

THE WHITE HOUSE
WASHINGTON

TO: *Jim Cicconi*

FROM: FAITH R. WHITTLESEY
Assistant to the President
for Public Liaison

Information

Action

The letter sent
by the President
in 1981 on
the 50 States
project as
we discussed.

102
Y
May 29, 1981

Dear Governor Ariyoshi:

During the campaign I said I would appoint a Special Assistant to serve as liaison with the fifty Governors to assist in establishing a procedure for the states to identify and correct state laws and regulations which discriminate on the basis of sex. With your help and cooperation, we can begin to address this important area of concern.

To this end, I have designated Judy Peachee as the White House representative to assume responsibility for this effort. Judy is Special Assistant to the President in the Office of Intergovernmental Affairs, which has general responsibility for liaison with the states.

I would appreciate it if you could designate someone from your office to work with Judy to identify sex-discriminatory state laws and regulations in Hawaii, and if you would have that individual contact Judy in the near future to discuss the best sources for this information. A number of organizations already have provided reports and summaries on this topic. Judy can be reached at the White House, (202) 456-7700.

I would like to personally thank you and your staff for this assistance.

Sincerely,

RONALD REAGAN

The Honorable George R. Ariyoshi
Governor of Hawaii
Honolulu, Hawaii 96813

MEMORANDUM

THE WHITE HOUSE
WASHINGTON

August 1, 1984

ADC
Keep this of my
file on 50 States
(if I have one)
Trans J

TO: JAMES A. BAKER III
FROM: FAITH RYAN WHITTLESEY *FRW*
SUBJECT: 50 States Project

Eliza Paschall, at my request, prepared the attached informal talking points on the 50 States Project. I thought this might be useful to others if you wish to distribute the information.

Attachment

cc: Lee Verstandig
Michael A. McManus

7/27/80

INFORMAL FACT SHEET ON 50 STATES PROJECT

1. What is the 50 States Project?

It is a program of cooperation between the President and the Governors in an effort to eliminate unfair sex differentiation from states' laws and regulations.

2. How does it work?

The President, early in his administration, requested each Governor to name a Representative to work with the President's representative in the White House to work out a mutually agreeable way of establishing and maintaining contact. There have been formal and informal meetings, visits to the states by the 50 States Project Director, visits of the State Representatives to the White House, exchange of information and material, review of proposed changes where requested and a report from each State to the White House.

3. Have all the States cooperated?

Yes. Some have had a more formal and extensive undertaking than others. For example, some have undertaken a review of the whole state code, whereas others have done a review subject by subject. Many of course had already completed such reviews before 1980. In those instances, the Project has facilitated exchange of information and experience among individual states who are at different stages of this activity.

4. Is this the President's alternative to the ERA?

The President has maintained that an amendment to the federal constitution is not necessary in order for every state to review its laws and eliminate unfair sex differentiation. The 50 States Project has proved him right.

5. Isn't this more complicated than ratifying the ERA?

Not at all. Each state has proceeded at its own pace, through its own elected officials, meeting its own needs, in the way best suited to its own characteristics, without any new federal bureaucracy.

6. Where does this leave the federal government? What has it done about federal laws that are sex discriminatory?

The President at the time he established the 50 States Project also issued an Executive Order (#12336) establishing the Task Force on Legal Equity for Women.

7. What has that accomplished?

The U.S. Code has been reviewed by the Department of Justice and legislation to eliminate unfair sex discrimination from about 100 statutes has passed the Senate and awaits action in the House. Federal agencies have reviewed their employment and programs, to eliminate and avoid unfair sex differentiation.

8. Will the changes in the states be made public?

The 50 States Project Report, presently being prepared, will give a state by state summary of relevant changes. States are not compared with each other, each stands by itself. The Report give 50 pictures rather than just one. It illustrates the diversity which is one of the strengths of our federal system. The file on each state will be updated as events occur.

9. Will there be a report on the work of the Task Force?

Yes. That Report and the 50 States Project Report will be companion pieces and together will give us, for the first time, a factual basis for evaluating, monitoring, and planning in these important areas.

10. Will the 50 States Project be continued?

It is an ongoing program. We need to note the impact of the changes that have been made. We need to continue with the states and federal government working together. It is a gratifying demonstration of our best American tradition of federalism.

Hold for me -
I may need
(Keep w/ 50 states
stuff) JC
9/17

THE WHITE HOUSE
WASHINGTON

July 24, 1984

- Jim
FVI.

MEMORANDUM FOR MIKE MCMANUS
JACK SVAHN
MIKE BAROODY
NANCY RISQUE
PAM BAILEY

FROM: TOM GIBSON

SUBJECT: Survey of Administration Accomplishments on
Behalf of Women

We should discuss
where the 50 states
project should/should not
be included
in this
report.

Attached is a survey of Administration initiatives on behalf of women - a second draft submitted by Dorcas Hardy. Though some editing may still be required in the introduction and highlights sections, the sections on department and agency program accomplishments appear solid. I have proceeded with staffing of the highlights and program reports to relevant agencies for final comment.

When the final draft is assembled, it may be useful to meet briefly to plan the disposition of this report and follow-up on the discussions of the July 13 meeting with Dorcas.

cc: Craig Fuller

I've talked
with Lee U. on
the matter.

- Gibson

*What is
50 states?*

COMPILATION

OF

ADMINISTRATION ACCOMPLISHMENTS

ON

BEHALF OF WOMEN

July 1984

Prepared by: President's Task
Force on Legal
Equity for Women

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INTRODUCTION

The elimination of unjust gender-based discrimination has been a major priority of the Administration since its inception. Consequently, there has been an abundance of activity at the Federal level to ensure every American the opportunity to participate fully in society, without regard to sex. This report is a compilation of accomplishments achieved through these efforts.

The first part lists highlights of accomplishments with a brief description of each. The remainder of the report consists of summaries of significant program accomplishments for individual departments and agencies.

This report is provided by the President's Task Force on Legal Equity for Women. Executive Order 12336 of December 21, 1981 established the Task Force "to provide for the systematic elimination of regulatory and procedural barriers which have unfairly precluded women from receiving equal treatment from Federal activities."

The Task Force is composed of 21 members appointed by the President who represent the major Federal departments and agencies. It is chaired by Dorcas R. Hardy, Assistant Secretary for Human Development Services, Department of Health and Human Services.

The reporting agencies listed in part two of this report are the member agencies which constitute the President's Task Force on Legal Equity for Women.

PART I: HIGHLIGHTS OF ACCOMPLISHMENTS

1. Elimination of sex-based distinctions in Federal laws, regulations and policies.
 - o The Attorney General submitted four reports to the President which comprehensively describe individual agency efforts to review Federal laws, regulations, policies, field issuances, and publications for sex discrimination. A fifth and sixth (final) report is expected to complete the review of 42 Federal agencies. As a result of these reviews, agencies have instituted internal mechanisms which ensure conformance with a gender-neutral policy in:
 - drafting legislation
 - preparing and modifying regulations
 - issuing policy directives
 - publishing reports, manuals, and brochures
 - preparing illustrations, publications, and tapes
 - o The President proposed legislation to correct 121 out of 140 Federal statutes identified by the Attorney General as treating women differently from men. Of the remaining 19, 6 are still under study, and the others, which favor women, will remain the same. As a result, Senator Robert Dole introduced S.501, a bill designed to eliminate gender-based distinctions in the United States Code. S.501 passed the Senate on

April 26, 1984, and Congressman Bill Green introduced H.R. 5569, an identical bill to S.501, on May 2, 1984.

o These two bills would:

- correct family benefit provisions so that the various benefits, rights, or privileges accorded to the "wives, widows" or dependent children of male workers are also available to similarly situated relatives of female workers.
- eliminate certain barriers to equal opportunity for women by remedying provisions that discriminate against women with regard to certain educational, training and employment opportunities. An example includes using different ages for boys and girls in setting employment standards for Federal contractors.
- amend provisions dealing with family relationships where men are viewed as the dominant or more important members of a family. For example, homesteading laws still authorize the husband to determine the family's residence.
- eliminate sex-based distinctions that exist in the definition of criminal sexual activity. "Rape" offenses are still defined as those committed only by a man against a woman, and statutes dealing with interstate commerce for the purpose of prostitution are violated only if the offense involves transporting "women or girls" across state lines.
- make changes in provisions that were intended as protective measures for women, such as those that make the citizenship status of a woman dependent on that of her husband.

2. Implementation of economic recovery and tax reform programs that positively affect the status of women in general.

- o According to the Women's Bureau, Department of Labor (DOL), 44% of all workers are women and they are entering the work force at a rate of one million per year. Women are doing particularly well under the President's Economic Recovery Program: the unemployment rate among adult women has declined from 9.1% to 6.4%.
- o Inflation, which averaged 12.9% in 1979 and 1980, has been cut to just 3.8%. These lower inflation rates mean that a working single mother with two children earning \$15,000 per year has about \$1,090 more in purchasing power than she would have had if inflation had remained at the 1980 rate.
- o The "marriage tax" that unfairly penalized wage-earning women was substantially reduced through the President's Economic Recovery Tax Act of 1981 saving two-earner families about \$330 a year in 1984 (with each making \$15,000).

- o The 25% reduction in personal income tax rates and the lowering of the maximum personal income tax rate to 50% benefit women business owners and professionals.
 - o The Economic Recovery Tax Act of 1981 liberalized individualized retirement account (IRA) rules to let women who work outside the home and homemakers with no earned income contribute more. The Act established a \$2,250 limit for contributions to one-earner spousal IRAs. Subsequently, on October 24, 1983, the President proposed to raise that limit from \$2,250 to \$4,000, thus benefiting women not employed outside the home and those with part-time earnings of less than \$2,000. This proposal, however, has not been enacted by the Congress.
 - o The Deficit Reduction Act of 1984 includes two Administration supported tax changes that affect women: all alimony received by a divorced spouse will now be treated as compensation for purposes of the IRA deduction limit, and tax-exempt status will be granted to qualified, nonprofit dependent care organizations.
 - o The maximum child care tax credits have almost doubled--from \$400 for one child to a maximum of \$720, and the President has proposed increasing the rate of credit for employment-related child care expenses from 30% to 40% for lower income families in FY 85. Also, employer contributions to child care are now non-taxable to employees.
 - o The "widow's tax," that is, the estate tax levied on the surviving spouse, was virtually eliminated in 1981. The new law permits unlimited property transfers between spouses and raises the tax exemption on inherited property from \$175,625 in 1981 to \$600,000 by 1987.
3. Promotion of historic legislation on pension reform to eliminate disadvantages faced by women. The Retirement Equity Act, which passed both the Senate and House and now awaits Senate-House conference action to resolve differences, addresses some harsh problems faced by women. Many women who left their jobs to have children are not entitled to pensions because their service was interrupted. Others who never held jobs outside the home cannot receive survivors' benefits because their late or former husbands enrolled in pension plans that deny them benefits in the event of divorce or the worker's early death. The President supports legislation passed by the Senate that corrects these and other inequities by doing several things.

This legislation would lower the minimum age for participation in a pension plan from 25 to 21. This will particularly help women, who experience their highest labor force participation rate during the ages of 20 to 24. The legislation would protect non-working spouses from losing their death benefits without their knowledge; make it easier for divorced spouses to collect

court-awarded pension benefits; permit a break-in-service without loss in pension credit so that parents can take maternity or paternity leave; and require that pension plans offer survivor's benefits to workers after they reach 45.

4. Advocacy of measures to strengthen the Child Support Enforcement System. The Census Bureau reported last year that the total amount of past due child support payments exceeds \$4 billion. The Bureau reported that 8.4 million women in 1981 were living in households with a child under 21 and an absent father. Only 22% of these women received the full child support due them, 12% received some payments, 14% received nothing, and the remaining 52% did not have child support orders. The current law provides incentives to States to help collect support payments but only in welfare cases, and only welfare families have access to absent parents' tax refunds. Since 1980, the current program has increased collections from \$1.5 billion to \$2.4 billion.

The President introduced legislation and both houses of Congress unanimously passed bills to greatly strengthen the program. Its provisions include: mandatory wage deductions from delinquent parents' paychecks, expedited processes for establishing and enforcing child support orders, increased interception of income tax refunds, and more Federal incentives to encourage States in their collection efforts.

5. Participation in a National Initiatives Program for women in business. President Reagan announced the National Initiatives Program on Women's Business Ownership on June 22, 1983 to assist present and potential women entrepreneurs. There are now more than three million women owned businesses grossing more than \$40 billion annually. In the last ten years, the number of self-employed women has increased five times faster (69% increase) than that of self-employed men. To further stimulate this surge and raise public awareness of women as business owners, the National Program does three things:
 - o establishes the President's Advisory Committee on Women's Business Ownership to provide the President with a status report on women owned businesses and stimulate private sector activities that benefit women business owners;
 - o reactivates the Interagency Committee on Women's Business Enterprise, composed of high-level Federal officials, to promote and monitor Federal efforts that impact women's business enterprises; and
 - o directs the Small Business Administration (SBA) to convene a series of conferences throughout the country that offer high quality skills training and networking opportunities.
6. Promotion and dissemination of the training opportunities for low-income women contained in the Job Training Partnership Act of 1982. The Administration's replacement for the CETA program

specifically targets families receiving AFDC, the majority of whom are women. This is the first time that a major training program targets low-income women as a group that must be served. The Women's Bureau immediately recognized that the new law could benefit women and launched a successful promotion effort through workshops held across the country. The Job Training Partnership program has a goal of creating one million jobs per year, and the Women's Bureau anticipates that women will get a significant portion of these jobs.

7. Enhancement of social services programs that affect women most in need of assistance. More families are now maintained by a woman: one out of six in 1982 compared to one out of eight in 1972. Meanwhile, the number of female-headed families in poverty increased from 11 million in 1960 to 15 million in 1980. Yet, the poverty rate for female-headed families decreased--from 50% in 1960 to 34% in 1980. A major reason for the increased number of poor, female-headed families is the big rise in female-headed families, whether or not in poverty. The divorce rate and the out-of-wedlock birthrate, key factors that create female-headed households, have increased dramatically. In 1980, there were 42 million female-headed families compared to 20 million in 1960.

This Administration recognizes that poor, female-headed families are truly needy and continues to support and enhance programs for them. Examples include:

- o The Department of Agriculture spent over \$19.4 billion in FY '83 on a total of 13 feeding programs. The larger ones include Food Stamps, School Lunches, and Women, Infants and Children (WIC). Contrary to some perceptions that Federal food assistance to the poor has been severely cut, there have been increases in these programs since 1980. Food Stamps increased from \$8.3 billion to \$11.9 billion, the number of free lunches served in schools to the most needy is up 23%, and spending for the WIC program has increased 60% from \$708 million in 1980 to \$1.13 billion in 1983.
- o The Department of Health and Human Services (HHS) has redirected the AFDC program, in which 90% of the families are headed by women, to serve more families who are below the poverty line. In 1980, 3 million families below the poverty line received benefits, while in 1984 the number is projected at 3.2 million.
- o HHS' health programs significantly benefit women: almost 60% of all Medicare recipients are women and about 67% of all Medicaid payments are for services provided to women. These two programs will spend \$92 billion in FY '85, a 90% increase from 1980. While there have been savings of almost \$9 billion between 1982 and 1984 in Medicaid and Medicare funding through statutory changes, these programs have doubled since 1980, and are projected to serve 4 million more beneficiaries in 1985 than in 1980.

- o Funding for HHS' Head Start program in 1984 will be up 20% from 1980 to almost \$1 billion. The program will serve about 450,000 children, most of whom live in families headed by women.
8. Leadership in pursuing initiatives to significantly improve the status of women in the Federal Government. There are numerous examples throughout the Federal Government of special efforts to reach out to women and address their concerns. Several of the Federal agencies represented on the President's Task Force on Legal Equity for Women stand out for their leadership role and unique contributions.
- o The Veterans Administration (VA) places paramount importance on the issue of women veterans. It is especially pleased with the impact of the Advisory Committee on Women Veterans in raising sensitivity and awareness and in starting a Women Counselors' Program in each VA medical center. The VA has made a concerted effort to inform women veterans of their benefits; it sponsored a major event to honor women prisoners of World War II in Bataan and Corregidor; it now reports statistics on women veterans and has published several informative publications on the status of women veterans; and it is conducting a major survey to determine the attitudes and use of benefits by women veterans.
 - o The Department of Transportation (DOT) established a comprehensive program to improve opportunities for women employees in DOT. The program consists of ten initiatives that are tracked by Secretary Elizabeth Hanford Dole. The program seeks to recruit more women into professional and technical occupations and stresses skills development for women to advance from mid-level to senior-level management positions.
 - o The Department of Commerce (DOC) has been very active in its efforts to address issues of importance to women. It carried out a major internal effort to: avoid sexual harassment, stop sexual stereotyping in illustrations, and eliminate sex bias in all correspondence, reports, procedures and policies. DOC issued a number of reports dealing with the changing role of women in America; it increased, for the first time, the participation of women in international trade missions; and it implemented new programs to increase employment opportunities for women in some highly specialized areas of need, such as patent examiners and trademark attorneys.
 - o The Office of Personnel Management (OPM) established the Women's Executive Leadership Program to provide training and other developmental experiences for Federal career women in mid-level grades for eventual placement in managerial positions. OPM determined that many women have not yet been afforded sufficient visibility in assignments or provided with training and education to make them competitive for managerial opportunities. The program is designed to address this need.

- o HHS established a Women's Management Training Initiative to complement OPM's Women's Executive Leadership Program. Secretary Margaret M. Heckler noted, in establishing the program, that 65% of the total HHS work force are women, the best record in any executive department of Government, but only 23% of HHS employees in grades 13 thru 15 are women. The program is designed to provide skills with which to compete for managerial slots.

9. Appointment of women to serve in over 1600 high level policy-making positions. The Administration has set precedents in providing women with the opportunity to take jobs that were traditionally male-dominated positions. For example: Sandra Day O'Connor is the first woman Supreme Court Justice; Jeanne Kirkpatrick is the first woman to become U.S. Ambassador to the United Nations; and Helene Von Damm was the first woman director of White House Personnel. Susan Meredith Phillips is the first woman head of the Commodity Futures Trading Commission; Elizabeth Jones is the first woman Chief Engraver of the United States Mint; Janet McCoy is the first woman High Commissioner of the U.S. Trust Territories; Jane Restani is the first woman Judge of the U.S. Court of International Trade; and the list goes on.

The Administration has selected 75 women for full-time PAS (Presidential Appointment with Senate confirmation) level positions in the Washington, D.C. area alone.

For the first time in our history, there are three women at the Cabinet level: Ambassador Kirkpatrick, Health and Human Services Secretary Margaret M. Heckler, and Transportation Secretary Elizabeth Hanford Dole. Women are well represented in all areas of the Administration, serving in high-level positions throughout the Federal Government.

10. Establishment of the 50 States Project to encourage the States to review their laws and regulations and to work with the Governors in efforts to identify and eliminate unfair differentiation based on sex. The Project has provided technical assistance to the States, has monitored the activity in each state and has served as a clearinghouse for information in matters relating to the elimination of unfair differentiation based on sex. A Report of the 50 States Project will include a state by state summary, which gives a picture of the extent to which state laws contained unfair differentiation based on sex, and the extent to which that has been eliminated. That Report, which focuses on activity at the state level, will make available for the first time an overall picture of State progress towards our national goal of legal and economic equity for women and men.

PART II: PROGRAM ACCOMPLISHMENTS

ACTION

Member: Betty Brake
Deputy Director

Older American Volunteer Programs

ACTION's Older American Volunteer Programs (OAVP) use over 350,000 volunteers 60 years of age or older, of whom the overwhelming majority are women. The three programs that comprise OAVP are the Foster Grandparent Program (FGP), the Senior Companion Program (SCP), and the Retired Senior Volunteer Program (RSVP).

The Foster Grandparent Program offers older persons, 85% of whom are women, the opportunity to participate in and actively contribute to community efforts to provide companionship and guidance to emotionally, physically and mentally handicapped children. The volunteers are low-income and are paid a stipend for their services.

The Senior Companions, 83% of whom are women, give individualized care and assistance to older adults, especially the elderly living at home or in institutions. The services given by Senior Companions help prevent the premature institutionalization of homebound persons. Senior Companions also contribute by helping older persons readjust to community living. The volunteers are low-income and are paid a stipend for their services.

The Retired Senior Volunteer Program (RSVP), 78% of whose volunteers are women, offers older persons a meaningful life in retirement through volunteer service that is responsive to community needs. RSVP provides opportunities for retired persons to serve on a regular basis in a variety of settings throughout their communities.

Domestic Violence Prevention

Of the three Older American Volunteer Programs at ACTION, two programs, the Retired Senior Volunteer Program (RSVP) and the Foster Grandparent Program (FGP), have volunteers involved in activities that help prevent recurrence of domestic violence or alleviate some of the ill effects.

Examples of services provided by the RSVP program include:

- o assistance provided to crisis nurseries and emergency shelters where volunteers provide emotional support to abused children while parents are undergoing therapy;
- o assistance provided to young unwed mothers and their children by teaching parenting skills. Volunteers also provide emotional support, and act as a friend and role model to both the mother and her children;

- o services to a Battered Women's Program by providing advice to mothers on how to overcome difficulties related to child rearing;
- o serving as counselors on community hotlines where many of the clients are abused spouses and children.

Examples of services provided by the FGP program include:

- o foster grandparents assigned to an army base that had 124 documented cases of child abuse involving sexual molestation, neglect and physical violence in 1982;
- o volunteers assigned to Infant and Maternity Homes working with children one week to four years old and single teenage mothers to teach parenting skills and help groom and feed children;
- o volunteers working in a pediatric ward where battered and abused children, ranging in age from two weeks to 16 years, are confined;
- o volunteers assigned to day care centers working with children under protective services.

In addition, as of January 1, 1984, 60 VISTA volunteers were serving on 27 Domestic Violence projects. Their activities include crisis counseling; information dissemination; establishing mechanisms for long-term volunteer and financial support; and providing temporary shelter to victims of abuse.

Administrative Activities

ACTION is a member of a subcommittee of the Interagency Committee on Women's Business Enterprise. ACTION is also participating in the Office of Personnel Management's Women's Executive Leadership Program.

DEPARTMENT OF AGRICULTURE

Member: Mary Jarratt
 Assistant Secretary
 Food and Consumer Services

Women and Food Assistance Programs

The U.S. Department of Agriculture (USDA) spent over \$19.4 billion in FY '83 on a total of 13 feeding programs. Contrary to some perceptions that Federal food assistance to the poor has been severely cut, there have been increases in these programs since 1980.

- o Spending for the Food Stamp Program in FY '83 was \$3.6 billion higher than in 1980 (\$8.3 billion in 1980 versus \$11.9 billion in 1983). In addition, benefits have risen faster than

inflation since 1980. An average family of four now receives 26% more in benefits than in 1980. More needy people are receiving food stamps than ever before. Participation in the program grew from an average of 19.2 million per month in 1980 to a high of 21.6 million per month in 1983. Working, female-headed households account for 70% of all food stamp households.

Program reforms for the Food Stamp Program have ensured that benefits go to those who are needy--and not to those who are not. This has been accomplished by setting the gross income eligibility level at 130% of poverty (or \$13,260 a year for a family of four); initiating a number of legislative and regulatory ways to curb fraud, waste and abuse; and protecting benefits for the elderly and disabled.

- o The School Lunch Program provided free lunches for 10.4 million low-income children every day last year. Administration reforms have targeted the subsidies to children from needy families. In fact, the subsidy level to the most needy (those receiving free lunches) is up 23%. As a result, more needy children are getting free lunches and fewer children who can pay are getting heavily subsidized lunches at taxpayer expense.
- o The Women, Infants and Children Program (WIC) is designed specifically for low-income pregnant women and children determined by health-care professionals to be at nutritional risk. Participants receive monthly vouchers which they exchange at stores for specified nutritious foods to supplement their dietary needs. One out of five babies born this year will benefit from the WIC program. An average of 2.5 million women, infants and children were served monthly by this program in 1983, and participation grew to 3.1 million recipients monthly in the first quarter of FY '84. Spending for the WIC program has increased 60% from \$708 million in 1980 to over \$1.13 billion in 1983.
- o The Food Distribution Program, initiated by President Reagan in 1981, distributes free USDA surplus commodities to needy households. Since that time, USDA has distributed more than one billion pounds of cheese, butter, nonfat dry milk, honey, corn meal and flour worth about \$1.8 billion to needy families. USDA commodities are also provided to a variety of institutions, such as schools, hospitals, prisons, and charitable institutions including soup kitchens.

Management Initiatives

USDA has initiated and continues to implement a number of management initiatives that affect women.

- o USDA is correcting gender-specific statutory language through legislative amendments and is closely monitoring directives, policy statements and regulations related to civil rights enforcement and personnel policies.

- o USDA is reviewing all forms and regulations for gender-specific language. A form for loan applications was revised to remove discriminatory references to sex and marital status. This form has significant impact nationally. USDA is in the process of reviewing exhibits to assure that there is no sex bias and that they depict women in positive roles. These exhibits reach hundreds of thousands of people annually. Photographs in publications which depict women in stereotyped jobs have been revised to show women in a more positive manner.
- o USDA reviews all vacancy announcements to assure that they do not discriminate against women. Senior Executive Service (SES) announcements, in particular, are closely scrutinized. Special efforts are made to include women's professional organizations in mailing lists. In addition, USDA has expanded recruitment sources to ensure that more women are included in the applicant pool, and it has instituted policies to ensure that women applicants are given equal consideration by the Executive Resources Board for SES positions.
- o USDA provides EEO training to managers and supervisors and offers formal training on their EEO responsibilities. Sexual harassment is a major subject of this training as is providing an awareness of using non-sexually discriminating language. In addition, USDA promotes opportunities for women to receive management training. Specifically-designed courses were provided during Federal Women's Week and the Federally Employed Women's Training Program.
- o USDA encourages participation by more women on Departmental Task Forces and Committees.

Eliminating Barriers to Procurement

USDA, in conjunction with the Small Business Administration, established procurement goals for women-owned business concerns. USDA was one of the first agencies to publish procurement regulations that included setting goals for women-owned businesses. The latest amendment to these regulations is dated May 25, 1982.

A Secretary's Memorandum was issued emphasizing and encouraging efforts to improve government services to women business owners and assuring equitable procurement opportunities. Training sessions were conducted for USDA's Office of Small and Disadvantaged Business Utilization Coordinators. Specially emphasized program goals are reinforced at these sessions.

Procurement reviews are conducted at the headquarters level and in the field to examine Agency contract files, conduct interviews with contract and program personnel and to examine training records. Contact is also made with appropriate personnel at the local Small Business Administration office and the Minority Business Development Agency, Department of Commerce. The purpose of these procedures is to ensure that the policies affecting small businesses, including women-owned businesses, are understood and properly implemented.

Finally, an exit interview is held with the senior agency officials, and recommendations are made based on findings. A report, with Office of Small and Disadvantaged Business Utilization recommendations, is submitted to the Agency Deputy Administrator for Management.

AGENCY FOR INTERNATIONAL DEVELOPMENT

Member: W. Antoinette Ford
Assistant Administrator
Bureau for the Near East

Women in International Development

In 1973, Congress recognized that "women in developing countries play a significant role in economic production, family support and the overall development process." (Section 113 of the Foreign Assistance Act of 1961, as amended, the "Percy Amendment.") In response to the "Percy Amendment," in September of 1974, the Agency for International Development (AID) directed all of its bureaus and overseas missions to incorporate a "conscious concern" for women in all programming processes, from conception and design to implementation and evaluation of projects. In April of 1977, the Office of Women in International Development was made a separate office under the Bureau for Program and Policy Coordination.

This office provides overall policy and practical guidance for incorporating women into the total development process. It is AID's position that if economic development is to be achieved, women must actively participate and share in society's gains. Therefore, much of AID's development policy is heavily biased in favor of women in order to overcome longstanding inattention to women's issues and needs within development projects.

Management Initiatives

AID has eliminated sex-biased references from its personnel handbooks. Changes reflect deletion of gender-related pronouns and terminology, such as "lawful wife" which was formerly used to describe a dependent.

DEPARTMENT OF COMMERCE

Member: Kay Bulow
Deputy Assistant Secretary
for Administration

Internal Efforts

The Department of Commerce (DOC) has initiated a number of internal efforts to address issues of importance to women. Many of these

efforts involve non-substantive gender discrimination, i.e., the use of gender-specific pronouns. All publications and documents emanating from the DOC are screened for this language as well as all other inadvertent forms of gender discrimination before they receive approval.

DOC has also informed employees about sexual harassment, educated them in handling such situations, and made it clear that such behavior is unacceptable.

The Office of Personnel has targeted outreach efforts and recruitment for women in both student employment programs and in professional positions at DOC. Personnel is currently conducting an assessment of training opportunities for women in DOC at all operating units.

Women in Business

DOC joined the Small Business Administration in co-sponsoring the National Women's Business Ownership Conference '84 on March 9 and 10 in Washington, D.C. DOC produced the "Marketplace" which provided an opportunity for women business owners to meet with the purchasing representatives from the Federal Government, State and local governments and private businesses.

At the Women's Business Ownership Conference, DOC made the first distribution of its new publication, "Ask Us," a handbook for women contractors that outlines methods for doing business with the DOC and the Federal government in general. Over 20,000 copies of the book have been distributed since its publication, and it has been provided to the SBA for use at their conferences. "Ask Us" was featured in an article in U.S. News and World Report.

At the direction of President Reagan, the Office of Business Liaison (OBL) created the Roadmap Program. This program assists small and medium-sized businesses in getting information they need from the Federal Government. OBL targets women's groups according to the nature of their respective professions for participation in all seminars and orientation meetings. The Office of Small and Disadvantaged Business Utilization (OSDBU) has hired a women-owned business specialist to identify women-owned businesses and increase their participation in DOC procurements.

Reports on Women

The Bureau of the Census has issued a number of reports dealing with the changing role of women in America. These include reports on wives who earn more than their husbands; fertility of American women; marital status and living arrangements; household and family characteristics; earnings for males and females by age and educational attainment; child care arrangements of working mothers; women in managerial positions; earnings of married couple families; child spacing among American women; occupations of the civilian labor force by sex; and effects of changes in family composition on income and poverty levels.

Economic Development Administration Efforts

The Economic Development Administration's (EDA) FY '84 planning budget of \$27 million is used to support economic development planning and policy-making activities of State and local governments throughout the nation. The purpose of these efforts is to maintain existing jobs and generate new jobs and income for the unemployed and underemployed, many of whom are women.

Under its \$3 million FY '84 university center budget, EDA is supporting the work of approximately 40 colleges and universities located in every region of the country. The centers are encouraged to assist women business owners and are required to report on an annual basis the number of women-owned firms they have assisted. Past experience indicates that between five and ten percent of the centers' clientele falls in this category.

Since the primary benefit of EDA assistance is long-term jobs, EDA requires recipients and other parties not to discriminate on the basis of sex and to take affirmative action to ensure that women are adequately represented in many non-traditional jobs such as stevedores, coal miners, steel workers and executive sales. EDA requires that each grantee and firm benefiting from EDA assistance analyze its employment posture to determine if women are adequately represented in all major job categories and to take specific action and set specific goals to rectify under utilization.

International Efforts

Under the Reagan Administration, the International Trade Administration has recruited women to participate in trade missions and trade fairs/exhibits around the world. Women made up one third of the delegation on the U.S. Special Trade Mission to Japan and Korea. This active attempt to assist women in expanding into exports is unique to this Administration.

National Oceanic and Atmospheric Administration Efforts

The National Oceanic and Atmospheric Administration (NOAA) has held regularly scheduled activities designed to improve employment and advancement opportunities for women by (1) informing managers and supervisors about the status of women, sensitizing them to the concerns of women employees, and helping them develop strategies to achieve a better employment profile of women in the agency; and (2) developing programs and activities designed to assist women in helping themselves.

In addition, NOAA has provided workshops and seminars preceding the annual Federal Employed Women (FEW) Training Program, has conducted workshops at FEW, and has helped develop the educational programs given by Women in Science and Engineering (WISE).

NOAA has conducted a pilot, in-house talent search designed to inform managers of the talents and skills of minorities and women; was instrumental in eliminating sexist language in NOAA publica-

tions; disseminated information on part-time and flexible employment; participated in the Office of Personnel Management Interagency Minority Women's Task Force; and identified recruitment sources for minorities and women.

Patent and Trademark Office Efforts

Since 1981, the Patent and Trademark Office (PTO) has undertaken an intensive recruiting campaign to hire the patent examiners and trademark attorneys necessary to overcome backlogs at the office and reduce the time it takes to get a patent or register a trademark. PTO has made special efforts to recruit women. Women constituted 20% and 17% of the new patent examiner hires, and 30% and 60% of the new trademark attorney hires in 1982 and 1983, respectively.

PTO has recently implemented several new programs which will increase employment opportunities for women. These include the Supervisory Trainee Applicant Roster (STAR) Program which identifies and trains high-potential employees for competitive selection to supervisory positions, and the College Development Program which provides opportunities for employees in grades GS-2-9 to take college courses--fully funded by the PTO--to develop knowledge and skills to improve performance.

PTO participated in the 14th Annual Training Program sponsored by Federally Employed Women in Honolulu, Hawaii, in July 1983. As a result, the Office designed and presented three workshops for women on "How to be a Winner" in April 1984. Also, PTO has established an ad hoc committee to address the special concerns of its women employees.

DEPARTMENT OF DEFENSE

Member: Lawrence J. Korb
Assistant Secretary
Manpower, Reserve Affairs
and Logistics

Civilian Women

The employment of civilian women in the Department of Defense (DoD) has advanced markedly under this Administration. From September 1980 to September 1983, the DoD civilian work force increased from 920,554 to 1,005,921, an increase of 85,367 personnel (9.3%). Women's employment rose from 299,106 to 340,408, an increase of 41,302 (13.8%). Minority women rose by 21,013 (31.2%), from 67,331 to 88,344. In middle management positions (GS 9-12), civilian women increased from 39,270 to 56,224 (43.2%); in senior management levels (GS/GM 13-15), women increased from 2,389 to 3,746 (56.8%). In the Senior Executive Service (SES), women increased from 20 to 46 (130%).

Secretary Caspar W. Weinberger has initiated policies and awareness heightening programs to increase the employment and advancement of women in DoD. Numerical advances cited are due, in part, to initiatives which include:

- o signing of the Department of Defense Human Goals Charter, which pledges to strive for equal opportunity, on May 18, 1981 by the highest ranking DoD officials;
- o policy on implementation of the Department of Defense Human Goals Program signed on June 23, 1981, which stresses efforts to increase the representation of qualified women and others in DoD;
- o policy on countering sexual harassment signed on July 17, which requires annual reporting and prompt investigation of complaints;
- o policy on implementation of DoD Federal Women's Program (DoD Directive 1450.1), which has been revitalized during the period 1981 to 1983. Two themes have been effective in advancing the employment of women: (1) managerial commitment to apply resources and to engineer jobs downward, temporarily, to allow for advancement; (2) awareness training to actually prepare employees to compete for higher level jobs; and
- o Executive Order 12362, Overseas Employment, which enables family members of military or civilian personnel who are hired in Federal jobs overseas to gain competitive Civil Service status upon their return to the United States.

Examples of major conferences and training programs on women's employment conducted during the period 1981 to 1983 include:

- o Awards Program to Honor Eight Defense Managers who had advanced the employment of women, July 14, 1981, Indianapolis, Indiana;
- o Department of Defense Forum on Women's Issues, October 15, 1981, The Pentagon, Washington, D.C.;
- o Program Initiatives for Women on the Defense Team, July 21, 1982, San Antonio, Texas;
- o Department of Defense Support of the Federal Interagency Conference on Employment Issues Affecting Minority Women, November 17-19, 1982, Washington, D.C.;
- o The National Training Program for Department of Defense Federal Women's Program Managers was held July 1983 in Honolulu, Hawaii;
- o "Women in America's Defense," was published by the DoD in July 1982 and "Employment Issues Affecting Minority Women," published by DoD, October 1982, was an interagency product of the Minority Women's Task Force;

- o DoD plans to conduct a series of catalyst seminars to better identify issues and concerns of minority, disabled, and older women, as well as civilian spouses of military personnel, and women veterans. A written report on the results of these seminars, to include proposed strategies for action on given gender issues, will be produced in October 1984.

Military Women

Military women in all Services are fulfilling vital military requirements with the same high degree of competence as military men. Today, over 197,000 officers and enlisted women account for 9.4% of the active force compared to 1972 when 45,000 women made up 1.5% of the active force.

DoD is committed to the elimination of artificial goals and barriers to the full utilization of women in the military. This is reflected in a memorandum sent to the Military Departments in 1982 in which the Secretary of Defense directed the fullest possible use of women in the military, directed the Service Secretaries to personally review their policies to insure that women were not discriminated against, and directed the Service Secretaries to eliminate any institutional barriers that might still exist. This policy was reaffirmed by Secretary Weinberger on July 19, 1983.

In career opportunity, the Defense Officer Personnel Management Act (DOPMA), implemented on September 15, 1981, corrected gender bias in many of the statutes affecting military personnel. One provision of DOPMA, in particular, places men and women in competition with each other for promotion in the same competitive categories in the Navy and Marine Corps. DoD has reviewed the remaining statutes and has provided an assessment to the Department of Justice.

The 1980's will see more clearly-defined requirements for women in uniform being established in all Services. DoD has increased the number of women in uniform from 150,000 to 190,000 over the last three years and projections call for continued growth over the next five years. Over the same period, DoD also expects greater numbers of women to progress into supervisory positions. Specifically, by 1987, DoD projects a 24% increase in women officers and a 27% increase in the top six enlisted grades.

Statistics which reflect the clustering of women in the mid-to-low grades do not reflect discrimination, rather they reflect how far women have come in their progress through the military personnel system since entering the force in large numbers starting in 1972. As a result of the rapid growth in military women strengths, 95% of all military women have less than ten years of service and about 71% have less than five years of service. Comparable figures for men are 76% and 53% respectively. DoD's planned rate of increase over the next five years will permit the experience and grade distribution of military women to closely approximate that of military men.

Contrary to prevalent misconceptions, women are being recruited for service in the military. Assisting the Secretary in this continuing effort is the Defense Advisory Committee on Women in the Services (DACOWITS) which was established in 1951. DACOWITS is composed of civilian men and women appointed by the Secretary of Defense for a three-year term. The purpose of the Committee is to assist and advise the Secretary of Defense on policies and matters relating to women in the Services. The Committee relates to the public the need to accept military service as a citizenship responsibility and as a career field for qualified women; recommends measures to insure effective utilization of the capabilities of women in the Services; and provides a vital link between the Armed Forces and civilian communities.

"Military Women in the Department of Defense," was published in April of this year. This publication outlines the current status of women in the military.

In the international arena, women in the military continue to take a leading role in the activities of the Committee on Women in the NATO Armed Forces. Originally formed on an ad hoc basis in 1973, the Committee received formal status under the NATO Military Committee in 1977. Its delegates are, with rare exception, the senior women officers in their forces. The Committee's purpose is to encourage the most effective utilization of women in the NATO Armed Forces. The U.S. has actively participated in the Committee's work since its inception; it chaired the Committee for the period 1979-1981 and is chairing it again from 1983-1985. The U.S. offer to host the 1984 Committee meeting was accepted by the 1983 Conference on Women in the NATO Armed Forces in plenary session, and it was held May 29 - June 1 in Williamsburg, Virginia.

Finally, both the Army and the Navy have announced recent changes which have opened up more opportunities for women to serve in additional career fields. The Navy has broadened its Surface Warfare opportunities for women and the Army has revised its Direct Combat Probability Coding System.

DEPARTMENT OF EDUCATION

Member: Madeleine Will
Assistant Secretary for
Special Education and
Rehabilitative Services

Overview

The Department of Education (ED) administers Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in education programs; the Women's Educational Equity Act, which authorizes grants and contracts designed to provide educational equity for women; and a host of other programs that significantly affect women.

About 50% of financial aid funded through ED is awarded to women (Pell Grant National Direct Student Loan, Supplemental Educational Opportunity Grant, Guaranteed Student Loan and WAK Study). More than half of the grants awarded under the Graduate and Professional Opportunity Fellowships Program have been to women.

Almost \$1 million was awarded in 1984 to projects that directly affect women through the Funds for the Improvement of Postsecondary Education (FIPSE) program.

Women's Educational Equity Act Program

The Women's Educational Equity Act (WEEA) awards grants and contracts to provide educational equity for women in the U.S. and to assist educational agencies and institutions in implementing Title IX. More than \$60 million have been awarded to help women and girls overcome inequities and to increase education and employment opportunities for adult women. From FY '80, the fifth year of its funding, through the present time, the WEEA program has targeted its resources on model projects in five priority areas of greatest need:

- Title IX compliance;
- educational equity for racial and ethnic minority women and girls;
- educational equity for disabled women and girls;
- influencing leaders in educational policy and administration; and,
- eliminating persistent barriers to educational equity for women.

National Advisory Council on Women's Educational Programs

The National Advisory Council on Women's Educational Programs was authorized by Congress as a part of the Women's Educational Equity Act Program (WEEAP) to make policy recommendations to Federal education officials and to promote educational equity for women and girls. It also evaluates the WEEAP program and reports annually to the President, the Congress and the Secretary of ED. Examples of activities of the Council include:

- o developed a 12-minute videotape, "Countdown To Success," to encourage women and girls of all ages to take advantage of educational opportunities available under existing legislation;
- o maintains on-going liaison with the White House, Congressional staffs, ED, and public and private organizations concerned with women's education and equity; and
- o disseminates information on Council activities and issues concerning women.

The Council is currently completing a brochure about sexual harassment and plans to hold a series of national forums during the next year on women, education, and economic advancement. The first forum is scheduled for late August in the Twin Cities, Minnesota; the topic will be "Women in Agri-Business."

Special Education and Rehabilitation Services

The Office of Special Education and Rehabilitation Services (OSERS) has been involved in activities that affect women. Examples include:

- o It established a government-wide Interagency Committee on Disability Research. A major quarterly agenda item on women who are handicapped will result in an Interagency Task Force on this subject.
- o It supports Research and Training Centers. A recent product of one of these Centers was a monograph, "Demography and Disability." This monograph highlights demographics on the labor force and disabled women. The same Center and author now has completed a monograph on the progress of women's issues in rehabilitation.
- o Assistant Secretary Madeleine Will assisted in a program to identify the Woman of the Year in New York, sponsored by Citicorp. Thus, she lent government/Administration support to this national recognition of women in leadership positions.
- o The National Institute of Handicapped Research (NIHR) received a report of the Task Force on Women's Concerns. There are plans to resolve these issues.

Regulations Review

When ED was established in 1980, all of the Federal regulations concerning matters over which it was to have jurisdiction had to be recodified. During this recodification process, it was able to ensure that none of its newly promulgated regulations and published policy statements discriminated against persons on the basis of sex.

Pursuant to President Reagan's Executive Order on legal equity for women, ED reviewed all of its regulations, policies and publications. It concluded that none of its regulations, policies or publications unfairly discriminated against persons on the basis of sex.

Research

During the last four years, the National Institute on Education has completed over 100 projects on research and women. Examples include: Teaching as an Occupation for Women: A Case Study of an Elementary School Design Group, April 1983, New Paths Toward Research on Leadership for Minorities and Women, Michigan State University, Final Report, March 1983, Minority Females in High School Mathematics and Science, December, 1982, and Women Students in Engineering: A Case Study, 1981.

Management Initiatives

- o ED will nominate five women for the Women's Executive Leadership Training Program sponsored by OPM.
- o ED participated in a conference, sponsored by the Small Business Administration/Department of Commerce, with Business Groups in the Washington, D.C. area regarding business opportunities for women. ED sent ten women to the Conference.

DEPARTMENT OF ENERGY

Member: Robert C. Odle, Jr.
Assistant Secretary for Congressional,
Intergovernmental and Public Affairs

Management Initiatives

- o At the direction of Secretary Donald Paul Hodel, the Department of Energy (DOE) has initiated several projects of importance to women. Beyond new programs that were established and others that were broadened, the Secretary requested that the General Counsel review DOE laws, regulations, policies, and procedures to eliminate all gender-specific discrimination. DOE's Office of Public Affairs has been instructed to review all non-scientific documents, displays, public service announcements and other DOE printed materials to ensure no gender discrimination.
- o DOE has increased the number of women in SES positions from 19 in September, 1980 to 31 as of December 30, 1983, an increase of 30%. Women DOE employees represented an increased percentage of those employed, totaling 34% on December 30, 1983.
- o The Secretary instructed DOE to develop and promulgate Orders 1600.1 Federal Women's Program (FWP) and 1130.4 Federal Women's Advisory Council. Activities have included 30 monthly meetings, eight quarterly teleconference meetings with the FWP managers, development of a FWP brochure and flyers, observance of Federal Women's Week and initiation of on-site recruitment activities during the Fall and Spring.
- o The Secretary participated in the Women's Executive Leadership Program, sponsored seven workshops and seminars, published nine editions of the FWP Women in Energy, and is currently reviewing a proposal for a Headquarters Federal Women's Program "Woman of the Year Award."
- o DOE participated in community outreach programs at workshops, educational institutions, civic and social organizations, and conferences.

ENVIRONMENTAL PROTECTION AGENCY

Member: Joseph A. Cannon
Assistant Administrator
Air and Radiation

Management Initiatives

- o The Administrator of the Environmental Protection Agency (EPA), William D. Ruckelshaus, signed a policy statement on April 23, 1984 on the prohibition of sexual harassment. Also, on that date, Administrator Ruckelshaus signed an Agency affirmative action plan that sets a hiring goal with respect to the number of women and minorities.
- o The EPA Chapter of "Women in Science and Engineering" (WISE) submitted a proposed career development plan for women scientists and engineers to the Administrator and other senior officials. EPA will review the plan as part of a large, comprehensive Agency career development plan and expects to incorporate the recommendations of WISE.
- o A newly established Office of Human Resources, and particularly the Work Force Management Unit, will look closely at women's issues and the stature of women in the Agency.

Women's Business Enterprise

For FY 84, EPA established a goal for Women's Business Enterprise utilization of 0.9 of 1% of the agency's total direct procurement in excess of \$10,000 to be won competitively by women. EPA projected that it would award \$400 million in contract funds. As of June 30, 1984, \$335.4 million has been awarded and of this, \$6 million has been granted directly to women. This is 1.9% of the agency's total, thus exceeding its original goal.

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Chair: Dorcas R. Hardy
Assistant Secretary for
Human Development Services

Effects of HHS Programs on Women

The Department of Health and Human Services (HHS) plays a major role in supplementing individual, family, and private efforts to assure the health and economic welfare of women. HHS programs will directly assist one in every four women in this country in 1985, and indirectly assist almost all women. HHS will spend about \$177 billion directly benefiting women.

- o More than half of the 60 million beneficiaries of the Social Security and Medicare programs are women.
- o Over 70% of the \$40 billion budgeted in FY '85 for HHS means-tested entitlement programs, such as AFDC and SSI, will assist needy women.
- o HHS responsibilities for safe and effective health care directly benefit virtually all women in the country. For example, drug labeling regulations and immunization programs are of special benefit to women.

Income Security

- o Women have a huge stake in the health of the Social Security system, and therefore have gained greatly from the solvency of the system. Of the 36 million adult Social Security beneficiaries, 54% are women.
- o The Social Security Act Amendments of 1983 assisted women not only by ensuring the soundness of the Social Security system, but also by increasing benefits for older, divorced, and widowed women and removing major gender-based distinctions from the law. The change in the provision of survivors' benefits to disabled widows will provide approximately \$1.4 billion in increased benefits between 1983 and 1989.
- o The 1981 changes to the Child Support Enforcement program have aided in the collection of support due families, especially families headed by women. Total collections are up by two-thirds from \$1.5 billion in 1980 to an estimated \$2.4 billion for 1984. HHS has proposed, and both Houses have adopted, legislation to further improve enforcement of child support payments and to increase child support collections.

Social Services

- o HHS provides substantial support for child care through the Social Services Block Grant (SSBG). States use an estimated 15-20% of their SSBG funds for child care services. The FY '85 budget of \$2.7 billion for SSBG provides for an increase of \$25 million over the FY '84 funding level.
- o Federal funding of child day care has increased by more than 60% since 1980. Most of this increase is due to the 1981 changes in the child care tax credit, supported by the Administration.
- o Based on information provided by a recent HHS study on employer supported child care options, the White House Initiative on Child Care is working to encourage and educate corporate leaders on the options and the benefits of providing child care support for employees. HHS as well as DOL are actively involved in implementing the White House Initiative.

- o In FY '82, the Office of Human Development Services spent \$8 million in discretionary grant funds on 30 projects directly related to child care and family support.
- o Almost 75% of the elderly who receive congregate meals or home-delivered meals are women. Between 1980 and 1983, the number of meals served increased by 21% and further increases are expected between 1984 and 1985.

Health

- o Women are major beneficiaries of HHS health programs and initiatives: almost 60% of Medicare recipients are women and about 67% of all Medicaid payments are for services provided to women. These two programs will spend \$92 billion in FY '85, a 90% increase from 1980. While there have been savings of almost \$9 billion between 1982 and 1984 in Medicaid and Medicare funding through statutory changes, these programs have doubled since 1980, and are projected to serve 4 million more beneficiaries in 1985 than in 1980.
- o Community Health Center Clinics for low-income families served over 4.5 million people in 1982, 59% of whom were women. HHS is providing \$337 million in FY '84 to fund these clinics.
- o HHS has launched a nationwide campaign, "Healthy Mothers, Healthy Babies," to promote good health practices among pregnant women and to reduce infant mortality. Working with 36 national voluntary, professional and government organizations, the coalition fosters public education efforts directed at pregnant women.
- o The Food and Drug Administration has developed a program, "Women's Health Care," to provide women with consumer information on the safe use of medical devices such as menstrual products, contraceptive devices and pregnancy test kits.
- o The Food and Drug Administration has also issued a regulation requiring a warning label on all over-the-counter drugs advising pregnant and lactating women to consult their health care provider before taking any drugs.
- o HHS' national anti-smoking campaign is aimed at high risk groups, especially pregnant women. Smoking by women has increased greatly in the last few decades and of the more than 54 to 55 million smokers nationwide, almost half are women. Recently, the Surgeon General released a report, "The Health Consequences of Smoking" which includes recommendations for a smoke-free society by the year 2000.
- o HHS is supporting an initiative (\$2 million in 1985) to prevent congenital rubella, to which an estimated 80% of women are susceptible.

- o Several of the specific HHS health promotion/disease prevention objectives and implementation plans directly affect women, such as the priority area of pregnancy and many of the improved nutrition objectives. For example, one objective is to reduce, by 1990, the number of pregnant women with iron deficiency anemia from the 1978 level of 7.7% to 3.5%.
- o HHS has established the first national archive on adolescent pregnancy and pregnancy prevention. This data archive will aid in research related to the problems of teenage pregnancy.
- o Research on osteoporosis, a condition which involves the weakening of bones and which particularly affects elderly women, has been significantly increased. Of special interest is the role of nutrition in preventing the disease.
- o The Assistant Secretary of Health established a Task Force on Women's Health Issues to assess women's health needs and review current Public Health Service activities in light of those needs.

Women's Management Initiative

Secretary Margaret M. Heckler established the Women's Management Training Initiative on June 1, 1984 to offer supervisory and managerial training for 100 high potential non-supervisors in grades 9 thru 12. The Secretary noted, in announcing the program, that women account for 65% of the total HHS work force, the best record in any executive department of Government. However, HHS statistics show that only 23% of HHS employees in grades 13 thru 15 are women. The initiative is designed to provide skills with which to compete for managerial slots.

Elimination of Gender-Based Distinctions

In accordance with Executive Order 12336, HHS has made substantial progress in correcting laws and regulations identified as containing sex discriminatory language. The Social Security Administration (SSA) issued final regulations to reflect the removal of gender-based distinctions by the Social Security Act Amendments of 1983 and, more recently, the Deficit Reduction Act of 1984 corrects three more provisions to the Act. SSA is revising the Supplementary Security Income Operations Manual to adopt new unisex actuarial tables recently published by the Internal Revenue Service. HHS has proposed regulations to implement prohibitions on sex discrimination contained in existing block grant legislation, and it has centralized in the Office of the Secretary final review of all legislative and regulatory proposals to address broad issues including the elimination of sex discrimination. Finally, HHS' Public Affairs Manual now requires review of publications prepared by or for HHS for discriminatory portrayals and distinctions based on sex.

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Member: Judith Tardy
Assistant Secretary
for Administration

The Department of Housing and Urban Development (HUD) is responsible for ensuring that adequate housing is available for low and moderate income families. In fulfilling that mission, HUD has made significant progress in involving women business owners, making housing more affordable to women home owners, and seeking innovative ways to break the cycle of poverty for low-income single parent households.

Women Business Owners

- o In FY '84, HUD is doubling its FY '82 commitment by setting a 6% or \$8.6 million goal for direct procurements from women-owned businesses. The goal was 3.8% or \$4.1 million in FY '82.
- o HUD will continue its full implementation of the Regulatory Flexibility Act to ensure that regulations being proposed will not have an adverse impact on small entities. Many women-owned businesses are small entities, therefore reviews and recommendations will reflect the unique concerns of women business owners and other small entities.
- o HUD is in the process of developing regulations which place greater emphasis on headquarters and field office accountability for implementing Executive Order 12138, National Women's Business Enterprise Policy. Recently, a senior HUD official was appointed by President Reagan to serve on the Interagency Committee on Women's Business Enterprise.
- o In FY '84 HUD will complete its outreach initiative to identify and publish a nationwide compendium of women business owners with expertise in the areas of housing and repair management; policy and program; community and economic development; research; financial and program audits; real estate appraisal services; and automated data processing services and hardware. The purpose of the compendium is to expose a maximum number of women business owners to HUD's program and procurement officers for consideration as HUD contractors.
- o This year, HUD intensified its outreach efforts on behalf of women business owners. HUD's Office of Small and Disadvantaged Business Utilization has participated in numerous conferences and seminars to discuss HUD opportunities with women business enterprises, associations and organizations. Conference participation has included the National Association of Women in Construction; Portsmouth, Virginia's Women In Business Conference; American Association of Black Women Entrepreneurs, Inc.; National Women's Council, National Association of Real Estate Brokers; SBA's

Women's Business Ownership Conference 1984; and White House briefings with Hispanic Women Business Owners and Women in Construction Owners and Executives.

- o HUD recently conducted a series of one-day seminars on new business opportunities for minority and women-owned businesses in the Housing Development Grant and Rental Rehabilitation Programs recently authorized by the Housing and Urban-Rural Recovery Act of 1983. The Seminars provided in-depth information about program requirements and procurement opportunities. Eight seminars were held across the country between June 4 and June 15, 1984. Nationwide, at least 10% of all contracts must go to women and minority owned firms.
- o HUD also plans to convene another series of economic development seminars to provide women-owned firms with a "how-to" approach for developing applications for the Urban Development Action Grant and Community Development Block Grant Programs.

Women Home Owners

HUD is committed to making housing more affordable. One initiative that helps the woman home owner is that the FHA interest rate is no longer set by the Secretary of HUD but can now be negotiated between lender and buyer. A negotiated rate can reduce the extra "points" charged. Completing purchases without this extra cash outlay will help first time home owners, many of whom are women. As of the summer of 1984, FHA will be insuring Adjustable Rate Mortgages, providing needed financial backing for home buyers with limited income.

Breaking the Poverty Cycle

The majority of individuals helped by HUD's assisted housing programs are women and their dependents. Over 50% of the families in public housing are female headed, and approximately 70% of all assisted households below 50% of the median income are female headed. However, HUD's objective is not only to provide adequate housing but to seek ways to break the poverty cycle.

One successful effort is Warren Village in Denver. Aided by funding from a HUD Urban Development Action Grant and FHA mortgage, this program is designed specifically for one-parent families. It provides child care and a center where parents can work, improve job skills or seek further education. A research study showed that upon entering the program, 65% were on welfare and 47% were employed. Leaving the program 18 months later, only 6% were on welfare and 94% were employed.

A recent HUD initiative is Project Self-Sufficiency with the same goal--to help low-income single parent households with small children make the transition to productive employment. HUD will use its funding to form public/private partnerships to meet the needs of these single parents. A total of 5,000 housing payment certifi-

cates--vouchers--are being made available to communities who can put together partnerships to provide resources for job training, child care, counseling and health care services. And HUD will provide the technical assistance necessary to help communities design and implement the program.

Child Identification Project

A recent outreach program of HUD's Inspector General is helping identify missing children from low-income housing projects. There are 1.8 million children reported missing in the United States every year. Under this project, parents living in low-income housing projects may voluntarily have their children fingerprinted and retain the fingerprints to be used in case their child is reported missing.

HUD's ten regional Inspectors General will establish child identification programs to complement efforts of local law enforcement groups. Programs currently exist in public housing in Roxbury, Massachusetts; Grandview, Missouri; Philadelphia, Pennsylvania; and Denver, Colorado. Projects which will start in the near future include Sufferin, New York; Macon, Georgia; Carpentersville, Illinois; Ft. Worth, Texas; and Seattle, Washington. In addition, HUD has initiated the fingerprinting service, with Secretary Samuel R. Pierce's personal involvement, at its adopted school, Jefferson Junior High in Washington, D.C.

Talking Paper on Women's Issues

To help HUD's top management know about what the agency is doing for women, the Department is publishing a Talking Points paper. This package will be distributed to Headquarters Principal Staff and Regional Administrators to be used as speech material when they address local groups involved with women's issues.

DEPARTMENT OF INTERIOR

Member: Mary Walker
Deputy Solicitor

Gender-Based Review Initiatives

The Department of Interior (DOI) has adopted a policy of systematically reviewing all existing and new rules and regulations in order to identify, with a view towards eliminating, sex-based criteria and gender-specific terminology. This practice was formalized on June 30, 1982.

In addition, DOI has instituted a review of all laws and regulations under which the Department operates for gender-based discrimination. The statutory review was completed and appears in the Attorney General's Fourth Quarterly Report to the President. Included in that report were recommended changes to eliminate discrimination.

DOI is now in the process of reviewing approximately 6,000 pages of rules and regulations which control its activities. The Solicitor's Office will recommend appropriate amendments to eliminate unjustified discrimination.

Employment Activities

Secretary William P. Clark's commitment to a policy of equity in the employment and utilization of qualified women is reflected by the number of women holding top level policy and management positions in DOI. For the first time, women have been appointed to the positions of Under Secretary, Deputy Solicitor and both of the Secretary's Field Representative positions. The Department, as of March 1984, had 703 women employed at GS-13 and above versus 465 in November 1980. DOI has utilized a number of programs which, in their implementation, have achieved this increase. These programs are designed to attract, train and promote capable women.

- o Supervisory training courses given yearly to all new supervisors and managers include segments focused on affirmative employment practices for women and minorities, upward mobility program utilization and job restructuring to provide opportunities for advancement of minorities and women, and discussions aimed toward awareness of limitations, barriers and discriminatory practices impacting on women.
- o An Upward Mobility Program is actively used by DOI to develop the career potential of women and to provide entry into non-traditional occupations. The program has been extraordinarily successful. For example, in 1983, of the 40 upward mobility positions established by the Office of the Secretary, 24 were filled by women. In the last two years, 109 women have been selected by the Geological Survey out of a total of 143 participants in an upward mobility program including professional scientific positions as well as administrative and computer specialists.
- o The Federal Women's Program has offered lunch time training sessions for women providing guidelines on getting ahead in careers, career planning, jobsharing, and preparation for job opportunities.
- o The Merit Promotion Plan provides for fair and equitable employment practices without discrimination. To assure the effectiveness of the program, the different agencies of DOI take steps to provide the widest possible applicant pool of women for occupational categories in which they are underrepresented. Underrepresentation statistics are reviewed and analyzed, and the results are used to calculate goals and strategies with a view toward elimination of the underrepresentation. The different agencies and bureaus use recruitment strategies which include: distribution of vacancy announcements to women's professional organizations; visits to college campuses to interest women in majors relating to DOI's activities; and cooperative efforts with colleges, high schools, State and county employment services for referrals of qualified women candidates.

- o Part-time Career Employment options encourage DOI to advertise part-time positions and provide opportunities for women to manage both career and family responsibilities. The use of flexitime work scheduling also enhances opportunities for women and allows for flexible working arrangements. DOI has a strong and effective part-time work force consisting largely of women employees who are managing families and/or attending school while pursuing a career.
- o Affirmative Action efforts over the past several years have resulted in a continuing increase in the number of women in professional, administrative and scientific occupations. For example, since 1980, the number of women geologists in the Geological Survey has increased from 13.4% to 17.9%; hydrologists from 9.1% to 14.1%; administrative officers from 66.2% to 72.2%.

Also as a result of Affirmative Action efforts, the National Park Service now has 50 management positions occupied by women. The Deputy Director of the Service is a woman and there are 26 women Superintendents of parks, monuments or historic sites where they have substantial park management duties. In addition, there are 24 women in a variety of positions with other management duties.

- o Special Employment Programs for disadvantaged students (Junior Fellowship, Stay in School and Summer Aid Programs) have been used extensively with substantial participation by young women. The short-term objective of these programs is to provide employment during the summer and school year to disadvantaged groups. The long-range objective is to encourage women to direct their careers toward future employment with DOI, especially in those scientific and technical fields in which women have not been fully represented.
- o Training opportunities for women also have been increased over the past four years. Special effort is made to inform women employees of training programs and opportunities. Recently, the Bureau of Indian Affairs (BIA) held a superintendent training program to develop a pool of trained employees to fill future vacancies. There were 160 women notified of the opportunity to apply for the training. As a result, 27% of the applicants were women.

DEPARTMENT OF JUSTICE

Member: Judith L. Hammerschmidt
Special Assistant to the
Attorney General

Overview

The Department of Justice (DOJ) accomplishments are primarily the result of action taken by the Department as the chief law enforce-

ment agency for the Federal Government. As the chief law enforcement agency, the Department enforces through litigation a number of major Federal civil rights laws that prohibit discrimination on the basis of sex or marital status in housing, credit, employment, education, and federally assisted programs.

Executive Order No. 12250

This Executive Order authorizes the DOJ to coordinate the implementation and enforcement of approximately 50 statutes that, in whole or part, prohibit discrimination on the basis of race, color, national origin, handicap, religion, or sex in federally assisted programs. Forty-four of these statutes specifically prohibit discrimination on the basis of sex.

The DOJ, through the Civil Rights Division (CRD), operates a comprehensive coordination program to ensure that similarly worded Federal statutes that prohibit discrimination on several bases including sex in federally assisted programs are consistently and effectively enforced. This objective is achieved primarily through administrative oversight and evaluation of those Executive agencies identified as administering programs subject to the Executive Order and through government-wide coordination of related legal, regulatory, and policy issues.

When an agency first submits its proposed civil rights regulations for review, CRD analyzes the draft notice of proposed rulemaking (NPRM) to ensure that it effectively, consistently, and efficiently implements the agency's statutory civil rights obligations. CRD also examines it in light of any standards established by judicial precedent and compares it with existing Federal regulations. After the NPRM has been published and changes made in response to comments, CRD reviews the regulation again before it is published as a final rule.

Executive Order No. 12336

This Executive Order established the Task Force on Legal Equity for Women and directed the Attorney General to complete the review of all Federal laws, regulations, policies, and practices to identify those that unjustifiably differentiate on the basis of sex.

The Civil Rights Division provides the staff to carry out the Attorney General's review responsibility. On August 10, 1982, the Assistant Attorney General for Civil Rights sent letters to 42 departments and agencies explaining what was expected of each agency under the Executive Order. As of this writing, 36 of the 42 departments and agencies have completed their reviews. CRD staff have worked closely with the agencies to ensure that each agency person coordinating the review understands the dimensions of the review and is sufficiently sensitive to sex discrimination issues to enable him or her to identify sex bias in reviewing agency programs and documents. Agency reports are carefully reviewed by CRD staff to ensure thoroughness and completeness, and to verify that all

possible areas of potential sex bias have been considered. CRD is responsible for drafting the Attorney General's Quarterly Reports as required by the Executive Order. To date, four have been published.

Title VII

Title VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, religion, sex, and national origin in any term of condition of employment. The law applies to private employers of more than 15 employees, as well as the Federal, State and local government. Enforcement of title VII in the private sector and in Federal employment is generally the responsibility of the Equal Employment Opportunity Commission; enforcement with respect to State and local governments is the responsibility of the DOJ.

The Justice Department has filed 37 new employment discrimination cases since January 20, 1981, primarily against State and local government agencies. Thirty of these cases contain allegations of sex discrimination (22 of these contain only sex discrimination claims). Of the cases involving allegations of sex discrimination, 19 have been settled with consent decrees. In addition, Justice has filed 15 new cases with accompanying consent decrees involving allegations of sex discrimination since 1981.

In United States v. Fairfax County, E.D. Va. April 29, 1982, (order granting consent decree), DOJ obtained a record \$2.75 million in a title VII recovery against Fairfax County, Virginia, on behalf of 685 women and blacks who were victims of discrimination.

The Pregnancy Discrimination Act amended title VII in 1978 to establish that, for purposes of title VII, employment discrimination on the basis of pregnancy is tantamount to discrimination on the basis of sex. In Newport News Shipbuilding and Dry Dock Co. v. EEOC, U.S. 103 S.Ct. 2622 (1983), Justice successfully argued before the Supreme Court that employers who fully insure workers' spouses for other medical needs cannot deny or limit pregnancy coverage for them. This practice, the Court said, discriminates against male employees by giving them less comprehensive coverage than their female co-workers. The case established that the Pregnancy Discrimination Act of 1978 protects not only female employees from discrimination on the basis of pregnancy but also protects spouses of male workers.

In the wake of Newport News, Justice has filed seven new cases alleging discrimination under the Pregnancy Discrimination Act. All of the seven cases deal with the issues of spousal benefits first addressed in Newport News.

Title IX

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in any education program or activity receiving Federal financial assistance.

In Pavey and U.S. v. University of Alaska, D. Alaska Oct. 14, 1981 (order granting consent decree), the Justice Department argued that title IX prevents the university from discriminating in athletic programs on the basis of sex. In a consent decree entered in Pavey, the university agreed to maintain equal facilities and provide equal financial aid, recruitment, and publicity of its male and female athletic programs.

In North Haven Board of Education v. Bell, 456 U.S. 512 (1982), the DOJ argued successfully before the Supreme Court that title IX of the Education Amendments of 1972 also prohibits discriminatory employment practices.

Special Justice Initiatives and Task Forces

- o The Bureau of Prisons (BOP) began an intensive recruitment program in 1974 to increase the employment of women in all positions in the Federal Prison System (FPS). In 1973, there were 868 women in the FPS workforce. Today, 20% (1,960) are women. Presently, 372 women are employed as correctional officers at all institutions except five maximum security penitentiaries. Women are employed in almost every position including Warden, Deputy Assistant Director, Federal Prison Industries Superintendent, Chief Correctional Supervisor, Mechanical and Food Services. In 1983, 14% of all new correctional officers hired and 33% of all new employees were women.
- o On September 19, 1983, the Attorney General established a Task Force on Family Violence. The nine member panel is conducting a six-month study of child abuse and molestation, spouse abuse, the mistreatment of the elderly, and other related issues. The Task Force members have completed six public hearings and are now studying the written and oral testimony so that they can complete the final report.
- o The Interagency Committee on Women in Federal Law Enforcement was created to expand efforts nationwide to develop information sharing and support networks for women in law enforcement. The Committee is cosponsored by the Departments of Justice and Treasury. Some Committee's accomplishments include: articles and advertisements to attract women into Federal law enforcement; special exhibits with photographs of law enforcement women in action; research on difficulties women encounter in completing physical fitness portions of basic training; survey of over 1,500 women Federal law enforcement officers to obtain their views on areas of concern; and position paper on barriers faced by women in law enforcement. The Committee is currently developing a Directory of Women in Law Enforcement to bring women in different agencies in contact with one another and provide a communication vehicle for the Committee to share information on a regular basis.

DEPARTMENT OF LABOR

Member: Lenora Cole Alexander
Director, Women's Bureau

Overview

In December 1981, Secretary Raymond J. Donovan issued a policy statement on the coordination and direction of the Department of Labor (DOL) programs affecting women. The statement recognizes the Women's Bureau as the focal point for coordinating activities affecting the participation of women in the Nation's work force, ensuring adherence to nondiscrimination and reviewing DOL policies to assure that the needs of women, particularly working women, are properly addressed.

The Women's Bureau is the single unit at the Federal Government level concerned exclusively with serving and promoting the interests of working women. The goals of the Women's Bureau are to formulate standards and policies which promote the welfare of wage earning women, improve their working conditions, increase their efficiency and advance their opportunity for profitable employment. The Bureau uses workshops, symposia, job fairs, demonstration projects, pilot programs, publications, technical assistance and research to accomplish these goals.

A new direction in the 1980's for the Women's Bureau has been to broaden the base of women's groups it serves. While not excluding groups of women served in the past, the Bureau has provided the leadership necessary to more effectively reach all categories of working women. There are three very significant reasons for this expansion. (1) Numbers. Women are entering the work force at the spectacular rate of about one million per year. More than 49 million women having diverse cultural and racial backgrounds are now in the labor force. The Women's Bureau wants to help as many as possible. (2) Change. Many women in recent years have made progress and have gotten a foot in the door. The Women's Bureau wants the door open all the way. (3) Mandate. The mandate does not categorize or limit the number or types of women to be served as long as they are working women.

Significant Programs

- o The Job Training Partnership Act (JTPA) of 1982 is the Administration's major job training program designed to replace CETA. JTPA differs structurally and legislatively from CETA. The Women's Bureau immediately recognized how the new law could benefit women. It prepared a summary of the new legislation and developed informational workshops to discuss the implementation of JTPA and its effect on women. Thus far, 24,300 copies of the summary, entitled "Summary and Analysis of the Job Training Partnership Act of 1982," have been distributed; 15 workshops have been held across the nation, bringing together State and local government officials, representatives of the private sector

and community organizations to discuss and strategize on how best to implement JTPA. Communities have responded enthusiastically to the workshops. Congressional response has been favorable with requests for additional workshops forthcoming. JTPA has a goal of creating one million new jobs per year. The Women's Bureau anticipates that women will be the recipients of a significant portion of those jobs.

- o A major priority over the last two years has been employer-sponsored child care. An increasing number of women entering the labor force have young children. The Women's Bureau has been addressing this issue in a variety of ways: (1) by providing technical assistance to the White House Office of Private Sector Initiatives for conferences on child care that are being conducted in various locales; (2) by funding model child care centers and services for disadvantaged single mothers in conjunction with the Rockefeller Foundation; (3) through the production of a video tape that illustrates the possible solutions to caring for the children of the working mother with help from employers; (4) by preparing and distributing a publication that describes child care options and tax incentives for employers; (5) by preparing a technical assistance guide for employment and training providers on child care and other support services; and (6) by helping to establish employer-sponsored child care systems through initiatives in each of the ten Federal regions and coordinating its efforts with HHS. It is important to note also that under JTPA, funding may be used for support services, such as child care, while the mother is in job training.

Procurement and Women-Owned Business Efforts

- o Since President Reagan took office, more than 5,000 women have received a total of nearly \$6 million in back pay as a result of DOL's enforcement of Executive Order 11246 which prohibits discrimination by Federal contractors.
- o Through the Office of Small Disadvantaged Business Utilization, DOL has substantially increased its efforts to identify and assist women-owned businesses to participate in the Federal Government's acquisition activities. The Office participates in women-owned business conferences and seminars around the country by conducting workshops, making speeches, and disseminating information and publications. As a result, DOL contract awards to profit and nonprofit women-owned/controlled organizations totaled a significant \$10.1 million in FY '83.

Employment Opportunities for Women

- o In an effort to expand employment opportunities for persons who are unable to work in a normal factory setting, DOL's Employment Standards Administration (ESA) conducted an extensive review of the industrial homework restrictions on homework in the knitted outerwear industry. The removal of previous restrictions would, for example, enable women who have to take care of small children

to be gainfully employed at home. Also, ESA was responsible for revised regulations which will open more job opportunities for unskilled and semiskilled workers on construction projects.

- o DOL has provided leadership through its Federal Women's Program office to improve the status of federally employed women. Initiatives include the Federal Women's Week programs and participation in the OPM-sponsored Women's Executive Leadership Program and the Federal Interagency Minority Women's Task Force.
- o DOL's Upward Mobility Program provides training and developmental opportunities for DOL employees in grades GS-1 thru GS-9, the majority of whom are women. In 1983, DOL organized a successful Government-wide conference on Employment Issues Affecting Minority Women.

OFFICE OF PERSONNEL MANAGEMENT

Member: Loretta Cornelius
Deputy Director

Women in the Federal Work Force

Even during a period of a declining Federal work force and budget cuts, recent statistics show that continuing progress has been made in the employment of women. Highlights of accomplishments during FY '83 include:

- o women increased their representation in the Federal work force from 39.1% to 39.4%, while the representation of men decreased by 0.4%;
- o the representation of minority women in the Federal work force (12.0%) exceeded their representation in the civilian labor force (11.1%);
- o the representation of women increased in professional, administrative, technical, and wage grade occupations. The largest increase was in professional occupations (+5.68% change); and
- o the representation of women increased in every grade level grouping GS-5 thru GS-15 and in the Senior Executive levels. The highest increase was in grades GS 13-15 (+9.99% change).

The Government-Wide Federal Women's Program

OPM provides policy-level guidance and program leadership for the Government-wide Federal Women's Program (FWP). Primary legal responsibility for FWP rests with top agency management. The Federal Women's Program Manager (FWPM), appointed within each agency to provide general oversight, identifies barriers, devises solutions, and develops plans which agency officials can implement to promote equal opportunity for women in the Federal Government.

OPM provides specific guidance and technical assistance to agencies. Some examples of its efforts include:

- o encouraging recruiting and hiring of women for agency jobs which offer them advancement consistent with their goals and abilities;
- o encouraging agencies to expand their opportunities for part-time work and to restructure jobs so that women can compete for them on an equal basis with men;
- o developing and using statistical information, assessing employment trends, and evaluating the progress of agency women;
- o encouraging women to consider technical and nontraditional fields that, in many cases, offer better pay and advancement; and
- o reviewing agency regulations and policies to identify any potential adverse impact on the employment of women.

Gender Based Review Project

OPM has actively participated in the recent efforts coordinated by the Department of Justice to identify overt gender discrimination and gender specific terminology in Federal personnel management. All statutes specific to OPM were reviewed for gender specific terminology and disproportionate impact on one gender in 1978, upon passage of the Civil Service Reform Act, and again as part of President Reagan's Executive Order 12336 review.

OPM's Office of General Counsel has found no substantive discrimination. OPM's review included statutes, regulations, and policies on veterans preference, the Whitten Amendment, full-time equivalency, the rule of three, nepotism policies, limitations on employee's official participation at professional meetings, civil service retirement, pensions, upward mobility, qualification standards, and recruitment and promotion practices.

Women's Executive Leadership Program

The Women's Executive Leadership Program has been designed to provide training and other developmental experiences for women in grades GS-9 thru GS-12 for eventual placement into supervisory and managerial positions at grades GS-13 thru GS-15.

Although more women have moved into the professional ranks in the Federal sector over the past several years and are technically competent in their fields of expertise, many have not yet been afforded sufficient visibility in assignments or provided with training and education that will make them competitive for supervisory, managerial, and executive opportunities. OPM is establishing the program to address that need.

Approximately 45-50 women will participate in the initial program which will last 12-15 months. In addition, rotational assignments will be identified at the agency level to address each individual's

managerial, supervisory, and executive deficiencies. Federal departments and agencies will be allowed to nominate up to five candidates with exceptional management potential for the program. Nominations for the first class are due no later than July 13, 1984. The class is scheduled to commence in mid-August.

The Federal Equal Opportunity Recruitment Program

The Federal Equal Opportunity Recruitment Program (FEORP) is an adaptable affirmative employment program which requires targeted recruitment of women, as well as minorities, when they are underrepresented in an employment category in the Federal sector. Each year, OPM has made numerous technical assistance visits to agencies to aid them in developing strategies to recruit women and minorities into the Federal work force.

Flexible Work Arrangements

OPM has responsibility for Government-wide implementation of the Federal Employees Flexible and Compressed Work Schedules Act of 1982. The Act gives Federal agencies the authority to allow employees more flexibility in scheduling their work weeks. The Act has also served the dual purpose of providing a program which is very popular among employees because of the flexibility it offers, and providing sufficient management controls to ensure that the program does not increase government costs or reduce efficiency or service to the public. Surveys show that employees found that in setting their own work schedules, they were able to: have more time for household chores; spend more time participating in children's school activities; experience more continuity for their home time and more family flexibility; and spend less money for baby-sitting services.

Part-Time Employment

The part-time employment initiative has provided women the flexibility to manage both career and family responsibilities. Since Congress passed the part-time employment initiative in 1978, there has been increasing interest on the part of Federal employees to participate. Statistics indicate that as of 1980, more mothers of small children have joined the Federal work force and government-wide experience shows there is an increase in the quantity and quality of jobs available for women. The initiative has also generated opportunities for job sharing whereby two employees work half time and share a single position.

The Upward Mobility Program

OPM provides guidance and technical assistance to agencies in establishing upward mobility programs. Through this successful program, secretaries have become program analysts; personnel clerks have become personnel staffing specialists; and carpenters have become builders. The program also enables the Federal Government to attract women by demonstrating the availability of employee development and advancement opportunities on a competitive basis.

Liaison with Constituency Organizations

OPM addresses the needs of all women working in the Federal sector on a continuing basis by working closely with constituency organizations such as Federally Employed Women, Congresswomen's Caucus on Women's Issues, Clearinghouse on Women's Issues, National Council of Negro Women, National Institute for Women of Color, the Interagency Committee on Women in Science and Engineering, Federal Interagency Committee on Women in Law Enforcement, and other women's organizations. Through OPM's support of these organizations, significant gains have been made in the hiring and advancement of women in science, engineering, and law enforcement occupations. In addition, OPM has been able to utilize additional resources to focus upon enhancing employment of minority women in the Federal sector.

SMALL BUSINESS ADMINISTRATION

Member: Carolyn Doppelt Gray
Director, Office of
Women's Business Ownership

National Initiative Program on Women's Business Ownership

On June 22, 1983, President Reagan announced the formation of the National Initiative Program on Women's Business Ownership reaffirming his commitment to present and potential women entrepreneurs. This Presidential Initiative directed the implementation of three major activities and directed the Small Business Administration (SBA) to provide such administrative services, funds, facilities, staff and other support services as necessary for the performance of these functions.

One component of this National Initiative Program was the reactivation of the Interagency Committee on Women's Business Enterprise (IAC). IAC, which coordinates, monitors and develops Federal programs that affect women business owners, is composed of high level, policy-making Federal officials representing various departments and agencies.

Through the endeavors of IAC, there has been a major outreach with each department and agency to insure coordination of programs, both in the development and implementation stages. One example of providing equitable opportunities for women business owners within the Federal process is procurement. The procurement figures for women have quadrupled since Executive Order 12138 was signed in 1979. Prime contract achievements to women owned small businesses in FY '79 amounted to \$181.3 million; this figure has steadily increased to \$863.4 million in FY '83.

The second component of the President's National Initiative Program is the President's Advisory Committee on Women's Business Ownership (PAC), established by President Reagan with Executive Order 12426.

This Committee, designed to raise the public awareness of women as business owners, will provide the President with a status report on women business owners and will initiate private sector activities which benefit them. Currently, the Committee is inviting testimony from the private sector concerning the status of businesses owned by women and methods by which these enterprises might be encouraged to develop.

The third component of the Presidential Initiative directs the SBA to hold conferences throughout the country for women entrepreneurs. These conferences are jointly sponsored by SBA and the private sector and offer high quality skills training and networking opportunities. The workshop utilizes a two-tract approach -- one for entry-level businesses and one for growth businesses. Following completion of the conferences, private sector groups provide continuing training to assist women business owners in mastering skills initially presented in conference workshops. Other private sector local activities may include telephone hotlines, women business owner directories, financing of venture capital and start up loans, and further conferences.

DEPARTMENT OF STATE

Member: Ambassador Alfred C. Atherton, Jr.
Director General
of the Foreign Service
and Director of Personnel

Overseas Employment

Members of the families of Federal employees assigned abroad have great difficulty continuing or beginning careers of their own because of limited job opportunities for them as foreigners in local markets. Executive Order 12362 of May 12, 1982 (47 FR 21231) was a significant step forward in helping the career aspirations of these family members. It authorizes family members who have completed 24 months of satisfactory service in government service abroad in funded positions to be appointed non-competitively to a competitive service position within the United States. The Office of Personnel Management has issued regulations to implement the Executive Order (5 CFR sections 301-303).

United States Embassies abroad, together with Defense Department facilities, are the largest employers of family members of Federal employees on temporary appointments. As a result of the Executive Order and implementing regulations, those temporary employees may now earn an opportunity to enter regular Civil Service career jobs upon return to the United States. The Department of State believes that the Executive Order, by enhancing career opportunities for families of members of the Foreign Service, who spend most of their careers abroad, contributes to its ability to retain these members in overseas assignments.

State is now exploring the possibility of increasing the number of Full Time Equivalent (FTE) hours available to overseas posts, so that family members now under contract could be appointed to temporary positions and earn qualification time under the Executive Order.

State's Family Liaison Office also conducts regional conferences of community liaison officers abroad. These officers provide counseling and information to families of Federal employees, and the conferences include such items as how to run career development workshops. In addition, to enhance local market employment opportunities for family members of Federal employees abroad, State negotiates bilateral agreements with other interested countries which permit family members on reciprocal basis to accept job offers which would otherwise be unavailable because of the immigration or official status of the family member. By the end of 1983, 11 such agreements had been concluded.

Women in the Career Foreign Service

There has been substantial forward movement during the past several years for professional women in the Department of State. From 1978-1983 approximately 30% of the new Foreign Service officer candidates hired were women. In 1982 this figure was 34.4%, and in 1983 it was 32.2%. As a result of this recruitment, the number of women in the Foreign Service officer corps has increased dramatically, rising from 5.1% in 1971 to 11.5% in 1979 and to 17.1% at the end of 1983. Currently, 28.4% of the junior officers are women.

Women are competing very successfully for promotion within the Service as evidenced by the fact that the number of women at the FS-2--or roughly the GS-14 level--has almost doubled during the past four years, rising from 8.5% to 16.2%.

State expects this higher percentage of women entrants and mid-level officers to make a significant impact upon the senior levels of the Foreign Service and correct the deficiencies of the past as the officers are promoted upwards by the independent competitive promotion boards.

State has had a lot of success with its mid-level affirmative action program to recruit women and minorities for the Foreign Service. With a goal of 100 hires, the mid-level program recruited 156 officer candidates through the end of 1983, 104 of whom entered between 1980-83. Thus far, over 90% of the individuals admitted through the mid-level program are still in the Service. State decided to phase out the program over a three-year period, beginning this year, because of (a) the great improvement in the number of minorities and women at the mid-level of the Foreign Service (b) a preference for using the junior officer programs as the principal vehicle for achieving affirmative action goals for the Foreign Service and (c) the fact that hiring and retention under the mid-level program has already been substantially in excess of State's

original goals. By the time this program is phased out in 1987, it will have been used to hire 192 women and minorities--almost twice the original goal. It also will have played a major role in the effort to create a Foreign Service more representative of American society--an objective adopted unambiguously since the early 1970s and embodied in the Foreign Service Act of 1980.

Building a more representative Service has required more than simply setting up employment opportunities. Promoting affirmative action programs, and interesting women and minorities in Foreign Service careers, have caused State to increase the number of personnel involved with minority and female recruitment. Recruitment efforts have included numerous visits to colleges and universities with large numbers of minority and women students; advertising in local newspapers and on radio stations to publicize visits by recruiters; and attempts to enlist the support of major organizations representing women and minorities, to promote interest among these groups in Foreign Service careers. The response to these efforts has been very encouraging. Interest in the Foreign Service officer written examination has gone up considerably in both target groups. Of those who took the December 1983 written examination, about 40% were women and 13% were minority. On this examination, the pass rate for females exceeded that of males.

DEPARTMENT OF TRANSPORTATION

Member: Mari Maseng
Assistant Secretary for
Public Affairs

Overview

A comprehensive program was established by the Secretary of Transportation to improve opportunities for women employees in DOT. It seeks to:

- o increase opportunities for women to enter professional and technical occupations;
- o prepare women in mid-level grades (GS-11-13) for more senior management positions;
- o provide opportunities for women in management positions (GS-13-15) to improve their skills and move into Senior Executive Service (SES) positions; and
- o provide training in career planning for employees at mid-level grades in positions with limited advancement opportunities.

While the concepts are not new, this is a comprehensive effort, emphasizing technical skill development, mid and senior level management and executive development opportunities. Commitment to

the effort is at the Department senior policy and management levels. Ten Secretarial Initiatives to carry out the program are described below.

Secretarial Initiatives

- o The Upward Mobility Program enables current employees in lower grades (the large majority of whom are women) to enter career fields with greater opportunities. DOT has allowed for up to 50 upward mobility slots to be located in both headquarters and the field. The Operating Administrations have currently dedicated over 100 positions for upward mobility.
- o Career Planning for Employees with Limited Advancement Opportunities makes available a training course in career planning and understanding of the Federal personnel system. The course was developed to address the special needs of individuals in jobs at the top of a clerical/secretarial/professional field with virtually no further advancement opportunity. Over 100 employees, most of whom are women, will have completed this three-day training course by the end of 1984.
- o The Graduate Cooperative Education Program provides graduate students who are enrolled in schools with cooperative (Co-op) education agreements with the opportunity to obtain relevant work experience. After completion of the program, students will become full-time employees without having to go through a competitive employment process. DOT has allowed for over 100 graduate cooperative appointments and 171 colleges and universities have been contacted.
- o DOT started special efforts to increase the number of women air traffic controllers. The Air Traffic Controller (ATC) occupation (including staff and supervisory positions) accounts for approximately 35% of DOT jobs. There are two means of entry: the Undergraduate Cooperative Education Program and the Pre-Development Program for Federal employees who pass the written air traffic controller exam. DOT is placing special emphasis on these programs to qualify women for ATC training and expects to bring over 350 people, many of whom will be women, into the air traffic occupation through these programs. In fact, 40 employees have entered the Pre-Development Program so far this year; 28 (70%) are women and 12 (30%) are minority women.
- o The Secretary's Seminar for Prospective Women Managers is a forty-hour residential training course for women in grades GS-11 to 13 (GS-14's may be considered) and their military equivalents. The seminar addresses basic management concepts with an emphasis on developing women as managers. By the end of FY 1984, 13 sessions in both headquarter and field locations will have been completed with approximately 390 graduates. Six seminars are scheduled for FY '85. A one day follow-up session for the graduates of the first five seminars was conducted February 9,

1984, and was attended by 107 from both headquarters and the field. A second follow-up session for remaining graduates is scheduled for October 4, 1984. An informal "brown bag" network has been established by seminar participants.

- o The Mobility Assignment Program matches employees' management development interests with Operating Administrations' needs on limited-duration projects. It provides for temporary lateral placements of employees in grades 11 thru 14. The program is voluntary and includes participation of graduates of management training programs, with emphasis on women. The Operating Administrations have identified over 150 assignments with additional opportunities forthcoming as needs develop. The program is announced for six weeks with emphasis on recruitment of women. Although women occupy only 8% of DOT permanent civilian positions at GS-11 thru 14, 54% of the 483 applications accepted for the program are from women, 30% of whom are minority women. More than 73% of the 483 candidates have already been referred to the Operating Administrations for one or more jobs; 85% of the women who applied have been referred.
- o There are special efforts to increase participation in the Non-DOT Management Development Program. The goal is to double the rate of participation by women in non-DOT Management Training. Brochures such as "External Training for Department of Transportation Managers and Executives" are made available. The Office of the Assistant Secretary for Administration is carefully screening allocations for participation to achieve this goal.
- o Through an increase in the Intergovernmental Mobility Assignment of Women, assignments to or from State and local governments and institutions of higher education are intended to facilitate Federal-State-local cooperation. Operating Administrations are urged to increase the use of the Intergovernmental Personnel Act (IPA) authority, with emphasis on women.
- o Participation in SES Candidate Development Program provides executive development opportunities for "upcoming" women executives. Participants are selected through a merit process. Twenty-eight candidates were selected for the program, 10 (36%) of whom are women (four minority women).
- o The Management Skills Seminar, a forty-hour training course in management concepts and skills for employees in grades GS/GM 13 thru 15, was revised to include more information concerning women in management, unique concerns of women employees, and similar issues of interest to both men and women. A goal to increase female participation to approximately 40% has been achieved.

Additional Efforts

- o The Operating Administrations have undertaken a variety of efforts in support of the overall program. Efforts include recruitment and selection of women for less "traditional"

occupations (railway safety inspectors, auditors, etc.); special training courses and seminars for secretaries, upward mobility candidates and other groups; and workgroups, libraries on women's issues, networks and voluntary mentoring have been initiated since the establishment of the Secretary's program. Although not an Initiative of the program, Operating Administrations have used the Undergraduate Cooperative Education Program and their own ceiling as another vehicle to bring more women into the work force.

- o The Affirmative Action Task Force of Transport Canada met with members of the Departmental Office of Personnel and Training and the Departmental Office of Civil Rights to discuss special employment programs. They were provided with information concerning the Initiatives and were invited to have some of their employees participate in the Secretary's Seminar for Prospective Women Managers.
- o A number of State agencies and other Federal departments have requested information concerning the Secretary's program in consideration of establishing or enhancing similar efforts.

DEPARTMENT OF THE TREASURY

Member: Donna Pope
Director, United States
Mint

Provisions of Importance to Women in 1981 Tax Reforms

Many provisions of the Economic Recovery Tax Act of 1981 (ERTA) are significant to women because of women's employment patterns, traditional family responsibilities, and the fact that women tend to live longer than men. While the act itself does not favor women or men, there are selected provisions that have significant impact on women.

The term "marriage penalty" has been used to describe the fact that a married couple with 2 incomes pays higher taxes on a joint return than they would if each were single. The closer the earnings of the spouses, the greater the "penalty." ERTA provides substantial relief by now allowing 10% of the first \$30,000 earned by the lower-paid spouse, up to a maximum of \$3,000, to be deducted from gross income.

ERTA reduced the personal income tax rates by 25% from the 1981 rates and dropped the maximum marginal tax rate which affects adjusted gross income over \$60,000, for people filing joint returns, from 70% to a maximum of 50%. These provisions benefit women business owners and professional women.

ERTA made changes in the child and dependent care credit so that more may be claimed for the care of dependents of working taxpayers.

The expense limits were raised as well as the rate for computing the credit. As a result of these changes, the credit for a person with income up to \$10,000 and one dependent increased from \$400 to \$720; the credit for a person with income over \$28,000 and one dependent went from \$400 to \$480. In addition, the cost of employer-provided child care is now a tax-free fringe benefit to employees.

ERTA virtually eliminated the so called "widow's tax." The law now permits unlimited property transfers between spouses and raised the tax exemption on inherited property from \$175,625 in 1981 to \$600,000 by 1987. These provisions are important to women, in particular, because their life expectancy is greater than men's while often the woman is economically dependent on her husband.

Proposed Tax Reforms Affecting Women

There are several new Administration proposals that affect women and are included in the FY '85 budget. A proposed change to the Individual Retirement Account (IRA) rule would raise the spousal IRA contribution from \$250 to \$2,000. The law currently provides a \$250 cap on yearly contributions to an IRA arrangement for a spouse who does not work outside the home. On the other hand, the contribution cap for a spouse who works outside the home is \$2,000. The main beneficiaries of the proposed change would be women not employed outside the home and those with part-time earnings of less than \$2,000. This proposal, however, has not been enacted by the Congress.

Another proposal that was included in the Deficit Reduction Act of 1984 would expand IRA deduction rules so that alimony would be treated as compensation of the recipient. This provision will benefit primarily women.

The Administration has also proposed to raise the maximum child and dependent care credit rate from 30% to 40% for an individual with an adjusted gross income of less than \$11,000. The percentage would decrease as income increases, so that the rate of credit would be zero for individuals with an adjusted gross income of \$60,000 or more.

Gender-Based Mortality Tables

The Internal Revenue Service (IRS) issued final regulations on May 11, 1984 on the use of unisex mortality tables in valuing various property interests for income, estate, and gift tax purposes. The new unisex tables eliminate the distinction in certain existing tables between male and female life expectancies.

The actuarial tables the IRS used to calculate life expectancy were sex-based; in other words, the value of the interest differed depending on the sex of the person involved. For example, if a man and a woman of the same age were given life estates in income from identical trusts, her estate was determined to be more valuable, and more gift tax may be owed, because she is expected to live longer

and, thus, receive a larger cumulative payment from the trust. Under the new rules, the sex of the person benefiting from the trust is irrelevant for calculating taxes owed. The new tables yield expectancies only by age, with similarly situated men and women being presumed to live as long as their counterparts of the other sex.

Legal Policy Recommendations

In its report to the Attorney General on legal equity for women, Treasury recommended specific changes in several passages in law and regulation. These include:

- o Repeal of 19 U.S.C. 1582 (Customs) providing that "the Secretary...may employ female inspectors for the examination and search of other females." Customs regulations and handbooks currently provide that inspectors shall examine and search only members of their own sex. This language will be changed through the next bill recommending technical amendments.
- o Change 18 U.S.C. 3056 (Secret Service) to correct a textual defect ("Secretary of the Treasury...he"). H.R. 5189 was introduced on March 20, 1984 to correct this textual defect.
- o Change 31 C.F.R. Chapter 5, which ignores the second person's, i.e. the wife's, expenses as an equal person.
- o Amend 50 U.S.C. App. 9--application to women married to non-citizens.
- o Amend 41 C.F.R. 10-12 808a to include "sex". This provision states that "All financial agents agree as part of their obligations as an equal opportunity employer not to maintain or provide for employees any facilities which are segregated on the basis of race, color, religion, or national origin, at the main office or any branch office."

UNITED STATES INFORMATION AGENCY

Member: Woodward Kingman
Associate Director for
Management

Overview

The Director of the United States Information Agency (USIA) issued a statement on January 6, 1984 reaffirming its fundamental policy that fair opportunities must exist for all employees and job applicants who seek professional advancement. To implement this policy, an affirmative action plan for FY '84 was issued. This plan incorporates recruitment objectives to improve the status of women and minorities for 11 leading occupational areas in the USIA's employment structure.

Women in the Career Foreign Service

By far, the most significant career area in the USIA is the Foreign Service. The Foreign Service officer represents America to the varied audiences overseas and is on the forefront of public diplomacy efforts. This past year, USIA has achieved almost an equal split in the distribution of men and women among the 45 new entrants to the Foreign Service. This represents a significant increase when compared to the existing 20% representation of women in the Foreign Service.

To enhance career opportunities for women in the Foreign Service, the personnel assignment process gives full recognition to tandem assignments--the opportunity for husbands and wives pursuing individual careers in the Foreign Service to be assigned to the same post.

Women in the Domestic Work Force

On the domestic scene, USIA has strongly and quickly endorsed the Women's Executive Leadership Program spearheaded by the Office of Personnel Management. Thirty-three applicants were screened and the names of five nominees have been forwarded for consideration by OPM for this Federal program. Concurrently, USIA is working to establish its own training program to parallel the OPM course to achieve similar objectives.

VETERANS ADMINISTRATION

Member: Dr. Nora Kinzer
Special Assistant to
the Administrator

Overview

The issue of women veterans has been of paramount importance to the Veterans Administration (VA) under the leadership of its Administrator, Harry N. Walters. The VA is especially proud of the efforts of the Advisory Committee on Women Veterans and all the staff offices of the VA. Their efforts have resulted in wide-ranging accomplishments for women veterans. These are described below.

Gender-Based Review Project

Through the Office of General Counsel, the VA submitted three reports to the Department of Justice which set forth the VA's efforts to achieve sex equity in VA laws, regulations and policies. As a result of this analysis, the VA transmitted to the House Veterans' Affairs Committee a draft bill to eliminate gender-specific language from Title 38 (Veterans' Benefits) of the United States Code. The VA also adopted an internal rule (MP-1, Part II

Chapter 14) requiring staff offices and departments to eliminate or correct gender-specific terminology, and it participated in the Manhart Working Group formed by the Cabinet Council on Legal Policy to review the use of sex differentiated mortality tables in VA insurance programs as well as other programs.

Elimination of Barriers to Procurement

In conjunction with the Small Business Administration, the VA established dollar goals for procurement from women-owned business concerns. In addition, VA Circular 00-79-56, dated November 13, 1979, implemented Executive Order 12138 to foster Government procurement from women-owned business concerns. Contracting with women-owned businesses is reported and monitored by the Federal Procurement Data System.

Advisory Committee on Women Veterans

Public Law 98-160, enacted on November 21, 1983, amended Title 38 (Veterans' Benefits) to establish the VA Advisory Committee on Women Veterans. Eighteen members of the committee were chosen from an applicant pool of over 400. Members represent veterans service organizations, disabled veterans of WWII, Korea and Vietnam. Of the six veterans who served during the Vietnam era, five are women who served in Vietnam. The Chair of the Committee is a woman.

One significant result of the Advisory Committee was the initiation of a Women Counselors' Program. The Committee recommended that a high ranking woman employee of each VA medical center be appointed to act as a counselor or ombudsperson regarding issues affecting women veterans. The State of Florida took the lead by appointing women counselors in every medical center and clinic in the State. Reports indicate that the Women Counselors' Program is working well. More importantly, this "grass roots" movement has spread to other states.

Health Care for Female Veterans

Official VA circulars and letters were sent to all Department of Medicine and Surgery facilities to assure that female veterans have equal access to VA health care benefits and all activities involved to provide complete physical examinations, needed gynecologic care, and that the special health care needs of the women veteran are included in all future VA planning efforts.

Outreach to Women Veterans

The VA has undertaken a wide ranging effort to inform women veterans of their benefits and to emphasize the agency's concern for women veterans. Administrator Walters and other senior VA officials, as well as all members of the VA Advisory committee on Women Veterans, have continually emphasized the importance of women veterans in speeches, public appearances, media appearances, articles and directives within the VA. Interviews dealing with women veterans have appeared in the Washington Post and the Los Angeles Time as well as

in television appearances on Woman to Woman, Panorama and local television stations throughout the country. Within the VA, articles have regularly appeared in the VA Vanguard emphasizing the contribution of women veterans and women employees.

Recognition of Women Prisoners of War

The VA is proud of its special efforts to recognize the women prisoners of war from World War II in Bataan and Corregidor. The VA contacted all 81 women medical service personnel who survived prison camp in the Phillipines from May 1942 to February 1945. Thirty-one women came to Washington through donations given by service organizations. The Department of Defense honored these women as special guests for POW/MIA Day, April 8, 1983. Special ceremonies were held in honor of these forgotten heroines. Receptions were held by Chiefs of Nursing Services of the Veterans Administration, Public Health Service, Army, Navy and Air Force. A special luncheon with a speech by Commander of the Joint Chiefs, John Vessey, was held at the Pentagon. The capstone ceremony was a reception at the White House where President Reagan spoke to the group.

The press and television coverage of the visit of the Angels of Bataan focused on this group's heroism. Most importantly, this publicity served to emphasize the contribution of all women to the armed services.

Statistics on Women Veterans

Until the 1980 Census, there were no accurate data regarding women veterans. The Female Veteran Population, November 1983, is a new VA report which updates information on women veterans and is based on 1980 census figures.

Two other VA reports on women veterans have also been published, both of which were prepared prior to the release of 1980 Census data. Both of these are now being updated to reflect the most recent statistics available. These are: Women Veterans Use of Educational Benefits Under the GI Bill, September 1981, and Women Veterans: Usage of VA Hospitalization, August 1982.

In addition, the VA is conducting a survey of women veterans through a contractual arrangement with Louis Harris and Associates, Inc. The survey will obtain data regarding women veterans and their attitudes towards the VA and use, or non-use, of veterans benefits. The contract, awarded on February 17, 1984, is for \$789,449 and has a sample size of 3,000 women veterans.