diane Quinn

Ms. Rene Redwood
Washington, DC

Ms. Pat Reuss
Senior Policy Analyst, NOW Legal Defense & Education Fund

Ms. Amy Robins
Women's Bureau, Department of Labor

Ms. Kate Robinson
Manager, News Polling, Prodigy Services Co.

Mr. Fleming (Billy) Rose
Department of Labor

Ms. Cindy Roy
Newburg, MD

Ms. Kristen Schneeman

Ms. Maureen Shea
Democratic National Committee

Ms. Marie Sherette
Upper Marlboro, MD

Ms. Vicki Shu
Arlington, VA

Ms. Elizabeth Smith

Ms. Karen Spurgeon
Washington, DC

Ms. Julia M. Stasch
Deputy Administrator, General Services Administration

Mr. John Sweeney
President, Service Employees International Union

REPORT DATE 04/07/95
REPORT TIME 06:47PM

Working Women Count Event - April 10, 1995

Ms. Linda Tarr-Whelan
President & Executive Director, Center for Policy Alternatives

Ms. Patricia Tompkin
Executive Director, National Black Nurses Association

Ms. Mindy W. Turbov
Special Assistant, Office of Housing, HUD

Hon. (Dr.) Laura D'Andrea Tyson
Chairman, Council of Economic Advisers

Hon. Melanne Vermeer
Deputy Assistant to the President & Deputy Chief of Staff to the
First Lady

Ms. Yasmina Vinci
Executive Director, National Association of Childcare Resource &
Referral Agencies

Ms. Claudia Wayne
NCECW

Ms. Vanessa Weaver
Alignment Strategies

Mr. Carliss Weaver
Vice President of Operations, Alignment Strategies

Ms. Shelia Wellington
President, Catalyst

Ms. Ann Wexler
The Wexler Group

Ms. Barbara Willer
Director of Public Affairs, National Association of Education for
Young Children

Ms. Carrie Wofford
Women's Bureau, Department of Labor

Ms. Faith Wohl
Director, Office of Workplace Initiatives, General Services
Administration

Ms. Barbara Woolley
Health Care Task Force, Public Liaison Office

Lt. Matice Wright
Bowie, MD

Ms. Mary Young
Washington, DC

Working Women Count Event - April 10, 1995

REGRETS

Ms. Barbara R. Arnwine
Lawyers' Committee for Civil Rights Under Law

Mr. Morton Bahr
President, Communications Workers of America

Ms. Virginia Trotter Betts
President, American Nurses Association

Ms. Margaret Blackshire
Secretary Treasurer, Illinois AFL-CIO

Ms. Darcy Bradbury
Department of the Treasury

Ms. Ellen Bravo
9 to 5

Dr. Anne Bryant
Executive Director, American Association of University Women

Ms. Becky Cain
President, League of Women Voters

Mr. Ron Carey
President, International Brotherhood of Teamsters

Ms. Susan Cowell
Vice President, International Ladies Garment Workers Union

Mr. Douglas Dority
President, United Food & Commercial Workers Int'l Union

Mr. Robert Dunn
President, Business for Social Responsibility

Ms. Sara Ehrman
4400 Edmunds Street, NW, Democratic National Committee

Ms. Marian Wright Eldelman
President, Children's Defense Fund

Ms. Dana Friedman
Co-President, Families & Work Institute

Ms. Kathy Garmezzy
Executive Director, Hollywood Women's Policy Center

Hon. Jamie Gorelick
Deputy Attorney General, DOJ

Hon. Lorraine A. Green
Deputy Director, Office of Personnel Management

Ms. Ellen Gresmer
New York, NY

Ms. Mandy Grunwald
Washington, DC

Ms. Gloria Gutierrez
Deputy Assistant Secretary for Administration, Department of Commerce

Mr. Frank Hanley
President, International Union Operating Engineers

Working Women Count Event - April 10, 1995

Ms. Marilyn Harris
USX Corporation

Mr. Arnold Hiatt
Chairman of the Board, Stride Rite Foundation

Hon. Kathryn Higgins
Assistant to the President & Cabinet Secretary

Ms. Susan Katz
President, National Council of Jewish Women

Hon. Madeleine Kunin
Deputy Secretary of Education, Department of Education

Ms. Daphne Kwok
Organization of Chinese Americans

Ms. Ellen Malcolm
President, Emily's List

Ms. Laramie McNamara
Bank of America

Mr. Ralph Neas
Executive Director, Leadership Conference on Civil Rights

Ms. Rosemary O'Brien
New York, NY

Ms. Deborah Phillips
National Research Council, Board on Children and Families

Ms. Joann Piccolo
Vice President, Motorola, Inc.

Ms. Ann Pride
Federal Government Affairs Executive, Entergy Corporation

Ms. Cassandra Pulley-Robinson
Deputy Administrator, Small Business Administration

Hon. (Ms.) Carol Rasco
Assistant to President for Domestic Policy

Ms. Barbara Reisman
Child Care Action Committee

Mr. Albert Shanker
President, American Federation of Teachers, AFL-CIO

Ms. Sally Smith
Pacific Telesis Group

Ms. Sara Torres
President, National Association of Hispanic Nurses

Ms. Dorothy Walsh
Dir. Federal Relations, Ameritech

Ms. Kathryn Whitfill
President, National PTA

Ms. Betsey Wright
Senior Vice President, The Wexler Group

Hon. Janet Yellen
Governor, Federal Reserve Board

Mr. Raul Yzaguirre
President, National Council of La Raza

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The Washington Times

View Related Topics

April 11, 1995, Tuesday, Final Edition

SECTION: Part A; NATION; Pg. A3

LENGTH: 713 words

HEADLINE: Clinton approves suggestions to improve working **women's** lot

BYLINE: J. Jennings Moss; THE WASHINGTON TIMES

BODY:

The White House yesterday continued its effort to address **women's** concerns, with President Clinton holding an event designed to show his administration is committed to helping working **women**. Critics called the move "pandering."

Mr. Clinton shared the stage with **Hillary Rodham Clinton** and a working mother from Florida to announce that he was accepting Labor Department suggestions to improve conditions for working **women**.

Most of the proposals have been made previously and apply to men as well as **women**: an increase in the minimum wage and certain tax breaks. Mr. Clinton also cited streamlined procedures for identifying federal contractors that discriminate against **women** workers and increasing the availability of high-quality day care.

Last month, Mr. Clinton staged another event to introduce the first director of a special Violence Against Women Office in the Justice Department and to mobilize support among women for the crime bill passed last year.

Also last month, senior female administration officials held a women-only briefing with selected female reporters to discuss the administration's policies toward women.

Beverly LaHaye, president of Concerned Women for America - a group at odds with much of Mr. Clinton's family policy, especially on abortion - said the administration's focus on women must be viewed "in a political context."

"He is already running for the 1996 elections," she said. "We didn't hear this much about [women's issues] last year, but this year as we build toward the elections, he's trying to reach out and to the women. . . . I think it's pandering," she said.

While some female critics privately agreed with this assessment, Anita Blair, executive vice president of the Independent Women's Forum, said "pandering" was too strong a word, but she said the White House clearly has its attention on getting Mr. Clinton re-elected.

"This is a political exercise. This is a transparent exercise to shore up President Clinton's last remaining constituency, and that's liberal women. . . . All of this undoubtedly is intended to keep women in the Democratic Party, to prevent them from being a negative wedge," Ms. Blair said.

But Harriett Woods, president of the National Women's Political Caucus, said Mr. Clinton's focus on the issues was "long overdue."

"If they were changing their positions, they might be criticized," she said. "In this case, they're just trying to make sure their positions are known. The president wants to make sure his message gets out. It's very important that he connect with the concerns of women."

White House spokesman Michael McCurry rejected any political characterization of yesterday's event. He noted that by going on television during the NCAA basketball tournament, by duck hunting and by talking about "angry white men" during a speech last Saturday, the argument could be made that Mr. Clinton was appealing to male voters.

"Saying you're targeting women is so nonsensical. It's like saying you're targeting voters," Mr. McCurry said. "We want women to understand that the president is making a determined effort to address their specific needs. . . . Good policies make for good politics."

Mr. McCurry acknowledged that when the presidential election season heats up, the Clinton re-election team will make specific efforts to reach women - either to get Democratic women energized to turn out or to persuade independent women to vote for Mr. Clinton. But he said that time had not come.

Historically, women vote in greater numbers than men, and this gender gap increased during the 1992 presidential election when the electorate was 54 percent female, a growth of 2 percentage points.

Women also showed a preference for Mr. Clinton. While he took 44 percent of the overall vote, Mr. Clinton captured 51 percent of the women's vote. His opponents, George Bush and Ross Perot, were more popular with men than with women.

But during the historic mid-term elections in November, analysts said more women shifted their votes to Republicans. Exit polls showed that 46 percent of women voted for GOP congressional candidates.

GRAPHIC: Photo, President Clinton laughs with Marina Foley, who described trials of working women in a letter to the president., By AP

LANGUAGE: ENGLISH

LOAD-DATE: April 11, 1995

Search within these results:

This will only search up to 1,000 documents, even if your original search retrieved more.

Power Search;hlead (hillary /2 clinton and women)

Clinton Presidential Records Digital Records Marker

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SCHEDULE FOR HILLARY RODHAM CLINTON
FRIDAY, MAY 19, 1995
FINAL

Lead Advance,
New York, NY: Brian Gallagher
Waldorf Astoria Hotel Room # 24Y
301 Park Ave.
Phone: 212-355-3000
Fax: 212-872-7272
Cellular: 202-757-9221
Pager: 1-800-SKYPAGE PIN#216-8064

Press Lead: Ian Alberg

Site Advance: Lizzie Asher

Scheduling Desk: Julie Hopper
202-456-7561 office
202-456-2317 fax
202-387-6842 home
1-800-528-7823 WHCA #5446

PREV RON Waldorf Astoria Hotel
301 Park Ave. (Park and 50th)

NOTE TO STAFF:
Baggage Call: Baggage should either be left outside your room by
7:00 am, or bring it to the motorcade no later than 7:20 am.

7:30 am DEPART The Waldorf Astoria Hotel
EN ROUTE Ed Sullivan Studio
[Drive Time: 10 minutes]

7:40 am ARRIVE Ed Sullivan Studio
53rd Street Entrance

Greeters:

- Jim Murphy; Exec. Producer
- Jennifer Huscrick; Assoc. Producer

7:45 am-
8:00 am HOLD
6th Floor Green Room

8:00 am-
9:00 am CBS THIS MORNING
Studio
LIVE BROADCAST

NOTE: There will be press viewing the broadcast from the Green Room.

SCHEDULE FOR HILLARY RODHAM CLINTON
FRIDAY, MAY 19, 1995
PAGE 2

PARTICIPANTS:

- HRC
- Harry Smith
- Paula Zahn

FORMAT:

-- Video on mammograms (1 minute and 30 seconds)

8:07am

-- HRC is introduced by Harry Smith and Paula Zahn

-- Paula Zahn and Harry Smith Q & A (5 minutes)

-- There are 6 segments of Q & A from the audience
(4 minutes each)

9:15 am

DEPART CBS Studio

EN ROUTE The Airport

[Drive Time: 35 minutes]

NOTE: Sarah Lazin will greet HRC on departure from the studio.

9:50 am

ARRIVE The Airport

FBO: Signature Flight Support

Marine Air Terminal (Port Authority Bldg)

Phone: 718--476-5200 Main Line

Hold: 718-457-3955

Fax: 718-476-5239

CLOSED PRESS AND PUBLIC DEPARTURE

10:00 am [EDT] **WHEELS UP** New York, NY

FLIGHT TIME: 50 MINUTES (NC)

10:55 am [EDT] **WHEELS DOWN** Washington, DC

Dulles Intl Airport

FBO: Hawthorne Dulles Inc.

North Point Road

Phone: 703-661-0150

Fax: 703-661-0152

11:00 am

DEPART Dulles Airport

EN ROUTE The White House

[Drive Time: 40 minutes]

SCHEDULE FOR HILLARY RODHAM CLINTON
FRIDAY, MAY 19, 1995
PAGE 3

11:40 am ARRIVE The White House South Portico

12:00 pm-
1:00 pm LUNCH

1:25 pm OFFICIAL PHOTO w/Gary Schweikert
Diplomatic Reception Room
WH PHOTO ONLY

1:30 pm-
1:40 pm OFFICIAL PHOTO w/NY Public School Children
East Room
WH PHOTO ONLY

PARTICIPANTS: Approx. 100 kids expected to attend

FORMAT:
- Group photo

1:45 pm-
2:15 pm PRIVATE MEETING
HRC's Office
CLOSED PRESS

2:40 pm-
2:55 pm DROP BY Asian-American Reception
Room 450, OEOB
CLOSED PRESS -- WH PHOTO ONLY

PARTICIPANTS: Approx. 200 expected to attend

NOTE: HRC will be the first speaker in the program.

FORMAT:
- Doris Matsui intros HRC
- HRC delivers brief remarks

3:00 pm-
3:10 pm VIDEO
Room 459, OEOB
WH PHOTO ONLY

Video: New England Women's Health Care Forum

SCHEDULE FOR HILLARY RODHAM CLINTON
FRIDAY, MAY 19, 1995
PAGE 4

Length: 3-4 minutes

3:15 pm-

3:30 pm

PVT MTG w/Maggie Williams and Patti Solis
Maggie William's OEOP Office, Room 100

3:30 pm-

3:45 pm

PVT MTG w/Maggie Williams
Maggie William's OEOP Office, Room 100

3:45 pm-

5:00 pm

OFFICE/PHONE TIME

5:00 pm-

6:00 pm

WOMEN'S BUREAU EVENT [w/POTUS]
South Lawn (Tent)
Attire: Casual Business
OPEN PRESS during remarks

PARTICIPANTS: Approx. 1000 expected to attend

FORMAT:

- Proceed to the Map Room for event briefing
- The President and HRC proceed to the Diplomatic Reception room for meet & greet with approx. 15 guests (see briefing book)
- Sec. Reich and Karen Nussbaum are announced and proceed on stage
- The President and HRC announced to Honors and proceed on stage
- HRC gives welcoming remarks and intros the President
- The President gives remarks and intros Loni Luebben
- Loni Luebben gives brief remarks
- The President thanks guests, exits stage with HRC, work ropeline and depart

SCHEDULE FOR HILLARY RODHAM CLINTON
FRIDAY, MAY 19, 1995
PAGE 5

RON The White House

WEATHER FORECAST FOR WASHINGTON, DC:

-- Mostly cloudy with rain showers, fog and possible
thunderstorms. Wind southeast to northwest at 15 to 20 knots.
Low 64 to 69. High 75 to 80.

WEATHER FORECAST FOR NEW YORK, NY:

-- Rain in the morning. Partly cloudy by the afternoon. Highs
in the mid 70's.

May 18, 1995

RECEPTION IN HONOR OF THE WOMEN'S BUREAU'S 75TH ANNIVERSARY

DATE: MAY 19, 1995
LOCATION: SOUTH LAWN
TIME: 5:00 PM
FROM: ALEXIS HERMAN
BARBARA WOOLLEY

I. PURPOSE:

To kick-off the 75th Anniversary celebration of the Women's Bureau at the Department of Labor. This is an opportunity to highlight the administrations accomplishments for women and to show how this administration values women's work. To engage and motivate women advocates from all 50 states who will be in attendance.

II. BACKGROUND:

The Women's Bureau was established through an act of Congress on June 5, 1920 to "formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency and advance their opportunities for profitable employment." For the past 75 years, the Women's Bureau has served as a voice for fair wages, decent working conditions, safe and healthy workplaces. It has also helped to expand opportunities for training and advancement, create a balance between work and family and fair treatment on the job.

In 1920, there were 8.25 million women workers -- less than 20% of the workforce. Currently, there are 60 million working women -- almost half the workforce. 99% of women will work for pay at some point in their lives.

This event kicks off a series of activities to celebrate the Women's Bureau 75th anniversary. The activities will include a series of briefings and workshops that will build on the Working Women Count! campaign. These events will raise the visibility of working women's issues as mainstream concerns of the middle class and to demonstrate that the federal government has a role to play in solving the problems facing women and their families. This will give us an opportunity to translate economic and employment policies into "kitchen table talk" that women and their families can relate to.

Before the formal program begins, you and the First Lady will meet briefly with Fred Hassan, Senior Vice President, American Home Products (AHP), Carol G. Emerling, Corporate Secretary, Leo C. Jardot, Vice President, Government Relations, and Celeste Rolfe, Supervisor, Packaging Management, Wyeth-Ayerst Laboratories (recently acquired by AHP). AHP is the corporate sponsor of the reception. Victor Kamber, President, and Lynn Cutler, Vice President Group, who represent American Home Products here in Washington, will also participate.

Also, included in the meet and greet will be Mrs. Lonnie Luebben, your 11th grade honors English class teacher from Hot Springs High School. As a working woman who influenced your life, she represents the working women in the audience who work and have families. She will present you with the English textbook she taught you with in the 11th grade. The textbook will be placed into a "Time Capsule" titled the "Voices of Working Women," May 19, 1995. The Time Capsule symbolically represents the voices of America's working women. The Time Capsule contains profiles of a typical day in the lives of 22 representative working women. Their activities and lives on this day, May 19, 1995, will be documented and preserved by the Smithsonian, to be opened in 25 years when the Women's Bureau is 100 years old.

The Women's Bureau has commissioned nine posters from a diverse group of American women artists, which will be displayed at the reception. Each depicts one or more aspects of women's work.

III. PARTICIPANTS:

First Lady Hillary Rodham Clinton
Secretary Reich
Karen Nussbaum, Director, Women's Bureau
Fred Hassan, Senior Vice President, American Home Products
Carol G. Emerling, Corporate Secretary, AHP
Leo C. Jardot, Vice President, Government Relations
Celeste Rolfe, Supervisor, Packaging Management, Wyeth-Ayerst Laboratories (recently bought by AHP)
Victor Kamber, President, the Kamber Group
Lynn Cutler, Vice President, the Kamber Group
Mrs. Lonnie Luebben, Hot Springs, Arkansas

Hon. (Amb.) Harriet C. Babbitt, Permanent Rep. to the
Organization of American States, Department of State
Deborah Dingell, President, General Motors Foundation
Marian Wright Edelman, President, Children's Defense Fund
Hon. William B. Gould IV, Member, National Labor Relations
Board
Wilhelmina Holladay, Director, National Museum for Women in
the Arts
Hon. Margaret Richardson, Commissioner, Internal Revenue

Service

Anne Wexler, Chairman of the Board, The Wexler Group

1,000 women from all 50 states will attend the reception. Included are; administration appointees; supportive women group leaders; DNC contributors; campaign supporters; local labor union representatives; state and local officials; and, participants at the conference.

IV. PRESS PLAN:

Open press.

V. SEQUENCE OF EVENTS:

To be provided by Social Office.

VI. REMARKS:

To be provided by speechwriters.

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Sacramento Bee

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May 20, 1995, STATE FINAL

SECTION: MAIN NEWS; Pg. A22

LENGTH: 240 words

HEADLINE: TIME CAPSULE HONORS **WOMEN**

BYLINE: Bee news services

DATELINE: WASHINGTON

BODY:

Artifacts documenting the lives of working **women** were sealed Friday in a 25-year time capsule at the White House.

And first lady **Hillary** Rodham **Clinton** told a delighted, mostly female audience that in a quarter-century the president, "and her husband," will open it.

The opportunity to make that remark came as hundreds of working women gathered with President Clinton and his wife in a cavernous tent pitched on the South Lawn of the White House to celebrate the 75th anniversary of the Labor Department's Women's Bureau.

The contents of the time capsule, to be kept by the Smithsonian Institution, included the English textbook that Lonnie Leuben used in her 11th-grade English class 30 years ago when one of her students was Bill Clinton.

LANGUAGE: ENGLISH

LOAD-DATE: May 21, 1995

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Power Search;hlead (hillary /2 clinton and women)

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The Associated Press

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May 19, 1995, Friday, AM cycle

SECTION: Washington Dateline

LENGTH: 297 words

HEADLINE: Clintons Look to Woman President Opening Time Capsule in 25 Years

BYLINE: By LAWRENCE L. KNUTSON, Associated Press Writer

DATELINE: WASHINGTON

BODY:

Artifacts documenting the lives of working **women** were sealed Friday in a 25-year time capsule at the White House.

And First Lady **Hillary** Rodham **Clinton** told a delighted mostly female audience that in a quarter century the president, "and her husband," will open it.

The opportunity to make that remark came as hundreds of working **women** gathered with President Clinton and his wife in a cavernous tent pitched on the South Lawn of the White House to celebrate the 75th anniversary of the Labor Department's **Women's** Bureau.

The contents of the time capsule, to be kept by the Smithsonian Institutions, were accumulated for the celebration of the bureau's 100th anniversary in 2020.

They included the English textbook that Lonnie Leuben used in her 11th grade English class 30 years ago when one of her students was Bill Clinton.

"This is the exact book with which she taught our class," Clinton said.

Other relics for the future included a refrigerator magnet from a bank clerk in Cincinnati, an airline ticket from a reservations clerk in Chicago, union pins from a truck driver in Odenton, Md., a magnifying glass from a bank vice president in Atlanta, a uniform nameplate from a police detective in Aurora, Colo., a sermon from a minister in Connecticut and the script of "Forrest Gump" from a movie studio CEO in Los Angeles.

"These are 22 women who have shared a snapshot of their typical day," Mrs. Clinton said. "As we create this time capsule ... we (women) know we have come a long way."

"But there is much to be done," she added. "I hope that whoever is here in 25 years, I hope she and her husband when they open that time capsule"

The audience interrupted with cheers and Mrs. Clinton continued "...will be able to say we have really made progress."

LANGUAGE: ENGLISH

LOAD-DATE: May 19, 1995

Search within these results:

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Power Search;hlead (hillary /2 clinton and women)

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