

PROFILE OF WORKING WOMEN IN THE UNITED STATES

	Number	Percent	
Women in the labor force, 1993	58,407,000		
as percent of all women		57.9	
as percent of total labor force		45.6	
Age of women in the labor force, 1993			
16-24	9,654,000	16.5	
25-34	15,412,000	26.4	
35-44	15,727,000	26.9	
45-54	10,907,000	18.7	
55-64	5,228,000	9.0	
65 or older	1,479,000	2.5	
Ethnicity/race of women in the labor force, 1990	56,553,832	100.0	
White	43,645,395	77.2	
African American	6,765,603	12.0	
Hispanic	4,055,665	7.2	
Asian American	1,692,093	3.0	
Native American	395,076	0.7	
Employed women, 1989	61,781,496	100.0	
full-time, year-round as percent of all	28,669,849	46.4	
full-time, part-year as percent of all	14,224,008	23.0	
part-time, year-round as percent of all	6,695,523	10.8	
part-time, part-year as percent of all	12,192,116	19.7	
Women in the labor force, 1990	56,553,832	100.0	
with own children under 18	21,418,673	37.9	
with own children under 6	9,063,840	16.0	
without children under 18	35,135,159	62.1	
Percent distribution of employed by occupation, 1993	Total	Women	Men
executive or managerial	12.9	11.8	13.8
professional	14.2	16.5	12.2
technical	3.4	3.7	3.1
sales	11.9	12.6	11.4
administrative support, including clerical	15.6	26.8	6.1
service	13.8	18.0	10.3
precision production, craft, and repair	11.2	2.1	18.8
operators, fabricators, and laborers	14.3	7.6	19.9
farming, forestry, and fishing	2.8	0.9	4.3
Earnings by sex, women's earnings as percent of men's	Women	Men	Ratio
hourly earnings in 1993	\$7.15	\$8.96	79.8
weekly earnings in 1993	\$395	\$514	76.8
annual earnings in 1992	\$21,440	\$30,358	70.6

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women--A State Factbook," Population Reference Bureau. (Earnings data are not available by state.)

PROFILE OF WORKING WOMEN IN ALABAMA

	Number	Percent	
Women in the labor force, 1993	901,000		
as percent of all women		53.8	
as percent of total labor force		45.3	
Age of women in the labor force, 1993			
16-24	166,908	18.5	
25-34	234,950	26.1	
35-44	238,829	26.5	
45-54	163,773	18.2	
55-64	79,783	8.9	
65 or older	16,790	1.9	
Ethnicity/race of women in the labor force, 1990	857,962	100.0	
White	629,912	73.4	
African American	216,661	25.3	
Hispanic	3,453	0.4	
Asian American	4,813	0.6	
Native American	3,123	0.4	
Employed women, 1989	937,019	100.0	
full-time, year-round as percent of all	442,898	47.3	
full-time, part-year as percent of all	238,420	25.4	
part-time, year-round as percent of all	84,296	9.0	
part-time, part-year as percent of all	171,405	18.3	
Women in the labor force, 1990	857,962	100.0	
with own children under 18	370,763	43.2	
with own children under 6	150,580	17.6	
without children under 18	487,199	56.8	
	Total	Women	Men
Percent distribution of employed by occupation, 1993			
executive or managerial	10.4	9.4	11.2
professional	11.1	13.3	9.3
technical	2.9	3.3	2.4
sales	11.5	13.7	9.7
administrative support, including clerical	14.4	26.3	4.6
service	12.0	16.3	8.6
precision production, craft, and repair	13.8	3.2	22.5
operators, fabricators, and laborers	20.8	12.9	27.3
farming, forestry, and fishing	3.0	1.5	4.2

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN ALASKA

	Number	Percent	
Women in the labor force, 1993	135,000		
as percent of all women		66.2	
as percent of total labor force		45.3	
Age of women in the labor force, 1993			
16-24	24,049	17.8	
25-34	36,055	26.7	
35-44	38,571	28.6	
45-54	24,457	18.1	
55-64	8,936	6.6	
65 or older	2,715	2.0	
Ethnicity/race of women in the labor force, 1990	122,630	100.0	
White	94,368	77.0	
African American	4,974	4.1	
Hispanic	3,526	2.9	
Asian American	5,049	4.1	
Native American	14,713	12.0	
Employed women, 1989	140,362	100.0	
full-time, year-round as percent of all	55,014	39.2	
part-time, part-year as percent of all	46,244	32.9	
full-time, year-round as percent of all	9,956	7.1	
part-time, part-year as percent of all	29,148	20.8	
Women in the labor force, 1990	122,630	100.0	
with own children under 18	53,475	43.6	
with own children under 6	24,603	20.1	
without children under 18	69,155	56.4	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	15.7	15.3	16.1
professional	14.9	15.9	14.0
technical	3.8	2.9	4.5
sales	10.8	12.8	9.0
administrative support, including clerical	17.1	30.0	6.3
service	13.8	16.5	11.6
precision production, craft, and repair	10.9	1.5	18.9
operators, fabricators, and laborers	10.5	4.0	16.0
farming, forestry, and fishing	2.5	1.1	3.7

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN ARIZONA

	Number	Percent	
Women in the labor force, 1993	829,000		
as percent of all women		53.4	
as percent of total labor force		45.1	
Age of women in the labor force, 1993			
16-24	119,031	14.4	
25-34	225,757	27.2	
35-44	231,233	27.9	
45-54	157,342	19.0	
55-64	77,479	9.3	
65 or older	18,158	2.2	
Ethnicity/race of women in the labor force, 1990	777,483	100.0	
White	595,010	76.5	
African American	20,767	2.7	
Hispanic	118,439	15.2	
Asian American	13,161	1.7	
Native American	30,106	3.9	
Employed women, 1989	855,083	100.0	
full-time, year-round as percent of all	390,468	45.7	
full-time, part-year as percent of all	219,802	25.7	
part-time, year-round as percent of all	76,683	9.0	
part-time, part-year as percent of all	168,130	19.7	
Women in the labor force, 1990	777,483	100.0	
with own children under 18	297,007	38.2	
with own children under 6	133,318	17.1	
without children under 18	480,476	61.8	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	13.7	12.3	14.9
professional	14.1	15.9	12.6
technical	3.8	3.6	4.0
sales	14.5	15.6	13.7
administrative support, including clerical	16.6	28.7	6.6
service	13.2	16.6	10.4
precision production, craft, and repair	11.4	2.4	18.8
operators, fabricators, and laborers	10.0	4.7	14.3
farming, forestry, and fishing	2.7	0.2	4.7

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN ARKANSAS

	Number	Percent	
Women in the labor force, 1993	533,000		
Percent of all women		55.2	
as percent of total labor force		45.8	
Age of women in the labor force, 1993			
16-24	88,608	16.6	
25-34	136,240	25.6	
35-44	141,615	26.6	
45-54	99,225	18.6	
55-64	49,548	9.3	
65 or older	18,125	3.4	
Ethnicity/race of women in the labor force, 1990			
White	491,488	100.0	
African American	409,717	83.4	
Hispanic	72,394	14.7	
Asian American	3,964	0.8	
Native American	2,627	0.5	
	2,786	0.6	
Employed women, 1989			
full-time, year-round as percent of all	537,264	100.0	
full-time, part-year as percent of all	246,895	46.0	
part-time, year-round as percent of all	141,297	26.3	
part-time, part-year as percent of all	48,562	9.0	
	100,510	18.7	
Women in the labor force, 1990			
with own children under 18	491,488	100.0	
with own children under 6	220,427	44.8	
without children under 18	89,098	18.1	
	271,061	55.2	
Percent distribution, employed by occupation, 1993			
	Total	Women	Men
executive or managerial	10.3	9.7	10.9
professional	10.3	13.0	8.1
technical	2.7	3.6	1.9
sales	12.3	14.0	10.9
administrative support, including clerical	13.0	23.5	4.0
service	12.4	18.2	7.5
precision production, craft, and repair	12.3	3.4	19.8
operators, fabricators, and laborers	21.8	12.6	29.6
farming, forestry, and fishing	4.8	2.0	7.2

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 "What the 1990 Census Tells Us About Women--A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN CALIFORNIA

	Number	Percent	
Women in the labor force, 1993	6,670,000		
as percent of all women		55.0	
as percent of total labor force		43.7	
Age of women in the labor force, 1993			
16-24	1,076,140	16.1	
25-34	1,811,248	27.2	
35-44	1,797,098	26.9	
45-54	1,267,392	19.0	
55-64	569,377	8.5	
65 or older	148,362	2.2	
Ethnicity/race of women in the labor force, 1990	6,612,665	100.0	
White	4,064,036	61.5	
African American	464,658	7.0	
Hispanic	1,365,140	20.6	
Asian American	663,953	10.0	
Native American	54,878	0.8	
Employed women, 1989	7,111,354	100.0	
full-time, year-round as percent of all	3,238,931	45.5	
full-time, part-year as percent of all	1,790,281	25.2	
part-time, year-round as percent of all	693,325	9.7	
part-time, part-year as percent of all	1,388,817	19.5	
Women in the labor force, 1990	6,612,665	100.0	
with own children under 18	2,313,675	35.0	
with own children under 6	1,053,616	15.9	
without children under 18	4,298,990	65.0	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	14.3	13.7	14.8
professional	14.5	15.9	13.4
technical	3.1	3.3	3.0
sales	12.3	12.8	11.9
administrative support, including clerical	16.6	29.0	6.8
service	13.1	15.9	10.9
precision production, craft, and repair	10.9	2.1	17.8
operators, fabricators, and laborers	12.1	6.3	16.7
farming, forestry, and fishing	3.2	1.1	4.9

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN COLORADO

	Number	Percent	
Women in the labor force, 1993	879,000		
percent of all women		63.7	
as percent of total labor force		46.2	
Age of women in the labor force, 1993			
16-24	148,163	16.9	
25-34	223,608	25.4	
35-44	247,632	28.2	
45-54	168,257	19.1	
55-64	73,406	8.4	
65 or older	18,220	2.1	
Ethnicity/race of women in the labor force, 1990	801,156	100.0	
White	665,148	83.0	
African American	29,478	3.7	
Hispanic	84,294	10.5	
Asian American	15,894	2.0	
Native American	6,342	0.8	
Employed women, 1989	886,827	100.0	
full-time, year-round as percent of all	407,694	46.0	
full-time, part-year as percent of all	206,013	23.2	
part-time, year-round as percent of all	92,460	10.4	
part-time, part-year as percent of all	180,660	20.4	
Women in the labor force, 1990	801,156	100.0	
with own children under 18	309,816	38.7	
with own children under 6	133,080	16.6	
without children under 18	491,340	61.3	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	13.4	12.1	14.6
professional	17.3	17.1	16.9
technical	4.2	4.3	4.1
sales	12.8	12.8	12.8
administrative support, including clerical	16.1	27.4	6.3
service	13.3	16.4	10.5
precision production, craft, and repair	9.6	2.3	16.0
operators, fabricators, and laborers	11.3	5.8	16.0
farming, forestry, and fishing	2.0	1.1	2.8

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN CONNECTICUT

	Number	Percent	
Women in the labor force, 1993	822,000		
as percent of all women		62.6	
as percent of total labor force		46.0	
Age of women in the labor force, 1993			
16-24	116,451	14.2	
25-34	214,936	26.1	
35-44	228,477	27.8	
45-54	156,965	19.1	
55-64	86,144	10.5	
65 or older	18,843	2.3	
Ethnicity/race of women in the labor force, 1990	834,513	100.0	
White	713,429	85.5	
African American	68,823	8.2	
Hispanic	39,422	4.7	
Asian American	11,244	1.3	
Native American	1,595	0.2	
Employed women, 1989	908,075	100.0	
full-time, year-round as percent of all	440,401	48.5	
full-time, part-year as percent of all	171,068	18.8	
part-time, year-round as percent of all	116,589	12.8	
part-time, part-year as percent of all	180,017	19.8	
Women in the labor force, 1990	834,513	100.0	
with own children under 18	273,379	32.8	
with own children under 6	114,940	13.8	
without children under 18	561,134	67.2	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	15.5	14.8	16.1
professional	14.6	16.0	13.4
technical	3.4	3.1	3.6
sales	12.5	13.1	12.1
administrative support, including clerical	16.3	26.4	7.5
service	12.8	16.4	9.6
precision production, craft, and repair	10.6	2.0	18.1
operators, fabricators, and laborers	13.2	7.8	17.9
farming, forestry, and fishing	1.1	0.3	1.8

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN DELAWARE

	Number	Percent	
Women in the labor force, 1993	168,000		
percent of all women		62.7	
as percent of total labor force		45.0	
Age of women in the labor force, 1993			
16-24	24,873	14.8	
25-34	48,907	29.1	
35-44	48,200	28.7	
45-54	30,367	18.1	
55-64	12,069	7.2	
65 or older	3,253	1.9	
Ethnicity/race of women in the labor force, 1990			
White	166,696	100.0	
African American	132,049	79.2	
Hispanic	28,597	17.2	
Asian American	3,177	1.9	
Native American	2,237	1.3	
	636	0.4	
Employed women, 1989			
full-time, year-round as percent of all	182,422	100.0	
full-time, part-year as percent of all	91,681	50.3	
part-time, year-round as percent of all	37,375	20.5	
part-time, part-year as percent of all	20,064	11.0	
	33,302	18.3	
Women in the labor force, 1990			
with own children under 18	166,696	100.0	
with own children under 6	62,375	37.4	
without children under 18	26,745	16.0	
	104,321	62.6	
Percent distribution, employed by occupation, 1993			
	Total	Women	Men
executive or managerial	14.1	13.1	15.0
professional	14.0	16.1	12.3
technical	3.1	2.9	3.2
sales	10.9	12.3	9.8
administrative support, including clerical	16.7	29.0	6.7
service	13.8	16.9	11.4
precision production, craft, and repair	11.5	1.9	19.3
operators, fabricators, and laborers	13.7	6.8	19.4
farming, forestry, and fishing	2.1	1.2	2.9

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN THE DISTRICT OF COLUMBIA

	Number	Percent
Women in the labor force, 1993	152,000	
as percent of all women		61.5
as percent of total labor force		49.7
Age of women in the labor force, 1993		
16-24	19,678	12.9
25-34	45,737	30.1
35-44	39,825	26.2
45-54	28,278	18.6
55-64	14,118	9.3
65 or older	4,375	2.9
Ethnicity/race of women in the labor force, 1990	169,304	100.0
White	52,921	31.3
African American	104,018	61.4
Hispanic	8,253	4.9
Asian American	3,761	2.2
Native American	351	0.2
Employed women, 1989	182,208	100.0
full-time, year-round as percent of all	98,367	54.0
full-time, part-year as percent of all	44,408	24.4
part-time, year-round as percent of all	11,424	6.3
part-time, part-year as percent of all	28,009	15.4
Women in the labor force, 1990	169,304	100.0
with own children under 18	42,830	25.3
with own children under 6	19,199	11.3
without children under 18	126,474	74.7
	Total	Women
Percent distribution, employed by occupation, 1993		Men
executive or managerial	17.3	18.2
professional	25.7	25.1
technical	4.1	3.4
sales	5.4	6.4
administrative support, including clerical	18.0	25.2
service	17.6	18.8
precision production, craft, and repair	4.9	1.0
operators, fabricators, and laborers	6.5	1.7
farming, forestry, and fishing	0.6	0.2

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN FLORIDA

	Number	Percent	
Women in the labor force, 1993	3,061,000		
percent of all women		54.4	
as percent of total labor force		46.2	
Age of women in the labor force, 1993			
16-24	451,053	14.7	
25-34	805,213	26.3	
35-44	827,415	27.0	
45-54	580,966	19.0	
55-64	306,692	10.0	
65 or older	89,257	2.9	
Ethnicity/race of women in the labor force, 1990	2,867,910	100.0	
White	2,075,217	72.4	
African American	393,241	13.7	
Hispanic	350,097	12.2	
Asian American	39,679	1.4	
Native American	9,676	0.3	
Employed women, 1989	3,126,430	100.0	
full-time, year-round as percent of all	1,520,371	48.6	
full-time, part-year as percent of all	768,002	24.6	
part-time, year-round as percent of all	271,952	8.7	
part-time, part-year as percent of all	566,105	18.1	
Women in the labor force, 1990	2,867,910	100.0	
with own children under 18	1,025,795	35.8	
with own children under 6	442,852	15.4	
without children under 18	1,842,115	64.2	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	13.2	12.5	13.8
professional	13.1	15.4	11.2
technical	3.5	4.0	3.0
sales	13.8	14.4	13.2
administrative support, including clerical	15.5	26.3	6.1
service	15.9	19.5	12.8
precision production, craft, and repair	10.8	1.9	18.5
operators, fabricators, and laborers	11.2	5.0	16.4
farming, forestry, and fishing	3.1	0.9	5.0

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 at the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN GEORGIA

	Number	Percent	
Women in the labor force, 1993	1,655,000		
as percent of all women		59.6	
as percent of total labor force		47.7	
Age of women in the labor force, 1993			
16-24	261,076	15.8	
25-34	464,196	28.0	
35-44	451,237	27.3	
45-54	312,507	18.9	
55-64	125,270	7.6	
65 or older	40,367	2.4	
Ethnicity/race of women in the labor force, 1990	1,545,602	100.0	
White	1,088,888	70.5	
African American	417,263	27.0	
Hispanic	18,848	1.2	
Asian American	17,293	1.1	
Native American	3,310	0.2	
Employed women, 1989	1,682,156	100.0	
full-time, year-round as percent of all	846,893	50.3	
full-time, part-year as percent of all	413,948	24.6	
part-time, year-round as percent of all	134,772	8.0	
part-time, part-year as percent of all	286,543	17.0	
Women in the labor force, 1990	1,545,602	100.0	
with own children under 18	630,135	40.8	
with own children under 6	265,038	17.1	
without children under 18	915,467	59.2	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	12.4	10.9	13.8
professional	13.8	17.2	10.7
technical	3.5	4.2	2.8
sales	12.1	12.5	11.7
administrative support, including clerical	15.9	25.8	6.9
service	13.6	17.8	9.9
precision production, craft, and repair	11.6	2.1	20.2
operators, fabricators, and laborers	14.3	8.9	19.3
farming, forestry, and fishing	2.8	0.7	4.7

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN HAWAII

	Number	Percent	
Women in the labor force, 1993	277,000		
percent of all women		61.8	
percent of total labor force		47.5	
Age of women in the labor force, 1993			
16-24	35,362	12.8	
25-34	71,869	25.9	
35-44	78,950	28.5	
45-54	54,901	19.8	
55-64	26,417	9.5	
65 or older	9,779	3.5	
Ethnicity/race of women in the labor force, 1990	266,320	100.0	
White	82,347	30.9	
African American	4,528	1.7	
Hispanic	6,958	2.6	
Asian American	171,050	64.2	
Native American	1,437	0.5	
Employed women, 1989	287,064	100.0	
full-time, year-round as percent of all	148,296	51.7	
full-time, part-year as percent of all	64,164	22.4	
part-time, year-round as percent of all	25,778	9.0	
part-time, part-year as percent of all	48,826	17.0	
Women in the labor force, 1990	266,320	100.0	
with own children under 18	98,176	36.9	
with own children under 6	43,257	16.2	
without children under 18	168,144	63.1	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	14.3	13.4	15.1
professional	13.3	15.7	11.0
technical	3.4	3.5	3.3
sales	12.2	14.4	10.3
administrative support, including clerical	16.1	27.6	5.7
service	17.5	19.1	16.1
precision production, craft, and repair	10.7	1.6	19.0
operators, fabricators, and laborers	9.1	3.5	14.2
farming, forestry, and fishing	3.4	1.3	5.3

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN IDAHO

	Number	Percent	
Women in the labor force, 1993	242,000		
as percent of all women		59.2	
as percent of total labor force		44.4	
Age of women in the labor force, 1993			
16-24	48,255	19.9	
25-34	61,312	25.3	
35-44	64,267	26.6	
45-54	43,600	18.0	
55-64	18,498	7.6	
65 or older	5,943	2.5	
Ethnicity/race of women in the labor force, 1990	206,656	100.0	
White	193,256	93.5	
African American	472	0.2	
Hispanic	8,452	4.1	
Asian American	1,872	0.9	
Native American	2,604	1.3	
Employed women, 1989	238,560	100.0	
full-time, year-round as percent of all	85,992	36.0	
full-time, part-year as percent of all	65,980	27.7	
part-time, year-round as percent of all	29,040	12.2	
part-time, part-year as percent of all	57,548	24.1	
Women in the labor force, 1990	206,656	100.0	
with own children under 18	92,836	44.9	
with own children under 6	38,980	18.9	
without children under 18	113,820	55.1	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	10.7	10.5	10.9
professional	13.4	14.9	12.3
technical	2.8	3.3	2.4
sales	10.3	11.5	9.3
administrative support, including clerical	13.9	25.8	4.5
service	13.8	20.1	8.7
precision production, craft, and repair	14.0	2.5	23.2
operators, fabricators, and laborers	14.8	9.4	19.1
farming, forestry, and fishing	6.3	2.0	9.6

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN ILLINOIS

	Number	Percent	
Women in the labor force, 1993	2,734,000		
as percent of all women		59.4	
as percent of total labor force		45.7	
Age of women in the labor force, 1993			
16-24	455,372	16.7	
25-34	759,181	27.8	
35-44	707,573	25.9	
45-54	500,798	18.3	
55-64	246,952	9.0	
65 or older	63,828	2.3	
Ethnicity/race of women in the labor force, 1990	2,647,590	100.0	
White	2,032,848	76.8	
African American	379,707	14.3	
Hispanic	160,911	6.1	
Asian American	68,325	2.6	
Native American	5,799	0.2	
Employed women, 1989	2,861,106	100.0	
full-time, year-round as percent of all	1,359,660	47.5	
full-time, part-year as percent of all	591,552	20.7	
part-time, year-round as percent of all	338,514	11.8	
part-time, part-year as percent of all	571,380	20.0	
Women in the labor force, 1990	2,647,590	100.0	
with own children under 18	982,494	37.1	
with own children under 6	412,335	15.6	
without children under 18	1,665,096	62.9	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	13.6	12.5	14.6
professional	13.9	16.4	11.8
technical	3.2	3.7	2.8
sales	12.2	12.9	11.6
administrative support, including clerical	16.5	27.9	6.7
service	13.5	16.7	10.8
precision production, craft, and repair	10.8	2.2	18.1
operators, fabricators and laborers	14.4	7.4	20.4
farming, forestry, and fishing	1.9	0.5	3.2

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN INDIANA

	Number	Percent	
Women in the labor force, 1993	1,375,000		
as percent of all women		59.6	
as percent of total labor force		46.8	
Age of women in the labor force, 1993			
16-24	262,245	19.1	
25-34	381,909	27.8	
35-44	386,342	28.1	
45-54	216,901	15.8	
55-64	90,868	6.6	
65 or older	36,624	2.7	
Ethnicity/race of women in the labor force, 1990	1,275,937	100.0	
White	1,146,426	89.8	
African American	99,466	7.8	
Hispanic	18,238	1.4	
Asian American	8,481	0.7	
Native American	3,326	0.3	
Employed women, 1989	1,416,345	100.0	
full-time, year-round as percent of all	640,639	45.2	
full-time, part-year as percent of all	313,798	22.2	
part-time, year-round as percent of all	159,966	11.3	
part-time, part-year as percent of all	301,942	21.3	
Women in the labor force, 1990	1,275,937	100.0	
with own children under 18	522,782	41.0	
with own children under 6	210,739	16.5	
without children under 18	753,155	59.0	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	10.8	10.0	11.5
professional	10.3	11.5	9.2
technical	2.8	3.2	2.5
sales	10.8	12.5	9.3
administrative support, including clerical	15.2	26.9	4.9
service	14.3	20.2	9.0
precision production, craft, and repair	13.8	2.8	23.5
operators, fabricators and laborers	19.7	12.3	26.3
farming, forestry, and fishing	2.3	0.7	3.8

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN IOWA

	Number	Percent	
Women in the labor force, 1993	702,000		
as percent of all women		65.1	
as percent of total labor force		45.3	
Age of women in the labor force, 1993			
16-24	127,231	18.1	
25-34	170,199	24.2	
35-44	204,031	29.1	
45-54	116,924	16.7	
55-64	62,483	8.9	
65 or older	21,351	3.0	
Ethnicity/race of women in the labor force, 1990	646,605	100.0	
White	624,650	96.6	
African American	9,037	1.4	
Hispanic	6,370	1.0	
Asian American	4,946	0.8	
Native American	1,602	0.2	
Employed women, 1989	723,541	100.0	
full-time, year-round as percent of all	312,695	43.2	
full-time, part-year as percent of all	146,142	20.2	
part-time, year-round as percent of all	103,937	14.4	
part-time, part-year as percent of all	160,767	22.2	
Women in the labor force, 1990	646,605	100.0	
with own children under 18	267,411	41.4	
with own children under 6	114,734	17.7	
without children under 18	379,194	58.6	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	10.7	9.8	11.5
professional	13.0	14.8	11.5
technical	3.0	3.3	2.8
sales	11.6	12.6	10.7
administrative support, including clerical	13.9	25.1	4.6
service	14.3	21.7	8.2
precision production, craft, and repair	10.5	2.0	17.5
operators, fabricators and laborers	15.1	7.4	21.7
farming, forestry, and fishing	7.8	3.3	11.6

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN KANSAS

	Number	Percent	
Women in the labor force, 1993	601,000		
as percent of all women		63.5	
as percent of total labor force		45.6	
Age of women in the labor force, 1993			
16-24	101,850	16.9	
25-34	155,135	25.8	
35-44	142,766	23.8	
45-54	122,071	20.3	
55-64	59,867	10.0	
65 or older	19,648	3.3	
Ethnicity/race of women in the labor force, 1990	556,694	100.0	
White	501,572	90.1	
African American	28,608	5.1	
Hispanic	15,067	2.7	
Asian American	6,183	1.1	
Native American	5,264	0.9	
Employed women, 1989	622,863	100.0	
full-time, year-round as percent of all	285,781	45.9	
full-time, part-year as percent of all	137,955	22.1	
part-time, year-round as percent of all	71,942	11.5	
part-time, part-year as percent of all	127,185	20.5	
Women in the labor force, 1990	556,694	100.0	
with own children under 18	233,623	42.0	
with own children under 6	100,598	18.1	
without children under 18	323,071	58.0	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	12.3	10.6	13.6
professional	13.4	16.2	11.2
technical	2.9	3.3	2.6
sales	11.2	10.7	11.6
administrative support, including clerical	15.8	28.1	5.6
service	14.4	20.3	9.4
precision production, craft, and repair	10.6	2.3	17.5
operators, fabricators and laborers	13.9	6.9	19.9
farming, forestry, and fishing	5.4	1.6	8.6

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN KENTUCKY

	Number	Percent	
Women in the labor force, 1993	810,000		
as percent of all women		54.0	
as percent of total labor force		45.2	
Age of women in the labor force, 1993			
16-24	129,606	16.0	
25-34	211,458	26.1	
35-44	217,388	26.8	
45-54	149,989	18.5	
55-64	79,170	9.8	
65 or older	21,915	2.7	
Ethnicity/race of women in the labor force, 1990	755,013	100.0	
White	689,845	91.4	
African American	57,576	7.6	
Hispanic	2,908	0.4	
Asian American	3,416	0.5	
Native American	1,268	0.2	
Employed women, 1989	837,409	100.0	
full-time, year-round as percent of all	378,041	45.1	
full-time, part-year as percent of all	201,853	24.1	
part-time, year-round as percent of all	86,166	10.3	
part-time, part-year as percent of all	171,349	20.5	
Women in the labor force, 1990	755,013	100.0	
with own children under 18	320,413	42.4	
with own children under 6	126,413	16.7	
without children under 18	434,600	57.6	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	10.9	10.7	11.0
professional	12.9	16.3	10.1
technical	3.6	4.7	2.7
sales	10.7	11.9	9.7
administrative support, including clerical	13.5	23.7	5.1
service	13.9	21.1	8.0
precision production, craft, and repair	14.1	2.8	23.4
operators, fabricators and laborers	17.2	7.7	24.9
farming, forestry, and fishing	3.3	1.2	5.0

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN LOUISIANA

	Number	Percent	
Women in the labor force, 1993	833,000		
as percent of all women		50.2	
as percent of total labor force		44.3	
Age of women in the labor force, 1993			
16-24	125,973	15.1	
25-34	227,771	27.3	
35-44	223,121	26.8	
45-54	151,945	18.2	
55-64	86,970	10.4	
65 or older	16,964	2.0	
Ethnicity/race of women in the labor force, 1990	820,941	100.0	
White	545,172	66.4	
African American	248,631	30.3	
Hispanic	17,592	2.1	
Asian American	6,462	0.8	
Native American	3,084	0.4	
Employed women, 1989	879,318	100.0	
full-time, year-round as percent of all	389,352	44.3	
full-time, part-year as percent of all	226,893	25.8	
part-time, year-round as percent of all	86,679	9.9	
part-time, part-year as percent of all	176,394	20.1	
Women in the labor force, 1990	820,941	100.0	
with own children under 18	366,576	44.7	
with own children under 6	157,770	19.2	
without children under 18	454,365	55.3	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	12.5	10.4	14.3
professional	14.1	19.2	10.0
technical	3.5	3.7	3.3
sales	12.5	14.3	11.1
administrative support, including clerical	14.2	26.0	4.7
service	15.1	20.0	11.3
precision production, craft, and repair	11.6	1.3	19.8
operators, fabricators and laborers	13.2	4.4	20.2
farming, forestry, and fishing	3.3	0.8	5.3

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN MAINE

	Number	Percent	
Women in the labor force, 1993	296,000		
as percent of all women		60.8	
as percent of total labor force		46.9	
Age of women in the labor force, 1993			
16-24	50,984	17.2	
25-34	70,575	23.8	
35-44	87,613	29.6	
45-54	54,624	18.5	
55-64	25,193	8.5	
65 or older	6,601	2.2	
Ethnicity/race of women in the labor force, 1990	285,624	100.0	
White	280,537	98.2	
African American	910	0.3	
Hispanic	1,339	0.5	
Asian American	1,783	0.6	
Native American	1,055	0.4	
Employed women, 1989	321,558	100.0	
full-time, year-round as percent of all	138,051	42.9	
part-time, part-year as percent of all	67,072	20.9	
full-time, year-round as percent of all	44,721	13.9	
part-time, part-year as percent of all	71,714	22.3	
Women in the labor force, 1990	285,624	100.0	
with own children under 18	115,281	40.4	
with own children under 6	45,603	16.0	
without children under 18	170,343	59.6	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	12.7	11.5	13.8
professional	13.0	15.9	10.4
technical	3.0	4.0	2.2
sales	11.9	13.5	10.4
administrative support, including clerical	14.7	24.3	6.0
service	14.2	19.5	9.4
precision production, craft, and repair	11.8	1.9	20.7
operators, fabricators and laborers	14.9	8.5	20.5
farming, forestry, and fishing	3.9	0.9	6.6

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 that the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN MARYLAND

	Number	Percent	
Women in the labor force, 1993	1,287,000		
as percent of all women		64.6	
as percent of total labor force		48.2	
Age of women in the labor force, 1993			
16-24	176,905	13.7	
25-34	363,718	28.3	
35-44	331,346	25.7	
45-54	254,384	19.8	
55-64	124,240	9.7	
65 or older	36,868	2.9	
Ethnicity/race of women in the labor force, 1990	1,234,972	100.0	
White	840,319	68.0	
African American	325,794	26.4	
Hispanic	29,095	2.4	
Asian American	36,162	2.9	
Native American	3,602	0.3	
Employed women, 1989	1,332,678	100.0	
full-time, year-round as percent of all	707,899	53.1	
full-time, part-year as percent of all	269,804	20.3	
part-time, year-round as percent of all	133,487	10.0	
part-time, part-year as percent of all	221,488	16.6	
Women in the labor force, 1990	1,234,972	100.0	
with own children under 18	451,264	36.5	
with own children under 6	197,683	16.0	
without children under 18	783,708	63.5	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	16.7	17.0	16.4
professional	15.1	17.6	12.8
technical	4.5	5.0	4.1
sales	11.7	11.3	12.1
administrative support, including clerical	16.5	26.7	6.8
service	13.4	15.9	11.0
precision production, craft, and repair	10.3	2.3	18.0
operators, fabricators and laborers	10.4	3.9	16.4
farming, forestry, and fishing	1.4	0.4	2.4

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN MASSACHUSETTS

	Number	Percent	
Women in the labor force, 1993	1,468,000		
as percent of all women		60.3	
as percent of total labor force		46.3	
Age of women in the labor force, 1993			
16-24	225,887	15.4	
25-34	403,972	27.5	
35-44	360,713	24.6	
45-54	286,004	19.5	
55-64	145,786	9.9	
65 or older	45,841	3.1	
Ethnicity/race of women in the labor force, 1990	1,532,790	100.0	
White	1,382,039	90.2	
African American	66,143	4.3	
Hispanic	50,511	3.3	
Asian American	31,555	2.1	
Native American	2,542	0.2	
Employed women, 1989	1,668,590	100.0	
full-time, year-round as percent of all	754,277	45.2	
full-time, part-year as percent of all	316,274	19.0	
part-time, year-round as percent of all	241,190	14.5	
part-time, part-year as percent of all	356,849	21.4	
Women in the labor force, 1990	1,532,790	100.0	
with own children under 18	485,327	31.7	
with own children under 6	204,114	13.3	
without children under 18	1,047,463	68.3	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	15.4	13.8	16.9
professional	19.2	21.3	17.4
technical	3.8	4.3	3.4
sales	11.7	11.3	12.1
administrative support, including clerical	15.9	26.1	6.9
service	12.7	15.1	10.7
precision production, craft, and repair	9.2	1.8	15.7
operators, fabricators and laborers	10.9	6.1	15.3
farming, forestry, and fishing	1.0	0.3	1.6

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN MICHIGAN

	Number	Percent	
Women in the labor force, 1993	2,111,000		
as percent of all women		57.3	
as percent of total labor force		44.9	
Age of women in the labor force, 1993			
16-24	391,797	18.6	
25-34	538,545	25.5	
35-44	588,394	27.9	
45-54	375,527	17.8	
55-64	175,404	8.3	
65 or older	41,653	2.0	
Ethnicity/race of women in the labor force, 1990	2,071,806	100.0	
White	1,732,887	83.6	
African American	271,091	13.1	
Hispanic	34,638	1.7	
Asian American	20,505	1.0	
Native American	12,685	0.6	
Employed women, 1989	2,263,135	100.0	
full-time, year-round as percent of all	959,379	42.4	
full-time, part-year as percent of all	481,763	21.3	
part-time, year-round as percent of all	289,063	12.8	
part-time, part-year as percent of all	532,930	23.5	
Women in the labor force, 1990	2,071,806	100.0	
with own children under 18	795,680	38.4	
with own children under 6	327,603	15.8	
without children under 18	1,276,126	61.6	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	11.5	10.9	12.0
professional	14.2	15.1	13.5
technical	3.3	3.4	3.2
sales	11.2	12.6	10.0
administrative support, including clerical	15.2	27.1	5.4
service	14.2	19.1	10.1
precision production, craft, and repair	11.3	2.1	18.9
operators, fabricators and laborers	16.8	8.6	23.3
farming, forestry, and fishing	2.3	0.9	3.5

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN MINNESOTA

	Number	Percent	
Women in the labor force, 1993	1,155,000		
as percent of all women		66.7	
as percent of total labor force		46.8	
Age of women in the labor force, 1993			
16-24	227,999	19.7	
25-34	312,381	27.0	
35-44	286,092	24.8	
45-54	197,640	17.1	
55-64	97,626	8.5	
65 or older	33,105	2.9	
Ethnicity/race of women in the labor force, 1990	1,069,899	100.0	
White	1,025,128	95.8	
African American	15,048	1.4	
Hispanic	8,515	0.8	
Asian American	12,341	1.2	
Native American	8,867	0.8	
Employed women, 1989	1,175,205	100.0	
full-time, year-round as percent of all	510,475	43.4	
full-time, part-year as percent of all	216,033	18.4	
part-time, year-round as percent of all	186,180	15.8	
part-time, part-year as percent of all	262,517	22.3	
Women in the labor force, 1990	1,069,899	100.0	
with own children under 18	424,536	39.7	
with own children under 6	190,270	17.8	
without children under 18	645,363	60.3	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	13.0	11.6	14.3
professional	12.5	14.4	10.9
technical	3.2	3.7	2.7
sales	11.2	11.4	10.9
administrative support, including clerical	16.3	28.1	5.6
service	15.0	20.0	10.5
precision production, craft, and repair	10.2	2.3	17.2
operators, fabricators and laborers	13.6	6.8	19.8
farming, forestry, and fishing	5.0	1.8	7.9

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN MISSISSIPPI

	Number	Percent	
Women in the labor force, 1993	532,000		
as percent of all women		52.9	
as percent of total labor force		43.9	
Age of women in the labor force, 1993			
16-24	89,499	16.8	
25-34	152,822	28.7	
35-44	147,673	27.8	
45-54	87,737	16.5	
55-64	44,093	8.3	
65 or older	9,999	1.9	
Ethnicity/race of women in the labor force, 1990	528,513	100.0	
White	341,481	64.6	
African American	181,197	34.3	
Hispanic	2,124	0.4	
Asian American	2,373	0.4	
Native American	1,338	0.3	
Employed women, 1989	568,821	100.0	
full-time, year-round as percent of all	254,259	44.7	
full-time, part-year as percent of all	166,290	29.2	
part-time, year-round as percent of all	47,580	8.4	
part-time, part-year as percent of all	100,692	17.7	
Women in the labor force, 1990	528,513	100.0	
with own children under 18	249,333	47.2	
with own children under 6	103,848	19.6	
without children 18	279,180	52.8	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	9.9	8.3	11.1
professional	11.6	14.9	9.0
technical	3.1	3.7	2.7
sales	11.0	12.7	9.7
administrative support, including clerical	12.7	24.3	3.8
service	13.1	19.3	8.4
precision production, craft, and repair	13.4	2.6	21.6
operators, fabricators, and laborers	21.3	13.5	27.5
farming, forestry, and fishing	3.8	0.6	6.3

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN MISSOURI

	Number	Percent	
Women in the labor force, 1993	1,241,000		
as percent of all women		60.3	
as percent of total labor force		46.8	
Age of women in the labor force, 1993			
16-24	257,517	20.8	
25-34	314,128	25.3	
35-44	277,992	22.4	
45-54	251,033	20.2	
55-64	111,238	9.0	
65 or older	29,475	2.4	
Ethnicity/race of women in the labor force, 1990	1,166,725	100.0	
White	1,010,687	86.6	
African American	130,445	11.2	
Hispanic	12,603	1.1	
Asian American	8,619	0.7	
Native American	4,371	0.4	
Employed women, 1989	1,288,452	100.0	
full-time, year-round as percent of all	607,179	47.1	
full-time, part-year as percent of all	291,469	22.6	
part-time, year-round as percent of all	142,121	11.0	
part-time, part-year as percent of all	247,683	19.2	
Women in the labor force, 1990	1,166,725	100.0	
with own children under 18	472,968	40.5	
with own children under 6	201,798	17.3	
without children 18	693,757	59.5	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	11.8	11.9	11.8
professional	12.1	14.0	10.5
technical	3.1	3.4	2.9
sales	11.6	12.1	11.2
administrative support, including clerical	15.6	27.3	5.5
service	14.2	17.9	11.0
precision production, craft, and repair	11.6	2.1	19.8
operators, fabricators, and laborers	15.6	9.4	21.0
farming, forestry, and fishing	4.3	1.9	6.4

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN MONTANA

	Number	Percent	
Women in the labor force, 1993	193,000		
as percent of all women		61.3	
as percent of total labor force		45.2	
Age of women in the labor force, 1993			
16-24	28,373	14.7	
25-34	45,189	23.4	
35-44	58,918	30.5	
45-54	34,930	18.1	
55-64	17,567	9.1	
65 or older	7,599	3.9	
Ethnicity/race of women in the labor force, 1990	171,861	100.0	
White	159,822	93.0	
African American	423	0.2	
Hispanic	2,086	1.2	
Asian American	1,229	0.7	
Native American	8,301	4.8	
Employed women, 1989	196,229	100.0	
full-time, year-round as percent of all	75,121	38.3	
full-time, part-year as percent of all	46,992	23.9	
part-time, year-round as percent of all	26,511	13.5	
part-time, part-year as percent of all	47,605	24.3	
Women in the labor force, 1990	171,861	100.0	
with own children under 18	74,298	43.2	
with own children under 6	29,751	17.3	
without children 18	97,563	56.8	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	11.7	11.6	11.7
professional	13.3	15.7	11.4
technical	2.9	3.0	2.8
sales	11.0	11.2	10.8
administrative support, including clerical	14.6	27.4	4.0
service	15.5	21.4	10.6
precision production, craft, and repair	10.4	1.5	17.8
operators, fabricators, and laborers	10.7	3.5	16.7
farming, forestry, and fishing	9.8	4.6	14.1

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN NEBRASKA

	Number	Percent	
Women in the labor force, 1993	410,000		
as percent of all women		65.8	
as percent of total labor force		48.1	
Age of women in the labor force, 1993			
16-24	79,687	19.4	
25-34	108,477	26.5	
35-44	104,724	25.5	
45-54	64,605	15.8	
55-64	37,740	9.2	
65 or older	14,563	3.6	
Ethnicity/race of women in the labor force, 1990	371,412	100.0	
White	346,140	93.2	
African American	13,032	3.5	
Hispanic	6,772	1.8	
Asian American	3,044	0.8	
Native American	2,424	0.7	
Employed women, 1989	415,783	100.0	
full-time, year-round as percent of all	184,626	44.4	
full-time, part-year as percent of all	84,681	20.4	
part-time, year-round as percent of all	59,769	14.4	
part-time, part-year as percent of all	86,707	20.9	
Women in the labor force, 1990	371,412	100.0	
with own children under 18	159,082	42.8	
with own children under 6	70,928	19.1	
without children 18	212,330	57.2	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	11.0	9.6	12.2
professional	11.5	13.3	9.8
technical	3.3	4.1	2.6
sales	12.1	11.6	12.5
administrative support, including clerical	15.7	26.2	6.2
service	14.9	22.8	7.7
precision production, craft, and repair	10.9	2.8	18.4
operators, fabricators, and laborers	13.0	6.8	18.6
farming, forestry, and fishing	7.5	2.8	11.8

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 at the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN NEW HAMPSHIRE

	Number	Percent	
Women in the labor force, 1993	282,000		
as percent of all women		64.5	
as percent of total labor force		45.5	
Age of women in the labor force, 1993			
16-24	44,042	15.6	
25-34	77,120	27.3	
35-44	77,885	27.6	
45-54	52,291	18.5	
55-64	24,822	8.8	
65 or older	5,695	2.0	
Ethnicity/race of women in the labor force, 1990	283,868	100.0	
White	277,162	97.6	
African American	1,480	0.5	
Hispanic	2,562	0.9	
Asian American	2,021	0.7	
Native American	643	0.2	
Employed women, 1989	313,820	100.0	
full-time, year-round as percent of all	143,872	45.8	
full-time, part-year as percent of all	61,564	19.6	
part-time, year-round as percent of all	42,172	13.4	
part-time, part-year as percent of all	66,212	21.2	
Women in the labor force, 1990	283,868	100.0	
with own children under 18	107,766	38.0	
with own children under 6	46,686	16.4	
without children 18	176,102	62.0	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	14.0	13.6	14.3
professional	14.9	16.1	14.0
technical	3.9	3.7	4.0
sales	12.8	14.4	11.4
administrative support, including clerical	13.8	24.1	5.1
service	13.2	17.1	10.0
precision production, craft, and repair	11.4	2.4	18.9
operators, fabricators, and laborers	14.1	8.4	18.9
farming, forestry, and fishing	2.0	0.3	3.4

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN NEVADA

	Number	Percent	
Women in the labor force, 1993	334,000		
as percent of all women		62.8	
as percent of total labor force		44.8	
Age of women in the labor force, 1993			
16-24	51,312	15.4	
25-34	80,941	24.2	
35-44	93,321	27.9	
45-54	68,273	20.4	
55-64	31,881	9.5	
65 or older	8,521	2.6	
Ethnicity/race of women in the labor force, 1990	286,866	100.0	
White	228,424	79.6	
African American	16,963	5.9	
Hispanic	24,514	8.5	
Asian American	11,678	4.1	
Native American	5,287	1.8	
Employed women, 1989	312,798	100.0	
full-time, year-round as percent of all	150,967	48.3	
full-time, part-year as percent of all	87,630	28.0	
part-time, year-round as percent of all	23,379	7.5	
part-time, part-year as percent of all	50,822	16.2	
Women in the labor force, 1990	286,866	100.0	
with own children under 18	103,004	35.9	
with own children under 6	47,969	16.7	
without children 18	183,862	64.1	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	13.2	12.7	13.6
professional	10.9	12.1	9.9
technical	3.0	2.8	3.1
sales	12.8	16.3	10.1
administrative support, including clerical	14.6	25.1	6.1
service	22.7	24.5	21.3
precision production, craft, and repair	11.1	1.6	18.7
operators, fabricators, and laborers	10.3	4.3	15.1
farming, forestry, and fishing	1.3	0.5	2.0

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 that the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN NEW JERSEY

	Number	Percent	
Women in the labor force, 1993	1,803,000		
as percent of all women		56.4	
as percent of total labor force		45.1	
Age of women in the labor force, 1993			
16-24	251,266	13.9	
25-34	456,932	25.3	
35-44	489,303	27.1	
45-54	372,075	20.6	
55-64	179,829	10.0	
65 or older	53,446	3.0	
Ethnicity/race of women in the labor force, 1990	1,882,492	100.0	
White	1,394,881	74.1	
African American	258,668	13.7	
Hispanic	160,648	8.5	
Asian American	65,059	3.5	
Native American	3,236	0.2	
Employed women, 1989	2,022,163	100.0	
full-time, year-round as percent of all	1,001,068	49.5	
full-time, part-year as percent of all	426,229	21.1	
part-time, year-round as percent of all	219,022	10.8	
part-time, part-year as percent of all	375,844	18.6	
Women in the labor force, 1990	1,882,492	100.0	
with own children under 18	616,037	32.7	
with own children under 6	244,129	13.0	
without children 18	1,266,455	67.3	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	16.0	13.2	18.4
professional	16.2	18.3	14.4
technical	3.3	3.9	2.9
sales	12.6	12.3	12.8
administrative support, including clerical	17.0	29.8	6.3
service	12.5	14.3	11.0
precision production, craft, and repair	9.1	1.4	15.5
operators, fabricators, and laborers	12.1	6.7	16.7
farming, forestry, and fishing	1.2	0.2	2.0

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN NEW MEXICO

	Number	Percent
Women in the labor force, 1993	333,000	
as percent of all women		54.6
as percent of total labor force		44.0
Age of women in the labor force, 1993		
16-24	48,645	14.6
25-34	78,053	23.4
35-44	99,873	30.0
45-54	68,740	20.6
55-64	29,904	9.0
65 or older	8,156	2.4
Ethnicity/race of women in the labor force, 1990	306,663	100.0
White	172,038	56.1
African American	5,346	1.7
Hispanic	104,013	33.9
Asian American	3,372	1.1
Native American	21,894	7.1
Employed women, 1989	339,219	100.0
full-time, year-round as percent of all	142,719	42.1
full-time, part-year as percent of all	88,875	26.2
part-time, year-round as percent of all	33,894	10.0
part-time, part-year as percent of all	73,731	21.7
Women in the labor force, 1990	306,663	100.0
with own children under 18	131,286	42.8
with own children under 6	100,512	32.8
without children 18	175,377	57.2
	Total	Women
Percent distribution, employed by occupation, 1993		Men
executive or managerial	13.6	11.9
professional	17.8	20.6
technical	3.6	3.2
sales	12.1	14.4
administrative support, including clerical	14.1	24.6
service	12.9	17.7
precision production, craft, and repair	12.4	2.5
operators, fabricators, and laborers	10.8	4.3
farming, forestry, and fishing	2.7	0.8

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 that the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN NEW YORK

	Number	Percent	
Women in the labor force, 1993	3,986,000		
as percent of all women		53	
as percent of total labor force		46	
Age of women in the labor force, 1993			
16-24	556,292	14.0	
25-34	1,022,194	25.6	
35-44	1,048,543	26.3	
45-54	828,109	20.8	
55-64	417,834	10.5	
65 or older	113,392	2.8	
Ethnicity/race of women in the labor force, 1990	4,164,201	100.0	
White	2,932,952	70.4	
African American	650,160	15.6	
Hispanic	406,612	9.8	
Asian American	161,127	3.9	
Native American	13,350	0.3	
Employed women, 1989	4,476,182	100.0	
full-time, year-round as percent of all	2,138,134	47.8	
full-time, part-year as percent of all	999,090	22.3	
part-time, year-round as percent of all	504,973	11.3	
part-time, part-year as percent of all	833,985	18.6	
Women in the labor force, 1990	4,164,201	100.0	
with own children under 18	1,340,802	32.2	
with own children under 6	548,057	13.2	
without children 18	2,823,399	67.8	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	14.0	12.1	15.6
professional	16.9	19.8	14.4
technical	3.2	3.5	2.9
sales	11.5	11.4	11.6
administrative support, including clerical	16.8	27.7	7.2
service	15.4	18.1	13.1
precision production, craft, and repair	9.5	1.6	16.4
operators, fabricators, and laborers	11.6	5.5	16.9
farming, forestry, and fishing	1.2	0.4	1.9

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN NORTH CAROLINA

	Number	Percent	
Women in the labor force, 1993	1,682,000		
percent of all women		60.4	
percent of total labor force		47.3	
Age of women in the labor force, 1993			
16-24	277,257	16.5	
25-34	423,718	25.2	
35-44	456,055	27.1	
45-54	314,026	18.7	
55-64	161,788	9.6	
65 or older	49,516	2.9	
Ethnicity/race of women in the labor force, 1990	1,622,457	100.0	
White	1,225,254	75.5	
African American	354,150	21.8	
Hispanic	11,592	0.7	
Asian American	12,720	0.8	
Native American	18,741	1.2	
Employed women, 1989	1,793,955	100.0	
full-time, year-round as percent of all	895,884	49.9	
full-time, part-year as percent of all	449,499	25.1	
part-time, year-round as percent of all	141,729	7.9	
part-time, part-year as percent of all	306,843	17.1	
Women in the labor force, 1990	1,622,457	100.0	
with own children under 18	643,053	39.6	
with own children under 6	265,125	16.3	
without children 18	979,404	60.4	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	10.4	8.8	11.9
professional	12.3	15.0	10.0
technical	3.2	3.5	3.0
sales	11.7	12.5	11.1
administrative support, including clerical	13.9	23.5	5.4
service	12.0	16.9	7.7
precision production, craft, and repair	13.1	3.3	21.7
operators, fabricators, and laborers	20.4	15.7	24.7
farming, forestry, and fishing	2.8	0.8	4.6

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN NORTH DAKOTA

	Number	Percent	
Women in the labor force, 1993	149,000		
as percent of all women		61	
as percent of total labor force		46	
Age of women in the labor force, 1993			
16-24	29,645	19.9	
25-34	36,965	24.8	
35-44	38,353	25.7	
45-54	24,198	16.2	
55-64	14,562	9.8	
65 or older	5,218	3.5	
Ethnicity/race of women in the labor force, 1990	137,615	100.0	
White	131,580	95.6	
African American	570	0.4	
Hispanic	645	0.5	
Asian American	760	0.6	
Native American	4,060	3.0	
Employed women, 1989	159,720	100.0	
full-time, year-round as percent of all	60,405	37.8	
full-time, part-year as percent of all	33,650	21.1	
part-time, year-round as percent of all	27,545	17.2	
part-time, part-year as percent of all	38,120	23.9	
Women in the labor force, 1990	137,615	100.0	
with own children under 18	62,005	45.1	
with own children under 6	27,855	20.2	
without children under 18	75,610	54.9	
	Total	Women	Men
Percent distribution of employed by occupation, 1993			
executive or managerial	10.4	9.0	11.6
professional	12.5	16.9	8.5
technical	2.9	3.7	2.2
sales	12.3	12.0	12.6
administrative support, including clerical	12.5	22.1	3.9
service	17.2	26.5	9.0
precision production, craft, and repair	8.4	1.5	14.6
operators, fabricators, and laborers	11.0	4.0	17.2
farming, forestry, and fishing	12.8	4.1	20.5

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN OHIO

	Number	Percent	
Women in the labor force, 1993	2,514,000		
as percent of all women		56.9	
as percent of total labor force		45.8	
Age of women in the labor force, 1993			
16-24	445,973	17.7	
25-34	672,238	26.7	
35-44	669,607	26.6	
45-54	459,527	18.3	
55-64	208,715	8.3	
65 or older	57,595	2.3	
Ethnicity/race of women in the labor force, 1990			
	2,406,033	100.0	
White	2,110,079	87.7	
African American	249,127	10.4	
Hispanic	24,097	1.0	
Asian American	18,244	0.8	
Native American	4,486	0.2	
Employed women, 1989			
	2,649,073	100.0	
full-time, year-round as percent of all	1,191,460	45.0	
full-time, part-year as percent of all	539,991	20.4	
part-time, year-round as percent of all	345,900	13.1	
part-time, part-year as percent of all	571,722	21.6	
Women in the labor force, 1990			
	2,406,033	100.0	
with own children under 18	930,339	38.7	
with own children under 6	375,493	15.6	
without children under 18	1,475,694	61.3	
Percent distribution of employed by occupation, 1993			
	Total	Women	Men
executive or managerial	11.9	10.9	12.7
professional	14.1	17.0	11.6
technical	3.6	3.8	3.4
sales	10.9	12.3	9.8
administrative support, including clerical	14.5	25.0	5.6
service	13.4	19.0	8.7
precision production, craft, and repair	11.2	2.0	19.1
operators, fabricators, and laborers	18.4	9.4	26.1
farming, forestry, and fishing	1.9	0.6	3.1

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and the 1990 Census Tells Us About Women--A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN OKLAHOMA

	Number	Percent	
Women in the labor force, 1993	683,000		
as percent of all women		53.9	
as percent of total labor force		44.8	
Age of women in the labor force, 1993			
16-24	108,957	16.0	
25-34	168,651	24.7	
35-44	182,640	26.7	
45-54	137,918	20.2	
55-64	66,423	9.7	
65 or older	18,403	2.7	
Ethnicity/race of women in the labor force, 1990	666,941	100.0	
White	551,000	82.6	
African American	48,871	7.3	
Hispanic	12,297	1.8	
Asian American	6,940	1.0	
Native American	47,833	7.2	
Employed women, 1989	744,962	100.0	
full-time, year-round as percent of all	338,844	45.5	
full-time, part-year as percent of all	186,608	25.0	
part-time, year-round as percent of all	72,954	9.8	
part-time, part-year as percent of all	146,556	19.7	
Women in the labor force, 1990	666,941	100.0	
with own children under 18	285,119	42.8	
with own children under 6	113,468	17.0	
without children under 18	381,822	57.2	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	11.6	11.6	11.6
professional	14.3	17.0	12.1
technical	3.2	3.9	2.7
sales	11.5	12.8	10.5
administrative support, including clerical	13.4	24.7	4.2
service	14.0	19.2	9.9
precision production, craft, and repair	13.0	2.3	21.6
operators, fabricators, and laborers	14.3	6.7	20.6
farming, forestry, and fishing	4.6	1.8	6.8

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women--A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN OREGON

	Number	Percent	
Women in the labor force, 1993	718,000		
as percent of all women		61.1	
as percent of total labor force		45.2	
Age of women in the labor force, 1993			
16-24	99,367	13.8	
25-34	159,322	22.2	
35-44	226,826	31.6	
45-54	152,904	21.3	
55-64	64,014	8.9	
65 or older	15,203	2.1	
Ethnicity/race of women in the labor force, 1990	632,993	100.0	
White	581,110	91.8	
African American	8,458	1.3	
Hispanic	18,236	2.9	
Asian American	15,991	2.5	
Native American	9,198	1.5	
Employed women, 1989	715,229	100.0	
full-time, year-round as percent of all	287,122	40.1	
full-time, part-year as percent of all	175,933	24.6	
part-time, year-round as percent of all	83,362	11.7	
part-time, part-year as percent of all	168,812	23.6	
Women in the labor force, 1990	632,993	100.0	
with own children under 18	241,032	38.1	
with own children under 6	97,401	15.4	
without children under 18	391,961	61.9	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	14.5	14.0	14.9
professional	14.9	18.3	12.0
technical	2.8	2.9	2.7
sales	12.7	13.2	12.3
administrative support, including clerical	14.5	24.8	5.9
service	13.4	18.7	9.0
precision production, craft, and repair	10.4	2.2	17.3
operators, fabricators, and laborers	12.7	4.7	19.6
farming, forestry, and fishing	4.1	1.3	6.4

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN PENNSYLVANIA

	Number	Percent	
Women in the labor force, 1993	2,664,000		
as percent of all women		54.7	
as percent of total labor force		45.2	
Age of women in the labor force, 1993			
16-24	439,964	16.5	
25-34	649,711	24.4	
35-44	727,523	27.3	
45-54	499,111	18.7	
55-64	268,579	10.1	
65 or older	79,035	3.0	
Ethnicity/race of women in the labor force, 1990	2,624,290	100.0	
White	2,321,937	88.5	
African American	237,871	9.1	
Hispanic	34,077	1.3	
Asian American	26,822	1.0	
Native American	3,583	0.1	
Employed women, 1989	2,868,947	100.0	
full-time, year-round as percent of all	1,332,712	46.5	
full-time, part-year as percent of all	566,308	19.7	
part-time, year-round as percent of all	378,938	13.2	
part-time, part-year as percent of all	590,989	20.6	
Women in the labor force, 1990	2,624,290	100.0	
with own children under 18	929,169	35.4	
with own children under 6	370,349	14.1	
without children under 18	1,695,121	64.6	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	11.0	9.5	12.2
professional	13.7	16.3	11.6
technical	3.5	4.0	3.1
sales	12.3	12.8	11.9
administrative support, including clerical	16.6	28.5	6.6
service	13.3	17.6	9.7
precision production, craft, and repair	11.4	2.0	19.2
operators, fabricators, and laborers	16.5	8.7	23.0
farming, forestry, and fishing	1.8	0.7	2.6

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN SOUTH DAKOTA

	Number	Percent	
Women in the labor force, 1993	163,000		
percent of all women		62.4	
as percent of total labor force		45.3	
Age of women in the labor force, 1993			
16-24	30,622	18.8	
25-34	40,793	25.0	
35-44	41,078	25.2	
45-54	27,474	16.9	
55-64	16,610	10.2	
65 or older	6,333	3.9	
Ethnicity/race of women in the labor force, 1990	156,455	100.0	
White	146,774	93.8	
African American	593	0.4	
Hispanic	653	0.4	
Asian American	878	0.6	
Native American	7,557	4.8	
Employed women, 1989	177,157	100.0	
full-time, year-round as percent of all	74,156	41.9	
full-time, part-year as percent of all	38,424	21.7	
part-time, year-round as percent of all	26,778	15.1	
part-time, part-year as percent of all	37,799	21.3	
Women in the labor force, 1990	156,455	100.0	
with own children under 18	69,792	44.6	
with own children under 6	31,684	20.3	
without children under 18	86,663	55.4	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	10.0	10.2	9.7
professional	11.3	14.1	8.9
technical	3.1	3.6	2.6
sales	11.0	10.8	11.2
administrative support, including clerical	12.6	23.3	3.9
service	15.9	24.3	9.1
precision production, craft, and repair	10.9	2.8	17.5
operators, fabricators, and laborers	14.0	7.1	19.7
farming, forestry, and fishing	11.1	3.6	17.3

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN TENNESSEE

	Number	Percent	
Women in the labor force, 1993	1,185,000		
as percent of all women		56.2	
as percent of total labor force		47.4	
Age of women in the labor force, 1993			
16-24	214,127	18.1	
25-34	293,819	24.8	
35-44	335,588	28.3	
45-54	217,915	18.4	
55-64	95,623	8.1	
65 or older	27,516	2.3	
Ethnicity/race of women in the labor force, 1990	1,115,385	100.0	
White	918,156	82.3	
African American	182,025	16.3	
Hispanic	6,177	0.6	
Asian American	6,255	0.6	
Native American	2,772	0.2	
Employed women, 1989	1,222,935	100.0	
full-time, year-round as percent of all	594,750	48.6	
full-time, part-year as percent of all	310,053	25.4	
part-time, year-round as percent of all	102,699	8.4	
part-time, part-year as percent of all	215,433	17.6	
Women in the labor force, 1990	1,115,385	100.0	
with own children under 18	450,621	40.4	
with own children under 6	179,643	16.1	
without children under 18	664,764	59.6	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	9.8	9.2	10.3
professional	11.2	13.1	9.6
technical	3.7	4.0	3.5
sales	10.6	11.6	9.7
administrative support, including clerical	13.7	23.3	5.2
service	14.1	19.3	9.5
precision production, craft, and repair	11.7	2.9	19.6
operators, fabricators, and laborers	22.2	15.9	27.9
farming, forestry, and fishing	2.9	0.9	4.7

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN TEXAS

	Number	Percent	
Women in the labor force, 1993	4,054,000		
as percent of all women		59.2	
as percent of total labor force		44.3	
Age of women in the labor force, 1993			
16-24	716,724	17.7	
25-34	1,130,873	27.9	
35-44	1,107,822	27.3	
45-54	676,040	16.7	
55-64	324,476	8.0	
65 or older	98,269	2.4	
Ethnicity/race of women in the labor force, 1990	3,671,040	100.0	
White	2,369,920	64.6	
African American	469,648	12.8	
Hispanic	744,983	20.3	
Asian American	70,966	1.9	
Native American	15,523	0.4	
Employed women, 1989	4,001,694	100.0	
full-time, year-round as percent of all	1,892,031	47.3	
full-time, part-year as percent of all	1,051,891	26.3	
part-time, year-round as percent of all	333,175	8.3	
part-time, part-year as percent of all	724,597	18.1	
Women in the labor force, 1990	3,671,040	100.0	
with own children under 18	1,535,395	41.8	
with own children under 6	676,552	18.4	
without children under 18	2,135,645	58.2	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	13.1	12.3	13.8
professional	14.3	17.2	12.0
technical	3.4	3.8	3.2
sales	12.4	13.0	11.9
administrative support, including clerical	15.8	27.4	6.7
service	14.0	18.6	10.4
precision production, craft, and repair	11.6	1.6	19.5
operators, fabricators, and laborers	13.0	5.6	18.7
farming, forestry, and fishing	2.4	0.6	3.9

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and the 1990 Census Tells Us About Women—A State Factbook, "Population Reference Bureau.

PROFILE OF WORKING WOMEN IN UTAH

	Number	Percent	
Women in the labor force, 1993	408,000		
as percent of all women		63.5	
as percent of total labor force		44.8	
Age of women in the labor force, 1993			
16-24	106,639	26.1	
25-34	101,014	24.8	
35-44	102,879	25.2	
45-54	64,950	15.9	
55-64	25,037	6.1	
65 or older	7,061	1.7	
Ethnicity/race of women in the labor force, 1990	346,257	100.0	
White	317,613	91.7	
African American	1,332	0.4	
Hispanic	15,961	4.6	
Asian American	7,031	2.0	
Native American	4,320	1.2	
Employed women, 1989	392,145	100.0	
full-time, year-round as percent of all	146,759	37.4	
full-time, part-year as percent of all	88,563	22.6	
part-time, year-round as percent of all	51,274	13.1	
part-time, part-year as percent of all	105,549	26.9	
Women in the labor force, 1990	346,257	100.0	
with own children under 18	161,560	46.7	
with own children under 6	76,545	22.1	
without children under 18	184,697	53.3	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	12.4	11.2	13.4
professional	14.7	16.8	12.9
technical	4.0	3.3	4.5
sales	12.0	12.6	11.4
administrative support, including clerical	15.5	26.7	6.5
service	13.8	17.4	10.9
precision production, craft, and repair	11.2	2.0	18.6
operators, fabricators, and laborers	14.0	8.8	18.2
farming, forestry, and fishing	2.5	1.2	3.6

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN VERMONT

	Number	Percent	
Women in the labor force, 1993	152,000		
as percent of all women		66.4	
as percent of total labor force		48.1	
Age of women in the labor force, 1993			
16-24	22,715	14.9	
25-34	40,100	26.4	
35-44	42,293	27.8	
45-54	29,405	19.3	
55-64	13,500	8.9	
65 or older	3,699	2.4	
Ethnicity/race of women in the labor force, 1990	140,841	100.0	
White	137,700	97.8	
African American	883	0.6	
Hispanic	970	0.7	
Asian American	980	0.7	
Native American	308	0.2	
Employed women, 1989	155,243	100.0	
full-time, year-round as percent of all	68,195	43.9	
full-time, part-year as percent of all	34,385	22.1	
part-time, year-round as percent of all	20,404	13.1	
part-time, part-year as percent of all	32,259	20.8	
Women in the labor force, 1990	140,841	100.0	
with own children under 18	54,542	38.7	
with own children under 6	23,216	16.5	
without children under 18	86,299	61.3	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	12.6	10.8	14.4
professional	15.4	18.2	12.6
technical	4.1	3.9	4.2
sales	11.1	12.1	10.2
administrative support, including clerical	14.5	24.8	4.7
service	14.8	21.0	8.8
precision production, craft, and repair	11.5	1.9	20.7
operators, fabricators, and laborers	12.1	5.6	18.3
farming, forestry, and fishing	3.9	1.7	6.0

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 that the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN VIRGINIA

	Number	Percent	
Women in the labor force, 1993	1,583,000		
as percent of all women		62.4	
as percent of total labor force		46.9	
Age of women in the labor force, 1993			
16-24	267,060	16.9	
25-34	413,664	26.1	
35-44	431,394	27.3	
45-54	303,649	19.2	
55-64	133,691	8.4	
65 or older	33,921	2.1	
Ethnicity/race of women in the labor force, 1990	1,521,171	100.0	
White	1,148,211	75.5	
African American	289,548	19.0	
Hispanic	35,163	2.3	
Asian American	43,350	2.8	
Native American	4,899	0.3	
Employed women, 1989	1,671,240	100.0	
full-time, year-round as percent of all	848,895	50.8	
full-time, part-year as percent of all	371,676	22.2	
part-time, year-round as percent of all	146,370	8.8	
part-time, part-year as percent of all	304,299	18.2	
Women in the labor force, 1990	1,521,171	100.0	
with own children under 18	571,617	37.6	
with own children under 6	240,648	15.8	
without children under 18	949,554	62.4	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	14.3	12.8	15.7
professional	16.0	18.0	14.2
technical	3.3	3.4	3.3
sales	11.1	11.7	10.7
administrative support, including clerical	15.7	26.1	6.6
service	13.1	17.7	9.1
precision production, craft, and repair	11.6	2.0	20.1
operators, fabricators and laborers	12.9	7.7	17.6
farming, forestry, and fishing	1.9	0.7	2.9

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN WASHINGTON

	Number	Percent	
Women in the labor force, 1993	1,228,000		
as percent of all women		60.9	
as percent of total labor force		45.6	
Age of women in the labor force, 1993			
16-24	205,006	16.7	
25-34	326,660	26.6	
35-44	354,973	28.9	
45-54	228,125	18.6	
55-64	88,533	7.2	
65 or older	24,337	2.0	
Ethnicity/race of women in the labor force, 1990	1,095,615	100.0	
White	963,234	87.9	
African American	29,751	2.7	
Hispanic	35,172	3.2	
Asian American	50,775	4.6	
Native American	16,683	1.5	
Employed women, 1989	1,220,193	100.0	
full-time, year-round as percent of all	508,245	41.7	
full-time, part-year as percent of all	300,093	24.6	
part-time, year-round as percent of all	133,857	11.0	
part-time, part-year as percent of all	277,998	22.8	
Women in the labor force, 1990	1,095,615	100.0	
with own children under 18	409,293	37.4	
with own children under 6	171,552	15.7	
without children under 18	686,322	62.6	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	13.5	12.8	14.1
professional	16.7	18.5	15.2
technical	4.2	5.0	3.5
sales	13.0	12.1	13.8
administrative support, including clerical	15.2	27.2	4.9
service	12.7	17.0	9.1
precision production, craft, and repair	10.5	1.3	18.3
operators, fabricators and laborers	11.6	5.2	17.1
farming, forestry, and fishing	2.5	1.0	3.8

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 that the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN WEST VIRGINIA

	Number	Percent
Women in the labor force, 1993	338,000	
as percent of all women		45.0
as percent of total labor force		43.0
Age of women in the labor force, 1993		
16-24	55,089	16.3
25-34	82,739	24.5
35-44	91,087	26.9
45-54	65,070	19.3
55-64	37,104	11.0
65 or older	7,162	2.1
Ethnicity/race of women in the labor force, 1990	314,763	100.0
White	301,855	95.9
African American	9,654	3.1
Hispanic	1,187	0.4
Asian American	1,410	0.4
Native American	657	0.2
Employed women, 1989	352,470	100.0
full-time, year-round as percent of all	146,797	41.6
full-time, part-year as percent of all	94,170	26.7
part-time, year-round as percent of all	38,086	10.8
part-time, part-year as percent of all	73,417	20.8
Women in the labor force, 1990	341,763	100.0
with own children under 18	131,221	38.4
with own children under 6	45,838	13.4
without children under 18	210,542	61.6
	Total	Women
Percent distribution, employed by occupation, 1993		Men
executive or managerial	9.0	7.8
professional	11.4	16.9
technical	3.7	5.0
sales	11.3	12.8
administrative support, including clerical	14.4	26.3
service	16.2	23.6
precision production, craft, and repair	12.9	1.5
operators, fabricators and laborers	19.0	5.3
farming, forestry, and fishing	2.1	0.8

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN WISCONSIN

	Number	Percent	
Women in the labor force, 1993	1,276,000		
as percent of all women		65.9	
as percent of total labor force		47.0	
Age of women in the labor force, 1993			
16-24	231,732	18.2	
25-34	360,909	28.3	
35-44	332,296	26.0	
45-54	210,990	16.5	
55-64	105,692	8.3	
65 or older	34,282	2.7	
Ethnicity/race of women in the labor force, 1990	1,162,127	100.0	
White	1,081,986	93.1	
African American	49,332	4.2	
Hispanic	14,212	1.2	
Asian American	8,122	0.7	
Native American	8,475	0.7	
Employed women, 1989	352,470	100.0	
full-time, year-round as percent of all	146,797	41.6	
full-time, part-year as percent of all	94,170	26.7	
part-time, year-round as percent of all	38,086	10.8	
part-time, part-year as percent of all	73,417	20.8	
Women in the labor force, 1990	1,162,127	100.0	
with own children under 18	466,255	40.1	
with own children under 6	201,025	17.3	
without children under 18	695,872	59.9	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	11.1	10.0	12.1
professional	13.9	16.4	11.7
technical	3.0	3.4	2.6
sales	10.2	10.2	10.1
administrative support, including clerical	14.5	24.8	5.3
service	14.4	20.2	9.1
precision production, craft, and repair	11.5	2.3	19.8
operators, fabricators and laborers	16.7	10.1	22.7
farming, forestry, and fishing	4.7	2.4	6.7

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and
 at the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.

PROFILE OF WORKING WOMEN IN WYOMING

	Number	Percent	
Women in the labor force, 1993	108,000		
as percent of all women		62.2	
as percent of total labor force		45.2	
Age of women in the labor force, 1993			
16-24	19,206	17.8	
25-34	24,624	22.8	
35-44	32,793	30.4	
45-54	19,745	18.3	
55-64	9,285	8.6	
65 or older	2,840	2.6	
Ethnicity/race of women in the labor force, 1990	97,794	100.0	
White	90,333	92.4	
African American	536	0.5	
Hispanic	4,865	5.0	
Asian American	494	0.5	
Native American	1,566	1.6	
Employed women, 1989	110,496	100.0	
full-time, year-round as percent of all	42,567	38.5	
full-time, part-year as percent of all	28,630	25.9	
part-time, year-round as percent of all	13,064	11.8	
part-time, part-year as percent of all	26,235	23.7	
Women in the labor force, 1990	97,794	100.0	
with own children under 18	44,078	45.1	
with own children under 6	17,254	17.6	
without children under 18	53,716	54.9	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	11.4	10.4	12.2
professional	13.5	17.0	10.6
technical	2.5	2.6	2.4
sales	10.3	11.4	9.3
administrative support, including clerical	14.0	25.9	4.1
service	15.7	23.4	9.2
precision production, craft, and repair	12.6	1.2	22.2
operators, fabricators and laborers	13.2	5.1	20.0
farming, forestry, and fishing	6.8	3.0	10.0

Source: Unpublished data from the Bureau of Labor Statistics, U.S. Department of Labor and "What the 1990 Census Tells Us About Women—A State Factbook," Population Reference Bureau.



RITA DOVE

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

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

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

MY MOTHER ENTERS THE WORK FORCE

The path to ABC Business School
was paid for by a lucky sign:
Alterations, Qualified Seamstress Inquire Within.
Tested on Sleeves, hers
never puckered -- puffed or sleek,
Leg o'Mutton or Raglan --
they barely needed the damp cloth
to steam them perfect.

Those were the afternoons. Evenings
she took in piecework, the treadle machine
with its locomotive whir
traveling the lit path of the needle
through quicksand taffeta
or velvet deep as a forest.
And now and now sang the treadle,
I know, I know

And then it was day again, all morning
at the office machines, their clack and chatter
another journey -- rougher,
that would go on forever
until she could break a hundred words
with no errors -- ah, and then

no more postponed groceries,
and that blue pair of shoes!

-- Rita Dove

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Center, Library of Congress, Washington, DC 20540

(Tel. 202-707-5394, Fax 202-707-9946)

ROBERT B. REICH

Robert B. Reich is the nation's 22nd Secretary of Labor. Appointed by President Clinton to "bring forth a revolution in lifetime training and education of our workforce," Reich has dedicated himself to reinvigorating and reinventing the Department of Labor.

Under his leadership, the Labor Department has moved forward on several pathbreaking initiatives to build the skills of American workers. The School-to-Work Opportunities Act, which the President signed into law in May, will ease the transition from secondary education to the world of work for the 75% of America's youth who do not graduate from college. And earlier this year, Secretary Reich and the President introduced the Reemployment Act, which will begin to transform America's unemployment system into a reemployment system that launches workers into new jobs.

Reich is also committed to creating better jobs. The Labor Department has renewed its commitment to enforcing labor laws -- and in the 15 months Reich has been in office, the Department has collected more than \$40 million in back pay and other damages for victims of discrimination. The Department has also cracked down on sweatshops, on unsafe worksites, and on fraudulent purveyors of health insurance. Under his guidance, legislation has been introduced to reform the pension system and ensure full funding of pension plans. And the Family and Medical Leave Act has been passed and implemented. In addition, Reich has created the Office of the American Workplace to encourage greater collaboration between workers and managers, and to promote worker involvement in decisionmaking and on-the-job training.

Before coming to the Labor Department, Reich was on the faculty of Harvard University's John F. Kennedy School of Government. He served as an assistant to the Solicitor General in the Ford Administration, and headed the policy planning staff of the Federal Trade Commission in the Carter Administration. He has written seven books and more than 200 articles on the global economy and the U.S. workforce.

Reich graduated from Dartmouth College and Yale Law School, and received a degree from Oxford University, where he studied as a Rhodes Scholar. He lives in Washington, D.C. with his wife, Clare Dalton, and their two sons, Adam and Sam.

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**Karen Nussbaum
Director, Women's Bureau**

The Women's Bureau of the Department of Labor was created in 1920 "to formulate standards and policies which shall promote the welfare of wage-earning women." For her entire life, Women's Bureau Director Karen Nussbaum has done just that.

In nominating Nussbaum to direct the Women's Bureau, President Clinton declared her "uniquely qualified" to serve as chief advocate for the nation's 58 million working women, based on her outstanding record as a leader, policy expert, and tireless spokesperson for women in the workforce.

Nussbaum is best known for her work with 9to5, the National Association of Working Women. She co-founded 9to5 in 1973 and led it for 20 years. In 1981, Nussbaum also became president of District 925 of the Service Employees International Union (SEIU). District 925 is a national union of office and professional employees. As a union leader, she served on the SEIU International Executive Board and headed up the union's 170,000-member Office Workers Division.

In June, 1993, Nussbaum became the Women's Bureau's 13th director.

Issues like child care and family and medical leave -- and fair treatment and respect for all working people -- are not merely matters of policy but are personal concerns for Nussbaum, herself a working parent.

A native of Chicago, Nussbaum currently lives in Washington, D.C. with her husband and three children.

Clinton Presidential Records Digital Records Marker

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Divider Title: **Women & Economic Security 7/96**

Evam - would you give this
to Lissa please - she might
find it useful for column
ideas, speeches, etc.
Really good reasons -

Sue Vox/s'n

STATE OF THE STATES: WOMEN & ECONOMIC SECURITY



A Joint Project of The Center for Policy Alternatives and The Institute for Women's Policy Research

Embargoed for Release
July 25, 1996@ 8:30 a.m.

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Anne Mosle/Bob Harman (CPA)
202/387-6030

"THE STATE OF THE STATES" 50 States+D.C. Ranked on Four Economic Issues Affecting Women's Security

*Data Released Today by IWPR and CPA at Conference on Women
and the Economy and the Role of Women in the 1996 Elections*

Washington, D.C.--There is good news and bad news concerning women and the economy according to findings from a joint project by the Center for Policy Alternatives (CPA) and the Institute for Women's Policy Research (IWPR) released today at a conference here hosted by IWPR.

At a press conference kicking off the one-day conference on Women, the Economy and the Elections, CPA and IWPR revealed national as well as state-by-state statistics on four economic issues that Republicans and Democrats concur have an impact on how women are faring, and ultimately on how they will vote in November.

The good news nationally, says IWPR President Heidi Hartmann, "varies widely state-by-state." CPA's Women's Policy Director Anne Mosle called the news "encouraging," and added: "There's room for improvement across the board, but women are making gains on several fronts."

- more -

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Some of the good news:

- the wage gap between men and women's salaries has narrowed in all 50 states
- almost 18 percent of all American women age 25 and over have college educations
- more than 34 percent of all U.S. firms today are owned by women.

"The gains in educational level and business ownership mean that women's voices are going to be heard in all the decision making -- in their families, communities, business and politics," said CPA's Mosle.

The overall bad news for U.S. women lies in the fourth category analyzed by CPA and IWPR -- women in poverty. Today's data show that there is an increasing number of women living below the poverty line -- more than 13 percent.

This last issue, said IWPR's Hartmann, "is especially disturbing when one considers the current trend toward the shifting of responsibility for the safety-net -- such as welfare -- from the federal level to the states."

Four maps -- one representing each of the economic issues studied -- (copies of which are attached) show a wide disparity among the 50 states and the District of Columbia on how women are doing economically across the nation.

BEST AND WORSTS

States ranking in the top third on all four economic indicators -- the wage gap, college education, women business owners, women in poverty -- were: Hawaii, California, Vermont, and Maryland.

States ranking among the lowest third on all four indicators were: West Virginia, Mississippi, Alabama, Tennessee, Kentucky, and Louisiana.

In the wage gap category -- the ratio of women's earnings as compared to those of men -- the District of Columbia ranked first, with D.C. women earning 87.5 percent of what men do. West Virginia came in last: there women's wages equal only 58.9 percent of those of men.

-more-

The District of Columbia and West Virginia also scored best and worst in the college education category. More than 30 percent of D.C. women are college educated; in West Virginia the number is less than 11 percent.

Mississippi ranked lowest in the proportion of women-owned businesses (30.2 percent), while the District of Columbia claimed the highest proportion (41.3 percent).

There are fewer women living in poverty in Connecticut -- 7 percent -- than in any other state. In Mississippi, however, more than one quarter of the state's women (25.1 percent) live at or below the poverty line.

The more than 300 attendees at the nonpartisan conference also heard keynote addresses by former Labor Secretary Lynn Martin and Laura D'Andrea Tyson, National Economic Advisor to the President, and attended sessions on the wage gap vs. the gender gap, changing federal priorities, and how the media are reporting on issues important to women's lives.

In addition to the state-by-state charts and a fact sheet summarizing the joint study, conference attendees also received a comprehensive briefing book covering such topics as family issues, health and violence, the woman voter, the woman politician and get-out-the-vote information, as well as many economic issues.

The conference was sponsored by more than 16 women's and other organizations.

To request materials on the joint project released today, please call 202/387-6030 (CPA) or 202/785-5100 (IWPR). To order conference materials call IWPR.

#####

The Institute for Women's Policy Research (IWPR) is a nonpartisan, nonprofit scientific research organization that serves as a resource in the public policy arena by providing statistically reliable data on issues from the perspective of women, children, and families. IWPR works to rectify the limited availability of policy-relevant research on women's lives and to inform and stimulate debate on issues of critical importance to woman.

The Center for Policy Alternatives (CPA) has been the nation's leading progressive policy and leadership center focused on the states for the past twenty years. Dedicated to promoting ideas that work, CPA is nonprofit and nonpartisan, engaging public, private, and nonprofit leaders across the political spectrum. CPA's *Women's Voices for the Economy* campaign identifies the concerns women share across race and class lines and works to make their voices heard.

STATE OF THE STATES: WOMEN & ECONOMIC SECURITY



A Joint Project of The Center for Policy Alternatives and The Institute for Women's Policy Research

A variety of indicators can be used to measure women's economic status. The four selected for this project are: the gender wage gap; the percentage of women over 25 with four or more years of college; the percentage of all businesses that are women-owned; and the percentage of women in poverty.

The declining wage gap summarizes women's increasing labor market success and purchasing power relative to men's. The increasing number of women with higher education indicates their growing potential earning power since increased education correlates with higher earnings. The rising number of women-owned businesses signifies not only their sizable economic contribution to society, but also a growing acceptance of women in fields formerly dominated by men.

Despite these strides, the number of women in poverty continues to increase, as the population of women increases and anti-poverty programs are inadequate to the need. Given the current trend toward devolving governance to the states, it is important to examine both women's successes and their families' ongoing needs on a state-by-state basis.

Over the past several decades women have been gradually achieving economic parity with men. The wage gap, one important indicator of women's economic status, has narrowed significantly in the last ten years, with the ratio of women's to men's earnings rising from 63 percent in 1985 to 72 percent in 1994. Women over 25 are more likely to have a college education than they were previously and are closing the gap with men in college graduation rates. In fact, in recent years, women have earned more bachelors and masters degrees than men. More women entrepreneurs are establishing their own businesses, many to meet their needs for flexibility, others to escape the constraints of the glass ceiling.

These economic changes in women's lives have enormous implications, both society-wide and within individual families. With greater economic participation, and economic power, women are also participating more in the political process as voters, candidates, and office holders.

At the same time, both women and men continue to spend less of their adult lives in marriages, and an increasing number of women find themselves the principal or sole wage earner in their families. That women still have less human capital (as measured by their years of schooling and years of labor market experience) and lower earning power than men, are located in disproportionately female, lower-paying occupations, and still have the major responsibility for child and elder care, all contribute to the inability of many women to support themselves above the poverty level. In addition, growing income inequality in the United States and falling real incomes at the bottom of the income distribution mean rising poverty for both women and men and, consequently, children. Yet the same economy that is generating increased poverty is also generating enormous opportunities for women and men at the top.

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These mixed economic trends, as well as the enormous positive changes in women's lives, all demand increasing attention from policy makers at both the state and national level. As the data reported here show, states, in particular, have the opportunity to study differences in their performance regarding the economic progress of women and to enact policies that will improve the status of women in areas where their state lags.

WAGE GAP¹

- The District of Columbia has the smallest wage gap between men and women, with women earning 87.5 percent of men's earnings, while West Virginia ranks the lowest with the largest gap and a ratio of women to men's earnings of 58.9 percent.
- From 1980 to 1990, the wage gap narrowed in all fifty states and the District of Columbia. The state with the smallest change was Mississippi (2.1 percent), while Texas experienced the largest decrease in the wage gap (14.1 percent).²
- The ratio of women's to men's earnings in the United States as a whole in 1994 was 72.0 percent.³

COLLEGE EDUCATION⁴

- The District of Columbia and West Virginia also occupy the first and last positions in this category. Thirty-point six percent of women 25 and older in the District of Columbia have four or more years of college, while only 10.9 percent of those in West Virginia do.
- Eleven states (Alaska, Colorado, Connecticut, Maryland, Massachusetts, Minnesota, Montana, New Hampshire, Utah, Vermont, and Washington) and the District of Columbia have a higher number of women with college degrees than women who dropped out of high school.⁵
- 17.6 percent of all U.S. women 25 and older have four or more years of college compared to 23.3 percent of all U.S. men in the same age range.⁶

WOMEN BUSINESS OWNERS⁷

- The District of Columbia claims the highest percentage of businesses that are women-owned (41.3 percent), and Mississippi the lowest (30.2 percent).
- Women-owned businesses in the United States totaled \$642.5 billion in sales receipts in 1992 and employed 6.3 million workers.⁸ It has also been projected that in 1996, women-owned businesses will generate sales of \$2.3 trillion and employ 18.5 million workers.⁹
- In the United States as a whole, women-owned businesses were 34.1 percent of all firms. Although the number of women business owners has been growing at twice the rate of men, women are still only about half as likely as men to own a business.¹⁰

WOMEN IN POVERTY¹¹

- While only 7 percent of women in Connecticut live in households with below poverty level income, more than one in four women in Mississippi live in poor households.
- According to the 1990 Census, 30.7 percent of women heading their own households were living in poverty; of those women heading families with children, the percent in poverty was 43.7.¹² And in 1993, 21 percent of all children were living in poverty.¹³
- In 1990, 13.2 percent of women and 8.8 percent of men ages 18 and over in the United States were living in poverty.¹⁴

STATE OF THE STATES

The indicators show a wide disparity between the "best" and "worst" states. Four states -- Hawaii, California, Vermont and Maryland -- rank among the best third of the states on all four issues. Six states -- West Virginia, Mississippi, Alabama, Tennessee, Kentucky and Louisiana -- rank among the lowest third of the states on all four issues.

Other findings:

- The District of Columbia ranks in the best third in three out of the four categories: wage gap, college education, and business ownership (worst third for poverty).
- Alaska ranks in the best third in three out of four categories: wage gap, college education, and poverty (worst third for business ownership).
- Ohio, Indiana, and Illinois all rank in the worst third for both the wage gap and college education. Much of the Middle Region, North and South, ranks in the worst third on these two indicators.
- Western states make up almost the entire best third for women-owned businesses.
- Southern states from Arizona to South Carolina make up almost the entire worst third for poverty (South Dakota is the only northern state in the bottom third).¹⁵
- Georgia ranks in the middle third for business ownership and college education, and the best third for the wage gap, despite the extremely poor performance of its neighbors.
- While Arkansas is in the worst third for poverty, college education, and business ownership, it reaches the best third for the wage gap. (This only means that the men are just as poor as the women.)

THE CPA-IWPR PARTNERSHIP

The Institute for Women's Policy Research (IWPR) and the Center for Policy Alternatives (CPA), both non-profit public policy and research organizations, collaborated on this project designed to rank and map data describing women's opportunities in the states. Over the past ten years CPA and IWPR have conducted extensive research, public education, and outreach on the economic status of women in the states.

IWPR is a nonpartisan, scientific research organization that serves as a resource in the public policy arena by providing statistically reliable data on issues from the perspective of women, children and families. IWPR is currently working on a larger, two-year project to produce and disseminate state-by-state reports on the status of women which are designed to improve the ability of advocates and policy makers at the state level to address women's economic issues. IWPR expects to release 14 state reports in October of 1996.

CPA works to encourage progressive change in domestic policies throughout the 50 states. CPA provides ideas, strategy and advice to a network of more than 6000 state legislators, administrators, opinion leaders and advocates. Through its Commission on Women's Voices for the Economy, CPA is building consensus in the states on a new women's economic agenda via education and policy analysis.

NOTES:

¹ The ratio of median earnings of women working full-time, full-year to median earnings of men working full-time, full-year expressed as a percent. (The chart portrays the wage ratio as a percent. Strictly speaking the gap is 100 percent minus the ratio: a ratio of 70 percent translates into a gap of 30 percent.) IWPR analysis of 1990 Census data from the Public Use Microdata Sample, Bureau of the Census, U.S. Department of Commerce.

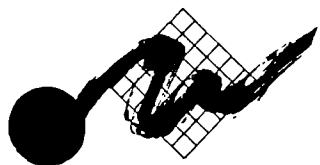
² IWPR analysis of 1990 Census data from the Public Use Microdata Sample, Bureau of the Census, U.S. Department of Commerce.

³ National Committee on Pay Equity, "The Wage Gap: 1994." (1994 wage gap data for all fifty states and the District of Columbia are not available.) Washington, DC: National on Committee on Pay Equity, 1995.

⁴ Percent of women ages 25 and older who have completed four or more years of college. Population Reference Bureau analysis of 1990 Census data in "What the 1990 Census Tells Us About Women," Table 13, 1993.

⁵ Population Reference Bureau analysis of 1990 Census data in "What the 1990 Census Tells Us About Women," Table 13, 1993.

- ⁶ Population Reference Bureau analysis of 1990 Census data in "What the 1990 Census Tells Us About Women," Table 13, 1993.
- ⁷ Percent of all businesses that are women-owned. Excludes C corporations. U.S. Department of Commerce Economics and Statistical Administration, 1992 Economic Census: Women-Owned Businesses. Washington, DC: Government Printing Office, 1996.
- ⁸ U.S. Department of Commerce Economics and Statistical Administration, 1992 Economic Census: Women-Owned Businesses. Washington, DC: Government Printing Office, 1996.
- ⁹ National Foundation for Women Business Owners, "Women-Owned Businesses in the United States: 1996, A Fact Sheet." Washington, DC: National Foundation for Women Businesses Owners, 1996.
- ¹⁰ U.S. Department of Commerce Economics and Statistical Administration, 1992 Economic Census: Women-Owned Businesses. Washington, DC: Government Printing Office, 1996.
- ¹¹ Proportion of women ages 18 and over living in households whose total income falls at or below the federally defined poverty level for a household of their size and composition. Population Reference Bureau analysis of 1990 Census data in "What the 1990 Census Tells Us About Women," Table 22, 1993.
- ¹² Population Reference Bureau analysis of 1990 Census data in "What the 1990 Census Tells Us About Women," Tables 22 and 24, 1993.
- ¹³ Annie E. Casey Foundation, 1996 Kids Count Data Book: State Profiles of Child Well-Being. Baltimore, MD: Annie E. Casey Foundation, 1996.
- ¹⁴ Population Reference Bureau analysis of 1990 Census data in "What the 1990 Census Tells Us About Women," Table 22, 1993.
- ¹⁵ It is frequently argued that the Southern states tend to have a lower cost of living than the Northern states and therefore use of a standard national poverty line tends to overestimate poverty in these areas and underestimate poverty in high cost areas (such as major metropolitan areas). While this is likely true, at this time the government has not yet developed regional poverty standards (National Research Council, Measuring Poverty: A New Approach, National Academy Press, Washington, DC, 1995). Moreover, many of the Southern states also rank low in education, which directly contributes to the low earning power of their residents.



1996 Leadership Conference on

Women, the Economy, and the Elections

July 25, 1996, The Washington Hilton and Towers, Washington, DC

From the Wage Gap to the Gender Gap

- ✓ In 1994, the median annual earnings of year-round, full-time women workers were 74% of men's year-round, full-time earnings (*U.S. Department of Commerce, March 1995*).
- ✓ In the last three presidential elections, 52% of voters were women with 64% of women voting (*Washington Post, March 15, 1996 and the National Women's Political Caucus, 1996*).
- ✓ As of 1996, 1,524, or 20.8%, of the 7,424 state legislators in the U.S. are women (*Center for the American Woman and Politics, 1996*).

Women and Economic Change

- ✓ Women constitute 46% of the current labor force, up from 41% in 1978 (*Employment and Earnings, 1996, U.S. Department of Labor*).
- ✓ Women's share of the managerial labor force has grown, to 42% in 1990 from 30% in 1980, but their share among top earning managers is still small -- only six percent of those earning in the top fifth are women (*Institute for Women's Policy Research, 1993*).
- ✓ In 1992, women owned 6.4 million firms, one-third of all U.S. firms (*National Women's Business Council, 1996*).
- ✓ Women are 42% of the top wealth holders in the U.S., yet make up only 10% of the federal elected officials making crucial decisions about the use of our tax money (*Women's Budget, 1996 and Internal Revenue Service, 1989*).

Women in the Media's Eye

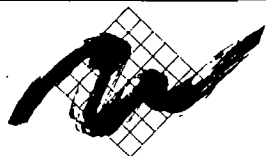
- ✓ Despite the fact that women constitute 52% of the population, only 15% of newspaper front page references are made to women (*Women, Men, and Media, 1996*).
- ✓ While women own one-third of all U.S. firms, only 14% of the references on key business pages are made to women (*Women, Men, and Media, 1996*).

Changing Federal Priorities

- ✓ The federal budget for the 1996 fiscal year includes a \$3.4 billion cut from the Department of Health and Human Services and \$2.3 billion dollars from Education (*Wall Street Journal, April 26, 1996*).
- ✓ In 1995, discretionary domestic spending accounted for 36% of the federal spending and over 50% of this spending went to the military (*Office of Management and Budget, 1995 and Women's Budget Project, 1996*).
- ✓ In the past two decades, as the growth in government spending as a proportion of GDP increased from 34% to 39%, state and local government expenditures accounted for 46% of that increase (*The Urban Institute, 1995*).

Note: This fact sheet consists of sample excerpts from the Conference Briefing Book. All registrants will receive a complimentary copy of this non-partisan reference manual the morning of the conference. It consists of summaries and fact-sheets that can be used by activists, the media, candidates, campaign staff, policymakers, and the general public to learn more about economic issues important to women. The Briefing Book also includes polling data, election results, and get-out-the-vote information.

CONVENED BY THE INSTITUTE FOR WOMEN'S POLICY RESEARCH



1996 Leadership Conference on

Women, the Economy, and the Elections

July 25, 1996. The Washington Hilton Hotel, Washington, DC

Program Topics :

- Women and Economic Change
- Luncheon: Women in the Media's Eye
- From the Wage Gap to the Gender Gap
- Changing Federal Priorities and Devolution to the States

Conference Co-Sponsors Include:

American Association of University Women
Business and Professional Women/USA (BPW)
Center for Policy Alternatives (CPA)
Coalition of Labor Union Women (CLUW)
Equal Rights Advocates
The Feminist Majority Foundation
The George Washington University Women's Studies Program
MANA, A National Latina Organization
National Committee on Pay Equity (NCPE)
National Political Congress of Black Women, Inc. (NPCBW)
National Women's Law Center
National Women's Political Caucus (NWPC)
9to5, National Association of Working Women
Older Women's League (OWL)
Washington Feminist Faxnet
The Women's Center, Vienna, Virginia
YWCA of the USA

Confirmed Speakers Include:

Debra Bowland, Administrator, Ohio Bureau of Employment Services ~ **Richard Brody**, Political Scientist, Stanford University ~ **Maureen Bunyan**, President, MCB Communications, Inc. ~ **Sue Carroll**, Political Scientist, Center for the American Woman and Politics, Rutgers University ~ **Anita Perez Ferguson**, President, National Women's Political Caucus ~ **Kathy Frankovic**, Pollster, CBS News ~ **Patricia Harrison**, President, Capital Legislative Services ~ **Kathleen Hall Jamieson**, Dean, Annenberg School of Communications, University of Pennsylvania ~ **Gloria Johnson**, President, Coalition of Labor Union Women ~ **Celinda Lake**, President, Lake Research ~ **Jessica Lee**, Senior Washington Correspondent, USA Today ~ **Julianne Malveaux**, Economist and Journalist ~ **Lynn Martin**, former Secretary of Labor, Bush Administration ~ **Prem Mathai-Davis**, National Executive Director, YWCA the USA ~ **Tanya Melich**, Author, President, Political Issues Management ~ **Marie Monrad**, Associate Director of the Public Policy Department, American Federation of State, County, and Municipal Employees (AFSCME) ~ **Irene Natividad**, Chair, Women's Vote '96 Project, Council of Presidents ~ **Geneva Overholser**, Ombudsperson, *The Washington Post* ~ **John Sweeney**, President, AFL-CIO ~ **Laura D'Andrea Tyson**, Assistant to the President for Economic Policy ~ **Linda Williams**, Acting Director, African American Studies, University of Maryland

Briefing Book

All registrants will receive a complimentary, user-friendly, non-partisan reference manual.

Convened by the Institute for Women's Policy Research (IWPR)

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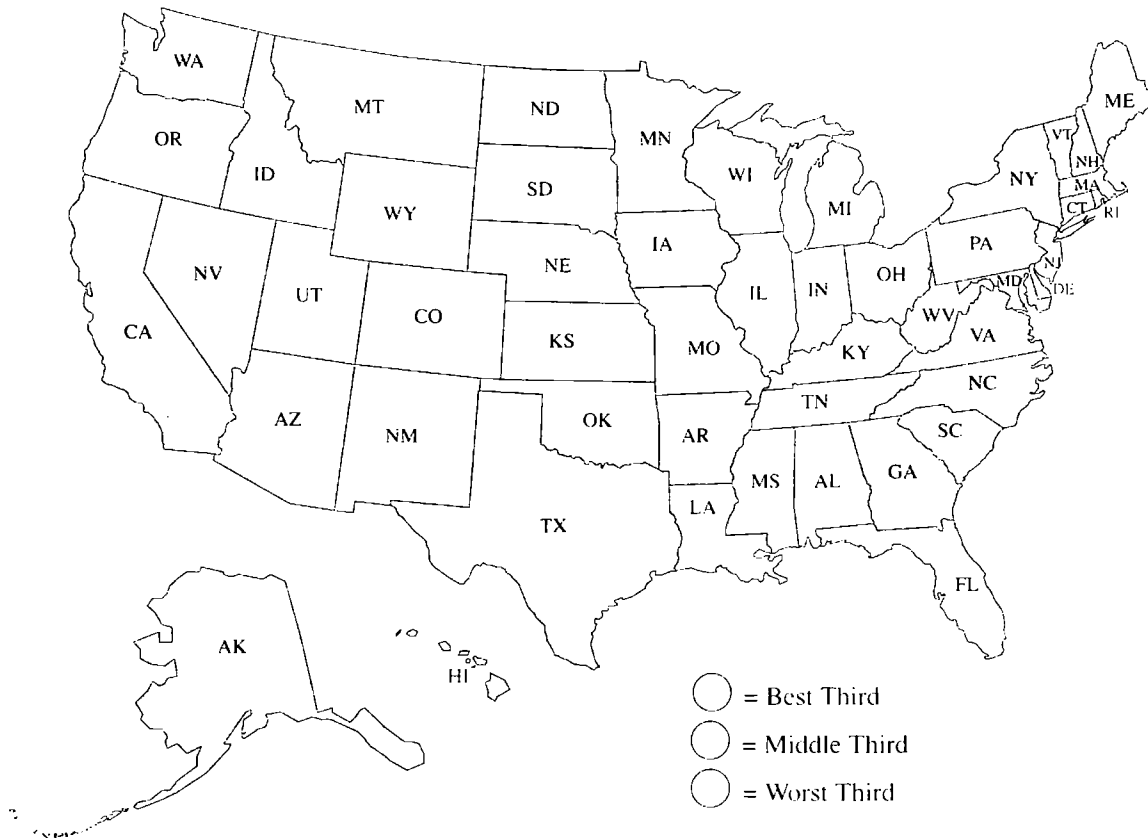
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Save Your Spot - Register Now!

State of the States: Gender Wage Gap



Women's Percentage of Men's Earnings:

1. DC - 87.5%	18. FL - 69.6%	35. IL - 66.1%
2. HI - 76.0%	19. OR - 69.2%	TN - 66.1%
3. AK - 75.0%	20. VA - 69.1%	37. NJ - 65.7%
VT - 75.0%	21. ME - 68.9%	38. PA - 65.5%
5. SD - 74.6%	22. NE - 68.2%	39. WI - 65.3%
6. CA - 73.3%	23. MN - 67.9%	40. ID - 65.2%
NY - 73.3%	24. CT - 67.6%	41. MT - 63.6%
8. GA - 72.0%	DE - 67.6%	OH - 63.6%
TX - 72.0%	26. MO - 67.5%	MS - 63.6%
10. NC - 71.7%	27. SC - 67.4%	44. KY - 62.9%
11. NV - 71.3%	28. NM - 67.3%	45. MI - 61.8%
12. MD - 71.0%	RI - 67.3%	46. AL - 61.2%
13. MA - 70.8%	30. IA - 66.7%	47. UT - 61.1%
14. CO - 70.4%	OK - 66.7%	IN - 61.1%
15. AR - 70.0%	32. KS - 66.6%	49. LA - 60.0%
ND - 70.0%	33. WA - 66.5%	50. WY - 59.7%
17. AZ - 69.7%	34. NH - 66.3%	51. WV - 58.9%



The ratio of median earnings of women working full-time, full-year to median earnings of men working full-time, full-year. IWPR analysis of 1990 Census data. Bureau of the Census, U.S. Department of Commerce. Copyright 1996 Institute for Women's Policy Research and the Center for Policy Alternatives.

For more information contact: The Center for Policy Alternatives at (202) 387-6030;
The Institute for Women's Policy Research at (202) 785-5100.



State of the States: Women Business Owners



Percentage of Businesses Owned by Women:

1. DC - 41.3%	18. NE - 35.1%	35. AK - 32.9%
2. NM - 37.8%	19. KS - 34.7%	36. SC - 32.8%
3. HI - 37.6%	20. MN - 34.6%	37. LA - 32.5%
AZ - 37.6%	21. IL - 34.5%	38. NC - 32.4%
CO - 37.6%	22. IN - 34.4%	39. WV - 32.3%
6. MD - 37.1%	23. IA - 34.3%	40. ME - 32.2%
7. NV - 36.9%	24. NY - 34.1%	NH - 32.2%
8. OR - 36.8%	25. MO - 33.8%	42. NJ - 31.9%
9. WA - 36.5%	ID - 33.8%	SD - 31.9%
10. WY - 35.9%	27. OH - 33.7%	44. ND - 31.7%
11. VT - 35.7%	28. OK - 33.6%	45. RI - 31.6%
12. CA - 35.5%	CT - 33.6%	AR - 31.6%
13. VA - 35.4%	GA - 33.6%	47. AL - 31.5%
14. DE - 35.3%	31. MA - 33.3%	48. KY - 31.4%
UT - 35.3%	32. MT - 33.2%	49. PA - 31.2%
16. MI - 35.2%	33. WI - 33.1%	50. TN - 31.1%
FL - 35.2%	34. TX - 33.0%	51. MS - 30.2%

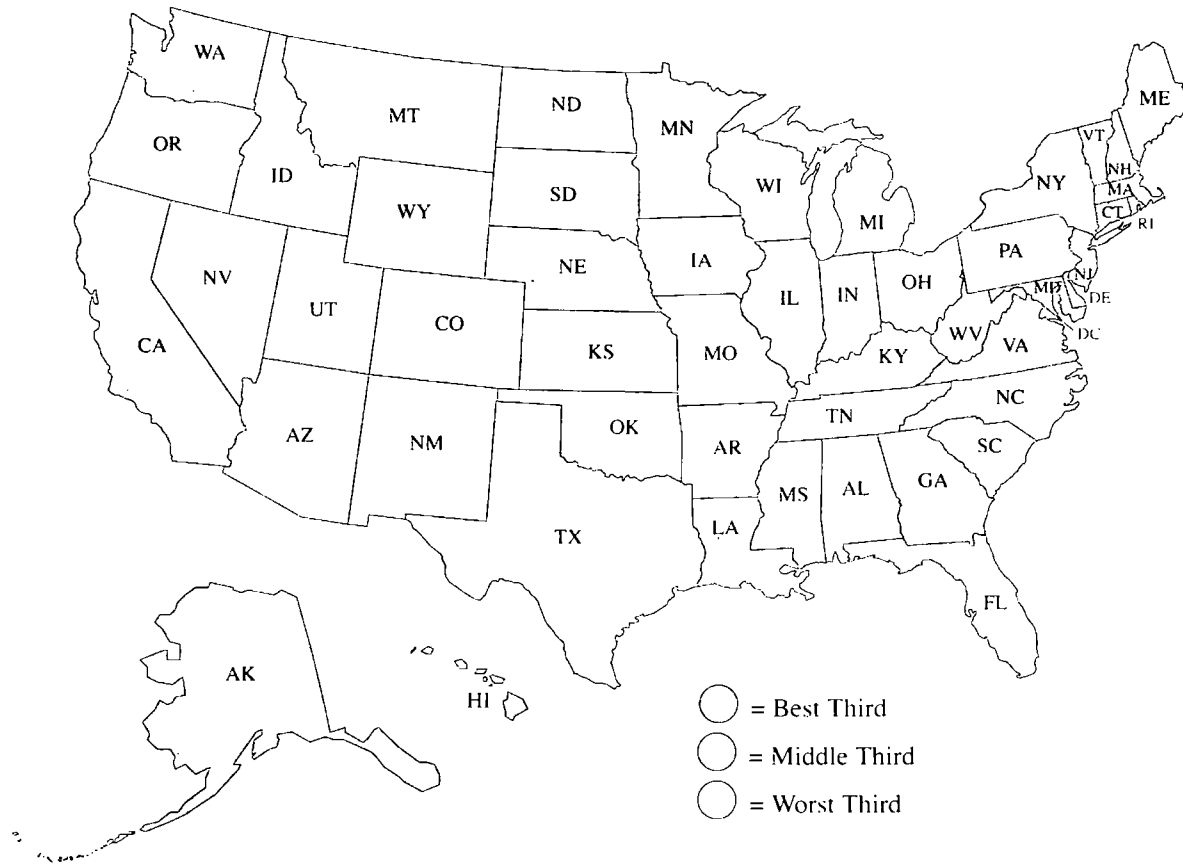


Percent of all businesses that are women-owned. U.S. Department of Commerce, Economics and Statistics Administration, 1992 data. Copyright 1996 Center for Policy Alternatives and the Institute for Women's Policy Research.

For more information contact: The Center for Policy Alternatives at (202) 387-6030;
The Institute for Women's Policy Studies at (202) 785-5100.



State of the States: College-Educated Women



Percent of Women Completing College:

1. DC - 30.6%	19. OR - 18.1%	35. MO - 15.2%
2. MA - 24.1%	20. RI - 18.0%	36. FL - 15.1%
3. CT - 23.8%	MT - 18.0%	MI - 15.1%
4. CO - 23.5%	22. NM - 17.8%	38. OK - 15.0%
5. VT - 23.2%	23. UT - 17.5%	IA - 15.0%
6. MD - 23.1%	24. TX - 17.4%	40. SC - 14.7%
7. AK - 22.2%	25. ME - 17.2%	41. ID - 14.6%
8. VA - 21.3%	AZ - 17.2%	42. LA - 14.5%
9. NH - 21.1%	27. GA - 16.8%	43. OH - 14.4%
10. NJ - 21.0%	28. NE - 16.7%	44. TN - 14.0%
11. HI - 20.9%	ND - 16.7%	45. AL - 13.5%
12. NY - 20.7%	30. WY - 16.1%	46. IN - 13.4%
13. CA - 20.1%	31. WI - 16.0%	47. MS - 13.3%
14. WA - 19.7%	32. NC - 15.7%	48. NV - 12.8%
15. MN - 19.2%	33. SD - 15.5%	49. KY - 12.2%
16. DE - 18.7%	34. PA - 15.3%	50. AR - 11.9%
17. KS - 18.4%		51. WV - 10.9%
IL - 18.4%		



Percent of women ages 25 and older who have completed four or more years of college. Population Reference Bureau analysis of 1990 Census data, in "What the 1990 Census Tells Us About Women," 1993. Copyright 1996 Center for Policy Alternatives and the Institute for Women's Policy Research.

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State of the States: Women in Poverty



Percentage of Women in Poverty

1. CT - 7.0%	18. PA - 11.7%	35. ND - 14.3%
2. NH - 7.4%	19. IL - 11.8%	36. AZ - 14.6%
3. NJ - 7.8%	20. CO - 11.9%	37. GA - 15.1%
4. HI - 8.2%	NE - 11.9%	38. SD - 16.2%
5. AK - 8.5%	22. KS - 12.1%	39. TN - 16.4%
6. MD - 8.8%	23. IA - 12.2%	SC - 16.4%
7. MA - 9.3%	24. ME - 12.3%	41. DC - 16.5%
8. DE - 9.6%	UT - 12.3%	42. MT - 16.8%
9. NV - 10.7%	26. WY - 12.4%	43. OK - 17.1%
WI - 10.7%	27. OH - 12.6%	44. TX - 17.4%
11. VT - 10.9%	28. FL - 12.7%	45. KY - 19.0%
RI - 10.9%	OR - 12.7%	46. AL - 19.4%
13. WA - 11.0%	30. NY - 12.8%	47. WV - 19.6%
MN - 11.0%	31. MI - 13.3%	48. NM - 19.7%
15. VA - 11.2%	32. ID - 13.6%	49. AR - 19.8%
16. IN - 11.5%	33. MO - 13.8%	50. LA - 23.6%
17. CA - 11.6%	34. NC - 14.1%	51. MS - 25.2%



Proportion of women ages 18 and over living in poverty. Population Reference Bureau analysis of 1990 Census data, in "What the 1990 Census Tells Us About Women," 1993. Copyright 1996 Institute for Women's Policy Research and the Center for Policy Alternatives.

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strong week of corporate profit reports continued to ease the doubts that sent the market tumbling last week.

The Dow Jones industrial average rose 51.05 points to 5473.06, just shy of its high for the session and a gain of 46.24 for the week.

"It's like a 'safe-to-come-back-into-the-water' kind of attitude," said Richard A. Dickson, a technical analyst at Scott & Stringfellow in Richmond. "People have seen there are actually more earnings surprises than negative surprises, and they're saying, 'Maybe things aren't as black as they seemed when the market went down last week.'"

Despite the growing confidence levels about earnings, however, the market continued to swing widely in the aftermath of last week's sell-off. It was the 10th straight session in which the Dow industrials moved more than 50 points, triggering New York Stock Exchange curbs on computer-driven trading.

The volatile Nasdaq market, meanwhile, produced its eighth move of more than 1 percent in 10 sessions, rallying for the second straight day as technology shares rebounded again.

Advancing issues outnumbered declining ones by nearly a 2 to 1 margin on the New York Stock

climbed 4.73 to 635.90, the Nasdaq Composite index advanced 17.05 to 1079.44 and the American Stock Exchange's market value index gained 6.56 to 539.15.

The positive tone of Thursday's rally, spurred by an encouraging earnings report from IBM, was reinforced by a strong profit report from Gateway 2000, which continued to post some of the fastest sales growth in the personal computer industry. Earlier in the week, Compaq Computer also reported strong results.

Semiconductor stocks had a strong day, bolstered by a Prudential Securities upgrade and hopes that strong computer sales will mean strong chip demand.

In Nasdaq trading, Gateway rose 2% to 39%, Dell Computer advanced 2 to 53% and Intel gained 2% to 74%. On the NYSE, IBM edged up 1/4 to 103 3/4 after some early profit-taking, Compaq increased 1 1/2 to 53, Micron Technology rose 1 1/2 to 19 1/2 and LSI Logic climbed 2% to 20%.

Analysts noted that investors are realizing that the strong earnings haven't been confined to the technology sector.

On the Standard & Poor's 500 list, about 350 companies have reported on their earnings for the

level of 1.01 per
■ In late New York at 108.37 Japan Thursday, and a 1.4775.
■ Oil prices fell month in a sell among petroleum should be plentiful. On the New price of light sweet dropped 63 cents lowest price for June 25.
■ Gold for currency Exchange div Exchange to \$3 on Thursday.

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Study: Women Gain in Wages, Education, Entrepreneurship

WOMEN, From F1

59.7 cents in 1979. Other studies that compare specific jobs held by both women and men show a similar pattern.

Additionally, the percentage of women over age 25 who have college degrees has increased to 18.8 percent from 12.5 percent in 1979. And although few women run Fortune 500 companies, women now own more than 34 percent of all U.S. businesses—most of them small establishments—compared with 30 percent in 1987 and just 5 percent in 1972. The figures were drawn from Census data and Commerce Department reports.

The bad news for American women comes from the study's fourth category—women in poverty. According to the study, 13.2 percent of U.S. women live below the poverty line, compared with 8.8 percent of men.

"Although we have experienced economic growth, there has been an unequal distribution of wealth. There are entirely too many women living on substandard salary and retirement income," said Heidi Hartmann, president of the Institute for Women's Policy Research, noting that 64 percent of minimum-wage earners are women.

The report found that women's economic status varies widely across the country. For example, women living in the District earned 87.5 percent of what men earned, but in West Virginia, women earned just 58.9 percent of what men made. And in terms of poverty, while just 7 percent of women live beneath the poverty line in Connecticut, 25.2 percent live in poverty in Mississippi.

"This study confirms what we've been hearing. The wide disparities between states underscore why there needs to be a strong federal welfare system. We may be doing well [in terms of poverty] in some places, but we're abysmal in others," said Patricia Ireland, president of the National Organization for Women.

Joanne Symons, a 55-year-old D.C. entrepreneur, said the news about an increasing number of women entrepreneurs had its positives and negatives.

"It's a great opportunity for women to be creative, but I'm afraid a lot of the initiative comes from women who can't get past the glass ceiling," said Symons, who has run her own consulting firm on women's health care issues for nine years.

steadily since the beginning of June, not long after some stock indexes reached their all-time highs. So far in July, the average weekly inflow has declined from \$2.5 billion to about \$1 billion, according

DIGEST, From F1

South Korea as a "priority foreign country" under U.S. trade law, a designation that could lead to the imposition of sanctions on South Korean imports. She cited the South Korean government's alleged interference in the market for telecommunications equipment that encourages South Korean firms to buy from domestic makers.

Western Resources said it won the support of Kansas regulators in a rate case viewed as critical in its hostile offer for Kansas City Power & Light. Western said it reached an agreement with the Kansas Corporation Commission that will cut consumer rates while sustaining forecasts holding up Western's \$31 per share unwelcome offer for KCP&L. "It's the straw that breaks the camel's back. The rate case was KCP&L's biggest argument against the merger," said Edward Tirello of NatWest Securities.

Aetna reported second-quarter earnings of \$288 million, compared with a loss of \$297 million a year ago. The turnaround was driven mostly by the sale of its property-casualty operations to Travelers Group.

Kellogg said second-quarter profit fell 43 percent, to \$78.1 million, because of one-time charges and the

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THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

November 8, 1995

REMARKS BY FIRST LADY HILLARY RODHAM CLINTON
FOR "BEYOND BEIJING: ACTING ON COMMITMENTS TO THE WORLD'S WOMEN"
WORLD BANK
WASHINGTON, DC

MR. WOLFENSOHN: Good morning, ladies and gentlemen. It is a great privilege and an honor for me to introduce this morning to you the First Lady of the United States, Hillary Rodham Clinton.

I know that I speak to you, Mrs. Clinton, on behalf of everybody when I say that we are absolutely thrilled that you are here with us. All of us know that you play a major role in the life of this country and the life of the world. Those of that heard you or read your speech in Beijing had a reaffirmation of your deep concerns for women's rights, for women's education and empowerment, and social justice for all.

As I re-read your speech last night, I was reminded that really no one can forget your statement where you said, "If there is one message that echoes forth from this conference, it is that human rights are women's rights, and women's rights are human rights."

And you went on to comment about the role of women and their families, where you said, "If women are healthy and educated, their families will flourish. If women have a chance to work and earn as full and equal partners in society, their families will flourish. And when families flourish, communities and nations will flourish."

I know that you understand the role of the World Bank, and I know that you know that we share your concerns. We cherish your leadership. We cherish your interest. And may I say personally I cherish very much the many references you now make to the World Bank as you speak in terms of giving us support in places where we need it.

We share with you your interest in education for girls, in basic health care, and in access to credit and services. And we know, as you do, that loans as small as \$100 to a woman can help double her family's income over a five-year period.

In fact, in just this last week, Jan Piercy helped us organize here at the Bank the first meeting of our Policy Advisory Group on Microenterprise Lending, including Mohammad Yunus, whom you know well, Nancy Barry of the Women's World Banking, Mario Atara of Action International, and other leaders in the field. And we committed ourselves yet again to move forward in this area of financing which is of such great importance to the development of women's roles in the world.

I would like to say to you that in my Annual Meeting speech, by accident I wrote that we judge our effectiveness and not by a bureaucratic process but the smile on a child's face. Having read your speech and having been to Beijing, I should amend it and say that you judge our success by the smiles on a mother's and a child's face.

Faces, I guess it is. And so I say to you today that we cherish the fact that you're here. You have within this group people who care greatly about the issues about which you care, and I want you to know that we all admire and respect and are grateful for the efforts that you give to the causes that we share.

May I introduce the First Lady of the United States, Mrs. Hillary Rodham Clinton.

MRS. CLINTON: Thank you. Thank you very much. Thank you all. Thank you very much, Jim, for that kind introduction and for inviting me to be part of this significant series of meetings that you will be having about follow-up to the Beijing Conference.

I appreciate the conference organizers for putting this together because I think that the conference itself opened many doors and minds, but now it falls to all of us in our various capacities to determine how we will keep those doors open, to walk through them, and to take the opportunity that those open minds give us to work together to make change on behalf of the issues that you have worked on so hard and that many of us share with you.

As I look at this audience, I am reminded, as I always am when I think about the World Bank, of how representative this institution is of people all over the world and their aspirations. And I want to congratulate all

of you and the Bank on its continuing commitment to the difficult but crucial task of improving lives of people everywhere and to congratulate you on your emphasis on women and children.

I know by your very presence here you need little persuading that investing in women should be at the core of any strategy to alleviate poverty, energize economies, and strengthen our global family. I know that you here at this Bank seek to maximize the return on your loans and investments, and supporting projects that raise the social, economic, political, and legal status of women in their families and communities is one of the soundest investments countries and the World Bank can make.

As Jim said, I believe strongly and I think we are now all recognizing that, if women are healthy and educated, their families do better. If they are free from violence, their families do better. If they have the opportunity to earn and work as full and equal partners in society, their families do better. And when those families do better, then the communities and nations of which they are a part do better as well.

But these simple calculations are ones that many in our world, even after all the work of the World Bank in recent years, even after the U.N. conferences in Copenhagen and Beijing, still fail to understand. There are many who seem to think that so-called women's issues--education and health care, for example--are soft issues, not worthy of addressing in any strategic manner, or in conferences such as these. But that is wrong, and you are helping to prove that it is wrong every day.

Issues that affect the well-being of women and families across the world are just as hard and just as central to our future success and prosperity as figuring out budgets, determining defense strategies, and negotiating trade agreements.

The economic security of every nation hinges in part on the productivity and well-being of its women. This is particularly true in developing nations where so much of your work takes place. Women represent more than half the world's population. They tend to be the primary nurturers and teachers of the world's children and caretakers of our elderly. Women in developing countries grow at least half the world's food. In short, they are the unrecognized backbone of the world economy.

But women are 70 percent of the world's poor, and two-thirds of these are not taught to read and write. To

this day, they continue to die from diseases that should have been prevented or treated. They too often are forced to watch their children succumb to malnutrition caused by poverty. While they often grow and prepare the food their families eat, women in some countries continue to be fed least and fed last. Women are often being denied the right to go to school by their own fathers and brothers. They are being barred from the bank lending office and banned from the ballot box.

Those who enjoy the opportunities of education, health care, jobs, credit, and legal and political rights are flourishing in the new world economy. Those without such opportunities--and most often they are women and children--are lagging farther and farther behind.

So long as those obstacles exist, so long as women are prevented anywhere from realizing their God-given potential, the vicious cycle of poverty that traps not only women, but also their children, husbands, communities, and nations will continue. And this trend threatens the very institutions we are seeking to uphold: strong families, strong economies, and strong democracies.

As Jim Wolfensohn told the delegates in Beijing, not to empower women is a tragically missed opportunity, not only to create a more just but also a more prosperous society.

At the conference in Beijing, women and men from all walks of life and all regions 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.

It was a historic conference. More than 180 nations agreed to implement a platform that enumerated specific ways to expand the rights and opportunities of women around the world. So the conference was a success, despite many of the naysayers before it began. But it was only a step.

Now it is up to every nation, every non-governmental organization, every concerned individual to make sure that the spirit, energy, and commitments of Beijing are carried forward. And the World Bank is a crucial partner, a vital player in our world's efforts to ensure that the goals and remedies agreed to in Beijing become reality.

The Bank is already supporting several projects that have made a significant difference in the lives of many

poor women. And your participation in international microfinance programs, including the new consultative group to assist the poorest, is already yielding returns.

During visits to South Asia and South America this year, I saw firsthand the transforming effect small loans to women can have on families. In many cases, those loans do double family incomes. They do lift families out of poverty. And, maybe more importantly, they give confidence to women who before had none, confidence to believe their lives are worthy, their children's lives are of value, and confidence in the future which is the first step towards sustaining the kind of prosperity and democracy that future hope relies upon.

Anyone who has visited Ela Bhatt and SEWA in India has seen that look of confidence on the faces of those women. Anyone who has visited the Grameen Bank in Bangladesh has seen that look of confidence.

I know that when I went to the village where I visited the participants in the Grameen Bank, I was told before going that it was a village of Hindu untouchables, that no one goes to that village. And because I was going to that village, a nearby village of Muslims wanted me to come there as well. But, unfortunately, my schedule did not permit. So for the first time, Muslim women came to the Hindu village. They were sitting together in rows on benches. And as I walked toward them, seeing them in their multicolored saris, I could not tell who was a Hindu except for the red dot on the forehead. Then as they talked, I could not tell any difference in their aspirations or their hopes for themselves and their families. And as I talked with them individually about what they had spent their loans for, I heard the same stories from Hindus and Muslims alike: buying a milk cow, buying a second milk cow, buying a rickshaw for a husband to make a living.

All that I heard reinforced my belief that providing this kind of opportunity was not only a bridge to economic prosperity, but at least a hoped-for bridge across many other divisions that keep up apart from one another.

Expanding a woman's access to credit is essential to elevating her status in her own home as well as in her society. Microlending institutions have helped women with that status to become recognized breadwinners. They are responsible for the first time to help improve the living conditions of their families.

At a roundtable discussion in Santiago, Chile, I met a seamstress who compared her new situation, having

received a microcredit loan, to that of a caged bird set free. Without a sewing machine, this woman could barely make a living and compete with other factories and seamstresses. She told me, "I felt like I had all this potential and all this energy, but like I was a bird in a cage." Then she applied for and received a small loan. With it, she bought a modern sewing machine. "I kissed that sewing machine over and over again," she told me.

In the United States, we too are trying to establish microlending networks to help our poorest women and families become independent and self-sufficient. Even here in the United States, women's access to credit is still very difficult. As one woman at a microlending project in Colorado said to me, "Too many great ideas die in the parking lots of banks."

That is a situation we can do something about. At each of these small banks supporting microlending in Chile or Nicaragua or Bangladesh or India, the loan repayment rate is consistently near 100 percent. It is a rate of return the world's most prestigious and powerful banks can only dream of.

The United States believes strongly in international microlending efforts and has pledged through U.S. AID to support such programs abroad. And through the creation of the Community Development Financial Institutions Act, we plan to do so here at home as well. And we have learned a great deal from the experience of microlending abroad.

When my husband was Governor of Arkansas, he called upon Mohammad Yunus in 1985 for advice in creating Arkansas' own group-based borrowing program called "the good-faith fund."

In keeping with one of the commitments the United States made at the Beijing Conference, the Treasury Department is establishing an annual Presidential award for microenterprise excellence. The Department will also coordinate a Federal microenterprise initiative that will help publicize microcredit and microenterprise, set benchmarks for programs to use in assessing their own efforts and better standardize existing efforts.

Women cannot become full participants in the social and political lives of their countries without proficiency in reading and writing. And what we have tried to do here at the Bank and what you have been accomplishing around the country is taking steps to ameliorate the situation many women find themselves in. Jim Wolfensohn and

his predecessor, Lew Preston, have long noted that investments in education are the single most important contributions the Bank can make to strengthening women's role in development. And I welcome the Board and the Bank's creation of the Lewis Preston Fund for the Education of Girls.

Educated women tend to marry later and plan the size of their families. With fewer children, they have more time and resources to care for them. They stress the importance of school to their children and recognize the need for basic health care. Most importantly, education helps women gain self-confidence and encourages them to reject traditional notions of second-class citizenship that condemn them and their children to lives of poverty.

The World Bank is an important guarantor in the effort to make sure the world meets the goal set by the U.N. Summit on Children to increase primary school completion rates for both girls and boys to 80 percent. I encourage you to maintain your commitment to this goal, as well as the new goal of raising secondary school completion to 60 percent, proposed by Jim Wolfensohn in Beijing.

Also fundamental is health care. Girls cannot study and women cannot work well without basic nutrition and protection from disease. Too many women in developing countries still die of unnecessary complications from childbirth, and sick girls are often denied potentially life-saving treatment simply because of their sex. These issues should be at the forefront of any strategy to assist women.

I want also to congratulate the Bank on its latest efforts to ensure equality between the sexes and its lending programs and its own employment practices. As a major source for many developing nations of both funding and example, you are in a unique position to influence their anti-poverty programs. I am heartened to know that through your new gender analysis and policy group, gender issues will be addressed in all country assistance strategies and lending programs sponsored by the Bank. I am also pleased that the World Bank recognizes the unique perspectives women bring to these issues and has actively sought to increase the representation of women in leadership positions within the Bank.

Women sometimes know that others around the world are engaged in the same struggle they are. It has been one of the most heart-warming experiences that I have had to bring women together and to see women in different contexts learning from each other.

When I met with small borrowers at the FINCA Bank in Managua, Nicaragua, I met women who had carved out livelihoods as bakers, seamstresses, makers of mosquito netting, automobile parts saleswomen, and they asked me about women in India who were doing the same thing. Apparently they had seen some television coverage of my trip to South Asia, and they wanted to know what women half a world away were like and what they were doing with the loans they received.

At that moment I felt I had witnessed a profound connection among women around our world, one that transcends borders and reaches from the barrios of Managua to the villages of India and beyond.

So now two months after Beijing, we still have much to do in making the message of that conference live in the minds and hearts of people all over the world, and we have even more work to do in implementing the agenda for action that was adopted. But I believe that we have turned an important corner, that for the first time institutions as significant as the World Bank, governments like that of my own country, and people throughout the world in NGOs and on their own are finally saying and believing that women should be valued and invested in. And if we carry forward on that promise, then I am confident we will see results in the short and medium term that will in many ways reflect that this new commitment is well founded. And your leadership, both in articulating it and implementing it, will be crucial to any hope for progress that we have.

Thank you for what you are doing, but more than that, thank you for what you will be doing now and in the future on behalf of women everywhere. Thank you very much.

MR. WOLFENSOHN: The First Lady has agreed to answer questions and has asked me if I can call on a few of you that I hope will indicate that you want to ask questions.

MRS. CLINTON: But if you don't, that's all right, too.

MR. WOLFENSOHN: Yes, sir?

QUESTION: Mrs. Clinton, I heard you in Beijing, and I also heard here your emphasis on improving access to women and girls in education. It is quite well placed.

The dilemma which we face in the international organizations is that poverty reduction involves keeping the

women who are already below the poverty line come up with education and opportunities for employment. So given our collective role, should we invest in girls' education for the primary schooling, which will take, you know, many generations and many decades, or should we really allocate our resources for literacy of the adult women? And I would very much like your opinion because you have traveled both in South Asia and other parts of the world, where poverty prevails, as to the international organizations such as the World Bank, where should our emphasis be and where our priority should be.

MRS. CLINTON: Well, I think that's a very important question, and I do not pretend to be an expert about any region of the world, nor of that particular subject. But I do believe that the short answer is you have to do both, and how you allocate those resources is obviously the challenge.

But I think there are some creative ways of leveraging resources and maximizing them that I have seen in action in various parts of the world. Let me just mention a few.

I think providing incentives for families to keep girls in school through direct food aid, even through direct monetary assistance, is a relatively cheaper way of engaging those families in supporting girls' education than some of the other ways we have tried in the past. So I would urge that the World Bank look at some of the food for education programs. I know there is one that I personally visited in Bangladesh that the Prime Minister there has supported where I saw families lined up once a week to get commodities which they were only able to receive because they kept their girls in school.

There was a secondary program also in Bangladesh where the direct payment of compensation to families in relatively, very small amounts was enough of an incentive to keep their daughters in secondary school.

I also think, though, that there has to be some emphasis on what I would call family literacy, and there I think one of the benefits of the possible spread of global technology may be to use some of that technology for enhancing literacy among adult-aged women. And yet one of the best ways for engaging adult-aged women in literacy is through their child's education. I have seen that being very successful, either at the workplace but more successfully within the family unit.

Israel has a program that I imported to Arkansas

called HIPPY, the Home Instruction Program for Preschool Youngsters, which it began to implement following waves of refugees primarily from North Africa and Ethiopia in the late 1960s and 1970s who were having a difficult time socializing their children to be successful in the Israeli school system. By working with the mothers to make even illiterate mothers feel like they were their child's first teacher, there was quite a success in both preparing the child and in convincing the mother to increase her own literacy level.

So I think direct grants to families to keep them in school with a commitment to girls' education, family literacy programs, and then I think if you are going to follow through on your secondary program, 60 percent completion rate, there will have to be more schools built. And anything you can do to encourage nations to do that, because one of the great impediments, even if they send their daughters to primary school, is that many families have no access to a secondary school that is within easy commuting distance, and they will not send their daughters off to a strange place, as I probably wouldn't either, for a secondary school under those circumstances.

So those three elements just off the top of my head would be things I would look at, at trying to encourage.

MR. WOLFENSOHN: Yes, ma'am?

QUESTION: I am Zeeshan Fatima, and I have been with the Bank for 14 years, all of it in Pakistan except two in the U.S. I happened to write to you just before your visit to Pakistan, and I am glad to say I got an acknowledgment from you.

I had a question which, in the Bank language, is not necessarily the views of my government. It is my personal view. My personal view is that there is a very fine line between religious beliefs and human rights. And most often than not, religion is viewed as an excuse to suppress human rights.

Firstly, where do you see this line meeting and leaders and preachers being actually influenced for the better by forums like the Beijing Conference?

Thank you.

MRS. CLINTON: Well, my views are not necessarily those of my government either, so I understand that.

MRS. CLINTON: I think you have asked, you know, an incredibly complex and difficult as well as sensitive question, and I think that it is a question all of us are searching for: What is the proper balance between sensitivity and respect for religious beliefs and concern about religious beliefs being used to deny human rights and, even beyond that, justify violence, as we have just seen over this past weekend with the assassination of Prime Minister Rabin? And I think that it is going to be one of the great issues we all have to grapple with, and it is one of the reasons why we have to be willing to stand up against expressions of religion that are filled with hate and intolerance toward other people, because very often those mask political and other agendas. They are not strictly religious in any definition.

And I believe that showing respect for every religion and working to create an atmosphere of tolerance for every religion is an important obligation that we in leadership positions here at the Bank or anywhere have. But being willing to speak out against abuses of human rights and misuses of religion for political and other gains I think is also an obligation.

You know, words of hate can incite deeds of violence. There is a very direct line there. And when one makes political arguments based on one's religious beliefs, there's no discussion possible. How does one have a discussion, whether it is in our country or any country, with people who say, you know, here's what God told me to do?

Well, we have to do more to work with people of good faith across all religious lines to build an atmosphere of religious respect and tolerance, but intolerance for violence, for abuse of human rights that is rationalized by religion. And I would hope that all of us are going to be more willing to speak out against that wherever we see it. And it will take some--it will take some risk to do so, because the forces of negative energy that are often fueled by extremist religious views right now are very strong because they command a lot of media attention, they are dramatic, they are controversial, they are often given attention far beyond what their numbers warrant, and they have a chilling effect on people of good faith and reason who are afraid then to speak out against such intolerance. And I think all of us have an obligation to do more of that.

So I think there is a way to be respectful and at the same time speak out against the extremists.

QUESTION: Hello. As you have described, in your travels you often meet with the leaders of non-governmental organizations and secular women's organizations. I am wondering what your sense is of the capacity of those organizations to tackle the problems the breadth of which you have described, and specifically, if you can give some advice to the World Bank on how we can enhance that capacity and perhaps work more effectively with these organizations.

MRS. CLINTON: Well, I believe that there are an enormous number of effective, well-functioning organizations that are devoted to women's issues around the world, and there are many who are not as effective. I think that is always the case.

But I believe there ought to be more attention paid as to how we can replicate through technical assistance and support the effective NGOs and provide more assistance to those who share the same aims for are not as effective in implementing them.

For example, I think it would be hard to argue that--you know, SEWA in India has been a great success. There are many groups that could learn quite a bit, and with technical assistance from the World Bank could be more successful.

Part of our dilemma in all of these non-governmental efforts is that so often they arise from and depend on a charismatic leader who is the person around whom the organization is built and who really holds it accountable. And there is no succession, and there is very little in the way of reasoned replication efforts. And I have for a long time believed that organizations such as the World Bank and others should spend some serious time trying to figure out how you can replicate the successes of these organizations in the absence of a charismatic leader.

There are certain institutional imperatives that we ought to be able to support. One of the reasons why I think Grameen Bank has been successful is that Mohammad Yunus from the very beginning understood it had to be a bank, not just a project or a program or an NGO that was on the margins of the financial delivery system. And I think that made a big difference in the success of that organization because from the very beginning it was seen as an institution, and an institution that looked like other banks.

Well, I believe that there are ways that we can learn better how to replicate the successes of the effective women NGOs. I also think that in many situations a lot of

those NGOs could be more effective if more attention were paid to their relationships with other organizations so that they could leverage their impact. Many NGOs lead very isolated lives. They don't interact with either governmental sources of assistance or other NGOs. Anything that we could do to bring people together in more of a cooperative sense--I think often of what northern Italy could teach us in the way that it brought together small entrepreneurs through organizations that provided bookkeeping assistance to many small businesses, for example, so that each business wouldn't have to go out and worry about that particular aspect of its functioning.

In that work, you can see how the dollars that are available to support these NGOs can be stretched so much further if they could be brought into more of a cooperative mentality.

So those are two things, the replication and the cooperation, that I think would assist already effective NGOs and bring others up to a level of higher functioning.

QUESTION: My name is Sweta Gandhi. I have been with the Bank seven years. I am from India. And next year I am taking leave of the Bank to work on (inaudible) development with a values focus for children back in India with my little organization that I started as a charity organization. It has grown a little bit. And I wanted to know, because education in and of itself, while it leads to a sense of dignity, what happens often in many developing countries is that people don't get jobs after they are educated, and women find increasingly they are frustrated. And I have found that in my work in Morocco. And I was wondering whether you feel that we should be also considering the content, and especially in the context of religious problems that we face, the focus on tolerance and other values that allow us to look at people as people and not as against the context of their religion or their race or whatever.

MRS. CLINTON: Well, I hear two different questions, both of which I think are very important. The one is education for what in a global economy and how effective education will be in providing real employment for people. I think that is one of the huge issues that the entire world has to face, because the flip side of this globalization is, I think, an ultimate reduction in employment opportunities for many people already in the labor force, and for many others whose educational levels, despite the promises made to them, will not support adequate employment in the so-called global economy or information age. That is a problem for the private sector as well as

for the not-for-profit and public sectors, and I believe that we are going to have to give some very serious thought to that, because it is not only a worthwhile altruistic matter to consider, but if economies don't flourish because education pays off in rising incomes but instead results in either stagnant or falling incomes, or even the inability to find work, that will increase political instability. It will drive people into all kinds of identification with negative forces, whether ethnic, religious, or whatever. And it will ultimately undermine markets, which is something that business should be concerned about.

So the second part of your question is very timely as well, because at the same time that we are trying to increase levels of education, figure out how in the global economy there will be enough jobs for all these people we are trying to get educated, we also have to put a stress on the values of respect and tolerance and the importance of diversity, both as a way of opening up employment and educational opportunities and as a way of perhaps holding back some of the tide of discontent and disappointment that will be inevitable as we make this economic transition.

So I think anything one can do, and it goes back to the question about the role of religion and the abuse of human rights, anything one can do to create a more open society, to create more ladders of opportunity, to rid societies of the artificial divisions, whether it be caste or religion or race or class or whatever, the more likely it is you will be able to buy some time to try to successfully navigate this transition into this new economy. So I think that both of those questions are very important ones for us to think about.

One of the hardest questions I have been asked in the whole time that I have traveled, I was asked on a Moscow radio station--I was on a call-in in Moscow, which was interesting, and a woman called in and asked me what she was expected to do. She was highly educated, as were all of her friends, and they were all having trouble finding work and keeping work that gave them any decent income or sense of security. And she said, you know, you go around talking, all these leaders go around talking about the need to educate people in the developing world; we are highly educated, and we don't know what our future is.

So this is not just a problem for what we consider the so-called developing world. This is a problem for many, many other countries that are confronting a lot of these social and economic changes at the same time.

QUESTION: I was very happy to hear your emphasis

on microfinance, both here and in Beijing when I was privileged to hear you speak with Professor Yunus and Ela Bhatt. But I do have a worry that is associated with even what I've heard today. The focus is often--the word credit is used a lot, and I think that there's a general tendency to think that if we can just get a lot of credit out there, a lot of things will happen.

I think as you said yourself it is really the systems, the financial systems that get built by people like Ela and Professor Yunus that really leave something in their place when the donors have gone away and the governments get bored, the systems that actually can keep going with the women's own savings once that effort is put in. And I just would like to have your response on what I think is a problem for many of us in the development world, is that we are under an institutional imperative, quite often, to lend, to make a big loan, have a credit line, get that money out there. And there is less of an emphasis than perhaps there should be on the institution building, what I call the social intermediation part, rather than the financial intermediation.

Basically, I think this touches on a contradiction that the Bank faces between being a bank--our product is loans, and we've got to get money out there--and being a development institution where our real product is systems and institutions and people with better capacity. And I as a person in the Bank trying to work in the field of microfinance, I think a lot of our task managers face this over and over again, that the big bosses are looking for a large loan, and the people out there really need institution building.

Thank you.

MRS. CLINTON: Well, I think you're right, and I think it's an inevitable tension, but one that I would hope is going to be resolved more in favor of institution building than it has been in the past, in part because I think now there is more of an awareness of the importance of institution building.

There was an idea--and not just in the World Bank, but in many large institutions, both doing development and governmental programs within countries in the past--that money itself would seed the ground for institution building and the creation of intermediary institutions that would lead to stable structures that could then carry on on their own. And we know that that is much more difficult to do than we had originally thought and that money alone is not the answer. Money, however, is a great incentive, and given

the fact that your business is making loans, using those loans to further institution building I think is not an incompatible mutual objective.

How you do that, I don't pretend to know, but I do know that when one looks at many of the successful institutions that have been built over the past 10 or 15 years, two of which you have named, it was both. It was both lending the money, but also creating an infrastructure so that that money had a context. It wasn't just out there. And part of the reason Grameen worked and Sewa works and other things like it have worked is because they didn't make it an either/or issue.

It is amazing to me that in many commercial banks, loans that are bad loans get written off and more bad loans get made. It's like inevitable. That's the idea of lending, you know, you make some good loans, you make some bad loans, without a recognition that if commercial banks would spend just a small fraction of their resources supporting microenterprise and microcredit, even as difficult as the start-up costs are, even as difficult as it is to think on that kind of a level, that they would be adding to the financial stability of the entire region. And that is to the good for the big loans they make.

It is all interconnected, and I think understanding that interconnection will begin to open people's minds, perhaps, to some new ways of leveraging assets and resources. So I think that many of the loans should be tied to infrastructure and to development in ways that haven't been done quite in the same way in the past, and I think there is a lot of creativity in this Bank and there are a lot of people around the world who are more open to it than were in the past.

QUESTION: You mentioned your trip to Moscow. There has been a dramatic decline in women's participation in that part of the world. The new democracies have become very male democracies. What role do you see for American women to help women in this part of the world make their voices heard in shaping the transition of their societies and their economies, and what role for international organizations such as the World Bank?

MRS. CLINTON: I think you are right, and certainly friends of mine who are working in the NIS countries and elsewhere have remarked to me about that, and many of the women I have met with, particularly in Moscow, but also in Belarus and in other countries, as well, have remarked on it to me.

I think that you have to do what we are doing, encouraging women NGO's, helping to create such entities in those countries, providing some good role models and technical assistance to give people the confidence about making these decisions on their own. There is a great need for building confidence across the board in a lot of those countries about people's capacity to make these independent decisions, whether it is on behalf of an NGO or in any other arena of the political or economic life.

So I don't think the work is that different than it was anywhere else in the world, but I think that it has to be approached with some real sensitivity, because we are dealing with women who have higher levels of education in general, women who often held positions, both in the government or in other capacities, who no longer hold them. So trying to be sensitive to the conditions that they are living through, while trying to support them, I think is very important.

I have worked to create partnerships between maternal hospitals and children's hospitals in some of these countries and ones here at home, because most of the doctors in those hospitals are women and they have really been left in a very precarious position. The whole health care infrastructure has collapsed around them and they don't get a lot of attention from the government officials who are preoccupied with the big macro issues. So I am trying to create relationships so that these women have support from peers and professionals.

We have one going on between the nursing school at the University of Pennsylvania and nurses in Kiev. And the idea that they are talking to one another as peers, not somebody coming in from the outside to tell these women how they are supposed to do it better, but trying to create a situation of mutual respect. So that kind of effort I think should be pursued and supported as much as possible.

QUESTION: Mrs. Clinton, the success of Beijing, of course, is going to depend to a large degree on the effectiveness of transferring from the rhetoric in Beijing to programs of action, particularly by the government. What are the mechanisms that the U.S. Government has to pressure or encourage these governments to undertake those programs of action? You specifically talk about not the aid-related activities, but other political or official channels.

MRS. CLINTON: I can tell you what we are trying to do here in our own country. The President has created an inter-agency council on women that is tasked with following up on Beijing. It is chaired by the Secretary of Health and

Human Services, Donna Shalala.

It includes both Cabinet officers and other high-ranking officials in our own government in this inter-agency council, and each has been assigned a different aspect of the Beijing platform, so that the Department of Labor works on many of the issues related to pay equity and other working conditions for women, the Health and Human Services Department is working on follow-up to health issues that were raised, the State Department is tasked with keeping track of human rights issues. So there is an effort that we are making to try to house our follow-up in one place, so that it is not disbursed through the government so that it can basically get lost and so that nobody is responsible for it.

I hope that that will be effective in bringing a lot of these issues to the forefront in our own country and making linkages. For example, we have this new law that was passed last year, the Violence Against Women Act, and we have an office now set up in our Justice Department.

If you track the U.N. Women's Conference as one of the great changes that occurred was between Nairobi, where violence against women, particularly in the domestic sphere, was mentioned for the first time as a problem, and the emphasis that was put on it at Beijing. So what we are trying to do is not only better coordinate our own resources to react against domestic violence in the United States, but to reach out to other countries.

For example, when I was in Pakistan, Prime Minister Bhutto was opening up special police stations so that women who are subject to violence in their homes have a place to go and to be heard and get recourse of some kind. So we are attempting, both internally within our own government and externally, reaching out to keep this discussion going and to demonstrate to other countries what the United States is doing to fulfill its commitment, so that it is not just bringing home the rhetoric, it is actually bringing home an action plan.

QUESTION: Mrs. Clinton, I have heard you speak before on the importance of women's political participation and women's role in decision-making. It was a major theme at the Beijing conference, as you know, and the United States Government announced two initiatives, complementary initiatives in women's political rights and women's political participation. I wonder if you could comment on how you see women in decision-making and women's political participation in relation to some of the initiatives to alleviate poverty, to empower women across many different

sectors, and how that might play out for an organization such as the World Bank and other major donors.

MRS. CLINTON: I hope that one of the results of Beijing will be to raise awareness about women's political participation and to catalyze a variety of ways that each of us can promote that. There are small ways of doing it.

When you attend meetings in some countries and you know that there may be a woman buried in the bureaucracy who has been working on this and she is not invited to the meeting, ask that she be there. When you make site visits and you are taken to the male leaders of the village or the project and you know that women are doing at least half the work, ask to see them. Those are small, but significant signals about who is important in the eyes of the World Bank. I think any conversations, Bank-to-government conversations, and certainly government-to-government conversations should do the same, to try to raise the role of women and their participation.

There is a funny phenomenon going on in most parts of the world, probably with the exception of the Scandinavian countries. There really is a noticeable pull-back in the participation of women at the highest levels of decision-making, whether in the public or the private sector.

I think some of that is due to the fact that most women, regardless of their income in the world today, hold down two full-time jobs, one in their home and one outside the home, and the amount of energy that it is taking for women to fulfill all those responsibilities is very draining, and politics has become, if not a disaster in their eyes, certainly of no help to them, and so they have withdrawn from political participation. We noticed that in voting numbers here even in our own country.

So we have to make these issues, whether it is poverty alleviation or ending discrimination against women and the treatment of domestic violence more real in the lives of everyday women, so that they will feel connected to actions that seem abstract and distant from them and feel in some way empowered to take more authority over their own lives.

So I think in both very small ways, each of us can make some points, and then in larger ways we can continue to try to link a lot of the work that is being done to what the changes will be in women's lives if this work is continued or if it is discontinued, so that they feel some stake in it.

Finally, I think everywhere we can work to eliminate the barriers to participation that still exist in many countries, we should speak out again. And I think that goes back to the question about your job is lending and how far can you go in lending in terms of making both financial infrastructure suggestions or even linkages between what you do and political change.

But I certainly think there is a legitimate role, given what we know about how nations flourish if women are active participants, that it is in the long-term interest of the Bank and its rate of return that you do link some of this political participation and decision-making on behalf of women with the projects that you fund, and I think that would begin to open some eyes that might not otherwise be open.

QUESTION: I work in a region which is not traditionally a region where promotion of women has been high on the agenda. Now, those are also very hierarchical societies and it seems to us that the most important thing is to get commitment from the top of the political leadership in those countries to putting women's issues higher on their priorities.

Beijing was a good step in that direction, but I am afraid that quickly people will forget what happened in Beijing. Since you are someone close to the top, what would you recommend as strategy -- a moving target.

What would you recommend as strategies for reaching those traditional political leaders in those countries?

MRS. CLINTON: Oh, goodness, I don't know.

I think that one of the ways that perhaps we all could do more to work with, as you say, hierarchical leadership in many countries, not just in that region of the world, is to share some of this information with them about the effects that investing in women have for the long-term stability and prosperity of their country.

I find it amazing that many people really don't know what you all know. When I was preparing for Beijing, the best information I got were some early studies that had been done at the World Bank correlating investments in women with outcomes for prosperity and democracy.

Some of the large multinational corporations do these ongoing assessments of where they are going to make

investments, and one of the factors they look at is how women are treated. But somehow that information doesn't get conveyed effectively to the leadership in a lot of those countries.

I think it would be very significant if a major executive of a multinational corporation, accompanied by a major executive of the World Bank, paid a call on a lot of these countries' leaders and did a presentation. I know that may sound simplistic, but I am convinced that a lot of that is just not known, it has not been said often enough, it is not yet absorbed.

You cannot imagine how difficult it is to get information like this across to people, and I have seen this in my own country where things that we take for granted, those of us who know how the government works, we are stunned when we go out into the country and people don't know. So that would be one suggestion.

I think some targeted presentations that don't attempt to make political points so much as to inform leaders about what it is that multinational corporations and others look like. I mean if you have a lot of natural resources, they are going to come to you anyway. They are going to want to get it out of the ground and then they are going to want to leave you. But if you have a more complex economy or you are hoping to develop a more complex economy, these factors are important.

Secondly, I think that talking about girls is less threatening than talking about women.

So I would talk a lot about girls and a lot about daughters -- A lot about daughters and daughters' opportunities. I have had several conversations with leaders in very, very conservative countries who have told me how difficult it is to educate girls and to combat the extremists in their own culture who are against educating girls, but how there seems to be kind of an epiphany when it comes to their daughters, and to link that kind of commitment to their daughters with commitment to other girls who have promise I think is an effective way of beginning a conversation. Because if you start with young girls and you educate young girls, then you do have at least an opportunity for people to be less threatened for several years, anyway. We will deal with that later.

I guess finally I think that it goes back to the points that several of you made. You know, this difficulty we find ourselves in in talking about very hard problems and the consequences of all the changes that we are confronting

and what it is doing to people's individual and collective psyche is something we don't have a very good vocabulary for yet.

We are not doing a very good job of articulating a more positive vision. We are not doing a very good job in this country, but frankly nobody is doing a very good job around the world. We are caught in this transition that we are trying to work our way through and we don't have an adequate vocabulary to express what it is we are trying to present as an alternative.

If the alternative is rampant consumerism, materialism, debasement of values and alienation, that is not very attractive. And if people turn on their television sets and they see the advanced world and they look at both men and women who are caught in all of the personal dilemmas that get portrayed endless on television, why would anybody want to change what they have in order to move toward that?

So I think part of the West's and the advanced economies and however we want to describe what it is all of us are trying to communicate need to do is to spend some real time thinking through how do we talk about it and how are we honest about the shortcomings in our own society.

I mean it is a little daunting to visit countries that at least have the feeling that they are able to maintain a network of familial and kinship networks that are very important to them and to see their panic at the idea that they will be broken down because of the intrusion of the electronic media and the relentless pressures for consumption that drives so much of what they see happening elsewhere, or when they see the breakdown of families and the absence of fathers and all of the other social problems.

When we were in Nicaragua, there was a huge billboard on the side of the road with a crying child saying, "Father, why have you abandoned us? Please come home." And they have this huge problem now because of war and earthquakes and everything else, where family structure has just taken a terrible beating in the last decades. You find this litany of social problems that is marching its way through the world connected in the minds of many conservative leaders and many religious people with all that they don't want. You know, they link education with these problems. They link credit or political participation.

We ought to be recognizing that this is a major dilemma for us and there ought to be a way we can better express both honestly the drawbacks we have in our own society and what we intend as individuals and collectively

to do about them, and the vision we have of what individuals who are given a chance to express themselves, but can remain rooted in culture and religion and the larger society, are able to do if given the support to do so.

So these are issues that I would like to see all of us spend some time thinking about, because we don't discuss them very well. And everywhere I travel, political leaders in democracies describe how their countries are divided right down the middle.

Whether it is the separatist vote in Quebec, whether it is Prime Minister Rabin attempting to get the Knesset to ratify his moves toward peace, whether it is election after election where the margins are razor thin and people are very divided one against the other, that should tell us something, that there is a great deal of concern, discontent, confusion about what the future means to all of us. And those who believe in progress and development, which includes everyone in this room or you would not be here, we must do a better job of expressing what we mean by that in today's world, and showing more respect for the moorings that culture and society give, but rejecting the intolerance and the divisiveness that they also lead to.

So until we can better articulate what it is you are doing to achieve, we will continue to encounter skepticism, as well as resistance, and we can only begin to wear that down by trying to present a better vision that is more honest and more inclusive about what it is we are working toward in the 21st Century, and that is a challenge for all of us. None of us, in my view, is doing a very good job of it. All of us are trying to find our way in our words, and any help that the World Bank could give on that front I know many of us would welcome.

Thank you very much.

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Divider Title: **Flex Time 5/9/97**

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Congressional Press Releases

May 9, 1997, Friday

SECTION: PRESS RELEASE

LENGTH: 1347 words

HEADLINE: WHY COMP-TIME ALONE ISN'T ENOUGH: THE CASE FOR FLEX-TIME

BYLINE: LARRY CRAIG , SENATOR , SENATE

BODY:

May 9, 1997

What Do Working Mothers Really Need?

Why Comp-Time Alone Isn't Enough:

The Case for Flex-Time

In a recent television appearance, Hillary Clinton said this: "We know that a lot of women have to work.... But let's also recognize that we have put a lot of women who have been in the workforce and women who are about to be in the workforce in the position of not knowing exactly how to fulfill both their parenting and work responsibilities. And let's think about how we can make it possible to be both a good parent and a good worker."

(ABC's Good Morning America, April 25, 1997)

One Way the First Lady, or more importantly her husband the president, could make it easier for a working woman "to be both a good parent and a good worker" is to support enactment of S. 4, the Family Friendly Workplace Act, currently before the Senate. Unlike the proposal President Clinton has offered (which is limited to workers who work over 40 hours in a week), S. 4 actually contains flexible work provisions that are specifically tailored to meet the needs of working women. Recent studies demonstrate that the overwhelming majority of overtime workers in America are men. For this reason, any legislation that limits flexible scheduling to overtime hours would be of little benefit to the majority of women in the workplace who do not work overtime, and in many cases are not demanding that their employers give them overtime.

As it stands, however, the White House remains firmly opposed to providing private sector employees the same kind of family-friendly work arrangements that government employees have enjoyed for nearly two decades. While flexible scheduling arrangements have become a fixture of federal employment, the private sector remains bound to the provisions of a law enacted more than half a century ago -- at a time when "day care" wasn't in our vocabulary and 90 percent of women with young children weren't in the workplace. A lot has changed in half a century:

* Fifty years ago, 33 percent of all women in America were

participating in the workforce. Today, over 60 percent of women are working and by the year 2000, the Bureau of Labor Statistics predicts that 81 percent of American women will be in the workforce.

- * Fifty years ago, just 10 percent of married women with children under age six were in the workplace (Department of Labor, Bulletin of the Women's Bureau, No. 46, 1925). By 1995, 67 percent of women with children under the age of 6 were participating in the work force.
- * Fifty years ago, day care as we know it did not exist. In just the last 20 years, the number of children in center-based child care has quadrupled. In 1993, according to Census Bureau data, 63 percent of working mothers relied on child care arrangements outside the home for their children under age 5.
- * In addition to the added burden of child care arrangements, a 1990 Department of Transportation study entitled, "Journey to Work," reports that working women are one-third more likely than their working husbands to take on additional family-related chores during their commutes to and from work. These chores include the routine and the unexpected, from picking up the dry cleaning or an extra package of diapers to running to the pharmacy for medicine for a sick child.

Despite the dramatic increase in the number of women in the work force, the Clinton Administration has focused its opposition to S. 4 on two provisions that would be of the most benefit to working women. In addition to the compensatory time off option (time-and-a-half off in lieu of time-and-a-half pay -- which benefits mostly men), S. 4 includes a biweekly scheduling and a flexible credit hour program that would benefit workers who customarily do not (or choose not to) work overtime.

Clinton's Narrow Focus on Overtime Overlooks Most Working Women

Nearly three out of four workers reporting overtime pay are men. Overtime is most commonly logged in the manufacturing, mining and construction, and transportation industries. These industries are heavily dominated by men: 73 percent, 95 percent, and 88 percent, respectively. The chart shows the contrast between overtime hours worked between men and women in these industries. For example, of those women who did work in mining and construction in 1996, only 5 percent worked overtime, but 95 percent of the men did.

In addition, men who report working overtime tend to log far more overtime hours on a weekly basis than women who report having worked overtime. Even when the number of overtime hours is four or less, there is a discrepancy between the sexes, with 44 percent of those hours worked by women, compared to 56 percent by men. The discrepancy is greater as the number of overtime hours grows. Of workers who worked a 61 -hour or longer workweek, only 27 percent were women.

Not only are working women less likely to work overtime, they are far less

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Family Leave 5/17/97

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May 17, 1997, Saturday, FINAL EDITION

SECTION: LIFESTYLES, Pg. 7C

LENGTH: 752 words

HEADLINE: LOBBYING FOR THE NEXT STEPS IN FAMILY LEAVE

BYLINE: Pat Swift

BODY:

Can women afford any more "flexibility" in the workplace?

More than half of eligible working women can't take advantage of currently mandated family leave benefits. (Millions more are not even eligible.)

Bills pending in Congress would, in the name of easing work/family tensions, reduce the income of working women without resolving any of their conflicts. This legislation, however, is a boon to employers, whose responsibility for such conflicts would disappear.

Cynicism always has been a factor in this country's approach to creating family-friendly workplaces, and it is spreading.

The much-heralded 1993 Family and Medical Leave Act, enacted after a decade-long struggle, guarantees workers an annual allotment of 12 weeks of unpaid, but job-protected, leave to care for new babies or ailing dependents. The mandated leave policy covers only businesses that employ 50 or more persons, slightly more than half of U.S. companies. In the other half, 41 million private-sector workers are unprotected.

For those not included, taking time off to care for a sick child or to have a baby usually means quitting the job.

Many of those covered by the law can't or don't use it.

According to the Family Leave Commission, 64 percent of eligible employees who needed family or medical leave stayed on the job because they could not afford to lose income.

Career pressure is believed to be another inhibiting factor in workers' use of family leave. Men have been less than eager to ask for paternity leave, and women believe that when they take time off, they do so at the risk of losing advancement.

Maternity leave and child care interruptions are the most common explanations of the gender wage gap and the scarcity of women in top managerial positions.

Congressional Press Releases, May 9, 1997

likely than men to ask for more hours at work. A study conducted by the Employment Policy Foundation reveals that women are far more eager to trade income for leisure. Among workers earning over \$ 750 a week, for example, women are more than twice as likely as men to choose "fewer hours for less pay" in their current job. The study further revealed that: "In fact, at every income level, more prime- age men wanted more hours for more pay than wanted fewer hours for less pay. On the other hand, 76 percent of women age 35 to 44 were either satisfied with current pay or wanted fewer hours for less pay."

A national survey conducted by Penn & Schoen Associates in 1995 further demonstrates the premium placed by private sector workers on "time" in relation to monetary compensation. That survey found that 65 percent of Americans were in favor of changes in labor law (such as those contained in S. 4) that would permit greater flexibility in work schedules. A 1993 poll (cited by the Employment Policy Foundation, Patterns of Overtime Work: The Case for Greater Workplace Flexibility) found that 60 percent of respondents reported that the effect of a job on their personal and family lives was one of their top considerations in choosing a job -- ranking above both wages and benefits.

White House Supports Flex-Time For Workers -- in Government Only

It's clear that President Clinton supports flexibility for federal government employees. During his first term in office, he made it clear that when it came to federal employees, he supported not just the narrow "comp-time" arrangements for overtime workers, but a whole range of flexible options that are available to public employees. ". . . The executive branch must implement flexible work

arrangements to create a 'family-friendly' workplace. Broad use of flexible work arrangements to enable Federal employees to better balance their work and family responsibilities can increase employee effectiveness and job satisfaction, while decreasing turnover rates and absenteeism."

(President Clinton, Memorandum on Expanding Family-Friendly Work Arrangements in the Executive Branch, July 11, 1994, Presidential Document 1468)

To date, however, the White House has been opposed to applying this same standard to hourly workers in the private sector.

Staff Contact: Jack Clark, 224-2946

LANGUAGE: ENGLISH

LOAD-DATE: May 13, 1997

The Buffalo News, May 17, 1997

Believing that the current system is better than none, Women's Legal Defense Fund is trying to expand it.

A bunch of bills being supported by the defense fund would extend the family leave act to cover businesses with 25 or more employees; expand the reasons for which leave must be granted, including time for personal emergencies, attendance at school activities and medical appointments, and create job protection for domestic violence victims.

A Battered Women's Employment Act would cover women who need time off to find shelter, medical help and legal protection for themselves and their children. More than 90 percent of battered women with jobs report workplace problems resulting from abuse, and more than half miss work because of abuse. Abuse, the defense fund contends, should qualify as a family emergency.

The defense fund reports that more than 12 million workers have taken family and medical leave since the law was enacted, with minimal impact on business.

Extending the law to smaller companies would add coverage to 13 million employees nationally and embrace an additional 805,0452 workers in New York State. The proposed revision would cover 71.3 percent of the nation's work force.

Only 4 percent of New York's private-sector employers are covered by the current act. Proposed revisions would add 26,647 companies, but the law still would cover less than 10 percent of employers.

Without provisions to supplement incomes, expansion will be a moot point for millions of workers.

In most industrialized countries, workers don't have to choose between buying food and caring for their children, because some form of income replacement is built into family leave policies. It's hardly even mentioned on these shores, where businesses make record profits and CEOs command astronomical salaries.

There is talk of creating a form of disability insurance to cover workers on leave, but you won't find any mention of that in the proposed legislation.

Another effort to increase workplace flexibility could be even more costly to workers than the Family and Medical Leave Act. Workers can choose to ignore family leave, but legislation that "allows" them to trade comp time for overtime doesn't give them that option. Without the right to use compensatory time off when she needs it and the right to be paid overtime rather than comp time, women will gain little flexibility and may lose income. Women in lower-paying jobs generally do not have the bargaining power to make this kind of law work for them.

The great advantage of this proposed legislation is that it makes some politicians look as if they care about women's issues and it gives businesses a chance to improve the bottom line.

LANGUAGE: ENGLISH

LOAD-DATE: May 18, 1997

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Divider Title: **Preparation for Corporate Life**
5/19/97

67TH STORY of Level 1 printed in FULL format.

Copyright 1997 Sun-Sentinel Company
Sun-Sentinel (Fort Lauderdale, FL)

May 19, 1997, Monday, FINAL EDITION

SECTION: YOUR BUSINESS, Pg. 14, CAROL KLEIMAN

LENGTH: 820 words

HEADLINE: COLLEGE CLASS SHOWS WOMEN REAL LIFE IN CORPORATE WORLD

BYLINE: CAROL KLEIMAN; The Workplace

BODY:

Ramona J. Nelson graduated in 1975 from Luther College in Decorah, Iowa, with a bachelor of arts degree in accounting and economics.

She had no trouble finding a job in Minneapolis with one of the Big Eight (now the Big Six) accounting firms.

"Only five of the 45 accountants were women," said Nelson, today associate professor of accounting and management in the department of economics and business at her alma mater.

"In my first job, I quickly made the discovery it's not just your grade-point average that counts; I knew accounting but I didn't know what I really had to know and to do to survive in the real world of work."

Nelson says that more than two decades ago, she had no "guides or role models" to show her the way. "It was before the publication of Dress for Success (the book that told women to dress like male executives) and I didn't even know what to wear. Naturally, that hurt my confidence," Nelson said.

She also didn't know how to handle the situation when clients assumed she was the secretary because she was the only female member of an audit team.

And another problem area: She didn't know how to counter her firm's efforts to make her "invisible," as she describes being left out of important meetings and decisions and not being allowed to work on the most important accounts.

"They wouldn't assign women to certain clients, and the jobs the guys worked on and got visibility for and recognition for led to good promotions for them," Nelson said.

The professor also has a CPA license for Minnesota, which she earned in 1977, and a master's of business taxation in 1987, which she received from the University of Minnesota in Minneapolis.

Nelson spent eight years working in the business world of accounting and left in 1985 for "full-time motherhood." She and her husband, Cy Nelson, a fund-raiser, have three children, 3, 5 and 9 years old.

Sun-Sentinel (Fort Lauderdale), May 19, 1997

In 1990, she went back to work, but this time as a professor at Luther College. Her decision came from the conviction that academia would be more rewarding and more flexible than public accounting.

One of the first things Nelson did, in addition to teaching her regular accounting courses, was to design a course with Ann Highum, vice president and dean of students, called, "Women in the Workplace."

The goal of the elective course, given during January, is to "spare today's students the shock I felt on my first job and to learn how to define their own success," Nelson said.

The four-week course is limited to 25 students. "It includes issues that don't come up in traditional business classes," said the professor, "such as the glass ceiling, sexual harassment, balance between family and career, dealing with supervisors, finding a mentor and self-discovery."

She adds: "Graduates hopefully will be able to look for a career path or organization that fits who they are."

Even though women have made outstanding advances in the world of work, Nelson says many of her students, the majority of whom are 18 to 22 years old, "seem amazed when I talk about barriers. But it's like light bulbs coming on when they recognize as discrimination things that have happened to them."

In the last week of the intensive course, Nelson accompanies her students on a two-day field trip to Minneapolis-St. Paul. There, the young women meet with graduates of the course who are successful professionals.

"They learn what the real working world is like," said Nelson, who adds that she still "cringes" when she reads corporate annual reports and sees that the boards of directors are all male.

In the seven years the course has been available, Nelson says she has seen her students, armed with information, make wise career decisions with "the confidence that comes from knowing you've landed in the right place, are bright and have valuable skills."

Her former students also are flexible about changing directions after working in the business world for several years by starting their own businesses or switching to less demanding jobs to enable them to handle family responsibilities.

"Many women seek satisfaction from careers in ways other than piling up dollars, and that's a healthy sign," Nelson said.

She stresses that the course "doesn't give all the answers, but helps put the students in touch with what they really want to do, to access a corporate culture and to acquire the confidence to handle any situation."

Many working women like Nelson struggled in the 1970s to get a handle on Corporate America, and the professor said she believes "that part of what we went through was for a purpose _ I get a lot of personal satisfaction from sharing my experiences.

Sun-Sentinel (Fort Lauderdale), May 19, 1997

'We owe back.'

Carol Kleiman covers workplace issues for the Chicago Tribune. c/o Chicago Tribune, 435 N. Michigan, 4th Floor, Chicago, IL 60611. Or e-mail (ckleiman(AT)tribune.com).

TYPE: The Workplace

LOAD-DATE: May 19, 1997

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Divider Title: **Myth of Quality Time 5/21/97**

54TH STORY of Level 1 printed in FULL format.

Copyright 1997 Palm Beach Newspaper, Inc.
The Palm Beach Post

May 21, 1997, Wednesday, FINAL EDITION

SECTION: ACCENT, Pg. 1D

LENGTH: 2561 words

HEADLINE: THE MYTH OF QUALITY TIME

BYLINE: LAURA SHAPIRO

BODY:

For the New York lawyer, it all hit home in the grocery store.

She had stopped in with her 6-year-old to pick up a few things, but since the baby sitter normally did the shopping, she was unprepared for what was about to happen. Suddenly there was her son, whooping around the store, skidding the length of the aisles on his knees.

"This can't be my child," she thought in horror. Then the cashier gave a final twist to the knife. "Oh," she said. "So you're the mother."

That was the moment when the lawyer was forced to admit that spending "quality time" with the kids didn't seem to be working. She and her husband, a journalist, had subscribed in good faith to the careerists' most treasured rule of parenting: It isn't how much time you spend with your kids, it's how you spend the time.

But despite those carefully scheduled hours of parental attention between dinner and bed, their two kids were in danger of turning into little brats.

"I don't want to come home and find my kids watching cartoons and demanding every new product Disney put out this week," she says. "It's not that sitters do a bad job, but sitters don't raise kids. Parents do." Next month, the family is moving to a suburb, and she'll go to work part time.

Not every family can, or wants to, make a life change on that scale. But many are starting to question whether time devoted to their children really can be efficiently penciled into the day's calendar, like a business appointment with a couple of short, excitable clients. No wonder a growing number of psychologists and educators who work with children would like to get rid of the whole idea of quality time.

"I think quality time is just a way of deluding ourselves into shortchanging our children," says Ronald Levant, a psychologist at Harvard Medical School. "Children need vast amounts of parental time and attention. It's an illusion to think they're going to be on your timetable, and that you can say, 'OK, we've got a half-hour, let's get on with it.' "

For parents who love their kids and also love their work, there's no more

The Palm Beach Post, May 21, 1997

insistent wake-up call than Arlie Hochschild's new book, *The Time Bind*, just published and already hovering in the nightmares of anyone who has ever sung a lullaby over the phone. Hochschild's most chilling insight is our complicity in depriving our children. "Many working families," she writes, "are both prisoners and architects of the time bind in which they find themselves."

Just what is quality time?

Quality time arrived on the scene in the early '70s, featured in a wave of research including a now famous study by Alison Clarke-Stewart of the University of California, Irvine. She found (and recent brain research backs her up) that the more actively mothers were involved with their babies, talking and cooing and so forth, the better it was for the babies' cognitive and social development. Babies who spent time with their mothers but didn't get as much of the goo-gooing and eye contact did less well.

"But to be able to have that high-quality time, you have to invest a certain amount of pure time," says Clarke-Stewart. "It's not just 10 minutes a week." Such nuances quickly dropped away as Baby-Boomer couples found quality time an immense help in juggling two careers and a potty chair.

Today, it's not even clear what most people mean when they use the term - is playing patty-cake supposed to be a higher-quality activity than driving to ballet lessons? Does family dinner count if the TV is on? Very softly? All we reliably know is that whenever time with kids is in short supply, calling it "quality time" makes parents feel better.

Experts say that many of the most important elements in children's lives - regular routines and domestic rituals, consistency, the sense that their parents know and care about them - are exactly what's jettisoned when quality time substitutes for quantity time.

"Mom is working until 4:30 and has to get the groceries and do the laundry and the chores and pick somebody up from soccer and drop somebody off at ice skating," says Chicago psychologist Vicki Curran. "The structure of the day disappears. But the structure, and the availability to one another, provide the safe arena we know as home."

Nor do kids shed their need for parental time when they get to be teenagers. "One of the functions of parents is monitoring - you monitor their homework, their friends, what they're really doing in their spare time," says Jeanne Brooks-Gunn, a developmental psychologist at Columbia University. "I don't think we've said enough to parents about how the demands on them change when early adolescence hits, and kids may start to engage in drugs or sex. Monitoring is critical."

Parents who race in the door at 7:30 p.m. and head straight for the fax machine are making it perfectly clear where their loyalties lie, and the kids are showing the scars.

"I see apathy, depression - a lack of the spunkiness I associate with being a kid," says Levant. "These kids don't have the self-esteem that comes from knowing your parents are really interested in you, really behind you."

Take steps to find time

In *The Time Bind*, Hochschild analyzes a large corporation she calls "Amerco." She spent months interviewing employees, from the CEO to the factory shift workers, and found many who complained about long workdays and hectic home lives. But few of the employees were taking any steps to carve out more time with their families - they weren't taking unpaid family leave even if they could afford it, and they weren't applying for flextime or job sharing.

Hochschild's startling conclusion was that for many workers, home and office have changed places. Home is a frantic exercise in beat-the-clock, while work, by comparison, seems a haven of grown-up sociability, competence and relative freedom. Quality time has been a crucial component of this transformation.

"Instead of nine hours a day with a child, we declare ourselves capable of getting the 'same result' with one, more intensely focused, total quality hour," she writes. Hochschild describes some of the Amerco kids as essentially on strike against their assembly-line lives. "They sulk. They ask for gifts. They tell their parents by action or word, 'I don't like this.' "

Is it class related?

Not all researchers agree with Hochschild's analysis or her view of its consequences for kids. "What she's describing is a class phenomenon," says Rosalind Barnett, a psychologist and senior scholar at Radcliffe College. "I don't think most ordinary Joes confuse work with family. Work is work."

Barnett and journalist Caryl Rivers are the authors of *She Works/He Works*, which describes the results of a four-year, \$1 million study of 300 two-earner couples in the Boston area. The authors and their team of interviewers found that both men and women in this random sample reported high levels of satisfaction with their lives, despite the stress, and warm, close relationships with their children. "Most see their families as the center of their emotional lives," they write.

Barnett says their study jibes with many others - for instance, a 1995 survey of more than 6,000 employees at DuPont, showing that nearly half the women, and almost as many men, had traded career advancement to remain in jobs that gave them more family time. Fran Rodgers, CEO of Work/Family Directions in Boston, agrees that national surveys give results different from Hochschild's focus on one company. "What people really want is both to be good parents and good at work," she says.

Women still need to work

Underlying at least some of the criticism of Hochschild's work is the fear that to acknowledge problems with our kids is to invite a backlash against women's working. That's mighty unlikely to change. Not only do women work for the same reason men do - they need the money - but surveys have also consistently shown that employed women are happier, healthier and feel more valued, even at home, than women who are full-time homemakers.

"Even if women did go home, it wouldn't be the best solution," says Stephanie Coontz, author of *The Way We Never Were*, an examination of the real, as opposed

to the mythic, world of the '50s.

Her new book, *The Way We Really Are*, takes a similar look at the present. "Suppose the wife quits work for a year when the kids are little," she says. "She becomes the specialist in child nurturing, and the man never catches up. He doesn't have the initial skills, and she's got a year's head start. Research shows that men do more and better child care when their wives aren't home."

Studies also clearly indicate that children whose fathers are thoroughly involved in their care do better socially and cognitively than kids whose fathers play a more marginal role. What's more, the involved fathers are happier than the marginal ones - you know, the daddies talking intently into cell phones during the entire Little League game.

In light of this data, one way to start solving the problems posed by quality time seems obvious: Guys, go home. It's 5 p.m. Women may feel guiltier than men about working, women may choose to cut back their careers, but if our kids are hurting for lack of family time, it's not a women's issue, it's a family issue. And studies overwhelmingly show that men's contribution to housework and child care ranges from a third to a half of what women do, though the numbers have been inching closer in recent years.

Dads - put kids first

James Levine, director of the Fatherhood Project at the Families and Work Institute, says change is happening slowly, but it's happening. Time with their children is increasingly important to men, he says, but some are unwilling to confront a corporate culture that values long hours and "face time" above all.

"I find guys doing all kinds of strange things to avoid publicly acknowledging that they have parental responsibilities," says Levine. "They'll sneak out to pick up their kids at day care, or wait just a few minutes after their boss leaves to go themselves. People need to break this pattern and start taking responsibility."

Some men do break the pattern, though it's easier at the high end of the pay scale. New York attorney Franz Paasche tried hard to keep weekends with his family sacrosanct. But he found that work was lasting later and later on Fridays, and starting up earlier on Sundays.

So he changed to a new job with more flexible hours. Now, he says, he never misses walking his daughter to the school bus and buckling her seat belt; and even if he has to work at night, he has dinner with the family and reads bedtime stories first. "These days are not replaceable," he says. "My children are different every day. That may be the myth of quality time - that time is interchangeable."

The family-friendly policies introduced by some companies with much fanfare - job sharing, flexible hours and the like - often don't hold up in practice. "The easiest thing for the corporate world to do is fall back on family-friendly benefits," says Lotte Bailyn, a professor at MIT's Sloan School of Management. "They're wonderful, but they're underutilized. Men hardly ask for them, and if they do they're seen as wimps. If women take them, they're put on the mommy track."

Bailyn heads a research team that develops new organizational structures designed to help companies become more productive while eating up less of their employees' time. "We're reversing the idea of quality time," she says. "Quality time belongs at work. Quantity time belongs with the family."

The power of money

Unfortunately, there's little in the current business climate that encourages most employees to do anything about their long hours except cling desperately to their jobs as colleagues disappear around them. Now more than ever, people have powerful financial incentives to resist making more time for families. And men, who still tend to make more money than their wives - and work about eight more hours per week - are caught in a special time bind: If they do cut back for the family's sake, the family suffers financially.

Corporate utopia may be a long way off, but men and women can change their own lives right now. Cutting back on work hours - and income - might seem an impossible dream; but Seattle psychologist Laura Kastner often reminds her clients that they do have choices. Maybe they can move to a cheaper neighborhood; maybe they can move closer to work and cut their commuting time.

Here, kids part of the day

Want to hear about some people who don't have to "juggle" work and family because it's so easy for them to carry both? They work in the state attorney general's office in Bismarck, N.D.

"Most of the workers go home at noon - they get in their cars and drive home and have lunch with their kids," says Jean Mullen, who moved to Bismarck after working in Washington, D.C., for two decades. "If you look at the computer bulletin board, where the attorneys sign out when they're going someplace, you'll see people have written down things like 'car pool.' They leave at 3 p.m. to pick up their kids from school and take them home. The building generally empties out at 5.

"The men are eligible for the same family leave as the women, and they take it. They take flextime as much as the women. There's total acceptance of the fact that you'll take off time to go to your child's school conference. It's not free time - they expect you to make it up - but you can openly say that's where you're going."

Mullen talks on and on - about taking her kids to the dentist, about receiving phone calls from them during a staff meeting, about being taken seriously as a professional woman, family and all. Maybe utopia does exist. Or maybe the attorney general's office in Bismarck, N.D., is just the way real life runs, when people acknowledge what's important to them - and live that way.

What the experts say

In *The Time Bind*, Arlie Hochschild analyzes a large corporation she calls "Amerco." She spent months interviewing employees, from the CEO to the factory shift workers, and found many who complained about long workdays and hectic home lives. But few of the employees were taking any steps to carve out more time

The Palm Beach Post, May 21, 1997

with their families - they weren't taking unpaid family leave even if they could afford it, and they weren't applying for flextime or job sharing.

Her startling conclusion: For many, home and office have changed places. Home is a frantic exercise in beat-the-clock, while work, by comparison, seems a haven of grown-up sociability, competence and relative freedom.

Would forsaking the idea of quality time invite a backlash against women working? Women work for the same reason men do - they need the money, says Stephanie Coontz, whose book, *The Way We Really Are*, examines family life. And surveys consistently show that employed women are happier, healthier and feel more valued, even at home. "Even if women did go home," she says, "it wouldn't be the best solution. Suppose the wife quits work for a year when the kids are little. She becomes the specialist in child nurturing, and the man never catches up. Research shows that men do more and better child care when their wives aren't home."

NOTES:

Info box at end of text.

GRAPHIC: PHOTO (2 C), 1. Book jacket of 'Time Bind', 2. Book jacket of 'The Way We Really Are'

LOAD-DATE: May 23, 1997

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Divider Title: **Full Time Motherhood 5/23/97**

37TH STORY of Level 1 printed in FULL format.

Copyright 1997 Denver Publishing Company
Rocky Mountain News

May 23, 1997, Friday

SECTION: EDITORIAL; Ed. F; Pg. 75A

LENGTH: 800 words

HEADLINE: We marginalize full-time moms

BYLINE: Mark Patinkin; Providence (R.I.) Journal-Bulletin

BODY:

Guaranteed way to get into a debate: Ask groups like NOW why feminists consider full-time motherhood a lightweight choice.

We believe no such thing, they'll say. We respect all choices. That's what feminism is about: choice.

What about that T-shirt saying a woman's place is in the House - and Senate? Didn't liberation mean liberating women from being homemakers?

Maybe that was fine years ago, when women were unfairly expected to stay home. But now - just as unfairly - it seems they're expected not to.

It's almost embarrassing to admit being a homemaker, many women have told me. They say they pick up the greatest disapproval from working women. Not all, but enough.

In a way, this is old news.

It goes back to Hillary's remark about baking cookies.

Then there was Katie Couric's comment on balancing career and 2-year-old: "I don't think Ellie will be scarred because I'm not home giving her ginger ale."

Some insist things are different now. Motherhood is celebrated. Hillary held a recent White House conference on children and made it onto a prominent list of mothers of the year. So did Katie Couric.

Motherhood is in. And valued.

I'm not so sure.

Take that list of mothers of the year. I saw that list. Every woman on it was a high-powered careerist.

Nothing wrong with that, but shouldn't a list of top moms celebrate women who mom for a living? At least a few? When you have none, the message to full-time moms is this: "If women who run corporations have time to be mothers of the year, what's your excuse, lady?"

Rocky Mountain News, May 23, 1997

Recently, I saw a newspaper column that made a fine point: With all the stories on the Kennedy scandals, we've overlooked those cousins who've matured more responsibly. The women.

The columnist, a woman, then gave examples, all of which stressed only one area of achievement.

Career.

'Maria Shriver,' she wrote, 'did marry a movie star, but she is a working mother, not a trophy Hollywood wife.'

I guess that means non-working mothers are all trophies. It would have been bad enough had she said 'and is a working mother.' Think about the message in 'but.'

There was also this about Carolyn Kennedy: 'She became a trustee of the Kennedy Library, gave birth to three children, and co-authored two serious works of scholarship examining constitutional issues.'

Lucky for Carolyn she wrote those books, since giving birth wouldn't qualify as a contribution.

Actually, it wouldn't.

On the other hand, raising children would. But that didn't seem as important as her real accomplishments, the ones at the office.

Incidentally, can you imagine the letters a male columnist would get for describing a woman not as a parent but, in essence, as a breeder?

I'm sure the columnist would say this is unfair, that she by no means put down the importance of mothering. That I'm twisting her words.

I could be convinced she's right. But only if full-time mothers tell me she is.

My guess is they won't. They know the code words. They get hurt by them every day.

One code word - code phrase - is my favorite. They even named a magazine after it.

It's called Working Mother.

It's not a bad magazine. I just wonder how that title hits the other category of moms.

The full-time ones. Who stay home all day. Doing no work.

LANGUAGE: English

LOAD-DATE: May 26, 1997

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Divider Title: US Ready for Woman President
5/26/97

22ND STORY of Level 1 printed in FULL format.

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The Record

May 26, 1997; MONDAY; ALL EDITIONS

SECTION: NEWS; Pg. A07

LENGTH: 968 words

HEADLINE: U.S. READY FOR A WOMAN PRESIDENT, POLL SUGGESTS
TWO-THIRDS EXPECT IT WILL HAPPEN WITHIN 20 YEARS

SOURCE: Wire services

BYLINE: CAROLYN BARTA, Special from The Dallas Morning News

BODY:

Is the country ready for a woman president? The answer appears to be yes.

One in four Americans thinks a woman will be elected president within the next two election cycles, says a recent national survey.

Two-thirds of those surveyed said a woman will be elected to the nation's top job in 20 years or less.

Results of the survey of 1,000, sponsored by the Freedom Forum First Amendment Center, were released at the fourth annual Sara Lee Corporation Women's Roundtable, held this month in Nashville, Tenn. The roundtable features women leaders from various disciplines discussing issues of interest to women. This year's topic was women's increasing political power and its impact on the 21st century.

Other findings from the poll, conducted by Bruskin Goldring Research of Edison, in early April:

Slightly more men than women believe a woman will enter the White House in the next few years. Thirty-one percent of men say a woman will be elected in the year 2000 or 2004, while 26 percent of women foresee a woman president in that time period.

While 12 percent of women say a woman will never be elected president, only 5 percent of men feel that way.

Four of five Americans think women will play a larger role in politics 10 years from now, with 82 percent of men predicting a greater role compared with 74 percent of women.

The margin of error is plus or minus three percentage points, meaning each response can vary by that much in either direction.

"It was interesting to me that men seem to have more confidence in

The Record, May 26, 1997

women's abilities than women," says Tam Gordon, director of communications at the Freedom Forum First Amendment Center at Vanderbilt University.

Jennifer Sosin, a professional pollster who was one of several panelists at the Women's Roundtable, suggested that rather than men having more confidence in women, the findings indicate women are more skeptical because of their experiences.

"Voters like women and minorities, who have seen the challenges and hurdles, tend to be more cautious about future opportunities," she says.

To her, the surprising figure in the poll is that 29 percent believe a woman will be elected president within the next two elections.

The big change in gender attitudes in recent years, says Sosin, who is vice president of Lake Sosin Snell and Associates in Washington, is that men are now saying that when they cast their votes, gender doesn't matter as much as it did in the past.

Respondents were asked whether, other factors being equal, they prefer to have a woman or man representing them in Congress.

"This data show that more women prefer to be represented by a woman 31 percent, while 17 percent of men say they prefer to be represented by a woman," she says. "But 61 percent of men say it doesn't matter to them. It's no longer as important as it may have been in political history."

Sosin says candidate-based research done by her firm indicates that 10 to 15 years ago, a higher proportion of men said they would prefer to be represented by a man. "That has declined," she says.

Meanwhile, she says, younger women are likely to predict there will be a woman president sooner than older women.

"Younger women in their 20s and 30s are growing up in a time when a woman holding public office is not the big deal it was 30 years ago, so that gives them a different perspective," she says.

Having experienced a more level playing field, they are "more optimistic about their future political influence than older women."

Irene Natividad, chairwoman of the National Commission on Working Women and the Women's Vote Project '96, a coalition of 110 women's organizations that worked on women voter turnout, exhibits some of the skepticism Sosin mentions.

"While I'm optimistic that young people express equal support for male and female officeholders, most young people don't vote. They're the most difficult to get into the electoral process. Attitudes need to translate into votes for them to really count," she says.

Associated with the National Women's Political Caucus for more than 10 years, Natividad says there has been "a change in the cultural

The Record, May 26, 1997

atmosphere so there is a greater acceptance of our women's involvement as voters and elected officials."

But she cautions that "when people are presented with the idea of a woman president in the theoretical, they may react differently from when they have an actual name and face before them."

Part of the problem in electing a woman president, she says, is that there is a small pool of potential candidates. "This country has not had a history of strong women leaders, like prime ministers and queens," she says.

"The pool for president usually comes from senatorial or governor seats," she says. There are only eight women senators and two women governors, Christie Whitman in New Jersey and Jeanne Shaheen in New Hampshire.

However, speculation already is centering on the potential candidacy of Elizabeth Dole, a Republican and the first woman to serve in two Cabinet positions, as secretary of labor and transportation.

Elynor Williams, vice president of public responsibility for Sara Lee, said women decided the 1996 presidential election "by an unprecedented 17 point margin."

"The question before us is whether the women's vote has long-term impact," she says.

Williams is referring to the huge gap between how men and women voted in the 1996 race between President Clinton and Republican Bob Dole. Men voted in equal proportions, 44 percent, for the Democrat and the GOP ticket. But women voted 54 percent for Clinton compared with 37 percent for Dole, producing the 17 percent gender gap.

LANGUAGE: English

LOAD-DATE: May 27, 1997

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Divider Title: **Working Mothers 5/27/97**

15TH STORY of Level 1 printed in FULL format.

Copyright 1997 McClatchy Newspapers, Inc.
Sacramento Bee

May 27, 1997, METRO FINAL

SECTION: EDITORIALS; Pg. B6

LENGTH: 1280 words

HEADLINE: MORE TIME WITH THE KIDS? YIKES!

BYLINE: John Jacobs, Political Editor

BODY:

In his acceptance speech at the Republican national convention last year, vice presidential running mate Jack Kemp made an explicit appeal to working women voters with this message: "Our tax cut means that parents will have more time to spend with their children and with each other. The working parent can afford to take a job that lets them be home when the kids get back from school."

Leaving aside the fact that most voters did not believe last year that they would get a tax cut, or, if they did, that it would amount to very much, this seemed on the surface to be an appealing idea. Who could oppose more time with the family?

Moreover, it was a far more subtle and nuanced message in a party with a serious gender gap problem than the sociological straitjacket designed by Christian right activists in the Republican Party. Many of these social conservatives say women belong at home and the traditional 1950s, Ozzie and Harriet-style nuclear family is the model to which all should aspire (except poor women on welfare, who presumably should get off their fat duffs and work for a living).

But an important new book by a UC Berkeley sociologist (excerpts of which ran in The Bee's May 11 Sunday Forum section), suggests that Kemp may have been as tone-deaf to the realities of the modern workplace as the religious right.

In her book, "The Time Bind: When Work Becomes Home and Home Becomes Work," Arlie Hochschild documents how working women have finally discovered what working men always knew: Work can be a safer, friendlier, more satisfying and less emotionally demanding environment than home.

But if this is really true, political appeals to women on the basis that they can spend more time at home may produce feelings that at best are ambivalent and at worst send women scurrying in the opposite direction. Neither reaction produces a cinch Republican vote.

"The worlds of work and home have not begun to blur, as the conventional wisdom goes, but to reverse places," Hochschild writes. "We are used to thinking that home is where most people feel the most appreciated, the most truly 'themselves,' the most secure, the most relaxed. We are used to thinking that work is where most people feel like 'just a number' or 'a cog in a machine.' It

Sacramento Bee, May 27, 1997

is where they have to be "on," have to "act," where they are least secure and most harried.

"But new management techniques so pervasive in corporate life have helped transform the workplace into a more appreciative, personal sort of social world. Meanwhile, at home the divorce rate has risen, and the emotional demands have become more baffling and complex."

After work, most married women begin their "second shift," a term popularized by Hochschild in an earlier book about how women still carry most of the burden of housekeeping, cooking and caring for children -- after their workday outside the home ends.

Her new study of hundreds of workers at an American corporation whose name she disguised indicates that many women delay or avoid this second shift by jumping at the chance to stay later at the office and earn overtime pay many of them don't really need.

They find this preferable, she discovers, to the messy and often difficult complications of daily life: crying babies, unkempt homes, demanding older children, inattentive husbands who don't help out. As one woman who volunteers for overtime explains to her: "I get home and the minute I turn the key, my daughter is right there. Granted, she needs somebody to talk to about her day. . . . The baby is still up. He should have been in bed two hours ago, and that upsets me. The dishes are piled in the sink. . . . They all come at me at once."

Women don't choose to work longer hours without feeling guilty, she argues. Still, it's little wonder Kemp's pitch didn't exactly resonate last year.

"The Republican appeal to working women goes to their values and image of self," Hochschild said in an interview last week, "but not to where they're at. At the bottom of the income scale, they can't spend more time at home. At the top, they don't want to."

Sal Russo, a Republican analyst and close friend of Kemp, said he doesn't buy the idea that Hochschild's findings undermine Kemp's message.

"What Kemp says is that people want to have more choices in their life -- and they don't," Russo said. "They feel they are on this treadmill and can't get off. That's not inconsistent with the fact that people choose to work more or buy a second car or pursue professional acclaim."

But political scientist Karen Paget, co-author of "Running as a Woman: Gender and Power in American Politics," said recent GOP presidential candidates George Bush and Bob Dole, both of whom opposed family-leave bills, come from a generation ill equipped to understand the needs of working women.

"Bill Clinton appealed to a lot of suburban women who are in a time crunch and who saw Clinton as more in touch with what that feels like," Paget said. "That's a very important part of the women's vote. Clinton lucked out (by facing) two older-generation males. If Al Gore faces a Republican candidate of his own generation, it will be completely different."

LANGUAGE: ENGLISH

LOAD-DATE: May 28, 1997

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Divider Title: **Balancing Work and Family 5/28/97**

6TH STORY of Level 1 printed in FULL format.

Copyright 1997 Sentinel Communications Co.
THE ORLANDO SENTINEL

May 28, 1997 Wednesday, METRO

SECTION: LIVING; Pg. E1

LENGTH: 916 words

HEADLINE: BALANCING WORK, FAMILY: THESE ARE THE TIMES THAT BIND

BYLINE: By Gayle Vassar Melvin Contra Costa Times

BODY:

Linda Avery's favorite part of the day is the half-hour she spends with her co-workers before her shift starts.

"We talk. We joke. I let them know what's going on, who has to be where, what changes I've made for the shift that day," Avery, 38, a manufacturing plant shift supervisor, says in *The Time Bind* (Metropolitan Books, \$22.50) by the University of California-Berkeley sociology professor Arlie Hochschild. "My co-workers aren't putting me down for any reason. Everything is done with humor and fun from beginning to end, though it can get stressful when a machine malfunctions."

Home is a different story, however. Avery's second husband and teenage daughter from her first marriage vie for her attention; her toddler is equally needy. Dirty breakfast dishes sit on the kitchen table, and there are loads of laundry to tackle.

To avoid the problem, Avery works as much overtime as she can. "The more I get out of the house, the better I am. It's a terrible thing to say, but that's the way I feel," she tells Hochschild.

For Avery, work with its peer support and rewards has become home. Home with its demands and chaos has become work.

She's not alone, says Hochschild. Life in the United States is terribly out of balance when it comes to work and family.

In *The Time Bind*, she calls for a public discussion of how to change the way we view work and home. Rather than valuing people solely for what they accomplish in the workplace, there needs to be more honor for those who choose to balance work with family, she says.

It's a logical follow-up to her first book, *The Second Shift*, in which Hochschild documented how married, working women were responsible for most of the housework and child care, thus working a "second shift" in addition to their professional job. She called for a "rewiring of the cultural role of manhood," so husbands would take the same pride in tackling household chores as they did in their work.

The Time Bind was supposed to be a look at the workplace and how corporate America could do its share in easing the work-family overload, says Hochschild. She spent three summers interviewing Avery and her colleagues at a self-proclaimed family-friendly company she identifies by the pseudonym Amerco.

What she found surprised her. While companies such as Amerco talk a family-friendly line, they often make it impossible for employees to take advantage of policies such as flex-time or job-sharing.

Also significant was the number of employees who didn't seem to want those family-friendly schedules even when it was economically possible. She estimates about 20 percent of the people she talked to said they wouldn't take advantage of shorter work hours even if their boss approved and they could afford the cut in pay.

Instead, these parents look for other solutions to the time crunch. They "outsource" tasks traditionally done by parents, such as planning children's birthday parties or cooking dinner. They deny their children and home life are neglected.

Meanwhile, the children pay the price. Many are in child care for 10 hours or more per day; others spend long afternoons at home alone. Some may fall prey to drugs or violence, or failing grades, but most just want more time with their parents.

"We don't have to look at sledgehammer problems to listen to what our children are saying to us," says Hochschild. "They are time-starved. If we could just put enough time back into home life to reverse that, we'd all be better off."

What caused the time bind? Hochschild said it began when more women started working outside the home. Previously, families stayed in balance because one partner worked outside the home and the other worked inside the home.

But only part of that equation changed during the past several decades, throwing the balance off, says Hochschild. "Women went into the workplace but nothing else changed. We call it normal, and then wonder why we have a 50 percent divorce rate."

Hochschild makes it clear that she's not implying mothers should stay at home. "Women are in the work force to stay. We can't go back, but we can go forward."

Other industrialized countries have managed to find solutions to the time bind, she says. Norway has a 35-hour work week, the equivalent of an afternoon off every week. German workers have a month of vacation days, compared to an average of 12 in the United States, giving them more time to spend with their families.

Ideally, there would be a variety of work schedules that would let parents find the work-home balance that suits their family best without being penalized professionally.

"These aren't radical ideas," Hochschild said. "Why can't we do them here?"

One of the reasons, she says, is that we're afraid that by admitting there's a time bind, we open ourselves up for a backlash from the conservative right.

"This is an issue which many of us feel frightened talking about. We are afraid of being accused of being poor parents, or poor employees."

As for the parents who'd rather be at work than at home, easing the time bind could also ease their situation, Hochschild said. If they had enough time to truly care for their children and their home, the household problems would lessen and home would become as rewarding as the workplace.

"People are feeling trapped. They told me they aren't living their values, and they want to strike a better balance than they do now. But that balance seems impossible, and that's what we need to talk about."

LANGUAGE: ENGLISH

COLUMN: Work

LOAD-DATE: May 28, 1997

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Divider Title: **High Tech Jobs 5/27/97**

High-Tech Gender Gap

By Shelley Donald Coolidge
Staff writer of The Christian Science Monitor

NEW YORK

DEBRA CHRAPATY often catches people by surprise. She stands, for example, well under 6 feet, 8 inches, does not slam-dunk for a living, but works for an organization best known for tall men who are extremely adept at the above skill.

What makes her truly different, though, is that she is a woman running her company's technology department.

Ms. Chrapaty is director of technology at the National Basketball Association. She oversees everything from the phone system to the points posted on the scoreboard.

That's unusual. Whether in the NBA or IBM, men are often

See **WOMEN** Page 9

High-Tech Job Boom Leaves Women Behind

WOMEN from Page 1

at the helm when it comes to technology. That includes everything from computer programmers to Internet site designers.

And new evidence suggests that women are actually losing representation in computer science and engineering fields, raising concerns that women — who make up half the country's work force — will be left out of a key job market of the future.

"It's still a boys' club, both in academia and in the [information technology] departments of companies," says Renee Colwell, president of the New York chapter of the Association for Women in Computing.

"I'm a woman battling on a daily basis in a man's field," contends the quick-witted Chrapaty.

"I've gone into rooms where people ask me to get them a cup of coffee. I take it as a joke," she says, describing how she gets the coffee and then sits down at the head seat. "Then they say, 'So, you're Debra,' realizing that she's their boss."

What's at stake for industry is remaining competitive. The high-tech industry needs more skilled workers. What's at stake for women is nothing less than their future earning power.

US Labor Department projections show the computer field generating about 1 in 6 new US jobs by 2005. Yet the proportion of women in computing fields has dropped significantly since 1990 (see chart).

But if women in the computing field are discouraged by their declining representation, they also see reason for hope. The high-tech industry is still evolving, and the "old boys' network" is not very entrenched.

"Here's a chance where [women] can impact the industry and be pioneers," says Aliza Sherman, president of Cybergrl Inc., a two-year-old Internet site for women and girls (address:

www.cybergrrl.com). As a result she says, women can rise quickly particularly in start-up firms.

If it sounds as if Ms. Sherman has fine-tuned her sales pitch, she has. She and Chrapaty joined a dozen exhibitors at a recent high-tech science fair here in New York — the nation's first exclusively for girls.

Part of her intent was to pique an interest in math and science among the 80-plus elementary and high school students who attended. She also hopes to serve as a role model for girls interested in computer science.

"If you asked me for a list of role models that helped me get into technology, they'd all be men," Sherman says.

EXPERTS cite a number of other reasons for women's declining presence in computing fields.

- A consolidation in the high-tech industry in the 1980s hit jobs held by women more than those held by men.

- Boys learn about computers early through video games, which are created largely for them, not for girls. "We're not validating girls' use of technology in society," says Janese Swanson, founder of Girl Tech, a California-

ASK US

Got a question about workplace issues or a suggestion for a career-related story?

Write to "Work and Career" at The Christian Science Monitor, One Norway Street, Boston, Mass., 02115.

Or send electronic mail to: coolidges@csp.com



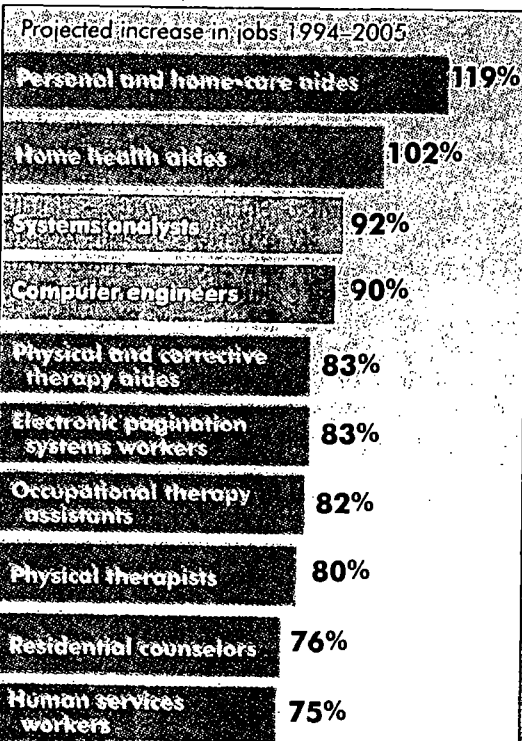
TECH CHIEF: Debra Chrapaty, director of technology at the National Basketball Association, says girls often 'tell themselves they can't succeed.'

MICHAEL KILBORN

JEWEL BECKER SIMMONS - STAFF

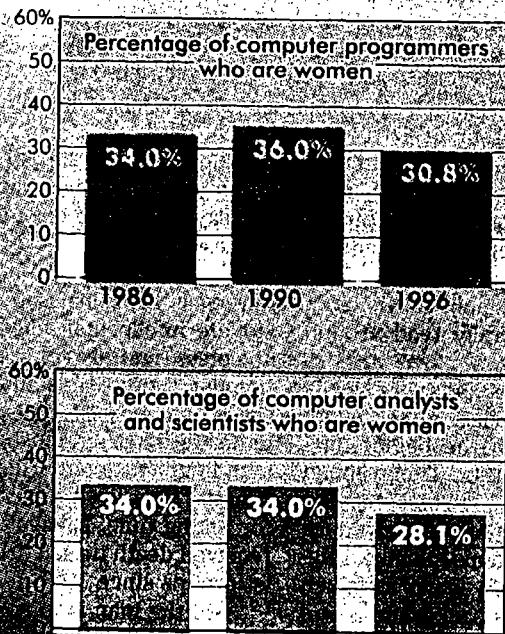
Computer Jobs Gain Clout ...

Two of the 10 occupations with the fastest projected growth through 2005 are computer-related. And 17 percent of new US jobs will be computer-related.



... But Fewer Women Are Filling Them

The gender gap in computer-related jobs has widened in the 1990s, in part because fewer women are majoring in computer science.



company that is rolling out a line of computer products for girls. Many young women choose majoring in science in schools. Girls face a stereotype that degrades their talent for equations and scientific analysis. By high school, studies show, girls have often lost interest, and even worse, confidence, in such subjects.

As a result, the number of women earning technical degrees is dropping.

By 1994, only 28 percent of computer science degrees were earned by women, compared with 37 percent 10 years earlier, according to the US Department of Education.

But more women today are breaking into such fields using their own know-how.

"Women tend to come into the field by the back door," says Ms. Colwell. "It's easier, less competitive, and less intimidating." Colwell, for example, has a psychology degree, but she taught herself to program a computer 10 years ago. Now she's an independent computer consultant, designing computer systems for businesses.

A shortage of women in computing is well-known to corporate America. At IBM Corp., only 28.7 percent of US employees in technical positions are women - about the same proportion as in IBM management positions.

Many big computer companies say they are actively trying to bring more women into the field through scholarships and recruiting at women's colleges.

As the girls at the science fair here adeptly rebuilt toasters, surfed the Internet, and learned about the principles of fiber optics, they showed none of the self-doubt that some experts say limits their exposure to computing.

One six-year-old, checking out the NBA's Internet site asked matter-of-factly: "Why are there so many men on the screen?"