Jennings
Smith
Freedman
Rice
Bianchi
Rotherham
Leanne S.
Kane
Adler
Little
Burns
Rabner

THE WHITE HOUSE

WASHINGTON

MEMORANDUM

January 20, 1999

TO: Bruce Reed; Gene Sperling

CC: Paul Weinstein; Gigi Georges

FROM: Loretta Ucelli

RE: Accomplishment Card for State of the Union

Attached is a two-sided Administration accomplishments card. We need to have the content of this card signed-off on, finalized and sent to the printer Friday morning, January 21st.

You and your staff have probably already seen the "accomplishments" side. It is the same document that Mike Gehrke in Research sent around for edits recently.

The other side lists the Administration's "economic record" -- and is similar to previous materials send out on pocket cards.

In order for the printer to get our order of pocket cards prepared in time for distribution prior to the State of the Union, we will need to get them our final content on Friday morning this week.

If there are edits, they can be given to Becky Salay in Communications/Research who can be reached via email or at extension 6-6238.

Thank you.

Send edits directly to Becky.

PRESIDENT CLINTON AND VICE PRESIDENT GORE
1 9 9 3 - 2 0 0 0

ACCOMPLISHMENTS

COMMUNITY, OPPORTUNITY, & RESPONSIBILITY

Leading the Longest Economic Expansion in U.S. History
Sustained the longest peacetime economic expansion in history creating over 20 million jobs and producing the lowest unemployment rate in 29 years, the lowest poverty rate in 20 years, and the highest homeownership rate ever.

Restoring Fiscal Discipline, Replacing Decades of Budget Deficits with Surpluses
Eliminated the $290 billion annual budget deficit, produced back to back surpluses and paid off over $140 billion of the national debt resulting in lower interest rates on mortgages and car loans – an effective tax cut of $2,000 for a family with a $100,000 mortgage.

Leading International Efforts to Expand Peace, Democracy and Human Rights
Ended ethnic cleansing in Kosovo by leading NATO alliance to victory and returning nearly 1 million refugees to their homes. The President also worked to bring peace to Bosnia, restore democracy to Haiti, end hostilities in Northern Ireland and broker negotiations between Israel and Syria the Israelis and Palestinians.

Moving Millions of Americans from Welfare to Work
Kept President Clinton's promise to reform the welfare system by supporting work and responsibility, reducing the number of welfare recipients by 7.2 million (more than half), increasing child support collections by 80 percent, and producing the smallest welfare rolls in 33 years.

Reducing Crime to the Lowest Overall Rates in a Generation
Passed a tough crime bill to fund 100,000 community police officers banned assault weapons, reduce crime rate for seven years in a row, the longest consecutive decline ever recorded.

Enacting the Largest Expansion of College Opportunity Since the GI Bill
Created new options to pay for college, such as HOPE Scholarships and AmeriCorps, opening the doors of college to all Americans.

Setting High Standards and Providing Historic New Investment in Our Schools
Set high standards for the nation's students and schools while providing tools to meet new goals. The President delivered an initiative to hire 100,000 quality teachers to reduce class size, slots for 200,000 new Head Start students, new after school and summer school programs, GEAR-UP college preparation opportunities, Internet connections for America's classrooms, and strong leadership that resulted in higher standards for practically every American student and school.

Proving You Can Grow the Economy and Protect Our Environment
Cleaned over 500 toxic waste dumps, improved air quality by setting the toughest smog and soot standards ever and protected over 60 million acres of public lands – more than any administration since FDR.

Creating New Tools to Help Americans Balance Work and Family
Won important victories for children and families like passage of the Family and Medical Leave Act, targeted middle class tax cuts, an increase in the minimum wage, expansion of the Earned Income Tax Credit to 4.3 million people and health insurance for up to 5 million uninsured children.

Expanding Trade to Create Jobs and Strengthen Our Economy
Opened foreign markets to American-made products, expanding trade by 51 percent, and creating one-quarter of our record economic growth.

Doing all of This with a Smaller Government that Works Better for Less
Under the leadership of Vice President Gore's National Performance Review, this Administration has also produced a government that works better for less, eliminating over 16,000 pages of federal regulations and reducing the federal workforce by 365,000 federal employees.

PRESIDENT CLINTON AND VICE PRESIDENT GORE
1993-2000

COMMUNITY, OPPORTUNITY, & RESPONSIBILITY

ECONOMIC RECORD

Moving from Budget Deficits to Surpluses
Economic strategy of fiscal discipline combined with investing in the American people moved the economy from a record deficit ($290 billion in 1992) to the largest dollar surplus on record ($124 billion in 1999). On track to eliminate the Nation's publicly held debt by 2015.

Job Growth
20.4 million new jobs – the most created by any Administration and more new jobs than were created from 1981-1992. The economy has added an average of 245,000 jobs per month, the highest of any President on record.

Unemployment
Averaged 4.2% in 1999 – the lowest since 1969. The unemployment rate for Hispanics (6.4%) and African-Americans (8%) are both the lowest ever. Unemployment has fallen for 7 years in a row, and has remained below 5% for 30 months in a row.

Economic Growth
Averaged 3.8% per year since President Clinton and Vice President Gore took office, after growing just 1.7% per year from 1988-1992.

Real Hourly Wages
Grown 6.5% under the Clinton-Gore Administration. In 1998, real wages were up 2.7% – the fastest annual real wage growth in over 20 years.

Median Family Income (Adjusted for Inflation)
Increased by $5,046 since 1993 – rising from $41,691 in 1993 to $46,737 in 1998.

Private-Sector Growth (Average Annual Rate)
Increased 4.3% annually since 1993. Since 1993, 18.5 million new jobs have been created in the private sector – the highest percentage since Harry S. Truman was President and presiding over post-World War II demobilization.

Government Spending (As A Share of GDP)
At 19.3%, Federal Government spending as a share of the Gross Domestic Product is at its lowest level since 1974.

Inflation (Average Annual Rate)
Underlying core rate at 2.0% in 1999 – the lowest rate since 1965. In the last four quarters the GDP price index has risen 1.3% – the lowest rate of increase since 1963.

Welfare Rolls
After increasing by 22% from 1981-1992, welfare rolls are down by almost 7.2 million (or 51%) to 7.2 million since 1993 – the largest welfare caseload decline in history, and the lowest number of people on welfare since 1967

Child Poverty
Declined from 19.9% to 18.9% in 1998 – the lowest rate since 1980 and the largest 1-year drop since 1976. Under President Clinton and Vice President Gore, the child poverty rate has declined from 22.7% to 18.9% – the biggest 5-year drop in nearly 30 years (1965-1970).

Homeownership Rate
In the third quarter 1999, the homeownership rate was 67% – the highest ever recorded.

Auto Industry
156,000 new auto jobs added since 1993 – the fastest annual rate of auto job growth (2.5%) since the Johnson Administration.

Construction Industry
1.9 million new construction jobs added since 1993 – the fastest annual rate of growth (5.1%) since the Truman Administration.

Audrey Choi
08/09/99 05:43:41 PM

Record Type: Record

To: Mary L. Smith/OPD/EOP@EOP

cc:

Subject: equal pay

here is the latest version we can find of the draft equal pay op-ed. since becky and corky are gone, i can't be certain this is the absolute latest draft, but i think it's close. unfortunately, it was never finalized and signed off on before janet left -- so this has not been published anywhere and cant' yet be used publicly. (also, i think that the stat in the second paragraph may have been overtaken by recent events/analysis) please let me know if you think we should update this and think about getting martin baily or someone else in the admin to try to float it. thanks, ac

Shrinking the Gender Pay Gap

Janet Yellen

When the Equal Pay Act was signed into law by President Kennedy in 1963, the ratio of female to male wages was around 60 percent -- not a surprise in an era when classified ads listed jobs for men and women separately, with the lower paying jobs reserved for women. In the 36 years since that time, the American workplace has changed. Working women compose a growing share of the workforce in almost every field, including such well paid, formerly "male" occupations, as law, medicine, and accounting. Younger cohorts of women now have similar levels of educational attainment as men. Yet the gap between men and women's wages has shrunk only one half a cent a year -- so that full time women workers now earn approximately 76 cents to the full time man's dollar, and this amount is even lower for minority women.

A recent report to the President by the Council of Economic Advisers, examined the reasons for the persistence of the wage gap. This report concluded that among the causes are the fact that men are more likely to work in higher paying or unionized occupations and industries, as well as continuing differences in accumulated work experience. After adjusting for these differences -- each of which in itself may reflect differential treatment of women and men in school and the workplace -- there continues to be a 10 per cent gap between men and women's pay.

The bottom line is that gender discrimination in the labor market has not disappeared, as the 24,500 gender-discrimination complaints filed with the Equal Employment Opportunity Commission in 1998 attest. Research consistently finds evidence of ongoing discrimination in the labor market and differential treatment of women on the job. One recent study compares men and women whose productivity can be directly measured in manufacturing facilities and finds that pay differences between comparable women and men are too large to be explained by productivity differences.

It is true that discrimination may take more subtle forms today than in the past. A recent report from the Massachusetts Institute of Technology documents the differential treatment of men and women faculty members even among these highly trained professionals. The researchers at MIT found that a principal reason for the 10 to 20 percent pay gap faced by women professors was "a pattern of powerful but unrecognized assumptions and attitudes that work systematically against women faculty even in the light of obvious good will." This is a familiar story for women who regularly feel that they are treated less seriously, excluded from key decision-making, given fewer resources, or passed over for a project assignment without even being asked (" we know she won't want to do this given her family demands").

Interestingly, several recent studies find that much of the otherwise unexplained pay gap is currently concentrated among women with children. There is little difference between the pay of younger, childless women and their male colleagues. But mothers' wages are an estimated 10 per cent lower than childless women with similar levels of education and workforce experience.

Some have stated that the prevalence of lower pay for mothers results from the inherent difficulty women face in working outside the home while also parenting children. According to this argument, if women choose to have children, they must accept the consequences. For instance, a recent report by AEI suggests that there should be no public policy concern over lower wages received by mothers. But the impact of family and children on women's earnings is not an unalterable consequence of biology or of economy policy. Rather, it results from current social arrangements and workplace practices that make it difficult to combine career and family.

Working toward gender pay equity means fighting workplace discrimination of all types, and strongly enforcing the Equal Pay Act. That is why President Clinton is urging Congress to pass the Paycheck Fairness Act introduced by Senator Daschle (D-SD) and Congresswoman DeLauro (D-CT). This legislation includes additional pay data collection for enforcement of the wage discrimination laws, provides full compensatory and punitive damages for violating the Equal Pay Act, prohibits employers from punishing employees for sharing salary information with their co-workers, and increases training for EEOC employees to identify and respond to wage discrimination claims.

But gender pay equity also requires promoting policies that allow workers to be both good parents and effective employees. Indeed, there is clear evidence of change underway: fathers spending more time in household and child-rearing tasks, and employers offering family-friendly scheduling and benefits policies. Government can help assure that family and medical leave is available to workers, and can increase the availability of safe and affordable child care.

Employers must be able to rely upon productive and responsible workers. But the workplace must find way to support rather than penalize active and involved parents. Raising our children to be well-functioning adults may be the most important thing many of us will do in our lives; this task is vitally important to the future of our nation.

Janet Yellen is chair of the Council of Economic Advisers, and a parent.