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Working Women [Binder] [1]

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RESTRICTION CODES

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- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
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Working Women

— **Working Women** —



A REPORT TO THE NATION
Executive Summary

WOMEN'S BUREAU



U.S. DEPARTMENT OF LABOR

WOMEN WORK FOR PAY—in greater numbers, in more occupations, and for more years of their lives than ever before. Today, women make up nearly half of our nation’s workforce, and a staggering 99% of women in America will work for pay sometime during their lives. Nearly every woman has a stake in what happens in the workplace.

Despite the importance of women to today’s economy, not enough is known about how women themselves evaluate their work lives. In May 1994, the Women’s Bureau

launched ***Working Women Count!*** to ask working women about their jobs—what they like, what they do not like, and what they want to change.

We believed that if we spoke to women, they would talk back. And they did. In record numbers.

In only four months, over a quarter of a million women told us what it means to be a working woman in America today. This report reflects their concerns and experiences.

“Not the Run of the Mill Survey”

As part of the Clinton administration effort to “reinvent government,” ***Working Women Count!*** reached out on an unprecedented scale with a publicly distributed questionnaire asking women about their lives as workers.

“This is not the run of the mill survey,” promised First Lady Hillary Rodham Clinton. “This is the experts themselves—working women—telling us what we need to do.”

The Women’s Bureau enlisted more than 1,600 partners to help distribute the questionnaire. The partners include more than 300 businesses, 900 grassroots organizations, 75

unions, daily newspapers, national magazines and Federal agencies—in all 50 States, the Virgin Islands, Guam and Puerto Rico.

In addition to the popular questionnaire, the Women’s Bureau conducted a telephone survey with a scientifically selected, national random sample. This scientific sample provided a benchmark for evaluating the replies of women who chose to be counted in response to the public outreach. **Unless otherwise noted, the figures used to discuss the results of the *Working Women Count!* questionnaire are drawn from the scientific sample.**

Findings: A Consensus for Change

Working Women Count! paints a complex portrait of American working women in the 1990's. The voices of working women in this report reveal their pride and satisfaction at being breadwinners for their families and a significant part of the American workforce. Fully 79% of respondents tell us that they either "love" or "like" their jobs overall.

Working Women Count! also reveals a powerful consensus among working women about what is wrong with their jobs, and what needs to be fixed—a consensus that crosses all occupations and incomes, all generations and races, and all regions of the country.

In addition, the priorities and concerns of the women in the scientific sample mirror those of the self-selected respondents to the public questionnaire. This convergence points to the depth of consensus among America's working women.

Working Women Count! respondents speak with one voice on the following issues:

Pay and Benefits Should Provide Economic Security: Working women tell us they are breadwinners, and frequently the sole support of their households. Yet, 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.

Improving pay scales and health care insurance for all are the two top-ranking priorities for workplace change of respondents in both the scientific and popular samples.

Workplace Culture Should Support and Respect Families: Working women tell us their families are very important to them. Yet, they feel that neither their employers nor public policy adequately recognize or support women's family responsibilities.

The number one issue women want to bring to the President's attention is the

difficulty of balancing work and family obligations. They report that problems with child care are deep and pervasive, affecting families across the economic spectrum.

Opportunity Should Reflect the Value of Women's Work: Working women tell us they have valuable skills and on-the-job experience, but often do not get recognition and credit for what they can do—nor access to training to build their skills and increase their marketability.

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.

Underscoring this consensus, respondents repeatedly express distress and frustration: they are distressed that their work at home and on the job continues to be devalued, and they are frustrated with the visible and invisible signs of inequality.

Respondents are concerned about incidents of discrimination. However, the most frequently described inequities, those that seem to weigh most heavily, are systemic. Time and again, women describe a work world that still compensates women in almost every job and profession at a lesser rate than men, defines jobs done primarily by women as less valuable, and fails to acknowledge that women are mainstays in both the workplace and the home.

As a working mother from Louisiana writes, "My first priority is, and will always be, to care for my family. However, I take my job very seriously and I am entitled to receive the same compensation and consideration for what I do as does any male working in a comparable capacity in the nation."

Issues and Concerns

The questionnaire surfaced a number of issues and concerns that are shared by working women from both the popular and scientific samples. **The numbers cited are drawn from the scientific survey:**

Health and pension benefits are critical concerns. Health care insurance for all ranks as the number one priority for change. Forty-three percent of women who work part-time and 34% of women over 55 years old lack health care insurance. These percentages far exceed the 18% of the general population who lack health insurance. Fifty-seven percent of respondents give their pension plans negative ratings, including 23% who have no pension at all.

Vacation and sick leave benefits are inadequate. While 14% of respondents report having no sick leave, the figure for those earning less than \$10,000 is 31%. Of respondents in blue collar occupations, 46% say they have either inadequate vacation time or none at all.

Stress ranks as working women's number one problem. This problem, identified by almost 60% of all respondents, cuts across income and occupational-groups. It is particularly acute for women in their forties who hold professional and managerial jobs (74%) and for single mothers (67%).

More than half of the sample, 61%, say they have little or no ability to advance. This increases to 69% for blue collar workers and 70% for technical workers.

14% of white women and 26% of women of color report losing a job or promotion on the basis of their gender or race. While women of color report a higher incidence of discrimination, both groups give high priority to "insuring equal opportunity"—50% of white women and 61% of women of color.

63% of mothers with children age five and under, and 61% of single mothers, give high priority to getting paid leave to care for children or relatives. Almost half of the respondents of all ages and family situations support paid leave as a priority for change.

56% of women with children age five and under say "finding affordable child care" is a serious problem, and over half of this group (53%) say "information about and support for dependent care" is a high priority for change.

65% of women say "improving pay scales" is a high priority for change, and 49% say, "I don't get paid what I think my job is worth."

Conclusions: Making Working Women Count!

Working Women Count! gives voice to the hopes and concerns of America's working women.

We heard a consensus for change across occupations and incomes, across races, ages and regions. Respondents told us: that child care is hard to find and difficult to afford; that pay and benefits, especially health care, are neither sufficient nor secure; that training is valued by the professionals who have it and sought by the blue collar women who need it; that discrimination is experienced by women of all races; and that workplace inequalities on the basis of gender are endemic and in need of remedy.

Many of the problems women shared with us are also issues for working men.

While some of the obstacles respondents wrote about stem from discrimination, others reflect the trend toward a workforce anxious about job insecurity, declining benefits, and stagnant wages. The stresses on working families affect all family members and, likewise, the remedies stand to benefit all.

The Clinton administration shares working women's concerns about these problems and is actively working toward solutions.

For example, the first piece of legislation signed by President Clinton was the Family and Medical Leave Act, enacted in 1993 after a ten-year congressional battle and two vetoes by the previous administration. It is an important step, and the first legislation in decades to recognize the need for policy that supports women's work and family responsibilities. In 1994, the President signed the Head Start Reauthorization bill, which provides for the expansion of this very successful child care program—expanding the number of eligible

children and creating some full-day, full-year slots to better serve working parents.

Most importantly, the administration is working to provide greater economic security for all Americans. Expansion of the Earned Income Tax Credit gives a boost to low-income families with an unprecedented income supplement. Passage of the School to Work Opportunities Act provides young women and men with new opportunities for job training and education and demonstrates the importance of investing in our future workforce.

Through tough and consistent enforcement of our labor laws, the Department of Labor has been sending a clear signal to employers that this administration is committed to promoting equal opportunity in the workplace and protecting all workers, regardless of gender, race, age or ability.

Solutions to the problems *Working Women Count!* respondents have identified must come from many quarters.

Positive change will require a cooperative effort, and the imaginations and talents of many individuals and organizations. More than 1,600 partners joined the Women's Bureau out of a shared concern and desire to understand what working women care about. Now each of us—government, business, unions, grassroots organizations, and the media—has an important role to play. And we can each begin by discussing these issues with our own co-workers, our own community organizations, and our own families. We must build the consensus documented in this report into a national consensus for change.

Our challenge? To build high performance workplaces that fully and fairly value women as equal partners in American life.

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America's working women have made their voices heard. In vast numbers and with extraordinary candor and insight, women from every region of the country have responded to this unprecedented questionnaire and told us about their lives. This report is the culmination.

The report weaves a fabric of opinion and experience that is as richly diverse as America's working women themselves. Yet these wide-ranging convictions are unified by a common thread: women—indeed, all working people—want the opportunity and the resources to lead full, productive lives. They want to be treated not as disposable parts, 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.

Moving in this direction is essential. It's essential for reasons of fairness and equality, but it is equally an economic imperative. In today's economy, only one resource offers an enduring competitive edge: people. Everything else—machines, processes, raw materials—can be easily replicated. The only element that cannot be easily duplicated is workers—their skills, their creativity, their capacity to work together.

Investing in America's workers is the key to competitive success. Private companies, government, and labor unions must equip workers—whatever their gender or race—with a set of flexible skills that they can sharpen throughout their working lives. Working women appreciate the urgency of this task. On-the-job training was cited by more than half the women in this questionnaire as a priority for change.

The same is true for giving workers—especially women—authority on the job. This, too, is a matter of both equity and common sense. Workers who are treated fairly, who are respected, and who are given responsibility perform better and produce more. Our best companies have recognized the value of flattening their traditional hierarchies and pushing responsibility to the front-line workers who know the product and customers best.

Still, not every organization is committed to investing in workers' skills and reorganizing the workplace. Some have opted for another route. And that is why it is also essential to block the low road of unsafe conditions, job discrimination, and meager wages. Fair pay and adequate child care, the questionnaire results reveal, are critical to working women and therefore critical to the country. Providing safe, healthy, and family-friendly workplaces is a national priority.

As we continue to reshape workforce policy—
together with employers, women's groups, and community and labor organizations—we will address the issues which working women themselves have so forcefully and eloquently raised.

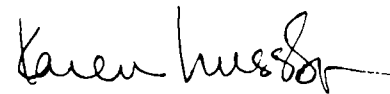
This report—an historic attempt to collect the views of working women—arrives in a Capitol that has already begun to change. Much work remains to improve the lives of working women. But already hopeful signs of progress are emerging throughout the country.

The Clinton Administration began making progress almost immediately upon taking office. For example, the first bill President Clinton signed into law was the Family and Medical Leave Act, which gives workers—men and women—unpaid time off work to care for a new child or a sick relative. The importance of this achievement cannot be underestimated, coming as it did after a decade-long congressional battle and two vetoes by the previous President. This legislation is a landmark achievement, the first legislation in decades to honor women's work and put families first.

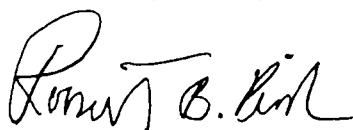
In addition, this year the President signed the Head Start Reauthorization bill, which expands this proven child care program. More children will now be able to participate, and there will be more full-day, full-year slots to better serve working parents.

The Administration is also forging solutions to working women's central concern: economic security. Thanks to the School-to-Work Opportunities Act, more of our nation's young people—both young women and men—will be able to move smoothly from the classroom to a job with a future. The Earned Income Tax Credit, part of the President's economic plan, is providing tax relief for fifteen million working families with modest incomes. And this Administration is vigorously enforcing the laws that promote equal opportunity and prohibit discrimination based on race, gender, age or disability.

We've made a good start. And the voices of America's working women add the fuel to power even greater progress.



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WORKING WOMEN COUNT! A REPORT TO THE NATION,
PLEASE SEND A SELF-ADDRESSED MAILING LABEL TO:
WOMEN'S BUREAU
U.S. DEPARTMENT OF LABOR
ATTN: WWC! REPORT
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Sabrina — this is from the first section, page 1 —

The revolution for gender equality

One of the defining movements of the 20th century has been the relentless struggle for gender equality, led mostly by women, but supported by growing numbers of men. When this struggle finally succeeds—as it must—it will mark a great milestone in human progress. And along the way it will change most of today's premises for social, economic and political life.

The *Human Development Report* has consistently defined the basic objective of development as enlarging people's choices. At the heart of this concept are three essential components:

- Equality of opportunity for all people in society.
- Sustainability of such opportunities from one generation to the next.
- Empowerment of people so that they participate in—and benefit from—development processes.

Equal enjoyment of human rights by women and men is a universally accepted principle, reaffirmed by the Vienna declaration, adopted by 171 states at the World Conference on Human Rights in June 1993. It has many dimensions:

- Equal access to basic social services, including education and health.
- Equal opportunities for participation in political and economic decision-making.
- Equal reward for equal work.
- Equal protection under the law.
- Elimination of discrimination by gender and violence against women.
- Equal rights of citizens in all areas of life, both public—such as the workplace—and private—such as the home.

The recognition of equal rights for women along with men, and the determination to combat discrimination on the basis of gender, are achievements equal in

importance to the abolition of slavery, the elimination of colonialism and the establishment of equal rights for racial and ethnic minorities.

A full analysis of the historical and political movement for gender equality extends far beyond what can be covered in this Report. No numbers, no indices, no policy packages can capture the true essence of that movement. But they can help propel that movement by providing the background of professional analysis.

Human development, if not engendered, is endangered. That is the simple but far-reaching message of this Report

Human development is a process of enlarging the choices for all people, not just for one part of society. Such a process becomes unjust and discriminatory if most women are excluded from its benefits. And the continuing exclusion of women from many economic and political opportunities is a continuing indictment of modern progress.

For too long, it was assumed that development was a process that lifts all boats, that its benefits trickled down to all income classes—and that it was gender-neutral in its impact. Experience teaches otherwise. Wide income disparities and gender gaps stare us in the face in all societies.

Moving towards gender equality is not a technocratic goal—it is a political process. It requires a new way of thinking—in which the stereotyping of women and men gives way to a new philosophy that regards all people, irrespective of gender, as essential agents of change.

The relentless struggle for gender equality will change most of today's premises for social, economic and political life

The human development paradigm must be fully engendered

The human development paradigm, which puts people at the centre of its concerns, must thus be fully engendered. Any such attempt would embrace at least the following three principles:

■ Equality of rights between women and men must be enshrined as a fundamental principle. Legal, economic, political or cultural barriers that prevent the exercise of equal rights should be identified and removed through comprehensive policy reforms and strong affirmative action.

■ Women must be regarded as agents and beneficiaries of change. Investing in women's capabilities and empowering them to exercise their choices is not only valuable in itself but is also the surest way to contribute to economic growth and overall development.

■ The engendered development model, though aiming to widen choices for both women and men, should not predetermine how different cultures and different societies exercise these choices. What is important is that equal opportunities to make a choice exist for both women and men.

In no society do women enjoy the same opportunities as men

An innovation of this year's Report, the gender-related development index (GDI), reflects gender disparities in basic human capabilities—and ranks 130 countries on a global scale. The four top countries are in the Nordic belt—Sweden, Finland, Norway and Denmark, in that order. This is hardly surprising. These countries, much concerned with ending the relative deprivation of women, have adopted gender equality and women's empowerment as conscious national policies. In these countries, adult literacy rates are similar for women and men, and combined enrolment is higher for females. Life expectancy is, on average, about seven years higher for women (compared with an estimated global biological edge of five years). And women's earned income is around three-fourths of men's income.

Several developing countries and areas also do quite well in the GDI rankings:

Barbados (rank 11), Hong Kong (17), the Bahamas (26), Singapore (28), Uruguay (32) and Thailand (33). These countries have succeeded in building the basic human capabilities of both women and men, without substantial gender disparity.

But it is clear from the GDI estimates that in no society do women enjoy the same opportunities as men. The top rank is enjoyed by Sweden, with a GDI value of 0.92—compared with a maximum possible value of 1.00 (maximum achievement with perfect equality). After the top 32 countries, the GDI value drops below 0.80—showing how far women still have to travel towards gender equality even in countries that seem to be doing better on this score. More disturbing is that as many as 45 countries in the sample analysis are below a GDI value of 0.5, showing that women suffer the double deprivation of gender disparity and low achievement.

Another interesting comparison is between the overall HDI rank of a country and its gender-adjusted rank for the GDI—since this shows how equitably basic human capabilities are distributed between men and women. The countries showing GDI ranks markedly higher than their HDI ranks are fairly diverse. They include Denmark, Sweden, Norway and Finland—and the Czech Republic, Slovakia, Hungary, and Poland—and Barbados, Thailand, Sri Lanka, Malaysia, Jamaica and Cuba.

The countries with GDI ranks markedly below their HDI ranks include Argentina, Chile, Costa Rica and several Arab states. Arab countries face a formidable agenda for equalizing gender opportunities—though they have made the fastest progress in the past two decades in several gender-related indicators, particularly in female education.

Among the countries with sharply lower GDI ranks are four industrial countries—Canada (a drop from HDI rank of 1 to GDI rank of 9), Luxembourg (-12), the Netherlands (-16) and Spain (-26 ranks). The real difference is in women's share of earned income compared with men's share—a reflection of the much lower participation of women in the labour force and their lower average wage.

Removing gender inequality has nothing to do with national income

Income is not the decisive factor. Several of the world's poor nations have been able to raise female literacy rates. With limited resources but a strong political commitment, China, Sri Lanka and Zimbabwe raised adult women's literacy to 70% or more. By contrast, several richer countries lag behind.

The decision to invest in the education and health of people, irrespective of gender, seems to cut across income levels, political ideologies, cultures and stages of development. In many cases, a strong political commitment has driven efforts to improve women's human development despite a shortage of resources. Countries applying socialist models, for example, used social and political mobilization to achieve rapid—and equal—progress in education and health for men and women and to engineer social transformations to expand opportunities for women.

Comparing GDI ranks with the income levels of countries confirms that removing gender inequalities is not dependent on having a high income. China is ten GDI ranks above Saudi Arabia, even though its real per capita income is a fifth as high. Thailand outranks Spain in the GDI, even though Thailand's real per capita income is less than half of Spain's. Poland's GDI rank is 50 places higher than Syria's, even though the two countries have about the same real income. So, gender equality can be pursued—and it has been—at all levels of income. What it requires is a firm political commitment, not enormous financial wealth.

Every country has made progress in developing women's capabilities, but women and men still live in an unequal world

Gender gaps in education and health have narrowed rapidly in the past two decades, although the pace of this progress has been uneven between regions and countries:

- Female life expectancy has increased

20% faster than male life expectancy over the past two decades.

- High fertility rates, which severely restrict the freedom of choice for women, have fallen by a third—from 4.7 live births per woman in 1970–75 to 3.0 in 1990–95. Life choices are expanding as women are progressively liberated from the burden of frequent child-bearing and from the risk of dying in childbirth. Maternal mortality rates have been nearly halved in the past two decades.

- More than half the married women of reproductive age in the developing world, or their partners, used modern contraceptives in 1990, compared with less than a quarter in 1980. This planned parenthood has brought women much greater control over their lives.

In adult literacy and school enrolment, the gaps between women and men were halved between 1970 and 1990 in developing countries. Women's literacy increased from 54% of the male rate in 1970 to 74% in 1990—and combined female primary and secondary enrolment increased from 67% of the male rate to 86%. Female rates of adult literacy and combined school enrolment in the developing world increased twice as fast as male rates between 1970 and 1990.

The Arab States have led the advance in women's education, more than doubling female literacy rates. Indeed, the fastest improvement in women's literacy rates—68 percentage points between 1970 and 1990—took place in the United Arab Emirates.

Overall, female primary enrolment in developing countries increased 1.7% a year during 1970–90, compared with 1.2% for male enrolment. Girls' combined primary and secondary enrolment in the developing world jumped dramatically, from 38% in 1970 to 68% in 1992. East Asia (83%) and Latin America (87%) are already approaching the high levels in industrial countries (97%).

Also remarkable is the rapid closing of the gap in higher education. In developing countries, female enrolment at the tertiary level was less than half the male rate in 1970, but by 1990 it had reached 70%. In

It is still an unequal world

The doors to economic and political opportunities are barely ajar

32 countries, more women than men are now enrolled at the tertiary level.

But it is still an unequal world. Among the developing world's 900 million illiterate people, women outnumber men two to one. And girls constitute 60% of the 130 million children without access to primary school. Because population has grown faster than women's education has expanded in some developing regions, the number of women who are illiterate has increased.

During the 20 years from 1970 to 1990, only half the educational gap between men and women was closed. Another 20 years is too long to wait to close the remaining half.

Women's special health needs also suffer considerable neglect. Many developing countries do not provide qualified birth attendants, good prenatal or postnatal care or emergency care during deliveries. In most poor countries, pregnancy complications are the largest single cause of death among women in their reproductive years. Nearly half a million maternal deaths occur each year in developing countries. Too often, the miracle of life becomes a nightmare of death.

While doors to education and health opportunities have opened rapidly for women, the doors to economic and political opportunities are barely ajar

Major forces in closing the gender gaps over the past two decades are higher female enrolments at all levels in developing countries—and rising women's paid employment in industrial countries. But the opportunities open to women have remained limited. The Report marshals detailed evidence of the unequal access to opportunities. Some telling examples:

■ Poverty has a woman's face—of 1.3 billion people in poverty, 70% are women. The increasing poverty among women has been linked to their unequal situation in the labour market, their treatment under social welfare systems and their status and power in the family.

■ Women's labour force participation has risen by only four percentage points in 20 years—from 36% in 1970 to 40% in

1990. Compare that with a two-thirds increase in female adult literacy and school enrolment.

■ Women receive a disproportionately small share of credit from formal banking institutions. They are assumed to have no collateral to offer—despite working much harder than men. For example, in Latin America and the Caribbean, women constitute only 7–11% of the beneficiaries of credit programmes.

■ Women normally receive a much lower average wage than men, because they hold low-paying jobs or work in the informal sector and because they are sometimes paid less than men for equal work. The average female wage is only three-fourths of the male wage in the non-agricultural sector in 55 countries that have comparable data.

■ All regions record a higher rate of unemployment among women than men.

■ In developing countries, women still constitute less than a seventh of administrators and managers.

■ Women still occupy only 10% of the parliamentary seats and only 6% of the cabinet positions.

■ In 55 countries, there are either no women in parliament or fewer than 5%. These countries range from very poor (Bhutan and Ethiopia) to reasonably affluent (Greece, Kuwait, the Republic of Korea and Singapore).

Despite considerable progress in developing women's capabilities, their participation in economic and political decision-making remains very limited.

Another innovation of this year's Report, the gender empowerment measure (GEM), looks at women's representation in parliaments, women's share of positions classified as managerial and professional, women's participation in the active labour force and their share of national income. It ranks 116 countries with comparable data.

Once again, the Nordic countries lead the world, with Sweden and Norway on top. These countries are not only good at strengthening female capabilities but have also opened many opportunities in economic and political fields. The Nordic countries have crossed the critical 30%

FIGURE 1

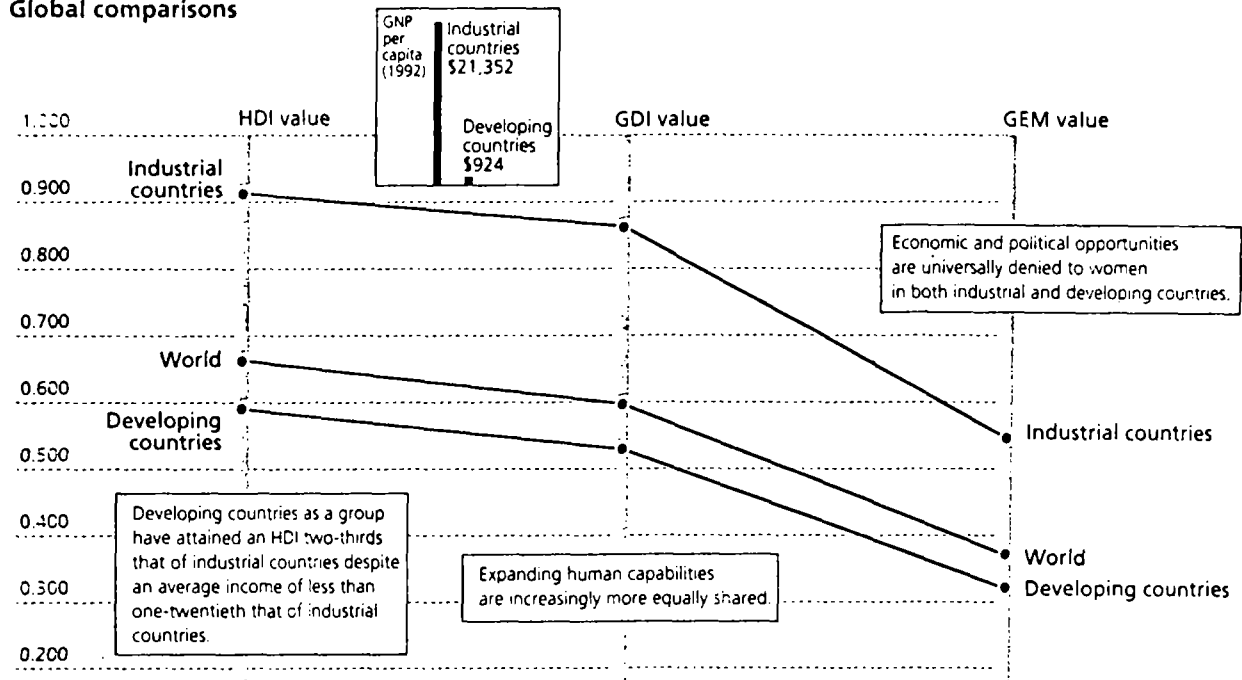
Expanding capabilities, limited opportunities

The human development index (HDI) measures the average achievement of a country in basic human capabilities. The HDI indicates whether people lead a long and healthy life, are educated and knowledgeable and enjoy a decent standard of living.

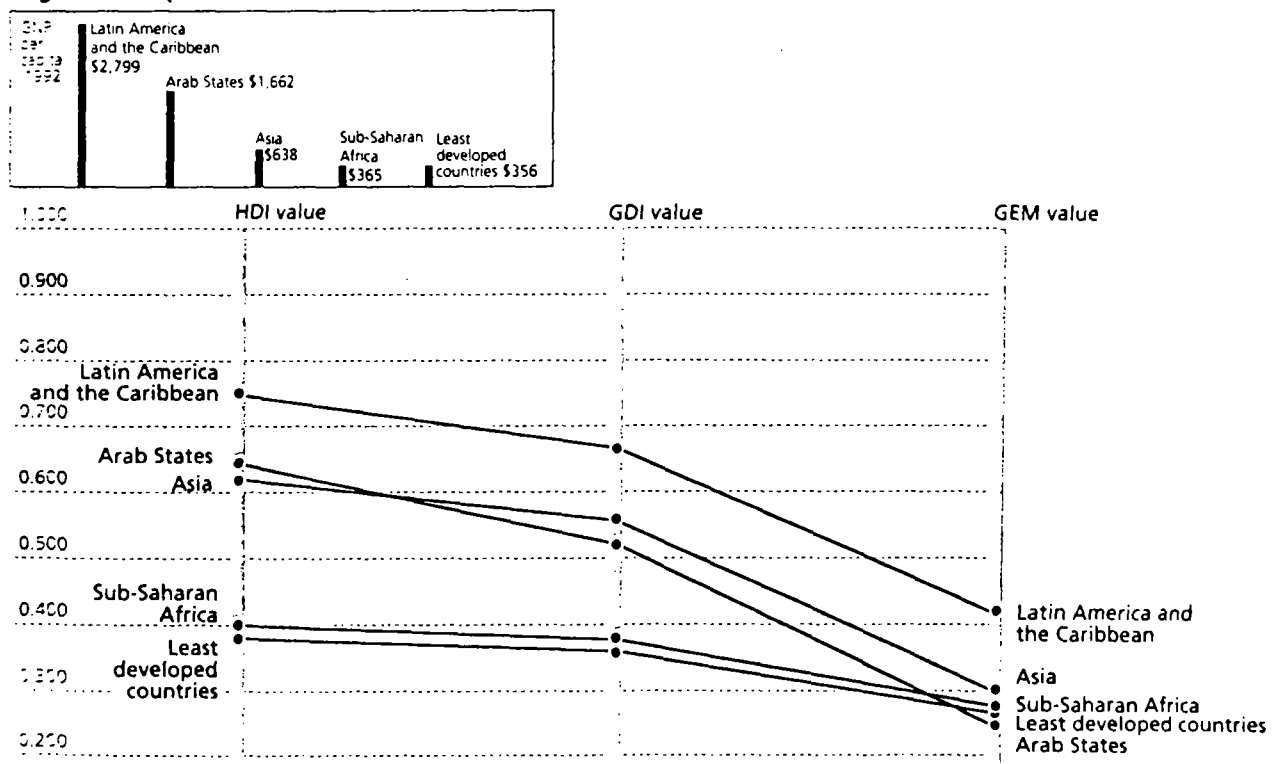
The gender-related development index (GDI) measures achievement in the same basic capabilities as the HDI does, but takes note of inequality in achievement between women and men.

The gender empowerment measure (GEM) examines whether women and men are able to actively participate in economic and political life and take part in decision-making.

Global comparisons



Regional comparisons



NOTE: Figures are calculated for the 104 countries for which estimates of HDI, GDI and GEM are available. The graphs include 27 countries in Africa, 11 Arab States, 17 countries in Asia, 25 countries in Latin America and the Caribbean and 28 of the least developed countries.

*The non-
monetized,
invisible
contribution of
women is \$11
trillion a year*

threshold for women's participation in these spheres of life.

Only nine countries have GEM values above 0.6, compared with 66 countries with a GDI value above 0.6. On the other hand, 39 countries have a GEM value below 0.3, compared with only 13 countries with a GDI value below 0.3. Since the GDI measures gender equality in basic human capabilities and the GEM gender equality in economic and political opportunities, this comparison makes it clear that many countries have a longer distance to travel in extending broad economic and political opportunities to women than they have already traveled in building basic female capabilities.

But it is precisely the participation of women at the highest decision-making levels in political and economic life that can drive the change for greater equality between men and women.

A major index of neglect is that many of women's economic contributions are grossly undervalued or not valued at all—on the order of \$11 trillion a year

The undervaluation of women is reflected in the undervaluation of their work and in the absence of recognition of the contribution that they make. The debate therefore must cover equality of rewards as well as equality of opportunity. Data on time use by women and men for a sample of 31 countries tell a dramatic story:

- Women work longer hours than men in nearly every country. Of the total burden of work, women carry on average 53% in developing countries and 51% in industrial countries.

- On average, about half of this total work time of both men and women is spent in economic activities in the market or in the subsistence sector. The other half is normally devoted to unpaid household or community activities.

- Of men's total work time in industrial countries, roughly two-thirds is spent in paid activities and one-third in unpaid activities. For women, the situation is the reverse. In developing countries, more than

three-quarters of men's work is in market activities. So, men receive the lion's share of income and recognition for their economic contribution—while most of women's work remains unpaid, unrecognized and undervalued.

With no economic value given to these activities, the contribution of women is seriously underestimated, and there is no adequate reward or recognition for the burden of work that women carry. In fact, the failure to value most of their work reduces women to virtual non-entities in most economic transactions—such as property ownership or offering collateral for bank loans.

Since status in contemporary society is so often equated with income-earning power, women suffer a major undervaluation of their economic status. But they carry a higher share of the total work burden. And men's work in the market-place is often the result of "joint production", not a solo effort, since much of it might not be possible if women did not stay at home looking after the children and household.

If women's unpaid work were properly valued, it is quite possible that women would emerge in most societies as the major breadwinners—or at least equal breadwinners—since they put in longer hours of work than men.

The monetization of the non-market work of women is more than a question of justice. It concerns the economic status of women in society. If more human activities were seen as market transactions at the prevailing wages, they would yield gigantically large monetary valuations. A rough order of magnitude comes to a staggering \$16 trillion—or about 70% more than the officially estimated \$23 trillion of global output. This estimate includes the value of the *unpaid* work performed by women and men as well as the value of the *underpayment* of women's work in the market at prevailing wages. Of this \$16 trillion, \$11 trillion is the non-monetized, invisible contribution of women.

Such a revaluation of women's work will thoroughly challenge the present conventions. For husbands to share income with their wives will become an act of entitlement rather than benevolence. The basis of

property rights, divorce settlements, collateral for bank credit—to name only a few areas—will have to change completely. Men will also have to share more of the burden of household and community work.

If national statistics fully reflect the “invisible” contribution of women, it will become impossible for policy-makers to ignore them in national decisions. Nor will women continue to be regarded as economic non-entities in market transactions.

Another major element of discrimination is the unacceptably low status of women in society, with continuing legal discrimination and violence against women

The starkest reflection of the low status accorded to women is the discrimination against them in the law. In many countries, women still are not treated as equal to men—whether in property rights, rights of inheritance, laws related to marriage and divorce, or the rights to acquire nationality, manage property or seek employment.

In 1979, the United Nations approved the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), a path-breaking charter of the legal and human rights of women. But 41 UN member states still have not signed the convention, 6 have signed without ratification, and 43 have ratified the convention with reservations about some of its provisions. In other words, 90 countries have not yet accepted all the tenets of legal equality for women and men. Even in some countries ratifying CEDAW, the implementation of the convention has remained half-hearted and incomplete. So, even under law, the equality of women is not yet assured in many societies—let alone in practice.

The most painful devaluation of women is the physical and psychological violence that stalks them from cradle to grave. For too many women, life is shadowed by a threat of violence.

■ *The devaluation begins even before life begins.* In some countries, testing is used to determine the sex of the fetus, which may be aborted if it is female.

■ *It scars early life.* A third of the women in Barbados, Canada, the Netherlands, New Zealand, Norway and the United States report sexual abuse during childhood or adolescence. An estimated one million children, mostly girls in Asia, are forced into prostitution annually. And an estimated 100 million girls suffer genital mutilation.

■ *It becomes a part of marriage.* Studies in Chile, Mexico, Papua New Guinea and the Republic of Korea indicate that two-thirds or more of married women have experienced domestic violence. In Germany, it is estimated that up to four million women a year suffer from domestic violence.

■ *It is sometimes manifested in rape.* Studies from Canada, New Zealand, the United Kingdom and the United States suggest that about one woman in six is raped in her lifetime.

■ *It may end in murder.* More than half of all murders of women in Bangladesh, Brazil, Kenya, Papua New Guinea and Thailand are committed by present or former partners.

■ *Or in suicide.* Cross-cultural evidence from Africa, South America, several Melanesian islands and the United States established marital violence as a leading cause of female suicide.

Although violence stalks women's lives, laws can do little unless present cultural and social values change.

The revolution towards gender equality must be propelled by a concrete strategy for accelerating progress

Engendering the development paradigm involves radical change in the long-standing premises for social, economic and political life. And the free workings of economic and political processes are unlikely to deliver equality of opportunity, because of the prevailing inequities in power structures. When such structural barriers exist, government intervention is necessary—both through comprehensive policy reforms and through a series of affirmative actions.

Each nation will need to adopt its own agenda for overcoming obstacles to equal

Government intervention is necessary—through policy reforms and affirmative actions

rights. This Report identifies a five-point strategy for accelerating progress.

1. National and international efforts must be mobilized to win legal equality within a defined period—say, the next ten years. To achieve this objective, the international community will need to move on several fronts:

- A campaign should be launched for unconditional ratification of CEDAW by the 90 UN member states that have not yet signed or ratified it or that have entered reservations. Public pressure should be mobilized for this purpose.
- The monitoring of CEDAW's implementation should be strengthened within the UN system, and regular, candid reports should be published on legal discrimination in countries.
- An international non-governmental organization—World Women's Watch—should be set up to prepare country-by-country reports on key aspects of legal discrimination and on progress towards gender-related targets fixed by national governments and international forums. It could base its reports on information from national NGOs and mobilize pressure groups and political lobbies in alliances for change.
- Pools of legal professionals should be organized to offer legal advice for winning equality before the law.
- Legal literacy campaigns could be organized to make women aware of their legal rights and to encourage more women to study law through the generous provision of scholarships.
- To facilitate women's access to legal systems, it may be desirable to set up legal ombudswomen at national and global levels.
- Violence against women as a weapon of war should be declared a war crime, punishable by an international tribunal.

2. Many economic and institutional arrangements may need revamping to extend more choices to women and men in the workplace. For example:

ENCOURAGING MEN TO PARTICIPATE IN FAMILY CARE. In the 1980s, in most industrial coun-

tries, maternity leave was changed from protecting mothers' health after birth to providing parents with legal rights for parental care. The concept of paternity leave supplemented maternity leave. Japan introduced parental leave in 1992—for both mother and father. The United States in 1994 endorsed limited parental leave, but without pay.

The Nordic countries have perhaps traveled furthest. In Finland starting in 1990, parents could choose between two alternatives: after a 12-month maternity leave, either parent can stay at home until the child is three years old, with monetary compensation and job guarantees. Or the community must arrange for child care while parents work outside the home. Some Nordic countries have legislation that allows parents to reduce their daily working hours to take care of family commitments: since 1976, Finland has allowed parents of children under age four—and Sweden parents of children under age ten—the right to shorten their workday by two hours.

FLEXIBLE WORK SCHEDULES. If workers were to have the opportunity to stagger their working hours, they would be in a better position to combine paid work with other responsibilities, such as child care. Sweden already allows interim part-time work, with the option to return to full-time hours, so that women and men can combine a career with family commitments. Germany and Japan have devised "flextime" practices to enable their workers to combine their family needs with production schedules. And increasingly, employers are allowing workers to work out of the home or to bring their home to work by providing child care at the workplace.

EXPANDING THE CONCEPT OF PUBLIC SERVICES. Some countries have expanded public services beyond education and health to child care, including public day-care centres and school lunches. The private sector could also provide such services, helping women and men to pursue careers.

CHANGING TAX AND SOCIAL SECURITY INCENTIVES. Some countries have revised their tax and social security systems to accommodate family structures different from the one-breadwinner, two-adult fam-

ily norm. Sweden has separate taxation for part-time and full-time work to increase after-tax earnings for part-time work. In Zambia, an income tax amendment was introduced in 1987 allowing women to claim child allowances and deductions on their insurance contributions—and removing some tax discrimination against women.

CHANGING LAWS ON PROPERTY, INHERITANCE AND DIVORCE. Once women are recognized as the main or equal “breadwinners” in most families, a convincing basis exists for a more equitable sharing of rights in property, inheritance and divorce. The distribution of land during agrarian reform would require joint landholding, with women having equal access to assets. Current restrictions on women’s collateral for bank loans would no longer hold.

These changes cannot all originate from the state. Many will start from movements in civil society. And some must come from changes in the business community.

3. *A critical 30% threshold should be regarded as a minimum share of decision-making positions held by women at the national level.* Few countries have reached or even approached this target, recommended in 1990 by the UN Commission on the Status of Women. In parliamentary or cabinet representation, only Denmark, Finland, the Netherlands, Norway, Seychelles and Sweden have crossed the 30% threshold. Progress is somewhat better in administrative and managerial positions (15 countries have crossed the 30% threshold) and in municipalities (8 countries). But most countries are still far from this 30% threshold in many of the key decision-making fields.

The Report recommends that each nation identify a firm timetable for crossing the 30% threshold in some key areas of decision-making. The 30% threshold should be regarded as a minimum target, not as the ultimate goal. But achieving this threshold would build considerable momentum for attaining complete equality.

4. *Key programmes should embrace universal female education, improved reproductive health and more credit for women.* These programmes can make a decisive

difference in enabling women to gain more equitable access to economic and political opportunities.

Analysis of experience shows that in three critical areas—access to education, reproductive health and credit resources—women face barriers that can be overcome only through determined policy action. As long as these barriers persist, women will not have equal access to opportunities and to the benefits of development.

The returns from educating girls have few parallels in any other type of social investment. There are measurable benefits for women, for their families and for the community. If universal girls’ enrolment is to be ensured at primary and secondary levels over the next 15 years, an additional investment of \$5–6 billion a year is required.

The International Conference on Population and Development in Cairo in September 1994 underlined the principle “that advancing gender equality and equity and the empowerment of women, and the elimination of all kinds of violence against women, and ensuring women’s ability to control their own fertility, are cornerstones of population and development-related programmes”.

Choice in the spacing and number of children has enabled women to control their life choices. It has meant control over how their time is spent, released them from continuous child-bearing and child-rearing and enabled them to participate more freely in public life. But half a million women die every year from pregnancy-related causes, and millions more are disabled. The Cairo conference estimated that attaining comprehensive coverage of family planning over the next decade would require an additional investment of \$5–6 billion a year. A similar amount would be required for reproductive health services. The policy challenge is not only providing services, but ensuring that these policies and services enable women to make free choices on their own.

Access to productive resources is critical to enhancing women’s economic choices. For low-income women—the vast majority of women in the world—lack of access to bank credit is a persistent barrier to attain-

ing economic independence and widening choices. Experience in many countries demonstrates that poor women invest money wisely and make sound decisions to maximize returns. The policy challenge is to support effective grass-roots credit schemes and intermediaries and to ensure that low-income women have assured credit from the formal financial system.

5. *National and international efforts should target programmes that enable people, particularly women, to gain greater access to economic and political opportunities.* Some elements in such a package:

BASIC SOCIAL SERVICES FOR ALL. As endorsed by the Social Summit in Copenhagen, interested developing countries should move progressively towards earmarking at least 20% of their budgets—and interested donor nations 20% of their aid budgets—to human priority concerns, including basic education, primary health care, safe drinking water, family planning services and nutrition programmes for the most deprived people.

REPRODUCTIVE HEALTH CARE. Although primary health care and essential family planning services are already included in the 20:20 compact, they need to be supplemented by another \$5–10 billion to ensure reproductive health care services. These additional sums should be priority items in the enlarged effort.

CREDIT FOR POOR PEOPLE. As argued above, access to credit is one of the key elements in empowering people and in enabling them to participate in market opportunities. Since formal credit institutions rarely lend to the poor, special institutional arrangements may become necessary to extend credit to those who have no collateral to offer but their enterprise.

SUSTAINABLE LIVELIHOOD FOR ALL. Remunerative employment opportunities are the key to the attack on poverty. But not all of them need to be in the formal, organized sectors of the economy. What is essential is

to encourage self-employment schemes, microenterprises and opportunities for the poor to enter the market.

TARGETED PROGRAMMES FOR POVERTY REDUCTION. Poverty reduction requires an overall national strategy on many fronts. But it also demands some targeted programmes and affirmative action for the poorest groups—among them landless peasants, urban slum dwellers, deprived ethnic minorities, economically disenfranchised women.

CAPACITY BUILDING AND EMPOWERMENT. Considerable decentralized capacity will have to be built in each country—in the public sector, in the private sector and among grass-roots organizations—so that disenfranchised groups can participate in designing and implementing the new projects and programmes.

• • •

What vision should inspire gender relations in the 21st century? A new world order that would embrace full equality of opportunity between women and men as a basic concept. It would also eliminate the prevailing disparities between men and women and create an enabling environment for the full flowering of the productive and creative potential of both the sexes.

This new world order would promote more sharing of work and experience between women and men in the workplace as well as in the household. It would respect women as essential agents of change and development and open many more doors to women to participate more equally in economic and political opportunities. And it would value the work and contribution of women in all fields on par with those of men, solely on merit, without making any distinction.

The new world order would thus put people—both women and men—clearly at the centre of all development processes. Only then can human development become fully engendered.

The new world order must be people—both women and men—at the centre of development processes.

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THE WHITE HOUSE

WASHINGTON

November 21, 1995

MEMORANDUM FOR THE PRESIDENT

FROM: HILLARY RODHAM CLINTON *HRC*

CC: SECRETARY OF STATE WARREN CHRISTOPHER
NATIONAL SECURITY ADVISOR TONY LAKE
USAID ADMINISTRATOR BRIAN ATWOOD

SUBJECT: REPORT ON LATIN AMERICA TRAVEL
OCTOBER 12-17, 1995

Thank you for asking me to travel to Latin America. The purpose of my six-day visit to Nicaragua, Chile, Brazil and Paraguay was to advance the Administration's goals to alleviate poverty; promote universal, quality education; provide wider access to health care; and protect the rights of women and children throughout the Western Hemisphere. These United States goals were endorsed in Miami at the Summit of the Americas by the hemisphere's thirty-four democratic leaders and addressed directly by the hemisphere's First Ladies at the Symposium on Children.

During the trip, I stressed that only with persistent progress on social goals will the region be able to attain and sustain democracy and economic prosperity. This message was received with enthusiasm. I sensed a real commitment to tackle difficult but critical social issues and saw firsthand the region's incredible recent progress. As I traveled, I found that representatives of the entire political spectrum -- even in countries with a recent history of severe political polarization like Nicaragua and Chile -- now understand the compelling arguments for social progress. Media coverage on this message was universally positive.

Political leaders repeatedly made reference to the commitments made in Miami. This is particularly true for the social issues. The Latin American representatives had pushed the hardest in the preparatory sessions leading up to Miami for a strong focus on poverty eradication. It was in fact the Central Americans, working with a hemispheric coalition of private-sector and NGO leaders, who first proposed what became the Summit's initiative on women's

rights. There were also repeated references to the United Nation's Fourth World Conference on Women and the issues of the Conference -- microenterprise; comprehensive health care, including family planning; education; programs that value women as full and equal partners in society; freedom from violence; full political participation for women. These themes were underscored again and again.

Schedule of Speeches and Site Visits

In each country, through public remarks and site visits, I sought to focus attention on one or more critical social issues:

Nicaragua

In Nicaragua, I focused on the theme of the rights of women and children. President Violeta Chamorro had been the leading sponsor of the Summit's initiative on women's rights. In an economically depressed barrio, I visited a community-run bank which makes small loans to women microentrepreneurs. There, I observed the transforming impact that credit has had on lives and livelihoods. I also visited a primary health care clinic which is part of Nicaragua's new decentralized public health delivery system, and I engaged in a discussion with patients and staff. Both of these projects are supported by USAID. My speech in Nicaragua drew linkages between social investments and durable democracy through the metaphor of family:

"We see that through better health, education, and good jobs, women are building stronger families. We see that through democratic reconciliation and investments in people, Nicaragua is building a stronger national family. And we see that, as the Nicaraguan family unites and your economy grows, your nation will continue to be a vital partner in building a hemispheric family of democracies."

I also had the opportunity to visit with President Chamorro at her residence and talk informally with her about Nicaragua and its challenges. Mrs. Chamorro hosted a luncheon to which she invited members of her Cabinet, particularly those who oversee social programs.

Chile

In Chile, my focus was the value of education and educational reform. I visited a World Bank-supported model vocational training school, where I saw a demonstration of education through computers and learned of plans to equip the schools with interlinking technology. As an example of Chile's education reform agenda, I was told of a proposal to

keep the schools open on weekends to allow children to pursue interests and help parents who are working. Mrs. Frei introduced me to her work with publicly-funded foundations which serve poor families by providing head-start-like day care and equipping women with marketable skills. The foundations also have innovative programs to involve fathers so they can realize the full potential of parenthood. Also in Chile, I participated in a forum on the importance of microcredit with representatives of community-based lending institutions and borrowers who had become economically self-reliant.

My speech at the University of Chile praised Chile's strong educational system and highlighted our common goals for educational reform that strives to improve high school completion rates, promote quality training to enable workers to compete in the global marketplace, and nurture civic virtues to encourage participation in democratic decision-making. The University's rector noted that Teddy Roosevelt had spoken in the same Hall of Honor in 1917 and had outlined the many collaborative efforts that link the institution to the United States. I also had the opportunity to meet informally with President Frei at the Presidential Palace.

Brazil

In Brazil, I focused on the health of women and children. We visited modern Brasilia as well as Salvador de Bahia, the capital of the poverty-ridden northeast. Site visits in Salvador included a circus which aims to save street children by enhancing their teamwork and self-esteem, a community center which provides health, education and vocational skills to at-risk adolescents, and a hospital which assists in birth and also cares for women who have performed self-induced abortions. The hospital's programs emphasize how critically important health education and family planning are to the poor community, and the programs I saw provide a model for replication. The Minister of Health is hoping to extend this successful USAID-supported program to rural areas in the region.

In Brasilia, I had an excellent meeting with President and Mrs. Cardoso. In Brasilia and Salvador, I participated in discussions with prominent women who are involved in addressing challenges in the areas of jobs, health, education, family life and other careers. President Cardoso discussed an education initiative he was about to announce that would address the problem of school drop-outs by putting more federal resources in schools below the university level.

Paraguay

In Paraguay, I participated in the Fifth Conference of Wives of Heads of State and Government of the Americas, an annual Conference which brings together the spouses of the leaders of our hemisphere. This Conference marked the first year that North America has participated, and therefore the first year that it was a hemisphere-wide gathering. The Conference focused heavily on follow-up to the issues we had discussed at the Symposium on Children in Miami. We called attention to three concrete initiatives stemming from the hemispheric Summit: the eradication of measles by the year 2000, reduction of maternal mortality by one-half by the year 2000, and education reform. I was proud to announce USAID support for a new Partnership for Education Revitalization in the Americas (PERA), which is designed to help identify, disseminate and replicate innovative education reform programs throughout Latin America. Also, as I had helped launch the measles eradication campaign initiative at the PAHO headquarters last April, it was especially gratifying to learn of the activities of the hemisphere's First Ladies in support of the measles project. The First Ladies of this hemisphere are actively engaged in their own countries on these important social issues.

In my keynote address on the opening night of the Conference, I stressed that the conferences in Miami, Copenhagen and Beijing have made clear that democracy and prosperity cannot be attained or sustained in countries that do not value women as full and equal partners in society. President Wasmosy spoke eloquently about the important role that a First Lady can play in working to better life for the people of her nation. He lauded Mrs. Wasmosy's work and stressed how complementary he viewed their efforts.

The success of the Conference was noted by representatives of international organizations, such as UNICEF, PAHO, and IDB, who participated in the Conference as resources. They remarked that the Conference was one of the most impressive discussions in which they have participated, highlighting innovative developments to enhance progress on pressing social concerns. As First Ladies, we signed a declaration and agreed to be actively engaged in the issues we discussed, ranging from microenterprise and family planning to innovative education programs.

Also in Paraguay, I met with representatives of the Peace Corps in Paraguay, which was holding a training session for its volunteers. Paraguay has the largest number of Peace Corps volunteers in the world, and it was a pleasure to hear from the American men and women who are on the front lines trying to make a difference in the quality of life in Paraguay.

Conclusions

Throughout my visit, it was striking how very small amounts of money, when placed in the hands of dedicated, well-organized institutions, can transform people's lives. USAID programs, working in partnerships with international and local NGOs and with official entities at federal, state and local levels, are having a positive impact. The World Bank, Inter-American Development Bank, Organization of American States, the Pan-American Health Association and the Inter-American Foundation are all investing in people in innovative ways. We need to do more to publicize these success stories so that they can be replicated widely, including in the United States. Development assistance is a critical component of our broad-based, active engagement in the hemisphere and it calls for our continuing strong support.

Latin America is a very diverse region undergoing dynamic change. The countries I visited are diverse in size, living standards and political development. Nicaragua and Paraguay are two small countries emerging from decades of repressive rule. President Chamorro has made great strides in consolidating democracy and restructuring the economy, even if Nicaragua is still traumatized by years of internal conflict and remains desperately poor, with over half of its population under the age of twenty-one. The United States can continue to work to promote national reconciliation. While the military still casts a shadow over political life in Paraguay, the current government appears to be working to strengthen democracy and make government accountable to its people. In his remarks at the opening of the First Ladies Conference, President Wasmosy focused his comments on the commitment to democracy.

Brazil enjoys the strong, enlightened leadership of President Cardoso, who reiterated his determination to stabilize the economy and is working with his wife, Ruth, to invigorate civil society and reform the health and education systems. The Cardosos noted that they very much enjoyed their State Visit last April and seek to forge a new partnership with the United States. Chile appears to be a spectacular success story, combining economic stability, democratic politics and a concern for social equity that has lifted many of its citizens out of poverty since democracy was restored in 1990. The Chilean government appears to be on track to attain the developmental status of southern Europe and become an articulate leader that other countries will seek to follow. The government and private sector continue to be very concerned about NAFTA fast track, and I reiterated the President's support.

Latin America continues to make progress, but the

region still confronts severe problems -- some of which we also face in the United States. Poverty is widespread and overwhelming in some areas and governments are handicapped by fiscal constraints and inflexible bureaucracies. Educational systems are badly in need of reform, both to reduce the high drop-out rates and to graduate students who can compete in the marketplace of the twenty-first century. Women are still undereducated and underpaid and many, many poor children crowd the streets of the continents' poor barrios.

Future Engagement

The United States has made a difference in ensuring hemispheric progress. It is my observation that Latin America seeks close working relations with the United States on a wide range of important issues, relations based on a genuine exchange and mutual learning. Finally, I believe we need to continue to help our neighbors strengthen their emerging democracies, expand market economies, and promote social integration.

The annual First Ladies' Conference offers another instrument to advance social progress.

Attached are copies of the speeches I gave in Nicaragua, Chile and Paraguay.

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THE WHITE HOUSE
WASHINGTON

April 18, 1995

MEMORANDUM FOR THE PRESIDENT

CC: SECRETARY OF STATE WARREN CHRISTOPHER
NATIONAL SECURITY ADVISOR TONY LAKE
DEPUTY SECRETARY OF STATE STROBE TALBOTT
DEPUTY NATIONAL SECURITY ADVISOR SANDY BERGER
USAID ADMINISTRATOR BRIAN ATWOOD

FROM: HILLARY RODHAM CLINTON *HRC*

RE: REPORT ON SOUTH ASIA TRIP

Thank you for asking me to make my recent trip to South Asia. It was a personally rewarding experience and I hope useful to our relations in the region. I tried to convey to the governments and the people of the countries I visited how important the United States thinks this region of the world is and how significant you believe the development of the people of this region to be, important not only for the futures of their own countries, but also for our entire global family.

My trip to South Asia highlighted the importance of investments in people, especially women and girls, and demonstrated that the United States is committed to engagement in this critical region. My visit to Pakistan was a part of our overall effort to broaden relations strained in recent years by sanctions. In India, while investment opportunities are expanding to attract U.S. business, investments in social programs also remain critical. In Nepal and Bangladesh, U.S. assistance has long been the major element in our relationship and improvements, particularly in health and population control, are evident. Finally, Sri Lanka, a more developed small island nation with which we have historically had cordial relations, has made significant progress in universal access to education and health care.

Before describing specific activities in the countries I visited, I would like to underscore some observations:

-- South Asia has the largest number of absolute poor in the world. It faces enormous challenges in creating a better life for the great majority of its people.

-- The countries I visited are making progress in meeting these challenges. Economies throughout the region are expanding and private investment is rising. Progress also has been significant in addressing the key problem of population growth.

-- Lower population growth has resulted, to an important extent, from improvements in the social sectors -- health and education. Broad-based sustainable economic growth in the future will depend on more significant investments in these areas. Private investment by itself is necessary but not sufficient, in South Asia as well as elsewhere in the world.

-- I underscored this issue in my speech at the Rajiv Gandhi Foundation, in which I said,

"I recognize that discussion of such problems as education and health care for girls and women is viewed by some as 'soft,' labeled dismissively as a women's issue belonging, at best, on the edge of serious debate about all the problems we confront on the edge of the 21st century. I want to argue strongly, however, that the questions surrounding social development, especially of women, as discussed at the recent social summit in Copenhagen, are at the center of our political and economic challenges. Governments, businesses and citizens must recognize and act upon that truth for the betterment of nations and our global family."

-- The empowerment of women is an important aspect of development in this and other regions. Women have proven again and again in the projects I visited how quickly and effectively they can become income earners when given a chance. No investment pays greater dividends in a nation's development and productivity than investments in the education of girls and women.

-- The U.S. has long been engaged in assisting the countries of the region in development. I met countless individuals who had been helped in education, in health, and in support for creating private enterprises or NGOs by our assistance. The U.S. clearly has been effective in the past and must remain engaged in the future.

-- U.S. assistance has had a direct impact on the lives and prospects of South Asians, but more importantly it has been a catalyst for further social development by leveraging aid from

other donors and local governments in expanding effective activities. One example is the population program in Bangladesh.

-- The U.S. now channels much of its aid to South Asia through NGOs. Governments remain important, but experience shows that NGOs can be very effective partners in development. They are close to the people, accountable to the people and often are effective advocates for the people. Our government's partnership with NGOs -- our own and indigenous -- must continue to grow, while the U.S. must remain capable (as it is today) of channelling its aid in an integrated and strategic fashion toward overall development objectives. This is a partnership where the capabilities of our government and NGOs are complementary.

-- Our bilateral and multilateral aid programs are now threatened with deep cuts or even elimination (as in the case of our contributions to the World Bank). These programs absorb less than 1% of the federal budget, yet as I observed on my trip, their contributions to our foreign policy are enormous. Cuts of the magnitude now being considered in Congress could force us to reduce drastically or terminate our aid to South Asian countries just as we are beginning to see a real impact of our past aid in those countries. There is also a danger that other governments might be tempted to follow our lead in cutting aid budgets.

The United States has been of great assistance in this region for many years, and I was pleased to see the results of those years of effort. The investments we have made in the people of the countries I visited have produced concrete results, and I hope that my visits to successful programs and projects in the region helped to highlight the importance of our investments. I also believe that there are lessons we can learn here at home from some of the projects I visited.

In each country I emphasized U.S. interest in helping improve people's lives, particularly the lives of women and girls who still suffer from cultural prejudice and the lack of government investment in education for girls, and who bear the brunt of poverty. This theme seemed to find resonance as a welcome complement to the recognized concerns for global stability, non-proliferation, and market access.

My reception was very heartening. Government leaders and villagers alike went out of their way to make me feel welcome and to demonstrate the well-spring of respect and affection for the United States and the values they believe we represent. The local press was positive and impressed that our delegation braved the subcontinental heat to undertake such site visits as a village in rural Bangladesh, or SEWA headquarters in Ahmedabad, India.

to finance family planning and related health and education services through U.S. and local private voluntary organizations in an effort to make these services effective.

The Lahore University of Management Sciences (LUMS) could not represent a sharper contrast to the village school I visited. It is a world class management school built with seed money from U.S. assistance together with private and public support from Pakistan. I gave a speech at LUMS (which is attached), and met with some of its impressive students to discuss barriers to women in management. The University is preparing women and men to take responsible positions in the expanding private sector in Pakistan. These and other women I met on my trip were dynamic, but conscious of their roles as pioneers in a society where female professionals remain rare. They are proving that change in society is possible if approached sensitively. The U.S. has played an important role in supporting them with programs to educate girls and women throughout South Asia.

INDIA

In India I attended a meeting in Ahmedabad of the Self-Employed Women's Association (SEWA), led by the legendary Ela Bhatt. This is a group of extremely poor women engaged in work like paper picking and selling fruits and vegetables. They are both residents of the city of Ahmedabad and the countryside for miles around it; many walked for hours to come to the meeting with me. The women have joined together in a trade union and cooperative which provides them with job training, micro-credit and opportunities to save together with mutual support and solidarity. The latter -- while intangible -- was clearly critical in giving these women, mostly uneducated, the confidence to take the initiative to become entrepreneurs.

SEWA has been effective and has had a positive influence on government, police and programs. I was so pleased that the U.S. has been able to provide some support to SEWA and private voluntary organizations like it, for it is these organizations that help women begin to earn incomes and better their own lives and those of their families. Without these kinds of efforts (even where economic policies are supportive of growth), the mass of the populations of poor countries like the ones I visited will remain trapped in poverty for the foreseeable future. And women in particular will remain excluded and marginalized, and their countries severely disadvantaged by their lack of education and productivity.

Also in India, I visited a home for children run by Mother Teresa and toured a school project housed at the Indian Institute of Technology whose mission is to provide education to children of the neighboring slums and to empower their mothers through skills training and community support. Finally, I addressed the Rajiv Gandhi Foundation and a distinguished group of Indian public and private sector leaders on the topic of investing in women and girls. In it, I focused on the theme of girls' and women's social development. (The speech is attached.)

NEPAL

Nepal was the poorest country I visited, and one of the very poorest in the world with literacy at only 25%, infant mortality at 107 per 1000 (165 per 1000 for under 5 years old), and life expectancy at 53 for women and 54 for men. It is one of the few countries where men outlive women. Yet, even here, enormous progress has taken place over the past three decades since Nepal opened to the rest of the world.

Health is a particular problem for women in Nepal; 8 out of 100 childbirths result in the death of the mother, usually for want of proper hygiene. At a small health and family planning clinic in Kathmandu (financed by a partnership of Save the Children Foundation, the government of Nepal and USAID), I was given a "Safe Home Delivery Kit" that expectant mothers receive. The primitive nature of the contents of the birthing kit (soap, twine, wax, plastic sheet, and razor blade) say a lot about conditions in Nepal and how far it has to go to reach an acceptable standard of living for its citizens. Development remains the central challenge for Nepal; it is clear that our assistance plays a key role in that development and in our relations with the Nepalese.

BANGLADESH

Bangladesh is the most densely populated nation in the world and the size of the crowds that surged around the village I visited outside Jessore were overwhelming.

Bangladesh is increasingly an example of development success. Because of effective family planning services (pioneered in a project financed first by USAID through the International Center for Diarrheal Disease Control (ICDDC), which I visited, and later by a number of other donors), population growth rates have fallen dramatically in the country -- from 3% to 2.2% at present.

The ICDDC is a world class success story in saving lives of people suffering from cholera, malnutrition and diarrhea. It is a prime example of a small USAID investment over many years leveraging significant support from other partners to attack a problem that affects people around the world.

One of the most moving events of my trip was a visit to a small village outside Jessore where the Grameen Bank, founded by Mohammed Yunus, has been active. The women in this very poor village of untouchables has significantly improved their incomes and living conditions through the micro-credit and savings programs of Grameen. This village was an impressive example of Grameen's success, but not unusual. Nearly 2 million Bangladeshis -- most of them women -- have benefitted from Grameen loans, along with many others benefitting from a variety of micro-credit schemes modeled on the Grameen approach in other countries, including the U.S. Like SEWA, which I visited in India, Grameen demonstrated the benefits of microcredit for women in reducing poverty, increasing employment and promoting social integration. It contributes to women's self-confidence and their decision-making power in the household and in their communities.

I also visited both a BRAC (Bangladesh Rural Advancement Committee) and a government school. BRAC schools, which serve primarily girls, have been burned by extremists protesting the role of NGOs promoting change. The government school participates in one of Prime Minister Zia's favorite programs, Food for Education, which provides weekly commodities to families that keep their children, primarily girls, in school instead of putting them to work.

SRI LANKA

My last stop offered a contrast to the other countries I visited. Sri Lanka has made the most social progress of any country in South Asia and is, on average, the best off. Its experience shows how important education and universal access to health care are, not only as an end in itself, but also in laying a foundation for overall economic growth, which was nearly 7% last year. Low population growth (1.2% per year) has undoubtedly played a role in facilitating real economic growth as well as the inclusion of women in the country's economic life. There I met the only woman bank president in South Asia, as well as women journalists and TV producers, lawyers, professors and women heading private voluntary organizations (PVOs) helping other women with training and credit to improve their lives.

If my visit to other countries in the region highlighted the development challenges and opportunities facing the region, my visit to Sri Lanka underlined the fact that those challenges can be met and just how important health, education and the inclusion of women can be in achieving economic progress anywhere in the world. If Sri Lanka's President is able to negotiate an end to the country's bloody internal conflict, prospects for growth will be even greater.

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1ST STORY of Level 1 printed in FULL format.

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The New York Times

March 12, 1995, Sunday, Late Edition - Final

SECTION: Section 1; Page 1; Column 1; Metropolitan Desk

LENGTH: 2334 words

HEADLINE: 65 Cents an Hour -- A special report.;
Week in Sweatshop Reveals Grim Conspiracy of the Poor

BYLINE: By JANE H. LII

BODY:

"Earnestly, urgently looking for workers," said a small red sign in Chinese posted outside a garment factory in Sunset Park, Brooklyn. "Please inquire within."

The steel doors opened into a dim, dusty warehouse. Red and blue rags covered the four windows, shutting out all natural light. Bundles of cut cloth sat piled in haphazard mounds, some stacked taller than a worker. Under fluorescent lights swinging from chains, rows of middle-aged Chinese women hunched over sewing machines, squinting and silent.

A fashionable woman in her early 30's rushed over with a clipboard. "What?" she snapped in Cantonese, eyeing me from head to toe.

The sign says you are looking for workers."

She responded with a tirade in rapid Chinese: people said they wanted jobs, but really wanted only to steal her equipment -- bobbins, bobbin cases, thread. It was hard to find people who wanted to work hard these days! And without missing a beat, she asked: "Do you know how to use a sewing machine?"

Before I could really answer, she cut me off.

"It doesn't matter," she said, hiring me on the spot. "As long as you are eager to learn and are willing to work, you will do well. This is America. Hard work will be rewarded."

Seven days later, after 84 hours of work, I got my reward, in the form of a promise that in three weeks I would be paid \$54.24, or 65 cents an hour. (Minimum wage is \$4.25.) I also walked away from the lint-filled factory with aching shoulders, a stiff back, a dry cough and a burning sore throat.

For years, going in and out of Chinatown garment shops as a Chinese-speaking reporter, I wondered what lay behind the tired eyes that met my gaze. This time, I had gone to work beside these immigrants, to see what it is really like inside an underground industry that has been notorious in New York City for more than a century.

Sweatshops have long seemed unknowable; the owners are too secretive, the workers too scared. The list of horrors is well known: long hours, low wages, health hazards. But is it really that bad? Are the owners so evil, the workers

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so victimized?

A week inside the Chai Feng sewing factory in Sunset Park suggests that something more complex is at work -- a miserable complicity born of necessity in an insular, immigrant world.

At Chai Feng, the woman with the clipboard -- the owner, Maggie Zheng -- is actually benevolent, albeit in a harsh way. She does not pay minimum wage, but she serves her workers tea. She makes them work until midnight, but she drives them home afterward. She uses child laborers, but she fusses over them, combing their ponytails, admiring their painted fingernails, even hugging them.

And the workers seem to revere her. They call her Nu Qiang Ren, or Strong Woman, an expression that conveys affection and awe. An immigrant and former factory worker herself, Ms. Zheng, the sweatshop boss, is their model of success.

The Workers Not in the U.S. To Enjoy Life

That first morning, I walked three blocks from the N train's subway stop in Sunset Park to a brick warehouse that originally held a food processing plant. Now it is subdivided into eight garment shops, including Chai Feng.

Chai Feng is typical of the new, highly mobile shops that have cropped up outside the garment districts in midtown Manhattan and Chinatown. Many of these small shops open and close so quickly that they easily evade inspections by understaffed regulatory agencies.

Ms. Zheng opened her shop a few months ago. But she was really reopening an old shop under a new name. In December, her brother, Michael Zheng, had closed the factory, then called Superior Fashions, and fled, owing his workers \$80,000 in back wages. His sister revived his business to make good on that debt, she later said.

It was easy to get the job.

Ms. Zheng did not ask any questions -- not my Social Security number, my work history, my immigration status or even my name. She also did not tell me how much I would be paid. And no Chinese worker would ask; it would be considered shockingly blunt.

Ms. Zheng showed me to station five, and gave me a stack of trimmings for practice on the Brother Exedra sewing machine. It would be tough in the beginning, she said, but not once I became familiar with the machine. "Then you can make multiples of \$10 a day," she said.

I practiced controlling the foot pedal and sewing straight lines and even curves. The hum of the sewing machines was numbing; the only distraction came from the scratchy recordings of popular Hong Kong songs emanating from a cassette player. And the cold was numbing, too. Sweatshop was definitely a misnomer; the heater on the ceiling gurgled and gasped.

Three other people started training that day. Two very young women did not bother to return after lunch. Cao Wu Yi, who had arrived from Fujian only a

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month earlier, stuck it out, as Zhang Zhong Zhu, her 5-year-old son, played on floor with toy airplanes.

Almost all 30 workers at Chai Feng are Fujianese, and from the same district in Fujian as Ms. Zheng. They arrived in this country within the last seven years, some legally, and others illegally, helped by smugglers to whom they owe huge sums. Fujianese immigrants, because of their debts and their desperation, tend to work longer hours and endure more taxing conditions than Cantonese immigrants.

The workers at Chai Feng later confided that they did not like their job, but they were grimly grateful just to have one. They are not in this country to enjoy life but to make money, they said.

"When you have an education and speak the language, you can afford to be choosy," said Lin A. Qing, who immigrated six years ago. "But for people like us, there aren't that many alternatives. We have to compromise. If we don't like what we do, we stay home and starve."

Most of that week, the workers at Chai Feng sewed virtually nonstop, from 9 A.M. until midnight, pausing only for 15 minute lunch breaks: rice and tea provided by Ms. Zheng.

Time was money, as the workers were paid by the piece, which is against the law if everyone does not make at least \$4.25 an hour under such an arrangement. The least experienced were making less than \$1 an hour. The most experienced and adept made almost \$5 an hour.

At 3 P.M. on my first day, after the straight lines and curves I sewed passed Ms. Zheng's inspection, she brought over a bundle of mint green rayon pants for the New York sportswear company of Rhubarb Fashions. I was to sew pleats on the front part of the pants, for 12 cents a pair.

Ms. Cao, the other trainee, was doing much better, attaching waistbands to shorts by the end of the day. She confided that before she left China, after she heard that her immigration application had been approved, she had quit her job as a quilt maker in Fujian and trained for sewing full time.

"Now I don't have to know English to make a living," she said.

By 7 P.M., I had finished only 15 pairs of pants and made \$1.80, at least on paper. I went home before everyone else, exhausted.

The Children From School Days To Sewing Nights

By my third day at Chai Feng, I was in pain. Curled in one position for 13 hours, moving only my knee to hit the knob that released the clothes from under the sewing needle, I grew awkwardly stiff.

Chen May Xia, who sat at station six, offered a suggestion: "You have what we call sewer's back," she said. "We all have it. Tonight, turn on the shower very hot and let the water spray the area where it hurts. Then lie still in bed until the next day."

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She then gave me the Chinese version of "no pain, no gain": "If you want to and make money, of course it's going to hurt."

Ms. Chen is 19, a senior at Seward Park High School in Chinatown, who works after school, through the night and on weekends. She said she had been a garment worker for four years, laws against child labor notwithstanding. Hard work teaches her what American teen-agers cannot understand, she said.

"They've never had to work and they don't know how to make their own money," she said. "All they do is complain about how stupid their parents are. They don't appreciate life as much as I do."

It had become apparent that children far younger than Ms. Chen also worked at Chai Feng.

In the perverse logic of the sweatshop, the workers considered Ms. Zheng a good boss precisely because she was willing to violate labor laws and allow their children to work by their sides. In fact, she is so flexible that she allows mothers to leave in the middle of the day, pick their children up from school and take them back to the factory.

Some days, after 3 P.M., Chai Feng turned into a virtual day-care center, with children playing amid the lint. Inevitably, some helped their mothers work. Eddie Chan, who is 10, snipped loose threads as his mother sewed zippers.

"I want my children to work," said his mother, Chan Juan. "I don't think I'm hurting them by letting them snip off threads. What else would they do at home? Watch TV and eat junk food? That's evil. I am instilling the work ethic in my kids. Because my son works, he knows how hard I have to work to make money. He appreciates everything I do for him. When American kids grow up, they move away and forget about their parents."

Shi Chuen Mei, 11, is a regular at Chai Feng; she said she had been working in garment shops since she was 9. She worked, she said, to break the boredom of all the hours beside her mother's sewing machine. Ponytail flying, she quickly and nimbly sewed printed labels that said "Made in the U.S.A." onto the waistbands of Christine David shorts.

That day, Chuen Mei started to moan dramatically in English, which none of the workers understood. "My head is hurting," she said. "It's about to explode. I'm going to die soon. Oh, let me die."

About 7 P.M., she lay down on a mound of clothes and took a nap. When she woke up, Ms. Zheng, the boss, asked the 11-year-old girl to stay late -- "Please, please," she said; there was a special order due the next morning. Chuen Mei went back to work without dinner.

At 9 P.M., two steam pressers switched on. The room grew hazy with lint and moisture. Chuen Mei rubbed her eyes constantly as others coughed. At 10:30 P.M., after seven hours of work, her mother told her it was time to leave.

"Yippee!" she shouted.

That night, the hem machines worked full speed, crackling like machine guns. At midnight, Ms. Zheng thanked the workers for staying late and offered them a

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the home. I took the subway with Ms. Lin. She told me how much she missed her teen-age children, two sons and a daughter. She recently sent them back to China because she could not afford to rear them here.

"Life in America is so hard," she said.

I asked her why she chose to stay. She turned to look at me and laughed.

"Money, what else?"

The Owner Erasing Shame Of Brother's Debt

On Sunday, my last day, a union organizer came in and spoke to the workers. She explained health insurance and overtime pay, but people seemed most interested in the free English lessons offered by the union.

The organizer confided that she had thought about opening her own factory after sewing for 20 years. But she would never have been able to afford a union shop, she said: "It's too expensive."

Later in the day, another visitor, an irate former employee, argued loudly with Ms. Zheng, saying her brother owed him money. "What money are you talking about?" Ms. Zheng shouted. "I opened two months ago. Do I know you?"

Later, when I went back and identified myself as a reporter, Ms. Zheng sat down with me and talked about her background. She openly acknowledged that her brother used to own the factory and that he had fled owing the workers close to \$50,000 in back wages. Ms. Zheng's mother, who has a restaurant in New Jersey and originally bought the garment shop as a present for her son, pressed her daughter to reopen it. The Zhengs sold one of their three houses in Fuzhou to finance the reopening.

Ms. Zheng, who immigrated a decade ago, said her mother felt concerned that her brother had shamed them. Most of the workers came from the same district in Fujian as the Zhengs; they were "our people," Ms. Zheng said.

Still, Ms. Zheng opened the shop under a new name in an effort to avoid being held responsible for her brother's debts or for the back wages owed workers who did not return. Those who did return said they had been paid regularly.

I left with the promise that I would be paid in three weeks. I had earned \$54.24 by Ms. Zheng's calculations. If I had been paid the legal wage, with time and a half for overtime, the salary would have been \$451.

Both Ms. Zheng and her workers consider American labor laws to be ideals, laudable but impractical.

Ms. Zheng said she would love to pay her workers \$4.25 an hour, the minimum wage, but as a subcontractor, she cannot afford to; the designers' middlemen do not pay her enough. The workers said they would love to earn the minimum wage but would take what they could get. The children said it would be great to make their own money for their labor, but would be content to help increase their parents' earnings.

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And apparently, child labor does not bother Federal inspectors unless a minor is kept out of school to work at a factory. After a complaint about child labor and my own inquiries, inspectors visited Ms. Zheng's shop in mid-February, but found only minor violations like incomplete employee records.

Federal labor inspectors say they have eased enforcement since the passing of the North American Free Trade Agreement because they do not want to drive jobs out of the United States, although they say they have started cracking down on designers who rely on illegal garment factories.

Still, at Ms. Zheng's shop, less-than-ideal conditions are an accepted fact of life. Everyone quotes a Chinese saying: "The big fish prey on the little fish, the little fish in turn prey on the shrimp, and the shrimp can only eat dirt."

GRAPHIC: Photos: Many of the women who work in sweatshops take their children with them. Huang Xiao Yan, 8, played recently while her mother worked; The sign in Chinese to the right of the door identifies the Chai Feng sewing factory, in the Sunset Park section of Brooklyn. A help-wanted sign on the door says the factory is urgently looking for workers. (Photographs by Nancy Siesel/The New York Times) (pg. 40)

LANGUAGE: ENGLISH

LOAD-DATE-MDC: March 12, 1995

great vine enclosing the end of my grandmother's porch, and wild roses covered the fences.

On a broiling afternoon when the men were away at work and all the women napped, I moved through majestic depths of silences, silences so immense I could hear the corn growing. Under these silences there was an orchestra of natural music playing notes no city child would ever hear. A certain cackle from the henhouse meant we had gained an egg. The creak of a porch swing told of a momentary breeze blowing across my grandmother's yard. Moving past Liz Virts's barn as quietly as an Indian, I could hear the swish of a horse's tail and knew the horseflies were out in strength. As I tiptoed along a mossy bank to surprise a frog, a faint splash told me the quarry had spotted me and slipped into the stream. Wandering among the sleeping houses, I learned that tin roofs crackle under the power of the sun, and when I tired and came back to my grandmother's house, I padded into her dark cool living room, lay flat on the floor, and listened to the hypnotic beat of her pendulum clock on the wall ticking the meaningless hours away.

I was enjoying the luxuries of a rustic nineteenth-century boyhood, but for the women Morrisonville life had few rewards. Both my mother and grandmother kept house very much as women did before the Civil War. It was astonishing that they had any energy left, after a day's work, to nourish their mutual disdain. Their lives were hard, endless, dirty labor. They had no electricity, gas, plumbing, or central heating. No refrigerator, no radio, no telephone, no automatic laundry, no vacuum cleaner. Lacking indoor toilets, they had to empty, scour, and fumigate each morning the noisome slop jars which sat in bedrooms during the night.

For baths, laundry, and dishwashing, they hauled buckets of water from a spring at the foot of a hill. To heat it, they chopped kindling to fire their wood stoves. They boiled laundry in tubs, scrubbed it on washboards until knuckles were raw, and wrung it out by hand. Ironing was a business of lifting heavy metal weights heated on the stove top.

They scrubbed floors on hands and knees, thrashed rugs with carpet beaters, killed and plucked their own chickens, baked bread and pastries, grew and canned their own vegetables, patched the family's clothing on treadle-operated sewing machines, deloused the chicken coops, preserved fruits, picked potato bugs and tomato worms to protect their garden crop, darned stockings, made jelly and relishes, rose before the men to start the stove for breakfast and pack lunch pails, polished the chimneys of kerosene lamps, and even found time to tend the geraniums, hollyhocks, nasturtiums, dahlias, and peonies that grew around every house. By the end of a summer day a Morrisonville woman had toiled like a serf.

At sundown the men drifted back from the fields exhausted and steaming. They scrubbed themselves in enamel basins and, when supper was eaten, climbed up onto Ida Rebecca's porch to watch the night arrive. Presently the women joined them, and the twilight music of Morrisonville began:

The swing creaking, rocking chairs whispering on the porch planks, voices murmuring approval of the sagacity of Uncle Irvey as he quietly observed for probably the ten-thousandth time in his life, "A man works from sun to sun, but woman's work is never done."

Ida Rebecca, presiding over the nightfall from the cane rocker, announcing, upon hearing of some



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SECTION: World Politics and Current Affairs; INTERNATIONAL; Pg. 35

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HEADLINE: Different roads to development

BODY:

Why it's better to be poor in some countries than in others

IN THE fetid slums of Rio, schools, clean water and basic medical care are impossible dreams for many residents. Sad, but understandable, you might think: Brazil is a fairly poor country. Sri Lanka is a poorer one, with less than two-thirds of Brazil's income per person (on a purchasing-power basis). Yet Sri Lankan mothers are less likely to die giving birth, their babies are likelier to survive--and much likelier in due time to finish primary school. The proportion of people in absolute poverty is lower.

Disparities between levels of wealth and of health, highlighted each year by the United Nations Development Programme (UNDP) in its index of performance (its 1995 report came out this week), are only too familiar. In Morocco, infant mortality is 68 per thousand; in poorer China, it is 44. In Ghana, 72% of children finish primary school, more than in richer South Africa or Pakistan. Vietnam's income per head is about 6% of the United Arab Emirates', yet its literacy rate is much higher.

Why? One theory says that a firm hand at the top makes the difference. Not so. The UN's top-ten stars in improved human development from 1960 to 1992 are these: China, Iran, Syria, Turkey, Portugal, Thailand, Tunisia, South Korea, Malaysia and Botswana. It is a mixed bunch.

Nor, on its own, is economic growth the key. True, high growth and good standards of literacy and health tend to run together, as in the Asian tigers. Yet poor places can show good results. Kerala, home to nearly 30m people in southern India, is not rich, even by Indian standards. But it has, by far, the country's highest literacy and life expectancy, and the lowest infant mortality.

So what does make the difference? Answers: effective local government, an egalitarian outlook, an open economy, a degree of personal liberty, sensible and sustained spending--and patience.

The place to start is primary education, above all of girls. Women account for 70% of the world's poor and nearly 70% of all illiterates: in no country, not even in top-notch Scandinavia, do women fare as well as men. But when girls go to school, the knock-on effects in terms of lower fertility, healthier children and longer lives are striking.

Mortality among Indian babies of mothers with primary education is half that of those born to uneducated women. A literate mother is better equipped to understand hygiene; literate women can be trained as midwives and rural health workers, which are crucial to public health. A shortage of such women is one reason why many Muslim countries, even rich oil states, have surprisingly low social-development indicators. Buddhist societies on the whole do better. Buddha encouraged women to seek enlightenment, and thus girls have long attended school at much the same rates as boys; better health is a natural consequence.

How can more girls be got into school? The best way is to make education free. That brings in more of both sexes, but especially girls: if parents have to pay, poor ones tend to send their sons ahead of their daughters. Anything that lessens what is, in many societies, women's work, will help. A nearby water supply means girls will spend less time hauling water for the family. The offer of a free meal for children may overcome the tendency to keep girls at home cooking for the males of the household. School latrines can help; in some parts of Pakistan, when a girl needs to go, she has to go home.

The quality of local government is vital: local, not national, officials determine whether truants skip school with impunity, clinics go dirty, water pipes run dry. In Brazil's state of Ceara, in the poor north-east, a committed governor was decisive in ensuring in the early 1990s that its 6.5m people should have above-average access to infant care, immunisation and primary education. A World Bank study of 121 water and sanitation projects found a clear correlation between close participation of community leaders and officials in the design and construction of a given project, and its success five years later.

And when officialdom knows it must listen to public needs or lose its job, listen it will. Watch South Africa's dismal basic services improve now that its black majority has the vote. Keralans have been known to raise hell when a rural health clinic goes unstaffed for too long; so not many do. A British constitutional commission in 1928, noticing that life expectancy in colonial Ceylon--today's Sri Lanka--had stagnated after several decades of improvement, recommended that a planned transition to internal self-government should include votes for women, to create pressure on officials for health care. It happened, and--though a direct link cannot be proved--Ceylon went on to develop South Asia's most effective health system.

Civil liberty seems an odd parameter, given the record of some of the countries that rank high in social-development indices. Cuba and Vietnam are less-than-free societies, yet their people are generally literate and long-lived. The answer is that national and local freedoms are different: Cubans do not feel free to complain about Fidel Castro, but they are encouraged to complain about cockroaches at the local maternity clinic. In the short term, any populist revolution is likely to be good for human development: often, it was precisely the lack of this that won the revolutionaries popular support.

The trouble is that revolutionary fervour does not last. Zimbabwe's new elite did well to develop widespread primary education, but shows signs of adopting the same elitist habits as the old one. Cuba failed to develop the economic base to keep its expensive social programmes in good order now that Soviet subsidies have run out.

Any elite tends to look after itself first. That is why many poor countries spend much of their health and education budgets on high-technology hospitals and universities, instead of rural clinics and primary schools. The tendency is still worse if the regime feels threatened by powerful interest groups such as the army or landlords. It will sooner buy them off than get into the long-term process of delivering basic education and health, whose political pay-off is real, but not immediate.

Meeting basic needs does not have to be costly. Schools and clinics are labour-intensive, and in poor countries even skilled labour is relatively cheap. So a poor country can get more for its money than a rich one. The UN's children's agency reckons that 5% of GDP is enough to deliver universal basic services--five years of education, immunisation, pre-natal care, and access to a trained medical worker. Provided, that is, that the money is well spent.

East Asian countries spent 3.7% of their GDP on education in 1989, says the World Bank, the rest of the developing world 3.6%; but the East Asians spent it better. The proportion of East Asians aged above 15 who had never gone to school dropped from 52% in 1960 to 20% in 1985. In 73 developing countries (including East Asia), surveyed by Harvard's Robert Barro and Korea University's Jong-Wha Lee, the proportion fell less, from 64% to 45%.

No society can escape its history. Ex-British colonies tend to do well in human development. Costa Rica and Panama did not have the rest of Central America's hacienda culture; their relative egalitarianism was important in building a social consensus for universal health and education. Kerala owes its achievements in part to its benevolent 19th-century rulers, in part to the influence of the 20%--the top 20%, mostly--of the population whose culture is matrilineal.

Still, what matters most are the choices made today. And the best one for any poor society is to get its girls to school.

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HEADLINE: Investing In Sisterhood; An Agenda for the World's Women 9500003397:

BYLINE: Hillary Rodham Clinton

BODY:

THE WOMEN'S BANK is a one-room building in Ahmedabad, a textile center in western India. The teller's counter is an old kitchen table covered with cloth. Bank clerks record all transactions by hand, on yellowed sheets bound in volumes that resemble worn-out telephone books. When I visited, I saw poor women who had walked 12 to 15 hours from their villages to take out loans -- some as small as \$10 -- to invest in dairy cows, plows or goods that could be sold at market.

The bank is the brainchild of Gandhi disciple Ela Bhatt and was founded by the Self-Employed Women's Association (SEWA). Many of the women in this trade organization rank among the poorest, least educated and most ostracized in India. Today, the bank has more than 40,000 members and assets of more than \$ 2 million. Women run the bank, and only women are allowed to make deposits and borrow money. The result is impressive: Against enormous political, social and economic odds, Indian women are transforming their lives.

This is one of many images that stayed with me after my trip last month through South Asia -- a trip made all the more meaningful because I shared it with my 15-year-old daughter. Although we traveled in special circumstances, as official visitors, we were both struck by the interest an American mother and daughter can generate in places where women are not always accorded the same respect as men. For me, the trip also prompted a rethinking of many issues that concern women -- and men -- in every nation.

In each country we visited -- Pakistan, India, Nepal, Bangladesh and Sri Lanka -- we saw women struggling to overcome poverty, illiteracy, inadequate health care and deeply rooted cultural barriers by joining together to increase their earning power and improve their circumstances. SEWA is but one example of how women have organized around their capacity as borrowers, lenders and savers to achieve greater economic independence for themselves and greater prosperity for their families and communities.

For the rest of the world, the South Asian experience offers a simple lesson: that investing in people -- especially women and girls -- is as essential to the prosperity of the entire global family as investing in the development of open markets and trade. South Asia reminds us that social development and economic development go hand-in-hand. It reminds us too that women represent the soundest investment any nation can make in the effort to jump-start development.

The Washington Post, May 14, 1995

Women comprise more than half of the world's population. They care for most of the world's children. And they do more than their share of the world's work. Investing in their education and health, and assuring their full political, economic and social participation in society ought to be the bottom line in any development equation.

I realize that issues such as education and health care are still regarded in many quarters as "soft" or marginal to economic growth. Often they are reflexively dismissed as "traditional women's issues" that do not rank high among the problems we will face in the 21st century. A growing body of research from the World Bank and elsewhere suggests otherwise; questions surrounding social development, especially of women, are at the center of our political and economic challenges.

In country after country, women have demonstrated that, when given the tools of opportunity -- education, health care, access to credit, political participation and legal rights -- they are better able to make the right choices in their lives. They can lift themselves out of poverty and, even more important, they can lift their families, communities and nations as well.

The Grameen Bank in Bangladesh is a case study: In one Grameen village, women pooled savings reaped from their investments to build a communal well. A woman in another Grameen village told me that she had taken out two loans to buy dairy cows; the third loan was used to buy a rickshaw to provide her husband a livelihood.

Education also plants seeds of prosperity for women around the world. During my trip, I saw examples of the way schools in South Asia are reshaping the social and economic landscape.

The Prayas School in India is a volunteer effort, founded by wives of professors at the Indian Institute of Technology. The school serves the poorest women and girls in the neighboring slums of New Delhi, offering classes for young girls and training women to make ceramics, jewelry and other artifacts that they can sell for profit.

In Bangladesh, where the literacy rate for women is 29 percent (compared with 45 percent for men), a nongovernmental organization called the Bangladesh Rural Advancement Committee acts on the theory that education is a precondition for economic development. The committee has established 27,000 schools, most of whose students are girls, even though extremists opposed to its educational efforts have burned some of the schools.

A government-run school I visited in Bangladesh offers material incentives to parents to send their children -- especially girls -- to attend. This is particularly significant among the very poor, who often view school as a diversion from their children's income-producing work. As part of the Food for Education program, families receive a weekly food allotment if their children go to class. Another government program pays parents to keep girls in secondary school.

Along with access to credit and education, health care is an equally important ingredient in the recipe for development. Here too South Asia offers instructive examples of low-tech, low-cost strategies, many of which can be

The Washington Post, May 14, 1995

applied elsewhere, including the West.

In Bangladesh, I visited the International Center for Diarrheal Disease Control, and was surprised to see a doctor from Louisiana making rounds. The center is a pioneer in the use of oral rehydration therapy, a method of treating potentially fatal cases of diarrhea through ingestion of a solution of salt, sugar and water. Thousands of lives have been saved through this inexpensive treatment. The doctor from Louisiana was there to learn how the technique might be used in the United States, where 20 million children under age 5 suffer from diarrhea each year and an estimated 300,000 are hospitalized because of resulting dehydration. Intravenous rehydration treatments, which must be given in the hospital, cost on average about \$ 800 per day; commercial solutions cost about \$ 7 per day and can be administered at home, a potentially cheap and effective alternative to hospitalization.

I was also struck by the common-sense approach to health care at a clinic started by American women in Nepal. Often romanticized by Westerners because of its glorious setting in the Himalayas, Nepal is in fact a cruel health environment for indigenous women. A disproportionate number of Nepalese women die during their child-bearing years, the result of early and frequent pregnancies, inadequate health care and poor nutrition. Women are usually the last to eat in their families and as many as 80 percent are reported to be anemic. A recent report by a group of Nepalese women estimates 515 maternal deaths for every 100,000 live births.

At the health clinic I visited, midwives and others preparing to deliver a baby will soon be given a "Safe Home Delivery Kit" -- a package containing a plastic sheet, bar of soap, piece of twine, wax and a razor blade. This is a cost-effective, low-tech approach that will help improve conditions for childbirth and lower the mortality rate among Nepalese women.

As an American, I was proud to learn that many of these grass-roots enterprises were succeeding because of direct assistance from the United States to governments, nongovernmental organizations, or U.S.-supported international organizations such as the World Bank. Nongovernmental organizations have been particularly effective because they are close to the people, accountable to the people, and often are good advocates for the poor. Not only do the partnerships between governments and NGOs help funnel aid directly to programs, they leverage support from local governments and other sources.

Throughout South Asia, one can see the results of American investment in governments and NGOs. The "Safe Home Delivery Kit," for example, was funded jointly by USAID, Save the Children, the Nepalese government and a small, local women-owned business. The United States has supported family planning services in Bangladesh, where population growth rates have fallen from 3 percent to 2.2 percent since the early 1970s.

In Sri Lanka, I visited a remarkable facility built with financial assistance from USAID. A program run by a former theology professor, Sister Bernice, offers shelter, schooling and financial counseling to women and girls who are homeless or victims of violence.

Like Bangladesh, Pakistan is also developing rural schools. At the Lahore University of Management Sciences, a center of higher learning in Pakistan built

The Washington Post, May 14, 1995

with USAID support, I saw dozens of young women who are training along with their male counterparts to become leaders of their nation's growing business and investment sectors.

These projects are proof that American aid -- both financial and technical -- has provided the tools of opportunity to people and nations who have shown a courageous commitment to democracy and a market economy. Today, that American aid remains critical. Having watched in the last 10 years as democracy has flourished and markets have opened around the globe, we cannot turn our backs on nations struggling to uphold our ideals.

As debates over foreign aid take place in the coming months, I hope that members of Congress and the American public will remember that such assistance accounts for less than 1 percent of our annual budget.

Still, at a time of economic anxiety in our own country, I'm sure many Americans wonder why we should be concerned with the conditions facing women and girls living in dusty villages and urban slums around the world. The reasons go beyond humanitarian concerns. As Treasury Secretary Robert Rubin said after a recent trip to India, "Development works. It improves lives in developing countries, and as those lives improve, it will have a direct impact on our economy, on the jobs and living standards of Americans."

On every continent, we have seen how the development of skills and earning power of women leads to more prosperous regional and national economies. It also leads to better educated and more prosperous consumers of American goods and services. And it is fundamentally important to building a more peaceful world. As long as economies remain underdeveloped and spirits undernourished, conflicts that endanger our own security are less likely to be resolved.

Finally, investing in opportunities for women is critical to expanding social justice. Denying women education, health care, economic security, political freedom and legal protections is a violation of basic human rights.

Given recent objections voiced in this country about a day devoted to bringing girls to work, it probably bears mentioning that an emphasis on girls and women is not meant to exclude or diminish the rights or interests of men. Men everywhere face challenges and obstacles as they seek to fulfill themselves and their responsibilities to their families.

But around the world, including in our own country, women represent a disproportionate number of the poor and vulnerable. Investing in women strengthens families and communities, which helps everyone in society. And investing in women brings us closer to a world in which distinctions between men and women are viewed, ultimately, as complementary parts to a greater whole.

First Lady Hillary Clinton traveled through South Asia from March 24 to April 6.

GRAPHIC: Illustration, Whitney Sherman for The Washington Post

LANGUAGE: ENGLISH

The Washington Post, May 14, 1995

COUNTRY: INDIA;

LOAD-DATE: May 14, 1995

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
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- 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]
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- 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]

cc Lisa, Liz B...
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Economic Policy Institute

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Wednesday, February 22

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NEW REPORT FINDS RAISING MINIMUM WAGE WOULD BENEFIT FULL-TIME, WOMEN WORKERS IN MODEST INCOME FAMILIES; HIGH INCOME TEENAGERS ACCOUNT FOR ONLY 11% OF MINIMUM WAGE WORKERS

Washington, D.C. -- The current debate over raising the minimum wage has centered around assertions that a higher minimum wage would mostly benefit teenagers from affluent families while costing many low wage workers their jobs. A new report released today by the **Economic Policy Institute (EPI)** shows that the Clinton plan for raising the minimum wage will primarily benefit full-time, adult women workers in low-income and middle-class families. Only 11.7% of all beneficiaries of a higher minimum wage are teenagers in high income families.

Who Wins with a Higher Minimum Wage, by **Lawrence Mishel, Jared Bernstein**, and **Edith Rasell**, examines the effects of an increased minimum wage and finds the following:

- A higher minimum wage will most benefit families with the least income -- low income and middle-class families. **Seventy-six percent** of the benefits of the Clinton minimum wage proposal will go to working families with below average incomes.
- Minimum wage earners are primarily women (57.9%), those in full-time jobs (47.2%) or who work more than twenty hours weekly (33.3%), are disproportionately black (15%) or Hispanic (13.8%), and are concentrated in the low wage retail sector (44.3%).
- Minimum wage earners are frequently the only earner in their family (38%) and, on average, contribute half of all family earnings.
- Only 11.7% of all beneficiaries of a higher minimum wage are teenagers in families with above average incomes.
- The Clinton administration proposal only partially restores the deterioration of the minimum wage since 1979. In 1996, after two \$0.45 increases, the minimum wage would still be 14% below its

purchasing power in 1979.

A higher minimum wage will help reverse the growth of wage inequality over the 1979-93 period, especially among women.

Opponents of increasing the minimum wage paint a picture of little economic gain and many adverse consequences from the wage hike. Contrary to popular perceptions that teenagers are the big winners, an EPI analysis of Current Population Survey data finds that full-time working women from low-income and middle-class families will gain the most from the Clinton proposal to boost the minimum wage. While minimum wage earners are concentrated in the poorest families, a higher minimum wage will also benefit many working families in the middle class (32.8%).

The Clinton administration proposes to increase the minimum wage from its current \$4.25 level to \$4.70 in July 1995 and to \$5.15 in July 1996. In ***Who Wins with a Higher Minimum Wage***, the authors show that the minimum wage hike will directly affect 12.2 million workers, or 11.7% of all earners, and indirectly affect an additional 8.9 million workers, or 8.5% of all earners. They find half of minimum wage earners work full time and another third work between 20 and 34 hours weekly. **Minimum wage earners contribute significantly to their family incomes -- half (48.6%) of the total annual earnings.** Another indication of their importance to family incomes is the fact that 38.8% of minimum wage earners are the sole earners in their families, while another 35.6% are one of only two earners in their families.

Teens make up only a small proportion of all minimum wage earners (25.4%), and only 11.7% of minimum wage earners are teens in families with above average incomes. In contrast, 57.6% of minimum wage earners are adults in families with below average incomes, according to the report.

The persistent economic squeeze on families is a result of the continuing deterioration of real wages for the vast majority of workers and the dramatic growth in the wage gap between high wage workers and those earning middle or low wages. According to the authors, a higher minimum wage will help reverse the growth of wage inequality over the 1979-93 period, especially among women. However, these increases will only partially offset the 27% decline in the inflation-adjusted value of the minimum wage over the 1979-94 period.

The authors also note that recent studies have shown little, if any, job loss due to the minimum wage hikes in 1990 and 1991. They conclude that the modest boost proposed by the Clinton administration is not likely to result in any significant job loss, but will generate income gains for precisely those families who need it most. In addition, a higher minimum wage would begin to "make work pay" and help shift welfare recipients into jobs.

Lawrence Mishel is the Research Director of the Economic Policy Institute and the author of various EPI publications, including *The State of Working America, 1994-95* and *1992-93* editions (with Jared Bernstein), *Manufacturing Numbers: How Inaccurate Statistics Conceal U.S. Industrial Decline*, and *Shortchanging Education* (with Edith Rasell). He holds a Ph.D. in economics from the University of Wisconsin and has published in a variety of academic and nonacademic journals.

Jared Bernstein is an economist at the Economic Policy Institute. He is a co-author of *The State of Working America, 1994-95* and *1992-93* editions. Mr. Bernstein holds a Doctor of Social Welfare degree from Columbia University. He specializes in the fields of income distribution, poverty and social welfare policy, and wage trends and inequality.

Edith Rasell is a health economist at the Economic Policy Institute. Dr. Rasell is a former physician, board certified in Family Practice. She is the co-author of the EPI briefing papers *The Impact of Health Care Financing on Family Budgets* (with Jared Bernstein and Kainan Tang) and *The Impact of the Clinton Health Care Plan on Jobs, Investment, Wages, Productivity and Exports* (with Dean Baker and Kainan Tang).

The Economic Policy Institute is a non-profit, non-partisan economic think tank founded in 1986 and supported by grants from foundations, corporations, labor unions, and individuals. Its founders include economic policy experts Lester Thurow, Robert Reich, Robert Kuttner, Barry Bluestone, Ray Marshall, and EPI President Jeff Faux.

To order copies of the EPI briefing paper ***Who Wins with a Higher Minimum Wage***, by **Lawrence Mishel, Jared Bernstein, and Edith Rasell**, contact the Economic Policy Institute at 202-775-8810. Price is \$5.

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Divider Title: **Working Women Count! (Labor)**

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.

News

United States
Department
of Labor

file



Office of Information

Washington, D.C. 20210

CONTACT: Lisa Lederer
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(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 1,500 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."

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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.



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***Improved Pay and Benefits, Help Balancing Work and Family,
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-more-

- 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 five 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 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."

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This information will be made available to sensory impaired individuals upon request. Voice Phone: 202-219-6060, TDD Message Referral Phone: 1-800-326-2577.

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.



WORKING WOMEN COUNT!**PARTNER SUMMARY**

More than 1,600 partners joined the Women's Bureau of the U.S. Department of Labor to distribute the *Working Women Count!* questionnaire to their members, readers, constituents, employees and/or customers. Below is a summary, with examples, of the number and variety of participating organizations. A complete, state-by-state listing is attached.

- 4 **National Magazines** printed the questionnaire: Essence, Ms., Working Mother and Working Woman

- 40 **Daily Newspapers** printed the questionnaire, including the Atlanta Constitution, Miami Herald (in English and Spanish), Chi-Am Daily, Cleveland Plain Dealer, Flint Journal, Los Angeles Sentinel, New York Daily News, and Philadelphia Daily News; many have already reported on their own results

- 300- **Businesses**, from Xerox and NYNEX to the West 47th Street Salon and Day Spa in Kansas City, MO and Skelly's Pub in Sioux Falls, SD

- 75- **Labor Unions**, including large international unions and many locals

- 58 **Senators and Members of Congress** (bipartisan)

- 75+ **National Organizations** like Business and Professional Women, the National Black Nurses' Association, National Conference of Black Mayors, National Council of La Raza, 9tc5, and YWCA of the USA

- 900+ **State and Local Organizations** ranging from grassroots groups like La Alianza Cannery Workers Organization Project to Native American groups like the Chippewa Cree Tribe; from state governments like Arizona, Maryland, Nevada and Wyoming, to big city governments like Atlanta, Miami and New York, to small city governments like Fort Collins, CO and Hutchinson, KS; from state universities to community colleges; and women's and workers' organizations around the country

- 10+ **Federal Agencies:** Agriculture, Education, Energy, General Services Administration, Health and Human Services, Justice, Labor, Office of Personnel Management, and Veterans' Affairs targeted all of their women employees; many others distributed to select offices

- 4 **On-Line Services**, including Compuserve and Prodigy

WORKING WOMEN COUNT PARTNERS IN THE STATE OF ALABAMA

Alabama Women's Agenda, Birmingham
Central Alabama OIC, Montgomery
Federal Women's Program, Huntsville
Opportunities Industrial Centers, Montgomery
Retail, Wholesale & Dept. Store Union, AFL-CIO, Birmingham
University of Alabama Center on Education and Research,
Birmingham
YWCA, Birmingham

WORKING WOMEN COUNT PARTNERS IN THE STATE OF ALASKA

Alaska Department of Education, Juneau
Anchorage Daily News, Anchorage
Central Council Tlingit & Haida Indian Tribes of AK, Juneau
Federally Employed Women-Mendenhall Chapter #139, Juneau
Juneau Women's Council, Juneau
Klukwan, Inc., Juneau
Mt. Redoubt, Alaska Chapter, Coalition of Labor Union Women,
Kenai

WORKING WOMEN COUNT PARTNERS IN THE STATE OF ARIZONA

Advocates for the Disabled, Phoenix
Arizona Business & Professional Women's Foundation, Scottsdale
Arizona Department of Administration, Phoenix
Arizona Department of Corrections, Phoenix
Arizona Department of Economic Security, Phoenix
Arizona Department of Transportation, Phoenix
Arizona Governor's Office for Excellence, Phoenix
Arizona Governor's Office for Women, Phoenix
Arizona State University, Tempe
Arizona State University-School of Justice Studies, College of Law, Tempe
Arthur Anderson & Company, Phoenix
Association for Supportive Child Care, Tempe
Bank One of America, Phoenix
Big 4 Restaurants, Phoenix
Chicanos Por La Causa, Inc., Phoenix
Circle K Corporation, Phoenix
Del Webb Corporation, Scottsdale
Girl Scouts Council, Phoenix
Honorable Karan English, Flagstaff
Honorable John McCain, Phoenix
Inter-Tribal Council, Phoenix
Kinder Care Learning Centers, Inc., Glendale
M ONE, Inc., Phoenix
Maricopa County Recorder's Office, Phoenix
Motorola Inc., Scottsdale
Pima County Attorney's Office, Florence
Pima County/Tucson Women's Commission, Tucson
Safeway Stores, Inc., Tempe
St. Joseph's Hospital, Phoenix
Tucson Black Women's Task Force, Tucson
Tucson Newspapers, Inc., Tucson
Tucson Times, Tucson
University Career Women-Arizona State University, Tempe
Wal-Mart, Phoenix
YWCA, Phoenix
Yuma Private Industry Council, Inc., Yuma
Zonta International, Mesa

WORKING WOMEN COUNT PARTNERS IN THE STATE OF ARKANSAS

Economic Opportunity Association of Washington County,
Fayetteville
Southeast Arkansas Economic Development District, Pine Bluff
Women's Project, Little Rock

WORKING WOMEN COUNT PARTNERS IN THE STATE OF CALIFORNIA

Airtouch Communications, Walnut Creek
Alliance of Businesses for Childcare Development, Los Angeles
Alumnae Resources, San Francisco
American Association for Medical Transcription, Modesto
American Business Women's Association, San Pedro
Amex Life Assurance, San Rafael
Asian Business Co-op, Rosemead
Asian Immigrant Women Advocates, Oakland
Azusa Pacific University /Graduate School of Theology, Azusa
Bakery, Confectionery & Tobacco Workers Local 24, Redwood City
Bananas, Oakland
Bay Area Network of Latin America (BANELA), San Francisco
Bay Area Women's Resource Center, San Francisco
CARENCEN, San Francisco
CHI-AM Daily, Monterey Park
California Association of Life Underwriters, Oakland
California Commission on the Status of Women, Sacramento
California School Employees Association (CSEA), San Jose
California Women's Law Center, Los Angeles
Career Action Center, Palo Alto
The Center for Work and the Family, Berkeley
Century Freeway Women's Employment Program, Compton
Child Care Coordinating Council of San Mateo County
City of Palo Alto
City of San Mateo - Police Department
Coalition of Labor Union Women - East Bay Chapter, Oakland
Commission on the Status of Women, San Francisco
Corporate Child Care Consultation, San Francisco
Crystal Stairs, Inc., Los Angeles
Equal Means Journal: Ms. Foundation for Women, Berkeley
Equal Rights Advocates (ERA), San Francisco
Family Care, Inc., Pleasanton
Frontline Campaigns, Berkeley
GENENTECH, South San Francisco
The Hispanic Reporter, Los Angeles
Honorable Barbara Boxer, San Francisco
Honorable Dianne Feinstein, Los Angeles
Honorable Nancy Pelosi, San Francisco
Honorable Lucille Roybal-Allard, Los Angeles
Honorable Lynn Woolsey, California
Information & Referral Services, Inc., San Jose
Information Access Company, Foster City
Institute for Childhood Resources, San Francisco
InterMedia Partners, San Francisco
International Child Resource Institute, Oakland
Jewish Family & Children's Services, San Francisco
Kaiser Foundation Health Plan, Inc., Oakland
The Korea Central Daily News, Los Angeles
La Alianza - Cannery Workers Organizing Project, Watsonville
Labor Project for Working Families, Berkeley
Last Monday Club, Oakland
League of Women Voters of San Francisco, San Francisco

Legal Aid Society of San Francisco, San Francisco
LifeScan, Milpitas
Los Angeles Sentinel, Los Angeles
Los Angeles Women's Foundation, Los Angeles
MAAC Project, National City
William M. Mercer, Inc., San Francisco
NAACP Western Region, Los Angeles
NCO/Advancement Enterprises, Ukiah
National Council of Jewish Women, Los Angeles
National Immigration Law Project, Los Angeles
National Latina Health Organization, Oakland
Network Equipment Technologies, Redwood City
New Ways to Work, San Francisco
Occupational Health Services Inc., Oakland
One Small Step
Pacific Asian American Women Bay Area Coalition, San Francisco
Pacific Gas & Electric Company, San Francisco
Professional & Business Women's Conference Inc., San Mateo
Project Work & Family 2000, Foster City
Public Interest Clearinghouse, San Francisco
SRI International, Menlo Park
San Francisco Bay Area Federal Executive Board, Oakland
San Francisco Women Lawyers Alliance, San Francisco
San Francisco Womens Center Inc., San Francisco
San Jose Area Home Economics Association, San Jose
San Mateo County Transit District, San Carlos
San Mateo Times, San Mateo
Santa Clara Center for Occupational Safety & Health, San Jose
Santa Cruz County Women's Commission, Santa Cruz
Service Employees Int'l Union-SF Western Reg. Ofc., San Francisco
Silicon Graphics, Inc., Mountain View
Southern California Tradeswomen Network, Los Angeles
Structural Integrity Assoc., Inc., San Jose
Turning Point Career Center, Berkeley
University of California, San Francisco
U.S. Postal Inspection Services, San Francisco
US HHS Region IX (Health & Human Services Reg. 9), San Francisco
USDA Food and Nutrition Service, San Francisco
USDOL Region 9/Federal Womens Program, San Francisco
Vietnamese Fishermen's Association of America, Oakland
Wells Fargo Alarm Services, San Diego
Women In Community Service, San Francisco
Women at Work, Pasadena
The Women's Foundation, San Francisco
Women's Initiative for Self Employment (WISE), San Francisco
Women's Network of Contra Costa County, Walnut Creek
Women's Resource Center, San Luis Obispo
Xerox Corporation, El Segundo
YWCA in Santa Clara Valley, San Jose
YWCA of San Francisco, Marin and San Mateo Counties

WORKING WOMEN COUNT PARTNERS IN THE STATE OF COLORADO

AT&T, Denver
Adams County School District 14, Commerce City
African American Women 40 Plus, Inc., Aurora
Air Liquide, Denver
Allied Group, Inc., Denver
Alpha Kappa Alpha Sorority, Aurora
American Business Women's Association, Denver
American Indian Higher Education Consortium, Lafayette
Asian Pacific Development Center, Denver
The Athena Group, Denver
BPW (Colorado), Denver
Bank of Boulder, Boulder
Boulder Publishing, Inc., Boulder
The Briles Group, Inc., Denver
Brothers Redevelopment, Inc., Denver
CO Institute for Gender Equity in Vocational Educ., Lakewood
Capital Heights Pharmacy, Denver
Career Choices, Denver
City of Fort Collins Light and Power Company, Fort Collins
City of Westminster
Coalition of Labor Union Women - Denver Metro Chap, Denver
Colorado American Association of University Women, Englewood
Colorado Business, Englewood
Colorado Christian Home, Denver
Colorado Department of Education, Educational Equity Programs and Services
Colorado Federation of Business & Professional Women, Denver
Colorado Federation of Teachers, Denver
Colorado Housing and Finance Authority, Denver
Colorado Mental Health Institute of Pueblo, Pueblo
Colorado National Bank, Denver
Colorado Rural Housing Development Corporation, Westminster
Colorado State AFL-CIO, Denver
Colorado Women's Agenda, Denver
Colorado Women's Chamber of Commerce, Denver
Colorado Women's Employment & Education, Denver
Community College of Denver Business & Governmental School
Community College of Denver-Women's Resource Center
Conference Associates, Denver
DMJM, Denver
Dames & Moore, Denver
Denver Alumnae Chapter-Delta Sigma Theta Sorority, Denver
Denver Business Women's Network
The Denver Art Museum, Denver
Denver Business Women's Network, Denver
Denver Center for Performing Arts, Denver
Denver Indian Center, Inc., Denver
The Denver Post, Denver
The Denver Public Library, Denver
Denver Water, Denver
Denver Women's Commission, Denver
Department of Interior, Office of Surface Mining, Denver

Discount Bargain Books, Denver
Dissen Swartz P.C., Englewood
ERIC Group, Englewood
The Eagle Group, Denver
Emily Mann Consultants, Aurora
The Empowerment Program, Denver
Exabyte Corporation, Boulder
Fantasy Hair Design, Aurora
Federally Employed Women High Plains Chapter, Aurora
First Data Corporation, Englewood
First National Summitt Bank, Gunnison
Firstbanks of Colorado, Lakewood
Fulton Elementary School, Aurora
Gensler & Associates, Denver
Guarantee National Insurance, Englewood
Honorable Hank Brown, Denver
Honorable Scott McInnis, Pueblo
Honorable Ben Nighthorse Campbell, Denver
Honorable Patricia Schroeder, Denver
Hotel & Restaurant Employees Local Union #14, Denver
Inst. for Women's Studies & Services at Metropolitan, Denver
International Association of Machinists, Commerce City
Jack and Jill Denver, Littleton
Joya Wonderlight Music, Littleton
KMGH-TV, McGraw Hill Broadcasting, Denver
KRMA-Channel 6, Denver
Kaiser Permanente, Denver
Kevin J. Marshall, D.D.S., Aurora
Latin American Research & Service Agency (LARASA), Denver
Leprino Foods, Denver
Lewan and Associates, Inc., Denver
M.A. Mortenson Company, Denver
The Maids, Aurora
The Mental Health Corporation of Denver, Denver
Metro Wastewater, Denver
Metropolitan State College, Denver
MiCasa Resource Center for Women, Inc., Denver
National Jewish Center, Immunology & Respiratory Med., Denver
National Civic League, Denver
National Council of Negro Women, Denver
National Image, Inc., Denver
National Renewable Energy Laboratories, Golden
New Belgium Brewing Company, Ft. Collins
Non Traditional Financial Services, Littleton
Norgren Company, Littleton
North Metro Community Services, Westminster
Northeast Women's Center, Denver
Norwest Banks, Denver
Park Hill for a Safe Neighborhood, Denver
Penrose St. Francis Health Care System, Colorado Springs
Peoples Presbyterian, Denver
Piper Jaffray, Boulder
Planned Parenthood, Boulder
Planned Parenthood of the Rocky Mountains, Aurora

Regional Transportation District, Denver
Regis University, Denver
Rehability, Denver
Resources Trust Company, Englewood
Rising Star Missionary Baptist Church, Denver
Rocky Mountain News, Denver
Rocky Mountain Tradeswomen Association, Broomfield
Ruth Welle Consultants, Englewood
School of Nursing, Denver
Securities & Exchange Commission, Denver
Service Employees International Union Local 105, Denver
Servicio De La Raza, Denver
Smith Lange & Associates, Highlands Ranch
Social Security Administration, Denver
The Tattered Cover Bookstore, Denver
Travel Pals, Inc., Denver
US Department of Commerce, Boulder
US Department of Housing and Urban Development, Denver
US Department of Interior-National Park Service, Lakewood
US Department of Labor-Federal Women's Program, Denver
US Dept of Justice-Immigration & Naturalization, Denver
United Technologies/Hamilton Standard Commercial, CO Springs
University of Colorado, Denver
Wackenhut Corrections Corporation/INS, Aurora
Western Farm Bureau, Denver
William M. Mercer, Incorporated, Denver
Women's Resource Agency, Colorado Springs
YWCA of Boulder County, Boulder
YWCA of Metropolitan Denver

WORKING WOMEN COUNT PARTNERS IN THE STATE OF CONNECTICUT

Connecticut Commission on Children, Hartford
Connecticut Permanent Commission on the Status of Women, Hartford
Connecticut Post, Bridgeport
Connecticut Women's Education and Legal Fund, Hartford
Greenwich News, Westport
HMA Inc., Hamden
Hartford Courant, Hartford
Honorable Rosa DeLauro, New Haven
Honorable Chris Dodd, Weathersfield
Honorable Nancy Johnson, New Britain
Honorable Christopher Shays, Bridgeport
Inquirer Publications, Hartford
Institute for the Hispanic Family, Hartford
International Executive Service Corps, Stamford
The Kennedy Center, Inc., Bridgeport
MADD-Bridgeport, CT, Bridgeport
NWPC of Connecticut, Bristol
National Organization for Women, Hartford
New Haven Register, New Haven
Northend Agent, Hartford
Norwalk Medical Group, Norwalk
Olin Corporation, Stamford
Perkin-Elmer Corporation, Norwalk
Permanent Commission of the Status of Women, Hartford
Republican-American Waterbury, Waterbury
Shawmut National Corporation, Hartford
Today's Woman (Waterbury-Republican-American), Waterbury
Town of West Hartford
Uniroyal Chemical, Waterbury
Vernon Junior Women's Club, Vernon
Visiting Nurse Assoc. of South Central Connecticut, New Haven
Women's Political Caucus, Bristol
Xerox Corporation-Stamford

WORKING WOMEN COUNT PARTNERS IN THE STATE OF DELAWARE

Delaware Commission for Women, Wilmington
Delaware State American Association of University Women,
Wilmington
Women's Leadership Center, Wilmington

WORKING WOMEN COUNT PARTNERS IN THE DISTRICT OF COLUMBIA

9 to 5 National Assoc of Working Women DC area, Washington D.C.
AFGE, Washington D.C.
AFL-CIO, Washington D.C.
AFSCME, Washington D.C.
American Federation of Government Employees, Washington D.C.
American Federation of Teachers, Washington D.C.
American Nurses Association, Washington D.C.
Association of Flight Attendants, Washington D.C.
Association of Research Libraries, Washington D.C.
Association of Women in International Trade, Inc., Washington D.C.
Banks & Johnson Associates, Washington D.C.
Bass and Howes, Washington D.C.
Black Women's Agenda, Washington D.C.
Business and Professional Women, Inc., Washington D.C.
Businesses for Social Responsibility, Washington D.C.
Capital Hill Women's Political Caucus, Washington D.C.
Center for Policy Alternatives, Washington D.C.
Central Pension Fund, Washington D.C.
The Children's Foundation, Washington D.C.
Church Women United, Washington D.C.
The Classification & Compensation Society, Washington D.C.
The Corporate Response Group Inc./Corprotec Inc., Washington D.C.
Coalition of Labor Union Women (CLUW), Washington D.C.
General Board of Global Ministries, Washington D.C.
The Harrison Center for Career Education, Washington D.C.
Honorable Eleanor Holmes Norton, Washington D.C.
Institute for Women's Policy Research, Washington D.C.
International Union of Bricklayers & Allied Craftsmen, Washington D.C.
Interaction, Washington D.C.
International Brotherhood of Teamsters, Washington D.C.
International Union of Operating Engineers, Washington D.C.
Laborers' Int'l Union of North America (LIUNA), Washington D.C.
Methodist Church Women's Inc., Washington D.C.
Metropolitan Women's Organizing Project (MWOP), Washington D.C.
National Association of Child Care Resource & Referral Agencies,
Washington D.C.
National Center for the Early Childhood Workforce, Washington D.C.
National Air Traffic Controllers Assoc (NATCA), Washington D.C.
National Association of Commissions for Women, Washington D.C.
National Association of Hispanic Nurses, Washington D.C.
National Black Nurses Association, Washington D.C.
National Committee on Pay Equity, Washington D.C.
National Council of LA RAZA, Washington D.C.
National Council of Negro Women, Washington D.C.
National Education Association, Washington D.C.
National Hispana Leadership Institute, Washington D.C.
National Women's Political Caucus, Washington D.C.
National Association of Negro Business & Professional Women's
Clubs, Washington DC
National Foundation for Women Business Owners, Washington D.C.
National Postal Mailhandlers Union (NPMHU), Washington D.C.

Office of Personnel Management (OPM), Washington D.C.
Organization of Chinese Americans, Washington D.C.
Pension Rights Center/Women's Project, Washington D.C.
People For the American Way, Washington D.C.
Planned Parenthood Association, Washington D.C.
SALUD, Inc., Washington D.C.
Service Employees International Union, Washington D.C.
Tri-State Civil Liberties Dept. (Elks), Washington D.C.
United Methodist Church, Women's Division, Washington D.C.
US Department of Health & Human Services, Washington D.C.
US Environmental Protection Agency (EPA), Washington D.C.
US Patent and Trademark Office, Washington D.C.
US Department of Agriculture, Washington D.C.
US Department of Education, Washington D.C.
US Department of Energy, Washington D.C.
US Department of Justice, Washington D.C.
US Dept of Veterans Affairs/Ofc. of Equal Oppt., Washington D.C.
The Union Institute Center for Women, Washington D.C.
Union Privilege AFL-CIO, Washington D.C.
United Brotherhood of Carpenters, Washington D.C.
United Food & Commercial Workers Int'l Union, Washington D.C.
United Methodist Church, Women's Division, Washington D.C.
Washington Child Development Council, Washington D.C.
Wider Opportunities for Women, Washington D.C.
Women Judges' Fund for Justice, Washington D.C.
Women Work! The Nat'l Network for Women's Emplymt, Washington D.C.
Women's Information Network, Washington D.C.
Women's National Democratic Club, Washington D.C.
YWCA of the USA, Washington D.C.
Zeta Phi Beta Sorority Inc., Washington D.C.

WORKING WOMEN COUNT PARTNERS IN THE STATE OF FLORIDA

Adult Migrant and Seasonal Farmworkers Program, Tallahassee
AWMI SO FLA. CHAPTER, Margate
Alpi Head Start Program, Ft. Pierce
American Business Women's Association, Fort Walton Beach
Broward County Women Lawyer's Association, Ft. Lauderdale
Casino Drywall, Inc., Pompano Beach
Central Florida Women's Resource Center, Inc., Orlando
The Center for Women, Tampa
Centro Campesino Farmworker Center, Homestead
Child Care Resource & Referral, Inc., Delray Beach
Child Care Services, Fort Walton Beach
City of Hollywood
City of Miami-Dept of Equal Opp/Diversity Programs, Miami
Cuban American National Council, Inc., Miami
Dade County Commission on Status of Women (DCCOSW), Miami
Everglades Community Association, Florida City
Farmworkers Self-Help, Dade City
Federal Executive Board, Miami
Florida Children's Forum, Tallahassee
Florida Museum of Hispanic Art, Miami
Hispanic Coalition, Miami
Honorable Corrine Brown, Jacksonville
Honorable Tillie Fowler, Jacksonville
Jacksonville Women's Lawyers Association, Jacksonville
Manatee County Head Start, Bradenton
Miami Herald, Miami
Office of Equal Opportunity & Affirmative Action, Hollywood
Palm Beach Cty Comm on the Status of Women, West Palm Beach
Redlands Christian Migrant Association, Immokalee
Resource Center for Women, Inc., Largo
Unitarian Universalist Service Committee, Ft. Lauderdale
W.R. Grace & Co., Boca Raton
Walker's Aviation, Fort Lauderdale
Walt Disney World Co, Lake Buena Vista
Wesley House Child Care Agency, Key West
Women's Resource Center of Manatee, Inc., Bradenton

WORKING WOMEN COUNT PARTNERS IN THE STATE OF GEORGIA

9to5, Atlanta
AFSCME, Atlanta
American Assoc. of Occupational Health Nurses, Atlanta
Atlanta Committee for the Olympic Games, Atlanta
Atlanta Desktop, Atlanta
Atlanta Journal Constitution, Atlanta
Atlanta Prevention Connection, Atlanta
Atlanta Women's Fund, Atlanta
Bernie Mercer & Company, Atlanta
City of Atlanta, GA/Bureau of Personnel Admin., Atlanta
Coalition of Black Trade Unionists, Atlanta
Concerted Services, Inc.-Head Start Program, Waycross
Decatur Alumnae Chap. Delta Sigma Theta Sorority, Decatur
Delta Sigma Theta Sorority, Decatur
Dogwood City Business & Professional Women, Atlanta
Georgia Department of Technical & Adult Education, Atlanta
Goodwill Industries of Atlanta, Atlanta
Hillside Chapel and Truth Center, Inc., Atlanta
Honorable Paul Coverdell, Atlanta
Honorable Cynthia McKinney, Decatur
Metro Atlanta Chapter-Older Women's League, Atlanta
National Alliance of Business, Atlanta
National Conference of Black Mayors, Inc., Atlanta
Office of Adult Literacy, Atlanta
Retail Wholesale Department Store Union RWDSU, Atlanta
Satilla Child Care Resource & Referral Agency Inc., Waycross
Turner Broadcasting, Atlanta
Women Business Owners, Atlanta
YWCA, Greater Atlanta

WORKING WOMEN COUNT PARTNERS IN THE STATE OF HAWAII

ALU LIKE, Inc., Honolulu
Brigham Young University of Hawaii/Univ. Relations, Laie
City and County of Honolulu-Dept. of Personnel
Federal Women's Council, Honolulu
Hawaii State Commission on The Status of Women, Honolulu
Honolulu County Committee on the Status of Women
Honorable Patsy Mink, Honolulu
Kalihi-Palama Health Center, Honolulu
Leeward Community College
Office of the Governor, Office of Affirmative Action, Honolulu
University of Hawaii, East-West Center, Honolulu
YWCA of O'ahu, Honolulu

WORKING WOMEN COUNT PARTNERS IN THE STATE OF IDAHO

American Association of University Women-Orofino Beach
Honorable Mary Lou Reed, Coeur & Alene
Idaho Human Rights Commission, Boise
Idaho Women's Network, Inc., Boise
Soroptimist International of Boise
Southwest Idaho Private Industry Council, Boise
University of Idaho Cooperative Extension System, Moscow

WORKING WOMEN COUNT PARTNERS IN THE STATE OF ILLINOIS

American Agri-Women, Shannon
American Association of Retired Persons (AARP), Chicago
American Association of University Women-IL, Inc., Effingham
Aztec Corporation, Naperville
Cambodian Association of Illinois, Chicago
Centro Romero, Chicago
Chicago Chapter of The Nat'l Organization for Women
Chicago Children's Museum
Chicago Council on Urban Affairs
The Chicago Foundation for Women
Chicago Jobs Council
Chicago Metropolitan Association
Chicago Women In Trades
Chicagoland 9 to 5, Chicago
Child Care Connection/Illinois Central College, East Peoria
Chinese American Service League, Chicago
Citizens Assembly-Citizens Council on Women, Springfield
City of Chicago-Department of Personnel
Cook County Clerk's Office, Chicago
Day Care Action Council of Illinois, Chicago
DePaul University Career Development Center, Chicago
Ethiopian Community Association of Chicago, Chicago
Federally Employed Women - Windy City Chapter, Chicago
Foundation for Housing and Speech Rehabilitation, Chicago
Foundation for Hearing & Speech Rehabilitation, Chicago
Honorable Carol Moseley Braun, Chicago
Honorable Paul Simon, Chicago
Household International Inc., Prospects Heights
Illinois Democratic Women, Orion
Illinois Department of Commerce & Community Affairs, Chicago
Illinois Department of Employment Security, Chicago
Illinois Department of Human Rights, Chicago
Illinois Migrant Council (IMC), Chicago
Illinois Power, Decatur
Illinois State Curriculum Center, Springfield
Jewish Federation of Metropolitan Chicago
La Leche League International, Schaumburg
Legal Assistance Foundation of Chicago
Loyola University Chicago
McDonald's, Oak Brook
Midwest Women's Center, Chicago
Mujeres Latinas En Accion, Chicago
NA'AMAT USA Suburban Chicago Council, Northfield
Nat'l Consortium of Medical Representatives (NCOMR), Chicago
Nat'l Women's Political Caucus of Greater Chicago
National Assembly of Religious Women, Chicago
National Forum for Black Public Administrators, Chicago
North Chicago V.A. Medical Center, Fed. Wom. Prog., N. Chicago
Northern IL Univ., Adult Learning Resource Center, Des Plaines
Owl-Illinois, Chicago
Prairienet, Champaign
Project NOW-CAA, Rock Island

Quincy Herald Whig, Quincy
Ross & Hardies, Chicago
Sears Roebuck and Company, Hoffman Estates
Senator Paul Simon, Chicago
Southwest Women Working Together, Chicago
Stein & Company Female Employment Initiative, Chicago
Top Ladies of Distinction, Area 3, Belleville
US Commission on Civil Rights, Chicago
US Small Business Administration/Chicago Dist Office, Chicago
USG Corporation - Women's Network, Chicago
University of Illinois, Cooperative Education Program, Chicago
University of Illinois, Master of Public Administration Program,
Chicago
University of Illinois, Office of Women's Affairs, Chicago
University of Illinois-Institute of Labor & Industrial Relations,
Chicago
University of Illinois, Women Studies Program, Chicago
University of Illinois-Career Services, Chicago
Women Employed, Chicago
Women in Management, Chicago
Women's Business Development Center, Chicago
Women's Council of Realtors, Chicago
The Women's Office, Chicago
YWCA of Northeastern Illinois, Waukegan
YWCA, Pekin
YWCA, Peoria
YWCA, Rockford
YWCA of Sterling-Rock Falls, Sterling
Zonta International, Chicago

WORKING WOMEN COUNT PARTNERS IN THE STATE OF INDIANA

AFL-CIO Appalachian Council, Inc.-Office of Job Corps, La Porte
AFL-CIO Labor Institute for Training, Indianapolis
Affirmative Action Office-IUPUI, Indianapolis
Bloomington Human Rights Commission, Bloomington
Buis & Associates, Indianapolis
Ft. Wayne Women's Bureau, Ft. Wayne
The Forum: Dedicated to Wom Business Development, Terre Haute
Greater Terre Haute Chamber of Commerce, Terre Haute
Indiana State University, Center for Research & Mgmt. Service,
Terre Haute
Indiana Assoc. for Child Care Resource & Referral, Indianapolis
Indiana Department of Education, Indianapolis
Indiana State University, Women's Resource Center, Terre Haute
Indiana University Northwest, Division of Labor Studies, Gary
Indiana University, South Bend Division Labor Studies, South Bend
Indiana University-Division of Labor Studies, Bloomington
Indiana Vocational Association, Madison
Indiana Women & Work Conference, Indianapolis
Indianapolis Urban League, Inc., Indianapolis
Inland Steel Company, East Chicago
Junior Achievement of Northern Indiana, Fort Wayne
The Labor Banner, LaPorte
Midwest Women's Forum Newsmagazine, Cedar Lake
Network of Women In Business, Indianapolis
Northeast Indiana Central Labor Council, Ft. Wayne
Private Industry Council, Evansville
Small Business Development Center, South Bend
South Bend Tribune, South Bend
Southeastern Indiana Workforce Development Center, Greensburg
Southwest Indiana NOW, Evansville
Women's Health Task Force, Indianapolis
Women's Work! The Indiana Network, Vincennes
YWCA, Fort Wayne
YWCA, Indianapolis
YWCA of St. Joseph County, South Bend
YWCA of the Calumet Area, Hammond

WORKING WOMEN COUNT PARTNERS IN THE STATE OF IOWA

Adult Re-Entry Program - Northeast Iowa Comm College, Dubuque
ECIA-Job Training Partnership, Dubuque
Iowa Commission on the Status of Women, Des Moines
Iowa Federation of Labor AFL-CIO, Des Moines
Northwest Iowa Community College, Sheldon
University of Iowa Pre-Vocational Training Program, Iowa City

WORKING WOMEN COUNT PARTNERS IN THE STATE OF KANSAS

The Brown Foundation, Topeka
City of Hutchinson, Kansas, Hutchinson
City of Overland Park, Kansas, Overland Park
Community Outreach Counseling Program, Kansas City
The Greater Kansas City Federal Executive Board, Kansas City
Heart of America Family Services, Kansas City
Johnson/Wyandotte Counties NOW, Lenexa
KU Dependent Care Referral Service, Lawrence
Kansas Advisory Committee on Hispanic, Topeka
Kansas Department of Social & Rehabilitation Serv., Chanute
Kansas National Guard Federal Women's Program, Topeka
Labette Community College, Parsons
The MILL/Fort Scott Community College, Fort Scott
Oak Park Mall, Overland Park
Parsons Precision Products, Parsons
Prairie Shore Inc., Overland Park
Professional Women of Southwestern Bell-KS City Chapter, Mission
Professional Secretary International-City of Kansas City, Kansas
City
Safehome, Inc., Overland Park
St. Thomas Aquinas High School, Overland Park
Topeka Branch American Assoc of University Women, Topeka
Topeka Mayor's Commission on The Status of Women, Topeka
Wichita Commission on the Status of Women, Wichita
Winfield Daily Courier, Winfield
Women's Chamber of Commerce of Kansas City, KS, Kansas City
Women's Resource Network (WRN), Shawnee Mission

WORKING WOMEN COUNT PARTNERS IN THE STATE OF KENTUCKY

Cabinet For Human Resources, Frankfort
Commonwealth of Kentucky, Frankfort
Community Coordinated Child Care, Louisville
Henry Vogt Machine Co., Louisville
Kentucky Administration and Finance Cabinet
Kentucky Bar Association for Women, Corbin
Kentucky Cabinet for Economic Development, Frankfort
Kentucky Commission on Women, Prospect
Kentucky Labor Cabinet, Frankfort
Kentucky Tourism Cabinet, Frankfort
Kentucky Workforce Development Cabinet, Frankfort
Northern Kentucky University Women's Center, Highland Heights
Workforce Development Cabinet, Frankfort

WORKING WOMEN COUNT PARTNERS IN THE STATE OF LOUISIANA

Agenda for Children/CCR, New Orleans
Jordan Cummings, Ltd. (JCL), New Orleans
Louisiana Governor's Office of Women's Services, Baton Rouge
US Army Corps of Engineers, New Orleans

WORKING WOMEN COUNT PARTNERS IN THE STATE OF MAINE

Aroostook Band of Micmacs, Presque Isle
Bureau of Elder and Adult Services, Augusta
Gender Issues in Education Cooperative, Rockport
Honorable Olympia Snowe, Bangor
Mabel Wadsworth Women's Health Center, Bangor
Maine Civil Liberties Union, Portland
Maine Department of Transportation, Augusta
Maine Human Rights Commission, Augusta
Maine Tradeswomen Network, Portland
Maine Women's Business Development Corporation, Bangor
Penobscot Nation, Old Town
People's Heritage Bank, Portland
TRANSITIONS - Maine Displaced Homemakers Program, Augusta
Training & Development Corporation, Bucksport
Women Unlimited, Augusta
Women's Resource Center - University of Maine, Orono

WORKING WOMEN COUNT PARTNERS IN THE STATE OF MARYLAND

Abt Associates, Inc., Bethesda
Bakery, Confectionery & Tobacco Workers Int'l Union, Kensington
BioConferences International, Inc., Bethesda
Clearinghouse on Women's Issues, Friendship Heights
Financial Women International, Bethesda
Honorable Constance Morella
Honorable Barbara Mikulski, Baltimore
Honorable Steny Hoyer, Bowie
Maryland Commission on Human Relations, Baltimore
Maryland State Government, Baltimore
Metropolitan Women's Organizing Project, Silver Spring
Montgomery Community College Continuing Education, Rockville
Montgomery County Commission for Women, Rockville
The Newspaper Guild, Silver Spring
Public Health Service Women's Network, Rockville
RENEW - Carroll Community College, Westminster
Transportation Communications International Union, Rockville
Women Today - A Monthly Tabloid, Gaithersburg

WORKING WOMEN COUNT PARTNERS IN THE STATE OF MASSACHUSETTS

Allin and Bacon Publishing, Needham
Alternative Work Options, Boston
Art & Architecture Thesaurus (AAT), Williamstown
Asian American Civic Association, Boston
Au Bon Pain Co., Inc., Boston
BASF Bioresearch Corporation, Worcester
Barlower Associates, Boston
Bay State Skills Corporation (BSSC), Boston
Berkshire Community Action Council, Inc., Pittsfield
Berkshire Eagle, Pittsfield
Boston College Graduate School of Social Work, Chestnut Hill
Boston Federal Executive Board, Boston
Boston Federal Savings Bank, Burlington
Boston Women's Opportunity Committee, Boston
The Bottom Line, Springfield
Branders University Women's Study Program, Waltham
Brazilian Times, Somerville
Brockton/West Roxbury VA Medical Center, West Roxbury
Business & Professional Women's Clubs of Cape Cod, Hyannis
Child Care Works, New Bedford
Chinese Progressive Association Workers Center, Boston
Comptroller, Naval Air Station, South Weymouth
CompuWorks, Pittsfield
Cran Barry Inc., East Boston
Defense Contract Audit Agency, Lexington
Delta Sigma Theta Sorority, Inc.-Eastern Region, Randolph
Department of Employment and Training, Boston
Department of Health & Hospitals, Boston
EDCO Youth Alternative, Boston
EDS, Waltham
East Boston Harborside Community Center, East Boston
Ecumenical Social Action Committee, Inc., Jamaica Plain
Education Development Center, WEEA Publishing, Newton
Elevator Constructors, Local #4, Brighton
Gender Issues Council, Bentley College, Waltham
Greater Boston Legal Services, UAW Local 2320, Boston
Halloran & Company, Boston
Honorable Barney Frank, Newton
Honorable Edward Kennedy, Boston
Honorable Martin Meehan, Marlborough
Honorable Gerry E. Studds, Quincy
Jewish Vocational Services, Boston
Labor Studies Program, CPCS, U Mass/Boston, Boston
Lawrence Eagle-Tribune, North Andover
Lotus Development Corporation, Cambridge
Massachusetts Black Legislative Caucus, Boston
Massachusetts Division of Employment and Training, Boston
Massachusetts Federation of Business & Prof. Women, Raynham
Massachusetts Institute of Technology, Cambridge
Massachusetts Nurses Association, Canton
Massachusetts Pile Drivers Local Union 56, South Boston
Middlesex News, Framingham

National Park Service, Boston, MA - Dept of Interior, Boston
National Archives & Records Administration (NARA), Waltham
National Council of Jewish Women, Dorchester
National Organization for Women-Boston
National Women's Committee, Waltham
The News, Southbridge
Oficina Hispana, Roxbury
Plymouth Rock Assurance Corporation, Boston
Polaroid Corporation, Cambridge
Radcliff Camir Senias, Cambridge
Reebok International, Ltd., Stoughton
Ryka Rose Foundation, Norwood
SEIU Local 509, Cambridge
Salem State College, Salem
Simmons Institute for Leadership and Change, Boston
Sing Tao News, Boston
Skadden, Arps, Slate, Mergher & Flam, Boston
Social Justice for Women, Inc., Boston
Soroptimist International Northeastern, Hingham
South Shore Women's Business Network, Accord
Springfield Republican, Springfield
Sterling & Francine Clark Institute, Williamstown
TJX Companies, Inc., Framingham
Taunton Daily Gazette, Taunton
Teamsters Local 122, Boston
US Army Corps of Engineers, Waltham
US Department of Defense, Boston
United Front Child Development Programs Inc., New Bedford
Wellesley College Center for Research on Women, Wellesley
Whittier Partners, Boston
Women In The Building Trades, Jamaica Plain
Women Unlimited Magazine, Springfield
Women of AT&T (WATT-MV), North Andover
Women's Educational and Industrial Union, Boston
Women's Educational and Industrial Union, Boston
Women's Institute for Housing & Economic Dev., Boston
Women's Services of Western Mass., Pittsfield
Women's Statewide Legislative Network & Alliance, Boston
Workforce Management, Wellesley

WORKING WOMEN COUNT PARTNERS IN THE STATE OF MICHIGAN

American Association of University Women of Michigan, Troy
CIESIN, University Center
City of Detroit, Human Rights Commission, Detroit
Coalition of Labor Union Women Metro-Detroit Chap, Detroit
Council on Domestic Violence & Sexual Assault, Midland
Domestic Assault/Rape Elimination Services (DARES), Port Huron
Every Woman's Place, Muskegon
Family and Children's Service Child Care Concepts, Midland
Family Care Resources Program, Ann Arbor
The Flint Journal, Flint
Grand Rapids Press, Grand Rapids
Hispanic Center of Western Michigan, Grand Rapids
Honorable Barbara-Rose Collins, Detroit
Huron Valley EAPA, Inkster
Jackson "Y" Center, Inc., Jackson
Kalamazoo College, Kalamazoo
Kent County Coalition of Labor Union Women, Wyoming
Labor Ed Program, School of Labor & Ind. Relations, E. Lansing
Lansing Community College-Women's Resource Center, Lansing
Lansing State Journal, Lansing
Latino Family Services, Detroit
Marquette Women's Center, Marquette
Michigan Commission On Spanish Speaking Affairs, Lansing
Michigan Department of Education, Lansing
Michigan Women's Commission, Lansing
Michigan Women's Foundation, Lansing
Michigan Women's Studies Association, Inc., Lansing
Midwest Migrant Health Info Office, Monroe
Mott Community College, Flint
NAACP - Detroit Chapter, Detroit
Nippondenso Manufacturing USA, Inc., Battle Creek
Northwest Michigan 4C Council, Traverse City
Programs for Educational Opportunity, Ann Arbor
Safe Shelta, Inc., Benton Harbor
Soroptimist International of Trenton, Trenton
St. Joseph Herald Palladium, St. Joseph
UAW-Chrysler National Training Center, Detroit
University of MI, Program for Educational Opportunity, Ann Arbor
WINGS - Women Involved In Giving Support, Troy
Wayne County Regional Educational Service Agency, Wayne
Women In State Government, Lansing
Women's Center, Inc., Marquette
Women's Resource Center, Grand Rapids
Women's Resource Center of Northern Michigan, Petoskey
YWCA, Grand Rapids
YWCA, Flint
YWCA, Lansing
YWCA, Kalamazoo
YWCA of Shiawassee County, Owosso

WORKING WOMEN COUNT PARTNERS IN THE STATE OF MINNESOTA

Ceridian Corporation, Minneapolis
Chrysalis, A Center for Women, Minneapolis
Commission on the Economic Status of Women, St. Paul
Employers Association, Minneapolis
Kooch-Stasia Action Council, Inc., International Falls
Lake Superior Area Labor Management Assoc., Inc., Duluth
Metropolitan Council-Wastewater Services, Eagan
Minnesota Department of Transportation, St. Paul
Minnesota Hispanic Education Program, St. Paul
Minnesota Women's Consortium, St. Paul
Office of Monitoring & Compliance/Equal Ed. Oppor., St. Paul
Project SOAR, Duluth
Ramsey Action Programs, Inc. Family Service Center, St. Paul
St. Paul Pioneer Press, St. Paul
Twin City Area Labor Management Council, Minneapolis
Women Helping Offenders, Minneapolis
Women In The Trades, St. Paul
Women Venture, St. Paul
Women's Network of the Red River Valley, Moorhead
Working Opportunities for Women, St. Paul

WORKING WOMEN COUNT PARTNERS IN THE STATE OF MISSISSIPPI

Delta Sigma Theta Sorority, Holly Spring
Itawamba Community College, Tupelo
Jobs For Mississippi Graduates, Inc., Jackson
MS Women Work, Nat'l Network for Women's Employment, Gautier
Mathieu Electric, Pascagoula
Mississippi A. Philip Randolph Institute, Jackson
Mississippi Institutions of Higher Learning, Jackson
Mississippi Delta Community College, Moorhead
NAACP Mississippi State Conference, Jackson
National Coalition of 100 Black Women, Central Mississippi
Chapter, Jackson
WELD-FAB, Inc., Biloxi
Women In Trades, Jackson

WORKING WOMEN COUNT PARTNERS IN THE STATE OF MISSOURI

AFL-CIO-Federation of Support, Grandview
Alliance of Professional Organization, Springfield
Allied Signal Aerospace Company, Kansas City
American Business Women's Association, Kansas City
American Heartland Theatre, Kansas City
Armstrong Gallery & Studio, Springfield
Branson Business Journal, Forsyth
Career Focus, Kansas City
Central Exchange, Kansas City
City of Kansas City, Missouri
City of Kansas City, Missouri - Women's Group
Colonial Patterns, Inc., Kansas City
Communications Publishing Group, Inc., Kansas City
Department of Veterans Affairs Medical Center, Poplar Bluff
Don Bosco Centers, Kansas City
Enterprise Rent-A-Car, National Reservation Center, St. Louis
Equal Employment Opportunity Commission, Kansas City
Federal Highway Administration, Kansas City
Grandview, MO Federation of Support Personnel, Grandview
HHS/Office of Civil Rights, Kansas City
Honorable James M. Talent, St. Louis
Independent Federation of Flight Attendants, Grain Valley
The Job Council of the Ozarks, Springfield
Kansas City Urban NOW, Kansas City
Kansas City Focus Magazine, Kansas City
KKFI Radio, The Women's Shift, Kansas City
Labor Management Council of Greater KC, Kansas City
Lemay Bank & Trust Company, St. Louis
M.J. Harden Associates, Inc., Kansas City
Midwest Research Institute, Kansas City
Missouri Women's Council, Jefferson City
Missouri Women's Network, St. Louis
NEWHOUSE, Kansas City
National Organization for Women, Kansas City
New Perspectives, Maryville
The News Leader, Springfield
Oak Park Development Corporation, Kansas City
Office of Equal Opportunity, St. Louis
Project Equality, Inc., Kansas City
Saint Louis University, African American Studies Institute
SafeHaven of Kansas City, Inc., Kansas City
Springfield Community Hospital, Springfield
SuperSpeakers, Kansas City
Surgicenter of Gladstone-Creekwood Surgery Ctr., Gladstone
US Department of Energy-Kansas City Area Office, Kansas City
University of Missouri-Kansas City Women's Center, Kansas City
University of Missouri-St. Louis
University of Missouri, Rolla
Urban League of Metropolitan St. Louis, St. Louis
West 47th Street Salon & Day Spa, Inc., Kansas City
Women Empowered, Kansas City
Women's Business Directory, Inc., Kansas City

Women's Employment Network, Kansas City
YWCA, Kansas City

WORKING WOMEN COUNT PARTNERS IN THE STATE OF MONTANA

Action for Eastern Montana, Glendive
Blackfeet Community College, Browning
Career Development Program, Miles City
Career Futurers, Inc., Butte
Career Training Institute, Helena
Career Transitions, Bozeman
Child Care Resources, Missoula
Chippewa-Cree Tribe, Box Elder
College of Great Falls, Great Falls
District IV Human Resource Development Council, Havre
Fort Belknap Community Council, Harlem
Fort Peck Community College, Poplar
Little Big Horn College, Crow Agency
Miles Community College, Miles City
Northwest Montana Human Resources, Kalispell
Opportunities, Inc., Great Falls
Salish and Kootenai College, Pablo
Small Business Administration, Helena
State Representative Marjorie Cleveland Fisher, White Fish
Women's Opportunity Resource Development Center, Missoula
Women's Resource Center, Dillon
WORD, Inc.
YWCA, Billings
YWCA, Great Falls

WORKING WOMEN COUNT PARTNERS IN THE STATE OF NEBRASKA

Central Nebraska Community Services, Inc., Loup City
ConAgra Inc., Omaha
Gallup Organization
Lincoln-Lancaster Comm on the Status of Women, Lincoln
Metropolitan Community College, Omaha
NAF Multicultural Human Development Corp., North Platte
NE Commission on the Status of Women, Lincoln
Nebraska Department of Labor, Lincoln
Nebraska Equal Opportunity Commission, Lincoln
US Army Corps of Engineers, Omaha
USDA Forest Service, Nebraska National Forest, Chadron
United Way of the Midlands, Omaha
YWCA of Omaha, Omaha

WORKING WOMEN COUNT PARTNERS IN THE STATE OF NEVADA

Coalition of Labor Union Women (CLUW), Las Vegas
Department of Employment, Training & Rehabilitation, Carson City
The Greater Reno Zonta Club, Reno
HELP of Southern Nevada, Las Vegas
Nevada Department of Education, Carson City
Nevada Department of Personnel, Carson City
Nevada Hispanic Services, Reno
Nevada Women's Fund, Reno
State of Nevada, Department of Personnel, Carson City
"Y" Women's Opportunity Center, Mt. Laurel

WORKING WOMEN COUNT PARTNERS IN THE STATE OF NEW HAMPSHIRE

Advanced Systems Corporate, Dover
BlouinBachman, Rollinsford
Concord Feminist Health Center, Concord
Dartmouth College Women's Resource Center, Hanover
Davidson Textron, Dover
Franklin Pierce College, Rindge
GFS Magnetics Manufacturing Company, Inc., Dover
Lee Hecht Harrison Consultants, Manchester
New Hampshire Commission on Women, Concord
New Hampshire Nurses Association, Concord
New Hampshire College, Manchester
President's Comm. on the Status of Women at UNH, Durham
Stoneyfield Farm Yogurt, Londonberry
The Timberland Company, Hampton
Women's Resource Center-Nashua YWCA, Nashua
YWCA, Nashua

WORKING WOMEN COUNT PARTNERS IN THE STATE OF NEW JERSEY

Atlantic County Advisory Commission on Women, Pleasantville
Bayonne Economic Opportunity Foundation, Bayonne
Blue Cross/Blue Shield of New Jersey, Newark
CPC International, Englewood Cliffs
Camden County Commission on Women, Blackwood
Camden Urban Womens Center, Inc., Camden
Career Development and Life Counseling Center, Hackensack
Children's Services of Morris County, Randolph
Comite De Apoyo A Los Trabajadores Agricolas (CATA), Glassboro
Creation Station, Inc., Avenel
Department of Community Affairs NJ Div of Women, Trenton
Douglass Advisory Services for Women, New Brunswick
Education, Information, and Resource Center, Sewell
Federal Executive Board of Northern New Jersey, Newark
General Public Utilities Corporation, Parsippany
Glenpointe Spa, Teaneck
Horizon Health Center, Jersey City
Keyes Martin, Springfield
Latin American Economic Development Assoc., Inc., Camden
Mon. County Advisory Comm on the Status of Women, Freehold
National Coalition for Sex Equity, Trenton
National Organization for Women-New Jersey State, Trenton
New Jersey Department of Education, Trenton
New Jersey Department of Human Services, Trenton
New Jersey Department of Labor, Trenton
New Jersey Department of Transportation, Trenton
New Jersey Nurses Union, Livingston
North Jersey Office, Office of the Governor, Newark
Northern NJ National Organization for Women, Fairlawn
Northwest NJ Community Action Program, Inc., Newton
Passaic County Committee for Planned Parenthood, Paterson
Programs for Parents, Inc., Verona
Raritan Traffic Club, Freehold
The Resource Center - YWCA of Camden County, Stratford
Tri-County Community Action Agency, Rio Grande
UAMC Lyons, Lyons
United Textile Workers of America, AFL-CIO, Voorhees
Women Against Sexual Harassment, Gladstone
Women In Non Traditional Occ./So. Jersey Council, Millville
YWCA, Camden County
YWCA of Essex & W. Hudson, Orange
Zonta International, Atlantic City

WORKING WOMEN COUNT PARTNERS IN THE STATE OF NEW MEXICO

Albuquerque Chamber of Commerce, Albuquerque
Church Women United in Albuquerque, Albuquerque
Las Cruces Child Care Resource and Referral, Las Cruces
Honorable Jeff Bingaman, Albuquerque
NM Mesa, Inc., Albuquerque
New Mexico Commission on the Status of Women, Albuquerque
New Mexico Federation of Labor, Albuquerque
UNH-Women's Studies Program, Durham
YWCA Careers Services Center, Albuquerque
Youth Development, Inc., Albuquerque

WORKING WOMEN COUNT PARTNERS IN THE STATE OF NEW YORK

ACCESS FOR WOMEN/Gaining Access & Women In Tech., Brooklyn
Albany Housing Authority, Albany
Amalgamated Clothing & Textile Workers Union, New York
American Association of University Women, Pittsford
American Jewish Congress, New York
American Woman's Economic Development Corporation, New York
American Women in Radio & Television, New York
Aspira Alumni Association, New York
The Associated Blind, Inc., New York
Association for Union Democracy, Brooklyn
Association for Women in Computing (AWC/NYC), New York
Avon Products, Inc., New York
Beacon Community Health Center, Beacon
Bellevue Hospital, New York
Benedict Health Center, Ballston Spa
The Body Shop Inc., New York
Brooklyn Navy Yard Development Corporation, Brooklyn
Brooklyn Union, Brooklyn
Broome County Child Development Council, Inc., Binghamton
Business & Professional Women's Club of NY State, Yonkers
Capital Cities/ABC Inc., New York
Catalyst, New York
Center for Immigrants Rights, Inc., New York
Center for Women in Government/Univ. at Albany-SUNY, Albany
Central Women's Focus, Central Synagogue, New York
Child Care Action Campaign, New York
Child Care, Inc., New York
Childcare and Business, Schenectady
Cicatelli Associates, Inc., New York
The City Club of New York
City Hall of Albany
City of Syracuse, Women's Commission
Community Family Planning Council, New York
Consolidated Edison Company, New York
Cornell - ILR/Trade Union Women's Studies Prog., New York
Cornell - NYS School of Industry & Labor Relations, Rochester
Cornell's Institute for Women and Work, New York
Corning Professional Women's Forum, Corning
DDB Needham Worldwide, New York
Del Laboratories, Farmingdale
Department of Business Services, New York City, New York
Dime Savings Bank of New York, Union Dale
Displaced Homemaker Program, Schenectady
Empire Blue Cross and Blue Shield, New York
Essence Magazine, New York
Everywoman Opportunity Center, Inc., Buffalo
Financial Women's Association of New York, New York
Garment Industry Development Corporation, New York
Garment Workers' Center in Sunset Park ILGWU, New York
Genesee Transportation Council, Rochester
Girls Incorporated, New York
Hispanic Women's Center, HACER Inc., New York

Honorable Maurice D. Hinchey, Ithaca
Honorable Nita Lowey, White Plains
Honorable Susan Molinari, Staten Island
Honorable Louise Slaughter, Rochester
Honorable Nydia Velasquez, Brooklyn
IATSE, Local H-63, New York
ILGWU Local 132-98-102, New York
IUE, Local 325, Palmyra
Independent Federation of Flight Attendants, New York
Int'l Ladies Garment Workers Union (ILGWU), New York
The Lighthouse, Inc., New York
Long Island 9to5, Inc., Hempstead
Mega Cities, Inc., New York
Mid-Hudson Women's Network, New Windsor
Ms. Magazine, New York
NY State AFL-CIO, Statewide Labor Coord. Program, Albany
NY Statewide Consortium of Councils for Women, Port Ewen
NY Women's Foundation, New York
NYNEX, White Plains
NYS Governor's Office of Employee Relations, Albany
NYS Public Employees Federation, Albany
Nat'l Assoc of Nine to Five Employees Local 95, Melville
National Association for Female Executives (NAFE), New York
The National Chamber of Commerce for Women, New York
National Employment Law Project, Inc., New York
National Organization for Women, New York
National Women's Hall of Fame, Seneca Falls
Networking Newspaper for Women, Remsenburg
NY Daily News, New York
New York City Commission on the Status of Women, New York
New York City Police Department, New York
New York Federal Executive Board, New York
New York State Department of Transportation, Albany
New York State Division for Women, Albany
New York State Job Training Partnership Council, Albany
New York State Nurses Association, Guilderland
New York Women's Agenda
New York Women's Bar Association
Niagara Mohawk Power Corporation, Syracuse
Nontraditional Employment For Women, New York
Office of the Public Advocate, New York City
Philips Electronics North America Corp., New York
Planned Parenthood of Buffalo & Erie County, Inc., Buffalo
The Port Authority of New York & New Jersey, New York
Prodigy Services Co., White Plains
Productivity Tools International, New York
Public Advocate of the City of New York, New York
Puerto Rican Assoc. for Community Affairs, Inc., New York
Queens Women's Network, Jamaica
Refugee Women Council, New York
The Reinsurance Corporation of NY, New York
Retail, Wholesale and Dept. Store Union, New York
Rural Opportunities, Inc., Rochester
Ruth W. Messinger - Manhattan Borough President

The Sister Fund, New York
Support Center of New York
Syracuse Herald Journal, Syracuse
TIAA-CREF, New York
Teachers Insurance & Annuity Association, New York
US Small Business Administration, New York
Viacom, New York
Victim Services, New York
Westchester County Office for Women, White Plains
Women Make Movies, Inc., New York
Women On The Fast Track, Brooklyn
Women and Foundations/Corporate Philanthropy, New York
Women and Philanthropy, New York
Women in Health Management, New York
Women on the Job, Port Washington
Women on the Job Task Force, Port Washington
Women's Action Alliance, Inc., New York
Women's Advisors of NYC, YWCA, New York,
Women's Center for Education & Career Advancement, New York
Women's City Club of New York
Women's Judicial Association of New York City
Women's Medical Association of New York City
Women's News, Harrison
Women's Sports Foundation, East Meadow
Women's Studies Certificate Program-CUNY, New York
The Workplace Project, Hempstead
Working Mother Magazine, New York
Working Woman Magazine, New York
Writers Guild of America, East, Inc., New York
Xerox Corporation, Rochester
YWCA Of Rochester & Monroe County, Rochester
YWCA of Elmira and the Twin Tiers
YWCA, Jamestown
YWCA of Orange County
YWCA of Schenectady
YWCA of Troy & Cohoes, Troy
YWCA of Ulster County, Kingston
YWCA of Western New York, Buffalo
YWCA, New York City
YWCA of the U.S.A., New York
YWCA-Network Project for Young Adults w\Disability, New York
Yates County Family Planning Services Inc., Penn Yan
Ziffnet/Women Online, New York
Lifetime Television, New York

WORKING WOMEN COUNT PARTNERS IN THE STATE OF NORTH CAROLINA

Black Workers For Justice, Rocky Mount
Buncombe County Child Development, Asheville
Charlotte Industry Liaison Group, Charlotte
Child Care Networks, Carrboro
General Electric Nuclear Energy, Wilmington
Glaxo, Inc., Research Triangle Park
Greensboro Commission on the Status of Women, Greensboro
The Helping Hands Center, Siler City
Home Health Agency of Chapel Hill, Inc., Chapel Hill
Honorable Eva Clayton, Warrenton
The Independent Weekly, Durham
NC Department of Labor Bureau for Trng. Initiative, Raleigh
NC Equity, Raleigh
North Carolina Council for Women, Raleigh
Northern Hydraulics, Inc., Charlotte
RJ Reynolds, Winston-Salem
Sandoz Chemical Corporation, Charlotte
Southerners for Economic Justice, Durham
Terry-John Enrichment Production, Raleigh
Triangle Industry Liaison Group, Research Triangle Park

WORKING WOMEN COUNT PARTNERS IN THE STATE OF NORTH DAKOTA

Business & Professional Women of North Dakota, Bottineau
Fort Berthold Community College, New Town
Governor's Commission on the Status of Women, Bismarck
Little Hoop Community College, Ft. Totten
MDU Resources Group, Inc., Bismarck
Montana - Dakota Utilities Co., Bismarck
ND Department of Economic Development & Finance, Bismarck
Small Business Administration, Fargo
Social Security Administration, Fargo
State of North Dakota, Bismarck
United Tribes Technical College, Bismarck
Women's Business Institute, Fargo
Women's Business Leadership Council, Edgeley

WORKING WOMEN COUNT PARTNERS IN THE STATE OF OHIO

9to5, Cincinnati Working Women, Cincinnati
Center on Education and Training for Employment, Columbus
The Cleveland Plain Dealer, Cleveland
Communication Workers of America, Local 4309, Cleveland
CompuServe, Inc., Columbus
Construction Opportunity Center, Toledo
DDS Career Search, Inc., Youngstown
Dayton Daily News, Dayton
District 925, SEIU, Cleveland
El Centro de Servicios Sociales, Lorain
Hard Hatted Women, Cleveland
Hispanic Alcohol & Drug Program, Cleveland
Honorable Marcy Kaptur, Toledo
Honorable Howard Metzenbaum, Cleveland
Honorable Debra Pryce, Columbus
Honorable Thomas C. Sawyer, Akron
IREP, Inc., Cincinnati
International Chemical Workers Union, Akron
OCCHA, Youngstown
Ohio Department of Education, ONOW Program, Columbus
Ohio Women's Policy and Research Commission, Columbus
PYRAMID Career Services, Canton
Sisters of Charity Health Care Systems, Cincinnati
Wilberforce University Cooperative Education Prog., Wilberforce
Women's Business Initiative, Columbus
Women's Community Foundation, Cleveland
Women's Comprehensive Program/Cleveland State Univ., Cleveland
Women's Law Fund, Cleveland
YWCA Van Wert County, Van Wert
YWCA, Canton
YWCA, Columbus
YWCA, Warren
YWCA, Youngstown

WORKING WOMEN COUNT PARTNERS IN THE STATE OF OKLAHOMA

Boss Salon, Oklahoma City
Broken Arrow Ledger, Broken Arrow
City of Tulsa Human Rights Department, Tulsa
Displaced Homemakers Program-Great Plains AVTS, Lawton
League of Women Voters of Pontotoc County, Ada
Mayor's Commission on the Status of Women, Tulsa
New Life Church of God In Christ, Oklahoma City
OSU Cooperative Extension S.E. District Office, Ada
Oklahoma Public Employees Association, Oklahoma City
Scarlette Martin, Oklahoma City

WORKING WOMEN COUNT PARTNERS IN THE STATE OREGON

Eugene-Springfield Solidarity Network, Eugene
Hanna Andersson, Portland
Honorable Elizabeth Furse, Portland
Northwest Regional Educational Laboratory, Portland
Oregon Pioneer Chapter of Coalition of Labor Union Women,
Portland
Office of the Mayor, Portland
Oregon Commission for Women, Portland
Oregon Department of Corrections, Salem
Oregon State University, Portland
Oregon, AFSCME Council 75, Portland
Oregonian Tradeswomen Network
Portland Public Schools, Portland
US West Communications, Eugene
University of Oregon - Western Regional Summer Institute for
Women, Eugene

WORKING WOMEN COUNT PARTNERS IN THE STATE OF PENNSYLVANIA

ACTWU, Mt. Morris
Association of Bankruptcy Judicial Assistants, Philadelphia
Children's Hospital of Philadelphia, Philadelphia
Commission on the Status of Women-Bloomsburg Univ., Bloomsburg
Community Action Program of Lancaster County, Inc., Lancaster
Community Legal Services, Philadelphia
Family Planning Council of Southeastern PA, Philadelphia
G.R. Klinefelter Underwriters, Inc., Ephrata
Honorable Marjorie Margolies Mezvinsky, Bala Cynwyd
Intelligencer/Record, Doylestown
LaSalle University School of Nursing, Philadelphia
Metropolitan Edison Co., Reading
National Association of University Women, Philadelphia
PA Commission for Women, Harrisburg
The Partnership Group, Lansdale
Pennsylvania Young Democrats, Philadelphia
The Philadelphia Daily News, Philadelphia
Philadelphia Unemployment Project, Philadelphia
The Reporter, Lansdale
Soroptimist International of the Americas, Philadelphia
United Steelworkers of America, Pittsburgh
Valentine Foundation, Bryn Mawr
WOMEN'S WAY, Philadelphia, PA, Philadelphia
WOMENews-Pennsylvania Commission For Women, Harrisburg
Women's Council of the Community College of Allegheny, Pittsburgh
Women's Alliance for Job Equity, Philadelphia

WORKING WOMEN COUNT PARTNERS IN PUERTO RICO

Asoc de Enfermeria Visitante Gregoria Auffant, Hato Rey
Banco Del Comercio De Puerto Rico, San Juan
Banco Santander, San Juan
Caribbean Business Newspaper, San Juan
Casiano Communications, San Juan
The Chase Manhattan Bank, NA, San Juan
Citibank, NA, San Juan
Colegio De Profesionales De La Enfermeria De PR, San Juan
Department of Labor and Human Resources of PR, Hato Rey
El Dia, San Juan
Electro-Biology, Inc., Guaynabo
Equa Industries, Mayaguez
Fiddler, Gonzalez & Rodriguez, San Juan
First Federal Savings Bank, San Juan
Gerber Products Company of Puerto Rico, Inc., Carolina
MOVA Pharmaceutical Corporation, Caguas
Office for Women's Affairs, Municipality of San Juan
Puerto Rico Chamber of Commerce, San Juan
Puerto Rico Department of Education, San Juan
Puerto Rico Electric Power Authority, San Juan
Puerto Rico Police Department, San Juan
Quality Electroplating, Caguas
SB Pharmco P.R., Inc., Cidra
San Juan Star, San Juan
Schering Plough Products, Inc., Manati Operations, Manati
Scotiabank De Puerto Rico, San Juan
University de Puerto Rico, Rio Piedras
University of Puerto Rico, Central Administration, San Juan
Vissepo & Vissepo, San Juan
Women's Affairs Commission, Old San Juan

WORKING WOMEN COUNT PARTNERS IN THE STATE OF RHODE ISLAND

American Civil Liberties Union-RI, Providence
Cesar Studios, Inc., Cranston
DARE Direct Action for Rights & Equality, Providence
Direction Action for Rights and Equality
Hasbro, Inc., Pawtucket
Honorable Jack Reed, Warwick
Junior League of Rhode Island, Providence
League of Women Voters of Rhode Island, Providence
Ocean State Action, Cranston
Rhode Island Commission on Women, Providence
Rhode Island National Organization, West Warwick
Rhode Island Working Women, Providence
Textron, Providence
Working Papers, Providence

WORKING WOMEN COUNT PARTNERS IN THE STATE OF SOUTH CAROLINA

Carolina Alliance for Fair Employment, Greenville
Greater Columbia NOW, Columbia
Greenville Urban League, Greenville
Kimberly-Clark Corporation (Beech Island), Beech Island
South Carolina Commission on Women, Columbia
Westinghouse Savannah River Company, Aiken
YWCA of The Midlands, Columbia

WORKING WOMEN COUNT PARTNERS IN THE STATE OF SOUTH DAKOTA

Altrusa International Brookings, Aurora
Ann Peck Consultants, Sioux Falls
Augustana College, Sioux Falls
BPW of Sioux Falls
Black Hills Regional Eye Institute, Rapid City
Burd, Langner and Wieck, Sioux Falls
Canfield Business Interiors, Sioux Falls
Career Learning Center, Brookings
Cheyenne River Community College, Eagle Butte
Dakota State University, Madison
General Federation of Women's Clubs (GFWC), Brookings
Jerry R. Awe, CLU, CHFC, Sioux Falls
Klanderud, Montoya, Wuebben & Feehan, Sioux Falls
National Women's Political Caucus, Sioux Falls
New Horizons Program - CAREER LEARNING CENTER, Brookings
Honorable Tom Daschle, Sioux Falls
Ogalala Lakota College, Kyle
Resource Center for Women, Aberdeen
SD Women's Work, Yankton
Sioux Printing, Inc., Sioux Falls
Sioux Valley Hospital, Sioux Falls
Siouxland Heritage Museums, Sioux Falls
Sisseton-Wahpeton Community College, Sisseton
Skelly's Pub, Sioux Falls
Small Business Administration, Sioux Falls
South Dakota Assoc of Extension Home Economist, Brookings
South Dakota Dept of Education & Cultural Affairs, Pierre
South Dakota NARAL, Sioux Falls
Stenotype Institute of South Dakota, Sioux Falls
Village Inn Pancake House, Sioux Falls
Watertown Area Council on the Aging, Watertown
Women Against Sexual Harassment, Hudson

WORKING WOMEN COUNT PARTNERS IN THE STATE OF TENNESSEE

Delta Sigma Theta Sorority, Memphis
Equity Office Tennessee Department of Education, Nashville
Highlander Research and Education Center, New Market
Knoxville Women's Center, Knoxville
Tennessee Industrial Renewal Network, Knoxville
YWCA - Sarah Brown Branch, Memphis

WORKING WOMEN COUNT PARTNERS IN THE STATE OF TEXAS

APEX Securities Inc., Dallas
Altrusa Club of North Dallas, Dallas
American Assoc. of University Women of Lubbock, Lubbock
Association for Advancement of Mexican Americans, Houston
The Atkins Agency, San Antonio
Austin Chapter Nat'l Organization for Women (NOW), Austin
Business & Professional Women's Club, Dallas
C. Michaels and Associates, Frisco
Camp Fire-First Texas Council, Fort Worth
Center for Advancement in Education, Dallas
Center for Women in Church and Society, San Antonio
The Child Care Group, Dallas
Dallas/Fort Worth FEB's The Women's Committee, Dallas
Dallas Morning News, Dallas
Edmund J. Kahn, Dallas
El Paso Community College/Diversity Programs, El Paso
El Paso Herald Post, El Paso
Eubank's Utility Maintenance, Rockwall
Family & Consumer Sciences, College Station
Fiesta 7 Entertainment, San Antonio
Federally Employed Women-Dallas Chapter, Dallas
Fobbs Learning Academy, Dallas
Fuerza Unida, Inc., San Antonio
Governors Commission for Women, Austin
Greater Dallas Chamber of Commerce, Dallas
Greater Houston Women's Foundation, Houston
Grissom & Associates, Inc., Austin
Hispanic Women's Network of Texas, Dallas
Honorable Robert E. Andrews, Houston
Houston Area Women's Center, Houston
The Houston Post, Houston
Image de Tejas, San Antonio
International Training in Communication, Irving
Keebler Company-Southwest Snack Plant, Haltom City
La Mujer Obrera, El Paso
Lori Latiolais, Entertainment Department, Fiesta 7, San Antonio
Maxus Energy Corporation, Dallas
The Mediation Group, Inc., Dallas
NIBA (New Image Business Associates), Dallas
National Assoc of Minortiy Contractors-Dallas Chap, Dallas
National Association of Women in Construction, Ft. Worth
Palo Alto College/Returning Adult Center, San Antonio
Phone Power, Inc., San Antonio
Plano North Metroplex Chapter of the Links, Inc., Plano
Political Cong of African-American Women, Dallas
Region 14 Education Service Center, Abilene
Region VIII Education Service Center, Mt. Pleasant
Rice University - Office of Development, Houston
St. John Missionary Baptist Church, Grand Prairie
Tarrant County Asian American Chamber of Commerce, Fort Worth
Telephone Pioneers of America, San Antonio
Texas Citizen Action, Fort Worth

Texas State Technical College Waco, Waco
Today's Dallas Woman Magazine, Dallas
Travis County Women Lawyers Association, Austin
Turner & Barnes, Houston
US Department of Labor Federal Women's Program, Dallas
University of North Texas, Denton
University of Texas at San Antonio
VIA Metropolitan Transit, San Antonio
Women's Council of Dallas County, TX, Inc.
Women's Enterprise News Magazine, Dallas
YWCA of Metropolitan Dallas

WORKING WOMEN COUNT PARTNERS IN THE STATE OF UTAH

American Women's Society of Certified Public Accountants, Salt
Lake City
Breast Care Services, Salt Lake City
Governor's Commission for Women & Families, Salt Lake City
Granger Medical Clinic, West Valley City
Holy Cross Hospital, Salt Lake City
Honorable Karen Shepherd, Salt Lake City
Honorable Robert F. Bennett, St. George
League of Women Voters of Utah, Salt Lake City
Management & Training Corporation, Ogden
Murray Women In Business, Murray
National Association of Women in Construction (NAWIC) #90, Salt
Lake City
Network (Utah monthly women's publication), Salt Lake City
The Simmons Group, Salt Lake City
Soroptimist International of Salt Lake, Salt Lake City
Standard Examiner, Northern Utah's Newspaper, Ogden
Turning Point, Ephraim
US Small Business Administration, Salt Lake City
University Women In Business, Salt Lake City
Utah Issues Information Program, Inc., Salt Lake City
Waddell and Reed Financial Services, Inc., Salt Lake City

WORKING WOMEN COUNT PARTNERS IN THE STATE OF VERMONT

Ben & Jerry's Homemade, Waterbury
Burlington Womens Council, Burlington
Champlain College/Office of Career Planning & Dev, Burlington
Community Products, Montpelier
Controlled Energy Corporation, Waltsfield
Danforth Pewterers Ltd., Middlebury
Data Systems, Burlington
Department of Employment and Training, Montpelier
Governor's Commission on Women, Montpelier
Ideal Horizons, Rutland
K and H Products, North Bennington
Medical Center Hospital of Vermont, Burlington
NEKCA Youth Services, St. Johnsbury
New England Culinary Institute, Montpelier
Northeast Kingdom Community Action, Newport
Northern New England Tradeswomen, St. Johnsbury
Ronald McDonald House, Burlington
STEP-UP For Women-Women's Economic Equity Program, Burlington
St. Albans Cooperative Creamery, St. Albans
State Economic Opportunity Office - Waterbury
Sterling College, Craftsbury Common
Sunrise Family Resource Center, Bennington
Vermont Attorney General's Office, Montpelier
Vermont Butter and Cheese, Websterville
Vermont Copier, Williston
Vermont Extension System-University of Vermont, Burlington
Vermont Women's Political Caucus, Worcester
Winooski Park District, Burlington
Woman Centered, Montpelier
Women's Business Owners Network-VT, Norwich

WORKING WOMEN COUNT PARTNERS IN THE VIRGIN ISLANDS

ABS Printing, Christainsted, St. Croix
Business & Professional Women, Virgin Islands, F'sted, St. Croix
Cooperative Extension Service, St. Thomas
Cooperative Extension Service, Kingshill, Croix
Joe's Discount, St. John
Joe's Discount Pharmacy, St. Thomas
K-Mart, St. Thomas
K-Mart, Christainsted, St. Croix
Nisky Pharmacy, St. Thomas
Office of the First Lady, St. Thomas
Rotary Club of St. Croix, Inc.
The St. Croix Avis, Christainsted, St. Croix
VITELCO, Christainsted, St. Croix
Woolworth Department Store, St. Thomas
Woolworth Department Store, Christainsted, St. Croix

WORKING WOMEN COUNT PARTNERS IN THE STATE OF WASHINGTON

Aerospace Machinist Industrial, District Lodge 751, Seattle
Antioch University Seattle, Seattle
Asian American Journalists Assoc. Seattle Chapter, Seattle
Bonneville Power Administration, Spokane
Department of Interior; US Bureau of Mines, Spokane
Eastern Washington University, Spokane
Employment Opportunities Center, Seattle
The Employment Paper, Seattle
Federal Women's Program, Seattle
Federally Employed Women, Spokane Chapter, Spokane
Grays Harbor Career Transition Center, Grays Harbor
Greater Seattle Business Association, Seattle
Green River Community College Women's Center, Auburn
Headquarters, I Corps & Ft. Lewis, Ft. Lewis
Honorable Maria Cantwell, Mountlake Terrace
Honorable Jennifer Dunn, Bellevue
Honorable Mike Kreidler, Puyllaup
Honorable Patty Murray, Seattle
Honorable Jolene Unsoeld, Olympia
Inland Empire Women's Political Caucus, Spokane
Institute for Extended Learning, Spokane
King TV News, Seattle
Life Skills/Women's Programs, Spokane
NW Center for Research on Women, Seattle
North Seattle Community College - Women's Center, Seattle
Office of Professional Employees Union, Local 8, Seattle
Office of the Superintendent of Public Instruction, Olympia
Older Women's League/Columbia River Chapter, Vancouver
Pathways for Women, Lynnwood
Refugee Women's Alliance, Seattle
SEIU Local 120, Everett
Seattle Central Community College Women's Program, Seattle
Seattle Vocational Institute, Seattle
Seattle Women's Commission, Seattle
Snohomish County Clerk's Office, Everett
Spokane County Human Resources Department, Spokane
Trades Mentor Network, Seattle
US Bureau of Mines, Western Field Operations Center, Spokane
US Department of Interior, Bureau of Land Management, Spokane
WA State Labor Council, AFL-CIO, Women's Committee, Seattle
WSU Spokane
Welfare Rights Organizing Coalition, Seattle
Whitman Cty Chemical Dependency & Mental Health, Pullman
"Women Into The Future" Program, Tacoma
Women's Bureau Project of Grays Harbor, Hoquiam
Women's Rights Office - City of Tacoma, Tacoma
Working Connection/Displaced Homemakers, Kirkland
YWCA, Spokane

WORKING WOMEN COUNT PARTNERS IN THE STATE OF VIRGINIA

American Council of Muslim Women, Great Falls
American Physical Therapy Association, Alexandria
American Women in Radio & Television, McLean
Association of Part-Time Professionals, Falls Church
BPW (Southeast of the District of Columbia), Arlington
The Body Shop Inc., Fairfax
The Child Caring Connection, Williamsburg
DIVNET, Ft. Belvoir
Department of the Army-EEO Agency, Arlington
Employees Assistance Professional Association, Arlington
Federal Women's Program (FWP), Ft. Belvoir
Feminist Majority, Arlington
Green Thumb, Inc., Arlington
Honorable James P. Moran, Alexandria
Honorable Leslie Byrne, Annandale
NASA Langley Research Center, Hampton
National Association of Government Employees, Yorktown
The North American Council for Muslim Women, Great Falls
Reynolds Metals Company, Richmond
Women in Communications Inc., Arlington
Women in Community Service, Alexandria
Women of AT&T-D.C. Area, Manassas

WORKING WOMEN COUNT PARTNERS IN THE STATE OF WEST VIRGINIA

Center for Economic Options, Inc., Charleston
Communications Workers of America (CWA), Charleston
Construction and General Laborers' Local #1353, Charleston
Dis. 1199, The Health Care & Social Service Union, Huntington
The Health Care and Social Services Union
North Central WV Chapter of the CLUW, Dunbar
West Virginia Federation of Teachers, Charleston
West Virginia Women's Commission, Charleston

WORKING WOMEN COUNT PARTNERS IN THE STATE OF WISCONSIN

9to5, Milwaukee
Black Women's Network, Milwaukee
Blackhawk Technical College, Janesville
The Body Shop, Wauwatosa
CAP Services, Inc., Stevens Point
Community Coordinated Care, Inc., Green Bay
Eau Claire Area School District, Eau Claire
Employment Options, Inc., Madison
Federal Executives Association, Milwaukee
Gray's Child Development Center, Milwaukee
IBEW Local 2150, Waukesha
La Casa De Esperanza, Inc., Waukesha
Legal Association for Women, Madison
Miller Engineers & Scientists, Sheboygan
Milwaukee Indian Economic Development Agency, Inc., Milwaukee
National Coalition for Campus Child Care, Cascade
National Human Resources Association, Milwaukee
National Women's Conference Center, Beaver Dam
Office & Prof Employees Int'l Union Local 9 OPEIU, Milwaukee
Office Technology Academy, Milwaukee
Oneida Tribe of Wisconsin, Oneida
Philippine Assoc of Madison & Neighboring Areas, Madison
Professional Dimensions, Milwaukee
SEEK, Inc., Grafton
SER-Jobs for Progress, Inc., Milwaukee
Time Insurance Company, Milwaukee
UMOS, Inc., Milwaukee
University of Wisconsin-Milwaukee Center for Women's Studies,
Milwaukee
University of Wisconsin, Center for Education & Work, Madison
Urban League, Kenosha
US Equal Employment Opportunity Commission, Milwaukee
Wisconsin Child Care Improvement Project, Inc., Hayward
Wisconsin Early Childhood Association, Madison
Wisconsin Minority Women's Network, Madison
Wisconsin University System Women's Studies Consortium, Kenosha
Wisconsin Women's Council, Madison
Wisconsin Women's Network, Madison
YWCA, Milwaukee
YWCA, Racine

WORKING WOMEN COUNT PARTNERS IN THE STATE OF WYOMING

Northwest College, Powell
State of Wyoming - Personnel Management, Cheyenne
US Small Business Administration, Casper
Wyoming Department of Education, Cheyenne
Wyoming PARENT, Cheyenne
Wyoming State AFL-CIO, Cheyenne

