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DEPARTMENT OF LABOR SURVEY PROMPTS FIRST LADIES OUTREACH TO WORKING WOMEN OF NEW MEXICO, NATION

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

A recently released unprecedented national survey of working women throughout the country and New Mexico conducted by the Department of Labor will form the backdrop for a visit in Santa Fe by First Lady Hillary Rodham Clinton this week.

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

Working women in New Mexico now make up almost half the workforce and almost 60 percent of the state's women work, according to recent Labor Department statistics. Almost 70 percent of New Mexico's working women are employed full time and one-in-three has a child six years old or younger. Despite soaring numbers of women entering the New Mexico workforce in the past decade, the median annual income for working women remains at about 75 percent of their male colleagues annual income.

Labor Secretary Robert Reich says working women are finding it increasingly difficult to balance the demands of work and family.

"I expect the First Lady will hear that New Mexico's working women consider stable, quality child care a top concern," Reich said. "And New Mexico's working women also want to work in an environment that treats them with dignity, respects the importance of their families and invests in their skills."

The First Lady's visit to Santa Fe is part of a continuing dialogue between the administration and working women across the country. Mrs. Clinton participated in a similar event two weeks ago in Atlanta, where she hosted a luncheon with working women from the area.

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

"Through *Working Women Count!*, women have raised serious concerns," said Women's Bureau Director Karen Nussbaum. "Only by addressing these issues will we fully and fairly value women. Government, businesses, unions, national and grassroots organizations and the media all have a role to play in finding solutions."

President Clinton and the First Lady in April endorsed a series of policy initiatives developed by the Department of Labor in response to the survey. The initiatives include: establishing a new fair play clearinghouse; initiating a partnership with the National League of Cities to increase the supply and quality of child care and holding a series of community forums on child care; increasing women's access to education and training; raising the minimum wage and establishing a *Working Women Count Honor Roll* of employers and others who make the workplace better for women. The recommendations address the areas women identified as priorities in response to the *Working Women Count!* survey.

The Clinton Administration also is credited for other important progress in improving the lives of working women. The President has already signed into law the Family and Medical Leave Act and pushed through the Congress new funding for Head Start.

The *Working Women Count!* questionnaire was distributed by more than 1,600 partners, including businesses, labor unions, magazines, newspapers, national and community-based organizations and government agencies.

In New Mexico, *Working Women Count!* partners included the Albuquerque Chamber of Commerce, Church Women United in Albuquerque, Las Cruces Child Care Resource and Referral, NM Mesa, Inc., New Mexico Commission on the Status of Women, New Mexico Federation of Labor, UNH-Women's Studies Program, YWCA Careers Services Center and Youth Development Inc. of Albuquerque.

Working Women Count! was developed by the Women's Bureau and distributed in all 50 states, the Virgin Islands, Guam and Puerto Rico. It was translated into Braille and five languages -- Chinese, Korean, Portuguese, Spanish and Vietnamese.

The Women's Bureau was created by Congress in 1920 to "promote the welfare of wage-earning women." On May 19, the President, First Lady and Secretary Reich hosted a celebration of the agency's 75th Anniversary by burying a time capsule that is to be opened at the 100th Anniversary celebration.

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Snapshot of nationwide *Working Women Count!* survey

Highlights of the results of the Working Women Count! survey distributed to 250,000 women nationwide and accompanied by a scientific random sample of 1,200 working women include:

- Four in five women (79 percent) either "love" or "like" their jobs, but women also see a need for change.
- Too much stress is a serious problem for more than half the women in both the popular (58 percent) and scientific samples (59 percent), cutting across income and occupational groups.
- Two-thirds of women (65 percent) say improving pay scales is a high priority. Fifty-five percent of women in the popular sample and 49 percent in the scientific sample say they are not getting paid what they are worth.
- Health and pension benefits are critical concerns. Health care insurance for all is women's number one priority. In the scientific sample, 43 percent of women who work part-time and 34 percent of women over age 55 lack health insurance, while a scant 19 percent rate their health insurance plans as excellent. Fifty-seven percent of respondents give their pension plans negative ratings, including 23 percent who have no pension at all.
- Three-fifths of women in the scientific sample (61 percent) say they have little or no ability to advance.
- In the scientific sample, 14 percent of white women and 26 percent of women of color report losing a job or promotion on the basis of their gender or race.
- Many women consider on-the-job training (52 percent in the scientific and 61 percent in the popular sample) and insuring equal opportunity (51 percent in the scientific and 63 percent in the popular sample) priorities for change.
- More than half (56 percent) of women with children under age five say that finding affordable child care is a serious problem. More than half (53 percent) of this group say that "information about or support for child or dependent care" is a very high priority for change.
- Women executives or managers are much more likely to have family-friendly workplaces than women in blue-collar jobs. Three in five women (63 percent) who work as executives or managers -- compared to only 42 percent of women who work in low-wage blue collar jobs -- rated their jobs as either excellent or good in terms of support for family responsibilities in the scientific sample.

NEWS CONTACTS

Contacts available for interviews in advance of visit by First Lady Hillary Rodham Clinton to New Mexico on Friday, May 26. Contact Scott Sutherland, 202-219-8211, to schedule interviews.

Karen Nussbaum, Director, Women's Bureau, U.S. Department of Labor -- Founded of 9to5, National Association of Working Women, in 1973 and served as its director for 20 years. Named director of the Women's Bureau by President Clinton in June 1993. In nominating Nussbaum, the President declared her "uniquely qualified" to serve as chief advocate for the nation's 58 million working women. Nussbaum and the Women's Bureau directed *Working Women Count!* survey distributed to 250,000 working women by 1,600 partners nationwide and accompanied by random scientific sample of 1,200 working women.

Terri "Corn Silk" Frazier -- Native American descendant who resides in Gamero, NM. She will participate in panel discussion at First Lady's event with New Mexico's working women. Also, participated in last week's White House event commemorating 75th Anniversary of Women's Bureau. Contributed pottery items to Time Capsule to be opened in 25 years during 100th Anniversary celebration of Women's Bureau. She is a pottery artist and Amtrak Tour Guide who begins her 14-hour working day at 5:30 a.m.

Other New Mexico Working Women participants available by Thursday a.m. For additional contacts, call Scott Sutherland, U.S. Department of Labor, 202-219-8211.

PROFILE OF WORKING WOMEN IN NEW MEXICO

	Number	Percent	
Women in the labor force, 1993	333,000		
percent of all women		54.6	
percent of total labor force		44.0	
Age of women in the labor force, 1993			
16-24	48,645	14.6	
25-34	78,053	23.4	
35-44	99,873	30.0	
45-54	68,740	20.6	
55-64	29,904	9.0	
65 or older	8,156	2.4	
Ethnicity/race of women in the labor force, 1990	306,663	100.0	
White	172,038	56.1	
African American	5,346	1.7	
Hispanic	104,013	33.9	
Asian American	3,372	1.1	
Native American	21,894	7.1	
Employed women, 1989	339,219	100.0	
full-time, year-round as percent of all	142,719	42.1	
full-time, part-year as percent of all	88,875	26.2	
part-time, year-round as percent of all	33,894	10.0	
part-time, part-year as percent of all	73,731	21.7	
Women in the labor force, 1990	306,663	100.0	
with own children under 18	131,286	42.8	
with own children under 6	100,512	32.8	
without children 18	175,377	57.2	
	Total	Women	Men
Percent distribution, employed by occupation, 1993			
executive or managerial	13.6	11.9	14.9
professional	17.8	20.6	15.5
technical	3.6	3.2	3.9
sales	12.1	14.4	10.3
administrative support, including clerical	14.1	24.6	5.7
service	12.9	17.7	9.1
precision production, craft, and repair	12.4	2.5	20.4
operators, fabricators, and laborers	10.8	4.3	15.9
farming, forestry, and fishing	2.7	0.8	4.2

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

PROFILE OF WORKING WOMEN IN THE UNITED STATES

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

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

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WORKING WOMEN COUNT!**PARTNER SUMMARY**

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

- 4 National Magazines printed the questionnaire: Essence, Ms., Working Mother and Working Woman
- 40 Daily Newspapers printed the questionnaire, including the Atlanta Constitution, Miami Herald (in English and Spanish), Chi-Am Daily, Cleveland Plain Dealer, Flint Journal, Los Angeles Sentinel, New York Daily News, and Philadelphia Daily News; many have already reported on their own results
- 300+ Businesses, from Xerox and NYNEX to the West 47th Street Salon and Day Spa in Kansas City, MO and Skelly's Pub in Sioux Falls, SD
- 75- Labor Unions, including large international unions and many locals
- 58 Senators and Members of Congress (bipartisan)
- 75- National Organizations like Business and Professional Women, the National Black Nurses' Association, National Conference of Black Mayors, National Council of La Raza, 9to5, and YWCA of the USA
- 900- State and Local Organizations ranging from grassroots groups like La Alianza Cannery Workers Organization Project to Native American groups like the Chippewa Cree Tribe; from state governments like Arizona, Maryland, Nevada and Wyoming, to big city governments like Atlanta, Miami and New York, to small city governments like Fort Collins, CO and Hutchinson, KS; from state universities to community colleges; and women's and workers' organizations around the country
- 10+ Federal Agencies: Agriculture, Education, Energy, General Services Administration, Health and Human Services, Justice, Labor, Office of Personnel Management, and Veterans' Affairs targeted all of their women employees; many others distributed to select offices
- 4 On-Line Services, including Compuserve and Prodigy

WORKING WOMEN COUNT PARTNERS IN THE STATE OF NEW MEXICO

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