

File: Equal pay

**PRESIDENT CLINTON ANNOUNCES REPORT ON WAGE GAP,
UNVEILS NEW SCIENCE AND TECHNOLOGY TRAINING INITIATIVES, AND
URGES PASSAGE OF PAYCHECK FAIRNESS ACT**
May 11, 2000

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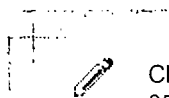
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ENCOURAGING WOMEN TO STUDY SCIENCE AND TECHNOLOGY. President Clinton today will also highlight a new FY2001 budget initiative under which the National Science Foundation (NSF) will provide \$20 million in grants to post-secondary institutions and partner organizations to promote the full participation of women in science and technology fields. The President will also announce a Department of Energy (DOE) web page that will feature women in science, engineering, and technology at DOE, and will detail DOE's efforts to help women achieve their professional goals through recruitment and employee development programs.

EEOC EQUAL PAY TASKFORCE. The President will also announce that the EEOC will create a new Task Force to ensure that EEOC field staff have the full range of legal, technical and investigatory support they need to effectively investigate charges of pay discrimination and

to take appropriate action where discrimination has occurred. This Task Force's mission will be to provide up-to-date information on: (1) the law regarding unlawful compensation discrimination; (2) statistical analysis of compensation systems; and (3) non-statistical investigatory methods.

PRESIDENT CALLS ON CONGRESS TO SUPPORT EQUAL PAY. Finally, the President today will today on Congress to support his \$27 million Equal Pay Initiative, which will help the EEOC and Labor Department fight wage discrimination. The Initiative includes \$10 million for the EEOC to (1) provide, for the first time, training and technical assistance to about 3,000 employers on how to comply with equal pay requirements under the law; (2) develop public service announcements to educate employees and employers on their rights and responsibilities under equal pay laws; and (3) train over 1,000 EEOC staff in identifying and responding to wage discrimination. The Initiative also provides \$17 million for DOL to (1) train women in nontraditional jobs including in the high technology industry; (2) fund projects to increase women's participation in non-traditional apprenticeships; and (3) provide employers with the necessary assistance to assess and improve their pay policies; and continue to educate the public on the importance of equal pay. The President will also urge Congress to pass the "The Paycheck Fairness Act," introduced by Senator Tom Daschle and Congresswoman Rosa DeLauro, to strengthen laws prohibiting wage discrimination. The highlights of this legislation include a new data collection provision; increased penalties under the Equal Pay Act (EPA); a non-retaliation provision; and a provision for increased training, research, and pay equity award.



Christine L. Anderson
05/11/2000 11:30:41 AM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: Proclamation: National Equal Pay Day, 2000

THE WHITE HOUSE
Office of the Press Secretary

For Immediate Release

May 11, 2000

NATIONAL EQUAL PAY DAY, 2000

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BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

Long before President Kennedy signed into law the Equal Pay Act of 1963, women had proved their ability to contribute to America's labor market. During World War II, when labor shortages offered women an unprecedented opportunity to work outside the home, women excelled at jobs traditionally reserved for men. Yet, despite their enormous contribution to maintaining American production lines, women in the workforce were paid less than their male counterparts.

For most of our Nation's history, in fact, women have served within a sharply segregated workforce, enjoying fewer educational and training opportunities than men and struggling all too often to disprove confining stereotypes about their roles and capabilities. But throughout the decades, women of courage, energy, and determination have continued to enter the workforce and open doors of opportunity for succeeding generations. Today, more women are in the labor force than ever before; the female unemployment rate is at its lowest in more than 40 years; the poverty rate for households headed by women is the lowest ever recorded; and the pay gap has narrowed substantially since 1963.

Despite these gains, the battle for equal pay for women is

far from over. Although 37 years have passed since the passage of the Equal Pay Act, the average woman today must still work an additional 17 weeks a year to earn what the average man earns. That pay gap grows wider as women grow older, and it is widest for women of color. African American women earn 64 cents for every dollar earned by white men, and Hispanic women earn just 55 cents. While some of these disparities can be attributed to differences in education, experience, and occupation -- which themselves often reflect troubling inequities -- several studies confirm that a significant pay gap persists even after we account for these factors.

My Administration has worked hard to ensure that every American is treated with fairness and dignity in the workplace, and this year I proposed a \$27 million equal pay initiative in my fiscal year 2001 budget to combat unfair pay practices against women. This initiative includes \$10 million in funding for the Equal Employment Opportunity Commission (EEOC) to identify more quickly and respond more effectively to wage discrimination. The initiative would also enable the EEOC to launch a public service campaign to educate employees and employers about their rights and responsibilities under equal pay laws. In addition, the initiative includes funding for the Department of Labor to train women for jobs they have not traditionally held, such as those in the high-paying technology sector, and to help employers recruit and train qualified women for nontraditional occupations.

I have also urged the Congress to strengthen existing wage discrimination laws by promptly passing the Paycheck Fairness Act. This proposed legislation would provide increased penalties for equal pay violations; prohibit employers from punishing employees who share salary information with coworkers; and provide funding for research on wage discrimination and for increased training for EEOC employees who work on wage discrimination cases.

Throughout the decades, working women have persevered in their struggle for equal pay, buoyed by an unshakable faith in their own skills and self-worth and a firm commitment to the ideals of our democracy. On National Equal Pay Day, I urge all Americans to join the crusade to secure equal pay for women and to create a just and honorable work environment in which all our citizens are rewarded fairly for their talents, experience, and contributions.

NOW, THEREFORE, I, WILLIAM J. CLINTON, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States of America, do hereby proclaim May 11, 2000, as National Equal Pay Day. I call upon government officials, law enforcement agencies, business leaders, educators, and the American people to recognize the full value of the skills and contributions of women in the labor force. I urge all employers to review their wage practices and ensure that all their employees are paid equitably for their

work.

IN WITNESS WHEREOF, I have hereunto set my hand this
eleventh day of May, in the year of our Lord two thousand, and of
the Independence of the United States of America the two hundred
and twenty-fourth.

WILLIAM J. CLINTON

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Message Sent To: _____



Christine L. Anderson
05/11/2000 09:40:21 AM

Record Type: Record

To: See the distribution list at the bottom of this message

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