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THE WHITE HOUSE
WASHINGTON

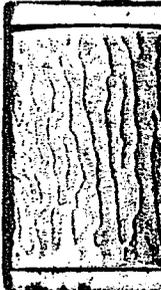
September 4, 1978

Stu Eizenstat

The attached was returned in the President's outbox today and is forwarded to you for your information. I have forwarded copies of the attached to the First Lady and Anne Wexler.

Rick Hutcheson

cc: The First Lady
Anne Wexler
Jody Powell
Jerry Rafshoon



THE WHITE HOUSE
WASHINGTON

September 2, 1978

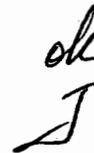
Mr. President:

All of this was prepared before Sara Weddington has had an opportunity to review this material. She is out of town during the Labor Day weekend. I have talked with her by telephone about it. I recommend, and she concurs, that in as much as you will be at Camp David for perhaps a week or more, you could tentatively approve the message subject to any substantive comments which Sara may have. I feel it only fair to give her this opportunity on something so directly involving her future operation.

In this way, we would be in a position to release this while you are at Camp David, assuming Sara and I could work out any changes which she suggests, without needing to bother you again.



Stu Eizenstat



THE WHITE HOUSE
WASHINGTON

September 1, 1978

MEMORANDUM FOR THE PRESIDENT

FROM: STU EIZENSTAT *Stu*

SUBJECT: The First 18 Months: A Status
Report on the Carter Administration
Action on IWY Resolutions

*Good - let
Rosalynn & Anne
look it over
also
J*

When you accepted the final report from the National Commission on the Observance of International Women's Year, you directed that a report be prepared describing what your Administration has done in the areas identified in the National Plan of Action of the IWY Commission.

The attached report responds to that directive. It has been developed in cooperation with all federal agencies and with extensive internal and external review, including the office of the Vice President, Midge Costanza, and OMB.

Highlights of the Report

The report, which is organized by the 26 issue areas in the IWY Report, describes over 75 legislative and executive actions which this Administration has taken in the first 18 months.

The Message to Congress accompanying the report includes recommendations to pass the following legislation:

- H.J. Res. 638 and S.J. Res. 134 Extension of The
Deadline for Ratification of the Equal Rights
Amendments
- H.R. 11086 and S. 2570 Comprehensive Employment and
Training Act
- H.R. 50 and S. 50 Full Employment and Balanced Growth
Act of 1978 (Humphrey-Hawkins Bill)
- H.R. 6075 and S. 995 Pregnancy Disability Act
- H.R. 11280 and S. 2640 Civil Service Reform Act

- H.R. 9030 (H.R. 19050) and S. 2084 Better Jobs and Income Act (Welfare Reform)

Action

DPS and OMB recommend that you approve the attached draft Message. (Tab 1).

You do not need to read the Report (Tab 2).

Press Coverage

The White House Press Office will give a brief announcement and issue the full Message. The announcement will stress the dedication of the Administration to women's issues, the progress made in 18 months, and an appreciation of the contribution of women in the Administration, especially Midge Costanza, in preparation of this report.

TO THE CONGRESS OF THE UNITED STATES

I transmit herewith The First 18 Months: A Status Report of the Carter Administration Action on International Women's Year Resolutions, pursuant to P.L. 94-167, an Act to direct the National Commission on the Observance of International Women's Year 1975, to organize and convene a National Women's Conference and for other purposes.

The White House

TO THE CONGRESS OF THE UNITED STATES:

The National Women's Conference held in Houston, Texas, in November, 1977, was a turning point in American women's long struggle for equality. By mandating International Women's Year, Congress set in motion a historic series of fifty-two regional meetings that brought together women of all races, incomes, ethnic backgrounds, and religious beliefs to consider the major issues confronting women. Women from farms and cities, from homes and offices, young and old found themselves with a common goal: equal rights and fair treatment.

The culmination of International Women's Year activities, the Houston Conference, was a historic national meeting of women. In Houston, delegates elected at the regional meetings developed the National Plan of Action--a national agenda to achieve women's full rights and equality.

The Plan, calling for decisive public and private action, strikes at the core of women's concerns: The Equal Rights Amendment, education and training, employment, pregnancy disability benefits, Civil Service reform (particularly modification of veterans' preference), and welfare reform. The Plan articulates the commitment of American women to eliminate inequities. It flows from a vision of an America unafraid to offer all women access to what they rightfully claim as citizens. The twenty-six resolutions in the Plan address a wide range of important problems of equity, which neither public nor private efforts have yet solved.

The keystone of women's equity is the Equal Rights Amendment. By passing this amendment, the Congress recognized the need to provide Constitutional guarantees against discrimination on the basis of sex. More than any other single act, passage of the Equal Rights Amendment will remove barriers to the full participation of women in American life. The deadline for ratification should be extended, and the Equal Rights Amendment should become part of the Constitution.

Because I feel very strongly about women's equality, I sent a Memorandum last month to the heads of all departments and

agencies. In that Memorandum, I directed the head of each department and agency (1) to emphasize the Administration's commitment to the Equal Rights Amendment; (2) to review the Federal Women's Program in their agency or department to determine how it can be strengthened; (3) to designate a policy-level representative from their agency or department to serve on the Interdepartmental Task Force on Women; and (4) to provide adequate staff for that representative.

However, we must not stop here. We must make every effort to help women assume their rightful place in every part of American life. This is in the national interest, for we cannot meet the important challenges of the coming decades without women's full participation.

As President, I have acted upon my firm commitment to equity for women in my appointments, programs, and policies. I believe that the Federal Government should serve as a model of nondiscrimination, and I shall continue to take steps toward that goal. In my administration, women are serving in the Cabinet and at all levels of government. Still, much more remains to be done. That is why I have set in motion the National Advisory Committee for Women, the Interdepartmental Task Force on Women, other key task forces, and departmental studies to recommend additional action.

My Administration is dedicated to eliminating every form of discrimination against women. Many crucial issues demand our attention:

- Passage of the Equal Rights Amendment and the Resolution for Extending the Deadline for Ratification;
- Passage of pending legislation which improves the status of women as recommended in this report;
- Enforcement of all civil rights laws, particularly Title IX of the Education Amendments of 1972, which prohibits sex discrimination in Federally-financed education programs; and
- Development of improved statistical information to permit adequate evaluation of the impact of Federal programs and practices on women.

The Status Report

International Women's Year helped raise the expectations and consciousness of American women, who now look to government, private industry, and the community for bold and energetic responses. In accepting the final report of the National Commission for International Women's Year, I reaffirmed my commitment to equality for women and my determination to help keep the spirit of Houston alive. At that time, I directed that a status report be prepared on the Administration's initial steps to implement the National Plan of Action. Today, I am pleased to present that report with my recommendations to the Congress.

To assess our progress toward the goals described in the National Plan of Action, each department and agency was asked to report all current legislative and executive actions reflecting the aims and spirit of Houston. More than three hundred women, both from inside and outside the Federal Government, and representing a wide range of interests, reviewed the agency surveys. Many of their suggestions were incorporated into the final report, and I am grateful for their help.

A set of detailed recommendations for implementation of the National Plan of Action was developed as part of this work. I shall transmit these recommendations to the National Advisory Committee for Women for review and advice.

Part I of the report sets forth those portions of the Plan's twenty-six resolutions calling for Federal action, and indicates the major Administration initiatives to date, both legislative and executive, in those areas. Part II of the report describes other legislative measures which represent efforts to approach these issues in different ways.

Report Highlights

The report summarizes more than seventy-five important initiatives taken during the first eighteen months of this Administration to provide greater equity for women. These include new laws and programs, increased funding, and improved administration in areas addressed by the National Plan of Action. Let me highlight

some of our major steps:

- I have appointed 165 women to key policy positions within the White House and the executive branch. More than 21 percent of my appointments have been women, an all-time high for any Administration. In response to my instructions, cabinet members and agency heads also sought out and appointed women to important positions. They shall continue to do so.

- My Administration has acted:

- (1) to improve Federal employment opportunities for women;

- (2) to respond more effectively to the problems women business owners face in obtaining Federal grants and contracts;

- (3) to enforce existing civil rights laws (i.e., The Equal Credit Opportunity Act of 1974, The Fair Housing Act, Title IX of the Education Amendments of 1972, and The Civil Rights Act of 1964);

- (4) to improve the collection and dissemination of data on the status of women; and

- (5) to increase funding and visibility of programs serving women's needs.

- The Reorganization Plan #1 of 1978, a major reorganization effort of my Administration, strengthens and consolidates within the Equal Employment Opportunity Commission Federal enforcement of laws and executive orders against job discrimination based on sex and race.

- I have signed and am fully implementing several important new laws--Protection of Children Against Sexual Exploitation Act of 1977, The Child Abuse Prevention and Treatment and Adoption Reform Act of 1978, the Social Security Amendments of 1977, and The Age Discrimination in Employment Act Amendments of 1978.

My Administration has initiated and supported legislation aimed at meeting the needs of women in many areas identified in the National Plan of Action. I urge Congress to act upon this legislation quickly.

Some of the resolutions in the National Plan of Action require structural as well as policy changes. My Administration has

developed new operations to improve the Federal Government's response to women's needs:

- The National Advisory Committee for Women and the Interdepartmental Task Force on Women were created by Executive Order in March, 1978, to advise me of additional action necessary to implement the Plan of Action.

- The Department of Justice Task Force on Sex Discrimination is working with each agency to survey and eliminate sex discrimination from programs and procedures throughout the Federal Government. The Task Force will recommend needed changes in existing laws.

- The Interdepartmental Task Force on Women Business Owners, coordinated by the Department of Commerce, has identified barriers to business ownership for women. On July 10, 1978, I asked my Cabinet to review the Task Force recommendations.

- The Department of Commerce Office of Federal Statistical Policy and Standards was established to coordinate data collection and to set guidelines and definitions for demographic variables.

During my Administration, other Federal programs designed to meet the needs of women have been expanded:

- The Women's Bureau in the Department of Labor, which focuses on the needs of women in the labor force, was upgraded, giving the Bureau Chief direct access to the Secretary of Labor. The Women's Bureau houses the National Advisory Committee for Women, operates significant programs designed to serve women, and publishes information on employed women.

- The Federal Women's Program which is in the Office of the Chairman of the Civil Service Commission, aids Federally-employed women. In conjunction with the Federal Women's Task Force on the U.N. Decade for Women, the Federal Women's Program is playing a more active and visible role in shaping Federal employment policy.

- The National Advisory Council on Women's Educational Programs is a Presidentially-appointed council which makes recommendations

to Federal officials on equity for women and girls in education. During my Administration, the Council has been given an expanded mandate to help implement laws prohibiting sex discrimination in Federally-assisted education programs.

These are only a few high points of the report which surveys our progress over the past eighteen months. My Administration has been able to achieve this record in large part because of the unstinting efforts of the many dedicated women within the Government.

Recommendations to the Congress

For 131 years after the ratification of the U.S. Constitution, American women could not vote. Since women's suffrage in 1920, there has been considerable progress in legislative and executive action to provide equity for women. That progress has accelerated in my Administration. From 1923 to 1972, the Equal Rights Amendment languished in Congress. In 1972, Congress took a bold and affirmative step to guarantee rights for women. It only remains for three more states to join the majority of our nation in passing this historic amendment. ERA must be passed not only for ourselves, but to free our sons and daughters to participate fully in our nation's future.

Our nation benefits when women, as well as men, are freed from stereotypes and given a broader range of choices. Our nation benefits when all women may enter the mainstream of American life, and their talents and abilities are valued and rewarded. Our nation benefits when the freedom of all Americans is enhanced by greater freedom for American women. We can increase this freedom.

I ask you now to join with me in guaranteeing full equity for women in the United States, and to pass in an acceptable form without delay:

- H.J. Res. 638 and S.J. Res. 134 Extension of the Deadline for Ratification of the Equal Rights Amendments.

- H.R. 11086 (H.R. 12452) and S. 2570 Comprehensive Employment and Training Act.

- H.R. 50 and S. 50 Full Employment and Balanced Growth Act of 1978 (Humphrey-Hawkins Bill).

- H.R. 6075 and S. 995 Pregnancy Disability Act.

- H.R. 11280 and S. 2640 Civil Service Reform Act.

- H.R. 9030 (H.R. 19050) and S. 2084 Better Jobs and Income Act (Welfare Reform).

These bills, which are pending before Congress, will greatly enhance the civil rights, employment and economic opportunities of women. The Bill to Extend the Time Period for Ratification of the Equal Rights Amendment recently passed the House by an overwhelming majority. I congratulate the House and call upon the Senate to take similar action. The Equal Rights Amendment is needed as a constitutional protection against discrimination on the basis of sex. The Comprehensive Employment and Training Act (CETA) and the Better Jobs and Income Act (Welfare Reform), will, among other things, enable employment training and support services for displaced homemakers and low income women. In addition, CETA will protect against sex role stereotyping in federal training programs and sex discrimination in placement on federally subsidized jobs. The Civil Service Reform Act and the Humphrey-Hawkins Bill will improve employment opportunities for the most recent entrants to the labor market--women and youth. And, the Pregnancy Disability Act, which is now in conference, will protect the health benefits of pregnant workers by making it unlawful for employers to discriminate on the basis of sex.

Through enactment of these bills in the appropriate form, we act to insure that future generations of Americans--male and female--will have choices and opportunities not fully realized today.

THE WHITE HOUSE

THE FIRST 18 MONTHS:

A STATUS REPORT OF THE CARTER ADMINISTRATION
ACTION ON INTERNATIONAL WOMEN'S YEAR RESOLUTIONS

1978

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PREFACE

Sec. 7. The Commission shall submit a report to the President and to each House of Representatives not later than one hundred and twenty days after the conclusion of the Conference, and shall make such report available to the general public. Such report shall contain a detailed statement of the findings and recommendations of the Conference with respect to the matters described in subsection (b) of section 3. The President shall, not later than one hundred and twenty days after the receipt of the report, submit to each House of the Congress recommendations with respect to matters considered in such report.

(From P.L. 94-167. An Act to direct the National Commission on the observance of International Women's Year 1975, to organize and convene a National Women's Conference and for other purposes.)

TO THE CONGRESS OF THE UNITED STATES:

The National Women's Conference held in Houston, Texas, in November, 1977, was a turning point in American women's long struggle for equality. By mandating International Women's Year, Congress set in motion an historic series of fifty-two regional meetings that brought together women of all races, incomes, ethnic backgrounds, and religious beliefs to consider the major issues confronting women. Women from farms and cities, from homes and offices, young and old found themselves with a common goal: equal rights and fair treatment.

The culmination of International Women's Year activities, the Houston Conference was an historic national meeting of women. In Houston, delegates elected at the regional meetings developed the National Plan of Action--a national agenda to achieve women's full rights and equality.

The Plan, calling for decisive public and private action, strikes at the core of women's concerns: The Equal Rights Amendment, education and training, employment, pregnancy disability benefits, Civil Service reform (particularly modification of veterans' preference), and welfare reform. The Plan articulates the commitment of American women to eliminate inequities. It flows from a vision of an America unafraid to offer all

women access to what they rightfully claim as citizens. The twenty-six resolutions in the Plan address a wide range of important problems of equity, which neither public nor private efforts have yet solved.

The keystone of women's equity is the Equal Rights Amendment. By passing this amendment, the Congress recognized the need to provide Constitutional guarantees against discrimination on the basis of sex. More than any other single act, passage of the Equal Rights Amendment will remove barriers to the full participation of women in American life. The deadline for ratification should be extended, and the Equal Rights Amendment should become part of the Constitution.

Because I feel very strongly about women's equality, I sent a Memorandum last month to the heads of all departments and agencies. In that Memorandum, I directed the head of each department and agency (1) to emphasize the Administration's commitment to the Equal Rights Amendment; (2) to review the Federal Women's Program in their agency or department to determine how it can be strengthened; (3) to designate a policy-level representative from their agency or department to serve on the Interdepartmental Task Force on Women; and (4) to provide adequate staff for that representative.

However, we must not stop here. We must make every effort to help women assume their rightful place in every part of American life. This is in the national interest, for we cannot meet the important challenges of the coming decades without women's full participation.

As President, I have acted upon my firm commitment to equity for women in my appointments, programs, and policies. I believe that the Federal Government should serve as a model of nondiscrimination, and I shall continue to take steps toward that goal. In my administration, women are serving in the Cabinet and at all levels of government. Still, much more remains to be done. That is why I have set in motion the National Advisory Committee for Women, the Interdepartmental Task Force on Women, other key task forces, and departmental studies to recommend additional action.

My Administration is dedicated to eliminating every form of discrimination against women. Many crucial issues demand our attention:

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- Passage of pending legislation which improves the status of women as recommended in this report;
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- My Administration has acted:

- (1) to improve Federal employment opportunities for women;
- (2) to respond more effectively to the problems women business owners face in obtaining Federal grants and contracts;

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Title IX of the Education Amendments of 1972, and The Civil Rights Act of 1964);

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giving the Bureau Chief direct access to the Secretary of Labor. The Women's Bureau houses the National Advisory Committee for Women, operates significant programs designed to serve women, and publishes information on employed women.

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- The National Advisory Council on Women's Educational Programs is a Presidentially-appointed council which makes recommendations to Federal officials on equity for women and girls in education. During my Administration, the Council has been given an expanded mandate to help implement laws prohibiting sex discrimination in Federally-assisted education programs.

These are only a few high points of the report which surveys our progress over the past eighteen months. My Administration has been able to achieve this record in large part because of the unstinting efforts of the many dedicated women within the Government.

Recommendations to the Congress

For 131 years after the ratification of the U.S. Constitution, American women could not vote. Since women's suffrage in 1920, there has been considerable progress in legislative and executive action to provide equity for women. That progress has accelerated in my Administration. From 1923 to 1972, the Equal Rights Amendment languished in Congress. In 1972, Congress took a bold and affirmative step to guarantee equal rights for women. It only remains for three more states to join the majority of our nation in passing this historic amendment. ERA must be passed not only for ourselves, but to free our sons and daughters to participate fully in our nation's future.

Our nation benefits when women, as well as men, are freed from stereotypes and given a broader range of choices. Our nation benefits when all women may enter the mainstream of American life, and their talents and abilities are valued and rewarded. Our nation benefits when the freedom of all Americans is enhanced by greater freedom for American women. We can increase this freedom.

I ask you now to join with me in guaranteeing full equity for women in the United States, and to pass in an acceptable form without delay:

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- H.R. 11086 (H.R. 12452) and S. 2570 Comprehensive Employment and Training Act.
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These bills, which are pending before Congress, will greatly enhance the civil rights, employment and economic opportunities of women. The Bill to Extend the Time Period for Ratification of the Equal Rights Amendment recently passed the House by an overwhelming majority. I congratulate the House and call upon the Senate to take similar action. The Equal Rights Amendment is needed as a constitutional protection against discrimination on the basis of sex. The Comprehensive Employment and Training Act (CETA) and the Better Jobs and Income Act (Welfare Reform), will, among other things, enable employment training and support services for displaced homemakers and low income women. In addition,

CETA will protect against sex role stereotyping in federal training programs and sex discrimination in placement on federally subsidized jobs. The Civil Service Reform Act and the Humphrey-Hawkins Bill will improve employment opportunities for the most recent entrants to the labor market--women and youth. And, the Pregnancy Disability Act, which is now in conference, will protect the health benefits of pregnant workers by making it unlawful for employers to discriminate on the basis of sex.

Through enactment of these bills in the appropriate form, we act to insure that future generations of Americans--male and female--will have choices and opportunities not fully realized today.

THE WHITE HOUSE

PART I: STATUS REPORT

ARTS AND HUMANITIES

IWY RESOLUTION

The President should take steps to require that women:

- Are assured equal opportunities for appointment to managerial and upper level posts in Federally-funded cultural institutions, such as libraries, museums, universities and public radio and TV.
- Are more equitably represented on grant-awarding boards, commissions and panels.
- Benefit more fairly from government grants, whether as individual grant applicants or as members of cultural institutions receiving Federal or State funding.

ADMINISTRATION ACTION TO DATE

Legislative Action:

In May 1978, President Carter signed P.L. 95-272 authorizing White House Conferences on the arts and on the humanities. The conferences are designed to provide an opportunity to discuss on a national level issues and problems in the arts and humanities and a forum for developing recommendations for policy at the Federal and State levels. The legislation authorizes the President to appoint a 15-person Planning Council to provide planning and guidance for the conferences.

Executive Action:

- The President has appointed one woman to the twenty-six member National Council on the Arts, bringing the total number of women members to four.
- The President has appointed a woman to be the first director of the newly-created Institute for Museum Services in the Department of Health, Education, and Welfare.

- ° The Administration has given the first substantive official recognition to the problems that women face in the arts. Mrs. Joan Mondale, Honorary Chairperson of the Federal Council for Arts and Humanities, has acknowledged publicly her support for women in the arts.
- ° President and Mrs. Carter hosted a White House jazz concert to honor the historic Newport Jazz Festival. It was the first occasion on which a White House concert was performed in tribute to the cultural contributions of jazz artists, including women.
- ° Under the President's Reorganization Plan #1 of 1978, to reorganize equal employment opportunity functions, the Equal Employment Opportunity Commission will have authority to develop equal employment and affirmative action policies for all Federal agencies. Cultural institutions receiving Federal grants would be obliged to meet a uniform set of standards to insure that women are included in managerial and upper level posts.
- ° The National Endowment for the Arts has taken the following action:
 - Appointed 79 women among the 326 consultants on the arts advisory panels.
 - Entered into an agreement with the Task Force on Sex Discrimination to review all Federal Government art materials to insure removal of sex stereotypes.
 - Analyzed the most recent national statistics on women in the arts in a 1978 report, Minorities and Women in the Arts: 1970. The report describes the occupational distribution and earnings of minority and women artists.
- ° In October, 1977, Midge Costanza, Assistant to the President, issued an affirmative action letter to Federal agencies in support of women in the arts.

BATTERED WOMEN

IWY RESOLUTION

The President and Congress should declare the elimination of violence in the home to be a national goal. To help achieve this, Congress should establish a national clearinghouse for information and technical and financial assistance to locally controlled public and private nonprofit organizations providing emergency shelter and other support services for battered women and their children. The clearinghouse should also conduct a continuing mass media campaign to educate the public about the problem of violence and the available remedies and resources.

ADMINISTRATION ACTION TO DATE

Legislative Action:

- o HEW has proposed an amendment to Title XX of the Social Security Act to provide some Federal reimbursement to states for providing temporary shelters for battered women.
- o The Administration is also using current programs to meet the needs of battered women.

Executive Action:

- o HEW has funded a Denver Battered Women's organization to review the literature, survey existing shelters and services, and hold conferences. The group will publish a report on methods for funding and operating shelters.

- HUD has taken the following action in the housing area for battered women:
 - The Women's Policy and Program Division is developing demonstration projects for battered women's shelters. They are providing HUD-owned properties to house 24-hour-a-day shelters, where food, clothing, job counseling, medical and social service resources will be made available by other agencies.
 - Amended the Community Development Block grant regulations to make battered women's shelter programs eligible for funding. A memorandum announcing the first states of this effort was sent to women's organizations on July 3, 1978.

In the social service area, other agency actions include the following:

- ACTION will select by September, 1978, pilot centers serving battered women in each of the ten Federal regions. Regional conferences will bring together from all the states women who work in these centers with social workers from service agencies and volunteers in related areas of work. "How to" manuals will be developed on major topics affecting battered women, including hospital service, police action, shelter policies, and community support. Volunteers are currently assisting community efforts to organize shelters, train and place community volunteers, provide self-improvement opportunities to low-income families, and provide information and referral services to victims. ACTION volunteers are serving in at least 115 projects which address domestic violence.
- The Law Enforcement Assistance Administration (LEAA) has spent \$1 million on demonstration projects that attempt to reverse the generational cycle of domestic violence.
- The Community Services Administration (CSA) has established a pilot Family Crisis Center which will assist low-income battered women and children.

- The Women's Bureau in the Department of Labor has prepared a Resource Kit on Battered Women. The Resource Kit includes general information about sources of Federal funding for battered women's programs, particularly monies available through local CETA prime sponsors.
- CETA prime sponsors have funded 109 different programs to assist battered women and their children, including establishment of centers for advocacy counseling, short-term intensive casework, special group programs (i.e., assertiveness training, decision-making workshops) legal services, child care and a shelter for women and children who are in high risk situations because of domestic violence.
- A consultation on Family Violence was held by the U.S. Civil Rights Commission on January 30-31, 1978. Findings and recommendations will be made available to Federal agencies developing programs on family violence.

At the request of the Secretary's Advisory Committee on the Rights and Responsibilities of Women (SACRRW), HEW has undertaken an analysis of the domestic violence issue which will include identification of existing HEW resources available for domestic violence services.

BUSINESS

IWY RESOLUTION

The President should issue an Executive Order establishing as national policy:

- ° The full integration of women entrepreneurs in government-wide business-related and procurement activities, including a directive to all government agencies to assess the impact of these activities on women business owners.
- ° The development of outreach and action programs to bring about the full integration of women entrepreneurs into business-related government activities and procurement.
- ° The development of evaluation and monitoring programs to assess progress periodically and to develop new programs.

The President should amend Executive Order 11625 of October 13, 1971 to add women to its coverage and to programs administered by the Office of Minority Business Enterprise.

The President should direct the Small Business Administration (SBA) to add women to the definition of socially or economically disadvantaged groups as published in the Code of Federal Regulations and take all steps necessary to include women in all the services and activities of the SBA. These steps should include community education projects to encourage women to participate in SBA programs, particularly minority women, including Blacks, Hispanic Americans, Asian Americans and Native Americans.

The President should direct all contracting agencies to increase the percentage of the annual dollar amount of procurement contracts awarded to women-owned businesses and to maintain records by sex and race or ethnicity for monitoring and evaluation.

The President should direct the General Services Administration to amend, so as to include women, the Federal Procurement Regulations requiring that all firms holding government contracts exceeding \$5,000 insure that "minority business enterprises have the maximum practicable opportunity to participate in the performance of Government contracts."

The President should direct the Department of Labor, Office of Federal Contract Compliance Programs, to assure that compliance officers monitor the awards of subcontracts in order to assure that women-owned businesses are equitably treated.

ADMINISTRATION ACTION TO DATE

Executive Action:

- The President has created an Interagency Task Force on Women Business Owners, chaired originally by Deputy Under Secretary of Commerce Anne Wexler. The Task Force, charged with finding ways to support and expand female business ownership, has identified barriers facing women business owners, collected and analyzed data, and prepared recommendations for the President on expanding business ownership opportunities for women. The Task Force presented its report to the President on June 28, 1978. The President has presented the report to the Cabinet for study and implementation. The President's Cabinet Secretary has assumed responsibility for follow-up.
- The Small Business Administration, in addition to its internal campaign to highlight the concerns of women business owners, has initiated a national series of 157 outreach seminars to deal with the problems of women who wish to start small businesses. In addition, the SBA has a target of \$100 million in guaranteed loan funds for women in the first quarter of FY '79.

- ° The Department of Transportation has initiated a major effort to increase the proportion of its contract and grant funds going to minority business enterprises. The program's primary goal is to resolve problems encountered by women entrepreneurs. The Departmental Minority Business Enterprise Order includes women, regardless of race or ethnicity, in its definition of "minority." The Order requires goals for minorities and women and permits separate goals for women contractors.
- ° Several other Federal departments and offices have taken policy initiatives to increase awards to women-owned businesses.
 - The Army's Minority Banking program, whereby a share of Army deposits can be placed in minority-owned banks, now includes women-owned banks.
 - The Department of Interior initiated a major effort to include women-owned businesses among contractors working on the Alaskan pipeline.
 - The Department of Labor's 1978 affirmative action regulations for Federal contractors in the construction industry require contractors to maintain a record of solicitation of offers from female and minority subcontractors and suppliers.
 - The Office of Federal Procurement Policy, within OMB, plans to collect data on women business owners in its new procurement data system.
 - GSA is holding procurement seminars to instruct businesswomen on how to make their projects more visible to the Government.
- ° The White House Conference on Small Business, to be held in January, 1980, will explore several issues including the role of women in business. This will be done through working papers which will be discussed in regional and state hearings and at the White House Conference.

CHILD ABUSE

IWY RESOLUTION

The President and Congress should provide continued funding and support for the prevention and treatment of abused children and their parents under the Child Abuse Prevention and Treatment Act of 1974.

Programs should:

- ° Provide protective services on a 24-hour basis.
- ° Counsel both victim and abuser.
- ° Create public awareness in schools and in communities by teaching how to identify and prevent the problems.
- ° Encourage complete reporting and accurate data collection.
- ° Provide for prompt, sensitive attention by police, courts, and social services.

ADMINISTRATION ACTION TO DATE

Legislative Action:

- ° President Carter has signed P.L. 95-225, The Protection of Children Against Sexual Exploitation Act of 1977.
- ° President Carter signed the Child Abuse Prevention and Treatment and Adoption Reform Act of 1978 which extends the life of the National Center on Child Abuse and Neglect and makes funds available for state and community groups for treatment and prevention programs.

Executive Action:

- ° In HEW, the Human Development Services Office is sponsoring parenting education and developing abuse prevention programs in private and public agencies.

CHILD CARE

IWY RESOLUTION

The Federal Government should assume a major role in directing and providing comprehensive, voluntary, flexible hour, bias-free, non-sexist, quality child care and developmental programs, including child care facilities for Federal employees, and should request and support adequate legislation and funding for these programs.

Federally-funded child care and developmental programs should have low-cost, ability-to-pay fee schedules that make these services accessible to all who need them, regardless of income, and should provide for parent participation in their operation.

Legislation should make special provision for child care facilities for rural and migrant worker families.

Labor and management should be encouraged to negotiate child care programs in their collective bargaining agreements.

Education for parenthood programs should be improved and expanded by local and State School Boards, with technical assistance and experimental programs provided by the Federal government.

City, county and/or State networks should be established to provide parents with hotline consumer information on child care, referrals, and follow-up evaluations of all listed care givers.

ADMINISTRATION ACTION TO DATE

Legislative Action:

- The Administration's welfare reform bill, H.R. 19050 (formerly H.R. 9030), the Better Jobs and Income Act, will permit the deduction of child care costs from countable income. This will allow welfare recipients approximately \$600 million through an earned income deduction. The Administration bill also provides for the creation of 1.25 million new public service jobs. Approximately 150,000 of these may be used to assist in day care centers.

- P.L. 95-171 made available, until October 1, 1978, \$200 million in Title XX formula grants to States for child care services. The Administration has requested an extension of this authority. S. 1928 (Cranston) is the Administration's proposed Child Welfare Amendments of 1977. It would amend the Social Security Act to strengthen and improve the program of Federal support for foster care of dependent children and establish a program of Federal support to encourage adoptions of children with special needs.

- HUD has proposed legislation, included in S. 2637 and H.R. 11265, to authorize the establishment of child care centers at the regional, area and insuring office level to serve children who are members of households of employees of the Department. The Department would establish appropriate fees and charges for use of the centers.

- S. 3085 (McGovern) Child Nutrition Amendment

Objective: To amend and extend the special supplemental food program and the child care food program.

Impact on Women: The supplemental food program for women, infants and children (WIC) is a special feeding program for low-income malnourished mothers and their young children. The bill, as passed by the Senate, includes an entitlement for the WIC with a cap of \$800 million for FY '80. In addition, the measure increases Federal aid to states for purchasing kitchen equipment and for administering school lunch and related programs.

Administration Position: Except for the conversion to entitlement status, the Administration does not object to the bill.

Executive Action:

- The Administration has proposed a Child Health Assessment Act which expands the Medicaid program to include health screening, follow-up care, and immunization to 12 million 7-year-olds from low-income homes.

- The Washington office of some agencies, including EEOC, NIH, NASA, Agriculture, SSA, HUD, and DOL, support on-site child care centers which provide excellent child development programs at reasonable costs.
- On April 30, 1978, HEW published in the Federal Register a Notice of Intent to revise Federal Interagency Day Care Regulations (FIDCR). The regulations pertain to requirements for day care operations in state agencies. A National Day Care Study is scheduled for completion summer 1978, and a preliminary study was issued January 31, 1978, to assist in the development of FIDCR revision.

CREDIT

IWY RESOLUTION

The Federal Equal Credit Opportunity Act of 1974 should be vigorously, efficiently and expeditiously enforced by all the Federal agencies with enforcement responsibility.

The Federal Reserve Board should conduct a nationwide educational campaign to inform women of their rights under the law.

ADMINISTRATION ACTION TO DATE

Executive Action:

- ° Several major agencies have responsibility in the credit area. The Executive Branch has taken the following actions to implement the Equal Credit Opportunity Act:
 - The Department of Justice has formed a new unit to enforce the Equal Credit Opportunity Act and the Fair Housing Act within the Civil Rights Division.
 - The Comptroller of the Currency, the Federal Home Loan Bank Board, and the Federal Deposit Insurance Corporation have incorporated civil rights compliance into their regular examinations.
 - In 1977, the Federal Trade Commission conducted a preliminary study of the effectiveness of the Equal Credit Opportunity Act. The volume of complaints brought to their attention prompted the FTC to authorize two industry-wide investigations of mortgage banking and credit practices of retailers, oil companies, and travel and entertainment card companies.

- The Federal Reserve Board has sent its chief staff members to speak at consumer forums and creditor associations to inform these groups about the federal requirement of nondiscrimination in all forms of credit. The Federal Reserve Board has published several pamphlets describing the Equal Credit Opportunity Act and has distributed them to member and non-member institutions. The Board also has conducted seminars for bank examiners to explain the Act and its implications.
- Bank examiner manuals and other materials have been revised by the Federal Reserve Board, the Comptroller of the Currency and FDIC in accordance with the Equal Credit Opportunity Act. The Comptroller of the Currency recently completed a study of national banks' compliance with the Equal Credit Opportunity Act. Some banks were found to be in violation because forms had not been updated to exclude marital status as a measure of consumer credit-worthiness. The Comptroller has requested the banks to revise outdated forms.

o Under Title VIII of the Civil Rights Act of 1968, the Department of Housing and Urban Development has launched a two-year project on women and credit to:

- inform women of their rights under the equal credit laws;
- help women to understand the mortgage market;
- conduct research on the extent and nature of sex discrimination in home mortgage financing;
- educate realtors and creditors to recognize unlawful and discriminatory practices and to develop positive steps to aid women; and
- address the special housing credit needs of displaced homemakers, the elderly, and minorities.

DISABLED WOMEN

IWY RESOLUTION

The President, Congress, and State and local governments should rigorously enforce all current legislation that affects the lives of disabled women.

The President, Congress, and Administration should expeditiously implement the recommendations of the White House Conference on Handicapped Individuals and develop comprehensive programs for that purpose.

Disabled women should have access to education, training and employment based on their needs and interests rather than on the preconceived notions of others.

The Federal government should enact legislation which will provide higher income levels so that disabled women can afford to live independently and at a decent standard of living. The disabled woman must have the right to determine for herself whether she will live in or out of an institutional setting. Funds and services should be available to make independent living a reality.

Congress should appropriate sufficient funds to ensure the development of service programs controlled by disabled people.

Disabled women should have the right to have and keep their children and have equal rights to adoption and foster care.

Congress should mandate health training and research programs focused on the health needs of the disabled.

Information developed by disabled women should be disseminated to medical professionals and women so that all women can make decisions about children based on knowledge rather than fear.

National health care legislation must provide for the unique requirements of disabled women without reference to income.

Congress should enact legislation to remove all work disincentives for all disabled individuals who wish paid employment.

The President and Congress should work closely with disabled individuals in the development of the welfare reform act and all other legislation concerning disabled persons.

Medicaid and Medicare should cover all the medical services and supplies that are needed by disabled women.

The President and Congress should encourage all States to utilize Title XX funds for the provision of attendant care and other such services for disabled women.

The President and Congress should enact legislation to include disabled women under the 1964 Civil Rights Act and afford them judicial remedy.

The President and Congress and International Women's Year must recognize the additional discrimination disabled women face when they are members of racial, ethnic and sexual minority groups and appropriate steps must be taken to protect their rights.

The term "bilingual" should be defined as including sign language and interpreter for the deaf. The term "barriers" against women and "access" should be defined as including architectural barriers and communication barriers.

Congress and the President should support U.S. participation in and funding for the International Year of the Handicapped as proclaimed by the United Nations for 1981.

ADMINISTRATION ACTION TO DATE

Executive Action:

- o As one of the largest employers in the country, the Administration has taken the following steps to improve Federal employment opportunities for handicapped persons:
 - Under the President's Reorganization Plan #1 of 1978 to reorganize equal employment opportunity functions, the Equal Employment Opportunity Commission will assume the Office of Federal Contract Compliance Program's responsibility with respect to anti-discrimination standards for the employment of handicapped people in Federal agencies.
 - The Civil Service Commission (CSC) has reviewed Federal employment personnel practices and procedures and changes have been made to enhance the hiring, placement, and advancement of handicapped people. As a result, changes have been made in skill training for employees, sign language interpreter services, data collection on handicap status, and training of coordinators and supervisors in selective placement of handicapped persons. The review also considered special appointing authorities for severely handicapped and mentally retarded individuals, as well as amendment of nepotism regulations, as they affect the handicapped.
 - CSC also has established regulations to provide administrative procedures for processing complaints of discrimination based on physical or mental handicaps for applicants or employees in the Federal Government (effective April 10, 1978). CSC has modified versions of various employment tests for deaf and blind competitors. Extra time for taking tests is allowed for persons with dexterity problems.
 - CSC has developed a new code for physical and mental handicaps which will facilitate a census of handicapped Federal workers.
 - The Program for Better Jobs and Income (the Administration's welfare reform bill) includes benefits for the disabled, as well as incentives for the states to supplement those benefits. The welfare reform proposal gives equal employment incentives to the disabled and non-disabled.

- VISTA and Peace Corps volunteer positions are being opened to the disabled.
- ° The Department of Health, Education, and Welfare has taken the following actions to protect the civil rights of handicapped persons:
 - The Secretary of HEW issued regulations implementing Section 504 of the Rehabilitation Act of 1973 which prohibits discrimination against the physically and mentally handicapped in Federally-assisted programs.
 - The Office of Civil Rights will be investigating 140 complaints under Section 504 according to its FY '79 operating plan. OCR also will be conducting 19 compliance reviews (specifically limited to Section 504) of Federal fund recipients. In addition, OCR will be conducting 118 comprehensive compliance reviews which will include certain subsections of the 504 regulations.
- ° Additional executive action includes the following:
 - The report of the White House Conference on Handicapped Individuals has been presented to First Lady Rosalynn Carter and will be considered in the development of Administration policy on disability.
 - ACTION is working with voluntary groups focusing on the deinstitutionalization of the mentally retarded.
 - The Department of Transportation has ruled that, after September, 1978, all Federally-funded city bus procurements will be limited to the Transbus, a low-floor, ramped mainline city bus which will be accessible to handicapped and elderly people.

EDUCATION

IWY RESOLUTION

The President should direct the vigorous and expeditious enforcement of all laws prohibiting discrimination at all levels of education and oppose any amendments or revisions that would weaken these laws and regulations.

Enforcement should apply to elementary, primary, secondary, post-secondary, graduate, vocational and technical schools, including sports and other programs and granting of scholarships and fellowships.

Federal surveys of elementary and secondary schools should gather data needed to indicate compliance with Federal anti-discrimination laws, and these data should be collected by sex as well as race or ethnicity. The Civil Rights Commission should conduct a study to evaluate the enforcement of laws prohibiting sex discrimination in physical education and athletics and to consider the usefulness and feasibility of per capita expenditure in physical education and athletics as a measure of equal opportunity.

Leadership programs for working women in post-secondary schools should be upgraded and expanded, and private foundations are urged to give special attention to research on women in unions.

Bilingual vocational training, educational and cultural programs should be extended and significantly expanded, with particular attention to the needs of Hispanic Americans, Native Americans, Asian Americans and other minority women.

State school systems should move against sex and race stereotyping through appropriate action, including:

- Review of books and curriculum.
- The integration into the curriculum of programs of study that restore to women their history and their achievements and give them the knowledge and methods to reinterpret their life experiences.
- Pre-service and in-service training of teachers and administrators.
- Non-sexist and non-racist counseling at every level of education, with encouragement of women to increase their

range of options and choices to include both non-traditional and traditional occupations and to increase understanding of women's rights and status in various occupations.

ADMINISTRATION ACTION TO DATE

Legislative Action:

H.R. 15 (Perkins) Education Amendments of 1978

Objective: To reauthorize all major Federal elementary and secondary education programs for five years.

Impact on Women: This bill expands the Women's Educational Equity Act's mandate to provide grants to school districts to implement Title IX of the Education Amendments of 1972.* WEEA will continue to fund demonstration projects designed to insure sex equity, as originally authorized by WEEA in 1974. (The legislation also extends funding for special programs for children of migrant and seasonal agricultural workers.)

Administration Position: The Administration's Bill (H.R. 11282) includes the same provisions.

Executive Action:

- ° The following actions have been taken to implement Title IX:
 - Since May, 1977, HEW's Office of Civil Rights (OCR) has attempted to overcome the serious deficiencies in its Title IX enforcement activities. A new policy development unit is preparing policy clarifications of several aspects of the regulations, and the backlog of complaints is being eliminated. During 1977, of the 410 letters awaiting policy clarification, 335 letters were answered; of the 232 awaiting policy determination, 172 letters of findings were approved for issuance. Each agency within HEW has been directed by the Secretary to make compliance with Title IX, Title VI, Section 504, and Executive Order 11246, as amended, an integral part of the mission of each program.
 - Under the terms of the settlement in Adams v. Califano and WEAL v. Califano, the backlog of Title IX cases must be resolved by October, 1979. The President has requested a \$19 million budget increase for the Office for Civil Rights to enable the Department to

*Title IX prohibits sex discrimination in educational institutions receiving Federal funds.

perform the required complaint investigations and compliance reviews within the court-ordered time limits.

- Through the President's Reorganization Project, the Office of Management and Budget's Civil Rights Reorganization Plans are being developed to provide more effective enforcement of Title IX.
 - The National Advisory Council on Women's Educational Program has issued a report on Title IX. The report recommends that all agencies responsible for educational programs prepare regulations governing administration of funds related to those programs based on Title IX of the Higher Education Amendments of 1972. HEW's Title IX regulation has been in effect since 1975, and the Department of Agriculture recently issued for comments its Title IX regulation. No other Federal agency with education programs has yet issued Title IX regulations, although AID is working with the Department of Justice Task Force on Sex Discrimination to develop such regulations. (See International Affairs.)
 - In HEW, the Secretary's Advisory Committee on the Rights and Responsibilities of Women (SACRRW) is working directly with the Director of the Office for Civil Rights to expedite the implementation and enforcement of Title IX, particularly with regard to athletics.
- o To address the problem of sex-role stereotyping, particularly in vocational education, HEW has taken the following action:
- The Administration has issued strong regulations to implement the 1976 amendments to the Vocational Education Act, which require specific activities to eliminate sex bias, stereotyping, and discrimination. Each state, for example, must employ a full-time sex equity coordinator to insure that attention is paid to these concerns by all vocational education programs. HEW is preparing similar regulations to implement the Career Education Incentive Act.
 - The U.S. Office of Education (OE), the National Institute of Education (NIE), and the National Center for Education Statistics (NCES) are undertaking major studies for vocational education which will include evaluation of the nature and extent of sex bias.

- The Fund for the Improvement of Postsecondary Education (FIPSE) and the National Institute of Education (NIE) are supporting research and demonstration projects relating to sex bias, sex discrimination, and sex stereotyping.

NIE is sponsoring research on women's participation and enrollment in mathematics courses as a means of increasing their educational and occupational choices. The NIE project is funded at \$1.2 million for a two-year period which began in FY '77. FIPSE is supporting seven projects designed to disseminate educational information to out-of-school adult women.

- The Women's Educational Equity Act grants programs (\$8 million in FY '78) supports a variety of projects at all educational levels, including efforts to encourage women to enter scientific and technical fields, special projects for rural women, and training modules and literature on women in administration. A regional workshop series on Title IX was also funded.
- In FY '77, the National Institute of Education initiated a program to increase the participation of women and minorities in educational research and development (\$950,000 in FY '77 and \$275,000 in FY '78). In addition, in September, 1977, NIE gave a \$200,000 grant to the National Commission on Working Women, a nongovernmental body, which will address the educational and employment needs of working-class women both, union and non-union, in blue-collar and pink-collar occupations.

- o Budget support for education programs to promote equity is as follows: From its total 1978 education budget of \$10.4 billion, HEW currently funds projects to promote sex equity under the Women's Educational Equity Act (\$8 million), Title IV of the 1964 Civil Rights Act (\$8 million), and several small-scale projects, including research and development (\$6.5 million).

ELECTIVE AND APPOINTIVE OFFICE

IWY RESOLUTION

The President, Governors, political parties, women's organizations and foundations should join in an effort to increase the number of women in office, including judgeships and policy-making positions, and women should seek elective and appointive office in larger numbers than at present on the Federal, State and local level.

The President and, where applicable, Governors should significantly increase the numbers of women appointed as judges, particularly to appellate courts and supreme courts.

Governors should set as a goal for 1980 a significant increase and, by 1985, equal membership of men and women serving on all State boards and commissions. Concerted efforts should be directed toward appointing women to the majority of State boards and commissions which have no women members.

Political parties should encourage and recruit women to run for office and adopt written plans to assure equal representation of women in all party activities, from the precinct to the national level, with special emphasis on equal representation on the delegations to all party conventions.

The national parties should create affirmative action offices for women. Women's caucuses and other women's organizations within the party should participate in the selection of its personnel and in the design of its program, which should include greatly improved financial assistance for female delegates and candidates.

ADMINISTRATION ACTION TO DATE

Legislative Action:

H.R. 7843 (Rodino) Omnibus Judgeship Act

Objective: To create 152 new judgeships thereby increasing by 25% the total number of Federal judgeships in district and circuit courts.

Impact on Women: These new Federal judgeships will provide an opportunity to appoint more women to the bench.

Administration Position: Supports the bill.

Executive Action:

° The President has appointed:

5 female (and 81 male) Ambassadors;
4 female (and 69 male) U.S. Attorneys;
2 female (and 10 male) Cabinet Secretaries;
1 female (and 31 male) Judges.

In addition, top level Presidential appointments of women in the Carter Administration include the following:

30 (13.3%) - Executive level (\$47,500 - \$66,000);
35 (11.9%) - Non-career Executive (\$42,425 - \$47,500);
100 (38%) - Senior Level Schedule C (equivalent to GS 13, 14, 15) (\$26,022 - \$47,025).

In summary, total Presidential appointments include 165 women or 21% of all appointees. (This figure reflects the number of people who responded to the White House survey regarding their particular grade level.)

° Representation of women in Administration positions include:

60 women in top policy-making positions, including 14 percent in supergrades (GS-16 and above).

1 out of every 4 professionals on the White House Domestic Policy Staff is a woman.

12 White House staff women earn \$40,000 and above.

ACTION has four women appointees out of a possible six Presidential appointments. Four out of ten regional heads are women, nine out of fifteen Peace Corps Senior staff, and ten out of 52 Peace Corps country directors are women. Two married couples share country directorships.

Fifty percent of the membership of judicial review panels are female.

EMPLOYMENT

IWY RESOLUTION

The President and Congress should support a policy of full employment so that all women who are able and willing to work may do so.

The President should direct the vigorous and expeditious enforcement of all laws, executive orders and regulations prohibiting discrimination in employment, including discrimination in apprenticeship and construction.

The Equal Employment Opportunity Commission should receive the necessary funding and staff to process complaints and to carry out its duties speedily and effectively.

All enforcement agencies should follow the guidelines of the EEOC, which should be expanded to cover discrimination in job evaluation systems. These systems should be examined with the aim of eliminating biases that attach a low wage rate to "traditional" women's jobs. Federal legislation to provide equal pay for work of equal value should be enacted.

Congress should repeal the last sentence of Sec 703(h) of Title VII, Civil Rights Act (1964) which limits enforcement of that law by incorporating the more restrictive standards of the Equal Pay Act.

As the largest single employer of women in the nation, the President should require all Federal agencies to establish goals and timetables which require equitable representation of women at all management levels, and appropriate sanctions should be levied against heads of agencies that fail to demonstrate a "good faith" effort in achieving these goals and timetables.

The Civil Service Commission should require all Federal agencies to establish developmental and other programs in consonance with upward mobility and merit promotion principles to facilitate the movement of women from clerical to technical and professional series, and make all Federal women employees in Grades (GS) 11 through 15 eligible for managerial positions.

Agencies and organizations responsible for apprenticeship programs should be required to establish affirmative action

goals and timetables for women of all racial and ethnic origins to enter into "non-traditional" training programs.

Federal laws prohibiting discrimination in employment should be extended to include the legislative branch of the Federal Government.

In addition to the Federal Government, State and local governments, public and private institutions, business, industry and unions should be encouraged to develop training programs for the employment and promotion of women in policy-level positions and professional, managerial and technical jobs.

Special attention should be given to the employment needs of minority women, especially Blacks, Hispanics, Asian Americans and Native Americans, including their placement in managerial, professional, technical and white collar jobs. English-language training and employment programs should be developed to meet the needs of working women whose primary language is not English.

The Congress should amend the Veterans' Preference Act of 1944 (58 Stat. 387, Chapter 287, Title V, U.S. Code) so that veterans' preference is used on a one-time-only basis for initial employment and within a three-year period after discharge from military service, except for disabled veterans. It should modify the "rule of three" so that equally or better qualified non-veterans should not be unduly discriminated against in hiring.

Title VII of the 1964 Civil Rights Act should be amended to prohibit discrimination on the basis of pregnancy, childbirth or related medical conditions.

The President should take into account in appointments to the National Labor Relations Board and in seeking amendments to the National Labor Relations Act of 1936, the obstacles confronting women who seek to organize in traditionally non-unionized employment sections.

Unions and management should review the impact on women of all their practices and correct injustices to women.

Enforcement of the Fair Labor Standards Act and the Social Security Act as they apply to household workers and enforcement of the minimum wage should be improved.

Federal and State governments should promote flexitime jobs, and pro-rated benefits should be provided for part-time workers.

All statistics collected by the Federal government should be gathered and analyzed so that information concerning the impact of Federal programs on women and the participation of women in the administration of Federal programs can be assessed.

ADMINISTRATION ACTION TO DATE

Legislative Action:

H.R. 50 (Humphrey-Hawkins) Full Employment and Balanced Growth Act of 1978

Objective: To provide an economic policy mechanism which would establish as national goals full employment with reasonable price stability. It would mandate specific numerical goals for the reduction of unemployment to four percent within the next five years.

Impact on Women: Section 104(c)(1)(b) would require that "every effort shall be made to reduce those differences between the rates of unemployment among teenagers, women, minorities, handicapped individuals, the elderly, veterans, and other labor force groups and the overall rate of unemployment which stem from any improper factors, with the ultimate objective of removing such differentials to the extent possible."

Administration Position: The Administration supports the version of H.R. 50 which it negotiated with Congressional sponsors.

H.R. 6075 (Hawkins) Pregnancy Disability Bill (companion bill S. 995 - Williams)

Objective: To clarify the prohibitions against sex discrimination in Title VII of the Civil Rights Act of 1964. The bill prohibits employers from discriminating on the basis of pregnancy, childbirth, or related conditions. The Beard amendments denies abortion coverage in company health insurance and sick leave plans, except where the life of the mother would be endangered if the fetus were carried to term. Companion bill S. 995 does not contain the Beard amendment. H.R. 6075 passed the House on September 16, 1977. Bills will now go to conference committee.

Impact on Women: The measure affects all women of childbearing years in the labor market. The bill insures that pregnant women will not suffer employment disadvantages as a result of pregnancy. The bill reverses the Supreme Court ruling in Gilbert v. G.E., which denied disability payments to women employees who were pregnant.

Administration Position: Supports the bill.

H.R. 7814 (Solarz) Federal Employees Flexible and Compressed Work Schedules Act. (Similar bill S. 517 - Nelson).

Objective: To authorize selected Federal agencies to experiment with alternative and compressed work schedules over the next three years, under a master plan developed by the Civil Service Commission.

Impact on Women: The bill would enable women to arrange their job hours to suit their individual and family convenience. Flexible hours would resolve many of the day care problems. For older women, earlier work hours would enable them to leave work before dark.

Administration Position: Supports either bill.

H.R. 11086 (Hawkins) Comprehensive Employment and Training Amendments of 1978.

-- Title III, Part A, Section 301 -- Displaced Homemaker Employment Assistance.

Objective: To include displaced homemaker assistance programs under CETA legislation. The bill would authorize the Secretary to carry out programs to provide employment opportunities and appropriate training and support services to displaced homemakers. Training and support services could include job training, job readiness services, job counseling, job search, job placement, outreach and information services, including information on available educational opportunities.

Impact on Women: The bill would provide the necessary services to displaced homemakers to enable them to enter or re-enter the labor market with marketable skills and obtain employment which will gain them economic self-sufficiency.

-- Title III, Part A, Section 303 - Migrant and Seasonal Farmworkers Employment and Training Program.

Objective: To meet the employment, training, and supportive services needs of farmworkers and their dependents.

Impact on Women: Since a recent survey indicates that 48 percent of all migrant farmworkers are women, Section 303 would provide valuable employment, training, and supportive services to these women and their families. Section 303 receives a statutory earmark in the CETA appropriation, thereby guaranteeing significant support for female migrant farmworkers and their families. (In FY '78, the CETA earmark appropriation was \$75 million.)

-- Title I, Part B, Section 121 - Conditions Applicable to All Programs.

Objective: Under the General Provisions section of the bill, prime sponsors are instructed that "all programs, to the maximum extent feasible, shall contribute to occupational development, upward mobility, development of new careers, and overcoming sex-stereotyping.

Impact on Women: This new language would require that CETA programs be designed to promote women into non-traditional jobs as well as to assist women who currently have "dead-end" type jobs in acquiring upward mobility training.

Administration Position: Supports the Administration's bill.

Because of the President's concern about the Federal Government's posture as the single largest employer

of women workers, he has taken the following actions to improve Federal employment opportunities and conditions:

- The Administration agreed to certain changes in veterans' preference as part of the Civil Service Reform legislation. These changes (1) limit veterans' preference to 15 years; (2) eliminate veterans' preference for retired military officers of field grade rank or above; (3) limit veterans' preference for other retired military personnel with 20 years or more service, to three years following retirement; and (4) limit the absolute preference given veterans in "reduction in force" situations to their first 8 years of Federal civilian employment.

- The Administration submitted the Highway and Public Transportation Improvement Act of 1978, now pending before Congress, which includes basic non-discrimination protection to all projects funded under the Urban Mass Transportation Act and requires affirmative action by the Secretary of Transportation.

- With Administration support, the United States Congress has repealed the apportionment provision of the Civil Service Act of 1883. Studies revealed that, in some cases, women have moved up on registers as a result of this action.

Executive Action:

The President has taken still other steps to improve employment opportunities for women:

- On November 17, 1977, the President sent a memorandum to all department and agency heads asking that they "work aggressively and creatively to provide maximum employment opportunities for women in Federal career service. This means developing, within merit principles, innovative programs to recruit and hire qualified women and to be sure they have the opportunity for satisfying career development." The Chairman of the Civil Service Commission will report to the President on the progress of the agencies to increase the number of women at the mid- and senior levels.

- On September 16, 1977, the President sent a memorandum to heads of executive departments and agencies urging that they increase their efforts to hire permanent part-time workers. The President stressed that such actions would help "older people, those with family responsibilities, the handicapped, students and others who are unable to work full time." The President also requested the development of innovative programs within various agencies to enhance opportunities for part-time employment.
- o The President's Reorganization Plan #1 of 1978 that reorganizes the Government's equal employment functions has the following features:
 - Increases the budget of the Equal Employment Opportunity Commission from \$70 million in FY '77 to \$110 million in FY '79.
 - Makes the EEOC the lead agency in all Federal enforcement of EEO programs, effective October, 1978. This is coupled with internal reorganization of the EEOC to (1) reduce the complaint backlog, (2) streamline the system for processing discrimination charges, and (3) focus on class action to remove barriers to employment for all women.
 - Transfers enforcement of the Equal Pay Act and the Age Discrimination in Employment Act from the Department of Labor to the EEOC, effective July, 1979.
 - Consolidates enforcement of the Federal Government's contract compliance authority within the Office of Federal Contract Compliance in the Department of Labor, effective October, 1978.
 - Abolishes the Equal Employment Opportunity Coordinating Council which coordinates all Federal EEO programs and transfers the authority to the EEOC, effective July, 1978.
- o On October 26, 1977, the President signed an Executive Order which expands the college co-op program, allowing more students to work in the Federal Government.
- o On July 17, 1978, Vice President Mondale wrote to the House leadership urging passage of the Pregnancy Disability Bill. Congressional Liaison personnel from both the White House and the Department of Labor collaborated to secure passage of the measure.

- o The Department of Labor has extended the responsibility of the Women's Bureau to include review and assessment of all DOL programs and policies as they affect women. The Bureau has been elevated to the Office of the Secretary. Other DOL and Women's Bureau activities under the Carter Administration include:
- The Department of Labor has issued final rules and regulations for equal employment opportunities for women in apprenticeship and the construction industry. The regulations for Federal contractors have set goals and timetables for the participation of women and minorities in apprenticeships and training (29 CFR, Part 30, effective June 12, 1978) and in the construction industry (41 CFR, Chapter 60, effective May 8, 1978).
 - The Women's Bureau has a Task Force on Women in Apprenticeships which works with other DOL task forces and agencies to improve women's opportunities in apprenticeship programs. The Task Force is preparing a directory of sources for recruiting women for apprenticeships and skilled blue-collar jobs, as well as a fact sheet on women in apprenticeships.
 - The Women's Bureau is preparing models for several employment and training projects that are designed to help women obtain training and employment in skilled non-traditional work. A bibliography of informational materials for placing women in non-traditional jobs has been prepared.
 - The Women's Bureau, through Employment and Training Administration funds, is funding several projects to improve the employment opportunities and employability of minority women, particularly Native American, rural, low-income, and young women.
 - In 1977, the Department of Labor completed revision of the Dictionary of Occupational Titles to eliminate sex and age references in job titles.
 - In 1977, the Wage and Hour Division of the Employment Standards Administration of the Department of Labor investigated 351 of 356 complaints from household workers for violation of minimum wage laws. In 1977, over 1,000 equal pay actions found 3,000 employees were underpaid by \$2.7 million.
 - The Unemployment Insurance Section in the Department of Labor has encouraged changes in discriminatory provisions of State Unemployment Insurance laws to extend coverage to household workers who were paid by an employer \$1,000 or more in any one calendar year.

- o The Civil Service Commission is developing a special emphasis program which would allow agencies to select non-competitively minorities and women under excepted appointing authority in occupations where they are under-represented. The proposal would allow the Civil Service Commission to experiment for a five-year-period with different methods for increasing representation of women and minorities in the Federal work force.
- o Important changes have occurred within the Equal Employment Opportunity Commission:
 - The EEOC has issued two sets of guidelines which will have special impact on women: (1) Proposed Guidelines on Affirmative Action and/or Remedial Action and, (2) Uniform Guidelines in Employee Selection Procedures. The Affirmative Action Guidelines deal with the problem of "reverse discrimination." In December, 1977, the EEO Coordinating Council adopted Uniform Guidelines on Employee Selection Procedures (see Federal Register, December 30, 1977). When final Guidelines are adopted, there will be a single set of principles prohibiting discrimination by public and private employers, labor organizations, employment agencies, and licensing and certification boards. The Employee Selection Guidelines, issued jointly by EEOC, the Department of Labor, and the Department of Justice, specify that tests and credentials must be job-related.
 - The EEOC has issued an Interpretative Memorandum concerning recent Supreme Court decisions on seniority systems (Interpretative Memorandum Concerning International Brotherhood of Teamsters, et al.) This memorandum will have a clear impact on women workers.
 - The proposed transfer of jurisdiction over Title VII from the Civil Service Commission to the Equal Employment Opportunity Commission will mean the application of EEOC standards for all Federally employed women. These standards currently do not require affirmative action until reasonable cause has been found (i.e., employer found to be discriminating).
- o The military services have made the following changes:
 - The Department of the Army has modified its definition of "combat" and "combat support" to open to women many Army positions previously reserved for males. The Army's affirmative action

plan establishes goals for employment of women at all levels.

- In February, 1978, the Department of the Navy revised its policy regarding embarkation in U.S. naval ships. All military and civilian ship-board assignments now are made without regard to sex.
- The U.S. Coast Guard has removed the historic ban on women serving on active duty on its ships. The first women crew members were assigned to two 378-foot high-endurance cutters in late 1977. Ten enlisted women and two female officers were assigned to each of the two ships.
- o The National Institute of Education is supporting a Commission on Working Women to focus attention on the problems of blue-collar and pink-collar workers. (See Education.)
- o The Peace Corps has set up a Talent Search Task Force to promote equal access to jobs for women and minorities, a Fellows Program to identify outstanding female and minority volunteers, and policies to reduce sex-restricted assignments of volunteers.
- o Although most Federal agencies have developed affirmative action plans to increase female and minority employment in mid-career positions, many of these plans have neither goals nor timetables. Many affirmative action plans have not been implemented adequately, if at all.
- o The Office of Federal Statistical Policy and Standards in the Department of Commerce, as the accompanying Presidential message indicates, was created to coordinate data collection and to set guidelines and definitions of the variables used in data collection. The OFSPS and the White House Domestic Policy Staff are working together with OMB to devise standardized procedures whereby data on race/ethnicity and sex will be collected. The collection of data by race/ethnicity and sex will permit analysis of the impact of Federal programs on women. (See Statistics.)
- o In HEW, the Secretary's Advisory Committee on the Rights and Responsibilities of Women (SACRRW) is monitoring Departmental procedures for ensuring participation of women on advisory committees and employment of women as Departmental consultants.

EQUAL RIGHTS AMENDMENT

IWY RESOLUTION

The Equal Rights Amendment should be ratified.

ADMINISTRATION ACTION TO DATE

Legislative Action:

H.J. Res. 638 (Holtzman) S.J. Res. 134 (Bayh): Extending the Deadline for the Ratification of the Equal Rights Amendment.

Objective: To extend the deadline for ERA ratification an additional seven years.

Impact on Women: This resolution allows additional time to obtain ratification by the necessary number of States. Three more States are needed for ratification.

Administration Position: The Administration supports the ERA, H.J. Res. 638, and S.J. Res. 134.

Executive Action:

- o President Carter, both publicly and privately, has proclaimed his support for the Equal Rights Amendment. On July 20, 1978, the President sent a Memorandum to all department and agency heads stating that the ratification of the ERA is and remains a priority with his Administration. The Memorandum directed all department and agency heads to use public appearance opportunities to demonstrate the Administration's commitment to the ERA and to insure that speeches made by Federal officials reflect that commitment.
- o On July 10, 1978, the President wrote to Subcommittee Chairman Don Edwards and to Judiciary Committee Chairman Peter Rodino to urge support for H.J. Res. 638. Both the First Family and key Administration officials stressed the importance of reporting the bill out of committee. On August 15, 1978 the House passed H.J. Res. 638.
- o On a recent trip to Illinois, prior to the ERA vote in the Illinois State legislature, President Carter publicly endorsed the measure.
- o Other members of the First Family, particularly Mrs. Rosalynn Carter and Mrs. Judy Carter, have campaigned vigorously for the passage of the ERA.

- o In a June 9, 1978, speech before the Democratic National Committee, Vice President Mondale stressed the Administration's support of H.J. Res. 638. The Vice President declared, "We strongly urge Congress to extend the ratification date. ERA's adoption is long overdue. It threatens no one and it guarantees equal rights to those so long denied."

HEALTH

IWY RESOLUTION

Federal legislation should establish a national health security program. Present Federal employees' health insurance policies and any future national health security program should cover women as individuals.

Health insurance benefits should include:

- o Preventive health service.
- o Comprehensive family planning services.
- o Reproductive health care.
- o General medical care.
- o Home and health support services.
- o Comprehensive mental health services.

States should license and recognize qualified midwives and nurse practitioners as independent health specialists and State and Federal laws should require health insurance providers to directly reimburse these health specialists.

States should enact a patient's bill of rights which includes enforceable provisions for informed consent and access to and patient ownership of medical records.

Federal legislation should be enacted to expand the authority of the Food and Drug Administration to:

- o Require testing of all drugs, devices and cosmetics by independent sources other than manufacturers.
- o Extend test periods beyond the present grossly inadequate one year or 18 months.
- o Have immediate recall of hazardous, unsafe or ineffective drugs, devices and cosmetics.
- o Require a patient information package insert with every drug and device marketed. This insert should include warnings about possible risks.

- o Require by law the reporting of significant adverse reactions noted by physicians or by the manufacturers of drugs, devices and cosmetics.

Congress should appropriate funds for increased research on safe, alternative forms of contraception, particularly male contraception. Research to identify the risks of present forms of contraception and estrogen-based drugs should be given higher priority. Outreach programs should be established by the Department of Health, Education, and Welfare to identify and provide services for victims of hazardous drug therapy.

The Department of Health, Education, and Welfare should provide additional funds for alcohol and drug abuse research and treatment centers designed to meet the special needs of women.

Federal and State governments should encourage fair representation of women on all Federal, State and private health policy and planning bodies.

Congress should appropriate funds to establish and support a network of community-based health facilities to offer low cost, reproductive health services.

The President should appoint a special commission to conduct a national investigation of conditions in nursing homes and mental institutions and propose standards of care.

Congress should appropriate funds to encourage more women to enter the health professions, and Congress should allocate funds only to those health professions schools whose curricula are clearly non-sexist.

The Secretary of Health, Education, and Welfare should undertake a special investigation of the increase in surgical procedures such as hysterectomy, Caesarean section, mastectomy and forced sterilization.

ADMINISTRATION ACTION TO DATE

Legislative Action:

H.R. 11611 (Paul G. Rogers) and S. 2755 (Kennedy) Drug Regulation Reform Act of 1978.

Objective: To increase incentives for the development of new drugs and to protect the public from distribution of unsafe and ineffective drugs.

Impact on Women: Women are the major consumers of prescription drugs. Even when physically healthy, women often use drugs, such as contraceptives, for long periods of time. The measure provides for post-approval studies and five-year surveillance of drugs to determine safety and efficacy in special populations. This provision particularly affects elderly patients and pregnant women.

Administration Position: Administration bill.

H.R. 12370 (Paul G. Rogers) Health Services Amendment of 1978

Objective: To extend several health services programs.

Impact on Women: The bill extends for three years the Federal program that provides family planning services and NIH-sponsored family planning research. The measure expands FY '79 authorization to \$200 million for services and \$105 million for research. Congressman Bielensohn's family planning bill (H.R. 11007) has been folded into this measure.

Administration Position: The Administration has submitted its own bill which also supports 3-year extensions for health services programs.

Administration Position: Supports the bill.

H.R. 12146 (Brademas) Adolescent Health, Services and Pregnancy Prevention and Care Act of 1978. (Companion bill S. 2910 - Kennedy.)

Objective: To provide a wide range of services to pregnant adolescents to assist in preventing unplanned initial and repeated pregnancies among adolescents. This measure is designed to assure that pregnant adolescents will receive adequate health care and support services.

Impact on Women: The major portion of the bill is devoted to services other than abortion, for pregnant teenagers.

Administration Position: Administration bill.

H.R. 6075 (Hawkins) Pregnancy Disability Act. (Companion bill S. 995 - Williams) (See Employment.)

On December 13, 1977, President Carter signed P.L. 95-210, The Rural Health Clinic Act of 1977. (See Rural Women.)

Executive Action:

- The Administration is developing national health insurance legislation. The President has approved a set of principles and plans to send a bill to Congress next year. An Interdepartmental Coordinating Committee has been established to advise the President on national health insurance issues.
- The Food and Drug Administration is involved in an intensive effort to rewrite Federal drug laws that will require testing of all drugs. The FDA has a program underway for improved regulation of both non-clinical and clinical testing of regulated products.
- In October, 1977, HEW responded to a report by the General Accounting Office (GAO) on deinstitutionalization of disabled individuals. The Department has established a task force to take action on more than 50 GAO recommendations, many of which are responsive to the concerns of the IWY resolution.
- The President established a Commission on Mental Health, which has functioned with the active participation of Mrs. Rosalynn Carter. In April, 1978, the Commission formally presented to the President its recommendations for improving Federal, state, and private mental health activities designed to promote mental health, and to prevent and treat mental illnesses and disabilities.
- The President has proposed a \$50 million inner-city health initiative under existing community health center legislative authority. Centers developed under this initiative will have a heavy emphasis on family planning services.

HOMEMAKERS

IWY RESOLUTION

The Federal Government and State legislatures should base their laws relating to marital property, inheritance, and domestic relations on the principle that marriage is a partnership in which the contribution of each spouse is of equal importance and value.

The President and Congress should support a practical plan of covering homemakers in their own right under social security and facilitate its enactment.

Alimony, child support, and property arrangements at divorce should be such that minor children's needs are first to be met, and spouses share the economic dislocation of divorce. As a minimum every State should enact the economic provisions of the Uniform Marriage and Divorce Act proposed by the Commissioners on Uniform State Laws and endorsed by the American Bar Association. Loss of pension rights because of divorce should be considered in property divisions. More effective methods for collection of support should be adopted.

The Census Bureau should collect data on the economic arrangements at divorce and their enforcement, with a large enough sample to analyze the data by State.

The Federal and State Governments should help homemakers displaced by widowhood, divorce, or desertion to become self-sufficient members of society through programs providing counseling, training and placement and counseling on business opportunities; advice on financial management; and legal advice.

ADMINISTRATION ACTION TO DATE

Legislative Action:

- o The President signed P.L. 95-216 which reduced from 20 to 10 the number of years of marriage necessary to make a divorced woman eligible for social security benefits based on her ex-husband's compensation. (See Insurance.)

The Administration supports:

- ° H.R. 8771 (Spellman) Federal Retirement Income Equity Act (See Insurance.)

Executive Action:

- ° Several agencies have taken initiatives to improve the status of displaced homemakers:
 - The Department of Labor has plans to provide CETA funds to train displaced homemakers.
 - The Community Services Administration is funding grantee-operated programs to provide counseling and training and placement to displaced homemakers. The programs provide counseling on business opportunities and financial management through Community Action agencies.
 - ACTION is working with a network of volunteer groups concerned with displaced homemakers to support women in crises. The agency is helping the volunteer community to increase recognition of voluntary activity as valid employment experience. The program will aid women with extensive volunteer experience who are attempting to enter or return to the job market. ACTION is financing a Conference on Displaced Homemakers to be held in Boston, October, 1978.
 - HEW is administering the Vocational Education amendments of 1976, which include authorization of funds to train displaced homemakers in HEW-sponsored vocational education programs.
- ° A HUD project on women and credit is addressing special housing credit needs of displaced homemakers. In addition, HUD has created a Women's Policy and Program Division to deal with special concerns of women in housing and community development policies and programs. The new division represents women's viewpoints on the operation of external programs and encourages women's organizations to participate in the development and implementation of HUD policies.

- o In the light of growing concerns about the possibility that the social security system is not providing adequate protection to female participants as paid workers or unpaid homemakers, the Secretary of HEW established an HEW Task Force on the treatment of women under Social Security in November, 1977.

The Task Force viewed proposals for reform from many groups and individuals and reported its findings in February, 1978. Meanwhile the 1977 Social Security amendments directed the Secretary of HEW to study and report on proposals to eliminate dependency and sex discrimination in the social security program.

Recommendations of the Department of Justice Task Force on Sex Discrimination were included in the Secretary's Task Force Study and will, no doubt, be useful in the Congressionally-mandated study.

INSURANCE

IWY RESOLUTION

State legislatures and State insurance commissioners should adopt the Model Regulation to Eliminate Unfair Sex Discrimination of the National Association of Insurance Commissioners. The Regulation should be amended and adopted to include prohibition of the following practices:

- ° Denial of coverage for pregnancy and pregnancy-related expenses for all comprehensive medical/hospital care.
- ° Denial of group disability coverage for normal pregnancy and complications of pregnancy.
- ° Denial of health insurance coverage to newborns from birth.
- ° Requiring dependents who convert from spouses' contracts to their own to pay increased premiums for the same coverage or be forced to insure for lower coverage.
- ° Denial of coverage to women with children born out of wedlock and denying eligibility of benefits to such children.
- ° Using sex-based actuarial mortality tables in rate and benefit computation.

ADMINISTRATION ACTION TO DATE

Legislative Action:

The President signed P.L. 95-216, the Social Security Amendments of 1977, which included two provisions affecting women: (a) a divorced wife can qualify for dependents benefits if the marriage lasted at least ten years, rather than twenty years required previously; (b) a widow over age 60 will not lose her dependents benefits if she remarries.

H.R. 8771 (Spellman) Federal Retirement Income Equity Act.

Objective: To authorize the Civil Service Commission to comply with the terms of a court decree or property

settlement in connection with the divorce, annulment, or legal separation of an employee who is entitled to payments under the Civil Service Retirement System.

Impact on Women: Under current law, the CSC cannot recognize court rulings that take account of retirement benefits in divorce proceedings. This bill requires the Civil Service Commission to honor State court orders that divide the retirement annuities of a Federal employee in divorce, annulment, or legal separation settlement. The bill does not address or remove from immunity State court orders that direct a division of survivors' benefits in such settlements.

Administration Position: Supports the bill.

H.R. 6075 (Hawkins) Pregnancy Disability Act. (Companion bill--S. 955 - Williams.) (See Employment.)

Administration Position: Supports the bill.

Executive Action:

- ° The Social Security Administration, in consultation with the Justice Department Sex Discrimination Task Force, is preparing a report for the Congress on the treatment of women under Social Security. The report proposes several major strategies for eliminating dependency as a factor in the determination of entitlement of spouse's benefits under Social Security, as well as mechanisms for insuring equal treatment of men and women in the Social Security program. The report was mandated as part of the Social Security Amendments of 1977 (P.L. 95-216). An earlier HEW task force report submitted to Secretary Califano in February 1978 serves as the starting point of the current effort. Secretary Califano has assigned lead responsibility for developing the options presented in the earlier report to the Social Security Administration. The current report is expected to be submitted to the Congress in the Fall.
- ° The Task Force on Sex Discrimination participated in two Department of Justice amicae briefs on sex discrimination: Life Insurance Company of North America v. Reichardt, 9th Cir., Nos. 75-3031 and 75-3032 and City of Los Angeles v. Manhart, Supreme Court No. 76-1810. In both cases, the Justice Department amici argued in favor of the plaintiff who contested sex discrimination in insurance and retirement plans respectively.

INTERNATIONAL AFFAIRS

IWY RESOLUTION

WOMEN AND FOREIGN POLICY

The President and the Executive Agencies of the Government dealing with foreign affairs (Departments of State and Defense, ICA, AID and others) should see to it that many more women, of all racial and ethnic backgrounds, participate in the formulation and execution of all aspects of United States foreign policy. Efforts should be intensified to appoint more women as Ambassadors and to all U.S. delegations to international conferences and missions to the United Nations. Women in citizen voluntary organizations concerned with international affairs should be consulted more in the formulation of policy and procedures.

The foreign affairs agencies should increase with all possible speed the number of women at all grade levels within the agencies, and a special assistant to the Secretary of State should be appointed to coordinate a program to increase women's participation in foreign policy and to assume responsibility for U.S. participation in and the funding of the UN Decade for Women. All concerned agencies of the Executive Branch should strive to appoint women on an equal basis with men to represent the U.S. on all executive boards and governing bodies of international organizations and on the UN functional commissions. A permanent committee composed of government officials and private members, the majority of them women, should be appointed to advise the State Department of the selection of women candidates for positions on U.S. delegations, on governing bodies of international agencies, and in the UN system.

UN COMMISSION ON THE STATUS OF WOMEN

The U.S. Government should work actively for the retention and adequate funding of the UN Commission on the Status of Women, and it should recommend that the Commission meet annually, rather than biennially.

WOMEN IN DEVELOPMENT

The U.S. Agency for International Development and similar assistance agencies should give high priority to the implementation of existing U.S. legislation and policies

designed to promote the integration of women into the development plans for their respective countries. They should also continue to study the impact on women in the developing world of U.S. government aid and commercial development programs over which government has any regulatory powers. These agencies should actively promote the involvement of these women in determining their own needs and priorities in programs intended for their benefit.

HUMAN RIGHTS TREATIES AND INTERNATIONAL CONVENTIONS ON WOMEN

In pressing for respect for human rights, the President and the Congress should note the special situation of women victims of oppression, political imprisonment and torture. They should also intensify efforts for ratification and compliance with international human rights treaties and conventions to which the United States is signatory, specifically including those on women's rights.

PEACE AND DISARMAMENT

The President and the Congress should intensify efforts to:

- (a) Build, in cooperation with other nations, an international framework within which serious disarmament negotiations can occur;
- (b) Reduce military spending and foreign military sales, convert excessive weapons manufacturing capacity to production for meeting human needs;
- (c) Support peace education in schools and advanced study in the fields of conflict resolution and peace keeping.

To this end, the United States should take the lead in urging all nuclear powers to start phasing out their nuclear arsenals, rather than escalating weapons development and deployment, and should develop initiatives to advance the cause of world peace.

INTERNATIONAL EDUCATION AND COMMUNICATION

Government agencies, media, schools and citizen organizations should be encouraged to promote programs of international education and communication emphasizing women's present and potential contribution, particularly in developing countries,

to economic and social well-being. Improved methods should be devised for collection and dissemination of this needed information in order to make adequate data available to policy makers and the public.

INTERNATIONAL WOMEN'S DECADE

The U.S. should give vigorous support to the goals of the UN Decade for Women: Equality, Development and Peace in the General Assembly and other international meetings; should give financial support to Decade activities and should participate fully in the 1980 Mid-Decade World Conference to review progress towards targets set in the World Plan of Action adopted unanimously by the World Conference of International Women's Year, 1975.

ADMINISTRATION ACTION TO DATE

Legislative Action:

S. 2646 (Sparkman) -- (Administration Request Bill)
Authorization for Foreign Aid FY '79). (Companion
bill to H.R. 1222 (Zablocki) which has passed the House.)

Objective: To provide annual reauthorization for foreign aid.

Impact on Women: Both the Senate and House versions provide directional funding of \$10 million to encourage and promote the participation and integration of women as equal partners in the modernization process in the developing countries. These funds are designed primarily to support activities which will increase the economic productivity and income-earning capacity of women. The section is not designed to establish a separate development program for women.

Administration Position: Administration bill.

Executive Action:

- o The President has made human rights a central theme in American foreign policy and has signed the Convention on Human Rights.
- o The President has appointed women to top policy-making positions in all international agencies, including four Ambassadors, top staff in the National Security Council, Department of State, Agency for International Development, and Department of Defense. The President sent First Lady Rosalynn Carter as his representative on a diplomatic trip to Central and Latin America.

- ° The Administration supported a \$3 million contribution to the United Nations Voluntary Fund for the Decade for Women. As part of the \$3 million allocation, the United States has designated \$400,000 to be contributed toward the creation of an International Research and Training Institute for the Advancement of Women, in accordance with UN General Assembly Resolution 31/135. Thirty-four countries have pledged the equivalent of \$3.8 million. The Institute must have \$3 million on hand before operations can begin.

- ° The United States delegation to the United Nations is supporting the development of plans for the 1980 Mid-Decade World Conference and regional conferences that precede it. The three themes for the Mid-Decade Conference will be employment, health, and education. (The general themes for the UN Decade for Women are equality, development and peace.) The Mid-Decade Conference, scheduled to be held in May, 1980, in Teheran, will review action taken during the first half of the decade (1976-1980) to advance the status of women in such areas as education, health, employment, voting and other political rights. Where necessary, the conference will adjust existing programs in the light of new data and research. Specifically, the conference will be charged with reviewing and evaluating progress made in implementing the objectives of IWY observed in 1975. The conference will consider what has been done to carry out the World Plan of Action, adopted at the Mexico City conference, held in June-July, 1975 and the program for the UN Decade for Women approved by the General Assembly in 1976. In addition, the conference will emphasize the elaboration of new strategies for integrating women into the development process, particularly by promoting economic and employment opportunities on an equal footing with men and for providing adequate health and educational facilities.

- ° Increasing employment of women in the Department of State is a priority in international affairs. The Secretary of State has issued a directive that women delegates specifically be sought for nominees to United States delegations. The State Department has set up a Family Liaison Office to recognize the rights and needs of spouses of officials working overseas.

- ° The Peace Corps is reviewing its employment policy for spouses of overseas staff.

- The Administration has implemented a policy requiring the inclusion of women in development projects. The AID Women in Development Office has oversight functions as well as granting authority to implement the policy.
- ACTION, in its Office of the Deputy Director, has initiated contacts with women in citizen voluntary organizations to insure that their opinions are heard in international policy debates. The Peace Corps is designing programs to insure that development programs reach poor women, particularly female heads of households. It has allocated funds to provide worldwide training of Women in Development for over 6,000 Corps volunteers and overseas staff. The Peace Corps has 44 projects, involving 355 volunteers, in which the primary focus is on women in development.
- The Task Force on Sex Discrimination in the Department of Justice has taken the following steps:
 - Established a task force in the Department of State, International Communications Agency, the United States Arms Control and Disarmament Agency, AID, and ACTION to review all Federal statutes, regulations, internal directives, policies and programs to coordinate with the Task Force on Sex Discrimination. The State Department has requested similar reviews of overseas consulates.
 - Is working with AID to develop Title IX sex discrimination regulations, which will affect a number of AID grantees.
- The Department of Labor Women's Bureau is working with the organization for Economic Cooperation and Development (OECD) and the Inter-American Commission of Women, a component of the Organization of American States to examine the role of women and promote the creation of women's bureaus.

MEDIA

IWY RESOLUTION

The media should employ women in all job categories and especially in policy-making positions. They should adopt and distribute the IWY media guidelines throughout their respective industries. They should make affirmative efforts to expand the portrayal of women to include a variety of roles and to represent accurately the numbers and lifestyles of women in society. Training opportunities should be expanded so that more women can move into all jobs in the communications industries, particularly into technical jobs.

Appropriate Federal and State agencies, including the Federal Communications Commission, U.S. Commission on Civil Rights, Department of Health, Education, and Welfare, Department of Justice, and State civil rights commissions should vigorously enforce laws which prohibit employment discrimination against women working in the mass media. These agencies should continue studying the impact of the mass media on sex discrimination and sex-role stereotyping in American society.

Special consideration should be given to media which are publicly funded or established through acts of Congress. Particularly, public broadcasting should assume a special responsibility to integrate women in employment and programming.

Women's groups and advocacy groups should continue to develop programs to monitor the mass media and take appropriate action to improve the image and employment of women in the communications industries. They should join the campaign to de-emphasize the exploitation of female bodies and the use of violence against women in the mass media.

ADMINISTRATION ACTION TO DATE

Legislative Action:

H.R. 12605 (Van Deerlin and Mikulski) and S. 2883 (Hollings, Cannon, Ford) Public Telecommunications Financing Act of 1978

Objective: To extend and improve the provisions relating to long-term public broadcasting financing, and to encourage nonbroadcast telecommunications technologies, to increase the availability of public telecommunications services to minorities and women, and to expand their opportunities for ownership, employment, training, and operation of telecommunications facilities.

Impact on Women: These bills apply Title IX and other relevant civil rights statutes to public broadcasting stations and establish an enforcement mechanism. EEO amendments are attached. The House bill requires television and radio stations to have programs to train women and minorities, and to increase their participation in public broadcasting as a criterion for fund distribution. In addition, the Secretary of Commerce must give special consideration to applications for facilities grants which increase minority and women's ownership and participation in public telecommunication entities. In addition, the bill provides for affirmative steps (1) to inform minorities and women of the availability of funds and the localities where these facilities are needed and (2) to provide assistance and information.

Administration Position: The House bill reflects Administration proposals, and the Administration supports the measure.

Executive Action:

- ° The President has taken the following initiatives:
 - In October, 1977, the President's message transmitting the Public Broadcasting and Financing Act set as a goal "greater employment, training and ownership opportunities for minorities and women."
 - Two of the first three appointments the President made to the Board of the Corporation for Public Broadcasting were women.
- ° In the area of job discrimination, the following has been done:
 - In March, 1978, a task force comprised of representatives from the Departments of Justice, HEW, the Federal Communications Commission, and the EEOC submitted a report to the House and Senate Communications subcommittees on job discrimination in public broadcasting.
 - The Department of Justice Task Force on Sex Discrimination has proposed specific recommendations to the Federal Communications Commission to improve the equal employment reporting procedures and format required of the broadcasting industry. Recommendations are designed to (1) avoid double counting of minority women, (2) provide accurate data on women in policy-making positions, (3) gain additional data on women in policy-making positions, and (4) gather additional data on training, promotions, and salaries of women in the media.

- The Equal Employment Opportunity Commission and the Federal Communications Commission have approved a Memorandum of Understanding insuring cooperation in EEO enforcement activity in broadcasting. The FCC's power to withhold licensing will prove a powerful asset to the EEOC's enforcement authority.
- Charles Ferris, Chairman of the Federal Communications Commission, has moved to improve the Commission's equal employment opportunity procedures. Mr. Ferris has appointed a task force to examine the status of women and minority employees at the FCC and to recommend additional action to improve their status. Mr. Ferris chairs the task force, and Commissioners Margita White and Tyrone Brown, along with bureau and office chiefs, serve as task force members.

MINORITY WOMEN

IWY RESOLUTION

Minority women share with all women the experience of sexism as a barrier to their full rights of citizenship. Every recommendation of this National Plan of Action shall be understood as applying equally and fully to minority women.

But institutionalized bias based on race, language, culture and/or ethnic origin or governance of territories or localities has led to the additional oppression and exclusion of minority women and to the conditions of poverty from which they disproportionately suffer.

Therefore, every level of government action should recognize and remedy this double-discrimination and ensure the right of each individual to self-determination.

Legislation, the enforcement of existing laws and all levels of government action should be directed especially toward such problem areas as involuntary sterilization; monolingual education and services; high infant and maternal mortality rates; bias toward minority women's children, confinement to low-level jobs; confinement to poor, ghettoized housing; culturally biased educational, psychological and employment testing (for instance, civil service); failure to enforce affirmative action and special admission programs; combined sex and race bias in insurance; and failure to gather statistical data based on both sex and race so that the needs and conditions of minority women may be accurately understood.

Minority women also suffer from government failure to recognize and remedy problems of our racial and cultural groups. For instance:

AMERICAN INDIAN AND ALASKAN NATIVE WOMEN

American Indian/Alaskan Native women have a relationship to Earth Mother and the Great Spirit as well as a heritage based on the sovereignty of Indian peoples. The Federal Government should guarantee tribal rights, tribal sovereignty, honor existing treaties and Congressional acts, protect hunting, fishing, and whaling rights, protect trust status, and permanently remove the threat of termination.

Congress should extend the Indian Education Act of 1972, maintain base funding of education instead of replacing it with supplemental funding, provide adequate care through the Indian Health Service, forbid the systematic removal of children from their families and communities, and assure full participation in all federally-funded programs.

ASIAN/PACIFIC AMERICAN WOMEN

Asian/Pacific American women are wrongly thought to be part of a "model minority" with few problems. This obscures our vulnerability due to language and cultural barriers, sweatshop work conditions with high health hazards, the particular problems of wives of U.S. servicemen, lack of access to accreditation and licensing because of immigrant status, and to many federally-funded services.

HISPANIC WOMEN

Deportation of mothers of American-born children must be stopped and legislation enacted for parents to remain with their children; citizenship provisions should be facilitated.

Legislation under the National Labor Relations Act should be enacted to provide migrant farm working women with the Federal minimum wage rate, collective bargaining rights, adequate housing, and bilingual-bicultural social services delivery.

Classification of existing Hispanic American media as "Foreign Press" must be stopped to ensure equal access to major national events.

Additionally, the Federal Communications Commission must provide equal opportunity to Hispanic people for acquisition of media facilities (radio and television), for training and hiring in order to provide Spanish-language programming to this major group.

PUERTO RICAN WOMEN

Puerto Rican women emphasize that they are citizens of the United States and wish to be recognized and treated as equals.

BLACK WOMEN

The President and Congress should provide for full quality education, including special admission programs, and for the full implementation and enforcement at all levels of education.

The President and Congress should immediately address the crisis of unemployment which impacts the Black community and results in Black teenage women having the highest rate of unemployment.

The Congress should establish a national program for the placement of "children in need of parents," preferably in a family environment, where the status of said children is affected by reason of racial or ethnic origin.

The President and Congress should assure Federally-assisted housing to meet the critical need of Black women, especially of low and moderate income, should direct the vigorous enforcement of all fair housing laws, and provide the allocation of resources necessary to accomplish this housing goal.

ADMINISTRATION ACTION TO DATE

Legislative Action:

H.R. 11086 Comprehensive Employment and Training Act.
(See Employment)

Administration Position: Administration bill

S. 1437 (McClellan) Criminal Code Reform Act of 1977.
(See Rape.)

Administration Position: Supports the bill.

H.R. 9030 Better Jobs and Income. (See Welfare)

Administration Position: Administration bill.

Executive Action:

- o The President has acted to address the problems of minority women:

- The President has sent to Congress two reorganization plans, EEOC and Civil Service, which would increase job opportunities for minority women. (See Employment.)
 - The President requested an increase in personnel for HEW's Office for Civil Rights and the EEOC to eliminate the complaint backlog and settle major discrimination cases, i.e., Adams, Brown, and Weal.
 - The President and the Attorney General have restated the Administration's commitment to affirmative action as an aftermath of the Supreme Court decision in Bakke v. Regents of the University of California.
- o Agency heads have taken the initiative to address certain problems facing minority women:
- The Department of Labor is funding special projects to improve employment opportunities and employability of minority women as part of CETA. (See Employment.)
 - A HUD Project on Women and Credit is addressing special housing credit needs of minority women. HUD also has contracted with the National Council of Negro Women to develop five informational packets and several workshops to educate women of all races in housing matters.
 - VISTA also has programs specifically focused on minority women.
 - The EEOC's internal reorganization plan will remove barriers to employment for women, including minority women, by expediting individual complaints and focusing on class action.
- o In the area of employment:
- The Peace Corps is conducting a wide-net minority campaign to attract minority women into the Corps.
 - The EEOC has issued two sets of guidelines that have important implications for women: (1) Proposed Guidelines on Affirmative Action and/or Remedial Action and (2) Uniform Guidelines in Employee Selection Procedures. (See Employment.)

OFFENDERS

IWY RESOLUTION

Correction Boards must provide improved educational and vocational training in a non-stereotyped range of skills that pay enough for an ex-offender to support her family.

Law enforcement agencies, courts, and correctional programs must give special attention to the needs of children with mothers under arrest, on trial, or in prison.

Disparities in the treatment of male and female juvenile offenders must be eliminated; status offenses must be removed from jurisdiction of juvenile courts; and States are urged to establish more youth bureaus, crisis centers and diversion agencies to receive female juveniles detained for promiscuous conduct, for running away, or because of family or school problems.

ADMINISTRATION ACTION TO DATE

Executive Action:

- o The Justice Department is doing the following:
 - Developing programs to improve educational and vocational training for female offenders to reduce recidivism and improve adjustment after prison.
 - A Task Force on Sex Discrimination in the Justice Department is working with the Bureau of Prisons and the U.S. Marshals Service to identify policies and practices that discriminate against offenders and personnel on the basis of sex.
- o Several interagency initiatives on women prisoners are underway:

- The Bureau of Prisons, The Bureau of Apprenticeship Training, and the Women's Bureau within DOL are cooperating to promote the establishment of registered apprenticeship programs in Federal prisons in which women are housed. The program seeks to identify the reasons why women have not enrolled in existing programs and to encourage enrollment. The development of new programs where none exist is underway. Within the apprenticeship program, women are encouraged to enter non-traditional areas such as drafting, building construction trades, and graphic arts.
- The Bureau of Prisons has established a Task Force on Women Offenders. The Task Force is studying the quality of life in prisons and program offerings for women prisoners. At the present time, there are two Federal co-correctional institutions: in Lexington, Kentucky and Forth Worth, Texas.
- The Department of Labor Women's Bureau has initiated a program in five communities to increase public awareness of the employment needs of female offenders and to develop solutions. A how-to guide, entitled, "Employment Needs of Women Offenders: A Program Design," has been published by the Women's Bureau. The guide is intended for organizations that plan to replicate the program.
- o VISTA has volunteers working to assist women offenders in the Sunbelt States.

OLDER WOMEN

IWY RESOLUTION

The Federal and State governments, public and private women's organizations and social welfare groups should support efforts to provide social and health services that will enable the older woman to live with dignity and security. These services should include but not be limited to:

- o Innovative housing which creates as nearly as possible an environment that affords security and comfort.
- o Home health and social services, including visiting nurse services, homemaker services, meals-on-wheels and other protective services that will offer older women alternatives to institutional care, keeping them in familiar surroundings as long as possible.
- o Preventive as well as remedial health care services.
- o Public transportation in both urban and rural areas for otherwise housebound women.
- o Continuing education in order to insure that the older woman will be an informed and intelligent user of the power which will be hers by virtue of the increase in her numbers.
- o Immediate inclusion of geriatric education in the curriculum and training of all medical personnel in order that the elderly will receive optimum medical attention. This applies particularly to nursing home staff.
- o Bilingual and bicultural programs, including health services, recreation and other programs to support elderly women of limited English-speaking ability.
- o Elimination of present inequities in social security benefits.
- o Recognition of the economic value of homemaking in social security benefits.

- o Passage of the Displaced Homemakers Bill.
- o Expansion of coverage for medical and health care costs.
- o Older women should be included as active participants in all kinds of policy-making positions at every level of government.
- o The image of the older woman is changing, and there should be wide publicity focused on this. The effective use of the media is essential to furnishing information to the older woman so as to insure her informed participation in the decision-making process which continuously affects the quality of her life and the life of her community.
- o Mandatory retirement shall be phased out.

ADMINISTRATION ACTION TO DATE

Legislative Action:

- o Presidential action to aid the elderly includes the following:
 - The President signed P.L. 95-256, the Age Discrimination in Employment Act Amendments of 1978 which eliminates mandatory retirement in the Federal Civil Service and mandatory retirement for most other workers 70 and younger. The Department of Health, Education, and Welfare currently is writing the regulation to implement the law.
 - The President signed P.L. 95-216, the Social Security Act Amendments, on December 20, 1977. (See Insurance.) This law improved the availability of social security benefits for divorced women and elderly women who remarry.
 - The President requested \$5 million in the FY '79 Budget for the Lifelong Learning Act. President Carter also sought reauthorization of the Adult Education Act.

- The President's proposed Better Jobs and Income Program (welfare reform) combines the SSI program into a consolidated cash system which generally increases Federal benefits to the elderly.

The Administration proposed and Congress agreed to eliminate the purchase requirement in the Food Stamp program which results in easier access to food stamps for the elderly.

- The Administration has proposed extension funding for housing for the elderly. The Administration has provided \$200 million in each of the past two fiscal years for emergency fuel assistance to help the low income and elderly meet their winter energy costs.
- The President supports extension of the Older Americans Act which provides a wide range of services to the elderly through a network of State and local agencies on aging.

o Within HEW, action has been initiated to address the needs of the elderly:

- The Administration on Aging within HEW has grant activities (\$18.8 million in FY '77) for the purpose of educating professionals in areas of aging and geriatrics. It is also funding a television program, "Over Easy," which aims to change stereotypes about older persons. The show furnishes information to older persons on how to improve their quality of life.
- HEW Secretary Califano established a task force on the treatment of women under social security which reported early this year. (See Insurance.)

- o The Department of Labor has funded five national contractors to operate public service employment programs for workers 55 years of age and older. In addition, older workers can secure part-time employment from the Senior Community Service Employment Program.
- o The Commission on Civil Rights recently completed a report on age discrimination in Federally-assisted programs.
- o The Peace Corps now has 255 female volunteers between the ages of 41 and 80. The Corps actively recruits older Americans and has no age limit for volunteers.
- o ACTION has programs under its Older American Volunteer Program to aid poor senior citizens and a broad spectrum of volunteer programs, from food cooperatives to criminal justice.

RAPE

IWY RESOLUTION

Federal, State and local governments should revise their criminal codes and case law dealing with rape and related offenses to:

- Provide for graduated degrees of the crime with graduated penalties depending on the amount of force or coercion occurring with the activity.
- Apply to assault by or upon both sexes, including spouses as victims.
- Include all types of sexual assault against adults, including oral and anal contact and use of objects.
- Enlarge beyond traditional common law concepts the circumstances under which the act will be considered to have occurred without the victim's consent.
- Specify that the past sexual conduct of the victim cannot be introduced into evidence.
- Require no more corroborative evidence than is required in the prosecution of any other type of violent assault.
- Prohibit the Hale instruction *where it has been required by law or is customary.

Local task forces to review and reform rape law and practices of police, prosecutors, and medical personnel should be established where they do not now exist. Such task forces should also mobilize public support for change. Rape crisis centers should be established (with Federal and State funding) for the support of victims and the confidentiality of their records should be assured. Bilingual and bicultural information resources should be made available where necessary.

*Some States require judges to instruct the jury as prescribed by a 17th century jurist, Lord Chief Justice Matthew Hale: "Rape is an accusation easily to be made and hard to be proved, and harder to be defended by the party accused, tho never so innocent."

Federal and State funds should be appropriated for educational programs in the public school system and the community, including rape prevention and self-defense programs.

The National Center for the Prevention and Control of Rape within the National Institute of Mental Health should be given permanent funding for operational costs, for staff positions, research and demonstration programs and for a clearinghouse on sexual assault information and educational material with regard to prevention, treatment of victims and rehabilitation of offenders. In addition, rape centers should be consulted by NIMH in the setting of priorities and allocation of funds. The National Center should re-evaluate priorities for disbursements to make funds available to community-based programs that provide direct services to victims. The advisory committee to the National Center should be continued in order to insure community involvement and the composition of the committee should be reviewed to assure minority representation and a majority of women.

State legislatures should expand existing victim compensation for the cost of medical, surgical, and hospital expenses, evidentiary examinations, counseling, emergency funds for housing, etc., and compensation for pregnancy and pain and suffering.

ADMINISTRATION ACTION TO DATE:

Legislative Action:

S. 1437 (McClellan and Kennedy) and H.R. 6869 (Rodino) --
The Criminal Code Reform of 1977

Objective: Recodification of Federal criminal laws.

Impact on Women: Provides codification of the Federal criminal law to include the following: (1) expansion of the definition of rape to cover (a) homosexual, as well as heterosexual, assaults; (b) no specification of the sex of the offender or victim; and (c) crimes in which the assailant has drugged the victim before committing a sexual act; (2) elimination of any requirement of corroboration of victim's testimony needed to prove rape; (3) definition of "spouse" revised to include both legal marriages and common law marriages; no mention of need for legal separation in S. 1437 as there is in H.R. 6869;

(4) evidence of victim's past sexual behavior barred, unless to do so would be unconstitutional; (5) spousal exemption eliminated in cases in which the victim is threatened by death or "bodily injury," is drugged, or is under 12 years of age; (6) spousal exemption is allowed in cases where "the fear is not severe, there is a lack of awareness that a sexual act is taking place, and there is a mistaken belief of marriage."

Administration Position: Supports criminal code recodification along the lines of S. 1437 and H.R. 6869.

The Administration submitted legislation to continue funding the National Center for the Prevention and Control of Rape. The National Center for the Prevention and Control of Rape, under the auspices of the National Institute of Mental Health, was established in 1976. Its mandate is to develop and evaluate health and related services for rape victims and their families, as well as for rapists. The Center, which has in the past been criticized for insufficient sensitivity to the needs of rape victims, has supported research on the causes and incidence of rape, and developed public information and training materials for use in prevention of rape and treatment of rape victims.

Executive Action:

- ° The Army offers instruction for female personnel in defense against rape. Particular attention is given to women in basic and advanced training.
- ° The Army is studying the rules of evidence applicable in court-martial rape cases in order to offer greater protection to female victims.

REPRODUCTIVE FREEDOM

IWY RESOLUTION

We support the U.S. Supreme Court decisions which guarantee reproductive freedom to women.

We urge all branches of Federal, State and local governments to give the highest priority to complying with these Supreme Court decisions and to making available all methods of family planning to women unable to take advantage of private facilities.

We oppose the exclusion of abortion or child-birth and pregnancy-related care from Federal, State or local funding of medical services or from privately financed medical services.

We urge organizations concerned with improving the status of women to monitor how government complies with these principles.

We oppose involuntary sterilization and urge strict compliance by all doctors, medical and family planning facilities with the Department of Health, Education, and Welfare's minimum April 1974 regulations requiring that consent to sterilization be truly voluntary, informed and competent. Spousal consent should not be a requirement upon which sterilization procedures are contingent. If the patient does not speak English, appropriate staff must be found to explain the procedures and HEW regulations in the primary language of the patient.

Particular attention should be paid at all levels of government to providing confidential family planning services for teen-agers, education in responsible sexuality, and reform of laws discriminating against unwed parents and their children.

Programs in sex education should be provided in all schools, including elementary schools.

Federal, State and local governing bodies should take whatever steps are necessary to remove existing barriers to family planning services for all teen-agers who request them.

Each school system should assist teen-age parents with programs, including child care arrangements, that will encourage them to remain in school, provide educational and vocational training leading to economic independence, and teach prenatal health and parenting skills.

ADMINISTRATION ACTION TO DATE:

Legislative Action:

- The President has proposed an adolescent health services and pregnancy bill which is designed to assist in preventing unplanned initial and repeated pregnancies among adolescents, as well as to assure that pregnant adolescents receive adequate health care and support services.
- The Administration supported H.R. 6075 (Hawkins) Pregnancy Disability Bill which passed the House on July 18, 1978. (See Employment.)

S. 1437 (Mc Clellan and Kennedy) Criminal Code Reform Act of 1977 (companion bill H.R. 6869 -- Rodino).

This measure, whose main objective is the recodification of Federal criminal laws, includes a provision stating that disseminating information on abortion clinics through the mails constitutes an obscenity. (See Rape.)

Executive Action:

- President Carter has stated his intention of upholding the Supreme Court's 1973 decision in Roe v. Wade guaranteeing reproductive choice to women. He also opposed the enactment of a Constitutional amendment prohibiting abortions.
- The President has limited his support for the public funding of abortions to cases where the life of the mother is endangered and where pregnancy occurred through rape or incest. The Administration supports the concept of reproductive responsibility as a necessary concomitant to reproductive freedom. In addition to promoting the availability of a full range of family planning services, the Administration supports education in responsible sexual behavior and parenthood.
- The Department of Health, Education, and Welfare has issued regulations implementing the Hyde Amendment (P.L. 95-205), which reflects Congressional intent to permit public funding of abortions under particular circumstances.

- The Department of Health, Education, and Welfare issued new proposed regulations in December, 1977, to assure that the Federal Government only pays for truly voluntary sterilizations. The proposed rules, which address the specific issues in the IWY Resolution, would permit more effective enforcement by requiring that a properly completed and signed consent form be on file with the agency prior to making payment.
- The proposed rules prohibit States from requiring spousal consent for Federally-funded sterilizations.
- The regulations provide that information regarding the nature of the procedure and the consequences of sterilization must be provided to the patient orally and in writing in her/his primary language or with the aid of an interpreter.
- The regulations extend the waiting period from 72 hours to 30 days between the time consent is obtained and the sterilization is performed. In addition, sterilization of minors and mental incompetents will not be Federally funded.
- The Department of Health, Education, and Welfare has established a network of approximately 5,000 clinics where comprehensive voluntary family planning services are offered. The President has requested a \$10 million increase for family planning in the FY 1979 budget.
- The Department of Health, Education, and Welfare supports population research on reproductive processes, reproductive behavior, new and improved fertility regulation, safety and effectiveness of contraceptive methods, and reproductive motivations of individuals.

RURAL WOMEN

IWY RESOLUTION

The President and Congress should establish a Federal rural education policy designed to meet the special problems of isolation, poverty and underemployment that characterize much of rural America. Such a policy must be consciously planned to overcome the inequality of opportunities available to rural women and girls.

The Office of Management and Budget should set and enforce a policy that data collected on beneficiaries of all Federal programs shall be reported by sex, by minority status, and by urban/rural or metropolitan/non-metropolitan areas, based on a standard definition.

Data on employment of women and public programs on behalf of working women should include in their definitions farm wives and widows who perform the many tasks essential to the farm operation.

A farm wife should have the same ownership rights as her spouse under State inheritance and Federal estate laws. Tax law should recognize that the labor of a farm wife gives her an equitable interest in the property.

The President should appoint a joint committee from the Departments of Labor, Agriculture, and Justice to investigate the Louisiana sugar plantations system's violations of human rights, especially of women. This commission should also investigate conditions of other seasonal and migratory workers in all States and Territories of the United States.

All programs developed on behalf of rural women should be certain to include migrant, Black, Native American, Alaskan, Asian, and Hispanic women and all isolated minorities, and affirmative action programs should be extended to include all disenfranchised groups.

ADMINISTRATION ACTION TO DATE

Legislative Action:

On December 13, 1977, the President signed the Rural Health Clinic Act of 1977 (P.L. 95-210) authorizing Medicare and Medicaid reimbursement to rural health clinics for services

rendered by primary-care practitioners, including nurse practitioners and nurse midwives. An estimated two-thirds of all health providers and patients are women. On March 1, 1978 -- less than two and one-half months after the Act became law -- HEW published regulations to allow reimbursement under Medicare to begin.

The Administration also supports:

H.R. 11086 CETA Reauthorization Bill Section 303, Migrant and Seasonal Farmworkers Employment and Training Program. (See Employment.)

H.R. 15 (Perkins) Education Amendments of 1978. Change in P.L. 95-207 ESEA, Title I. Section on Migrant Education extending the funding for special programs for children of migrant and seasonal agricultural workers. (See Education.)

Executive Action:

- National attention was focused on educational needs of rural women and girls through a series of hearings conducted by the National Advisory Council on Women's Educational Programs (HEW) in Wisconsin, California, New Mexico, and North Carolina. The Council issued a significant and widely read report, Educational Needs of Rural Women and Girls.
- The Department of Labor has taken the following initiatives:
 - Secretary of Labor Ray Marshall established the Secretary's Committee on Rural Development in August 1977, and an office is being organized in DOL to focus on the needs of rural Americans for employment and training programs. DOL funds several family-oriented rural projects which provide comprehensive services, such as counseling, employment training, schooling and child care to rural families. In addition, the Green Thumb program, run by the National Farmers Union, provides part-time jobs to workers 55 years old and over and has approximately equal male-female participation.
 - The Women's Bureau is funding several model projects designed to help rural women. These projects will demonstrate the effectiveness of information and referral services and the employment and training outreach centers established by local community organizations. Research projects related to employment and training and labor force participation of rural women also will be funded by the Women's Bureau.

- The Community Services Administration has taken the following actions:
 - Community Services Administration (CSA) has funded a Women's Equity Project through two farmworker organizations to explore elimination of barriers to women's participation in farmworker organizations and in other employment and training programs.
 - CSA is requiring grantees to take affirmative action steps to include all groups, including migrants, Native Americans and Alaskans, in employment and in receipt of program benefits.
- The Department of Transportation's new policy statement sets forth its goal of making available to every American an alternative mode of transportation to the private automobile. This is particularly important for rural women whose mobility is seriously limited if they do not have access to an automobile.
- Several executive departments co-funded the first Rural American Women's Leadership Conference in February, 1978.

SEXUAL PREFERENCE

IWY RESOLUTION

Congress, State, and local legislatures should enact legislation to eliminate discrimination on the basis of sexual and affectional preference in areas including, but not limited to, employment, housing, public accommodations, credit, public facilities, government funding, and the military.

State legislatures should reform their penal codes or repeal State laws that restrict private sexual behavior between consenting adults.

State legislatures should enact legislation that would prohibit consideration of sexual or affectional orientation as a factor in any judicial determination of child custody or visitation rights. Rather, child custody cases should be evaluated solely on the merits of which party is the better parent, without regard to that person's sexual and affectional orientation.

ADMINISTRATION ACTION TO DATE

Legislative Action:

Administration is not proposing any legislation in this area. (See Part II of this Report.)

Executive Action:

- ° The Justice Department Task Force on Sex Discrimination reviewed the Federal Criminal Code and concluded that there are no Federal criminal laws prohibiting homosexual conduct.

- ° On March 26, 1977, representatives of the National Gay Task Force met with Midge Costanza, Assistant to the President. Follow-up meetings with other Administration officials also occurred.

STATISTICS

IWY RESOLUTIONS

The Office of Management and Budget should require all departments and agencies to collect, tabulate, and analyze data relating to persons on the basis of sex in order to assess the impact of their programs on women.

The U.S. Census Bureau should aggressively pursue its efforts to reduce the undercounts of minority Americans, including Blacks, Hispanic Americans, Asian Americans, and American Indians. The Department of Health, Education and Welfare should continue its efforts to implement the usage of special group identifiers in all vital statistics record keeping. These statistics should be recorded and reported by sex and subgroup.

ADMINISTRATION ACTION TO DATE

Legislative Action:

Administration does not feel additional legislation is necessary. (See Message to Congress for Administration's proposed executive action on statistics. Also see Part II of this Report.)

Executive Action:

- ° An Executive Order issued last fall transferred the Office of Federal Statistical Policy and Standards from OMB to Commerce. Commerce-OFSPS and the Domestic Policy Staff are working together to develop guidelines for the compilation and analysis of data necessary to assess the impact of Federal programs on women.
- ° In April 1978, the Census Bureau in the Department of Commerce conducted a conference on Issues in Federal Statistical Needs Relating to Women. The conference was designed to consider special problems encountered in collecting statistics on women.
- ° The Federal Women's Program of the Civil Service Commission prepares an annual report on women employees in the Federal Government with emphasis on grade, race, unit, etc. During each year, special reports are prepared using identifiers of grade, race, organizational unit, occupation, education, and national workforce data. These reports help determine where women are under-represented so that appropriate action may be taken to correct problems.

- The National Center for Educational Statistics of HEW collects data on education which are published in recurrent reports, including the Condition of Education and the Digest of Educational Statistics. Beginning in 1979, NCES will collect and publish data on sex and race/ethnicity.
- The Department of Labor has taken the following steps to collect and disseminate data on women:
 - The Bureau of Labor Statistics publishes a wide range of data on women workers, including statistics on employment status, number and age of children, earnings, work experience, occupation, education and age. The Bureau of Labor Statistics published U.S. Working Women: A Databook which was released to coincide with the IWY National Conference. The Bureau of Labor Statistics also plans to publish a regular data sheet on the employment status of women. In addition, BLS has published a pamphlet, Where to Find BLS Statistics on Women, Report #530, which summarizes the wide array of BLS data about working women.
 - The Women's Bureau collects statistical data about women from other sources and analyzes and publishes them in an easy-to-read format.

WOMEN, WELFARE, AND POVERTY

IWY RESOLUTION

The Federal and State governments should assume a role in focusing on welfare and poverty as major women's issues. All welfare reform proposals should be examined specifically for their impact on women. Inequality of opportunity for women must be recognized as a primary factor contributing to the growth of welfare rolls.

Women in poverty, whether young or old, want to be part of the mainstream of American life.

Poverty is a major barrier to equality for women. Millions of women who depend on income transfer programs or low-paying jobs for their basic life support may be subject to the multiple oppression of sexism, racism, poverty and they are often old or disabled.

Many other women, because of discriminatory employment practices, social security laws, differential education of men and women, and lack of adequate child care are just one step away from poverty. Consequently, the elimination of poverty must be a priority of all those working for equal rights for women.

Along with major improvements in the welfare system, elimination of poverty for women must include improvements in social security and retirement systems, universal minimum wage, non-traditional job opportunities, quality child care, comprehensive health insurance, and comprehensive legal services. A concerted effort must be made to educate the public about the realities of welfare, the plight of the blind, the aged, the disabled, single-parent families and other low-income women.

We support increased Federal funding for income transfer programs (e.g., Social Security, SSI, AFDC). Congress should approve a Federal floor under payments to provide an adequate standard of living based on each State's cost of living for all those in need. And, just as with other workers, homemakers receiving income transfer payments should be afforded the dignity of having that payment called a wage, not welfare.

We oppose the Carter Administration proposal for welfare reform (H.R. 9030), which among other things eliminates food stamps, threatens to eliminate CETA training and CETA jobs paying more than minimum wage, and does not guarantee

adequate day care, and we oppose proposals for "workfare" where welfare mothers would be forced to "work off" their grants which is work without wage, without fringe benefits or bargaining rights, and without dignity. H.R. 9030 further requires those individuals and families without income to wait weeks or even months before even the inadequate grant is available.

We strongly support a welfare reform program developed from on-going consultation with persons who will be impacted.

This program should (1) be consistent with the National Academy of Science recommendation that no individual or family living standard should be lower than half the median family income level for substantial periods (after taxes) and this income should not fall below the Government-defined poverty level of family income even for shorter periods; (2) help sustain the family unit; and (3) insure that women on welfare and other low-income women who choose to work not be forced into jobs paying less than the prevailing wage.

In order to improve the status of women, the following actions should be taken:

- (a) To insure that welfare and other poor are not discriminated against as an economic class, affirmative action guidelines should be drawn up to provide that all employers who are recipients of Federal and/or State contract monies be required to show that they are hiring recipients.
- (b) There should be targeting of funds by local CETA advisory boards for the placement and training of women in non-traditional higher-paying jobs, consistent with the original mandate.
- (c) The Department of Labor should make a study of jobs and wages based on a standard of comparable worth and speedily move the implementation of that study in all Government positions.
- (d) Unions should devote additional energy to the organization of women to upgrade pay and working conditions for women in traditional employment.

Quality child care should be a mandated Title XX service, available to all families on an ability-to-pay basis throughout training, education, job search and employment.

Congress should encourage education of women by insuring that Federal and other education grants do not reduce an individual's or family's eligibility for public assistance in AFDC or any other program.

Comprehensive support services and social services must be provided and adequately funded.

ADMINISTRATION ACTION TO DATE

Legislative Action:

H.R. 9030 (Corman) Better Jobs and Income Act.

Objective: To replace existing Federal welfare programs with a single coordinated program to assure jobs, training, and income supplementation for low-income citizens able to work; to assure income support for low-income citizens in need who are not available for work by reason of disability, age, or family circumstances; and to encourage States to supplement wages to a level above the minimum wage.

Impact on Women: The Administration bill (H.R. 9030) provides 1.4 million jobs for welfare recipients. Attempts will be made to provide jobs for principal wage earners in families with children. The principal earner is defined as the adult in the household who earned the largest total income during the six months prior to application, except that another adult in the household may qualify as the principal earner if that adult worked the greatest number of hours during the same six-month period. Mothers with children under 7 years of age are not required to work. Mothers with children between the ages of 7 and 13 must be available for part-time work during the hours that the children are in school. A mother may refuse a job whose hours make it impracticable to be at home when the children are not in school. Mothers of children 14 years and older must be available for full-time work. The bill allows welfare recipients to refuse jobs paying less than the minimum wage.

Recipients may exclude from their total earnings up to \$150 per month for day care expenses for one child and \$300 per month for day care for two or more children before benefits are reduced \$.50 for every dollar earned; however, the total amount of the day care exclusion cannot exceed the actual day care expenses. In addition, day care expenses cannot exceed actual earnings. It is expected that some of the public service jobs under the provisions of H.R. 9030 would provide day care services.

Administration Position: Administration bill.

- ° The President has sent to Congress his proposed Comprehensive Employment and Training Act (CETA) reauthorization legislation which contains several provisions to help low-income and welfare women. (See Employment.)

CONTINUING COMMITTEE OF THE CONFERENCE

IWY RESOLUTION

Whereas, Public Law 94-167 requires the establishment of a Committee of the Conference which will take steps to provide for the convening of a Second National Women's Conference to assess the progress made toward achieving the recommendations of this 1977 conference; and

Whereas, such Committee would constitute an important mechanism to consider steps to achieve the recommendations of this Conference.

It is hereby resolved that:

1. A Committee of the Conference be selected by the National Commission on the Observance of International Women's Year after receiving recommendations of individuals to serve on the Committee in writing on or before December 30, 1977*, from the delegates of this body following the Conference.

The Committee shall be composed of persons of diverse ages and racial, ethnic, religious, economic, social, and geographic backgrounds.

2. This Conference calls upon the President to issue an Executive Order creating a Commission to carry out our recommendations.

3. The Committee of the Conference shall serve until such time as the President appoints such a Commission.

4. This Conference calls upon the President and the Congress to authorize and appropriate sufficient funds to enable these bodies to carry out this mandate.

*The Commission extended this date to January 15, 1978.

ADMINISTRATION ACTION TO DATE:

Executive Action:

- ° On March 22, 1978, in remarks at a reception honoring the National Commission on the Observance of International Women's Year, 1975, the President said, "I have asked my own domestic staff under Stu Eizenstat, working closely with Midge Costanza (and) with members of my Cabinet...to begin implementation of the Plan of Action which you completed. I will establish by Executive Order a continuing interdepartmental agency group. And, I will also establish a continuing committee of women... to work intimately with the Cabinet officers, the agency heads, the White House staff, and me, personally, to be sure that superb work that you did at Houston and since Houston will not be lost, but will be implemented completely." (Weekly Compilation of Presidential Documents, Monday, March 27, 1978, Volume 14-Number 12.)
- ° In April, 1978, the President signed an Executive Order creating a National Advisory Committee on Women and an Interdepartmental Task Force. On June 20, 1978, Bella Abzug and Carmen Voraw were named co-chairs of the Advisory Committee and 40 members representing a wide spectrum of women's groups were appointed to serve on the Committee.

PART II: ADDITIONAL LEGISLATION PENDING

BATTERED WOMEN

Legislation Pending Before the 95th Congress:

H.R. 12299 (George Miller with co-sponsors Mikulski, Steers and Boggs) Domestic Violence Assistance Act.

Objective: To establish a Federal Office on Domestic Violence and Federal Council on Domestic Violence. To provide grants for the assistance of victims and for training programs.

Impact on Women: This bill would offer aid to battered women. It also provides training programs for specialists dealing with the many-faceted problems of battered women.

Administration Position: The Administration is using current Executive authority to address the needs of battered women. Ongoing programs and an intensified research effort under existing authorities by HEW, Justice, and ACTION, are already addressing the problems of domestic violence. In addition, the Administration has proposed an amendment to Title XX of the Social Security Act to provide emergency shelter for adults, including victims of domestic violence.

S. 2759 (Cranston) Domestic Violence Prevention and Services Act.

Objective: To provide "Federal support and stimulation of State, local and community activities to prevent domestic violence and assist the victims of domestic violence." To establish a National Center on Domestic Violence, located within the Office of the Secretary of HEW to coordinate, through an interagency council, all programs authorized under the Act. Provides research and reporting activities within NIMH. Provides technical assistance through regional centers to States, local communities, private nonprofit organizations and others. Authorizes appropriation of \$30 million a year for five years. At full appropriation, \$25.5 million would go for grants to States and communities; \$2.3 million for National Center and \$2.1 million for research.

Impact on Women: Authorizes aid to battered women through State matching grants and State and community support for community-based shelters.

Administration Position: Same as H.R. 12299.

BUSINESS

Legislation Pending Before the 95th Congress:

H.R. 11318 (Addabbo) Amendments to Small Business Act and Small Business Investment Act of 1958. Section 8(a) is the only part specifically relevant to women.

Objective: A general small business bill.

Impact on Women: In section 8(a), the language regarding presumptive groups still reads "economically and socially" disadvantaged, and thus makes it difficult for women to qualify for loans. According to Hill sources, the Congressional intent is to include women; however, SBA is responsible for developing the regulations.

Administration Position: None.

CHILD CARE

Legislation Pending Before the 95th Congress:

H.R. 7200 (Corman) Titles IV and V of The Public Assistance Amendments of 1977. (The Senate is considering similar legislation.)

Objective: To provide a comprehensive series of amendments to the child welfare portions of the Social Security Act. The bill creates a Federal program of adoption subsidies for hard-to-place children. It increases Federal support for a wide range of other services to families and children, including family crisis assistance, homemaker services, counseling, and day care. The measure provides new protections which are designed to convert foster care from a "dead end" placement to one of a full range of short-term child welfare services.

Impact on Women: Brodhead adoption subsidy provision of H.R. 7200 mandates that each State provide adoption subsidies for handicapped and otherwise hard-to-place children. Federal support is available to these children if they are in foster care, but current Federal law does not allow the continuation of such support if the child is adopted. Thus, this adoption subsidy program is designed to provide the benefits of a permanent home for the hard-to-place children who are in institutions or foster care because of the high costs involved in their permanent care.

The bill provides services to women before a family problem becomes a crisis requiring the child's removal from the home. The measure also provides women with children additional support services which enable them to enter the labor market.

Administration Position: The Administration continues to support its proposed Child Welfare Amendments legislation which was introduced as S. 1928. That bill would amend the Social Security Act to strengthen and improve the program of Federal support for foster care of dependent children and establish a program of Federal support to encourage adoptions of children with special needs. H.R. 7200 contains several objectionable provisions which the Administration opposes.

EDUCATION

Legislation Pending Before the 95th Congress

H.R. 12626 (Michel) Amateur Sports Act of 1978. (Companion bill S. 2727 passed the Senate May 8, 1978.)

Objective: To promote and coordinate amateur athletic activity in the U.S.; to recognize certain rights for U.S. amateur athletes; to provide for the resolution of disputes involving national governing bodies.

Impact on Women: The bill directs the Olympic Committee: (1) to encourage and provide assistance to amateur athletic activities for women, and (2) to disburse the \$30 million provided by the bill in a manner consistent with the equitable support and encouragement of women's programs. In addition, the bill directs national governing bodies to provide equal opportunities to amateur athletes without regard to sex. National governing bodies, themselves, must be governed without discrimination on the basis of sex, and, in addition, these governing bodies must afford reasonable representation in the governance of the sport to organizations which produce athletes in world class competitions. Where separate programs for males and females exist, national governing bodies must support and encourage equitably the participation of women.

Administration Position: While the Administration supports the reorganization of amateur sports that would be accomplished by the bill, the Administration has serious concerns about the precedent of direct Federal support for amateur athletics. Thus, the Administration questions the desirability of the bill's financing provisions.

EMPLOYMENT

Legislation Pending Before the 95th Congress

H.R. 10126 (Y. Burke) Part-time Career Opportunity Act.
(related bill S. 518 - Nelson)

Objective: To increase part-time employment within the Federal Government.

Impact on Women: This bill would accommodate wives, young mothers, and older women who cannot enter full-time employment. This would be particularly beneficial at the upper levels of government where women are in the minority.

Administration Position: Opposes mandatory features of these bills. The Administration has taken executive action to increase part-time Federal work and will be conducting an experiment in part-time employment in five selected agencies beginning October 1, 1978.

H.R. 3247 (Fraser, Keys) Equity in Social Security for
Individuals and Families Act. (No companion bill)

Objective: To give a maximum number of adult Americans their own social security records.

Impact on Women: The bill provides for splitting a couple's income for crediting earning for social security purposes on which future benefits would be based. A woman's Social Security records would be established independent of the continuation of her marriage. As a result, a woman would be eligible for disability insurance, and survivor benefits would be available upon her death for any minor dependents, and retirement benefits at age sixty-two, even if her husband had not retired. As an increasing proportion of married women are in the labor force, this measure would apply to fewer women.

Administration Position: None

MINORITY WOMEN

Legislation Pending Before the 95th Congress

S. 1214 (Abourezk) and H.R. 12533 (Udall) Indian Child Welfare Act

Objective: To establish standards for the placement of Indian children in foster or adoptive homes and to enhance the opportunity for such children to retain their cultural heritage and identity.

Impact on Women: The bill offers Indian parents greater assurance that their children will not be inappropriately removed from the Indian family setting.

Administration Position: Sympathetic with objective, but, because of constitutional and programmatic problems, opposes the bill.

RAPE

Legislation Pending Before the 95th Congress

Legislative Action:

H.R. 4729 (Holtzman) Privacy Protection for Rape Victims Act of 1977

Objective: To amend the Federal Rules of Evidence to provide for the protection of rape victims.

Impact on Women: The bill excludes evidence of victim's sexual history unless (1) it concerns a prior relationship with the accused; and (2) it concerns past sexual behavior with someone other than the accused and is introduced to refute the victim's claim of pregnancy or injury caused by the assault.

Administration Position: None.

S. 2565 (Mathias) Service Funding for Victims of Rape

Objective: To provide further research and services to rape victims.

Impact on Women: The bill provides Federal funding for rape crisis centers and for other public and private sources of aid to rape victims.

Administration Position: Administration proposes rape services as part of its health legislation; therefore, it opposes the bill.

REPRODUCTIVE FREEDOM

Constitutional Amendments:

Approximately 76 members of the House and 15 Senators have proposed amendments to the U.S. Constitution guaranteeing the right to life of the unborn. Several members also have introduced amendments to the U.S. Constitution which would allow individual states to pass their own laws on abortion. The following states have called for a Constitutional Convention to reverse the 1973 U.S. Supreme Court decision legalizing abortion: Arkansas, Delaware, Indiana, Kentucky, Louisiana, Massachusetts, Missouri, Nebraska, New Jersey, Pennsylvania, Rhode Island, South Dakota, and Utah.

Administration Position: Opposes.

SEXUAL PREFERENCE

Legislation Pending Before the 95th Congress

H.R. 2998 (Koch) Civil Rights Amendments

Objective: To amend the 1964 Civil Rights Act to prohibit discrimination on the basis of sexual orientation.

Impact on Women: This bill would extend to homosexuals protection against discrimination in employment, housing, public accommodations and other areas. The bill states explicitly that no affirmative action or quotas are implied.

Administration Position: None.

STATISTICS

Legislation Pending Before the 95th Congress

S.J. Res. 99 (Matsunaga) Resolution to Improve the Collection and Dissemination of Statistics on Women.

Objective: To provide for improvements in collection, analysis and publication of census data relative to women in professional, technical and managerial positions.

Impact on Women: The measure endorses the collection of status information on women. The availability of data on women in professional, technical, and managerial roles would permit assessment of the impact of government programs on these groups.

Administration Position: The Administration position is under development. The Department of Commerce, however, believes that S.J. Res. 99 is unnecessary and that improved data collection procedures could be developed through executive action.

THE WHITE HOUSE

WASHINGTON

September 1, 1978

MEMORANDUM FOR THE PRESIDENT

FROM: JERRY RAFSHOON



Enclosed are two alternate drafts of a departure statement to be made on the South Lawn on Monday.

One is pure Mideast, the other leads off with a quick statement on the energy bill and then gets into the Mideast. I prefer the latter and I believe Hamilton and Jody would like that approach. Either needs to be done forcefully.

Departure Statement -- Including Energy

This is an extremely important week -- a week of decisions that could profoundly affect the course of events both at home and abroad.

Tomorrow, I will join the leaders of Egypt and Israel at Camp David in the service of peace. There can be no more urgent or important task.

During my absence, the Congress will continue its attempts to reach agreement on the national energy plan. It is imperative that agreement be reached. I would remind the members of Congress once again of the serious consequences of inaction for the economic health and independence of our country. Once again, I urge them to do their duty.

* * *

At Camp David, President Sadat, Prime Minister Begin and I will work together to advance the cause of peace, to which all of us are deeply devoted. That devotion constitutes the essential basis for this meeting.

No one can offer assurances that any single meeting will open the way to permanent peace. No one should underestimate the obstacles in our path. There must be accommodation. There must be movement. There must be compromise, and the

pain and difficulty of that process cannot be avoided.

For we have no choice. We must try.

We know that four wars have not solved the problems of the Middle East. We know that more futile violence is the only alternative to the road of peace, and we know that violence in the Middle East can spread.

We also know how much peace would mean. To the people of the region, it would mean the release of vast energies for economic development and a creative sharing of experience. To all the world's people, it would mean a more secure future.

The meetings I depart for now will provide a new chance for Israel and Egypt to consider the alternatives they face. I pray that we will be granted the wisdom and courage we need.

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Departure Statement -- Without Energy Reference

Tomorrow I will join the leaders of Egypt and Israel in the service of peace. There can be no more urgent or important task.

The sincerity of President Sadat and Prime Minister Begin is beyond question. Both deeply desire peace. That fact is the essential basis for this meeting.

No one can offer assurances that any single meeting will open the way to a Middle East peace settlement. No one should underestimate the obstacles that stand in the way of peace. There must be accommodation. There must be movement. There must be compromise, and the pain and difficulty of that process cannot be avoided.

For we have no choice. We must try. We know that four wars have not solved the problems of the Middle East. We know that futile violence is the only alternative to the road of peace. And we know that violence in the Middle East threatens not only that region but other parts of the world as well.

We also know how much peace would mean. For the people of the Middle East, it would bring the release of vast energies for economic development and a creative sharing of experience. For all the world's people, it would bring a more secure future.

The meetings I depart for now will provide a new chance for Egypt and Israel to consider the alternatives they face. I pray that we will be granted the wisdom and courage we need.

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