

INITIATIVES TO ENHANCE EEOC ENFORCEMENT EFFORTS IN SUPPORT OF PAY EQUITY

Equal Pay
Research

EEOC enforces the principal federal laws prohibiting employment discrimination, including compensation discrimination on the bases of sex, race, national origin, age and disability. EEOC's program to enforce the equal pay laws would substantially benefit from increased training of EEOC staff and the provision of technical support for them, enhanced support for outreach and technical assistance to the public, as well as important research to better understand the nature and extent of compensation discrimination. We believe that the following initiatives should be viewed as a package and would be most effective as such; nonetheless, they are severable depending on the direction that the White House chooses to take.

- **Enhanced support for EEOC enforcement activities**
 - Training for EEOC professional staff is an essential element of a program to support enforcement of the equal pay laws. It will facilitate the effective analysis of charges and the targeting of resources, thereby contributing to EEOC's ability to effectively manage its workload. We propose to provide training for all EEOC professional staff on the investigation and analysis of compensation discrimination. The professional staff consists of 850 investigators, 250 litigation attorneys and 150 supervisors and managers. The estimated cost, which includes travel and per diem and hiring skilled trainers is approximately \$1.8 million. Because of resource limitations EEOC is only rarely able to conduct a Commission wide training of this sort, even though it is of enormous value. The last such training was a Commission wide training on the Americans With Disabilities Act which was conducted in 1992.
 - In order to analyze potential cases of compensation discrimination in a timely and effective manner, EEOC also needs additional staff that is skilled in economic and social science analysis as well as appropriate technology to support that staff. This will include:
 - A FTE Social Science Analyst or Pay Equity Specialist, at grade 9 with promotion potential to GS 12, in each District Office and the Washington Field Office. The total cost for those 24 offices would be approximately \$3,000,000, including training, equipment and space.
 - Appropriate software to conduct pay analyses, available in all field offices and headquarters. The cost is estimated at \$225,000. A PC-based system for accessing EEO-1, EEO-3, EEO-4 and EEO-5 data should be developed to enable investigators and attorneys to retrieve forms, relevant comparable aggregate data, and to run

statistical tests comparisons. This system will cost approximately \$150,000.

- **Outreach and Technical Assistance**

- The best way to address discrimination is to prevent it from happening in the first place and the best way to achieve this result is to reach out to the affected communities so that they understand their rights and responsibilities. We propose the following outreach and education initiatives on compensation discrimination matters:
 - EEOC will develop training programs on compensation issues for constituent communities; *i.e.*, employers, employees, unions, advocacy groups. This element will include programs specifically targeted at small businesses. Material development, distribution and training costs are approximately \$500,000.
 - To assure that this outreach and technical assistance program is effective will require adding one FTE Program Analyst in each district office and the Washington field office. The cost of each FTE, including training, equipment and space is \$120,000. Thus, the total cost of FTEs is \$3,000,000.
 - We also propose implementing a program of Public Service Announcements in order to educate the public on the importance of this issue as well as their rights and responsibilities. As part of this initiative, we will:
 - Hire a public relations firm to research, develop core messages and concepts, identify target audiences, produce the spot (in several languages), conduct focus groups to test its effectiveness, and distribute it.
 - One such announcement, with distribution and placement, would cost between \$300,000 and \$400,000. To reach all of the targeted audiences would require four to five PSAs.
 - Such announcements should also contain an action step (asking the audience to respond in some way or take action *i.e.*, an 800 telephone number), which requires developing supporting materials, such as pamphlets and brochures, to assure that the message is effective. Development, production and distribution of the supporting materials may cost an additional \$20,000 and would require an FTE, at a cost of approximately \$100,000.

- **Pay Disparity Research and the Development of Standards**

The final element of this initiative will involve conducting research into the nature and extent of pay inequities as well as the development of standards with which to analyze these compensation questions. Currently there is insufficient data to fully identify and understand the extent of or underlying reasons for pay disparities based on gender, race, national origin, disability, or age. Moreover, the absence of accepted standards for analyzing pay discrimination impedes our ability to effectively enforce the laws as well as the ability of businesses to analyze whether their pay structures may run afoul of the laws.

- We propose to pursue two research approaches to enhance current knowledge and understanding of patterns of pay disparities.
 - Research by the National Academy of Sciences, National Research Council or a comparable organization examining existing literature on how pay disparities arise and where they are most prevalent.
 - The panel would primarily rely on previous research but would also explore the possibility of working cooperatively with a small number of establishments to conduct “live” compensation analyses, which might serve as examples in the compensation standards manual.
 - Research by such organization examining employer data to test procedures for identifying and remedying pay inequities. Data collection would include at least two industry-based surveys to collect compensation on a form similar to the EEO-1 but adding salary intervals. The cost of both projects would be \$6 million.
 - Two full time equivalent staff would be required to consult on and monitor the project, at an approximate cost of \$200,000.
 - Research might focus on particular industries such as communications, technology, film and television. All are growth sectors.
- We also propose to convene a panel of social science experts who would define statistical techniques for analyzing pay disparities and develop manuals for conducting compensation analyses, based on both EEOC-related laws and standard research methodology.

- The Panel would develop statistical criteria which could be used by employers for self analysis as well as by investigators and litigators.
- The cost of the panel and manual development would be \$2,000,000.

COST SUMMARY

Enhanced support for EEOC enforcement activities

Training	\$ 1,800,000
Staff	\$ 3,000,000
Software	\$ 150,000

Outreach and Technical Assistance

Material development, distribution and training costs	\$ 500,000
Staff	\$ 3,000,000
Public Service Announcements	\$ 2,120,000

Pay Disparity Research and Development of Standards

Research and development	\$ 8,000,000
Staff	\$ 200,000

Total	\$18,770,000
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M.I.T. Acknowledges Bias Against Female Professors

Equal
Pay

AI
By CAREY GOLDBERG

CAMBRIDGE, Mass., March 22 — In an extraordinary admission, top officials at the Massachusetts Institute of Technology, the most prestigious science and engineering university in the country, have issued a report acknowledging that female professors here suffer from pervasive, if unintentional, discrimination.

"I have always believed that contemporary gender discrimination within universities is part reality and part perception," the university's president, Charles M. Vest, said in comments to be published in the faculty newsletter within days and already posted on the World Wide Web. "True, but I now understand that reality is by far the greater part of the balance."

Dr. Vest's comments introduced a report about discrimination against women in the School of Science, one of M.I.T.'s five schools. Five years in the making and initiated by some female faculty members, the report documents a pattern of sometimes subtle — but substantive and demoralizing — discrimination in areas from hiring, awards, promotions and inclusion on important committees to allocation of valuable resources like laboratory space and research money.

Such discrimination, national experts say, continues and in some ways has worsened at institutions across the country, despite the growing number of professors who are women. In a report issued last month, the American Association of University Professors found that though women grew to 34 percent of faculty nationwide now from 23 percent in 1975, the gap between salaries for male and female professors actually widened in that period.

Female faculty members involved with the M.I.T. report, the findings of which were posted on the World Wide Web on Friday and reported in *The Boston Globe* on Sunday, say they do not believe that the institute discriminates more than other top-flight universities; it is simply more willing to admit it and address the problem. A hard push to increase the number of tenured professors who are women is well under way, the report says, along with other efforts to redress inequities in the allocation of resources. Efforts to perform similar discrimination research university-wide are also under discussion.

The administration's comments on the report "are the most forward-looking statements on gender discrimination that I've read by a high-ranking administrator in one of these elite institutions in the 25 years I've been a faculty member," said Nancy Hopkins, a prominent molecular biologist and an initiator of the committee that issued the report.

Robert J. Birgeneau, dean of the School of Science, said today that he believed the university was unique in its willingness to make such a document public. He also noted in his written comments: "I believe that in no case was this discrimination conscious or deliberate. Indeed, it was usually totally unconscious and unknowing. Nevertheless, the effects were real."

Real, but hard to pin down until three tenured female professors in the School of Science started to compare notes in the summer of 1994. As the report describes, they quickly decided to poll their other female colleagues, which was not difficult because in the entire School of Science, there were only 15 tenured women, compared with 194 men.

In fact, the report notes, the percentage of the School of Science faculty who are women, 8 percent, has remained virtually unchanged for perhaps 20 years. And that, too, seemed a problem.

By August 1994, the School of Science women proposed creating an initiative to improve the status of women in the school — to which Dean Birgeneau readily agreed, and they began to collect data, on everything from the allocation of laboratory space to the amount of research money professors had to apply for themselves instead of being handed by the university.

"It was data-driven," Dean Birgeneau said of the report, "and that's a very M.I.T. thing."

The report found, for example, that in 1994 in biology, undergraduate women numbered 147, compared with 142 men, but the sex balance shifted as students advanced through graduate school so that by the time the report looked at the highest level, faculty, there were only 7 women to 42 men. In math, the numbers went from 53 women undergraduates and 123 men to only 1 female professor compared with 47 male professors.

Other studies at other schools have looked at questions of salary and promotion and found women consistently paid and promoted less, said

Martha S. West, a professor of law at the University of California at Davis and a member of the American Association of University Professors' committee on the status of women. But, she said of the report, "what's amazing about this is the president's acknowledging that there is a 'scientific' basis for our continual perception that things are not good for us. And my perception is that things have been getting worse, not better, for women over the last 10 years."

Mary Gibson, chairwoman of that committee on the status of women, called the M.I.T. administration's support for the report "absolutely remarkable."

Dean Birgeneau said that participants in the report had not examined its legal implications.

Laying the statistical basis for the report involved fact-finding that uncovered some phenomena participants found striking. For one, junior female faculty tended to feel well-taken care of and untouched by dis-

crimination; it was only as they became senior faculty that they felt themselves increasingly marginalized and overlooked by male-dominated networks; and that did not seem to improve with time, the report found.

Report committee members, both men and women, also described their dawning comprehension as they gathered data that they really were seeing a pattern of discrimination, not a set of individual cases involving special circumstances.

Committee members say each little slight to a woman might involve an assumption that did not seem overtly discriminatory, say, that a single woman might seem to need a raise less than a family man, or that a woman might be less likely to seek an outside job offer to propel her promotion, or that it might seem implausible that a woman with children could work hard enough for a given job. But they all added up.

Some aspects of discrimination, like the tendency of men to overlook women's comments in a meeting, can also be somewhat intangible, said Jacqueline Hewitt, a professor of physics and a committee member. "These things, like how much of a voice you have in the decision-making process, are not so easily quantified," she said.

The tenured women faculty and the dean, the report says, "found that discrimination consists of a pattern of powerful but unrecognized assumptions and attitudes that work systematically against women faculty even in the light of obvious good will. Like many discoveries, at first it is startling and unexpected. Once you 'get it,' it seems almost obvious." "Do other elite universities 'get it' better than M.I.T.?" the report, which is posted on the Web at <http://web.mit.edu/fnl/women/women.html>

continues. "No, and indeed a common defense for M.I.T.'s small number of women faculty is that 'Cal Tech and Harvard are doing just as badly.' But to be as bad as these unenlightened institutions is not a defense we should take!"

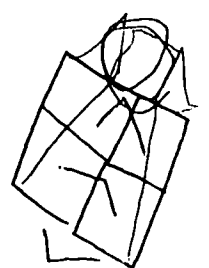
M.I.T. officials and faculty members involved in the report met today to consider their next steps. Lotte Bailyn, the chairwoman of the faculty and an expert on workplace equality, said the group had discussed trying to spread similar initiatives to the rest of the university.

The report recommended continued vigilance, noting that in the School of Science there had never been a female department head or associate head. It made many other recommendations, including a yearly collection of "equity data" and the dismissal of administrators who knowingly discriminated.

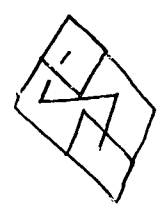
It also pointed out that there was still a long way to go.

"I think what was accomplished here was extraordinary," Dr. Hopkins said. "However, the number of people involved in this initiative was tiny, and the number of years it took us to understand it as well as we do is five years, and most of the people at M.I.T. have still barely heard of it."

"The challenge now," she said, "is what can you do so that this wonderful thing that has happened can become automatic and institutionalized?"



The New York Times
TUESDAY, MARCH 23, 1999



Senators Clash Over U.S. Role In a NATO Bombing Campaign

By ERIC SCHMITT

WASHINGTON, March 22 — A handful of Senators clashed today over the American role in a NATO air campaign if Belgrade refuses to sign the peace accord.

The White House invited Congressional leaders to discuss plans for Kosovo on Tuesday, the same day that the Senate is to vote on a measure to cut off the money for American troops to engage in a NATO operation in Kosovo unless Congress gives prior approval.

"Don't get me wrong, I think Milošević is a tyrant," said Senator Don Nickles of Oklahoma, the Republican whip. "It still doesn't mean we should go to war with Serbia. And if we start a massive bombing campaign, we're going to war."

Senator Kay Bailey Hutchison, a Texas Republican, complained that the Administration had not sought prior congressional approval for American participation in a bombing campaign of Serbia.

"We're now picking sides in a civil war where the U.S. security interests are not clear," she said.

But she and other Republicans acknowledged sensitivity to the timing of the vote, given that officials are trying to negotiate a cease-fire and

settlement in Kosovo.

Democrats urged that the Senate postpone the vote. They conceded that the White House needed to explain in a primetime television address what American interests were served in Kosovo. But they said the United States had a moral obligation to end the fighting as well as a national security interest to halt the conflict before it spreads and destabilizes southern Europe.

"It's about genocide and ethnic cleansing," said Senator Joseph R. Biden Jr. of Delaware, the ranking Democrat on the Foreign Relations Committee, who indicated that he would support military action.

A test vote on the measure, sponsored by the Senate majority leader, Trent Lott, Republican of Mississippi, and Senator Hutchison, was expected on Tuesday. Mr. Lott needs 60 votes in the 100-member Senate to overcome procedural barriers put up by Democrats and prevail, which many believe is unlikely.

The House earlier this month narrowly passed a nonbinding resolution expressing support for sending United States troops to Kosovo as part of a future NATO peacekeeping force.

U.N. Warns U.S. on Payments

By PAUL LEWIS

UNITED NATIONS, March 22 — The United States will need to pay at least \$250 million to the United Nations this year if it is to avoid losing its vote in the General Assembly, the senior financial officer of the United Nations has warned.

The Under Secretary General for Finance and Management, Joseph Connor, pointed out that the figure was appreciably more than the \$197 million that the United States paid toward the end of last year to avoid losing its vote in the Assembly this year.

Under Article 19 of the United Nations Charter, a country cannot vote in the General Assembly if its total unpaid dues exceed the sum of its total assessments for the last two years. The United States' vote in the Security Council, which is far more powerful than the General Assembly, would not be affected.

Mr. Connor said it was becoming increasingly difficult for the United States to avoid losing its vote for two reasons. The first is that the cost of

peacekeeping operations is falling rapidly. That reduces the assessment, increasing the risk that total United States debts to the United Nations of \$1.6 billion would exceed its last two annual membership bills.

A second difficulty is the tendency for Congress to place conditions on United Nations payments such as freezing the budget and seeking assurances that the organization will not create an international army.

That slows the rate at which the Administration can hand over the money, after Congressional approval, Mr. Connor said last week.

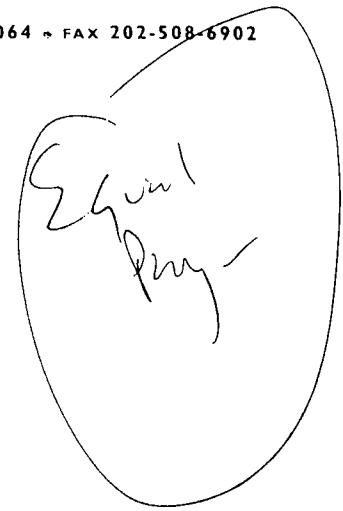
The most striking change in the United Nations finances he discussed was the decline in peacekeeping costs. After bumping along for most of the United Nations' history at around \$400 million a year, the peacekeeping budget took off in 1992, climbing rapidly to more than \$3 billion in 1994 and 1995. But 1996 brought a sharp decline, to just under \$1.5 billion.

The budget has fallen further, to an expected \$900 million this year, and it is projected at \$650 million in 1999, after decisions to phase out operations in Angola and Macedonia.

Do you have The Times delivered?

The New York Times

TUESDAY, MARCH 23, 1999



MEMORANDUM

To: Karen Tramontano
From: Karen Nussbaum *KN*
Re: Scheduling Opportunities
Date: March 11, 1999

With the heightened interest in equal pay and the on-going concern about working women as a constituency, we have excellent opportunities for White House principals to speak out on the issues and connect with working women.

- **Ask A Working Woman Survey**
Throughout this year we will be asking working women about their priorities as we approach the year 2000. Thousands of groups of women, union and unrepresented, will discuss the issues and become part of an effort to make their voices heard. We would love to have a White House principal join us in a kick-off or key regional event, and become part of the national story of *Ask A Working Woman*.

We can produce either a roundtable of a dozen women, a town hall meeting of hundreds, or anything in between in any of 15 - 20 cities over the next few months. We have many partners, including the League of Women Voters, the YWCA, the Business and Professional Women and others.

*Alister
Judy
Gail
Karin W.*

We have tentative events scheduled in the following cities:

- Detroit, March 12
- Chicago, March 31-April 1 or April 20
- Hartford, April 16.

We are able to schedule events at your convenience in almost any mid-size or major city April through June.

MEMO - Karen Tramontano
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March 11, 1999

- **Regional Equal Pay Event**

Twenty-four states introduced strong equal pay/pay equity legislation in conjunction with the release of our report last week. Thirty-five states are active on the issue. A White House principal joining us at an event in a key city would be an excellent way to deliver the message in this national campaign. We can stage an event in one or more of a dozen cities.

- **Equal Pay Day, April 8th**

We hope to be very involved in any plans for a White House event in Washington. However, if there is an interest in having an event outside of Washington, there are excellent opportunities – at a 74 cent lunch for working women, or a roundtable discussion covering a range of occupations and including husbands, for example.

- **Working Women Conference 2000**

More than 5,000 working women – from every job and region, union and unrepresented – will gather in Chicago on March 11-12, 2000 to set an agenda for 2000 and beyond. This will be the largest gathering of its kind, will train thousands of women, and will send a powerful message about the importance of women's economic agenda. We would be especially interested in having Mrs. Clinton or Vice-President Gore join us.

Please be aware that we are also working with the White House Women's Office. Attached please find a list of recent press clippings, and possible cites for events.

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Enclosures

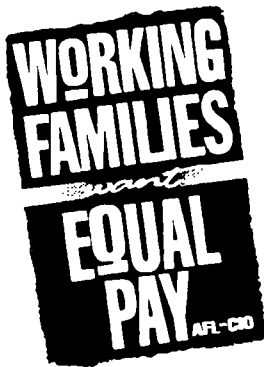
States with Legislative Campaigns

Alabama
Delaware
Florida
Georgia
Hawaii
Illinois
Indiana
Iowa
Kansas
Kentucky (prefiled for 2000 session)
Maine (regulation drafting)
Massachusetts
Michigan
Missouri
Nevada
New York
Ohio
Oklahoma
Pennsylvania
Rhode Island (funding)
South Carolina
Texas
Wisconsin

States and cities for possible Equal Pay Events

Dover, Delaware - March 15 event to introduce legislation
Honolulu, Hawaii
Tallahassee, Florida - March 16 press conference and introduction of the legislation
Springfield, Illinois - March 18 Women's Conference and Lobbying Day
Indiana
Kentucky
Lansing, Michigan - April 8 - Equal Pay Day rally
New York
Ohio
South Carolina
Seattle, Washington - Third week in March
Wisconsin

Ask A Working Woman events can be arranged in any location



Equal Pay in NEW YORK

Without It, Working Families Lose \$11.8 Billion Each Year

In New York, as across the nation, working women earn less than working men. The price tag for pay inequality is huge. According to an analysis of government wage data, paying women less than comparable men—those of the same age, with the same education, who work the same number of hours—costs working women's families in the state a staggering \$11.8 billion each year.

Pay Inequality Translates into Large Wage Gaps for Women and People of Color

One of the most common measures of earnings inequality is the "wage gap," a figure reflecting wage differences between groups of workers. The "gender wage gap" used in this study is the difference in weekly wages for women and men working full-time, while the "minority wage gap" reflects differences between minority and nonminority full-time workers:

- Across the nation, women earn 74 cents for every dollar earned by men. A typical woman in New York earns 80 cents for every man's dollar, or \$118 less per week. The gender wage gap is larger for women of color. They earn \$180 less than men overall, or 70 cents for every man's dollar. Nationally, women of color earn 64 cents for every dollar that men overall earn.
- Although New York appears to do relatively well on gender inequality, the better overall position of women is largely due to the very low wages of minority men rather than the relative gains made by women.
- Minority wage gaps differ slightly between the state and the nation. New York's women of color earn \$96 less weekly than white women, or 82 cents for every dollar white women earn; women of color nationally earn 80 cents for every dollar white women earn. Men of color in the state earn

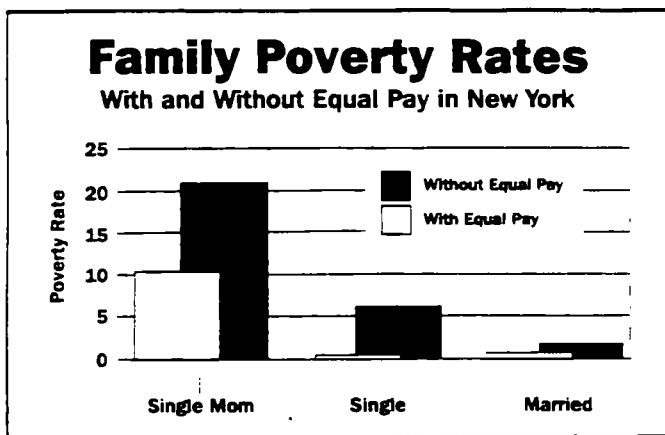
\$242 less weekly than white men, or 65 cents for every dollar. Nationally, the ratio for men of color is 66 cents for every dollar white men earn.

Wage Gaps in New York Median Weekly Earnings for Full-Time Workers, 1997			
	Women	Men	Gender Wage Gap
All Workers	\$485	\$603	\$118
White	\$519	\$692	\$173
Minority	\$423	\$450	\$ 27
Minority Wage Gap	\$ 96	\$242	N/A

Raising Women's Wages Would Increase Family Income and Cut Poverty

Gender inequality in the workplace reduces women's wages and hurts their families. Paying New York women as much as comparable men would dramatically raise family incomes and reduce poverty rates:

- Single mothers' earnings would rise an average of \$4,789 annually, cutting poverty rates for their families by one-half, from 21.2 percent to 10.5 percent.
- Single women with no children would earn an additional \$3,430 annually, and their poverty rates would fall from 6.2 percent to 0.4 percent.
- Married women's earnings would rise an additional \$4,148, reducing their families' poverty rates from 1.9 percent to 0.7 percent.



Pay Equity Would Boost Pay for Women and Men in Predominately Female Jobs in New York

Women and men suffer from a pervasive form of wage discrimination: Workers in female-dominated jobs—secretaries, cashiers, LPNs, child care providers and others in jobs with 70 percent or more women workers—are paid less than similar workers in jobs not dominated by women. Correcting these inequities by paying women and men in predominately female jobs the same as similar workers in nonfemale-dominated jobs would significantly boost their earnings:

- Annual wages for women in these jobs would rise 16.4 percent, or an average of \$3,506.
- Wages for minority women in these jobs would grow 19 percent, or \$3,930.
- Yearly raises for the 11 percent of men in female-dominated jobs would average \$6,457.
- A higher percentage of minority men (17.6 percent) work in female-dominated jobs. They would gain \$5,590 on average.

Union Representation Boosts Pay and Makes It More Equal

Union representation brings wage setting into the open and helps ensure that employers rely on objective factors—skill, effort and responsibility—to set pay rates. Unions markedly boost wages for *all* represented workers, especially for those most likely to encounter discrimination in pay or other employment terms. Unionized workers in New York show the powerful and positive effect of union representation on wages:

- Among full-time workers, women represented by unions earn an average of \$64, or 13.9 percent, more per week than women with nonunion jobs. The gain for men with union jobs averages \$87, or 15.1 percent, more per week.
- Among full-time workers, minority women with union jobs earn \$74, or 18.5 percent, more each week for full-time work than minority women in nonunion jobs. Minority men in union jobs earn \$150, or 37.5 percent, more than their nonunion counterparts.
- The minority wage gap for men with union jobs is more than two-fifths less than that for nonunion workers, \$162 versus \$280.

Union Wage Advantage by Gender and Minority Status in New York

Median Weekly Earnings for Full-Time Workers, 1997

	Union	Nonunion	Union Wage Advantage
All Women	\$525	\$461	\$ 64
White Women	\$596	\$481	\$115
Minority Women	\$474	\$400	\$ 74
All Men	\$662	\$575	\$ 87
White Men	\$712	\$680	\$ 32
Minority Men	\$550	\$400	\$150

Note on sources and methodology: Data in this fact sheet are from Institute for Women's Policy Research (IWPR) calculations from the Current Population Survey (CPS) March Demographic Supplements, 1995-97, for calendar years 1994-96; the CPS Outgoing Rotation Group File, 1997; and published and unpublished data from the U.S. Department of Labor, Bureau of Labor Statistics. All dollar amounts are in 1997 dollars. Minority workers (people of color) include African Americans, Asian Americans, Pacific Islanders, Native Americans, Aleut Eskimos and Hispanics of any race. Union workers are union members or workers covered by collective bargaining agreements. Estimates of family income losses, women's earnings gains and poverty rate reductions are based on a statistical model that controls for differences between men and women in age, education and annual hours of work. Estimates of the wage effect of working in female-dominated jobs use statistical techniques to adjust workers' earnings as if they did not work in such jobs, but everything else remained the same (gender, educational attainment, race, marital status, parental status, residence in a metropolitan area, region, firm size, industry and yearly hours of work).

This report was produced as a joint project by the AFL-CIO and the Institute for Women's Policy Research (IWPR). For more information, call the AFL-CIO Working Women's Department at 202-637-5064 or IWPR at 202-785-5100.



ASK A WORKING WOMAN...

IF YOU'RE A WOMAN in America today, chances are 99 in 100 that you will spend at least part of your life working for pay.

But the chances aren't as good that you'll be heard when it comes to **REALLY SOLVING PROBLEMS** working women face every day—the long hours or second job that pays the bills but keeps you away from your family; the hard work and high skills that still don't add up to a good salary; the job you give a lot to but don't get enough back from.

WE'VE GOT A CHANCE to make our voices heard on the things that really matter to us.

...The new survey for every woman who wants to make changes on the job.

AFL-CIO WORKING WOMEN

WE ASKED WORKING WOMEN in 1997 what they cared about the most. More than 50,000 working women in every kind of job responded with a clear message.

You told us:

YOUR FAMILIES DEPEND ON YOU. Nearly two-thirds of working women report that they provide half or more of their household income.

IT'S HIGH TIME YOU GOT EQUAL PAY AND BASIC BENEFITS. Nearly every woman thinks equal pay is important—and so do most men. Many are concerned about low pay on the one hand, the “glass ceiling” on the other and all kinds of pay and benefits problems in between.

TIME IS IN SHORT SUPPLY! You're working more hours than ever before. But just when you need time, paid benefits such as sick leave, vacation and paid family leave are harder to come by. You are juggling your work and your family—most of you have children at home or elderly relatives you are responsible for, but not even one in 10 of you has a job that provides help for child care or elder care.

We got down to work—

In unions, women's and civil rights organizations, community and religious-based groups we got to work—to take on some of the biggest issues.

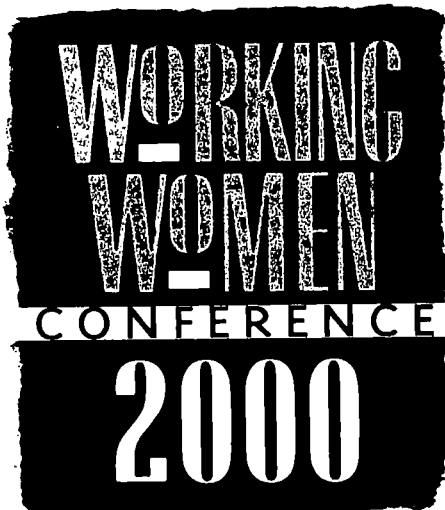
EQUAL PAY. We are introducing strong legislation in 20 states to expand equal pay laws.

RETIREMENT. We're working to make sure Social Security is there for all of us when we need it, and that it doesn't become a “winners and losers” gamble.

CHILD CARE, AFTER-SCHOOL CARE AND SCHOOLS. We won more money for after-school programs, for more school teachers and for basic child care services, but it's not nearly enough for quality care parents can depend on.

HEALTH CARE. We have lots more to do to win affordable, quality health care for all.

Now it's time to gather together in lunchrooms and living rooms, kitchens and conferences to talk about what matters the most to us as working women and our hopes for 2000 and beyond.



Your concerns will become our mandate when thousands of working women meet in Chicago on March 11-12, 2000, at WORKING WOMEN CONFERENCE 2000. No matter where you work, whether you're a union member or not, just starting out or facing retirement, striving to get ahead or simply struggling to get by, you can join us at Working Women Conference 2000. Fill out the form on the back of the survey to get more information or call us toll-free at 1-888-971-9797.

WORKING WOMEN'S DEPARTMENT, AFL-CIO

ASK A WORKING WOMAN SURVEY

Discuss the questions below in a group if you can—whether it is two of you over coffee or 2,000 at a conference—answer it on your own. Everyone should fill in her own form and send it on to Ask A Working Woman, AFL-CIO, 815 16th St., N.W., Washington, DC 20006.

Your concerns will be added to those of thousands of other working women and will set the priorities for change in workplaces and in laws. We'll present the findings at **WORKING WOMEN CONFERENCE 2000** in Chicago, March 11-12, 2000.

ALL SURVEY RESPONSES ARE KEPT COMPLETELY CONFIDENTIAL.

1. If you could make changes on the job, what would be your highest priorities? CHECK THREE.

- Child care and after-school care
- Elder care
- Equal pay
- Higher pay/promotions
- More control over work hours
(*shift work, overtime, truly flexible schedules*)
- Respect on the job
- Safe work environment
- Retirement security
- Health insurance
- Fair pay and benefits for part-time, temporary and contract workers
- Job security
- Stronger programs to end discrimination and sexual harassment
- Career development and training

2. Indicate your top TWO choices for laws that would most improve your life as a working woman.

- Stronger equal pay/pay equity laws
- Laws to improve the quality and affordability of child care and after-school care
- Laws to improve the quality and affordability of health care
- Laws to strengthen pensions and Social Security to make retirement more secure
- Laws to expand Family and Medical Leave and to provide for paid leave
- Laws to ensure that workers who are in part-time, temporary or contract jobs are treated fairly when it comes to pay and benefits
- Stronger Affirmative Action laws to provide more opportunities for all women
- Other (please specify) _____

3. Do you think an organization for working women could help you achieve some of these goals?

- Yes No

What are the qualities or characteristics you want in an organization? (For example, listens to your concerns; enough clout to get the job done.) _____

4. We will elect a new President of the United States in 2000. If you could tell him or her one thing about what it's like to be a working woman, what would you say?

5. We'd like to know a little about you. This will help us know that we are reaching a wide variety of working women. All of this information is confidential.

Age _____

Occupation _____

Do you work Part-time or Full-time?

Do you work more than one job? Yes No

Do you have children under 18? Yes No

If yes, how many? _____

Are you caring for an elderly or disabled adult?

- Yes No

What is your yearly income? _____

Marital status: Married Unmarried with partner

- Single, Widowed, Divorced

What is your race/ethnicity? _____

Are you a member of a union? Yes No

If yes, _____ Union _____ Local

What other organizations, if any, are you a member of?

YES! I want to get the results of this survey and would like more information about **Working Women Conference 2000.**

PLEASE PRINT

Name _____

Organization/Union _____ Local _____

Street Address _____

City _____ State _____ Zip Code _____

Home Phone _____ Work Phone _____

E-mail _____

PLACE
STAMP
HERE

Ask A Working Woman
Working Women's Department
AFL-CIO
815 16th St., N.W.
Washington, DC 20006

1-888-971-9797



www.aflcio.org/women.htm



women@aflcio.org

TO FOLD AND MAIL SURVEY:
DETACH THIS PAGE. FOLD IN THIRDS WITH THE
ASK A WORKING WOMAN ADDRESS ON THE OUTSIDE.
CLOSE WITH TAPE. ADD STAMP AND MAIL.



Press Summary for “Equal Pay for Working Families” Report

Outlet

Washington Post
New York Times
Boston Globe
Boston Herald
LA Times
Orange County Register
St. Louis Post Dispatch
Newsday
Kansas City Star
Houston Chronicle
Business Week
Hartford Courant
The Record
Bloomberg News
Knight Ridder
Gannett
Columbus Dispatch
Honolulu Star Bulletin
Hearst Newspapers
Medill News Service
Newhouse News
Madison Capitol Times
Capitol News Service
BNA
Indiana Times
Statesman Journal
Des Moines Register
Marketplace
Birmingham News
Tol. Blade/Pitts. Post Gaz.
Press Associates
Scripps Howard
USA Today
Lincoln Journal Star
Daytona Beach News Journal
Rocky Mountain News
Sacramento Bee
Oakland Tribune
Chicago Sun-Times
Washington Times
Buffalo News
Tucson Citizen Newspaper

Indiana Business Journal
Associated Press/Telegraph Herald
Capital Times (op-ed)
Fresno Bee
Bismarck Tribune
The Record
The Tribune (Mesa, Arizona)
PurseStrings
St. Paul Pioneer Press
Business Journal, Phoenix
Michigan Report
Montana Standard
Lansing State Journal
In Pittsburgh
Ventura County Star
Patriot News
Asbury Press, NJ
Detroit Free Press
Detroit News
Fort Worth Star Telegram
Seattle Post-Intelligencer
Seven Days

Electronic Media

Conus TV
KEYE TV(Austin,TX)
WJBK TV (Detroit, MI)
WHAS TV (Louisville, KY)
KTRK TV (Houston, TX)
KVUE TV (Austin, TX)
WISC TV (Madison, WI)
KHOU TV (Houston, TX)
KWCH TV (Wichita, KS)
KPFA radio
WNYC New York
World News Tonight
Pacifica Radio
Washington Radio
ABC Radio
ABC
Jeremy Steiner
Good Morning America
WHO TV- Des Moines/NBC
Sean McLaughlin
Polly Sheridan

Wage

Office of Economic Policy

Department of the Treasury
Washington, D.C. 20220**FAX**Date: 3 / 15 / 99
Number of pages including cover sheet: 2

	Name	Fax Number	Phone Number
To:	Tom Freedman	456-7431	456-7431
	Jon Orszag	482-4636	482-3520
	Cordelia Reimers	395-6853	395-6982
From:	Lynda de la Viña	202-622-2633	202-622-2220
	Mark McClellan		202-622-0563

Remarks: URGENT For your review Reply ASAP Please comment

See attached.

CEA/Commerce/Treasury Proposal

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SENT BY: EEOC CHAIRMAN 3/22/89 10:01 EEOC CHAIRMAN 040074017# 17/0

Office of the Chairwoman

U.S. Equal Employment Opportunity Commission
Office of the Chairwoman
1801 L Street, N.W.
Washington, D.C. 20507
(202) 663-4001
FAX: (202) 663-4110

*24001 Pm
Research*

FAX TRANSMITTAL

DATE: 3/22/89 TIME: 6:00 pm
TO: Tom FRIEDMAN
ORGANIZATION: D. P. C.
FAX NUMBER: 456-7431
SENDER: Emilie G. Heller, EEOC
SENDER'S TELEPHONE #: (202) 663-4001
DOCUMENT: EEOC Requirements to Implement Daschle Bill
of Pages Transmitted (including cover): 3
SPECIAL INSTRUCTIONS:

PLEASE TELEPHONE SENDER IF YOU DO NOT RECEIVE ALL DOCUMENTS.

EEOC REQUIREMENTS TO IMPLEMENT DASCHLE BILL

- The legislation would charge the existing Office of Research, Information and Planning (ORIP) at the Equal Employment Opportunity Commission with two tasks:
 1. Within one year and six months evaluate the current knowledge and sources of data available to the federal government relating to the gender pay gap; identify gaps in the available data; and consult with relevant agencies, including the Departments of Labor, Treasury and Commerce. Authorized with such funds as necessary.
 2. **Legislation Implementation**

The EEOC would Report results of the above evaluation of what pay data is available; and also within one year and 6 months from passage of the legislation identify the best method for collecting necessary data for enforcing the Equal Pay Act and EEO considering factors including:

 - * Enforcing relevant laws;
 - * Imposition of burden on business to enforce laws;
 - * Use of appropriate data collection vehicles and preliminary techniques to identify businesses from which the data is most likely to be useful to EEOC and/or OFCCP;

Implementation

- Utilization of an expert panel such as the National Academy of Sciences, National Research Council or a comparable organization to examine existing literature on pay disparities, to develop procedures for relevant analyses (such as standards for the development of statistical evidence), to identify necessary data for such analyses and to determine where such data exists and where new data collection efforts would be necessary. The burden of such data collection on business would be ascertained. The cost of this research would be **\$6 million.**
- 3. Utilize pilot studies, sampling, and/or other means as deemed necessary by EEOC during the implementation period.

Implementation

- Although the Panel's research will dictate the data collection that is necessary, such efforts can be estimated by projecting a 25 percent sample of EEO-1 filers to provide supplemental wage data. The cost of this sample would be **\$2.4 million.**

- **Examine employer data to test procedures for identifying and remedying pay inequities.** Data will utilize existing data from State and local governments to develop procedures for identifying areas where enforcement efforts would be most efficient. The cost of enhanced staff for conducting such research, and preparation of studies and other analyses would be **\$2 million.**

COST SUMMARY

Enhanced Staff Support for Conducting Research, preparation of studies and other analyses	2 million
Research and Development Contracts	6 million
New Pay Equity Data Collection - expand EEO-1 to include payroll data by job category (25% sample for payroll)	2.4 million
TOTAL	10.4 million

Wise Corp Data Collector

Office of Economic Policy

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08/18/99 TUE 09:40 FAX 202 6222633 0002

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Equal Pay Data Collection Alternative

Strategy for more effective pay discrimination enforcement

OMB recommends a three-prong approach as outlined below to move forward on pay discrimination issues.

- Implement a two year pilot conducted by OFCCP of approximately 50 randomly selected large Federal contractors (more than 250 employees) annually to evaluate more detailed information on pay disparities. The information would include pay by job class (that is currently required by OFCCP) and average earnings for men, women, white, and minority workers within each job class. This information would be used as “red flag” signals of pay disparities that might indicate pay discrimination. OFCCP could follow up with an on-site audit to determine whether discrimination has indeed occurred.

OFCCP would collect and evaluate detailed data including the number of firms for which at least one job class was “flagged” for pay differentials; the number of job classes that were “flagged” for pay differentials in at least one firm; and the number of firms and job classes for which discrimination was eventually discovered. In addition, OFCCP would collect information on the costs to the Federal government, and ask the selected firms to estimate their cost of providing the information.

OFCCP would be required to first offer compliance assistance to firms where pay discrimination is discovered. If compliance assistance is accepted, OFCCP would collect data on both public and private sector costs of providing the assistance. If compliance assistance is refused, then OFCCP may proceed to enforcement action. OFCCP would collect information on how much firms spend to attempt to prove nondiscrimination; and of the firms that refuse compliance assistance, how many firms settle immediately with OFCCP by providing back-pay.

The information collected will be used to assess the relationship between “pay differentials” and “pay discrimination” at the company level. If the pilot shows little relationship between the two, OFCCP should work with employees, employee representatives, and employers to identify more meaningful categories of information. If the information collected demonstrates a useful relationship between pay differentials and pay discrimination, then the pilot should be expanded.

- Supplement a current data collection instrument to collect the necessary information, such as education and experience, to effectively measure discrimination. In the long term, the information generated would allow for improved targeting of investigations by industry, firm size, or by other relevant indices and could provide outcome measures to monitor the effectiveness of efforts to enforce pay equity. Input from statistical agencies would be necessary to determine the most appropriate data

collection instrument to modify. One option would be to add a few questions concerning education and experience to a household survey. Another would be to augment establishment surveys, with demographic information on employees.

This effort would be particularly helpful to the EEOC for targeting its resources in the future. Given that EEOC is mainly charge driven, receiving approximately 1,000 equal pay cases out of 80,000 annually, focusing on industry wide data would be more cost effective than collecting data on a company basis. This will provide the data needed to file Commissioner charges and gain basic knowledge about where the problems are likely to exist (i.e., industry, region, etc.) without imposing the burden of collecting data on individual companies.

- Issue a Presidential Directive to OPM to include a review of comparable worth in its comprehensive study and proposals for redesign of the Federal government's compensation system. He will also direct OPM to include features that will address gender equity issues in the Federal compensation system. OPM will report its findings and recommendations to the President in 2002.

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Expectation

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- Implement a two year pilot conducted by OFCCP of approximately 50 randomly selected large Federal contractors (more than 250 employees) annually to evaluate more detailed information on pay disparities. The information would include pay by job class (that is currently required by OFCCP) and average earnings for men, women, white, and minority workers within each job class. This information would be used as “red flag” signals of pay disparities that might indicate pay discrimination. OFCCP could follow up with an on-site audit to determine whether discrimination has indeed occurred.

OFCCP would collect and evaluate detailed data including the number of firms for which at least one job class was “flagged” for pay differentials; the number of job classes that were “flagged” for pay differentials in at least one firm; and the number of firms and job classes for which discrimination was eventually discovered. In addition, OFCCP would collect information on the costs to the Federal government, and ask the selected firms to estimate their cost of providing the information.

OFCCP would be required to first offer compliance assistance to firms where pay discrimination is discovered. If compliance assistance is accepted, OFCCP would collect data on both public and private sector costs of providing the assistance. If compliance assistance is refused, then OFCCP may proceed to enforcement action. OFCCP would collect information on how much firms spend to attempt to prove nondiscrimination; and of the firms that refuse compliance assistance, how many firms settle immediately with OFCCP by providing back-pay.

The information collected will be used to assess the relationship between “pay differentials” and “pay discrimination” at the company level. If the pilot shows little relationship between the two, OFCCP should work with employees, employee representatives, and employers to identify more meaningful categories of information. If the information collected demonstrates a useful relationship between pay differentials and pay discrimination, then the pilot should be expanded.

- Supplement a current data collection instrument to collect the necessary information, such as education and experience, to effectively measure discrimination. In the long term, the information generated would allow for improved targeting of investigations by industry, firm size, or by other relevant indices and could provide outcome measures to monitor the effectiveness of efforts to enforce pay equity. Input from statistical agencies would be necessary to determine the most appropriate data

collection instrument to modify. One option would be to add a few questions concerning education and experience to a household survey. Another would be to augment establishment surveys, with demographic information on employees.

This effort would be particularly helpful to the EEOC for targeting its resources in the future. Given that EEOC is mainly charge driven, receiving approximately 1,000 equal pay cases out of 80,000 annually, focusing on industry wide data would be more cost effective than collecting data on a company basis. This will provide the data needed to file Commissioner charges and gain basic knowledge about where the problems are likely to exist (i.e., industry, region, etc.) without imposing the burden of collecting data on individual companies.

- Issue a Presidential Directive to OPM to include a review of comparable worth in its comprehensive study and proposals for redesign of the Federal government's compensation system. He will also direct OPM to include features that will address gender equity issues in the Federal compensation system. OPM will report its findings and recommendations to the President in 2002.

Office of Economic Policy

Department of the Treasury
Washington, D.C. 20220

FAX

Date: <u>3 / 15 /99</u>
Number of pages including cover sheet: <u>2</u>

	Name	Fax Number	Phone Number
To:	Tom Freedman	456-7431	456-7431
	Jon Orszag	482-4636	482-3520
	Cordelia Reimers	395-6853	395-6982
From:	Lynda de la Viña	202-622-2633	202-622-2220
	Mark McClellan		202-622-0563

Remarks: URGENT For your review Reply ASAP Please comment

See attached.

Tom:

I just wanted to give you some thoughts about where we are on equal pay. As you know, I think that the data collection piece through the EEOC is very bad policy - and we should not to disguise as anything else. It, however, may be good politics - and that could mean that we should adopt it. In my opinion, if we are going to make a political decisions, let's do so. But let's not try to mask the decision in good policy - because it is not.

I won't repeat my arguments about why I think collecting pay data through the EEO-1 form is wrong (e.g., it is a blunt instrument to achieve the ends the women's groups are looking for, the data includes just earnings, when compensation is the true measure we should look at, etc.).

However, I do want to say that I believe collecting the data every four years would be a mistake. First, the data for enforcement purposes would be far less useful - and possibly even harmful - for the EEOC. Let me give you an example. Suppose Jane Doe files a complaint about her firm - ABC Widget. ABC Widget has not filed a EEO-1 form in the past three years. Three years ago, the company had a problem with pay equity. But they had worked to correct that problem (even though Jane doesn't believe it has been solved). If the EEOC made an investigation decision based on this information, they would decide to investigate even though an investigation is not necessary.

Second, the data for information purposes will be dated. Unless the EEOC seeks the expert opinions of economists at the BLS and the Census, they will likely have biased samples each year and the information that they are provided will not be useful for targeting or for informing the public. As I said in Friday's meeting, the BLS or Census would do a far better job providing reliable data on a timely basis.

Finally, let me discuss the political landscape, as I see it. We are somewhat in a box - if what Caroline said about Daschle's position is correct. If we sign onto the Daschle bill and it includes pay data collection, we have just killed any chance that the legislation will pass this year. We have turned a potential accomplishment into an issue to fight over. This is what the women's groups and Daschle may want, but it is hard for me to support the President and Vice President putting politics ahead of progress.

The other side of the political landscape is that including the pay data may please the women's groups - and that is important. But it will upset the employer groups - which is likely less important to the Administration. You should know, though, that if EEOC says the compliance costs are 750,000 hours to file the pay data, the employer groups will likely put the figure at 7.5 million hours - or an annual cost to business of \$75-\$150 million (depending on how you value the time of the worker who has to file the form).

Jon

CEA/Commerce/Treasury Proposal

We prefer continuing data collection based on current EEO forms, plus additional funding for more enforcement by EEOC. The additional enforcement would permit up-to-date, detailed, targeted data collection where needed to support enforcement actions. We are concerned that any general data collection proposal will not improve enforcement targeting significantly, and will create significant costs for business compliance.

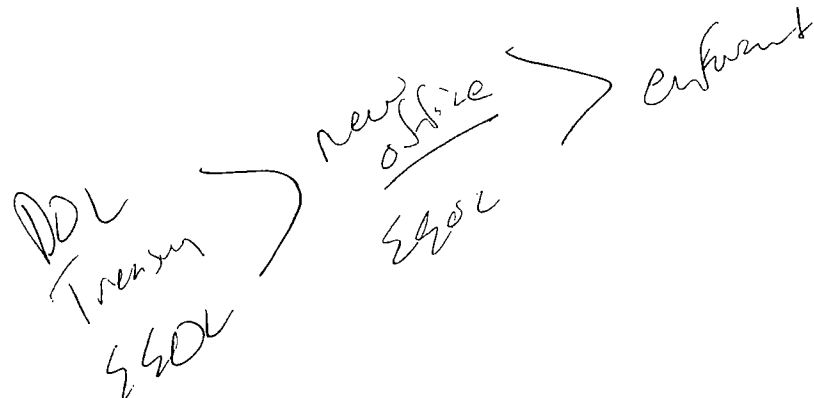
Alternatively, if additional data collection is required, we propose an expansion of OFCCP data collection on Federal contractors – which cover 60% of the firms in the EEO1 universe.

(1) A technical commission appointed by the President would make specific recommendations on the most cost-effective approach to collecting information for evaluation and enforcement of equal pay and initiate research to provide a preliminary screening to create profiles of gender differences in wages by occupation, industry, and labor market area.

(a) The Commission would report within 6 months of appointment, on approaches to collecting information and OFCCP would weigh its recommendations (along with public comments from interested parties) in the formulation of revisions to the 60/2 forms to implement additional data collection.

(b) The Commission would report by the end of the next six months on profile research depicting profiles of gender differences in wages.

(2) OFCCP would collect the additional information on Federal contractors beginning one year after enactment initially focused on the industries profile by the Commission research. Firms in industries, identified by Commission research, would be surveyed every other year. Data on specific firms would remain confidential but could be used both for area market profiling and guiding enforcement actions. We also recommend additional funding for enforcement, as OFCCP and EEOC will require new resources to move away from its current focus on complaint-driven investigations.





Wage Control
EW

Democratic Policy Committee

Hon. Richard A. Gephardt, Chair

H-302, The Capitol
Washington, D.C. 20515
Phone: 202-225-6760

Fax: 202-226-0938

FACSIMILE COVER SHEET

To:	<u>Tom Friedman</u>		
Fax #:	<u>456-7431</u>		
From:	Cassandra Q. Butts, Counsel		
Date:	<u>3/24/98</u>	Pages (not including cover):	<u>14</u>

Message:

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Summary of Paycheck Fairness Act

This bill would amend the Equal Pay Act (EPA) and the Civil Rights Act of 1964 to provide more effective remedies to women who are not being paid equal wages for doing equal work.

1. Enhancement of Equal Pay Requirements

Nonretaliation provision. This provision would amend the EPA to prohibit employers from penalizing employees for sharing information about their salaries with coworkers. Currently, it is unlawful under the National Labor Relations Act (NLRA) to discipline or terminate employees for such discussions. Because of the difficulty of proceeding under NLRA, it is essential to provide remedies under the EPA as well.

Enhanced penalties and Class action formation. This provision would allow for compensatory and punitive damages not currently available under the EPA. The EPA currently provides only for liquidated damages — essentially back pay awards — which tend to be very insubstantial. This provision would also conform EPA procedures for a lawsuit to proceed as a class action with those provided by the Federal Rules of Civil Procedure. Currently it is very difficult to proceed as a class action because the EPA, adopted prior to the current form of Rule 23 of the Federal Rules, requires plaintiffs to opt in to a suit.

Action by Secretary. This provision enables the Equal Employment Opportunities Commission (EEOC), in addition to private plaintiffs, to pursue claims under the new damage provisions described above.

2. Collection of Pay Information by the EEOC

Reporting. This provision would add a new category of wage information that by law must be submitted by employers to the EEOC. It would require employers with one hundred or more employees to report generalized pay information by race, sex and national origin. This information would not be available to the public and would not identify employees.

Enforcement and Waiver. In cases of noncompliance with the reporting provision, the EEOC may apply to a United States District Court for an order requiring compliance. Employers who find that the requirement would result in undue hardship may request an exemption from the reporting provision of this section and may bring civil action if the EEOC denies the request for exemption.

Training. This section requires the EEOC to provide training for its employees to improve the intake and processing of EPA claims.

Research, Education, and Outreach. This provision would enhance and promote existing programs at the Department of Labor and direct the secretary to undertake new initiatives that include: research in the area of sex-based pay disparities and the dissemination of that information to interested members of the general public; provide information to employers, such as voluntary pay guidelines, on means of eradicating sex-based pay disparities; assist State and local information and educational programs on pay disparities; recognize and promote the achievements of employers that have made strides to eliminate pay disparities; and convene a national summit to discuss and highlight the issue of sex-based pay disparities.

Establishment of National Award for Pay Equity in the Workplace. This provision would establish an award, to be administered by the Women's Bureau of the Department of Labor, to recognize and promote the achievements of employers that have made strides to eliminate pay disparities.

3. Increased Resources For Enforcement and Education

General Resources. This provision would bring the EEOC appropriation level up to that requested by the President for FY 1997 by adding \$36 million to its budget. This provision would also bring the Department of Labor's Office of Federal Contract Compliance Program appropriation level up to that requested by the President for FY 1998 by adding \$10 million to its budget.

Targeted Resources. This provision would authorize \$500,000 in supplemental appropriations to the EEOC to provide training for its employees for intake and processing of EPA claims.

Research, Education, Outreach and National Award. This subsection authorizes \$1,000,000 in additional funding for the Women's Bureau of the Department of Labor for the activities to address pay disparities in the workplace, described in the bill.

105TH CONGRESS
1ST SESSION

H. R. 2023

IN THE HOUSE OF REPRESENTATIVES

Ms. DELAURO (for herself, Ms. NORTON, and Mr. GEPHARDT) introduced the following bill; which was referred to the Committee on

A BILL

To amend the Equal Pay Act, the Fair Labor Standards Act of 1938, and the Civil Rights Act of 1964 to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the "Paycheck Fairness
5 Act".

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

1 (1) Women have entered the workforce in
2 record numbers.

3 (2) Even in the 1990s, women earn signifi-
4 cantly lower pay than men for work on jobs that re-
5 quire equal skill, effort, and responsibility and that
6 are performed under similar working conditions.

7 (3) The existence of such pay disparities—

8 (A) depresses the wages of working fami-
9 lies who rely on the wages of all members of the
10 family to make ends meet;

11 (B) prevents the optimum utilization of
12 available labor resources;

13 (C) has been spread and perpetuated,
14 through commerce and the channels and instru-
15 mentalities of commerce, among the workers of
16 the several States;

17 (D) burdens commerce and the free flow of
18 goods in commerce;

19 (E) constitutes an unfair method of com-
20 petition in commerce;

21 (F) leads to labor disputes burdening and
22 obstructing commerce and the free flow of
23 goods in commerce; and

24 (G) interferes with the orderly and fair
25 marketing of goods in commerce.

1 (4)(A) Artificial barriers to the elimination of
2 discrimination in the payment of wages on the basis
3 of sex continue to exist more than 3 decades after
4 the enactment of the Fair Labor Standards Act of
5 1938 (29 U.S.C. 201 et seq.) and the Civil Rights
6 Act of 1964 (42 U.S.C. 2000a et seq.).

7 (B) Elimination of such barriers would have
8 positive effects, including—

9 (i) providing a solution to problems in the
10 economy created by unfair pay disparities;

11 (ii) substantially reducing the number of
12 working women earning unfairly low wages,
13 thereby reducing the dependence on public as-
14 sistance; and

15 (iii) promoting stable families by enabling
16 all family members to earn a fair rate of pay.

17 (5) Only with increased information about the
18 provisions added by the Equal Pay Act of 1963 and
19 generalized wage data, along with more effective
20 remedies, will women recognize and enforce their
21 rights to equal pay for work on jobs that require
22 equal skill, effort, and responsibility and that are
23 performed under similar working conditions.

24 (6) Certain employers have already made great
25 strides in eradicating unfair pay disparities in the

1 workplace and their achievements should be recog-
2 nized.

3 **SEC. 3. ENHANCED ENFORCEMENT OF EQUAL PAY RE-**
4 **QUIREMENTS.**

5 (a) **NONRETALIATION PROVISION.**—Section 15(a)(3)
6 of the Fair Labor Standards Act of 1938 (29 U.S.C.
7 215(a)(3)) is amended—

8 (1) by striking “or has” each place it appears
9 and inserting “has”; and

10 (2) by inserting before the semicolon the follow-
11 ing: “, or has inquired about, discussed, or otherwise
12 disclosed the wages of the employee or another em-
13 ployee”.

14 (b) **ENHANCED PENALTIES.**—Section 16(b) of such
15 Act (29 U.S.C. 216(b)) is amended—

16 (1) by inserting after the first sentence the fol-
17 lowing: “Any employer who violates section 6(d)
18 shall additionally be liable for such compensatory or
19 punitive damages as may be appropriate.”;

20 (2) in the sentence beginning “An action to”,
21 by striking “either of the preceding sentences” and
22 inserting “any of the preceding sentences of this
23 subsection”;

24 (3) in the sentence beginning “No employees
25 shall”, by striking “No employees” and inserting

1 “Except with respect to class actions brought to en-
2 force section 6(d), no employee”;

3 (4) by inserting after such sentence the follow-
4 ing: “Notwithstanding any other provision of Fed-
5 eral law, any action brought to enforce section 6(d)
6 may be maintained as a class action as provided by
7 the Federal Rules of Civil Procedure.”; and

8 (5) in the sentence beginning “The court in”—

9 (A) by striking “in such action” and in-
10 serting “in any action brought to recover the li-
11 ability prescribed in any of the preceding sen-
12 tences of this subsection”; and

13 (B) by inserting before the period the fol-
14 lowing: “, including expert fees”.

15 (c) ACTION.—Section 16(e) of such Act (29 U.S.C.
16 216(c)) is amended—

17 (1) in the first sentence—

18 (A) by inserting “or, in the case of a viola-
19 tion of section 6(d), additional compensatory or
20 punitive damages,” before “and the agree-
21 ment”; and

22 (B) by inserting before the period the fol-
23 lowing: “, or such compensatory or punitive
24 damages, as appropriate”;

1 (2) in the second sentence, by inserting before
 2 the period the following: “ and, in the case of a vio-
 3 lation of section 6(d), additional compensatory or
 4 punitive damages”;

5 (3) in the third sentence, by striking “the first
 6 sentence” and inserting “the first or second sen-
 7 tence”; and

8 (4) in the last sentence, by inserting after “in
 9 the complaint” the following: “or becomes a party
 10 plaintiff in a class action brought to enforce section
 11 6(d)”.

12 **SEC. 4. COLLECTION OF PAY INFORMATION BY THE EQUAL**
 13 **EMPLOYMENT OPPORTUNITY COMMISSION.**

14 Section 705 of the Civil Rights Act of 1964 (42
 15 U.S.C. 2000e-4) is amended by adding at the end the fol-
 16 lowing new subsection:

17 “(1)(1) The Commission shall, by regulation, require
 18 each employer who has 100 or more employees for each
 19 working day in each of 20 or more calendar weeks in the
 20 current or preceding calendar year to maintain payroll
 21 records and to prepare and submit to the Commission re-
 22 ports containing information from the records. The re-
 23 ports shall contain pay information, analyzed by the race,
 24 sex, and national origin of the employees. The reports

1 shall not disclose the pay information of an employee in
2 a manner that permits the identification of the employee.

3 “(2) The third through fifth sentences of section
4 709(e) shall apply to employers, regulations, and records
5 described in paragraph (1) in the same manner and to
6 the same extent as the sentences apply to employers, regu-
7 lations, and records described in such section.”.

8 **SEC. 5. TRAINING.**

9 The Equal Employment Opportunity Commission
10 and the Office of Federal Contract Compliance Programs,
11 subject to the availability of funds appropriated under sec-
12 tion 8(b), shall provide training to Commission employees
13 and affected individuals and entities on matters involving
14 discrimination in the payment of wages.

15 **SEC. 6. RESEARCH, EDUCATION, AND OUTREACH.**

16 The Secretary of Labor shall conduct studies and
17 provide information to employers, labor organizations, and
18 the general public concerning the means available to elimi-
19 nate pay disparities between men and women, including—

20 (1) conducting and promoting research to de-
21 velop the means to correct expeditiously the condi-
22 tions leading to the pay disparities;

23 (2) publishing and otherwise making available
24 to employers, labor organizations, professional asso-
25 ciations, educational institutions, the media, and the

1 general public the findings resulting from studies
2 and other materials, relating to eliminating the pay
3 disparities;

4 (3) sponsoring and assisting State and commu-
5 nity informational and educational programs;

6 (4) providing information to employers, labor
7 organizations, professional associations, and other
8 interested persons on the means of eliminating the
9 pay disparities;

10 (5) recognizing and promoting the achievements
11 of employers, labor organizations, and professional
12 associations that have worked to eliminate the pay
13 disparities;

14 (6) convening a national summit to discuss, and
15 consider approaches for rectifying, the pay dispari-
16 ties; and

17 (7) issuing to employers voluntary pay guide-
18 lines for the relative pay ranges of a selection of
19 male- and female-dominated widely held occupations.

20 **SEC. 7. ESTABLISHMENT OF THE NATIONAL AWARD FOR**
21 **PAY EQUITY IN THE WORKPLACE.**

22 (a) **IN GENERAL.**—There is established the Robert
23 Reich National Award for Pay Equity in the Workplace,
24 which shall be evidenced by a medal bearing the inscrip-
25 tion “Robert Reich National Award for Pay Equity in the

1 Workplace". The medal shall be of such design and mate-
2 rials, and bear such additional inscriptions, as the Sec-
3 retary may prescribe.

4 (b) CRITERIA FOR QUALIFICATION.—To qualify to
5 receive an award under this section a business shall—

6 (1) submit a written application to the Sec-
7 retary, at such time, in such manner, and containing
8 such information as the Secretary may require, in-
9 cluding at a minimum information that dem-
10 onstrates that the business has made substantial ef-
11 fort to eliminate pay disparities between men and
12 women, and deserves special recognition as a con-
13 sequence; and

14 (2) meet such additional requirements and
15 specifications as the Secretary determines to be ap-
16 propriate.

17 (c) MAKING AND PRESENTATION OF AWARD.—

18 (1) AWARD.—After receiving recommendations
19 from the Secretary, the President or the designated
20 representative of the President shall annually
21 present the award described in subsection (a) to
22 businesses that meet the qualifications described in
23 subsection (b).

24 (2) PRESENTATION.—The President or the des-
25 ignated representative of the President shall present

1 the award with such ceremonies as the President or
2 the designated representative of the President may
3 determine to be appropriate.

4 (3) PUBLICITY.—A business that receives an
5 award under this section may publicize the receipt of
6 the award and use the award in its advertising, if
7 the business agrees to help other United States busi-
8 nesses improve with respect to the elimination of pay
9 disparities between men and women.

10 (d) BUSINESS.—For the purposes of this section, the
11 term “business” includes—

12 (1)(A) a corporation, including a nonprofit cor-
13 poration;

14 (B) a partnership;

15 (C) a professional association;

16 (D) a labor organization; and

17 (E) a business entity similar to an entity de-
18 scribed in any of subparagraphs (A) through (D);

19 (2) an entity carrying out an education referral
20 program, a training program, such as an apprentice-
21 ship or management training program, or a similar
22 program; and

23 (3) an entity carrying out a joint program,
24 formed by a combination of any entities described in
25 paragraph (1) or (2).

1 SEC. 8. INCREASED RESOURCES FOR ENFORCEMENT AND
2 EDUCATION.

3 (a) GENERAL RESOURCES.—

4 (1) EQUAL EMPLOYMENT OPPORTUNITY COM-
5 MISSION.—There is authorized to be appropriated to
6 the Equal Employment Opportunity Commission, for
7 necessary expenses of the Commission in carrying
8 out title VII of the Civil Rights Act of 1964 (42
9 U.S.C. 2000e et seq.), title I of the Americans with
10 Disabilities Act of 1990 (42 U.S.C. 12111 et seq.),
11 the Age Discrimination in Employment Act of 1967
12 (29 U.S.C. 621 et seq.), and section 6(d) of the Fair
13 Labor Standards Act of 1938 (29 U.S.C. 206(d)),
14 \$36,000,000, in addition to sums otherwise appro-
15 priated for such expenses. Any amounts so appro-
16 priated shall remain available until expended.

17 (2) OFFICE OF FEDERAL CONTRACT COMPLI-
18 ANCE PROGRAMS.—There is authorized to be appro-
19 priated to the Office of Federal Contract Compliance
20 Programs for necessary expenses of the Office
21 \$10,000,000 in addition to sums otherwise appro-
22 priated for such expenses. Any amounts so appro-
23 priated shall remain available until expended.

24 (b) TARGETED RESOURCES.—

25 (1) EQUAL EMPLOYMENT OPPORTUNITY COM-
26 MISSION.—There is authorized to be appropriated to

1 the Equal Employment Opportunity Commission to
2 carry out section 5, \$500,000, in addition to sums
3 otherwise appropriated for providing training de-
4 scribed in such section. Any amounts so appro-
5 priated shall remain available until expended.

6 (2) OFFICE FEDERAL CONTRACT COMPLIANCE
7 PROGRAMS.—There is authorized to be appropriated
8 to the Office of Federal Contract Compliance Pro-
9 grams to carry out section 5, \$500,000, in addition
10 to sums otherwise appropriated for providing train-
11 ing described in such section. Any amounts so ap-
12 propriated shall remain available until expended.

13 (c) RESEARCH, EDUCATION, OUTREACH, AND NA-
14 TIONAL AWARD.—There is authorized to be appropriated
15 to the Secretary of Labor to carry out sections 6 and 7,
16 \$1,000,000. Any amounts so appropriated shall remain
17 available until expended.

HOUSEHOLD DATA
ANNUAL AVERAGES

From 1996 annual averages
reprinted in Jan 1997

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex

(Numbers in thousands)

"Employment & Earnings"

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Total, 16 years and over	90,918	\$490	51,895	\$557	39,023	\$418
Managerial and professional specialty	27,222	718	13,934	852	13,288	616
Executive, administrative, and managerial	13,300	699	7,187	846	6,113	585
Administrators and officials, public administration	593	753	328	847	265	638
Administrators, protective services	54	621	35	(1)	19	(1)
Financial managers	567	782	253	979	314	635
Personnel and labor relations managers	120	781	60	1,150	60	658
Purchasing managers	126	799	67	976	58	659
Managers, marketing, advertising, and public relations	588	912	377	1,043	211	674
Administrators, education and related fields	550	804	258	956	292	657
Managers, medicine and health	607	685	157	988	450	610
Managers, food serving and lodging establishments	908	458	487	516	421	391
Managers, properties and real estate	314	548	141	620	173	481
Management-related occupations	3,622	622	1,519	749	2,103	567
Accountants and auditors	1,269	630	547	771	722	561
Underwriters	97	603	31	(1)	66	588
Other financial officers	614	665	277	845	337	606
Management analysts	159	760	81	940	78	716
Personnel, training, and labor relations specialists	371	622	127	707	245	597
Buyers, wholesale and retail trade, except farm products	155	575	75	639	80	478
Construction inspectors	61	648	57	670	4	(1)
Inspectors and compliance officers, except construction	232	695	152	750	80	606
Professional specialty	13,922	730	6,747	857	7,175	647
Engineers, architects, and surveyors	1,957	938	1,776	954	181	787
Architects	93	760	75	799	18	(1)
Engineers	1,844	949	1,685	963	158	793
Aerospace engineers	73	1,097	70	1,099	3	(1)
Chemical engineers	92	1,012	80	1,084	12	(1)
Civil engineers	217	884	198	899	18	(1)
Electrical and electronic engineers	567	994	521	1,002	46	(1)
Industrial engineers	247	841	216	863	31	(1)
Mechanical engineers	335	956	311	969	24	(1)
Mathematical and computer scientists	1,192	883	826	929	366	790
Computer systems analysts and scientists	968	891	694	931	274	813
Operations and systems researchers and analysts	191	815	112	889	80	737
Natural scientists	462	762	325	822	137	674
Chemists, except biochemists	139	851	96	900	43	(1)
Biological and life scientists	101	698	64	738	37	(1)
Medical scientists	59	659	30	(1)	30	(1)
Health diagnosing occupations	489	1,090	336	1,256	153	763
Physicians	426	1,133	295	1,378	131	802
Health assessment and treating occupations	2,005	703	342	766	1,663	692
Registered nurses	1,410	697	120	729	1,290	695
Pharmacists	131	992	81	1,047	51	931
Dietitians	77	478	7	(1)	69	484
Therapists	337	672	106	658	231	678
Respiratory therapists	76	636	36	(1)	40	(1)
Physical therapists	83	757	35	(1)	48	(1)
Speech therapists	68	689	5	(1)	64	692
Physicians' assistants	51	806	28	(1)	23	(1)
Teachers, college and university	566	870	351	937	215	765
Teachers, except college and university	3,740	641	1,023	723	2,718	613
Teachers, prekindergarten and kindergarten	357	361	7	(1)	350	358
Teachers, elementary school	1,617	662	278	719	1,339	648
Teachers, secondary school	1,101	697	498	760	603	643
Teachers, special education	301	646	48	(1)	252	652
Counselors, educational and vocational	219	689	64	799	155	659
Librarians, archivists, and curators	139	654	28	(1)	111	640
Librarians	123	660	21	(1)	102	649
Social scientists and urban planners	278	673	127	736	152	642
Economists	123	715	53	871	69	654
Psychologists	124	633	53	668	71	589
Social, recreation, and religious workers	1,134	513	545	577	589	485
Social workers	641	524	204	591	437	507
Recreation workers	85	343	23	(1)	62	314
Clergy	314	534	278	540	36	(1)
Lawyers and judges	559	1,150	369	1,258	191	970
Lawyers	530	1,149	343	1,261	187	970

See footnotes at end of table.

HOUSEHOLD DATA
ANNUAL AVERAGES

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Writers, artists, entertainers, and athletes	1,181	614	635	728	546	529
Technical writers	59	787	35	(1)	23	(1)
Designers	375	592	195	767	180	441
Actors and directors	75	620	44	(1)	31	(1)
Painters, sculptors, craft artists, and artist printmakers	91	517	52	532	39	(1)
Editors and reporters	212	688	106	756	106	608
Public relations specialists	132	660	53	908	79	586
Technical, sales, and administrative support	26,116	441	9,988	567	16,128	394
Technicians and related support	3,215	573	1,662	650	1,553	498
Health technologists and technicians	1,172	482	263	537	909	470
Clinical laboratory technologists and technicians	296	520	87	578	209	508
Radiologic technicians	106	559	37	(1)	70	557
Licensed practical nurses	294	468	14	(1)	280	466
Engineering and related technologists and technicians	834	605	683	621	151	542
Electrical and electronic technicians	341	610	300	622	41	(1)
Drafting occupations	209	601	166	608	43	(1)
Surveying and mapping technicians	58	461	53	459	5	(1)
Science technicians	221	519	140	598	81	443
Biological technicians	66	485	28	(1)	39	(1)
Chemical technicians	79	599	58	648	21	(1)
Technicians, except health, engineering, and science	988	706	576	806	412	611
Airplane pilots and navigators	88	1,138	87	1,143	2	(1)
Computer programmers	518	772	363	797	156	741
Legal assistants	245	549	36	(1)	208	545
Sales occupations	9,041	474	5,114	589	3,927	353
Supervisors and proprietors	2,969	519	1,845	608	1,124	415
Sales representatives, finance and business services	1,583	607	866	727	717	485
Insurance sales	416	606	212	767	205	471
Real estate sales	306	605	149	695	157	510
Securities and financial services sales	273	747	179	977	94	541
Advertising and related sales	131	500	53	607	78	421
Sales occupations, other business services	457	582	273	631	184	486
Sales representatives, commodities, except retail	1,329	694	1,005	735	324	583
Sales workers, retail and personal services	3,136	299	1,390	386	1,746	259
Sales workers, motor vehicles and boats	251	593	230	597	22	(1)
Sales workers, apparel	163	265	39	(1)	123	260
Sales workers, furniture and home furnishings	119	403	77	406	42	(1)
Sales workers, radio, television, hi-fi, and appliances	155	423	123	428	32	(1)
Sales workers, hardware and building supplies	171	372	134	399	36	(1)
Sales workers, parts	139	409	122	427	17	(1)
Sales workers, other commodities	674	298	260	340	414	273
Sales counter clerks	84	303	37	(1)	47	(1)
Cashiers	1,215	247	289	274	926	240
Street and door-to-door sales workers	106	372	46	(1)	60	398
Administrative support, including clerical	13,860	405	3,212	489	10,648	391
Supervisors	634	557	261	624	374	506
General office	356	541	121	638	235	503
Financial records processing	79	604	13	(1)	66	576
Distribution, scheduling, and adjusting clerks	168	541	108	553	61	509
Computer equipment operators	332	430	139	538	194	401
Computer operators	329	433	139	538	191	403
Secretaries, stenographers, and typists	2,907	404	63	389	2,844	404
Secretaries	2,401	406	36	(1)	2,365	406
Stenographers	55	412	6	(1)	49	(1)
Typists	451	395	21	(1)	430	397
Information clerks	1,273	345	145	367	1,127	343
Interviewers	115	356	11	(1)	104	364
Hotel clerks	73	267	20	(1)	52	267
Transportation ticket and reservation agents	209	421	64	458	146	397
Receptionists	633	333	18	(1)	615	333
Records processing, except financial	651	387	152	396	498	383
Order clerks	184	455	51	466	132	451
Personnel clerks, except payroll and timekeeping	58	445	11	(1)	47	(1)
File clerks	203	328	57	334	146	325
Records clerks	149	389	23	(1)	126	383

See footnotes at end of table.

HOUSEHOLD DATA
ANNUAL AVERAGES

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Financial records processing	1,503	403	166	439	1,338	400
Bookkeepers, accounting, and auditing clerks	1,081	399	110	450	971	396
Payroll and timekeeping clerks	145	444	16	(¹)	129	441
Billing clerks	141	397	20	(¹)	121	399
Billing, posting, and calculating machine operators	87	395	12	(¹)	75	391
Duplicating, mail and other office machine operators	60	362	22	(¹)	39	(¹)
Communications equipment operators	140	376	17	(¹)	123	367
Telephone operators	126	363	13	(¹)	112	359
Mail and message distributing	815	599	526	628	289	521
Postal clerks, except mail carriers	283	643	159	673	124	612
Mail carriers, postal service	284	678	207	684	76	646
Mail clerks, except postal service	151	339	80	383	72	314
Messengers	98	360	80	366	17	(¹)
Material recording, scheduling, and distributing clerks	1,642	412	953	444	689	379
Dispatchers	218	471	113	518	105	420
Production coordinators	191	517	89	618	101	462
Traffic, shipping, and receiving clerks	550	367	395	382	155	339
Stock and inventory clerks	432	429	245	470	188	366
Meter readers	53	434	43	(¹)	10	(¹)
Expeditors	137	361	43	(¹)	94	346
Adjusters and investigators	1,372	438	344	532	1,029	416
Insurance adjusters, examiners, and investigators	377	506	106	649	271	458
Investigators and adjusters, except insurance	763	415	184	486	579	400
Eligibility clerks, social welfare	103	455	14	(¹)	88	441
Bill and account collectors	129	407	39	(¹)	91	406
Miscellaneous administrative support occupations	2,531	369	426	426	2,105	358
General office clerks	510	372	108	423	402	361
Bank tellers	279	315	26	(¹)	253	313
Data-entry keyers	566	366	79	407	488	360
Statistical clerks	83	397	8	(¹)	74	392
Teachers' aides	331	273	29	(¹)	302	272
Service occupations	9,957	305	4,958	357	5,000	273
Private household	365	212	19	(¹)	346	213
Child care workers	136	198	2	(¹)	134	198
Cleaners and servants	214	220	16	(¹)	198	221
Protective services	1,902	538	1,627	562	275	439
Supervisors	176	742	159	773	18	(¹)
Police and detectives	93	793	81	845	12	(¹)
Firefighting and fire prevention	221	653	216	657	5	(¹)
Firefighting	208	658	204	661	4	(¹)
Police and detectives, public service	939	606	797	616	141	520
Police and detectives, public service	549	667	481	679	68	617
Sheriffs, bailiffs, and other law enforcement officers	127	513	107	517	20	(¹)
Correctional institution officers	263	513	210	541	53	449
Guards	566	333	455	343	111	295
Guards and police, except public service	531	336	440	343	91	302
Service occupations, except private household and protective	7,690	285	3,312	304	4,379	272
Food preparation and service occupations	2,839	265	1,496	278	1,343	253
Supervisors	234	312	93	357	141	294
Bartenders	177	310	82	378	96	277
Waiters and waitresses	518	271	155	308	363	253
Cooks, except short order	1,221	264	792	279	430	242
Food counter, fountain, and related occupations	71	217	23	(¹)	49	(¹)
Kitchen workers, food preparation	105	264	36	(¹)	69	265
Waiters' and waitresses' assistants	208	259	124	230	84	278
Miscellaneous food preparation occupations	304	231	192	226	112	239
Health service occupations	1,688	299	231	342	1,457	293
Dental assistants	128	361	2	(¹)	126	359
Health aides, except nursing	237	314	50	355	187	306
Nursing aides, orderlies, and attendants	1,323	292	179	339	1,144	286
Cleaning and building service occupations	2,140	298	1,325	321	815	266
Supervisors	148	391	102	468	46	(¹)
Maids and housemen	455	264	96	300	359	253
Janitors and cleaners	1,476	301	1,069	313	407	272
Pest control	55	421	53	421	2	(¹)
Personal service occupations	1,024	291	260	360	764	276
Hairdressers and cosmetologists	274	292	32	(¹)	242	288
Attendants, amusement and recreation facilities	103	348	57	364	46	(¹)
Public transportation attendants	59	417	11	(¹)	48	(¹)

See footnotes at end of table.

HOUSEHOLD DATA
ANNUAL AVERAGES

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Welfare service aides	57	285	10	(1)	46	(1)
Early childhood teachers' assistants	207	231	5	(1)	202	230
Precision production, craft, and repair	11,020	540	10,076	560	944	373
Mechanics and repairers	3,834	568	3,672	571	162	510
Supervisors	212	707	193	712	18	(1)
Mechanics and repairers, except supervisors	3,622	559	3,479	563	144	502
Vehicle and mobile equipment mechanics and repairers	1,443	524	1,432	524	11	(1)
Automobile mechanics	644	478	638	480	6	(1)
Bus, truck, and stationary engine mechanics	300	545	299	545	1	(1)
Aircraft engine mechanics	131	720	130	722	1	(1)
Automobile body and related repairers	144	463	141	459	3	(1)
Heavy equipment mechanics	144	613	144	613		
Industrial machinery repairers	527	569	513	574	14	(1)
Electrical and electronic equipment repairers	607	645	533	669	74	542
Electronic repairers, communications and industrial equipment	146	602	139	609	8	(1)
Data processing equipment repairers	170	573	134	588	37	(1)
Telephone installers and repairers	163	717	138	746	25	(1)
Miscellaneous electrical and electronic equipment repairers	64	714	64	713		
Heating, air conditioning, and refrigeration mechanics	244	543	240	544	4	(1)
Miscellaneous mechanics and repairers	784	557	745	569	39	(1)
Millwrights	86	669	85	665	1	(1)
Construction trades	3,653	516	3,585	518	68	389
Supervisors	438	662	429	667	10	(1)
Construction trades, except supervisors	3,215	502	3,157	503	58	388
Brickmasons and stonemasons	111	483	111	483		
Carpet installers	51	402	51	402		
Carpenters	804	475	795	476	9	(1)
Drywall installers	122	430	120	436	2	(1)
Electricians	647	611	633	612	14	(1)
Electrical power installers and repairers	125	710	125	710		
Painters, construction and maintenance	270	381	254	392	17	(1)
Plumbers, pipefitters, steamfitters, and apprentices	434	586	427	586	7	(1)
Concrete and terrazzo finishers	66	467	65	461	1	(1)
Insulation workers	53	508	53	508		
Roofers	127	363	127	363		
Structural metalworkers	58	598	57	600	2	(1)
Extractive occupations	128	699	124	700	4	(1)
Precision production occupations	3,405	526	2,695	583	710	356
Supervisors	1,141	619	952	650	189	458
Precision metalworking occupations	865	581	798	595	66	367
Tool and die makers	132	716	129	714	2	(1)
Machinists	481	543	450	555	32	(1)
Sheet-metal workers	118	605	110	612	8	(1)
Precision woodworking occupations	81	395	71	409	10	(1)
Cabinet makers and bench carpenters	55	401	50	407	5	(1)
Precision textile, apparel, and furnishings machine workers	116	346	63	390	52	308
Precision workers, assorted materials	472	368	216	412	256	337
Optical goods workers	53	457	24	(1)	29	(1)
Electrical and electronic equipment assemblers	324	340	118	355	206	334
Precision food production occupations	350	354	240	392	109	310
Butchers and meat cutters	221	366	172	402	48	(1)
Bakers	98	327	60	347	38	(1)
Precision inspectors, testers, and related workers	135	572	113	603	23	(1)
Inspectors, testers, and graders	128	570	108	601	20	(1)
Plant and system operators	246	634	241	638	5	(1)
Water and sewage treatment plant operators	59	551	57	562	2	(1)
Stationary engineers	118	621	117	620	1	(1)
Operators, fabricators, and laborers	15,100	391	11,613	422	3,487	307
Machine operators, assemblers, and inspectors	7,100	380	4,527	437	2,573	307
Machine operators and tenders, except precision	4,605	372	2,918	427	1,686	300
Metalworking and plastic working machine operators	385	436	327	459	58	346
Punching and stamping press machine operators	94	418	76	448	18	(1)
Grinding, abrading, buffing, and polishing machine operators	125	408	106	428	19	(1)
Metal and plastic processing machine operators	157	401	126	416	31	(1)
Molding and casting machine operators	99	396	75	409	24	(1)
Woodworking machine operators	110	373	95	387	15	(1)
Sawing machine operators	73	355	64	368	9	(1)

See footnotes at end of table.

HOUSEHOLD DATA
ANNUAL AVERAGES

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Printing machine operators	356	473	289	500	67	395
Printing press operators	281	484	250	502	31	(1)
Textile, apparel, and furnishings machine operators	905	268	221	310	684	257
Winding and twisting machine operators	50	357	19	(1)	31	(1)
Textile sewing machine operators	535	254	91	287	444	249
Pressing machine operators	77	244	18	(1)	59	230
Laundering and dry cleaning machine operators	128	254	38	(1)	90	243
Machine operators, assorted materials	2,676	396	1,848	432	828	327
Packaging and filling machine operators	377	313	156	344	222	302
Mixing and blending machine operators	100	383	92	395	8	(1)
Separating, filtering, and clarifying machine operators	56	609	53	608	3	(1)
Painting and paint spraying machine operators	191	422	170	441	20	(1)
Furnace, kiln, and oven operators, exc. food	56	510	52	512	4	(1)
Slicing and cutting machine operators	157	359	112	407	45	(1)
Photographic process machine operators	57	314	24	(1)	32	(1)
Fabricators, assemblers, and hand working occupations	1,783	403	1,247	448	536	320
Welders and cutters	555	478	525	482	30	(1)
Assemblers	1,117	378	648	430	469	322
Production inspectors, testers, samplers, and weighers	712	379	361	471	351	323
Production inspectors, checkers, and examiners	513	407	254	499	259	346
Graders and sorters, except agricultural	144	265	65	279	79	258
Transportation and material moving occupations	4,254	476	3,982	486	272	350
Motor vehicle operators	3,052	473	2,836	484	216	345
Supervisors	73	583	60	634	14	(1)
Truck drivers	2,396	481	2,314	485	82	359
Drivers--sales workers	146	506	139	515	6	(1)
Bus drivers	287	396	184	468	103	329
Taxicab drivers and chauffeurs	119	374	109	381	10	(1)
Transportation occupations, except motor vehicles	181	691	178	696	3	(1)
Rail transportation	116	740	114	742	2	(1)
Water transportation	65	586	64	592	1	(1)
Material moving equipment operators	1,021	461	968	469	53	374
Operating engineers	226	516	219	518	7	(1)
Crane and tower operators	78	552	74	558	2	(1)
Excavating and loading machine operators	68	487	66	487		
Industrial truck and tractor equipment operators	505	417	472	420	33	(1)
Handlers, equipment cleaners, helpers, and laborers	3,747	330	3,105	343	642	295
Helpers, construction and extractive occupations	100	311	95	308	4	(1)
Helpers, construction trades	91	308	87	305	4	(1)
Construction laborers	698	372	676	377	22	(1)
Freight, stock, and material handlers	1,200	327	957	340	243	288
Stock handlers and baggers	551	282	399	292	152	262
Machine feeders and offbearers	58	328	30	(1)	28	(1)
Garage and service station related occupations	122	276	119	275	4	(1)
Vehicle washers and equipment cleaners	201	292	180	296	21	(1)
Hand packers and packagers	219	310	95	316	124	302
Laborers, except construction	1,136	342	922	360	214	298
Farming, forestry, and fishing	1,502	294	1,326	300	176	255
Farm operators and managers	83	442	72	461	11	(1)
Farm managers	64	493	55	520	8	(1)
Other agricultural and related occupations	1,353	285	1,190	291	163	249
Farm occupations, except managerial	636	271	562	278	73	229
Farm workers	591	265	527	271	63	221
Related agricultural occupations	717	298	627	303	90	271
Supervisors, related agricultural	69	417	68	418		
Groundskeepers and gardeners, except farm	542	294	520	294	21	(1)
Animal caretakers, except farm	55	292	19	(1)	36	(1)
Graders and sorters, agricultural products	51	257	20	(1)	31	(1)
Forestry and logging occupations	57	443	55	440	2	(1)

¹ Data not shown where base is less than 50,000.

- Dash represents zero or rounds to zero

ORGANIZATIONS

National Committee on Pay Equity (in Washington, DC): 331-7343-- Kelly Jenkins

of the Civil Rights Act were signed into law, women working full-time and year round in the United States, on average, still earn only 71 percent of the wages earned by men. This means that, for the 1996 calendar year, the wages of the average American female worker will not match those of the average male worker until April 11 of this year.

Although the pay gap has narrowed over the past two decades, unfair pay practices persist in many U.S. business sectors. Paying a woman less than a male co-worker with equal skills and job responsibilities hurts that woman and her family—not only in immediate material benefit, but also in her ability to invest and save for retirement. Working women deserve—and are demanding—fair and equal pay for their time spent on the job. Over a quarter of a million women surveyed by the Department of Labor indicated that “improving pay scales” is one of their highest priorities in bringing fairness to the workplace.

To address this problem, my Administration has moved on several fronts simultaneously: I signed the increase in the minimum wage into law, initiated a pension education campaign, strengthened equal employment law enforcement, and created a Women’s Bureau Fair Pay Clearinghouse at the Department of Labor, which disseminates information on working women’s wages and occupations and on organizations that are active in improving women’s wages. In addition, my Administration, with over 200 private-sector partners, has formed the American Savings Education Council to educate women and men on how they can ensure their financial independence in retirement. Together with renewed attention focused on the reality of pay inequity and what it means for working women across the country, these initiatives create real opportunities for employers, working women, and organizations to develop new and effective approaches that achieve pay equity.

Strong enforcement of equal employment laws also plays a critical role in resolving unfair pay. The Equal Employment Opportunity Commission enforces laws that make it illegal to discriminate in wages, or to limit or segregate job applicants or employees in any way that would deprive them of opportu-

nities because of sex, race, color, religion, age, national origin, or disability.

The Department of Labor’s Office of Federal Contract Compliance Programs enforces nondiscrimination and affirmative action laws that apply to employers that do business with the Federal Government, ensuring that Government contractors prevent and remedy discrimination and resolve matters of pay equity.

It is vital that we aggressively enforce our pay equity laws. Women deserve to be rewarded on an equal basis for their contributions to the American work force.

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 April 11, 1997, as National Pay Inequity Awareness Day. I call upon Government officials, law enforcement agencies, business and industry leaders, educators, and all the people of the United States to recognize the full value of the skills and contributions of women in the labor force.

In Witness Whereof, I have hereunto set my hand this tenth day of April, in the year of our Lord nineteen hundred and ninety-seven, and of the Independence of the United States of America the two hundred and twenty-first.

William J. Clinton

[Filed with the Office of the Federal Register, 8:45 p.m., April 14, 1997]

NOTE: This proclamation will be published in the *Federal Register* on April 15.

Remarks at the Radio and Television Correspondents Association Dinner April 10, 1997

The President. Thank you. Thank you very much. Thank you very much, ladies and gentlemen. Members of Congress, members of the press, fellow sufferers—[laughter]—I would like to thank the Radio and Television Correspondents Association for inviting me this evening. I want to give Terry Murphy a special thanks for the kind introduction, and also, given my condition, I’d like

Administration of

to give a special Catering Comparison night. [Laughter]

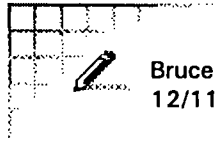
I have come here on a topic of perennial something we never thing about. And would even say the rarified elite v those who report just let me say this [Laughter] You know to you in the new ago—[laughter]—Greenspan, only e

I want all of y cently, I had plan entrance to this di George Bush sto I mean, look at th he jumps out of lands without a s inches, and I’m. It’s ridiculous.

Now, as you r knee adds compli fact, you know, ju over here tonight seen, my Press S just handed me reports, former Pr gee jumped off t [Laughter]

That reminds make another an Murphy has aske Radio and Televi ciation has decide the Democratic [Laughter] That your \$1,000 refur tonight. [Laughter]

You know, I’m fundraising storie am, I’m doing th American people with all this ruckus we have to work of be heard thro worked up a few might break thro judge. After all, it’s



Bruce N. Reed
12/11/97 06:37:09 PM

GW

Record Type: Record

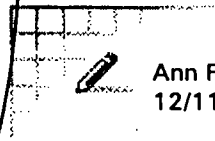
To: Elena Kagan/OPD/EOP, Paul J. Weinstein Jr./OPD/EOP, Thomas L. Freedman/OPD/EOP

cc:

Subject: Enforcing Civil Rights

Where are we on pay equity?

----- Forwarded by Bruce N. Reed/OPD/EOP on 12/11/97 06:37 PM -----



Ann F. Lewis
12/11/97 04:43:39 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Gene B. Sperling/OPD/EOP

cc: Sylvia M. Mathews/WHO/EOP, Audrey T. Haynes/WHO/EOP

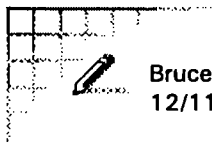
Subject: Enforcing Civil Rights

In developing the Civil Rights Enforcement Initiative , it is important that we also consider an explicit commitment to enforcing the equal pay laws --something we know that working women are very concerned with. The question of fair pay --or more accurately , discrimination in pay -- comes up in every report of womens concerns , and because the bottom line is family income, is also popular with working men. "Pay equity" is high on the list in discussion of a common Democratic agenda, with several bills already introduced by Democratic leaders.

While no one thinks these bills will get very far, being able to show that we take the concept of fair pay seriously will be very helpful. Some of the ideas suggested include a hot line to report pay discrimination, and a "Swat Team" to enforce it . I can't see any conflict at all with the proposals you have suggested -- seems that it would go well

Tom -
So what's the answer?
What are the key proposals?
How does our policy fit (or
not)? etc.
Etc

pay equity



Bruce N. Reed
12/11/97 06:37:09 PM

Record Type: Record

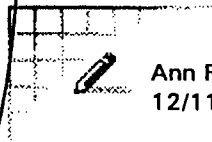
To: Elena Kagan/OPD/EOP, Paul J. Weinstein Jr./OPD/EOP, Thomas L. Freedman/OPD/EOP

cc:

Subject: Enforcing Civil Rights

Where are we on pay equity?

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Ann F. Lewis
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To: Bruce N. Reed/OPD/EOP, Gene B. Sperling/OPD/EOP

cc: Sylvia M. Mathews/WHO/EOP, Audrey T. Haynes/WHO/EOP

Subject: Enforcing Civil Rights

In developing the Civil Rights Enforcement Initiative , it is important that we also consider an explicit commitment to enforcing the equal pay laws --something we know that working women are very concerned with. The question of fair pay --or more accurately , discrimination in pay -- comes up in every report of womens concerns , and because the bottom line is family income, is also popular with working men. "Pay equity" is high on the list in discussion of a common Democratic agenda, with several bills already introduced by Democratic leaders.

While no one thinks these bills will get very far, being able to show that we take the concept of fair pay seriously will be very helpful. Some of the ideas suggested include a hot line to report pay discrimination, and a "Swat Team" to enforce it . I can't see any conflict at all with the proposals you have suggested -- seems that it would go well

Tom -
So what's the answer?
What are the key proposals?
How does our policy fit (or
not)? etc.
Etc -

MEMORANDUM

TO: TOM FREEDMAN, MARY SMITH
FROM: JULIE MIKUTA
RE: GENDER WAGE GAP
DATE: JULY 21, 1997

SUMMARY

This memo provides an overview of statistics, research and pending legislation that addresses wage inequality between men and women who work in the same job. Attached is a table from the Dept of Labor's Wages and Employment Annual Averages which gives information about weekly earnings by "detailed" occupation and gender.

I. STATISTICS

According to 1996 Bureau of Labor Statistics Annual Averages of Employment and Earnings (attached) women who worked in the same occupations as men very often receive less pay.

II. WHAT THIS ADMINISTRATION HAS DONE

National Pay Equity Awareness Day was held on April 11, 1997. (This date was selected because the average woman had to work all of 1996 and until 4/11/97 to make what the average man earned in 1996.) President Clinton issued a proclamation which:

- cited a 1994 Dept of Labor survey of over 250,000 women who indicated that "improving pay scales" is one of their highest priorities;
- recognized that the President created the Women's Bureau Fair Pay Clearinghouse at the Dept of Labor (which disseminates information on women's wages and examples of organizations that have been successful in reducing/eliminating pay disparity); and
- called for recognition of the full value of women's work.

III. WHAT THE RESEARCH SAYS

More progress toward fair pay has been made in the public sector than in the private sector, due to a variety of reasons including: wages and job descriptions of government employees is public information; laws governing collective bargaining and the civil service often refer to the importance of equitable pay; pressure from constituents on elected officials may motivate them to narrow wage gaps. [Dept of Labor Women's Bureau]

A 1994 report on racial and gender wage inequality made to the Glass Ceiling Commission made these recommendations:

- A yearly gender and racial employment equality report card for the nation, localities and

specific industries should be developed and widely distributed.

- All federal agencies should take a leadership role in raising the awareness of employees about discriminatory practices that create wage gaps and glass ceilings (NB: S 487 would require the DHSS to develop policies regarding the employment of women and do a study on wage equity).
- According to the report, the federal government requires higher standards regarding equal opportunity of private sector firms than it does of its own state and local government and private contractors. For example, a 1991 GAO audit of the Job Training Partnership Act found that white participants were more likely to get classroom or on-the-job training while blacks received only job search assistance. Women were less likely than men to get training for high wage jobs.
- There appears to be no central body which does research in this area. The report recommends the creation of a Labor Market and Employment Equity Research Center, either in a federal department or a university based research institute.

IV. PENDING BILLS

1. S. 71: Sen. Daschle, 1/21/97, 16 co-sponsors, in Committee since 1/21, "The Paycheck Fairness Act"
 - Holds employers liable for compensatory or punitive damages, as well as back wages, if they are found to have discriminated in pay. (See description of current law below.)
 - Requires that employers of 100 or more employees submit pay information to the EEOC analyzed by race, sex, and national origin of employees.
 - Makes it illegal for employers to impose gag orders forbidding employees from discussing their pay levels with co-workers.
 - Directs the Secretary of Labor to educate the general public on means available to eliminate pay disparities between men and women, including convening of a national summit.
 - Establishes a national award for businesses that make substantial effort to eliminate gender-based pay discrimination.

Sen. Daschle sent a draft to Sen. Lott's office seeking bipartisan support. The resolution does not call for any of the more controversial methods of repairing the wage gap. It was returned covered with these types of changes: "whereas many families are forced to depend on the pay of working women" (original version), was changed to "whereas many families are forced to depend on the pay of working women because of burdensome federal regulations that drain 1.3 trillion dollars from the economy every year." The Washington Post was sent a copy of the marked-up version and ran a story on 4/18/97.

2. S. 232: Sen Harkin, 1/29/97, 7 co-sponsors, in committee, "The Fair Pay Act"
 - Prohibits pay discrimination for jobs that are equal in skill, effort, responsibility and working conditions (i.e. compares job value)

3. S 487, Sen Mikulski, 3/20/97, 3 co-sponsors, in committee (and H.R. 304- Rep Slaughter; 19 co-sponsors)
 - Establishes policies for the DHHS on matters relating to the employment of women scientists.
 - Provides for a study and report on pay equity.

V. CURRENT LAW

The Equal Pay Act of 1963 prohibits unequal pay for equal or “substantially equal” work performed by men and women. It holds employers liable for unpaid wages and limited damages if they discriminate. Suits have been hard to bring, in large part because the EEOC has been underfunded and has a chronic backlog.

Title VII of the Civil Rights Act of 1964 prohibits wage discrimination on the basis of race, color, sex, religion, national origin or disability.

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex

(Numbers in thousands)

"Employment & Earnings"

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Total, 16 years and over	90,918	\$490	51,895	\$557	39,023	\$418
Managerial and professional specialty	27,222	718	13,934	852	13,288	616
Executive, administrative, and managerial	13,300	699	7,187	846	6,113	585
Administrators and officials, public administration	593	753	328	847	265	638
Administrators, protective services	54	621	35	(1)	19	(1)
Financial managers	567	782	253	979	314	635
Personnel and labor relations managers	120	781	60	1,150	60	658
Purchasing managers	126	799	67	976	58	659
Managers, marketing, advertising, and public relations	588	912	377	1,043	211	674
Administrators, education and related fields	550	804	258	956	292	657
Managers, medicine and health	607	685	157	888	450	610
Managers, food serving and lodging establishments	908	458	487	516	421	391
Managers, properties and real estate	314	548	141	620	173	481
Management-related occupations	3,622	622	1,519	749	2,103	567
Accountants and auditors	1,269	630	547	771	722	561
Underwriters	97	603	31	(1)	66	588
Other financial officers	614	665	277	845	337	606
Management analysts	159	760	81	940	78	716
Personnel, training, and labor relations specialists	371	622	127	707	245	597
Buyers, wholesale and retail trade, except farm products	155	575	75	639	80	478
Construction inspectors	61	648	57	670	4	(1)
Inspectors and compliance officers, except construction	232	695	152	750	80	606
Professional specialty	13,922	730	6,747	857	7,175	647
Engineers, architects, and surveyors	1,957	938	1,776	854	181	787
Architects	93	760	75	799	18	(1)
Engineers	1,844	949	1,685	863	158	793
Aerospace engineers	73	1,097	70	1,099	3	(1)
Chemical engineers	92	1,012	80	1,064	12	(1)
Civil engineers	217	884	198	899	18	(1)
Electrical and electronic engineers	567	994	521	1,002	46	(1)
Industrial engineers	247	841	216	863	31	(1)
Mechanical engineers	335	856	311	969	24	(1)
Mathematical and computer scientists	1,192	883	826	829	366	790
Computer systems analysts and scientists	968	891	694	831	274	813
Operations and systems researchers and analysts	191	815	112	889	80	737
Natural scientists	462	782	325	822	137	674
Chemists, except biochemists	139	851	98	900	43	(1)
Biological and life scientists	101	698	84	738	37	(1)
Medical scientists	59	659	30	(1)	30	(1)
Health diagnosing occupations	489	1,090	336	1,258	153	763
Physicians	428	1,133	295	1,378	131	802
Health assessment and treating occupations	2,005	703	342	766	1,663	692
Registered nurses	1,410	697	120	729	1,290	695
Pharmacists	131	992	81	1,047	51	931
Dietitians	77	478	7	(1)	69	484
Therapists	337	672	106	658	231	678
Respiratory therapists	76	636	36	(1)	40	(1)
Physical therapists	83	757	35	(1)	48	(1)
Speech therapists	68	689	5	(1)	64	692
Physicians' assistants	51	806	28	(1)	23	(1)
Teachers, college and university	568	870	351	837	215	765
Teachers, except college and university	3,740	641	1,023	723	2,718	613
Teachers, prekindergarten and kindergarten	357	361	7	(1)	350	358
Teachers, elementary school	1,617	662	278	719	1,339	648
Teachers, secondary school	1,101	697	498	760	603	643
Teachers, special education	301	648	48	(1)	252	652
Counselors, educational and vocational	219	689	64	799	155	659
Librarians, archivists, and curators	139	654	28	(1)	111	640
Social scientists and urban planners	123	660	21	(1)	102	649
Economists	278	673	127	736	152	642
Psychologists	124	715	53	671	69	654
Social, recreation, and religious workers	1,134	513	545	577	589	485
Social workers	641	524	204	591	437	507
Recreation workers	85	343	23	(1)	62	314
Clergy	314	534	278	540	36	(1)
Lawyers and judges	659	1,150	369	1,258	191	970
Lawyers	630	1,149	343	1,261	187	970

See footnotes at end of table.

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Writers, artists, entertainers, and athletes	1,181	614	635	728	546	529
Technical writers	59	787	35	(1)	23	(1)
Designers	375	592	195	767	180	441
Actors and directors	75	620	44	(1)	31	(1)
Painters, sculptors, craft artists, and artist printmakers	91	517	52	532	39	(1)
Editors and reporters	212	688	106	756	106	608
Public relations specialists	132	660	53	908	79	586
Technical, sales, and administrative support	26,116	441	9,988	567	16,128	394
Technicians and related support	3,215	573	1,662	650	1,553	498
Health technologists and technicians	1,172	482	263	537	909	470
Clinical laboratory technologists and technicians	296	520	87	578	209	508
Radiologic technicians	106	559	37	(1)	70	557
Licensed practical nurses	294	468	14	(1)	280	466
Engineering and related technologists and technicians	834	605	683	621	151	542
Electrical and electronic technicians	341	610	300	622	41	(1)
Drafting occupations	209	601	166	608	43	(1)
Surveying and mapping technicians	58	461	53	459	5	(1)
Science technicians	221	519	140	598	81	443
Biological technicians	66	485	28	(1)	39	(1)
Chemical technicians	79	599	58	648	21	(1)
Technicians, except health, engineering, and science	988	706	576	806	412	611
Airplane pilots and navigators	88	1,138	87	1,143	2	(1)
Computer programmers	518	772	363	797	156	741
Legal assistants	245	549	36	(1)	208	545
Sales occupations	9,041	474	5,114	589	3,927	353
Supervisors and proprietors	2,969	519	1,845	608	1,124	415
Sales representatives, finance and business services	1,583	607	866	727	717	485
Insurance sales	416	606	212	767	205	471
Real estate sales	306	605	149	695	157	510
Securities and financial services sales	273	747	179	977	94	541
Advertising and related sales	131	500	53	607	78	421
Sales occupations, other business services	457	582	273	631	184	486
Sales representatives, commodities, except retail	1,329	694	1,005	735	324	583
Sales workers, retail and personal services	3,136	299	1,390	386	1,746	259
Sales workers, motor vehicles and boats	251	593	230	597	22	(1)
Sales workers, apparel	163	265	39	(1)	123	260
Sales workers, furniture and home furnishings	119	403	77	406	42	(1)
Sales workers, radio, television, hi-fi, and appliances	155	423	123	428	32	(1)
Sales workers, hardware and building supplies	171	372	134	399	36	(1)
Sales workers, parts	139	409	122	427	17	(1)
Sales workers, other commodities	674	298	260	340	414	273
Sales counter clerks	84	303	37	(1)	47	(1)
Cashiers	1,215	247	289	274	926	240
Street and door-to-door sales workers	106	372	46	(1)	60	398
Administrative support, including clerical	13,860	405	3,212	489	10,648	391
Supervisors	634	557	261	624	374	506
General office	356	541	121	638	235	503
Financial records processing	79	604	13	(1)	66	576
Distribution, scheduling, and adjusting clerks	168	541	108	553	61	509
Computer equipment operators	332	430	139	538	194	401
Computer operators	329	433	139	538	191	403
Secretaries, stenographers, and typists	2,907	404	63	389	2,844	404
Secretaries	2,401	406	36	(1)	2,365	406
Stenographers	55	412	6	(1)	49	(1)
Typists	451	395	21	(1)	430	397
Information clerks	1,273	345	145	367	1,127	343
Interviewers	115	356	11	(1)	104	364
Hotel clerks	73	267	20	(1)	52	267
Transportation ticket and reservation agents	209	421	64	458	146	397
Receptionists	633	333	18	(1)	615	333
Records processing, except financial	651	387	152	396	498	383
Order clerks	184	455	51	(1)	132	451
Personnel clerks, except payroll and timekeeping	58	445	11	(1)	47	(1)
File clerks	203	328	57	334	146	325
Records clerks	149	389	23	(1)	126	383

See footnotes at end of table.

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Financial records processing	1,503	403	166	439	1,338	400
Bookkeepers, accounting, and auditing clerks	1,081	399	110	450	971	396
Payroll and timekeeping clerks	145	444	16	(1)	129	441
Billing clerks	141	397	20	(1)	121	399
Billing, posting, and calculating machine operators	87	395	12	(1)	75	391
Duplicating, mail and other office machine operators	60	362	22	(1)	39	(1)
Communications equipment operators	140	376	17	(1)	123	367
Telephone operators	126	363	13	(1)	112	359
Mail and message distributing	815	599	526	628	289	521
Postal clerks, except mail carriers	283	643	159	673	124	612
Mail carriers, postal service	284	678	207	684	76	646
Mail clerks, except postal service	151	339	80	383	72	314
Messengers	98	360	80	366	17	(1)
Material recording, scheduling, and distributing clerks	1,642	412	953	444	689	379
Dispatchers	218	471	113	518	105	420
Production coordinators	191	517	89	618	101	462
Traffic, shipping, and receiving clerks	550	367	395	382	155	339
Stock and inventory clerks	432	429	245	470	188	366
Meter readers	53	434	43	(1)	10	(1)
Expeditors	137	361	43	(1)	94	346
Adjusters and investigators	1,372	438	344	532	1,029	416
Insurance adjusters, examiners, and investigators	377	506	106	649	271	458
Investigators and adjusters, except insurance	763	415	184	486	579	400
Eligibility clerks, social welfare	103	455	14	(1)	88	441
Bill and account collectors	129	407	39	(1)	91	406
Miscellaneous administrative support occupations	2,531	369	426	426	2,105	358
General office clerks	510	372	108	423	402	361
Bank tellers	279	315	26	(1)	253	313
Data-entry keyers	566	866	79	407	488	360
Statistical clerks	83	397	8	(1)	74	392
Teachers' aides	331	273	29	(1)	302	272
Service occupations	8,957	305	4,958	357	5,000	273
Private household	365	212	19	(1)	346	213
Child care workers	136	198	2	(1)	134	198
Cleaners and servants	214	220	16	(1)	198	221
Protective services	1,902	538	1,627	562	275	439
Supervisors	176	742	159	773	18	(1)
Police and detectives	93	793	81	845	12	(1)
Firefighting and fire prevention	221	653	216	657	5	(1)
Firefighting	208	658	204	661	4	(1)
Police and detectives, public service	839	608	797	618	141	520
Sheriffs, bailiffs, and other law enforcement officers	549	667	481	679	68	617
Correctional institution officers	127	513	107	517	20	(1)
Guards	263	513	210	541	53	449
Guards and police, except public service	566	333	455	343	111	295
	531	336	440	343	91	302
Service occupations, except private household and protective	7,690	285	3,312	304	4,379	272
Food preparation and service occupations	2,839	265	1,496	278	1,343	253
Supervisors	234	312	93	357	141	294
Bartenders	177	310	82	378	96	277
Waiters and waitresses	518	271	155	308	363	253
Cooks, except short order	1,221	264	792	279	430	242
Food counter, fountain, and related occupations	71	217	23	(1)	49	(1)
Kitchen workers, food preparation	105	264	36	(1)	69	265
Waiters' and waitresses' assistants	208	259	124	239	84	278
Miscellaneous food preparation occupations	304	231	192	226	112	239
Health service occupations	1,688	299	231	342	1,457	293
Dental assistants	128	361	2	(1)	126	359
Health aides, except nursing	237	314	50	355	187	306
Nursing aides, orderlies, and attendants	1,323	292	179	339	1,144	286
Cleaning and building service occupations	2,140	298	1,325	321	815	266
Supervisors	148	391	102	468	46	(1)
Maids and housemen	455	264	96	300	359	253
Janitors and cleaners	1,476	301	1,069	313	407	272
Pest control	55	421	63	421	2	(1)
Personal service occupations	1,024	291	260	360	764	278
Hairdressers and cosmetologists	274	292	32	(1)	242	288
Attendants, amusement and recreation facilities	103	348	57	364	46	(1)
Public transportation attendants	59	417	11	(1)	48	(1)

See footnotes at end of table.

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Welfare service aides	57	285	10	(1)	46	(1)
Early childhood teachers' assistants	207	231	5	(1)	202	230
Precision production, craft, and repair	11,020	540	10,076	560	944	373
Mechanics and repairers	3,834	568	3,672	571	162	510
Supervisors	212	707	193	712	18	(1)
Mechanics and repairers, except supervisors	3,622	559	3,479	563	144	502
Vehicle and mobile equipment mechanics and repairers	1,443	524	1,432	524	11	(1)
Automobile mechanics	644	478	638	480	6	(1)
Bus, truck, and stationary engine mechanics	300	545	299	545	1	(1)
Aircraft engine mechanics	131	720	130	722	1	(1)
Automobile body and related repairers	144	463	141	459	3	(1)
Heavy equipment mechanics	144	613	144	613		
Industrial machinery repairers	527	569	513	574	14	(1)
Electrical and electronic equipment repairers	607	645	533	669	74	542
Electronic repairers, communications and industrial equipment	146	602	139	609	8	(1)
Data processing equipment repairers	170	573	134	588	37	(1)
Telephone installers and repairers	163	717	138	746	25	(1)
Miscellaneous electrical and electronic equipment repairers	64	714	64	713		
Heating, air conditioning, and refrigeration mechanics	244	543	240	544	4	(1)
Miscellaneous mechanics and repairers	784	557	745	569	39	(1)
Millwrights	86	669	85	665	1	(1)
Construction trades	3,653	516	3,585	518	68	389
Supervisors	438	662	429	667	10	(1)
Construction trades, except supervisors	3,215	502	3,157	503	58	388
Brickmasons and stonemasons	111	483	111	483		
Carpet installers	51	402	51	402	9	(1)
Carpenters	804	475	795	476	2	(1)
Drywall installers	122	430	120	436	2	(1)
Electricians	647	611	633	612	14	(1)
Electrical power installers and repairers	125	710	125	710		
Painters, construction and maintenance	270	381	254	392	17	(1)
Plumbers, pipefitters, steamfitters, and apprentices	434	586	427	586	7	(1)
Concrete and terrazzo finishers	66	467	65	461	1	(1)
Insulation workers	53	508	53	508		
Roofers	127	363	127	363	2	(1)
Structural metalworkers	58	598	57	600	4	(1)
Extractive occupations	128	699	124	700	4	(1)
Precision production occupations	3,405	526	2,695	583	710	356
Supervisors	1,141	619	952	650	189	458
Precision metalworking occupations	865	581	798	595	66	367
Tool and die makers	132	716	129	714	2	(1)
Machinists	481	543	450	555	32	(1)
Sheet-metal workers	118	605	110	612	8	(1)
Precision woodworking occupations	81	395	71	409	10	(1)
Cabinet makers and bench carpenters	55	401	50	407	5	(1)
Precision textile, apparel, and furnishings machine workers	116	346	63	390	52	308
Precision workers, assorted materials	472	368	216	412	256	337
Optical goods workers	53	457	24	(1)	29	(1)
Electrical and electronic equipment assemblers	324	340	118	355	206	334
Precision food production occupations	350	354	240	392	109	310
Butchers and meat cutters	221	366	172	402	48	(1)
Bakers	98	327	60	347	38	(1)
Precision inspectors, testers, and related workers	135	572	113	603	23	(1)
Inspectors, testers, and graders	128	570	108	601	20	(1)
Plant and system operators	246	634	241	638	5	(1)
Water and sewage treatment plant operators	59	551	57	562	2	(1)
Stationary engineers	118	621	117	620	1	(1)
Operators, fabricators, and laborers	15,100	391	11,613	422	3,487	307
Machine operators, assemblers, and inspectors	7,100	380	4,527	437	2,573	307
Machine operators and tenders, except precision	4,605	372	2,918	427	1,686	300
Metalworking and plastic working machine operators	385	436	327	459	58	346
Punching and stamping press machine operators	94	418	76	448	18	(1)
Grinding, abrading, buffing, and polishing machine operators	125	408	106	428	19	(1)
Metal and plastic processing machine operators	157	401	126	416	31	(1)
Molding and casting machine operators	99	396	75	409	24	(1)
Woodworking machine operators	110	373	95	387	15	(1)
Sawing machine operators	73	355	64	368	9	(1)

See footnotes at end of table.

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Printing machine operators	356	473	289	500	67	395
Printing press operators	281	484	250	502	31	(1)
Textile, apparel, and furnishings machine operators	905	268	221	310	684	257
Winding and twisting machine operators	50	357	19	(1)	31	(1)
Textile sewing machine operators	535	254	91	287	444	249
Pressing machine operators	77	244	18	(1)	59	230
Laundering and dry cleaning machine operators	128	254	38	(1)	90	243
Machine operators, assorted materials	2,676	396	1,848	432	828	327
Packaging and filling machine operators	377	313	156	344	222	302
Mixing and blending machine operators	100	383	92	395	8	(1)
Separating, filtering, and clarifying machine operators	56	609	53	608	3	(1)
Painting and paint spraying machine operators	191	422	170	441	20	(1)
Furnace, kiln, and oven operators, exc. food	56	510	52	512	4	(1)
Slicing and cutting machine operators	157	359	112	407	45	(1)
Photographic process machine operators	57	314	24	(1)	32	(1)
Fabricators, assemblers, and hand working occupations	1,783	403	1,247	448	536	320
Welders and cutters	555	478	525	482	30	(1)
Assemblers	1,117	378	648	430	469	322
Production inspectors, testers, samplers, and weighers	712	379	361	471	351	323
Production inspectors, checkers, and examiners	513	407	254	499	259	346
Graders and sorters, except agricultural	144	265	65	278	79	258
Transportation and material moving occupations	4,254	476	3,982	486	272	350
Motor vehicle operators	3,052	473	2,836	484	216	345
Supervisors	73	583	60	634	14	(1)
Truck drivers	2,396	481	2,314	485	82	359
Drivers—sales workers	146	506	139	515	6	(1)
Bus drivers	287	396	184	468	103	329
Taxicab drivers and chauffeurs	119	374	108	381	10	(1)
Transportation occupations, except motor vehicles	181	691	178	696	3	(1)
Rail transportation	116	740	114	742	2	(1)
Water transportation	65	586	64	592	1	(1)
Material moving equipment operators	1,021	461	968	469	53	374
Operating engineers	226	516	219	518	7	(1)
Crane and tower operators	78	552	74	558	2	(1)
Excavating and loading machine operators	66	487	66	487	-	-
Industrial truck and tractor equipment operators	505	417	472	420	33	(1)
Handlers, equipment cleaners, helpers, and laborers	3,747	330	3,105	343	642	295
Helpers, construction and extractive occupations	100	311	95	308	4	(1)
Helpers, construction trades	91	308	87	305	4	(1)
Construction laborers	698	372	678	377	22	(1)
Freight, stock, and material handlers	1,200	327	957	340	243	288
Stock handlers and baggers	651	282	399	292	152	262
Machine feeders and offbearers	58	328	30	(1)	28	(1)
Garage and service station related occupations	122	278	119	275	4	(1)
Vehicle washers and equipment cleaners	201	292	180	296	21	(1)
Hand packers and packagers	219	310	95	316	124	302
Laborers, except construction	1,136	342	922	360	214	298
Farming, forestry, and fishing	1,502	294	1,326	300	176	255
Farm operators and managers	83	442	72	461	11	(1)
Farm managers	64	493	55	520	8	(1)
Other agricultural and related occupations	1,353	285	1,190	291	163	249
Farm occupations, except managerial	636	271	562	278	73	229
Farm workers	591	265	527	271	63	221
Related agricultural occupations	717	298	627	303	90	271
Supervisors, related agricultural	69	417	68	418	-	-
Groundskeepers and gardeners, except farm	542	294	520	294	21	(1)
Animal caretakers, except farm	65	292	19	(1)	38	(1)
Graders and sorters, agricultural products	51	257	20	(1)	31	(1)
Forestry and logging occupations	67	443	55	440	2	(1)

1 Data not shown where base is less than 50,000.

- Dash represents zero or rounds to zero

U.S. Department of Labor

Employment Standards Administration
Office of Federal Contract
Compliance Programs
61 Forsyth Street SW
Atlanta, Georgia 30303

February 18, 1998

MEMORANDUM FOR: Shirley J. Wilcher
Deputy Assistant Secretary

FROM: *Carol Gaudin*
Carol A. Gaudin
Regional Director

SUBJECT: Nomination for EVE Award
SAS Institute Inc.
Cary, NC

Equal
pay
SAS
GW



I am pleased to nominate SAS Institute Inc. for an EVE Award.

The company is an employer of choice in the Research Triangle Park area. There is an overall turnover rate of 4% - which drops to 2% for women and 1% for minorities.

The make-up of the employee community at the Institute clearly reflects success in attracting, retaining, and promoting a diverse population. For instance, the institute exceeds availability for minority managers by 5.8%, and 30% of vice-presidents are women. SAS Institute's philosophy is to provide an environment that is responsive to the special needs and requirements of many of the employees. Workplace accommodations such as schedule adjustments, special equipment, sign language interpreters, and job restructuring insure that every employee has the opportunity for growth within the Institute.

*31% are
Division
Head
for
SAS*

College recruitment at historically minority schools, recruitment at minority events at other universities, scholarships offered to students in technical fields, an extensive student intern program, active participation in Inroads (an undergraduate internship program for minority students), and advertisements of open positions through a wide range of publications and organizations enables SAS Institute to succeed in efforts to attract a diverse pool of talent to the company. The company awards 14 undergraduate scholarships annually. In 1997, 57% of the scholarships provided by the Institute went to minorities and women. Over the past three summers, 27% of the summer students in the program were minorities, and 49% were women.

All SAS Institute employees attend one or more training programs which address issues of diversity in the workplace. As part of their training, new managers and newly promoted managers learn that the Institute places a strong emphasis on commitment to Equal Opportunity and Affirmative Action. Many employees have attended a new intensive diversity program being offered as a pilot program by the Institute. Nearly 100% of their workforce has participated in Sexual Harassment Awareness

training. All new hires receive an orientation to the Institute's policies regarding diversity, affirmative action, and equal employment opportunities; the Institute's zero tolerance of workplace harassment of any kind is emphasized.

Two departments at the Institute - Corporate Training and Management Education Administration - are dedicated to providing employees the opportunity to develop the skills they need to advance in their careers. Training topics include computer applications. Leadership skills, resume writing and interviewing, and administrative skills. With nearly 1,200 Management Education Administration participants in 1997, 82% of people attending these courses were women and 11% were minorities.

Management Training
SAS Institute is an active corporate citizen, providing in-kind and cash donations and volunteers to many area non-profit organizations. They have a history of dedicating a large portion of their philanthropy efforts to organizations that focus the majority of their services on women, minorities, or persons with disabilities. In 1997, 64% of the total philanthropy budget was dedicated to supporting such groups; the 1998 budget makes a commitment of 69%.

SAS Institute has a simple philosophy when it comes to employees: If you invest in your employees' professional and personal welfare, everyone wins - the employee and the company. Ongoing best practice programs like on-site child care and on-site health care, a fully equipped fitness center, wellness programs, comprehensive health care benefits, child care and elder care resource and referral, adoption assistance, generous leave for child birth and adoption, and flexible work schedules all contribute to the satisfaction and peace of mind of employees who bring with them a wide range of personal and family needs. A culture of trust, a strong sense of collegiality and collaboration, and a corporate structure that is responsive to employee input combine to create a work environment which allows our employees to feel good about working for SAS Institute.

Finally, SAS Institute has received many awards. Some of their 1997 Awards are:

- **Best Companies for Working Mothers** - Ranked in the top ten by *Working Mother* magazine.
- **100 Best places to Work in America** - Ranked #3 by *Fortune* magazine.
- **Best Companies for Work and Family** - Ranked #4 among non-S&P companies by *Business Week* magazine.
- **20 Better Places to Work** - Named in *Mother Jones* magazine's list.
- **1997 Apple PIE Award** - Business Winner for supporting parent involvement in education from the Partnership for Family Involvement in Education, Teachers College at Columbia University, and *Working Mother* magazine.

Top 50 for Women
Your consideration of SAS Institute Inc. for an EVE Award is greatly appreciated.

SAS INSTITUTE INC.

1998 EVE AWARD

EXECUTIVE SUMMARY

Software solutions are products of the mind . . . world-class software development intelligence is found in people regardless of culture, race, disability, veteran status, or gender. However, in order to attract world-class talent it is vital to *recognize and support the diversity in our communities and within our employee population*. With an overall *turnover rate of 4% – 2% for women and 1% for minorities* – we have a workforce that demonstrates loyalty to a company that respects them as individuals and supports them in their personal and professional lives.

SAS Institute is committed to creating a work environment in which employees thrive. For more than 20 years the company has followed a basic corporate belief that *the success of our employees is crucial for the success of the company*. Each member of the Institute team plays a vital role in meeting company goals. Software developers, child care providers, administrative support staff, landscape crew members, technical support consultants, sales and marketing representatives all are valued as instrumental pieces in our effort to continue to be the leader in providing business software solutions for companies around the world.

We have in place programs and policies which support our efforts to create the *kind of work environment that allows women and minorities to succeed personally and professionally*. We work intentionally to tap into the vast array of resources available to provide us with the best talent for our future success. And we have a culture in which the contributions of all employees are treated as adding value to the company. In this application, we will specifically address the following practices:

Workforce Information

The make-up of the employee community at the Institute clearly reflects our success in attracting, retaining, and promoting a diverse population. For instance, *the Institute exceeds availability for minority managers by 5.8%, and 30% of vice-presidents are women*. We recognize the importance of incorporating diversity in all levels of the company, from top-level executives to our service support employees. SAS Institute's philosophy is to provide an environment that is responsive to the special needs and requirements of many of our employees. *Workplace accommodations such as schedule adjustments, special equipment, sign language interpreters, and job restructuring* insure that every employee has the opportunity for growth within the Institute.

Recruitment

College recruitment at historically minority schools, recruitment at minority events at other universities, scholarships offered to students in technical fields, an extensive student intern program, active participation in Inroads (an undergraduate internship program for minority students), and advertisements of open positions through a wide range of publications and organizations enables SAS Institute to succeed in efforts to attract a diverse pool of talent to the company. The company awards *14 undergraduate scholarships annually, three of which were created specifically to benefit minority students*. In 1997, *57% of the scholarships provided by the Institute went to minorities and women*. Through our summer student employee program, we lay the groundwork for a diverse workforce in the future. Over the past three summers, *27% of the students in the program were minorities, and 49% were women*.

Training

All SAS Institute employees attend one or more training programs which address issues of diversity in the workplace. As part of their training, new managers and newly promoted managers learn that the Institute places a strong emphasis on *our commitment to Equal Opportunity and Affirmative Action*. Many employees have attended a new intensive diversity program being offered as a pilot program by the Institute. *Nearly 100% of our workforce has participated in Sexual Harassment Awareness training*. And all new hires receive an orientation to the Institute's policies regarding diversity, affirmative action, and equal employment opportunities; the Institute's *zero tolerance of workplace harassment of any kind* is emphasized.

Opportunities/Support for Advancement

Two departments at the Institute – Corporate Training and Management Education Administration – are dedicated to providing employees the opportunity to develop the skills they need to advance in their careers. Training topics include computer applications, leadership skills, resume writing and interviewing, and administrative skills. With nearly 1,200 Management Education Administration participants in 1997, *82% of people attending these courses were women and 11% were minorities*.

Outreach

SAS Institute is an active corporate citizen, providing in-kind and cash donations and volunteers to many area non-profit organizations. We have a history of dedicating a large portion of our philanthropy efforts to organizations that focus the majority of their services on women, minorities, or persons with disabilities. *In 1997, 64% of the total philanthropy budget was dedicated to supporting such groups; the 1998 budget makes a commitment of 69%*.

Corporate Environment

SAS Institute has a simple philosophy when it comes to employees: If you invest in your employees' professional and personal welfare, everyone wins – the employee and the company. Ongoing best practice programs like *on-site child care and on-site health care, a fully equipped fitness center, wellness programs, comprehensive health care benefits, child care and elder care resource and referral, adoption assistance, generous leave for child birth and adoption, and flexible work schedules* all contribute to the satisfaction and peace of mind of employees who bring with them a wide range of personal and family needs. A culture of trust, a strong sense of collegiality and collaboration, and a corporate structure that is responsive to employee input combine to create a work environment which allows our employees to feel good about working for SAS Institute.

SAS Institute Inc.

1997 Honors

Best Companies for Working Mothers

Ranked in the top ten by *Working Mother* magazine

100 Best Places to Work in America

Ranked #3 by *Fortune* magazine

Best Companies for Work and Family

Ranked #4 among non-S&P companies by *Business Week* magazine

20 Better Places to Work

Named in *Mother Jones* magazine's list

1997 Apple PIE Award

Business Winner for supporting parent involvement in education from the Partnership for Family Involvement in Education, Teachers College at Columbia University, and *Working Mother* magazine

SAS INSTITUTE INC

Section D—EMPLOYMENT DATA

Employment at this establishment—Report all permanent full-time and part-time employees including apprentices and on-the-job trainees unless specifically excluded as set forth in the instructions. Enter the appropriate figures on all lines and in all columns. Blank spaces will be considered as zeros.

JOB CATEGORIES	OVERALL TOTALS (SUM OF COL. B THRU K)	NUMBER OF EMPLOYEES									
		MALE					FEMALE				
		WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
A	B	C	D	E	F	G	H	I	J	K	
Officials and Managers	1	372	176	7	2	6	169	8		4	
Professionals	2	1450	682	31	6	35	619	37	7	30	3
Technicians	3	91	51	4	2	2	25	7			
Workers	4										
Office and Clerical	5	296	26	5			229	31	1	2	1
Shift Workers (Killed)	6										
Operatives (Semi-Skilled)	7										
Laborers (Unskilled)	8										
Part Time Workers	9	174	31	17			87	36		3	
TOTAL	10	2383	966	64	10	44	1129	119	8	39	4
Total employment reported in previous EEO-3 report	11	2065	861	54	11	39	970	89	5	34	2

NOTE: Omit questions 1 and 2 on the Consolidated Report.

Date(s) of payroll period used:

2. Does this establishment employ apprentices?
 1 Yes 2 No

Section E—ESTABLISHMENT INFORMATION (Omit on the Consolidated Report)

What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, life insurance, etc. Include the specific type of product or type of service provided, as well as the principal business or industrial activity.)

OFFICE USE ONLY

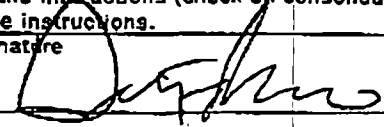
SIC=7371=Computer programming services
 <<< PLEASE CORRECT NARRATIVE IF INCORRECT. >>>

Section F—REMARKS

Use this item to give any identification data appearing on last report which differs from that given above, explain major changes in composition of reporting units and other pertinent information.

Section G—CERTIFICATION (See Instructions G)

I check All reports are accurate and were prepared in accordance with the instructions (check on consolidated only)
 I check This report is accurate and was prepared in accordance with the instructions.

Name of Certifying Official	Title	Signature	Date
Vlad Russo	V.P. Human Resources		25Sep97
Name of person to contact regarding this report (Type or print)	Address (Number and Street)		
Stephanie Stringer	SAS Campus Drive		
Telephone Number (Area Code)	City and State	ZIP Code	Telephone Number (Including Area Code) Extension
O/AA Consultant	Cary, NC	27513	919-677-8000 7890

All reports and information obtained from individual reports will be kept confidential as required by Section 709(e) of Title VII. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

The logo consists of the word "Facts" in a white, serif font, centered within a solid black square.

SAS Institute Inc.

Incorporated in 1976, SAS Institute is the world's largest privately held software company with more than 4,600 employees worldwide. Some 3.5 million users at more than 30,000 customer sites around the globe are using SAS® software and solutions to achieve a competitive advantage through better business decision making. The Institute's customers cross the lines of industry, government, and education and are among the most successful businesses in the world, including more than 97 percent of Fortune 100 businesses.

SAS Institute marked its twentieth year in business by continuing an unbroken record of double-digit revenue increases in 1996, 16 percent over 1995 revenues. The Institute continues to lead the industry in percentage of revenue reinvested in research and development at 32 percent.

SAS Institute employees work in an environment that fosters and encourages the integration of the Institute's business objectives with their personal needs. With employee turnover at only five percent, SAS Institute reaps the rewards of unprecedented employee loyalty and the benefit of the most talented minds in the industry. Programs and facilities at its Cary, N.C., headquarters include three child care centers, an elder care information and referral program, employee health center, wellness programs, 26,000 square-foot recreation and fitness facility, and many other work-life programs.

The Institute's work-life initiatives and unique corporate culture continue to receive accolades on the national level. For the eighth consecutive year, SAS Institute was recognized by Working Mother magazine as one of the "100 Best Companies for Working Mothers." The Institute is also listed as one of the best places to work in America by the authors of the latest edition of The 100 Best Companies to Work For in America.

An active Corporate Philanthropy program transcends the spirit of SAS Institute as a supportive, caring environment into the community. The Institute provides donations and time to a wide range of non-profit organizations focused on enriching our communities through the promotion of education, the arts, environmental conservation, community services and medical research. Employees also raise money on their own, donate food and clothes, and perform countless hours of labor through a variety of organizations.

*For further information, please contact Kat Hardy, Public Affairs,
SAS Institute Inc., 919/677-8000
www.sas.com*

**DATA SUMMARY
1998 EVE AWARD
FOR SAS INSTITUTE INC.**

Name, address and telephone of corporation being nominated:

SAS INSTITUTE INC.
SAS CAMPUS DRIVE
CARY, NC 27513
(919) 677-8000 X7801

Name of highest ranking official:

DR. JAMES H. GOODNIGHT, PhD

Name of executive responsible for Human Resources/EEO:

DAVID F. RUSSO
VICE PRESIDENT, HUMAN RESOURCES

Contact People:

KAREN THOMAS-SMITH
HUMAN RESOURCES
SAS INSTITUTE INC.
SAS CAMPUS DRIVE
CARY, NC 27513
(919) 677-8000 X5203

or

STEPHANIE STRINGER
HUMAN RESOURCES
SAS INSTITUTE INC.
SAS CAMPUS DRIVE
CARY, NC 27513
(919) 677-8000 X7890

or

KAT HARDY
CORPORATE COMMUNICATIONS
SAS INSTITUTE INC.
SAS CAMPUS DRIVE
CARY, NC 27513
(919) 677-8000 X5221

FAX (919) 677-4444

Number of employees:
3161

Principle Product:

SOFTWARE DEVELOPMENT

Date of last compliance review:

MARCH 7, 1995 (LETTER OF COMPLIANCE ATTACHED)

Copy of employer information report (EEO-1):

ATTACHED

Names of us senators and representatives:

U.S. SENATORS:

LAUCH FAIRCLOTH
JESSE HELMS

U.S. REPRESENTATIVE:

DAVID PRICE

SAS INSTITUTE INC.

Karen Thomas-Smith
Human Resources
SAS Campus Drive
Cary, NC 27513
Phone: 919/ 677-8000
Fax: 919/ 677-4444

FAX TRANSMISSION COVER SHEET

Date: 02 Jun 98
To: Mary Smith
Fax: 202 / 456-7431
Re: _____

YOU SHOULD RECEIVE 6 PAGE(S), INCLUDING THIS COVER SHEET.

Please call if you have
any additional question

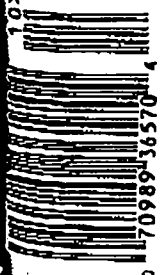
6 GREAT FREEZE-AHEAD FAMILY MEALS WHY KIDS NEED PRIVACY

WorkingMother

SPECIAL ISSUE



OCTOBER 1997
USA \$2.95 CANADA \$3.95



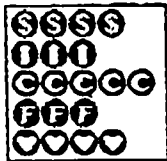
TWELFTH ANNUAL SURVEY

BEST COMPANIES FOR WORKING MOTHERS

women's advancement. **3** Three near-site centers in Hillsville, VA (Sara Lee Knit Products); Clarksville, NC (Sara Lee Hosiery); and Stamford, CT (Playtex). Tuition subsidies. Before- and after-school, holiday and summer programs. Backup care at hq. Pretax set-asides. Reimburses child care costs for business travel and overtime. R&R. Sick-child days: 2-10 (varies by division). **7** Work at home. Job sharing. Flextime. Compressed workweeks. PT (benefits: 20 hrs/wk). Training for mgrs on alternative schedules. **8** Leave for childbirth: FMLA only, with some full pay. Phase-back for new mothers. Paternity leave: 1 wk paid (Coach); 2 days paid (hq). Adoption aid: \$2-3,000. R&R: 4 wks paid leave (Coach). Profit sharing (not all units). Savings plan (no company match). Company-paid pension. Scholarships for employees' children. Health insurance (80% of premium). Full-time work/family mgr. Elder care: R&R.

This Chicago-based conglomerate—which makes products ranging from Ball Park franks to Playtex bras—has a strong commitment to the advancement of women, who currently make up 19 percent of the top 239 executives with salaries from \$130,000 a year. And women hold 25 percent of the positions in the next tier of 420 executives, whose average annual earnings are \$165,000. Sara Lee's general counsel, chief financial officer and treasurer are all women, as are the presidents of Sara Lee Hosiery, LEggs Products and Hanes Hosiery. The company has continued to expand programs to enable working moms to climb the corporate ladder while taking care of family needs. Adding to its dependent care package that includes three near-site centers, last year Sara Lee doubled the child care reimbursement for parents who work late or travel out of town to \$6 an hour, up to \$70 a day. The company also contracted with Children First to provide backup care for employees in Chicago. In 50 states and DC. HQ: 3 First National Plaza Bldg., Chicago, IL 60602.

SAS INSTITUTE INC. is the world's largest privately held software company. Ninth year on our list.



Employees: 3,010
Females: 1,224 (44%)
5 High (area): Avg (industry). Entry level: \$21,972 (office admin); \$37,656 (asst. systems developer). **1** Percent female: senior and exec vps 0 (of 2); vps 30% (of 10); officials and mgrs 51%; profs 46%. Highest paid: 30%. Women's support group. **2** Two on-site centers and one near-site: 400 children total (\$200/mth). Holiday and summer programs. Backup care. Pretax set-asides. R&R. Sick-child days: as needed. **7** Work at home (8-12). Job sharing (16). Flex-time (645). PT (31); benefits: 17.5 hrs/wk. Training for mgrs on alternative schedules. **8** Leave for childbirth: FMLA only, with some full pay. 1996 leaves: 29; avg 6 wks. Paternity leave: 2 wks paid. Adoption aid: \$5,000. Profit sharing (15% of pay). Company-paid pension. Scholarships for employees' children: \$10,000 to 5 kids. Health insurance (100% of premium for employees; 77% for dependents). Full-time work/family mgr and staff. Elder care: R&R (450).

The benefits here are rich—and explain why, in an industry where turnover is approximately 20 percent a year, SAS's is 5 percent. For starters, the company offers free on-site medical care, with a staff of 27 health care workers, including two physicians. And, with its third child care center up and running, SAS now provides care for 400 children of employees at the bargain rate of \$200 per month per child. Employees who work

outside of headquarters get their child care subsidized at the same rate.

Not one to rest on its laurels, SAS has, over the past year, upped adoption aid from \$3,000 to \$5,000, added a scholarship program for employees' kids (this year five students received \$2,000 each) and introduced a 10-week summer camp at one of the on-site centers. The cost? Only \$100 per child. On-site backup care has also been added. In 23 states and DC. HQ: SAS Campus Dr., Cary, NC 27513.

THE SEATTLE TIMES publishes Seattle's evening newspaper, the second-largest-circulation evening daily in the country. Seventh year on our list.

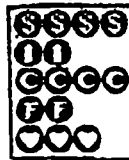


Employees: 1,969
Females: 678 (34%)
5 High. Entry level: \$378/wk (clerk, customer service); \$476/wk (zone reporter). **1** Percent female: senior and exec vps 20% (of 5); vps 29%

(of 7); officials and mgrs 36%; profs 46%. Highest paid: 28%. Women's support group (17). Measures mgrs on women's advancement. **2** On-site center: 30 children (\$560-610/mth). Company contributes \$36,000 to operating cost of center. Tuition subsidies (\$100/mth). Pretax set-asides (70). Reimburses child care costs for nonroutine business travel. Pays 83% of sick-child care costs at nearby hospital. Sick-child days: as needed. **7** Work at home. Job sharing (15). Flextime. Compressed workweeks. PT (300); benefits: 20 hrs/wk. **8** Leave for childbirth: FMLA, plus 19 wks, with some full pay. 1996 leaves: 33 (4 men); avg 5.5 mths (women). Phase-back for new mothers. Savings plan (3% company match up to 6% of pay). Health insurance (100% of premium). Elder care: R&R.

Flexibility has not been a hallmark of the newspaper industry, but the Seattle Times demonstrates that it can be done. The paper, on our list since 1991, offers a variety of alternative work arrangements including a range of options for compressed workweeks. The most popular is a schedule that enables employees to work eight nine-hour days and one eight-hour day in a two-week period. This fall, The Seattle Times will also begin spending \$800,000 on the construction of a new child care center. When compared to the current center, the new one will increase the number of spaces from 64 to 75, and much of this added capacity will be devoted to needed space for infants. In 1997 the newspaper also restructured its top management positions, adding one woman to its new five-member executive council. In 1 state and DC. HQ: 1120 John St., Seattle, WA 98109.

SEQUENT COMPUTER SYSTEMS, INC., makes sophisticated parallel computer systems powerful enough to support large online transactions. Second year on our list.



Employees: 1,805
Females: 594 (33%)
5 High (area): Avg (industry). Entry level: \$7,200/yr (support staff); \$32,000/yr (finance, human resources); \$36,000/yr (information systems); \$44,000/yr (product development engineer).

1 Percent female: senior and exec vps 25% (of 4); vps 8% (of 13); officials and mgrs 30%; profs 36%. Highest paid: 16%. **2** On-site center at hq: 93 children (\$475-635/mth). NAEYC accredited; on-site school (K-1), 21 children. Company covers 60% of

operating cost of center and school. Before- and after-school (23), holiday (6) and summer (67) programs. Backup care. Pretax set-asides (135). R&R (16). Sick-child days: as needed (salaried); 10 (hourly). **3** Work at home (10-15). Job sharing (2). Flextime (60). Compressed workweeks (10-12). PT (20); benefits: 30 hrs/wk. **8** Leave for childbirth: FMLA, plus 12 wks, with some full pay. 1996 leaves: 29 (5 men); avg 13 wks (women). Phase-back for new mothers. Adoption aid: \$5,000; R&R. Savings plan. Health insurance (100% of premium for employees; 94% for dependents). Full-time work/family mgr and staff. Elder care: R&R.

This Oregon-based computer company made this list in 1992 and returns in a much stronger and healthier position. Sales have nearly doubled while the number of employees has risen by 65 percent. And these are young people raising families. The on-site center now cares for 93 children, up from 75 five years ago; it also provides before- and after-school care, holiday programs and a summer camp for children ages five to 10, and a school covering kindergarten and first grade; the plan is to add a grade a year. In the past year a new Work/Family Community department was created and a Work/Life task force comprised of employee representatives set up. Since then more than 20 new programs have been added or improved, including a child and elder care referral service, a doubling of adoption aid to \$5,000 and a concierge service. There is also new interest in flexible work options. One employee had to move 2,000 miles away to care for an ill parent. Instead of taking family leave, the employee telecommuted, with Sequent equipping her with a computer terminal, a high-speed network connection and additional phone lines. This is one company that certainly cares about its employees. In 31 states. HQ: 15450 S.W. Koll Pkwy., Beaverton, OR 97006-6063.

TEXAS INSTRUMENTS, INCORPORATED, is one of the world's largest suppliers of semiconductor chips and a range of products, including calculators. Second year on our list.

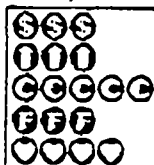


Employees: 32,153
Females: 10,186 (32%)
5 Avg-High. Entry level: \$490/wk (wafer fab operator); \$3,513/mth (engineer). **1** Percent female: senior and exec vps 4% (of 23); vps 9% (of 104);

officials and mgrs 15%; profs 18%. Highest paid: 10%. Women's support groups (1,000). Measures mgrs on women's advancement. **2** Near-site center in Lewisville, TX: 41 children (\$50-120/wk). NAEYC accredited. Summer program (56). Backup care. Pretax set-asides (1,332). R&R (2,035). Pays 75% of in-home sick-child care costs. ABC Champion. **7** Work at home. Job sharing. Flextime. Compressed workweeks (1,200+). PT (305); benefits: 20 hrs/wk. Training for mgrs on alternative schedules. **8** Leave for childbirth: FMLA only, with some full pay. Adoption aid: \$4,000. R&R. Profit sharing (14% of pay). Savings plan (50% company match up to 4% of pay). Company-paid pension. Scholarships for employees' children: \$72,000 to 18 kids. Health insurance (100% of premium for employees; 85-90% for dependents). Full-time work/family mgr and staff. Elder care: R&R (\$31).

"A huge culture change" is how one female engineer, a mother of two, described the atmosphere at Texas Instruments with regard to family needs. TI's Work/Life program, now in its third year, has expanded, and the result is happier working moms. Now included in TI's benefits package are pre- and postnatal support, Mother Rooms and comprehensive wellness/fitness

ALLSTATE INSURANCE COMPANY is the nation's second-largest insurer of cars and homes. Seventh year on our list.

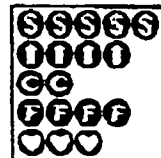


Employees: 45,202
 Females: 23,899 (53%)
 High. Entry level: \$26,700 (receptionist, data processor); \$28,000 (unit supervisor, financial analyst). Percent female: senior and exec vps 14% (of 14); vps 19% (of 182); officials and mgrs 42%; profs 48%. Highest paid: 37%. Women's support group. Measures mgrs on women's advancement. On-site center in Northbrook, IL: 166 children (\$641-776/mth); three near-site centers in Charlotte, Dallas and Huntington, NY; 43 children total (\$420-710/mth). Charlotte and Dallas centers NAEYC accredited. Before- and after-school (11), holiday (106) and summer (85) programs. Backup care. Pretax set-asides (9,455). R&R (13,012). Sick-child days: 5. ABC Champion. Work at home (231). Job sharing (77). Flextime (626). Compressed workweeks (233). PT (1,479); benefits: 1,000 hrs/yr. Leave for childbirth: FMLA plus 14 wks. with some full pay. 1996 leaves: 482 (13 men); avg 15 wks (women). Phase-back for new mothers. Adoption aid: \$2,500; R&R. Savings plan (50% company match up to 5% of pay, plus contribution tied to profits). Company-paid pension. Scholarships for employees' children: \$365,000 to 319 kids. Health insurance (75% of premium). Full-time work/family mgr and staff. Elder care: R&R (2,111).

Allstate recently spent \$3 million to build an on-site child care center at its headquarters in Northbrook—and when the center opened last February, 166 kids were already enrolled. The Little Hands Child Development Center is a spectacular-looking facility—open and airy, utilizing a pinwheel design, with rooms radiating out from a central area. Parents not only had input in the design of the center, which can accommodate up to 190 kids but participated in transition seminars to help prepare their children for placement there. In addition to caring for preschoolers, the center offers full-day kindergarten and holiday vacation and backup care.

Women have been working their way up here as well. Allstate has had a rule in effect stating that a diverse slate of qualified candidates, including women, must be considered for every opening, from entry through the executive level. The insurer reports that this policy is getting results: The percentage of female officers has tripled over the last 10 years. In 50 states. HQ: 2775 Sanders Rd., Northbrook, IL 60062-6127.

AMERICAN MANAGEMENT SYSTEMS devises information technology systems to help clients (companies, government agencies, schools) run their businesses better. Fourth year on our list.



Employees: 6,112
 Females: 2,615 (43%)
 High. Entry level: \$23,000 (receptionist, secretary); \$26,000 (BA/BS ops/inst.). Percent female: senior principals 31% (of 407); principals 39% (of 1,282); senior and exec. vps 15% (of 41); vps 16% (of 172); officials and mgrs 34%; profs 37%. Highest paid: 36%. Women's support group (136). Two near-site centers: 34 children total (\$142-185/wk). Both centers NAEYC accredited. Dependent care fund (\$17,000). Before- and after-school, holiday and summer programs. Backup care. Pays 58% of emergency child and elder care costs. Preact set-asides (187). Reimburses child care costs for nonroutine

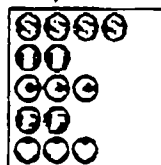
business travel. R&R (\$19). Work at home, job sharing. Flextime (5,400). PT (215); benefits: 24 hrs/wk. Leave for childbirth: FMLA only, with some full pay. 1996 leaves: 77 (4 men); avg 16 wks (women). Phase-back for new mothers. Adoption aid: \$4,000; R&R. Profit sharing. Savings plan (no company match). Health insurance (80% of premium). Full-time work/family mgr and staff. Elder care: R&R (233).

One of the world's fastest growing consulting companies (revenues have more than doubled since its first appearance on our list in 1994), American Management Systems experienced a glitch in the delivery of a software product to a telecommunications client in 1996, resulting in a 47 percent plunge in profits. But the company took the blow in stride—no layoffs occurred as a result of the problem. AMS was soon back on track and 700 employees were added in the first five months of 1997.

Few companies celebrate alternative work arrangements as enthusiastically as AMS does. A recent newsletter features a vice president and mom who video-conferences from her home, another working mother who interrupted her maternity leave to attend a crucial meeting (bringing her infant son to the cold nurse him); and a mother of three who telecommutes three or four days a week. Little wonder a company spokesperson reports that training managers in alternative schedules isn't necessary—"it's part of our culture."

Flexibility isn't the only area in which AMS stands out. Its track record for women in the upper ranks is also laudable. Currently 43 percent of its work force is female, and women hold 36 percent of the highest-paid jobs. Still, AMS saw fit to roll out an "Advancement of Women Project" this year, which includes a series of seminars for aspiring female executives nationwide. In 22 states. HQ: 4050 Legato Rd., Fairfax, VA 22033.

AMGEN develops biotechnology-based medicines. Third year on our list.



Employees: 3,891
 Females: 1,859 (48%)
 High. Entry level: \$18,720 (lab asst. clerk, manufacturing operator); \$30,000 (research assoc.). Percent female: senior and exec vps 0 (of 9); vps 17% (of 24); officials and mgrs 36%; profs 49%. Highest paid: 25%. Women's support group. On-site center: 270 children (\$465-600/mth). NAEYC accredited. Company contributes \$500,000 to operating cost of center. Summer program. Backup care. Preact set-asides. Reimburses child care costs for business travel. R&R. Sick-child days: 2. Flexible work arrangements with no formal policies. Leave for childbirth: FMLA only, with some full pay. 1996 leaves: 51 (3 men); avg 20 wks (women). Phase-back for new mothers. Paternity leave: 3 days paid. Adoption aid: \$3,000; R&R: 3 days paid leave. Profit sharing (15% of pay). Savings plan (company automatically contributes 3% of pay, plus 100% company match up to 5% of pay). Stock options. Scholarships for employees' children: \$64,000 to 4 kids. Health insurance (95% of premium).

This high-growth company crossed the \$2 billion sales mark in 1996. And as a further sign of financial health, staff increased by 14 percent.

Just as the company is growing, so too are employees' families. In 1996, workers gave birth to 237 babies—which helps explain why this high-tech outfit plans to replace its old child care center (which now cares for 270 kids) with a new one, capable of caring for up to 450. Camp Amgen is scheduled to open next spring.

Other benefits remain top-of-the-line here: a three-

WORKING MOTHERS

Allstate
★

Barnett Banks
★★★★★

Fel-Pro
★★★★★★★

Glaxo Wellcome
★★★★

IBM
★★★★★★★

Johnson & Johnson
★★★★★

Merck
★★★★★★★

NationsBank
★★★★★

SAS Institute
★★★★★

THE 10 BEST COMPANIES FOR WORKING MOTHERS

★ Number of years on our TOP 5 or TOP 10

The 100 BEST COMPANIES to work for in AMERICA

WE HAVE BEEN TRACKING GREAT EMPLOYERS SINCE 1981. when we began research on our book *The 100 Best Companies to Work for in America*. From our database of more than 1,000 companies, we selected 238 as the most viable candidates for this list. Of this group, 161 agreed to participate. (To be eligible, a company must be at least ten years old and have a minimum of 500 employees.)

We asked each candidate company to distribute to 225 randomly selected employees the Great Place to Work Trust Index. This employee survey was designed by the Great Place to Work Institute of San Francisco to evaluate trust in management, pride in work/company, and camaraderie. Responses were returned directly to us.

Each company was also required to fill out the Hewitt People Practices Inventory, a comprehensive 29-page questionnaire designed by our partner in this project, Hewitt Associates of Lincolnshire, Ill., a leading management consulting firm. Finally we asked each of our candidates to send us additional corporate materials, such as employee benefits booklets, company newsletters, and videos.

The response was overwhelming. Some 20,000 employees filled out the Great Place to Work survey (return rate: 58%), and 8,000 of them added written comments. We then rated the companies on a 175-point scale, using their overall score on the employee survey (100 points); evaluation of practices detailed in the Hewitt inventory and other submitted materials (55 points); and an evaluation of the handwritten comments (20 points).

Special thanks should go to Hewitt Associates. In addition to processing the mountain of returns, it also added invaluable expertise and perspective. We knew Hewitt was a great place to work because we had selected them in all the previous editions of our *100 Best* books. To collaborate with us, they had to give up the opportunity to be listed again among the 100.

By Robert Levering and Milton Moskowitz

If you think that your company should be considered for this list, send a brief letter explaining why (two-page maximum) to FORTUNE's 100 Best, 1537 Franklin Street, Suite 208, San Francisco, California 94109; E-mail address: 100best@greatplacetowork.com

Rank	COMPANY	U.S. employees	Job growth	Applicants	Revenues		
Headquarters	U.S. \$100s	1996	1995	Voluntary turnover	1996		
U.S. \$100s	Rank	Change	Rank	Rate	in millions		
1	SOUTHWEST AIRLINES Dallas	24,757 0	26% 4.917	150,000	15 hrs.	\$3,400	Why is Southwest No. 1? Listen to a typical comment from the more than 100 we received from enthusiastic employees: "Working here is truly an unbelievable experience. They treat you with respect, pay you well, and empower you. They use your ideas to solve problems. They encourage you to be yourself. I love going to work!"
61		24% 55%		6%			
2	KINGSTON TECHNOLOGY Fountain Valley, Calif.	552 40	54% 193	4,000	100 hrs.	\$1,300	Nearly everyone in the U.S. wanted to work at this manufacturer of computer dry devices after last year's stories about its year-end bonus averaging \$75,000 per employee. The largesse was in line with company policies: free soft drinks and cups of noodles at all times and a golf driving range in the back of the plant.
2		70% 48%		7%			
3	SAS INSTITUTE Cary, N.C.	3,154 1,927	34% 768	12,000	32 hrs.	\$653	The world's largest privately held computer software company. Superb on-site child care for \$200 a month. An on-site clinic that offers primary medical care at zero cost to employees. An award-winning cafeteria, where a pianist plays during lunch. No surprise that turnover, at 4% a year, is among the lowest in the software industry.
36		15% 53%		4%			
4	FEL-PRO Skokie, Ill.	2,577 307	10% 226	3,000	60 hrs.	\$450	They make auto, truck, and motorcycle gaskets in a sprawling plant just north of Chicago. Ultra-family-friendly: \$1,000 savings bond at child's birth, affordable on-site child care, summer camp on company's 200-acre recreation area, summer jobs for employees' kids, and \$3,500 annual college scholarships.
8		50% 36%		7%			
5	TD INDUSTRIES Dallas	976 0	31% 228	800	40 hrs.	\$127	TDI installs and services air-conditioning and plumbing systems in six cities. All stock is in the hands of employees, with no one owning more than 9%. A monthly meeting fills in all employees on financial results. Employees are wildly upbeat. One said, "This company makes you feel like a human being again."
6		26% 10%		18%			
6	WBNA Wilmington, Del.	18,050 1,157	48% 4,234	88,230	48 hrs.	\$3,300	This house of plastic, the second-largest issuer of credit cards, pampers employees so they will be nice to customers. The coddling includes four on-site child-care centers, one-week paid leave for new fathers and adoptive parents, adoption aid of up to \$10,000. No. 1 hiring criterion: "People who like other people."
20		22% 58%		N.A.			
7	W.L. GORE Newark, Del.	4,118 7	26% 846	21,717	27 hrs.	\$1,200	Makers of Gore-Tex waterproof fabrics, Glide dental floss, and dozens of other high-tech materials. Employs avant-garde management theories that seem to work. Instead of a traditional hierarchy topped by bosses and managers, the company uses an organization in which dozens of so-called sponsors set the pace.
31		13% 43%		6%			
8	MICROSOFT Redmond, Wash.	14,936 7,340	22% 2,743	150,000	8 hrs.	\$8,700	Remarkably challenging atmosphere for the brainy. Everybody gets stock options, and most professionals hired before 1992 have thus become millionaires; six became billionaires. All-company picnics with a rodeo and five bands. And Bill (never Mr. Gates) peily answers all E- from employees.
18		19% 29%		7%			

Karen Smith

From: Kim Damofall [saskrd@UNX.SAS.COM]
Sent: Friday, December 19, 1997 12:47 PM
To: BLDGB-L@VM.SAS.COM
Subject: New honor for SAS Institute!

To: All SAS Institute Employees

From: Corporate Communications, Cary

Institute Ranks #3 on FORTUNE'S "100 Best Companies to Work for in America!"

1997 has been marked by awards recognizing the Institute's work environment, but there's still one more to celebrate as the year draws to a close --- the company's number three placement on FORTUNE'S inaugural list of the "100 Best Companies to Work for in America."

The list, which will appear in the January 12 issue of FORTUNE (available on newsstands December 29), was announced by FORTUNE today. The Institute has already received some media attention from the award, with a mention on NBC's Today Show this morning.

Topping the list was Southwest Airlines, followed by Kingston Technology in the number two spot.

Completing the top ten of the FORTUNE "100 Best" list were: Fel-Pro(4), TDIndustries(5), MBNA(6), W.L. Gore(7), Microsoft(8), Merck(9), and Hewlett-Packard(10). Another eight software or hardware firms were sprinkled throughout the list: PeopleSoft(20); Cisco Systems(25); Intel(32); Compaq Computer(55); Adobe Systems(56); Sun Microsystems(69); Analog Devices(70); and Texas Instruments(77).

FORTUNE collaborated with best-selling authors Robert Levering and Milton Moskowitz to compile the list, using methodology similar to that used for their books, "The 100 Best Companies to Work for in America." To be eligible, a company had to be at least 10 years old and have a minimum of 500 employees. Levering and Moskowitz selected 238 companies (out of their database of more than 1,000 companies) as the most viable candidates for the list. Of this group, 161 agreed to participate.

As one of the "candidate companies," the Institute distributed the "Great Place to Work Trust Index," an employee survey designed to evaluate trust in management, pride in work/company, and camaraderie to 225 randomly selected employees in Cary and US regional offices. (Thanks to all of you who took the time to complete the survey. The Institute's high ranking is, in part, due to the overwhelmingly positive comments and the obvious pride in our company that you conveyed, and your willingness to share those sentiments.)

The Institute also completed the "Hewitt People Practices Inventory," a comprehensive questionnaire designed by Hewitt Associates, a leading compensation and benefits consultant. After the surveys and questionnaires were returned to FORTUNE, the company was rated on a 175-point scale, using the overall score on the employee survey (100 points); an evaluation of practices detailed in the Inventory (55 points); and an evaluation of employee comments in the survey (20 points).

The FORTUNE listing is the fourth award garnered by the Institute this year for its family-friendly policies and benefits. In September, the Institute was named number four in Business Week magazine's 1997 Work and Family Survey and was named in Working Mother Magazine's Top 10. In July, the Institute made Mother Jones magazine's list of "20 Better Places to Work" for how well it balances the bottom line with its responsibilities to employees and the community.

Study: Women make 75 cents for every \$1 a man earns

By Susan Page
USA TODAY

WASHINGTON — Thirty-five years after President Kennedy signed the Equal Pay Act, the gap between men's and women's wages has significantly narrowed.

But a Council of Economic Advisors study released Wednesday shows that women on average still make 75 cents for every \$1 earned by a man. Even when there are no differences in their skills and experience, a man earns 12% more than a woman.

That "unexplained difference" suggests that discrimination remains a reality for women in the workplace despite significant gains, said Janet Yellen, who heads the White House panel of economists.

President Clinton cited the study Wednesday as he endorsed legislation that would dramatically increase the potential penalties for employers who discriminate on the basis of gender.

"It is ludicrous to say 75% equality is enough," Clinton said. "You wouldn't tolerate getting to vote in three out of every four elections.

You wouldn't like it if someone said you can only pick up three out of every four paychecks. But that is, in effect, what we have said to the women of America."

Critics called the bill unnecessary and misguided. "It's a solution in search of a problem," said Randel Johnson, vice president for labor policy at the U.S. Chamber of Commerce. He said women tend to earn less because they work fewer hours, interrupt their careers to raise children or enter lower-paying fields.

The bill, introduced by Senate Democratic leader Tom Daschle and Rep. Rosa DeLauro, D-Conn., would:

- ▶ Allow workers who are discriminated against on the basis of gender sue for full compensatory and punitive damages, rather than the more limited awards for back pay now allowed. That would put sex discrimination on the same footing as race discrimination.

- ▶ Bar employers from retaliating against workers who share salary information with co-workers.

- ▶ Provide additional training on wage bias for Equal Employment

Opportunity Commission workers. When the Equal Pay Act was signed, women working full time earned on average about 58 cents for every \$1 earned by a man.

The gender gap has narrowed most among younger women and among married women with children, the study shows. One major factor in reducing it is the increasing proportion of women who enter professional and other higher-paying fields.

Still, a wage gap persists even in the White House, Yellen said. Of almost 3,000 political appointees named by Clinton, 45% are women. They are paid on average 85% of the salaries paid to men. How much of that difference can't be explained by job title or experience hasn't been calculated, she said.

In Clinton's audience was civil rights leader Dorothy Height, who also attended Kennedy's Oval Office signing ceremony on June 10, 1963. A new Labor Department study of the wage gap features a photograph of Height and other female leaders of the day wearing hats and white gloves as they stand behind Kennedy's desk.

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Clinton to defend trip to China

Speech comes amid mounting pressure

By Susan Page
USA TODAY

WASHINGTON — With his trip to China under increasing fire, President Clinton will offer today a full-scale defense of the visit and the policy of engagement with Beijing.

The speech is intended to stem a growing chorus of critics who are blasting Clinton for a planned arrival ceremony at Tiananmen Square, the extension of most-favored-nation trading status and allegations of missile technology transfers.

In congressional hearings designed to pressure the administration, a former Chinese official testified Wednesday about brutal population control tactics, including forced abortions, used to implement the country's "one child per couple" policy. Last week, former dissident Harry Wu testified before the same

House International Relations subcommittee on prison labor abuses, including forced organ removal.

And congressional investigators told the Senate Intelligence Committee Wednesday that Clinton's 1996 directive transferring the licensing of satellite exports to the Commerce Department led to less stringent controls on sensitive technology.

But White House officials say Clinton will make the case that growing trade not only benefits U.S. businesses and workers but also has helped expand human rights in China.

"He wants to separate politics from questions of policy and make a substantive policy-driven case on why our engagement with China has been useful and have been manifestly in the interest of the American people," spokesman Mike McCurry said. Clinton "will directly answer those critics who suggest that it would be better at this point in human history to isolate the billions of people who live in China and treat that nation as a rogue nation."

McCurry said the United States has raised the issue of China's population-control tactics and will continue to do so. He said that although China officially prohibits the use of force in family planning, there is "anecdotal evidence ... that there's poor supervision of local officials" who sometimes resort to "abhorrent" practices.

Clinton routinely delivers a major foreign policy address shortly before leaving on a trip abroad, but this speech comes two full weeks before he arrives in China. White House officials say the scheduling in part reflects the administration's concern about the growing debate.

"He's feeling the heat, but I don't think there's any evidence that he's seen the light," said Gary Bauer, president of the conservative Family Research Council and a leading critic of Clinton's policies on China.

China has agreed to let Clinton deliver a radio and TV address to the Chinese people during his visit, according to diplomatic sources in Beijing quoted by Reuters.

FAX TRANSMISSION

*Eg. Pay
Stats*

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
200 CONSTITUTION AVENUE, NW
WASHINGTON, D.C. 20210
202-219-6611
FAX: 202-219-0173

To: Mary Smith Date: 6/9/98
Fax #: 456-7431 Pages: 4
From: Kelly Jenkins-Pultz including this cover sheet.
Subject: ~~Final~~ 98 wage data - race & gender

COMMENTS: _____

1998 First Quarter Weekly Earnings Data by Gender

	Men	Women	Women's Earnings as a Percentage of Men's Earnings
ALL	\$596	\$455	76.3%

1998 First Quarter Weekly Earnings Data by Gender, Race, Ethnicity

	Men	Women	Women's Wages as a % of ALL Men's Wages ¹
WHITE	\$611	\$467	78.3%
BLACK	\$452	\$395	66.3%
HISPANIC	\$381	\$330	55.4%

Source: U.S. Department of Labor, Bureau of Labor Statistics, Table 2. Median usual weekly earnings of full-time wage and salary workers by age, race, Hispanic origin, and sex, first quarter 1998 averages, not seasonally adjusted.

¹ This ratio compares the weekly earnings of white women (\$467), black women (\$395) and Hispanic women (\$330) to the earnings of all men (\$596).

Boy
Gallus
for
516-673-
3017

Eric
Hut
Gold

Rock / Ridge
SM / 927A

8-1-98:12:44PM:DOE Public Liaison 120 219 8893 # 27 5

Eq. Pay
business

POTENTIAL COMPANIES FOR EQUAL PAY EVENT

SAS Institute Inc.

SAS Institute, the world's largest privately held software company, was recognized as one of Working Mother magazine's Top 100 Companies in 1997 for the 9th year in a row. In fact, SAS was among Working Mother's Top 10 all nine years. The company received high marks for pay. It offers \$21,972 for entry level office administrative jobs and \$37,656 for entry level assistant systems developer positions. Last year, 30% of SAS Institute's 10 vice presidents, 51% of the company's officers and managers, 46% of its professionals (mainly software engineers); and 31% of its research and development division heads were women. These numbers are extremely high for the Research Triangle area of North Carolina.

Women Engineer magazine cited the company as one of the top 50 companies for women engineers to work in 1997. The magazine found that women engineers at these companies earned among the highest salaries in the nation. On January 12, 1998, Fortune magazine ranked SAS as 3rd in its 100 best companies to work for list for 1997. In addition, the company offers a benefits package that adds about 30% (they are checking on that estimate) to pay in the form of paid day care, a health care facilities with doctors and nurses, and other benefits.

Bayer Corporation

Ken Coles

Almost 4 years ago, Bayer Corporation underwent an OFCCP glass ceiling review and worked with the Department of Labor to correct some salary situations. In great part because of the review, the company began to look at its entire pay system corporate-wide and take voluntary steps to ensure that its pay systems were equitable.

The company uses a modified Hay system to evaluate compensation -- looking at a number of factors that impact pay for certain types of skills and types of work. Bayer evaluates why jobs are placed together in categories and does as much as possible to ensure that pay is based on consistent factors. The system takes a lot of work and time. The company has three major lines (chemical, imaging technology and health care) and divisions within the three lines. However, according to its HR director, Bayer recognizes the need to maintain this system of equal pay to "ensure that the company can retain the people necessary to be a leader in the field."

Crestar Bank

Jim Kelly

Crestar Bank recently underwent an extensive OFCCP corporate management compliance review. This process, which often takes 18 months, evaluates a company's compensation of all of its employees -- from the president down to most junior clerical person. OFCCP's review of Crestar's 1,800-person corporate office found no pay discrepancies at all. According to the Richmond OFCCP office, it was one of the few corporate management reviews in recent years

finding no discriminatory practices in pay.

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SAS INSTITUTE INC. Web Site: http://www.sas.com		
Ticker Symbol: Exchange:	N/A N/A	DESCRIPTION: SAS Institute, the world's largest privately held software company, has about 3.5 million users in roughly 120 countries. Its popular SAS System is a suite of information-delivery software that allows users to manage data. The company also offers complete package business solutions for IT service management, financial reporting and consolidation, clinical trials analysis, and oil and gas analysis. SAS has offices, subsidiaries, and distributors in almost 60 countries. It enjoys a 98% renewal rate among its customers and reinvests more than 30% of its revenues into R&D.
Fiscal Year End: Sales Year: Sales: Sales Change: Employees:	December 1996 653.0 (\$ millions) 16.2% (Over 1-Yr.) 4,500	
Address: City/State/Zip: Phone: Fax:	SAS Campus Dr. Cary, NC 27513 919-677-8000 919-677-4444	
CEO: CFO: HR:	James H. Goodnight Greyson Quarles David Russo	
Additional Sources of Free Information:		
Search On: <input type="text" value="SAS Institute"/> <input type="button" value="Submit"/>		
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BAYER CORPORATION		
Web Site: http://www.bayerus.com		
Ticker Symbol:	N/A	DESCRIPTION: Chemicals - diversified
Exchange:	N/A	
Fiscal Year End:	December 1996	
Sales Year:	9,019.6 (\$ millions)	
Sales Change:	— (Over 1-Yr.)	
Employees:	24,303	
Address:	One Mellon Center, 500 Grant St.	
City/State/Zip:	Pittsburgh, PA 15219	
Phone:	412-777-2000	
Fax:	412-777-2034	
CEO:	Helge H. Wehmeier	
CFO:	Gerd D. Mueller	
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From: Kelly Jenkins-Pultz including this cover sheet.
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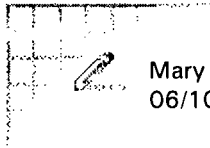
COMMENTS:

caption.

Caption for the photo of President Kennedy signing the Equal Pay Act on June 10, 1963.

Seated behind President John F. Kennedy, from right to left are: Congresswoman Edna Kelly, Congresswoman Edith Green, an unidentified woman, Miss Mary Anderson, first Women's Bureau Director, and Dr. Dorothy Height, President, National Council of Negro Women. Other organizations represented at this event included the National Council of Catholic Women, the National Council of Jewish Women, the United Auto Workers, and the National Federation of Business and Professional Women's Clubs.

Eq. Pny briefing



Mary L. Smith
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THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

June 10, 1998

PRESS BRIEFING BY
DEPUTY SECRETARY OF LABOR KATHRYN HIGGINS,
AND CHAIR OF COUNCIL OF ECONOMIC ADVISORS JANET YELLIN,

The Briefing Room

1:30 P.M. EDT

MR. TOIV: Good afternoon. As you know, the President will announce this afternoon his strong support for legislation to strengthen the Equal Pay Act. In addition, the administration is releasing two reports -- the President's Council on Economic Advisors is issuing a report and the Labor Department is issuing a report as well -- both reports are on the subject of the gender gap. Here to talk about those reports and about the Equal Pay Act are the Chair of the Council of Economic Advisors Janet Yellin, and the Deputy Secretary of Labor and our former Cabinet Secretary as well, Kitty Higgins.

MS. YELLIN: Today's Council of Economic Advisors released a report titled, "Explaining Trends in the Gender Wage Gap," which summarizes the current evidence on trends and differences in the pay of male and female workers. And I'd like to particularly thank my colleague, Rebecca Blank, for her leadership and hard work in producing this report.

The bottom line is that while the gap in female-male pay differences has narrowed substantially over the last 25 years, a gap still remains. And the remaining gap can't entirely be explained by differences between male and female workers, skills, and job characteristics.

The good news is that female-male pay differences have decreased substantially. The gap in average female-male pay has declined from about 40 percent in the late '70s to about 25 percent in 1997. Moreover, the unexplained differences in female-male pay, which is the difference that remains after differences between male and female workers in skills and in job characteristics is controlled for, that remaining unexplained gap fell in half -- it declined by half over the 1980s.

This evidence suggests that both women's skills and job choices are becoming more similar to those of men, and also that discrimination may be declining as well. And it's important to note that the convergence in men and women's wages has been particularly rapid for younger women. The bad news, though, is that there remains a significant differential between women's and men's pay. On average, women now earn about 75 percent of what men earn. Even after controlling for differences in skill and job characteristics, women still earn less than men.

While there are a variety of interpretations of this remaining unexplained differential, one plausible interpretation is the gender wage discrimination continues in today's job market. Direct studies of gender pay discrimination provide further evidence that discrimination still persists. These studies show continuing female-male pay differences that are not explained by productivity or job differences.

So, in short, we've come a long way toward greater equality in the pay received by men and women, but there is still too big a gap that remains. So we clearly need to continue our efforts to create equal opportunities for men and women in the labor market.

DEPUTY SECRETARY HIGGINS: Good afternoon. We just released a report which I think you may have just received. This really documents the trends over the last 35 years. Today is the actual 35th anniversary. President Kennedy supported or announced support for the Equal Pay Act 35 years ago today. And it's interesting to look at the pictures that we've been able to pull from the archives. Dorothy Height, who was with him when he announced support for this legislation, will be with us today. It's amazing.

Just to add a little bit to what Janet said, our report does document the history of what's happened. And the good news is that obviously more women are working now than 35 years ago in more diverse occupations with higher salaries than in 1963. And just to give you a couple of examples, in 1963 only 4 percent of women earned professional degrees; now it's over 40 percent. For example, women now represent 40 percent of those graduating from medical school and from law school. There has been 130 percent increase in the number of computer scientists who are women and a 60 percent increase in the number who are engineers.

But there, obviously, is still more that needs to be done because there is still a pay gap. Women only earn 75 percent of what men earn. The things that we believe are most important, the legislation we're going to announce support for today, would stiffen the penalties for violations of the Equal Pay Act, legislation that Senator Daschle and Congresswoman DeLauro have announced and endorsed.

We also want to continue to focus on expanding education opportunities because it really is education that will in the end make the difference. We also want to toughen our enforcement in terms of discrimination laws, both through the Equal Pay Act, but also through the executive order that the Labor Department has responsibility for, for federal contractors. And finally, an important part of this equation is continuing to raise the minimum wage. The women benefit disproportionately from increases in minimum wage.

Thank you very much.

Q I have a question about what on average means. I mean, I guess if you took all the men and all women who are working, because of a glass ceiling and high salaries for the top where women haven't penetrated yet, you'd have kind of a lopsided average. Yet, if you took a manager at a certain level who is male and a manager at the same level who is female, is that what you're talking about, or is it this big ball of wax?

MS. YELLIN: Well, the first set of numbers that I gave you -- which is that back in 1963, women earned about 58 cents on the dollar for men, and now about 75 cents -- is a broad average. It looks at the median wage of full-time workers age 25 to 54. But when we control, as you just suggested for the characteristics of the jobs and the skills that are needed to do those jobs, we still see that there are significant differences in the pay of men and women -- of course, somewhat smaller.

Q When you say gender discrimination, are you talking specifically about job for job at a lower level in the pay, or are you also factoring in the fact that women often don't get the -- no one gets to be President of the United States yet -- highest government salary, for instance, here?

MS. YELLIN: Well, when I suggest discrimination in pay, that's controlling for the jobs that women are in, and the skills that they bring and the experience that they bring to those jobs. That's sometimes summarized in what I called the unexplained portion of the pay gap, and that unexplained portion of the pay gap has declined over time; it represents the influence of everything that's difficult to account for in terms of job characteristics, industry mix, characteristics of workers, their experience in the labor force.

It's not -- that unexplained gap isn't proof of discrimination, but there are a variety of other studies that point strongly to discrimination as a factor. For example, studies that carefully look at men and women in similar occupations where productivity can be gauged directly, either through measures of output per hour, or sales. What we see are very small differences in productivity between men and women and much larger pay gaps. And I guess I would add also that audit-type studies that have looked at hiring suggest that there remains discrimination in hiring that's directed toward women. When blind tests are done, for example, hiring of musicians for symphony orchestras, one sees women hired in greater numbers when blind tests are done in audits.

DEPUTY SECRETARY HIGGINS: If I could just add to that a couple points. I think it's both. Women don't have -- continue not to have as much access to the broad range of occupations as men. It's something we need to continue to do. But there is also discrimination. We just, for example, reached a settlement last

month with the CoreStates Bank in Philadelphia that resulted in \$1.5 million in back pay for women employees. We had a settlement -- a case in March with the Allison Engine Company in Indianapolis -- amounted to about \$500,000 in back pay for women workers.

So we need to continue to focus on expanding educational opportunities so that women have more choices, but we also need to make sure that we are combatting discrimination, and when we find it, that the sanctions are tough enough. And that's part of what the legislation were announcing support today.

Q The discrepancies in those cases that you just mentioned were the result of discrimination?

DEPUTY SECRETARY HIGGINS: These are equal pay cases, essentially wage discrimination cases against women.

Q Whose fault is it? Is it men trying to put women down? Can you say something definitive here?

Q Yes. (Laughter.)

DEPUTY SECRETARY HIGGINS: Can we have a show of hands in the news room? Helen, would you like to come up here?

I think our society has changed over time, and if you just look -- again, our report talks about the historical trends. Thirty-five years ago the occupations which women had the opportunity to pursue were very limited. They were traditional female occupations. The opportunities for women are much greater now than they were 35 years ago, as a result not only of the Equal Pay Act, but of other civil rights laws.

So we're making progress, but there is more to be done. I think in cases -- and we can get you the specifics on these two particular cases if you're interested -- the fact patterns vary. And I don't want to generalize about -- make a statement that would suggest that it's one thing or another. There are a number of factors that go into these kind of cases.

Q Well, that said, how do you address comments made by, for example, the female Metro editor of The New York Times who says, if women have families they're screwed, they're not going to get the best jobs here, they're not going to get the chance to make as much money as those who aren't?

DEPUTY SECRETARY HIGGINS: We think -- this administration has made balancing work and family a top priority. The first piece of legislation the President signed was the Family and Medical Leave Act. That's why this administration has put so much support behind child care, because it is -- we want to make sure that both parents can take care of their children and work. Women have traditionally had more responsibility for managing the children and home responsibilities than men -- it certainly plays a factor. I

don't know about the specific case in The New York Times, but that's -- it's part of the real world today. Seventy-five percent of women who are working now have young children, so there's more participation. We need to make sure that the things that make it difficult for parents to work are addressed, like child care, like taking time off to care for your children. And that's why we've supported that. But are we there yet? Absolutely not.

Q Well, unless we understand the wording correctly, and it's very, sort of, obscure, the Council seems to justify that child-bearing, per se, would also justify this gap in pay. And also, why has all this been tolerated for so long? Why isn't the act more tightly enforced?

ASSISTANT SECRETARY HIGGINS: What we are supporting today is legislation that will toughen penalties. The legislation that Senator Daschle and Congresswomen DeLauro --

Q There are no penalties now?

ASSISTANT SECRETARY HIGGINS: There are not. We want to increase the penalties that -- so that there would be a tougher sanction. And we need to be more in enforcement, frankly. But again, I want -- we've made a lot of progress. I mean, what the reports show is that the gap has narrowed. There is still a gap, and partly it's discrimination, partly it's the need to broaden opportunities. But we have made progress.

Q A question about the penalties -- the legislation the President is going to endorse today, according to the White House paper, would allow women to sue for full compensatory and punitive damages if they're subject to discrimination. Are there now caps on those damages, or do they not have the right to sue for those damages?

ASSISTANT SECRETARY HIGGINS: Let me ask Becky Blank because I'm --

MS. BLANK: Right now my understanding is they do not have the right to sue for those damages. The sorts of damages you can sue for under the Equal Pay Act are limited, compared to the damages you can sue for under Title VII, which is the broader coverage which covers race and ethnic background and religion. So that this essentially would put the provisions of the Equal Pay Act on the same footing as the provisions of Title VII and, therefore, put gender pay equality on the same footing as race or ethnic pay equality.

Q So just to make sure we're clear, right now women do not have the right to sue for punitive or compensatory damages?

MS. YELLIN: Under the Equal Pay Act, yes.

Q Secretary Higgins, one quick question about -- from

the small business community. A lot of small businesses, speaking of lawsuits, are saying that they don't really have much guidance between trying to determine between equal pay and pay equity and, therefore, without any guideline from the government, it's going to be a legal free-for-all. Are you going to be addressing the question of guidelines so businesses can comply and, therefore, avoid lawsuits?

DEPUTY SECRETARY HIGGINS: At the Labor Department and I think also at SBA, we are trying to do everything we can to focus on compliance and not just enforcement. So, for example, we're using the Internet and we have a new -- what we call an e-law system, employment law system, that helps explain to employers what laws apply to them and how they can comply. And we want to provide technical assistance. The issue here is getting people to comply with the law, not just catching them when they don't.

Q But you're going to be putting this out there --

DEPUTY SECRETARY HIGGINS: Yes.

Q -- in very big ways.

DEPUTY SECRETARY HIGGINS: Yes. And we're doing this across the board in terms of our employment laws.

Q Ms. Yellin, while we have you here, I just want to ask you a couple of questions on the economy. One is, do you think the unemployment rate has gotten so low that it poses a threat of inflation, or do you see inflation on the horizon for other reasons? My second question is, the yen has hit a seven-year low against the dollar. Is the downward pressure of the yen in danger of igniting a new bout of problems in Asia in terms of the financial crisis there?

MS. YELLIN: Well, with respect to the unemployment rate, certainly we are enjoying the lowest unemployment rate that we've seen since 1970, and it is a sign of a very strong economy. It's creating tremendous opportunity for those who have been at the sidelines to be absorbed into the labor market and make progress. This is a tight labor market and there is abundant evidence that the labor market is tight. That, of course, poses some inflationary threat and it's appropriate to monitor the economy for signs of that threat.

On the other hand, having said that, I don't see any evidence that inflation is rising. Quite the contrary, inflation has continued to decline strongly. The weakness of the Asian currencies and the strength of the dollar has been bringing import prices down and will continue to do so. So we have low core inflation, declining import prices, oil prices have been weak, and all of that is excellent on the inflationary front. So, of course, it's appropriate to monitor for the threat of rising inflation in these type labor markets, but productivity is strong and I don't see the cost pressures at this stage that would make me fear any imminent uptake

in inflation.

With respect to the yen, we are naturally eager to see Japan take the actions that are necessary to restore growth to the Japanese economy. We think it's very important for continued recovery of the Asian region as a whole, and for the world economy.

Q Speaker Gingrich is criticizing the Congressional Budget Office, saying -- threatening to cut the CBO's budget if it doesn't improve the accuracy of its forecasts. Do you think that's legitimate criticism, and what do you think about his threats?

MS. YELLIN: Well, frankly, I don't think it's a legitimate criticism, and politicizing the process by which -- what should be an impartial process of forecasting for budgetary purposes I consider to be highly inappropriate. I think we've tried very hard to produce forecasts that, for budgetary purposes that are not based on rosy scenarios, the administration continues to do that. And I think it's essential that the forecasts that are produced by ourselves and by CBO be credible and not part of a politicized process.

Q -- CBO is not presenting forecasts that allow for large tax cuts. I mean, what --

MS. YELLIN: That's what I mean by rosy scenarios.

Q That's why Gingrich -- oh, well, I'll explain it to you later. (Laughter.)

MS. YELLIN: We've put a lot of hard work into producing credible forecasts that would enable us to face up to the problems we -- to take the tough steps that we've had to take to bring the budget deficit under control. And it's thanks to that process that we can now look forward to surpluses and I would hate to see that changed.

Q What did you think of Chairman Greenspan's economic assessment today?

Q Rosy.

MS. YELLIN: He pointed out that we have an economy that is -- I can't remember his exact words, but I think he said something to the effect of healthier than he had seen in a lifetime of daily viewing of the economy. And I certainly agree with that.

It's really -- it has been decades since we have had this combination of low unemployment, low inflation, strong growth, job opportunities. And, as I indicated in answer to the previous question, yes, labor markets are tight and it is appropriate to monitor for inflationary pressures. But I haven't seen them and I think that Chairman Greenspan similarly indicated that he's watching for signs of inflation as well; that it's appropriate to do that, that, at this point there seems to be no imminent danger of an

inflationary threat.

Clearly, the crisis in Asia is leading to a drag on our economy, but that comes in the context of very strong, robust domestic investment and consumption spending. And there's a lot of uncertainty about how things will play themselves out going forward. At this point, I think, things look on track for strong growth with continued job creation.

Q On the earlier question on the yen, do you actually see a risk of depreciating yen leading to a wave of competitive devaluations in Asia? I mean, there's a report today that the rhetoric out of China is -- seems to be changing somewhat. China suffered a decline in exports for the first time in 22 months in May, and it seems to be a knock-on effect from the depreciating yen. The Chinese Central Bank governor refused to reiterate their previously stated policy of not devaluing the yen. Is this a rising concern?

MS. YELLIN: Well, I don't want to comment directly on the value of the yen, but as I indicated, the prospects for growth in Japan and domestic demand-led growth are of concern to us, both for the Asian region and for growth in the world economy as a whole.

The Chinese, I think, have, to date, very helpfully -- taken a very helpful role in indicating that they would not devalue their currency, and I believe that that still remains Chinese policy.

Q What are the prospects that Congress will pass the equal pay legislation that the President is endorsing today?

DEPUTY SECRETARY HIGGINS: We're very optimistic about what Congress will do this year. It's obviously a short congressional session and there are not many days left, but this is a very powerful issue with people all across this country. And this is a Congress that I think is going to have to go home and face the voters, and they're going to want to have something like this to point to that they've acted on and has broad appeal.

Q What will the President do after today's announcement that he's endorsing it?

DEPUTY SECRETARY HIGGINS: He will continue to work for it, as the rest of us in the administration will, and talk about it.

Q Do you suspect this will produce an avalanche of law suits?

DEPUTY SECRETARY HIGGINS: I don't think so. I think -- again, our focus is on compliance. We want to both educate employers and workers about their rights, and employers about their responsibilities. And we want them to understand that there is a consequence for not following the law. But our goal here is not to end up in long, protracted legal fights; it's to get -- to close the pay gap.

Q Is there a gender pay gap in the federal government? And if there is, why is it there?

DEPUTY SECRETARY HIGGINS: I think the reports we have show that there is a pay gap. It is smaller than in the private sector. The same issues affect women workers I think whether in the public sector or in the private sector. And the same things we need to do in the private sector, we also need to do in the public sector to expand opportunities for women.

Q How would this law strengthen penalties? I don't understand what would be different. What would the consequences be?

DEPUTY SECRETARY HIGGINS: First of all, as I understand -- and I'm not an expert on the penalties per se, but it would harmonize the penalties that now exist under Title VII so that women would have another avenue for seeking recourse, which is the super-compensatory damages. So it's important, again, in terms of enforcement to have these things be the same, and not essentially to forum shop when you're trying to enforce the law. That's, as I understand, the heart of what the effect of this change would be. This is one total.

Becky, you may want to comment more.

MS. BLANK: There are four provisions in this law that presumably would be important. One is the -- the most important one is the one that Kitty just talked about, that it essentially allows women to receive additional damages that they currently can't receive under the Equal Pay Act.

But secondly, in addition to that, it makes it possible for you to talk about your salaries with your co-workers and not be at risk of being fired by your boss, which is something that has been a problem in some situations in the past. Thirdly, it allows for some additional training for EEOC employees with regard to pay discrimination issues. And, fourthly, it establishes a national award for pay equity in the workplace, which is to recognize and promote the achievement of employers who have made strides to eliminate pay disparities.

Q Is there any equity here in the White House? Is there some symbolism that Americans can look at here that people -- women make the same that men make in the equal jobs? Since they're so few here, it might be easier to figure out.

SECRETARY DEPUTY HIGGINS: Well, again, I think this administration has a pretty good track record in terms of hiring women in senior jobs.

Q What about the White House?

DEPUTY SECRETARY HIGGINS: Well, let me talk about the administration. The question is what's the test of this President's commitment on this issue. And we can run down the lists of appointments that are first -- we have the second woman chair of the CEA, but that's a first for this administration. We have the Attorney General, Secretary of State, the U.S. Trade Ambassador, the Secretary of Labor, HHS. We have some one-two combinations for the first time -- in the case of my department, Secretary Herman and I are the first two women to run a major Cabinet agency.

Q But most women don't have these top level jobs.
What about these mid-level --

DEPUTY SECRETARY HIGGINS: I understand, but it's important in terms of how laws get set and enforced that women have these positions. So that sort of sets -- you help establish priorities and set the tone and decide what gets done.

Q But there are 13 Cabinet positions and four women.

Q -- makes the same as a male here?

DEPUTY SECRETARY HIGGINS: I think in terms of White House --

Q You're talking about wages, not positions.

DEPUTY SECRETARY HIGGINS: Right, but the question is whether -- they're two issues we talked about. One is the access of women to jobs, and the other is discrimination. So the question is what's been responsible over 35 years for closing the gap? Women have had more opportunities. This administration has provided women more opportunities in terms of senior positions than have been provided in the past --

Q Enough?

DEPUTY SECRETARY HIGGINS: Then the question is -- it's never enough, Sam. We can always do better.

Q There are 13 Cabinet positions. There are four of you women who hold them. And you have 53 percent of the U.S. population. Do you think that's equal?

DEPUTY SECRETARY HIGGINS: We want to continue to improve on that record, and we will.

But in terms of -- then there is the issue of discrimination. And there, again, the White House can give you those numbers, but there are a number of senior women -- women in senior positions here who are paid the same as their male colleagues.

Q Can I follow on that question, because I have heard

informally around here in conversations, not with senior women but with women in lower positions, precisely that complaint -- do you have any sense of whether that's a valid complaint, or is it just griping?

MS. YELLIN: I can give you some figures on political appointments, of which there are a large number. There are almost 3,000 political appointments. Of those in the Clinton administration, 45 percent have been women. And women's pay, averaged over all of those positions, is 85 percent of that of men, which in both -- in terms of hiring percentages and in terms of the pay gap, both things represent improvements from the previous administration.

So clearly there remains some small pay gap. In part it's related to -- I think largely it's related to the different exact positions and their occupational distribution. But that's better than the numbers I cited to you for the economy as a whole by a large margin.

Q Is that over five years, or is that currently serving?

MS. YELLIN: This is 1997 figures.

Q You said it was better than the previous administration. What was the previous administration?

MS. YELLIN: In 1992, the percentage of women in the Bush administration, political appointments, was 40 percent, and the average pay of women was 75 percent that of men.

Q Now it's --

MS. YELLIN: Eighty-five percent.

Q But 45 versus --

MS. YELLIN: Forty-five percent women in the positions now versus 40 percent in '92; 85 percent of male pay versus 75 percent.

Q Is there an unexplained pay gap in these positions?

MS. YELLIN: I don't know -- it's an interesting question, and to the best of my knowledge that's a rather complex statistical analysis which, to the best of my knowledge, has not been done.

Q We're all underpaid except Sam. (Laughter.)

Q Here, here.

Q You women submit to us men the Baptist --

Q That's right. (Laughter.)

Q Do you have any concerns that the GM strike may have any effect on the economy, and is this symptomatic of the tight labor market that you have talked about?

DEPUTY SECRETARY HIGGINS: We are monitoring the GM strike and we are in touch with both sides. And we are hopeful that it will be resolved. But the number of people who have been laid off -- I think there's something like 16,000 workers are not working because of the strike. But at this point -- Janet could comment more about the overall economic effects. I don't think we see anything quite yet.

Q And you'll be watching it, monitoring it --

DEPUTY SECRETARY HIGGINS: Oh, yes, we're watching it very closely.

Q Does it have the potential to be destructive to the economy as a whole?

MS. YELLIN: At this point I think it's premature to make that kind of call.

MR. TOIV: Okay, thank you. Mike will be out in a second.

THE PRESS: Thank you.

END 2:00 P.M. EDT

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