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FILE

**WORKING WOMEN COUNT!
A REPORT TO THE NATION**

NATIONAL AND REGIONAL MEDIA COVERAGE

MEDIA COVERAGE: WORKING WOMEN COUNT! A REPORT TO THE NATION 10/21/94

Here is a sampling of the television, print, and radio coverage generated by the Working Women Count! press conference on Friday, October 14. This is a preliminary listing -- confirmations are still coming in for both national and regional outlets.

NATIONAL COVERAGE

SYNDICATED PRINT COVERAGE:

ASSOCIATED PRESS 10/14 [Robert Naylor, 2 stories]
KNIGHT-RIDDER NEWS SERVICE 10/15 [Rachel L. Jones]
LOS ANGELES TIMES 10/15 [Elizabeth Shogren]
NEW YORK TIMES 10/15 [Tamar Lewin]
SCRIPPS HOWARD 10/15 [Ann McFetters]
WALL STREET JOURNAL 10/17 [Asra Q. Nomani]
WASHINGTON POST 10/15 [Kara Swisher]
10/17 [Judy Mann]

SYNDICATED RADIO COVERAGE:

NATIONAL PUBLIC RADIO 10/14
CNN RADIO 10/14
JIM HIGHTOWER SHOW (ABC Radio) 10/15
ELLEN RATNER SHOW 10/17

TELEVISION COVERAGE:

CNN HEADLINE NEWS 10/14-16
CSPAN; televised press conference 10/14 and 10/15
CNBC 10/14
TODAY SHOW - NBC 10/15
ABC Evening News 10/14
NBC Evening News 10/14

REGIONAL COVERAGE

PRINT:

THE ATLANTA JOURNAL/CONSTITUTION

10/15 [Richard Greer, Julia Malone]

Women cite stress, low pay - but still like their jobs

10/20 [Richard Greer]

Atlanta women say fair pay top job priority

THE BIRMINGHAM NEWS/POST-HERALD 10/15 [Scripps Howard]

Working women "exhausted"

They want more money, poll says

THE BOSTON GLOBE 10/15 [AP]

US working women cite anger, unfairness in poll

THE BOSTON HERALD 10/15 [Business Briefcase]

Poor pay

THE CHARLOTTE OBSERVER 10/15 [Knight-Ridder]

We're weary, women say in survey on work

CHICAGO SUN-TIMES 10/15 [AP]

Survey; Women's pay still lags men's

CHICAGO TRIBUNE 10/14 [Lynne Marek]

Women still paid less, survey finds

10/15 [Lynne Marek]

Working women feel beset by job stress

THE CLARION-LEDGER, Jackson, MS 10/15 [AP]

Women report little change in workplace

THE COMMERCIAL APPEAL, Memphis, TN 10/15 [AP]

Job inequity remains the rule, women say

DENVER POST 10/15 [2 stories, Knight-Ridder]

Child care, jobs stretch women thin

U.S. women stretched to limits, study finds

THE FLORIDA TIMES UNION, Jacksonville, FL 10/15 [AP]

Women bemoan job stress, pay

THE HARTFORD COURANT 10/15 [Knight-Ridder]

Survey finds women like jobs, tired from home-work demands

THE HERALD, Everett, WA 10/15 [AP]

Women stressed, underpaid, work survey shows

THE MIAMI HERALD 10/15 [Knight-Ridder]

Women at work say they like the job, but hate the stress

MEDIA COVERAGE: WORKING WOMEN COUNT! A REPORT TO THE NATION 10/21/94

MONTGOMERY COUNTY JOURNAL, MD 10/18 [AP]
Working women stressed

NEW YORK DAILY NEWS 10/15 [Rosemary Metzler Lavan]
Working women mad as hell

NEW YORK NEWSDAY 10/20 [Patricia Kean]
Women love their work but hate their jobs

THE NEWS AND OBSERVER, Charlotte, NC 10/15 [AP]
Women tell government they're still overworked and underpaid

THE PHILADELPHIA DAILY NEWS 10/17
[2 stories, Becky Batcha, Daily News Wire Service]
Answers seeking answers
250,000 women took the survey

THE PLAIN DEALER 10/15 [Becky Yerak]
Pay, policies, value are top priorities

PORTLAND PRESS HERALD 10/15 [New York Times wire]
Survey: Women overworked, underpaid

ROCKY MOUNTAIN NEWS 10/15 [Scripps Howard]
Working women exhausted, stressed out

THE SAN JUAN STAR 10/15 [AP]
Women: Still overworked, underpaid

THE SEATTLE TIMES 10/15 [2 stories, Knight-Ridder]
Women like jobs, but they want better child care, more pay
Study; Working women feel stressed, underpaid

THE SPOKESMAN-REVIEW Spokane, WA 10/15 [Knight-Ridder]
Working women: "I'm tired"

THE TAMPA TRIBUNE 10/15 [Knight-Ridder]
New survey finds working women stressed out

YAKIMA HERALD-REPUBLIC Yakima, WA 10/15 [Knight-Ridder]
National survey finds women like their jobs but not the
juggling

MEDIA COVERAGE: WORKING WOMEN COUNT! A REPORT TO THE NATION 10/21/94

TV:

Fox Morning News (WTTG, DC) 10/14

Today in New York (WNBC, NY) 10/18

Good Day LA (KTTV, Los Angeles) 10/20

RADIO:

The Mara Tapp Show 10/19 (WBEZ, Chicago Public Radio)

KPIX (ABC Radio, San Francisco) 10/14

KFWB (CNN Radio, Los Angeles) 10/20

Bloomberg News Radio (New York statewide) 10/20

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**NATIONAL COVERAGE:
PRINT**

11 AP 10-14-94 11:38 AET

73 LINES

PM-Working Women,0634

Government Finds Working Women Stressed, Underpaid

Eds: Also moved on general news wires.

By ROBERT NAYLOR JR. =

AP Labor Writer =

WASHINGTON (AP) It's the same old story: overworked and underpaid. But America's working women believe the maxim is as true today as ever, and they said so in a government-sponsored study.

"You have to be better than any males in your job. You have to juggle family and work and still do better just to prove you are a career person and a mother," said one respondent.

First Lady Hillary Rodham Clinton, Vice President Al Gore and Labor Secretary Robert Reich were releasing results of the "Working Women Count" survey during a news conference today.

The Clinton administration launched the survey with much fanfare in May, hoping to learn how working women feel about their jobs.

"I don't think we ever felt the concern with this amount of force behind it," said Karen Nussbaum, director of the Labor Department's Women's Bureau. She said the study unveiled anger among the nation's women "at not getting a fair deal."

The survey was distributed by businesses, unions, newspapers, magazines and community service organizations. Women's views on job satisfaction, pay, benefits and opportunities for advancement were sought. The more than 250,000 who responded were given the opportunity to reply at length. A parallel scientific survey of 1,200 women was conducted for comparison.

The conclusion: "America's working women are exhausted," the report said.

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

Not surprisingly, women also complained of being paid less than their male counterparts and of having fewer opportunities for advancement.

A respondent from St. Louis said the manager of the grocery store where she worked, seeing a male worker in the store's bakery, told her, "You gotta get him out of here. He doesn't make enough money." She was "furious" and asked, "If it's enough for money for me, why isn't it enough for him?" The response: "Well, he's a man."

The Labor Department said women typically earn 71 cents for every dollar earned by a man. The problem is even worse for women from racial and ethnic minority groups. Black women earn 63 cents for every dollar the average man is paid, while Hispanic women are paid on average 54 cents.

The report said most women are "still segregated in low-paying, traditionally female jobs in clerical, sales and service occupations." Women who hold professional positions are "still

clustered in fields like education, social work and nursing, where wages are much lower than in business, law, engineering and other professions where men predominate."

Nussbaum said she "didn't expect to hear so much about discrimination," but respondents "brought it up over and over again."

The report said women suffer from many of the same problems as men at a time when many employers are downsizing or replacing full-time workers with temporaries or part-time workers.

"While some of the obstacles respondents wrote about stem from discrimination," the report said, "others reflect the trend toward a work force anxious about job insecurity, declining benefits and stagnant wages."

Respondents also complained that finding affordable child care was a problem and many said their vacation and sick leave benefits were inadequate.

Nussbaum said some solutions will come in the long-term but that the administration is committed to making the world of work better for women.

"We really have to start a national debate on this," she said. "I will do my very best to make sure something happens."

WASHINGTON (AP) — Verlette Allen recalled that when she first became a radio technician for Washington's subway system "the fellas just didn't think I could do it."

That was 13 years ago, before she started a support group for women who work in skilled trades.

"Every day you have to prove yourself," the single mother of three daughters said Friday during a news conference where the Clinton administration unveiled findings from a nationwide survey that shows women feel as overworked and underpaid as ever.

First lady Hillary Rodham Clinton, Vice President Al Gore and Labor Secretary Robert Reich released results of the "Working Women Count" survey, in which 250,000 women expressed opinions about juggling job and family responsibilities.

"This is not your typical government telling people, this is government listening," Reich said.

More than 1,600 businesses, unions, newspapers, magazines and community service organizations help distribute the survey, which the White House announced in May with much fanfare. It sought women's opinions on job satisfaction, pay, benefits and opportunities for advancement.

A parallel scientific survey of 1,200 women was conducted for comparison.

"America's working women are exhausted," the report concluded.

"I don't think we ever felt the concern with this amount of force behind it," Karen Nussbaum, director of the Labor Department's Women's Bureau, said in an interview with The Associated Press. She said the study showed that women are angry "at not getting a fair deal."

Mrs. Clinton said the report represents "what the Clinton-Gore administration tries to stand for, and that is listening to people, understanding what happens in the lives of ordinary hard-working Americans that too often does not pierce through all the clutter that surrounds this city."

The report said most women are "still segregated in low-paying, traditionally female jobs in clerical, sales and service occupations." Women who hold professional positions are "still clustered in fields like education, social work and nursing, where wages are much lower than in business, law, engineering and other professions where men predominate."

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

Not surprisingly, women also complained of being paid less than men and of having fewer opportunities for advancement.

The Labor Department said women typically earn 71 cents for every dollar earned by a man. The problem is even worse for women from racial and ethnic minority groups. Black women earn 63 cents for every dollar the average man is paid, while Hispanic women on average are paid 54 cents of male wages.

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"While some of the obstacles respondents wrote about stem from discrimination," the report said, "others reflect the trend toward a work force anxious about job insecurity, declining benefits and stagnant wages."

Respondents also complained about the scarcity of affordable child care and many said vacation and sick-leave benefits were inadequate.

Women's Pay 75 % of Men's, Study Finds

Los Angeles Times (LT) - SATURDAY October 15, 1994

By: Times Wire Services

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

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

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

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

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

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

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

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

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

DESCRIPTORS: WOMEN--WAGES AND SALARIES; MEN--WAGES AND SALARIES; SURVEYS

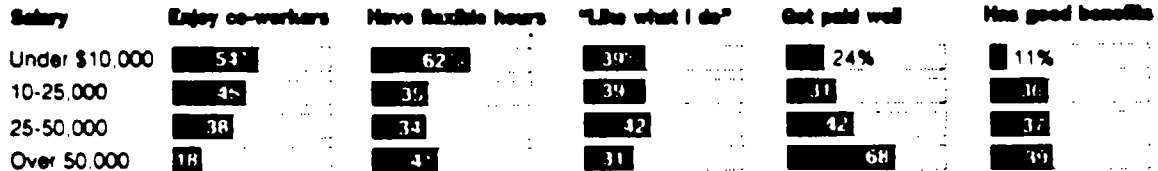
The New York Times

SATURDAY, OCTOBER 15, 1994

OVERVIEW

What Women Say About Their Jobs

National survey of 1,200 working women by the Labor Department's Women's Bureau.



The New York Times

Working Women Say Bias Persists

By TAMAR LEWIN

Many working women still feel that they are not getting the pay, benefits or recognition they deserve, according to a new survey conducted by the Federal Government.

The survey, based on more than 250,000 questionnaires received in the four-month survey by the Women's Bureau of the Department of Labor, also found that working women mentioned stress as a serious problem more than any other.

And many women, in very different fields, complained of discrimination. An Alabama coal miner, who said she was the first woman to be hired in the mine where she worked, reported that she earned about \$20,000 a year less than the men with comparable experience.

A Milwaukee woman with a bachelor's degree in electrical engineering said male co-workers with less education got the challenging work, and a Maryland woman in a three-person shipping and receiving department told how two male co-workers were paid more but had less accountability.

"The concern about discrimination and equal pay surprised me," said Karen Nussbaum, director of the Women's Bureau. "The popular wisdom had been that we don't talk about things that way anymore, but clearly it is the way women talk about it."

"I was also surprised by the consensus that emerged. We tend to think of training as a blue-collar issue, child care as a low-income issue, the glass ceiling as something professional women care about and discrimination as a concern for women of color, each of

issues cut across all the lines."

In 1993, Government figures show, women earned 71 cents for every dollar earned by a man, up from 61 cents in 1978.

Still, nearly four out of five women said that they liked or loved their jobs — and only 4 percent said they disliked their work or found it "totally miserable."

For the Women's Bureau survey, known as Working Women Count!, questionnaires were distributed through more than a thousand businesses, community organizations, labor unions, newspapers and maga-

zines, and more than 250,000 women returned them from May to August.

Discrimination cuts across class and racial lines, a survey finds.

Because that was not a scientific sample, the Women's Bureau also conducted a telephone survey in June, asking a nationally representative random sample of 1,200 women the same questions, to provide a benchmark for evaluating the overall responses. The margin of sampling error was given as plus or minus five percentage points.

Women in both the scientific and popular samples said their priorities for changes in the workplace were improved pay and health insurance. And the No. 1 priority that women said they wanted to bring to President Clinton's attention was the difficulty

of balancing work and family.

Many women mentioned a "time crunch" and exhaustion, using adjectives like "hectic" and "hard" to describe their lives.

Among the findings from the scientific sample were these:

¶Forty-three percent of the women who worked part time, and 34 percent of those over 55 years old, lacked health insurance, compared with 18 percent of the general population.

¶Nearly half of the women said they were not paid what they deserved.

¶Stress was identified as a serious problem by almost 60 percent of the women, but it was particularly acute for single mothers and women in their 40's who held professional or managerial jobs.

¶Fourteen percent of white women and 26 percent of minority women reported losing a job or promotion because of sex or race.

¶Three out of five women said they had little or no likelihood of advancement.

¶Nearly a quarter of the women said they had no pension plan.

¶More than half the women with children 5 years old and under said that affordable child care was a serious problem.

¶Fourteen percent of the women — including almost a third of those earning less than \$10,000 — said they had no sick leave.

The report acknowledged that while only women were surveyed, many of the problems described could also apply to men. The concerns, the report said, reflected "the trend toward a more force anxious about job security, declining fits and stagnant wages."

Black, Hispanic Women Assert Bias at Work

U.S. Study Indicates Level Of Job Discrimination Is Higher for Minorities

By ASRA Q. NOMANI

Staff Reporter of THE WALL STREET JOURNAL

WASHINGTON — Twice as many black and Hispanic working women as white women say they face discrimination, says a Labor Department study that paints a bleak picture of opportunities in America.

Black and Hispanic women also say they have worse chances for advancement, and a greater percentage of them report knowing someone who lost a job or promotion because of their gender or race.

The study "sent out a real alarm," said Karen Nussbaum, director of the Labor Department's Women's Bureau, which surveyed 1,200 women for the report. "African-American women were crying out on this issue." The agency also collected information from 250,000 women in a non-scientific survey by passing out questionnaires in various places.

About 14% of white women said they lost a job or promotion because of their gender or race; 28% of black women and 23% of Hispanic women said the same thing. Overall, the survey found that women's top complaints involved stress, pay and benefits.

Older women who are black, Hispanic, Asian, Pacific Islander or Native American face the worst situation, according to results tallied but not included in the report. Some 30% of these women 45 years and older said they had been discriminated against, compared to 25% of these women 16 years to 44 years and 12% of white women in both age groups.

Ms. Nussbaum noted: "Discrimination was supposed to be outlawed years ago, and business has not taken care of this."

The Clinton administration issued the report with much fanfare: First Lady Hillary Rodham Clinton and Vice President Gore stood by as the results were released. But there are skeptics as to whether the administration will change anything. The Women's Center in Vienna, Va., in material explaining its own efforts in developing programs for professional women, noted, "It seems every administration issues a report like this labor report on working women, which only confirm the rest of the reports."

Separately, a black woman last week won \$150,000 in compensatory damages in a discrimination lawsuit against the Federal Reserve. The woman, Joyce Bennett, 53, started at the Fed in 1973 as a statistical clerk and later was denied a promotion to research assistant because her bosses told her she needed a college degree. Studying at night, she graduated with an accounting degree from the University of District of Columbia in 1985, but was told she took the wrong courses to win a promotion from her \$33,000-a-year job. The jury ruled the Federal Reserve wrongly denied her a promotion, and awarded her a right to be promoted and back-pay of \$12,000.

"The black women at the Federal Reserve are afraid to even apply for promotions. They never get them. I saw this pattern over and over and over again," says Ms. Bennett. "I said, 'I'm not going to sit here, put in 30 years and leave at the same level I came in.'"

John Bates, chief of the civil division for U.S. attorney in Washington, said the course requirements for the job Ms. Bennett was denied were necessary and legitimate. "The Fed didn't discriminate or retaliate," he said. The government hasn't decided whether to appeal.

The Washington Post

SATURDAY, OCTOBER 15, 1994

Pay, Family Top Working Women's Concerns in Poll

By Kara Swisher
Washington Post Staff Writer

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

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

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

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

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

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

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

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

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

The Washington Post

WEDNESDAY, OCTOBER 19, 1994

JUDY MANN

Going for the Women's Vote

America's working women want health care for all and improved pay and benefits. Those were the top two concerns that came out of the U.S. Department of Labor's "Working Women Count" survey, which elicited pointed and often poignant responses from more than 250,000 women.

Stressed out? You're not alone. Feeling underappreciated and overworked? Join the crowd. There is, of course, nothing new in this. What's new is that a lot of busy women took the time to tell their government about their personal travails and the changes needed to alleviate them.

Most women said they liked their jobs. But many offered glimpses into lives filled with extraordinary stress. "Women have to work twice as hard to be recognized but still don't receive the same pay," wrote a 37-year-old woman from New Mexico who works 60 hours a week as a "manager."

"As the mother of two preschoolers, I'm the one that has to call in sick to work to take care of them. I have to lie and tell work that I'm sick. I think that's awful," wrote a 38-year-old professional from Massachusetts who works two jobs.

Half of the respondents cited the need for paid leave to take care of family illnesses as a top priority for change, rather than the unpaid leave that is mandated under the Family and Medical Leave Act. "Women are telling us that it is so hard to do this on our own, without any outside resources," says Karen Nussbaum, director of the Women's Bureau, which conducted the survey. One woman said her life is like trying to squeeze her feet into shoes that are two sizes too small.

Nussbaum noted that Labor Secretary Robert B. Reich has been warning employers that they can no longer afford to view workers as disposable, wringing them out and then replacing them. "This is what women are telling us in this survey as well."

President Clinton has directed Reich and Nussbaum to develop an initiative for addressing these concerns nationally by March 15. He has instructed the Office of Personnel Management to report on its efforts to make the federal government a family-friendly workplace by Jan. 15. Nussbaum said the administration will be reaching out to Congress and to the business community "to make sure solutions to these problems come from many quarters."

The fact that so many women responded to the questionnaire shows that there are still voters who

believe the government can do something for them. On this point, the Australian Labor Party's experience ought to be instructive. Prime Minister Paul Keating was trailing more than 10 points among women 11 months before he stood for reelection in March 1993. He called on Anne Summers, a leading Australian journalist and feminist and former editor of *Ms.* magazine, as a key political consultant to advise him on how to work with women. "The election was called unwinnable," says Summers. But Keating was smart enough to listen to her, and to learn.

She asked focus groups of women what government had done for them, and their answer was "not much." Then she asked them what they were concerned about. "The response was overwhelming and completely unambiguous," she says. "The three top issues were child care, women's health and violence against women."

Keating's response was pragmatic. He promised to meet all demand for child care by the end of the century. He promised to introduce a rebate on the cost of child care, which is now in effect. "Women appreciated some relief and some recognition," Summers says.

Perhaps most significantly, he announced these initiatives as part of a major economic statement, recognizing that working women are an integral part of the economy. Keating also promised to send judges back to school for gender equity training, which he has done.

Keating won and the Australian media have given Summers much of the credit for boosting his standing among women. He knows how to say thank you. This month the Labor Party voted to require that 35 percent of its parliamentary seats must be held by women by 2002, tripling the seats women currently hold.

"We adopted a policy response to a political problem," says Summers, "rather than kissing babies or doing gimmicks in shopping malls. We found out where women thought the government was falling short and tried to address that."

The Working Women Count survey has given Clinton a clear message on what women need. As the administration prepares to face the electorate again, its response needs to be loud, unambiguous and pragmatic. In the world of electoral politics, working women do, indeed, count.

**REGIONAL COVERAGE:
PRINT**

Women cite stress, low pay — but still like their jobs

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

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

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

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

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

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

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

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

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

Working women

What women say are the most important things to change in the workplace:



Health insurance for all	65%
Improving pay scales	65%
On-the-job training	52%
Ensuring equal opportunity	51%
Gaining more responsibility for how they do their job	51%
Paid leave	48%

Source: Labor Department survey of 1,200 working women, margin of error plus or minus 3 percentage points.

In Georgia

940 percent of women in Georgia work outside the home, according to 48 percent of the survey.

84.1 percent of the women surveyed are employed in the private sector.

79.1 percent of the women surveyed are employed in the service sector.

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DALE E. DODSON, MARK GILES / Staff

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

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

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

Labor Secretary Robert Reich said the information would be

used by several panels that are studying labor issues and will help them make recommendations.

Nussbaum said businesses can benefit, too.

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

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

"People are just tired of government regulations and government telling them how to run their business," Fridlin said. "Most of the family businesses and small businesses take care of their employees. They need to to keep good employees."

Atlanta women say fair pay top job priority

By Richard Greer
STAFF WRITER

Fair pay and support for working women's responsibilities at home are sorely lacking at companies in the Atlanta area, according to local women responding to a national survey.

About 1,200 local women were among 250,000 surveyed by the Women's Bureau of the Labor Department to find out how they feel about work.

In Atlanta, improving pay was the top priority for change; second was universal health care. The survey said the most serious problem, however, was discrimination.

The local results were not drawn from a scientific sample. The Women's Bureau, however, also conducted a separate national scientific survey that generally found the same concerns.

In a news conference Wednesday, the Atlanta chapter of 9to5, the National Association of Working Women, said Atlanta-area employers as a whole rank low in meeting the needs of working women and families.

9to5 and the Women's Bureau are pushing for more employers to help workers meet family needs.

Richard Kadzis, a spokesman for the Atlanta Chamber of Commerce, said most local companies are in the forefront of help-

ing workers but that the group opposes laws requiring them to do so.

"Businesses, when given the opportunity, are going to make responsible decisions," Kadzis said. "When you dictate to them, you take the right to manage away."

"Equitable pay means being able to pay for normal living expenses, save for the future and a rainy day," Debra Ragland, a survey respondent, said at the

news conference. "But for myself and others, every day is a rainy day." Ragland, 29, a secretary for the state, is a single mother of two children who takes home about \$1,000 a month.

"We are the working middle class who fall through the cracks," said Lora Smith-Clauser, 27, an administrative assistant. "Basic necessities these days are pulling at the heartstrings of America."

BUSINESS

Working women 'exhausted'

By Ann McFeatters

Scripto Howard News Service

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

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

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

"America's working women are ex-

They want more money, poll says

hausted," the 44-page report says.

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

Aside from complaints of job discrimination and that women average only 71 percent of what men are paid, the most common complaint was that women feel under tremendous stress.

The survey found that three out of four

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

Mrs. Clinton said society needs to be attentive to the findings because at one point or another 99 percent of all women will work outside the home. She said that both Gore and her husband are among the men who "get it" with reference to understanding the complaints of working women. But she said that in every job she's ever had, including her current one, she has run into men telling her she

couldn't do the job. "It's a constant refrain," she complained.

The survey, paid for by the Department of Labor, also found a class discrepancy. Women who are paid the most say they work for the paycheck. Women at the low end of the wage scale say the biggest boon from working is the companionship of co-workers.

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

"This is not your typical government telling people. This is government listening," Labor Secretary Robert Reich said.

US working women cite anger, unfairness in poll

By Robert Naylor Jr.
ASSOCIATED PRESS

WASHINGTON — It's the same old story: overworked and underpaid. America's working women believe the maxim is as true today as ever, and they said so in a government-sponsored study.

"You have to be better than any males in your job. You have to juggle family and work and still do better just to prove you are a career person and a mother," one respondent said.

Hillary Rodham Clinton, Vice President Al Gore and Labor Secretary Robert Reich released results of the "Working Women Count" survey during a news conference yesterday.

The Clinton administration launched the survey in May, hoping to learn how working women feel about their jobs.

"I don't think we ever felt the concern with this amount of force behind it," said Karen Nussbaum, director of the Labor Department's Women's Bureau. She said the study unveiled anger among the nation's women "at not getting a fair deal."

The survey was distributed by businesses, unions, newspapers, magazines and community service organizations. Women's views on job satisfaction, pay, benefits and opportunities for advancement were sought. The more than 250,000 who responded were given the opportunity to reply at length. A parallel scientific survey of 1,200 women was conducted for comparison.

The conclusion: "America's working women are exhausted," the report said.

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

Women also complained of being paid less than their male counterparts and of having fewer opportunities for advancement.

The Labor Department said women typically earn 71 cents for every dollar earned by a man. The problem is even worse for women from racial and ethnic minority groups. Black women earn 63 cents for every dollar the average man is paid, while Hispanic women are paid on average 54 cents.

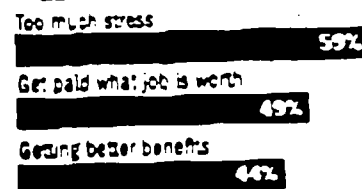
The report said most women are "still segregated in low-paying, traditionally female jobs in clerical, sales and service occupations." Women who hold professional positions are "still clustered in fields like education, social work and nursing, where wages are much lower than in business, law, engineering and other professions where men predominate."

Nussbaum said she "didn't expect to hear so much about discrimination," but respondents "brought it up over and over again."

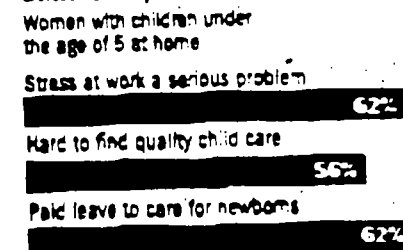
Working women want change

A new survey of working women shows desire for change in pay and benefits, work and family policies, and how women's work is undervalued. Some highlights:

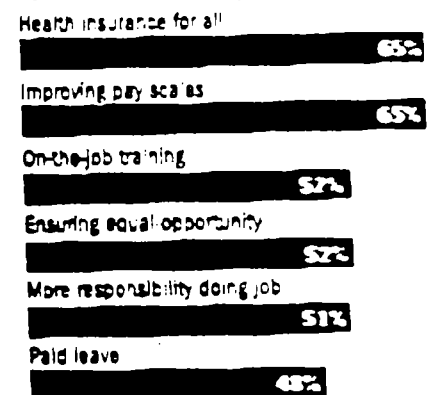
Biggest problems at work



Child care, leave issues



What needs changing



NOTE: Two surveys were taken. A scientific phone survey of nationally representative, random sample, and a popular survey of questionnaire distributed by hundreds of businesses and groups nationwide. This graphic uses information from scientific survey.

SOURCE: Women's Bureau of Labor Department survey of 1,200 adult working women, June 2-22, 1994, margin of error: 1.5%

BUSINESS BRIEFCASE

POOR PAY: American work-

ing women earn only about three-fourths as much as men and say they are frustrated by poor pay, benefits and problems balancing work and family, a new Labor Department survey said yesterday. Even so, 79 percent of working women say they "like" or "love" their jobs. Women earned an average of \$7.15 an hour in 1993, about 79.8 percent of male workers' average wage. Women's weekly earnings were only 76.8 percent of men's and annual earnings in 1992 were \$21,440, or 70.6 percent of what the average man earned. Women make up more than 45 percent of the American work force.

Boston Globe - Oct. 15, 1994

P. 9

72,000 loggers will be covered by stricter safety regulations

WASHINGTON - Loggers will have to wear hard hats and safety boots and end risky cutting practices under stricter safety regulations announced yesterday for one of the nation's most dangerous industries.

The new standards, being expanded to cover 72,000 workers, are expected to save more than 100 lives a year, said Joseph Dear, assistant secretary of the Labor Department's Occupational Safety and Health Administration.

"The injury and fatality incidence rates in the logging industry are among the highest ... in the country," OSHA said in publishing the new regulations in the Federal Register this week.

Dear said it marks the first sig-

nificant strengthening of federal logging regulations since 1970. The previous rules applied only to pulpwood logging. In 1992, 158 workers were killed in logging operations, the Bureau of Labor Statistics said.

The new rules, effective Feb. 9, 1995, also address specific logging practices such as "domino felling," the partial cutting of several trees that are left standing and then pushed over with another tree.

Employers will be required to provide loggers with safety and first-aid training every three years. The rules also mandate chain brakes on chain saws, use of seat belts on moving machinery and certain spacing between loggers and falling trees.

ASSOCIATED PRESS

We're weary, women say in survey on work

By RACHEL L. JONES
Observer Washington Bureau

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

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

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

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

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

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

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

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

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

The questionnaire was distributed through the mail, in newspapers and to companies and organizations nationwide. Also, the Labor Department conducted a scientific survey using the same questions with a random sample of 1,200 working women. The scientific survey was much more representative of all women, Nussbaum said, because respondents came from a broader range of economic and educational backgrounds.

Among the highlights:

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

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

- The No. 1 issue women would like to talk with President Clinton about is their inability to balance work and family. Unequal or unfair pay is second and lack of equal treatment or opportunity is third.

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

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

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

"Those results confirm the belief that workplace involvement is extremely important for a woman's self-esteem," said Dr. Catherine

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Chambliss, head of the psychology department at Ursinus College in Collegeville, Pa.

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

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

"If I know anything about working women, I know these results represent only a fraction of the strong sentiment that's out there about working women and the issues we face," Hillary Clinton said. "We're hoping that this survey will serve as a guide for workplaces throughout America."

Working women want change

A new survey of working women shows desire for change in pay and benefits, work and family policies and how women's work is under-valued. Some highlights:

► Biggest problems at work

Too much stress

59%

Get paid what job is worth

65%

Getting better benefits

65%

► What needs changing

Health insurance for all

85%

Improving pay scales

65%

On-the-job training

52%

Insuring equal opportunity

52%

More responsibility doing job

51%

Paid leave

48%

► Child care, leave issues

Women with children 0-5 years old at home

Stress at work a serious problem

62%

Hard to find quality child care

58%

Paid leave to care for newborns

67%

► Insuring equal opportunity

Percent who rank high priority for change

Whites

58%

Blacks

61%

Hispanics

53%

NOTE: Two surveys were taken. A scientific phone survey of nationally representative, working women and a popular survey of demonstrators distributed by hundreds of businesses and groups nationwide. The phone survey reported first.

SOURCE: Women's Bureau of Labor Department survey of 1,200 adult working women, June 1992. Margin of error 3%.



Knight-Ridder Tribune

Survey: Women's Pay Still Lags Men's

By Robert Naylor Jr.
Associated Press

WASHINGTON—Varletta Allen recalled that when she first became a radio technician for Washington's subway system "the fellows just didn't think I could do it."

That was 13 years ago, before she started a support group for women who work in skilled trades.

"Every day you have to prove yourself," the single mother of three daughters said Friday during a news conference where the Clinton administration unveiled findings from a nationwide survey that shows women feel as overworked and underpaid as ever.

First lady Hillary Rodham Clinton, Vice President Al Gore and Labor Secretary Robert Reich released results of the "Working Women Count" survey, in which 250,000 women expressed opinions about juggling job and family responsibilities.

A parallel scientific survey of 1,200 women was conducted for comparison.

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

The report said most women are "still segregated in low-paying, traditionally female jobs in clerical, sales and service occupations."

The Labor Department said women typically earn 71 cents for every dollar earned by a man. The problem is even worse for women from racial and ethnic minority groups. Black women earn 63 cents for every dollar the average man is paid, while Hispanic women on average are paid 54 cents.

The report said women suffer from many of the same problems as men at a time when many employers are downsizing or replacing full-time workers with temporaries or part-time workers.

PAGE 32

CHICAGO SUN-TIMES

SATURDAY, OCTOBER 15, 1994

WOMEN STILL PAID LESS, SURVEY FINDS

Chicago Tribune (CT) - FRIDAY, October 14, 1994

Edition: EVENING UPDATE Section: NEWS Page: 1

Word Count: 147

TEXT:

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

DESCRIPTORS: SURVEY; SALARY; WOMAN; FEDERAL; AGENCY; COMPARISON; MAN

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Working women feel beset by job stress

By Lyane Marek

SPECIAL TO THE TRIBUNE

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

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

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

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

It's especially prevalent among women in their 40s who have professional and managerial jobs and for single mothers, a

majority of whom said that balancing family and work is their biggest problem and worsened by the difficulty of finding affordable child care.

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

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

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

Broadening health-care coverage and equalizing wages for men and women were the two

SEE WOMEN, PAGE 10

Women

CONTINUED FROM PAGE 1

top ways in which women surveyed would change their workplaces. Health insurance for all employees was rated "very important" more often than any other issue including more flexible work hours or ensuring equal opportunity on the job.

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

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

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

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

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

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

"I would characterize that as a relatively weak response to the survey," said Hartmann in a phone interview. "It's like sending

a memo. It's not the same as a plan of action."

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

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

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

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

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

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

Women report little change in workplace

The Associated Press

WASHINGTON — Varlette Allen recalled that when she first became a radio technician for Washington's subway system "the fellows just didn't think I could do it."

That was 18 years ago, before she started a support group for women who work in skilled trades.

"Every day you have to prove yourself," the single mother of three daughters said Friday during a news conference where the Clinton administration unveiled findings from a nationwide survey that shows women feel as overworked and underpaid as ever.

First lady Hillary Rodham Clinton, Vice President Al Gore and Labor Secretary Robert Reich released results of the "Working Women Count" survey, in which 250,000 women expressed opinions about juggling job and family responsibilities.

"This is not your typical government telling people, this is government listening," Reich said.

More than 1,600 businesses, unions, newspapers, magazines and community service organizations help distribute the survey, which the White House announced in May with much fanfare.

It sought women's opinions on job satisfaction, pay, benefits and opportunities for advancement.

A parallel scientific survey of 1,200 women was conducted for comparison.

"America's working women are exhausted," the report concluded.

"I don't think we ever felt the concern with this amount of force behind it," Karen Nussbaum, director of the Labor Department's Women's Bureau, said in an interview with The Associated Press.

She said the study showed that women are angry "at not getting a fair deal."

Hillary Clinton said the report represents "what the Clinton-Gore administration tries to stand for, and that is listening to people, understanding what happens in the lives of ordinary hard-working Americans that too often does not piece through all the clutter that surrounds this city."

Jackson, Miss.

Saturday, October 15, 1994 ■ The Clinton-Ledger ■ 9A

The report said most women are "still segregated in low-paying, traditionally female jobs in clerical, sales and service occupations." Women who hold professional positions are "still clustered in fields like education, social work and nursing, where wages are much lower than in business, law, engineering and other professions where men predominate."

Stress was the most-mentioned problem, cited by 60 percent of the respondents.

Nearly three-quarters of women in their 40s who hold professional and management jobs listed it as their top problem, as did more than two-thirds of single working mothers.

Not surprisingly, women also complained of being paid less than men and of having fewer opportunities for advancement.

The Labor Department said women typically earn 71 cents for every dollar earned by a man.

The problem is even worse for women from racial and ethnic minority groups. Black women earn 68 cents for every dollar the average man is paid, while Hispanic women on average are paid 54 cents of male wages.

Nussbaum said she "didn't expect to hear so much about discrimination," but respondents "brought it up over and over again."

The report said women suffer from many of the same problems as men at a time when many employers are downsizing or replacing full-time workers with temporaries or part-time workers.

"While some of the obstacles respondents wrote about stem from discrimination," the report said, "others reflect the trend toward a work force anxious about job insecurity, declining benefits and stagnant wages."

Respondents also complained about the scarcity of affordable child care and many said vacation and sick-leave benefits were inadequate.

Memphis, Tenn. -- 10/15/94 -- 134-8
THE COMMERCIAL APPEAL

WORK

Job inequity remains the rule, women say

By Robert Naylor Jr.
The Associated Press

WASHINGTON — Verlette Allen recalled that when she first became a radio technician for Washington's subway system "the fellas just didn't think I could do it."

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DENVER POST 10-15-94

Child care, jobs stretch women thin

By Rachel L. Jones
Knight-Ridder News Service

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

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

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

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

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

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

Vice President Gore championed the Clinton administration's efforts to offer that support, listing presidential

U.S. women stretched to limits, study finds

'Women are saying that they want to be treated not as disposable entities but indispensable assets.'

Robert Reich, labor secretary

initiatives like the Family and Medical Leave Act, the expanded Earned Income Tax Credit and the half-billion dollars added to the Head Start program.

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

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

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

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

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

Among the highlights:

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

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

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

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

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

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

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

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

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

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

Women bemoan job stress, pay

Associated Press

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sales and service occupations." Women who hold professional positions are "still clustered in fields like education, social work and nursing, where wages are much lower than in business, engineering and other professions where men predominate."

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

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"America's working women are exhausted," the report said.

"I don't think we ever felt the concern with this amount of force behind it," Karen Nussbaum, director of the Labor Department's Women's Bureau, told The Associated Press. She said the study showed that women are angry "at not getting a fair deal."

Not surprisingly, women also complained of being paid less than men and of having fewer opportunities for advancement.

The Labor Department said women typically earn 71 cents for every dollar earned by a man. The problem is worse for women from racial and ethnic minority groups. Black women earn 63 cents for every dollar the average man is paid, while Hispanic women on average are paid 54 cents to a man's dollar.

The report said women suffer from many of the same problems as men at a time when many employers are downsizing or replacing full-time workers with temporaries or part-time workers.

THE HARTFORD COURANT: Saturday, October 15, 1994 p. A9

Survey finds women like jobs, tired from home-work demands

Knight-Ridder Newspapers

WASHINGTON — While most American women like their jobs, they are stretched to the breaking point trying to juggle family, work, child care and other urgent concerns.

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

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

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

Reich and others found one survey response particularly startling — four in five women either "love" or "like" their jobs.

"Given the nature of their response in other areas, like the need for child care and pay inequity, that

was a surprise for us," said Karen Nussbaum, Women's Bureau director.

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

It is the feeling of devaluation that government and industry must address, Reich thinks.

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

entitles, but indispensable assets."

The questionnaire was distributed through the mail, in newspapers and to companies and organizations nationwide. Also, the Labor Department conducted a scientific survey using the same questions with a random sample of 1,200 working women. The scientific survey was much more representative of all women, Nussbaum said, because respondents came from a broader range of economic and educational backgrounds.

Among the highlights:

• Fifty-six percent of women with children under 5 said that finding affordable child care is a serious

problem, according to both the popular and scientific surveys.

• Most women said improving pay scales is a high priority. In the popular survey, 55 percent said they are not getting paid what they are worth. In the scientific survey, 49 percent said they do not get commensurate pay.

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

• The No. 1 issue women would like to talk with President Clinton about is their inability to balance work and family.

"Companies that hire and train women, but then let them leave because they won't offer advancement are incredibly shortsighted," said Thomas White, Hilton chairman of business ethics at Loyola Marymount College in Los Angeles.

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

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

Everett, Wash.

Women stressed, underpaid, work survey shows

By ROBERT NAYLOR JR.

Associated Press

WASHINGTON — Verlette Allen recalled that when she first became a radio technician for Washington's subway system "the fellas just didn't think I could do it."

That was 13 years ago, before she started a support group for women who work in skilled trades.

"Every day you have to prove yourself," the single mother of three daughters said Friday during a news conference where the Clinton administration unveiled findings from a nationwide survey that shows women feel as overworked and underpaid as ever.

First lady Hillary Rodham Clinton, Vice President Al Gore and Labor Secretary

Robert Reich released results of the "Working Women Count" survey, in which 250,000 women expressed opinions about juggling job and family responsibilities.

"This is not your typical government telling people, this is government listening," Reich said.

More than 1,600 businesses, unions, newspapers, magazines and community service organizations helped distribute the survey, which the White House announced in May with much fanfare. It sought women's opinions on job satisfaction, pay, benefits and opportunities for advancement.

A parallel scientific survey of 1,200 women was conducted for comparison.

"America's working women are exhausted," the report concluded.

"I don't think we ever felt the concern

with this amount of force behind it," Karen Nussbaum, director of the Labor Department's Women's Bureau, said in an interview. She said the study showed that women are angry "at not getting a fair deal."

Mrs. Clinton said the report represents "what the Clinton-Gore administration tries to stand for, and that is listening to people, understanding what happens in the lives of ordinary hard-working Americans that too often does not pierce through all the clutter that surrounds this city."

The report said most women are "still segregated in low-paying, traditionally female jobs in clerical, sales and service occupations." Women who hold professional positions are "still clustered in fields like education, social work and nursing, where wages are much lower than in busi-

ness, law, engineering and other professions where men predominate."

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

Not surprisingly, women also complained of being paid less than men and of having fewer opportunities for advancement.

The Labor Department said women typically earn 71 cents for every dollar earned by a man. The problem is even worse for women from racial and ethnic minority groups. Black women earn 63 cents for every dollar the average man is paid, while Hispanic women on average

are paid 54 cents of male wages.

Nussbaum said she "didn't expect to hear so much about discrimination," but respondents "brought it up over and over again."

The report said women suffer from many of the same problems as men at a time when many employers are downsizing or replacing full-time workers with temporaries or part-time workers.

"While some of the obstacles respondents wrote about stem from discrimination," the report said, "others reflect the trend toward a workforce anxious about job insecurity, declining benefits and stagnant wages."

Respondents also complained about the scarcity of affordable child care and many said vacation and sick-leave benefits were inadequate.

Miami, Fla.

Ag. 1-A

SATURDAY, OCTOBER 15, 1994, THE HERALD

Women at work say they like the job, but hate the stress

By RACHEL L. JONES
Herold Washington Bureau

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

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

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

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

Reich and others found one survey response par-

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

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

Tired, tired, tired

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

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

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

The questionnaire was distributed through the mail, in newspapers and to companies and organizations nationwide. Also, the Labor Department conducted a scientific survey using the same questions with a random sample of 1,200 working women. The scientific survey was much more representative of all women, Nussbaum said, because respondents came from a broader range of economic and educational backgrounds.

Among the highlights:

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

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

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

■ The No. 1 issue women

would like to talk with Clinton about is their inability to balance work and family. Unequal or unfair pay is second and lack of equal treatment or opportunity is third.

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

"Companies that hire and train women but then let them leave because they won't offer advancement are incredibly shortsighted," said Thomas White, Hilton chair of business ethics at Loyola Marymount College in Los Angeles.

- continued -

Working women stressed

By **ROBERT NAYLOR Jr.**
Associated Press

WASHINGTON — Verlette Allen recalled that when she first became a radio technician for Metrorail, "the fellas just didn't think I could do it."

That was 13 years ago, before she started a support group for women who work in skilled trades.

"Every day you have to prove yourself," the single mother of three daughters said Friday during a news conference where the Clinton administration unveiled findings from a nationwide survey that shows women feel as overworked and underpaid as ever.

First lady Hillary Rodham Clinton, Vice President Al Gore and Labor Secretary Robert Reich released results of the "Working Women Count" survey, in which 250,000 women expressed opinions about juggling job and family responsibilities.

"This is not your typical government telling people, this is government listening," Reich said.

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

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

"America's working women are exhausted," the glossy 44-page report concludes. "The balance between work and family is one we still don't have right," Hillary Clinton said, identifying with

comments from hundreds of women who say they are wracked by guilt that they are shortchanging either family or job.

Aside from complaints of job discrimination and the fact women are paid on average only 71 percent of what men are paid, the most common complaint was that women feel very stressed.

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

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

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

More than 1,600 businesses, unions, newspapers, magazines and community service organizations helped distribute the survey, which the White House announced in May with much fanfare. It sought women's opinions on job satisfaction, pay, benefits and opportunities for advancement.

A parallel scientific survey of 1,200 women was conducted for comparison.

"I don't think we ever felt the concern with this amount of force behind it," Karen Nussbaum, di-

rector of the Labor Department's Women's Bureau, said in an interview with The Associated Press. She said the study showed that women are angry "at not getting a fair deal."

Hillary Clinton said the report represents "what the Clinton-Gore administration tries to stand for, and that is listening to people, understanding what happens in the lives of ordinary hard-working Americans that too often does not pierce through all the clutter that surrounds this city."

The report said most women are "still segregated in low-paying, traditionally female jobs in clerical, sales and service occupations." Women who hold professional positions are "still clustered in fields like education, social work and nursing, where wages are much lower than in business, law, engineering and other professions where men predominate."

Nussbaum said she "didn't expect to hear so much about discrimination," but respondents "brought it up over and over again."

The report said women suffer from many of the same problems as men at a time when many employers are downsizing or replacing full-time workers with temporaries or part-time workers.

Respondents also complained about the scarcity of affordable child care, and many said vacation and sick-leave benefits were inadequate.

Ann McFeatters of Scripps Howard News Service contributed to this report.

Working women mad as hell

New York

By ROSEMARY METZLER LAVAN
Daily News Business Writer

10/15/94

American working women are angry and frustrated about inequalities on the job and at home.

This is the major finding of the National Working Women Count survey released yesterday by First Lady Hillary

Rodham Clinton, Vice President Gore and Labor Secretary Robert Reich that concludes that stress and unequal pay and treatment are the major problems facing working women.

"America's working women are exhausted," the report

says.

More than 250,000 women responded to a Labor Department survey that was distributed by newspapers, including the Daily News, businesses, unions and community service organizations. It sought women's views on job satisfaction, pay, benefits

and opportunities for advancement.

The Clinton administration said it will use the results to formulate policies to improve the lot of working women.

"We intend to listen," Gore said.

A parallel scientific survey of 1,200 women was conducted for comparison.

The First Lady said the government made "an unprecedented effort to talk directly to the experts — America's working women" and the response surpassed expectations.

Stress was the biggest problem for the survey respondents — 60% said it was a problem as did more than two-thirds of single working mothers. And not surprisingly, women complained they were paid less than men and had far less opportunities for advancement.

In the Daily News' sector of the survey, in which more than 1,800 women responded, pay — too little pay for too much work — was the biggest problem, followed by child care and stress.

The Labor Department said women typically earn 71 cents for every dollar earned by a man, but black women earn just 63 cents and Hispanic women 54 cents for every dollar earned by a male.

"I don't think we ever felt the concern with this amount of force behind it," said Karen Nussbaum, director of the Labor Department's Women's Bureau and founder of the working women's advocacy group 9 to 5. She said the study unveiled anger among the nation's women "at not getting a fair deal. We didn't expect to hear so much about discrimination."

Women Love Their Work but Hate Their Jobs

Q. Why do this survey? Don't we already know what working women think?

A. When I first came to Washington about a year and a half ago, I was surprised by how little the voices of average working people actually entered into the debate. Even though there was a laundry list of women's concerns, no one really knew what working women cared the most about, or what would be the best way for us to direct our efforts. We wanted to not just consult academic studies, but to go to the experts themselves.

We devised this program to consult working women who were living the life every day and find out what they were concerned about. The questionnaire was distributed through workplaces, newspapers, women's magazines, membership organizations (such as) the YWCA, the Hard Hatted Women in Cleveland, the Vietnamese Fishermen's Association of America. It was available in five different languages — Spanish, Portuguese, Vietnamese, Chinese and Korean. It was also in Braille. A quarter of a million women answered, which was quite astonishing to us. We were hoping for 100,000.

Q. Many of the problems your survey cites — stress, inadequate child care, low pay and lack of opportunity — have been talked about for years. Did you learn anything new?

A. The most surprising thing was that there was a consensus that went across occupations and income lines. The results contradicted some of the popular wisdom. For example, it's assumed that training was something that only blue-collar women were concerned about. But professional women also talked about the need for training. Problems with child care are something we associate with women on welfare — it's been seen as an issue of cost. But women in higher-income brackets sounded just as frantic about balancing work and family. Discrimination is something we tend to associate with minority women, but a majority of white women also indicated that equal opportunity was a high priority.



AP Photo

LABOR INTENSIVE

Karen Nussbaum is director of the Women's Bureau of the U.S. Department of Labor. Her office recently released "Working Women Count," a report that summarized the results of a nationwide survey of women in the work force. Patricia Kean interviewed her for New York Newsday.

Q. Could that consensus be a product of your questionnaire format, which is a checklist of possible responses? Would women have come up with the same consensus had they generated responses themselves?

A. Before we did the formal questionnaire, I traveled the country, talking to women who had lots of

different jobs. I met with poultry workers, casino workers, construction workers, executives, screenwriters, garment workers. I began to sense that these issues were popping up in unexpected places. Women who work in the highest levels of companies still feel like they're in a hostile environment. So the questionnaire was created from issues that came up in one-on-one conversations.

Q. Did you get any sense of who's working for personal fulfillment, and who's working for the money?

A. I don't think you can make that distinction. Whether your family income requires you to work or not today, tomorrow you may be your sole support. You may be divorced, widowed or your husband may be laid off. Economic independence is important to women.

Q. You were quoted in Mother Jones magazine this month saying that you couldn't wait to "read the notes scrawled in the margins" of the survey. Did many women go beyond the checklist format and tell President Clinton "what it's like to be a working woman"?

A. They wrote wonderful things. One woman wrote six pages from her child's writing tablet. Another from Minneapolis — a part-time temporary clerical worker — wrote that when her father died a year ago, she was the only sibling who couldn't afford to send flowers to his funeral. She went on to say that the first time she tried to write she got so angry, she started to cry all over the paper. She went to the public library and rented a typewriter to finish the letter. People got very involved in it.

Q. The women's movement has sometimes been criticized for being dominated by white professionals. Did those working in lower-level occupations feel that they had been helped by feminism?

A. I don't know that the women's movement was mentioned very much. But you did see evidence of it in responses like that of a union member in Cleveland who said, "My head aches from bump

— Continued on page 42

New York Newsday

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Interview: Women Love Their Work But . . .

— Continued from page 39

ing up against the glass ceiling."

There's a lot of language about discrimination — women are angry about not getting fair pay and equal opportunity. So many women think in the terms that the women's movement has supplied.

Q. Your findings seem to indicate a real fatalism about the possibility of advancement. More than 60 percent of working women report that they have nowhere to go in their jobs. Has the women's movement accomplished much in the workplace?

A. That didn't really come up at all. I think people are frustrated. They've analyzed their problems on the job, but don't know what to do about them. A number of women wrote in to say, "Nobody ever asked me before," or "Finally, someone is doing something about this."

Q. Are you just making women feel better by listening to them?

A. No, it is not enough to make people feel good. That's not what this whole endeavor has been about. We do need to make changes, and they won't be easy. Some are within the power of a specific agency to effect; many are not. For example, the Department of Labor is looking for ways to expand our ability to enforce the laws. That's something we can do, but it could be that the laws just aren't broad enough to solve all our problems.

We need to set goals. What do we stand for, what do we want to try to accomplish? The Family and Medical Leave Act took 10 years to pass. The child care bill that passed in 1991 was the first piece of child care legislation that passed since World War II. I'm hoping we don't go another 40 years before we do something else, and I'm convinced we won't, but until we set the markers and have realistic achievements, we won't make much headway.

The other piece of this is the business community. There were 300 business partners involved in this effort, and the vice president last Friday called for the business community to heed the words of working women and make changes at the company level. Part of what we'll do is to work with them to encourage them to change.

Q. Given Congress' recent failure to pass health care reform, what role can the government realistically play in finding solutions?

A. Solutions will come from many different quarters. We need to look for voluntary activities from the business communities, we need to sharpen the administrative activities within the government and we have to look at legislative possibilities, such as health care reform. And it's the responsibility of women to take these complaints out of the hunchroom and into public forums — the workplace or the state or federal government.

Q. Do your survey's findings throw cold water on President Clinton's goal of limiting welfare benefits to two years? Wouldn't that make the day-care problem even worse?

A. Actually, welfare reform is one of the areas in which the issue of day care is brought up in a posi-

'We do need to make changes, and they won't be easy.'

tive way — the recognition that women can't be trained for new jobs unless they have some place to put their kids. That's true for women getting off of welfare as well as for other women.

Q. But that kind of day care would have to be federally funded. There doesn't seem to be any appetite for large government programs.

A. No appetite and no money, either. Working parents really can't put much more money into the system; it's not going to come just from government, and there's very little coming from the business community. But it's a problem that must be addressed. It's my belief that dependent care — for children and the elderly — should be a right, not a privilege. If we have that debate at the community level on up, we can begin to solve these problems.

Q. A USAir flight attendant was recently fired after complaining about working an overtime shift because she had no one to care for her child. Do many women face similar choices on a routine basis?

A. I think it is common. Years ago, I remember talking to a secretary at a radio station who said she had been asked to come in on Saturdays. She finally said, "I just can't do it, I can't get a babysitter." And her boss said, "You're just going to have to decide what's more important — your family or your job." Another woman in Milwaukee said she got an emergency call from a hospital saying her mother had just been admitted. When she went to the boss and said she had to leave for a few hours, he said, "Can't you plan these things better?"

You think, What is going on in the minds of these employers, [who] think these are legitimate demands to make on working adults?

Q. Despite all these serious complaints, nearly 80 percent of women say they like or love their jobs. How do you explain that?

A. One person asked, in her response to the survey, "How is it that I can love my work and hate my job?" That's what many of the women who responded were talking about. Women like being in the work force. But it's not a take-it-or-leave-it proposition: You can like work but have serious problems with your job.

Q. When the media attention to "Working Women Count" has died down, will it become just another report gathering dust on a shelf?

A. The president issued a directive to the Secretary of Labor (Robert Reich) and myself to come back with specific initiatives by March 15. So after we get the word out about the report, we'll be going back to working women and those in the business community to come up with a wide range of solutions. We'll put it all together for the president by early 1995. This isn't something that will be shelved. We have a mandate to respond.

Women tell government they're still overworked and underpaid

BY ROBERT NAYLOR JR.
A LABOR WRITER

WASHINGTON — Verlette Allen recalled that when she first became a radio technician for Washington's subway system, "the fellows just didn't think I could do it."

That was 13 years ago, before she started a support group for women in skilled trades.

"Every day you have to prove yourself," the single mother of

three said Friday during a news conference at which the Clinton administration unveiled findings from a nationwide survey that shows women feel as overworked and underpaid as ever.

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responsibilities.

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tered in fields like education, social work and nursing, where wages are much lower than in business, law, engineering and other professions where men predominate."

Stress was the most-mentioned problem, cited by 60 percent of the respondents. Nearly three-quarters of women in their 40s who hold professional and management jobs listed it as their top problem.

Yo! Monday

How to make your cash keep up with the times
Save Smart: Page 35



Name: Zandra M. Fennell
Age: 47
Family: Divorced, with three children, ages 13, 9 and 7, all living with her
Job: Fortune 500 manager, 50-55 hours a week
The three things she likes most about work:
 ■ My hours are flexible
 ■ I have the authority I need to get the job done
 ■ I have good benefits
Her biggest job problem: The glass ceiling
What she told Clinton: "I wish I had more time to enjoy my children - participate in their classrooms, go to Little League. Remember, your child has always been raised in a government-paid mansion."

Name: Judy Isaacs
Age: 55
Family: Divorced, with three children, all of them grown and living on their own
Job: Teacher, 37½ hours per week
The three things she likes most about work:
 ■ My job is secure
 ■ As a teacher I enjoy some "status" and respectability
 ■ I get paid well
Her biggest job problem: I am under too much stress
What she told Clinton: "I wish I'd been a working man so I could go home and relax and wait for dinner like my ex-husband did for 30 years."



Name: Deborah C. Scott
Age: 44
Family: Divorced, with one grown son and two pre-school grandchildren, all living with her
Job: Personnel trainer, 55-60 hours a week
The three things she likes most about work:
 ■ My job is secure
 ■ I get paid well
 ■ I am productive
Her biggest job problem: I am under too much stress
What she told Clinton: "Working long hours, keeping up with current events, housekeeping and trying to maintain regular quality contact time with two pre-schoolers is so demanding and so non-stop. (P.S. The kids are my grand-kids!)"

WORKING WOMEN SPEAK OUT

This summer, President Clinton asked the working women of America to tell him what their lives were like. More than 250,000 answered his call by filling out "Working Women Count!" questionnaires. The Women's Bureau of the U.S. Department of Labor conducted the survey. The local advocacy group Women's Way was one of its regional coordinators, and the Daily News published the survey questions. Last Thursday night, just before Vice President Al Gore announced the results to the nation in a White House press conference, the Daily News pre-announced the findings to five local women who had sent their questionnaires to Washington via Women's Way. For their reactions, see next page.

Name: Carolyn Lytle
Age: 43
Family: Married with five children, ages 20, 18, 17, 5 and 4, all living at home
Job: Word processor, 24 hours a week
The three things she likes most about work:
 ■ I am productive
 ■ My hours are flexible
 ■ I like what I do
Her biggest job problem: I don't get paid what I think my job is worth
What she told Clinton: "I work 17-18 hours per day and get paid for about six hours, keeping house for five children, even with a supportive husband, takes time. I pay way too much money for day care and get a salary that barely covers it."



Name: Jennifer Skierski
Age: 22
Family: Single, no children
Job: College admissions counselor, 40 hours a week
The three things she likes most about work:
 ■ My hours are flexible
 ■ I get good benefits
 ■ I am productive
Her biggest job problem: I don't get paid what I think my job is worth
What she told Clinton: "It's a tough world for us women, Bill. It is horrifying to think that just because of my sex I make less money."



Answers seeking answers

by Becky Batcha

Daily News Staff Writer

The No. 1 thing that women in the survey said they wanted to bring to Bill Clinton's attention is the difficulty of juggling work and family obligations. It's 8:30 on a Thursday night. What have you done so far today?

Carolyn Lytle: I got up at quarter to six this morning. I get dressed first. Then I get my two little ones up and ready, with my husband's help — my older three take care of themselves — and get them out the door by about 7 o'clock.

They go right to day care, which is a drag. To drop off the lunches, the pillowcase and all, that takes about 20 minutes. Then I drove to work, where I remembered I didn't have any breakfast, so I scrounged around and ate some potato chips, because I was hungry.

I worked until 3, which is one hour longer than I was scheduled to work. Then, I picked up the children from day care — that's another half hour, at least, getting them out of there. From there, I rushed over to the supermarket, because there's nothing to eat in my house and my family is ready to boycott me.

I shopped for about an hour and a half and bought almost \$200 worth of food — with the two little ones, who were tired. Then I got home, put the groceries away and cooked dinner. My husband helped. He had no choice.

Somewhere along the way, I did a load of laundry and put it away. I don't bother with the beds. I gave up on that a couple years ago.

When I get home tonight, I have hours of work ahead of me. I often have to work late. I'm used to it. But it all starts again tomorrow. It's worse on weekends.

Obviously, you're all very busy. What made you take the time to fill out this government survey?

Deborah C. Scott: For me, it was like a release valve for a boiling pot.

Jennifer Skierski: It is so hard as a working woman. There's so many little battles you fight every day. I saw it as an opportunity to say what I feel and what I've been through.

Judy Isaacs: I felt honored. I had most of my career before anybody was even interested in asking women whether it was hard to work. I was in my early 30s when I first went back to college, in the late 1960s. It was nothing for a professor to say, "Did you husband allow you to do this?"

Another young woman's husband had left her. He was so overwhelmed at the changes in women's situations that the only thing he could articulate was that she had stopped making the beds. We were just finishing a world where a woman showed her love for her husband and her devotion to her family by doing physical things around the house.

That's the kind of thing that I came through. It was a good feeling to pick up that pencil and crutch away.

The survey found that good pay and flexible hours are two of the main reasons women like their jobs. Why are these so important?

Zandra M. Fennell: I'm a single parent, so — obviously — good pay and benefits are essential.

Skierski: Pay is important to me, too. I moved out of the house and was on my own after my second year of college. I am my sole support.

Lytle: My husband makes a wonderful salary. We're very lucky. But it's not enough. The little extra that I make is not even a cushion — it's groceries.

I know that I've taken less money for a job that offers me the flexibility I need to take care of my kids. I think it's very unfortunate that we're still doing that. I know I'm doing it, but I think that the biggest struggle for women, still, is pay. There really is not equality out there — at all.

Scott: Job security is also extremely important to me. All my life, it seems, I've been struggling on my own — even though I've been married twice. I'm single now, and my son is grown. I should be on easy street. Yet I find I'm the sole support of three other people: my son and the two little ones.

Stress was seen as the No. 1 job problem. What causes the stress?

Fennell: Downsizing. And the new buzzword: re-engineering. Which means the same thing.

Lytle: Oh, I just heard that word the other day.

Fennell: We have to take on the same responsibilities with fewer people. So you have that stress. To put in 10 hours a day has become the norm. You see people with cellular telephones on vacation.

Plus, with downsizing, you never know when the other shoe is going to drop. You're always looking over your shoulder.

Skierski: You don't know if it's going to be you or the person next to you. That's hard — knowing that you need that job to make ends meet, and not knowing if it's going to be there.

Isaacs: Men have had the same problems for 30 years. But while they were having all this aggravation, they weren't also worried that day care would close before they got there.

Fennell: The schools still haven't figured out that people are working from 8 to 6. They schedule things in the middle of the day, or in the morning. Sports start at 3. They haven't figured out that kids' parents don't get home until 6 o'clock.

The two changes that women said would make their lives easier were better pay and better health insurance. How far away is your workplace from these ideals?

Lytle: Centuries away.

Skierski: If anything, I've been paying more for health benefits.

Fennell: We just got the new brochure for what's coming for '95, out of our own pockets.

Isaacs: There will be \$1,000 deductibles in the future. No doubt about it.

What would it take to get your management to change its ways?

Scott: It's just not going to happen. The market is swelled with eligible job-seekers. People are disposable. And as long as people are disposable, companies will hold the line. You just tighten your belt a little more, and try to hold on.

Fennell: But some things are changing already. At my company, we have a child-care center that's state of the art. When you go to work, your child goes with you. And when you want to have lunch, you have lunch with your child. When the clown comes at 10 o'clock, you can take a b for

two minutes and go see the clown.

Isaacs: It sounds like heaven.

Fennell: That's what people are looking for when they're negotiating their jobs. Corporate America really needs to attract good people. And in today's market, to attract those good people, those things need to be in place.

Lytle: But who's changing things? I don't think the workplace is. I think we're the driving force. Companies are taking on the values that we're forcing on them — in order to get us. They need us there.

We're also marrying men who are responding to our needs. We're raising sons who are responding to their wives' needs.

Skierski: The man I marry will be a partner with me. 50-50. I'm not going to settle for anything less.

Fennell: I have young children, and when I go to school events, it is 50-50. The fathers are there, too. A mother may tell her boss, "I'm going to the school play." The father may say, "I'm going to get my car fixed." The point is, they are both there.

Lytle: In the morning at drop-off for my day care, I see more fathers than mothers.

Scott: My son is the one who took custody of his children. He took on the responsibility, and he didn't think twice about it. When he was

still together with his wife, he was the one doing the grocery shopping. He cooked dinner.

Isaacs: It's something that gives me hope for the future — to see that fathers just see this as the normal way of life.

My son's engaged, and he lives with his girlfriend, like any modern young engaged couple. They're both RNs. They have the exact same hours. They both work nights. And he does all the laundry.

When he was 12, he didn't like doing his laundry, and I broke him in.

He said, "You do dad's laundry."

I said, "I'm a dinosaur. When I die, there will never again be seen on God's green earth women who do their husband's wash and their own, and put dinner on the table."

I said, "Someday, you will get married, please God, and you will come into that marriage with some skills more than watching television and eating potato chips." Now he does the wash, because he says he does it better. ■

250,000 women took the survey

It's the same old story — overworked and underpaid. But America's working women believe the maxim is as true today as ever, and they said so in the "Working Women Count!" survey released Friday by the Clinton administration.

A quarter of a million women responded to the questionnaire, which was complemented by a scientific phone survey using the same questions with a nationally representative, random sample of 1,200 working women.

Findings include:

- Four in five women (79 percent) either "love" or "like" their jobs.

- Stress was cited by 60 percent of the respondents as a serious problem.

- Women complained of being paid less than their male counterparts and of having fewer opportunities for advancement. Two-thirds (65 percent) said improving pay scales is a high priority. Fifty-five percent of women in the popular sample and 49 percent in the scientific sample said they are not getting paid what they are worth. Three-fifths of women in the scientific sample (61 percent) said they have little or no ability to advance.

- Health-care insurance for all is women's No. 1 priority. In the scientific sample, 43 percent of women who work part-time and 34 percent of women over age 55 lack health insurance, while a scant 19 percent rated their health insurance plans as excellent. Fifty-seven percent of respondents gave their pension plans negative ratings, including 23 percent who have no pension at all.

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

- More than half (56 percent) of women with children under age 5 said that finding affordable child care is a serious problem.

— Daily News Wire Services

PAY, POLICIES, VALUE ARE TOP ITEMS

Plain Dealer (Cleveland) (PD) - Saturday, October 15, 1994

By: BECKY YERAK PLAIN DEALER REPORTER

Edition: FINAL / ALL Section: NATIONAL Page: 8A

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MEMO:

Reporters Miriam Hill, Bill Lubinger, Michele Leslie and Sandra Livingston contributed to this article.

TEXT:

"Working Women Count!" found a strong local consensus for change in three areas: compensation, work and family policies, and the undervaluing of women's work, which also entails equal opportunity and training.

But the survey, released yesterday, found that most women like their jobs.

Peggy Lagodny, a registered sales assistant at McDonald & Co. Securities Inc., falls into that category.

"For the first time in my working life, my employer pays pretty good attention to" work/family concerns, she said, adding that McDonald is understanding about family emergencies. At other brokerages, when a child became sick, Lagodny would say that she had a doctor's appointment; at McDonald, she feels comfortable being upfront.

About half of survey respondents said too much stress is a serious problem.

Ann Onusko, a special events coordinator for a Warrensville Heights party planner, said juggling a 40-plus-hour work week and raising three children often leave her stressed, although having a husband who shares the household chores helps. So does a flexible work schedule.

"When I need to take off, I take off," she said.

Two area women took part in the scientific poll conducted by the U.S. Labor Department's Women's Bureau.

"The important question is, what's to be done with these results?" asked Pat Agnello, 54, a human resources consultant. She is wary, she said, that Band-Aid fixes and "showcase" policies will take the place of real solutions.

That working women want equal pay, less stress, better benefits and help balancing job and family are hardly revelations, said Judy Rosen, 34, executive director of the Women's City Club.

"Women have been dealing with these issues in the workplace for a century," said Rosen, mother of a 2-year-old and a 3-month-old. "And these issues are the flowers. We're not attacking the roots."

Many women consider on-the-job-training a priority for change.

Beth Donahue, a clinical hypnotherapist in private practice, opened a business three years ago after putting up with work-related frustration as a Seattle health-care administrator. In particular, she was unhappy with her employer's lack of support and training and having to take orders from unqualified superiors.

"After working for years trying to get better pay, more education, being smart - it didn't count. I thought I could do better," she said. "Dying for a corporation was not my idea of fun."

Linda Olejko, 37, vice president of Banc One Trust, said her employer offers "plenty of opportunities. It's really up to me to take advantage of it."

"I think Banc One offers a very entrepreneurial situation for someone like myself, which is the reason that I'm there."

She said finding good child care is a challenge, but she doesn't think her company should be responsible for helping her find it.

Parti Choby Bornstein, 30, is director of communications and marketing for the Mandel School of Applied Social Sciences at Case Western Reserve University.

The reason day care is still an issue, she said, "is because not enough women are in decision-making positions" in business or government.

She, too, wonders whether the survey results will mean any real change and hopes "they don't start another program and throw money at it just to make themselves feel better."

The No.1 issue women would like to talk to President Clinton about is their difficulty balancing work and family demands. Unequal or unfair pay is second, and lack of equal treatment and equal opportunity is third.

"In my own work situation, I don't experience all of those frustrations. I think there are more opportunities and less discrimination against women than five or six years ago," said Mary Lou Slife, 41, director of marketing and development for the Children's Aid Society in Cleveland.

She believes women have to take more responsibility to improve the work environment. Women must also be careful not to use family responsibilities as an on-the-job excuse.

"You can control a lot of what goes on in your life, and you should try to," said Slife, a single mother of three. "And I think that's where it needs to come from because we can't control the way people think or the way people treat us."

Still, balancing duties at work and home is difficult, she said, often leaving her "torn." An understanding employer has helped. Slife is able to work flexible hours when she needs to.

Connie Atkins, 44, works with single mothers who want to get off public assistance, "beat down and abused women who need all the support they can get," she said.

They are among those who deserve assistance until they can become self-sufficient, said Atkins, who started her own firm, Atkins Professional Advantage.

Judith Fisher, 49, executive vice president in charge of asset/liability management for Huntington Bancshares Inc., commutes to Columbus from Long Island, an arrangement she chose when offered a high-level management position.

"Having worked for 25 years, I've seen a lot of things change. Companies have become extremely value conscious," she said, explaining that they're more flexible about work and family because they don't want to lose good employees.

She thinks the workplace is filled with opportunities for women, but they need to plan their careers better and set priorities. Also, women may not be as aggressive as men when it comes to personal development because they haven't been working as long.

"I don't know if it's fair, though, to say that business doesn't afford us the opportunity anymore," said Fisher, the mother of two.

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DESCRIPTORS: WOMEN; WORKING WOMEN

Survey: Women overworked, underpaid

● A Department of Labor survey also finds that stress is women's most common workplace complaint.

The New York Times

Many working women still feel that they are not getting the pay, benefits or recognition they deserve, according to a new survey conducted by the federal government.

The survey, based on more than 250,000 questionnaires received in the four-month survey by the Women's Bureau of the Department of Labor, also found that more working women mentioned stress as a serious problem than any other.

And many women, in very different fields, complained of discrimination. An Alabama coal miner, who said she was the first woman to be hired in a Birmingham mine, reported that she earned about \$20,000 a year less than the men with comparable experience.

A Milwaukee woman with a bachelor's degree in electrical engineering said male co-workers with less education got the challenging work, and a Maryland woman in a three-person shipping and receiving department told how two male co-workers were paid more but had less accountability.

WOMEN IN THE WORK FORCE

Among the findings from the scientific sample were these:

Forty-three percent of the women who worked part-time, and 34 percent of those over 55 years old, lacked health insurance, compared with 18 percent of the general population.

Nearly half the women said they were not paid what they deserved.

Stress was identified as a serious problem by almost 60 percent of the women but it was particularly acute for single mothers and women in their 40s who held professional or managerial jobs.

Fourteen percent of white women and 26 percent of minority women reported losing a job or promotion because of sex or race.

Three out of five women said they had little or no likelihood of advancement.

Nearly a quarter of the women said they had no pension plan. More than half the women with children 5 years old and under said that affordable child care was a serious problem.

Fourteen percent of the women, including almost a third of those earning less than \$10,000, said they had no sick leave.

"The concern about discrimination and equal pay surprised me," said Karen Nussbaum, director of the Women's Bureau.

"The popular wisdom had been that we don't talk about things that way anymore, but clearly it is the way women talk about it. I was also surprised by the consensus that emerged.

"We tend to think of training as a blue-collar issue, child care as a

low-income issue, the glass ceiling as something professional women care about and discrimination as a concern for women of color, but each of these issues cut across all the lines."

In 1993, government figures show, women earned 71 cents for every dollar earned by a man, up from 61 cents in 1978.

Still, nearly four out of five women said that they liked or loved their

jobs.

For the Women's Bureau survey, known as Working Women Count!, questionnaires were distributed through more than a thousand businesses, community organizations, labor unions, newspapers and magazines, and more than 250,000 women returned the questionnaires from May to August.

Because that was not a scientific sample, the Women's Bureau also conducted a telephone survey in June, asking a nationally representative random sample of 1,200 women the same questions, to provide a benchmark for evaluating the overall responses. The margin of sampling error was given as plus or minus 5 percentage points.

Women in both the scientific and popular samples said their top priorities for changes in the workplace were improved pay and health insurance. And the No. 1 issue women said they wanted to bring to the president's attention was the difficulty of balancing work and family.

Many women mentioned a "time crunch" and exhaustion, using adjectives like "hectic" and "hard" to describe their lives.

The report acknowledged that while only women were surveyed, many of the problems described could also apply to men.

Working women exhausted, stressed out

IN COLORADO

46% of Colorado workers are women

Women make up more than 46% of the Colorado workforce, according to 1993 Census Bureau figures.

Sharon Sylva, publisher of *Colorado Women News* and president of the Colorado Women's Chamber of Commerce, called women's average pay of \$7.15 an hour "outrageous. That's poverty."

Sylva predicted an "exciting change for women in this state," though, quoting state figures that indicate women are paid 77% of what men are paid.

At Colorado's Chamber of Commerce, Sylva said:

"There are 100,000 women-owned businesses in Colorado as of 1993. And that's a woman-owned business. It's not a woman-owned business. It's a business owned by a woman. And we're tired of being exhausted and stressed out."

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

While 79% said they like or even love working, most women

Balance between work and family still not right, Hillary Clinton says after \$200,000 study

By Ann McFadden

Scripps Howard News Service

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

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

While 79% said they like or even love working, most women

said balancing work and family in modern America is tough and not getting any easier.

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

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

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

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

The survey found that three out of four women in their 40s with professional or management jobs

and two out of three single working mothers list stress as their biggest problem.

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

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

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

BUSINESS

Women: Still overworked, underpaid

By ROBERT NAYLOR Jr.
The Associated Press

WASHINGTON — Verletta Allen recalled that when she first became a radio technician for Washington's subway system "the fellas just didn't think I could do it."

That was 13 years ago, before she started a support group for women who work in skilled trades.

"Every day you have to prove yourself," the single mother of three daughters said Friday during a news conference where the Clinton administration unveiled findings from a nationwide survey that shows women feel as overworked and underpaid as ever.

First lady Hillary Rodham Clinton, Vice President Al Gore and Labor Secretary Robert Reich released results of the "Working Women Count" survey, in which 250,000 women expressed opinions about juggling job and family responsibilities.

"This is not your typical government telling people, this is government listening," Reich said.

More than 1,600 businesses, unions, newspapers -- including the STAR -- magazines and community service organizations help distribute the survey, which the White House announced in May with much fanfare. It sought women's opinions on job satisfaction, pay, benefits and opportunities for advancement.

A parallel scientific survey of 1,200 women was conducted for comparison.

"America's working women are exhausted," the report concluded.

"I don't think we ever felt the concern with this amount of force behind it," Karen Nussbaum, director of the Labor Department's Women's Bureau, said in an interview with The Associated Press. She said the study showed that women are angry "at not getting a fair deal."

Mrs. Clinton said the report represents "what the

OVERVIEW

What Women Say About Their Jobs

National survey of 1,200 working women by the Labor Department's Women's Bureau.



Salary	Enjoy co-workers	Have flexible hours	"Like what I do"	Get paid well	Has good benefits
Under \$10,000	54%	62%	39%	24%	11%
10-25,000	46	35	39	31	36
25-50,000	38	34	42	42	37
Over 50,000	16	4	31	68	39

N.Y. Times News Service

Clinton-Gore administration tries to stand for, and that is listening to people, understanding what happens in the lives of ordinary hard-working Americans that too often does not pierce through all the clutter that surrounds this city."

The report said most women are "still segregated in low-paying, traditionally female jobs in clerical, sales and service occupations." Women who hold professional positions are "still clustered in fields like education, social work and nursing, where wages are much lower than in business, law, engineering and other professions where men predominate."

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

Not surprisingly, women also complained of being paid less than men and of having fewer opportunities for advancement.

The Labor Department said women typically earn 71 cents for every dollar earned by a man. The problem is even worse for women from racial and ethnic minority groups. Black women earn 63 cents for every dollar the average man is paid, while Hispanic women on average are paid 54 cents of male wages.

Nussbaum said she "didn't expect to hear so much about discrimination," but respondents "brought it up over and over again."

The report said women suffer from many of the same problems as men at a time when many employers are downsizing or replacing full-time workers with temporaries or part-time workers.

"While some of the obstacles respondents wrote about stem from discrimination," the report said, "others reflect the trend toward a work force anxious about job insecurity, declining benefits and stagnant wages."

Respondents also complained about the scarcity of affordable child care and many said vacation and sick-leave benefits were inadequate.

Women like jobs, but they want better child care, more pay

BY RACHEL L. JONES
Knight-Ridder Newspapers

WASHINGTON — Although they say they are stretched to the breaking point trying to juggle family, work, child care and other pressing concerns, most American women like their jobs.

That's the consensus from a first-of-its-kind survey of America's working women, released yesterday by the Women's Bureau of the Department of Labor.

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

Four in five women said they either "love" or "like" their jobs. "Given the nature of their response in other areas, like the need for child care and pay inequity, that was a surprise for us," said Karen Nussbaum, Women's Bureau director.

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

The questionnaire was distributed through the mail, in newspapers and to companies and organizations nationwide. Also, the Labor Department conducted a scientific survey

using the same questions with a random sample of 1,200 working women. The scientific survey was much more representative of all women, Nussbaum said, because respondents came from a broader range of economic and educational backgrounds.

Among the findings:

- Most women said improving pay scales is a high priority.
- Fifty-two percent of women in the scientific survey and 61 percent in the popular survey said that on-the-job training is vital for change.

- The No. 1 issue women would like to talk with President Clinton about is their inability to balance work and family. Unequal or unfair pay is second and lack of equal treatment or opportunity is third.

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

"Companies that hire and train women but then let them leave because they won't offer advancement are incredibly shortsighted," said Thomas White, a business-ethics professor at Loyola Marymount College in Los Angeles.

"They take a direct hit each time they lose that investment, but it happens all the time, and it's no wonder women lose heart."

That most women like their jobs but decry enduring workplace prob-

nm

lems is not surprising to one psychologist who studies women and workplace issues.

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

Collegeville, Pa.

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

Working women want change

A new survey of working women shows desire for change in pay and benefits, work and family policies and how women's work is under-valued. Some highlights:

► Biggest problems at work

Too much stress

59%

Getting paid what job is worth

49%

Getting better benefits

46%

► What needs changing

Health insurance for all

65%

Improving pay scales

65%

On-the-job training

57%

Ensuring equal opportunity

52%

More responsibility doing job

51%

Paid leave

48%

► Child care, leave issues

Women with children

0-5 years at home

Stress at work a serious problem

62%

Hard to find quality child care

56%

Paid leave to care for newborns

62%

► Insuring equal opportunity

Percent who rank as a high priority for change

Whites

58%

Blacks

61%

Hispanics

57%



KNIGHT-RIDDER NEWSPAPERS

**Study: Working women
feel stressed, underpaid**

WASHINGTON — It's the same old story: overworked and underpaid. But America's working women believe the maxim is as true today as ever, and they said so in a government-sponsored study. D-1

First lady Hillary Rodham Clinton, Vice President Al Gore and Labor Secretary Robert Reich released the results of the "Working Women Count" survey yesterday. The Clinton administration launched the survey with much fanfare in May, hoping to learn how working women feel about their jobs.

"I don't think we ever felt the concern with this amount of force behind it," said Karen Nussbaum, director of the Labor Department's Women's Bureau. She said the study of 250,000 women unveiled the anger they felt "at not getting a fair deal."

Stress was the most-mentioned problem, cited by 60 percent of the respondents. Not surprisingly, women also complained of being paid less than their male counterparts and of having fewer opportunities for advancement. Respondents also complained that finding affordable child care was a problem and many said their vacation and sick leave benefits were inadequate.

Working women: 'I'm tired'

Survey shows most like jobs, but feel stressed-out

Knight-Ridder

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

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

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

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

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

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

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

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

The questionnaire was distributed through the mail, in

newspapers and to companies and organizations nationwide. Also, the Labor Department conducted a scientific survey using the same questions with a random sample of 1,200 working women.

Among the highlights:

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

- Most women said improving pay scales is a high priority.

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

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

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

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

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

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

Ap. 1-5
The Tampa Tribune, Saturday, October 15, 1994

New survey finds working women more stressed out

A Knight-Ridder Report

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

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

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

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

Reich and others found one survey response particularly startling: Four in five women either "love" or "like" their jobs.

"Given the nature of their response in other areas, like the need for child care and pay inequity, that was a surprise for us," said Karen Nussbaum, the Women's Bureau director.

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

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

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

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

Among the highlights:

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

■ Most women said improving pay scales is a high priority. In the popular survey, 88 percent said they aren't getting paid what they're worth. In the scientific survey, 49 percent said they don't get commensurate pay.

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

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

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

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Enduring problems

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

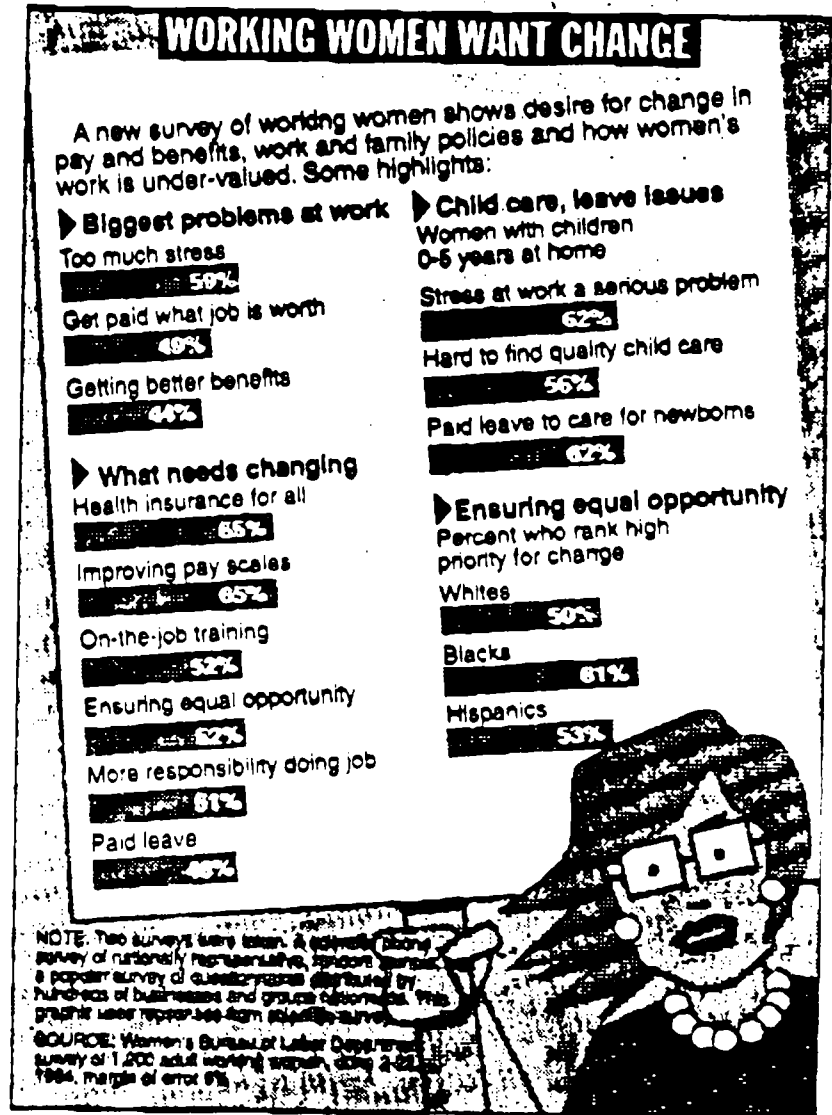
"Those results confirm the belief that workplace involvement is extremely important for a woman's self-esteem," said Dr. Catherine Chambliss, head of the psychology department at Ursinus College in Collegeville, Pa.

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

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

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

Hillary Clinton said: "If I know anything about working women, I know these results represent only a fraction of the strong sentiment that's out there about working women and the issues we face. Because 90 percent of all women will at one time or another work for pay outside the home, we're hoping that this survey will serve as a guide for workplaces throughout America."



National survey finds women like their jobs but not the juggling

By RACHEL L. JONES

Knight-Ridder

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dent Clinton, they'd say just one thing: "I'm tired."

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

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

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

The questionnaire was distributed through the mail, in newspapers and to companies and organizations nationwide. Also, the Labor Department conducted a scientific survey using the same questions with a random sample of 1,200 working women. The scientific survey was much more representative of all women, Nussbaum said, because respondents came from a broader range of economic and educational backgrounds.

Among the highlights:

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

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the popular survey, 55 percent said they aren't getting paid what they're worth. In the scientific survey, 49 percent said they don't get commensurate pay.

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

- The No. 1 issue women would like to talk with President Clinton about is their inability to balance work and family. Unequal or unfair pay is second and lack of equal treatment or opportunity is third.

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

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

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

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more

Working women want change

A new survey of working women shows desire for change in pay and benefits, work and family policies and how women's work is under-valued. Some highlights:

► Biggest problems at work

Too much stress

59%

Get paid what job is worth

49%

Getting better benefits

44%

► What needs changing

Health insurance for all

65%

Improving pay scales

65%

On-the-job training

52%

Insuring equal opportunity

52%

More responsibility doing job

51%

Paid leave

48%

► Child care, leave issues

Women with children
0-5 years at home

Stress at work a serious problem

67%

Hard to find quality child care

56%

Paid leave to care for newborns

62%

► Insuring equal opportunity

Percent who rank high
priority for change

Whites

59%

Blacks

61%

Hispanics

53%

NOTE: Two surveys were taken. A scientific phone survey of nationally representative, random sample, and a popular survey of questionnaires distributed by hundreds of businesses and groups nationwide. This graphic uses responses from scientific survey.

SOURCE: Women's Bureau of Labor Department survey of 1,200 adult working women, June 2-22, 1994, margin of error 4%.



Knight-Ridder Tribune/JAMES SMALLWOOD and JUDY TREIBLE

College in Collegeville, Pa.

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ing presidential initiatives like the Family and Medical Leave Act, the expanded Earned Income Tax Credit, and the half-billion dollars added to the Head Start program.

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

Invitations October 20, 1994

No
1. Who: The Greater Miami Chapter of Women in Communications, Inc.

What: Invitation to be the featured speaker at their 40th Annual Date with the Press scholarship luncheon. Past speakers have included Betty Ford, Helen Thomas, Erma Bombeck and Ann Landers.

When: Their suggested date is April 21, however, they will be happy to change that if another date would be more convenient.

Where: Miami, Florida

RSVP: to Beth Mignon at (305) 445-4218

No
2. Who: Citymeals on Wheels

What: Invitation to a luncheon benefiting Citymeals on Wheels, tickets cost \$200 to \$500.

When: November 14, 1994

Where: New York City

RSVP: by the enclosed card

No
3. Who: The Mayor and Governor of Vienna

What: Invitation to the presentation of the 1994 Schumpeter Award to Ted Turner

When: Wednesday, October 26 at 7:30pm

Where: The Cosmos Club, Washington D.C.

RSVP: to 895-6715

4. **Who:** Joseph V. Trahan, III of the University of Tennessee at Chattanooga

What: Invitation to be the keynote speaker at the UTC Public Relations Student Society of America Induction Ceremony or the Student Society's Southeast District Conference.

When: The induction ceremony is on Friday, November 18 and the conference is on April 7, 1995.

Where: Chattanooga, TN

RSVP: to Joseph Trahan at (615) 755-4774

5. **Who:** Women in Government Relations, Inc.

What: Invitation to attend their annual "Evening with the Agencies, Building Bridges to Understanding"

When: Thursday, November 3, 1994 at 5:30pm

Where: The National Press Club

RSVP: 347-5432

6. **Who:** Women in Cable

What: Invitation to attend a private luncheon which will include a panel with political media personalities. Tickets are \$75.00.

When: Tuesday, October 25, 1994

Where: The Four Seasons Hotel, Washington D.C.

RSVP: to Tracy Mitchell at (312) 634-2339

7. **Who:** The Czech Ambassador

What: Invitation to a reception with the Minister of Culture of the Czech Republic.

When: Thursday, October 27 at 6:30pm

Where: The Czech Embassy

RSVP: to 363-6315 ext. 49

8. **Who:** Law Clerks' Speakers Program

What: Invitation to speak at a luncheon for the District of Columbia Law Clerks.

When: Anytime between now and May 1995.

Where: The Judge's Dining Room of the United States Courthouse

RSVP: Lynn Rhinehart at 273-0498

9. **Who:** American University Law School

What: Invitation to attend a symposium on Constitutional Structure of the National Government: Is it in a state of Crisis? The speaker will be Lloyd N. Cutler.

When: Thursday, October 27 at 4pm

Where: American University

RSVP: None Necessary

10. **Who:** Siegesmund von Hsemann, Bureau Chief of Der Spiegel

What: Invitation to speak at the "Breakfast Club" a group of large European newspapers and magazines.

When: When ever you can.

Where: The Willard Hotel, Washington, but this can be changed to fit Dee Dee's schedule.

RSVP: Siegesmund von Hsemann at 347-5222

11. **Who:** Juan Francisco Ealy Ortiz, El Universal

What: Invitation to speak at a symposium on relations between the government and the press.

When: November 1994

Where: Mexico City, Mexico

RSVP: to Juan Ortiz at 709-13-13 ext. 5200-5201

7
12. Who: Scott Butler

What: He would like Dee Dee to sponsor him to participate in the Presidential Classroom for Young Americans. He needs to raise \$2, 015 to come to Washington. He currently attend Hart High School in Valencia, California.

More info

IRAQ

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-- IT'S CLEAR THIS EPISODE HAS BEEN A
DEVASTATING DEFEAT FOR SADDAM HUSSEIN :

-- He's been Thoroughly isolated
diplomatically - he lost a vote
15-0 in UNSC with even Russia
voting to condemn his actions.

-- He's lost politically - he has nothing
to show his people for his adventurism.

-- He's lost militarily - Iraq's military
capabilities have been significantly
weakened by this miscalculation -
The morale and readiness of Iraq
military are significantly worse now
than they were Sept. 10.

--

Talking points - Child Immunization 10/7/94

Millions of America's youngest children are unprotected from preventable childhood diseases. While child immunization rates have improved since the 1989-1991 measles epidemic in which more than 80 children died, more than one million American children under two are not fully vaccinated against disease. A 1993 survey found that 33 percent of pre-school children (average age 27 months) had not received a full series of the three most critical vaccines (MMR, DTP and polio). About 45 percent had not received the Hib vaccine, which protects children against bacterial meningitis; and 84 percent had not been vaccinated against Hepatitis B, which causes liver disease.

Our approach addresses several barriers that stand between our children and protection from these diseases. Parental awareness, cost, and even the health care system itself contribute to low immunization rates. Some children are unvaccinated because their parents work and health clinics aren't open in the evenings; because providers miss opportunities for vaccination; or simply because parents aren't aware that 15 vaccinations are necessary before age two. Cost can be a contributing factor for many children: the private cost of a full series of immunizations increased from about \$27 in 1983 to \$270 in 1994.

The Childhood Immunization Initiative is a comprehensive effort to remove these barriers to immunization. The CII is designed to increase immunization rates now, and build a system for sustaining gains into the future. It includes five key strategies to improve preschool vaccination rates: improving the quality and quantity of vaccination delivery services; reducing vaccine costs; increasing awareness, community participation, and partnerships; improving the monitoring of disease and vaccination coverage; and improving vaccines and vaccine use.

Improving preschool immunization rates is one of the Clinton Administration's highest priorities. Since taking office, the Clinton Administration has doubled funding, and guaranteed funds for new vaccines. Legislation to launch a new Childhood Immunization Initiative was introduced soon after President Clinton's inauguration. A specific goal was set for 1996: increasing vaccination levels for two-year-old children to 90 percent for the most critical doses. And a new program to provide free vaccines to millions of poor and uninsured children was instituted.

Immunization protects children and saves money. For example, every dollar spent on the MMR (measles/mumps/rubella) vaccine saves \$21 in potential health care costs. For the DTP (diphtheria/tetanus/pertussis) vaccine, the cost-benefit ratio is 30 to 1. And for polio, it's 6 to 1.

The Childhood Immunization Initiative recognizes the important role of states and local organizations in identifying their particular needs. Beginning in 1992, the federal government began helping states design individually tailored Immunization Action Plans. Funds devoted to these local efforts have since been tripled, and CDC experts have held ten regional outreach conferences around the country to help build local efforts.

The Vaccines for Children program is an important part of the broader initiative. Under the VFC program, vaccines will be provided free to children who are enrolled in Medicaid or uninsured, and to native Americans and Alaskan natives. That means that physicians will no longer have to refer uninsured children to public clinics, a common practice that means missed opportunities for immunizations and fragmented care. In addition, VFC will continue to provide free vaccines to children with limited insurance in rural health clinics and Federally Qualified Health Centers. And funds for new vaccines will automatically be provided.

October 17, 1994

TALKING POINTS ON MEINHOLD

Summary of Reasons Why Rehearing Was Not Sought

- The government chose not to pursue the extraordinary step of seeking en banc review in Meinhold because it upholds the constitutionality of much of the old homosexual conduct policy.
- The narrow restriction on the old policy contained in the opinion has no legal effect on the new policy.

Summary of Holding in Meinhold

- The Ninth Circuit held it is constitutional to discharge members for homosexual acts.
- The court recognized that it is constitutional to discharge members for statements demonstrating a propensity to engage in homosexual acts.
 - The court specifically acknowledged the Department's argument that, because of the critical nature of the military mission, the military need not assume the risk that a person with homosexual propensity will act consistent with that propensity.
- The Ninth Circuit did not rule any aspect of the old or new policies unconstitutional.
 - It vacated the district court's holding that the old policy is unconstitutional.
 - It interpreted the language of the old policy as not supporting the discharge in the narrow circumstances of Meinhold's case.
 - It vacated those portions of the district court's injunction that would have interfered with enforcement of the policy with respect to other servicemembers.

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DOD GC

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Why the Relief Granted in Meinhold Has Very Limited Significance

- Meinhold is an old policy case. The Court specifically stated that the ruling does not concern the new policy. Only a handful of old policy cases remain.
- The injunction in Meinhold concerns Meinhold only. No other servicemembers are affected by the Meinhold injunction.
- The Court expressly set aside those portions of the district court's injunction that purported to prohibit the Department from enforcing its current regulations against other statements Meinhold might make.

Additional Background

- Rehearing is an extraordinary decision, when a court decides to reconsider a decision it has already issued. The United States rarely seeks rehearing and it is very rarely granted.
- The Solicitor General has not made a final decision whether to seek certiorari in the Supreme Court; a petition would be due approximately November 30.

BENS' BASE CLOSURE REPORT - OCTOBER 18, 1994

MESSAGE

- The Department of Defense is disturbed with this report because it is misleading. It is wrong in many of its facts and in almost all of its numbers. Overall, the report does a great disservice to the Department on one of its most important programs. If BENS had worked with us in the first place, they might have learned the facts.

ERRORS IN FACTS

- The report falsely claims that 26 bases were "reopened without public notice." The present base closure process is one of the most public processes in government. Twenty-three of the 26 actions were taken after this very public process.
- Seven of the 26 bases that Business Executives for National Security (BENS) cite were never intended to fully close. The public DoD recommendation to the Base Closure Commission was to realign those seven, and the recommendation was accepted by the Commission.
- Three of the 26 were subject to a Commission change to a DoD recommendation based on the merits of the case. Two of the 26 were errors in fact. They never reopened as stated in the BENS report. Although DFAS centers will be located on the other bases, those bases will still be closed as recommended by the Commission.
- Another was subject to a pre-existing law concerning the Presidio of San Francisco. This law directed that the Presidio become a National Park once it was no longer needed by DoD. The DoD recommendations recognized that fact.

Errors in Methodology

- Overstated costs: BENS significantly overstates the five-year cost by including payroll costs of the activities concerned. The issue is not whether the activity should exist, but where. Payroll costs would be incurred somewhere and, therefore, should not have been a factor in BENS's analysis.

WRONG CONCLUSIONS ON DFAS

- BENS concludes that the location of DFAS (Defense Finance and Accounting Service) centers is the most egregious example of politicizing the BRAC process. The fact is, locating DFAS centers on closing bases makes sound business sense: it will save upfront costs by making use of buildings already owned by DoD, rather than constructing new buildings. It will save DFAS millions in long-term payroll and operating cost by consolidating employees at 300 sites into 25 centers. (Since consolidation planning is just getting underway, it's too early to have an estimate on money that will be saved. DFAS consolidation is expected to reduce staffing from 44,000 to under 24,000 by 1999.) And, it should be understood, a DFAS center--usually one building-- is not a base.
- The facts are DoD closes and realigns every base recommended by the Commission while using its authority during property disposal for those bases to make prudent business decisions, such as DFAS centers.

BACKGROUND

- Those of you desiring to pursue this subject in greater detail, contact Glenn Flood in DDI.

Source: ASD(Economic Security) Josh Gotbaum/DFAS fact sheet
A/O: Glenn Flood, x50192

OPTIONAL FORM 88 (7-83)

FAX TRANSMITTAL		# of pages - 2
To: <i>Dee Dee Myers</i>	From: <i>Col Kennett</i>	
Dept./Agency: <i>White House</i>	Phone #	
Fax: <i>202-456-6423</i>	Fax #	

NSN 7540-01-317-7388 5010 01 GENERAL SERVICES ADMINISTRATION

THE WHITE HOUSE
WASHINGTON

Dee Dee / Evelyn -

This Issue
"hit" the press today.

If you brief on
Tuesday, you're
bound to get asked
about it.

GT

10-17-94

TALKING POINTS

- For many years, the IRS has assessed airline travelers a Federal Excise Tax (FET) equal to 10% of the value of their ticket. For commercial travelers, the FET is reflected as a separate line item on the ticket.
- In practice, the traveler, the travel agent and the airline all play some role in the collection and payment of the tax. According to the IRS, however, the traveler -- and only the traveler -- is actually liable for the FET.
- For many years, the White House Travel Office (WHTO) has assisted the press in making travel arrangements for Presidential trips. In general, the WHTO charters an airplane and then bills each member of the press who traveled on the plane for his or her share of the costs.
- Some time during the Bush administration, the IRS began to make inquiries about whether travelers on press charters were paying the FET as required. A representative of the WHTO informed the IRS that, so far as he was aware, no such taxes were being collected or paid.
- In mid 1993, after consulting further with the IRS, the WHTO initiated procedures to assure appropriate collection and payment of the FET. Initially, the charter company would include the FET in the amount billed to the WHTO. The WHTO would then (a) bill each member of the press for his or her pro rata share of the cost of the trip (including the tax) and (b) remit the full amount to the charter company. The charter company would then pay the tax to the IRS.
- After further consultations with the IRS, these procedures were changed. Effective July 1, 1994, the WHTO continued to collect the tax, but began to remit the tax directly to the IRS.
- In mid-1993 the IRS informed the WHTO that it intended to assess taxes on individuals who had traveled on press charters during the period when the FET had not been assessed or paid. Since that time, the WHTO has fully cooperated with the IRS in its efforts to evaluate the extent of any outstanding tax liability.
- Throughout its investigation, the IRS made clear that no taxes would be assessed against the WHTO itself. Under applicable rules and regulations, the traveler, and not the "collection agent" is liable for payment of the FET.

- The IRS further informed the WHTO that it intended to send out letters to the affected taxpayers beginning on October 11.
- It is our understanding that the total tax liability is approximately \$1.5 million, including interest. (No penalties are being assessed.) Approximately 350 travelers will be affected. Consistent with standard practice, the IRS is only seeking to collect taxes accrued after January 1, 1991.
- Typically a small number of seats on press charters are occupied by government employees, such as the Secret Service. The IRS has indicated that it may also be seeking to recover taxes attributable to such travelers. The amount attributable to such travelers is not expected to be substantial.

NORTH KOREA

Q: Doesn't this agreement amount to a bribe to North Korea to meet its existing nonproliferation obligations?

- A: -- No. Under the agreed framework, North Korea will take steps that go far beyond its requirements under the NPT.
- It will freeze and eventually eliminate its graphite-moderated nuclear program. It will forego reprocessing and dismantle its reprocessing plant. It will allow the transfer out of country of the spent fuel it has produced.
 - These commitments by North Korea go beyond what's required by the NPT or IAEA safeguards. They will eliminate the major threat to our security and that of South Korea created by the very existence of the North Korean nuclear program.
 - Moreover, the LWR project, to be funded by South Korea and Japan, will open North Korea to more normal economic and political relations with the outside world. This also will help to reduce regional tensions and the risk of war.

Q: Why have you accepted such a long delay before special inspections to resolve North Korea's past NPT compliance? Isn't this letting them get away with violating the treaty?

- A: -- The most important thing is that we've got the North to accept the principle that it must resolve concerns about past compliance, through special inspections, if necessary.
- We've always said we could be flexible about the timing for this step. The evidence contained in the waste sites is not perishable.
 - We have carefully structured the framework so that the North receives no new nuclear technology until after it has resolved the IAEA's concerns about the past. The only things the North gets before this point are supplies of fuel oil and non-nuclear components of the LWR, like electrical generating equipment.

Q: Why have you made so many concessions to North Korea? With their new government on shaky ground, isn't this a time to be tough with the North?

A: -- As we've said all along we would do, we have been firm and clear on our objectives, but flexible about the timing and sequencing to meet those objectives.

-- We have made no concessions to North Korea on our key goals: no further separation of plutonium, an end to the current North Korean nuclear program, the eventual transfer of North Korea's spent fuel, full compliance by the North with its nonproliferation obligations, including resolution of concerns about the past, implementation of the North-South Denuclearization Declaration and resumption of North-South dialogue

-- The cooperation with the North on LWRs and alternative energy envisaged under the agreed framework is not a concession, but a reasonable, carefully structured program aimed at replacing the North's existing, dangerous nuclear program and helping to bring North Korea out of its current isolation.

Q: Doesn't delaying special inspections damage the credibility of the NPT?

A: -- On the contrary, our dealings with North Korea demonstrate clearly that the international community is prepared to stand firmly behind the treaty, and to insist on compliance.

Q: Aren't some agencies dissatisfied with the agreement?

A: -- As the President said, all of his senior advisers recommended going forward with the agreed framework.