

THE WHITE HOUSE

WASHINGTON

January 5, 2000

I am pleased to introduce the 2000 edition of *America's Commitment*, a compilation of the federal programs my Administration has initiated to benefit women.

In September 1995, the United States proudly joined 188 other governments at the United Nations Fourth World Conference on Women in Beijing, China, in adopting the Platform for Action. This historic and comprehensive statement on women's rights and public policy is divided into 12 critical areas of concern, ranging from poverty to the environment.

To ensure that our nation makes every effort to implement the strategies outlined in the Platform for Action, I established the President's Interagency Council on Women. The First Lady serves as Honorary Chair of the Council, with Secretary of State Madeleine Albright as Chair and Secretary of Health and Human Services Donna Shalala as Immediate Past Chair. With the Council's guidance and the cooperation of nongovernmental organizations, our government has made tremendous progress in our efforts to develop programs and policies that improve the quality of life for women and their families. The results of our endeavors have been far-reaching, from curbing domestic violence to helping women-owned businesses export their products overseas.

As we prepare for the United Nations Special Session of the General Assembly in June 2000, we must remain steadfast in our efforts to promote the rights of women and children in the United States and throughout the world. While our nation has made significant strides in implementing the Platform for Action, we must reaffirm our commitment to advancing the status of women. With vision, energy, and determination, we can ensure that the new century is an era of continued progress and achievement for all women and their families.

A handwritten signature in black ink, reading "Bill Clinton". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.



America's Commitment Women 2000



President's Interagency Council on Women



State Department Official Photograph

FIRST LADY HILLARY RODHAM CLINTON, JULY 11, 1997

“There cannot be true democracy unless women’s voices are heard. There cannot be true democracy unless women are given the opportunity to take responsibility for their own lives. There cannot be true democracy unless all citizens are able to participate fully in the lives of their country.”

SECRETARY OF STATE MADELEINE K. ALBRIGHT, MARCH 12, 1997

“Advancing the status of women is not only a moral imperative; it is being actively integrated into the foreign policy of the United States. It is our mission. It is the right thing to do, and, frankly, it is the smart thing to do.”



President's Interagency Council on Women

Dear Friends:

Since the United Nations Fourth World Conference in Beijing in 1995, the President's Interagency Council on Women has worked diligently to improve and advance the status of women and their families in the United States and abroad. We are proud of the strong commitment our government has made to promote women's progress.

This publication highlights the efforts of the United States government since 1995 in supporting and creating programs and policies that benefit women and their families. This report is arranged according to the twelve critical areas of concern outlined in the *Beijing Platform for Action*. The 2000 Edition of *America's Commitment* demonstrates that, by working together, our government can achieve tremendous results in improving the status of women and children in our society.

The United States is a leader in recognizing and supporting the rights of women and girls. This publication reflects the laws, policies, and programs of the United States that meet the goals and objectives of the *Platform for Action*. But our work is not finished. As we move forward into the 21st century, we must continue to work to ensure that women in the United States and around the world are provided opportunities to fulfill their potential as individuals and citizens.

Sincerely,

A handwritten signature in black ink that reads "Madeleine Albright". The signature is written in a cursive style with a large, sweeping flourish at the end.

Madeleine K. Albright
Secretary of State
Chair of the Council

A handwritten signature in black ink that reads "Hillary Rodham Clinton". The signature is written in a cursive style with a large, sweeping flourish at the end.

Hillary Rodham Clinton
First Lady
Honorary Chair



State Department Official Photograph

U.S. Department of State, The Benjamin Franklin Diplomatic Room

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Ellen Lazar, Treasury; ***Jennifer Luray***, White House Women's Office; ***Sylvia Baca***, Interior; ***Scott Busby***, National Security Council; ***Virginia Canter***, National Endowment for the Humanities; ***Constance Dunham***, Office of the Comptroller of the Currency; ***Nancy Hendry***, Peace Corps; ***Carolyn Becraft***, Navy; ***Bonnie Campbell***, Justice; ***Anita Botti***, State; ***Jan Piercy***, World Bank; ***Ambassador Sally Shelton-Colby***, U.S. Agency for International Development; ***Ambassador Betty King***, U.S. Mission to the United Nations; ***Dr. Nancy Valentine***, Veterans Affairs; ***Joyce Kravitz***, United States Information Agency; ***Ambassador Craig Johnstone***, State; ***Jill Long Thompson***, Agriculture; ***Lidia Soto-Harmon***, State; ***Elaine Shocas***, State; ***Frankee Greenberg***, Environmental Protection Agency; ***Dr. Susan F. Wood***, Health and Human Services.

Seated from Left to Right:

Sarah Kovner, Health and Human Services; ***General Claudia Kennedy***, Army; ***Secretary Madeleine K. Albright***, State; ***First Lady Hillary Rodham Clinton***; ***Secretary Donna Shalala***, Health and Human Services; ***Melanne Verveer***, The White House; ***Deputy Secretary Kitty Higgins***, Labor; ***Theresa Loar***, State.

Not in Photo:

Ambassador Wendy R. Sherman, State; ***Linda Robertson***, Treasury; ***Elizabeth C. Sears***, Commerce; ***Virginia A. Manuel***, Commerce; ***Irasema Garza***, Labor; ***Geri Palast***, Labor; ***Jacque Lawing***, Housing and Urban Development; ***Nuria Fernandez***, Transportation; ***Dr. Martha Krebs***, Energy; ***Leslie T. Thornton***, Education; ***Judith Heumann***, Education; ***Sylvia Mathews***, Office of Management and Budget; ***Audrey Choi***, Council of Economic Advisors; ***Ambassador Susan G. Esserman***, U.S. Trade Representative's Office; ***Administrator Aida Alvarez***, Small Business Administration; ***Sherrye Henry***, Small Business Administration; ***Joanne O. Isham***, Central Intelligence Agency; ***Janice Lachance***, Office of Personnel Management; ***Stephenie Foster***, General Services Administration; ***Joan Wainwright***, Social Security Administration; ***Margaret Lycette***, U.S. Agency for International Development; ***Ida Castro***, U.S. Equal Employment Opportunity Commission; ***Ann Lewis***, The White House; ***Maria Echaveste***, The White House; ***Audrey Tayse Haynes***, The White House; ***Wendy Patten***, The White House; ***Lauren Supina***, The White House

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Counselor of the Department of State

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Director, President's Interagency Council on
Women and Senior Coordinator for
International Women's Issues

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Deputy Director, President's Interagency
Council on Women

Anita Botti

Deputy Director, International Women's
Initiatives, President's Interagency Council on
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Director, Women's Bureau

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U.S. Public Health Service's Office on
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Assistant Administrator

Margaret Lycette
Director, Office of Women in Development

COMPTROLLER OF THE CURRENCY

Constance Dunham
Senior Financial Economist

PEACE CORPS

Nancy H. Hendry
General Counsel

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Ida Castro
Chairwoman

NATIONAL ENDOWMENT FOR THE HUMANITIES

Virginia Canter
General Counsel

U.S. MISSION TO THE UNITED NATIONS

Ambassador Betty King
United States Representative on the UN
Economic and Social Council

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U.S. Executive Director

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Deputy Chief of Staff

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Chief of Staff to Mrs. Gore and Special
Counsel to the Vice President

Scott Busby
Director, Office for Democracy, Human Rights
and Humanitarian Affairs
National Security Council

Wendy Patten
National Security Council

Lauren Supina
Director of White House Women's Office

December 1999

Introduction

In June 2000 the United States will join most the nations of the world at a Special Session of the United Nations General Assembly in New York entitled “Women 2000: Gender Equality, Development and Peace for the Twenty-First Century.” The purpose of the Special Session its to appraise and assess the progress achieved in advancing the status of women since the United Nations Fourth World Conference on Women in Beijing, September 1995.

The United States has taken its commitment to the Beijing Declaration and Platform for Action, adopted at the conference, very seriously. On the eve of the conference, August 26, 1995, President Clinton looked towards the conference and announced the formation of the President’s Interagency Council on Women in order “to make sure that all the effort and good ideas actually get implemented when we get back home.” The Council has been working hard on that mandate ever since.

The President’s Council has coordinated implementation of the Platform for Action at the federal level and worked with individual agencies to develop related initiatives to further women’s progress and engage in outreach and public education to support the goals of the Platform for Action—goals that essentially aim to improve the status and well-being of women and their families domestically and internationally.

In turn Council representatives, high-level representatives from Executive Branch agencies, have worked within their agencies, often with task forces they have formed, to identify initiatives to improve the lives of women and girls and to ensure that goals of the Platform for Action become an integral part of their operation.

America’s Commitment is one way in which the United States government is holding itself accountable. It is intended as a resource document, a reference tool that will help serve as a guide through the maze of government agencies and programs, both general programs and women-specific ones, that benefit women. The Platform for Action provides a compass. As with an earlier edition published in 1997, the Council’s editorial board of representatives of all government agencies, have followed the outline of the Platform for Action—the 12 Critical Areas of Concern that it identified and the accompanying Strategic Objectives for each area of concern. They have used it as a means to take a close look at the entire range of their policies and programs and to look towards the future.

Women 2000 is actually intended to be more than a five-year review of progress since the Beijing Conference. The General Assembly resolution for the special session calls for nations to review and assess progress made on implementation of both “the Nairobi Forward Looking Strategies for the Advancement of Women and the Beijing Platform for Action and to consider further actions and new initiatives.”

The United Nations has been looking toward the year 2000 and the goals of women’s equality, development, and peace since the 1970s. It launched a decade for women with a world conference

in Mexico City in 1975. The decade concluded in Nairobi in 1985 with the adoption of the Forward Looking Strategies that targeted the year 2000 for the achievement of the goals, as the goal for women's equality, development, and peace.

Now we are here. And we find that we have a long way to go. The problems are real, obstacles remain, setbacks occur. But to leave it at that would be to overlook the tremendous progress that women have made around the world. Despite obstacles and setbacks, women enter the twenty-first century transformed and bring with them a transformed world. As this book amply illustrates, nowhere is that more true than in America.

Some of these programs described in *America's Commitment* have long been in place and precede not only the Beijing Conference but the twenty-five year span of United Nations Women's Conferences and the United Nations itself. In that sense, before the Platform for Action was drafted, we were implementing it. That is because the work of advancing the status of women and of achieving gender equality, and equality among all citizens, goes back to the very beginnings of the Republic and became most visible in the mid-1800s as the women's rights movement grew out of the abolition movement. Years of struggle on the part of American women and their supporters resulted in social and cultural changes and Constitutional, legal, and programmatic actions in this century, accelerated greatly with the post-war civil rights movement and second phase of the women's rights movement.

Although *America's Commitment*, as its title implies, is intended to describe what the U.S. government is doing to benefit its citizens and the rest of the world, especially women, it contains a considerable amount of information about the federal government as an employer, describing what government is doing to benefit its own employees. Because the federal government is considered a role model, much of this information is included. For example, the Women and Economy section provides extensive information on government efforts to help employees harmonize work and family responsibilities.

For women to gain equality, it is necessary to employ a dual strategy and the programs outlined here reflect this duality. Some programs that widely benefit American women, such as Social Security and Medicare, are gender neutral; others, such as maternal and child health programs and business development and access to credit programs are designed especially for women.

Because the Platform for Action is a global document intended to be tailored to individual countries, the fit is not always perfect. There is at times an overlap or confusion over where some American program or action would best fit. Also, some critical areas of concern, such as women and poverty, and women in power and decision-making, are truly cross-cutting and programs that fit those description may be included elsewhere.

This volume is a selective compilation and condensation of agency submissions. For further information and access to agencies' complete reports, please consult the agency contact list in the back of the book.

Contents

Introduction	xi
Contents	xiii
A. Women and Poverty	1
A.1. Review, adopt, and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty.	2
A.2. Revise laws and administrative practices to ensure women’s equal rights and access to economic resources.	21
A.3. Provide women with access to savings and credit mechanisms and institutions.	22
A.4. Develop gender-based methodologies and conduct research to address the feminization of poverty.	25
B. Education and Training of Women	27
B.1. Ensure equal access to education.	28
B.2. Eradicate illiteracy among women.	35
B.3. Improve women’s access to vocational training, science and technology, and continuing education.	37
B.4. Develop non-discriminatory education and training.	48
B.5. Allocate sufficient resources for and monitor the implementation of educational reforms.	50
B.6. Promote lifelong education and training for girls and women.	51
C. Women and Health	59
C.1. Increase women’s access throughout the life cycle to appropriate, affordable and quality health care, information, and related services.	60
C.2. Strengthen preventive programs that promote women’s health.	75
C.3. Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues.	81
C.4. Promote research and disseminate information on women’s health.	91
C.5. Increase resources and monitor follow-up for women’s health.	109
D. Violence Against Women	111
D.1. Take integrated measures to prevent and eliminate violence against women.	112
D.2. Study the causes and consequences of violence against women and the effectiveness of preventive measures.	125
D.3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking.	131

E. Women and Armed Conflict	141
E.1. Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation.	142
E.3. Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations.	145
E.4. Promote women's contribution to fostering a culture of peace.	145
E.5. Provide protection, assistance, and training to refugee women, other displaced women in need of international protection and internally displaced women.	146
F. Women and the Economy	149
F.1. Promote women's economic rights and independence, including access to employment, appropriate working conditions, and control over economic resources.	150
F.2. Facilitate women's equal access to resources, employment, markets, and trade.	162
F.3. Provide business services, training, and access to markets, information, and technology, particularly to low-income women.	170
F.4. Strengthen women's economic capacity and commercial networks.	183
F.5. Eliminate occupational segregation and all forms of employment discrimination.	188
F.6. Promote harmonization of work and family responsibilities for women and men.	201
G. Women in Power and Decision-making	217
G.1. Take measures to ensure women's equal access to and full participation in power structures and decision-making.	218
G.2. Increase women's capacity to participate in decision-making and leadership.	224
H. Institutional Mechanisms for the Advancement of Women	233
H.1. Create or strengthen national machineries and other governmental bodies.	234
H.2. Integrate gender perspectives in legislation, public policies, programs, and projects.	242
H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation.	248
I. Human Rights of Women	251
I.1. Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women.	252
I.2. Ensure equality and non-discrimination under the law and in practice.	254
I.3. Achieve legal literacy.	258

K. Women in the Media	259
J.1. Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication.	260
J.2. Promote a balanced and non-stereotyped portrayal of women in the media.	262
K. Women and the Environment	265
K.1. Involve women actively in environmental decision-making at all levels.	266
K.2. Integrate gender concerns and perspectives in policies and programs for sustainable development.	272
K.3. Strengthen or establish mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women.	273
L. The Girl-Child	275
L.2. Eliminate negative cultural attitudes and practices against girls.	276
L.4. Eliminate discrimination against girls in education, skills development, and training.	281
L.5. Eliminate discrimination against girls in health and nutrition.	284
L.6. Eliminate the economic exploitation of child labor and protect young girls at work.	284
L.7. Eradicate violence against the girl-child.	286
L.8. Promote the girl-child's awareness of and participation in social, economic, and political life.	288
L.9. Strengthen the role of the family in improving the status of the girl-child.	292
Summaries	295
Speeches	341
Federal Programs and Resources for Women and Families	353
Index	357

A. Women and Poverty



“The aging face of America is increasingly female... Nearly half of all women over age 65 are widowed, and today nearly two-thirds of older women who live alone would be poor if it weren’t for Social Security.”

—Commissioner of the Social Security Administration Kenneth S. Apfel, excerpted from his remarks to the One America Social Security Administration Diversity Conference, August 13, 1999

Poverty is a complex condition that touches all aspects of life—of an individual, a family unit, and at times a society, or a region. It has, as the Platform for Action explains, many manifestations—lack of income, hunger and malnutrition, poor health, inadequate shelter, lack of access to education and other services, increased morbidity, and social discrimination and exclusion.

The Platform for Action calls for macroeconomic policies that take the needs of women into account, revision of laws and practices to ensure women's equal rights and access to economic resources, access for women to saving and credit mechanisms, and gender-based methodology to conduct research on poverty.

A.1. Review, adopt, and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty.

NUTRITION

Food Stamp Program

- Approximately \$10 billion in food stamp benefits were provided to girls and women in FY 1998. Many U.S. Department of Agriculture programs provide assistance to help low-income women and their families meet their basic needs. The Food Stamp Program provides the means to purchase food for a nutritious diet, supplementing the food budgets of many low-income families and individuals. Generally, the Food Stamp

Program is available to households with gross monthly incomes of less than 130 percent of the federal poverty line, and net monthly incomes below 100 percent of the poverty level. (For 1999, the federal poverty line for a family of four was \$16,700.) In an average month in 1998, 19.8 million Americans received food stamp benefits. The majority of participants in the Food Stamp Program in 1998 (59.8 percent) were female.

[DEPARTMENT OF AGRICULTURE]

Special Supplemental Nutrition Program for Women, Infants and Children (WIC)

Available to families with incomes below 185 percent of the poverty line, the Women, Infants and Children program provides a nutritious food package, nutrition education, and health care referrals to more than 1.5 million pregnant, postpartum, and breastfeeding women per month. This program operates through 2,000 local agencies at 10,000 clinic sites, in 50 state health departments, 33 Indian Tribal Organizations, American Samoa, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. In addition, through the Farmer's Market Nutrition Program, the Women, Infants and Children program provides participants with access to vitamin- and fiber-rich fresh fruits and vegetables. Women participating in this program are more likely to receive prenatal health care. Results of the program demonstrate improved birth outcomes—reduced rates of low birth weight and infant mortality, and increased average gestational age. Further, the National School Lunch Program, School Breakfast Program, and Child and Adult Care Food Program provide free or subsidized meals to children. Approximately half of the children from low-income households benefiting from these programs are girls. **[DEPARTMENT OF AGRICULTURE]**

HOMELESSNESS PROGRAMS

McKinney Act and the Continuum of Care

The Stewart B. McKinney Homeless Assistance Act of 1987 created federal programs to assist the homeless, specifically including families with children. The Department of Housing and Urban Development has initiated new policies to address the critical problem of homelessness in the United States. The Department of Housing and Urban Development's new approach to breaking the cycle of homelessness, known as the Continuum of Care, is part of the Department's overall approach to community development. The emphasis that the McKinney Act places on families with children, along with the Continuum of Care approach that allows communities to set their funding priorities, has resulted in resources being focused on women, most of whom are with their children.

The Continuum of Care consists of two key elements: a coordinated community-based process of identifying needs and building a system to address those needs, and a doubling of the Department's homelessness assistance budget to provide communities with resources to carry out these tasks. The Continuum of Care is designed to encourage localities to develop a comprehensive, long-term approach to addressing homelessness. The Continuum of Care seeks to assist homeless individuals and families to be self-sufficient, to the extent possible, and to move to permanent housing.

The Department of Housing and Urban Development administers four homeless assistance programs: Emergency Shelter Grants, Supportive Housing, Shelter Plus Care, and Section 8 Single Room Occupancy.

The Department believes the best approach for alleviating homelessness is through a community-based process that provides a comprehensive response to the different needs of homeless individuals and families. In 1996 and 1997 more than half of the adults served by funded projects in the Department's largest homeless assistance program, the Supportive Housing Program, were women. This program provides transitional housing, permanent housing, and supportive services to homeless persons. Of those adults with children served in Supportive Housing and Shelter Plus Care projects, more than 79 percent were women. Applications funded in the 1998 homeless assistance competition propose to serve more than 160,000 families over the course of their grants. **[DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT]**

HOUSING ASSISTANCE

Promote Self-Sufficiency and Economic Independence in Public and Assisted Housing

Although the national poverty rate has decreased, the rate of women has increased. In 1996 there were 7.7 million low-income families in the country, including 4.1 million female-headed households. An estimated 72 percent of all households receiving rental housing assistance (including Section 8 certificates and vouchers, assisted housing, and public housing) are headed by women—78 percent of families living in public housing, 80 to 85 percent of persons living in assisted housing for the elderly, and 60 to 65 percent of persons living in assisted housing for persons with disabilities are women, and, of them, more than two-thirds live at or below the poverty line.

Elderly women occupy about 75 percent of all Department-assisted, one-person households; about 30 percent of all private, project-based, Department-subsidized units; and 25 percent of all public housing units. Approximately 75 percent of all public and subsidized housing residents over age 65 are women. Most of these female-headed households consist of women, over 70, living alone. Programs include:

- **Tenant -Based Section 8 Rental Certificate and Rental Voucher Programs**

The Section 8 rental assistance program continues to be one of the Department's primary vehicles for helping eligible recipients find safe and affordable housing. Under this program, families pay 30 percent of adjusted monthly income for rent with the Department of Housing and Urban Development rental subsidy paying the difference of the fair market rent. While the Department provides assistance to households through a wide range of programs, most Section 8 assisted units—2.9 million—are female-headed households.

- The Section 8 rental certificate and voucher programs assist families in the transition from welfare to work because they provide a wider range of housing choices. Lack of transportation is one of the most serious barriers in obtaining employment for low-income families. Families with vouchers or certificates can choose to relocate to private market rental units near employment opportunities, even in other cities or states. Allowing families to move with their rent subsidies can minimize the cost and difficulty of obtaining transportation to work.
- **The Family Self-Sufficiency Program**
This program has helped women and their families achieve economic independence and self-sufficiency. The Family Self-Sufficiency Program provides participating families with opportunities for educational services, job training, counseling, and other social services

while they are living in assisted housing. Only current public housing residents and families receiving assistance through the Section 8 rental certificate and voucher programs are eligible to participate.

- Supportive Services provided through a Family Self-Sufficiency Program include child care; transportation; education; job training and employment counseling; and personal welfare assistance, such as substance/alcohol abuse treatment or counseling, household skill training, and homeownership counseling.

- **Section 202 Supportive Housing for the Elderly**

Through this program, funds are awarded each year to private, non-profit organizations to develop housing and services for very low-income elderly persons. The program allows elderly persons to live with dignity and independence by expanding the supply of supportive housing that must be designed to accommodate special physical needs of the elderly.

- **Section 811 Supportive Housing for Persons with Disabilities**

This program benefits a large number of very low-income women who have disabilities. Funds are awarded each year to non-profit organizations to develop housing units for very low-income persons with disabilities by expanding the supply of supportive housing and services that accommodate special physical needs. It also provides supportive services that address the individual health, mental health, and other needs.

- **Resident Opportunities and Self-Sufficiency Program**

The purpose of the Resident Opportunities and Self-Sufficiency Program is to link public and Indian housing residents with supportive services, resident empowerment activities, and assistance in becoming economically self-sufficient. This program is consistent with the Department's goal to effectively

focus resources on Welfare-to-Work and on independent living for the elderly and person with disabilities. The Resident Opportunities and Self-Sufficiency Program incorporates the following basic funding categories: Resident Management and Business Development, Capacity Building, Conflict Resolution, Resident Service Delivery Models (for either families or the elderly and persons with Disabilities), and Service Coordinators. **[DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT]**

The Single-Family Housing Program

The U.S. Department of Agriculture's Rural Housing Service provides a number of homeownership opportunities to rural Americans, as well as programs for home renovation and repair. The Single-Family Housing Program provides homeownership opportunities in rural communities to very low- to moderate-income rural Americans through several loan, grant, and guarantee programs. Women received 54 percent of these program funds in FY 1998. The program also makes funding available to individuals to finance vital improvements necessary to make their homes safe and sanitary. Most loans under the Direct Loan Program are to families with incomes below 80 percent of the median income level in the communities where they live. Because the agency is able to make loans to those who will not qualify for a conventional loan, the Rural Housing Service Direct Loan program enables many more people to buy homes than might otherwise be possible. **[DEPARTMENT OF AGRICULTURE]**

Home Repair Loan and Grant Programs

For very low-income families who own homes in need of repair, the Home Repair Loan and Grant program offers loans and grants for renovation. The Home Repair program also provides funds to make homes accessible to

those with disabilities. Money may be provided, for example, to repair a leaking roof, replace a wood stove with central heating, or construct a front-door ramp for someone using a wheelchair. In FY 1998 women received 61 percent of these Home Repair and Rehabilitation Loans and 67 percent of program grant funds. **[DEPARTMENT OF AGRICULTURE]**

Multi-Family and Farm Labor Housing Programs

Approximately 73 percent of the funding from these programs was spent to provide housing for rural women in FY 1999, serving 312,155 women. The Rural Housing Service assistance to individual residents of multi-family dwellings comes primarily from rental assistance. Rent subsidies under the Rental Assistance Program ensure that elderly, disabled, and low-income residents of multi-family housing complexes financed by Rural Housing Service can afford rent payments. With the help of the Rental Assistance Program, a qualified applicant pays no more than 30 percent of his or her income for housing. Residents of multi-family housing complexes built under both the Rural Rental Housing Program and the Farm Labor Housing Program are eligible to apply for the Rental Assistance Program. (Not all residents of Rural Housing Service-financed housing developments receive rental assistance.)

[DEPARTMENT OF AGRICULTURE]

Farm Labor Housing

Low-interest loans and grants are made to public and non-profit entities, as well as to individual farmers, for the construction of farm labor housing. The Rural Housing Service is the only national entity providing funding for this use. Grants are provided to buy, build, improve, or repair housing for farm laborers, including persons whose income is earned in aquaculture (fish and oyster farms), and those

engaged in on-farm food processing. Funds can be used to purchase a site or a leasehold interest in a site; to construct housing, day care facilities, or community rooms; to pay fees to purchase durable household furnishings; and to pay construction loan interest.

Loans are made to farmers, associations of farmers, family farm corporations, Indian Tribes, non-profit organizations, public agencies, and associations of farm workers. Typically, loan applicants are unable to obtain credit elsewhere, but in some instances, farmers able to get credit elsewhere may obtain loans at a rate of interest based on the cost of federal borrowing. Grants are made to farm worker associations, non-profit organizations, Indian Tribes, and public agencies. Funds may be used in urban areas for nearby farm labor. (This is the only Rural Housing Service rural service area exception.)

Farm Labor Housing Technical Assistance Grants are provided to contractors to assist public and private non-profit agencies to provide housing and to meet special needs of farm laborers. **[DEPARTMENT OF AGRICULTURE]**

Native American Housing and Self-Determination Act

The Native American Housing and Self-Determination Act recognizes the right of Tribal self-governance and the unique relationship, established by long-standing treaties between the federal government and Indian Tribal governments. It reorganizes and simplifies the Department's system of housing assistance to Native Americans by eliminating several separate Department of Housing and Urban Development assistance programs and replacing them with a single block grant program made directly to Tribes.

Annual grants give Tribes maximum flexibility to design, implement, and administer their own

unique housing programs. Since the implementation of the Act, Tribes have undertaken a variety of housing programs that directly benefit Native American women, including housing assistance to college students. **[DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT]**

HOUSING AND HOMEOWNERSHIP

Homeownership Opportunities for Women

The Department of Housing and Urban Development strives to increase homeownership opportunities for all Americans. For more than 60 years, the Department's Federal Housing Administration has provided mortgage insurance to help low- and moderate-income families buy their own homes. The Federal Housing Administration is especially important to women because, by law, it helps people not served by the private market, particularly women and minorities.

In 1996 the Department of Housing and Urban Development and a coalition of 32 organizations launched Homeownership Opportunities for Women, a national drive to increase the number of women homeowners. Through the Federal Housing Administration, the Department provided \$250,000 in start-up funds to design education and counseling programs for potential female homebuyers. Partnership members in Homeownership Opportunities for Women include the Department of Housing and Urban Development, the National Council of Negro Women, the Women's Division of the United Methodist Church, Business and Professional Women USA, the Young Women's Christian Association, the American Association of Retired Persons, and Women Construction Owners and Executives.

Homeownership Opportunities for Women initiatives include:

- Free information packets about homeownership opportunities for women;
- Targeted education and counseling programs for potential women homebuyers around the country;
- A women's homeownership roundtable at the Department's regional homeownership summits held in seven cities in the summer of 1996;
- A homeownership counseling training via satellite held March 6, 1997, broadcast to 57 offices across the country and attended by lenders, realtors, builders, local officials, educators, and non-profit organizations; and
- Work with lenders to determine if computerized underwriting models sensitive to women's circumstances can be developed.

[DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT]

Facilitate Efforts By Indian Tribes To Reduce Poverty And Increase Housing, Community, And Economic Development Opportunities For Tribal Members

According to the 1990 Census, approximately 16 percent of Native American women living in Tribal areas are heads of households. These women are often in need of economic assistance. The grants and loan guarantees provided by the Department of Housing and Urban Development to Indian Tribes and/or Tribally Designated Housing Entities help to improve the quality of life (particularly in the areas of housing, economic and community development) of Native Americans in Indian Country. Tribes have an enormous amount of flexibility in the types of housing, economic, and community development programs they choose to implement. As a result, a broad array of programs that directly benefit low-income women may be planned and implemented by Tribes. **[DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT]**

WORKING CONDITIONS

Increasing the Minimum Wage

About 57 percent of minimum wage workers in the United States are adult women, many of whom are employed in low-wage service or retail industries (for example, domestic or food service, health care, or janitorial services). Large numbers of women are also employed in the Nation's garment industry, both in factories and at home.

The Fair Labor Standards Act offers minimum wage and overtime pay protection to more than half of the U.S. workforce. Pursuant to the Small Business Jobs Protection Act of 1996, the federal minimum wage was increased from \$4.25 to \$4.75 an hour in 1996 and to \$5.15 an hour in 1997—a total increase of 90 cents per hour, benefiting nearly 5.7 million women.

After the law's enactment, the Department of Labor's Wage and Hour Division, which enforces and administers U.S. labor standards including the Fair Labor Standards Act, embarked on an educational effort to ensure that businesses understood their changing obligations and that employees understood their new rights. **[DEPARTMENT OF LABOR]**

Industry-Specific Initiatives to Enforce Labor Standards

The Wage and Hour Division focuses on increasing compliance with labor standards in targeted low-wage industries, including the garment industry; agriculture; health care; and other industries such as restaurants, janitorial services, temporary help, and hotels/motels. In FY 1998 Wage and Hour recovered more than \$29,700,000 for 72,000 workers in the targeted low-wage industries.

The Garment Industry “No Sweat” Campaign

Garment workers, who are mostly women, are frequently among the most exploited and vulnerable workers in the United States. Often immigrant and non-English speaking, they are frequently paid significantly less than the minimum wage and may work long hours for no overtime pay. They may be working at an age younger than the law allows. Their working environment can be quite unsafe, including locked exits, electrical hazards, and unsanitary conditions.

In 1995 the Department of Labor launched its “No Sweat” campaign to increase compliance with labor standards in this industry. The campaign’s accomplishments have included:

- More than 100 manufacturing firms have signed Wage and Hour’s Compliance Monitoring Agreement.
- Minimum wage and overtime violations have been reduced.
- \$17,700,000 has been recovered for 54,056 workers.
- Several compliance monitoring workshops for the industry have been conducted, and worker fora have been sponsored in the major garment centers to educate workers about their rights.
- Religious groups, universities, and socially responsible businesses have publicly announced support for the “No Sweat” strategy and are educating the public on compliance and raising awareness.

The “No Sweat” campaign’s success stems from a strategy of broadening enforcement, stepping up education to the industry, seeking and maintaining partnerships, and finding innovative techniques to recognize those in the industry who work to improve compliance.

Among the campaign’s activities in fulfillment of this strategy have been the following:

- Targeting enforcement sweeps in major garment centers; notifying manufacturers of “hot goods” produced by their contractors; and, when hot goods can be traced, contacting retailers who are selling these goods (The “hot goods” provisions of the Fair Labor Standards Act generally make it illegal to ship goods in interstate commerce that were made in violation of the minimum wage or overtime requirements of the Act or produced in an establishment where child labor violations occurred in the last 30 days.);
- Developing contractor cases for civil and criminal prosecution, including referrals to the joint Department of Labor/Department of Justice Worker Exploitation Task Force;
- Conducting worker fora with community organizations, unions, and worker advocacy groups to teach workers about their rights and encourage them to come forward with complaints and reaching out to schools and community organizations that conduct English as a Second Language courses to help make workers aware of their rights and the value of compliance to their financial well-being;
- Hosting meetings with all stakeholders in the industry to report on compliance and seek input for strategies to improve compliance;
- Working with the Fair Labor Association (This organization was chartered in 1998 by the Apparel Industry Partnership, its predecessor. In 1997 the Apparel Industry Partnership, composed of leaders from the footwear and apparel industry, labor, non-governmental organizations, and consumer groups, announced the creation of a Workplace Code of Conduct, which sets forth

standards defining decent and humane working conditions in the United States and abroad. The Fair Labor Association oversees the monitoring and evaluation of participating companies' compliance with the Workplace Code of Conduct. Its Monitoring Principles govern internal [factory-based] and independent external monitoring of companies seeking Fair Labor Association certification.); and

- Working with universities, colleges, and licensing companies to encourage them to ensure that licensed apparel is made in accordance with labor standards in the United States and abroad.

Agriculture

Adopting the “No Sweat” campaign strategy, in FY 1998 the Wage and Hour Division began placing legal and moral responsibility for the substandard conditions created by farm labor contractors on growers and processors, including the vigorous application of the “joint employment” standard under the Migrant and Seasonal Agricultural Worker Protection Act and the Fair Labor Standards Act, and the use of the “hot goods” provisions of the Fair Labor Standards Act. The Wage and Hour Division has been developing Partnerships in Compliance in the “salad bowl” commodities (lettuce, tomatoes, cucumbers, onions, and garlic) and conducting targeted enforcement in the cucumber, onions, and lettuce commodities to develop baselines of compliance.

The Wage and Hour Division has also been conducting a Fair Harvest/Safe Harvest educational campaign designed to inform farm workers and their families about their workplace rights and the dangers to children in the agricultural workplace.

Health Care Industry

Building on the results of its FY 1997 and FY 1998 compliance surveys aimed at low-wage sectors in the long-term care industry, in

FY 1999 the Wage and Hour Division began carrying out aggressive educational activities and locally targeted initiatives in the nursing home and residential care sectors of the industry.

For more information on enforcement of labor standards, visit the Wage and Hour Division's website at http://www.dol.gov/dol/esa/public/whd_org.htm. [DEPARTMENT OF LABOR]

CHILD CARE AND HEAD START

The Child Care and Development Fund

The Welfare Reform law of 1996 restructures child care into a single, integrated child care system and funds state efforts to provide quality child care services for low-income families with parents who work or who attend school. Administered by the Administration on Children and Families of the Department of Health and Human Services, the new welfare law provides \$20 billion in child care funding over six years. The Child Care and Development Fund has made available \$3.2 billion to states in FY 1999. Tribes received approximately \$61,000,000 for FY 1999. This award represents an increase in child care funding of approximately \$100,000,000 for states over FY 1998. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Head Start

This national program, administered by the Administration on Children and Families of the Department of Health and Human Services, provides comprehensive child development services primarily to low-income, preschool-aged children and their families. Specific services for children focus on education, socio-emotional development, physical and mental health, and nutrition. In FY 1999, \$4.66 billion enabled approximately 830,000 preschool children from low-income families to participate in 1,480 local Head Start programs. For FY 2000 the Administration on Children

and Families is proposing \$5.267 billion for Head Start services. The goal of the program is to serve one million children by 2002. In 1999, \$340,000,000 went to Early Head Start Programs for infants, toddlers, and pregnant women of low-income families.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Community Facilities Programs

These programs offer direct and guaranteed loans and grants designed to finance and facilitate the development of more than 80 different types of essential community facilities serving rural areas. These facilities include, but are not limited to, hospitals, elderly care facilities, child care centers, fire and rescue stations, vocational and medical rehabilitation centers, schools, and public transportation infrastructure. More than \$45,650,000 was spent funding 154 child care centers between 1996 and 1999. This sum represents a 396 percent increase (or \$34,129,000) over expenditures in the previous four years.

[DEPARTMENT OF AGRICULTURE]

Child Support Enforcement

Child support policy and law are areas traditionally governed by the states, but federal enforcement authority exists in certain cases. Under the Child Support Recovery Act, enforced by the Department of Justice, it is a federal crime not to pay support for a child residing in another state. A 1998 amendment to the statute strengthened the law and made it a federal felony offense to cross state borders intentionally to evade paying support owed longer than one year or in an amount greater than \$5,000, or to willfully fail to pay support for a child residing in another state if the obligation has remained unpaid for longer than two years or is in an amount greater than \$10,000. The maximum penalties for the felony offense are two years incarceration, a \$250,000 fine, or both. **[DEPARTMENT OF JUSTICE]**

WELFARE REFORM

Welfare

The Department of Health and Human Services Administration for Children and Families is responsible for federal programs that promote the economic and social well-being of families, children, individuals, and communities.

Through its federal leadership, the Administration for Children and Families works to empower families and individuals to increase their own economic independence and productivity; strong, healthy, and supportive communities having a positive impact on the quality of life and the development of children; partnerships with individuals, front-line service providers, communities, American Indian Tribes, Native communities, states, and Congress that enable solutions that transcend traditional agency boundaries; services planned, reformed, and integrated to improve needed access; and a strong commitment to working with people with developmental disabilities, refugees, and migrants to address their needs, strengths, and abilities.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

The Welfare Reform Law

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (the Welfare Reform Law) made dramatic changes in the Nation's welfare system to realize the goal of supporting recipients' transition from welfare to work. The new law contains strong work requirements, a performance bonus to reward states for meeting the goals of the law, state maintenance of effort requirements, and supports for eligible families, including increased funding for child care. Families who have received assistance for five cumulative years (or less, at state option) will be ineligible for federal cash aid. States are permitted to exempt 20 percent of their caseload from the time limit, and states have the option to provide

continued assistance and ongoing supportive services to families that reach the time limit using state funds. The law guarantees that women eligible for welfare under the old rules will continue to be eligible for health coverage for their families, including at least one year of transitional Medicaid when they leave welfare for work. The law also strengthens the child support enforcement requirements. The Administration for Children and Families is responsible for implementation of these parts of the Welfare Reform law. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Work Requirements

With few exceptions, recipients under the new law must work after two years of assistance or earlier at the state option. To count toward state work requirements, recipients are required to participate in unsubsidized or subsidized employment, on-the-job training, work experience, community service, up to 12 months of vocational training, or provide child care service to individuals who are participating in community service. Single parents with a child under six who cannot find child care cannot be penalized for failure to meet the work requirements. States can exempt single parents with children under age one from the work requirement. States develop personal responsibility plans for recipients identifying the education, training, and job placement services needed to move them into the workforce. The law allows states to create jobs by taking money now used for welfare checks and using it to create community service jobs or to provide income subsidies or hiring incentives for potential employers.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Welfare-to-Work Grants

The Balanced Budget Act of 1997 authorized the Department of Labor to provide Welfare-to-Work Grants to states and local communities to

create additional job opportunities for the hardest-to-employ recipients of Temporary Assistance to Needy Families. The authorized amount for the grants totaled \$3 billion; \$1.5 billion to be awarded in each FY 1998 and 1999. Two kinds of grants, formula grants to states and competitive grants to local communities, were to be awarded. A small amount of the total was set aside for special purposes, including one percent for Indian Tribes and \$100,000,000 for performance bonuses for successful states. The grants are administered by the Department's Employment and Training Administration.

Formula Grants to States

All 50 states, plus the District of Columbia, Puerto Rico, the Virgin Islands, and Guam, were eligible to apply for grants. For FY 1998, 48 grants totaling approximately \$1.1 billion were awarded, and 45 grants totaling \$1 billion were awarded for FY 1999. States receiving grants are required to pass 85 percent of the money to local Private Industry Councils (sometimes known as workforce development boards), which oversee and guide job training programs in geographical jurisdictions called service delivery areas. States are allowed to retain 15 percent of the money for Welfare-to-Work projects of their choice. They must match one dollar of non-federal funding for every two dollars of federal funding provided.

Competitive Grants to Local Communities

These grants were to be awarded directly to local governments, Private Industry Councils, and other entities (such as community development corporations, community action agencies, and community-based organizations) that applied directly in conjunction with a Private Industry Council or local government. Round 1 grant awards were announced in May 1998; approximately \$200,000,000 was awarded to 51 grantees. Round 2 awards, totaling \$273,000,000 to 75 grantees, were

announced in November 1998. Round 3 awards totaling almost \$240,000,000 to 64 grantees were announced in September 1999.

Funds from both types of grants may be used to help move eligible individuals into jobs by job creation through public or private sector wage subsidies; on-the-job training; contracts with public or private providers of job readiness, job placement, and post-employment services; job vouchers for similar services; community service or work experience; or job retention and supportive services, such as child support and transportation assistance (if such services are not otherwise available).

For more information, visit the Department of Labor's Employment and Training Administration's Welfare-to-Work website at <http://wtw.doleta.gov/>.

[DEPARTMENT OF LABOR]

Transportation and Welfare-to-Work

The Department of Transportation has taken steps to help move people from welfare rolls to payrolls. Transportation is one of the largest barriers facing people moving from welfare to work: three out of four welfare recipients live in central cities or rural areas, while two out of three new jobs are located in suburbs. Parents' work trips are frequently complicated by the need to stop at a child care center on the way to work. The Department established the Job Access and Reverse Commute program under the Transportation Equity Act for the 21st Century to provide funds for communities to begin or expand transportation services to help welfare recipients get to work. In FY 1999 the Department gave grants totaling nearly \$71,000,000 to 179 applicants across the Nation. As part of this work, the Department worked closely with the Department of Health and Human Services and the Department of Labor to remove barriers that prevented effective collaboration among these federal

programs. The Secretaries of the Departments issued joint guidance on the use of Temporary Aid to Needy Families, Welfare-to-Work, and Job Access funds for transportation. As a result of these efforts, transportation and human service providers, community organizations, and local governments have formed new partnerships to ensure that the most serious transportation needs were targeted and that transportation resources were used most effectively.

For women, who comprise a high percentage of the number of welfare recipients and heads of low-income families, this program is fundamental to their successfully moving from welfare rolls to payrolls. For more information on welfare reform and access to jobs, visit <http://www.fta.USDOT.gov/wtw>.

**[DEPARTMENT OF
TRANSPORTATION(FEDERAL
TRANSIT ADMINISTRATION)/
DEPARTMENT OF LABOR/
DEPARTMENT OF HEALTH AND
HUMAN SERVICES]**

Welfare Reform for Non-Citizens

The 1996 reform of the welfare program in the United States that followed passage of the Personal Responsibility and Work Reconciliation Act transferred most of the responsibility for administering the antipoverty program to the states and placed the focus of assistance on moving beneficiaries from welfare to work. An important area of concern for the Department of Justice during this time was ensuring that eligible non-citizens received the assistance they needed. In 1997 the Department of Justice drafted guidelines for states to use in making eligibility decisions for both citizens and aliens and addressed, for the first time, the provision of benefits to immigrant women who were victims of domestic violence. **[DEPARTMENT OF JUSTICE]**

The Bureau of Indian Affairs' Welfare Assistance Program

The Bureau of Indian Affairs' Welfare Assistance Program provides for the basic needs of eligible Indians who have no access to such assistance from state or local governments. Due to the lack of development in Indian Country and the rural isolation of many reservations, opportunities for employment are not good for Indians who will be forced to enter the job market under The Personal Responsibility and Work Opportunity Reconciliation Act of 1996. The intent of this Act is to move people into the workforce so that they no longer need welfare.

The unemployment rate in Indian Country has increased over the last few years even though unemployment across the country has reached a 30-year low. Based on statistics, only 29 percent of persons employed between the ages of 16 and 64 earned \$9,048 or more in 1995. Unemployment places an undue burden on Indian women and their families.

The Bureau of Indian Affairs assists in implementing comprehensive welfare reform plans. In the spirit of self-determination, Tribes will be provided the opportunity to devise Tribal-specific welfare assistance plans encouraging flexibility and creativity, allowing them to prioritize their cases and benefit levels to address the potential increase in caseloads.

The four types of assistance offered by the Welfare Assistance Program are as follows:

- **General Assistance**
 Provides direct financial assistance to pay basic monthly living expenses for Indian families whose incomes are below current state standards;

- **Child Welfare Assistance**
 Provides for the care of abandoned or neglected children placed in foster homes, private or Tribal group day-care homes, or special care settings;
- **Tribal Work Experience Program**
 Approximately 4,000 Tribal members who receive general assistance and also work on Tribal projects receive an extra monthly benefit in addition to their general assistance payments; and
- **Miscellaneous Assistance**
 Provides emergency assistance to prevent hardship caused by fires, floods, or acts of nature, as well as resources to pay the burial expenses of indigent Indians whose estates do not have sufficient resources to cover funeral expenses.

The Tribal Work Experience Program funds provide Indians with the resources and means to gain proper work experience and job skills necessary to successfully compete in the job market. Indian Tribal governments have been successful in integrating employment, training, and other services in order to improve the effectiveness of those services. With the reform of the welfare system, work experience, job preparation, and training have become a major focus of much legislation. The Tribal Work Experience Program is essential in helping Tribal communities develop creative and innovative practices to address the issues of transportation, lack of economic development, and rural isolation experienced by many Tribes. **[DEPARTMENT OF THE INTERIOR]**

The Bureau of Indian Affairs' Services to Children, Elderly and Families Program
 The Bureau of Indian Affairs' Services to Children, Elderly and Families Program's goal is to ensure that Indians residing on or near

reservations who need assistance receive aid for basic needs, such as food, clothing, shelter, and other services. While this program is not designed specifically to assist women, it is an important form of assistance for low-income Indian women and their families. Program funding supports approximately 950 Tribal and Bureau staff who develop regulations, Tribal codes, policies, and procedures that enhance the quality and delivery of social services. They coordinate cooperative work efforts and serve on multi-disciplinary teams with various departments, relative to services to Indian children and families. Staff develop and provide training resources on social services for children, elderly, and families.

[DEPARTMENT OF THE INTERIOR]

ASSISTING WOMEN MOVING FROM WELFARE TO WORK, AND ASSISTING EMPLOYERS

Women's Bureau Regional Activities

Since passage of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, regional offices of the Department of Labor Women's Bureau have intensified their efforts to provide information and educational activities to help women move off welfare by highlighting innovative Welfare-to-Work programs and conducting conferences directly targeting welfare recipients. Efforts of regional offices include:

- Providing employers with information and technical assistance, encouraging them to hire women moving from welfare to work;
- Encouraging training and employment in jobs, including non-traditional jobs for women, that pay a livable wage;
- Supporting the provision of services to enable women's success in moving from welfare to work;

- Holding Welfare-to-Work leadership fora to develop strategies and approaches for resolving "real life" issues confronting welfare recipients entering the workforce;
- Developing brochures on recipients' rights and obligations under the law;
- Meeting with women receiving Temporary Assistance to Needy Families benefits and participants in Welfare-to-Work programs to determine their real life experiences and any policy implications;
- Developing partnerships with women's organizations, academia, unions, and other community-based organizations to highlight Welfare-to-Work issues and execute projects; and
- Informing constituents about the opportunity to apply for Department of Labor Welfare-to-Work Competitive Grants to Local Communities; supply the Department's Employment and Training Administration with mailing lists of women's and other community-based organizations that may have an interest in a pre-bidder conference for these grants; and promote the Employment and Training Administration's February 1999 technical assistance satellite conferences to assist community-based organizations to develop effective grant proposals. **[DEPARTMENT OF LABOR]**

Rural Women

The Employment and Training Administration's Office of Welfare-to-Work has formed a partnership with the Welfare Information Network, a foundation-funded project to help organizations and individuals obtain the information, policy analysis, and technical assistance they need to develop and implement welfare reforms that will reduce dependency and promote the well-being of

children and families. In 1999 they teamed up with the Employment and Training Administration's Office of Indian and Native American programs and National Rural Development Partnership, and the Rural Policy Research Institute (founded by Iowa State University, the University of Missouri, and the University of Nebraska) to develop a website dedicated to rural issues and the needs of rural Welfare-to-Work grantees. The website is at <http://www.welfareinfo.org/rural.htm>.

[DEPARTMENT OF LABOR]

Welfare-to-Work Initiative at the Small Business Administration

The Small Business Administration's Welfare-to-Work Initiative set a goal of providing job assistance to 200,000 people by the end of the year 2000, either through entrepreneurial training or job pledges from business owners in search of job-ready employees. The program put small business owners who pledge to hire former aid recipients in touch with local organizations that provide job-skills training. The initiative also provides entrepreneurial training to recipients who want to start their own businesses. Since the middle of 1997, the Small Business Administration's Welfare-to-Work Initiative has already assisted 150,000 former welfare recipients. Because welfare is primarily a women's issue, women have been the main beneficiaries of this initiative.

For more information on the Welfare-to-Work Initiative, please see the program website, at <http://www.sba.gov/w2w>. [SMALL BUSINESS ADMINISTRATION]

RESEARCH ON WELFARE REFORM ISSUES

African American Women

In April 1999 the Delta Research and Educational Foundation, the U.S. Department of Transportation, and the U.S. Department of

Labor Women's Bureau co-sponsored a research forum entitled Welfare-to-Work Legislation and the Implications for African American Women. The forum examined the impact of the current Welfare-to-Work legislation on African American women and explored ways to improve their situation. The Secretary of Labor presented the keynote address to 500 attendees. A video of the conference was produced to capture and preserve the contributions to public policy research at the forum. [DEPARTMENT OF LABOR/ DEPARTMENT OF TRANSPORTATION]

FROM WELFARE TO WORK: FEDERAL GOVERNMENT EMPLOYMENT

From Welfare to Work in the Federal Government Initiative

In 1997 the Department of Labor's Employment and Training Administration launched its From Welfare to Work in the federal government initiative to put welfare recipients to work in the federal government by providing federal agencies with tools and resources to facilitate their recruitment, hiring, and retention. A key component is the Worker Training and Assistance Program, a comprehensive training and development program to provide new employees moving from welfare to work with the skills to be successful in government employment. The program consists of 34 training modules and four volumes (Orientation, Workplace Skills, Transition Skills, and Managerial Component) designed to provide new hires with the requisite skills for managing their transition. It includes a training component for managers and supervisors to familiarize them with the goals of the Worker Training and Assistance Program and support services available to their newly hired employees. Federal and state agencies, including non-profit, community-based programs, have used the training design and

materials to facilitate training for their Welfare-to-Work hires. At the inception of the program, the Department of Labor was instrumental in conducting the training for several agencies, including the Department of State, the Department of Justice, the Environmental Protection Agency, and the National Credit Union Administration. The training program can be accessed on the Department's From Welfare to Work in the federal government website at <http://wtw.doleta.gov/ohrw2w/index.htm>. [DEPARTMENT OF LABOR]

Welfare-to-Work at the Department of Labor

The Department of Labor has established extensive partnerships with state, local, community-based, and religious organizations and Private Industry Councils throughout the country. Through this strategy, the Department hired 161 individuals (90 percent of them women). All of the hires have been promoted and have access to career counseling services. The Department conducts quarterly meetings to ascertain their career development needs and holds periodic meetings with local service providers to discuss child care, health insurance, and housing issues.

[DEPARTMENT OF LABOR]

Welfare-to-Work at the Small Business Administration

The Small Business Administration was recognized at a White House ceremony in October 1997 as one of the lead agencies that hired the first 1,000 welfare recipients into federal jobs. Agency personnel, through training and mentoring, have worked to ensure that these individuals are provided the support they need, not only to succeed in the workplace, but also to develop life skills that will help them balance work and family and achieve the success that will build self-esteem.

[SMALL BUSINESS ADMINISTRATION]

Welfare-to-Work at the Department of Transportation

The Department of Transportation committed to hiring 400 welfare recipients by September 30, 2000. As of August 31, 1999, the Department has hired 319 individuals, 80 percent of the goal. [DEPARTMENT OF TRANSPORTATION]

Welfare-to-Work at the U.S. Information Agency

The United States Information Agency's program was the subject of a CNN story in October 1997 in which three Agency Welfare-to-Work employees were featured. One of the United States Information Agency's program participants introduced Vice President Gore at a Welfare-to-Work session conducted at the White House last year. In addition, the alliance between the U.S. Information Agency and CONSERVE became a model throughout the federal community for public and private sector linkage in making the Welfare-to-Work commitment a reality. [UNITED STATES INFORMATION AGENCY]

Welfare-to-Work at the Department of Commerce

Of the more than 5,000 Welfare-to-Work employees hired, an overwhelming majority are women. The Department has set a goal of hiring 10,000 employees under its Welfare-to-Work program during FY 2000, with the assistance of a grant from the Department of Labor. These 10,000 employees will assist the Department in conducting the 2000 Census.

In August 1997 the Commerce Department's Patent and Trademark Office began the Workfare Achievement and Development Center to facilitate the development of individuals into productive, competent, and successful employees. The Patent and Trademark Office is committed to supporting

the President's welfare reform effort by helping people move from welfare to work. The Workfare Achievement and Development Center is funded through the Office of Human Resources at the Patent and Trademark Office. The Center provides intensive training in the following areas: assessments, federal service orientation, life skills transition, office administration, public service, and technology familiarization. The two-week training course is designed to improve knowledge, skills, and behavior to help individuals make the transition into the federal work force. To date, four classes have been completed and 33 individuals, all women, have gone through the program. [DEPARTMENT OF COMMERCE]

Welfare-to-Work Program at the Department of Energy

The Department of Energy and several of its organizations have designed programs to hire welfare recipients at the Albuquerque Operations Office, the Oakland Operations Office, and the National Renewable Energy Laboratory. These programs respond directly to the Welfare Reform Act.

To date, the Albuquerque office has hired 11 women through this program. The Human Resources staff worked with New Mexico welfare offices, Catholic Social Services, and the Phoenix Project to find candidates for the clerical positions. Mentors for the Welfare-to-Work employees support their success at the Department of Energy in Albuquerque.

In March 1997 the Oakland Operations Office implemented the Worker Trainee Program, which was designed to offer jobs at the lowest level for unskilled applicants. Applicants serve a three-year period of employment in which they are provided suitable training and appropriate promotional opportunities to the GS-3 grade level. At the end of this period they

are converted to permanent positions within the office. Three employees have been hired to date.

The National Renewable Energy Laboratory identified positions that would be ideal for Welfare-to-Work participants and noted any challenges to be addressed for this program to be successful. One of the challenges is the location of the Laboratory in the west suburbs of Denver, while most of the candidates identified for this program live in the Denver metropolitan and East Denver areas and have limited transportation options. The Laboratory began participating in the RTD Eco-Pass program, which allows employees free access to the public transportation system. Representatives from the Laboratory are working with state and county agencies, social service offices, and private industry councils. They attend career fairs targeted toward Welfare-to-Work participants and invite qualified candidates for an interview. This project has been ongoing since 1997 at several locations, and ten full-time-equivalent employees at the Albuquerque office are designated for Welfare-to-Work positions. [DEPARTMENT OF ENERGY]

Welfare-to-Work at the Department of the Interior

The U.S. Geological Survey developed targeted hiring goals for each fiscal year from 1997 through 2000 under the Welfare-to-Work initiative, and as of FY 1999, the Survey had achieved 81.6 percent of its FY 2000 goal. The Survey established a grass roots level of rapport with specific state and local programs that produced many qualified applicants. A Washington, D.C., consortium among state and county welfare officials, welfare recipients, and a local university was identified as a tool to prepare welfare candidates for the job application process and follow them through job placement.

The National Park Service established a goal to hire 75 employees under the Welfare-to-Work Program in 1999. The National Park Service has hired 112 as of July 31, 1999, exceeding their Service-wide goal. **[DEPARTMENT OF THE INTERIOR]**

Welfare-to-Work and GS-01 through GS-03 Positions at the Department of the Interior

The U.S. Geological Survey has hired 30 individuals, approximately 20 of them women, in GS-01 through GS-03 positions. To ensure that those who are placed in clerical positions at the Survey's headquarters in Reston, VA, are afforded the greatest opportunity to acquire relevant clerical and administrative skills through training and hands-on experience, a clerical training pool was established. Training pool participants are later reassigned to clerical positions throughout the organization. **[DEPARTMENT OF THE INTERIOR]**

SUPPLEMENTAL SECURITY INCOME BENEFITS

Supplemental Security Income Benefits

The federal government funds and administers a cash assistance program called Supplemental Security Income, which ensures eligible individuals a minimum floor of income. Supplemental Security Income is a means-tested program, and only an individual whose income and resources are below certain levels may be eligible. Beginning in January 1974, it replaced a federal/state matching grant program of adult assistance to the aged, blind, and disabled. The Social Security Administration assumed responsibility for administering the program.

This program is important to women who are age 65 or older. As of December 1998, women receiving Supplemental Security Income

payments represented more than seven percent of all women aged 65 or older living in the United States. Women have always been the majority of beneficiaries who are aged 65 or older (72 percent). More than half (59 percent) of all persons receiving benefits are female. **[SOCIAL SECURITY ADMINISTRATION]**

Restrictions on Disability

The basic definition of disability for an adult states that a person must have a condition that is severe enough to prevent him or her from doing substantial work and that is expected to last for at least 12 months or result in death. The Welfare Reform Law of 1996 required the Social Security Administration to set new and stricter guidelines to determine if children with disabilities meet the definition of disability: a physical or mental condition or conditions that can be medically proven and that can result in marked and severe functional limitations. **[SOCIAL SECURITY ADMINISTRATION]**

Restrictions on Legal Immigrants

The 1996 legislation severely restricted the participation of many legal immigrants in the Supplemental Security Income program. Refugees, asylees, Cuban/Haitian, Amerasian, and certain other immigrants may be eligible for Supplemental Security Income during the seven-year period after they enter the United States. Other immigrants who may be eligible include those who served in the U.S. military (and their spouses and children) and those who worked in the United States and earned at least 40 qualifying quarters (and their spouses and children). However, there are still restrictions against Supplemental Security Income eligibility for legal immigrants who become blind or disabled, including children, if they entered the country after August 22, 1996. The



Social Security Administration sent a draft bill to Congress on August 5, 1999, to address this issue. **[SOCIAL SECURITY ADMINISTRATION]**

Making Work Pay

The program provides incentives for disabled individuals to work so that they may increase their independence. These work incentives generally exclude a portion of Supplemental Security Income beneficiaries' earnings, thereby assuring them a significantly higher total monthly income than if they were not working. Even individuals whose earnings exceed the limit for cash payments retain medical coverage through continued Medicaid eligibility. The work incentive provisions in the program provide a meaningful increase in the worker's income, thereby reducing and potentially eliminating reliance on Supplemental Security Income. For more information, visit Social Security's website at <http://www.ssa.gov>. **[SOCIAL SECURITY ADMINISTRATION]**

Plan for Achieving Self-Support (PASS)

Congress provided for a Plan for Achieving Self-Support in its legislation that created the

Supplemental Security Income program to help recipients become self-sufficient by supporting their return to work.

A Plan for Achieving Self-Support can help a woman who has little in the way of income and resources return to work. Normally, a woman's monthly payment under Supplemental Security Income would be reduced by any income she has, and anything she owns would affect her eligibility for such benefits. With a Plan for Achieving Self-Support, however, money, property, or equipment needed for work are not considered toward eligibility for Supplemental Security Income payments. Without a Plan for Achieving Self-Support, a woman, generally, could not own things worth more than \$2,000 (or \$3,000 if she is married and living with her husband), except for a house and vehicle, and still be eligible for Supplemental Security Income.

A Plan for Achieving Self-Support allows a woman to choose the kind of work she wants to do and decide what goods, services, and training she needs to do the work. For example, the funds and property she sets aside under a Plan for Achieving Self-Support can be used to start a business or go to school. Expenses and transportation costs also can be set aside. The woman must submit her Plan for Achieving Self-Support in writing to the Social Security Administration for approval. This written plan should describe the work goal and the steps to attain that goal. It also should list the goods, services, and training she will need to reach that work goal and what money and property she will use for these goods, services, and training.

To qualify for a Plan for Achieving Self-Support, she must meet Supplemental Security Income eligibility requirements. Besides having limited income and resources, she must

be blind or disabled, a U.S. citizen or a lawfully admitted alien, a resident of the United States, and agreeable to applying for any other benefits for which she may be eligible. For more information, visit Social Security Administration's website at

<http://www.ssa.gov/online/ssa-545.html>.

**[SOCIAL SECURITY
ADMINISTRATION]**

INTERNATIONAL PROGRAMS

Collaboration with Other Donor Agencies

The Office of Women in Development of the U.S. Agency for International Development is working closely with the Development Assistance Committee of the Organization for Economic Cooperation and Development on integrating gender into strategies to reduce poverty worldwide. Since the formation of the Committee's Informal Network on Poverty Reduction in June 1998, the Office of Women in Development has provided leadership, technical expertise, and financial support to further the successful integration of gender issues into the first phase of the Development Assistance Committee's poverty reduction work. To build on the success of this work, the U.S. Agency for International Development, collaborating with other member countries, continues to play a lead role, assuring gender integration in the second phase of the Network's poverty reduction effort—the drafting of the Development Assistance Committee's *Guidelines for Poverty Reduction*.

**[U.S. AGENCY FOR INTERNATIONAL
DEVELOPMENT]**

Kenya

The U.S. Ambassador in Kenya's Special Self-Help Fund Program has helped women from rural and urban communities to start many income-generating projects, creating jobs for younger women, single mothers, and orphans. Projects that have been assisted include those which have enabled women to carry out

community-building projects, set up cottage industries, develop kitchen gardens, raise dairy herds, and start a boat-shuttle service. Since 1995 the Self-Help Program has funded 40 projects directly benefiting 250,000 women and their families. **[DEPARTMENT OF STATE]**

India and Pakistan

India's population reached one billion in August 1999. Pakistan has one of the world's fastest growing populations, and one of the lowest literacy rates for women. Poverty, illiteracy, and discriminatory and traditional social, political, and legal systems have contributed to the dire circumstances women and girls face in South Asia. While poverty alleviation through economic growth is critical to this region, reducing the social, economic, and legal barriers facing women in South Asia is also important to improving their quality of life.

U.S. assistance in the form of economic development, family planning, and literacy programs for women and girls has helped empower women to take a more active role in their communities. The Pakistan Non-Governmental Organization Initiative, funded by the Department of State and extended by Secretary Albright during her November 1997 visit to Pakistan, focuses on girls' education, microfinance, and reproductive health. It has enabled more than 9,000 girls to receive schooling, more than 10,000 women to have access to credit, and more than 150,000 community members access to better health facilities. **[DEPARTMENT OF STATE]**

Intelligence Analysis

Intelligence analysis has covered the human costs of the transition from communism in the former Soviet Union, noting that those most affected by post-communist poverty are women and children. **[CENTRAL INTELLIGENCE
AGENCY]**

Department of Housing and Urban Development International Programs

• **South Africa Binational Commission**

Since the Gore-Mbeki Binational Commission Housing Working Group was created in 1994, the Department of Housing and Urban Development has been involved in information exchanges with the South African Ministry of Housing. In 1999 this Working Group was upgraded to a full Committee and the Department of Housing and Urban Development developed a program plan focused on promoting low-income homeownership, job creation and community revitalization, and housing finance.

A central goal of this Commission is ensuring that women have access to opportunities in the housing sector. In the upcoming year, the working group's strategies will draw upon successful efforts by local organizations in the United States to increase homeownership by women. The Department of Housing and Urban Development efforts to assist South Africa with job creation, mortgage market development, and community development also will have a positive impact on the lives of women and children.

• **Hurricane Reconstruction in Central America and the Caribbean**

With Congressional approval of supplemental funding for Central American and Caribbean hurricane reconstruction, the Department of Housing and Urban Development has developed a program framework that will assist recovery in the region after Hurricane Mitch and Hurricane Georges. Households headed by women, especially those with children and low incomes, face enormous problems in becoming homeowners. In the region, financing for housing is scarce, especially for low-income families. Improving the availability financing for women and their families will be key to achieving the objectives of reconstruction.

The Department's reconstruction effort focuses on technical assistance, municipal capacity building, fostering housing finance for low-income communities, and improving housing and building technology. As the Department of Housing and Urban Development implements a reconstruction plan, it will reach out to affected communities giving special attention to women and children as well as women's organizations.

[DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT]

A.2. Revise laws and administrative practices to ensure women's equal rights and access to economic resources.

ACCESS TO ECONOMIC RESOURCES

Office of Women's Business Ownership

The Small Business Administration's Office of Women's Business Ownership was established by executive order of the President in 1979 as a result of a research report produced by a federal interagency task force. The report documented the barriers women faced in starting and growing their own businesses and called for a government effort to remove those barriers. The office was made permanent by statute in 1984.

Congressional hearings in 1988 found that women still faced discrimination in access to credit and capital and in getting government contracts. In response, Congress established the Women's Business Center Program to address the unique needs of women entrepreneurs, especially those who needed long-term, in-depth assistance. Congress passed legislation that made the program permanent in 1997 and doubled its funding in 1999. Started as a small pilot with only four centers, the Women's Business Center Program now serves women

nationwide and plays a key role in the Small Business Administration's Office of Entrepreneurial Development.
[SMALL BUSINESS ADMINISTRATION]

INTERNATIONAL PROGRAMS

Land Tenure Rights for Women

Access to land and control over its use are the basis for food and income production. In most countries, differences in rights to land tenure exist between women and men. In some countries, women are legally forbidden to own land. Elsewhere, they have legal rights, but customs intervene so that, in reality, only men actually hold land titles.

Promoting Women in Development, a four-year (1995 to 1999) program funded by the U.S. Agency for International Development, provides grants to non-governmental organizations to conduct and document innovative interventions to enhance women's economic, political, and social status. Its support of South Africa's Centre for Rural Legal Studies resulted in a national-level change in land distribution policy. The Centre received a Promoting Women in Development grant to conduct an advocacy campaign that engaged women and community-based groups to understand their rights to own land in their own names and assert these rights to policymakers. As a result, the South African Department of Land Affairs changed the national system of land distribution from household-based to individual-based, thereby ensuring gender equity in land ownership and tenure. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

A.3. Provide women with access to savings and credit mechanisms and institutions.

MICROENTERPRISE

Access to Capital and the Community Development Financial Institutions Fund Program

The Community Development Financial Institutions Funds Program has three funding components: Core, Intermediary, and Technical Assistance. These three components promote the Fund's goal of strengthening the expertise and the financial and organizational capacity of Community Development Financial Institutions to address the needs of the communities that they serve. Community Development Financial Institutions include community development banks, community development credit unions, non-profit loan funds, microenterprise loan funds, and community development venture capital funds.

Through the first four rounds of the program, the Community Development Financial Institutions Fund has made \$215,700,000 in investments in Community Development Financial Institutions. These organizations serve both rural and urban areas in local, regional, statewide, and multi-state markets in 46 states and the District of Columbia, Puerto Rico, and the Virgin Islands.

In addition to Community Development Financial Institutions funding programs, the Fund administers a Community Development Financial Institutions Certification Program. Certification increases the credibility of community lending organizations in the eyes of

potential funders and investors, and allows organizations to attract private sector investments from local banks, corporations, foundations, and individuals. As of January 2000, 362 organizations have been certified in 47 states, plus the District of Columbia and Puerto Rico. Although this program was not created specifically for women, women benefit from these services. **[COMMUNITY DEVELOPMENT FINANCIAL INSTITUTIONS FUND/ DEPARTMENT OF TREASURY]**

Bank Enterprise Award Program

The Bank Enterprise Award Program is the Fund’s primary tool for pursuing its strategic plan goal of expanding banks’ and thrifts’ community development lending and investment activity. By providing incentives to these mainstream financial institutions, the Fund encourages them to increase their investments in underserved communities. These financial institutions do this in two ways: by providing loans, investments and services directly to the communities in need; and indirectly, by investing in local Community Development Financial Institutions or other community development programs that then provide financial and development services to the communities.

Through FY 1999 the Community Development Financial Institutions Fund has awarded \$88,600,000 to banks and thrifts. This \$88,600,000 reflects \$1.8 billion of investments by banks and thrifts in underserved communities. The Institutions awarded have invested \$1.4 billion in direct loans, investments and services in distressed communities, and \$437,400,000 in equity investments and financial support to Community Development Financial

Institutions. Although this program was not created specifically for women, women benefit from these services.

[COMMUNITY DEVELOPMENT FINANCIAL INSTITUTIONS FUND/ DEPARTMENT OF TREASURY]

Presidential Awards for Excellence in Microenterprise Development

The Presidential Awards for Excellence in Microenterprise Development is a non-monetary program created and administered by the Fund at the request of the President. The Presidential Awards, presented by the President, First Lady Hillary Rodham Clinton, and the Secretary of the Treasury in an East Room ceremony, recognize and seek to bring attention to organizations that have demonstrated excellence in promoting micro-entrepreneurship. By recognizing outstanding microenterprise organizations, the Presidential Awards seek to promote sound lending practices and bring wider public attention to the important role and successes of microenterprise development, especially in enhancing economic opportunities among women, low-income people, and minorities who have historically lacked access to traditional sources of credit. Although this program was not created specifically for women, women benefit from these services. **[COMMUNITY DEVELOPMENT FINANCIAL INSTITUTIONS FUND/ DEPARTMENT OF TREASURY]**

Promotion of Opportunities Through Microcredit

First Lady Hillary Rodham Clinton has advocated the expansion of microcredit loans to women both at home and worldwide as a method of lifting women from poverty, increasing self-sufficiency, and stimulating

economic activity in poverty-stricken communities. The First Lady addressed a Microcredit Summit in Washington, D.C., encouraging the expansion of microcredit loans to impoverished communities in the United States, modeled after successful overseas programs. She spoke to the women of Argentina in Buenos Aires about opening opportunities for women to participate in the economic lives of their countries through microcredit. During her 1998 trip to the Middle East, the First Lady spoke about the need for microcredit loans for women at the Women's Program Center in Gaza, and spoke again in October 1999 about the importance of economic opportunities for women at a roundtable of women entrepreneurs at the ACUS "Caterina" Textile Plant in Poland. [WHITE HOUSE]

LOAN PROGRAMS

Small Business Administration Financial Programs

The Small Business Administration has created a number of financial programs of particular benefit to women, such as the Loan Prequalification Program, SBAExpress, the LowDoc Program and—probably most important for low-income women—the MicroLoan Program, which makes small loans through licensed intermediaries and provides business training and assistance to help assure success. [SMALL BUSINESS ADMINISTRATION]

INTERNATIONAL PROGRAMS

Microenterprise Programs at the U.S. Agency for International Development

The U.S. Agency for International Development has been on the cutting edge of microcredit programs since the 1980s, recognizing the role that microcredit can play in improving the economic status of

low-income women and in linking microcredit programs to business development, literacy, health, and other programs.

The Agency has more than 600 active funding agreements with microenterprise development institutions. Together, in FY 1997, they provided loans to some 1.4 million low-income clients. In FY 1998, the number of participants increased to 3.5 million. U.S. Agency for International Development credit programs operate in countries as diverse as Peru, South Africa, Nepal, and India.

In FY 1998 the U.S. Agency for International Development allocated \$138,400,000 to microenterprise programs: \$37,400,000 in Africa, \$42,100,000 in Asia and the Near East, \$19,300,000 in Europe and Eurasia, \$32,400,000 in Latin America and the Caribbean, and \$7,200,000 in worldwide programs. Women have strongly participated in these programs: they represent 92 percent of the users of business development services (such as training in business-related skills) and 84 percent of the loan recipients. Moreover, those in greatest need are being reached, with 97 percent of the participants in business development programs in the lowest income quintile for their country. For more information, visit the U.S. Agency for International Development's Microenterprise Innovation Project website at <http://www.mip.org>. Although this program was not created specifically for women, women benefit these services. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Increasing Access to Loans

More than 800 Peace Corps Volunteers work in approximately 35 small business development projects in Africa, Latin America, the Pacific, Asia, Eastern Europe, and the Mediterranean. They work closely with government officials, non-governmental organizations, and

communities to help local women increase their access to loans and develop businesses. To accomplish these goals, Peace Corps Volunteers support the formation of community banks, village-based savings and credit cooperatives, and women's associations. These activities have resulted in increased access to credit for women, women-owned microbusinesses, and community projects designed by women. More information is available online at <http://www.peacecorps.gov/volunteer/business>.
[PEACE CORPS]

A.4. Develop gender-based methodologies and conduct research to address the feminization of poverty.

SURVEYS

Survey of Income and Program Participation

Since 1979 the Commerce Department's Census Bureau has conducted the Survey of Income and Program Participation, one of the major sources of information on the demographic and economic situation of U.S. households, families, and individuals. The Survey provides data to measure economic situations, especially changes over time, and provides a tool for evaluating the effectiveness of government transfer programs. The Survey periodically adds questions on a variety of topics not covered in the core section, including personal history, child care, wealth, child support, disability, school enrollment, taxes, and annual income. A selection of Census Bureau reports based on these data include: *Dynamics of Economic Well Being, Income, 1993 to 1994: Moving Up and Down the Income Ladder* (1998); *Mothers Who Receive WIC Benefits: Fertility and Socioeconomic Characteristics* (1995); *Mothers Who Receive Food Stamps* (1995); *Mothers Who Receive AFDC Payments Benefits: Fertility and*

Socioeconomic Characteristics (1995); *Poverty, Family Structure, and Child Well-Being: Indicators From the SIPP* (1998). Information about the survey, as well as survey data, can be found online at <http://www.bls.census.gov/sipp>.
[DEPARTMENT OF COMMERCE]

RESEARCH

Research Programs at the U.S. Department of Agriculture

U.S. Department of Agriculture research serves as a key input or reference point for programs and policies affecting low-income women. For example, research is used to revise the Thrifty Food Plan, the low-cost, nutritionally adequate diet plan that is the basis of the food stamp allotment. The most recent revision, completed in August of 1999, reflects current dietary recommendations, food consumption patterns, and food prices. U.S. Department of Agriculture nutritionists and dietitians translate the plan into a practical diet for use by food preparers, who are usually women. U.S. Department of Agriculture research is also used to update *The Cost of Raising a Child*, a report that contributes to ensuring adequate support for the primary caregiver of children, as well as providing budgetary guidance in child rearing. This technical report includes data used by approximately half of the states in establishing guidelines for foster care payments. Many states also use this report to set standards for child support awards. [DEPARTMENT OF AGRICULTURE]

INTERNATIONAL PROGRAMS

Incorporating a Gender Perspective in Project Development

Worldwide, approximately 6,600 Peace Corps Volunteers (61 percent are women) promote women's participation in education, health, agriculture, environment, water/sanitation,

youth development, and business development projects in 77 countries. The Peace Corps recognizes the importance of including women's perspective in project design and implementation and trains Volunteers in ways to include all community members in decision-making processes. Volunteers have used gender analysis techniques in countries such as Armenia, The Gambia, Jordan, Lesotho, Mauritania, Niger, Papua New Guinea, Paraguay, Suriname, and Togo. More information is available online at

<http://www.peacecorps.gov>.

[PEACE CORPS]

Rural Poor in Developing Countries

The U.S. Agency for International Development is working closely with the Development Assistance Committee of the Organization for Economic Cooperation and Development on integrating gender into strategies to reduce poverty worldwide.

The U.S. Agency for International Development is also working within countries to support research to address and help alleviate the feminization of poverty. In El Salvador, for example, the Agency funds a periodic rural poverty survey through a local non-governmental organization that tracks 600 low-income households throughout the country. Data from this survey are sex-disaggregated. A consortium of U.S. universities and local think-tanks use the data to look at issues such as women's work within the household, female-headed households, and gender differences in the labor force. One finding from the 1996 survey was that women work, on average, 20 hours per week more than men.

The Agency's Office of Women in Development is also supporting the International Food Policy Research Institute and other partners in a five-year, multi-country

research program to analyze the ways in which household structures and processes affect the impact of development policies and programs on individuals and the differential effects upon women and men. The project, called Strengthening Development Policy through Gender Analysis, involves primary data collection and two- to three-year research programs in four countries (Bangladesh, Ethiopia, Guatemala, and South Africa) and shorter-term research in nine additional countries. Data on households and gender are collected from participants in ongoing development programs to analyze how household structures affect the impact of the programs on poverty alleviation for women and men. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

Information Dissemination

To share research findings and recommendations, the U.S. Agency for International Development's Office of Women in Development is devoting an edition of its newsletter, *Gender Matters Quarterly*, to the ongoing debate on the feminization of poverty. This issue of the newsletter will be disseminated to more than 4,000 individuals and groups worldwide. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

B. Education and Training of Women



“Access to education has proven to be the most effective means for women and girls to escape the limitations of discrimination and reach their full potential. We are convinced that expanding education for women and girls worldwide will be a powerful and liberating force for achieving the shared goals of equality, development and peace by the Year 2000.”

—Secretary of Education
Richard W. Riley, excerpted
from the Foreword to Ten Years
of Advancement 1985-95:
Women & Girls in Education:
What’s Working in the U.S.

Investment in the education of women and girls has proven to be one of the best investments a country can make to development and economic growth that is both sustained and sustainable. The social and economic returns are high – not just for the individual and her family, but for the society. This is true whether the education is for basic literacy; primary and secondary education; training in mathematics, science, and information technology; the education of girls; or the provision of education and training for women throughout their life-span.

The Platform calls for equal access to education, eradication of illiteracy among women, women's access to vocational training, science and technology and continuing education, non-discriminatory education and training, and resources to monitor educational reform.

B.1. Ensure equal access to education.

TITLE IX

Title IX of the Education Amendments of 1972

Title IX is the principal federal law that prohibits sex discrimination in education programs or activities that receive federal financial assistance. Its regulations and policy guidelines address, among other issues, admissions and recruitment, access to course offerings, access to athletic programs, and sexual harassment. Title IX covers all education levels from early childhood to adults. [DEPARTMENT OF EDUCATION]

Strengthening Title IX Enforcement

On June 17, 1997, during the White House ceremony commemorating the 25th anniversary of Title IX, President Clinton announced the issuance of a Memorandum to Heads of Executive Departments and Agencies to strengthen Title IX enforcement. The memorandum requires federal agencies to develop rigorous new Title IX enforcement plans. In conjunction with that ceremony, the Department of Education's Office for Civil Rights disseminated a new pamphlet entitled *TITLE IX: 25 Years of Progress*, which describes the impact the statute and its regulation has had on opening opportunities to girls and women in education.

As part of this effort, the Department of Justice, which coordinates overall federal government enforcement of Title IX, is developing a common Title IX regulation that will be adopted by every federal agency that gives federal financial assistance to education programs but that does not presently have a regulation enforcing Title IX. The Office of Civil Rights has been assisting the Department of Justice in training agency staff in the requirements of Title IX and in developing delegation agreements with those federal agencies adopting the new regulation. [DEPARTMENT OF EDUCATION/ DEPARTMENT OF JUSTICE]

Department of Justice Title IX Enforcement

The Department of Justice, in coordination with the Department of Education's Office of Civil Rights, participates in Title IX litigation involving discrimination against females in education at all levels—in primary and secondary schools as well as colleges. The Department of Justice also coordinates overall federal government enforcement of Title IX as well as program-specific prohibitions against sexual discrimination.

Admissions

The Department of Justice, which had successfully challenged the male-only admissions policies of Virginia Military Institute and the Military College of South Carolina (the Citadel), continued to assist in the case through appeals up to the U.S. Supreme Court, which heard the case in 1996. Affirming decisions of the lower courts, the Supreme Court ruled that the exclusion of women from Virginia Military Institute violated the Equal Protection Clause of the U.S. Constitution and that the remedy of providing women a separate program at a private women's college did not cure the violation. This decision ensured equal and accessible educational opportunities for women seeking enrollment in a public institution. The Department continues to monitor the assimilation of women into both the Virginia Military Institute and the Citadel.

Equal opportunity in sports

To ensure that female students have equal access to athletic opportunities, the Department of Justice files briefs in federal cases to assist courts in identifying the circumstances under which high school and intercollegiate athletic associations are covered under Title IX and its prohibition of gender discrimination.

Equal education for girls with disabilities

The Department of Justice has successfully enforced the Individuals with Disabilities Education Act to ensure that school-aged children with mental and physical disabilities have the right to a free, appropriate public school education in the least restrictive setting necessary to ensure their adequate education.

Sexual harassment

In 1997 and 1998 the Department of Justice filed *amicus* briefs or sought to intervene in cases brought under Title IX of the 1972 Education Amendments for redress of student-on-student sexual harassment in elementary

and secondary schools. In 1999 the U.S. Supreme Court ruled that a school district's failure to stop student-on-student sexual harassment may violate Title IX's prohibition of sex discrimination, thereby allowing these cases to go forward. **[DEPARTMENT OF JUSTICE/ DEPARTMENT OF EDUCATION]**

Office of Civil Rights Enforcement of Title IX

The Office of Civil Rights primarily enforces compliance with Title IX by recipients of funds from the Department of Education. The Office carries out its civil rights responsibilities through a number of activities including complaint investigations, policy guidance, proactive initiatives, and technical assistance. **[DEPARTMENT OF EDUCATION]**

Complaint Investigation

The Office of Civil Rights resolves all timely complaints alleging sex discrimination unless circumstances hinder the ability of the Office to proceed. From FY 1995 to FY 1998, 2,447 complaints were filed alleging sex discrimination. Issues covered in these complaints included pregnancy and parenting, interscholastic or intercollegiate athletic services, sexual harassment, and assignment to gifted and talented programs.

The Office of Civil Rights' primary goal is to resolve the allegations promptly and appropriately. Where corrective action is needed, the Office will attempt to negotiate a voluntary agreement with the recipient. When the investigation finds a violation of Title IX and the Office of Civil Rights has been unable to obtain voluntary compliance, it can take administrative action to terminate the recipient's federal funding, or it can refer the

matter to the Department of Justice for judicial enforcement. [DEPARTMENT OF EDUCATION]

Policy Guidance

The Office of Civil Rights also issues policy guidance and clarifications to inform educational institutions of the standards, set by the Office, that the institution should use to ensure compliance with their civil rights obligations. Some recent examples in the area of Title IX compliance include:

- **Athletics**

In 1996, in an effort to assist colleges and universities in understanding their obligations to provide non-discriminatory athletic opportunities to their male and female students, the Office of Civil Rights issued the Clarification of Intercollegiate Athletics Policy Guidance. In 1998 the Office issued guidelines to colleges and universities regarding their responsibility to award athletic scholarships in a non-discriminatory manner. More information can be found online at <http://www.ed.gov/offices/OCR/interath.html>.

- **Sexual Harassment**

In 1996 the Office of Civil Rights published for comment two documents on sexual harassment of students by school employees, other students, and third parties. In March 1997 the Office issued final, comprehensive guidance addressing sexual harassment of students. More information can be found online at <http://www.ed.gov/offices/OCR/ocrprod.html>. [DEPARTMENT OF EDUCATION]

Proactive Initiatives and Technical Assistance

A significant amount of the Office of Civil Rights' resources are devoted to proactive initiatives and preventive technical assistance. These activities include compliance reviews, sponsoring and participating in conferences on

civil rights issues, providing training, and attending community meetings.

- In January 1999 the Office of Civil Rights, jointly with the National Association of Attorneys General, issued a guide to schools entitled *Protecting Students from Harassment and Hate Crime: A Guide for Schools*. The guide is intended to provide elementary and secondary school officials with practical guidance for developing a comprehensive approach to protecting students from harassment and violence. It provides step-by-step assistance and includes sample policies and procedures used by school districts in the United States. The guide can be obtained by calling 1-877-4ED-PUBS or by visiting the Office of Civil Rights' website at <http://www.ed.gov/offices/OCR/ocrprod.html>.

[DEPARTMENT OF EDUCATION]

Women's Educational Equity Act (WEEA)

The Women's Educational Equity Act Program supports gender equity in education for girls and women who suffer from multiple forms of discrimination and awards grants to public and non-profit organizations, groups, and individuals to assist educational institutions in meeting the requirements of Title IX, to help schools implement effective gender equity policies and practices in education for girls and women, and to support research and development that advances gender equity nationwide. Since 1974 support for the program has totaled more than \$100,000,000, but funding has varied over the years. In FY 1996 there was no appropriation. The annual appropriation has remained at \$3,000,000 for FY 1997, FY 1998, and FY 1999. Since its inception, the Women's Educational Equity Act Program has funded more than 700 grants. The program has also supported a national equity resource center contract from 1974 through the

present fiscal year. The center's toll-free telephone number for publications is 1-800-793-5076 and its general information number is 1-800-225-3088. More information can be found online at <http://www.edc.org/WomensEquity>. **[DEPARTMENT OF STATE]**

Gender Equity Expert Panel

The Gender Equity Expert Panel formed six subpanels and advisory groups and received help from different Department of Education-funded support contractors using funds from Office of Elementary and Secondary Education, Office of Special Education and Rehabilitative Services, and Office of Educational Research and Improvement. The six gender equity subpanels include:

- Core Gender Equity Issues;
- Gender in Mathematics, Science and Technology;
- Gender Equity in Teacher Education and Professional Development;
- Gender Equity in Vocational Technical Education and School to Work;
- Gender Equity and Disability; and
- The Prevention of Sexual and Racial Harassment and Violence against Students in Higher Education. **[DEPARTMENT OF EDUCATION]**

TITLE IV

Title IV of the Civil Rights Act of 1964

Under Title IV of the Civil Rights Act of 1964, the Department of Justice has prosecuted numerous cases to obtain greater educational opportunities for affected students, male and female, to elementary, secondary, and higher education. The Department of Justice continues to litigate a large number of cases, under federal civil rights laws and the U.S. Constitution, challenging practices of school districts that result in illegal student segregation

and denial of equal educational opportunities. For example:

- The Department of Justice investigated complaints of sexual harassment and restriction of female cadets to certain units in the Corps of Cadets at Texas A & M University, a public institution of higher learning. After the Department of Justice's investigation, Texas A & M entered into a monitoring agreement with the U.S. government requiring action to ensure that harassment would cease and female cadets would be eligible for membership in all units of the Corps. **[DEPARTMENT OF EDUCATION]**

Equity Assistance Centers Program

To ensure equal educational opportunity for all children, Title IV of the Civil Rights Act of 1964 was amended to extend protection to girls. Title IV authorizes the Department to provide technical assistance and training to school districts seeking to comply with the Act. The Equity Assistance Centers are supported by Title IV and provide technical assistance and training to help school districts to identify and correct practices that discriminate between boys and girls. Grants are awarded for three-year periods with the latest cycle of awards made in July 1999. Funding for the Centers has remained constant from 1995 to 2000 at \$7,334,000 each year. More information is available online at <http://www.ed.gov>. **[DEPARTMENT OF EDUCATION]**

PROGRAMS FOR GIRLS AND WOMEN

The Safe and Drug-Free Schools Program

The program is the federal government's primary means for reducing drug, alcohol, and tobacco use and violence through education

and prevention activities in the Nation's schools. The program was created in 1986 following passage of the Safe and Drug-Free Schools and Communities Act. It was reauthorized in 1994 and the statutory authority was broadened to include violence prevention; at the same time, the name of the program was changed to the Safe and Drug-Free Schools Program.

The Safe and Drug-Free Schools Program consists of two major parts: state grants, which provide funds to state and local education agencies, and national programs, which support a variety of discretionary initiatives. Funding is made available annually to state and local education agencies based on the school-aged population and state share of federal Title I funding.

Funds are used for direct services to school districts to carry out locally initiated programs for all youth, including girls. Districts may at their own discretion develop and implement programs that address the needs of female students.

Recent examples of projects supported by the Safe and Drug-Free Schools Program include:

- *What about Girls? Females and the Juvenile Justice System*, a live national satellite broadcast, was co-sponsored with the Office of Juvenile Justice, May 24, 1999. This satellite broadcast examined the needs of females and discussed gender-specific services for females.
- *Second National Conference on Women: Life Pathways: Women Healing, Thriving, and Celebrating*, held from June 27 to June 30, 1999, was designed to increase interest in and commitment to women's substance abuse and mental health issues, and share best practices, and encourage networking across disciplines in order to expand opportunities for women.

[DEPARTMENT OF EDUCATION]

Helping Girls and Women Stay in School

The Department of Education is committed to increasing the percentage of girls and women who enroll in and successfully complete education programs and offers programs to give them workplace skills, to decrease the percentage of girls dropping out of high school, and to decrease the dropout rate of pregnant and parenting secondary education students.

The Department of Education has supported the development and dissemination of a variety of model programs designed to help women and girls at risk of failure in school and society, including guides for single mothers and programs for incarcerated women. In addition, the Department supports a multi-year study on teen pregnancy. **[DEPARTMENT OF EDUCATION]**

Migrant Education Program

Girls and women whose families work in agriculture experience frequent disruptions to their education due to the seasonal and temporary nature of migrant work. Programs funded under Title I Part C of the Elementary and Secondary Education Act of 1994 are designed to improve coordination among all states to help improve educational outcomes for migrant children; foster partnerships between states, federal agencies, and other organizations to improve services to migrant families; and ensure that migrant children are assisted in overcoming cultural and language barriers, health-related problems, and other challenges that place children at risk for completing their education.

The programs and services funded with Migrant Education formula grants are designed to mitigate the educational disruptions that place migrant girls and women at-risk for educational failure.

The majority of parents who participate in Migrant Education Even Start Program are women. As part of their education programs, they receive instruction in English as a Second Language, basic education, citizenship, computer literacy, and other areas that improve their economic self-sufficiency.

[DEPARTMENT OF EDUCATION]

COMPUTER DONATIONS TO SCHOOLS

Increasing Federal Government Donations Of Computers To The Nation's Schools

In order to ensure that American children have the skills they need to succeed in the 21st century, the federal government is working with the private sector to make modern computer technology an integral part of every classroom. Under Executive Order 12999, President Clinton streamlined the transfer of excess and surplus federal computer equipment to the Nation's classrooms and encouraged federal employees to volunteer their time and expertise to assist teachers and to connect classrooms. The Executive Order allows agencies to donate equipment that it no longer needs either directly or through the General Services Administration.

In response to the Executive Order, the General Services Administration published guidelines for agencies to simplify and expedite computer donations. In addition, the agency set an example for other federal agencies through its own actions as a provider of computer equipment to eligible recipients. The General Services Administrator has presented computers to scores of inner-city and rural schools across the country and has guided children through their first steps in learning to use the new technology.

Agencies making donations are required to report them to the General Services Administration. During the three-year period

since the executive order was published, the federal government has donated more than 145,000 computers and associated equipment, with a value of more than \$215,000,000, to schools around the country. **[GENERAL SERVICES ADMINISTRATION]**

Donation of Scientific Equipment

The Commerce Department's National Institute of Standards and Technology offices in Gaithersburg, MD, and Boulder, CO, are participating in the Computer for Learning donation program authorized by Executive Order 12999. The National Institute of Standards and Technology also donates scientific and research equipment to schools and non-profit organizations under the Stevenson-Wydler Technology Innovation Act. A significant donation was made in May 1999 of six computer systems, four modems, and three laser jet printers to Project: Safe Streets 2000, a project located in Prince Georges County, MD, which will use the equipment to teach computer skills to women returning to work and for juvenile offenders to write resumes. **[DEPARTMENT OF COMMERCE]**

INTERNATIONAL PROGRAMS

Peace Corps Education

Education is the Peace Corps' largest program, with 40 percent of Volunteers (approximately 1,600 female and 1,040 male Volunteers) involved in more than 80 education projects in Africa, Eastern Europe, the Mediterranean, Asia, Latin America, and the Pacific. The Peace Corps recognizes the role of literacy in women's empowerment, and Volunteers work with women in schools and communities to eradicate illiteracy. Educational programs emphasize improving instruction for students,

improving connections with host country teachers, expanding educational resources, and developing community programs. More information can be found online at <http://www.peacecorps.gov/volunteer/education>.

[PEACE CORPS]

Primary Education for Girls in Developing Countries

As an integral part of its basic education programs, the U.S. Agency for International Development works to close the gap between girls' and boys' access to basic education, a gap that is pronounced in many countries in which the Agency works. The Agency has allocated more than \$50,000,000 annually to this goal through centrally funded, regional, and mission-level projects. Efforts include mobilizing host-country public and private sector leaders to support girls' education, supporting innovative measures such as community schools and enhanced teacher training to provide a better learning environment for girls, and researching the best ways to use resources to increase women's literacy rates and reduce girls' drop-out rates.

In 1995 the U.S. Agency for International Development launched the Girls' and Women's Education Initiative, which helps mobilize support and action for girls' education in countries around the world, including Benin, Guatemala, Guinea, Haiti, Mali, Morocco, and Uganda. The goal is to increase girls' primary completion rates by 20 percent over an eight-year period. The Initiative encourages leaders and organizations, including those from government, business, religion, and the media, to work together to create their own solutions with their own resources. The Agency has spent \$25,000,000 on this project since 1995.

In May 1998, the Agency, in partnership with the World Bank, Inter-American Development

Bank, European Union, UNICEF, and the Lewis T. Preston Education Program for Girls, convened a major international conference entitled *Educating Girls: A Development Imperative*. More than 400 senior representatives from the public and private sectors from 42 countries attended, including first ladies Hillary Rodham Clinton, Nana Konadu Agyeman Rawlings of Ghana, and Keiko Sofia Fujimori of Peru. Other participants included decision makers from government, the private sector, religious institutions, the media, and non-governmental organizations to identify each sector's role in promoting girls' education. The conference resulted in follow-up commitments of resources and action in Egypt, Guatemala, Guinea, Morocco, Peru, and other countries.

The U.S. Agency for International Development/Uganda's Support for Ugandan Primary Education Project (1992 to 2002) is responsible for assisting the Ministry of Education in developing a national plan to promote girls' education. The Uganda Mission has entered into a dialogue with the government to address the development of an anti-harassment policy for school girls. These activities are part of the project's support to the Ministry's goal of improving the quality of, and access to, basic education throughout the country for all students. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

Burma

The Burma Democracy Grants Program targets education programs to expand Burmese women's educational opportunities, particularly at secondary and tertiary levels. Grants enable women to attend universities in the Asia region, Europe, and the United States. From 1996 to 1999 the State Department awarded \$1,030,000 in education grants.

[DEPARTMENT OF STATE]

B.2. Eradicate illiteracy among women.

PROMOTING LITERACY

Adult Education and Family Literacy Act of 1998

This act replaces the Adult Education Act and is part of the Workforce Investment Act of 1998. It provides a means to enable adults to acquire the basic skills necessary to function in society, so they can benefit from the completion of secondary school, attain citizenship, participate in training and retraining programs, and obtain skills necessary to become full partners in the educational development of their children. Since 1975, under the Adult Education Act, the majority of participants in this program have been women. In the past five years, more than ten million women have enrolled in adult education and literacy classes sponsored under the Adult Education Act. The most recent data showed that more than 54 percent (2.1 million) of all adults enrolled in basic education were women, with 70 percent from minority population groups.

[DEPARTMENT OF EDUCATION]

America Reads Challenge

America Reads is a campaign that challenges every American to help children learn to read, including English language learners and students with disabilities. America Reads sparks collaborations between educators, parents, librarians, business people, senior citizens, college students, and community and religious groups. Americans are responding in the following ways:

- Students at more than 1,000 colleges and universities earn financial aid by tutoring children in reading.
- More than two million children have been taught, tutored, or mentored through national service programs.
- Pediatricians are reading to children, advising parents, and giving away free books.

- Thousands of communities are recruiting tutors, organizing book drives, and supporting parents, child care providers, and schools.
- Nearly 300 organizations—religious groups; businesses; schools; literacy groups; librarians; museums; media outlets; and children's, parents', and teachers' organizations—have joined the President's Coalition for America Reads. More information is available online at <http://www.ed.gov/inits/americanreads>.
[DEPARTMENT OF EDUCATION]

Even Start

Even Start is an intergeneration family literacy program designed to help parents with young children acquire the self-sufficiency needed to succeed in school and in life. Created in 1988 as Part B under the Title I Program, this family-focused literacy program features an integrated and comprehensive educational approach for low-income families and offers promise in helping to break the intergenerational cycle of poverty and low literacy.

Throughout the history of Even Start, 85 percent of adult participants have been women, primarily the mothers of participating children. Intended outcomes for Even Start parents include improved literacy behaviors, parenting behavior and skills, and educational and employment skills. Curriculum models for parenting education include Survival Skills for Women and speakers from the local domestic violence, health, mental health, and cooperation extension agencies. Even Start funding reached \$145,000,000 in state-administered grants supporting 750 local family literacy projects. **[DEPARTMENT OF EDUCATION]**

National Endowment for the Humanities Grants to Improve Literacy Among Women and Families

Through direct grants and support through the state humanities councils, the National Endowment for the Humanities has funded several projects to combat illiteracy.

Motheread Inc. began as a program in 1978 for women in North Carolina correctional facilities to learn to read so that they could read with their children on visiting days. Today, Motheread and Fatheread programs are offered in 18 states.

In Vermont, Connections is a popular literacy program that uses children's literature as the basis for reading and discussion programs for adult new readers. A 1999 grant from the National Endowment for the Humanities will allow the Vermont Humanities Council to create a pilot program for national expansion of Connections. Another grant to the Vermont Humanities Council supported a program from 1995 to 1997 that provided teenage mothers with humanities reading and discussion programs, as well as encouraging them to read to their small children.

Prime Time-Family Reading Time is a literacy program developed by the Louisiana Humanities Council that partners with libraries to hold reading and discussion programs in which an entire family can participate. This program will expand into Mississippi and Texas, with the help of a 1999 grant.
[NATIONAL ENDOWMENT FOR THE HUMANITIES]

THE FEDERAL GOVERNMENT

The Defense Leadership and Management Program

The Defense Leadership and Management Program is designed to develop future leaders through "joint" civilian training and education. It is focused on preparing civilians for key leadership positions in the Department of Defense, responsible for people, policy, programs, and operations that support joint warfighting capability. The 319 women participating in the Defense Leadership and Management Program represent 36 percent of the total participants. **[DEPARTMENT OF DEFENSE]**

The Women's Executive Leadership Program

The Women's Executive Leadership program is an annual government-wide program that provides supervisory/managerial training and development opportunities for both male and female high-potential federal employees at the GS-11 or GS-12 level to help prepare them for future leadership positions. Many Department of the Interior agencies sponsor participants who are selected through a competitive process open to all eligible employees. Feedback shows that participants find the Women's Executive Leadership program a rewarding developmental experience that enhances their skills and abilities, thus benefiting the organization as well as to the trainees.
[DEPARTMENT OF THE INTERIOR]

INTERNATIONAL PROGRAMS

Literacy Linked to Development and Trafficking in Nepal

The U.S. Agency for International Development has been the lead donor in promoting literacy skills among women in Nepal. Since 1995 more than 500,000 women have been reached in Nepal. The mission's Women's Empowerment Program has learned that improvements in basic literacy are temporary unless women have the means to use these newly acquired skills. Therefore, women participate in an 18-month program in which they learn, use, and enhance their literacy and numeracy skills while learning legal rights awareness, advocacy skills, and other skills to increase their economic and civic participation. As a result, thousands of these newly literate women ran for local office across the country in 1997 for the first time, and hundreds were elected. The U.S. Agency for International Development has also supported literacy classes that focus on family planning, safe motherhood, nutrition, child health, hygiene, the prevention of HIV/AIDS and other sexually transmitted diseases, and prevention against trafficking of women and children. Since the program began in 1996, more than 40,000 women have completed classes. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Department of State Educational Opportunities

Funding from the Department of State is helping to expand women's educational opportunities, particularly at the secondary and tertiary levels, where women would otherwise be denied opportunities. Women receive scholarships to attend universities in the regions to study political science, government, human rights, and law. Many of these women also participate in internships where they

combine this knowledge with practical skills in areas of self-government and community-based advocacy. [DEPARTMENT OF STATE]

B.3. Improve women's access to vocational training, science and technology, and continuing education.

SCIENCE AND TECHNOLOGY

Diversity Plan

The Department of the Interior's U.S. Geological Survey developed a Diversity Strategic Plan in 1998. Part of the plan focuses on recruitment and retention of underrepresented science professionals, including women of all races and national origins. This plan provided the impetus for the Survey to develop Bureau Outreach Recruitment Teams that began functioning in 1999. These Teams targeted colleges and universities with high enrollments of underrepresented students majoring in courses leading to careers in the U.S. Geological Survey.

During the Bureau Outreach Recruitment Teams' first year of operation, the U.S. Geological Survey hired 41 students, including 23 minority men and 18 minority and white women. All but two of these students worked in scientific, engineering, or computer occupations. Most of these students were hired under the Student Temporary Experience Program with the hope that they will return to the Survey. The Survey also participates in the Student Career Experience Program, which provides students with work directly related to their majors, money to continue school, and contacts in the scientific field of their interest. In the National Park Service, women are 60 percent of Student Career Experience Program employees. [DEPARTMENT OF THE INTERIOR]

Professional Support for Women Scientists

The U.S. Geological Survey supported a female scientist's tenure as president of the Potomac Chapter of the Association for Women Geoscientists from 1995 to 1999, funding her travel and attendance at national conferences. She served as chair of the pre-college education committee, which awarded at least two William Rucker Greenwood Scholarships of \$1,000 each for outstanding minority women geoscience undergraduate or graduate students in the area. [DEPARTMENT OF THE INTERIOR]

Central Intelligence Agency Science and Technology Initiatives

The Central Intelligence Agency recognizes the growing need throughout the United States for expertise in science, engineering, and technology and has created formal partnerships with universities, colleges, junior high schools, and national minority societies to enhance its technical work force.

For example, the Agency formally partners with several Historically Black Colleges and Universities. These partnerships are established to be mutually beneficial for the Agency and the college or university. The Agency's formal partnerships are technical in nature. The Central Intelligence Agency also sponsors several programs for selected students from Historically Black Colleges and Universities. These programs provide Agency representatives the opportunity to showcase their office's technical mission as well as encourage the students to continue with the development of their technical skills. The Agency continues to develop its relationship with many associations, including the Society of Women Engineers and the National Society of Black Engineers. During association national conferences, Agency representatives participate in leading workshops and deliver papers on technical issues.

Encouraging young people in the areas of science, engineering, and technology also takes the form of community-oriented programs within the Agency. Currently, members of this organization participate in the judging for regional science fairs. Through this activity, judges often find themselves mentoring young students who participate in these fairs.

Additionally, the Agency supports a science club lecture series with a local middle school. The lecture series was designed to highlight the wonders of science and offer new and innovative ways for students to use the parameters of science in their daily lives.

Along with these programs that foster learning science, engineering, and technology at an early age and into the college years, the Agency has created a Degree Sponsorship Program in Computer Science and Electrical Engineering with a local university. This program allows Agency employees to complete the requirements for a degree in Computer Science or Electrical Engineering as part of their work week or after hours. It also provides an opportunity for technical employees to upgrade their skills in these subject areas.

The Agency supports equal opportunities for training and education for all its employees. Women are integral as both instructors and students in all extensive substantive and career enhancement training opportunities.

[CENTRAL INTELLIGENCE AGENCY]

Commerce Department Fellowship Program at the National Institute of Standards and Technology Laboratories

Summer Undergraduate Research Fellowship programs for undergraduate students interested in pursuing doctoral degrees are offered at three of the Commerce Department's National

Institute of Standards and Technology Laboratories: the Physics Laboratory, Materials Science and Engineering Laboratory, and Manufacturing Engineering Laboratory. As part of the National Science Foundation's Research Experiences for Undergraduates Program, the Summer Undergraduate Research Fellowship program exposes students to world-class research; students attend a 12-week honors academy each summer, working one-on-one with National Institute of Standards and Technology scientists. The program encourages participation of minorities and women but is open to all undergraduate U.S. citizens and permanent residents. In 1999 fellowships were given to 40 students from 14 universities with large enrollments of women and minorities. In 1999 approximately 50 percent of attendees were women. Research fellowships are funded primarily by the National Science Foundation and the National Institute of Standards and Technology, part of the Commerce Department's Technology Administration, with smaller contributions from the universities. More information can be found online at <http://physics.nist.gov/ResOpp/surf/1999/program.html>.

[DEPARTMENT OF COMMERCE]

Department of Education Science and Technology Initiatives

The Department of Education promotes the study of science and technology by girls and women throughout all levels of education through the following program:

- **The Fund for the Improvement of Postsecondary Education (FIPSE)**
 This program supports women's access to and success in non-standard careers, women's health education in medical schools, and its new Learning Anytime Anywhere Partnerships program, distance education for home-bound students. More information can be found online at <http://www.ed.gov/offices/OPE/FIPSE/>.

The following currently funded projects have women or girls as a primary focus:

- **Northeastern Illinois University**
 This project develops a program designed to improve the critical thinking skills and computer expertise of underrepresented individuals in general, and minority women in particular.
- **University of Arkansas at Little Rock**
 This project creates and implements activities designed to provide high school and college women and minorities with the opportunity to prepare for careers in information technology.
- **Women in Engineering Programs**
 This network extends a successful electronic mentoring program for women in engineering, technology, and the sciences to women studying these subjects in the Nation's community colleges.
- **Preparing Tomorrow's Teachers to Use Technology**
 Teacher preparation programs and others receive support to develop well-prepared, technology-proficient teachers who can help students meet high standards. Students in low-income communities and rural areas are relying on their schools for access to modern learning technologies. To close the digital divide, these schools must be staffed with well-prepared, technology-proficient teachers who can help students use these new tools to gain a strong education and rewarding future employment. More information can be found online at <http://www.ed.gov/offices/OPE/PPI/teachtech/results.html>.
- **Minority Science and Engineering Improvement Program**
 The program provides grants to effect long-range improvement in science education at predominantly minority institutions and to increase the flow of underrepresented ethnic minorities, particularly minority women, into science and engineering careers.

- **Graduate Assistance in Areas of National Need**

This program provides fellowships to institutions of higher education to assist students of superior ability who demonstrate financial need and plan to pursue the highest degree in their course of study. The eligible academic areas of national need are biology, chemistry, computer and information science, engineering, geological science, mathematics, and physics.

Grantees are encouraged to set forth policies to assure that they seek individuals from traditionally underrepresented backgrounds. Based on performance reports for FY 1994, FY 1995, and FY 1997 with 90 percent of all grantees reporting, 38 percent of all Graduate Assistance in Areas of National Need fellows are female. More information is available online at <http://www.ed.gov/offices/OPE/HEP/iegps/gaann.html>. [DEPARTMENT OF EDUCATION]

The Research Alliance for Minorities Program

This program at the Department of Energy's Oak Ridge National Laboratory is striving to improve representation of students from multi-cultural backgrounds in the area of science, mathematics, and engineering. The program targets male and female minority students pursuing Bachelor of Science degrees in science, engineering, and mathematics. The program was established as a joint effort between the University of Tennessee and the Computational Sciences and Mathematics Division at the Laboratory. Twelve undergraduate students—including eight women—from Historically Black Colleges and Universities served as interns in June 1999 in the Laboratory.

According to the Research Alliance for Minorities Program, as of 1995, of the total



U.S. civilian labor force (132 million), only 55,210 women with doctoral degrees in science, mathematics, and engineering were employed in those fields. Members of the Laboratory and University of Tennessee Colleagues determined a need for this type of program at the Laboratory to help ensure a future diverse pool of candidates is available in the fields of computer science, mathematics, and engineering.

[DEPARTMENT OF ENERGY]

Social Dimensions of Science Course

Women scientists from the Department of Energy's Brookhaven National Laboratory participate in a program at State University of New York-Stony Brook that targets women and minority students who plan to become science, engineering, or mathematics researchers. The program links academic content from Stony Brook with real, ongoing scientific/technological practice at the Laboratory. The program was initiated by the Laboratory's Women in Science/Women's Program Advisory Committee in partnership with the State University of New York-Stony Brook. Funding is provided through a National Science Foundation grant.

[DEPARTMENT OF ENERGY]

Women at the Department of Defense

The Department of Defense is the Nation's largest employer of women. Currently, there are 195,639 women on active duty and 257,946 women in civilian positions.

The Department has more than 16,000 women employed in the science and technical fields. [DEPARTMENT OF DEFENSE]

VOCATIONAL TRAINING

Pilot Training

The Department of Defense has expanded opportunities for women in pilot training. In 1993 assignment to combat training was opened to women. Currently the Armed Services have 648 women pilots, navigators, and warrant officers flying military aircraft. The Department's policy is being implemented in three phases: first aviation training, then assignment to naval combat positions, and finally ground assignments. [DEPARTMENT OF DEFENSE]

Global Employment Strategies for High Risk Women with Disabilities

The Department of Education and the Social Security Administration are collaborating on the Global Employment Strategies for High Risk Women with Disabilities project. The goal of this domestic and international project is to address two key issues: employment and leadership development. These issues were identified by women with disabilities who participated in the 1998 Forum as most important to improve their lives.

Four international training sessions will take place in Africa, Latin America, Russia and the Newly Independent States, and Asia. The first will take place in India in December 1999. Four domestic mini-fora will take place: one in Oakland, CA, in May 1999, one in San Antonio, TX, in August 1999, and two in 2000 at sites to be determined.

The goals of these training sessions are to teach women with disabilities mentoring techniques to encourage young, disabled women to become future leaders; provide women with disabilities the skills and self-confidence to make the transition to employment in the traditional workplace or to a self-owned business; increase disabled women's awareness of federally funded, non-profit, and private-sector loan and skill development assistance; highlight successful examples of women with disabilities who have established microenterprises and become economically self-sufficient; serve as liaison with the established network of women's organizations in the regions to encourage partnerships between the traditional organizations and those of disabled women to develop leadership and employment skills; and develop a resource kit on employment and related issues for women with disabilities. [DEPARTMENT OF EDUCATION/ SOCIAL SECURITY ADMINISTRATION]

Community Housing Development Organization Technical Assistance Program for Women in Home-Building

This program provides technical assistance and training to low- and moderate-income women interested in pursuing a career in the construction trades. Program intermediaries include businesses, unions, and organizations that work through the program to provide apprenticeship and other training programs in non-traditional work skills, recruit women to participate in construction training programs, provide support for women at job sites, educate businesses on how to create suitable work environments for women, and give information to women on opportunities for establishing small housing construction and rehabilitating businesses. This provision for women in home-building within the program was the result of the Housing and Community Development Act

of 1992, which amended portions of Title II of the Cranston-Gonzalez National Affordable Housing Act.

This program is open-ended, which requires continued technical assistance funding in the Department's affordable housing program appropriation. At present, there are two ongoing technical assistance programs funded under this set-aside, each to run for three years beginning in 1999. Community Housing Development Organization technical assistance funds totaled \$12,000,000 in FY 1999.

[DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT]

Non-discrimination in Law Enforcement Training

Under the non-discrimination provision of the Omnibus Crime Control and Safe Streets Act, the Department of Justice investigates and tries cases of gender discrimination in education programs and other services offered by law enforcement agencies that receive assistance from the Department of Justice.

[DEPARTMENT OF JUSTICE]

Job Training for Federal Inmates

For the more than 74,000 women incarcerated in state and federal prisons in the United States, the ability to find gainful employment is often what will determine the success of their reentry into the community. As part of its community reintegration program for federal inmates, the Department of Justice provides job training and job fairs and posts job openings for soon-to-be-released federal prisoners. Since 1996 the Department has conducted 51 job fairs at 40 federal prisons, involving more than 600 company recruiters and representatives from education and other community agencies.

[DEPARTMENT OF JUSTICE]

Grant to the South Texas Community College

In FY 1999 the South Texas Community College was awarded a grant from the Commerce Department's Economic Development Administration of \$1,636,000 for the construction of a Nursing and Allied Health facility. The facility will include three training components: Occupational Skills Training (1 to 2 years), Employer Customized Training (2 to 24 weeks), and Employee Retraining Services. The training facility will service unemployed, underemployed, and dislocated workers to boost the number of qualified health care professionals in the Rio Grande Valley. Valley hospitals have hired nurses from other countries, while the unemployment rate in Hidalgo and Starr counties ranges from 18 to 26 percent. This facility, in partnership with employers from the health community, will design programs to train residents in high-skill, high-wage jobs.

[DEPARTMENT OF COMMERCE]

ACCESS TO EDUCATION

Food Stamp Employment and Training Program

U.S. Department of Agriculture Extension programs incorporate entry-level, esteem-building employment opportunities by encouraging states to offer educational programs designed to ease the transition from welfare to economic self-sufficiency. Through the Food Stamp Employment and Training Program, non-exempt able-bodied women are required to seek employment or participate in an education or training activity that is designed to lead to employment. Each state determines the types of programs and services offered under the Food Stamp Employment and Training Program. These programs can include

Adult Basic Education, General Educational Development training, English as a Second Language, and vocational training (including non-traditional careers for women).

[DEPARTMENT OF AGRICULTURE]

Child Care Access Means Parents In School Program

The purpose of the Child Care Access Means Parents in School Program is to support the participation of low-income parents in the postsecondary education system through the provision of campus-based child care services. Total funding amount available for FY 1999 was \$4,950,000, and 87 awards were made.

Grant funds must be used by an institution of higher education to support or establish a campus-based child care program primarily serving the needs of low-income students enrolled at the institution. Funds may be used to provide before- and after-school services to enable low-income students to pursue postsecondary education. More information is available online at <http://www.ed.gov/offices/OPE/OHEP/campisp/>. **[DEPARTMENT OF EDUCATION]**

Learning Anytime Anywhere Partnerships

The Learning Anytime Anywhere Partnerships were authorized by the 1998 Amendments to the Higher Education Act of 1965, and \$10,000,000 in grants were awarded in FY 1999 to broaden access to technology-mediated distance education that is not limited by time or place. Partnerships that are supported may include universities, colleges, businesses, community organizations, and other entities to use “anytime anywhere” distance education to address the biggest challenges and opportunities in postsecondary education and lifelong learning. Learning Anytime Anywhere Partnership projects should make possible resource sharing and activities that would not occur if any of the participating

partners were to act alone. More information is available online at <http://www.ed.gov/offices/OPE/FIPSE/LAAP/>. **[DEPARTMENT OF EDUCATION]**

The Carl D. Perkins Vocational and Technical Education Act of 1998 (Perkins III)

The new Act includes \$60,000 to \$150,000 per state for non-traditional training and employment for jobs in which one gender comprises less than 25 percent of individuals employed by occupations. In addition, the new Act focuses on accountability and one of the four core indicators focuses on students’ participation in and completion of vocational education programs leading to non-traditional training and employment.

[DEPARTMENT OF EDUCATION]

The School-to-Work Opportunities Act of 1994

The School-to-Work Opportunities Act of 1994 funds partnerships that bring together schools, employers, postsecondary institutions, parents, students, and community organizations in all 50 states, the District of Columbia, and Puerto Rico. School-to-Work partnerships offer young people rigorous academic coursework tied to high academic standards, integrated with real-life learning and linked to postsecondary and career options. These activities are designed to meet the needs of a wide range of students: male and female, academically talented youth, at-risk and out-of-school youth, youth with disabilities, and youth for whom English is a second language. Funding for states and communities, channeled through the Department of Education and the Department of Labor, has been provided as follows: \$100,000,000 in FY 1994, \$245,000,000 in FY 1995, \$350,000,000 in FY 1996, \$400,000,000 in FY 1997, \$400,000,000 in FY 1998, and \$250,000,000 in FY 1999.

School-to-Work strategies include:

- Training for teachers and counselors in techniques to increase the participation and achievement of young women, particularly in mathematics and science; to present non-traditional career options to women; and to help students deal with sexual harassment and discrimination;
- Mathematics and science education that focuses on contextual and experiential learning from early grade school;
- Links with at-risk and out-of-school programs that serve at-risk young women in partnerships with girl's clubs, universities, museums, and professional associations of women;
- Parental involvement through workshops or brochures that help parents or guardians support their daughters' academic achievements and their pursuit of non-traditional careers, including enrolling daughters in out-of-school mathematics and science programs and encouraging their use of computers;
- Engaging employers and unions to offer various activities that help engage young women, including career information, work-based experiences ranging from introductory job-shadowing to rigorous apprenticeship programs, workplace safety training, and expert mentors; and
- Requiring each state to involve the Carl Perkins Act Gender Equity Coordinator in the partnership that designed and implemented its state plan. States were also required to present goals and methods for helping young women participate in School-to-Work activities that would lead to employment in high-performance, high-paying jobs, including non-traditional careers, as well as methods to ensure work and learning environments free from racial and sexual harassment.

For more information, contact the School-to-Work National Learning and Information Center at 1-800-251-7236, or visit the School-to-Work website at <http://www.stw.ed.gov>.

**[DEPARTMENT OF LABOR/
DEPARTMENT OF EDUCATION]**

Veteran's Affairs Education Benefits Programs

The Department of Veterans Affairs' education benefits programs are administered for eligible veterans, active duty service members, reservists, National Guard members, and veterans' spouses, surviving spouses, and children. The Department of Veterans Affairs has paid more than \$70 billion in education benefit payments to veterans, dependents, and active duty members since 1944. More than 420,000 women veterans have received education benefits over the last five decades under the Department of Veterans Affairs' programs. Approximately nine percent of post-Vietnam era Veterans Educational Assistance Program trainees and about 13 percent of Montgomery GI Bill (active duty) trainees have been women. Information regarding the Department of Veterans Affairs' education benefits program can be found online at <http://www.gibill.va.gov>.

The Department of Veterans Affairs' Vocational Rehabilitation and Counseling program provides a comprehensive program of vocational rehabilitation assessment and services, under Chapter 31 of Title 38, United States Code, for veterans who, as a substantial result of a service-connected disability, have an impairment or significant impairment in their ability to prepare for, obtain, or retain suitable employment. Veterans who have the potential to become employed are assisted in making viable occupational choices and, if necessary, are provided the skills needed for suitable employment. The program assists veterans in

the employment search process when they are job-ready. For those persons who are so severely disabled that gainful employment is not an option, the Vocational Rehabilitation and Counseling Program may be able to provide independent living services designed to assist the individual to live in the community as independently as possible. Of the approximately 53,000 veterans participating in the program during FY 1998, approximately 10,000 (19 percent) were women.

[DEPARTMENT OF VETERANS AFFAIRS]

SKILL DEVELOPMENT

Department of Transportation Skills Development Initiatives

The Department of Transportation is improving women's access to training, particularly in science and technology. Within each agency, a component is in place to enhance this initiative.

Initiatives Internal to the Department of Transportation:

- **Recruiting Women for Professional Engineering Positions**

The Federal Highway Administration has an aggressive recruiting program to attract women to engineering positions within the agency. In previous years, women have comprised only 15 percent of the graduating classes from engineering schools. Recruiters make an effort to identify and attract potential female engineers for the Federal Highway Administration engineering training program. From FY 1995 to FY 1998 almost 32 percent of hires for their engineering training program were females.

- **Maritime Administration Women's Council**

This Council was established to enhance the employment opportunities for women within

the agency. The Council is responsible for formulating goals and objectives and making recommendations to management to provide greater opportunities for women. The Council, operating under the Federal Women's Program and chaired by the Federal Women's Program Manager, has been instrumental in providing workshops to assist women with career development.

- **Career Opportunities Training Agreement Program**

This Maritime Administration program is a form of upward mobility for GS-1 to GS-15 positions, incorporating a formalized training plan to substitute for experience that an employee lacks in a particular career field. To date, all of the participants in this program have been women and minorities. After successful completion of a tailored, structured training plan for a specified period, the employee can be promoted into the identified target position. The program allows for substitution of one month of training for two months of experience and also allows employees to compete for a position based upon an assessment of potential rather than meeting the specialized experience requirements.

- **Tuition Assistance Program**

Women and minorities benefit from the Tuition Program in the Maritime Administration, which provides tuition assistance for employees interested in pursuing university or college studies during their off-duty hours. The field of study must be relevant to the employee's current position. The tuition assistance is to be applied to the costs of tuition, fees, and books incurred during the semester or quarter in which the employee is a participant in the program. A Tuition Assistance Committee, consisting of representatives from each organizational unit, approves applications.

The employee and university name and the amounts of tuition are redacted from applications before submission to the Committee to ensure equal opportunity of approval.

- **Coast Guard Executive and Leadership Training**

More than 200 Coast Guard women have attended executive training such as the Excellence in Government Fellows program, International College of the Armed Forces, National War College, the Power of Vision, Career Enrichment, and other courses from 1995 to the present. Despite competition with an extremely lucrative economy and severe recruiting problems throughout the Armed Forces, 27 percent of current Coast Guard Academy cadets are women—a significant increase over the 20 percent figure reported in 1995. Coast Guard continues to develop strategies to attract and retain women on an aggressive scale.

Initiatives External to the Department of Transportation:

- **On-the-Job Training Supportive Services Programs**

The On-the-Job Training Supportive Services Program administered by the Federal Highway Administration was established to supplement the On-the-Job Training program and support state Department of Transportation training programs by providing services to highway construction contractors and assistance to highway construction apprentices and trainees. Under this program, services such as recruitment, pre-employment assessments, counseling/job placement, transportation, child care, and skills training are provided. In 1995 Congress approved a \$2,000,000 appropriation to fund Supportive Services Programs for highway construction. Ten model initiatives were funded that focused on skill improvement;

recruiting, apprenticeship, and mentoring programs; as well as an evaluation of the effectiveness of these programs.

- **Women's Participation in the Highway Construction Industry**

From FY 1996 to FY 1999, 900 individuals in highway construction have attended the Department's Women in Construction training program. This training has helped states increase the participation of women in highway construction jobs.

[DEPARTMENT OF TRANSPORTATION]

FEDERAL DEVELOPMENTAL TRAINING PROGRAMS

The Human Resources Initiatives Program

Each year since 1991, the Department of the Interior's U.S. Geological Survey has allocated approximately \$500,000 annually to augment existing recruitment, training, and retention programs for women, minorities, and persons with disabilities through the Human Resources Initiatives Program. This Program has resulted in opportunities for more women to receive technological and professional training that prepares them for career advancement, continuing education, and other management and leadership development programs. The Human Resources Initiatives Program also provides women with the opportunity to participate in local and national women's organizations for the purpose of addressing and resolving women's career issues.

[DEPARTMENT OF THE INTERIOR]

Worker Trainee Program

The worker trainee program at the Office of Personnel Management was launched in 1997 as part of the Clinton Administration's Welfare-to-Work initiative. Although the program is not restricted by gender, the target population is former welfare recipients who are overwhelmingly women. Through a temporary

hiring authority, individuals with minimal skills and experience are placed into a three-year training program. The positions filled are clerks at the GS-1 level with the opportunity for advancement to higher grade positions.

Recruitment efforts include advertising vacancies through traditional merit promotion methods plus contacting various social service agencies in the area, which will provide greater awareness of the opportunities available to those individuals who may not be familiar with standard government hiring practices. Since the inception of the program, the Office of Personnel Management has hired two groups of employees under the program. The first group, hired in August 1997, was composed of 13 women and one man. The second group, hired in September 1998, was composed of 11 women. **[OFFICE OF PERSONNEL MANAGEMENT]**

Career Intern Program

The Career Intern Program was created to promote career advancement opportunities for women and other highly motivated Office of Personnel Management employees. It is designed to identify and prepare employees who are deemed highly competent for the challenges of professional and management careers within the agency. The positions are generally filled at the GS-5 and GS-7 entry levels for the following occupations: Personnel Management Specialist, Computer Specialist, Benefits Specialist, Auditor, Management and Program Analyst and Financial Analyst.

This two-year Program includes a four-week orientation session. Three weeks are devoted to orienting the interns to the agency with a focus on the agency's strategic goals, customer, and stakeholders; the agency's role versus other federal agencies; and the merit system principles. The last week of the session provides participants with orientation of their organization within the Office of Personnel Management and the preparation of individual

development plans. **[OFFICE OF PERSONNEL MANAGEMENT]**

INTERNATIONAL PROGRAMS

The Internet and Women's Democratic Organizing: Promoting Civil Society and Democratic Networking in West Africa

From 1999 through 2001, a grant of \$134,985 from the U.S. Information Agency's Citizen Exchange Programs will support a partnership between Michigan State University and three African Institutions (Institute of African Democracy, Council for the Development of Social Science Research in Africa, and the West African Research Centre) to promote participation of women in politics and democratic governance through information sharing and network building through use of the Internet. Participants will include human rights specialists, democracy activists, non-governmental organization leaders, and educators from Ghana, Mali, Senegal, and Nigeria. This program is part of the African Internet Connectivity Project undertaken by Humanities and Social Science Online (H-Net), administered by Michigan State University. **[UNITED STATES INFORMATION AGENCY]**

Woman Power in Politics: Building Grassroots Democracy in Africa, 1998 to 2002

This partnership is funded by the Education for Development and Democracy Initiative. The \$1,464,438 grant supports exchanges between eight chapters of the League of Women Voters (Oak Park/River Forest, IL; Houston, TX; Clemson, SC; Oklahoma; Minneapolis, MN; Oneonta, NY; Calvert County, MD; and Cleveland Heights-University Heights, OH) and counterpart organizations in eight African countries (Ethiopia, Ghana, Kenya, Nigeria, Tanzania, Uganda, Zambia, and Zimbabwe) to encourage more effective participation of African women in the political life of their

countries. Workshops in Africa, internships in the United States, and joint community-based projects will be developed to promote civic education initiatives and to nurture long-term projects. [UNITED STATES INFORMATION AGENCY]

International Access to Educational Resources

Peace Corps Volunteers worldwide cooperate with local and non-governmental organizations to expand women's access to educational resources. For example:

- In 1998 a committee of 12 English teachers, including five Peace Corps Volunteers, in the Ahal province of Turkmenistan organized a camp for English teachers with the dual goal of improving their English skills and discussing women's issues. They created a curriculum, interviewed counselors and participants, located a site, and found funding from local supporters, the Education Ministry, and the Peace Corps' Women in Development program. The camp began with a training session for the counselors (13 local teachers and seven Volunteers), followed by sessions attended by 30 English teachers. Child care was provided for their children. Sessions focused on improving the teachers' English skills, methods for improving professional skills, and discussions of gender roles, self-esteem, and self-growth. [PEACE CORPS]

International Training

Throughout the world, it is the policy of the U.S. Agency for International Development to seek gender balance in selecting candidates for United States, third country, and in-country training.

The Global Training for Development program trains mid- to senior-level leaders and professionals from the government and private

sector in Russia and the Newly Independent States in areas directly tied to the transition to democracy and a free-market economy. The program—the largest training effort the Agency has undertaken—has a mandated goal of 50 percent women participants. Although the 50 percent goal has not been reached in every country, women's participation is significant: for example, in Kazakhstan, it is 50 percent; in Kyrgyzstan, 45 percent; and in Turkmenistan, 43 percent. Training has taken place in such areas as accounting and auditing, health administration, and agriculture. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

B.4. Develop non-discriminatory education and training.

PROMOTING GENDER EQUITY

National Endowment for the Humanities Grants To Improve How Contributions of Women Are Taught and Understood

Over the past five years, the National Endowment for the Humanities has funded several projects that seek to improve the understanding of women and how their contributions to society are taught to students. Examples of these projects in 1995 are:

- A \$25,000 Education Development and Demonstration grant to a humanities focus project for middle and high school English, social studies, and history teachers on autobiographies by American women writers of color;
- A \$25,000 Education Development and Demonstration grant to support faculty study on Latin American women in the 20th century for instructors in the Women's Studies and Latin American Studies Programs leading to the development of interdisciplinary courses; and

- A \$160,000 Science and Humanities grant to design and teach three interdisciplinary science and humanities core courses in the Gender Studies Program at Lawrence University. **[NATIONAL ENDOWMENT FOR THE HUMANITIES]**

National Center for Education Statistics

The National Center for Education Statistics collects and reports its information by sex and race. It has also developed some specific publications that address women's issues such as *Findings from the Condition of Education 1995: The Educational Progress of Women* (NCES 96-768) and *Women: Education and Outcomes* (NCES 96-061). More information is available online at <http://www.ed.gov/NCES/>. The National Center for Education Statistics will issue a comprehensive new report on the status of educational equity for girls and women nationally. **[DEPARTMENT OF EDUCATION]**

Community Colleges

The Community College Liaison Office, working with the American Association of Women in Community Colleges and the National Institute for Leadership Development, developed programs to assist community college women in their efforts to assume major policy-making positions in community colleges. The American Association of Women in Community Colleges is the only national organization working for the concerns of all women in community colleges. The Association serves as one of the Councils of the American Association of Community Colleges and has national, regional, state, and local components. The National Institute for Leadership Development, which is housed at and operated by Maricopa Community College, works to promote the success of women in roles of educational leadership through the development of programs and workshops

designed to assist women in breaking “glass ceilings” within academia. The partnership of these organizations was guided by the belief that both equity and excellence are enhanced through a strong and effective leadership network of women in community colleges.

The Community College Liaison Office worked to promote the importance of Hope Scholarships, Lifelong Learning, and other tax benefits to provide financial assistance to needy students. Community colleges are an integral component of the education safety net, particularly for single mothers on welfare who aspire to attend college. Students at community colleges face limited options in paying for college. Even though the average tuition at two-year institutions is lower than at four-year institutions, many community college students rely on student-based assistance to help them gain access to postsecondary education. The tax benefits for college included in the Taxpayer Relief Act will ease the pressure brought to bear on low-income families by rising tuition, building on and supplementing the foundation of federal student aid programs.

The Community College Liaison Office sponsored ten regional technical assistance workshops with the Department of Labor and the Department of Health and Human Services that brought together teams of educators and human resources and job placement agencies to develop implementation strategies for the Welfare-to-Work initiative. The goal of the workshops was to ensure the smooth transition of welfare recipients into the workplace by facilitating working relationships between local agencies. More information is available online at <http://www.ed.gov/offices/OVAE/CCLO/resource.html>. **[DEPARTMENT OF EDUCATION]**

FEDERAL GOVERNMENT AS AN EMPLOYER

Employee Training and Development

The Social Security Administration has many developmental programs for employees at all grade levels. Among the programs are the Leadership Development Program for employees in grades GS-9 through GS-12 and the Advanced Leadership Development Program for employees in grades GS-13 and GS-14. Because women comprise more than 70 percent of the agency's workforce, they are well represented in all education and training programs. Nonetheless, the agency also offers special executive development training programs specifically for women candidates.

The agency also sponsors career/life-planning services. Since 1992, career counselors have helped about 1,800 employees—90 percent of whom were women—make informed career decisions, identify training needs, improve interviewing techniques, and complete applications for career advancement.

[SOCIAL SECURITY ADMINISTRATION]

Careers in the Armed Forces

With the repeal of the Combat Exclusion law, a 1994 Secretary of Defense memorandum opened many non-traditional career fields in the Armed Forces to women. Training leading to these fields is now open to women. Each of the Military Departments provides high school students with opportunities to receive leadership and job-skills training along with their normal academic education.

Approximately 500,000 students are enrolled in these programs nationwide, with females representing half of the students.

[DEPARTMENT OF DEFENSE]

Mentoring Programs

Mentoring programs have been established in many Department of the Interior agencies. Two female Associate Directors of the U.S.

Geological Survey have served as mentors to Women's Executive Leadership Program participants. A formal mentoring program pilot will be established in January 2000 for all U.S. Geological Survey employees, and it is expected that at least half of the participants will be women. **[DEPARTMENT OF THE INTERIOR]**

Aspiring Leader Program

Many Department of the Interior agencies sponsor participants who are selected through a competitive process open to all eligible employees. The Aspiring Leader Program is designed for GS-5 through GS-7 employees to prepare them for future positions as team leaders, supervisors, and managers. The program strengthens basic skills including oral communication, written communication, problem solving, leadership, interpersonal skills, self-direction, flexibility, decisiveness, and technical competence. The Aspiring Leader Program is a six-month program developed by the Leadership Development Academy, Graduate School, U. S. Department of Agriculture. **[DEPARTMENT OF THE INTERIOR/ DEPARTMENT OF AGRICULTURE]**

B.5. Allocate sufficient resources for and monitor the implementation of educational reforms.

Impact Aid Program

The Impact Aid Program was enacted in 1950 to ensure that local educational agencies in the United States that are affected by federal activities have sufficient revenue to provide a

free public education to the children they serve, including girls. Federal activities can affect a local educational agency either by decreasing the amount of real property in the community available to be taxed to support local schools, or by increasing the number of children the schools serve.

More than one million children in the United States, including more than 500,000 girls, attend public schools supported by Impact Aid. Funding for the program exceeds \$800,000,000 annually. Funds are distributed directly to local educational agencies annually, based on statutory formulas. More information is available online at <http://www.ed.gov>.
[DEPARTMENT OF EDUCATION]

B.6. Promote lifelong education and training for girls and women.

BUSINESS PROGRAMS

The Small Business Development Center Program

The Small Business Development Center Program is one of the Small Business Administration's largest programs and one of its principal business education and development resources. Congress created the program in 1980 to provide small business owners with a free resource for management, technical, and research assistance needed to help them start, expand, and successfully operate their businesses.

Demand for the program is high, and the program has now become a network with 57 lead centers and nearly 1,000 centers throughout the United States, Guam, Puerto Rico, and the Virgin Islands. The centers provide counseling and training to more than 500,000 clients each year. This program is a public-private partnership, with the Small Business Administration providing no more



than half of the cost of each state program each year and the remainder matched by non-federal dollars. Through cooperative agreements with educational institutions and state and local governments, the Small Business Administration is able to provide high-quality, one-on-one counseling and training for existing and potential small business owners. As of June 1999 there were 43 university-sponsored, nine state-sponsored, and five community college-sponsored small business development centers.

More than one million women have been counseled and trained at these centers since 1995. In FY 1998 women accounted for more than 40 percent of all clients served by the program. Because there are so many locations, women in every state have access to programs and services that address small business ownership issues in general as well as those designed specifically for women entrepreneurs. Services include assistance with business management and organization, marketing, financing, international trade, procurement (government contracting), and technical issues, as well as specialized help for women, minorities, and veterans.

For more information on the Small Business Development Center Program, please see the program website at <http://www.sba.gov/SBDC>.
[SMALL BUSINESS ADMINISTRATION]

The Women's Business Center Program and Other Small Business Administration Programs

The Women's Business Center Program complements the Small Business Development Centers and other Small Business Administration resources, providing in-depth, long-term assistance that is specifically targeted to address the unique needs of women entrepreneurs, especially those who are socially and economically disadvantaged.

Today, women own nearly 40 percent of all American businesses. As women continue to open businesses at twice the rate of men, those numbers are only expected to grow. Yet women historically have faced—and continue to face—discrimination and other obstacles in the business world.

In FY 1999 the Small Business Administration awarded grants to 25 new women's business centers. Today there are nearly 60 centers in almost every state, the District of Columbia, Puerto Rico, and the Virgin Islands. They serve a wide variety of geographic areas, population densities, and economic environments. Each center offers a core of long-term assistance in finance, management, marketing, and procurement, as well as Internet training and access to Small Business Administration programs. But each center tailors its programs and services to the needs of its individual area; centers may provide training in as many as six languages, offer child care and evening or weekend hours, or address complex social issues especially common in areas with large immigrant populations.

In FY 1998 the Office of Women's Business Ownership launched the first entrepreneurial

programs for military spouses at two women's business centers (one on the East Coast, one on the West Coast) that taught military spouses how to develop portable businesses that could move when families were reassigned. Curriculum content will be placed on the Online Women's Business Center.

The Office of Women's Business Ownership negotiated the first-ever memorandum of understanding with a national women's organization as a model for other women's trade organizations; ten more national organizations have signed similar memoranda to spur mutual cooperation and information dissemination.

The office also published and distributed *Blueprint for Success: A Guide for Women Entrepreneurs*, with Salomon Smith Barney. This book is a detailed guide to starting a small business and is used in training workshops nationwide.

In 1998 the Small Business Administration began to co-sponsor a series of four national telecasts, produced by the Edward Jones investment firm and downlinked to several hundred locations nationwide, which each reached about 10,000 viewers (including videotape). The ongoing series, *Winning Strategies for Women Entrepreneurs*, is broadcast live and features noted business experts who share their knowledge and answer questions called in from viewers. Two of three satellite broadcasts scheduled for 1999 have been downlinked, the second to more than 1,000 locations in the United States and Canada. These presentations are offered free to anyone and are available on videotape.

Together with counselors from the Service Corps of Retired Executives, the Small Business Administration's 69 district offices, and women's business centers, the agency also provides mentoring opportunities for current

and aspiring women business owners through the Women’s Network for Entrepreneurial Training.

By the third quarter of FY 1999, there were more than 150 Women’s Network for Entrepreneurial Training roundtables meeting nationwide, a 50 percent increase over FY 1998. The Small Business Administration’s Office of Women’s Business Ownership also distributes manuals on how to start a mentoring group.

For more information on the Women’s Business Center Program and the Women’s Network for Entrepreneurial Training, visit the Office of Women’s Business Ownership website at <http://www.sba.gov/womeninbusiness> or the Online Women’s Business Center. **[SMALL BUSINESS ADMINISTRATION]**

Online Women’s Business Center

In January 1998 the Small Business Administration launched the Online Women’s Business Center at a White House ceremony with Vice President Gore. A natural outgrowth of the Women’s Business Center Program, this interactive website features a full business-training curriculum, worldwide networking, chats, bulletin boards, and links to hundreds of other resources. Users can connect to the “cyber-chapter” of the Service Corps of Retired Executives for one-on-one business counseling. One can find listings of the Small Business Administration’s district offices and women’s business ownership representatives, as well as women’s business centers, small business development centers, Small Business Administration business information centers, one-stop capital shops, U.S. export assistance centers, and many other resources. A creditworthiness quiz and the comprehensive state-by-state *Resource Guide*—a database of

local tax and legal requirements, laws, regulations, resources, and more—are available online in English and Spanish and are free.

A year and a half after its debut, the Online Women’s Business Center receives more than a million hits a month and has garnered many prestigious awards recognizing it as a premier site for entrepreneurs. Women from 100 countries around the world use the website. The international website in Spain was launched at the Vital Voices conference in Uruguay in October 1998, and the international website in Russia was launched at the Vital Voices conference in Iceland in October 1999. The Online Women’s Business Center can be accessed at <http://www.onlinewbc.org>. **[SMALL BUSINESS ADMINISTRATION]**

Business Information Center Program

The Business Information Center Program, a network of 61 Business Information Centers, provides one-stop locations for information, education, and training to help potential entrepreneurs and small business owners start, operate, and grow their business. Each Business Information Center is equipped with computers, high-tech hardware and software, reference materials, and publications; many have Internet access. If a woman wants to write a business plan, design a brochure, or research marketing strategies, she can access the information and tools she needs at a Business Information Center. Business Information Centers throughout the country train more than 125,000 clients every year. In 1998 and 1999 between 40 and 50 percent of their clients were women. For more information about the Business Information Centers, please visit the Business Initiatives website at <http://www.sba.gov/BI>. **[SMALL BUSINESS ADMINISTRATION]**

One-Stop Capital Shop Program

The One-Stop Capital Shop Program, part of the Office of Entrepreneurial Development, began in 1994 to support the Empowerment Zone Initiative, a central initiative in the President's efforts to revitalize distressed inner cities or rural communities. This initiative called on both the federal government and local communities to work together in facing this difficult challenge. Communities were to assess their weaknesses and build a comprehensive economic and social strategy for their future that included the use of public-private partnerships. Federal agencies were instructed to deliver user-friendly services to these communities. The One-Stop Capital Shop is in each Empowerment Zone community. For more information about One-Stop Capital Shops, please visit the program website at <http://www.sba.gov/onestop>.

[SMALL BUSINESS ADMINISTRATION]

The Service Corps of Retired Executives

The Service Corps of Retired Executives is a Small Business Administration resource partner, founded in 1964 and composed of approximately 12,000 volunteer counselors in 400 chapters across the country. The Corps is dedicated to the formation, growth, and education of entrepreneurs around the Nation. It matches experienced business people with current and potential small business owners in need of expert advice. The Service Corps of Retired Executives has experts in virtually every area of business management; it maintains a national skills bank to help identify the best counselor for each client.

The Corps offers in-depth counseling and training to help prospective and established small business owners identify problems, determine their causes, and find solutions. Approximately 90,000 women are trained and/or counseled by volunteers each year.

Many local chapters offer child care during business counseling sessions, allowing more women to take advantage of their services. The Service Corps of Retired Executives' new membership handbook places special emphasis on counseling and working with women entrepreneurs. For more information on the Service Corps of Retired Executives program, please visit the website at

<http://www.score.org>.

[SMALL BUSINESS ADMINISTRATION]

International Visitor's Program

The International Visitors' Program provides information on entrepreneurial training and support programs by other governments worldwide that help develop the small businesses so vital to thriving economies. An important service of the Small Business Administration, the International Visitors Program receives from 800 to 1,000 visitors a year. Since 1995 there has been an increase in the number of women visiting the Small Business Administration to study models of business, credit, education, information, and training. Spurred by the increased interest in women's economic issues in the international arena, the number of international women's delegations visiting the agency has steadily increased, from 31 delegates in 1995 to 114 delegates during 1999.

[SMALL BUSINESS ADMINISTRATION]

EDUCATION AND TRAINING FOR WOMEN AND GIRLS

Patent and Trademark University

The Commerce Department's Patent and Trademark Office founded the Patent and Trademark University in 1994. The University provides an extensive selection of job-related learning activities, both formal and informal, to generate a community of learners and to build a lifelong learning organization. The Patent and

Trademark University, fully funded by the Patent and Trademark Office, was created to help all employees anticipate, effect, and manage change within the organization and the intellectual property industry. Of the 275 individuals who have graduated, about 90 percent have been women. The organization sponsors tutoring, mentoring, work-at-home, Internet and distance education, skill and interest assessments, academic advising, and career counseling. The Patent and Trademark University's greatest achievement to date is winning the Department of Commerce Gold Medal, awarded in December 1998. This medal is awarded annually to recognize an outstanding contribution to the mission and goals of the Department of Commerce and the Clinton Administration's ideals for government reinvention. **[DEPARTMENT OF COMMERCE]**

Veterans Affairs Lifelong Education and Training

The Department of Veterans Affairs is the Nation's largest employer of registered nurses. In 1998 the Department of Veterans Affairs earmarked \$50,000,000 to be applied over five years to assist its nursing personnel to obtain the baccalaureate (or higher) degree, as well as to meet other specific occupational training needs.

The Department of Veterans Affairs Central Office's Federal Women's Program teamed with its Office of Human Resources to start a program that enables employees to take courses for college credit during their lunch hour. The program is designed to meet the needs of employees, primarily women, who need to further their education but are unable to do so after work due to family obligations or other obstacles. In this program, entitled Lunch and Learn, instructors from the Prince George's Community College come to the Department of

Veterans Affairs two days a week to teach courses in hour-and-a-half segments over lunch. Employees are able to improve their skills to assist them on their jobs while earning credits towards a college degree. The program began in January 1997, and enrollment in the program totaled 122 in late 1999. The Department of Veterans Affairs plans to expand the Lunch and Learn curriculum as students and the needs of the Department demand.

[DEPARTMENT OF VETERANS AFFAIRS]

Women's Executive Leadership Program

This 12-month developmental program was established by the Office of Personnel Management to increase the number of women in leadership and decision-making positions within the federal government. Enrollees are nominated and selected by their agency based on their demonstrated abilities and high potential to excel at the management level. Program participants receive supervisory/managerial training and development opportunities to prepare them for future positions as supervisors and managers. The Women's Executive Leadership program consists of participation in four one-week residential seminars, completion of an individual needs assessment, designing an individual development plan, completion of a shadowing assignment, conducting executive interviews, and participation in developmental work assignments. The target audience for this program is women who are permanent full-time employees at the GS-11/12 grade level. Nominations are based on supervisory and management potential and motivation to participate and complete all program assignments. **[OFFICE OF PERSONNEL MANAGEMENT]**

New Leader Program

The goal of the New Leader Program established by the Office of Personnel Management is to expand leadership opportunities for women and other highly motivated employees within the federal government. This six-month program provides a solid training and development foundation of team leadership skills enhanced by agency developmental experiences. The program introduces participants to the core competencies of a first-line supervisor and provides practice in team skills that are central to modern management. The program includes three five-day residential sessions to address basic competencies and preparation of an individual development plan. The target audience for this program is full-time, permanent GS-7 through GS-11 employees. Nominations are based on leadership potential and motivation to participate in and complete all program assignments. **[OFFICE OF PERSONNEL MANAGEMENT]**

Student Educational Employment Program

The Student Educational Employment Program, established by the Office of Personnel Management, has two components—student temporary employment and student career experience. It is available to all levels of students: high school, vocational and technical, associate degree, baccalaureate degree, graduate degree, and professional degree students.

The Student Career Experience component allows students to gain work experience directly related to their academic field of study. It provides formal periods of work and study while attending school. Students may become eligible for permanent employment after successfully completing their education and meeting necessary work requirements.

The Student Temporary Employment component provides temporary employment for females who are in school. These employment opportunities may not be related to the students' academic field of study. However, employment for these students can range from summer jobs to year-round positions that may continue through the employees' academic career. **[OFFICE OF PERSONNEL MANAGEMENT]**

The Garrett A. Morgan Technology and Transportation Futures Program

Funded in 1997, the Garrett A. Morgan Technology and Transportation Futures Program seeks to inspire students of all ages to consider transportation careers and to provide them with the knowledge and skills to pursue those careers. Because many transportation professionals are approaching retirement age, and one in seven jobs in the economy is transportation-related, a large number of skilled workers are needed. This program seeks to raise awareness at all levels of education to the needs of training and technology to meet the needs of the 21st century. Recent actions taken under this program that particularly focus on women and girls include:

- A Memorandum of Understanding with the Alpha Kappa Alpha Sorority to promote the goals of the Garrett Morgan Program and specifically to work with the sorority's chapters across the country on their programs for girls;
- A transportation patch for the Girl Scouts to allow girls to explore all aspects of transportation—air, surface and marine; and
- Participation in the July 2000 Society of Women Engineers annual convention by providing speakers on workforce

development and working with the society to develop materials that will attract women to the field (1999 Initial Outcomes publication attached). **[DEPARTMENT OF TRANSPORTATION]**

National Endowment for the Humanities Grants for Public Programs and Exhibitions For and About Women

Through its continuing support of public programs, exhibitions, and films on topics of interest to or highlighting women, the National Endowment for the Humanities promotes the lifelong education of women and girls. These grants focus on great women who can serve as role models and their contributions to society. These programs and exhibitions include *Jewish Women's Experiences in the Upper Midwest* (\$100,000 in 1995) and *A Women's War: Southern Women, Civil War, and the Confederacy Legacy* (\$145,000 from 1995 to 1996). The National Endowment for the Humanities has given nearly \$1,000,000 to write and produce *One Woman, One Vote*, a documentary on the women's suffrage movement in America from 1848 to 1920. Other projects include *Beyond the Vote: Equality*, a film on the efforts of American women to win full equality after passage of the 19th Amendment, and documentaries on Eleanor Roosevelt (more than \$600,000 in 1996 and 1998) and Margaret Sanger (more than \$1,000,000 from 1995 to 1998).

[NATIONAL ENDOWMENT FOR THE HUMANITIES]

INTERNATIONAL PROGRAMS

Life-skills Training

Girls' education is an integral part of the Peace Corps' efforts to expand girls' life options and to help them become active leaders in their

communities. Volunteers in dozens of countries focus on girls' education, giving girls the skills they need for a better future. More information is available online at

<http://www.peacecorps.gov/volunteer>.

Examples include:

- Volunteers in Bolivia work with the Mosoj Yan (New Road) center for homeless and underprivileged girls in Cochabamba, which focuses on improving the girls' self-esteem and life-skills. In 1993 a Volunteer led a greeting-card-making workshop, which has developed into a card-making and card-selling business. Approximately 60 girls have been involved in the card business since 1993. Worldwide sales in 1999 reached 20,000 cards, generating approximately \$14,000.
- A life-skills program developed in 1997 by Peace Corps Malawi uses games, role playing, and interactive exercises to teach girls communication skills, decision-making, assertiveness, resistance to peer pressure, relationship skills, management of emotions, and empowerment. More than 60 girls have participated in the activities as of September 1999. The success of the program has prompted an interest in adding life-skills to the school curriculum in Malawi. **[PEACE CORPS]**

Afghanistan

In FY 1999 the Department of State's Bureau of Population, Refugees and Migration provided \$3,140,000 in funding to non-governmental organizations to carry out health and education projects for Afghan women and girl refugees principally in Pakistan. These contributions were in addition to those made to the South Asia regional programs of the United Nations High Commissioner for Refugees and ICRC,

which include Afghan women and girls among the beneficiaries. In addition to continuing existing health and education programs with Save the Children, Church World Service and the International Rescue Committee (\$1,700,000), major new initiatives included an International Rescue Committee project to expand and improve secondary education for Afghan girls in Peshawar and nearby camps (\$480,632); an International Rescue Committee project to fund projects of local women's non-governmental organizations working to improve women's and girls' health and education (\$349,603); and funding for the Women's Commission for Refugee Women and Children to place a gender technical adviser in Peshawar to help other non-governmental organizations improve the treatment of Afghan women in their projects (\$199,301).

[DEPARTMENT OF STATE]

C. Women and Health



“Protecting family health is just one way women are shaping the course of our nation.”

—Secretary of Health and Human Services Donna E. Shalala, excerpted from her speech to the Women’s Caucus, National Women’s Health Information Center, October 7, 1998

The Platform defines health as a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity. This well-being is determined by more than biology. It depends upon the social, political, and economic context of women's lives. Women's health needs develop and change throughout the life cycle and women must have high standards of health and health care throughout the life cycle. They often suffer jointly from inadequate access to health care of a high standard, discrimination in their access to existing health care, and lack of availability of knowledge, research, treatment, and services for health needs related to their sexuality and reproductive systems throughout their life cycles.

The Platform calls for increased access for women throughout the life cycle to quality health care, information, and services; for preventive programs that promote women's health; for gender sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues, research and dissemination of information of information on women's health, and increased resources and monitoring for women's health.

C.1. Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information, and related services.

LEGAL ACCESS AND PROTECTION

Length of Hospital Stays Following Childbirth

In October 1998, in conjunction with the Department of the Treasury and the Department of Health and Human Services, the Department of Labor published interim regulations under the Newborns' and Mothers' Health Protection Act, a law placing decisions affecting the length of hospital stays following childbirth in the hands of mothers and attending providers. For more information, see the Department of Labor's Pension and Welfare Benefits Administration's website at <http://www.dol.gov/dol/pwba/>.

**[DEPARTMENT OF LABOR/
DEPARTMENT OF HEALTH AND
HUMAN SERVICES/ DEPARTMENT OF
THE TREASURY]**

ACCESS TO INFORMATION

The National Institute on Drug Abuse

The National Institute on Drug Abuse has developed a website (<http://www.nida.nih.gov/WHGD/WHGDDirRep13.html>) dealing with women, gender differences, and drug abuse. The website, entitled Women's Health and Gender Differences, became operational on the National Institute on Drug Abuse's website in April 1998. Topics on the website include an overview of the National Institute on Drug Abuse's research program in this area, research findings covering a wide range of topics, a list of publications that either focus on this subject or contain relevant information, and information on funding opportunities in the

area of women and gender differences.
[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Women's Health Benefits Information Day

In November 1998 the Secretary of Labor held a Women's Health Benefits Information Day. She announced new initiatives, including publications and a nationwide customer service day, to help make women in America aware of their new rights under recent health care laws and to help them understand basic rules affecting their health benefit programs. She also announced new guidance and rights under the Newborns' and Mothers' Health Protection Act and Women's Health and Cancer Rights Act. As part of her work on these initiatives, the Secretary held a press roundtable with women's magazines in order to reach women health care consumers. The National Customer Service Day was held March 20, 1999.

[DEPARTMENT OF LABOR]

Publications on Health Care Benefits for Women

The Department of Labor's Pension and Welfare Benefits Administration provides the following information on health care benefits for women:

- A booklet entitled *Questions and Answers: Recent Changes in Health Care Law*, revised in June 1999, which includes information on the Newborns' and Mothers' Health Protection Act of 1996 and the Women's Health and Cancer Rights Act of 1998;
- Brochures highlighting major life- and work-cycle events and the health benefit laws to consider at those times; and
- Fact sheets and other publications explaining women's rights to their health care benefits.

These publications are available free of charge through Pension and Welfare Benefits

Administration's toll-free publication number (1-800-998-7542) as well as on Pension and Welfare Benefit Administration's website at <http://www.dol.gov/dol/pwba/>.

[DEPARTMENT OF LABOR]

Veterans Affairs Health Programs

The Women Veterans Health Program specifically addresses the health care needs of eligible women veterans, providing appropriate, timely, and compassionate health care.

Based on the 1990 Census, approximately 1.2 million veterans, about four percent of the total veteran population, are women. Currently, women make up 14 percent of the active duty military force. The Department of Veterans Affairs health care facilities provided care to 132,839 women veteran patients during FY 1998, and 14,398 women veterans as inpatients. Since 1992, the number of women using the Department of Veterans Affairs services has shown an annual increase of ten percent nationwide. By the year 2010, women will comprise more than ten percent of the veteran population. With growing representation in the Military Services, Congress authorized, in the Veterans Health Care Act of 1992, new and expanded services for women veterans.

While supporting the overall mission of the Department of Veterans Affairs, and in collaboration with the Department of Veterans Affairs' Center for Women Veterans, the Women Veterans Health Program specifically addresses the unique health care needs of women veterans. In 1995 the program was

given Special Emphasis Program status within the Department's Veterans Health Administration. Programs include:

- Specific health services for women such as Pap smears, mammography, and
- general reproductive health care;
- Maternity benefits; and
- Full-time women veterans coordinators.

The Department of Veterans Affairs equipped its health care providers with increased educational opportunities by including mini-residency programs on breast care, microscopic examination of the cervix (colposcopy), and mental health. The Women Veterans Health Program developed an intraVA web page for practitioners with information relevant to the delivery of health care to women veterans. A Women's Health Software package was developed and implemented to track women veterans' gender specific health care. A Military Sexual Trauma Software tracking mechanism has also been implemented to ensure that consistent data are maintained on treatment of victims of Military Sexual Trauma.

With the passage of the Veterans' Health Care Act of 1992 and later the Veterans' Health Programs Extension Act of 1994, programs have been established to improve health care and support services available to women veterans. Included among these programs is a sexual trauma counseling and treatment program. Although rates of sexual harassment in the active duty military have declined in recent years, there are still a significant number of women veterans who seek and require the Department of Veterans Affairs' treatment for sexual trauma experienced while on active duty. More information on the Women's Health Science Division, its research programs, and

targeted areas of study, is available online at <http://www.dartmouth.edu/dms/ptsd>.

As a result of Public Law 102-585, eight Women Veterans Comprehensive Health Centers have been established to develop new and enhance existing programs that focus on the unique health care needs of women veterans. These Centers, strategically located throughout the country, are structured under a primary care model that provides a coordinated approach to the provision of medical, surgical, and psychological care for women patients. These Centers are located at the Department of Veterans Affairs medical facilities in Minneapolis, MN; Chicago, IL; Tampa, FL; Durham, NC; Los Angeles and San Francisco, CA; Boston, MA; and Southeastern Pennsylvania Network. **[DEPARTMENT OF VETERANS AFFAIRS]**

Medical Education on Domestic Violence

The Department of Justice funded the development of an interactive website to educate medical professionals on how to recognize and treat domestic violence. The online curriculum allows health care professionals to obtain continuing education credits from remote sites. The Department also funded the development of curricula and videos for dentists and dental ancillary staff on identifying and responding to domestic violence. More information is available online at <http://www.amwa-doc.org>.

[DEPARTMENT OF JUSTICE]

National Women's Health Information Center

The National Women's Health Information Center, sponsored by the Office on Women's Health in the Department of Health and Human Services, is a combined comprehensive health website (<http://www.4woman.gov>) and toll-free

service (1-800-994-WOMAN). The website provides links to more than 3,000 publications and 2,000 reputable organizations on women's health. The National Women's Health Information Center also provides answers to frequently asked questions on top health issues of concern to American women. The website and toll-free service, both in operation for less than a year, have already received more than nine million hits and 10,000 phone calls, respectively, from women seeking information on a wide variety of women's health issues. The toll-free number, operational from 9 a.m. to 6 p.m. eastern time, connects the caller to an English- or Spanish-speaking health information specialist who will refer the caller to the right source of information. Women and their health care providers can also order fact sheets, brochures, and other printed materials by phone. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

National Minority Women's Health Conference

Bridging the Gap: Enhancing Partnerships to Improve Minority Women's Health, a major national health conference, was convened by the Department of Health and Human Services in January 1997, in Washington, D.C., to focus critical attention on special health issues affecting women of color and to develop partnerships to improve the health of minority women. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Young Women's Health Promotion Program

Get Real: Straight Talk on Women's Health is a video kit that was developed in 1996 in collaboration with the Society for the Advancement of Women's Health Research by the Office on Women's Health. The video kit, which includes a facilitator's guide, is designed as a health promotion program for women between the ages of 18 and 24. Focusing on this age group provides an important opportunity for education about not only the immediate

health issues for young women but also the diseases that may strike later in life. The video kit provides relevant health information and encourages young women to practice healthier behaviors (e.g. appropriate nutrition and exercise, safe sex or abstinence, not smoking) in order to prevent or lower their risk for developing these diseases and other health problems. The video and facilitator's guide have been distributed widely across U.S. college campuses. The video is used in college roundtable panels and discussion groups, facilitated and funded by the Office on Women's Health, at colleges and universities around the country to engage college age women in awareness of healthy behaviors.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Breast Cancer Pilot Projects

The National Action Plan on Breast Cancer's Information Action Council has established the Bridging the Gap Initiative pilot project, which helps community-based organizations link informationally underserved women with breast cancer information available through the Internet. This two-year project is currently in the evaluation phase. More information about this initiative and the four community sites is available online at <http://www.napbc.org>.

The Hereditary Susceptibility Working Group of the National Action Plan on Breast Cancer, in partnership with many professional organizations, developed an educational curriculum to provide high-quality, customized education and training for health care professionals on this complex and pressing issue. *Hereditary Susceptibility to Breast and Ovarian Cancer: An Outline of Fundamental Knowledge Needed by All Health Care Professionals* is available online at <http://www.napbc.org>. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Women and Primary Care: An Agenda for Change

In November 1998 Health Resources and Services Administration's Bureau of Primary Health Care released a new strategy entitled *Women and Primary Care: An Agenda for Change – Horizons for the 21st Century*. The Agenda provides a broad-based vision for women's health to ensure access to primary care and eliminate health disparities for the more than 4.8 million medically underserved and minority women served annually by programs funded by the Bureau of Primary Health Care. The development of a national multi-cultural women's health practice network, a national replication strategy for innovative women's health programs, and a council of multi-cultural women's health education, training, and research are components of the Agenda. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

ACCESS TO CARE

Access to Care for Rural Populations

Contact with rural populations to expand and enhance the availability of essential health services in rural areas remains an important focus of the Health Resources and Services Administration. Projects targeting pregnant women and their children, migrant workers, and the elderly are at the forefront of this agenda. From FY 1995 to FY 1998, the Health Resources and Services Administration's Office of Rural Health Policy funded a coalition of four organizations in rural Ohio to form the Rural Health Advantage to address the issues of access to sexually transmitted disease screening, mental health counseling, prevention education, HIV case management, and migrant health services for women and their families. Another Office of Rural Health Policy project, the Women's Health and Managed Care Education Initiative, is an ongoing comprehensive program designed to educate

consumers, particularly middle- to low-income women, about managed care. Educational initiatives using local community meetings and discussions empower women to advocate for themselves and their families when interacting with managed care providers and organizations. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

National Centers of Excellence in Women's Health

Seventeen National Centers of Excellence in Women's Health around the country provide state-of-the-art comprehensive and integrated health care services, multi-disciplinary research, and public and health care professional education targeted toward the special needs of women. In their academic settings, they also foster the recruitment, retention, and promotion of women in academic medicine. Developed in 1996 and supported by the Office of Women's Health in the Department of Health and Human Services, the Centers serve as innovative national models that can be evaluated and duplicated across the country. In 1998 the Office on Women's Health established six new Centers of Excellence in Women's Health that focus especially on minority women's health. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Meeting the Needs of Women with Disabilities: Blueprint for Change

The project studied the needs of women with disabilities in accessing services from mainstream social services programs, such as those focusing on domestic violence, alcohol and drug treatment, adoption, child protective services, aid to families with dependent children, reproductive rights, child care programs, and programs providing services to girls and older women. The target population consisted of professional and service providers. Funding for the project, which ran from May 1994 to April 1997, was \$125,000 per year.

More information is available online at <http://www.ncddr.org/doorways/women/resources.html>.

[DEPARTMENT OF EDUCATION]

Self-Esteem and Women with Physical Disabilities

The aim of this project is to develop a greater understanding of self-esteem in women with physical disabilities. The project is studying the effectiveness of psycho-educational, peer-facilitated workshop interventions designed to enhance the self-esteem of women with physical disabilities and increase the skills they need to build relationships. Other goals of the project are to increase self-awareness and self-understanding, increase self-nurturance, understand healthy relationships and boundaries, learn about communication skills and consumer advocacy, and integrate and apply skills. The target population is women with disabilities, independent living counselors, and mental health professionals. Funding for the project, from July 1, 1999, to June 30, 2002, is \$150,000 per year. More information is available online at <http://www.naric.com>, search for H133C50024. **[DEPARTMENT OF EDUCATION]**

MEDICAID, CHILDREN'S HEALTH INSURANCE PROGRAM, AND MEDICARE

MEDICAID

The federal Medicaid law (Title XIX of the Social Security Act) authorizes federal matching funds to assist the states in providing health care for certain low-income and medically needy persons. The states have considerable flexibility in structuring their programs, and there are substantial variations from state to state. Basic services must be offered to the categorically needy population in any state program.

Early and Periodic Screening, Diagnosis, and Treatment is the child health component of the Medicaid program. Under this component, states are required to provide a broad range of medical and support services to eligible children under age 21. In addition, states must perform certain activities, such as informing eligible children and their families about Early and Periodic Screening, Diagnosis, and Treatment and reporting data annually to the Health Care Financing Administration.

Approximately 31 million persons received health care in 1998 from the various state Medicaid programs. Approximately 60 percent of these recipients were women. The major groups that states are required to cover include but are not limited to:

- Low-income families with dependent children and whose family income resources are below standards set by states;
- The aged, blind, and disabled receiving cash assistance from the federal Supplemental Security Income program or eligible for Medicaid under more restrictive state criteria; and
- Pregnant women and children up to age six whose family income does not exceed a certain standard.

On average, federal funds account for approximately 57 percent of the cost of the Medicaid program. For FY 1997 the federal share of Medicaid expenditures was approximately \$98.5 billion. State spending on Medicaid in FY 1997 was estimated at \$74.3 billion. Total Medicaid expenditures in FY 1997, including state administrative costs, were about \$173 billion.

In the past, families who received Aid to Families with Dependent Children cash assistance were automatically eligible for

Medicaid. The Welfare Reform Act of 1996 eliminated the Aid to Families with Dependent Children program and replaced it with a block grant program for temporary assistance for needy families. Receipt of cash assistance under the temporary assistance for needy families program does not automatically entitle the family to Medicaid. However, under welfare reform, a new Medicaid eligibility program was established with eligibility requirements linked to the old Aid to Families with Dependent Children program as it existed before the enactment of Welfare Reform on July 16, 1996. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Children's Health Insurance Program

The Balanced Budget Act of 1997 created Title XXI of the Social Security Act, referred to as the State Children's Health Insurance Program. This program is a federal-state partnership that allows states to expand health benefits to cover low-income, uninsured children whose families earn too much for Medicaid but too little to afford private coverage. States may choose to extend health coverage to uninsured children in one of three ways: through a separate child health insurance program, expanding their Medicaid program, or creating a combination of both.

States may cover children in families whose incomes are above the Medicaid eligibility threshold but less than 200 percent of poverty, or within 50 percentage points over the state's current Medicaid income limit for children. However, under the statute, states do have the flexibility to define the income limit so that more children may be covered.

Currently, all states and the territories have an approved Children's Health Insurance Program plan—16 separate state child health plans, 26 Medicaid expansions, and 14 combination plans. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

MEDICARE

Medicare is a nationwide, federally administered health insurance program authorized in 1965 to cover the cost of hospitalization, medical care, and some related services for most persons over age 65. In 1972 coverage was extended to people receiving Social Security Disability Insurance for two years and people with end-stage renal failure. There are approximately 39 million Medicare beneficiaries, 57 percent of whom are women. Medicare currently provides health insurance coverage for 97 percent of older Americans. In 1998 benefits paid for Medicare patients totaled \$207 billion. There are approximately 6.5 million people dually enrolled in both Medicare and Medicaid.

Medicare Part A, or the Hospital Insurance program, helps pay for inpatient hospital services, post-institutional home health care, short-term care in skilled nursing facilities, and hospice care for the aged and disabled. In 1998 the Hospital Insurance program provided protection against the costs of hospital and other medical care to more than 38 million persons (33.4 million aged and five million disabled persons).

Medicare Part B, or the Supplementary Medical Insurance Program, pays for home health care not covered by Part A, outpatient hospital services, and other services for the aged and disabled such as diagnostic tests, medical equipment, and ambulance service. Supplementary Medical Insurance Program enrollees pay a monthly premium (\$43.80 in 1998) for services. In 1998 the program provided protection against the costs of physician and other medical services to nearly 37 million persons (more than 32 million aged and 4.5 million disabled persons).

Medicare and Medicaid are administered by the Health Care Financing Administration. More

information about these programs can be found on the Health Care Financing Administration website at <http://www.hcfa.gov>.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Health Care Financing Administration

The Health Care Financing Administration is the federal agency responsible for the oversight and management of programs to assure access to quality health care for children and adults with low incomes, persons with disabilities, and the aged. The specific programs administered by the Health Care Financing Administration are Medicaid, the Children's Health Insurance Program, and Medicare.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

CANCER SCREENING AND TREATMENT

Mammography Quality Standards

The Food and Drug Administration published the final rules for implementing the Mammography Quality Standards Act in October 1997, setting high standards for Food and Drug Administration certification of mammography facilities, including the standards for equipment and personnel. The names and locations of Food and Drug Administration-certified facilities are available at no charge by calling the National Cancer Institute Cancer Information Service toll-free at 1-800-4-CANCER.

The Food and Drug Administration's final regulations, effective April of 1999, expanded and strengthened protections that will improve the quality of mammography at facilities in the United States. These regulations require that facilities follow the standards, be accredited by a Food and Drug Administration-approved accreditation body, and be inspected annually.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

New Mammography Law

The Food and Drug Administration has further strengthened the Nation's standards for mammography centers by requiring that all women who have mammograms be directly notified in writing about their results. This provision was added to the final regulations that implement the Mammography Quality Standards Act of 1992 and went into effect April 28, 1999. A similar provision was incorporated into the statute by the Mammography Quality Standards Reauthorization Act of 1998. Although many mammography facilities already provided direct patient notification, the Food and Drug Administration rule ensures that written notification occurs promptly, in easy-to-understand language, and that it is provided by every mammography facility in the United States. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Promoting Mammography for Older Women

In May 1995 First Lady Hillary Rodham Clinton, the Department of Health and Human Services, and the Health Care Financing Administration initiated a campaign to educate women over 65 that mammographies save lives. Research has shown that early detection decreases breast cancer death rates by 30 percent in this age group. With the enactment of the Balanced Budget Act of 1997, Medicare expanded its mammography coverage. As of January 1, 1998, Medicare covers annual mammograms for its beneficiaries at age 40 and over. In addition to expanding the coverage, the deductibles were changed to ensure that cost is less of a barrier to obtaining screening mammograms. The Medicare educational campaign has also been expanded to target women beginning in their forties. The theme is Mammograms: Not Just Once, But for a Lifetime. More information about this educational campaign and other Health Care

Financing Administration programs can be obtained from the Health Care Financing Administration website at <http://www.hcfa.gov>.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

National Breast and Cervical Cancer Early Detection Program

The Breast and Cervical Cancer Mortality Prevention Act of 1990 authorized the Centers for Disease Control and Prevention to establish a national program to ensure that women for whom screening is recommended receive regular screening for breast and cervical cancer, prompt follow-up if necessary, and assurance that the tests are performed in accordance with current recommendations. Such screening measures could prevent approximately 15 to 30 percent of all deaths from breast cancer among women over the age of 40 and virtually all deaths from cervical cancer. The Centers for Disease Control and Prevention's National Breast and Cervical Cancer Early Detection Program is a landmark program that was developed to offer free or low-cost critical breast and cervical cancer screening services to underserved women, including older women, women with low incomes, and women of racial and ethnic minority groups, including American Indian/Alaska Native women. The Centers for Disease Control and Prevention support early detection programs in all 50 states, five U.S. territories, the District of Columbia, and 15 American Indian/Alaska Native organizations. The goal is to reduce breast cancer deaths among these women by 30 percent and cervical cancer deaths by more than 90 percent through increased mammographies and Pap testing.

By October 1999 more than two million screening tests were provided by the National Breast and Cervical Cancer Early Detection Program to more than 1.3 million women.

Through the program, 5,880 breast cancers, 31,266 cases of cervical intraepithelial neoplasia (CIN) I, II, or III, and 508 cases of invasive cervical cancer were diagnosed.

FY 1999 appropriations of approximately \$159,000,000 enable the Centers for Disease Control and Prevention to establish greater access to screening and follow-up services, increase educational programs for women and health care providers, and improve quality assurance measures for screening.

The Centers for Disease Control and Prevention collaborate with state health agencies, health care professionals and organizations, human service and voluntary organizations, and academia to establish and promote increased access to breast and cervical cancer screening among underserved women; develop, implement, and evaluate national and community-based interventions for cancer prevention and early detection; and test new methods and replicate proven strategies to educate underserved women about breast and cervical cancers. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Indian Women's Health Initiative

From 1997 to 1999 the National Indian Women's Health Steering Committee has focused on direct services that include increasing the number of female providers, improving access to women's health clinics, and promoting community programs for prenatal care and immunizations. Partnerships with other agencies have resulted in grants for early detection of breast and cervical cancer and the appointment of Indian women to the Minority Women's Panel of Experts. The Committee advises and makes recommendations to Indian Health Services on

Indian women's issues and sponsors Indian Women in Action, a community mobilization training. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Home and Community-Based Care Cancer Education for Older Women

Funded by the Administration on Aging, the National Association of State Units on Aging developed an initiative that demonstrates the effectiveness of home and community-based care programs and services to conduct breast cancer education for older women. The project goal was to activate home and community-based care systems to deliver breast cancer prevention to large numbers of active and homebound older women, thus also providing a replication model for prevention initiatives for other cancers or chronic diseases. Specifically, project staff is producing resource materials, developing effective education strategies appropriate for home and community-based care service systems, identifying organizational linkages for local screening referrals, and conducting demonstrations. The National Association of State Units on Aging developed and tested a home and community-based care breast cancer education kit in five low-income and minority demonstration sites.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Food and Drug Administration Breast Cancer Product Approvals

The Food and Drug Administration approved a new indication for Nolvadex (tamoxifen citrate) of reducing the incidence of breast cancer in women at high risk for developing the disease. This new indication for tamoxifen, which has been used as a breast cancer treatment for more than 20 years, resulted from a recent study of the drug, conducted by the National Cancer Institute, in women who were judged to be at increased risk of breast cancer. The study showed that tamoxifen reduced the chance of getting breast cancer by 44 percent. The data

also showed that tamoxifen treatment did not completely eliminate breast cancer risk, and that its longer-term effects are not known.

Trastuzumab (trade-name Herceptin), the first monoclonal antibody licensed for breast cancer, was approved in September 1998 for use alone for certain patients who have unsuccessfully tried other chemotherapies, or as a first-line treatment for metastatic disease when used in combination with paclitaxel (Taxol).

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

MENTAL ILLNESS AND SUBSTANCE ABUSE

The Substance Abuse and Mental Health Services Administration

The Substance Abuse and Mental Health Services Administration supports knowledge application grant programs for residential substance abuse treatment for pregnant women and women with dependent children. The Substance Abuse and Mental Health Services Administration also supports knowledge development programs for women with histories of violence and co-occurring mental health and substance abuse disorders.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Substance Abuse Prevention and Treatment Block Grant

Between 1998 and 1999 the Substance Abuse Prevention and Treatment Block Grant program received a \$225,000,000 increase, for a total of \$1.6 billion, to support and maintain state substance abuse prevention and treatment systems. The Block Grant contains several provisions specifically related to women. States must ensure that all pregnant women in the state who seek or are referred to substance abuse services and would benefit from such services are given preference in admissions to treatment facilities receiving Block Grant

funds. If no treatment facility has the capacity to admit a pregnant woman, states must make interim services available no later than 48 hours after the woman seeks treatment. States are required to maintain the level of Block Grant funds allocated to services for pregnant women and women with dependent children.

Through the Community Mental Health Services Block Grant, funded by the Substance Abuse and Mental Health Services Administration in FY 1999, the states develop mental health plans that create strong networks of families, providers, and consumers to direct federal and non-federal funds to local needs. Although this Block Grant does not contain specific provisions for women's services, it has a major impact on women's mental health due to the proportion of individuals with mental illness who are women. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

REPRODUCTIVE HEALTH

Provision of Services

The Department of Health and Human Services directly supports the provision of reproductive health and family planning services through the Title X (of the Public Service Health Act) Family Planning program. Each year approximately 4.5 million persons receive Title X-supported services, 85 percent of them from low-income households. In addition, other programs such as Medicaid, Maternal and Child Health, and Social Service Block Grants provide some reproductive and family planning services. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Improved Access to Information

The federal government took steps, beginning in 1993, to ensure that all women cared for through federal family planning programs have access to complete and accurate information, including pregnancy-options counseling when

requested, by suspending a 1988 rule preventing federally funded clinics from providing full information. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Research on Access to Contraceptive Services and Prenatal Care

The National Institute of Child Health and Human Development continues to fund several studies to examine the relationship between health care services and women's choice of contraceptives. The National Institute of Child Health and Human Development researchers are also collaborating in a randomized, controlled, clinical trial that compares a modified system of prenatal care to a conventional system of care currently in place in developing countries. Because perinatal experts and national groups have recommended limiting prenatal visits for low-risk women to conserve resources for women at high risk of poor pregnancy outcomes, this study will help determine the most cost-effective model of prenatal care for low-risk women.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Fertility Clinic Report

Congress enacted Public Law 102-493, the Fertility Clinic Success Rate and Certification Act of 1992, to provide information to the public concerning the success rates for individual fertility clinics providing assisted reproductive technology and to assure the quality of services by associated embryology laboratories, through inspection and certification. In 1997 the Centers for Disease Control and Prevention worked closely with the American Society for Reproductive Medicine, the Society for Assisted Reproductive Technology, and RESOLVE (a national consumer organization for couples experiencing infertility) to establish and adopt pregnancy success rate reporting definitions and procedures. The Centers for Disease

Control and Prevention completed analysis of the 1995 data, and this transitional report was jointly released in 1997. The 1995 annual report consists of two parts: a national report that provides consumers with in-depth information about factors that may influence their chances of pregnancy success and a clinic-specific report that gives consumers information about pregnancy success rates and services offered for individual clinics. The report shows that the live birthrate after assisted reproductive technology is about 19.6 percent and that the age of the woman is the single most important factor associated with success rate. A second report based on 1996 data was published in 1998. Both reports consist of:

- A national report that uses information from all U.S. fertility clinics to provide an in-depth national picture of assisted reproductive technology;
- Fertility clinic tables that provide assisted reproductive technology success rates for each clinic that submitted and verified its data; and
- An appendix containing a glossary of terms and lists of reporting and non-reporting clinics in the United States.

More than 20,600 babies were born as the result of assisted reproductive technology being performed in 1996. According to this latest report, 300 clinics nationwide conducted 64,036 assisted reproductive technology cycles. About one in four (22.6 percent) assisted reproductive technology cycles resulted in births for women using their own eggs. According to the report, approximately three in four (77.4 percent) assisted reproductive technology attempts did not result in a birth. The age of the woman was the single most important factor associated with success rate.

The Centers for Disease Control and Prevention have developed a website at <http://www.cdc.gov/nccdphp/drh/art.htm> that enables consumers to research fertility clinics

in their local area. In 1998 *Consumer Reports* recognized this website for its contribution to educating consumers. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Freedom of Access to Reproductive Health Care

The Department of Justice prosecutes criminal violations of the Freedom of Access to Clinic Entrances Act, the 1994 law created to protect women's access to reproductive health care services and those providing such services. Amid growing concern about acts of violence against clinic staff, the Attorney General established the National Task Force on Violence Against Health Care Providers in 1998 to coordinate investigation and prosecution of cases and to train law enforcement. Between 1997 and 1999, the Department successfully prosecuted several cases under the Freedom of Access law, including prosecutions for violent attacks on clinic personnel, for physical obstruction of clinic entrances, and for threats of violence against clinic staff and patients.

[DEPARTMENT OF JUSTICE]

Food and Drug Administration Product Approvals

Osteoarthritis and Menstrual Pain

The Food and Drug Administration has approved Vioxx (rofecoxib), a new drug for treatment of osteoarthritis and menstrual pain and for the management of acute pain in adults. Vioxx is a non-steroidal anti-inflammatory drug and is the second approved version in a class of drugs commonly referred to as a "Cox-2 inhibitor."

Contraception

A second emergency contraceptive called PLAN B was approved on July 28, 1999. The tablet contains the hormone levonorgestrel for the indication of emergency contraception.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM: MATERNITY, MASTECTOMY, AND MAMMOGRAPHY

Coverage for HDC/ABMT High-Dose Chemotherapy

As of the 1996 contract year, carriers in the Federal Employees Health Benefits Program were required to cover high-dose chemotherapy in conjunction with allogenic and autologous bone marrow transplants for breast cancer, multiple myeloma, and ovarian epithelial cell tumors. The Office of Personnel Management allowed these services to be limited to clinical trials. **[OFFICE OF PERSONNEL MANAGEMENT]**

Maternity Length of Stay

Effective as of the 1998 contract year and in accordance with Public Law 104-204, the Newborns' and Mothers' Health Protection Act of 1996, under the Federal Employees Health Benefits Program plans the mother has the option of staying in the hospital for at least 48 hours after a regular delivery and 96 hours after a cesarean delivery. Additionally, plans were expected to provide benefits for inpatient maternity stays for as long beyond the 48 or 96 hours as is medically necessary. **[OFFICE OF PERSONNEL MANAGEMENT]**

Mastectomy Admission and Length of Stay

The Office of Personnel Management implemented policies in the 1998 contract year to prevent women who must undergo mastectomies from being required by their health plans to have this surgery on an outpatient basis or to leave the hospital prematurely. All plans in the Federal Employees Health Benefits Program were required to provide mastectomy patients with the option of having the procedure performed

on an inpatient basis and remaining in the hospital for at least 48 hours after the procedure. **[OFFICE OF PERSONNEL MANAGEMENT]**

Women's Health and Cancer Rights Act of 1998

Public Law 105-277, the Women's Health and Cancer Rights Act of 1998, requires all health insurance plans, including the Federal Employees Health Benefits Program plans, that cover mastectomies to also cover:

- All stages of reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of mastectomy, including lymphedemas.

While most Federal Employee Health Benefits Program plans were substantially in compliance before enactment of the law, effective January 1, 1999, all carriers were required to cover the above categories relating to mastectomy. **[OFFICE OF PERSONNEL MANAGEMENT]**

Direct Access to Obstetricians and Gynecologists

The President's Advisory Commission on Consumer Protection and Quality drafted a Consumer Bill of Rights and Responsibilities (Patients' Bill of Rights). The Patients' Bill of Rights recommended that women should have access to plan gynecologists, certified nurse midwives, and other qualified providers for routine and preventative women's health care services. For the 1999 contract year the Office of Personnel Management required carriers to increase the direct access to women's health care providers. **[OFFICE OF PERSONNEL MANAGEMENT]**

Federal Employees Life Insurance Improvement Act

The Federal Employees Life Insurance Improvement Act, enacted October 30, 1998, made numerous changes broadening the Federal Employees' Group Life Insurance Program. The number of coverage multiples for Option C insurance an employee may elect increased from one to five multiples. Option C insurance provides dependent coverage for spouses (\$5,000) and dependent children (\$2,500 for each child). Changes include:

- The definition of "family members" was expanded to include foster children under Option C if they live with the employee or annuitant in a regular parent-child relationship.
- Employees enrolled for Additional Optional insurance (offered in multiples of one to five times basic pay) may elect to continue any portion of this coverage that has been in force for at least five years at time of separation from federal service, at the same group rates that apply to other program participants.
- Employees who are eligible to continue Additional Optional insurance as a retiree may at the time of retirement elect to pay additional premiums for no post-retirement reduction in coverage. **[OFFICE OF PERSONNEL MANAGEMENT]**

Federal Employees Group Long-Term Care Insurance Act of 1999

H. R. 110, the Federal Employees Group Long-Term Care Insurance Act of 1999, was introduced in Congress on January 6, 1999, and authorizes the Office of Personnel Management to purchase a policy or policies from one or more carriers to make long-term care insurance available to federal employees, retirees, parents and parents-in-law, and other individuals designated by the Office of Personnel Management.

In keeping with the Office of Personnel Management's objective of providing human resource management leadership, long-term care insurance represents a life-cycle benefit that is appropriate for individuals planning for the possible need for long-term care services in the future. Because these services are typically not covered under medical plans or Medicare, offering a long-term care group benefit plan to eligible individuals allows them to purchase coverage at rates that are expected to range from 15 to 20 percent lower than individually purchased policies in the private market.

Women spend a significant portion of time caring for elderly relatives and make many accommodations to their work and personal schedules to provide care-giving activities. This benefit program will assist in alleviating the caregiving responsibilities of employees by offering insurance protection to parents and will provide the opportunity for women to plan for their own long-term care needs through the purchase of long-term care insurance.

[OFFICE OF PERSONNEL MANAGEMENT]

FEDERAL EMPLOYEES**Department of Defense Mammography Standards**

The requirements of the Mammography Quality Standards Act are met by 99.5 percent of all Department of Defense health care facilities providing mammography. At age 40, active duty women undergo baseline mammography that is also offered to eligible beneficiaries. After age 50, annual mammograms are performed. Screening schedules can be modified according to individual risk factors as determined by the health care provider. **[DEPARTMENT OF DEFENSE]**

INTERNATIONAL PROGRAMS

Health Awareness and Access

Peace Corps Volunteers and their counterparts around the world develop and implement programs to expand awareness of health issues and access to health care, and to strengthen local health care sectors. Programs focus on nutrition, child survival, maternal health, communicable diseases, HIV/AIDS prevention, substance abuse, dental health, vision and hearing testing, cancer screening, and first aid. Approximately 1,100 Volunteers in 36 countries are involved in health-related projects, in addition to the more than 400 Volunteers working in water and sanitation projects. More information can be found online at <http://www.peacecorps.gov/volunteer/health>. An example includes:

- In 1998 Peace Corps Volunteers initiated a joint project with the Moroccan Ministry of Health to improve local prenatal care and home birthing conditions and to educate women on the danger signs of difficult labor and delivery. Volunteers worked with approximately 40 village midwives to help assemble and distribute 600 “safe birthing” kits, which contained clean birthing supplies with low-literacy pictogram instructions. As of September 1999, 16 traditional birth attendants have been trained in use of the kits and enlisted to conduct educational sessions with local women. **[PEACE CORPS]**

Fostering Networks for Health

In 1998 the U.S. Agency for International Development launched a ground-breaking project entitled Non-Governmental Organization Networks for Health. This effort unites leaders in development and relief in an effort to expand access to family planning through community-based efforts to improve maternal and child health and to prevent HIV/AIDS and other sexually transmitted diseases. The five-year, \$51,000,000 project forms a unique public-private partnership between Save

the Children, CARE, Childreach/PLAN International, the Adventist Development and Relief Agency, and Program for Appropriate Technology in Health. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

Department of State Programs

The Department of State supports programs specifically designed to improve the quality of women's health care. Many of the programs are run by women, and all use health care training services as a means to promote awareness of women's health issues and women's participation in community-based self-government and development.

Bulgaria

In 1997 through 1998 the U.S. Embassy in Bulgaria provided a Democracy Network Program grant of \$5,995 to fund an Animus Association project entitled Good Practices for Women in Mental Health. The project's purpose was to research the social services industry with a view toward women, form expert groups of women professionals working on programs in support of women, and identify criteria for best practices in social work.

Afghanistan

In FY 1998 the Department of State funded \$3,300,000 worth of projects specifically targeting Afghan women and girls, including \$1,500,000 for the education and health of Afghan women and girls in Pakistan. These programs are ongoing.

Burma

The Burma Democracy Grants Program targets community-based health care projects in Burma and Thailand. Since 1996 the Department of State has awarded \$2,988,000 to six main grantees and multiple subgrantees, including the International Rescue Committee and the Organization for Women's Education for Advancement and Empowerment. **[DEPARTMENT OF STATE]**

C.2. Strengthen preventive programs that promote women's health.

CANCER PREVENTION

Department of Defense Initiative

The Department of Defense Breast Cancer Prevention, Education and Diagnosis initiative was established by Congress in 1996 to increase access to complete breast care, develop and implement programs to educate beneficiaries, and increase the emphasis on prevention and early detection of breast cancer. Since 1996 the program has received \$25,000,000 each fiscal year.

[DEPARTMENT OF DEFENSE]

Protecting Women And Children From Lead-Based Paint Poisoning

Lead poisoning is a serious threat to young women and all children under six. In children and developing fetuses, lead poisoning permanently affects the development of the brain and results in decreases in intelligence, behavioral problems, and slowed growth. In women, lead exposure can cause difficulties during pregnancy, digestive problems, and muscle and joint pain.

The Department of Housing and Urban Development operates a Lead Hazard Control grant program to assist state and local governments in controlling and reducing lead hazards in private housing. The target population for the program includes low-income families with children living in older housing with lead-based paint hazards.

The Lead Hazard Control program was authorized by Title X of the Housing and Community Development Act of 1992. The authorization of Title X reflected an improved understanding of the causes and prevention of lead poisoning to control lead hazards in the home in more cost-effective ways that reach the maximum number of families. The Department of Housing and Urban Development's Lead

Hazard Control program has had seven annual rounds of funding since 1993. To date, a total of \$492,000,000 has been awarded to protect women and children. State and local governments have received grants ranging from \$1,000,000 to \$6,000,000.

To assist others conducting lead hazard control, the Department of Housing and Urban Development has published a number of guides and handbooks, including *Guidelines for the Evaluation and Control of Lead-Based Paint Hazards in Housing*. **[DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT]**

OCCUPATIONAL SAFETY AND HEALTH

Preventing Work-Related Musculoskeletal Disorders

Each year more than 225,000 women miss work because of musculoskeletal injuries related to their jobs. Women comprise 70 percent of those suffering from carpal tunnel syndrome, a significant ergonomics problem. Nearly 90 percent of nursing aides, orderlies, and attendants and more than 90 percent of registered nurses are women; health care workers suffer an undue percentage of back strains from lifting patients.

In February 1999 the Department of Labor's Occupational Safety and Health Administration has made available for public comment a draft proposed ergonomics programs rule designed to prevent work-related musculoskeletal disorders. The Occupational Safety and Health Administration published its proposed ergonomics rule in November 1999.

[DEPARTMENT OF LABOR]

Initiatives to Improve the Health of Health Care Workers

Among Occupational Safety and Health Administration initiatives to improve the health and safety of health care workers, particularly

occupations where women dominate (for example, registered nurses, licensed practical nurses, nurses aides, health care aides, and dental assistants), are actions to prevent tuberculosis, injuries from needlesticks and other sharp objects, and natural rubber latex allergy.

- **Preventing Tuberculosis**

In 1996 the Occupational Safety and Health Administration issued guidelines for the prevention of tuberculosis. In 1997 the Occupational Safety and Health Administration published a proposal to require employers to protect health care and other workers from exposure to tuberculosis; public hearings were held in 1998. The Occupational Safety and Health Administration is analyzing the rulemaking record for tuberculosis and completing a final standard on tuberculosis exposure. The Occupational Safety and Health Administration will continue to work with the Department of Health and Human Services (Centers for Disease Control, National Institutes of Health, and the Surgeon General's Office of Smoking and Health) to protect health care workers from contracting tuberculosis.

- **Preventing Injuries from Needlesticks and Other Sharp Objects**

Health care workers are at risk for injuries from needlesticks, with nurses reporting the most frequent exposure to accidental injury. Injuries from contaminated needles may result in the transmission of the human immunodeficiency virus (HIV), hepatitis B virus, hepatitis C virus, and other bloodborne pathogens. In order to assess the state-of-the-art regarding safer needle devices and to determine what additional actions may be needed to protect health care workers, the Occupational Safety and Health Administration published a Request for Information in the Federal Register in September 1998. The Occupational Safety

and Health Administration received approximately 400 comments in response to this request, and using information gathered from these comments, the agency is pursuing several approaches to minimize risks from needlestick injuries.

- **Preventing Natural Rubber Latex Allergy**

In 1999 the Occupational Safety and Health Administration issued *Technical Information Bulletin: Potential for Allergy to Natural Rubber Latex Gloves and Other Natural Rubber Products*. The use of natural rubber latex products may result in several varieties of reactions, including localized redness and rash; nasal, sinus, and eye symptoms; asthmatic manifestations, including cough, wheeze, shortness of breath, and chest tightness; and rarely, systemic reactions with swelling of the face, lips, and airways that may progress rapidly to shock and, potentially, death. Natural rubber latex is found in a variety of products, including gloves, airway masks, medication vial tops, anesthesia bags, various catheters, supplies for intravenous drug use, dental dams, balloons, and other products. In particular, health care workers are exposed to natural rubber latex, especially through the use of natural rubber latex gloves. The Occupational Safety and Health Administration's web page is located at <http://www.osha.gov/>.

**[DEPARTMENT OF LABOR/
DEPARTMENT OF HEALTH AND
HUMAN SERVICES]**

OSTEOPOROSIS PREVENTION

National Institutes of Health Osteoporosis and Related Bone Diseases National Resource Center

The National Institutes of Health Osteoporosis and Related Bone Diseases National Resource Center was initiated in September 1998 as a cooperative agreement with a consortium of three voluntary organizations by the National Institute of Arthritis and Musculoskeletal and

Skin Diseases and six other agencies of the federal government's Department of Health and Human Services. With \$600,000 per year, the Center carries out a national educational and information program about osteoporosis and related bone diseases that:

- Makes research-based information available via phone (1-800-624-BONE/ TTY: 202-466-4315), fax (202-293-2356), e-mail (orbdnrc@nof.org) and the Internet (<http://www.osteoporosis.org>), and explores new ways to communicate;
- Documents educational barriers and test strategies for health professionals to better identify, diagnose, and treat osteoporosis and related bone diseases;
- Targets high-risk populations and addresses access-to-care issues, including cultural, language, and educational barriers in specific populations;
- Designs, implements, and evaluates bone diseases education and information programs in several regions of the United States; and
- Organizes working groups of medical experts and consumer representatives to review data and prepare publications relevant to osteoporosis and related bone diseases education. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

National Osteoporosis Campaign

Created by the Department of Health and Human Service's Office on Women's Health, the Centers for Disease Control and Prevention, and the National Osteoporosis Foundation, the National Osteoporosis Campaign (now renamed the National Bone Health Campaign) was started on September 25, 1998. This public health campaign targets adolescent girls ages 9 to 18 and promotes bone healthy behaviors, such as increased calcium intake and increased physical activity, as well as decreased participation in health-compromising behaviors, such as tobacco and alcohol

consumption. By practicing bone healthy behaviors, adolescent girls maximize their peak bone mass and bone strength for osteoporosis prevention. A new campaign will be launched in the fall of 1999. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

TOBACCO USE AND WOMEN

Tobacco Use

Tobacco use is the single leading preventable cause of death in the United States. It kills more than 400,000 Americans each year. The Department of Health and Human Services has several initiatives to decrease tobacco use in women, adolescents, and children:

Research Efforts

The National Cancer Institute of the National Institutes of Health is focusing a major research effort on lung cancer and other tobacco-related cancers. Included in all areas of research are studies addressing lung cancer in women and investigate questions such as why women smokers are more likely than men are to develop lung cancer. The National Cancer Institute and the National Institute on Drug Abuse will fund \$14,500,000 annually for five years, beginning in late 1999, for the creation of seven collaborative Transdisciplinary Tobacco Research Centers, with an additional \$14,000,000 from the Robert Wood Johnson Foundation. The Centers will use advances in molecular biology, genetics, and behavioral science to study the tobacco problem in ways that will integrate biological and psychosocial models of tobacco and addiction.

Guidelines on Smoking Cessation

The Agency for Health Care Policy and Research's guidelines on smoking cessation are based on a scientific review of what does and does not work to help people quit smoking and are targeted for both clinicians and consumers. Guideline recommendations include

involvement of a clinician, nicotine replacement therapy, and interventions that provide problem-solving techniques and social support to help smokers. Copies are available in several languages by calling 1-800-358-9295. These guidelines are being updated by the Public Health Service in 1999.

Children and Adolescents

Regulations have been issued to restrict the sale and distribution of cigarettes and smokeless tobacco to protect children and adolescents. These regulations include the following:

- Prohibiting sale to persons under the age of 18;
- Banning vending machines and self-service displays except in "adult" facilities where persons under 18 are not allowed;
- Banning free samples;
- Prohibiting outdoor advertising within 1,000 feet of schools and public playgrounds;
- Permitting black and white text only in advertising publications with significant youth readership;
- Prohibiting sale and distribution of non-tobacco items; and
- Limiting sponsorships of sporting and other events to the corporate name.

On August 2, 1999, the Food and Drug Administration launched a new advertising campaign in five states and 11 media markets to help ensure greater retailer compliance with the Food and Drug Administration regulation that makes the sale of tobacco products to minors illegal.

The \$5,000,000 advertising campaign will reach more than 24 million people and encourages retailers and clerks to do their part to prevent young people from purchasing tobacco products. The simple yet powerful For a Reason campaign includes radio, print, and outdoor advertising. A 30-second television

advertisement also is being pilot-tested in three separate media markets. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

TEEN PREGNANCY

Department of Health and Human Services' Efforts

The Department of Health and Human Services' efforts to reduce teen pregnancy include abstinence-focused demonstration programs as well as support for community-wide coalitions to test innovative approaches. The Department of Health and Human Services has published a guidebook for communities, *Preventing Teen Pregnancy: Promoting Promising Strategies*. In addition, the new Welfare Reform Act includes provisions requiring teen mothers to live at home and stay in school. The Act also earmarks new funds for teen pregnancy prevention programs and requires at least 25 percent of communities to have teen pregnancy prevention programs in place. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

NUTRITION

The Milk Matters Campaign: National Institute of Child Health and Human Development

The average adolescent girl consumes only about 800 mg of calcium per day, 500 mg less than the current Dietary Reference Intake. Adequate calcium, especially in the first two decades of life, is critical to building strong bones and ensuring future health. To help prevent osteoporosis and the future disability that results from this condition, the National Institute of Child Health and Human Development sponsors the Milk Matters campaign. The Milk Matters campaign is a public health initiative designed to increase calcium consumption among children and adolescents. The campaign provides a variety

of materials to professionals, parents, and children to explain the importance of calcium for strong and healthy bones.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Nutrition Programs for the Elderly

The Administration on Aging administers Older Americans Act Nutrition Programs, which provide nutritious meals in group settings such as senior centers and in homes (Meals on Wheels), as well as nutrition education, nutrition counseling, and health promotion/disease prevention activities to older adults. Seventy percent of program participants are older women. Program participants are older, have lower incomes, and are more likely to live alone than the overall over-60 population. Program participants have an average of three chronic health conditions, are at high-to-moderate nutritional risk, and are functionally impaired. The programs serve older minority populations in greater proportion than the overall 60-plus population.

Adequate nutritional status is integral to healthy aging and the prevention, delay, treatment, and management of chronic disease and disease-related disabilities. Adequate nutritional status helps older adults remain at home in the community, helping to avoid or delay costly institutionalization and maintaining improved quality of life.

Additional information about Older Americans Act Nutrition Programs may be found online at <http://www.aoa.gov>. The Administration on Aging also funds the National Policy and Resource Center on Nutrition and Aging, whose mission is to work with the Administration on Aging and the U.S. Department of Agriculture to provide national leadership in aging, nutrition and extension networks, and place food and nutrition services in the mainstream of home and community-based social, health, and long-term care

delivery systems serving older individuals. Information regarding the Center and the services that it provides may be found online at <http://www.fiu.edu/~nutreldr>.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

NUTRITION EDUCATION

Food Assistance and Nutrition

The U.S. Department of Agriculture administers food assistance programs that provide nutrition and consumer education, along with food, to help individuals and families obtain a nutritious diet. The links between diet, nutrition, and health have been well established by scientific research. Low-income women often face particular problems in achieving an adequate diet. The direct benefit programs include the Food Stamp Program; the Women, Infants and Children Program; and the National School Lunch and Breakfast Programs. **[DEPARTMENT OF AGRICULTURE]**

Breastfeeding Promoted by the Women, Infants and Children Program

The U.S. Department of Agriculture continually works to ensure that the Women, Infants and Children Program addresses the specific nutrition and health needs of the women it serves. For example, breastfeeding is given high priority in the Women, Infants and Children Program, and participants are strongly encouraged to breastfeed. Women who breastfeed are favored in the priority system; they receive a greater variety and quantity of food than do non-breastfeeding women, and they can participate in the program for a longer period of time than non-breastfeeding postpartum women. **[DEPARTMENT OF AGRICULTURE]**

HEALTH, NUTRITION AND ECONOMIC LINKS

International Conference on Women in Agriculture

At the 1998 Second International Conference on Women in Agriculture, women's health, nutrition, food safety, and links between economics and nutrition were addressed fully in more than ten sessions with professionals from the U.S. Department of Agriculture and the Department of Health and Human Services. The follow-up to the conference has served as an important networking and educational vehicle. A new website was created to increase communication and networking at <http://www.wia.usda.gov>. [DEPARTMENT OF AGRICULTURE/ DEPARTMENT OF HEALTH AND HUMAN SERVICES]

PREVENTIVE SERVICES

Women's Health: Take Time to Care

The Food and Drug Administration initiated a major national public awareness program, Women's Health: Take Time To Care, in October 1999 to bring important health promotion messages to women. With women as primary caregivers in the family, this program seeks to bring attention to better health practices among women and their families, in order to reduce the annual cost of \$75 billion in doctors' visits, hospitalizations, and lost wages resulting from improper use of medicines.

In 1998 and 1999 the Food and Drug Administration Office of Women's Health has reached more than 1.5 million Americans with the important message "Use Medications Wisely." The Take Time To Care campaign has been so successful that this year, with the National Association of Chain Drug Stores as a co-sponsor, the program hopes to reach at least 5 million women and their families about safe use of medicine. Plans include the distribution

of the *My Medicines* brochure in more than 20,000 drug stores across the country, an easy-to-read pamphlet about taking medicines correctly that includes a medicine-tracking chart. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

INTERNATIONAL PROGRAMS

Safe Motherhood

The global Safe Motherhood Initiative was launched in 1987 to improve maternal health and cut the number of maternal deaths in half by the year 2000. It is led by co-sponsoring agencies who work together to raise awareness, set priorities, stimulate research, mobilize resources, provide technical assistance, and share information. Their cooperation and commitment helped governments and non-governmental partners from more than 100 countries take action to make motherhood safer. During the Initiative's first decade, these safe motherhood partners developed model programs, tested new technologies, and conducted research in a wide range of countries and settings.

At the April 7, 1998, World Health Day celebration in Washington, D.C., individuals and groups who have made significant contributions to the cause of Safe Motherhood, both in the United States and internationally, were honored. The Centers for Disease Control and Prevention worked with the American Association for World Health, as well as representatives of professional and community organizations and other government agencies, to provide technical assistance for the World Health Day activities in the United States. A resource manual was designed to help community groups, health departments, and other groups plan a World Health Day activity for their community. Fact sheets with information for women on a variety of topics related to safe motherhood, including

pregnancy planning, prenatal care, substance use in pregnancy, and warning signs of problems, were included in the book. For more information, visit

[http://www.safemotherhood.org/.](http://www.safemotherhood.org/)

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Water and Sanitation

Women in developing countries play key roles in providing water and ensuring household sanitation and health. Approximately 400 Peace Corps Volunteers work directly with women to improve access to clean water and strengthen local sanitation practices. They also make a special effort to incorporate women in decision-making processes that affect sanitation and health. For example:

- In Ghana, Peace Corps Volunteers encourage women to participate in local water and sanitation committees in their communities. As a result of this effort, 40 to 50 percent of the water and sanitation committee members in these communities are women as of September 1999. The regular involvement of women in hygiene education improves the health of women and children, who are most at risk for contracting communicable diseases. **[PEACE CORPS]**

Expanding Health Awareness

Approximately 1,100 Peace Corps Volunteers and their counterparts around the world develop and implement programs to expand awareness of health issues. Many of these programs focus on women's and children's health issues. More information is available online at

<http://www.peacecorps.gov/volunteer/health>.

Examples include:

- In Poland, a Volunteer initiated and helped to organize a "race for health" in 1997, to raise local awareness about breast cancer. The Polish Cancer Prevention Society and other

organizations funded the event, which attracted approximately 2,000 people. National and local media covered the event. Cancer prevention information was distributed throughout the day and local oncologists were on hand to answer questions. The race has become a model for similar races in neighboring towns.

- In 1999 a Volunteer in Kazakhstan obtained the publisher's permission to reprint 70 copies of *Our Bodies, Ourselves* in Russian for participants at an International Women in Development conference. Distribution of the book was a conference highlight, as current and easily understood health information is difficult to find. The participants returned to their various sites and helped to disseminate this much-needed knowledge by donating copies of the book to their local libraries. **[PEACE CORPS]**

C.3. Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues.

HIV/AIDS AND SEXUALLY TRANSMITTED DISEASES

Women and AIDS

Women accounted for only seven percent of all AIDS cases in 1985, but this figure increased to 23 percent in 1998. AIDS is now the fourth leading cause of death among women aged 25 to 44. AIDS is increasing faster among women than among men, especially among minority women. Women of childbearing age account for the vast majority of these cases. Many operational divisions and offices within the Department of Health and Human Services have initiatives addressing HIV/AIDS and addressing other sexually transmitted diseases that also have a lasting impact on women's health. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

White House Efforts

President Clinton instituted the White House Office of National AIDS Policy to bring greater focus to the war on AIDS. He called on the Office's director to undertake a fact-finding mission to Africa that determined that AIDS is responsible for the death of 5,500 African women and children each day. The President responded by announcing \$100,000,000 funded by the U.S. Agency for International Development, the Department of Health and Human Services, and the Department of Defense to combat the HIV/AIDS epidemic in Africa that disproportionately affects women. The Office of National AIDS Policy held a meeting of women leaders to engage them in the fight against AIDS, served as a liaison between the federal agencies working on HIV/AIDS initiatives to encourage the inclusion of women in clinical trials of AIDS drugs, and worked for increased funding for research prevention technologies that would allow women to protect themselves against HIV. [WHITE HOUSE]

Initiative on Women and HIV/AIDS

The Department of Health and Human Services has established a cross-agency intergovernmental collaboration for women's treatment, research, and care needs called the Secretary's Workgroup on Women and HIV/AIDS. As part of this effort, a series of conferences in the ten Department of Health and Human Services regions were held on HIV-related issues and included a focus on women. A report summarizing the result of each of the regional conferences is available. Questions about HIV and sexually transmitted disease prevention for women are answered through various resources, including the National Women's Health Network operated by the Office on Women's Health and the Centers for Disease Control and Prevention. The latter includes the National AIDS Hotline (1-800-342-AIDS or 1-800-344-SIDA for

Spanish) and Centers for Disease Control and Prevention National STD Hotline (1-800-227-8922). The National AIDS Clearinghouse (1-800-458-5231) assists those groups and organizations who provide women and HIV prevention services to locate information and services at the national, state, and community level. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

HIV/AIDS Bureau at the Health Resources and Services Administration

The Health Resources and Services Administration has consolidated all of its HIV/AIDS programs under the HIV/AIDS Bureau. All titles of the Ryan White Care Act are now centralized to coordinate HIV services and create a family-centered system of care for infected and affected men, women, children, youth, and their families. The Title IV program and its projects, which serve children, youth, and women living with HIV, have made great strides in reaching these vulnerable populations and enrolling HIV-positive women in care programs. Women can now access new, highly active antiretroviral therapies and clinical trials. In addition, pregnant women have access to proven treatment regimens with a high success rate in preventing the transmission of HIV to newborns. Title IV received \$46,000,000 of funding in 1999. The Health Resources and Services Administration also administers programs to the states for AIDS Drug Assistance Programs, which provide needed funding for antiretroviral therapies and therapies to prevent or treat opportunistic infections.

The Health Resources and Services Administration's new initiatives have been created to specifically target vulnerable populations such as HIV-positive and at-risk African American women and children, migrant farm workers, adolescents, and female substance abusers. The Health Resources and

Services Administration's AIDS Education and Training Centers provide education, training, and guidance for health care providers on reducing perinatal transmission of HIV and increasing treatment adherence among HIV-positive women. Through its demonstration projects, initiatives, and model programs, the Health Resources and Services Administration is demonstrating how to provide HIV-positive women and their families with culturally appropriate HIV prevention and support services that address the particular social, behavioral, and economic cofactors involved in HIV transmission. On Title I Planning Councils, Title II Consortia, and Consumer Advisory Boards throughout the country, HIV-positive women are provided with training and empowerment to fully participate in planning their care and their lives. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Medicaid and HIV/AIDS

Medicaid is the largest single payer of direct medical services to persons living with AIDS. The Medicaid program pays for the care of more than 50 percent of all persons living with AIDS and up to 90 percent of those persons under 18 years of age living with AIDS. In addition, Medicaid pays for the care of about 60,000 persons with HIV who have not yet progressed to AIDS. Estimated combined federal and state Medicaid expenditures for AIDS-related medical care were \$3.5 billion in FY 1998. Currently, all states cover Food and Drug Administration-approved prescribed drugs, including various drugs for prophylactic treatment of AIDS-related opportunistic infections, and drugs for treatment of primary HIV disease, such as protease inhibitors and reverse transcriptase inhibitors such as zidovudine.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Maternal HIV Consumer Information Project

The Health Care and Financing Administration developed the Maternal HIV Consumer Information Project to increase patient and provider knowledge about the availability of drugs that reduce HIV transmission and to expand knowledge of Medicaid eligibility and coverage of prenatal care. In this project, the Health Care and Financing Administration works with state Medicaid agencies and Departments of Health to provide women of childbearing age with information regarding HIV testing and counseling that, in the event a woman is HIV positive, enables her to make an informed decision about preventing transmission of HIV disease to her baby. The drugs, when properly prescribed, can help prevent transmission of HIV to infants. The project also stresses that Medicaid pays for HIV counseling, testing, treatment, and medications to prevent transmission of HIV from mother to child. Because a high percentage of minority women receive Medicaid, the Health Care and Financing Administration also believes this project will have a positive impact on minority women's health outcomes. Of 18 million Medicaid-eligible women, approximately 32,000 are HIV infected; approximately 3,000 are HIV infected and pregnant. Given that virtually all new infections in children are transmitted perinatally, ways to overcome and prevent infection in this age group must target both the mother and infant. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

HIV/AIDS Research Supported by the Centers for Disease Control and Prevention

The Centers for Disease Control and Prevention support HIV/AIDS surveillance activities through cooperative agreements with state health departments. These surveillance

activities provide, among other data, descriptive information on the number and characteristics of persons reported with AIDS in all states and HIV in some states. The Centers for Disease Control and Prevention also have commissioned several studies to assess adherence of HIV-positive drug users to drug treatment regimes, define the spectrum of HIV/AIDS, assess the adherence and barriers to adherence of using ZDV (AZT) during pregnancy, and conduct heterosexual partner research. Epidemiological research into the natural history of HIV disease in women is also being conducted. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Food and Drug Administration Clinical Trials

The Food and Drug Administration is responsible for the approval of all new drugs and other therapies for the treatment of HIV/AIDS. There are ongoing vaccine trials, and home test kits for HIV/AIDS detection are being developed. Through the clinical trials process, the Food and Drug Administration has approved maternal ZDV use to reduce transmission of HIV to the infant, development of microbicides, and new technologies in testing for sexually transmitted diseases. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Topical Microbicide Initiative

At the 11th International Conference on AIDS in 1996, the Secretary of Health and Human Services announced a new Department-wide effort to develop safe and effective topical microbicides to help women protect themselves against HIV infection and sexually transmitted diseases. The initiative included a \$100,000,000 commitment to research and development at the National Institutes of Health and the Centers for Disease Control and Prevention over four years. In FY 1997 and 1998 the Department spent \$24,700,000 and

\$23,200,000, respectively, to support progress on microbicide research. About 60 candidate compounds have been evaluated in pre-clinical or phase I and II safety trials, and phase III effectiveness trials are underway for at least two compounds. In addition, development, implementation, and evaluation of increasingly sensitive and non-invasive methods of diagnosing sexually transmitted diseases that promote HIV transmission has resulted in declines in sexually transmitted disease incidence and complications.

Statistics indicate that 72 percent of AIDS cases in women may be attributed to intravenous drug use, either through direct use of intravenous drugs or through heterosexual contact with intravenous drug users. The Substance Abuse and Mental Health Administration Services has several grant programs that focus on the relationship between HIV/AIDS, substance abuse and mental illness, and the increasing impact on those disproportionately affected including women, youth, and communities of color. These programs support the development of effective prevention and intervention strategies, training for caregivers, community programs, and programs linking primary care, mental health, and substance abuse services. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Special Projects of National Significance

Funded through the Health Resources and Services Administration's Ryan White Care Act programs, seven Special Projects of National Significance grants are supporting implementation of innovative models of care for women living with HIV/AIDS. Key elements include integration and coordination of care, care for substance abusers, client education, and counseling and testing.

Many programs and initiatives within the National Institutes of Health are dedicated to HIV/AIDS and sexually transmitted diseases in women. The Office of AIDS Research coordinated the development and funding of such programs and initiatives across the National Institutes of Health, including those related to such areas as breast-feeding associated with HIV transmission, herpes simplex shedding and HIV plasma load, mother-to-child transmission, sexually transmitted disease prevention, treatment for HIV, mucosal immunity in the female reproductive tract, and women-focused behavioral interventions for HIV prevention. More than \$300,000,000 was allocated in FY 1999 for research specifically targeting HIV and women. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Improved HIV/Sexually Transmitted Disease Screening for Women in Correctional Facilities

Ad hoc studies show that prevalence of gonococcal and chlamydial infection is high among women admitted to corrections facilities; however, screening for these infections has been very limited in this setting because of a lack of resources to perform pelvic examinations. In 1998 the Centers for Disease Control and Prevention initiated a study, *Detecting Gonorrhea and Chlamydia where Morbidity is High: Screening Women in Jails*, to evaluate the acceptability of urine-based sexually transmitted disease testing among women admitted to correctional institutions. The study will also provide estimates of the prevalence of gonorrhea and chlamydia in this population, determine the percentage of women testing positive who leave the facility before test results are available, and assess state and local health departments' ability to locate and treat infected women. The study also includes pregnancy testing and referral to prenatal care. For women diagnosed with HIV or other

sexually transmitted diseases, appropriate counseling, referral, and treatment are provided. Results of this study will be used to develop a framework for expanding sexually transmitted disease screening programs for incarcerated women. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Educating Federal Prisoners

The Department of Justice trains all federal prison personnel on responding to sexual abuse, focusing on mandatory reporting, safeguarding victims, investigating cases, and following medical protocols, including protocols for sexually transmitted disease testing. The Department provides all federal inmates with a comprehensive, mandatory education on HIV/AIDS and other sexually transmitted diseases, with a strong emphasis on universal precautions.

[DEPARTMENT OF JUSTICE]

Covering the Cost of Testing in Rape Cases

Under the 1994 Violence Against Women Act, the Attorney General must ensure that the Department of Justice (and not the victims) covers the costs of testing for sexually transmitted diseases in sexual assault cases under federal jurisdiction. The Department established a payment system through the offices of the 94 U. S. Attorneys to implement the law and directed prosecutors and victim-witness coordinators to advise victims of these new rights. **[DEPARTMENT OF JUSTICE]**

REPRODUCTIVE HEALTH

Fighting to Protect A Women's Right to Choose and Women's Reproductive Health

The President's budget has recommended increased support for reproductive health care every year, and the Clinton Administration's FY 2000 budget recommended another significant increase in family planning funds to support clinics providing reproductive health

services and clinical care to more than five million low-income women, and to provide contraceptive coverage for federal employees. The President and Mrs. Clinton have both spoken out for the right to choose, and the President has vetoed bills that attempt to restrict this right.

Hillary Rodham Clinton has worked to build support for women's reproductive health around the world, focusing world attention and support on women's health clinics in Bolivia, Mexico, Brazil, Tanzania, and Russia. She organized a group of foundation leaders to provide more support for family planning centers in Haiti. [WHITE HOUSE]

Perinatal Alcohol and Other Substance Abuse Prevention

Alcohol consumption during pregnancy can contribute to low birth weight, but more importantly it can result in mental retardation, severe alcohol-related neurobehavioral deficits, and Fetal Alcohol Syndrome. The National Institute on Alcohol Abuse and Alcoholism has published a guide for primary health care providers entitled *Identification of At Risk Drinking and Intervention with Women of Childbearing Age*. This publication will be tested in prenatal settings as the foundation for increasing physician awareness and for the screening and referral of at-risk drinkers. The National Institute on Alcohol Abuse and Alcoholism recently awarded seven grants resulting from a request for applications on the Prevention of At Risk Drinking in Pregnancy. These grantees will be collaborating to assure that valuable information will be made available quickly. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Reproductive Health and Family Planning Services

These services, under the Title X Family Planning Program, are provided to approximately 4.5 million people each year,

nearly one-third of whom are under 20 years of age and 85 percent of whom are from low-income households. Services provided under this Program include medical care related to contraception, infertility, sexually transmitted diseases, and HIV, as well as general reproductive health care and education, counseling, and referral services. To address male involvement in preventing unintended pregnancy, the Title X Family Planning Program is supporting community-based programs to develop effective approaches for providing family planning education and services to males.

The Department of Health and Human Services supports a variety of programs to help women plan and prepare for pregnancy as well as to promote healthy pregnancies and births. It sponsors a wide range of research activities including efforts to enhance understanding and treatment of conditions that affect women's reproductive health across their lifespan, as well as during pregnancy; to develop new methods of contraception that prevent pregnancy and protect against sexually transmitted diseases; and ultimately to improve and safeguard the health and well-being of women. Ongoing educational activities supported by the Department of Health and Human Services promote women's reproductive health. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Maternal and Child Health—Healthy Start Initiative Program

Based on 1990 Census data, more than 3.4 million women of childbearing age live in the 75 high-risk urban, rural, and Tribal communities funded in 1998 by the Department of Health and Human Services' Healthy Start Initiative Program. Eligibility for Healthy Start funding is dependent on average infant mortality rates exceeding 1.5 times the national average of 7.6 deaths per 1,000 live births (1996 rate). A broad array of

collaborative, community-based interventions help reduce infant mortality, reduce racial disparities in perinatal health, increase the adequacy of prenatal care, and improve the health of women, infants, and their families. The 20 projects initially funded in the demonstration phase of the Healthy Start Initiative Program provide mentoring to newly established projects as well as to other interested agencies. The Healthy Start National Resource Center serves as a vital channel to the public for disseminating prior work experiences, current information, and reference materials developed and tested during the demonstration phase. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Women's and Children's Health Policy Center

The Health Resources and Services Administration's Maternal and Child Health Bureau, in collaboration with Johns Hopkins University School of Hygiene and Public Health, established the Women's and Children's Health Policy Center in the Department of Population and Family Health Sciences in 1996. The Center is involved in a number of initiatives that identify, develop, and analyze information to assist policymakers at the national, state, and local levels in their efforts to enhance the health status of and service delivery to women of childbearing age. An initial project of the Center addressed program and policy areas for women's health and perinatal health through a two-volume compendium entitled *Charting a Course for the Future of Women's and Perinatal Health*. Central to the report is a lifespan and holistic approach to women's health and the acknowledgment of the many social roles women perform. Information on ordering the two-volume set is available through National Maternal and Child Health Clearinghouse, 703-356-1964, or on their website at

<http://www.nmchc.org>. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Medicaid

States are required to provide Medicaid coverage to all pregnant women with incomes below 133 percent of the federal poverty level. States may choose to expand eligibility to pregnant women with incomes up to 185 percent of the poverty level or higher. Currently, 37 states provide Medicaid coverage to pregnant women above the federally mandated level to help them receive prenatal care and other pregnancy-related services. Many states have also enhanced the prenatal care services that are reimbursable through Medicaid. As of 1993, 44 state Medicaid programs paid for an enhanced package of prenatal services to pregnant women under fee-services arrangements. Medicaid eligibility continues automatically for up to 90 days after delivery, and, depending on the state, may continue for one year after delivery. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

RU-486

Action by the Department of Health and Human Services helped facilitate the transfer of U.S. patent rights for mifepristone (RU-486), a drug used in France for non-surgical termination of pregnancy, from a French pharmaceutical firm to an American non-profit organization. This transfer made it possible for the drug to be submitted to the Food and Drug Administration for approval for U.S. marketing. In 1996 the Food and Drug Administration determined that submitted clinical data demonstrate the safety and efficacy of mifepristone in combination with misoprostol when used under close medical supervision. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Availability Of Emergency Contraception

The Food and Drug Administration approved an application in September 1998 to market the Preven Emergency Contraceptive Kit containing a small number of oral contraceptive pills. This product provides information on the appropriate regimen for this use on the labeling for both physicians and patients.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Contraceptive Coverage

Portions of Public Law 105-277, the Omnibus Consolidated and Emergency Supplemental Appropriations Act, 1999, require that carriers participating in the Federal Employees Health Benefits Program cover all prescription drugs and devices for birth control approved by the Food and Drug Administration. Effective January 1, 1999, carriers in the Federal Employees Health Benefits Program were required to offer the full range of Food and Drug Administration-approved prescription drugs and devices for birth control under the plan's existing prescription drug benefit structure. In addition, the law prohibits plans from discriminating against plan doctors or other providers whose religious beliefs or moral convictions prevent them from prescribing contraceptives. Pursuant to this law and the President's signing statement, the Office of Personnel Management concluded a contract amendment with all non-exempt health plans under which each plan will cover the full range of contraceptive drugs and devices approved by the Food and Drug Administration.

In addition, the Office of Personnel Management directed plans to permit enrollees whose plan doctors hold religious beliefs or moral convictions that prevent them from prescribing contraceptive methods to use

another plan doctor. To ensure enrollees were aware of this coverage, the Office of Personnel Management instructed each carrier and federal employing agencies to issue an advisory through its normal channels of communication.

[OFFICE OF PERSONNEL MANAGEMENT]

INTERNATIONAL PROGRAMS

HIV/AIDS Programming in Africa

Since the mid-1980s the Peace Corps has worked in a number of projects in Africa aimed at the care and prevention of HIV/AIDS. As of September 1999 approximately 550 Volunteers are working in 19 health and water sanitation projects that seek to educate women and youth about HIV/AIDS. In addition, many other Volunteers working in education, environment, or small business sectors have active HIV/AIDS secondary activities. Some project activities include:

- **Burkina Faso**

In 1998, 60 Volunteers initiated an AIDS awareness competition throughout the country. The objective was to enable local communities to develop their own messages adapted to their local contexts, culture, language, environment, and economic standing. Volunteers continue to work with the theater groups formed for the competition that perform for more than 150 villages, raising awareness about HIV/AIDS.

- **Guinea**

Sixty Volunteers organize HIV/AIDS awareness events such as soccer games and raffles. Women's soccer games have been effective in drawing large crowds, with HIV/AIDS messages being delivered during half-time breaks. **[PEACE CORPS]**

Gender-Sensitive Health Education

As part of the Peace Corps' program for health education, Volunteers and their counterparts are involved in gender-sensitive health education. More information is available online at <http://www.peacecorps.gov/volunteer/health>. For example:

- The Morocco Ministry of Health and Peace Corps Volunteers designed research questions aimed at determining women's knowledge and attitudes toward both modern and traditional reproductive health practices. Volunteers worked with health staff and local leaders to identify a representative cross-section of married women of reproductive age. Volunteers interviewed a total of 60 married women, ages 15 to 49, regarding reproductive health issues. The tapes of their conversations are being transcribed, and data results will be analyzed and presented to the Ministry officials in early 2000. The information will be used to tailor future health education activities.
- A Peace Corps Volunteer assigned to work with a local non-governmental organization in Guinea helped to produce and organize performances of an original play designed to increase community awareness of the serious health issues related to female genital mutilation. The play was performed during 1998 for more than 6,000 people in 16 cities. **[PEACE CORPS]**

Worldwide HIV/AIDS Prevention

The U.S. Agency for International Development has funded both regional and country-specific HIV/AIDS prevention programs in 22 countries in Africa, 12 in Latin America and the Caribbean, nine in Asia, and two in Europe and the Newly Independent States. Examples since 1995 include the following:

- In Uganda, the use of radio spots, voluntary counseling, and testing has encouraged young women ages 15 to 24 to delay the

onset of sexual activity and engage in safer sex practices. As a result, their HIV prevalence has declined by 35 percent.

- In Kenya, an AIDSWatch newspaper column reached 700,000 readers each week. At the same time, 62 episodes of a radio soap opera dealing with HIV/AIDS and broadcast in five local languages generated 27,000 letters from listeners.
- In Thailand, three regional Centers for Excellence for HIV/AIDS prevention were set up to ensure that existing and new prevention programs continue to reach the people who need them.
- In Latin America, the U.S. Agency for International Development first test-marketed female condoms in 1995. Since then, the U.S. Agency for International Development-supported programs have sold several hundred thousand female condoms to middle- and low-income women in Bolivia, Brazil, and Haiti. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

Female Genital Mutilation—Senegal

In 1998 First Lady Hillary Rodham Clinton participated in a roundtable in Dakar, Senegal, with women working to educate the public about the harmful health effects of female genital mutilation and to eradicate this practice. The roundtable included 20 women from the village of Malicounda Bambara, which had abolished the practice of female genital mutilation in 1997. **[WHITE HOUSE]**

Democracy and Human Rights Fund Program Projects on Female Genital Mutilation

Over the past five years, the Department of State's Democracy and Human Rights Fund Program has provided funding for projects focusing on female genital mutilation. In FY 1999, for example, these projects included:

- Chad—Implementation of a plan to counter female genital mutilation;

- Djibouti—Anti-female genital mutilation consensus building;
- Ethiopia—National Committee on Traditional Practices – media campaign to discourage female genital mutilation and forced child marriage;
- Senegal—The World Association of Community Radio Broadcasters—use of theatre to combat female genital mutilation;
- Somalia—Anti-female genital mutilation education; and
- Togo—Inter-African Committee campaign against female genital mutilation.

[DEPARTMENT OF STATE]

INTERNATIONAL POPULATION POLICY

Program of Action

The United States has played an active role in furthering the implementation of the Program of Action of the International Conference on Population and Development held in Cairo, Egypt, in 1994. Through public events, international diplomacy, and United Nations-sponsored meetings in 1998 and 1999, the Department of State's Bureau of Population, Refugees and Migration led U.S. government efforts to reaffirm international commitments to the Program of Action during the five-year review of the International Conference on Population and Development.

[DEPARTMENT OF STATE]

REFUGEE PROGRAMS

Reproductive Health Care for Refugees

Since 1995 the U.S. government has led international efforts to help refugees and persons in refugee-like settings have free and voluntary access to comprehensive sexual and reproductive health information and services, including family planning, safe delivery, protection from sexually transmitted diseases and HIV/AIDS, and protection from violence and sexual abuse.

For the past five years, the Department of State's Bureau of Population, Refugees and Migration has been active in promoting comprehensive quality sexual and reproductive health care for refugees and displaced persons and has sponsored many initiatives aimed at meeting their reproductive health needs. The Bureau of Population, Refugees and Migration has participated actively with the office of the United Nations High Commissioner for Refugees, United Nations Population Fund, other international organizations, and non-governmental organizations on the Inter-Agency Working Group on Refugee Reproductive Health, which has established guidelines and policies to meet the sexual and reproductive health needs of refugees. The Bureau of Population, Refugees and Migration has also funded a reproductive health consultant position in the office of the United Nations High Commissioner for Refugees and advocated for an integration of this position into the United Nations High Commissioner for Refugees.

The Bureau of Population, Refugees and Migration has also funded specific initiatives to meet these needs through non-governmental organizations. In 1998 and 1999 the Bureau provided more than \$515,000 through the International Rescue Committee for programs to address the reproductive health care needs of Sierra Leonean refugees in Guinea and of Afghan refugees in Pakistan. The Bureau of Population, Refugees and Migration is supporting CARE's Reproductive Health Services Program for Kosovo, contributing \$535,000 to provide reproductive health training for health providers and health educators in Kosovo. The Bureau has provided funding to the United Nations Relief and Works Agency for Palestine Refugees in the Near East for reproductive health services and training for reproductive health counselors, and has contributed more than \$3,000,000 since 1996 to the International Rescue Committee for its

comprehensive health and community services projects in refugee camps in Tanzania, which include reproductive health services.

[DEPARTMENT OF STATE]

C.4. Promote research and disseminate information on women's health.

REPRODUCTIVE HEALTH

Reproductive Health and Women's Lives

Research findings from a five-year Women's Studies Project funded by the U.S. Agency for International Development and carried out in ten countries have led to reproductive health programs that better reflect the reality of women's lives. In Bolivia, for example, the project assisted a coalition of public sector and non-governmental organization representatives to devise gender guidelines for reproductive health services, as well as performance measures to hold service providers and donors accountable. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

New Researchers in Women's Health

To help advance research in women's reproductive health, 12 centers were awarded a total of \$4,000,000 in October 1998 to support early research careers in the field of obstetrics and gynecology. The centers will provide universities and hospitals with the opportunity to build national programs for developing new investigators in women's health research. The centers, funded by the National Institute of Child Health and Human Development and the Office of Research on Women's Health at the National Institutes of Health, will help build the next generation of investigators in obstetrics and gynecology by giving clinicians the experience needed to become researchers.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Building Interdisciplinary Research Careers in Women's Health

The Office of Research on Women's Health and several Institutes in the National Institutes of Health are collaborating with the Agency for Health Care Policy and Research to sponsor the Building Interdisciplinary Research Careers in Women's Health Career Development Programs. Beginning in the summer of 2000, they will award applicants with funding to support their research career development in women's health. The goal of this initiative is to promote research benefiting the health of women. The Career Development Programs will accomplish this by combining advanced training with research independence, as well as by bridging scientific disciplines. The Building Programs will increase the number and skills of investigators at awardee institutions through a mentored research experience leading to an independent scientific career addressing women's health concerns. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Food and Drug Administration's Office Of Women's Health Sponsors Intramural Research On Women's Health

The Food and Drug Administration's Office of Women's Health funds scientific research on pressing women's health issues. Through a competitive peer review process, the Office has funded more than 70 scientific projects, including research in the following areas: breast and ovarian cancer, women and HIV, women and cardiovascular disease, osteoporosis, breast implant safety, the effects of estrogen, and women and autoimmune disease. Total funding is \$6,700,000.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

TECHNOLOGY DEVELOPMENT

Federal Multi-Agency Consortium on Imaging and Other Technologies to Improve Women's Health

The Office on Women's Health has expanded technology transfer efforts through the establishment and coordination of this Consortium in March 1996. The Office on Women's Health chairs the Consortium of representatives from the Department of Defense, the Department of Commerce, the Department of Energy, the Department of Health and Human Services, the National Aeronautics and Space Administration, and the Central Intelligence Agency. It is developing collaborations to improve imaging technologies for the early detection of diseases in women. An inventory of imaging technologies from these agencies that have the potential to be applied to improve disease detection has been prepared. The activities of this Consortium have been critical for sharing expertise, resources, and technologies by multiple government agencies for advancement of the critical areas of breast imaging technologies for early detection of cancer, such as digital mammography, magnetic resonance imaging (MRI), ultrasound, and Nuclear Medicine and Positron Emission Tomography. In addition, these cross-cutting government collaborations have been critical for facilitated integration of early breast cancer detection with staging, biologic characterization, and treatment planning and monitoring. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Imaging Technology

The Office on Women's Health provides leadership for facilitating technology transfer from laboratories to improve quality, access, and cost-effectiveness of women's health care. The Office on Women's Health is working with

federal agencies, including the National Aeronautics and Space Administration, the Department of Defense, and the Central Intelligence Agency, as well as private companies, to adapt high-tech imaging technology to improve the early detection of cancer in women. Currently, several novel breast imaging technologies are under development and testing for improved breast cancer diagnosis, including such promising modalities as digital x-ray mammography and magnetic resonance imaging (MRI) of the breast. These digital imaging technologies offer several potential advantages compared to film-based mammography, including improved image quality and therefore lesion detection at lower radiation dose. In addition, these technologies may open new avenues for improved lesion identification, including computer-aided diagnosis for enhanced radiologic interpretation and telemammography for facilitated expert consultation.

In September 1997 the Office on Women's Health entered into an inter-agency agreement with National Cancer Institute to achieve the following goals in breast cancer: to define the current state-of-the-art and priority needs in research and development of novel imaging technologies; and to explore how national investment in the research and development of defense, space, energy, and intelligence technologies can be used for facilitated advancement of breast imaging.

The importance of multi-agency collaborations is also demonstrated in a joint project by the Office on Women's Health, the National Cancer Institute, and the Department of Defense entitled Mobil Breast Cancer Center. The goal of the project is to develop and test the Mobil Breast Cancer Center, a mobil unit of advanced

imaging and telecommunications technologies, as the means of improving access of remote and underserved populations to state-of-the-art clinical care, including high-quality images and world-class image interpretation expertise. The Office on Women's Health provided leadership for the consensus conference of the government leaders, academic experts, community groups, and consumer groups that developed a strategic plan for the design and clinical testing of Mobil Breast Cancer Center in July and August, 1996. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES/ DEPARTMENT OF DEFENSE/ CENTRAL INTELLIGENCE AGENCY]**

T-Scan 2000

The Food and Drug Administration approved a new imaging device, the T-Scan 2000, that will help radiologists determine whether a woman should be evaluated further when the results of her mammograms are ambiguous. It is not intended for use for patients with clear mammographic or non-mammographic indications for biopsy. The device has the potential to reduce the number of negative biopsies, thus saving women worry about breast lesions that turn out to be non-cancerous. It also has the potential to increase the identification of women who should be referred for early biopsy. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Mammography Research

Women undergoing mammography exams at accredited U.S. facilities have improved assurance of receiving proper x-ray exposures due to a radiation standard and instrument calibration facility that opened in 1996 at the Commerce Department's National Institute of Standards and Technology in Gaithersburg, MD. One of the critical parameters in mammographic procedures is the x-ray exposure to the breast. The radiation exposure

to the breast should be kept to a minimum while ensuring adequate diagnostic quality in the recorded image. This facility allows the operators and inspectors of more than 10,000 U.S. mammography centers to trace the accuracy of their x-ray exposure measurements to the primary mammography x-ray standards at the National Institute of Standards and Technology, part of the Commerce Department's Technology Administration. The calibration facility was established to assist the U.S. Food and Drug Administration in implementing the Mammography Quality Standards Act of 1992. This law requires the Food and Drug Administration to set up a certification and inspection program for all U.S. mammography clinics. The instruments used by the inspectors to measure the x-ray exposure from the clinics are calibrated using standards traceable to National Institute of Standards and Technology reference x-ray beams. The work was funded in the mid-1990s by the Food and Drug Administration (60 percent) and the National Institute of Standards and Technology (40 percent), and current calibration services are supported by user fees. **[DEPARTMENT OF COMMERCE]**

Medical Imaging for Breast Cancer

Researchers at the Department of Energy's Thomas Jefferson National Accelerator Facility are collaborating with a small private company and with several medical institutions on a new medical imaging device that improves scintimammography, a nuclear medicine method of breast tumor detection. Some of the advantages of scintimammography are improved evaluation of positive mammograms, differentiation between benign and malignant tissue, detection of small tumors in cases where mammograms are difficult or impossible to read, possible reduction in the need for biopsy, and allowance of diagnostic imaging where none was possible before. Unlike standard

devices, this compact and dedicated imaging detector is capable of capturing close views of the tumor and increasing accuracy in detection and localization of small lesions.

The medical imaging project is spearheaded by the Jefferson Facility's Detector Development Group. The group is made up of specialists in the field of detector development for particle physics research. For the past five years, in addition to detector development for basic nuclear physics, the group has been applying radiation detection techniques to nuclear medicine problems. While exploring several solutions to nuclear medicine imaging challenges for scintimammography, the group has obtained several patents. A small high-tech company based in Newport News, VA, has licensed technology from the Jefferson Facility and has entered into a cooperative research agreement with the goal of developing a commercial device to make this technology available to the medical community.

Basic research involving improved breast cancer detection has been ongoing since 1994 and the collaboration with industry has been ongoing since 1997. Any woman considered at risk for breast cancer, premenopausal women, or women who are biopsy candidates because of a suspicious mammogram could benefit from improved diagnostics as provided through dedicated scintimammography.

The project is funded through the Department of Energy Cooperative Research and Development Agreement. The new grant, beginning on July 1, 1999, from the Department of Energy's Biotechnology Office in the Office of Science, in partnership with Duke University, provides resources for construction of the next-generation improved breast imager to detect even smaller cancerous lesions. **[DEPARTMENT OF ENERGY]**

FOOD AND NUTRITION

Listeriosis Education Campaign

In 1998 the U.S. Department of Agriculture's Food Safety and Inspection Service launched an extensive public education campaign about Listeriosis, an illness caused by eating foods contaminated with bacteria. The campaign targeted high-risk groups including pregnant women. The Food Safety and Inspection Service issued a consumer press release and a video news release with special information targeted to pregnant women. In addition, e-mail alerts were sent to various organizations serving at-risk populations including the American College of Obstetricians and Gynecologists and the Le Leche League. **[DEPARTMENT OF AGRICULTURE]**

Current and upcoming U.S. Department of Agriculture research projects include:

- Examination of the role of specific nutrients in women's diets (zinc in pregnancy);
- Dietary behaviors and outcomes (milk avoidance and calcium in fat intake);
- Food safety knowledge (consumer awareness of safe food-handling practices);
- Nutrition-program-related needs (special needs of adolescents and pregnant adolescents in the Women, Infants and Children's Program); and
- The links between economics and nutrition (economic benefits of breastfeeding).

[DEPARTMENT OF AGRICULTURE]

Pesticides and Food: Right-to-Know Consumer Brochure and Website

In 1999 the U.S. Environmental Protection Agency released a right-to-know pesticide brochure informing consumers and their families of practical steps to reduce their exposure to pesticides used on food. The Environmental Protection Agency distributed

more than four million brochures and launched a related website at <http://www.epa.gov/pesticides/food>. [ENVIRONMENTAL PROTECTION AGENCY]

Pesticide Regulatory Decisions Affecting Women and Children

The Food Quality Protection Act of 1996 has prohibited the use of multiple pesticides shown to have harmful effects on humans, including vulnerable population subgroups such as women and children. The Environmental Protection Agency's regulatory decisions have increased protections for women and provided an extra margin of safety for children through prohibition of pesticides that are linked to reproductive and developmental effects, cancer of the reproductive system, and neurotoxicity. [ENVIRONMENTAL PROTECTION AGENCY]

Protecting Women and Children in the Migrant Farm Worker Environment

The U.S. government estimates that as many as five million migrant and seasonal farm workers labor each year to produce food in the United States. Entire families often travel and work together in the fields. Housing is often located near or even in the fields, which exposes entire farm worker families to one of the greatest hazards in agriculture—pesticides. Recent Environmental Protection Agency activities benefiting women and children in farm worker families include a pesticide safety video geared toward migrant worker communities, student workbooks on pesticide safety, the Environmental Protection Agency's involvement in related workgroups, and further research into the effects of pesticides in children. More information can be found online at <http://www.epa.gov/oppfead1/safety>. [ENVIRONMENTAL PROTECTION AGENCY]

Fish Consumption Advisory Program

The Environmental Protection Agency has demonstrated special concern about susceptible populations including children, pregnant

women, and nursing infants. States and Tribes have primary responsibility for protecting their residents from the health risks of consuming contaminated, non-commercial fish by issuing fish advisories. The Environmental Protection Agency is increasingly working with states and Tribes to ensure that appropriate, informative advisories are issued, particularly addressing the needs of sensitive populations.

In December 1998 the U.S. Environmental Protection Agency and the Agency for Toxic Substances and Disease Registry provided a brochure to health care professionals about the health consequences of high consumption of contaminated non-commercial fish. More information is available online at <http://www.epa.gov/OST/fish>. [ENVIRONMENTAL PROTECTION AGENCY]

CLEAN AIR

Results of the Environmental Protection Agency's National Ambient Air Quality Standards

The U.S. Environmental Protection Agency's air quality standards were final in July 1997. The first update in 20 years for ozone (smog) and the first in ten years for particulate matter (soot), the new standards will protect 125 million Americans, including 35 million children, from the health hazards of air pollution. Each year, these new, updated standards will prevent approximately 15,000 premature deaths; 350,000 cases of aggravated asthma; and one million cases of significantly decreased lung function in children. [ENVIRONMENTAL PROTECTION AGENCY]

Results of the Environmental Protection Agency's Integrated Urban Air Toxics Strategy

The Environmental Protection Agency released the Integrated Urban Air Toxics Strategy in 1999 required by the Clean Air Act. The strategy developed a broad framework for

addressing the risks posed by emissions of air toxics. Hazardous air pollutants, referred to as "air toxics," are pollutants known to cause or be suspected of causing cancer or other serious human health effects or ecosystem damage. The different health effects that may be caused by air toxics include cancer; neurological, cardiovascular, and respiratory effects; effects on the liver, kidneys, immune system and reproductive system; and effects on fetal and child development. Available data indicate that about a third of these pollutants affect development or reproduction, which means that exposure of a fetus or young child may prevent normal development into a healthy adult. Other such critical exposures may affect the ability to conceive or give birth to a healthy child. The strategy identifies 33 hazardous air pollutants posing the greatest threats to public health in urban areas, a list of the various categories of area sources, and a strategy to achieve substantial risk reductions, including a 75 percent reduction in estimated cancer incidence resulting from exposures to hazardous air pollutants. [ENVIRONMENTAL PROTECTION AGENCY]

Efforts to Protect Women and Children from the Effects of Mercury

Exposure to high levels of mercury has been associated with serious neurological and developmental problems in humans. The U.S. Environmental Protection Agency, under authority of the Clean Air Act, is working to control mercury emissions and to conduct assessments to increase understanding of how mercury affects the environment. The developing human nervous system is particularly sensitive to mercury; women of childbearing age and young children are among the most affected. Mercury is transported through the air and deposited in water where humans are exposed to it and ingest it by eating contaminated fish.

To combat this problem, the Environmental Protection Agency has completed multiple actions to significantly reduce mercury emissions such as the establishment of stringent emission limits for a variety of waste incinerators and plants using mercury and a study of emissions (to be completed in December 2000) from coal-fired electric power plants to determine if control of mercury emissions from this source is appropriate and necessary. Additionally, the Agency, in conjunction with the Department of Energy, the U.S. Geological Survey, and the Electric Power Research Institute, is in the process of developing promising mercury control technologies. The Environmental Protection Agency is also funding a review by the National Academy of Sciences of recent research concerning the health effects of mercury on fetuses and children.

[ENVIRONMENTAL PROTECTION AGENCY/ DEPARTMENT OF ENERGY]

ASSURING CONTINUED UNIVERSAL ACCESS TO SAFE DRINKING WATER AND SANITATION

Infrastructure Investments

One of the U.S. Environmental Protection Agency's most important missions is to help ensure that this Nation's water quality infrastructure provides clean and safe water. In addition to the obvious health benefits of preventing disease, particularly in women of childbearing age, sound wastewater treatment and drinking water supply infrastructures contribute to society's economic, environmental, and social well-being. Since the 1972 enactment of the Clean Water Act, the Environmental Protection Agency has provided \$70 billion in federal grants to states, communities, and Tribes for the construction of publicly owned wastewater treatment plants. As a result, 188 million people today are served

by public wastewater treatment systems that provide secondary or greater treatment. In 1996 Congress created a new federal program enabling the Environmental Protection Agency to support the construction of needed public drinking water systems. Since 1997 Congress has appropriated \$2.7 billion for states and Tribes, much of which provides low-cost loans and other assistance to states for the creation or improvement of eligible local systems. As of September 1999, 45 Tribes have received support for constructing systems and all 50 states and Puerto Rico have received financial assistance.

In addition, the Environmental Protection Agency developed a program of infrastructure investments for treating wastewater and drinking water along the United States-Mexico border. Projects for the management of municipal solid waste are also being conducted under this program. [ENVIRONMENTAL PROTECTION AGENCY]

Safe Drinking Water Act: Protection for Children and Pregnant Women

The Environmental Protection Agency implements the Safe Drinking Water Act, which calls for considering special populations such as pregnant women, children, the elderly, and people with compromised immune systems to ensure stronger health protection under drinking water standards. The Environmental Protection Agency provides more available information regarding the quality of drinking water than ever before. Furthermore, the law calls for stronger preventative action by assessing pollution threats to local sources of water. More information is available online at <http://www.epa.gov/OGWDW>. [ENVIRONMENTAL PROTECTION AGENCY]

Water Quality Criteria: Protection for Children and Pregnant Women

In August 1998 the Environmental Protection Agency proposed revisions to its methodology for developing water quality criteria that included, among other items, revisions to enhance the protection of children and women of childbearing age. These criteria guide states and Tribes as they set standards to protect the quality of the waters within their jurisdiction. These standards ultimately form the basis for controlling discharges or releases of pollutants. More information is available online at <http://www.epa.gov/ost/standards/wqcriteria.html>. [ENVIRONMENTAL PROTECTION AGENCY]

The Environmental Protection Agency And Local And State Partners Working To Solve Nitrate Ground Water Contamination

High levels of nitrate in drinking water can cause a serious, potentially fatal, blood disorder in infants called “blue baby syndrome” or methemoglobinemia. Pregnant women could be at risk for adverse birth outcomes from exposure to nitrate above the federal drinking water standard. The Environmental Protection Agency Region 10 is working closely with numerous federal, state, and local partners to develop long-term solutions to an area-wide ground water quality problem in the Columbia Basin of eastern Washington state from activities that cause nitrate contamination. The Environmental Protection Agency is supporting a locally driven Ground Water Management Area program that specifically addresses widespread nitrate contamination of aquifers that serve as the area’s principal source of drinking water. [ENVIRONMENTAL PROTECTION AGENCY]

COMBATING CHILDHOOD ASTHMA

Reaching Children with Asthma

Nearly one in 13 school-aged children has asthma, and the percentage of children with asthma is rising rapidly among preschoolers. The Environmental Protection Agency is currently developing campaigns targeted toward women and other caregivers to improve indoor environments to help prevent childhood asthma. The Environmental Protection Agency distributed a fact sheet to these groups entitled *Asthma, Air Quality, and Environmental Justice: EPA's role in Asthma Education and Prevention*. [ENVIRONMENTAL PROTECTION AGENCY]

Environmental Tobacco Smoke

Environmental factors such as airborne allergens and environmental tobacco smoke may play a major role in the onset of asthma in children. The U.S. Environmental Protection Agency has developed a National Second-hand Smoke Campaign that includes publications designed to inform parents and caregivers about the risks of secondhand smoke to children and to increase the number of smoke-free homes. [ENVIRONMENTAL PROTECTION AGENCY]

The Environmental Protection Agency's Public Information On The Internet Related To Exposure Risks And Asthma

The U.S. Environmental Protection Agency's Community Right-to-Know Initiative included providing real-time air quality information to the public via the Internet and other media. This information is of interest to those groups of people, particularly children and asthmatic children, who are at risk from exposure to ozone and particulate matter. In the first two years of the program (FY 1998 and FY 1999), it was successfully implemented in 30 states and in Washington, D.C., through the ozone mapping project. The AIRNOW website received more than 1.9 million accesses in the summer of 1998 and more than 1 million

accesses per month in the summer of 1999. The Environmental Protection Agency plans to build infrastructure in the remaining states to allow for real-time reporting in all states by the year 2001. More information is available online at <http://www.epa.gov/airprog/oar/oaqps/airnow>. [ENVIRONMENTAL PROTECTION AGENCY]

The Black Pearls Program

In FY 2000 the U.S. Environmental Protection Agency, Region 2 (New York) will provide \$20,000 to the Arthur Ashe Institute for Urban Health for their Black Pearls program. This program is designed to educate African American women about risk factors and symptoms associated with significant health issues that are preventable or curable if detected, diagnosed, and treated early. Women will learn about the dangerous health impacts of tobacco smoke on their children and about the links between tobacco smoke exposure and asthma. Clients will be given information about actions that can be taken to reduce tobacco smoke exposure, as well as to reduce or eliminate asthma triggers found in the home setting. [ENVIRONMENTAL PROTECTION AGENCY]

COMBATING LEAD POISONING

National Ambient Air Quality Standards: Strategy Related to Lead

As part of the Environmental Protection Agency's overall lead strategy, the National Ambient Air Quality Standards attainment strategy related to lead, released in August 1990, seeks to reduce public exposure to lead to the fullest extent, with emphasis on the continuing high risk to children and pregnant women. Exposure to lead occurs mainly through inhalation and ingestion of lead in food, water, soil, or dust. It accumulates in the blood, bones, and soft tissues and can adversely affect the kidneys, liver, nervous system, and other organs. Excessive exposure to lead may cause neurological impairments such as

seizures, mental retardation, and/or behavioral disorders. At low doses, fetuses and children may suffer from central nervous system damage. Recent studies show that lead may be a factor in high blood pressure and subsequent heart disease and also indicate that neuro-behavioral changes may result from lead exposure during the child's first years of life.

Twenty years ago, automotive sources were the major contributor of lead emissions to the atmosphere. As a result of the Environmental Protection Agency's regulatory efforts to remove lead from gasoline, the contribution from the transportation sector has dramatically declined. Currently, the National Ambient Air Quality Standards strategy related to lead targets airborne emissions from stationary sources of lead and focuses on attainment of the National Ambient Air Quality Standards. The result is a program that aggressively implements existing requirements for lead by expanding the monitoring network around sources of concern, followed by inspections of any facility where violations of the National Ambient Air Quality Standards are detected by the monitoring network. The progress of this approach to the management of ambient lead levels has been tracked in the Lead Management Report. This report tracks current compliance, implementation activity, and the status of the monitoring networks. Between 1988 and 1997, maximum quarterly average ambient lead concentrations decreased by 67 percent and lead emissions decreased 44 percent. [ENVIRONMENTAL PROTECTION AGENCY]

Section 1018 Compliance Assistance Pilot in New York and New Jersey

Real estate disclosure regulations enacted under Title IV of the Toxic Substances Control Act require the disclosure of lead-paint and paint hazards before leasing or selling residential property. In addition, the regulations afford prospective buyers the right to conduct a lead inspection before being obligated to a

contract. The Environmental Protection Agency's Region 2 (New York) implemented a pilot study of the realty community that is primarily affected by these regulations. The study included onsite compliance assistance visits to realtors in New York and New Jersey to ensure that they are informing sellers and landlords of their responsibilities and are properly conducting disclosure to buyers and lessees. Compliance can have a profound effect on residential property transfers, especially for families with small children, due to lead's devastating effects on children under age six and pregnant women. Information from this study is being used to develop similar compliance/enforcement programs in other regions. [ENVIRONMENTAL PROTECTION AGENCY]

CLINICAL TRIALS

Legally Mandated Inclusion of Women and Minorities as Subjects of Research

The Department of Health and Human Services agencies have long encouraged the inclusion of women as subjects in clinical research. The inclusion of women and minorities is mandated in section 492B of the Public Health Service Act, as added by section 141 of the National Institutes of Health Revitalization Act of 1993 (42 United States Code 289a-2). In response, the National Institutes of Health revised its existing policy and published *Guidelines for the Inclusion of Women and Minorities in Clinical Research* in 1994. These policies are monitored by the National Institutes of Health's Office of Research on Women's Health. Similar policies and procedures exist for other Department of Health and Human Services agencies, such as the Food and Drug Administration's *Guideline for Study and Evaluation of Gender Differences in the Clinical Evaluation of Drugs*.

In 1999 the National Institutes of Health released Requests for Applications for two major women's health research projects. The

first, from the National Institute of Child Health and Human Development in conjunction with the National Institutes of Health's Office of Research on Women's Health, is on pelvic floor disorders, which are one of the most common forms of maternal morbidity and include a wide variety of clinical conditions. The other, in conjunction with the Agency for Health Care Policy and Research, will support the research career development of Interdisciplinary Women's Health Research Scholars.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Special Initiatives

The Department of Health and Human Services established an internal interagency advisory council on AIDS research and women to review research and develop strategies to enhance the care of women. Other Department of Health and Human Services studies that focus on increasing the representation of women in clinical trials include:

- Trials of hormone replacement therapy to reduce heart disease risk factors in postmenopausal women;
- Calcium supplementation;
- Use of tamoxifen to prevent coronary heart disease in postmenopausal women;
- Trials of vitamin E, beta-carotene, and aspirin for primary prevention of cardiovascular disease in women;
- Use of non-pharmacological interventions to prevent the rise of cholesterol in menopausal women; and
- Organ transplantation.

Sometimes the topic of the study is of such relevance that the patient population will consist primarily or entirely of women, such as:

- Studies of diet, nutrition, and obesity in African American women;
- Treatment strategies for osteoporosis;
- Effects of exercise on pregnancy;

- Studies of premenstrual syndrome; and
- The effect of Norplant on risk factors for cardiovascular disease.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

CANCER RESEARCH

Cancer Statistics

Cancer is the second leading cause of death in American women. In 1995 an estimated 1,252,000 new cancers were diagnosed and 547,000 persons died of this disease. About 46 percent of the new cancer cases and 47 percent of cancer deaths occurred in women.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

The National Action Plan on Breast Cancer

The mission of the National Action Plan on Breast Cancer is to stimulate rapid progress in eradicating breast cancer by advancing knowledge, research, policy, and services. Six working groups have been established to identify and implement specific initiatives: National Biological Resource Banks, Clinical Trials Accessibility, Consumer Involvement, Breast Cancer Etiology, Hereditary Susceptibility, and the Information Action Council. More information on the National Action Plan on Breast Cancer and working group products can be found online at <http://www.napbc.org>.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Rapid Response Project

The National Action Plan on Breast Cancer Etiology Working Group has completed and posted on its website (<http://www.napbc.org>) the state and federal Resources for Breast Cancer Incidence and Mortality Data. This database provides contact information for state and federal resources that can be used to obtain information on local breast cancer rates to aid researchers examining potential breast cancer clusters. Responsibility for investigating breast

cancer clusters is shared among agencies within state and federal governments. These agencies also are responsible for responding to public concerns about reports of possible cancer clusters. For each state and territory, links are provided to the state epidemiologist, whose office collects incidence and mortality data for all types of diseases; the state contact person for the Breast and Cervical Cancer Early Detection Program, a project of the Centers for Disease Control and Prevention that provides breast cancer screening and surveillance; and the contact person for the state cancer registry, which collects information on cases of all types of cancer. This site also includes links to federal agencies that provide incidence and mortality data and other information, including the Surveillance, Epidemiology, and End Results project of the National Cancer Institute; the National Center for Health Statistics; the Centers for Disease Control and Prevention; and the National Cancer Institute.

In December 1998 the Office on Women's Health hosted the second national workshop to address the research and policy issues related to the investigation of high rate areas of breast cancer. This workshop brought together scientists and activists to share information on current approaches to investigating breast cancer clusters and to develop recommendations for improving this process.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Office of Cancer Survivorship at the National Institutes of Health

The increasing number of cancer survivors has provided a new challenge—determining how best to serve the needs of more than ten million cancer survivors, with more than seven million of those being long-term survivors. The National Cancer Institute has met this challenge head-on through the establishment of the Office of Cancer Survivorship, which will

explore the physical, physiological, psychological, and economic well-being of survivors. The Office will support research covering the spectrum of issues facing cancer survivors including long-term medical and psychosocial effects of treatment, factors that predispose survivors to second malignancies, reproductive problems following treatment, and insurance/employment issues.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Pesticides And Breast Cancer

Breast cancer incidence rates in women have been steadily increasing over the last 20 years, and breast cancer is now the most common type of cancer among women in many Western countries. Much scientific research is being conducted to understand the causes of this disease. The U.S. Environmental Protection Agency seeks to prevent exposures to any chemical, physical, biological, or other causative agents that might be found to increase the burden of disease. Some highlights of the Environmental Protection Agency's current research and regulatory activities with regard to pesticides and breast cancer include:

- The Environmental Protection Agency is conducting a review of all older pesticides to evaluate their health and environmental effects and make decisions about their appropriate future use. These pesticides will be tested for cancer-causing potential.
- The Endocrine Disrupter Screening Program, created under authority from the 1996 Food Quality Protection Act, will detect the potential of chemicals to produce a number of endocrine-related effects in addition to breast cancer, including reproductive disorders, birth defects, and other harmful effects. The Environmental Protection Agency is currently establishing a process for selecting chemicals to be subjected to screening and testing, developing endocrine disrupter

screening and testing methods, and standardizing and validating the screening and testing methods for regulatory programs.

- The Environmental Protection Agency participates in the Long Island Breast Cancer Study Project, a comprehensive, multi-agency research program led by the National Cancer Institute and the National Institute of Environmental Health Sciences. Mandated by Congress at the request of the Long Island communities, the study's purpose is to examine the causes of breast cancer in that area. The New York area medical research center, 41 Long Island hospitals, and more than 3,000 Long Island women are involved in the epidemiological studies. Study results are expected to be published in 2001. More information is available online at <http://www-dceps.ims.nci.nih.gov/LIBCSP/index.html>.
- The Agricultural Health Study, a collaborative effort between the Environmental Protection Agency, the National Cancer Institute, and National Institute of Environmental Health Sciences, offers important opportunities to examine potential links between breast cancer and environmental risk factors. This research program has a study group of 90,000 certified pesticide applicators and their families from North Carolina and Iowa, and it will provide an unprecedented amount of new information on pesticide exposures for both residential and worker settings.
- The Rapid Response Project of the President's National Action Plan on Breast Cancer is a collaboration between the Environmental Protection Agency, the Centers for Disease Control and Prevention, the Department of Health and Human Services, and other federal agencies. In an effort to provide health information to persons in areas with high breast cancer incidence and mortality, these federal agencies, working with advocacy groups who

have breast cancer expertise, are conducting a project to provide information on breast cancer treatment and resources for several high-priority areas—San Francisco, CA; the state of Illinois; the New York metropolitan area; the state of Hawaii; and the region of Cape Cod, MA. This project involves maintaining a website that enables citizens to quickly locate breast cancer surveillance workers, as well as breast cancer control and prevention programs. More information is available online at <http://www.napbc.org/>.
[ENVIRONMENTAL PROTECTION AGENCY]

WOMEN AND AGING

National Study of the Major Causes of Death, Disability, and Frailty in Post-Menopausal Women

The Department of Health and Human Services' National Institutes of Health Women's Health Initiative, with \$733,200,000 in funding over 15 years and 40 sites, is one of the largest prevention studies of its kind. It examines the major causes of death, disability, and frailty in post-menopausal women, including a clinical trial of promising approaches to prevention, an observational study to identify predictors of disease, and a study of community approaches to developing healthful behaviors. The community prevention trial portion of the study, being conducted with the Centers for Disease Control and Prevention, will evaluate strategies for adoption of healthful behaviors including improved diet, nutritional supplementation, smoking cessation, increased physical activity, and early detection for women of diverse races, ethnic groups, and socio-economic groups. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Research on Diseases and Conditions of Older Women

Women comprise 60 percent of the aged 65-and-over population, and the percentage is growing. Although women's life expectancy is seven years longer than that of men, they have higher rates of chronic disease, disability, and use of medical care later in life. The Department of Health and Human Services sponsors research programs on health conditions of older women, including:

- **Osteoporosis**

The Department of Health and Human Services is sponsoring research into the underlying causes, diagnosis, prevention, and treatment of osteoporosis and related bone disorders, such as osteoarthritis. There is also an epidemiological study to evaluate the role of personal factors in the occurrence of injuries from falls. The Agency for Health Care Policy and Research is supporting an evidence report on diagnosis and management of osteoporosis.

- **Cardiovascular disease**

Heart disease and stroke are, respectively, the first and third leading causes of death in American women. Ongoing research studies the influence of age, gender, race, and risk factors on cardiovascular disease, as well as programs targeted to assessing the risk of cardiovascular disease among African American women.

- **Menopause**

The Department of Health and Human Services is sponsoring comprehensive multi-disciplinary research on the natural history of menopause. Estrogen replacement therapy in post-menopausal women is being studied in its relation to prevention of osteoporosis, cardiovascular disease, and even Alzheimer's disease. It is also supporting research on contemporary and alternative therapies, including study of the effects of botanical products and macrobiotic diet on post-menopausal health.

- **Cancer**

An example of ongoing research is a study on the effectiveness and cost of alternative therapies in the treatment of breast cancer.

- **Reproductive and Urinary Tract Systems**

These systems show changes in biology and function with aging.

- **Hysterectomy**

Hysterectomy, the second most frequently performed major operation in the United States, involves removal of the uterus. Because very little is known about the natural history of menopause, a high priority is to examine appropriate indications for performing hysterectomy. The Agency for Health Care Policy and Research is undertaking two large clinical studies on alternatives to hysterectomy for the treatment of benign conditions of the uterus. The trials will compare the effectiveness of pharmaceutical and other less invasive treatments to hysterectomy.

- **Urinary incontinence**

Urinary incontinence is a condition that greatly affects the quality of life of older women. The Department has an effort to increase knowledge among providers and the public regarding treatment of urinary incontinence, as well as basic research on bladder conditions. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

RESEARCH ON POVERTY-RELATED DISEASE

Welfare Reform and Women's Health

The Health Resources and Services Administration's Maternal and Child Health Bureau is collecting data to address the issue of how women use health services and health information in their daily lives. Policy implications from analysis of these data will assist with health insurance reform measures, designs for health care delivery systems responsive to women's needs, and improved health provider education.

The Health Resources and Services Administration's Maternal and Child Health Bureau, in collaboration with the Johns Hopkins University Women's and Children's Health Policy Center, is analyzing an existing national data set to examine the longitudinal effects of welfare and poverty on selected physical and mental health problems experienced by women. Analyses will be used to project the possible effects of welfare reform on health status. State and territorial women's health contacts will also be surveyed to gauge attention to health consequences and to determine the extent of monitoring activities. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

OTHER RESEARCH

Veterans Affairs Research On Women's Health

Scientists from the Department's Central Arkansas Veterans Healthcare System and its affiliate, the University of Arkansas for Medical Sciences, published research that could lead to clinical trials of a bone-regenerating pill in as little as three years, and to an osteoporosis cure within the decade. The study on bone regeneration appeared in the August 16, 1999, issue of *The Journal of Clinical Investigation* and examined the role of parathyroid hormone in reversing bone loss. **[DEPARTMENT OF VETERANS AFFAIRS]**

Partner Violence and HIV Testing

In order to investigate the associations between women's HIV testing decisions and partner violence, as well as their experience with and beliefs about partner notification, the Centers for Disease Control and Prevention initiated *Studies Characterizing the Risk of Partner Violence in Women Associated with HIV and STD Partner Notification*. An additional focus of this investigation is to investigate the frequency and severity of partner violence

among women who have HIV or infectious syphilis and whose partners are contacted through Centers for Disease Control and Prevention-funded Partner Notification programs. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

National Institute for Occupational Safety and Health Research and Information Dissemination

The National Institute for Occupational Safety and Health is studying several women's occupational health issues, including the link between occupational exposures and breast and cervical cancers, and latex allergies; determining ergonomic risks of home health care work; and identifying job stressors of particular impact on women workers. In collaboration with the Federal Aviation Administration (at the Department of Transportation), studies are identifying possible reproductive hazards for female flight attendants. This year, the National Institute for Occupational Safety and Health published the pamphlet, *The Effects of Workplace Hazards on Female Reproductive Health*.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES/ DEPARTMENT OF TRANSPORTATION]

Autoimmune Diseases

In the United States autoimmune diseases afflict about eight million people, or one in 20 Americans; approximately 75 percent of them are women, usually in their childbearing years. Autoimmunity may be the cause of 50 to 60 percent of unexplained cases of infertility and is also a major cause of miscarriages. Thus autoimmune diseases are a major health concern for women.

In September 1997 several National Institutes of Health institutes and the Office of Women's Health Research initiated a research program focusing on genetic susceptibility to autoimmune diseases. In 1998 the National

Institutes of Health established an autoimmune diseases coordinating committee to help facilitate and monitor the research being done at the various Institutes. In addition, for several years, the National Institutes of Health has supported a multi-Institute research program on the mechanisms of immunotherapy for autoimmune diseases and a research program for autoimmunity centers for excellence.

In FY 1999 Congress appropriated an additional \$30,000,000 to boost research of autoimmune diseases. More information on National Institute of Allergy and Infectious Diseases-sponsored research and meetings on autoimmunity can be found on the National Institute of Allergy and Infectious Diseases website at <http://www.niaid.nih.gov>.
[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

EDUCATION/INFORMATION DISSEMINATION

National Endowment for the Humanities Grants Preserving The Accomplishments Of Women In Medicine

The National Endowment for the Humanities has supported projects that develop, preserve, and promote the contributions of women to medicine. Projects include a film documentary on Margaret Sanger and her fight for the improvement of women's health and reproductive care and the preservation of her papers (grants in 1995 of \$750,000, 1996 of \$125,000, and 1998 of \$155,000). The preservation of a diary of a 17th century midwife, a website, and a film will document the importance of women in the role as caretaker in early American history, showing that her family and the entire community relied on her skills and knowledge (grant of \$903,000 in 1995).

The National Endowment for the Humanities also gave \$30,000 in 1997 to support a research

fellowship that will examine women and the commercialization of contraception in the United States from 1873 to 1973. Another fellowship grant for \$30,000 was given in 1997 for research on the history of Fetal Alcohol Syndrome. Recent Summer Stipend grants funded research that looked at the impact of family planning in public health and welfare on women in the 20th century (\$4,000 in 1997) and DES Daughters who are being treated for cancer (\$4,000 in 1995). [NATIONAL ENDOWMENT FOR THE HUMANITIES]

Veterans Affairs Special Fellowships Program

In 1994 the Department of Veterans Affairs instituted a Special Fellowships Program in Health Issues of Women Veterans. These fellowships provide two years of post-residency research, education, and clinical learning opportunities to prepare eligible physicians for academic careers in this field. Fellows spend approximately 75 percent of their time in research and education and 25 percent in clinical care at competitively selected Department of Veterans Affairs sites. Between 1995 and 1999, the Department of Veterans Affairs expended approximately \$2,000,000 funding 28 fellows.

[DEPARTMENT OF VETERANS AFFAIRS]

Census Special Research Reports and Working Papers on Gender Issues

The International Programs Center of the Census Bureau publishes two series that specifically focus on women. The Gender and Aging Series is a four-part series addressing topics related to gender and aging. The profiles focus on demographic dimensions, mortality and health, caregiving, and economic security. This series is funded by the National Institute on Aging. The Women of the World series examines the status of women in different countries. Reports include *Women in Poland*

(1995); *Gender and Aging: Caregiving* (1998); *Women's Education in India* (1998); *Women and the Economy in India* (1999); and *Women's Health in India* (1998). Reports are available online at <http://www.census.gov/ipc/www/publist.html>.

Various branches of the Census Bureau undertake research and publish the results in special studies series and working paper series. Selected examples include *Women's Labor Force Attachment Patterns and Maternity Leave: A Review of the Literature* (1999); *Timing of First Births: 1930-34 to 1990-94* (1998); and *Trends in Marital Status of U.S. Women at First Birth: 1930 to 1994* (1998). [DEPARTMENT OF COMMERCE]

Healthy Heart Handbook for Women

One of the National Heart, Lung and Blood Institute's most popular publications is the *Healthy Heart Handbook for Women*, a comprehensive, up-to-date guide for women on preventing and controlling the risk factors for cardiovascular disease. An update of the 100-page book now contains additional information on hormone replacement therapy, vitamin supplements, and treatment for high blood cholesterol, as well as heart-healthy recipes. The book has been disseminated widely and is consistently among the top ten best sellers at the National Heart, Lung and Blood Institute's Information Center. In the spring of 1999 the National Heart, Lung and Blood Institute and General Mills collaborated in a dissemination project involving the *Healthy Heart Handbook for Women*. Two million boxes of Oatmeal Crisp cereal featured heart-healthy lifestyle tips and a coupon to order the book at a reduced price. A television media tour featured an National Heart, Lung and Blood Institute spokeswoman discussing how women can reduce their risk of dying from the Nation's number-one killer—heart disease.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Guidelines for Vaccinating Pregnant Women

Guidelines for Vaccinating Pregnant Women abstracted from the October 1998 *Recommendations of the Advisory Committee on Immunization Practices* are now available through the Centers for Disease Control and Prevention. The guidelines are most appropriate for health care providers who treat women of childbearing age. To order a copy, call the National Immunization Information Hotline (1-800-232-2522) or visit the website at <http://www.cdc.gov/nip>. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

National Survey of Family Growth

In May 1997 the National Center for Health Statistics of the Centers for Disease Control and Prevention released its *1995 National Survey of Family Growth*, which provides the latest and most comprehensive national data on fertility, contraception, marriage and cohabitation, infertility, adoption, maternity leave, medical services, breast feeding, smoking, and other factors that affect both teenage and adult women and the health and well-being of their children. Copies of the reports detailing the survey methodology and results are available online at <http://www.cdc.gov/nchswww/> or by contacting the National Center for Health Statistics at 301-458-4636. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Closing the Gap

Closing the Gap is a monthly publication prepared by the Office of Minority Health that focuses on minority health issues. In 1998 it devoted an entire report to the health concerns of minority women, and in every issue it includes articles that cover women's health concerning the respective theme/topic. Examples of such coverage include:

- *Tips for New and Expectant Moms* (July 1999);

- *Blacks, Women Less Likely to be Referred for High-Tech Cardiac Tests, According to Study* (May/June 1999); and
- *Increased STD Risk Seen in HIV-Infected Women* (April 1999) [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Community Pediatric Units Specializing in Environmental Medicine

In 1997 the U.S. Environmental Protection Agency and the Department of Health and Human Services Agency for Toxic Substances and Disease Registry jointly established pediatric health units in communities exposed to environmental pollutants. These units focus on pediatric environmental medicine, education, training, and expert consultation, as well as clinical-specialty referrals for children. As a result, negative health impacts on young women and girls in these areas are expected to decrease. [ENVIRONMENTAL PROTECTION AGENCY]

Children's Health Protection Website

The Office of Children's Health Protection has designed a Children's Health Protection website to provide current comprehensive information about children's environmental health threats. The website offers simple information for parents to protect children from environmental risks. More information is available online at <http://www.epa.gov/children/>. [ENVIRONMENTAL PROTECTION AGENCY]

Centers of Excellence in Children's Environmental Health and Disease Prevention Research

The U.S. Environmental Protection Agency and the Department of Health and Human Services established eight research centers dedicated to the study of children's environmental health hazards. These centers perform targeted research into children's environmental health and translate their

scientific findings into intervention and prevention strategies by working directly with communities. The eight centers address two important areas of children's environmental health—the causes of asthma and the effects of pesticide exposure. [ENVIRONMENTAL PROTECTION AGENCY/ DEPARTMENT OF HEALTH AND HUMAN SERVICES]

FEDERAL GOVERNMENT AS AN EMPLOYER

Defense Women's Health Research Program

The Defense Women's Health Research Program was established in the FY 1994 National Defense Authorization Act. The Program establishes a coordinating office for multi-disciplinary and multi-institutional research within the Department on women's health issues related to service in the Armed Forces. Future research within the Defense Women's Health Research Project will be directed according to the 1995 recommendations of the Institute of Medicine of the National Academy of Sciences. The four identified areas of research and a currently funded project within each category are:

- Factors affecting health and work performance—Naval Health Research Center study, *Countermeasures to Heat Stress in Women: A Survey of Women's Health Care Needs on Navy Ships*.
- Psychological and health issues related to integration of women into a hierarchical male environment or related to women and men living and working together in close quarters—Walter Reed Army Institute of Research, *Integration of Women Into Military Units: Impact of Gender Bias and Sexual Harassment; Intimate Partner Violence Among U.S. Army Soldiers in an Arctic Environment*.

- Health promotion and disease prevention—
U.S. Army Institute of Environmental
Medicine, *Assessment of Iron Status and
Dietary Intake of Female Army Soldiers,
Breast Care Initiative*
- Access to and delivery of health care—
Brooks Air Force Base, *Availability,
Accessibility, and Adequacy of Health Care
Provided to USAF Active Duty Women during
Operation Desert Shield/Desert Storm.*
[DEPARTMENT OF DEFENSE]

The U.S. Navy's Women's Health Website

The U.S. Navy's Women's Health website serves as a resource for health and policy issues related to women's health in the Navy and the Department of Defense. This information can be accessed online through the Navy website at <http://navymedicine.med.navy.mil>
[DEPARTMENT OF DEFENSE]

Women's Health CD-ROM

Women's Health CD-ROM provides resources on women's health for operational forces. Information includes Navy, Marine Corps, Army, Air Force, and Coast Guard materials. The updated version is expected to be released in January 2000. [DEPARTMENT OF DEFENSE]

Physician Training In The Major Health Issues Of Women With Disabilities: Learning To Act In Partnership

Women with disabilities report that their health needs are often overlooked or poorly addressed by physicians who demonstrate unfamiliarity with, and negative attitudes toward, people with disabilities. This project developed and tested a training module to introduce medical students to the health issues of women with disabilities. The target population consisted of medical students and women health activists with disabilities. Funding for the project from January 1, 1996, to December 31, 1998, was \$125,000 per year. More information is

available online at <http://www.naric.com>, search for H133G50059. [DEPARTMENT OF EDUCATION]

INTERNATIONAL PROGRAMS

International Lead Risk Reduction

Although not designed to focus solely on women and girls, the Environmental Protection Agency's Office of International Activities' worldwide lead risk reduction program effectively targets women in the developing world. Studies show that women may be more vulnerable to the harmful effects of lead poisoning because lead absorbed during childhood is released back into the blood system during pregnancy, harming the developing fetus as well as the mother. Moreover, significant lead exposure is from sources used primarily by women such as the solder present on food cans, ceramic glazes, and cosmetics.

The Environmental Protection Agency is involved in multiple activities to reduce lead exposure. The Office of International Activities sponsored a two-day policy planning workshop in Bangkok, Thailand, on achieving the benefits of lead poisoning prevention and to outline a regional approach for such activities in Asia. In Bangalore, India, the Environmental Protection Agency sponsored and participated in an international conference on the prevention and treatment of lead poisoning and sponsored a training course related to secondary smelting of lead acid batteries in Guatemala City, Guatemala. Working through a grant to the Pan American Health Organization, the Environmental Protection Agency supported a non-gasoline lead inventory project to identify and prioritize sources of lead exposure in Brazil. [ENVIRONMENTAL PROTECTION AGENCY]

C.5. Increase resources and monitor follow-up for women's health.

BREAST CANCER

Increase Breast Cancer Awareness

For the past seven years, First Lady Hillary Rodham Clinton has been engaged in a multi-faceted campaign to increase awareness about breast cancer and raise resources to combat this devastating disease. She has hosted White House events, appeared in public service announcements about the Medicare Mammography campaign, and unveiled a Breast Cancer Stamp at a White House ceremony. [WHITE HOUSE]

Funding for Breast Cancer Research

The Department of Health and Human Services' funding for breast cancer research and programs increased from about \$90,000,000 in 1990 to more than \$598,000,000 in FY 1999. Breast cancer funding has more than doubled in the last six years alone, from \$283,000,000 in FY 1993. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Breast Cancer Research

The 1998 Defense Appropriations Act provided \$111,000,000 to continue the Department of Defense Breast Cancer Research Program administered by the U.S. Army Medical Research and Materiel Command. [DEPARTMENT OF DEFENSE]

OTHER WOMEN'S HEALTH ISSUES

A National Focus on Women's Health

The Department of Health and Human Services has focused increased resources and national attention on women's health issues. A new

senior-level position, the Deputy Assistant Secretary for Health (Women's Health), was established to direct the Office on Women's Health, which coordinates and stimulates women's health research, service delivery, and education programs across the Department. Women's Health Coordinators, Senior Advisors, or offices have been designated in all Department of Health and Human Services agencies to monitor the progress in the advancement of women's health. For FY 1999 women's health expenditures in the Department of Health and Human Services are estimated at \$5 billion. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Substance Abuse and Mental Health Services Administration Data Collection Activities

The Substance Abuse and Mental Health Services Administration funds numerous data collection activities that are relevant for low-income women and women with or at risk for addictive and mental disorders. These activities include the National Household Survey on Drug Abuse, which produces national estimates on the use of illicit drugs and the non-medical use of prescription drugs and collects data periodically on important related special topics such as mental illness, criminal behavior, treatment, and attitudes about drugs. The National Household Survey on Drug Abuse also collects information on participation in public programs as well as information on income, family structure, employment, insurance status, and mental and substance abuse treatment utilization. The Substance Abuse and Mental Health Services Administration is currently developing a women's report based on the Survey's findings. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Minority Women's Health Panel of Experts

The Office on Women's Health established the Minority Women's Health Panel of Experts in response to its conference entitled Bridging the Gap: Enhancing Partnerships to Improve Minority Women's Health, held in January 1997.

The mission of the Minority Women's Health Panel of Experts is to provide input to and serve as a resource for the Office on Women's Health in support of the Office's goals to improve the health of women and in the development of minority women's health initiatives; to provide input to the Department of Health and Human Services on Departmental/Secretarial initiatives; and to provide input on recommendations that address Office on Women's Health or Department of Health and Human Services initiatives from the Bridging the Gap conference of 1997, targeted to enhance the health of minority women in the U.S. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

INTERNATIONAL ACTIVITIES

Health Training and Testing

Many Peace Corps health projects work to enhance the capacity of local health professionals through direct health education, training in health care techniques, activities to raise awareness of health issues, and efforts to strengthen local institutions. More information can be found online at

<http://www.peacecorps.gov/volunteer/health>.

Several examples include:

- In 1997 the Peace Corps signed a four-year agreement with the government of Nepal to establish the Auxiliary Health Training

Project. The Project assists the Council of Technical Education and Vocational Training/Ministry of Education in its efforts to increase the number of appropriately trained female nurse midwives in the rural areas. The focus is on young women between the ages of 16 and 20 who have passed 10th grade.

Volunteers have worked at ten campuses located in remote areas of Nepal and have taught approximately 620 young women.

- In 1999 Peace Corps Uzbekistan opened a Community Health Project, focusing on community health education, especially maternal and child health care. Eight Volunteers—all female—are assigned to rural health clinics and work with clinic staff to provide health education to the local community. It is anticipated that more than 80 percent of the beneficiaries of this project, both community members and clinic staff, will be women. Approximately 30 additional Volunteers are expected to join the project in early 2000.
- Since 1998 the Peace Corps has identified medical resources within the countries where Volunteers are serving (77 as of September 1999) that can provide safe and reliable mammogram testing for women over 50 years of age. This step is important in allowing the Peace Corps to meet standards of practice in the detection and prompt treatment of breast cancer among Volunteers. [PEACE CORPS]

D. Violence Against Women



“We must give voice to women plagued by violence in all its forms. It doesn’t matter if it’s by law or custom, ignorance or inaction. It doesn’t matter if it’s in war or peace, in our homes or our streets. No woman should ever be degraded by violence. And violence against women must never again be pushed aside as trivial or explained away as cultural. Let us call it what it is. Violence against women is a violation of human rights.”

—First Lady Hillary Rodham Clinton, excerpted from her remarks on International Women’s Day, March 11, 1998.

Women experience violence in the form of physical, sexual, and psychological abuse in all societies across all lines of income, class, and culture. The Platform defines violence against women as any act of gender-based violence resulting in or likely to result in physical, sexual, or psychological harm, including acts of coercion or arbitrary deprivation of liberty, whether occurring in public or private life. These forms of violence include acts committed in the family, such as battering, sexual abuse of female children in the household, marital rape, dowry related violence, female genital mutilation, and other harmful traditional practices; violence within the general community, including sexual abuse, sexual intimidation or harassment at work, at educational institutions, and elsewhere, and violence condoned by the Nation's government.

The Platform calls for measures to prevent and eliminate violence against women, study of the causes and consequences of violence against women and the effectiveness of preventive measures, elimination of trafficking of women, and assistance to victims of violence due to prostitution and trafficking.

D.1. Take integrated measures to prevent and eliminate violence against women.

LEGISLATION

Violence Against Women Act

In 1994 the U.S. Congress enacted the Violence Against Women Act, which changed how the nation viewed and treated crimes of domestic violence, sexual assault, and stalking of women. Until 1994 very few communities had implemented comprehensive, coordinated responses to these crimes. Since 1994, however, the Department of Justice has awarded more than \$800,000,000 through grant programs established under the Violence Against Women Act to support collaborative efforts involving community-based social services and medical professionals; educators and religious groups; police, prosecutors, and judges; athletes; and crime victims. The new law also was the impetus for forging partnerships among federal, state, and local governments and between the criminal justice system and victim advocates.

The 1994 law also created new federal criminal offenses for violent acts against women and strengthened penalties for existing crimes. The law prohibits crossing state borders to stalk someone, to commit an act of domestic violence, or to violate a court order of protection and bans gun ownership by anyone under a protection order or ever convicted of a misdemeanor crime of domestic violence. It provides a civil rights remedy for victims of gender-motivated violence, enabling them to bring a civil action for damages against their

attackers in either state or federal court. The Department of Justice enforces these provisions, working closely with state and local criminal justice systems, and defends their constitutionality when challenged.

The Violence Against Women Act called for the establishment of a national advisory council to guide implementation of the new law and bring public attention to domestic violence and sexual assault crimes. Created in 1995, the National Advisory Council on Violence Against Women is co-chaired by Attorney General Janet Reno and Secretary of Health and Human Services Donna E. Shalala and includes approximately 45 presidentially appointed experts in the fields of domestic violence and sexual assault, including researchers, practitioners, survivors, and representatives from the media, education, religious groups, sports industry, business, and health care professions. The Council published *A Community Checklist: Important Steps Communities Can Take to End Violence Against Women* in October 1996. Early in the year 2000, the Council will release an Agenda for the Nation on Violence Against Women that will be both a call to action and a guide to specific strategies for ending gender-based acts of violence. **[DEPARTMENT OF JUSTICE]**

Full Faith And Credit To Court Orders Of Protection

Until passage of the Violence Against Women Act in 1994, a woman holding a valid order of protection from a court in one state could not be certain the order would be enforced by another state. The Violence Against Women Act requires under its full faith and credit provision that states honor one another's protection orders and enforce them as if they were their own. Before enactment of the 1994 law, a battered woman residing in a state other

than the one in which she obtained an order of protection would have to wait for an incident to occur before she could get a new order.

[DEPARTMENT OF JUSTICE]

GRANTS

Training and Technical Assistance Grants

Using funds drawn from the grant programs created by the Violence Against Women Act, the Department of Justice works to build the capacity of national criminal justice and victim advocacy organizations to foster community partnerships and to respond effectively to violence against women. The Department also sponsors mentoring efforts and peer-to-peer consultations, making it possible for people who want to establish effective programs in their communities to visit other communities and learn from experts in the field.

[DEPARTMENT OF JUSTICE]

Department of Health and Human Services Grants under the Violence Against Women Act

Department of Health and Human Services grant programs include:

- **Battered Women's Shelters**

Through the Family Violence Prevention and Services Act authorized within the Violence Against Women Act legislation, state agencies, territories, and Native American Tribes and Alaskan Native Villages receive grants for the provision of emergency shelter services to domestic violence victims and their family members. In addition, funds may be used for related services such as counseling relating to family violence, legal assistance through civil and criminal courts, child care services for victims of family violence, and other prevention-focused activities. In 1999 the Department of Health



and Human Services awarded \$71,000,000 to states, territories, and Native American Tribes and Alaskan Native Villages for shelters and related assistance.

- **State Domestic Violence Coalitions**

In 1999 the Department of Health and Human Services awarded \$8,800,000 in statewide grants to private non-profit domestic violence coalitions to conduct activities that promote domestic violence intervention and prevention, and increase public awareness of domestic violence issues. State coalitions reaffirm a federal commitment to reducing family and intimate violence and urge states, localities, cities, and the private sector to become more involved in state and local family violence prevention planning efforts. Specific areas of focus for state coalitions are systems advocacy, statewide planning, administration, direct services, and public awareness and community education.

- **Discretionary Programs and Activities**

Discretionary funding supports public agencies and non-profit organizations in establishing, maintaining, and expanding programs and projects to prevent incidents of family violence and provide immediate shelter and related assistance for victims of violence and their family members.

Furthermore, the collective efforts of these entities contribute to the overall improved systems response to domestic violence at the state and local levels. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

RESEARCH

Cyberstalking

At the request of Vice President Gore, the Department of Justice has studied the problem of cyberstalking, or harassment via the Internet or email, and will develop recommendations on how to protect people from this threat.

[DEPARTMENT OF JUSTICE]

DNA Diagnostics

In order for DNA testing to gain acceptance in courtrooms, the U.S. Department of Justice asked the National Institute of Standards and Technology, within the Commerce Department's Technology Administration, to develop a standard protocol by which laboratories performing DNA tests can ensure accuracy. National Institute of Standards and Technology researchers produced, in essence, a biochemical SAT. Laboratories that carry out tests with the DNA, cells, and other materials provided in the kit and that get results agreeing with the certified values from the National Institute of Standards and Technology know they are performing the analysis accurately. If the results differ, however, the National Institute of Standards and Technology profiling standard can help identify where problems are occurring. Two areas of particular interest to women are paternity determination and identification of rapists. In FY 1999 the Department of Justice provided \$500,000 for this work, which began in the late 1980s. The related standard reference materials are fee-supported; sales of these materials in FY 1999 were approximately \$27,500.

[DEPARTMENT OF COMMERCE]

PUBLIC AWARENESS AND EDUCATION

The Response of the Civil Justice System to Violence Against Women

The Department of Justice is developing a strategy to raise awareness of domestic and sexual violence issues in civil matters, provide training to civil justice system personnel, and improve coordination among different civil courts hearing matters involving the same family and between criminal and civil courts where domestic and sexual violence issues are present. **[DEPARTMENT OF JUSTICE]**

Worker Exploitation Task Force

In early 1998 the President tapped the Solicitor of Labor and the Acting Assistant Attorney General for Civil Rights to serve as co-chairs of his Worker Exploitation Task Force. This Task Force meets regularly and has been developing a strategy for combating egregious cases of worker exploitation. Examples of such cases are those in which female workers have been exploited and those in which undocumented foreign nationals have been lured into the United States and then abused. These cases also frequently involve allegations of involuntary servitude. Serving on the Task Force in addition to the co-chairs are other representatives of the Department of Justice (Civil Rights Division, Violence Against Women Office, Office for Victims of Crime, Federal Bureau of Investigation, and Immigration and Naturalization Service) and the Department of Labor, as well as the State Department. **[DEPARTMENT OF LABOR]**

Female Genital Mutilation/Female Genital Cutting

The Department of Health and Human Services is conducting activities within the United States to affected communities to educate the public about health issues associated with female genital mutilation.

The Department of Health and Human Services is carrying out activities in three areas related to female genital mutilation:

- **Data Estimates**

The Centers for Disease Control and Prevention have developed estimates based on U.S. Census data and female genital mutilation rates for African countries to derive an estimate for the U.S. population at risk of this procedure. The Centers for Disease Control and Prevention found that 168,000 women and girls either had or were at risk of female genital mutilation. Of these, 48,000 were girls under the age of 18. These estimates were published in *Public Health Reports in September/October 1997*.

- **Community Meetings**

Community meetings were held in seven U.S. cities where major concentrations of ethnic groups that traditionally practice female genital mutilation reside. Reports and recommendations have been synthesized.

- **Training materials**

The Department supported publication of a new technical manual for health care providers entitled *Caring for Women with Circumcision* by the Research, Action and Information Network for Bodily Integrity of Women (RAINBO), an organization recognized as one of the technical experts on this issue. The manual, published in January 1999, fulfills part of a recent Congressional directive to the Department to develop recommendations for the education of medical and osteopathic students regarding female genital mutilation and complications arising from such practices, and the dissemination of this information to such schools. The training manual serves as a clinical guide for health practitioners on how to manage physical complications of female circumcision/female genital mutilation. It also includes discussion on culturally

sensitive counseling, educational information, legal issues of concern, and special concerns of adolescent young women. To date, the guide has been disseminated to schools of medicine, nursing, and public health, as well as a number of allied health professional organizations. Requests for the training manual can be made to the Office on Women's Health at 202-690-7650.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Violence in the Workplace

Homicide is the leading cause of work-related death for women. The Occupational Safety and Health Administration issued *Guidelines for Preventing Workplace Violence for Health Care and Social Service Workers* in 1996 and *Recommendations for Workplace Violence Prevention Programs in Late Night Retail Establishments* in 1998. The Occupational Safety and Health Administration continues to conduct educational efforts to assist employers in protecting their establishments from violence. The Occupational Safety and Health Administration's workplace violence homepage has the most up-to-date statistics and links to other sites on this topic. More information can be found online at

<http://www.osha.gov>.

[DEPARTMENT OF LABOR]

SERVICES AND TRAINING

Social Workers Initiative

The Office on Women's Health is collaborating with national social worker organizations to coordinate a national effort to address Violence Against Women issues. The Office on Women's Health plans to support a national conference on this issue and is also preparing to collaborate with the Howard University School of Social Work on the role of minority social service professionals in Violence Against Women prevention and intervention. The Office

on Women's Health is also working with the social workers to plan a summit for the year 2000 to develop a national action plan for continuing and strengthening their collaboration. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Health Resources and Services Administration's Efforts to Combat Domestic Violence

In July 1998, as part of an Agency-wide initiative to combat domestic violence, the Health Resources and Services Administration released its *Action Plan to Prevent Family and Intimate Partner Violence*. The Action Plan includes five components: policy, training, service delivery, family education and prevention promotion, and research and evaluation. The top priority areas for FY 1998 and FY 1999 under the Health Resources and Services Administration's Action Plan have been the training of health care providers and the incorporation of domestic violence screening and intervention strategies into service delivery at sites funded by the Health Resources and Services Administration. Copies of the Action Plan are available through the Health Resources and Services Administration, Office of Minority Health, 301-443-2964, or online at

<http://www.hrsa.gov/hrsa/omh/omh.htm>.

The Health Resources and Services Administration is currently developing a three-part Distance-Based Learning Domestic Violence Project that will primarily target service delivery grantees, such as community and migrant health centers, area health education centers, HIV/AIDS service delivery sites, maternal and child health care sites, and rural health centers. The primary purpose of this training effort is to increase the skills of providers at the Health Resources and Services Administration's service delivery sites to identify and intervene in cases of domestic

violence and participate effectively as members of a coordinated community response team.

Seventeen states receiving maternal and child health block grants have incorporated domestic violence performance measures into their programs to collect data from maternal and child health service sites within their states. The measures will yield information on types of abuse, numbers of abused women, abuse during pregnancy, and other related information.

The Health Resources and Services Administration provided the Better Homes Fund with approximately \$48,000 one-time funding in FY 1998 to develop a diagnostic screening tool to identify homeless women who have suffered abuse or are in current abusive situations. The Fund will complete a manual in FY 1999 to accompany the screening tool that instructs providers on violence and homeless women. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

The Administration for Children and Families

The Administration for Children and Families administers the Family Violence Prevention and Services program. In FY 1999 it made \$70,000,000 available to states and Tribes for the provision of shelters and services to victims of family violence and their dependents. The Administration for Children and Families also funds the State Domestic Violence Coalitions (membership organizations in each state consisting of a majority of shelter operators and domestic violence service providers) and the domestic violence resource center network. The resource center network consists of the National Resource Center on Domestic Violence, the Battered Women's Justice Project, the Resource Center on Child Custody and Protection, the Health Resource Center on Domestic Violence, and the Resource Center for Native American Women (The Sacred

Circle). The National Domestic Violence Hotline is also an entity in the resource center network and is supported through grant funds to the Texas Council on Family Violence. The National Hotline is a toll-free number (1-800-799-SAFE) available 24 hours a day, seven days a week. Issues for youth were highlighted in a *Report to Congress, Youth Education and Domestic Violence Model Programs*, in which the Administration for Children and Families recommended five programs as potential models for the Nation. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Policy For Obtaining A New Social Security Number

On November 4, 1998, Vice President Al Gore announced a change in the Social Security Administration's policy regarding assignment of new Social Security numbers to victims of domestic violence to make it easier for abused, battered women to obtain a new Social Security number. A new number can help abused women establish new identities and thereby elude their abusers, reducing the risk of further violence.

Under the new policy, a victim of domestic violence can receive a new Social Security number by providing written affirmation of her domestic abuse from a third party, such as a local shelter, treating physician, or law enforcement official. Social Security employees in field offices nationwide work closely with local domestic violence shelters, the police, the courts, treating physicians, medical facilities, and psychologists to help victims of domestic violence get the documentation necessary to secure a new number.

To further improve its services to victims of domestic violence, the agency posted on its website the steps a victim needs to take to receive a new Social Security number. The website, located at <http://www.ssa.gov>, also

includes the agency's and the National Domestic Violence Hotline's toll-free numbers.

**[SOCIAL SECURITY
ADMINISTRATION]**

National Domestic Violence Hotline

In February 1996 President Clinton announced the opening of the 24-hour, toll-free National Domestic Violence Hotline to provide crisis assistance and local shelter referrals to victims of domestic violence throughout the country. The Hotline was funded through a Department of Health and Human Services grant to the Texas Council on Family Violence. The hotline number is 1-800-799-SAFE. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Families at Risk

The Department of Health and Human Services administers the program Promoting Safe and Stable Families and assists state child welfare agencies and Tribes to fund family preservation services, family support services, time-limited family reunification services, and adoption promotion and support services. It was created in 1993 (funding began FY 1994) and funding for FY 1999 is \$275,000,000.

**[DEPARTMENT OF HEALTH AND
HUMAN SERVICES]**

**Treatment Improvement Protocol on
Substance Abuse Treatment and Domestic
Violence**

In January 1998 the Substance Abuse and Mental Health Services Administration released a Treatment Improvement Protocol on Substance Abuse Treatment and Domestic Violence (TIP 25). The Treatment Improvement Protocol series is a compendium of best practice guides produced for substance abuse service and treatment providers. The report recommends that providers of treatment services for alcohol and drug abusers and for

victims of domestic violence move toward more linked systems of delivering services to provide more effective care. The volume provides diagnostic tools to help drug addiction counselors recognize when clients are victims or perpetrators of domestic violence, and also to aid those who counsel abused women to recognize drug and alcohol addiction. The Treatment Improvement Protocol also includes a chapter on legal issues, the federal rules of confidentiality for patients, and state laws requiring professionals to report abuse, particularly suspected child abuse. Treatment Improvement Protocols are available online at <http://www.samhsa.gov>, or they can be ordered by contacting the National Clearinghouse for Alcohol and Drug Information at 1-800-729-

6686; TDD (for hearing impaired), 1-800-487-4889. **[DEPARTMENT OF HEALTH AND
HUMAN SERVICES]**

New Parent Support Program

Each Military Service sponsors programs to provide home visiting support, reinforce parenting skills and strengths, strengthen the parents' emotional readiness for parenthood, identify families at risk for problems, and provide information about and referrals to community resources. These services are available to every military family and are delivered through military medical treatment facilities or family centers. Additional and/or more intensive services are available to families with special needs and high-risk families. Evaluations of high-risk families participating in the program found fewer child abuse and spouse abuse incidents. **[DEPARTMENT OF
DEFENSE]**

THE FEDERAL GOVERNMENT AS AN EMPLOYER

Taking Measures To Prevent And Eliminate Violence Against Women

The U.S. government continues to reaffirm its commitment to reduce the threat of workplace and domestic violence for federally employed women. For the last several years, the Office of Personnel Management has taken the lead to develop several approaches to facilitate high-quality workplace violence programs throughout the federal government to help prevent and eliminate violence against women.

The Office of Personnel Management established an Interagency Working Group on Violence in the Workplace, which has created models and procedures for workplace violence program development. The Office of Personnel Management organized a variety of seminars that allow agencies to share their successes and problems in an informal, cooperative format. An information exchange and program of informal consultation have enabled organizations to help one another, both with program development and with emergency situations. Formal presentations by group members have introduced their findings to a variety of professional and governmental organizations. Although the primary customer is the federal government, many of the products, procedures, and insights of the group have been disseminated to state and local governments and other organizations.

[OFFICE OF PERSONNEL MANAGEMENT]

Providing Work Site Tools For Federal Employers And Employees On Dealing With Workplace And Domestic Violence

The Office of Personnel Management produced the following handbooks to provide guidance

on issues such as how to develop a local workplace violence plan, how to support employees in a variety of traumatic situations, and how to help victims of domestic violence:

- *Handling Traumatic Events: A Manager's Handbook* (December 1996)
This handbook provides concrete suggestions for the manager on how to respond effectively to traumatic events affecting the workforce. It emphasizes the importance of a supportive, respectful workplace in helping employees recover from highly stressful events. It also shows how management tools such as granting leave, reassigning space, structuring the work day, providing information to employees, or listening to employees can help employees deal with traumatic events and return to effective job performance. To view this publication, visit <http://www.opm.gov/ehs/traugdpg.htm>.
- *Dealing with Workplace Violence: A Guide for Agency Planners* (February 1998)
This publication was developed with guidance from an inter-agency, multi-disciplinary working group. The handbook guides an organization through the process of developing a workplace violence program that fits its own unique security issues, mission, and organizational culture. It explains how to form a planning group, develop a policy statement, and develop preventive approaches. A comprehensive set of case studies introduces key issues every agency must consider, and can be used for training and needs assessment.
To help members of different professions work together in a collegial spirit, background information is provided on a number of technical fields, such as investigations, threat assessment, employee relations, employee assistance, workplace security, and organizational recovery. To

review this publication, visit <http://www.opm.gov/workplac/index.html-ssi>.

- *Responding to Domestic Violence—Where Federal Employees Can Find Help* (February 1999)

On November 4, 1998, President Clinton directed the Office of Personnel Management to prepare a handbook on domestic violence for federal employees and supervisors. Partnering with the Department of Justice's Violence Against Women Office, the Family Violence Prevention Fund, the National Organization of Women's Legal Defense and Education Fund, and other non-profit organizations, the Office of Personnel Management staff developed a highly practical guidebook designed for on-the-spot problem solving. Sections address the victim of domestic violence, the victim's supervisor, and the victim's friends and co-workers. Each section gives concrete suggestions on how to keep the victim safe and direct her to expert resources. Rather than create a new program or regulations, the guidebook explains how the existing flexibilities and support systems already in the federal workplace can be used to keep the victim safe and help her respond to a stressful and dangerous situation. When the guidebook was issued, 104,000 copies were ordered in the first two months, and the website averages 400 to 500 hits per week. To view *Responding to Domestic Violence—Where Federal Employees Can Find Help*, visit <http://www.opm.gov/workplac/html/domestic.html-ssi>. [OFFICE OF PERSONNEL MANAGEMENT/ DEPARTMENT OF JUSTICE]

Military Family Clearinghouse

The Military Family Clearinghouse collects and maintains family advocacy-related resource and research materials including comprehensive bibliographies on assault/rape/

harassment, spouse abuse, and child abuse. These materials are available on request. [DEPARTMENT OF DEFENSE]

Department of Defense Training Programs

The Department of Defense has initiated a comprehensive victim/witness assistance program that provides for notification to all victims, including women, of their rights and assistance available to them at each stage of the entire criminal justice process. Several Department of Defense-wide training sessions have been held in cooperation with the Department of Justice to ensure vigorous implementation of this program. The training programs have been provided to installations throughout the world. [DEPARTMENT OF DEFENSE/ DEPARTMENT OF JUSTICE]

Armed Forces Center for Child Protection

An Armed Forces Center for Child Protection was established in 1998 at the National Naval Medical Center in Bethesda, MD. This Center provides a central point of contact and referral source for obtaining assistance in cases of physical or sexual abuse. [DEPARTMENT OF DEFENSE]

Adapting Military Sex Crime Investigations to Changing Times

A recently published report, *Adapting Military Sex Crime Investigations to Changing Times*, has highlighted a need to further educate investigators when sex crimes are alleged. [DEPARTMENT OF DEFENSE]

Lunchtime Seminars

The Social Security Administration sponsors lunchtime seminars on domestic violence to help employees know what to do and where to go for help. Experts on domestic violence serve as speakers and provide guidance on techniques

and services. Also, printed materials and videotapes are available, in addition to personal counseling. **[SOCIAL SECURITY ADMINISTRATION]**

Safety and Security Guidance for Peace Corps Volunteers Worldwide

Throughout the Volunteer cycle, from recruitment and training through completion of service, staff and Volunteers strive to reduce the many safety risks Volunteers are likely to face. Individual Volunteers have the primary responsibility for their personal safety, and Peace Corps staff can best support Volunteer efforts through thoughtful policy formulation, provision of appropriate resources and training, open communication, and crisis response and management. In the late 1990s, Peace Corps Headquarters has issued a number of handbooks and videos to help overseas staff and Volunteers increase their level of safety and handle violence when it does occur. Handbooks include:

- *Guidelines for Personal Safety Training* (1995);
- *Volunteer Safety – Best Practices* (1996);
- *Risk Management Training Module* (1997);
- *Slice of Life – Coping with Unwanted Attention* (1997), video;
- *Crisis Management Handbook* (1997);
- *Rape Response Handbook* (1998);
- *Personal Safety Awareness Training Module* (1999); and
- *Evacuation Support Guide* (1999) **[PEACE CORPS]**

Department of Health and Human Services Employee Domestic Violence Policy

Released in October 1998, this action guide is written as an addendum to the *Workplace Violence Training Guidelines* that were issued in May 1997. This document informs

Department of Health and Human Services employees of the measures that can be taken if they suspect a domestic violence situation exists. The guide also includes examples of possible physical security precautions and policies and procedures others have found helpful in preventing domestic violence. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

INTERNATIONAL EFFORTS

Protection of Female Peace Corps Volunteers Worldwide

During the late 1990s the Peace Corps has encouraged authorities in countries where Volunteers serve to recognize and support the rights of female victims of sexual harassment, physical assault, and rape. The Peace Corps assists local authorities as they pursue investigations, collect and preserve evidence, and apprehend and prosecute suspects. **[PEACE CORPS]**

Office of the Senior Coordinator for International Women's Issues

Within the Department of State, the Office of the Senior Coordinator for International Women's Issues is taking the lead in putting the issue of violence against women into U.S. foreign policy. This issue is of major concern to President Clinton, First Lady Hillary Rodham Clinton, and Secretary of State Madeleine K. Albright. They have repeatedly raised this issue of violence against women in major speeches and with leaders of governments around the world. **[DEPARTMENT OF STATE]**

Training in El Salvador

In May and July 1999, three U.S. experts conducted training conferences on sex crime analysis and prosecution sponsored by the U.S. Agency for International Development.

Approximately 350 prosecutors, forensic medical practitioners, justices of the peace, and police officers—40 percent of whom were women—participated in the training. In addition, justices of the peace, prosecutors, and public defenders have been trained in how to enforce El Salvador's new family and criminal laws. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Grants in Bulgaria

Another example of efforts supported by the U.S. Agency for International Development to prevent and eliminate violence against women has been the awarding of a \$100,000 grant for a violence-against-women prevention program in Bulgaria. The grant resulted in the formation of new anti-domestic violence groups and counseling centers, organized by the Gender Project for Bulgaria Foundation and the Bulgarian Center for Human Rights. Another program, the Democracy Network, awards small grants such as the following:

- The Animus Association of Sofia received \$6,000 to promote best practices in supporting abused women in three Bulgarian cities.
- The Women's Association ROMA, located in Plovdiv, received \$5,000 to strengthen its capacity to assist the Roma community, particularly women and children.
- The Women with a Future Association in Sofia received \$7,000 for a six-month project to prevent sexual harassment of women. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Female Genital Mutilation Interagency Working Group

The Department of State is responsible for coordinating U.S. government responses to international women's issues. Female genital mutilation is one such issue. The Office of the

Senior Coordinator for International Women's Issues heads an Interagency Working Group that coordinates U.S. government efforts on this subject. The Working Group includes representatives from the U.S. Agency for International Development, the Department of Health and Human Services, the Treasury Department, the Immigration and Naturalization Service, the U.S. Information Agency, and various offices and bureaus within the Department of State. The Group also meets with representatives of American and African non-governmental organizations involved in these issues. The United States has been working to support local community organizations in countries where female genital mutilation is practiced to provide information and education about the harmful effects of the practice and for its eradication. The Office of the Senior Coordinator for International Women's Issues and the Office of Asylum Affairs have developed papers on the practice in countries where it is commonly carried out.

During her visit to Senegal on April 2, 1998, First Lady Hillary Rodham Clinton held a roundtable discussion about female genital mutilation with 20 women from the village of Malicounda Bambara, which, following a basic education course of the non-governmental organization, Tostan, abolished this practice in 1997. The First Lady participated in a roundtable discussion on Human Rights: Women and the Girl Child on May 15, 1998, at the U.S. Mission to the United Nations in Geneva. One of the subjects discussed was female genital mutilation. [DEPARTMENT OF STATE]

Female Genital Cutting

The U.S. Agency for International Development is committed to halting the practice of female genital cutting; however, the Agency recognizes that the solution must

involve entire communities. Legal prohibition of female genital cutting is important, but the practice will continue unless customs change. Prevention efforts must be culturally sensitive and appropriate to each target group.

An intra-Agency working group ensures attention to female genital cutting and plans and implements U.S. Agency for International Development support in this area. In May 1997, in collaboration with the Research, Action, and Information Network for Bodily Integrity of Women, the U.S. Agency for International Development published *Program Guidelines for Integrating Activities to Eradicate Female Genital Mutilation into USAID Programs*. These guidelines are now being implemented.

A special module on female genital cutting has been included in U.S. Agency for International Development-funded Demographic and Health Surveys in eight countries. In Egypt, for example, findings from the survey led to an ambitious new strategy by a non-governmental organization task force to eradicate female genital cutting by educating and mobilizing support from all sectors of Egyptian society.

Other efforts supported by the U.S. Agency for International Development include working with local women's groups and non-governmental organizations in Guinea, the Gambia, and Senegal on education and advocacy campaigns and operations research to develop and test community-level interventions to prevent female genital cutting.

Supplementing these efforts has been wide distribution by the Office of Women in Development of an information bulletin entitled *Female Genital Mutilation* and the Summer 1997 issue of the Africa Bureau's *African Voices* newsletter. The Intra-Agency Working Group on female genital cutting has also published several key documents,

including *Female Genital Cutting: USAID Background Paper*. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

State Department's Bureau Of Population, Refugees And Migration Programs

Refugee women are at great risk of sexual violence. Rape of refugee women, in particular, is a serious problem from both a protection and health perspective. The Department of State's Bureau of Population, Refugees and Migration has worked closely with the United Nations High Commissioner for Refugees to raise awareness of this issue at all levels and has supported many specific programs that address sexual and gender-based violence.

Kosovo

In Kosovo the Bureau of Population, Refugees and Migration is working with the United Nations High Commissioner for Refugees, the UNFPA, the International Organization for Migration, and several non-governmental organizations to enhance psychosocial responses to the recent conflict, including appropriate treatment for survivors of sexual violence, as well broader community-awareness raising about sexual and gender-based violence. [DEPARTMENT OF STATE]

Russia

The Department of State collaborates with non-governmental organizations, communities, and governments to plan an active role in reducing violence against women by raising awareness, promoting legal and judicial reforms, and providing training for law enforcement.

In October 1998 the United States and Russian governments jointly sponsored a conference in Moscow to address family violence against women. Organized by the Office of the Senior Coordinator for International Women's Issues, in collaboration with the U.S. Embassy in Moscow, this conference marked the first step

in raising the profile of the issue of domestic violence in Russia and set a platform for the Russia government and non-governmental organizations to discuss this issue.

In FY 1998 the Department of State's Bureau for International Narcotics and Law Enforcement supported approximately \$1,700,000 in programs to combat domestic violence against women in Russia and the Newly Independent States. These programs use a multi-disciplinary approach involving law enforcement, judges, prosecutors, doctors, psychologists, social workers, and crisis center personnel to combat domestic violence. The Bureau will continue these multi-disciplinary programs in FY 1999 and FY 2000.

[DEPARTMENT OF STATE]

Zimbabwe

The U.S. Embassy in Zimbabwe's Democracy and Human Rights Fund Program has increasingly focused on helping to eliminate violence against women. The Musasa project in 1999, the only national women's organization in Zimbabwe that addresses domestic violence issues, was granted \$17,000 from Democracy and Human Rights Fund resources to support shelter services and to launch an educational campaign to enhance public acceptability of shelters for victims of domestic violence. The Training and Research Support Center received \$10,000 to conduct research, provide information, hold fora, and institute seminars on child sexual abuse, rape, and domestic violence, with the goals of reducing these human rights violations in Zimbabwe. In addition, the Training and Research Support Center was granted \$5,000 for the publication of a training manual on sexual harassment in the workplace and recently conducted the first training seminar for judges and other court personnel on incorporating gender sensitivity in the adjudication of cases. **[DEPARTMENT OF STATE]**

East Asia and the Pacific

In FY 1997 a \$1,000,000 grant from the Department of State's regional Democracy and Human Rights Economic Support Fund to the Asia Foundation initiated ground-breaking efforts to combat violence against women, including domestic violence, rape, and trafficking in women and girls, in Cambodia, Indonesia, Mongolia, the Philippines, and the Solomon Islands. This grant was awarded to the Asia Foundation to expand its ongoing activities with U.S. Agency for International Development's Global Women in Politics program. Activities undertaken with these funds primarily addressed violence against women but also addressed support for constitutional reform, economic rights, labor rights, and other human rights issues.

[DEPARTMENT OF STATE]

Violence Against Women Regional Initiative In East Asia and Pacific

The Violence Against Women Regional Initiative strengthens the capacity of domestic violence organizations to plan and implement future initiatives. It consists of four country-level training workshops and two regional meetings to bring together activists and experts and develop region-wide networks. The goal of the workshops is to strengthen evaluative, analytical, and strategic planning skills in response to domestic violence. Non-governmental organizations in Mongolia, Cambodia, the Philippines, and Indonesia are trained on how to improve their effectiveness in advocacy to get laws against domestic violence passed and in community activities to let the community know there are organizations available to help. The regional meetings were held in Manila in October 1999 and January 2000. The Initiative is implemented through the Asia Foundation. **[DEPARTMENT OF STATE]**

India and Pakistan

Women and girls, particularly those with low incomes, are frequently victims of domestic violence. Honor killings in Pakistan, dowry burnings in India, and other forms of domestic violence have created a harsh climate for women and girls that many human rights groups claim is inadequately addressed by the governments. The Department of State has reported extensively on violence against women and girls, including trafficking in women and children, in its annual *Human Rights Reports* and has made trafficking an issue in its bilateral and multi-lateral diplomatic engagement in the region.

Over the past five years in India, the U.S. Embassy has expanded funding for advocacy and service delivery networks aimed at empowering Indian women. It has also funded studies on trends in domestic violence and the best practices in responding to it.

[DEPARTMENT OF STATE]

Anti-Domestic Violence and Trafficking Grant Programs in Russia and the Newly Independent States

The U.S. Department of State's Bureau of International Narcotics and Law Enforcement Affairs is currently supporting grants to Connect/United States-Russia, Project Harmony, Sister Cities International, and Florida State University to conduct anti-domestic violence programs in several cities in Russia, Ukraine, Moldova, Kyrgyzstan, and Kazakhstan. These programs are multi-disciplinary (involving prosecutors, judges, law enforcement, psychologists, social workers, and physicians) and are conducted in the United States and/or in the target country. In FY 1999 grants were awarded to Winrock International, Connect/United States-Russia, Project Harmony, and Sister Cities International. The new programs will be expanded to include Uzbekistan, Georgia, and

Armenia. Winrock International's program will address both domestic violence and trafficking in women by increasing the capacity of non-governmental organizations to train law enforcement and other criminal justice officials, and institutionalize cooperation.

The Bureau for International Narcotics and Law Enforcement Affairs began these programs as a result the U.S. Senate's FY 1997 request to train law enforcement and health service providers to address domestic violence in Russia. Since then, this Bureau's domestic violence program has expanded to other countries in the Newly Independent States.

[DEPARTMENT OF STATE]

D.2. Study the causes and consequences of violence against women and the effectiveness of preventive measures.**RESEARCH AND STATISTICS****National Institute of Justice and Bureau of Justice Statistics**

Through its National Institute of Justice and Bureau of Justice Statistics, the Department of Justice supports research to understand the nature, scope, causes, and consequences of violence against women and to develop strategies for responding to and preventing violence against women. The Department of Justice also participates in an inter-agency consortium for research on women battering, sexual assault, and stalking and strongly supports community-driven evaluations that promote partnerships between researchers and practitioners. [DEPARTMENT OF JUSTICE]

Research on Violence Against Women

In January 1996 the Office of Behavioral and Social Sciences Research of the National Institutes of Health announced a special request for applications focusing on Research on

Violence Against Women and Violence within the Family. The request especially encouraged research on the abuse of children and the elderly, partner violence, sexual violence, and perpetrators and victims of multiple episodes of family violence (for example, abused children who witness parental domestic violence). Coordinated by the Office of Behavioral and Social Sciences Research, this program was co-sponsored by the National Institutes of Health Office of Research on Women's Health, the National Institutes of Health Office of Research on Minority Health, the National Institute on Drug Abuse, the National Institute on Alcohol Abuse and Alcoholism, the National Institute of Mental Health, the National Institute on Aging, the National Institute of Justice, the National Center on Child Abuse and Neglect, and the Centers for Disease Control and Prevention. This request represents the first inter-departmental and trans-National Institutes of Health research funding program on violence. It was intended to bring together perspectives of the participating agencies, encompassing criminal justice, mental health, public health and prevention, alcohol and drug abuse, and child development perspectives, to advance the knowledge of family violence and violence against women. Support for these efforts is approximately \$7,000,000 per year. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

MILITARY PERSONNEL AND THEIR FAMILIES

Domestic Violence Task Force

In FY 2000 the Department of Defense will convene a task force composed of military and civilian members representing all aspects of the domestic violence community to review and make policy recommendations to the Department of Defense program. **[DEPARTMENT OF DEFENSE]**

Automated Department of Defense Central Registry for Child Abuse and Spouse Abuse Reports

The Department of Defense has developed and implemented an automated joint-Service central registry on incidents of child and spouse abuse in military families. The incident-based data identify individuals who have been victims of family violence and their alleged abusers. This new system facilitates inter-Service background checks on applicants for positions that provide care to children and also provides joint-Service research on the frequency of abuse and the effectiveness of treatment. **[DEPARTMENT OF DEFENSE]**

Department of Defense Studies Of Spouse And Child Abuse

Navy research is assessing entering recruits for their personal history of child abuse and assaultive behavior. The research follows them over time to determine how childhood trauma affects attrition and leads to other negative consequences including suicide, sexually aggressive behavior, further victimization, and alcohol abuse. **[DEPARTMENT OF DEFENSE]**

WOMEN WITH DISABILITIES

Reducing Risk Factors for Abuse among Low-Income Minority Women with Disabilities

The National Institute on Disability and Rehabilitation Research created this project in order to continue to address issues of abuse against women with disabilities. This project developed strategies to reach women with disabilities at all stages of resolving abusive situations by identifying risk factors for emotional, physical, and sexual abuse faced by women with disabilities; assessing the ability of rehabilitation and independent living counselors to identify women in abusive

situations and refer them to appropriate community services; developing and testing models for programs that reduce the risk of abuse for women with disabilities, particularly among women with disabilities from low-income, minority backgrounds where the incidence of abuse is highest; and establishing an agenda for future research on women with disabilities using a national advisory panel. Funding for the project from September 30, 1996, to August 31, 1999, was \$250,000 per year. More information can be found online at <http://www.naric.com>, search for H133A60045 [DEPARTMENT OF EDUCATION]

A Multi-Level Analysis of the Relationship Between Domestic Violence and Disability

This project studies the intersection between domestic violence and disabilities through the perspective of female adult victims of domestic violence. These women will be interviewed and observed in routine activities to develop an understanding of the relationships and consequences of domestic violence and disability. The target population consists of policymakers, service providers, and consumers. Funding for the project from September 1, 1999, to August 31, 2002, is \$150,000 per year. [DEPARTMENT OF EDUCATION]

Women's Personal Assistance Services Abuse Research Project

The project seeks to increase the identification, assessment, and response to abuse by formal and informal personal assistance service providers of women with physical and cognitive disabilities living independently in the community. The aim of the project is to develop a comprehensive package of personal assistance services' abuse prevention materials. The target population consists of service

providers and women with disabilities. Funding for the project from July 1, 1997, to June 30, 2000, is \$125,000 per year. More information can be found online at <http://www.naric.com>, search for H133G70154. [DEPARTMENT OF EDUCATION]

HEALTH INITIATIVES

National Institute of Child Health and Human Development

The National Institute of Child Health and Human Development supports several research studies on violence against women, with specific studies focusing on the impact of domestic violence on pregnancy outcomes as well as factors contributing to the development of violent behavior in adolescence.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

National Institute on Drug Abuse

The National Institute on Drug Abuse is a member of the Interagency Consortium on Violence Against Women and Family Violence Research and serves as the administrator of the \$5,200,000 in grants funded under this Consortium. Other National Institute on Drug Abuse initiatives regarding violence against women and within the family include research on drug treatment for women who have been exposed to violence and have a diagnosis of post-traumatic stress disorder; research both to prevent violence and to intervene after exposure to prevent substance abuse; an amendment to all relevant National Institute on Drug Abuse program announcements to include research on the co-occurrence and health consequences of violence, drug abuse, and HIV/AIDS; and the National Institute on Drug Abuse Research Program on the Etiology and Consequences of Drug Abuse Among

Women, which supports a wide range of studies on violence against women, gender differences in child abuse and child neglect, and women both as victim and as perpetrator of violence.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

The National Institute on Aging

The National Institute on Aging is supporting research on factors that enhance or mitigate the potential abuse or neglect of older women. This study is in its final phase. In FY 2000 the National Institute on Aging is also supporting a multi-agency initiative to develop methodology and design for a national prevalence and risk factor survey on elder abuse. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Violence Against the Elderly

The Administration on Aging administers the Older Americans Act, Title VII, and Vulnerable Elder Rights Protection Activities, and provides formula grant funds to state units on aging to support state elder abuse prevention activities in areas such as professional training, coordination among state service systems and among service providers, technical assistance, and public education. In 1998 the Administration on Aging and the Administration on Children and Families announced the release of the National Elder Abuse Incidence Study conducted by the National Center for Elder Abuse at the American Public Human Services Association, in collaboration with Westate, Inc. The study is located online at <http://www.aoa.gov/abuse/report>. The Administration on Aging supports the National Center on Elder Abuse as a resource for public and private agencies, professionals, service providers, and individuals interested in elder abuse prevention information, training, technical assistance, and research. A three-year cooperative agreement was awarded to the National Association of

State Units on Aging to administer the National Center on Elder abuse. The National Association of State Units on Aging has been a partner in the operation of the Center since its inception. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Centers for Disease Control and Prevention Research and Demonstration Projects

Injuries are a leading cause of death for women in the United States. The Centers for Disease Control and Prevention's projects include research and demonstration on injuries, both intentional and unintentional, as well as those caused by violence. The Centers for Disease Control and Prevention support activities for the prevention of family violence, sexual assault, abuse of older women, workplace violence, health communications activities to promote public awareness, and training programs for health care providers.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

- Additional Studies by the Centers for Disease Control and Prevention
- Studies by the Centers for Disease Control and Prevention include:
- Comparison of the use and costs of the medical care system by women who are identified as abused and those who are not abused;
- Evaluation of training programs for health care professionals;
- Establishment of a uniform definition of violence against women;
- Evaluation of a community-based project addressing date violence in North Carolina;
- Extramural research grants to identify risk factors associated with family and intimate violence;
- An inventory of surveillance systems;

- A project on informative communications research to determine attitudes, beliefs, and behaviors of inner-city youth concerning relationships and dating violence;
- Projects to identify successful delivery of violence interventions;
- A study on the characteristics and assessment of family violence interventions; and
- Development of a research agenda on the understanding and control of violence against women. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Additional Centers for Disease Control and Prevention Initiatives

Initiatives by the Centers for Disease Control and Prevention include:

- A national awareness campaign;
- Development of a newsletter to enhance communications;
- Development of a “violence against women” module to be included in the Pregnancy Risk-Assessment Monitoring system;
- An intramural study to identify risk factors for escalation of violence and protective factors for cessation of violence within partner relationships;
- Migrant farm workers women's training project;
- Sexual assault prevention projects; and
- An ongoing consensus-building process to develop an action agenda for violence and reproductive health. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Health Resources and Services Administration’s Assessment of Domestic Violence in Community-Based Primary Health Care Settings

The Health Resources and Services Administration’s Bureau of Primary Health Care supports community-based primary health care service sites that have developed and implemented domestic violence interventions

for underserved individuals, with an emphasis on women. In FY 2000 the Health Resources and Services Administration will be conducting a comprehensive review of existing domestic violence protocols to determine intervention models that can be adapted to and shared with community-based health service providers and primary care sites that serve women, intimate partners, and other family members.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

National Institutes of Health Research Initiatives

The National Institutes of Health supports violence research initiatives through several of its Institutes:

The National Institute on Alcohol Abuse and Alcoholism has a multi-disciplinary research program on alcohol and violence. It is currently studying men and women with a history of inflicting physical abuse to provide a basis for the development of prevention strategies, and supports research examining the reciprocal relationship between the effects of alcohol and family violence.

- The National Institute of Mental Health is supporting research on the psychological and biological effects of violence and trauma on developmental trajectories, on later interpersonal relationships, and on mental outcomes.
- The National Institute on Aging is participating in a trans-National Institutes of Health request for proposals to sponsor research on factors that enhance or mitigate the potential abuse or neglect of older women.

- The Office of Research on Women's Health at the National Institutes of Health co-funds new programs on interventions for battered women and children to reduce the cycle of violence, domestic abuse among Latina women in the cultural context, interventions for older women abuse by their family members, partner violence, and alcohol use as factors leading to violence among Native Americans. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Study on Violence Against Women with Substance Abuse and Mental Health Problems

In October 1998 the Substance Abuse and Mental Health Services Administration awarded \$7,300,000 in Knowledge Development Application grants to 14 community-based programs in ten states for a study of women with substance abuse and mental health problems who are victims of violence. A Data Coordinating Center was awarded \$1,200,000 to provide guidance and direction to the grantees in program development. The Women and Violence Study will generate valuable knowledge on the confluence of violence and co-occurring substance abuse and mental health disorders affecting women and their children. The program focuses on women age 18 and above with co-occurring disorders who have histories of physical and/or sexual abuse and who have experienced at least two treatment episodes within either substance abuse or mental health systems. If these women are mothers, their dependent children will also be included in the program. This initiative evolved out of research that has shown that existing health care systems are not designed or prepared to adequately address the problem of these co-occurring disorders in women and associated violence, as well as its effects on their children.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

The Violence Against Women Program

The majority of women who have been treated for addiction and mental disorders have experienced physical and/or sexual abuse at some point in their lives. This 1999 cross-cutting initiative provides an additional opportunity for Substance Abuse and Mental Health Services Administration's Centers to work collaboratively to promote and improve the integrated service delivery system for women and their children affected by violence. The initiative has three major components: to provide cross-training for service providers from diverse backgrounds; to communicate information regarding new service approaches and improved service delivery systems; and to expand current assessment and evaluation programs to assess the effectiveness of substance abuse/mental health treatment programs in addressing health consequences of domestic and sexual violence.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

INTERNATIONAL PROGRAMS

CONNECT/U.S.-RUSSIA

CONNECT/U.S.-RUSSIA (CONNECT), in collaboration with the Psychological Center for Families and the non-governmental organization initiative (both in Arzamas, Russia), conducted a women's leadership training program with a focus on prevention of domestic violence using a \$119,922 grant award in 1999 from the United States Information Agency. Participants, selected through a merit-based application process, will form teams of one professional and one volunteer each. The program consists of four components: an 11-day program in Minneapolis for eight women, with workshops and site visits covering issues of domestic violence, techniques of intervention and education, leadership and networking skills,

and recruiting and training volunteers; selected curricula and materials translated and copied by CONNECT for use in subsequent in-country programs; a four-day training seminar for eight teams who work with students and young parents; and a project director's travel to Arzamas for evaluation and development of follow-up activities approximately seven months after the four-day seminar. [UNITED STATES INFORMATION AGENCY]

Mali

As part of its celebration of the 50th anniversary of the United Nations Declaration on Human Rights, U.S. Information Agency Mali participated in the November 24, 1997, Africa Journal broadcast, *Stop the Violence against Women*. The audience participants included a broad spectrum of Malian organizations dedicated to the defense and furtherance of women's rights, including the Association for the Advancement and Defense of Women, the Action Committee for the Rights of Children and Women, the Malian Women Jurist Association, the Lawyers Union, the Chief of Staff of the Ministry for Women, and leading journalists. A strong consensus emerged from this discussion, as well as agreement on concrete steps the participants would pursue toward the goal of countering domestic violence. [UNITED STATES INFORMATION AGENCY]

Togo

In cooperation with several Togolese non-governmental organizations, United States Information Service Lome hosted a two-day conference on December 8 and 9, 1997, on combating domestic violence. This conference was part of the activities marking a campaign launched by the non-governmental organizations to commemorate International Human Rights Day. The conference met its objective of educating traditional leaders and community authorities, as well as the police, on

the importance of the full human rights of women and their participation in society and politics. [UNITED STATES INFORMATION AGENCY]

East Asia and Pacific

The Department of State's regional Democracy and Human Rights Economic Support Fund provided funding to the Asia Foundation for programs including:

- **Indonesia**

In partnership with Rifka Annisa Women's Crisis Center, Yogyakarta, this program promoted dialogue with other non-governmental organizations to modify laws and special procedures for handling domestic violence cases. A book was published documenting cases of domestic violence and women's rights to support the analysis of policy needs.

- **Mongolia**

In partnership with the Mongolian National University's Population Teaching and Research Center and the Women's Lawyers Association, this program conducted a nationwide survey on domestic violence, processed and analyzed the data, and compared the data with a baseline of 1995 surveys to assist in drafting domestic violence legislation for Mongolia. [DEPARTMENT OF STATE]

D.3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking.

United States Efforts to Combat Trafficking

On March 11, 1998, at a White House ceremony attended by First Lady Hillary Rodham Clinton, Secretary of State Madeleine K. Albright, Attorney General Janet Reno, and United Nations Secretary General Kofi Anan, President Clinton issued a directive establishing the United States' strategy to

combat the trafficking of persons around the world. This Presidential memorandum outlines a strategy that involves prevention, protection for and reintegration of victims, and prosecution and enforcement against traffickers. The United States views trafficking as a global problem that must be addressed through country-specific, anti-trafficking initiatives as well as by regional cooperation.

The President's Interagency Council on Women coordinates the U.S. government's response on trafficking in women and girls and works with the Department of Justice, the Department of State, and the Department of Labor to combat the problem of trafficking. For more information, please visit the President's Interagency Council on Women's website on trafficking at <http://secretary.state.gov/www/picw/trafficking/index.html>. [DEPARTMENT OF STATE/ DEPARTMENT OF LABOR/ DEPARTMENT OF JUSTICE]

Review of U.S. Laws and Victim Programs

The Department of Justice has reviewed laws and victim programs relating to trafficking in women and children and will report back to the President. [DEPARTMENT OF JUSTICE]

Protection and Assistance for Trafficking Victims

The Department of Justice is funding a pilot project using a network of community-based organizations to provide culturally appropriate and language-specific services, such as mental health counseling, emergency shelter, and referrals for medical care, to Asian victims of trafficking in the Los Angeles area. The Department is also planning regional meetings with service providers from across the country on addressing the needs of trafficking victims through appropriate services. Additionally, the Department's Civil Rights Division has established a worker exploitation complaint line to receive calls about workers who have been recruited or transported into the United

States and then forced to work under abusive conditions.

The Department of Justice has conducted and continues to conduct workshops and training sessions at federal, state, and local conferences across the United States to raise awareness of the needs of trafficking victims, to train law enforcement and prosecutors on victims' rights, and to assist in the development of service networks for trafficking victims. The Department has also developed training videos for federal law enforcement, including the Immigration and Naturalization Service, on the needs of victims in trafficking cases, the details of victims' rights laws, and steps law enforcement must take to assist victims. It also facilitates meetings between non-governmental and governmental agencies on youth trafficking, such as the April 1999 meeting for government agencies to promote victim support services for trafficking victims. Finally, the Department of Justice is working with the Department of State and other agencies to increase awareness of the problems associated with international matchmaking organizations with respect to trafficking. [DEPARTMENT OF JUSTICE/ DEPARTMENT OF STATE]

Department of Justice Trafficking Working Groups

U.S. federal law prohibits slavery and involuntary servitude, the traveling across state or national borders for the purposes of prostitution or other criminal sexual activity, and certain immigration fraud that is often part of trafficking schemes. The Department of Justice enforces all of these statutes and has established an internal working group, as well as an interagency task force chaired by the Acting Assistant Attorney General for Civil Rights and the Solicitor of Labor, to ensure an effective federal response to worker exploitation and sex trafficking. [DEPARTMENT OF JUSTICE]

Prosecuting Cases

In April 1998 the Justice Department indicted 16 individuals who had orchestrated a scheme to recruit young women from Mexico and force them into prostitution. In November 1998 three individuals were indicted in the Northern Mariana Islands for luring women from China with promises of waitressing jobs and then forcing them to work as “bargirls” and have sex with customers. All three pled guilty in October 1999. In Chicago, two traffickers have been prosecuted for locking five Latvian women in an apartment and forcing them to work as strippers. Both traffickers have been charged with violations of federal law, including the involuntary servitude statute, and one trafficker has pled guilty to the federal charges.

[DEPARTMENT OF JUSTICE]

Efforts Focusing on Sexual Trafficking of Children

Through the Department of Justice’s Child Protection Initiative, the Department is assisting in coordinating a national network on youth prostitution whose goal is to track the activities of traffickers and follow through on prosecutions. The Department is also involved in the network’s services to victims of traffickers and sex travelers, assisting girls in leaving the prostitution business and providing them with rehabilitation services. The Department also consults with the Department of State on the protocol on sexual exploitation for the Convention on the Rights of the Child. This Convention includes provisions on prostitution of youth within and across international borders. **[DEPARTMENT OF JUSTICE/ DEPARTMENT OF STATE]**

INTERNATIONAL PROGRAMS

Trafficking As An International Crime

The Department of Justice is working with the Federal Bureau of Investigation Legal Attaches in several countries and with the State

Department to review potential cases for prosecution under the sex tourism statute. The Department of Justice’s activities also include representation on the Interpol Standing Working Party on Offenses Against Children. The Department continues follow-up and implementation projects from the First World Congress Against the Sexual Exploitation of Children in Stockholm, Sweden, in August 1996. The Department was one of three U.S. government agencies serving as observers at the European Union Conference on Trafficking of Women in Vienna, Austria, in June 1996. The Department participated in an April 1997 seminar for Russian judges and other criminal justice officials held in Washington, D.C., entitled Combating the Sexual Exploitation of Women and Children: Investigation, Judicial Concern, and Organized Crime.

As a follow-up to the April 1997 meeting, the Department met with Russian officials and non-governmental organizations in Moscow, Russia, in October 1997. At that time, the Department made presentations to two committees in the Duma, the Russian House of Parliament. The Department also coordinated a symposium for Romanian delegates in Washington, D.C., in July 1998 on the sexual exploitation of women and children and provided training on investigative techniques in trafficking cases to Polish, Lithuanian, and Latvian representatives in Warsaw, Poland. The Department continues to contribute to the protocol on trafficking for the United Nations Organized Crime Convention and participates in meetings in Vienna, Austria, on that topic.

The Department also contributes to the Interagency Working Group on Trafficking led by the President’s Interagency Council on Women, which coordinates interdepartmental activities on trafficking, including legislation.

The United States/Italy working group on trafficking is a by-product of the Interagency Working Group. [DEPARTMENT OF JUSTICE/ DEPARTMENT OF STATE]

Combating Trafficking in Russia

American University's Center for the Study of Transnational Crime and Corruption received a \$120,000 grant from the United States Information Agency Citizen Exchanges Program to conduct an integrated program (prevention, protection, prosecution) on law enforcement and legal issues of trafficking, including informational programs, victim assistance, and enhancement of law enforcement capacity. [UNITED STATES INFORMATION AGENCY]

Anti-Trafficking Program for Russia and Ukraine

The United States Information Agency made a \$120,000 grant to MiraMed to conduct a program on prevention of trafficking in women and girls in Russia and Ukraine. The program builds on established relationships and existing materials, expands the scope of the current information campaign from six to 12 oblasts in Russia, and incorporates experience, expertise, and lessons learned from the more established campaign in Ukraine. The program includes multi-regional media training and the establishment of an all-Russia anti-trafficking coalition. Two Internet conferences will be used for coalition building, education, training, and information sharing. (MiraMed's March 1999 Internet conference on trafficking and violence linked together more than 3,000 people from the former Soviet Union and Mongolia.) Training workshops for 24 Russian participants, to be held in Ukraine using Ukraine's best trainers on prevention of trafficking, will conclude with a third Internet conference. The program design is based on past successes and corresponds to information derived from a comprehensive survey from the March 1999 program. [UNITED STATES INFORMATION AGENCY]

National Campaign in Ukraine

In 1998 the government of Ukraine invited the U.S. government to help develop a national anti-trafficking campaign focused on prevention, protection, and prosecution. The U.S. Agency for International Development committed \$3,100,000 for programs in this area. Prevention has consisted of public information campaigns, including a television docu-drama featuring Ukrainian television stars, and job training centers that provide women with legitimate employment (since traffickers often trick women with fake offers of employment). Legal services and a telephone hotline are among the services created to protect women who cooperate with authorities against retaliation by traffickers. To expedite prosecution of traffickers, the United States is helping train Ukrainian law enforcement officials, as well as U.S. Immigration and Naturalization Services border patrol agents, to detect trafficking transport patterns and fraudulent travel documentation.

The February 1999 issue of *Gender Matters Quarterly*, entitled *Women as Chattel: The Emerging Global Market in Trafficking*, published by the Office of Women in Development, was devoted to trafficking and international responses to stop it. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Asia

Trafficking is particularly heavy throughout South and Southeast Asia. The U.S. Agency for International Development has provided more than \$1,000,000 from 1996 through 1999 to country-level and regional programs to prevent trafficking and provide services to victims. For example, funding has supported a national network of non-governmental organizations in Bangladesh to provide legal aid to victims, train police officers to recognize trafficking

victims, and conduct public awareness campaigns.

[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Luxembourg

In 1999 the U.S. Embassy provided law enforcement information to the Luxembourg authorities concerning the trafficking in Eastern European women to several Western European countries, including Luxembourg.

[DEPARTMENT OF STATE]

INFORMATION AWARENESS CAMPAIGNS

Preventing Trafficking

In 1998 the State Department's Bureau of Population, Refugees and Migration provided funding to the International Organization for Migration for two programs with the goal of preventing the trafficking of women and children. One effort directed Bureau of Population, Migration and Refugees funding of \$100,000 toward the Mekong Region (including Thailand, Cambodia, Vietnam, and Laos) in order to provide return and reintegration assistance directly to the trafficked women and children. Within the context of the New Transatlantic Agenda, the United States worked with the European Union in 1998 to develop and implement coordinated information campaigns in Ukraine and Poland to prevent trafficking in women. The United States funded the campaign in Ukraine, while the European Union funded a campaign in Poland. The information campaigns targeted potential victims to warn them of methods used by traffickers. It also provided information to local border and consular officials to help them recognize and deter trafficking in women from third countries through the region. Proven techniques such as group discussions with potential victims, public service messages broadcast on radio and television, poster and pamphlet distributions, and magazine and

newspaper articles were used. The campaign was implemented from April through June 1998. The Bureau of Population, Migration and Refugees contributed \$382,789 to the International Organization for Migration to implement the campaign in Ukraine, which focused on potential trafficking victims as well as government officials. At the December 1998 United States – European Union summit, the United States and the European Union formally agreed to extend the information campaigns to Bulgaria (United States lead) and Hungary (European Union lead). Planning began in October 1999, with projected implementation in early 2000. The Bureau of Population, Migration and Refugees will contribute \$400,000 to the International Organization for Migration to implement the campaign in Bulgaria. **[DEPARTMENT OF STATE]**

Czech Republic

In 1999 the Bureau of Population, Migration and Refugees provided \$400,000 to the International Organization for Migration's information campaign in the Czech Republic to warn potential victims of methods used by traffickers. It also provides information to government officials to help them deter trafficking in women and work with local non-governmental organizations. **[DEPARTMENT OF STATE]**

Bosnia and Herzegovina

The Bureau of Population, Migration and Refugees is supporting the International Organization for Migration's pilot project for the return of trafficked migrants from Bosnia and Herzegovina. The project will put in place mechanisms and procedures for the orderly, safe, and dignified return of trafficked migrants and to seek to break the cycle of trafficking and re-trafficking of women who have been entrapped in the sex industry. The Bureau of Population, Migration and Refugees is funding this initiative with \$280,000. **[DEPARTMENT OF STATE]**

United States-Italy Partnership to Combat Trafficking in Women and Children

At the 1997 Denver meeting of the G-8 countries, Secretary of State Albright initially raised the issue of trafficking in women and children with the Italian Foreign Minister. In May 1998 President Clinton and former Prime Minister Prodi formally signed the United States-Italy Initiative to Combat Trafficking in Women and Children. Italy is the only European Union country that has a separate presidential initiative.

The second annual United States-Italy Conference on Trafficking in Women and Children took place on July 14 to 16, 1999. The conference focused on investigative cooperation and joint training programs and information campaigns in source countries such as Albania, the former Soviet Union, and Nigeria. The joint action plan covers resources allocated for victim assistance, law enforcement/border training, witness protection, and joint multi-lateral initiatives. Representing the Italian government at the July meeting in Washington, D.C., were policymakers and senior criminal justice officials. Representing the United States was the President's Interagency Council on Women and the Department of State's European Bureau. Staff from the Violence Against Women Office and the Justice Department's Criminal Division were key in planning and hosting the meeting.

[DEPARTMENT OF STATE]

Protocol to Prevent, Suppress, and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention Against Transnational Organized Crime

For the April 1998 session of the United Nations Commission for Crime Prevention and Criminal Justice (Crime Commission), the

United States introduced a resolution on trafficking in women and children. The resolution proposed that a protocol on trafficking in women and children be developed in conjunction with the proposed United Nations Convention on Transnational Organized Crime. This resolution was subsequently adopted, and the United States and Argentina introduced a draft protocol at the first negotiating session in January 1999. The 1999 session of the Crime Commission modified the protocol to cover trafficking in persons, especially women and children. It is anticipated that the protocol will be available for ratification by governments in the latter part of 2000.

The United States-Argentine draft protocol contains the following sections: scope of trafficking in persons, obligations by countries to criminalize trafficking, victim protection and assistance, status of the victim in the receiving state, return of trafficking victims, victim rehabilitation, law enforcement measures, border controls, security of travel documents, verification of documents, and prevention of trafficking.

Staff from the Department of Justice's Violence Against Women Office continue to participate in an interagency working group that is negotiating the drafting of an Optional Protocol on Trafficking in Persons, especially women and children, that will be attached to the United Nations Convention on Organized Crime. The working group includes components of the Department of Justice and the Department of State. The United States and other United Nations member countries met in Vienna in July and December 1999 to continue drafting the Optional Protocol. **[DEPARTMENT OF STATE/ DEPARTMENT OF JUSTICE]**

Seminar on Criminal Justice Issues in the International Exploitation of Women and Children

From April 5 to 12, 1997, the U.S. Department of State's Bureau of International Narcotics and Law Enforcement Affairs, in coordination with the U.S. Department of Justice, hosted a one-week seminar with 27 judges, prosecutors, law enforcement officials, and leaders of non-governmental organizations from Russia and the United States to examine the legal and law enforcement implications of the relatively new phenomena of criminal trafficking of Russian women internationally and child pornography and solicitation via the Internet. The participants also explored the psychological and social attitudes around violence against women and sexual exploitation of children. This conference provided a venue for beginning a dialogue with Russian counterparts on the sensitive issue of violence against women and children. [DEPARTMENT OF STATE/ DEPARTMENT OF JUSTICE]

The Protection Project—Harvard University

In September 1998 the U.S. Department of State's Bureau of International Narcotics and Law Enforcement Affairs entered into a two-year cooperative agreement with Harvard University to develop a comprehensive database on United States and international legislation protecting women and children from commercial sexual abuse. The project includes a comparative analysis of laws, penalties, sentencing patterns, reporting requirements, law enforcement capabilities, extradition practices, and victim assistance programs. Draft model legislation will also be developed as a guide for countries seeking to improve their laws on these issues. This project will assist the Bureau of International Narcotics and Law Enforcement Affairs in its diplomatic efforts with those countries that desire assistance in drafting new anti-trafficking in women and children legislation. [DEPARTMENT OF STATE]

Anti-Trafficking Brochure Entitled *Be Smart, Be Safe...*

The U.S. Department of State's Bureau of International Narcotics and Law Enforcement Affairs developed a brochure targeted to potential victims describing the tactics criminal groups use to coerce and traffic women, the risks of trafficking, what women can do to protect themselves against illegitimate groups, and how women can get help while in the United States. The brochure was introduced in consular waiting rooms at the U.S. Embassies in Poland and Ukraine in March 1998. The brochure is being revised and plans are to display it at other U.S. embassies such as in Central Europe and the countries of the former Soviet Union. [DEPARTMENT OF STATE]

BILATERAL AND MULTI-LATERAL EFFORTS

Anti-Trafficking in Human Beings in the Philippines

The United Nations Center for International Crime Prevention is embarking on a global anti-trafficking program beginning in the Philippines. This pilot program consists of the following elements: analysis of the problem, review of current government of Philippines' efforts, and development of a profile of a trafficked woman. The project will then focus on how to better coordinate with the Philippine government to combat trafficking. If this project is successful, it could become a model for other related United Nations programs in the region. The Philippines, Australia, and Japan are providing in-kind assistance. The U.S. Department of State's Bureau of International Narcotics and Law Enforcement provided funding.

In the Philippines, the U.S. Embassy's Labor Officer has helped coordinate an Embassy program that has been organized in conjunction with the government of the Philippines to address trafficking of women and children. The

March 2000 meeting will include participation by other regional governments. The meeting will focus on prevention of trafficking, protection and reintegration of trafficking victims into their societies, and prosecution of traffickers. Through its International Law Enforcement Agency in Bangkok, in cooperation with the Royal Thai government, the U.S. government has organized a course for Philippine law enforcement officials on organized and transnational crimes, including a specialized course on trafficking in women. In addition, the United States and United Nations Center for International Crime Prevention in Vienna are implementing a project on Coalitions Against Trafficking in Human Beings in the Philippines. This project is part of a global initiative based on the Philippine demonstration project aimed at improving inter-agency coordination to strengthen law enforcement mechanisms and strategies for assisting trafficking victims. The Labor Officer has been active in the development of a garment industry code of conduct for labor standards. [DEPARTMENT OF STATE]

International Law Enforcement Academy/ Bangkok Illegal Migration and Trafficking in Women and Children Training Program

The International Law Enforcement Academy in Bangkok, Thailand, officially opened in July 1999. A month later, the U.S. Immigration and Naturalization Service District Director's Office, together with Japanese officials and the International Organization for Migration, conducted a two-week training program on Illegal Migration and Trafficking in Women and Children. Approximately 50 immigration and border officers from most of the ASEAN countries participated in the program that included topics on trafficking in women and children case studies and gender-responsive care for women and victims of trafficking. This two-week program was generated as a result of

an International Law Enforcement Academy assessment of the top crime issues in the region identified by South East Asian and U.S. law enforcement officials.

[DEPARTMENT OF STATE]

Government of the Philippines and the U.S. Government Asian Regional Initiative Against Trafficking of Women and Children

The Department of State's East Asia and Pacific Bureau will commit funds to co-host with the government of the Philippines a three-day regional meeting of Asia and Pacific nations to develop a regional strategy to combat the trafficking of women and children: ARIAT—the Asian Regional Initiative Against Trafficking of Women and Children. Twenty-two Asia and Pacific nations will be invited to discuss national action plans to combat the trafficking of women and children and to develop a regional strategy to prevent trafficking, protect the victims of trafficking, reintegrate trafficking victims into society, and prosecute the traffickers. [DEPARTMENT OF STATE]

Nepal

Since 1998 the U.S. Mission in Nepal, which is a primary "sending" country for the region, has carried out a program to combat trafficking, in coordination with the government of Nepal. Six U.S. government agencies cooperate in efforts to help prevent trafficking, protect the victims, and prosecute traffickers. In addition, programs in Nepal strike at the sources of trafficking through poverty alleviation and rural income generation. Department of State funds are also strengthening units of the Nepal police focused on crimes against women and children, and the Department has sponsored seminars to draft legislation on trafficking and sexual exploitation of women and children.

The Department of State is proposing a new Women and Children Support Fund for South Asia to focus directly on issues of violence against women, trafficking in women and children, and social and economic empowerment of women. The Department is also working with the South Asia Association for Regional Cooperation to encourage greater regional cooperation on these issues. To encourage anti-trafficking cooperation, the Department is developing a South Asia Anti-Trafficking Strategy that will include regional and county-specific programs.

[DEPARTMENT OF STATE]

E. Women and Armed Conflict



“I am not among those who believe that if the world were run solely by women, war would disappear. The human capacity for folly and miscalculation is widely shared. But the history of this century tells us that democracy is a parent to peace. And common sense tells us that true democracy is not possible without the full participation of women.”

—Secretary of State
Madeleine K. Albright,
excerpted from her speech on
International Women’s Day,
March 12, 1997

Contrary to the Geneva Convention relative to the Protection of Civilian Persons in Time of War that calls for the protection of women against any attack on their honor, such as rape, humiliating and degrading treatment, or enforced prostitution, women today are increasingly targets of war, not inadvertent victims. They are subjected to systematic rape as a war tactic, sexual slavery, prostitution, forced pregnancy, and other acts of terror. Women and children constitute 80 percent of the world's refugees and displaced persons, a situation in which they encounter further abuse. Yet women in these situations constantly emerge as sources of strength, stability, resourcefulness, and peacemakers – qualities that are seldom recognized when decisions are made to make peace and reorder society.

The Platform calls for participation of women in conflict resolution and protection in situations of armed conflict; reduction in military expenditures and the availability of weapons; promotion of non-violent forms of conflict resolution and reduction of human rights abuses during conflicts; promotion of women's contribution to fostering a culture of peace; and, assistance to refugee and other displaced women in need of international protection.

E.1. Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation.

Department of State's Bureau of Democracy, Human Rights and Labor

The Department of State seeks to promote the growing awareness around the world of gender-specific dimensions of armed conflict and post-conflict reconstruction. The Department of State's Bureau of Democracy, Human Rights and Labor is encouraging this trend in international fora, and at the same time supporting grass roots programs that help women victims of armed conflict rebuild their lives and communities. These programs are designed to respond to the needs of women survivors of armed conflict through health care, trauma counseling, social reorientation, and civic training activities, as well as practical income-generating activities.

[DEPARTMENT OF STATE]

Bosnia

As of July 1999, approximately 8.6 percent of the U.S. forces deployed to the Bosnia peacekeeping mission are women.

[DEPARTMENT OF DEFENSE]

Women Survivors Empowerment Project

The Department of State's Human Rights and Democracy Fund Program grants support the Women Survivors Empowerment Project. The project provides social services and training programs for women who have survived genocidal experiences in Bosnia, Rwanda, and Cambodia. It is estimated that females comprise 60 to 70 percent of the post-conflict

populations of these countries. The programs assist female-led households to rebuild within these war-torn countries by providing them with income-generating skills, workshops to increase their awareness of human rights, and support structures to build self-confidence and solidarity. In 1999 the Department awarded \$318,000 to three indigenous grantee organizations, one in each country.

[DEPARTMENT OF STATE]

Afghanistan

The Office of the Senior Coordinator for International Women’s Issues is the lead advocate within the Department of State and the federal government on the issue of the treatment of women and girls in Afghanistan. It has regularly pushed this issue to the forefront of foreign policy considerations, not only within the Department of State, but also at the White House. The Office of the Senior Coordinator is the primary policymaker on women of Afghanistan within the federal government.

The treatment of women and girls in Afghanistan by the Taliban has been condemned by President Clinton, Secretary of State Albright, and the First Lady on numerous occasions. The issue has been discussed at the highest level of government and between governments. President Clinton discussed the Nation’s concern about the women of Afghanistan when he met with the Prime Minister of Pakistan in Washington on December 4, 1998. The President pledged this government’s continued assistance to “women suffering under the Taliban regime in Afghanistan” at the December 10, 1998, Human Rights Day Ceremony.

In a speech at the United Nations International Women’s Day celebration on March 4, 1999, the First Lady said “There probably is no more egregious and systematic trampling of

fundamental rights of women today than what is happening in Afghanistan under the iron rule of the Taliban.”

When Secretary of State Albright visited the Nasir Bagh refugee camp in Pakistan in 1997, she said “We are opposed to their [the Taliban] approach to human rights, to their despicable treatment of women and children, and their lack of respect for human dignity, in a way more reminiscent of the past than the future.” In her induction into the National Women’s Hall of Fame at Seneca Falls, NY, on July 11, 1998, Secretary Albright reaffirmed the U.S. government’s commitment to the women of Afghanistan when she said, “Afghan women and girls have asked for our help. I know because last fall, I sat in a tent in the high mountains of Central Asia and listened to their stories. I’ll tell you what I told them. The United States cannot and will not abandon them. We are increasing our support for education and training. And we have made it clear that if leaders of the Taliban or any other Afghan faction want international acceptance, they must treat women not as chattel, but as people; and they must respect human rights.”

Non-governmental organizations have long advocated the cause of women in Afghanistan. In March 1999 President Clinton met with one of those groups, the Feminist Majority, to discuss the treatment of women in Afghanistan.

The 20-year-old armed conflict in Afghanistan has exacerbated the difficulties facing women and girls. Poverty is endemic in Afghanistan and in the Afghan refugee camps in Pakistan. In May 1999 the Refugee Counselor at the U.S. Embassy in Islamabad reported that “thousands of women are war widows or have lost members of their family to this war that dates back nearly twenty years to the Soviet occupation...Afghan women want to be brought into the peace process. They want their

views on the table. Afghan women stand to gain nothing if the issue of women's rights is not addressed at the negotiating table by all sides to the conflict." The conflict in Afghanistan and the threat to the security of expatriate United Nations and international organizations' staff have limited the U.S. ability to assist women and girls in Afghanistan. However, the Department of State is moving forward with several programs aimed at promoting human rights of women in the Afghan refugee camps and within Afghanistan and have more than doubled such funds for the year 2000.

[DEPARTMENT OF STATE]

Sisters in Leadership: Empowering Rural Kenyan Women, 1999 to 2000

Amesbury for Africa, Inc. will bring women from Esabalu and Bura, Kenya, to their sister cities in Amesbury and Newburyport, MA, for three weeks of participatory, hands-on training in leadership development, conflict resolution, and organizational development. The project, entitled Sisters in Leadership: Empowering Rural Kenyan Women, includes first-hand observation and shadowing of American women who work or volunteer for one or more community organizations or political entities, with a focus on the role of women in leadership positions. As follow-up to the United States-based program, American women will travel to Esabalu and Bura to assess impact, observe local activities, and provide additional training to promote gender equality in village decision-making processes. The United States Information Agency has made a grant of \$27,210. [UNITED STATES INFORMATION AGENCY]

International Young Women's Empowerment Project, 1999 to 2000

The Women's Empowerment Center of Passage, Inc., will bring eight young women leaders (28 to 30 years of age) from Zimbabwe for a women's leadership training program in

Columbus, OH. The four-week program will include participatory, hands-on training in issue advocacy, community planning, coalition building, conflict resolution, and the role of women in civic, cultural, and economic development. The United States Information Agency has provided a grant of \$40,000.

[UNITED STATES INFORMATION AGENCY]

E.2. Reduce excessive military expenditures and control the availability of armaments.

LANDMINES

Permanent Ban on the Export of Anti-Personnel Landmines

The United States has instituted a permanent ban on the export of anti-personnel landmines. Approximately 3.3 million non-self-destructing landmines in the stockpile have been destroyed.

[DEPARTMENT OF DEFENSE]

Anti-Personnel Landmines

The President has directed the Department of Defense to end the use of all anti-personnel landmines outside Korea, including those that self-destruct, by the year 2003. The President has also directed the Department to pursue aggressively the objectives of having alternatives to anti-personnel landmines ready for Korea by 2006, including those that self-destruct. [DEPARTMENT OF DEFENSE]

Demining 2010 Initiative

The United States has launched the Demining 2010 Initiative, which calls for a global campaign to remove landmines that threaten civilian populations by the year 2010. Through this initiative, the United States is committed to accelerating significantly global humanitarian demining operations and related assistance efforts. The United States is currently engaged in humanitarian efforts in 26 countries and plans to increase this number in 2000.

Additionally, the Department of Defense has

undertaken a program to develop and improve landmine detection and clearing technology and will share this improved technology with the broader international community.

[DEPARTMENT OF DEFENSE]

E.3. Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations.

Maintaining Peace

The Department of Defense continues to make significant contributions to maintaining peace in Bosnia, Kosovo, and other war-torn countries. **[DEPARTMENT OF DEFENSE]**

Women's Organizations in Post-Conflict Societies

The U.S. Agency for International Development is undertaking a multi-country study of the role of women's organizations in post-conflict societies. Over the past few years, the U.S. Agency for International Development has channeled much of its humanitarian and development assistance to women in Rwanda, Bosnia-Herzegovina, Cambodia, and other countries through indigenous and local affiliates of international women's organizations. The study will evaluate how these organizations individually and collectively confront the problems generated or exacerbated by conflict, how they contribute to the empowerment of women, and how international assistance can most effectively be provided to them. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

Conflict Situation

The U.S. Coast Guard, as one of the five U.S. Armed Services (and the only one not within the Department of Defense), is in a unique position to address conflict resolution and reduce the incidence of human rights abuses. As an internationally recognized humanitarian service, the Coast Guard reduces international

tensions while performing national security objectives such as interdiction of illegal migrants and drugs, maritime defense zone activities, offshore economic zone enforcement, blockades and enforcement of United Nations sanctions, without inevitable escalation toward armed conflict. In responding to these situations, the Coast Guard ensures that every effort is taken to reduce the potential for conflict and human rights abuse, including those situations where women and girls may be involved. For example, the Coast Guard has also developed and implemented a policy to ensure that during illegal migrant interdiction family units are kept together to the maximum extent possible while in custody of the Coast Guard. **[DEPARTMENT OF TRANSPORTATION]**

Intelligence

Intelligence analysis keeps track of violence against civilians in armed conflicts, including the raping of women, in regions such as the Balkans and Sub-Saharan Africa. **[CENTRAL INTELLIGENCE AGENCY]**

E.4. Promote women's contribution to fostering a culture of peace.

Reconciliation in Former Yugoslavia

In Croatia, Bosnia-Herzegovina, and Macedonia, the U.S. Agency for International Development is working with women's groups to promote ethnic reconciliation and mutual tolerance. STAR—Strategies, Training and Advocacy for Reconciliation—is a three-year, \$2,900,000 project working in four areas:

- Community and regional-level conflict resolution;
- Communications among women's groups and with the general public;

- Microenterprise development to provide self-sustaining, income-generating activities for women, many of whom are sole supporters of their families; and
- Women's health.

STAR has focused on providing technical assistance and small grants to women's organizations' projects that promote inter-ethnic reconciliation, citizen participation, and conflict resolution. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

E.5. Provide protection, assistance, and training to refugee women, other displaced women in need of international protection and internally displaced women.

Crisis Corps Volunteers

The Peace Corps' Crisis Corps, formally announced in June 1996, mobilizes returned Peace Corps Volunteers to become Crisis Corps Volunteers to help communities recover from crises caused by armed conflicts and natural disasters. By virtue of their prior Peace Corps service, Crisis Corps Volunteers bring to their assignments the language, technical, and cross-cultural skills to make an immediate impact in critical situations. The typical Crisis Corps assignment is three to six months. As of September 1999, the Crisis Corps has sent more than 200 Volunteers to 20 countries. As of September 1999, 12 Crisis Corps Volunteers are working with refugees in West Africa. In Guinea, which is sheltering refugees from the conflicts in Liberia and Sierra Leone, Volunteers have worked with women refugees on income-generation projects. They also have trained women who cook in the kitchens of refugee schools in nutrition and preventive health activities. One Volunteer assigned to the International Rescue Committee is working on its unaccompanied children project, which traces and reunites families separated by the

conflict in Sierra Leone. More information can be found online at <http://www.peacecorps.gov/crisiscorps>.

In 1999 Crisis Corps' resources have been devoted mainly to the Caribbean and Central American countries affected by Hurricane Georges and Hurricane Mitch. A number of Volunteers have worked with women in areas that were devastated by high winds and torrential rains. In the Dominican Republic, for example, Volunteers were assigned to the non-governmental organization Mujeres En Desarrollo Dominicana to work on a hurricane recovery project that provides credit and technical training to women engaged in small-scale agriculture activities. In Honduras, several Volunteers have been assigned to the non-governmental organization Project Hope to provide assistance and training to women whose businesses were adversely affected by Hurricane Mitch, and to provide health education to women on the illnesses that typically arise during a post-hurricane recovery period. Also in Honduras, Crisis Corps Volunteers working on housing construction projects have trained female work crews in basic construction techniques so that they can contribute to the construction of the new homes. [PEACE CORPS]

Reconstruction in Rwanda

Because of genocide and war in Rwanda, approximately 54 percent of the population is now female and at least 34 percent of all households are headed by females. As part of its post-conflict assistance, the U.S. Agency for International Development worked with the Rwandan Ministry of Family and Women Promotion on the Women in Transition Initiative. A total of \$5,200,000 was provided from 1995 through 1999. The Women in Transition Initiative provided 1,600 grants to 1,450 women's associations in 85 communes

and 11 of Rwanda's 12 prefectures. As reported by the U.S. Agency for International Development's Office of Transition Initiatives in May 1999, the grants have been used for shelter, livestock, income generation, and other activities, improving the lives of more than 163,000 beneficiaries.

An information bulletin published by the Office of Women in Development in autumn 1999, entitled *From the Ashes of War: Women in Reconstruction*, addresses this and other post-conflict rebuilding efforts. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Bosnia Women's Initiatives

The Department of State's Bureau of Population, Refugees and Migration has supported three Women's Initiatives since 1995 that focus on the needs of women in wartime and post-conflict situations. The Bosnian Women's Initiative was established in June 1996 with the help of \$5,000,000 from the Bureau of Population, Refugees and Migration. An additional \$1,000,000 was provided in FY 1998. The Bosnian Women's Initiative program aims to help refugee, displaced, and vulnerable women become self-sufficient. It provides small grants to grass roots organizations and groups of women for projects that foster economic self-sufficiency and helps women improve their lives and communities in other ways, such as legal aid and maternal/child health. The Bosnian Women's Initiative has been beneficial in helping women of all ethnic, geographic, and educational backgrounds to earn income for their families.

[DEPARTMENT OF STATE]

Rwandan Women's Initiative

In 1997 the Bureau of Population, Refugees and Migration contributed \$1,000,000 in

support of the Rwandan Women's Initiative of the United Nations High Commissioner for Refugees to address long-term capacity and institution building. Specific programs run under the Rwandan Women's Initiative include psychosocial counseling, training, food production, and small business activities. In addition, projects that address legal assistance and the training of paralegals have been developed to improve women's access to redress and compensation.

[DEPARTMENT OF STATE]

Kosovo Women's Initiative

In 1999 the Bureau of Population, Refugees and Migration contributed \$10,000,000 to the United Nations High Commissioner for Refugees for the establishment of the Kosovo Women's Initiative. The United Nations High Commissioner for Refugees is developing a program that will provide assistance to women affected by the crisis in Kosovo, psychosocial and community support groups, innovative reproductive health programs, women's empowerment programs, legal assistance programs, child and elder care, and income generation programs.

[DEPARTMENT OF STATE]

Support for Women at Risk

Refugee women should benefit from the same protection as all refugees. Their gender, however, may place them at a higher risk of encountering additional protection problems. The United Nations High Commissioner for Refugees places high priority on the protection of refugee women and seeks to provide rapid solutions to the problems they face. Sometimes, the only way of protecting a refugee woman is through resettlement to a safe third country.

The Department of State's Bureau of Population, Refugees and Migration and other U.S. government agencies participate actively

in resettling those identified by the United Nations High Commissioner for Refugees as women at risk.

In addition to these specific initiatives, the Bureau of Population, Refugees and Migration has supported the United Nations High Commissioner for Refugees' general initiative fund for refugee women, as well as the Women's Commission for Refugee Women and Children. **[DEPARTMENT OF STATE]**

F. Women and the Economy



“The fact is, the group creating more businesses and more jobs than any other group is women. In the last decade or so, the growth of women-owned businesses outpaced overall business growth by nearly 2 to 1. If we want to grow our exports, we need this fast-growing segment exporting.”

—Secretary of Commerce William M. Daley, excerpted from his remarks to the Organization of Women in International Trade, October 4, 1999.

In this era of the increasing globalization of the economy, there have been new employment opportunities for women and an increasing participation of women in the labor force. Yet these same developments often exacerbate inequalities between men and women. Women's contributions to the economy, their large share of the unremunerated labor that sustains both families and societies, and their concerns are not usually taken into account in economic structures. These structures include financial markets and institutions, labor markets, economics as an academic discipline, and taxation and social security systems.

The Platform calls for promotion of women's economic rights and independence; equal access to resources, employment, markets and trade; access to business services, training, markets, information, and technology; strengthening of women's economic capacity and commercial networks; elimination of occupational segregation and all forms of employment discrimination; and harmonization of work and family responsibilities for women and men.

F.1. Promote women's economic rights and independence, including access to employment, appropriate working conditions, and control over economic resources.

BUSINESS LOAN PROGRAMS

Small Business Administration Loans for Women

An essential reason for the founding of the U.S. Small Business Administration was to provide access to capital for potential or existing small business owners who were unable to access capital by traditional means. Since FY 1992, loans guaranteed by the Small Business Administration to women have tripled in number and increased in dollar value by 164 percent. In FY 1998, the Small Business Administration backed 11,084 loans worth \$1.82 billion to women entrepreneurs under the 7(a) and 504 loan programs. Since 1993 the Small Business Administration has backed loans amounting to more than \$11 billion in loans to women-owned businesses. [SMALL BUSINESS ADMINISTRATION]

The Small Business Administration Office of Financial Assistance

The 7(a) Loan Guaranty Program offers a variety of general and specialized loans programs to existing and prospective small business owners unable to secure financing on reasonable terms through normal lending channels. The program operates through participating private-sector lenders that provide loans that are, in turn, guaranteed by the Small Business Administration. These 7(a) loans are available for most business purposes, including purchasing real estate, machinery, equipment, or working capital. The program has a general target population of new and existent

businesses but has a special emphasis on new markets, which include women, minorities, veterans, and those living in low- and moderate-income areas. From October 1997 through September 1998, the Small Business Administration approved 10,255 guaranteed loans to women-owned businesses for \$1.6 billion.

The Small Business Administration has developed several loan programs that have been especially helpful to women entrepreneurs: the Loan Prequalification Program, *SBA_{LowDoc}* and *SBA_{Express}*—all components of the 7(a) program—and the MicroLoan Program.

Loan Prequalification Program

The Loan Prequalification Program (expanded from the Women's Prequalification Loan Program) helps business owners or prospective owners develop successful loan application packages and secure bank loans with pre-approved Small Business Administration loan guaranties. The Small Business Administration launched the Women's Prequalification Loan Program as a pilot in 1994. By FY 1998 the Small Business Administration made 1,084 loans for \$103,000,000 to women business owners using this loan program.

SBA_{LowDoc}

SBA_{LowDoc} is a simplified process for those seeking smaller loans of up to \$150,000. It uses a one-page loan application form to report summary financial and eligibility data. *SBA_{LowDoc}* loans are processed in less than 36 hours.

SBA_{Express}

SBA_{Express} (formerly FA\$TRAK) makes unsecured revolving lines of credit up to \$25,000 more readily available to small

businesses. The program makes loans up to \$150,000 available through Small Business Administration lenders who are authorized to use mostly their own forms and procedures to process and service Small Business Administration-guaranteed loans. For loans up to \$25,000, if the lender determines it is appropriate, no collateral is required. For loans more than \$25,000, lenders use their own established collateral policies. During FY 1997 the 18 original *SBA_{Express}* pilot participants approved about 4,100 loans for \$191,000,000.

The MicroLoan Program

The MicroLoan Program was created as a pilot program in 1991 and was made permanent in 1997. It provides small loans to small business owners and those seeking to start small businesses, especially in economically depressed areas. It helps women, low-income, and minority entrepreneurs operate successful small businesses. The program also helps small businesses in areas of the country that are suffering from a lack of credit due to economic downturn. While the MicroLoan Program provides loans of up to \$25,000 to small businesses, the average microloan is about \$10,000 and typically creates three new jobs. Women business owners have received nearly 50 percent of all Small Business Administration loans under the MicroLoan Program since it started in 1992.

A microloan, although a small amount of money, can be the start of a successful career for a small business owner. The Small Business Administration makes loan funds available to eligible and qualified intermediaries, which, in turn, provide small loans to start-up, newly established, or growing small businesses. Because the third party lenders borrow their

capital from the Small Business Administration, they are responsible for the loan repayment.

Microloans are used for working capital, materials, supplies, or equipment. Intermediaries are required to provide management training and technical assistance to existing and potential borrowers to help ensure success and, in fact, loans under this program have an extremely low default rate. The Small Business Administration makes funds available to the lenders for those purposes.

The MicroLoan Program began with 37 intermediary lenders and has grown to include more than 140 intermediaries. Since the program began, more than 8,200 microloans have been made totaling \$69,000,000. More than 3,700 microloans totaling \$34,000,000 have been made to women-owned businesses. In FY 1999 the MicroLoan Program budget totals \$54,400,000 in loan funds and \$16,000,000 in grant funds for organizations that provide management training and technical assistance.

Another guaranteed lending vehicle is the 504 Certified Development Company Program, which provides growing businesses with long-term, fixed-rate financing for the purchase of major fixed assets, such as land, buildings, or equipment. A certified development company is a non-profit organization established to contribute to the economic development of a community or region. Certified development companies work with the Small Business Administration and private-sector lenders to provide financing for small businesses. In general, the small business owner provides ten percent of the cost, and, with the Small Business Administration's guarantee, the certified development company and the private lender cover 90 percent of the loan. Each 504 project must meet one of three goals: job

creation, filling a special community need, or meeting a public policy goal. Since 1980, certified development companies have arranged more than \$30 billion in asset financing for more than 37,500 small businesses.

Approximately 850,000 jobs have been created through this program. From October 1997 through September 1998, 4,950 loans were approved for \$1.78 billion. Of these loans, the Small Business Administration approved 837 certified development company loans to women for \$260,000,000.

For more information on the Small Business Administration's 7(a) loan guaranty, MicroLoan, and 504 programs, please visit the Small Business Administration's financial assistance website at

<http://www.sba.gov/financing>.

[SMALL BUSINESS ADMINISTRATION]

Small Business Investment Company Program

On a larger scale, the Small Business Investment Company Program fills a major gap in capital markets for long-term financing of smaller, growth-oriented businesses.

Established in 1957, this program is a unique public-private partnership. Small business investment companies are privately owned and managed, for-profit investment companies licensed by the Small Business Administration. The companies use their own private capital, supplemented by Small Business Administration-guaranteed debentures or participating securities. Investors buy the debentures or participating securities issued by the small business investment companies. The Small Business Administration guarantees the repayment of the principal and interest with the "full faith and credit" of the U.S. government.

Between October 1995 and September 1998, 106 new small business investment companies were licensed with \$1.5 billion in private

capital, and the program continues to grow. As of June 30, 1999, 36 more small business investment companies have been licensed with \$531,000,000 in private capital.

Many small business investment companies include women partners and staff and many target women and minority-owned small businesses. But in 1998 the Small Business Administration licensed the first three women-owned, women-oriented venture capital companies in the program. Capital Across America of Nashville, TN; the Women's Growth Capital Fund of Washington, D.C.; and Viridian Capital of San Francisco, CA, are also the first small business investment companies to base their investment strategies on helping women-owned companies. The three new small business investment companies make \$80,000,000 of new venture capital available to help small companies in their early formative period by providing time to establish products, organizations, and credit standing with suppliers and conventional lenders.

From October 1998 through September 1999, more than 400 financings have been made to women-owned businesses. The Small Business Investment Company Program has provided thousands of small businesses with access to key equity and venture capital funding.

For more information on the Small Business Investment Company Program, please see the Small Business Administration investment website at <http://www.sba.gov/inv>. [SMALL BUSINESS ADMINISTRATION]

Office of Government Contracting

The Small Business Administration provides training, advocacy, and technical assistance to women business owners who want to do business with the federal government, which spends approximately \$200 billion per year on goods and services.

The Federal Acquisition Streamlining Act of 1994 established a 5 percent contracting goal for women-owned small businesses. The Small Business Administration has actively pursued strategies to achieve the five percent goal throughout the federal government. In June 1998 the Small Business Administration appointed a program manager to work specifically on women's procurement issues. Each Cabinet member is working with the Small Business Administration to increase prime and sub-contracts to women-owned small businesses. All agencies are working on drafting strategic initiatives.

In January 1998 the Department of Transportation became the first agency to sign a memorandum of understanding. The agreement significantly enhanced the initiatives already achieved by the Department of Transportation and served as a model for other agencies, including the Department of State, which signed a similar memorandum of understanding in March 1999.

The Small Business Administration is actively finding ways to ensure that more women-owned businesses register on the Procurement Marketing and Access Network, or PRO-Net. PRO-Net is a search engine for contracting officers and a marketing tool for small firms. It is a resource available to all small business owners who are seeking federal, state, and private contracts. Currently, about 48,500 women-owned businesses are registered. The Small Business Administration also developed a program on CD-ROM that highlights why women-owned small businesses should register on PRO-Net and shows how to use the system to learn about procurement opportunities.

The Small Business Administration also provides training for women business owners who want to do business with the federal government. Since 1996 Small Business

Administration district offices have hosted Federal Dollar\$ and Sense procurement training workshops. These workshops are held around the Nation to educate women business owners on how to do business with the federal government by providing them with opportunities to network with public- and private-sector purchasing officials. During FY 1998 the Small Business Administration hosted more than 95 workshops and provided valuable procurement assistance to more than 5,500 women business owners.

To honor government and industry leaders who excel in providing contracts to women-owned small businesses, the Small Business Administration instituted the Frances Perkins Vanguard Award, named after the first woman to hold a Cabinet position as Secretary of Labor. The first Frances Perkins Vanguard Award was presented in 1999. To further help women business owners understand and access the federal procurement market, the Small Business Administration's Office of Women's Business Ownership and Office of Government Contracting revised and updated the popular manual, *Women Business Owners: Selling to the Federal Government* in 1999.

For more information on the Federal Dollar\$ and Sense Workshops, please visit the Small Business Administration website at <http://www.sba.gov/calendar>. [SMALL BUSINESS ADMINISTRATION]

The Small Business Innovation Research Program

To increase access to capital for high-technology research, the Office of Women's Business Ownership and the Office of Technology jointly sponsor training seminars to expand the base of women receiving grants under the Small Business Innovation Research Program. They also developed a manual, *A Pattern for Success*, for women business owners who may be eligible for Small Business Innovation Research awards.

For more information on Small Business Innovation Research grants, visit the program website at <http://www.sba.gov/sbir>. [SMALL BUSINESS ADMINISTRATION]

HUBZone Empowerment Contracting Program

In 1997 Congress authorized the Small Business Administration to create the HUBZone Empowerment Contracting Program to provide federal contracting opportunities for certain qualified small businesses located in distressed communities to promote private sector investment and employment opportunities. Its long-term goal is to foster the growth of federal contractors in these areas, ensuring that the contractors remain viable businesses and helping to empower their communities. In general, the targeted areas are parts of the country that have less than 80 percent of the state's median household income, high unemployment, or are Native American reservations. In June 1998 the final rule setting forth the program requirements for qualifications as a HUBZone small business, federal contracting assistance, and other program details were made public. The Small Business Administration started accepting HUBZone applications in early 1999. Of the 331 businesses that have been approved, 82 (25 percent) are women-owned businesses.

For more information about the HUBZone program, visit the program website at <http://www.sba.gov/hubzone>. [SMALL BUSINESS ADMINISTRATION]

Office of Government Contracting & 8(a) Business Development

In response to a U.S. Supreme Court decision concerning affirmative action, the Small Disadvantaged Business Program was established to provide equity in federal contracting with small businesses owned and controlled by individuals determined to be socially and economically disadvantaged. The

program certifies small businesses that meet specific social, economic, ownership, and control eligibility criteria as small disadvantaged businesses. The certified small businesses are then eligible for such benefits as a ten percent price evaluation adjustment for contracts in certain selected industries—those that still reflect the effects of discrimination.

Members of certain designated groups are presumed to be socially disadvantaged, including African Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, and Subcontinent Asian Americans. Non-minority women may be considered socially disadvantaged if they can present the appropriate evidence of prejudicial treatment. A woman-owned small business that is interested in becoming certified as a small disadvantaged business may submit an application to the Small Business Administration headquarters in Washington, D.C., or may work with a Small Business Administration private certifier at locations around the country. For more information on the Small Disadvantaged Business Program, visit the program website at <http://www.sba.gov/sdb>.

[SMALL BUSINESS ADMINISTRATION]

8(a) Minority Small Business Development Program

The Small Business Administration has a business development program, the 8(a) Minority Small Business Development Program, to assist small disadvantaged businesses in accessing the federal contracting market so that they may fully participate in the American economic mainstream.

The Small Business Administration provides marketing, managerial, technical, and procurement assistance to help eligible businesses reach their full potential. This law allows federal agencies to award sole-source

and limited-competition contracts to 8(a) firms. Through this contracting device, the Small Business Administration is able to provide a logical, systematic approach to market access and enterprise growth by businesses owned and controlled by socially and economically disadvantaged individuals.

The program design promotes competitive development over a nine-year period. Each participant's progress is monitored and development needs are identified through annual review of business plans. The program provides specialized training, professional consultant assistance, and high-level executive development to participants. Currently, the 8(a) Program includes approximately 6,000 businesses—including more than 1,200 women-owned small businesses—and awards approximately \$6 billion in 8(a) contracts annually. In FY 1998, 8(a) regulations were revised, and the Small Business Administration's Office of Women's Business Ownership publicized the new regulations to women's trade organizations.

For a firm to participate in the 8(a) program, it must satisfy eligibility requirements. For example, the firm must be a small business, must be unconditionally owned and controlled by one or more socially and economically disadvantaged individuals who are citizens of the United States and are of good character, and must have a potential for success. In FY 1999, 5,965 8(a) firms were active, 1,272 of which were women-owned.

Once a business has been certified as an 8(a), small disadvantaged business, or a HUBZone small business concern, the Small Business Administration lists the business in the *PRO-Net*. There are currently more than 180,000 small, disadvantaged, 8(a), and women-owned

businesses listed on the site. PRO-Net also provides access to other key sources of information, assistance, and training to 8(a) firms.

[SMALL BUSINESS ADMINISTRATION]

OTHER ACTIVITIES

Office of International Trade

The Small Business Administration leads trade missions to other countries and participates in trade and business conferences worldwide. For example, the Small Business Administration's Office of International Trade and Office of Women's Business Ownership facilitated a first-ever connection with the Canadian Embassy, resulting in the first Canada/USA Businesswomen's Trade Summit. The Small Business Administration Administrator led a delegation of 150 women business owners to the Canadian summit in May 1999. In addition to formulating trade policy recommendations that were made to both governments, a number of the women business owners attending struck lucrative business deals. Other recent trade missions have gone to Ireland and Mexico.

[SMALL BUSINESS ADMINISTRATION]

Trade Activities

The International Trade Administration informs women of services offered by the Department of Commerce and other government agencies, encouraging them to become active exporters. This program began as a parallel effort to the Commerce Department's trade missions. Examples of the program's activities include the following:

- Participating in meetings and conferences held by the National Association of Women Business Owners, National Association of Female Executives, Business and Professional Women USA, and other organizations regarding International Trade Administration programs;

- Having two Women-in-Trade Business Development Missions videotaped by Working Woman and Black Entertainment TV News, which provided information nationwide to thousands of individual businesswomen;
- Collaborating with a prominent women's business organization and the Virtual Trade Mission, a foundation focused on trade education, to convey the importance of international trade to women business owners across the country; and
- Reaching out to as many as 115 other women's business groups via mail and fax to disseminate information about export services available to them.

[DEPARTMENT OF COMMERCE]

SURVEYS

Time-Use Surveys

In the summer of 1997 the Department of Labor's Bureau of Labor Statistics conducted a pilot study of two alternative versions of a time-use survey. The goal of the study was to examine the feasibility of using computer-assisted telephone interview methodology to derive estimates of non-market work. In the pilot, non-market work included housework, home maintenance, child and elder care, food production, and volunteer work.

Based on the encouraging results of the pilot study, Bureau of Labor Statistics established an internal working group to examine the feasibility of conducting a full-scale time-use survey. Although the work is still in progress, the group is focusing on the possibility of using subsamples of outgoing rotation groups of the monthly Current Population Survey to estimate the time individuals spend in various activities, taking advantage of the wealth of information

already collected in the Current Population Survey on earnings, hours of work, and other demographic and family characteristics.

[DEPARTMENT OF LABOR]

Conferences, Meetings, and Publications

The Bureau of Labor Statistics and the MacArthur Network on the Family and the Economy co-sponsored a conference of researchers in the field on time use, non-market work, and family well-being in Washington, D.C., in November 1997. The conference was videotaped and a conference summary was prepared.

In May 1999 the National Academy of Sciences hosted a workshop on the subject of time-use data. This workshop included a session devoted to the recent Bureau of Labor Statistics examination of the feasibility of conducting a time-use survey.

In an effort to expand the discussion of issues relating to the measurement of time use, Bureau of Labor Statistics staff presented their findings at the August 1999 meetings of the American Statistical Association. The August 1999 issue of the Bureau's *Monthly Labor Review* contained articles on the theories underlying time-use measurement, as well as practical considerations in attempting to measure it. The *Monthly Labor Review* is available online at <http://www.bls.gov/opub/mlr/mlrhome.htm>.

[DEPARTMENT OF LABOR]

INCOME SUPPORT

Social Security Benefits

The Social Security Administration administers the Old-Age, Survivors and Disability Insurance program, commonly known as Social Security, which provides earnings-related benefits to aged and disabled workers and their

families and to the survivors of deceased workers. Benefits are paid as a matter of earned right to workers who gain insured status and to their eligible spouses, children, and survivors.

The original Social Security Act of 1935 provided retirement benefits; the 1939 amendments added benefits for dependents and survivors; the 1956 amendments provided benefits for workers with disabilities; and the 1958 amendments added benefits for the dependents of disabled workers.

Social Security benefits are primarily financed by taxes paid by workers (and their employers) on their earnings from employment and self-employment. In June 1999 about 44.4 million beneficiaries received cash benefits totaling \$32.1 billion.

Women represent 60 percent of all aged Social Security recipients and 72 percent of beneficiaries age 85 and older. Many women rely on Social Security for most of their income in retirement. Unmarried women—including widows—age 65 and over receive 49 percent of their total income from Social Security. In contrast, only 37 percent of unmarried elderly men's retirement income is from Social Security, and only 34 percent of elderly couples' income is from Social Security. The second largest income source for unmarried elderly women is income from assets (22 percent), followed by government and private pensions (15 percent) and earnings (ten percent).

The poverty rate among elderly women is 13 percent, but without Social Security, it would be 52 percent. Elderly men have a poverty rate of seven percent; without Social Security, it would be 41 percent. Social Security provides a guaranteed, inflation-protected benefit that lasts as long as the beneficiary is alive. Women tend

to live longer than men (the life expectancy at age 65 for women is 19.2 years, compared to 15.7 years for men) and, therefore, are more likely to outlive their other sources of retirement income. One of the most important aspects of Social Security is that it keeps up with the cost of living, so the benefit does not lose its purchasing power over time.

Women may receive one of several types of Social Security benefits:

- **Worker's benefit**

A retirement or disability benefit is paid to people who have worked enough to be insured and meet other eligibility criteria.

- **Spouse's benefit**

A married person or qualified divorced person is entitled to the higher of her own worker benefit or 50 percent of her husband's (or former husband's) benefit.

- **Widow's benefit**

A widow (or qualified divorced widow) is entitled to the higher of her own or her husband's full benefit.

- **Mother's benefit**

Spouses (or surviving spouses) under age 65 who are caring for a child of a retired, disabled, or deceased worker may receive a benefit equal to 50 percent of her husband's benefit (75 percent of her deceased husband's benefit).

The dependent benefits provided by the Social Security system are important to women's economic security. At the end of 1996, 35 percent of women received benefits only as a retired worker compared to 82 percent of men. However, including those women who are dually entitled, 38 percent received survivor's benefits, and 26 percent received spouse's benefits. Also, Social Security is important to young families: women represent 98 percent of the people who receive benefits as spouses with a child in their care.

Women benefit from the progressive benefit formula that replaces a higher proportion of pre-retirement earnings for workers with lower earnings. Women, on average, earn less than men do. The median earnings of full-time, full-year working women in 1997 was \$24,973, compared to \$33,674 for men.

Women also have different labor force participation rates than men. The labor force participation rate for women age 25 to 64 was 72 percent in 1998, compared to 88 percent for men. One reason for this difference is that women are more likely to take time out of the paid labor force for care-giving responsibilities. Thus, women tend to have shorter careers, and earn less when they do work, than men. When Social Security retirement or disability benefits are computed, a larger portion of their total average earnings falls into the 90 percent bracket of the benefit formula. Therefore, on average, replacement rates (benefits as a percentage of pre-retirement earnings) are higher for women workers than for men. For more information, visit Social Security's website at <http://www.ssa.gov>. [SOCIAL SECURITY ADMINISTRATION]

PROMOTING RETIREMENT SECURITY

[National Policy and Resource Center on Women and Aging](#)

The Administration on Aging funds the Program on Women's Education for Retirement Center, also called the Power Center, a joint project of the Women's Institute for a Secure Retirement and the National Center on Women & Aging at Brandeis University. The mission of the Center is to inform women about the issues that affect their long-term financial security and to stress the importance of taking an active role in planning for their retirement. The Power Center educates low-income women and

women of color about resources and materials available to them and serves as a clearinghouse for information on the financial issues that influence their lives. The Center staff conducts training sessions and information panels for women nationwide and identifies and provides access to a variety of financial planning tools, such as fact sheets on how to choose a financial planner and descriptions of financial instruments. In addition, the Center assists women in improving their financial status and encourages women to seek better-paying and secure jobs with benefits and growth potential. The Center can be contacted by calling 202-393-1990, toll free on 1-800-929-1995, via FAX on 202-638-1336 and online at <http://www.wiser.heinz.org/powercenter.html>. More information can also be found online at the Administration on Aging's website at <http://www.aoa.gov>. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Educational Program

In 1996 the Secretary of Labor, as part of the Department of Labor's Retirement Savings Education Campaign, launched a program with a new brochure, *Women and Pensions: What Women Need to Know and Do*, and companion information providing basic facts about retirement benefits, resources for additional information, and practical tips on saving for retirement. Since May 1997 the Department of Labor's Pension and Welfare Benefits Administration has taken the following steps:

- Worked with the National Association of Women Business Owners to distribute materials to their members throughout the country on retirement savings options for small businesses;
- Partnered with the Girl Scouts of America to encourage young women to consider the importance of saving for retirement;

- Translated *Women and Pensions: What Women Need to Know and Do* into Spanish in order to help make Hispanic American women aware of these important issues;
- Coordinated the first National Summit on Retirement Savings, held in June 1998 in Washington, D.C., to increase public awareness of the importance of retirement planning and to identify ways to promote greater retirement savings by all Americans;
- Distributed materials to WEB, Inc. (an association of employee benefits professionals) and various state bar associations regarding "qualified domestic relations orders";
- Participated in the September 1999 National Association of Women in Construction Conference to discuss with small employers the benefits of establishing retirement plans for their employees, making them aware of the educational materials and assistance the Department of Labor provides, and distributing Department materials on pension plan options for small employers; and
- Beginning in 1998, co-sponsored (with the National Association of State Treasurers) the national roll-out of the Everywoman's Money conferences in more than 20 states to educate women on how to be financially independent now and in the future.

The Pension and Welfare Benefits

Administration continues to target minorities and women to provide information and education regarding the importance of saving for a secure retirement and has established a strategic goal to increase the pension and health care coverage in these groups. Also, the Pension and Welfare Benefits Administration plans to conduct research, analysis, and planning in the employee benefit plan area to support the development of policy and

legislative initiatives that expand pension and health care coverage to even more American workers and their families. For more information, visit the Pension and Welfare Benefit Administration's website at <http://www.dol.gov/dol/pwba/>.
[DEPARTMENT OF LABOR]

Satellite Conference on Women and Retirement Security

As part of the national discussion on Social Security, in October 1998 the President hosted a roundtable discussion on women and retirement security at the White House. The discussion was broadcast to one satellite site in each of the ten federal regions. The Vice President and a national panel also participated in the event. The Department of Labor's Women's Bureau and the Pension and Welfare Benefits Administration regional offices assisted the Social Security Administration in reaching out to women constituents and organizing satellite downlink sites as well as serving on local panels, which took place after the satellite event. [WHITE HOUSE/ DEPARTMENT OF LABOR/ SOCIAL SECURITY ADMINISTRATION]

Insuring Defined Benefit Pension Plans of Private Employers

The Pension Benefit Guaranty Corporation is a wholly owned federal corporation, established by the Employee Retirement Income Security Act of 1974 to insure benefits of workers and retirees in defined benefit pension plans of private employers. The Corporation guarantees payment of plan benefits, subject to statutory guarantee limitations, when the employer maintaining the plan is in financial distress and unable to complete funding the plan. The Corporation becomes trustee of terminated underfunded plans and takes over administration of the plan. The Pension Benefit Guaranty Corporation's Board of Directors consists of the Secretary of Labor (Chair), the

Secretary of Commerce, and the Secretary of the Treasury.

The Corporation protects the pensions of more than 42 million workers and retirees (and, in most cases, their surviving spouses) in about 44,000 ongoing private defined benefit pension plans. The Pension Benefit Guaranty Corporation's best estimate, based on Current Population Survey data, is that women constitute approximately 36 percent of those insured—about 13.6 million (42.6 percent) of the almost 32 million active workers and about 1.6 million (15.4 percent) of the approximately ten million retirees.

In FY 1998 the Pension Benefit Guaranty Corporation was the trustee for more than 2,600 terminated underfunded pension plans. The agency paid \$848,000,000 in retirement benefits to 216,000 people, including almost 73,000 women (almost 35 percent). Another 263,000 people are scheduled to receive benefits when they eventually retire, including about 82,000 women (31 percent). The 82,000 figure understates the number of women who will eventually receive benefits from the Pension Benefit Guaranty Corporation because it does not include those who will receive benefits as survivors of currently living male plan participants. More information is available online at <http://www.pbgc.gov/>.
[DEPARTMENT OF LABOR (PENSION BENEFITS GUARANTEE CORPORATION)]

Veterans Affairs Programs

The Department of Veterans Affairs' Compensation and Pension program administers compensation for service-connected disability, non-service-connected disability pension, dependency and indemnity compensation and death pension for veterans' survivors, and burial benefits (burial flags and monetary allowances for interment). The

program disburses disability compensation or pension payments to approximately 2.7 million veterans. Information regarding benefits administered by the Compensation and Benefits program may be found online at <http://www.vba.va.gov/bln/compen/compinfo.htm>.

Disability compensation is payable to veterans with a service-connected disability (38 United States Code §§ 1110 and 1131). A service-connected disability is incurred or aggravated in line of duty in the active military, naval, or air service (38 United States Code § 101(16)). As of September 1998 a total of 99,248 women were receiving compensation, which represents more than four percent of the total population of more than two million veterans receiving compensation. Also, a monthly allowance is payable to the child of a Vietnam veteran who is disabled due to spina bifida (38 United States Code § 1805).

Disability pension is a benefit paid to wartime veterans with limited income who are permanently and totally disabled for reasons that are not related to service (38 United States Code § 1521).

Dependency and indemnity compensation is a monthly payment for the surviving spouse, children, and dependent parents of a veteran who dies from a service-connected or compensable disability (38 United States Code § 1310 (a)). Dependency and indemnity compensation is also payable to survivors of a deceased veteran who was continuously rated totally disabled for at least ten years immediately preceding death or was so rated for at least five years from discharge from military service (38 United States Code 1318 (a) and (b)). Death pension is payable to surviving spouses and dependent children with limited income of deceased wartime veterans whose deaths were not service connected (38 United States Code §§ 1541 and 1542). As

of September 1998 approximately 628,180 surviving spouses, children, and parents of deceased veterans were being paid dependency and indemnity compensation or death pension. Among them are 128,765 survivors of Vietnam Era veterans and 315,956 survivors of World War II veterans. Additionally, spouses of deceased veterans who became ineligible for the Department of Veterans Affairs' survivor benefits when they remarried may now be eligible for restored dependency and indemnity compensation benefits if they are no longer married (38 United States Code § 1311(e)). Legislation that became effective in October 1998 repealed a 1990 law that permanently terminated eligibility for dependency and indemnity compensation for a veteran's surviving spouse who remarried after the death of the veteran.

An allowance may be awarded for burial and funeral costs of eligible veterans (38 United States Code §§ 2302, 2303). A U.S. flag is provided, at no cost, to drape the casket of a deceased veteran or a deceased individual with 20 years of service in a reserve component (38 United States Code § 2301(a)).

[DEPARTMENT OF VETERANS AFFAIRS]

Former Foreign Services Spouses

The Foreign Service Act of 1980, as amended, states that a prorated share of an annuitant's pension must be paid to each former spouse to whom he or she was married for at least ten years, including five years with the Foreign Service, unless "otherwise expressly provided by any spousal agreement or court order." The Act also states that a prorated survivor benefit must be paid to all former spouses who meet the above qualifications unless "otherwise expressly provided for by any spousal agreement or court order."

[DEPARTMENT OF STATE]

FEDERAL GOVERNMENT AS EMPLOYER

Department of Transportation

The Department has responded to the changes in family structure that have increased the need to balance work and family through the development of an aggressive worklife program. The Department committed to a goal of five percent of Department of Transportation telecommuting by the end of FY 1999. Existing policies allow employees the opportunity to balance their work and family lives through alternate work schedules, telecommuting, part-time employment, and leave to care for sick family members. Alternate Work Schedules are offered to 95 percent of Department of Transportation employees.

In 1995 the Department opened a new “customer service center” called the DOT Connection, which provides employment, career development, and worklife services in one location. The center provides information and assistance to hundreds of women looking for ways to manage their work lives effectively. The Office of Personnel Management has recognized the DOT Connection for its outstanding programs and accomplishments in providing employee services that benefit both employees and families.

In late 1998 and early 1999 the Department of Transportation looked at how it provides essential services to its own employees with disabilities. The result was the establishment of the USDOT Disability Resource Center in 1999, which ensures that women and men with disabilities who are employed by the Department can participate fully and contribute to all aspects of the Department's work, programs, and services. The Department of Transportation has more than 68,000 civilian employees in more than 750 duty locations, including more than 3,000 with targeted disabilities. The Center will ensure the consistent, professional and fair treatment of

individuals with disabilities within the Department of Transportation with regard to job accommodations and will foster a greater awareness and inclusion of disabled employees. **[DEPARTMENT OF TRANSPORTATION]**

INTERNATIONAL EFFORTS

Intelligence Analysis

Intelligence analysis periodically examines the role of women in the global work force as part of a broader effort to analyze the workings of the international economy. **[CENTRAL INTELLIGENCE AGENCY]**

F.2. Facilitate women's equal access to resources, employment, markets, and trade.

EMPLOYMENT, RECRUITING, AND COMMUNITY ACTIVITIES

State Partnership Initiative Regarding Disabilities

In 1998 the Social Security Administration's State Partnership Initiative awarded cooperative agreements to 12 states to develop innovative projects to assist adults, including women, with disabilities to re-enter the work force. The participating states are California, Illinois, Iowa, Minnesota, New Hampshire, New Mexico, New York, North Carolina, Ohio, Oklahoma, Vermont, and Wisconsin. The initiative was the first activity launched under an Executive Order signed on March 13, 1998, by President Clinton that created the National Task Force on the Employment of Adults with Disabilities.

The initiative is designed to help states develop integrated, statewide programs of services and supports for their residents with disabilities. Project goals are to increase job opportunities and to decrease dependence on benefits, including Social Security Disability Insurance and Supplemental Security Income.

The first-year funding cost for the competitively awarded cooperative agreements was about \$6,000,000 and included funding from the Department of Health and Human Services and the Department of Labor. The agency expects to continue to fund this program for five years, at a total estimated cost of \$35,000,000. The agency has also awarded a contract to Virginia Commonwealth University to provide technical assistance to the states, and to monitor and collect data on the state projects.

The new approaches developed by states under this program will create and enhance federal-state partnerships and will serve as models that can be replicated in other states. For more information, visit <http://www.ssa.gov/work/coopagre.htm>. **[SOCIAL SECURITY ADMINISTRATION]**

Efforts by the Social Security Administration

The Social Security Administration participates in conferences of women's advocacy groups and organizations throughout the country. Employees highlight the value of Social Security and the need for financial planning.

Social Security employees promote the use of the "Social Security Statement" as a valuable financial planning tool. The statement provides workers with estimates of their retirement, disability, and survivors benefits. The statement also lists yearly earnings so workers can see whether their earnings are posted accurately on their Social Security records. Beginning in October 1999 all workers age 25 and older will receive this annual statement automatically; however, anyone can request a statement at any time. For more information, visit Social Security's website at <http://www.ssa.gov/mystatement>. **[SOCIAL SECURITY ADMINISTRATION]**

Student Career Experience Program

The U.S. Fish and Wildlife Service, within the Department of the Interior, has made significant strides in recruiting college students for professional positions through the Student Career Experience Program. Within the last five years, 65 percent of the hires in this program have been women, primarily in the field of biology with recent trainee hires in Law Enforcement and Engineering/Architecture positions. More than half of the students who completed the program were women.

[DEPARTMENT OF THE INTERIOR]

Memorandum of Understanding

The Department of the Interior has entered into a Memorandum of Understanding with the Department of Labor's Women's Bureau to create a framework of cooperation for engaging in collaborative activities designed to promote the increased recruitment of women in non-traditional occupations throughout the Nation, including Department of the Interior worksites. **[DEPARTMENT OF THE INTERIOR/ DEPARTMENT OF LABOR]**

Recruiting Referral Program

The Recruiting Referral Program is an incentive program designed to use the most effective recruiting tool—staff networking—at the Department of Energy's Pacific Northwest National Laboratory. The program pays staff members a bonus ranging from \$1,000 to \$3,000 if they refer a qualified woman and/or minority for a professional or managerial job. If that referred candidate accepts an offer of employment within six months of having the resume submitted to the Staffing Programs Department, the referring staff member is eligible for a bonus. As a result of the first year of the program, the Laboratory received 195 resumes of which 169 met the qualifications; paid out \$18,000 in accordance with the

requirements of the program; and hired 12 women, two of which were minority women. To enhance the diversity of its workforce, the Laboratory designed and implemented the project, which has been ongoing since 1998. **[DEPARTMENT OF ENERGY]**

Technical Opportunities Program/Chicago Women in Trades

The Department of Energy's Argonne National Laboratory is actively involved in this program at Joliet Junior College in Chicago. The program is aimed at increasing the number of women employed in traditionally male occupations. In 1998 the Plant Facilities and Services Division hosted discussions and provided tours to participants. As a result of the Laboratory's involvement, in 1999 Chicago Women in Trades contacted Argonne to sponsor and participate in a research project aimed at learning how to attract more women to the trades professions. Approximately 40 Laboratory women participated in the focus meeting that was sponsored by Chicago Women in Trades.

Since 1998 the Argonne Laboratory has collaborated with Joliet Junior College to provide this program to women who are interested in trade professions. The program is funded by the Department of Energy's Argonne National Laboratory, Joliet Junior College, and Chicago Women in Trades. **[DEPARTMENT OF ENERGY]**

Grants to Identify and Expand Employment Opportunities

In 1992, to address the high unemployment rate of women veterans compared to their male counterparts, the Veterans' Employment and Training Service began an initiative to identify and expand employment opportunities for women veterans. In support of this initiative, in 1993 the Veterans' Employment and Training

Service began providing grants to the Women's Research and Education Institute.

With Veterans' Employment and Training Service grants, the Institute has researched military jobs and translated them into civilian language so that it would be easier for women veterans to explain their skills, knowledge, and abilities to employers. With a new grant of almost \$100,000 beginning in February 1999, the Women's Research and Education Institute worked to increase the number of women veterans participating in the Veterans' Employment and Training Service telecommunications project, which emphasizes careers as network installers, technicians, and customer relations personnel for leading telecommunications companies. More information is available online at <http://www.wrei.org>.

[DEPARTMENT OF LABOR]

TECHNOLOGY

National Telecommunications and Information Administration's Reports

Since 1994 National Telecommunications and Information Administration's Office of Policy Analysis and Development within the Commerce Department has issued three reports in its Falling Through the Net series to track access of Americans to telephones, computers, and the Internet. These reports rely on U.S. Census Bureau data to examine access based on numerous demographic characteristics, including gender and household type, shedding light on women's access to information technologies. All three reports have examined differences in household access based on whether the household is headed by a female single parent, a male single parent, or two parents. Female-headed households are lagging far behind dual-parent households, and to a lesser extent behind male-headed households,

in their ownership of home computers and home access to the Internet. The most recent report, issued in July 1999, also provided information on individual access and use of the Internet based on gender. All three reports (*Falling Through the Net: Defining the Digital Divide* (July 1999), *Falling Through the Net II: New Data on the Digital Divide* (July 1998), and *Falling Through the Net: A Survey of the "Have Nots" in Rural and Urban America* (July 1995)) can be found online at <http://www.ntia.doc.gov/>.
[DEPARTMENT OF COMMERCE]

Representation of Women in Technical Careers

The Technology Administration's Office of Technology Policy's 1999 publication, *The Digital Work Force: Building Infotech Skills at the Speed of Innovation*, projects that, from 1996 to 2006, the United States will require more than 1.3 million new computer scientists and engineers, systems analysts, and computer programmers. The report highlights that women make up only 26.9 percent of computer systems analysts and scientists and only 28.5 percent of computer programmers. The report is available online at <http://www.ta.doc.gov/reports.htm>.

Additionally, the Technology Administration led special focus roundtables at Women in Technology International Conferences held in Austin, TX, in March 1998 and in Boston, MA, in October 1998 to begin a national dialogue among women in information technology. As a result of these discussions and others, a need for a resource for disseminating information about opportunities in the information technology work force was recognized. The Technology Administration's GO4IT website at <http://www.go4it.gov> describes more than 200

information technology workforce programs, including those focused on girls and women, as well as other resources such as academic and training programs, internships and scholarships, job banks, and image building programs. [DEPARTMENT OF COMMERCE]

TRADE

Trade Events

The Commerce Department's International Trade Administration organizes several hundred trade events yearly. To help small businesses, the International Trade Administration's Commercial Service has opened numerous interagency Export Assistance Centers serving every region of the United States. At these centers, small businesses can receive information on federal export programs and financing assistance; many centers have been involved in programs and projects that affect women. Recently, the International Trade Administration has planned women-focused events, including the following:

Women-in-Trade Business Development Missions

Since 1995 the Women-in-Trade Business Development Missions have offered excellent opportunities for women-owned or -operated companies to make valuable overseas contacts and to meet other similarly situated women. These Missions have introduced more than 50 women-owned businesses to new markets in Europe, Mexico, and Africa over the last four years. All participants have been small business representatives who were new to these markets. These companies have reported more than \$10,000,000 in sales, as well as distributors and joint ventures in 12 different foreign cities.

These Missions have visited cities such as Amsterdam, London, Mexico City, Monterrey, Johannesburg, Cape Town, Madrid, and Milan. Plans for future missions to Europe and Asia are underway.

Business Development Mission to MERCOSUR

At the 1999 Women's Economic Summit of the Americas, a senior-level business development mission focused on women executives and visited Santiago, Chile; Montevideo, Uruguay; and Buenos Aires, Argentina, from November 8 to 13, 1999. The mission introduced American companies to commercial opportunities in the MERCOSUR market area, addressed market access issues for U.S. companies, particularly regarding market integration efforts in the region, and highlighted women's businesses and their products and services.

Organization for Economic Cooperation and Development Conference on Women Entrepreneurs in SMEs: A Major Force in Innovation and Job Creation

From April 16 to 18, 1997, the Organization for Economic Cooperation and Development held a conference entitled Women Entrepreneurs in SMEs: A Major Force in Innovation and Job Creation, focusing on obstacles and opportunities for women business owners. The International Trade Administration worked closely with the White House Office of Women's Initiatives and Outreach to organize U.S. participation in this event, and also with the Organization for Economic Cooperation and Development on substantive aspects of the conference. As a result of the conference, the International Trade Administration and the National Foundation for Women Business Owners are working with the Organization for

Economic Cooperation and Development to coordinate a project to encourage the collection of statistics on women-owned small and medium-sized enterprises in Organization for Economic Cooperation and Development countries. The International Trade Administration will also participate in another Organization for Economic Cooperation and Development conference on women's entrepreneurship planned for November 2000. **[DEPARTMENT OF COMMERCE]**

The Advocacy Center

The Advocacy Center of the Commerce Department's International Trade Administration provides the U.S. corporate exporting community with timely and effective U.S. government advocacy to help equalize opportunities so U.S. firms can compete for overseas procurement and increase exports. Women employees play an important role in ensuring that the Advocacy Center continues to be effective in coordinating and leveraging the resources of the 19 federal agencies involved in promoting U.S. exports. Women comprise a majority of the professional staff in the Advocacy Center. Their duties include strategic advice to U.S. firms on specific projects, short-term assignments at U.S. embassies overseas, and providing recommendations to Cabinet and sub-Cabinet officials on advocacy efforts.

The Advocacy Center actively supports staff training and career development for all employees. Employees in the Advocacy Center have received support for professional achievements and career development through training, recognition awards, and promotions. Women on the support staff are encouraged through training and work assignments to become program assistants. **[DEPARTMENT OF COMMERCE]**

RESEARCH

An Ethnographic Examination of Social and Psychological Barriers to Full Employment among Women with Disabilities

The research project studied the experiences of persons with multiple sclerosis, spinal cord injuries, and post-polio syndrome to determine why women fare less well than men in obtaining and retaining employment. The research focused specifically on differences in access to vocational rehabilitation and social support networks, and how these may affect employment. Funding for the project from October 1, 1995, to September 30, 1996, was \$35,000. More information is available online at <http://www.naric.com>, search for H133F50028. [DEPARTMENT OF EDUCATION]

WOMEN AND DISADVANTAGED BUSINESS ENTERPRISES

Bonding Assistance Program and the Short Term Lending Program for the Transportation Industry

Two programs that provide financial access to small businesses through the Office of Small and Disadvantaged Business Union are the Bonding Assistance Program and the Short Term Lending Program:

The Bonding Assistance Program is administered and funded by the Office of Small and Disadvantaged Business Union. The Bonding Assistance Program is operated through surety bond agents located in designated areas of the country. The program offers certified minority, women-owned, and disadvantaged business enterprises an opportunity to obtain bid, payment, and performance bonds for transportation-related projects. The program provides an 80 percent guarantee against losses on contracts up to

\$1,000,000. Bond approval and issuance are both performed by the sureties. Information on the Bonding Assistance Program can be found online at <http://osdbuweb.dot.gov/business/mp/mip.html>.

The Short Term Lending Program is a nationwide program established to enable disadvantaged business enterprises, including women-owned firms, to obtain short-term working capital at prime interest rates for transportation-related projects. The Short Term Lending Program is a public-private partnership administered by the Office of Small and Disadvantaged Business Union in conjunction with three banks. Disadvantaged business enterprises participating in the Short Term Lending Program have access to revolving lines of credit to finance accounts receivable arising from transportation-related contracts. The primary collateral consists of the proceeds of the contracts. Borrowing under the lines of credit is to meet the short-term costs of performing the contract(s) being financed. Loan applications may be obtained online at <http://osdbuweb.dot.gov/> or by accessing the Office of Small and Disadvantaged Business Union Fax-On-Demand system at 1-800-532-1169. [DEPARTMENT OF TRANSPORTATION]

Veterans Affairs Contracts with Women-Owned Small Businesses

Since the first half of 1999, the Department of Veterans Affairs spent more than \$260,000,000 in prime contracts with women-owned small businesses. The Department's Office of Small and Disadvantaged Business Utilization has a proactive program for women small business owners wishing to contract with the Department of Veterans Affairs. Activities consist of panel discussions, one-on-one counseling sessions at a variety of trade and governmental small business shows,

presentations at small business conferences, and information provided in response to inquiries made of this office. Monthly vendor counseling sessions, with speakers from a wide variety of offices across the Department of Veterans Affairs, are a great resource for female small business owners.

The Department of Veterans Affairs has designated a Women's Business Advocate to serve as a direct liaison to the women-owned business community. The advocate's job is to encourage the procurement offices within each of the Department's acquisition offices to consider using women-owned firms whenever possible. A best practices "tool kit" is being prepared for the field on improving access to government contracts for women-owned small businesses. [DEPARTMENT OF VETERANS AFFAIRS]

EQUAL PAY

Ten Step Equal Pay Self-Audit Guide

The Office of Merit System Effectiveness, with outstanding support from program and staff offices, created a self-audit guide for agencies to ensure that their employees receive equal pay for work of equal value regardless of gender and ethnicity. The *Ten Step Equal Pay Self-Audit Guide* was developed as part of a larger Clinton Administration effort to promote equal pay. Vice President Al Gore also announced a ten-step self-audit for both private businesses and federal agencies in order to help them monitor their efforts on equal pay. The results of these self-audits will be reported to the White House. The results also will support the Office of Personnel Management's efforts to develop total compensation policies for the future and will assure equal pay in any new federal Compensation System. [OFFICE OF PERSONNEL MANAGEMENT]

INTERNATIONAL ACTIVITIES

Framework for the Integration of Women in Asia Pacific Economic Cooperation

A U.S. delegation, led by the Deputy Secretary of Labor, attended the first-ever Asia Pacific Economic Cooperation Ministerial Meeting on Women, held in Manila, the Philippines, in October 1998. The delegation included officials from the Department of State, the Department of Commerce, the Department of Education, the Department of Labor, the President's Interagency Council on Women, the U.S. Embassy in Manila, and the AFL-CIO. Ministers met to consider issues of women in economic development, in response to a mandate from Asia Pacific Economic Cooperation leaders to "take stock of the progress to date in involving women in APEC's agenda and to determine next steps to integrate women into the mainstream of APEC activities."

This ministerial was conceived several years ago when the Asia Pacific Economic Cooperation economies were enjoying unparalleled economic success, but came together during a time of financial crisis. Recognizing that women are among the most vulnerable to the adverse effects of economic declines, ministers recommended that the Asia Pacific Economic Cooperation place high priority on developing a better understanding of the disproportionate impacts of the financial crisis on women and integrating their interests into economic recovery strategies in the region.

Ministers called for:

- Including gender-based analysis as an integral component of Asia Pacific Economic Cooperation decisions, processes, and

activities, and promoting the collection of sex-disaggregated data to support analysis and decision-making;

- Encouraging the involvement of women in all Asia Pacific Economic Cooperation fora, especially in decision-making;
- Developing a Framework for the Integration of Women into the APEC by an Asia Pacific Economic Cooperation task force to ensure a comprehensive, sustained gender-sensitive approach within the Asia Pacific Economic Cooperation and accountability for results.

In 1999 the President's Interagency Council on Women and the Department of Labor Women's Bureau participated in the Ad Hoc Task Force to Integrate Women in APEC and provided significant input into its development of the Framework for the Integration of Women in APEC. The Framework promotes gender analysis of Asia Pacific Economic Cooperation policies and programs, increased collection and use of sex-disaggregated data, and increased participation of women in Asia Pacific Economic Cooperation fora; it also includes an implementation plan. In September 1999 Asia Pacific Economic Cooperation Leaders approved the Framework and a new two-year Ad Hoc Advisory Group on Gender Integration to advise and assist in the implementation of the Framework. The President's Interagency Council on Women, the Department of Labor, and the State Department are participating in this Ad Hoc Advisory Group. More information is available online at <http://www.dol.gov/dol/sec/public/programs/iacw/main.htm>. [PRESIDENT'S INTERAGENCY COUNCIL ON WOMEN/ DEPARTMENT OF LABOR/ DEPARTMENT OF STATE]

Women's Executive Program I (WEP I)

This two-week program, entitled Women's Executive Program 1 (WEP 1), at Boston College was designed for 20 female participants from Northern Ireland and the Republic of Ireland who hold mid- to upper-level management positions or are overseeing small businesses. This program improved their business and organizational skills to aid career advancement. Specifically targeted for selection were women who work in a business sector that is significantly more developed in the United States than in Ireland, such as fundraising. The program offered the participants an overview of professional support systems for women executives in the United States and numerous opportunities to meet and network with their American peers through site visits, lectures, and social events. Roundtable discussions with members of professional women's groups in the New England area were organized to discuss research materials that demonstrate characteristics, which facilitate the promotion of women in the workplace. The United States Information Agency provided part of a \$1,000,000 grant for this program from 1998 to 1999. [UNITED STATES INFORMATION AGENCY]

Women's Executive Program II (WEP II)

This two-week program, entitled Women's Executive Program II (WEP II), at Boston College was designed for 20 female participants from Northern Ireland and the Republic of Ireland who hold entry-level management positions and who sought to improve their business and organizational skills in order to aid career advancement. The

program dealt with issues that younger women might face at the entry-level stage of their careers. The Women's Executive Program offers these women a number of valuable learning opportunities, with particular emphasis on resume writing, interview techniques, and business writing. Additionally, the program concentrated on basic skills such as an introduction to financial capital raising, financial management, and strategic management. The program created networking opportunities and encouraged mentor relationships between the participants on both Women's Executive Programs I & II. The United States Information Agency contributed part of a \$1,000,000 grant from 1998 to 1999. [UNITED STATES INFORMATION AGENCY]

Women in Economic and Community Development

Women from Sub-Saharan Africa came to the United States in 1998 to compare strategies with their American counterparts on the role of women leaders and organizations for the advancement of women, particularly economic empowerment, business, and community development. Activities they undertook inspired by the United States Information Agency Women in Economic and Community Development visitor program included the introduction of mentoring programs for young people, particularly young girls, and the idea of Take Your Daughter to Work to inspire young women to strive for advancement. [UNITED STATES INFORMATION AGENCY]

United States Information Agency WORLDNET TV

The United States Information Agency's WORLDNET TV and the Voice of America broadcast worldwide a variety of programs

every year in many languages that include segments on women and the economy. For example, throughout 1999, WORLDNET TV will broadcast 39 new episodes of a series dedicated to women and how they put together successful small businesses. In 1998 the United States Information Agency's WORLDNET TV broadcast a dialogue/call-in program to Latin America on *Internet Access for Women in Business* and two programs to Africa, *Microcredit Initiatives for Women in Africa* and *Banking: Women and the Development Process*. [UNITED STATES INFORMATION AGENCY]

East Asia and Pacific

The Department of State's regional Democracy and Human Rights Economic Support Fund provided funding to the Asia Foundation to carry out a program with the Rural Development Foundation in Indonesia. This East Java Program provides training for facilitators to raise awareness of rights and risks inherent in migrant work and factors that make female migrant workers vulnerable to trafficking. [DEPARTMENT OF STATE]

F.3. Provide business services, training, and access to markets, information, and technology, particularly to low-income women.

PROMOTING WOMEN-OWNED BUSINESSES AND FEDERAL CONTRACTS

Agricultural Marketing

The Agricultural Marketing Service procures agricultural products for distribution and use in the school lunch and other domestic feeding programs. The Agricultural Marketing Service is proactive in identifying and encouraging the participation of small, disadvantaged, and

women-owned firms in purchase programs. One success story is the Mil-Ray Food Company, Incorporated, a women-owned firm that was awarded a contract for 1998 under the Small Business Administration's 8(a) program for socially disadvantaged businesses. In the summer of 1999, Mil-Ray was honored as Agricultural Marketing Service's women-owned business of the year. Since becoming an 8(a) participant in September 1998, Mil-Ray has received 19 contracts at a total value of \$1,300,000. **[DEPARTMENT OF AGRICULTURE]**

COMMERCE Information Technology Solutions (COMMITTS)

The Department of Commerce has launched a major initiative to help women-owned companies, as well as small and minority-owned companies, compete in the multi-billion dollar federal procurement arena. The COMMERCE Information Technology Solutions (COMMITTS) program is the first information technology set-aside exclusively for small, minority-, and women-owned businesses. Established in June 1999 through a coordinated effort between Commerce's Procurement and Information Technology staff, COMMITTS (pronounced "comets") is the cornerstone of the Commerce Department's effort to strengthen and provide growth opportunities for small businesses, including women-owned enterprises. COMMITTS seeks to provide equal support of small information technology firms, whose share of the market has decreased in recent years. The Department of Commerce has selected 29 small information technology firms to participate in the COMMITTS program. Of these 29 firms, 20 percent are women-owned businesses.

The COMMITTS program will be self-financing through reimbursable agreements with customer agencies. Several federal agencies have expressed interest in using COMMITTS as

a preferred contracting source. The Department's COMMITTS Team is now meeting with potential customers to establish performance-based contracts and task orders for solutions-based needs. COMMITTS anticipates information technology expenditures under these multiple award contracts to reach \$1.5 billion over five years. The COMMITTS program recognizes the growing role that information technology industries play in the worldwide economy and the need to ensure that small businesses, including women-owned companies, have a fair chance to compete in this rapidly changing marketplace. Additional information can be obtained online at

<http://www.commits.doc.gov>.

[DEPARTMENT OF COMMERCE]

Commerce's Small Disadvantaged Business 2000 Program

The Department of Commerce's Small Disadvantaged Business 2000 Program was created in FY 1999 to increase contract awards to small, disadvantaged, 8(a), and women-owned businesses. A pilot program is also underway to streamline acquisitions under \$100,000, thereby providing easier access into the federal procurement market for small business owners. Commerce will continue to include at least one woman-owned business on each solicitation source list. Commerce will consider using small, disadvantaged, and women-owned businesses early in the acquisition process, specifically for major contracts, to maximize opportunities. The Department will also host focus groups and procurement conferences to improve dialogue with industry and other women-owned firms.

[DEPARTMENT OF COMMERCE]

Federal Procurement Contracts

The Department of Labor's Office of Small Business Programs is partnering with the Small Business Administration under a Memorandum

of Understanding to increase the participation of women-owned small businesses in prime and subcontracting opportunities at the Department of Labor and to foster women's business enterprise in the federal marketplace. Under the Memorandum of Understanding, signed in March 1999, the partners will maximize resources to implement many initiatives that will help increase women's share of Department of Labor and federal procurement dollars. [DEPARTMENT OF LABOR/ SMALL BUSINESS ADMINISTRATION]

Department of Transportation Programs for Small, Women-Owned, and Disadvantaged Businesses

- **The Department of Transportation/Office of Small and Disadvantaged Business Utilization Marketplace and Training Conferences**

The Office of Small and Disadvantaged Business Utilization sponsors Transportation Marketplace and Training Conferences throughout the United States designed to educate, train, and assist small business owners, including women-owned enterprises, to secure access to transportation-related contracting opportunities.

- **The Department of Transportation/Office of Small and Disadvantaged Business Utilization National Information Clearinghouse**

The National Information Clearinghouse serves as the central point of contact for the dissemination of program and procurement information, procurement forecasts, forms, data, public laws, orders, and other similar publications related to women-owned businesses, small businesses, and disadvantaged firms. The Office of Small and Disadvantaged Business Utilization has an on-site 8(a) contractor to assist in the operation of the National Information

Clearinghouse, which provides improved distribution channels and identification of procurement opportunities. The clearinghouse also responds to inquiries and questions received through the dedicated toll-free number, 1-800-532-1169, or by written correspondence.

- **Cooperation with the Small Business Administration Procurement Center Representative in Support of Procurement Opportunities for Women-Owned Businesses**

The Office of Small and Disadvantaged Business Utilization works closely with the Small Business Administration Procurement Center Representative to identify procurement opportunities for 8(a) and small business set-asides. In addition, the Office of Small and Disadvantaged Business Utilization assists the representative in the review of subcontracting plans submitted by potential Department of Transportation prime contractors to ensure that maximum goals are set for women-owned enterprises and other small disadvantaged entrepreneurs. The Office of Small and Disadvantaged Business Utilization provides office space and secretarial support to the Small Business Utilization Procurement Center Representative.

- **Publicizing Success Stories of Women-Owned Enterprises**

The Department of Transportation Office of Small and Disadvantaged Business Utilization publishes special editions in its monthly *Transportation Link* newsletter highlighting success stories referencing women-owned enterprises who have graduated not only from the 8(a) program but who have successfully progressed as business owners.

- **Funds for National Women’s Business Council**

The total Department of Transportation Office of Small and Disadvantaged Business Utilization funding provided to date is \$250,000 to the National Women’s Business Council for matters of importance to women-owned enterprises and the effectiveness of programs and policies designed to support women-owned businesses. Also, they ensure that women’s economic issues are being addressed by all federal agencies.

[DEPARTMENT OF TRANSPORTATION]

Memorandum of Understanding to Increase Women-Owned Business Contracting Opportunities

On March 15, 1999, the Department of State and the Small Business Administration signed a Memorandum of Understanding that commits the Department of State to increase participation of women-owned small businesses in the Department’s prime and subcontracting opportunities, with a goal of awarding at least five percent of its federal procurement dollars to women-owned firms. This minimum goal was established by the Federal Acquisition Streamlining Act of 1994, signed into law by President Clinton. The Department of State voluntarily began setting a distinct women’s business contracting goal a year before the law required them to do so. In 1994, the first year in which the minimum goal was effective, the Department of State awarded 6.2 percent of its domestic procurement budget to small, women-owned firms. In FY 1998 the Department awarded 5.96 percent of its domestic procurement budget to small, women-owned firms. With the assistance of the Department’s large prime contractors, 9.6 percent of the dollars subcontracted were awarded to small women-owned firms during FY 1998. The Memorandum of Understanding will remain in effect for a period of two years

and is renewable. **[DEPARTMENT OF STATE/ SMALL BUSINESS ADMINISTRATION]**

Environmental Protection Agency Memoranda of Understanding

The U.S. Environmental Protection Agency has developed two Memoranda of Understanding designed to promote small businesses owned by women.

- Through a Memorandum of Understanding between the Environmental Protection Agency and the Small Business Administration, the participation of women-owned businesses in prime and subcontracting opportunities at the Environmental Protection Agency will be increased. From 1996 to 1998 approximately \$433,000,000 in awards was given to women’s business enterprises.
- Under a Memorandum of Understanding between the Environmental Protection Agency and the Business Women’s Network, the Environmental Protection Agency’s outreach efforts to small businesses owned and operated by women will be enhanced, and increased information regarding program contract opportunities relevant to the membership of the Business Women’s Network will be provided.

[ENVIRONMENTAL PROTECTION AGENCY/ SMALL BUSINESS ADMINISTRATION]

Striving To Meet The Five Percent Goal For Contracting With Women-Owned Businesses

The General Services Administration’s Office of Enterprise Development has worked to meet the agency’s five percent goal for contracting for women-owned businesses. The Office has worked with the agency’s procurement offices to ensure that small, minority-, and women-owned businesses were given the maximum

practicable contracting opportunities in the agency's solicitations. On major agency purchases, the Office of Enterprise Development held both pre-award and post-award Procurement Networking Sessions to provide teaming, partnering, and subcontracting opportunities for small, minority-, and women-owned businesses. An annual incentive award ceremony was held for the General Services Administration's top management to recognize those contracting officers and teams that have made significant contributions toward achieving the agency's goals.

The Office of Enterprise Development's Women's Business Roundtable brought together women business executives, heads of women's trade associations, and women government executives to recommend ways for the General Services Administration to reach its five percent goal. A special procurement event was held to award on-the-spot contracts to women-owned businesses. The Office of Enterprise Development's Associate Administrator appointed a woman's advocate in each of General Services Administration's three business lines (the Public Buildings Service, Federal Supply Service, and Federal Technology Service).

In addition, each of the 11 regional offices agreed to hold two women's conferences in 1999 to offer information regarding procurement opportunities. By means of a video, the General Services Administration heightened awareness throughout the agency of the importance of reaching the five percent goal, prescribed specific actions that contracting personnel could take to do so, and asked for achievement reports on those specific actions.

The General Services Administration, in conjunction with the Small Business Administration, held briefings in 12 major

cities around the country in a major effort to increase the number of women schedule contract holders in the Federal Supply Service program. As a result, women business owners' share of Federal Supply Schedules contracts has increased steadily from \$12,000,000 in FY 1992 to \$148,000,000 in FY 1997.

[GENERAL SERVICES ADMINISTRATION/ SMALL BUSINESS ADMINISTRATION]

Online Access For Contracting Opportunities

The General Services Administration's Office of Enterprise Development website at <http://www.gsa.gov/oed> has vital information for women-owned, small, and minority-owned firms on how to become successful contractors. It publishes General Services Administration Forecast of Contracting Opportunities; new initiatives; scheduled conferences; General Services Administration Subcontracting Directory; hot links to other General Services Administration websites where current contracting opportunities are published and solicitations can be downloaded; and hot links to the Small Business Administration, *Commerce Business Daily*, and other websites of importance to women-owned small businesses interested in doing business with the federal government. **[GENERAL SERVICES ADMINISTRATION]**

Military Spouse Entrepreneurial Assistance

In 1997 the Department of Defense entered into a partnership with Small Business Administration to provide business training and technical assistance to spouses interested in establishing their own businesses. Department of Defense funding for the two pilot programs at San Diego/Camp Pendleton, CA, and Norfolk, VA, ended September 30, 1999. As of June 30, 1999, the San Diego/Camp Pendleton program produced 68 graduates and 58 business plans. Similarly, as of June 30, 1999,

the Norfolk program produced 67 graduates and is surveying graduates to determine the number of business plans and start-ups.

[DEPARTMENT OF DEFENSE/ SMALL BUSINESS ADMINISTRATION]

Air Force Small Business Online

This website, at <http://www.selltoairforce.org>, features specific resources for woman-owned small businesses, including online assistance and reports on woman-owned, small businesses. A customized search tool allowing users to immediately see typical and current buyers for their products will be operational in 2000. **[DEPARTMENT OF DEFENSE]**

Small Business News Review

This online quarterly newsletter, at <http://www.selltoairforce.org/sbnr/index.htm>, features articles about women and their businesses. The March 1999 issue highlights women-owned small business achievements in celebration of Women's History Month. **[DEPARTMENT OF DEFENSE]**

EDUCATION AND TRAINING

Training for Women-Owned Businesses

The Department of Transportation has several initiatives to increase participation by small, disadvantaged, and women-owned firms in its programs, including:

- The Office of Small and Disadvantaged Business Utilization implemented an electronic information dissemination system to ensure that women-owned businesses and other small businesses and disadvantaged firms receive up-to-date information on Department of Transportation programs and activities. In order to assist women-owned enterprises, the Office of Small and Disadvantaged Business Utilization has implemented various training and financial assistance programs. The success of these

programs is reflected in the 3.7 percent women-owned business participation goal achieved by the Department of Transportation in 1998. For FY 1999 the Department of Transportation has achieved its goal of 5.2 percent. The Office of Small and Disadvantaged Business Utilization maintains a website at <http://osdbuweb.dot.gov>, which provides information on contracting opportunities and items of interest to women-owned enterprises and other small businesses. Other components of the Office's efforts include:

Implementing an Interactive Procurement Forecast For Women-Owned Enterprises

The Department of Transportation has implemented a list server that uses the latest technology to push information to businesses requesting the service. Businesses that have registered their firm with the Office receive information such as advance notification of conferences and events, marketing materials, and procurement forecast data, and become eligible for procurement matching services.

Administering Partnership Agreements Through the Entrepreneurial Training and Technical Assistance Program

This program combines the efforts of Minority Educational Institutions, government, and the private sector to focus on providing transportation-related assistance and procurement information to small, women-owned, and other disadvantaged businesses. The program also provides training and development to students in transportation-related fields through the use of internships and fostering interdisciplinary opportunities for students in the field of transportation.

- The Small Business Innovation Research Program provides an excellent opportunity for women-owned businesses to tap into the research and development area. The program offers up to \$850,000 and strives to see innovative technological concepts through to commercialization. Every February, the Small Business Innovation Research Solicitation for Phase I proposals is released online at <http://www.volpe.dot.gov>. The Department of Transportation Small Business Innovation Research Solicitation contains a listing of all of the current topics for which research is being solicited, along with the forms for the submission of a Phase I proposal, and a proposal preparation checklist.
- The Federal Highway Administration's Entrepreneurial Development Institute provides training and technical assistance to Disadvantaged Business Enterprises, including women-owned businesses, to enhance their capability to obtain highway construction and related contracts. Training includes small business management, computerized budgeting and payroll, construction estimating and bidding, business plan development, taxes and accounting, project management, personnel management, bonding and insurance, loan packaging, and money management. [DEPARTMENT OF TRANSPORTATION]

Young Women in Research Program

The Young Women in Research Program, a new effort that began in April 1998, is a partnership with the Washington State Migrant Council. It is a part of the Student Research Apprenticeship Program at the Department of Energy's Pacific Northwest National Laboratory. This program offers economically disadvantaged young women, in their junior and senior years of high school, the opportunity to participate in research at the Laboratory for

an eight-week research experience where students are appointed to the Laboratory and receive a salary for each week they participate.

The Young Women in Research participants spend a minimum of 280 hours with a scientist-mentor conducting research supporting the mission of the Laboratory and 40 hours involved with education enrichment activities. The Washington State Migrant Council-Summer Youth Employment Program funded 15 student appointments and one counselor opportunity. [DEPARTMENT OF ENERGY]

Computer Literacy for Head Start Parents

This program at the Department of Energy's Lawrence Berkeley National Laboratory teaches parents of Head Start students basic computer literacy skills. The Laboratory partnered with the Berkeley Head Start program. Taking two parents at a time through a course on-site, the program has had more than 80 parents, 78 of which were women, from 1996 to 1999. The Department of Energy provided computers, facilities, and staff time to this project. [DEPARTMENT OF ENERGY]

WOMEN WITH DISABILITIES

Strategies to Increase Employment of Women with Disabilities

A survey conducted among the 600 participants from 80 countries who attended the International Leadership Forum for Women with Disabilities, held in June 1997 in Bethesda, MD, revealed that they considered employment as the most important problem affecting the lives of disabled women.

To address the issue of employment for women with disabilities, the Department of Education and the Social Security Administration entered into a partnership (as had been done with the International Leadership Forum for Women

with Disabilities) to provide a series of employment training conferences aimed at women with disabilities, especially those from underserved populations. Each conference also includes as participants many service providers such as state rehabilitation counselors and Social Security Administration field office employees who assist claimants with disabilities. Scholarships are provided for those disabled participants who need them.

The two-year multi-regional project is called Strategies to Increase Employment of Women with Disabilities. Plenary sessions feature inspirational speakers, including women with many different disabilities and skill levels who have successfully made the transition to various types of work. The plenary sessions are coupled with hands-on workshops on a variety of job-readiness and job-seeking skills such as making the transition from benefits to work, self-assessment for employment, interviewing techniques, resume preparation, knowing one's rights in the employment process, small business development skills, and sources for microcredit. A particular feature of each conference showcases disabled women who have used Social Security's Plan for Achieving Self-Support program to make the transition from receiving benefits.

In addition to the two co-sponsoring agencies, the project enjoys the support of several other federal agencies including the Department of Agriculture, the Department of Defense, the Department of Health and Human Services, President's Committee on the Employment of People with Disabilities, National Council on Disability, and the Small Business Administration.

Plans for the second year of the project include, at the request of the Ft. Mojave tribe who will host the conference, a special employment training conference aimed exclusively at Native American women with disabilities. Disabled Native American women will be invited from all Tribes and the conference will also feature sessions on a variety of related topics such as health care and nutrition. Plans for the second year also call for another international conference in Washington, D.C., to mark the fifth anniversary of the Beijing conference. In addition, an international conference is being planned for Egypt for disabled women from the Arab region and Africa, with sponsorship by the U.S. Agency for International Development.

The target population consists of women with disabilities, vocational rehabilitation counselors, Social Security Administration field office employees, and organizations that provide employment services to women. Funding for the project from September 30, 1998, to December 31, 2000, is \$325,000 for the first year and \$400,000 for the second year. More information is available online at <http://www.wid.org>. [DEPARTMENT OF EDUCATION/ SOCIAL SECURITY ADMINISTRATION]

Impact of Training and Support Strategies on Employment Outcomes for Persons with Disabilities from Minority Backgrounds

The unemployment rate of persons with disabilities historically has been around 70 percent with an even higher rate for those with severe disabilities and for women. This project will determine the impact of training and support strategies on the employment outcomes of participants with disabilities from minority

and low-income backgrounds, with a focus on those with severe disabilities. Among those strategies that will be studied are the Work Opportunities for Women, a federally funded model demonstration project for women with severe disabilities from minority backgrounds. The duration of the project is from July 1, 1999, to June 30, 2002. **[DEPARTMENT OF EDUCATION]**

SURVEYS

The Women-Owned Business Survey

The Commerce Department's Census Bureau conducts a survey of women-owned businesses every five years as part of the economic census and has since 1972. This survey includes data such as the number of firms and annual payroll and provides summary statistics for the United States, states, and sub-state areas with 100 or more women-owned firms. The 1997 Survey of Women-Owned Business Enterprises is tentatively scheduled for release in June 2000. An example of a Census report based on these data is *Women-Owned Business Enterprises* (1992). Information about the survey, as well as survey data, can be found online at <http://www.census.gov/csd/mwb>.

The Small Business Administration's Office of Women's Business Ownership co-sponsored the U.S. Census Bureau's 1992 survey of women-owned businesses. The Office was an active participant in a two-day strategy session that developed the National Research Agenda for Women's Entrepreneurship, which led to its participation in Summit '96, the first-ever national summit organized to examine women's economic security. The Office of Women's Business Ownership continued to play a major role in Summit '98.

**[DEPARTMENT OF COMMERCE/
SMALL BUSINESS ADMINISTRATION]**

Characteristics of Business Owners

The 1992 Characteristics of Business Owners Survey conducted by the Commerce Department's Census Bureau provides the only national data available for comparing selected economic, demographic, and sociological characteristics among minority, women, non-minority male, and all business owners and their businesses. The data from this sample survey are intended to augment data published in the 1992 Economic Census reports: Survey of Minority-Owned Business Enterprises and Survey of Women-Owned Businesses, which are limited to the number of firms, employment, annual payroll, and gross receipts. The Minority Business Development Agency and the U.S. Small Business Administration partially fund the Characteristics of Business Owners program and continuing research. The Characteristics of Business Owners Survey was not funded or conducted for 1997. Census reports based on these data include *Two Different Worlds: Men and Women from 9 to 5* (1995), and *Gender Segregation in Small Firms* (1993). Information about the survey, as well as survey data, can be found online at <http://www.census.gov/csd/cbo/>. **[DEPARTMENT OF COMMERCE/
SMALL BUSINESS ADMINISTRATION]**

The Decennial Census of Population and Housing

The decennial census conducted by the Commerce Department's Census Bureau provides a statistical profile of the Nation, producing a complete count of the population and describing the demographic, social, economic, and housing characteristics of the U.S. population. Decennial census data are used to reapportion the House of Representatives, ensuring that political representation is distributed evenly to all Americans, and to determine allocation

formulas for the distribution of billions of dollars of federal and state funds each year. Decennial census data are the definitive benchmark for virtually all demographic information used by educators, policymakers, journalists, and community and non-profit organizations. The census has been taken since 1790. Information about the Census 2000 can be found online at <http://www.census.gov/dmd/www/2khome.htm>. **[DEPARTMENT OF COMMERCE]**

MONETARY ASSISTANCE

Minority Business Development Agency

Women of certain ethnicities—African American, Aleut, Asian, Eskimo, Hasidic Jew, Hispanic, Native American Indian, and Pacific Islander—are eligible to receive the nationwide business assistance services of the Commerce Department's Minority Business Development Agency. The National Minority Enterprise Development Week Conference, established by presidential proclamation in 1983 and co-sponsored with the Small Business Administration, serves as a venue for minority and women-owned businesses to obtain information on all aspects of business start-up and expansion. During these conferences, several workshops and seminars have been held to focus on entrepreneurship opportunities for women, including seminars entitled Opportunities for Minority Women in Business in October 1998, and Business Opportunities for Women and Census 2000: Procurement Opportunities for Small, Minority, and Women-Owned Enterprises in 1997. **[DEPARTMENT OF COMMERCE/ SMALL BUSINESS ADMINISTRATION]**

Milwaukee-Area Grants from the Economic Development Administration

The Wisconsin Foundation for Vocational Education, Inc./Milwaukee Area Technical

College and the YWCA of Greater Milwaukee/City of Milwaukee Redevelopment Authority together received \$2,993,000 from the Commerce Department's Economic Development Administration for the renovation and construction of business incubator-type buildings. Economic Development Administration funds provided local employment opportunities, promoted the development and growth of minority and women-owned businesses, and maintained nearly 100 percent lease-occupied facilities that are nearly self-supporting. In one incubator building, facilities include on-site child care and social services. The Milwaukee Enterprise Incubator Center currently has more than 300 full-time employees, more than 70 percent of whom are minorities and women. More than half of the businesses are owned and operated by minorities and women. Jobs attributable to the Milwaukee Enterprise Incubator Center, either as graduated businesses or local businesses using the Center's services, are estimated to exceed 700. More than \$12,000,000 in annual revenue is generated by Milwaukee Enterprise Incubator Center tenant businesses.

[DEPARTMENT OF COMMERCE]

Grant to New Economics for Women

New Economics for Women of Los Angeles, California, received a \$25,000 grant from the Commerce Department's Economic Development Administration in FY 1997 to support the creation of an informational video on economic development and sustainable communities. The video will help New Economics for Women improve its public-private partnerships and promote its job growth initiative, which focuses on securing entry-level jobs in high-growth industries for low-income and minority residents. First Lady Hillary Rodham Clinton has visited this facility. **[DEPARTMENT OF COMMERCE]**

TRADE

Women in International Trade Initiative

At Secretary William Daley's International Women's Day breakfast on March 8, 1999, the Department of Commerce announced that the International Trade Administration will launch a Women in International Trade Initiative to reach out to the 8.5 million women-owned firms in the United States. The Initiative seeks to promote women's economic rights and independence, facilitate equal access to resources and trade, and strengthen women's economic capacity and commercial networks by placing women-owned companies in touch with foreign business partners who will buy their products, technologies, or services. The Commercial Service and Trade Development divisions of the International Trade Administration aim to provide export assistance to women-owned enterprises, offering a higher level of service than traditionally provided. The Initiative consists of seven major components: a website for Women in International Trade; a Commercial Service VIP program focused on developing export programs within women-owned businesses; strategic partnerships with United States and international women's organizations; media campaign; augmentation of women-owned business participation in International Trade Administration trade events; efforts to recruit women to the District Export Councils and Industry Advisory Committees; and representation of trade policy interests of women business owners.

[DEPARTMENT OF COMMERCE]

INTERNATIONAL PROGRAMS

Economic Self-Sufficiency

The Department of State's Bureau of Population, Refugees and Migration has

supported several programs that aim to promote economic self-sufficiency among refugee women. These programs often use microcredit initiatives, designed to allow women to create small businesses at low interest rate loans. Programs include Save the Children's Microfinance Activities for Palestinian Female Entrepreneurs in Lebanon (\$311,308); Catholic Relief Services' program to aid the return of ethnic minority refugees and displaced persons in Bosnia and Croatia (\$4,500,000); United Methodist Committee on Relief's program supporting microcredit for vulnerable refugee women in Armenia (\$250,478); and American Refugee Committee's program for promoting economic self-reliance among Liberian returnees (\$513,418). [DEPARTMENT OF STATE]

International Telecommunication Union's Task Force on Gender Issues

National Telecommunications and Information Administration's Office of International Affairs represents the Department of Commerce on the International Telecommunication Union's Task Force on Gender Issues. The International Telecommunication Union, a specialized agency of the United Nations, is an international organization within which governments and the private sector coordinate global telecom networks and services. The Task Force aims to ensure that the benefits of telecommunications and the emerging information society are made available to all women and men in developing countries on a fair and equitable basis. The Task Force on Gender Issues was created as a result of a resolution passed during the International Telecommunication Union Development Sector's World Telecommunications Development Conference in March 1998. The Development Sector's mission is to facilitate and enhance telecommunication development

worldwide by offering, organizing, and coordinating technical cooperation and assistance activities, specifically in developing and least developed countries. The Task Force is composed of International Telecommunication Union Development Sector representatives, member States (including the United States), Sector members (industry), United Nations bodies, other regional/international organizations, non-governmental organizations, and individual experts. Department of Commerce officials are actively involved in the International Telecommunication Union Development Sector Study Group work on the Internet and new technologies for rural development. Additional information on the Task Force on Gender Issues can be found online at <http://www.itu.int/itu-d-gender/index.html>.
[DEPARTMENT OF COMMERCE]

Business Development

In dozens of countries around the world, more than 800 Peace Corps Volunteers work with girls and women in schools, women's groups, cooperatives, community-based organizations, and non-governmental organizations to help women achieve their potential in the local economy. More specifically, Peace Corps Volunteers work with women to increase family income, identify markets, and prepare girls to enter the workplace. For example, in 1998 the Peace Corps supported a project to help eight handicapped women who lived on the streets of Kenya. The women were trained in sewing and knitting and hired to make school uniforms. They have become self-reliant and now have funds to educate their children. The project has continued to expand to a broader cross-section of 21 women. More information can be found online at <http://www.peacecorps.gov/volunteer/business>.
[PEACE CORPS]

Business Development in Europe and the Newly Independent States

In many cases, women have been disproportionately affected by the move to market economies in formerly communist countries in Europe and the Newly Independent States. The U.S. Agency for International Development has supported a number of efforts to assist small and medium-sized enterprises in the region to become viable, self-sustaining businesses. In 1997 the U.S. Agency for International Development's Office of Women in Development organized a conference in Moscow entitled *Achieving Full Potential: Women in Russian Small and Medium Enterprises*. It brought together 140 participants from 21 cities across Russia. Pivotal outcomes of the conference included two sets of recommendations: the first for groups and individuals who can have an impact on women's business development and the second for U.S. Agency for International Development partner organizations.

The U.S. Agency for International Development has also helped establish small business incubators and other business programs in four cities in Russia, with a total of \$6,000,000 in funding. Over a four-year period, nearly 80 percent of the clients were women. In Hungary, the Agency supported survey research, training, networking sessions, and other efforts to facilitate the environment for small- and medium-sized enterprises. One survey led to the establishment of a Women's Department (now called the Equal Opportunity Office) within the Ministry of Labor.

In 1999 the Office of Women in Development devoted three issues of its *Gender Matters*

quarterly newsletter to business issues and how they affect women: *Without a Net: Gender and the Asian Financial Crisis, Trade Liberalization and the Impact on Women, and Debt Forgiveness and Gender*. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Argentina

The U.S. Embassy in Argentina is supporting Vital Voices follow-up on an initiative called Trade Unions Working for Women: Global Integration. The initiative is designed to build a foundation for the Free Trade of the Americas Agreement and seeks to establish a consultative process with the Foro de Mujeres de MERCOSUR (MERCOSUR women's forum.) A follow-up conference was held in November 1999, which included participants from Argentina. [DEPARTMENT OF STATE]

Bulgaria

The Central and Southeast Europe Women Entrepreneurs' Business Networking Program was announced by First Lady Hillary Rodham Clinton during her October 1998 visit to Bulgaria at a regional forum on Women in the 21st Century. This U.S. Embassy-supported program supports women business leaders and entrepreneurs from Central and Southeast Europe and seeks to improve their organizational and financial management skills. The program is expected to strengthen a core group of women business and business association leaders in the region and disseminate working models that emphasize the important role of women at all levels of society and business. In May 1999, 21 women business leaders and entrepreneurs from Bulgaria, Albania, Bosnia, Croatia, Macedonia, and Romania were selected by the U.S. Embassy to visit the United States to attend short-term classroom training in aspects of business management, financial management, marketing, and production.

U.S. government programs in Bulgaria have targeted areas to raise the consciousness of women's rights and support women's organizations that deal with labor and family issues. In October 1998 the First Lady gave a major boost to U.S. government efforts to enhance the role of women in Bulgarian society when she opened the first Conference on Women in the 21st Century and held two roundtable discussions promoting women entrepreneurs and non-governmental organizations involved in building democratic, market-oriented societies. [DEPARTMENT OF STATE]

Near East

In the Near East region, the U.S. Department of State has actively promoted increased participation by women in the economy and in forming new businesses. By providing training for women to learn practical business and management skills, along with increased access to credit for start-up businesses, the United States helped women gain economic independence in the region. [DEPARTMENT OF STATE]

Jordan

In Jordan, the U.S. Embassy sponsored a series of microfinance initiatives that have provided loans to 8,000 clients; 85 percent are women entrepreneurs. [DEPARTMENT OF STATE]

Egypt

Labor programs sponsored by the U.S. Department of State in Egypt at the Workers' University in Cairo equipped 390 women in the labor union movement with leadership skills. In Egypt, the American Center for International Labor Solidarity, working with U.S. Agency for International Development funding and the support of the U.S. Embassy's Labor Officer, from 1995 to 1999, conducted 81 seminars on

topics ranging from How to Run a Small Project to Promotion of Women in the Union Structure. In 1999 the Center opened special programs on labor union leadership skills for women and training for hotel union women leaders. The Center also recently organized a seminar for women union leaders on the maternity leave provisions of the labor law. **[DEPARTMENT OF STATE]**

F.4. Strengthen women's economic capacity and commercial networks.

SUPPORT AND COMMUNITY PROGRAMS

Women-Owned Businesses and the Economy

America's 24 million small businesses employ more than 50 percent of the private workforce and are the principal source of new jobs in the U.S. economy. They also generate more than half of the Nation's gross domestic product.

Nearly 40 percent of all U.S. businesses are owned by women. The 9.1 million women-owned businesses in the United States contribute \$3.6 trillion to the economy and employ 27.5 million people. Women are starting businesses at twice the rate of all business, and they are staying in business longer. The number of women-owned firms more than doubled between 1987 and 1999 (103 percent increase), while employment grew 320 percent and sales skyrocketed 436 percent, according to the Small Business Administration Office of Advocacy and the National Foundation for Women Business Owners. **[SMALL BUSINESS ADMINISTRATION]**

Farm Loans To Women

The U.S. Department of Agriculture's Farm Service Agency has increased the amount of money lent to women farmers by 65 percent since FY 1995. This percentage represents an

additional 1,702 loans made to women for maintaining or expanding their farm operations. **[DEPARTMENT OF AGRICULTURE]**

Business And Industry Loans For Rural Women

Businesswomen have received an average of \$42,634,259 per fiscal year (1996 to 1999) from the U.S. Department of Agriculture's Business and Industry Loan programs. In 1995, \$10,750,146 was lent to women. Program loans to women increased from 1995 by an average of 397 percent in each of the following four fiscal years. These loans help create jobs and stimulate rural economies by providing financial backing for rural businesses. Loan proceeds may be used for working capital, machinery and equipment, buildings and real estate, and certain types of debt refinancing. **[DEPARTMENT OF AGRICULTURE]**

Office of Business Liaison

The Commerce Department's Office of Business Liaison develops and promotes public-private partnerships between the Department of Commerce and the U.S. business community. The Office of Business Liaison has arranged a number of meetings with individuals or groups of women business executives for the Secretary of Commerce and other senior Department officials. To gain private sector input and be more responsive to the business community, the Office of Business Liaison organized a Women in Trade breakfast forum in honor of International Women's Day. This interactive briefing took place on March 8, 1999, at the Department of Commerce. The forum focused on women in the global marketplace and the potential for women business executives to expand their business opportunities worldwide. Approximately 60 to 70 local women executives and key Department of Commerce women attended the briefing.

The funding for the event came from the Commerce Department budget, with no contributions from the private sector.

[DEPARTMENT OF COMMERCE]

TECHNOLOGY

Technical Women's Symposium

Part of the Women in Science and Technology initiative, the Technical Women's Symposium was held in 1994 and 1996 at the Department of Energy's Argonne National Laboratory. This program was developed to highlight scientific and engineering women's achievements, as well as to provide an opportunity for women to interact with other researchers. Approximately 200 women participated in each of the two symposia, including women from the Department of Energy, other national laboratories, and the local university. The project was funded by the Laboratory and the Department of Energy. [DEPARTMENT OF ENERGY]

EMPLOYMENT AND TRAINING PROGRAMS

The Workforce Investment Act of 1998

In August 1998 the President signed into law job training reforms. The Workforce Investment Act provides the framework for a national system of employment preparation and placement services. The Act combines funding and administration for Youth, Adult, and Dislocated Worker programs serving job seekers and employers. Title I of the legislation contains the following elements: streamlined services, empowered and informed individuals, universal access to services, increased accountability throughout the system, strong roles for local boards, state and local flexibility, and improved youth programs.

The Act incorporates many of the best elements of pilot/demonstration projects that the Department of Labor's Employment and

Training Administration has been involved with for many years, including payment for training through Individual Training Accounts, specialized training for incumbent workers, and comprehensive services for youth.

The Workforce Investment Act creates a nationwide network of One-Stop centers where customers can conveniently access employment, education, training, and information services. Among its advantages, One-Stop shopping is family-friendly, enabling women entering or making changes in the labor force who also have family responsibilities to efficiently use their time and energy to find appropriate work and training. Partner programs authorized or carried out under 12 separate federal funding streams provide a comprehensive menu of activities and services for all job seekers and workers, including women, to find appropriate work and training.

The Department of Labor's Women's Bureau is working collaboratively with the Employment and Training Administration on the Workforce Investment Act implementation. In 1999 the Bureau trained its regional offices on the implications of the Act for women and equipped them with the information needed to activate local women's organizations in the state and local planning process. The Bureau is working to ensure that One-Stop centers provide information about non-traditional training for women and understand the importance to women of supportive services such as child care and transportation. The Women's Bureau will make an ongoing effort to ensure that the Workforce Investment Act system works well for women.

The Department of Labor Civil Rights Center is issuing regulations to implement the provisions in Section 188 on non-discrimination in the provision of services. This provision prohibits discrimination on the basis of sex, in addition

to other grounds. For more information, visit the Workforce Investment Act website at <http://usworkforce.org>.

[DEPARTMENT OF LABOR]

Foreign Service Spouses

The Family Liaison Office of the Department of State serves U.S. government employees and their family members assigned to, serving at, or returning from a U.S. embassy or consulate abroad. The Office maintains a spouse skills bank and assists family members in locating employment in the United States and abroad. Programs have been developed to enable embassies and consulates to use spouse skills to meet their increasing demands, including filling certain entry-level officer positions. As of October 1999, bilateral work agreements and de facto work arrangements have been concluded with 136 countries, enabling spouses of U.S. government employees to work in the local economy. Courses are available to spouses to gain functional skills needed at foreign missions, to hone their job search skills, and to teach them to be English as a Second Language instructors.

[DEPARTMENT OF STATE]

Spouse Employment Demonstration Project

The Department of Defense launched a three-year pilot project to assist relocating military spouses in obtaining non-federal employment in FY 1997. Over the course of this Spouse Employment Demonstration Project, the Department of Defense allocated \$250,000 per year to fund ten demonstration programs worldwide. The programs addressed issues ranging from transportation to training to starting a small business. The Department of Defense funding for these programs ended September 30, 1999. A final report on the project is being prepared. **[DEPARTMENT OF DEFENSE]**

Employment Barriers

The Department of Defense conducted a wide-ranging study of the employment barriers faced by junior military spouses. As expected, almost half of the responding spouses agreed that the mobile military lifestyle interfered with job advancement. Spouses also faced significant barriers in other areas including training, conflicts between work and family responsibilities, and child care. Approximately 61 percent of the responding spouses said they had major problems finding affordable child care, despite the scope of the Department of Defense child care system.

[DEPARTMENT OF DEFENSE]

Department of Education's Pilot Mentoring Program

In March 1999 the Department of Education launched a 12-month agency-wide Pilot Mentoring Program designed for Education Department employees to develop the various interpersonal skills necessary to succeed in today's challenging work environment. The Pilot Mentoring Program recognizes and capitalizes on experiences of the agency's successful senior leaders (mentors) who are committed to developing a highly skilled work force. Women in lower-level positions greatly benefit from mentors who can advise them on many issues, including establishing credibility in the workplace. Mentors serve as coaches, not as supervisors, offering wise counsel and advice essential to their less experienced colleagues (mentorees).

[DEPARTMENT OF EDUCATION]

Youth Opportunity Grants

Initiated in 1996, this Department of Labor, Employment and Training Administration pilot program addresses the pervasive joblessness of out-of-school youth ages 16 to 24 living in high-poverty urban and rural areas. The goal is

to increase the employment of these youth from below 50 percent to 80 percent over five years. Related goals include reducing dropout rates, teenage pregnancy, and crime. In 1996 grants were awarded to Chicago, Houston, and Los Angeles, with women accounting for 56 percent of enrollees at these sites. In 1997 grants were awarded to Boston, New York, and rural Kentucky. In FY 1998, \$25,000,000 was awarded to continue the six existing pilots and expand the initiative to an additional five sites: Baltimore, Denver, Detroit, Oakland, and San Diego. For FY 1999, \$250,000,000 was appropriated for grants to select scores of new sites for Youth Opportunity grants.

This initiative makes employment and training services available to all unemployed youth who reside in the community and establishes an integrated administrative structure with other service providers who are already located in the community. Early results of baseline data and follow-up surveys indicate that about half of the out-of-school youth living in the target areas are receiving services. For more information, visit the Employment and Training Administration website at <http://www.doleta.gov>.

[DEPARTMENT OF LABOR]

Youth Opportunity (YO!) Movement

In July 1999 the President launched the Youth Opportunity (YO!) Movement with the assistance of the Secretary of Labor and leaders from the business, foundation, and entertainment communities. The vision of the YO! Movement is that all youth, particularly those who are out of school, acquire the necessary skills and work experience to successfully make the transition into adulthood, careers, further education, and training. It is an all-encompassing strategy of the Department of Labor, working through local communities to build partnerships between government, community- and faith-based organizations,

business leaders, and youth. This new effort will help out-of-school youth living in high-poverty areas obtain employment training and educational opportunities to find jobs and develop careers. This program, with other Department of Labor youth programs, is part of a coordinated federal interagency strategy for addressing youth violence. The YO! Movement focuses on the “whole person” and engages the whole community to bridge gaps and break cycles that lead to poverty and despair.

The Youth Opportunity grant sites described above are part of this Movement. The YO! Movement website, <http://www.yomovement.org/>, contains information on the Youth Opportunity grants competition, a state-by-state listing of Department of Labor-supported youth programs, and the most up-to-the-minute information on activities. The Movement includes a mentoring component for which the Department of Labor's Women's Bureau developed materials. [DEPARTMENT OF LABOR]

The Job Corps

Begun in 1964, the Job Corps is the Nation's largest and most comprehensive residential training program, providing basic education, vocational training, counseling, medical care, and related support services for disadvantaged youth ages 16 to 24. Post-program placement services are also offered to assist students with employment or further education. There are 118 Job Corps Centers.

The Job Corps has taken steps to increase the participation of young women in its programs, including targeted recruitment brochures for females, brochures and posters depicting young women in non-traditional trades, provision of on-site child care at a number of Job Corps Centers, institution of a zero tolerance policy for violence and drugs, and institution of a requirement that all Job Corps centers provide

training on sexual harassment for staff and students. The Job Corps' goal is to enroll approximately 35,000 young women annually. For more information, visit the Job Corps website at <http://www.jobcorps.org/>.

[DEPARTMENT OF LABOR]

Child Development Training

The Department of Labor's Bureau of Apprenticeship and Training is the registration agency for more than 850 occupations, including Child Care Development Specialist. Registered apprentices receive on-the-job training under the guidance of an experienced mentor and related theoretical classroom instruction throughout their apprenticeship. Recognized as apprenticeable in 1978, Child Care Development Specialist programs have been established in 19 states. Graduates receive a nationally recognized credential. The Department of Labor considers improving the wages and retention rate of providers in this occupation a high priority. To this end the Bureau of Apprenticeship and Training developed an initiative to expand the Child Care Development Specialist model into at least ten additional states during Program Year 1999. The Child Care Development Specialist grant process provides states the seed money to build a sustainable collaborative statewide system of provider training. For more information, visit the Bureau of Apprenticeship and Training website at

<http://www.doleta.gov/bat/>.

[DEPARTMENT OF LABOR]

LOANS

Veterans Affairs Loan Guaranty Service

The Department of Veterans Affairs Loan Guaranty Service administers the housing loan program under Chapter 37 of Title 38, United States Code. This benefit assists eligible veterans with financing the purchase of housing with no down payment and loan terms at a rate of interest that is competitive with the rate

charged on other types of mortgage loans. This benefit is also available for certain surviving spouses and spouses of POWs/MIAs, members of the Selected Reserve, and active duty service personnel. Between June 22, 1944, and June 30, 1999, veterans obtained 16 million housing loans totaling over \$642 billion under the GI guaranteed housing loan program. In the most recent fiscal year for which data are available (FY 1998), 6.9 percent of Veterans Affairs guaranteed loans were granted to female veterans. Of the approximately 2.6 million active Veterans Affairs guaranteed loans outstanding as of September 30, 1998, 3.69 percent were to females. Information regarding the Department of Veterans Affairs housing loan program can be accessed online at <http://www.vba.va.gov/bln/loan/index.htm>.

[VETERANS AFFAIRS]

INTERNATIONAL PROGRAMS

Microenterprise Programs

Peace Corps Volunteers in dozens of developing countries work with girls and women in schools, women's groups, cooperatives, community-based organizations, and non-governmental organizations to prepare girls to enter the workplace and to help women increase family income and achieve their potential as leaders in the local economy. Common projects include forming cooperatives and small businesses, identifying and expanding markets, organizing community credit/loan systems, obtaining funding from local and non-governmental sources, establishing community gardens, and teaching new cultivation techniques. Additional information is available online at <http://www.peacecorps.gov/volunteer/business>. For example:

- More than 25 Peace Corps Volunteers in Kazakhstan worked with local women and organizations to form a Women in Development committee. The committee was

created in August 1997, and activities are ongoing. Every committee member has a project that focuses on developing and supporting programs and activities that strengthen women's and young women's leadership skill, confidence, and decision-making abilities. [PEACE CORPS]

United States-Finland Promotion of the Status of Women in the Baltic States

As a follow-up to the October 1998 United States-Finnish statement on the need for bilateral cooperation in the Baltic Region on matters of concern to women, Department of Justice representatives met in March 1999 with a delegation from Finland and three Baltic States at an international conference on promoting the status of women. The conference was held in Riga, Latvia, and included workshops addressing issues facing women around the world: independence and economic status, domestic and sexual violence against women, prostitution, and the trafficking of women and children. [DEPARTMENT OF JUSTICE]

International Financial Institutions: Mainstreaming Gender Issues

The United States advocates the mainstreaming of gender issues in International Financial Institutions. The World Bank first adopted a policy on the role of women in development in 1985. Although initially identifying women as a special target group, the International Financial Institutions have increasingly come to see gender as a crosscutting issue influencing all social and economic processes. There is increasing recognition that low levels of education and training, poor health and nutritional status, and limited access to resources not only depress women's quality of life, but also limit productivity and hinder economic efficiency and growth. Under World Bank policy, gender issues are integrated into

the mainstream of Bank activities in all country assistance strategies, and in the design and implementation of its lending programs. The International Financial Institutions have also devoted greater efforts to initiating dialogues on gender issues and increased publication on its many facets. [DEPARTMENT OF STATE]

F.5. Eliminate occupational segregation and all forms of employment discrimination.

AFFIRMATIVE ACTION

Affirmative Action Enforcement

The Department of Justice defends federal affirmative action programs of employers and enforces compliance among federal contractors with Executive Order 11246, which bans discrimination and requires "good faith" efforts to hire and promote women and people of color. Under the Omnibus Crime Control and Safe Streets Act, the Department requires businesses receiving financial assistance of \$25,000 or more to develop Equal Employment Opportunity Plans relating to employment practices affecting women based on analysis of existing employment policies, procedures, and practices. [DEPARTMENT OF JUSTICE]

NON-DISCRIMINATION EFFORTS

Non-discrimination in Employment

Since 1994 the Department of Justice has brought or resolved more than 50 cases of discrimination under Title VII of the Civil Rights Act of 1964 in a wide range of jobs, including custodians, laborers, emergency medical technicians, radio dispatchers, corrections officers, police officers, firefighters, and school administrators. Fourteen of the 50 cases involved claims of sexual harassment. In a recent case the Department successfully challenged a transit authority's requirement that job candidates complete a 1.5 mile run in

12 minutes, a practice that excluded almost all women from consideration for positions as transit officers but was in no way related to successful job performance. In another case, the Department obtained backpay and promotions for female janitors who had been denied access to higher-paying jobs.

The Department continues to implement actions to ensure improvements in the representation of minorities, women, and persons with disabilities throughout its own workforce and conducts mandatory training on sexual harassment for all employees.

[DEPARTMENT OF JUSTICE]

Sexual Harassment Accountability Board At The Federal Aviation Administration

The Federal Aviation Administration established an Accountability Board made up of senior management officials whose purpose is to oversee how the agency responds to allegations and incidents of sexual harassment, misconduct of a sexual nature, and related reprisal. The scope of the Board is limited, at this time, to sexual harassment, misconduct of a sexual nature, and reprisal for having reported sexual harassment or participated in a related inquiry or investigation. The Federal Aviation Administration Administrator has committed to expanding the role of the Board in the future to address other issues as well. As of late 1999, more than half of the allegations brought before the board have been from women.

[DEPARTMENT OF TRANSPORTATION]

WOMEN WITH DISABILITIES

The Presidential Task Force on Employment of Adults with Disabilities

In 1998 Executive Order 13078 created the Presidential Task Force on Employment of Adults with Disabilities. Its purpose is to develop, through coordinated cross-federal

agency efforts, a national policy designed to bring adults with disabilities into gainful, competitive employment at a rate that is as close as possible to that of the general adult population. The Task Force is required to issue four formal reports to the President. *Re-charting the Course: First Report of the Presidential Task Force* was issued in 1998; the final report is due in July 2002.

The Task Force operates as a multi-agency board with the Secretary of Labor as chair. The membership of the Task Force includes the Secretaries of Education, Veterans Affairs, Health and Human Services, Commerce, Treasury, and Transportation; the Director of the Office of Personnel Management; the Commissioner of the Social Security Administration; the Administrator of the Small Business Administration; and the Chairs of the Federal Communications Commission, the Equal Employment Opportunity Commission, the President's Committee on Employment of Persons with Disabilities, and the National Council on Disability. The Task Force is housed at the Department of Labor, with a budget of approximately \$2,400,000 for its first full fiscal year.

The Task Force is authorized and encouraged to make policy recommendations that cover a broad spectrum of disability issues: civil rights, discrimination, and enforcement; reasonable accommodation (architectural, assistive technology and accessibility to programs, services, and information); access to health care; consumer-driven supports and services, including accessible housing, transportation, child care, community services, and on-the-job supports; vocational rehabilitation; economic incentives to work; and educational and training services. During FY 1999, seven interagency committees were formed to help

carry out the Task Force agenda: Access to Employment & Lifelong Learning; Employment Opportunities for Young People with Disabilities; Health Care and Income Support; Economic Incentives and Entrepreneurship; Civil Rights; Statistics; and the Federal Government as a Model Employer. The particular concerns and needs of women with disabilities are being integrated throughout the work of the committees.

The Task Force often acts as a catalyst and facilitator for ensuring active and ongoing interagency collaboration. The Task Force, therefore, works closely with the Department of Labor Women's Bureau regarding the Bureau's representation on various Task Force-sponsored committees and supports the Women's Bureau in its ongoing efforts related to the needs of women with disabilities and women caregivers of family members with disabilities.

For more information, visit the Presidential Task Force on Employment of Adults with Disabilities website at <http://www.dol.gov/dol/sec/public/programs/ptfead/main.htm>.

**[DEPARTMENT OF LABOR
(PRESIDENTIAL TASK FORCE ON
EMPLOYMENT OF ADULTS WITH
DISABILITIES)]**

Workforce Recruitment Program

Coordinated by the President's Committee on Employment of People with Disabilities and the U.S. Department of Defense, the Workforce Recruitment Program is designed to provide summer and permanent job opportunities in federal government and private-sector businesses to college students with disabilities. Each year, recruiters interview about 1,000 students with disabilities at colleges and university campuses across the Nation and develop a database listing the qualifications of

each student. Access is provided to agencies and businesses who then make direct job offers to students whose skills fit the employers' job openings.

The Workforce Recruitment Program is the evolution of a program previously run solely by the Department of Defense that has placed students with disabilities in summer and permanent jobs in that agency since 1976. The expanded program has thrived, successfully placing students in ever more diverse types of work. In 1999 program recruiters traveled to more than 125 colleges and universities around the country, interviewed more than 1,100 students, and compiled a database of student information that was shared with interested agencies and businesses in mid-March. More than 300 students from the database were placed in jobs in 1999. At least 50 percent of participants are female. For more information, visit <http://www.pcepd.gov>. **[DEPARTMENT OF LABOR (PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES)/ DEPARTMENT OF DEFENSE]**

Transportation For Elderly And People With Disabilities

Approximately 64 percent of the population aged 75 and over is female, and at last survey, 25 percent of older women lived in households without a car. Providing transportation options that allow seniors and people with disabilities to maintain independent, active lives is critical to their mental and physical health. Federal transportation legislation authorizes funding for programs targeted at making public transportation more reliable and accessible for older Americans. One program, the Elderly Individuals and Individuals with Disabilities grant program, has been funded to ensure that paratransit vans and other specialized

transportation services are more available so people can acquire health care, education, and job access, and fulfill other important travel needs. Funding for the program was \$67,000,000 for FY 1999 and will increase to \$91,000,000 in FY 2003.

The Department of Transportation has made a solid commitment to improving transportation service and access to persons with disabilities. Over the past five years, many full-size public transit buses are lift- or ramp-equipped; most key transit and commuter rail stations are elevator- and ramp-accessible; paratransit is available to those who cannot use fixed route systems; and most recently, over-the-road bus service, such as Greyhound, will soon be accessible to persons with disabilities. More information is available online at <http://www.fta.dot.gov/library/legal/adar.htm>.
[DEPARTMENT OF TRANSPORTATION]

FEDERAL CONTRACT COMPLIANCE

Department of Labor's Office of Federal Contract Compliance Programs

The Department of Labor's Office of Federal Contract Compliance Programs focuses significant enforcement efforts on sex discrimination. The Office of Federal Contract Compliance Programs enforces three equal employment opportunity laws: Executive Order 11246 (issued by President Johnson in 1965), as amended; Section 503 of the Rehabilitation Act of 1973, as amended; and the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended. Taken together, they prohibit discrimination on the bases of race, color, religion, sex, national origin, disability, and status as a Vietnam-era veteran, special disabled veteran, or veteran who served in a campaign or expedition for which a campaign badge has been authorized; and require affirmative action in employment by federal

contractors and subcontractors. Federal contractors employ approximately 22 percent of the labor force.

In administering the laws, the Office of Federal Contract Compliance Programs conducts approximately 4,000 compliance evaluations per year to investigate contractors' systemic employment practices. Compliance evaluations range from a review of the contractor's records to a comprehensive analysis of a contractor's employment practices and affirmative action efforts. These evaluations work both to prevent sex discrimination and to require employers to examine the stereotypical thinking that often impedes women's progress.

[DEPARTMENT OF LABOR]

Regulatory Reform and the Office of Federal Contract Compliance Programs

Beginning in 1994, the Office of Federal Contract Compliance Programs began changing its regulations to improve its effectiveness in conducting compliance evaluations and complaint investigations. The Office now has the flexibility to tailor investigations to apparent problems and refrain from further investigation where there are no indications of violations. The Office of Federal Contract Compliance Programs is drafting other significant improvements to its regulations. Planned changes include reducing the amount of paperwork produced by contractors while enhancing the Office's ability to select contractors for compliance evaluations, and collecting summary compensation data (including comparisons of men's and women's pay) from a larger pool of federal contractors.

[DEPARTMENT OF LABOR]

Awards

The EVE Award, initiated in 1983, is presented by the Office of Federal Contract Compliance Programs to those contractors that have

demonstrated, through programs or activities, exemplary and innovative efforts to increase the employment opportunities for employees, including minorities, women, individuals with disabilities, and covered veterans. The Secretary's Opportunity 2000 Award, initiated in 1988, is presented by the Secretary of Labor to one contractor each year that has established and instituted comprehensive workforce strategies to ensure equal employment opportunity. The 1999 Equal Employment Opportunity awards events shared the theme, Equal Pay Matters. **[DEPARTMENT OF LABOR]**

“Glass Ceiling” Initiative

The “glass ceiling” is defined by the Department of Labor as those artificial barriers, based on attitudinal or organizational bias, that prevent qualified women of all races and minority men from advancing in their organization into executive-level positions. These artificial barriers may exist in the selection criteria used for hiring or for advancement and professional development opportunities, or may be unspoken in the culture of the corporation. In 1989 the Office of Federal Contract Compliance Programs was charged with implementing the Department's Glass Ceiling Initiative. Since that time, the Office of Federal Contract Compliance Programs has published three reports on the initiative, the most recent of which is *The Glass Ceiling Initiative: Are There Cracks In the Ceiling?* (June 1997).

Since 1989 the Office of Federal Contract Compliance Programs has implemented Corporate Management Reviews to ensure that qualified candidates do not encounter artificial barriers to advancement. A Corporate Management Review includes all aspects of a standard compliance review, with special attention given to developmental and selection processes and practices for advancement into

mid- and upper-level management positions, as well as treatment of women and minorities in such positions. **[DEPARTMENT OF LABOR]**

Pay Equity/Equal Pay Initiative

The Secretary of Labor's Equal Pay Initiative, begun in 1999, uses the three powerful tools of enforcement, education, and partnership. Beginning in 1999 the Office of Federal Contract Compliance Programs, with assistance from other Department of Labor agencies, will:

- Increase the number of “glass ceiling” reviews by ten percent, up to 40 per year;
- Emphasize pay issues in all other Office of Federal Contract Compliance Programs focused reviews;
- Develop and implement a model enforcement (investigative and litigation) strategy;
- Release a new employer self-audit tool, such as an Office of Federal Contract Compliance Programs computer self-audit; and
- Include pay practices as a component in determining EVE Award recipients.

In response to the Equal Pay Initiative, in 1999 the Office of Federal Contract Compliance Programs updated its internal reporting system to focus on compensation. The three categories for inclusion in this system are:

- Any cases involving findings of compensation discrimination;
- Any cases involving discrimination against women or minorities applying to or working in mid- or upper-level management; and
- Any case involving discrimination against women in non-traditional jobs.

[DEPARTMENT OF LABOR]

Backpay Relief

In the past several years, the Office of Federal Contract Compliance Programs has increased the amount of backpay collected on behalf of women who were victims of sex discrimination. The Office of Federal Contract Compliance Programs collected more than \$11,400,000 on behalf of 2,431 women in FY 1997; almost \$16,000,000 for 3,949 women in FY 1998; and more than \$8,200,000 million for 1,870 women in the first half of FY 1999.

[DEPARTMENT OF LABOR]

Preventing Sexual and Racial Harassment

The Office of Federal Contract Compliance Programs' regional offices have worked to reduce the incidence of sexual harassment at contractor facilities. For example, the Atlanta Regional Office began its Sexual Harassment Initiative in 1995. Activities include training, workshops, conciliation agreements, remedial methods, and placing contractors on an Honor Roll for their voluntary efforts. In 1998 the Office of Federal Contract Compliance Programs' Atlanta and Chicago Regional Offices posted *Tips For Contractors On Preventing Sexual And Racial Harassment* on their websites. The Office of Federal Contract Compliance Programs website is at http://www.dol.gov/dol/esa/public/ofcp_org.htm.

[DEPARTMENT OF LABOR]

Memoranda of Understanding between the Office of Federal Contract Compliance Programs and the Equal Employment Opportunity Commission

The U.S. Department of Labor and the U.S. Equal Employment Opportunity Commission have signed two Memoranda of Understanding, one on training and one on charge processing, to enable them to improve enforcement of the laws prohibiting discrimination in the workplace, particularly regarding

compensation. The training Memorandum of Understanding strengthens enforcement of compensation discrimination cases by providing for the training of agency staff on equal pay laws, as well as facilitating referral and sharing of information on such cases. Cooperation is essential because each agency enforces laws that address discrimination in compensation. The charge processing Memorandum of Understanding updates a long-standing agreement between the agencies on the processing of discrimination complaints (including pay discrimination cases) based on race, color, sex, national origin, and religion. The Memorandum of Understanding promotes efficient processing of complaints and avoidance of duplication of effort. In addition, the Memorandum of Understanding allows the Office of Federal Contract Compliance Programs to seek monetary damages in the voluntary resolution of discrimination complaints involving federal contractors (eliminating the need for complaining parties in such cases to file with the Equal Employment Opportunity Commission to obtain damages). Both Memoranda of Understanding went into effect in April 1999. **[DEPARTMENT OF LABOR/ EQUAL EMPLOYMENT OPPORTUNITY COMMISSION]**

WORKING WOMEN COUNT HONOR ROLL

Working Women Count Honor Roll

The Working Women Count Honor Roll campaign was one of the U.S. commitments announced at the United Nations Fourth World Conference on Women in 1995. Launched by the Department of Labor Women's Bureau, it addressed concerns voiced by more than 250,000 working women across the country who responded to the national Working Women Count! Survey in 1994. During the Honor Roll

campaign, the Women's Bureau obtained pledges to initiate new programs or policies that improve women's pay and benefits, help balance work and family, and improve women's respect and opportunity on the job. By mid-1996, 459 non-profits, 448 businesses, 129 elected government officials, 51 labor unions, 51 media organizations, and two online computer services had pledged to make change. By mid-1997 at the completion of the program, more than 800 pledges were being implemented. In 1997 the Women's Bureau published its final report, *What Works! The Working Women Count Honor Roll Report*. For more information, call the Women's Bureau National Resource & Information Center at 1-800-827-5335, or visit the Women's Bureau's website at <http://www.dol.gov/dol/wb/>.
[DEPARTMENT OF LABOR]

OTHER EFFORTS TO REDUCE THE WAGE GAP

Department of Labor Women's Bureau Efforts

At the April 1998 White House commemoration of National Equal Pay Day, Secretary of Labor Herman announced new resources from the Women's Bureau. The publications, *Equal Pay Self Audit for Employers* and *Equal Pay Checklist for Working Women*, guide employers in setting equal pay policies and educate women about the steps they themselves can take to achieve equal pay. These tools help employers understand the many ways that compensation systems are vulnerable to unfair bias and guide employees on voluntary steps to ensure that they provide equal pay for women.

In June 1998 at a White House ceremony in commemoration of the 35th anniversary of the Equal Pay Act, the President released *Equal Pay: A Thirty-five Year Perspective*. This Women's Bureau report presents an historical

analysis of the economic trends affecting women workers from the years leading up to the Equal Pay Act passage through the present. It provides data on women's labor force participation, leading occupations, educational attainment and wages, as well as issues particular to women of color and other important trends.

Other Women's Bureau publications include:

- *Worth More Than We Earn: Fair Pay for Working Women* (1996), which describes the wage gap, what causes it, and what employers, unions, and working women can do to close the wage gap;
- *What Works: Fair Pay for Working Women* (1996), which profiles employers across the country who have improved pay scales for women (and men) in traditionally female jobs; and
- *Women's Earnings as Percent of Men's* (updated yearly, with wage information from 1979 to the most recent available).

In FY 2000 the Women's Bureau plans to publish:

- *Women's Work Isn't What It Used to Be* (about non-traditional jobs).
- A general career guide for women (how to get the pay you deserve).

In addition, Women's Bureau regional offices are continuing to organize and co-sponsor equal pay events around the country. The Women's Bureau is also engaged in partnership with other government agencies and non-profit organizations to reduce occupational segregation by promoting opportunities for women and girls in higher-paying non-traditional occupations.

For more information, visit the Women's Bureau's website at <http://www.dol.gov/dol/wb/> or call the Women's Bureau's National Resource and Information Center, 1-800-347-3741. **[DEPARTMENT OF LABOR]**

NON-TRADITIONAL JOBS

Vision for Diversity

The U.S. Fish and Wildlife Service within the Department of the Interior made improving its performance in attracting and maintaining a diverse workforce, including increasing the number of women, one of its early management priorities. By issuing Vision for Diversity, which held Service managers responsible for increasing the presence of women and minorities within its ranks, the Service produced measurable results.

Since FY 1994, the number of women in the Service's workforce increased from 2,692 to 3,045, an increase of 13 percent. Women accounted for almost half of the 2,148 hires within the Service. Significantly, 51 percent of the managers and supervisors hired during this period were women. Major hires were made in occupations such as General Biologist, Fisheries Biologist, Park Rangers, and Realty Specialists. Women were also hired in occupations where there were very few opportunities, such as Geologist, Landscape Architect, and Veterinary Medicine Specialist. **[DEPARTMENT OF THE INTERIOR]**

Wildland Firefighter Apprenticeship Program

The Department of the Interior's Bureau of Land Management's firefighting force has increased the percentage of women in the workforce from 15.7 percent in 1996 to 18.5 percent in 1999. The Bureau of Land Management has joined the Department of Agriculture's U.S. Forest Service to create the Wildland Firefighter Apprenticeship Program, which provides extensive training to eligible

employees. In the Apprenticeship class of 1999, seven of the 22 participants were women. **[DEPARTMENT OF THE INTERIOR]**

Increasing the Number of Women and Underrepresented Minorities on the Scientific Staff

A six-year funding program was designed to increase the number of women and underrepresented minorities on the scientific staff by 13 at the Department of Energy's Brookhaven National Laboratory.

This program was developed in response to a *1997 Diversity Management Subcommittee Report on Women and Minorities on Scientific Staff* at the Laboratory that showed underrepresentation. The project will run from 1999 to 2004 and is funded by the Department of Energy's Brookhaven National Laboratory. **[DEPARTMENT OF ENERGY]**

Women's Bureau and the Employment and Training Administration

Many non-traditional occupations—that is, occupations where women make up 25 percent or less of the total workers—are more likely to be associated with high earnings and employee benefits. The Women's Bureau continues to encourage women to consider such occupations as a way of becoming economically self-sufficient. They include not only skilled blue-collar trades in the construction and transportation industries, but also emerging technical occupations in business services, health care, telecommunications, utilities, and other public sector industries. The Women's Bureau and the Employment and Training Administration have worked together to promote the recruitment, training, and retention of women in apprenticeship and non-traditional occupations. **[DEPARTMENT OF LABOR]**

The Women in Apprenticeship and Non-Traditional Occupations Act of 1992

The Women's Bureau implemented the technical assistance program authorized by the

Women in Apprenticeship and Non-Traditional Occupations Act, providing grants to community-based organizations offering technical assistance to private-sector employers and labor unions to prepare them to recruit, train, promote, and retain women in apprenticeship and other non-traditional occupations. Through FY 1999, the final year of grants, \$4,714,000 was awarded to community-based organizations around the United States. From FY 1994 to FY 1998, more than 2,500 employers and labor unions received direct services. Many others received technical assistance indirectly through awareness and orientation sessions, issue-specific workshops, conferences/trade fairs, mailings, talk-media, and other print-media sources. For more information, see the Women in Apprenticeship and Non-Traditional Occupations Act Grant website at <http://www.workplacesolutions.org/about/grantees.cfm>. [DEPARTMENT OF LABOR]

WORKING WOMEN'S SUMMITS

Regional Working Women's Summits

In September 1996 the Women's Bureau held its first regional Working Women's Summits at 20 sites around the country. More than 4,000 women in 20 cities participated in substantive and solution-oriented discussions of child and elder care, the "glass ceiling," fair pay, pensions, lifelong learning, downsizing, domestic violence, and workplace flexibility. Working Women Count Honor Roll members were given public recognition; and the Women's Bureau introduced a new public education campaign, Don't Work in the Dark!. This initiative encourages women to get the facts about women in the labor force; helps them understanding their rights on the job; and increases access to best practices of employers,

unions, and organizations nationwide making positive changes in workplaces.

[DEPARTMENT OF LABOR]

National Working Women's Summit

The Women's Bureau held a national summit on June 5, 1997, in Washington, D.C., on Economic Equity: Realities, Responsibilities and Rewards. The summit included more than 20,000 participants at 450 downlink sites across the Nation, and more than 250,000 viewed the broadcast via cable and television networks. [DEPARTMENT OF LABOR]

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION EFFORTS

Equal Employment Opportunity Commission Activities and Litigation

In June 1999 the Equal Employment Opportunity Commission held a meeting in Houston, TX, to draw attention to the problems facing low-wage workers, particularly women, minorities, and immigrants. Panelists included workers, academics, advocacy groups, and attorneys, who suggested the ways in which the Commission could best reach low-wage earners and enforce discrimination laws that would help them.

In 1999 the Commission held a meeting in Philadelphia to draw attention to the wage gap as it affects women and minorities and to discuss enforcement of the Equal Pay Act. Economists, attorneys, advocacy groups, and private citizens testified to the Commission and members of the public. They offered suggestions to improve enforcement. Extensive follow-up is planned.

Starting in 1998 the Commission began offering customized training on sexual

harassment for individual employers, and in 1998 the Commission reached approximately 8,800 people through 76 special events for women's advocacy groups held around the country to inform them of their rights under anti-discrimination laws. As of late 1999, more than 100 such sessions have been held, in addition to the 230 technical assistance seminars the Commission has offered to groups of employers since 1995. Significantly, 19 percent of the Commission's general outreach events centered on sexual harassment, while 13 percent had sex discrimination as the major focus. Information on current educational programs may be found online at <http://www.eeoc.gov/taps.html>.

In 1996 each of the Commission's field offices held meetings with women's advocacy groups and other stakeholders during which major areas of concern including sexual harassment, pregnancy bias, wage discrimination, "glass ceiling and sticky floor" problems, and barriers to non-traditional jobs were identified. As a result, the offices developed local enforcement plans and initiatives designed to address these problems. To ensure continued awareness of the issues women workers face, local advisory councils were formed to provide the Commission with ongoing input from stakeholders. Field offices addresses and phone numbers are available online at <http://www.eeoc.gov/teledir.html>.

The Equal Employment Opportunity Commission has been working to educate pregnant workers about their rights under the law. Between 1995 and 1998, 11,939 charges were filed with the Commission and state FEPAs. Because of the number of charges, the Commission has formed a collaborative program with the National College of Obstetricians and Gynecologists through which member physicians agreed to place in their waiting rooms the Equal Employment

Opportunity Commission's pamphlet outlining prohibited practices.

Significant and highly visible successes on behalf of women in the Equal Employment Opportunity Commission's litigation program from 1995 to the present include:

- A September 1999 agreement in which the Commission and Ford Motor Company settled allegations of sexual harassment for \$7,500,000. Also included in the terms of the settlement were Ford's agreement to pay an additional \$10,000,000 to train all of its employees on preventing job discrimination and to increase female representation among those entering supervisory positions by 30 percent over the next three years at its Chicago Stamping and Assembly Plants.
- A July 1999 \$25,000,000 settlement of a class action pregnancy discrimination case against Pacific Bell Telephone and Nevada Bell Telephone on behalf of 10,000 present and former employees. The suit charged the employer with unlawfully denying pension credit to pregnant workers who took maternity leave.
- A July 1999 settlement of a Title VII sexual harassment and retaliation case with Tyson Foods, Inc. The \$3,200,000 monetary award is the largest Equal Employment Opportunity Commission settlement of a sexual harassment case in Alabama. As part of the consent decree, Tyson also agreed to implement management and employee training, anti-harassment policies, and internal complaint procedures.
- A 1999 settlement of a Title VII sexual harassment lawsuit against Sidney Frank Importers and All State Promotions, distributors of Jagermeister liquor and Grey Goose Vodka. The \$2,600,000 settlement on behalf of more than 100 female employees is

the largest Equal Employment Opportunity Commission settlement of a sexual harassment case in New York state.

- A \$2,100,000 settlement in 1999 of a class employment discrimination lawsuit against Woodbine Healthcare Center (Woodbine), a nursing home in Gladstone, MO. The suit alleged that Woodbine discriminated against 65 Filipino registered nurses in wages, assignments, and other terms and conditions of employment due to their national origin.
- A settlement of a Title VII *quid pro quo* sexual harassment and retaliation case with Tanimura & Antle, Inc., the largest lettuce grower/distributor in the United States in 1999. Tanimura & Antle will provide mandatory sexual harassment training to all of its employees. The \$1,850,000 award was the largest ever in the agricultural industry.
- A 1999 consent decree providing \$1,000,000 in monetary relief to members of a class. The suit alleged that defendant, Southwest Supermarkets, Inc., subjected female employees in its Arizona stores to a sexually hostile work environment and retaliated against employees who complained about the sexual harassment. The plaintiffs also alleged that they were discharged as a result of the harassment.
- Mitsubishi Motors agreed to pay \$34,000,000 to settle a sexual harassment suit in June 1998. In addition to compensating claimants, the company agreed to revamp its sexual harassment policies and procedures, provide mandatory sexual harassment training to employees, and promptly investigate complaints of sexual harassment. [EQUAL EMPLOYMENT OPPORTUNITY COMMISSION]

Equal Employment Opportunity Commission Administrative Process

Between January 1995 and August 1999, 168,147 women filed Title VII claims, 4,877

Equal Pay Act claims, 31,667 age discrimination claims, and 40,326 Americans with Disabilities Act claims.

From January 1995 to mid August 1999, the Equal Employment Opportunity Commission obtained \$290,781,970 in monetary benefits from pre-litigation settlements for 16,686 women, and 9,233 women received non-monetary benefits during that same time period.

For victims of sex discrimination, the Equal Employment Opportunity Commission obtained \$178,300,000 from pre-litigation settlements between 1995 and 1998.

The Commission actively litigates sex discrimination cases. By 1998, 36.2 percent of the lawsuits the agency filed concerned sexual harassment and the average monetary relief awarded in those suits was \$229,690. Overall, in 1998, \$57,428,389 was recovered for victims of sex discrimination. [EQUAL EMPLOYMENT OPPORTUNITY COMMISSION]

Equal Employment Opportunity Commission Policy Issuances

Since 1995 the Equal Employment Opportunity Commission has issued a number of policy guidances designed to educate members of the public about their rights and responsibilities under the law. Topics covered include:

- **Equal Pay for Coaches**

In October 1997 the Equal Employment Opportunity Commission issued enforcement guidance on sex discrimination as it applies to compensating sports coaches in educational institutions and explained how disparities between the salaries of coaches of men's and women's teams may violate Equal

Employment Opportunity laws. The guidance is available online at <http://www.eeoc.gov/docs/coaches.txt>.

- **Contingent Workers**

On December 3, 1997, the Equal Employment Opportunity Commission issued enforcement guidance on when anti-discrimination statutes apply to temporary, contract, and other contingent employees. The guidance informs employers that they must assign, train, and pay contingent workers in a non-discriminatory manner and requires employment agencies that refer contingent employees to clients to take immediate and corrective action if they learn that a client has discriminated against any of its referrals. The guidance is available at <http://www.eeoc.gov/docs/conting.txt>.

- **Enforcement**

In April 1999 the Equal Employment Opportunity Commission and the Department of Labor signed two Memoranda of Understanding. The first, Equal Employment Opportunity Commission-Employment Standards Administration Memorandum of Understanding Providing for Cross-Training, Referrals and Information Sharing on Compensation Discrimination Cases, will allow cross-training, charge referral, and information sharing between the Equal Employment Opportunity Commission and the Department of Labor to achieve better enforcement of discrimination laws in general, but particularly of pay discrimination laws. The second, Equal Employment Opportunity Commission-Office of Federal Contract Compliance Programs Memorandum of Understanding Governing the Processing of Charges under Title VII and Executive Order 11246, streamlines the procedures for enforcing claims arising under both Title VII and Executive Order 11246. The memoranda are available online at <http://www.eeoc.gov/publicat.html>.

- **National Origin Discrimination**

In February 1998 the Equal Employment Opportunity Commission issued a Memorandum of Understanding with the Department of Justice's Office of Special Counsel for Immigration Related Unfair Employment Practices in order to more efficiently administer and enforce the laws governing discrimination on the basis of national origin. The Memorandum of Understanding is also designed to prevent overlap in charge filing, thereby streamlining the enforcement process. The Memorandum of Understanding is available online at <http://www.eeoc.gov/policy/index.html>.

**[EQUAL EMPLOYMENT
 OPPORTUNITY COMMISSION/
 DEPARTMENT OF LABOR/
 DEPARTMENT OF JUSTICE]**

INTERNATIONAL PROGRAMS

United States-Mexico Border Workplace Rights Training

In 1999, as part of the administration of the North American Agreement on Labor Cooperation (the labor side accord to the North American Free Trade Agreement), the U.S. Secretary of Labor and the Mexican Secretary of Labor and Social Welfare agreed to conduct legal literacy training along the United States/Mexico border. In August 1999 the first sessions took place in the United States and Mexican cross-border cities of McAllen, TX, and Reynosa, Tamaulipas, Mexico. The purpose of the training is to educate workers, employers, government representatives, and non-governmental organizations about the rights and protections afforded women workers in the United States and Mexico. One of the focuses is on pregnancy discrimination. The workforce is predominantly female in the *maquiladoras* (export processing zones) in Mexico along the U.S. border. The Department

of Labor's Bureau of International Labor Affairs and Women's Bureau took the lead in planning and carrying out the training. For more information, visit the Bureau of International Labor Affairs' National Administrative Office website at <http://www.dol.gov/dol/ilab/public/programs/nao/main.htm>.

[DEPARTMENT OF LABOR]

South Africa

In 1998 a delegation from South Africa participated in a two-week study tour with the Department of Labor's Office of Federal Contract Compliance Programs on employment equity policy development and public advocacy. The tour's objective was to orient South African Department of Labour officials with U.S. laws, regulations, experiences, and best practices in equal employment opportunity and affirmative action, with the hope that this exposure will enable the delegates to adopt similar policies and programs in their country. In 1999 the Office of Federal Contract Compliance Programs hosted several delegates from the South African Ministry of Labour. The delegates were interested in finding out how the Office of Federal Contract Compliance Programs uses employment statistics, as well as looking for the most effective ways to use the employer reports they will be receiving in the year 2000. **[DEPARTMENT OF LABOR]**

Expanding Opportunities for Women in Agribusiness

Agribusiness is a leading employer of women in developing countries. However, in many cases, women receive lower wages than men for similar work or find that their employers give their earnings to the male head of household. The Office of Women in Development of the U.S. Agency for International Development is supporting the

Gender and Agribusiness Project, a collaboration of the University of Illinois at Urbana-Champaign and agribusinesses in Africa, Asia, and Latin America to document and duplicate practices that positively support women employees and enhance productivity in developing countries. They are currently developing a case study with Cargill in Zimbabwe.

Women in Sri Lanka are being assisted as agro-entrepreneurs (owners of agribusiness enterprises) through the U.S. Agency for International Development-sponsored Agro Enterprise Development Project. The Agro Enterprise Development Project formed a Women in Development unit in 1995 when it realized that women were not taking advantage of the technical and financial assistance available. The Office of Women in Development staff was proactive in identifying potential clients and conducting seminars, workshops, and one-on-one technical assistance. In order to recognize successful participants of the program, Woman Entrepreneur of the Year and Woman Exporter of the Year awards programs were organized in collaboration with the Sri Lankan Chamber of Commerce and Industry.

An informational bulletin entitled *Women in Agribusiness: Sowing the Seeds of Opportunity* was also published in 1999 by the U.S. Agency for International Development's Office of Women in Development and will be distributed to more than 4,000 individuals and groups worldwide. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

F.6. Promote harmonization of work and family responsibilities for women and men.

FAMILY AND MEDICAL LEAVE

The Family and Medical Leave Act of 1993

The Family and Medical Leave Act provides important job protections for American families by allowing up to 12 weeks of unpaid leave in a 12-month period for the birth and care of the newborn child of the employee; for placement with the employee of a child for adoption or foster care; to care for an immediate family member (spouse, child, or parent) with a serious health condition; or to take medical leave when the employee is unable to work because of a serious health condition. Since enactment of the Family Medical Leave Act, millions of Americans have taken leave for a reason covered by the Act. The Department of Labor's Wage and Hour Division is responsible for administering and enforcing the Act. Wage and Hour has now achieved widespread compliance on a voluntary basis in large part by developing user-friendly regulations minimizing administrative burden to employers; easy-to-read compliance guides and fact sheets; and interactive electronic compliance assistance programs (e-laws), which are available online.

Wage and Hour has completed action on more than 13,500 employee complaints. The vast majority of the complaints have been successfully resolved through telephone calls that explained the provisions of the Family Medical Leave Act and steps necessary to remedy the situation. For more information, see Wage and Hour's Family and Medical Leave Act website at

<http://www.dol.gov/dol/esa/fmla.htm>.

[DEPARTMENT OF LABOR]

Presidential Memorandum on New Tools to Help Parents Balance Work and Family

A May 1999 Presidential Memorandum for the Heads of Executive Departments and Agencies directed the Secretary of Labor to propose regulations enabling states to develop innovative ways of using the Unemployment Insurance system to support parents on leave following the birth or adoption of a child. In addition, the President directed the Secretary of Labor to develop model state legislation that states could use in following these regulations. In this effort, the Department of Labor is to evaluate the effectiveness of using the Unemployment Insurance system for these or related purposes. In a 1996 study conducted by the Commission on Family and Medical Leave, lost pay was the most significant barrier to parents taking advantage of unpaid leave after the birth or adoption of a child. This new step will help to give states the ability to help eliminate this barrier. **[WHITE HOUSE/ DEPARTMENT OF LABOR]**

CHILD CARE

White House Conferences on Early Child Development and Child Care

In April 1997 President Clinton and the First Lady held the White House Conference on Early Child Development and Learning to highlight the benefits of early nurturing by parents. In October 1997 the White House Conference on Child Care began a dialogue on child care challenges facing parents today—availability, affordability, safety, and quality. To complement the White House Conference on Child Care, the Department of Labor held a Child Care Forum attended by 126 participants from business, labor, education, and government. Panel discussions were conducted with the Small Business Administration on business partnerships that improve the quality, availability, affordability, and safety of child care for working families. **[WHITE HOUSE DEPARTMENT OF LABOR/ SMALL BUSINESS ADMINISTRATION]**

Publicizing Employer Child Care Best Practices

At a White House ceremony in April 1998, the President released *Meeting the Needs of Today's Workforce: Child Care Best Practices*, a publication by the Department of Labor Women's Bureau highlighting 40 innovative child care programs initiated by employers across the country to address the needs of working parents. Initiatives from large to very small employers are included. It concludes with an overview of eight collaborative efforts spotlighting the importance of partnerships in increasing employee access to child care assistance programs. Partnerships between businesses as well as between businesses and unions are highlighted. The key finding in the report is that, in today's global economy, providing child care and other family-friendly policies helps companies recruit and retain the best workforce. For more information, visit the Women's Bureau's website at <http://www.dol.gov/dol/wb/> or call the Women's Bureau's National Resource & Information Center, 1-800-827-5335. [DEPARTMENT OF LABOR]

Child Care Website

The Women's Bureau also promotes greater employer and working parent knowledge about solutions to child care issues through its Ask Me About Child Care—I Care! website, a new addition to the Bureau's Internet website. For employers, the site can be a first stop for information about child care options with hyperlinks to useful resources on the Internet. For working parents, there is information about affordable, quality child care. The media and researchers can access facts and statistics. This information clearinghouse was announced by the President at the April 1998 White House event. The website is at <http://www.dol.gov/dol/wb/childcare/main.htm>. [DEPARTMENT OF LABOR]

Business-to-Business Mentoring Initiative on Child Care

The President announced a new commitment by the Women's Bureau—the Business-to-Business Mentoring Initiative on Child Care, which began in early 1999. In implementing this program, the Women's Bureau is reaching out to businesses:

- To promote awareness among industry leaders that affordable and safe child care is a top concern for families; and
- To connect employers who have effective child care programs with other employers considering child care options for their workers.

Volunteer business mentors are assisting other employers who want to help their workers balance their work and family needs. The initiative is helping them choose the type of child care program that works best for them, launch their initiative effectively, and avoid pitfalls and control costs. As of September 1999, 370 businesses had signed on as mentors or mentees. For more information, visit the Women's Bureau's website at <http://www.dol.gov/dol/wb/> or call the Women's Bureau's National Resource & Information Center, 1-800-827-5335. [DEPARTMENT OF LABOR]

Family-Friendly Transit Facilities

Since 1995 the Federal Transit Administration has accelerated its commitment to providing opportunities for on-site community services, including child care, at transit facilities. Providing the ability to locate child care centers at these facilities will assist parents in accessing jobs and in taking care of multiple household responsibilities through transit or walking. In communities across the country, the Federal Transit Administration works with transit agencies, metropolitan planning organizations, and other federal agencies to

promote the planning and development of family-friendly transit facilities that provide greater access to jobs, services, health care, day care, and educational opportunities. Such projects have served as catalysts for redevelopment in many communities, including 13 projects funded by the Federal Transit Administration's Livable Community Initiative in Empowerment Zones or Enterprise Communities.

Locating these kinds of services near transit is particularly beneficial to women workers. Women workers are five times more likely to perform morning child care stops and more than three times more likely to conduct child-related evening stops during their work commute. The presence of on-site amenities (at employment or transportation centers) has a marked effect in reducing or eliminating total vehicle miles traveled by employees and reducing harmful automobile emissions. Extended day care and/or Head Start facilities are now or soon will be located at the Federal Transit Administration's Livable Communities demonstration project sites in Baltimore, MD; Columbus, OH; East Cleveland, OH; Oakland, CA; and St. Louis, MO. As of 1999, 22 projects throughout the country received Livable Communities Initiative funding from the Federal Transit Administration. For more information, visit <http://www.fta.dot.gov/library/policy/IFT/iftb.htm>. [DEPARTMENT OF TRANSPORTATION (FEDERAL TRANSIT ADMINISTRATION)]

ELDER CARE

Work and Elder Care: Facts for Caregivers and Their Employers

In May 1998 the Department of Labor's Women's Bureau released the publication, *Work and Elder Care: Facts for Caregivers and Their Employers*. This publication frames the elder care issue and offers practical information

on the types of assistance available, such as geriatric care managers, homemakers and home health aides, companions/friendly visitors, telephone reassurance systems, respite care, daily money managers, home-delivered meals, chores and home repair, legal assistance, family and medical leave, and assistance with financing care. It also includes resources to help employers and other organizations assist workers in coping with the demands of elder care. For more information, visit the Women's Bureau's website at <http://www.dol.gov/dol/wb/> or call the Women's Bureau's National Resource & Information Center, 1-800-827-5335. [DEPARTMENT OF LABOR]

Elder Care Best Practices Report

The Department of Labor's Women's Bureau and the Office of Personnel Management's Workplace Advocacy Office are collaborating on an *Elder Care Best Practices Report*, with the Office of Personnel Management featuring innovations in federal agencies and the Women's Bureau highlighting initiatives in businesses, community organizations, and local governments. The report will be available in FY 2000. [DEPARTMENT OF LABOR/OFFICE OF PERSONNEL MANAGEMENT]

Elder Care

In federal government, the average age of full-time federal employees is 45.6 years. Demographic statistics indicate that the average age of their parents is 80 years. Families today provide 80 percent of the long-term care needed by older persons and can reasonably expect to spend more time caring for an aged relative than caring for their own children. The U.S. workforce is made up of 44.4 percent women, the traditional caregivers of elderly persons. Today, these women are less likely to be found at home and more likely to be in the workforce.

An increasing number of federal employees face the problems and responsibilities of caring for an aging family member or friend. If an elderly parent or friend suffers a stroke or heart attack or breaks a hip, many employees will instantly become caregivers. Others will gradually become caregivers as the older person's physical and/or mental health deteriorates.

The Office of Personnel Management has a long-standing commitment to helping agencies and employees with elder care responsibilities. The Office chairs the bi-monthly Interagency Adult Dependent Care Working Group and annually sponsors a one-day federal government-wide Conference and Exhibitors Fair to celebrate Older Americans Month (May). The Working Group promotes government-wide elder care programs and activities that help employees who are caring for an older relative or friend. The Group, composed of representatives from the various government agencies, meets bi-monthly to exchange ideas and hear guest speakers on elder care issues. The Office of Personnel Management will develop a separate publication that details resource and referral services that are offered in many communities around the country to help older adults function independently.

On April 28, 1999, the Office of Personnel Management sponsored a caregivers' conference (in celebration of Older Americans Month and the United Nations' proclamation of 1999 as the International Year of Older Persons, Meeting the Challenges of a New Millennium) that addressed the issues and challenges that older persons will confront in the 21st century. The conference provided information to federal employers, employees, caregivers, and elder care organizations about long-term care, healthy aging, employment and volunteer opportunities, and family and caregiving resources. In addition to the keynote

speaker and workshops, an exhibitors' fair was held to provide practical information and resources to federal agency personnel with responsibility for work/life programs. To accompany the exhibits, a guide was developed that described the services of each participating organization. **[OFFICE OF PERSONNEL MANAGEMENT]**

THE FEDERAL GOVERNMENT AS AN EMPLOYER

The Department of the Interior and Benchmarking Best Practices

Four employee teams representing the Department of the Interior are benchmarking the best practices in child and elder care, telecommuting and flexitime, health and wellness, and employee development. The Offices of Planning and Performance Management and Personnel Policy are co-sponsoring this effort. The topics for the four teams were identified by the bureaus and offices as the areas of greatest interest to their organizations. Between November 1999 and January 2000, the teams will conduct interviews at those companies and federal agencies identified as leaders in the four topic areas. The goal is to develop a cost-effective way to facilitate the adoption of these best practices throughout the Department. Once best practices are implemented, Interior managers and teams will have a "one-stop shop" to quickly identify the options in worklife services most suited to their organizational needs. **[DEPARTMENT OF THE INTERIOR]**

Bureau of Reclamation's Work and Family Team

Established in 1995, the Work and Family Team serves as a clearinghouse for work and life information for the Bureau of Reclamation. The Team provides assistance to employees and managers for innovative programs such as

telecommuting, menu-driven benefits, and leave-banking. The Leave Banking Program facilitates the transfer of donated leave to other employees with special needs, such as illness or surgery. More than one year of leave was donated to an employee whose daughter was critically injured in the Columbine school tragedy.

Information on a variety of programs and their implementation is disseminated through brochures, websites, newsletters, fact sheets and a CD-ROM entitled *Work and Family: Family Matters!—Now and in the Future*. The Work and Family Team developed a matrix to identify and market the various programs currently available throughout the Bureau of Reclamation. For more information visit <http://www.usbr.gov/hr/waft/>.
[DEPARTMENT OF THE INTERIOR]

Family Support Rooms at the Department of the Interior

Family Support Rooms offer a bed for resting and quiet activities to occupy a sick child while a parent works or a private place a mother can nurse her child. The rooms are available to Department of the Interior staff who must choose between caring for a dependent child or aging parent and meeting demanding career responsibilities. In the three years since its inception, experiences with the Family Support Rooms have been positive. Clear guidelines for use of this resource has encouraged responsible practices in its operation.

The Department held the Grand Opening Ceremony of the Family Support Rooms on October 9, 1996, with the goal of opening at least one Family Support Room in each bureau. Since 1996 three bureaus have opened their own support rooms, and other bureaus are following their example in offices across the United States. **[DEPARTMENT OF THE INTERIOR]**

Healthy Parenting Initiative

The Department of Defense Office of Family Policy, in partnership with the Department of Agriculture's Cooperative State Research, Education, and Extension System, has chartered an initiative to develop military-specific parenting resources. The project will produce educational materials that address parenting from infancy through adolescence in connection with the military lifestyle. This initiative comes at a time when, due to increasing level of operations, many military families struggle with "intermittent single parenting" and how to help their children cope with loss and separation. Most active duty military families, even when intact, are usually separated from extended family members, which limits access to family-based parenting guidance. **[DEPARTMENT OF DEFENSE/ DEPARTMENT OF AGRICULTURE]**

Family-Friendly Workplace

The Commerce Department assists the entire Commerce community in balancing the competing demands of work and family. The Department uses a wide variety of techniques to ensure that the workforce is fully aware of family-friendly programs, including designing an informational brochure for distribution to all employees; including articles supporting and encouraging the use of family-friendly programs in the bimonthly publication, *Commerce People*; routinely including information on the various programs and initiatives on employees' Earning and Leave Statements; periodically issuing electronic reminders and announcements of upcoming events (for example, Breast-Feeding Awareness Week); and posting information online for easy employee access.

Examples of significant strides include the Alternative Work Schedule program in which Department-wide participation is at 43 percent;

part-time work arrangements for most bureaus; a successful two-year pilot on the teleport work arrangement program at the Patent and Trademark Office, which was partnered with the union and will be extended to cover 25 percent of all trademark attorneys; the Voluntary Leave Transfer Program with more than 450 participating employees and a bureau-specific website listing approved recipients to improve the efficiency of the program; six day care centers with plans to open a new center and fast-track accreditation for two centers; and public transportation subsidies with more than 3,000 employees receiving MetroChek subsidies. **[DEPARTMENT OF COMMERCE]**

Working Parents' Support Group at the Department of Energy

The Working Parents Support Group provides a forum for the working parents at the Department of Energy's Pacific Northwest National Laboratory to identify, discuss, and learn about issues related to work life, home life and parenting. All meetings are open to visitors, including children. The group has both an internal website and a newsgroup for use by Laboratory staff. The Working Parents Support Group was a spin-off of the Lactation Support Program at the Laboratory. This program was implemented in early 1999 and is funded by the Laboratory and volunteers. **[DEPARTMENT OF ENERGY]**

Lactation Support Program at the Department of Energy

The Department of Energy and some of its laboratories provide support for lactating mothers. The Lactation Support Program at the Department of Energy's Pacific Northwest National Laboratory currently has ten participants. The program is run by volunteers and strives to provide a supportive environment

for women returning to work from maternity leave.

The program has three goals: to provide a supportive environment for women returning from maternity leave who wish to continue nursing their babies; to act as advocates for mothers who wish to take breaks during the workday to pump; and to create a successful program that will give nursing mothers access to commercial grade double-breast pumps at work and for business travel. **[DEPARTMENT OF ENERGY]**

Nursing Mothers Program at the Department of Labor

The Department of Labor's WorkLife Center promotes and supports programs to help employees balance the demands of work, family, and personal life. One of these programs is the Lactation Support Program. As part of the program, for many years the Department of Labor's national office has provided a lactation room in the Health Unit. This service provides a designated lactation area, breast feeding support and education, and, if needed, referrals to other health care providers as well as assistance by the Health Unit Medical Staff. In addition, since 1994 women employees with children in the Department of Labor Child Development Center have had access to a private room to nurse infants or extract milk. The Department of Labor's regional offices offer access to a room for nursing mothers upon request. They also assist those employees who require additional assistance and support through the resource and referral service available to all employees free of charge. **[DEPARTMENT OF LABOR]**

SUPPORTING FEDERAL EMPLOYEES WITH CHILD-REARING RESPONSIBILITIES

Providing Quality Child Care In Federal Facilities

The General Services Administration's Office of Child Care helps working women by making quality child care available nationwide. With 112 centers and more than 7,000 children in their care, the General Services Administration has committed to providing the best in facilities, curricula, health, and safety. More than 76 percent of all eligible centers are accredited by a national early education association, while the comparable figure in the private sector is about five to seven percent. Through the leadership of President Clinton, the United States has pledged to have all eligible centers accredited, to ensure proper background checks on center employees, to maintain the highest standards of health and safety, and to improve the child development aspects of the program. In the past two years, the Office of Child Care has headed a team of all federal agencies providing child care as a vital part of a healthy work-life balance for working women in the U.S. government.

In addition, the General Services Administration's newsletter, *Child@gsa.gov*, is a training tool for caregivers, and all General Services Administration centers are online. In partnership with the Consumer Product Safety Commission, the General Services Administration has shared its child care safety checklist as a way to spread the word about safety to parents and providers. **[GENERAL SERVICES ADMINISTRATION]**

Child Care Benefits

On March 10, 1998, President Clinton said, "One of my highest priorities is to make child care better, safer, and more affordable...As a supplier of child care and as an employer that must recruit and retain a strong workforce, the

federal government should lead the way in improving child care."

He directed the Office of Personnel Management to ensure that all federal workers receive full information about child care benefits available to them "on the federal, state, and local levels," "provide information regarding resources and referral networks and available tax credits such as the Child and Dependent Care Tax Credit, Child Tax Credit, and available public subsidies," and host "a nationwide summit designed to showcase model public and private sector solutions."

On March 26, 1998, as a first step towards that objective, federal agency directors of personnel and the work and family program representatives were provided with a copy of the President's memorandum; a copy of *Helping Families Obtain 1997 Tax Information* issued by the National Child Care Information Center, Department of Health and Human Services; and child care resource and referral contacts that provide an array of child care services such as finding quality care, funding resources, health and safety aids, welfare reform, and state programs. **[OFFICE OF PERSONNEL MANAGEMENT]**

Federal Child Care Summit

As directed by the President, the Office of Personnel Management sponsored the first federal Child Care Summit, entitled *Affordable, Quality Child Care: An Employer Issue*, held in Kansas City, MO, on May 12 to 14, 1999. This summit brought together employers from the public and private sectors, unions, educators, child development specialists, and child care providers to share and exchange information on their concerns, strategies, and successes regarding child care initiatives and policies.

To help federal employees with child-rearing responsibilities, the Office of Personnel Management has issued three new publications that were introduced at the Summit:

- *Establishing a Nursing Mothers Program—A Guide for the Federal Workplace* (May 1999) provides agencies and employees with resource information and guidance on how to set up a successful nursing mothers program at the workplace.
- *Child Care Resources Handbook for Federal Employees* (May 1999) contains a comprehensive listing of services for helping employees identify types, quality, and sources of child care across the country.
- *Establishing a Work-site Parenting Support Group* (May 1999) provides agencies with another tool to help their employees manage a family, career, and other personal demands. Support groups bring together people who have similar concerns or difficulties and enable participants to share personal stories and helpful information.

To view these three documents online, visit the Office of Personnel Management's website at <http://www.opm.gov/wrkfam/index.html-ssi>.
[OFFICE OF PERSONNEL MANAGEMENT]

Child Care Assistance

A new Congressional law that became effective September 29, 1999, permits federal agencies, for the first time, to assist their civilian employees with the costs of child care. The only financial remedy previously available to federal families was through limited fundraising conducted by non-profit boards of directors for federal child care centers. Unfortunately, this type of assistance was inadequate for lower-income families and offered no relief to federal employees in non-federal child care facilities. The Office of Personnel Management is in the process of issuing a proposed rule to authorize the use of

federal agency-appropriated funds for child care tuition assistance for lower-income federal employees. Assistance would be available to employees who enroll their children in licensed and/or regulated center-based child care or family child care homes. It is left to the discretion of the agencies to use appropriated funds from their salary and expense accounts to be used for this purpose. **[OFFICE OF PERSONNEL MANAGEMENT]**

Child Support Enforcement

The Office of Personnel Management and the U.S. Department of Health and Human Services' Office of Child Support Enforcement conduct seminars, distribute child support information kits, and promote awareness of issues and resources to help federally employed custodial parents who are having difficulty collecting child support payments and to ensure that federal employees meet their child support responsibilities.

The two agencies work collaboratively to support President Clinton's Executive Order 12953, Actions Required of all Executive Agencies To Facilitate Payment of Child Support (February 1995), which calls for the U.S. government to become a model employer in the enforcement of child support. The two agencies annually co-sponsor seminars for agencies and employees on new developments in the federal child support arena.

As a follow-up to that seminar, the Office of Personnel Management and the Department of Health and Human Service's Office of Child Support Enforcement sponsored a conference entitled New Tools for Child Support Enforcement in Federal Agencies, on August 5, 1999, to showcase a new video and guidance materials developed by the Office of Child Support Enforcement for use by federal agencies as they implement Executive Order 12953. The Office of Personnel Management described the progress being made toward

passing legislation to allow federal agencies to comply with child support orders for health insurance coverage. [OFFICE OF PERSONNEL MANAGEMENT/ DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Increasing Adoptions and Alternate Permanent Placement for Children in the Public Child Welfare System

President Clinton, in a December 14, 1996, memorandum to the Secretary of Health and Human Services, the Secretary of the Treasury, the Secretary of Labor, the Secretary of Commerce, and the Director of the Office of Personnel Management affirmed his strong commitment to providing children in the foster care system with loving parents and a healthy and stable home. The Clinton Administration’s goal is to double the number of children who are adopted or permanently placed from the public foster care system by the year 2002.

The Office of Personnel Management sponsored a kick-off awareness event entitled Adoption: Room for One More, on June 17, 1997. The event featured keynote speakers and panel presentations on adoption resources and adoption legal issues. The audience contained federal policymakers, directors of personnel, and agency work and family representatives. On June 25, 1999, the Office of Personnel Management and the Department of Health and Human Services co-sponsored an Adoption Fair. Federal employees were invited to meet with approximately 60 community adoption agencies to learn more about children who need permanent homes. On April 2, 1998, the Office of Personnel Management sponsored a seminar that continued the government-wide federal employees’ awareness campaign to increase adoption and alternative permanent placement for children in the foster care system.

To help prospective adoptive parents, the Office of Personnel Management issued *Adoption*

Benefits Guide for Federal Employees in June 1997. This guide discusses the various leave programs, health benefits, tax benefits, and adoption assistance programs that are available to prospective adoptive parents. To view this document, visit the Office of Personnel Management’s website at <http://www.opm.gov/wrkfam/index.html-ssi>. [OFFICE OF PERSONNEL MANAGEMENT/ DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Ensuring Quality, Affordable, And Safe Child Care

According to the Bureau of Labor Statistics, in 1997, 29.1 million American families (or 41 percent) had children under the age of 14. In more than half of these families, either both parents worked or the family was headed by a single working parent. Three out of five mothers with children under age six worked outside the home.

The Office of Personnel Management has undertaken significant actions to support employees with their child care responsibilities by encouraging them to participate in an array of family-friendly personnel flexibilities, health benefits, counseling services, parenting support groups, latchkey kids and parenting seminars, and leave programs. The Office of Personnel Management hosted the following seminars: Latchkey Children: An Action Plan for Parents (September 30, 1993), Breaking the Cycle: Youth and Violence Issues (March 31, 1994), and Child Safety: From Infancy to School Age (September 26, 1996). More recently, the Office of Personnel Management sponsored a conference on December 16, 1997, entitled Exploring Federal Child Care Strategies to create awareness of current personnel flexibilities to accommodate child care arrangements and to explore new funding options for General Services Administration child development centers. Also, the Office of

Personnel Management works with the U.S. General Services Administration to provide information about federal on-site child care center programs. **[OFFICE OF PERSONNEL MANAGEMENT]**

Commerce Department Day Care Center

The Commerce Department Child Care Center (Commerce Kids), licensed by the District of Columbia, provides a healthy, safe, nurturing, and supportive environment for children aged three months to five years. The quality care program at the Center is established to address the growing needs, interests, and skills of the different ages and stages of Commerce Kids children by providing an environment that inspires learning through action, inquiry, creativity, and exploration. The philosophy of the Center relies heavily on the theory of learning through play. The General Services Administration recently completed a \$1,700,000 renovation of the Center, which will allow Commerce Kids to provide care for up to 75 children. **[DEPARTMENT OF COMMERCE]**

Department of Defense Child Care

The Department of Defense's child care program is the country's largest accredited, affordable, employer-sponsored child care program. The Department of Defense provides daily care to more than 200,000 children from birth to 12 years of age. Care is provided by more than 16,000 employees in child development centers, family child care homes, and school-age care programs at more than 300 locations worldwide.

President Clinton deemed the Military Child Care Program a "model for the Nation" and asked that the Department of Defense share lessons learned with other federal, state, local, and private child care organizations. With a need for 297,635 spaces, the Department of Defense currently provides 171,385 spaces, 58

percent of the need. The Department of Defense is striving to meet 65 percent of the need by FY 2003. **[DEPARTMENT OF DEFENSE]**

Special Accreditation for Laboratory's Child Development Center

The Department of Energy and most of its laboratories have on-site child care and development facilities. The Child Development Center at the Department of Energy's Brookhaven National Laboratory was accredited by the National Academy of Early Childhood Programs, a division of the National Association for the Education of Young Children, the largest U.S. organization of early childhood educators. The program is intended to improve the quality of life for families of Laboratory staff, especially working women who generally bear the greater responsibility for child care. The three-year application process for accreditation was completed in September 1998, and accreditation was awarded at that time for a three-year period. The Brookhaven Science Associates underwrites this program. **[DEPARTMENT OF ENERGY]**

Increasing Access To Affordable Quality Child Care Through An Innovative Public/Private Partnership

Through a new and innovative partnership with the Marriott Corporation, the District of Columbia government, and four federal agencies (Department of Justice, the Department of the Treasury, the Department of Labor, and the Pension Benefits Guarantee Corporation), the General Services Administration is in final negotiations to construct and participate in a unique child care center in Washington, D.C., which will provide high-quality, affordable child care. Half of the Center's child care spaces will be for the children of federal employees. The Center will be open six days a week for extended hours and

will provide other family services such as health care and parent education. **[GENERAL SERVICES ADMINISTRATION/ DEPARTMENT OF JUSTICE/ DEPARTMENT OF THE TREASURY/ DEPARTMENT OF LABOR]**

Diplotots

The Department of State opened a Child Care Center, Diplotots, in Washington, D.C., in 1996. In addition, a growing number of embassies provide space for child care centers. The Department of State issues an annual *Child Care Report* on the availability, quality and cost of child care at all Foreign Service posts. **[DEPARTMENT OF STATE]**

OTHER FAMILY-FRIENDLY POLICIES AND RESOURCES FOR FEDERAL GOVERNMENT EMPLOYEES

Resource and Referral Service

One of the strategic goals of the Department of Labor is a quality workplace that supports a greater balance between work and family. To assist its employees in achieving this balance, in 1998 the Department of Labor contracted with the Dependent Care Connection, a leading provider of comprehensive counseling, educational, and referral services. Counselors are available 24 hours a day through an “800” number, LaborNet (a Department of Labor Intranet service for employees), or the Internet.

This resource and referral service for child care, elder care, adoptive care, tutoring services, schools, and summer programs for children is available to all Department of Labor employees nationwide. For those with child care issues, the service provides counseling, education, referrals to family day care, child care centers, in-home caregivers, baby-sitting agencies, and nursery schools. For elder care needs, it provides emergency care, education, and referrals to nursing homes and home health

care. It helps employees to obtain care-giving assistance for elderly parents living in another state, enabling them to locate resources in the state in which their parents live. For employees interested in adoption, it provides adoption medical resources, state adoption specialists, international adoptions, and public/private adoptions. Approximately 90 percent of the employees using this service have been female. **[DEPARTMENT OF LABOR]**

Providing Leadership In Teleworking To Benefit Women And Families

The General Services Administration has long been a leader in furthering telework. Charged by the President with a lead role to expand flexible work arrangements, the General Services Administration has worked with the Office of Personnel Management and with the Department of Transportation to further the objectives of the National Telecommuting Initiative. Many of the arrangements also allow workers to spend less time commuting, therefore allowing them to more easily balance work and family responsibilities. General Services Administration, along with many other agencies, has embraced telework to foster a family-friendly workplace. **[GENERAL SERVICES ADMINISTRATION/ OFFICE OF PERSONNEL MANAGEMENT/ DEPARTMENT OF TRANSPORTATION]**

Working Spouses at U.S. Embassies and Consulates Abroad

On May 24, 1998, the Department of State launched the Family Member Appointment, an employment mechanism for many non-career spouses and eligible children working in Department of State appointments at Foreign Service posts abroad. Spouses can now receive federal employee benefits while working in State Department jobs overseas. These benefits are fully portable to other federal sector jobs. Among these benefits are contributions and credit toward a federal retirement pension, life

insurance, health insurance, and U.S. Social Security. **[DEPARTMENT OF STATE]**

Family Liaison Office

The Family Liaison Office provides support to family members of all U.S. government agencies assigned to an embassy or consulate in the areas of family member employment, education, and crisis support. During evacuations, the Office provides emotional and practical assistance to and advocates on behalf of displaced family members, the majority of whom are women. Community Liaison Office Coordinators at 150 overseas locations offer similar support to their mission communities. **[DEPARTMENT OF STATE]**

Family Friendly Workplace Advocacy Office

As a part of its commitment to a government-wide, family-friendly workplace culture and its desire to meet the needs of a changing workforce, the Office of Personnel Management has established the Family Friendly Workplace Advocacy Office. Opened on March 1, 1999, this office gives federal employees information on family-friendly programs, and it continues the work of the Work/Life Programs Center by providing assistance to federal agencies on setting-up or improving comprehensive family-friendly programs. To help employees, managers, and agencies balance the ever-increasing work/life demands and provide assistance in resolving problems with family-friendly policies, the office offers a number of resources and programs to help eliminate any confusion surrounding the expanding number of programs available to federal employees.

The Family Friendly Workplace Advocacy Office provides family-friendly federal agency program coordinators with the tools and advice necessary to establish or improve

comprehensive family-friendly programs by supporting the use of flexible work schedules and sites, leave programs, part-time employment/job sharing, telecommuting, Employee Assistance Programs, on-site child development centers, and by addressing child and elder care issues. In addition, the Office has provided technical information to agencies, convened a national summit on child care issues, sponsored annual awards to agencies with the most comprehensive and progressive family-friendly initiatives, and served as the federal leader in promoting the development of these initiatives. **[OFFICE OF PERSONNEL MANAGEMENT]**

Family-Friendly Initiatives at a Glance

President Clinton issued a memorandum on July 11, 1994, which asked agencies to establish programs that encouraged support of the expansion of part-time employment and job sharing, alternative work schedules, and telecommuting. On June 21, 1996, the President reaffirmed his strong commitment to helping families by issuing a second memorandum to federal executive departments and agencies directing them to again review their family-friendly programs, expand such programs to the extent feasible, and to report on the progress. Federal agencies with responsibility for these programs are charged with periodic reviews of their program areas.

Programs currently being implemented by a number of agencies include on-site child care; flexible work arrangements including flexible schedules, job sharing, and part-time employment; telecommuting; elder care information and referral services; child care resource and referral services; support groups; nursing mothers program; and policies that promote active inclusion of fathers as well as

mothers in caregiving. Taken together, these family-friendly policies provide employees with a range of flexibilities, services, and options that can be used throughout one's federal career. **[OFFICE OF PERSONNEL MANAGEMENT]**

Alternative Work Schedules

The law permits a federal agency to implement for its employees flexible or compressed work schedules, jointly referred to as alternative work schedules. Alternative work schedules allow employees to work several types of workweeks other than traditional schedules (eight hours per day/40 hours per week with fixed starting and quitting times). Within rules established by the agency, alternative work schedules can enable employees to select and alter their schedules to fit personal and transportation needs. An employee on a flexible work schedule can also elect to work in excess of his or her basic work requirement in order to vary the length of another workday or workweek. These excess hours are credit hours, and an employee can accumulate up to 24 credit hours. **[OFFICE OF PERSONNEL MANAGEMENT]**

Part-time Employment and Job Sharing

Since 1978 most federal agencies are required by law to establish programs to promote part-time opportunities in all grade levels. To help federal agencies and employees, the Office of Personnel Management published *Balancing Work and Family Demands Through Part-Time Employment and Job Sharing* (September 1995). This booklet has been subsequently updated and revised, as *The Part-Time Employment and Job Sharing Guide* (August 1999). The guide outlines and provides tips on how to successfully manage and participate in part-time employment and job sharing. Some topics covered include defining part-time employment and job sharing; benefits for permanent part-time employees such as leave,

retirement, and health and life insurance; and how a reduced schedule affects personnel issues such as pay, adverse actions or grievances, service credit, and reduction in force. Today, nearly 42,000 permanent employees are working part-time in federal agencies across the country. For more information, visit the Office of Personnel Management's website at <http://www.opm.gov/wrkfam/index.html-ssi>. **[OFFICE OF PERSONNEL MANAGEMENT]**

Telecommuting Initiatives

Telecommuting permits federal employees to work at home or at other approved sites away from their offices for all or part of the workweek. This workplace arrangement assists employees who need flexibility in work scheduling, commuting, handling family responsibilities, or adapting to a physical condition. The federal government has taken a lead in promoting telecommuting. The two presidential memoranda on creating a family-friendly workplace, dated July 11, 1994, and June 21, 1996, directed each executive department and agency to support the expansion of flexible family-friendly work arrangements and included the greater use of home-based telecommuting and telecenters.

The Office of Personnel Management initially issued guidance to federal agencies and employees in *Balancing Work and Family Demands Through Telecommuting* in September 1995 and updated and revised it in September 1997. The booklet outlines the key elements that agencies, managers, and employees need to consider when establishing and/or participating in a telecommuting program. Some topics covered include reasons that agencies offer telecommuting, the basic components of a telecommuting program, and personnel policies and issues that apply to telecommuting employees. The booklet also provides a list of resources, a sample agreement

between an agency and a telecommuter, and answers to frequently asked questions about telecommuting.

In addition, a manager's briefing package, *Telecommuting Briefing Kit*, issued in September 1997, was developed to promote telecommuting to federal managers. It contains detailed how-to tips for conducting a briefing, talking points, visual aids, and handouts that describe telecommuting resources and videos. To view these two documents, visit the Office of Personnel Management's website at <http://www.opm.gov/wrkfam/index.html-ssi>.

**[OFFICE OF PERSONNEL
MANAGEMENT]**

Interagency Family Friendly Workplace Working Group

To ensure that the federal government actively pursues policies to support working families, on May 24, 1999, President Clinton directed the Office of Personnel Management to "... establish an Interagency Family Friendly Workplace Working Group to promote and evaluate federal Family friendly workplace initiatives." Heads of executive departments and agencies also were directed to appoint a family-friendly work/life coordinator to serve as a member of the Working Group.

These individuals serve as Family Friendly Workplace Advocacy Office communication points for information about program activities and developments, share new ideas, and formulate solutions to the implementation of family-friendly workplace practices. This establishes an infrastructure for the federal government's family-friendly workplace initiatives to be systematically introduced into the workplace. While many federal agencies have identified employees to prepare family-friendly reports and a few agencies have appointed full-time employees to operate their

family-friendly initiatives, this group firmly establishes the support necessary to change the culture of the workplace to one that is supportive of working families.

Also, the Family Friendly Workplace Advocacy Office works with agency family-friendly program coordinators to respond to employee concerns and suggestions regarding the agency implementation of family-friendly programs. It also provides information on laws that govern family-friendly policies. Working with the agency family-friendly program coordinator, the Office will assist agencies in resolving problems with family-friendly workplace policies, identify administrative or regulatory obstacles to implementing family-friendly policies and practices, and propose regulatory or legislative changes where needed.

**[OFFICE OF PERSONNEL
MANAGEMENT]**

INTERNATIONAL ACTIVITIES

Child Care in Northern Ireland

As part of the U.S. Department of Labor/Northern Ireland Training and Employment Agency cooperative agreement signed in September 1998 at the Northern Ireland Vital Voices: Women in Democracy Conference in Belfast, both agencies recognized the important role of available and affordable quality child care in enabling women to enhance the well-being of their families and contribute to the economic growth of their nations. The Women's Bureau is the lead Department of Labor agency for the implementation of this agreement.

As part of the implementation of this Agreement, the Northern Ireland Training and Employment Agency organized a U.S. study tour, which took place in May 1999. One of the focus groups concentrated on family-friendly

policies and programs. This group, representatives of Northern Ireland businesses and non-profit organizations, visited Kansas City, MO, and was hosted by the Women's Bureau Region VII. They toured facilities and met with government and non-profit organization representatives, employers, and employees. They finished their U.S. tour at the U.S. Department of Labor headquarters in Washington, D.C., where they shared their experiences with other focus groups participating in the tour and developed an action plan to advance employer-assisted child care and other work/family policies when they returned home. Implementation of the plan is now underway.

In early 1999 the Women's Bureau assisted the Northern Ireland Vital Voices office in establishing a child care coordinating group that is working to advance the issue of employer-assisted child care. The Women's Bureau also provided the office with information on Women's Bureau projects to advance the provision of employer-assisted child care in the United States, as well as private sector best practices in the area of employer-assisted child care.

[DEPARTMENT OF LABOR]

G. Women in Power and Decision-making



“Today, more than at any other time in history, women have the opportunity and the responsibility not only to raise our own voices but to empower others to raise theirs as well. The women gathered here, we are among the blessed. Even though many have suffered, the spirit was not broken. And you are here as testimony to resilience and determination.”

—First Lady Hillary Rodham Clinton, excerpted from her keynote address to the Vital Voices of the Americas Conference, Uruguay, October 1998

Women are seriously underrepresented in all levels of government and elective office, and are underrepresented as candidates of political parties. Equal participation of men and women in decision-making is necessary to provide a balance that more accurately reflects the composition of society and is needed to strengthen democracy and promote its proper functioning. Women's equal participation is more than a demand for justice or democracy. It is also a necessary condition for women's interests to be taken into account.

The Platform calls for measures to ensure equal access to and full participation in power structures and decision-making and for measures to increase women's capacity to participate in decision-making and leadership.

G.1. Take measures to ensure women's equal access to and full participation in power structures and decision-making.

EMPLOYING WOMEN IN HIGH-LEVEL POSITIONS

Small Business Administration and Women in High Positions

The Small Business Administration has increased its record of advancing women over the past several years. The head of the agency, Administrator Aida Alvarez, is the first Hispanic woman to lead the Small Business Administration and the first Hispanic woman and the first Puerto Rican in U.S. history to serve at the Cabinet level. The agency's Chief of Staff and Deputy Chief of Staff are also women. Since September 1995 the agency has

promoted 2,207 people to higher positions; of those, 71 percent were women, who now hold more than 56 percent of the agency's mid-level management positions and more than 36 percent of the agency's senior-level positions. Almost half of the Small Business Administration's managers are now women. **[SMALL BUSINESS ADMINISTRATION]**

Department of Transportation Female Employees

Women presently make up 42 percent of the 85 presidential appointees at the Department of Transportation.

Federal Aviation Administration

During FY 1997 the Federal Aviation Administration continued its aggressive efforts to provide equal employment opportunities to minorities, women, and people with disabilities. Some examples include:

- In 1997 and 1998 women accounted for almost 35 percent of all permanent promotions and 24 percent of temporary promotions.
- The Federal Aviation Administration hired its first female helicopter flight test pilot in the Southwest Region.
- The Civil Aviation Security organization hired 219 employees during FY 1997. Approximately 58 percent were minorities and women.
- The Flight Standards organization supported and participated in the annual Women in Aviation Conference. Flight Standards maintained a recruitment/exhibit booth throughout the Conference to provide information and assistance to potential applicants. This recruitment effort allowed Flight Standards personnel to assist many diverse candidates by responding to job inquiries and applications and by sharing aviation career literature.

Within the Federal Aviation Administration, the percentage of women in the Senior Executive Service program, or its equivalent, rose from 19.4 percent in FY 1995 to 24.2 percent in June 1999. In FY 1995 women occupied 12.5 percent of the Federal Aviation Administration GS-15 positions. The percentage of women in GS/GM-15 positions, excluding the Federal Aviation Administration, rose from 16 percent in FY 1995 to 19.8 percent as of the third quarter of FY 1999.

[DEPARTMENT OF TRANSPORTATION]

Central Intelligence Agency Leadership

The executive leadership of the Agency includes a number of women, each integral in decision-making processes for the crucial issues of intelligence analysis to U.S. policymakers. Intelligence analysis periodically examines the changing political role and status of women, particularly in Muslim countries, where they have experienced both advances and setbacks, depending on the countries observed. **[CENTRAL INTELLIGENCE AGENCY]**

Department of the Interior Statistics

Department of the Interior statistics show that women and minorities have held their ground, and in many cases even strengthened their ranks, although the Department downsized dramatically in the past several years. More than 7,300 permanent positions were lost in the Department between 1994 and 1998, a drop of more than 11 percent. Although the largest reductions were in clerical staff, most of whom were women, the Department has managed to increase the total population of women by increasing their representation in professional, administrative, technical, and blue collar occupations. **[DEPARTMENT OF THE INTERIOR]**

Women At The Top Of The Organizational Chart

At the U.S. Department of Agriculture since the 1995 Beijing conference, an additional 228 women are in high-level positions. The most outstanding improvement occurred at the very highest level. There are seven Under Secretaries at the U.S. Department of Agriculture. At the time of the Beijing conference, a woman held only one of those seven positions. As of September 20, 1999, three women held Under Secretary positions.

[DEPARTMENT OF AGRICULTURE]

New Positions Created for Women

The U.S. Department of Agriculture's representative to the President's Interagency Council on Women created a full-time Director of Women's Programs to work on issues affecting women, an unprecedented act in the Department. These combined actions led to the sponsorship of the Second International Conference on Women in Agriculture, co-sponsored by the President's Interagency Council on Women.

[DEPARTMENT OF AGRICULTURE]

Foreign Service Officers

The number and percentage of female officers in the Foreign Service and in senior positions has risen from nine percent in 1976 to 30 percent in 1998. The percentage of women in the Senior Foreign Service has risen from three percent in 1976 to 20 percent in 1998. In FY 1999, out of an entering class of 313 junior Foreign Service Officers, 123 were women and 190 were men.

[DEPARTMENT OF STATE]

PARTICIPATION IN PUBLIC POLICY DEVELOPMENT

New U.S. Department of Agriculture Initiatives

- Use existing U.S. Department of Agriculture networks (including family and community educators) to increase awareness of public policy issues affecting women at the state and local level, and to develop action plans fostering women's involvement in these issues;
- Increase efforts to encourage women to participate in the Farm Service Agency's state and county committee elections;
- Expand U.S. Department of Agriculture program efforts to women's groups that offer potential leadership opportunities for women; and
- Encourage cooperators in Foreign Agricultural Service programs to include small- and medium-sized firms in their memberships. Cooperators are organizations that work with U.S. Department of Agriculture under an agreement or approved plan to promote U.S. agricultural exports. It is anticipated that such inclusion will result in a stronger female voice in these private organizations. **[DEPARTMENT OF AGRICULTURE]**

Women's Equality Day Celebration

More women are spearheading initiatives throughout the federal government now than ever before. Many of these women are working to make significant contributions on behalf of women and girls. In an effort to honor and encourage their contributions towards the lives of women, the White House Women's Office instituted an awards ceremony recognizing the work of six women appointees from across the federal government each year on Women's Equality Day with awards named after six well-known suffragists. **[WHITE HOUSE]**

EMPLOYMENT AND TRAINING

Graduate School Offers Activities Designed Specifically For Women

A course offered by the Graduate School entitled Women and the Management Challenge focuses on the particular concerns of women managers in the federal government and addresses key management skills, including strategic planning and leadership. The Women's Executive Leadership Program, a 12-month competency-based leadership development program, is open to full-time federal government employees. Program components include a variety of team-based activities, developmental work assignments, Senior Executive Service "shadow" assignments, and executive-level interviews. Women in Health is one of the several broad categories covered within the extensive program curriculum. **[DEPARTMENT OF AGRICULTURE]**

Department of Defense Executive Leadership Development Program

The Executive Leadership Development Program is intended to identify persons exhibiting early leadership potential. It focuses on attracting minorities and women. Students are introduced to a variety of supervisory and executive-level persons who impart personal tips for success as a leader. Mentoring relationships are established to assist participants in moving forward in career paths available in the Defense Department. **[DEPARTMENT OF DEFENSE]**

INTERNATIONAL PROGRAMS

Vital Voices: Women in Democracy—Vienna, Austria

The Vital Voices Initiative is directed by Theresa Loar, the Senior Coordinator for International Women's Issues and the Director

of the President’s Interagency Council on Women. The first Vital Voices Initiative was launched with the Vital Voices Conference in Vienna, Austria, in July 1997. The Vienna Conference convened women leaders from the governmental and private sectors of central and Eastern Europe, the United States, and the European Union. Approximately 300 participants explored ways to strengthen the role of women as democracy-builders through three tracks of workshops: law and leadership, politics and public life, and economics and business.

The Conference, conceived by Swanee Hunt, then U.S. Ambassador to Austria, forged partnerships among women. As a result of this effort, U.S. government and private sector support for programs and policies directed towards the advancement of women and girls significantly increased. First Lady Hillary Rodham Clinton affirmed the U.S. government’s support for women as democracy-builders and announced a U.S. government commitment of \$3,000,000 for Vital Voices follow-up projects.

At the Conference Secretary of State Madeleine K. Albright stated, “We know that we cannot build the kind of future we want without the contributions of women. And we know that around the world, women will only be able to contribute to our full potential if we have equal access, equal rights, equal protection and a fair chance at the levers of economic and political power. Advancing the status of women is the right thing to do; and, frankly, it is the smart thing to do.”

[DEPARTMENT OF STATE]

**Vital Voices: Women in Democracy—
 Belfast, Northern Ireland**

On May 7, 1998, President Clinton announced the Vital Voices of Northern Ireland Initiative to “showcase and support women’s role in the economic and political life of their society” as

part of the U.S. government’s initiatives to support Northern Ireland’s Good Friday Agreement. He said, “The women of Northern Ireland – wives, mothers and daughters – have borne an enormous share of trauma of The Troubles. Now, their participation will be essential to build a future of peace and reconciliation.”

Vital Voices of Northern Ireland was launched by First Lady Hillary Rodham Clinton in Belfast, Northern Ireland, at a regional conference held August 31 to September 2, 1998. The U.S. government co-sponsored this event with the Secretary of State for Northern Ireland and the First and Deputy First Ministers of the Northern Ireland Assembly. The Department of Justice’s Violence Against Women Office was also part of the U.S. delegation.

The Conference brought together 400 women and men from Northern Ireland, Ireland, Scotland, Wales, England, and the United States to establish new relationships, expand partnerships, and secure resources to strengthen the roles of women in democracy. The First Lady announced more than \$2,000,000 in public-private partnerships to support Vital Voices of Northern Ireland. These partnerships include training, consulting, mentoring, internships, exchanges, and in-kind products and services for the following four objectives identified at the conference: support community organizations, expand child care services, provide assistance to women in business, and strengthen advocacy and leadership skills.

Vital Voices of Northern Ireland is part on an ongoing global initiative. Vital Voices implements U.S. Secretary of State Madeleine K. Albright’s commitment to promote the advancement of women as a U.S. foreign policy objective. The initiative gives women the skills, tools, and resources they need to

empower themselves, their communities, and their countries. The Department of Commerce, the Department of Justice, and the Department of Labor also participate in Vital Voices efforts. The website for the Vital Voices for Ireland Initiative is <http://www.usia.gov/vitalvoices>.
[DEPARTMENT OF STATE]

Vital Voices: Women in Democracy— Montevideo, Uruguay

The Department of State, the U.S. Agency for International Development, the United States Information Agency, and the Inter-American Development Bank sponsored the Vital Voices of the Americas conference, held in Montevideo, Uruguay, from October 1 to 3, 1998. The Department of Justice's Violence Against Women Office was also part of the U.S. delegation. This historic conference, the first of its kind to bring together women from all over the hemisphere, was part of a global initiative of First Lady Hillary Rodham Clinton and Secretary of State Madeleine K. Albright to promote women in democracy. The Montevideo conference brought together approximately 350 women leaders from Canada, the United States, Latin America, and the Caribbean. Women represented all social and political roles, including a former prime minister, a former vice president, current ministers, senators and congresswomen, labor leaders, heads of international corporations, and heads of non-governmental organizations and civil society groups. These women came together to examine the status of women and to develop strategies for advancing their role in democracy along three thematic tracks: law and leadership, politics and public life, and economic integration and business growth.

Based on the strategies developed at the Vital Voices conference, U.S. embassies in the Western Hemisphere are working with delegates to help implement country-specific action plans. Proposals include developing training programs on how to run for political

office and how to start a business; providing women greater access to microcredit; enforcing legislation to protect women (for example, domestic violence); and creating networks of resources and contacts. The Department of State has also facilitated follow-up meetings with Vital Voices delegates during stops in Mexico and Central America by First Lady Hillary Rodham Clinton. The State Department provided \$100,000 in FY 1999 for four regional political training workshops in Guatemala, Brazil, Trinidad, and Bolivia and supported a follow-up Vital Voices conference in Trinidad September 29 to October 1, 1999, to examine issues specific to those small island nations. The State Department is also working with the Organization of American States' Inter American Commission on Women and the Summit of the Americas process to incorporate Vital Voices objectives into those fora.
[DEPARTMENT OF STATE]

Caribbean Vital Voices: Women in Democracy—Port-of-Spain, Trinidad

The Department of State sponsored a Caribbean Vital Voices Conference, that was held September 29 to October 1, 1999, in Port-of-Spain, Trinidad. The Conference provided a forum for establishing a sustainable culture of support for women in leadership in the Caribbean and focused on establishing a mentoring system for young women. The Conference examined ways to address the culture of inequality, politically, economically, and socially; to create a mentoring system to ensure that skills and experience are transferred from one generation to the next; to create institutions to support the implementation of reforms to benefit women; and to promote women in business, labor, and politics. Officials from the Department of State and the President's Interagency Council on Women attended. First Lady Hillary Rodham Clinton addressed the conference via video.
[DEPARTMENT OF STATE]

**Vital Voices: Women in Democracy—
 Reykjavik, Iceland**

The Department of State's Bureau of European Affairs worked in partnership with the President's Interagency Council on Women to support a Conference on Women and Democracy in conjunction with the Vital Voices Democracy Initiative. The Conference took place in Reykjavik, Iceland, from October 8 to 10, 1999. Iceland hosted the Conference, with the U.S. government and the Nordic Council of Ministers co-sponsoring. First Lady Hillary Rodham Clinton attended and addressed the Conference.

The Conference brought together women from governments, the media, business, non-governmental organizations, the legal community, academia, and elected officials from Russia, the Baltic countries, the Nordic countries, and the United States. Its goals were to promote regional cooperation, strengthen democracy, and bolster the role of women through the development of prosperous market economies. The Conference drew on the talents and initiative of the business and non-governmental organization communities, as well as governments, to develop and implement practical strategies to encourage the full participation of women in political and economic life. The Conference focused on developing women's potential for economic and political leadership, encouraging entrepreneurship, supporting networking and mentoring activities, encouraging participation in public life, honing learning and leadership skills, and making the best use of technology and the media to enhance the role of women in the region.

The Conference is one of the flagship projects of the Northern European Initiative, in partnership with the Vital Voices Democracy Initiative. In 1998 the government of Iceland proposed hosting the Conference in 1999, in connection with its millennium celebrations

and its commitment to democracy and equality for women. Iceland prides itself on being the oldest democratically oriented government in Europe and having the first democratically elected woman President. The government of Iceland funded the Conference, including travel and expenses by the Russian and Baltic participants to Iceland. The Nordic Council of Ministers also contributed financially to the Conference and to follow-up activities.

The Conference relied on an innovative public-private partnership to implement strategies developed by women in the region. Such initiatives include providing internships and training opportunities for women, attracting new investment and credits for business start-ups, honing media skills, combating discrimination and promoting equality through legislative and other means, and increasing non-governmental organization effectiveness. A follow-up conference, possibly in one of the Baltic countries, is provisionally planned for the year 2001 to assess the results of the Reykjavik conference and progress on issues affecting women's political and economic status. The Icelandic Conference website is at <http://www.stjr.is/democracy>. The Vital Voices Democracy Initiative website is at <http://www.usia.gov/vitalvoices>.
[DEPARTMENT OF STATE]

PROMUJER in Peru

In 1997 the Peruvian Congress approved new legislation requiring that women make up at least 25 percent of the party lists for Peru's town councils and Congress. The PROMUJER activity of the U.S. Agency for International Development supported the efforts by four local organizations to promote greater women's participation in the 1998 municipal elections. Activities included identifying and training potential women candidates, increasing the number of women voters through civic education, and training newly elected women politicians. The activity focused on the capital

city of Lima, because of its large numbers of voters, and on provinces that had the lowest number of women in elected positions. The percentage of women in local government tripled from eight percent to 24 percent nationwide. Further, voter participation in Carhuaz-Ancash (a province with traditionally low voter turnout) increased from 44 percent in 1995 to 76 percent in 1998. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

G.2. Increase women's capacity to participate in decision-making and leadership.

EMPOWERMENT PROGRAMS AND POLICY

International Leadership Forum for Women with Disabilities

The International Leadership Forum for Women with Disabilities, a joint project of the Department of Education and the Social Security Administration, was held June 15 to 20, 1997, in Bethesda, MD. The Leadership Forum was attended by more than 600 disabled women leaders from 80 countries and was sponsored by 25 federal agencies and 25 non-governmental and private organizations. The participants discussed leadership, health and reproductive rights, education, employment, and technology. First Lady Hilary Rodham Clinton served as honorary chair of the Leadership Forum. U.S. Secretary of Education Richard W. Riley addressed the Leadership Forum, as did U.S. Secretary of State Madeleine K. Albright and Secretary of Health and Human Services Donna E. Shalala. Participants heard from women leaders from other countries, many of whom are disabled, including two members of parliament from South Africa and Kenya. The target population consisted of disabled women leaders and emerging leaders.

A final report was issued and two videos were produced, one on the conference itself and the other on aspects of leadership that included interviews with established disabled women leaders. A follow-up conference, celebrating five years after Beijing, will be held in July 2000 in Washington, D.C. More information is available online at <http://www.wid.org>. [DEPARTMENT OF EDUCATION/ SOCIAL SECURITY ADMINISTRATION]

National Endowment for the Humanities Grants on Research on Women in Political and Leadership Roles

The National Endowment for the Humanities has supported several research projects that examine women and their participation in public life, including:

- *Female Politicians, Concurrent Patriots: Gender and the First Party System, 1789-1828* (\$30,000 in 1996);
- *Down To Now: Historical Memory and Women's Leadership in the Civil Rights Movement*;
- *Public Roles of Privileged Women in Post-Civil War South* (\$30,000 in 1997);
- *Women's Networks and the Political Process: Grass Roots Suffrage Activism in New York State, 1867-1917* (\$30,000 in 1997);
- *Margaret Thatcher and the Trade Unions: Use of the Press in Public Policy Making* (\$2,100 in 1995);
- *Political Discourse and Gender in Civil War America* (\$4,000 in 1998); and
- *Belva Lockwood: a Life in Law and Politics (1830-1917)* (\$4,000 in 1998). [NATIONAL ENDOWMENT FOR THE HUMANITIES]

FEDERAL GOVERNMENT AS AN EMPLOYER

Women Presidential Appointments

The Clinton Administration has appointed more women to senior positions in the Cabinet and Administration than any other U.S. President, including such first-ever positions as Attorney General and Secretary of State. Women serve in a wide variety of

senior positions as Secretary of Labor, Secretary of Health and Human Services, U.S. Trade Representative, Counsel to the President, Counselor to the President, Small Business Administration Administrator, Chair of the Federal Deposit Insurance Corporation, and Administrator of the Federal Aviation Authority.

As of October 1999, under the Clinton Administration women held 27 percent of the top positions requiring Senate confirmation, 39 percent of the non-career Senior Executive Positions, and 57 percent of the Schedule C, or policy and supporting positions. Approximately 30 percent of the President's overall judicial nominees have been women, and more than 54 percent of President Clinton's 1999 judicial nominees were women and minorities. [WHITE HOUSE]

INTERNATIONAL PROGRAMS

Project Harmony, Women's Leadership Training in Russia

In response to the United States Information Agency's request for proposals addressing women's leadership, Project Harmony conducted a program in 1999 that will expand the services of the two women's resource training centers in Irkutsk and Ulan-Ude, Russia. The goals of this program were to provide a broad base of support for coalition building and the implementation of initiatives

in government, business, and social services with an ultimate goal of fully transferring program ownership to the Russian women's centers. The program included seminars for non-governmental organization leaders and volunteers on women's leadership issues in urban and rural areas in the Baikal Region, computer skill tutorials for Women's Center users, a trainer-in-residence to help institutionalize the current mentoring program, and a media campaign involving website development, radio, and print media. This project is supported by a \$82,912 grant. [UNITED STATES INFORMATION AGENCY]

Support in South Africa

In 1998 the United States Information Service Cape Town used speakers funded from several sources to develop a strategy in support of three women-friendly bills that were recently passed by the South Africa parliament. A published booklet on women's rights is one of the direct results of the United States Information Service Cape Town programs. The Cape Town Information Resource Center, assisted by the Pretoria Information Resource Center, provided the U.S. Federal Law Violence Against Women Act of 1994 to the South Africa parliament. [UNITED STATES INFORMATION AGENCY]

Haitian Delegation for Vital Voices Conference in 1998

United States Information Service Port-au-Prince played a major role in selecting the Haitian delegation for the Vital Voices conference in October 1998, organizing the administrative arrangements for the entire Haitian delegation and providing travel funds for five of the eight delegates (the U.S. Agency for International Development paid for three delegates). At the conference, the Haitian delegation participated in a hands-on lesson in political activism. When the several Caribbean

delegations discovered that they did not have a voice on the podium for the final plenary session, they organized themselves and met with the conference organizers to point out the omission. A speaker from Guyana on the platform was added, as was a morning meeting for the Haitian delegation to express their issues and concern. **[UNITED STATES INFORMATION AGENCY]**

Global Women in Politics Program

The Global Women in Politics program has helped fulfill the commitment that the United States made at the Beijing conference to increase women's access to and participation in political processes around the world. This program has supported women and women's organizations in more than 15 countries, as well as regional programs in Asia, the Middle East, Africa, and Latin America. Its goals are to improve women's access to political positions, train future women leaders, promote gender equity in national legal systems and government policies, increase women's influence in determining public policy, and establish regional and international solidarity networks. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

Enhancing Local Capacities

For both 1998 and 1999, the Department of State's Bureau of Population, Refugees and Migration funded a project called Local Capacities: Humanitarian Programming For and With Local Women through the Women's Commission on Refugee Women and Children of the International Rescue Committee, which concerns local capacity-building for women in the total amount of \$156,857. The program's objectives included identifying local women's groups or networks serving at-risk women, providing technical support, advancing an

approach to humanitarian programming to international and national non-governmental organizations that involve and support women, and strengthening relations between local women's groups and international organizations in selected regions.

In 1999 the Bureau of Population, Refugees and Migration provided \$408,000 to the International Medical Corps for the Afghan Women's Refugee Camp project. The project was implemented with Afghan non-governmental organizations (Ibn Sina, Afghan Women's Resource Center, and Afghan Women's Clinic). It provides training and capacity-building to mobilize educated Afghan women to meet the health needs of women and children in six refugee camps in the Northwest Frontier Province of Pakistan. The project also provides a donation of medicines and medical supplies to health units in those camps.

[DEPARTMENT OF STATE]

Leadership Development and the Peace Corps

Peace Corps Volunteers work with women and girls to build leadership skills and self-esteem through a range of projects and activities. The purpose of these projects is to help women take active roles in the decisions that affect them, their families, and their communities. Since 1994 the Peace Corps has organized conferences and workshops that promote leadership of local women in more than ten countries in Latin America and Eastern Europe. These workshops include sessions on team-building, women's role in rural development, self-esteem, conflict resolution, and ways to pass leadership skills to other women and girls. As a result of these workshops, women have implemented projects in their communities, conducted seminars,

created an information center, and organized talks for girls. More information is available online at <http://www.peacecorps.gov/volunteer/community>. For example:

- In 1999 Peace Corps Kazakhstan organized an International Women in Development Conference for women from Kazakhstan, Uzbekistan, Turkmenistan, and Kyrgyzstan. The 725 attendees included students, lawyers, journalists, non-governmental organization leaders, doctors, teachers, and artists. The women shared ideas, discussed problems and issues, and gained a greater understanding of the position of women in the Newly Independent States. Participants gained practical skills for designing community projects and wrote a detailed plan for a specific project of their choosing. Many of the participants stated that they planned to continue the work they had done at the conference by giving a seminar themselves, creating an information center, or organizing talks for school girls. A follow-up conference is planned for 2000. **[PEACE CORPS]**

International Women's Day Celebration

Peace Corps Volunteers actively participate in International Women's Day events in the countries they serve and help to initiate activities in communities where none are planned. All events have the common theme of celebrating women and their importance in their communities. For example:

- Every year since 1997 Peace Corps Dominican Republic has celebrated International Women's Day through a Girls' Mentoring Day. Young rural women are selected by Volunteers in their community who then act as liaisons to bring these young women to mentoring day activities. The young women stay with professional Dominican women in their homes and accompany them to their places of work for

three days, allowing them to see what a professional life could be like. In 1999 the mentoring activity focused on the phenomenon of urbanization, and in 2000 will focus on rural communities. Participants discuss their experiences and then carry those experiences back to their communities.

[PEACE CORPS]

Women in Leadership: A Project for Chinese Women

Women in Leadership: A Project for Chinese Women brought 15 Chinese women leaders to the United States. Visits with community leaders, local and state government officials, and non-governmental organization leaders provided an opportunity for the Chinese and American participants to explore their role in the political, economic, and social lives of their countries. Chinese participants were experts and pioneers in their fields and the forces behind many groundbreaking initiatives to advance the status of women and democracy in China. Several delegates had participated in the Dialogue with Chinese Women that the First Lady Hillary Rodham Clinton held during her June 1998 visit to Beijing. The program involved three intense weeks of activities, including presentations, site visits, small group discussions, and one-on-one meetings designed to further the work of women leaders in China and the United States. Discussions focused on many of the critical areas of concern identified in the Beijing Platform for Action, including poverty, education and training, health, and violence. Program delegates met with the First Lady at the White House on March 5, 1999.

The United States Information Agency provided a grant of \$182,234 for this program. **[UNITED STATES INFORMATION AGENCY]**

Legacy International Women's Leadership Training

Legacy International will use a \$75,880 grant from the United States Information Agency provided in 1999 to implement an intensive 12-month leadership development training program for 128 Ukrainian women. The program will illustrate the effectiveness of the American grass roots-level democratic process and will provide hands-on guidance for working to effect change. The program consists of training in Ukraine and in the United States. During the United States-based component, selected Ukrainian participants will meet with experienced non-governmental organization leaders and participate in interactive group training activities to strengthen their leadership skills. These participants will return to Ukraine to train additional women to organize their communities in support of democracy.

[UNITED STATES INFORMATION AGENCY]

Partners for Democratic Change Women's Leadership Training

Partners for Democratic Change was awarded \$150,000 from the United States Information Agency in 1999 to run an 18-month women's leadership training initiative for 18 non-governmental organization leaders from Armenia, Azerbaijan, and Georgia entitled Strengthening Women's Capacity through a Caucasus Women's Leadership Training and Network Program. Partners for Democratic Change will train these leaders in communication and organizational skills and provide them with the know-how to build a regional non-governmental organization network. By the end of the grant, these leaders will have provided more than 1,350 women leaders with leadership skills training through a series of region-wide training events.

[UNITED STATES INFORMATION AGENCY]

Sub-Saharan Africa

African participants in a United States Information Agency International Visitor program, Women and the Law, met with First Lady Hillary Rodham Clinton at the White House on March 8, 1999. The project familiarized participants with the U.S. system of justice and the evolution of women's rights in the United States. Participants included female magistrates, judges, lawyers, and law professors from 18 sub-Saharan African countries. During the course of their three-week program, participants examined such issues as preventing domestic violence, alternative dispute resolution, combating sexual harassment, protecting children's rights, legal education for women, and the impact of the women's vote. These issues were examined from national, state, and local perspectives, providing exposure to a range of political and cultural viewpoints. **[UNITED STATES INFORMATION AGENCY]**



Electronic Journals

Electronic journals examine major issues facing the United States and the international community by presenting U.S. policy along with a broad range of responsible and informed opinion on the issue. Two recent journals—*The Changing Roles of Women in the U.S.* and *Population at the Millennium: The U.S. Perspective*—focused on women’s issues. *The Changing Roles of Women in the U.S.* included articles on U.S. progress since the 1995 United Nations conference on Women in Beijing and articles on women in politics, women’s participation in diverse professions, and the impact laws have had in opening up new opportunities for women in the United States. These two journals are available, in multiple languages, on the U.S. Information Agency’s international website at <http://www.usia.gov/journals/journals.htm>. [UNITED STATES INFORMATION AGENCY]

CIVITAS in Italy

CIVITAS is a United States Information Agency initiative that promotes civic education curricula that include tolerance, equality, and human rights. CIVITAS is seeking to have such curricula instituted all over the world, including in societies that have well-entrenched gender discrimination, as well as problems with trafficking and female genital mutilation. The adoption of CIVITAS-type curricula will help change attitudes in the younger generations of these societies. CIVITAS advocacy and curricula also promote cultures of lawfulness, which may mitigate trafficking. At the most recent CIVITAS conference, CIVITAS World Congress at Palermo in June 1999, the Vital Voices team at the Department of State was invited to participate in CIVITAS activities. The United States Information Agency sought their input and organization of a conference workshop and funded the participation of their representatives. The United States Information Agency, CIVITAS, and the Vital Voices team

are seeking to collaborate on future efforts to seek synergies in their networks and seek additional input on CIVITAS programs, speakers, workshops, and themes for future CIVITAS conferences. [UNITED STATES INFORMATION AGENCY/ DEPARTMENT OF STATE]

Bolivia

The U.S. Embassy in Bolivia hosted three political training workshops from September 1999 to November 1999 for 120 women leaders. Delegates from Paraguay have also been invited to participate. The workshops are organized by Bolivian Vital Voices of the Americas representatives, Bolivian congresswomen, local sponsoring organizations, and the U.S. Embassy. The workshops were held in Santa Cruz (September 20 to 23), Tarija (October 18 to 21), and Cochabamba (November 8 to 11). [DEPARTMENT OF STATE]

Brazil

The U.S. Consulate in Sao Paulo, Brazil, hosted a political training workshop September 20 to 22, 1999, as follow-up to the Montevideo Vital Voices of the Americas conference. The workshop focused on topics such as campaign organization and financing, networking, relations with the media and ethics in politics. Approximately 600 participants from around the country attended. [DEPARTMENT OF STATE]

Guatemala

The U.S. Embassy in Guatemala hosted a political training workshop August 19 to 20, 1999, as follow-up to the Montevideo Vital Voices of the Americas conference. The workshop provided training on how to increase the political participation of women, how civil

society groups can influence political platforms, and how civil society groups can promote debates among candidates to focus on priority issues for women. [DEPARTMENT OF STATE]

Guyana

The Guyanese delegates to the Vital Voices of the Americas conference in 1998 have formed the Millennium Caucus, a group that cuts across Guyana's racial, ethnic, and political lines to provide a resource for existing women's organizations and to become a model for how women could act together to advance their common concerns. The U.S. Agency for International Development, through National Democratic Institute, supported this group financially and logistically throughout 1999 and sponsored its official launch on September 4, 1999. The Millennium Caucus will work to organize, educate, and advocate for women's rights through policy analysis, research, the dissemination of information, and the promotion of women's participation in all aspects of Guyanese society. The Caucus is exploring the possibility of forming a task force to examine how women's issues are addressed in the national budget and to learn how to ensure that the budget pays appropriate attention to the priorities and concerns of women. The launch of the Caucus was attended by a former President of Guyana and ministers and members of parliament. [DEPARTMENT OF STATE/ U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Cameroon

The U.S. Embassy in Cameroon in FY 1998 alone provided funding of about \$55,500 for programs aimed at political and economic empowerment of Cameroonian women. One program consisted of a series of four-day workshops to train women as legislative candidates to prepare them to run for elected office. Another program was a set of workshops

to train female journalists and highlight issues of gender in professional journalism. Other educational programs supported with U.S. government funds include the publication of a guide to women rights under Cameroonian law, a radio campaign to sensitize Cameroonians to the problem of violence against women, and seminars to increase female participation in the electoral process. [DEPARTMENT OF STATE]

Bulgaria

In 1999 a Department of State Democracy Commission Grant of \$15,715 was made to the Women's Alliance for Development in support of a lobbying and public relations campaign to promote more equitable representation of women in municipal and mayoral offices during the 1999 local elections. The Women's Alliance for Development is a local non-governmental organization working with women on sustainable development and equal opportunity issues.

The U.S. Embassy in Bulgaria provided Democracy Commission Grants of \$2,630 in 1996 and \$3,532 in 1998 to the Bulgarian Association of University Women in support of a national writing contest on women's issues. The contest focused on three topics: post-communist changes in Bulgaria and their impact on women, women's role in the government, and women and family planning. [DEPARTMENT OF STATE]

Egypt, Tunisia, Morocco

During her March 1999 visit to Egypt, Tunisia, and Morocco, First Lady Hillary Rodham Clinton met with women leaders from the government, opposition political groups, independent associations, the press, the arts, business, and academia. Her presence demonstrated continued U.S. support for

women's advancement in Egypt and North Africa. Her visit to family-planning training centers in these countries also drew attention to women's health concerns. First Lady Hillary Rodham Clinton also gave a keynote address at a conference for Tunisian women.

[DEPARTMENT OF STATE/ WHITE HOUSE]

Democracy and Human Rights Fund for Africa

The U.S. Department of State's Human Rights and Democracy Fund for Africa grants support for country-specific, regional, and global activities that promote respect for women's rights; adherence to international instruments, such as the Universal Declaration of Human Rights, the Convention on the Rights of the Child, and the Convention on the Elimination of All Forms of Discrimination against Women; and the inclusion of gender-related issues in fora, conferences, and workshops. Advancing the status of women in emerging democracies is an essential element of furthering rule of law mechanisms and ensuring the protection of fundamental human rights, including the human rights of women and girls. For example, in FY 1999, grants were made to:

- Cote d'Ivoire to the Organization of Women Ministers and Parliamentarians of Africa for a seminar on laws, regulations, and traditional behaviors affecting women;
- Malawi to the Story Workshop Educational Trust for the design and production of radio spots promoting women's rights;
- Mauritania to the Association des Femmes de Carriers Liberales et Commerciales for three seminars to raise awareness of women's issues;
- Mozambique to the Amodefa-Association for the Promotion of Family for women's rights and leadership workshop;

- Niger to the Youth Association for Promotion of Initiatives for training on the role of women and youth in democracies;
- Rwanda to the Women's Council to train recently elected members of the Women's Council and for distribution of information on women's inheritance rights and laws;
- Senegal to the National Observatory of Women's Rights to establish a reference center, for equipment, and for the development of a manual on women's rights;
- Togo to the Adventist Development and Relief Agency for a women's rights campaign and a rural women's rights campaign; and
- Zambia to the High Court for seminars for leaders on the rights of women and children.

Since 1996 the Department of State has awarded \$7,611,500 to umbrella organizations, including the National Endowment for Democracy and the Asia Foundation, that, in turn, award several dozen smaller grants to women's groups.

[DEPARTMENT OF STATE]

H. Institutional Mechanisms for the Advancement of Women



“Advancing the status of women is directly related to our foreign policy goals. We want to build peace and expand the circle of democracy. We want to sustain a growing global economy that creates good jobs for Americans. And we want to see a future in which the values we cherish are more widely shared. In each case, we can’t get from where we are to where we want to go if women are left on the sidelines; women must be integrated at every step of the way.”

—Secretary of State
Madeleine K. Albright,
excerpted from her speech at the
U.S. Department of State on
International Women’s Day,
March 12, 1997

Mechanisms to advance the status of women, such as commissions, agencies, or special offices, have been instituted in almost all governments and at many levels. However, they are often marginalized, lacking clear mandates and top-level support, weak in resources and staff. Although there is widespread recognition of the need for such structures and of the need to take gender considerations into account in planning policies, designing programs, implementing and monitoring them, this seldom happens. The result of strong mechanisms and of gender analysis should be the integration of women and of a gender perspective on policy and program into the mainstream of all government activity and operations.

The Platform calls for the creation or strengthening of such national mechanisms or other governmental bodies; the integration of a gender perspective in legislation, public policies, programs, and projects; and the generation and dissemination of gender-disaggregated data and information for planning and evaluation.

H.1. Create or strengthen national machineries and other governmental bodies.

PRESIDENT'S INTERAGENCY COUNCIL ON WOMEN

Creation of the President's Interagency Council on Women

President Clinton established the Council in August 1995, on the eve of the United Nations Fourth World Conference on Women in

Beijing, in order to "make sure that all the effort and good ideas actually get implemented when we get back home." The Council is charged with coordinating the implementation of the Platform for Action adopted at Beijing, including the U.S. commitments announced there. It also develops related initiatives to further women's progress and engages in public education to support the successful implementation of the Conference agreements. First Lady Hillary Rodham Clinton serves as Honorary Chair. Secretary of State Madeleine K. Albright has chaired the Council since March 1997, following the strong leadership provided by former chair Secretary of Health and Human Services Donna E. Shalala. The Council includes high-level representatives from executive branch agencies.

The Council holds quarterly public briefings and discussions. Sessions are intended as an occasion for dialogue on the issues between Council representatives and non-governmental organizations.

The Council is responsible for publishing *America's Commitment: Federal Programs Benefiting Women and New Initiatives as Follow-up to the UN Fourth World Conference on Women*, an inventory and analysis of agencies' current efforts and projected policies and programs measured against the goals of the Platform for Action. [DEPARTMENT OF STATE]

Working Groups of the President's Interagency Council on Women

The President's Interagency Council on Women established several interagency groups to work towards policy development, organize around a specific event, or promote dialogue and coordination on an issue. The working groups are chaired by Council representatives, but other staff members of agencies participate. As with all of the Council's activities, the

working groups derive from specific strategies or cross-cutting themes in the Beijing Platform for Action. All groups have extensive contact and consultation with non-governmental organizations as they go about their work.

- **Women and the Global Economy**

This group is working to ensure that Administration policy deliberations on global economic issues give appropriate consideration to the effects of various policies and programs on women; to coordinate the development of U.S. government participation in international fora dealing with economic issues of concern to women; and to serve as a forum for interaction and information exchange on global economic issues with interested U.S. non-governmental organizations. A subgroup worked on U.S. preparations for the Asia Pacific Economic Cooperation Ministerial Meeting on Women and the follow-up Framework to Integrate Women in the Asia Pacific Economic Cooperation. For more information, visit the working group's website under "The International Scene" at <http://www.dol.gov/dol/wb>.

- **Women and Prisons**

Chaired by Bonnie Campbell of the Department of Justice, the group seeks to improve conditions for women incarcerated in the United States and their families by heightening public awareness, lending high-level support to seek solutions, and establishing cooperation among federal personnel, state corrections officials, and non-governmental organizations.

- **Rural Women**

Chaired by Jill Long Thompson of the U.S. Department of Agriculture, the group seeks to improve the status of rural women. The goal of the working group is to serve as follow up to the International Conference on Women in Agriculture held June 28 to July 2 in Washington, D.C.

- **Trafficking in Women and Girls**

Chaired by Anita Botti of the State Department, the group works to coordinate and increase U.S. government efforts to prevent and combat trafficking in women and girls. The group is implementing a concrete and comprehensive plan of action focusing on prevention, protection and enforcement.

- **Gender and Institutional Change**

Chaired by the U.S. Agency for International Development, this group is working to develop procedures that ensure the integration of a gender perspective into the policies and operations of government so different impacts on men and women may be determined and inequities addressed. This includes the examination of disaggregated data as a model to measure program impacts.

- **Microenterprise Development**

Co-chaired by Ellen Lazar of the Department of Treasury's Community Development Financial Institutions Fund and the Charles Tansey of the Small Business Administration, this group is charged with better coordination of federal initiatives supporting microenterprises. This work rose directly from the United Nations Fourth World Conference on Women in Beijing in 1995, when the United States made a commitment to promoting microenterprise development.

- **Vital Voices: Women in Democracy**

Chaired by Theresa Loar of the Department of State, this group is charged with focusing interagency attention and resources on the full participation of women in the political and economic life of their countries. First Lady Hillary Rodham Clinton has keynoted the four Vital Voices conferences in Vienna, Belfast, Montevideo, and Reykjavik. Three global roundtables have been held to continue to spur implementation of public-private partnerships.

- **Empowering Disabled Women and Girls**

Co-chaired by Judith E. Heumann of the Department of Education and Susan Daniels

of the U.S. Social Security Administration, this working group will follow up on actions taken at the International Leadership Forum for Women with Disabilities in June 1997. The two key issues this working group will address are employment and leadership development. Four domestic and four international training sessions are planned for 1999 and 2000 with assistance from Council members. **[DEPARTMENT OF STATE]**

COMMITTEES, OFFICES, AND POSITIONS WITHIN THE FEDERAL GOVERNMENT

U.S. Geological Survey's Women's Advisory Committees

The U.S. Geological Survey Geologic Division's Women's Advisory Committee consists of 14 elected members from across the country, representing the administrative, clerical, scientific, and technical professions. The group serves as an advisory committee to the Chief Geologist in fostering gender diversity and improving work environments. Women's Advisory Committee accomplishments include development of a Geologic Division sexual harassment policy statement, promotion of sexual harassment prevention training for the Division, employment of a pilot program for mentoring and alternative work schedules, and recommendations for RIF-related training for all employees.

Current issues both advisory committees are exploring include a family-friendly workplace, employee training for all employees, development of a first-line supervisor training module, feasibility study on the creation of an interdivisional human resources/women's council, use of electronic databases and bulletin boards to advertise career opportunities,

alternative dispute resolution programs, getting beyond career plateaus, and employee morale. **[DEPARTMENT OF THE INTERIOR]**

Women Implementing New Goals Successfully (WINGS)

The Department of the Interior's National Park Service officially established Women Implementing New Goals Successfully to educate and enhance the development of the professional, emotional, and personal growth of female employees. These goals are being achieved through training, mentoring, workshops, networking, recognition of non-traditional accomplishments, establishing support groups, and contributing to the National Park Service's mission and goals as they relate to workplace issues. For more information visit <http://www.nps.gov/wings>. **[DEPARTMENT OF THE INTERIOR]**

Federal Women's Program at the Department of Defense

The Department of Defense's Federal Women's Program is designed to enhance the employment and advancement of women. Federal Women's Program Managers are designated in organizations throughout the Department. The Federal Women's Program includes support for and participation in national conferences and special observances such as the annual Federally Employed Women's Conference and Women's History Month. **[DEPARTMENT OF DEFENSE]**

Environmental Protection Agency's Federal Women's Program

The Environmental Protection Agency's National Administrative Council for Excellence (formerly the National Secretarial and Administrative Advisory Council) and the National Women in Science and Engineering are working with the Agency's Federal

Women's Program to remove barriers to recruitment, development, and advancement of their respective constituencies. They are working together to improve the employment status of women in the agency and develop strategies for promoting women's professional and personal growth. **[ENVIRONMENTAL PROTECTION AGENCY]**

Senior Coordinator for International Women's Issues at the Department of State

Established in 1994, this senior position, located in the Office of the Under Secretary of State for Global Affairs, is responsible for advancing the human rights of women and integrating issues of concern to women, including those issues outlined in the Platform for Action adopted at the United Nations Fourth World Conference on Women, into the U.S. foreign policy agenda. The Office of the Senior Coordinator promotes the expansion of women's political and economic participation and the elimination of violence against women. **[DEPARTMENT OF STATE]**

Deputy Assistant Secretary for Women's Health

This new senior-level position was created in 1994 to coordinate and stimulate research, service delivery, and education activities across the Department of Health and Human Services and to work with other government agencies and consumer and health care professional groups to advance women's health. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

The Public Health Service Coordinating Committee on Women's Health

The Public Health Service's Coordinating Committee on Women's Health was established to advise the Assistant Secretary for Health and the Deputy Assistant Secretary for Health (Women's Health) on current and planned

activities across the Public Health Service to safeguard and improve the physical and mental health of all women in the United States.

The Coordinating Committee serves as a forum for the Department to share ongoing and proposed initiatives in women's health, identifying opportunities for collaborative activities; provide advice and consultation to the Office on Women's Health on its initiatives; identify programs that can be shared with the Department of Health and Human Services Regions to foster local activity on similar priorities; receive information about priority issues identified by women's health coordinators at the regional level to discern the need for national initiatives; identify and evaluate women's health issues likely to become policy-critical issues; and receive and disseminate information about women's health issues internationally and participate in the development of U.S. positions on policies on women in international fora. The Public Health Service's Coordinating Committee is co-chaired by the Assistant Secretary of Health and the Deputy Assistant Secretary for Health (Women's Health). Its membership includes senior-level representatives of the agencies and offices of the Department. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Department of Health and Human Services Internal Task Force

In early 1996 the Department of Health and Human Services, at the Secretary's direction, established a task force to further implementation of the Platform for Action adopted at the 1995 World Conference on Women. The task force strives to:

- Analyze the Department's current and projected policies and programs in terms of the Platform;

- Identify new initiatives the Department could take to advance the overall agenda of improving the lives of women and girls; and
- Think towards long-range institutionalized changes to complete this process.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

DEPARTMENT OF LABOR

The Women's Bureau

The Women's Bureau was created by Congress in 1920 "to formulate standards and policies that shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment." The Director of the Women's Bureau is the principal advisor to the Secretary of Labor on issues affecting women in the labor force. The Women's Bureau sees its mission into the foreseeable future as:

- Informing working women about Women's Bureau programs and initiatives that benefit them;
- Providing information to and receiving information from women about economic issues and their economic and social status;
- Providing reliable, useful information to policymakers;
- Building partnerships with other agencies within the Department of Labor and throughout government, as well as with unions, non-profit organizations, businesses, community-based organizations, and working women themselves; and
- Affecting workplace policies at all levels.

In 1995, the Women's Bureau established its Internet website at <http://www.dol.gov/dol/wb/>. In 1997 it added websites for all ten of its regional offices, providing regional statistics, updates, news events, Working Women Count Honor Roll member organizations, and Fair Pay Resource organizations.

[DEPARTMENT OF LABOR]

The Women's Bureau National Resource and Information Center

The National Resource and Information Center was established in 1999 to provide the most direct access to information on issues of concern to working women, their families, and their employers. The National Resource and Information Center is accessible through two toll-free phone numbers (1-800-827-5335 and 1-800-347-3741) as well as on the Internet. The National Resource and Information Center offers the following:

- The Work and Family Clearinghouse, created in 1989, is a computerized database and resource center on women's employment issues that affect work and family life, including child care and elder care. It contains Women's Bureau publications and numerous supporting publications and resources.
- The Fair Pay Clearinghouse, opened in 1996, provides technical assistance to employees, employers, unions, and other organizations on successful efforts to identify and eliminate sex and race discrimination in wage-setting policies. It contains a variety of information, including Women's Bureau publications, and provides links to other government agencies with related information.
- The Don't Work in the Dark—Know Your Rights public education campaign was launched in 1994 to help alert America's working women about their workplace rights. Women can access reader-friendly information on laws on family and medical leave, pregnancy discrimination, sexual harassment (first published in 1993 and updated in FY 2000), age discrimination, wage discrimination, and disability discrimination (first published in 1995, updated in FY 2000). Supporting information includes publications from the Women's Bureau and other relevant agencies.

- An array of other publications and resource materials provided on topics including small business ownership, women in management, apprenticeships and non-traditional occupations, pensions, veterans affairs, domestic violence, safety, and health, upcoming worldwide conferences, and much more.

The Women's Bureau website is at

<http://www.dol.gov/dol/wb>.

[DEPARTMENT OF LABOR]

NATIONAL INTEGRATION OF WOMEN'S TRANSPORTATION ISSUES

The Transportation Research Board's Task Force On Women's Issues in Transportation

This Task Force was initiated in 1997 to seek ways to better integrate women's transportation issues into the national research agenda by identifying research areas and stimulating new and expanded studies on women's mobility, safety, and security issues. The mission of the Task Force is to:

- Identify emerging women's issues in the use of transportation and encourage research and information sharing on matters relating to women's travel behavior, transportation needs, and utilization;
- Identify women's safety and security issues as they relate to transportation;
- Address women's travel issues; and
- Promote women decision-makers in the transportation industry. **[DEPARTMENT OF TRANSPORTATION]**

Coast Guard Institutional Mechanisms for Advancing Women

The Coast Guard was selected by the Vice Presidential Task Force on Diversity Benchmarking Study Team as the Benchmark partner for Diversity. Coast Guard was the only federal agency selected and ranked third nationally.

The Department of Transportation Diversity Advocate recently served as keynote speaker at the Coast Guard's Diversity Summit for more than 340 attendees including Coast Guard leaders, human resources policymakers, and process owners. The goal of the Summit was open discussion (focusing on best practices) of the diversity management issues facing the Coast Guard.

The Coast Guard developed a diversity intranet website with information on different cultures/cultural observances and lesson plans for unit-conducted training on diversity.

The Coast Guard consolidated the Women's Advisory Council and the Minority Advisory Council to form the Diversity Advisory Council, which coordinates and provides advice and recommendations across initiatives. **[DEPARTMENT OF TRANSPORTATION]**

EVENTS AND PROGRAMS

The White House Office for Women's Initiatives and Outreach

The White House Office for Women's Initiatives and Outreach was created by President Clinton in 1995 to advocate policy related to women and families, often by bringing the concerns of outside experts and constituency groups into the policy-making process. In 1999 the Office focussed on Social Security and Medicare, health care, reproductive rights and family planning, and policies to help families better balance work and family responsibilities.

The Women's Office initiates and supports events, briefings, and roundtable discussions to amplify and expand the Clinton Administration's agenda for women and families.

The Women's Office distributes a resource sheet with contact information and website addresses for these federal government programs. Information on the Clinton Administration's family agenda, including child care, long-term care, after-school programs, expansion of the Family and Medical Leave Act, and other initiatives is available online at <http://www.whitehouse.gov/WH/EOP/Women/OWIO>. [WHITE HOUSE]

National Women Veterans National Public Information Program

The Department of Veterans Affairs has developed a comprehensive national public information program for women veterans to address their special needs and concerns. The program encourages use of the Department's program services and ensures that services and benefits available through its regional offices and other Department of Veterans Affairs facilities are extended to all veterans and their dependents regardless of their proximity to the local office, social and economic status, and physical or mental condition. The Department of Veterans Affairs has a designated Women Veterans' Coordinator at each regional office and medical facility who serves as the direct contact point for the Department of Veterans Affairs and non-Veterans Affairs service providers. The Women Veterans' Coordinators provide claims assistance for the Department of Veterans Affairs benefits and health care, employing a case management approach through maintaining liaison with community resources and agencies as well as veterans groups and state and local governments.

Other Department of Veterans Affairs program elements that address women veterans issues are access to a national toll-free telephone unit for information on the Department of Veterans Affairs benefits and services. Veterans Services Representatives may be contacted at 1-800-827-1000 to discuss benefits women veterans may be eligible to receive and claims

issues, including counseling and care for the effects of sexual trauma experienced while on active duty in the military. The Department of Veterans Affairs also publishes newsletters and sponsors women veteran seminars and "lunch and learn programs" to provide fora for sharing information about veteran benefits.

[DEPARTMENT OF VETERANS AFFAIRS]

Center for Women Veterans

In November 1994, with the passage of Public Law 103-446, the Center for Women Veterans was established to evaluate the various needs of women veterans and the effectiveness of the Department of Veterans Affairs' programs, benefits, and activities in meeting those needs.

The Center hosts approximately 25 to 30 fora every year, where attendance ranges from ten to 600 women and women veterans advocates, with an average of 30 participants at each forum. These fora offer women veterans throughout the country opportunities to discuss concerns regarding the Department of Veterans Affairs' services for women with Center staff and to identify the problems encountered by women veterans in their attempt to access the Department of Veterans Affairs' benefit program and health care services. Community-based fora also provide Center staff a source of input for the assessment and evaluation of the Department of Veterans Affairs' services provided to women veterans and the Department of Veterans Affairs' effectiveness in improving those services. [DEPARTMENT OF VETERANS AFFAIRS]

Institutionalizing Issues Affecting Women

As part of Secretary Madeleine K. Albright's mandate to integrate issues affecting women into U.S. foreign policy, the Department of State's Office of Resources, Plans and Policy and the Office of the Senior Coordinator for

International Women's Issues completed several projects in 1998 and 1999 to institutionalize these issues into the Department's ongoing strategic planning process. In February 1999 an international affairs strategic plan was completed. This plan sets forth objectives and performance indicators relating to the Senior Coordinator's international affairs priority areas of eliminating violence against women and increasing women's political and economic participation. The plan also explicitly ties these objectives to key U.S. national interests, including economic prosperity, democracy and human rights, law enforcement, and humanitarian response.

Concurrent to the development of its strategic plan, the Senior Coordinator also worked closely with the Office of Resources, Plans and Policy to identify U.S. government resources devoted to women's initiatives in FY 1998, FY 1999, and FY 2000. The Senior Coordinator solicited information from budget officers in Department of State regional and functional bureaus, the U.S. Agency for International Development, and the U.S. Information Agency to track resources supporting policies and programs under trafficking in women and girls, domestic violence, and women's economic and political participation.

In February 1999 the Senior Coordinator issued guidance to Department of State Missions to inform the development of FY 1999 to FY 2001 Mission Performance Plans.

[DEPARTMENT OF STATE]

TRAINING

The 1999 Federally Employed Women's Conference and National Training Program

The Department of the Interior co-sponsored the 1999 Federally Employed Women's Conference and National Training Program in

Phoenix, Arizona, from July 19 to 23, 1999. Pre-Conference Training Day featured a Town Hall Meeting, a Diversity Update, a Panel of Department of the Interior Women in Non-Traditional Jobs, and a National Park Service slide show that chronicled Park Service women at the Golden Gate/Presidio National Park. As part of the conference, the Department of the Interior conducted a panel entitled Women on the Rise, which featured senior-level Department of the Interior women discussing their paths to success. For more information, visit <http://www.few.org>.

[DEPARTMENT OF THE INTERIOR]

Foreign Service Training and Curriculum

In late 1997 the Office of the Senior Coordinator for International Women's Issues at the Department of State and the Department's Foreign Service Institute initiated discussions regarding the integration of women's issues into the core curriculum for Foreign Service Officers. Since then the Office of the Senior Coordinator has been providing materials and lecturing at classes for Foreign Services Officers on reporting and integrating women's issues into everyday work at U.S. embassies and consulates overseas.

[DEPARTMENT OF STATE]

INTERNATIONAL PROGRAMS

United States, Mexico, and Canada

The U.S. Embassies in Mexico and Canada will each nominate 20 to 25 women leaders in business, labor, politics, civil society, education, and technology to attend a workshop of the Women's Leadership Initiative in Toronto in April 2000 sponsored by the International Foundation for Election Systems and the women's MERCOSUR forum. The goal is to identify priority areas of concern for women in North America Free Trade Agreement countries and to maximize the benefit to women of regional economic integration. The

initiative will be implemented over a five-year period and will include a series of four sub-regional workshops to bring together organizations and networks to increase women's participation in trade integration. In 2004 a final conference will develop a hemispheric strategic action plan.

[DEPARTMENT OF STATE]

H.2. Integrate gender perspectives in legislation, public policies, programs, and projects.

POLICY

Trade Policy

The Commerce Department's International Trade Administration provides a voice for women-owned businesses on trade policy matters through its Advisory Committee Program and its involvement in Organization for Economic Cooperation and Development and Asia-Pacific Economic Cooperation fora related to women:

- **Advisory Committees**

Originally chartered through the Trade Act of 1974, the Industry Functional Advisory Committees and Industry Sector Advisory Committees advise the Secretary of Commerce and the U.S. Trade Representative on international trade policy. The Small and Minority Business Industry Sector Advisory Committee is one of the program's most active and vocal groups. This Committee is currently analyzing whether minority businesses, including women-owned businesses, face exporting challenges that differ from those encountered by other small businesses. The Small and Minority Business Industry Sector Advisory Committee will recommend steps that the U.S. government can take to address any minority-specific

problems found by the Committee. More information is available online at <http://www.ita.doc.gov/icp>.

- **President's Export Council**

Created in 1973 by Executive Order, the President's Export Council advises the President on government policies and programs that affect U.S. trade performance, promotes export expansion, and provides a forum for discussing and resolving trade-related problems among the business, industrial, agricultural, labor, and government sectors. The Department of Commerce has been successful in expanding the number of businesswomen in its advisory committee program. Through such dialogue with its advisory committees, Commerce ensures that industry, including women-owned and managed firms, has a strong voice in international trade negotiations and in formulating U.S. trade policy. More information can be found online at <http://www.ita.doc.gov/pec>.

- **Organization for Economic Cooperation and Development**

The International Trade Administration recently contacted women's business associations, financial organizations, and government agencies to disseminate an Organization for Economic Cooperation and Development survey concerning financing for women-owned businesses. This survey will provide valuable information on the spectrum of financial instruments available to women business owners, as well as access to financing and actual use of financial instruments for women-owned businesses.

- **Asia-Pacific Economic Cooperation**

The International Trade Administration assisted in the development of policy issues for the 1998 Asia-Pacific Economic Cooperation Ministerial on Women. It also

participated in developing the statement that was released at the Ministerial meeting, offering advice for Asia-Pacific Economic Cooperation countries on women's business issues.

[DEPARTMENT OF COMMERCE]

Recruitment Refocus

The Commerce Department's Patent and Trademark Office professional staff includes scientists, engineers, and attorneys as patent examiners and trademark attorneys. In the past, employee recruitment occurred at traditional schools and universities located in the heartland of America. The Patent and Trademark Office now strategically reaches out to all women and has specifically targeted minority women in recruiting future patent examiners and attorneys. Programs for the Hispanic Association of Colleges and Universities, the Historically Black Colleges and Universities, the Asian Pacific community, and the Lakota Nation have brought excellent results. Statistics on 1998 and 1999 recruitment efforts show that, in 1998, the Patent and Trademark Office hired 184 women as patent examiners, which represented more than 25 percent of new hires. These new hires included 51 Asian-Pacific women, 61 African American women, 12 Hispanic women, and 58 Caucasian women. In 1999, this effort continued and the hiring through the first half of the year included 138 patent examiners (more than 33 percent of the new hires), with 30 Asian-Pacific women, 33 African American women, 13 Hispanic women, and 62 Caucasian women.

Additionally, the Patent and Trademark Office hired 104 trademark attorneys, including 60 women (58 percent of the new hires).

[DEPARTMENT OF COMMERCE]

The Peace Corps

In 1974, the Peace Corps Act of 1961 was amended to include the Percy Amendment,

which states: "In recognition of the fact that women in developing countries play a significant role in the economic production, family support and overall development process, the Peace Corps shall be administered so as to give particular attention to those programs, projects and activities that tend to integrate women into the national economies of developing countries, thus improving their status and assisting in the overall development effort."

The Peace Corps established its Women in Development Office in 1975 to ensure that the agency's projects and training programs meet the mandate to help integrate women into the economic, political, and social development of their countries. The Women in Development coordinator provides technical support to staff and Volunteers on how women's needs can be addressed in Peace Corps' development activities. Many posts have Women in Development committees run by Volunteers to promote local participation by women and girls in these activities. Women in Development committees help conduct gender analysis of project plans, strengthen the gender and development components of training, and build staff capacity in applying Women in Development and gender and development concepts. **[PEACE CORPS]**

U.S. Agency for International Development's Gender Plan of Action

The U.S. Agency for International Development has a long history of involvement in increasing the participation of women in development efforts. In 1974 the Agency first established the Office of Women in Development, and its strategies have evolved over the past 25 years.

Since 1995 U.S. Agency for International Development has built on the recommendations

contained in the Beijing Platform for Action that governments “mainstream” their gender efforts. In 1996 the U.S. Agency for International Development issued the Gender Plan of Action, which turns a broad commitment to gender equality into real, everyday activities. The plan includes such specific measures as introduction of performance on gender integration as a factor in personnel evaluations, incorporation of gender considerations into technical training programs, and a commitment to determine and incorporate appropriate indicators of U.S. Agency for International Development program impact on women. In 1999 the Agency established procedures to ensure that gender was integrated into statements of work and elements of requests for proposals and further required in contractors' proposal responses.

The Office of Women in Development has also been able to highlight the U.S. Agency for International Development's gender accomplishments and disseminate state-of-the-art thinking about gender issues through its active role in multi-lateral and non-governmental organizations globally. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Secretary's Conference to Establish a National Action Plan on Breast Cancer

The National Action Plan on Breast Cancer was established in 1993 in response to a National Breast Cancer Coalition petition signed by 2.6 million people and presented to President Clinton. Under President Clinton's direction, Secretary of Health and Human Services Donna E. Shalala convened the Secretary's Conference to Establish a National Action Plan on Breast Cancer. The conference brought together more than 300 individuals, including breast cancer advocates, consumers, clinicians, scientists, government officials,

educators, members of Congress, and the media to craft recommendations for action in education, research, public policy, and service delivery. From this conference, a steering committee of government and non-government representatives was formed to build necessary public/private partnerships and to guide a comprehensive national plan to eradicate breast cancer. More information on the National Action Plan on Breast Cancer and Working Group products can be found online at <http://www.napbc.org>. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

PUBLICATIONS, EVENTS, AND PROGRAMS

The National Park Service's Women's History Websites

The National Park Service's history division sponsored a website dedicated to the history and contributions of American women at <http://www.cr.nps.gov/history/whm.htm>. Connections to other sites include *Exploring a Common Past*, a resource guide to interpreting women's history in the National Park Service, the National Women's History Project website, and the Women's History Resources website.

The National Register of Historic Places also opened a website to explore the places important to women's history at <http://www.cr.nps.gov/nr/feature/wom/wom.htm>. [DEPARTMENT OF THE INTERIOR]

Seneca Falls: 150th Anniversary of the National Women's Hall of Fame

The Hall of Fame was created in 1969 by citizens of Seneca Falls as a permanent home for the contributions of American women. On July 11, 1999, the National Women's Hall of Fame inducted 21 new members, including Secretary of State Madeleine K. Albright, poet Maya Angelou, and astronaut Shannon W. Lucid. The Hall of Fame Induction ceremony

began a weeklong celebration of the 150th anniversary of the Women's Rights Convention of 1848. Led by Elizabeth Cady Stanton and Lucretia Mott, the Convention drafted the Declaration of Sentiments, which called for a woman's right to vote, her right to higher education, and the right to retain her own wages and own property.

In 1920 the 19th Amendment to the Constitution was ratified, granting women the right to vote. In 1923 Seneca Falls was chosen as the place to begin the drive for passage of the Equal Rights Amendment. The Women's Rights National Historical Park today stands on the site where the Convention was held. The National Park Service and a non-profit group, Celebrate 98, organized the 150th anniversary celebration. In nearby Rochester, a series of academic discussions of women's rights, Forum 98, took place. **[DEPARTMENT OF THE INTERIOR]**

National Medal of Technology

Recognizing the continued contributions of women in science and technology, the Technology Administration's National Medal of Technology program is encouraging nominations from the scientific community of women candidates for the Nation's highest award for technological achievement. Equally as important is the need for women scientists to serve as role models for the youth of the United States. Therefore, the Commerce Department's Technology Administration has developed special promotional material soliciting nominations. This document features a young girl and highlights the need for women scientists and technologists who will inspire her to tackle the challenges of science, mathematics, engineering, and technology. Enacted by Congress in 1980, the National Medal of Technology is awarded annually by

the President of the United States to individuals, teams, or companies for accomplishments in the innovation, development, commercialization, and management of technology, as evidenced by the establishment of new or improved products, processes, or services. The website for the National Medal of Technology is at <http://www.ta.doc.gov/Medal>.

[DEPARTMENT OF COMMERCE]

Increasing The Number Of Women Artists Receiving Art Commissions At Federal Buildings

For more than a quarter of a century, the Art in Architecture Program of the General Services Administration's Public Building Service has performed a unique service to the Nation: to commission great works of public art from America's most talented artists for the enrichment of the Nation's important federal buildings and courthouses and for the broader improvement of the cultural landscape of the United States.

Since 1993 the Art in Architecture program has commissioned 126 artists to provide art for federal buildings. Approximately 35 percent of those artists (44) are women. Nearly half of all the women artists commissioned during the 25-year history of the program have been commissioned since 1993. **[GENERAL SERVICES ADMINISTRATION]**

National Endowment for the Humanities Grants

The National Endowment for the Humanities has funded projects that enhance the public

understanding of the contributions of women historically, culturally, politically, and artistically. Over the past five years, these projects include:

- **Summer Seminars and Institutes**

Since 1983 the National Endowment for the Humanities has supported Summer Seminars and Institutes for kindergarten through 12th grade, college, and university teachers. These seminars and institutes allow teachers from across the country to study with and learn from top humanities scholars in their fields. The teachers who participate in one of these seminars or institutes often say that it was the most significant factor to improving the way they teach. Since 1995 the National Endowment for the Humanities has given grants totaling nearly \$1,500,000 that were on women or gender-related topics.

- **Education Development and Demonstration**

Through its humanities teaching website, EDSITEment (<http://edsitement.neh.gov>), the National Endowment for the Humanities provides online educational resources for teachers and students to improve their understanding of women's historical and societal significance. Highlighted websites include Documents of African American Women, Documents of Civil War Women, Modern Francophone African Women Writers, and Victorian Women Writers' Project. EDSITEment also provides lesson plans that integrate women's perspectives and contributions in historical context.

Over 1997 and 1998 the National Endowment for the Humanities has given \$125,000 for the development of a website that examines women in U.S. social movements between 1830 and 1930.

- **Preservation and Access Grants**

The National Endowment for the Humanities is helping to preserve the contributions of women to literature and art through a \$150,000 grant in 1995 to catalogue and

conserve books, periodicals, manuscripts, and original artwork of 19th century author-illustrators Beatrix Potter and Kate Greenaway. Another grant in 1997 of \$206,000 went to support the cataloguing of papers and publications of 150 women authors.

The National Endowment for the Humanities also seeks to preserve the contributions of women throughout history so that they will be studied and remembered. Such preservation projects are being undertaken to preserve and catalogue the papers of Jane Addams (\$171,000 in 1997), Willa Cather (\$40,000 in 1997), Elizabeth Cady Stanton and Susan B. Anthony (\$188,000 in 1996 and \$150,000 in 1998), and Margaret Sanger (\$125,000 in 1996 and \$155,000 in 1998). [NATIONAL ENDOWMENT FOR THE HUMANITIES]

Making a Difference for Work and Family

The President and Mrs. Clinton have elevated issues of particular importance to women by hosting a series of roundtables and conferences at the White House. These events have included a Roundtable on Equal Pay, a Roundtable Discussion on Domestic Violence, a White House Conference on Child Care, a White House Conference on Mental Health, and the unveiling of a report on the importance of strengthening and modernizing Medicare to women. The First Lady has also participated in a Social Security teleconference and has devoted many of her weekly columns to issues that significantly affect women's lives. These events have helped to shape the national debate and to build support for Clinton Administration initiatives benefiting women.

[WHITE HOUSE]

Working to Celebrate Women in American History

President Clinton became the first President to formally recognize the importance of women's historical contributions to the creation and development of the United States when he established the President's Commission on the Celebration of Women in American History by signing Executive Order 13090 on July 2, 1998. The Commission seeks to tell the story of the women who worked to win and exercise their full rights of citizenship and highlight women who have made a difference in communities across the United States. The Commission works to develop and implement recommendations of how to acknowledge and celebrate the roles and accomplishments of women in American history and how to use innovative technology to disseminate information. The Commission has met with women in regions throughout the United States and has submitted their initial findings in a report to the President.

The President and First Lady have both called attention to the tremendous roles women have played throughout the history of the United States. Hillary Rodham Clinton honored the women who struggled for equal rights and justice in this country by delivering the keynote address on the occasion of the 150th Anniversary of the First Women's Rights Convention. She called on Americans to celebrate the brave women and men who played pivotal roles in the struggle for women's rights. The President joined with Mrs. Clinton at the White House to host a Millennium Evening dedicated to discussing how women have shaped democracy and the sweeping changes that have altered the lives of women during the 20th century. **[WHITE HOUSE/GENERAL SERVICES ADMINISTRATION]**

First National Leadership Conference on Physical Activity and Women's Health

The Office on Women's Health, in collaboration with the President's Council on Physical Fitness and Sports, the Centers for Disease Control and Prevention, and the American College of Sports Medicine, convened this conference in February 1997 in Washington, D.C., which provided state-of-the-art information about the role of fitness plays in women's health. It resulted in recommendations for action relevant to women of all ages and physical abilities. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

INTERNATIONAL CONFERENCES**Binational Israel-USA Conference: Promoting Women's Health Across Generations**

The Secretary of Health and Human Services Donna E. Shalala, and the Israeli Minister of Health convened a conference in December 1998 in Jerusalem, Israel. This conference promoted a dialogue between the two countries on women's health issues and identified priority areas to be addressed in the future.

The Office of Minority Health and the Office of Research on Women's Health, National Institutes of Health, have provided support to the National Latina Institute for Reproductive Health for its proceedings from two regional agenda-setting conferences in 1998.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Second International Conference on Women in Agriculture

To increase its interactions with women in agriculture and rural communities, the U.S. Department of Agriculture assessed the

feasibility of organizing and hosting a National Symposium for Women in Food, Agriculture and Rural Communities as the centerpiece of the agency's response to the Beijing conference. Rather than limit a symposium to U.S. participants, the U.S. Department of Agriculture and the President's Interagency Council on Women sponsored the Second International Conference on Women in Agriculture in June 1998. (The first was sponsored by Australia in 1994.) There were more than 1,000 participants from 50 countries. The primary purpose of the conference was to provide a forum, with an international perspective, for discussing issues facing women in agriculture and to facilitate the exchange of information. The conference included the broadest participation from women in farming, farm labor, farm services, food and consumer advocacy, natural resources, research, agribusiness, and rural communities. U.S. Department of Agriculture information about program, grant, and contracting opportunities was shared as well. Feedback was solicited to ascertain how well these programs are serving women, and ideas for improvements were expressed. The follow-up to the conference has served as an important networking and educational vehicle. A new website was created to increase communication and networking at <http://www.wia.usda.gov>.
[DEPARTMENT OF AGRICULTURE/
PRESIDENT'S INTERAGENCY
COUNCIL ON WOMEN]

H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation.

SURVEYS AND DATA COLLECTION

Current Population Survey

The Current Population Survey is a monthly survey of about 50,000 households conducted by the Commerce Department's Census Bureau

since 1942 for the Bureau of Labor Statistics. The Current Population Survey is the primary source of information on labor force characteristics of the U.S. population. Estimates obtained from the survey include employment, unemployment, earnings, hours of work, and other indicators. They are available by a variety of demographic characteristics including age, sex, race, marital status, and educational attainment. They are also available by occupation, industry, and class of worker. A selection of Census reports based on these data includes *Educational Attainment in the United States* (1998); *Fertility of American Women* (1995); *Household and Family Characteristics* (1998); *Marital Status and Living Arrangements* (1998); and *Child Support for Custodial Mothers and Fathers* (1995). Information about the Survey, as well as Survey data, can be found online at <http://www.bls.census.gov/cps/cpsmain.htm>.
[DEPARTMENT OF COMMERCE]

Data Collected by the Bureau of Labor Statistics

The Department of Labor's Bureau of Labor Statistics regularly issues a wide range of data in the broad field of labor economics, including an extensive amount of information about working women. The Bureau of Labor Statistics will continue to issue and improve these data as part of its contribution to the Department of Labor's strategic goals. Published data that contribute to the critical areas of concern identified in the United Nations Platform for Action include:

Women and Poverty

Monthly data on employment and unemployment among men and women, including separate information on women who head households, and quarterly data on the earnings of men and women. An annual report on the working low-income includes data by gender and family structure.

Education and Training

Monthly data on the employment status of young men and women by school enrollment and educational attainment, annual data on college enrollment by recent high school graduates, annual data on employment status of adult men and women by educational attainment, and periodic surveys on training.

- **Violence**

Annual data on workplace fatalities (including homicides).

- **Women and Armed Conflict**

Biennial data on women veterans.

- **Women and the Economy**

Extensive information on occupations, industries, hours of work, self-employment, and other characteristics of working women; monthly data on employment status of women by age; quarterly data on usual weekly earnings of men and women; annual data on employment status of women by family status and presence of children; biennial surveys on contingent work and alternative working arrangements; periodic surveys of job tenure, worker displacement, and work at home.

- **Institutional Mechanisms for the Advancement of Women**

Extensive statistical information on women as described in other sections; plans for new information collection and dissemination activities.

- **Women and the Environment**

Information on occupational illnesses; information on consumer expenditures.

- **The Girl Child**

School enrollment, educational attainment, and employment status of teenage girls (16 to 19 years of age).

Most of the data described above are available at the Bureau of Labor Statistics website at <http://www.bls.gov/>.

[DEPARTMENT OF LABOR]

Report on Women's Earnings: 1998

In April 1999 the Bureau of Labor Statistics of the U. S. Department of Labor introduced the first in a series of annual reports focusing on women's earnings. Drawing mainly on usual weekly earnings data from the Bureau of Labor Statistics Current Population Survey, the report examines various factors that influence the pay of women and men. These factors include age, race and ethnicity, marital status, educational attainment, full- and part-time status, occupation, and union membership. Much of this information has been available from a variety of reports and news releases, but this series was the first time that it was brought together in a comprehensive report.

The first report, *Highlights of Women's Earnings in 1998*, provides considerable data on the earnings of women and men, a descriptive summary of the data, and a technical note detailing the source of the data and the operative concepts and definitions. The report is online at <http://www.bls.gov/cps/home.htm>. As part of the report's distribution, the Department of Labor's Women's Bureau distributed 700 copies of this report to selected women's researchers and advocates. [DEPARTMENT OF LABOR]

Where to Find Bureau of Labor Statistics on Women

Periodically, the Bureau of Labor Statistics issues a report that summarizes the information it has on women and assists users in identifying and locating the material. This report not only delineates the range of data that is collected on a regular or special schedule, but also lists articles and reports that contain descriptions and analyses of the data. The most recent report was issued in July 1998.

[DEPARTMENT OF LABOR]

Surveys of Peace Corps Volunteers

During the 1990s the Peace Corps has conducted three surveys of Volunteers in the field, the most recent in 1998. Approximately 3,400 Volunteers (75 percent) serving in 80 countries responded. Responses to all questions were analyzed by gender, minority status, assignment, and country of service.

Approximately 60 percent of the respondents were women. The data are used to improve recruitment, training, programming, support services, and the safety and security of Volunteers. **[PEACE CORPS]**

INTERNATIONAL PROGRAMS

Data Collected by U.S. Agency for International Development Missions

The U.S. Agency for International Development was one of the first international donors to include disaggregation of data by gender as a part of program and project design and evaluation. Examples of indicators being collected by missions include the number of business licenses being issued to women in Morocco; scores of third graders, disaggregated by gender, on standardized achievement tests in El Salvador; and the percentage of women voters in District Assembly elections in Ghana.

[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

I. Human Rights of Women



“Women’s rights are human rights, and human rights are women’s rights.”

—First Lady Hillary Rodham Clinton, excerpted from her remarks to the United Nations Fourth World Conference on Women, Beijing, China, September 5, 1995

Although the universality of human rights and fundamental freedoms have been acknowledged by treaties and other instruments to apply to all people since the first days of the United Nations, in reality they often did not apply to women. It was not until the 1993 World Conference on Human Rights in Vienna that it was clearly affirmed, or reaffirmed, that the human rights of women throughout the life-cycle are an inalienable, integral, and indivisible part of universal human rights. The Beijing Platform for Action enlarges on this principle and applies it to all areas of concern in the Platform, making human rights, in fact, the foundation of the entire Platform for Action.

The Platform calls for the promotion and protection of the human rights of women through the implementation of human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women, the assurance of equality and non-discrimination under the law and in practice, and the promotion of legal literacy among women.

I.1. Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women.

INTERNATIONAL LABOR ORGANIZATION CONVENTIONS

International Labor Organization Convention 111 Concerning Employment Discrimination

Convention 111 of the International Labor Organization requires the ratifying country to “undertake to declare and pursue a national policy designed to promote...equality of opportunity and treatment in respect of employment and occupation...” The convention aims to eliminate discrimination in employment based on race, color, sex, religion, political opinion, national extraction, and social origin.

The Tripartite Advisory Panel on International Labor Standards, which considers whether the United States should ratify conventions of the International Labor Organization, recommended to the President’s Committee on the International Labor Organization that the President seek ratification of Convention 111. The President sent this convention to the U.S. Senate for its advice and consent in mid-1998. **[DEPARTMENT OF LABOR]**

PUBLICATIONS AND SPEECHES

United States Information Agency’s Introduction to Human Rights

The United States Information Agency’s *Introduction to Human Rights* devotes 20 percent of its discussion of human rights in U.S. history to women’s issues. Brief

biographies of Eleanor Roosevelt and Nobel laureate Aung San Suu Kyi, as well as excerpts from their writings, appear in a section of the pamphlet that highlights persons prominent in human rights issues. This publication was first issued in 1996 and was distributed worldwide. It was updated and reprinted in 1998 for the 50th Anniversary of the Universal Declaration of Human Rights. **[UNITED STATES INFORMATION AGENCY]**

International Women’s Day Address

In March 1999 Hillary Rodham Clinton continued a tradition of honoring International Women’s Day by delivering a United Nations International Women’s Day Speech at the United Nations before delegates and nongovernmental organizations on women’s rights. The First Lady called on countries to continue to work to protect women’s rights and to work to give women access to opportunity within their own countries. **[WHITE HOUSE]**

IMMIGRATION AND REQUESTS FOR POLITICAL ASYLUM

Asylum Based on Coercive Population Control Practices

The Immigration and Naturalization Service of the Department of Justice is implementing a new law that would grant political asylum to individuals who have been forced to abort a pregnancy, undergo involuntary sterilization, or persecuted for failure or refusal to undergo such a procedure or for resistance to a coercive population control program. **[DEPARTMENT OF JUSTICE]**

Asylum Based on Fear of Genital Mutilation

The Department of Justice urged the Board of Immigration Appeals to recognize that fear of being subjected to female genital mutilation may be a basis for asylum, and on June 13, 1996, the Bureau of Immigration Appeals

issued a precedent-setting decision indicating that female genital mutilation may be a basis for asylum. **[DEPARTMENT OF JUSTICE]**

Guidance for Asylum Officers

The Department of Justice provides guidance to asylum officers on the principles of U.S. asylum laws that bear on gender-related cases, such as domestic and sexual abuse. The Department’s guidance also addresses such procedural matters as the desirability of using female interviewers and interpreters in appropriate cases and the need to interview women and their male relatives separately. **[DEPARTMENT OF JUSTICE]**

Relief for Battered Immigrant Women

The Violence Against Women Act of 1994 enables battered spouses and children of U.S. citizens and legal permanent residents to self-petition for lawful permanent residence without the help or knowledge of their abusers. More than 8,000 petitions have been filed with the Justice Department’s Immigration and Naturalization Service as of October 1999, and more than 4,300 petitioners have been granted permanent residence. **[DEPARTMENT OF JUSTICE]**

FEDERAL GOVERNMENT AS AN EMPLOYER

Defense Incident-Based Reporting System

A Defense Incident-Based Reporting System was established on October 1996. This system is a centralized database for all criminal reporting requirements, to include criminal incidents punishable under the Uniform Code of Military Justice that do not rise to the level of criminal incident, such as sexual harassment and fraternization. **[DEPARTMENT OF DEFENSE]**

INTERNATIONAL PROGRAMS

Central Intelligence Agency

Intelligence analysis keeps key U.S. policymakers informed of systematic violations of human rights in response to the increased U.S. government determination to assist international tribunals concerned with such issues. [CENTRAL INTELLIGENCE AGENCY]

Human Rights of Women

The March 7, 1996, Africa Journal WORLDNET TV interactive on Human Rights of Women was praised for making a positive contribution to public awareness by engaging in in-depth discussion of the rights of women. Female social and political leaders and government officials in four countries—Namibia, Mali, Uganda, and Burkina Faso—discussed the rights of women in the United States and in other countries with three experts in Washington. This program was organized by the United States Information Agency as a follow-up to the United Nations Beijing Women's Conference in 1995. [UNITED STATES INFORMATION AGENCY]

1.2. Ensure equality and non-discrimination under the law and in practice.

PROTECTION OF EQUALITY

Sexual Misconduct in U.S. Prisons

As of March 1999 the Department of Justice has provided on-site technical assistance for addressing sexual misconduct to correctional agencies in 17 states and the District of Columbia. As of April 1999, 41 states and the District of Columbia had enacted laws specifically criminalizing certain types of sexual misconduct in prisons. In 1997 the Department of Justice amended its policy and practices in sexual-assault cases involving female inmates to include instances of sexual assault against prisoners by prison staff. [DEPARTMENT OF JUSTICE]

The New York City Gay and Lesbian Anti-Violence Project

The New York City Gay and Lesbian Anti-Violence Project, funded by the Department of Justice, is providing technical assistance to local anti-violence initiatives serving lesbian and bisexual women who are victims of domestic violence, sexual assault, and stalking. The Project is also working with national domestic violence and sexual assault organizations to enhance their capacity to provide culturally appropriate services to same sex victims. [DEPARTMENT OF JUSTICE]

Protecting Persons Confined in Public Institutions

Under the Civil Rights of Institutionalized Persons Act, the Department of Justice enforces the federal Constitutional and statutory rights of persons confined in public institutions. Between the enactment of the statute in 1980 and the present, the United States has conducted 300 investigations aimed at redressing the deprivations of constitutional or federal statutory rights of persons in publicly operated facilities for the mentally disabled, the elderly, juveniles, and prisoners. Most of these activities have improved protections for the rights of women. [DEPARTMENT OF JUSTICE]

Enforcement of Non-discrimination Laws

The Department of Justice enforces the Fair Housing Act. The Fair Housing Act prohibits discrimination in housing based on race, color, religion, sex, national origin, handicap, and familial status, and also prohibits sexual harassment by male landlords against female tenants. In a case settled in January 1997, the Department of Justice entered into a consent decree resolving its complaint that the manager of a housing unit and a male tenant had engaged in a pattern or practice of sexual and racial harassment against female tenants. In two other sexual harassment cases under the Fair Housing Act, the Department has charged

owners of rental property with engaging in long-standing and pervasive practices of sexual assault and sexual harassment of women tenants. The Department of Justice also files *amicus* briefs in the courts of appeal in familial status cases litigated by private parties and has successfully prosecuted cases in which defendants had to pay damages and make their housing available to families with children on the same terms and conditions as their housing is made available to others.

[DEPARTMENT OF JUSTICE]

INTERNATIONAL PROGRAMS

Human Rights Reporting

The Bureau of Democracy, Human Rights and Labor, in close connection with the Office of the Senior Coordinator for International Women's Issues and the President's Interagency Council on Women, has strengthened reporting on women's human rights issues within the annual *Country Reports on Human Rights Practices*, the primary document issued by the U.S. government on human rights. Emphasis has been given to women's political participation; access to education; domestic violence; trafficking in persons, particularly women and children; sexual harassment; female genital mutilation; discrimination in the workplace; and women's non-governmental organizations. The annual *Country Reports on Human Rights Practices*, submitted to the Congress each year in February, can be found online at

<http://www.state.gov>.

[DEPARTMENT OF STATE]

Advisory Information to Immigration Officials

The Office of Country Reports and Asylum Affairs, within the Department of State's Bureau of Democracy, Human Rights and Labor, has paid particular attention to women's

issues in its reporting to U.S. immigration officials. Information on women's rights issues and women's rights in various countries has been provided to officials of the Immigration and Naturalization Service in advisory letters on individual cases, profiles on country conditions, and the annual *Country Reports on Human Rights Practices*. Issues covered have included violence against women, for example, domestic violence and female genital mutilation. [DEPARTMENT OF STATE]

Kenya

The U.S. Embassy in Kenya assisted in the establishment of a network of low-income rural and urban women called SAMUKE, a Swahili acronym for The Voice of the Kenya Woman. SAMUKE was established to ensure that the voices of rural women are heard by Kenyan decision-makers. Its mission is to empower women economically, politically, and socially and to enhance rural women's participation in development.

The U.S. Information Service provided a grant for SAMUKE to hold a three-day legal education workshop for about 80 women and ten men in northeastern Kenya in July 1999. The three-day workshop was organized by the non-governmental organization Womankind Kenya, which is part of SAMUKE. The workshop informed women about their basic legal rights under the Constitution of Kenya and focused on property rights. SAMUKE plans further workshops in other rural areas. [DEPARTMENT OF STATE]

Bangladesh and Sri Lanka

In Sri Lanka, the Department of State funded a project to create community legal aid centers under the Ministry of Justice in several districts. The centers provide women access to legal advice in cases of abuse and domestic violence and in divorce proceedings; the

centers also help women obtain maintenance payments after divorce. The Department of State is supporting human rights commissions in Sri Lanka and Bangladesh. These governmental institutions are tools in the protection of women's rights, including protecting women against violence, preventing harassment of non-governmental organizations, and combating child labor. Through its South Asia Regional Democracy Fund, the Department of State is supporting democracy-building programs in the region, including strengthening local government and civic participation. [DEPARTMENT OF STATE]

Women's Legal Rights Initiative

At the United Nations Fourth World Conference in Beijing, then-United Nations Ambassador Madeleine K. Albright announced a new U.S. government initiative called the Women's Legal Rights Initiative. Since then, the U.S. Agency for International Development has programmed more than \$20,000,000 to promote and protect women's rights worldwide. For example, a \$5,200,000 grant program provides grants of up to \$100,000 for a two-year period. Examples of grants programs include helping women develop networks to promote human rights in Croatia and securing land rights for women in South Africa.

The U.S. Agency for International Development is supporting an innovative program in India to document the nature and scope of domestic violence in several Indian states. The information will be used to advocate for legal reform and other systemic changes that address gender-based violence. The \$4,100,000 India program fosters collaboration between local non-governmental organizations, crisis centers, women's shelters, academic institutions, and government officials, including police. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Judicial Reform Projects

As part of broader judicial reform projects, the U.S. Agency for International Development supports programs in Colombia, Ecuador, Guatemala, Haiti, Nicaragua, and Peru to strengthen alternative dispute and legal assistance programs. For example, in Colombia, through the Judicial Reform Project, judicial service centers are now offering alternative dispute resolution. Women represent 75 percent of the users. In many cases, women seek justice against abuse by their husbands or partners. In Guatemala, a network of justice centers is increasing access to the judicial system by disadvantaged women. [U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]

Pakistan and Afghanistan

The Department of State highlights women's issues in its human rights advocacy with the Pakistani government. Of particular concern is violence against women (so-called honor killings), trafficking in women and children (Pakistan is a "receiving" country), and certain legal statutes prejudicial to women. Secretary of State Madeleine K. Albright spoke out publicly on the rights of women and met with Afghan women refugees during a visit to Pakistan in 1997. The U.S. Government has also been an active promoter of Afghan women's rights. First Lady Hillary Rodham Clinton recognized the work of two Afghan women and their organizations in a White House Human Rights Day celebration in December 1998. The Department of State's South Asia Bureau Assistant Secretary, the Senior Coordinator for International Women's Issues, and other Department officials have raised the issue of women's rights in meetings with Taliban and Pakistani officials and in Congressional testimony. In 1998 and 1999 the United States drafted the country resolutions on Afghanistan in the annual meeting of the

United Nations' Commission on the Status of Women. In 1999 and 2000 the Department will be supporting programs in the United Nations Common Appeal that promote women's rights in Afghanistan and in the Afghan refugee camps in Pakistan. **[DEPARTMENT OF STATE]**

Sri Lanka

The Department of State has supported a number of non-governmental organizations in Sri Lanka to assist domestic violence victims. The Sri Lankan penal code was amended in 1995 to strengthen laws against rape and to make sexual harassment illegal. **[DEPARTMENT OF STATE]**

El Salvador

In El Salvador the U.S. Embassy's Labor Officer has investigated, evaluated, and reported on rights abuse; used trade policy to pressure for improved rights protection; and worked with workers, non-governmental organizations, the government, and business sectors to recognize and address worker rights problems in the in-bond assembly (Maquila) sector where 85 percent of workers are women. **[DEPARTMENT OF STATE]**

Mexico

In Mexico the U.S. Embassy's Labor Officer has been involved with United States-Mexican governments' programs to address employment-related gender issues raised in the North American Free Trade Agreement Labor Side Agreement. **[DEPARTMENT OF STATE]**

Democratic Republic of the Congo

The U.S. Embassy in the Democratic Republic of the Congo is examining ways, through the Great Lakes Justice Initiative, to alleviate the legal discrimination against women in the Congo.

Through the Democracy and Human Rights Fund Program, the U.S. Embassy in the

Democratic Republic of the Congo has provided grants to non-governmental organizations that specialize in the promotion of women's rights, including the National Women's Union and Christian Women for Democracy and Development. These organizations, run by women for women, organize educational seminars on human rights and democracy. The Embassy has also become a strong advocate by encouraging other civil society partners, like the League of Electors and the Association of Human Rights Observers, to target women for their programs. **[DEPARTMENT OF STATE]**

Gabon

The U.S. Embassy in Gabon's Special Self-Help Program supported an annual Young Women's Seminars in Oyem and Moabi, which included 26 young women from nine towns throughout Gabon. The theme of the seminars was "Women's Rights," focusing on empowering the participants to take charge of their lives, particularly through knowledge of Gabonese law, good health, and education. **[DEPARTMENT OF STATE]**

Zimbabwe

The U.S. Embassy in Zimbabwe's Democracy and Human Rights Fund Program has increasingly focused on promoting women's and children's human rights in Zimbabwe. In 1999 the Zimbabwe Women Lawyers Association was granted \$12,000 from the Democracy and Human Rights Fund resources for a legal education and advocacy project on legislation affecting women's and children's inheritance rights, to promote awareness of the new Administration of Estates Act. **[DEPARTMENT OF STATE]**

Near East

U.S. embassies across North Africa and the Middle East have conducted numerous activities, from roundtable discussions to exhibits featuring women artists, designed to promote the full participation of women in

society and eliminate gender discrimination. U.S. diplomatic missions make conscious efforts to include female invitees at all receptions and embassy-sponsored events, and some have held representational events specifically for prominent women who are active in promoting women's rights. Ambassadors and embassy personnel actively raise women's issues during discussions with host government officials and provide encouragement for initiatives granting greater societal rights to women. [DEPARTMENT OF STATE]

Syria

In Syria the United States has acted to increase the voice of women in the region, where the U.S. Embassy established the CIVITAS program in 1997. CIVITAS participants come from a rich cross section of Syrian society—Christians, Muslims, non-governmental organization members, lawyers and intellectuals—and approximately 98 percent of those who participate are women. This group, meeting under U.S. Information Service auspices, acts as a discussion group, clearinghouse for information, and an important networking opportunity. [DEPARTMENT OF STATE]

I.3. Achieve legal literacy.

WORKING WOMEN'S RIGHTS

Don't Work in the Dark—Know Your Rights Campaign

In January 1994 the Department of Labor Women's Bureau launched its Don't Work in

the Dark— Know Your Rights campaign with three reader-friendly brochures on the Family and Medical Leave Act, pregnancy discrimination, and sexual harassment. In 1995 and 1996 the Women's Bureau added three more brochures on age, wage, and disability discrimination. Each brochure gives numerous examples of discrimination, describes what the law says, give examples of what a woman can do if she's discriminated against, and gives information on where to get help and additional information. Public service announcements advertised the brochures, which have been widely distributed. The brochures were updated in FY 1999. For more information, call the Women's Bureau's National Resource and Information Center at 1-800-827-5335 or visit the Women's Bureau's website at <http://www.dol.gov/dol/wb/>. [DEPARTMENT OF LABOR]

INTERNATIONAL PROGRAMS

The Philippines

The Department of State's regional Democracy and Human Rights Economic Support Fund provided funding to the Asia Foundation to carry out a program in the Philippines with the partner Sentrong Alternatibong Lingap Panlegel (SALIGAN) to raise awareness regarding international documents on the human rights of women; to train women's organizations in the legislative process; and to develop advocacy strategies for support at provincial and local levels to promote human rights of women. [DEPARTMENT OF STATE]

J. Women in the Media



“Freedom and progress are not born from silence. . . . Only by making their voices heard, advocating their causes, and expressing their opinions can women become full participants in society.”

—First Lady Hillary Rodham Clinton, excerpted from her letter of introduction to *Finding Your Public Voice: A Media Guidebook for Women*, published by the United States Information Agency, June 1995.

Advances in information technology have facilitated a global communications network that transcends national boundaries and has an impact on public policy, private attitudes, and behavior, especially of children and young adults. This impact is especially noticeable in its influence on consumerism and its use of violence, especially violence against women. Although women work in the communications industry, only a limited number have jobs at the decision-making level or serve on boards that make or influence public policy. At the same time, negative influence notwithstanding, media have a tremendous potential to help eliminate stereotypes of women and to portray women in a positive light.

The Platform calls for the increased participation and access of women to expression and decision-making in and through media and new technologies of communication and promotes a balanced and non-stereotypical portrayal of women in the media.

J.1. Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication.

PUBLIC INFORMATION

Public Telecommunications Facilities Program

The Public Telecommunications Facilities Program, operated by the Department of

Commerce since 1979, is a federal competitive grant program that supports the delivery of public radio and television services to all Americans. This program gives special consideration in its distribution of funds to projects that foster ownership of, operation of, and participation in public broadcasting by women and minorities. This special consideration encourages applicants to include women in ownership, policy-making, and management positions. Public stations are also encouraged to respond to the educational, cultural, and related programming needs of women. Further information on the Public Telecommunications Facilities Program can be found online at <http://www.ntia.doc.gov/>. [DEPARTMENT OF COMMERCE]

INTERNATIONAL PROGRAMS

Finding Your Public Voice: A Media Guidebook For Women

For the United Nations Fourth World Conference on Women in Beijing, the U.S. Information Agency produced a pamphlet entitled *Finding Your Public Voice: A Media Guidebook for Women*, that provides basic information for women who want to become more familiar with and skilled in dealing with the media. This pamphlet was widely distributed at the UN conference and through U.S. embassies. [UNITED STATES INFORMATION AGENCY]

Creative Uses of the Media

A Peace Corps Volunteer in Paraguay assists in the design and implementation of a daily radio program that focuses on local environmental issues. The Volunteer works with two young women in the community who volunteer their time to provide the on-air talent for the show. In 1999 they broadcast approximately 100 programs of one hour each, including five community interviews and coverage of two

educational field trips. The show is extremely popular, and the station estimates that it has a minimum of 7,000 listeners in ten communities. **[PEACE CORPS]**

Celebration of International Women's Day in Africa

In 1996 a WORLDNET TV interactive program with Madagascar, Dakar, and N'Djamena marked the celebrations of International Women's Day. African representatives of women's organizations, female journalists, politicians, and social leaders discussed the progress made and the challenges ahead for women with female executives from the International Women's Media Foundations and the Women's Institute for Freedom of the Press. **[UNITED STATES INFORMATION AGENCY]**

Journalism in Ethiopia

United States Information Service Addis Ababa sponsored a three-day skills development workshop for Ethiopian women journalists in 1996. Coordinator of the October 29 to 31 session was a *Voice of America* journalist, anchor of the Francophone edition of *Africa Journal* and one of the organizers of the new Women's Media Center, Dakar. The women journalists, whether from government or independent print or broadcast media, were so enthusiastic they decided to form a national organization. **[UNITED STATES INFORMATION AGENCY]**

Turkey

In 1996 the U.S. Embassy in Turkey sponsored a U.S. media consultant to run a two-day media workshop with KIDOC, a consortium of women's organizations in Turkey, focusing on how to effectively advocate for women's issues. **[DEPARTMENT OF STATE]**

El Salvador

In El Salvador the Labor Officer at the U.S. Embassy routinely copies and shares items from the wireless file on events affecting women's rights and worker rights and distributes them to government offices, unions, non-governmental organizations, and political and civil society leaders. These articles provide timely and important insight on women and labor issues to the major actors, are a resource for activist groups, and are concrete evidence of the U.S. government's commitment to these issues. **[DEPARTMENT OF STATE]**

Lebanon, Saudi Arabia, United Arab Emirates

Recognizing that women can influence society and public opinion through the media, the United States has actively aided female members of the media in the Near East. Print and television reporters have been sent to the United States on exchanges and international visitor programs to learn how the media in the United States works and to adopt best practices for use back home. In the United Arab Emirates, a female professor from the University of North Carolina programmed and conducted training workshops for reporters and editors at United Arab Emirates University. Two separate U.S. speakers in Saudi Arabia conducted journalism training workshops specifically tailored for female Saudi journalists. **[DEPARTMENT OF STATE]**

International Telecommunication Union: Promoting Gender Equality In and Through Telecommunications

The World Telecommunications Development Conference held in Valletta, Malta, in March 1998 adopted a resolution that established the

Task Force on Gender Issues within the Development Sector of the International Telecommunication Union. This resolution was unanimously supported and reaffirmed at the 1998 Plenipotentiary Conference in Minneapolis chaired by the United States. Its aim is to serve as an avenue to increase awareness of the developmental impact of telecommunications on women, to promote mainstreaming of gender issues into telecommunications policy and programs, and to ensure that the benefits of telecommunications applications are made available to all women and men in developing countries on a fair and equitable basis.

[DEPARTMENT OF STATE]

J.2. Promote a balanced and non-stereotyped portrayal of women in the media.

National Endowment for the Humanities Research Grants on Women and the Media

The National Endowment for the Humanities has supported study and research that seeks to highlight the accomplishments of women in the media and how women are portrayed. A \$30,000 grant given in 1995 by the National Endowment for the Humanities sought to examine the changing image of unmarried women in the United States, and another grant in 1996 for \$30,000 examined women and publishing in 18th century London. Other grants examining women and the media include *Margaret Thatcher and the Trade Unions: Use of the Press in Public Policy Making* (\$2,100 in 1995) and *The Rise of Women's Press Organizations in the Professionalization of Women Journalists, 1880-1925* (\$4,000 in 1997). [NATIONAL ENDOWMENT FOR THE HUMANITIES]

Images of Women Information Technology Workers

Based on concerns that media images of scientists, engineers, and information

technology workers do not often portray women in these professions, Commerce Secretary William Daley announced a new partnership between the Commerce Department's Technology Administration and Hollywood-based Women in Film, a non-profit organization with members from the entertainment industry. A public service campaign is being developed to dispel negative stereotypes of technical workers and encourage teenagers to pursue careers in science and technology. Public service announcements and other informational materials will reach at least one million teenagers in 2000.

[DEPARTMENT OF COMMERCE]

Women in the Military

This PBS production entitled *Politics and Warriors: Women in the Military* highlights the strides women have made in American society, specifically addressing the Marine Corps' separate recruit training procedures. *Arts and Entertainment Investigative Reports* aired a special titled *Women Warriors* featuring female recruit training at Parris Island, South Carolina. [DEPARTMENT OF DEFENSE]

Argonne Information Center Women in Science and Technology Display

The Argonne Information Center Women in Science and Technology display showcases the accomplishments of women scientists and engineers at the Department of Energy's Argonne National Laboratory and demonstrate to visitors that women are contributing to science. The display is located in the Argonne Information Center, where visitors learn about the programs and research conducted at the Laboratory. The display was proposed through the Women in Science and Technology Steering Committee in FY 1999 and is funded by the Laboratory.

[DEPARTMENT OF ENERGY]



Providing a Forum for Women in Science and Engineering

Women in Science and Engineering at the Department of Energy's Lawrence Livermore National Laboratory hosts a monthly seminar series to highlight the technical achievements of women scientists and engineers at the Laboratory. Women in Science and Engineering was started at the Laboratory in 1997 to address the special concerns and needs of women pursuing careers in science and engineering. Because the number of women in individual scientific fields at the Laboratory is often quite small, women may feel isolated or disconnected from colleagues with common interests and experiences. Women in Science and Engineering provides an opportunity for women in all scientific disciplines to collectively address issues relevant to their chosen careers.

The primary objectives are to:

- provide more visibility for women scientists and engineers at the Laboratory by highlighting their contributions and achievements;
- provide an effective networking environment for women scientists and engineers; and
- enhance communication between women scientists and engineers and Laboratory management, as well as the Laboratory scientific community.

[DEPARTMENT OF ENERGY]

Non-Traditional Jobs

The Women's Bureau encourages women to consider opportunities in high-wage, high-opportunity jobs, many of which are in "traditionally male" fields. Monthly, beginning in April 1999, the Bureau highlights a promising non-traditional occupation for women on its website. The Women's Bureau provides information from the *Bureau of Labor Statistics 1998-99 Occupational Outlook Handbook* on the nature of the work, working conditions, training requirements, earnings, and job outlook. The Bureau also interviews a woman currently working in the field. The website is at <http://www.dol.gov/dol/wb>.

[DEPARTMENT OF LABOR]

K. Women and the Environment



“We must stand firm for tough environmental and public health standards so that our children, and their children, and all the generations to come won’t worry as we do about the safety of our air, water, and land. Our worries today should be just memories tomorrow. Our children deserve no less. And we deserve no less.”

—Administrator of the Environmental Protection Agency Carol M. Browner, excerpted from her remarks at the 1998 Women’s Issues Conference, September 12, 1998.

Women have an essential role to play in sustainable development. They are managers of environmental resources, make many decisions for the family regarding consumption, and, as caretakers of their families and often communities, have an interest in the quality and sustainability of life for future generations. Yet they are often absent from positions where they might influence policy decisions, and those women who live in poverty often are subjected to unhealthy and hazardous environments in which they must care for their families.

The Platform calls for involvement of women in decision-making about environmental issues at all levels; the integration of gender concerns and perspectives in policies and programs for sustainable development; and the strengthening or establishment of mechanisms to assess the impact of development and environmental policies on women.

K.1. Involve women actively in environmental decision-making at all levels.

Environmental Justice Program

In December 1998 the Federal Highway Administration issued an order to address environmental justice for minority and low-income populations. The order outlines the plan to achieve environmental justice by identifying and addressing disproportionately high and adverse human health and environmental effects including the interrelated social and economic effects of its programs, policies, and activities on minority populations and low-

income populations. Because a significant portion of the low-income population consists of single working mothers, this program can be used as a tool to address their concerns about transportation-related environmental matters.

The Federal Highway Administration, through its contract with the Center for Environmental Justice at Clark University in Atlanta, is developing reference material for use by employees and other organizations involved in the transportation industry. Revised draft guidance titled *Environmental Justice and National Environmental Policy Process for the Federal Highway Administration* was received from Clark University in 1999 and is currently being reviewed by Federal Highway Administration staff. [DEPARTMENT OF TRANSPORTATION]

Transit Benefits

The Department of Transportation continues to encourage the use of public transit by offering employees an incentive—a transit benefit. This benefit, in the form of a Metrochek or voucher, is designed to improve air quality, reduce traffic congestion, and conserve energy, by encouraging employees to commute by means other than single-occupancy motor vehicles. At the same time, it provides a means for some women to obtain affordable transportation for their commute to work. Transportation costs comprise a substantial portion of the family budget. The Department of Transportation was the first Cabinet-level agency to implement a Transit Benefit Program in 1991. Over the last eight years, the Department has continued to be the largest user and distributor of transit benefits, with 5,000 participants in the Washington Metropolitan area and hundreds of fewer cars in rush-hour traffic—easing congestion and reducing pollution.

[DEPARTMENT OF TRANSPORTATION]

Telecommuting

In August 1997 the Department of Transportation completed the second Congressionally mandated telecommuting study entitled *Successful Telecommuting Programs in the Public and Private Sectors*. This study documented a number of successful telecommuting programs in the public and private sectors and the benefits and costs of telecommuting. The Intermodal Surface Transportation Efficiency Act of 1991 and the Clean Air Act Amendments of 1990 provide the legislative mandate for travel demand management measures including telecommuting. The Department of Transportation was designated as the lead agency under the National Performance Review and the Global Climate Change Action Plan to promote and evaluate telecommuting in the federal government, as well as state and local agencies and the private sector. To demonstrate the federal commitment to telecommuting, the Department, in cooperation with the General Services Administration, initiated a joint National Telecommuting initiative under the President's Management Council. The objective of the joint initiative is to increase federal telecommuting to 60,000 employees and promote increased telecommuting in state and local governments and private industry. According to an annual survey conducted by a private research firm, the number of telecommuters increased from 6.4 million in 1995 to 7.0 million in 1996, an increase of 9.4 percent. It is estimated that as of early 1998, approximately 20,000 federal employees are participating in formal telecommuting programs nationwide. This number is an increase from 3,000 in 1995 and 9,000 in 1996. **[DEPARTMENT OF TRANSPORTATION/GENERAL SERVICES ADMINISTRATION]**

PARTNERSHIPS

The Girl Scouts of America and the U.S. Environmental Protection Agency

The Girl Scouts of America and the Environmental Protection Agency have formed an innovative partnership to promote environmental stewardship among girls. Girl Scout troops in Washington, D.C., can earn a badge for involvement in community-based watershed activities. The Environmental Protection Agency's Region 8 (Colorado) has participated in a Girl Scout Health Fair and is working with the Agency for Substances and Disease Registry to find a Girl Scout Council interested in developing a badge related to asthma awareness and prevention. These initiatives could potentially lead to the development of more badges relating to health and the environment. The Girl Scout badges provide an excellent opportunity for girls, including those in low-income and/or minority communities, to learn about the importance of protecting the environment, both for public health and environmental stewardship. Also, through these badges girls can get involved in scientific issues and projects that may interest them in a career in the environmental protection field. **[ENVIRONMENTAL PROTECTION AGENCY]**

It All Adds Up to Cleaner Air Transportation and Air Quality Public Information Initiative

The It All Adds Up to Cleaner Air Program, an interagency collaboration between the U.S. Environmental Protection Agency and the Department of Transportation, was initiated in 1994 to support and facilitate state and local government efforts to meet goals set for traffic congestion and air quality under the Transportation Equity Act for the 21st Century

and the Clean Air Act. The program's goal is to inform the public about the link between transportation choices, traffic congestion, air pollution, and public health. It stresses an individual's ability to make a difference, once informed about the environmental consequences of daily travel. It All Adds Up to Cleaner Air is targeted to specific segments of the general driving public. Research conducted during program development indicates that the audience most receptive to the messages emphasized through the initiative is women who care for their children's health. More information can be found online at <http://www.epa.gov/oms/traq/traqpedo/italladd>.
[ENVIRONMENTAL PROTECTION AGENCY/ DEPARTMENT OF TRANSPORTATION]

Let Kids Lead: Involving Youth in Transportation Choices

This pilot program, a partnership between the Environmental Protection Agency and the Academy for Educational Development, was created to empower youth to become involved in transportation choices that improve air quality and quality of life in their communities. The pilot phase of Let Kids Lead is a three-year program ending in March 2000. Emphasis will then shift to applying lessons learned in communities throughout the country.

Let Kids Lead is being undertaken in three diverse pilot communities, and resource materials are being developed by communities that want to encourage youth to participate in transportation and air quality decision-making and problem-solving across the country. Youth may evaluate current transportation options and may propose improvements such as expanded bus routes, alternatively fueled bus fleets, or community-wide pedestrian and bicycle paths. For example, youth in Massachusetts successfully rallied to enforce a state idling law for buses by issuing their own "tickets" to

diesel buses idling more than five minutes. More information can be found online at <http://www.letkidslead.org>.

[ENVIRONMENTAL PROTECTION AGENCY]

TRAINING AND VOLUNTEER PROGRAMS

The Brownfields Job Training and Development Demonstration Pilots

The Environmental Protection Agency works to ensure that disadvantaged residents do not bear a disproportionate burden of the effects of environmental contamination. Revitalization of communities that are distressed due to uncertain liabilities related to environmental contamination ("brownfields") typically results in improved job opportunities. To help residents take advantage of new jobs created by the assessment and cleanup of brownfields, the Environmental Protection Agency initiated the Brownfields Job Training and Development Demonstration Pilots. These demonstration pilots focus on residents living in brownfields communities, many of whom are unemployed women currently supported by welfare.

The demonstration pilots receive up to \$200,000 over two years. Through 1999 the Environmental Protection Agency has funded 21 pilot projects and plans to fund ten additional pilot projects in FY 2000. The funds are used to bring together community groups, job training organizations, educators, lenders, developers, and other affected parties to address the issue of providing training for residents in communities effected by brownfields.

In addition, the Environmental Protection Agency has funded a jobs training initiative so residents may be hired by companies doing actual cleanup work; thus, some funding spent on cleanup will have a direct, beneficial impact

on residents, particularly because many cleanups occur in low-income areas. While this program is not targeted specifically to women, a large number of women are participating in this training program and are gaining valuable skills and opportunities to apply those skills in the workplace. [ENVIRONMENTAL PROTECTION AGENCY]

Superfund Jobs Training Program

The Superfund Jobs Training program was created by the U.S. Environmental Protection Agency because many of the Nation’s most contaminated sites are located in severely disadvantaged communities. The initiative was also established to address the public’s requests to participate in the environmental cleanup and restoration of Superfund sites in their communities.

Access to this training has empowered the six female participants to move from unemployment or low-wage jobs into more promising career fields. These women have gained the technical skills necessary to obtain greater financial independence. Upon completion of the training, the class valedictorian—one of the female participants—immediately received employment with the contractor working on the remediation of that particular Superfund site. On a larger scale, the training program has helped to increase the representation of women in the environmental field. [ENVIRONMENTAL PROTECTION AGENCY]

Volunteer Monitoring Program

The U.S. Environmental Protection Agency has provided strong support for various groups across the country to organize and train teams of volunteers to protect streams, estuaries, wetlands, and lakes by monitoring water quality conditions and becoming active stewards of the environment. Data collected by these volunteers are used to build awareness of

pollution problems, encourage water cleanup, and help water quality managers make pollution control decisions. Approximately half of all volunteer monitoring program coordinators are women, and half of all programs work with school-aged children and school teachers. More information is available online at <http://www.epa.gov/owow/monitoring/vol.html>. [ENVIRONMENTAL PROTECTION AGENCY]



EVENTS AND PROGRAMS

Expanding Your Horizons in Science and Mathematics

The Environmental Protection Agency, Region 6 (Texas), participated in a one-day conference held February 20, 1999, for sixth to eighth grade girls. The conference, sponsored by the American Association of University Women and held at Texas Woman’s University in Denton, TX, was designed to emphasize the

importance of mathematics and science classes through hands-on experience and expand the participants' knowledge of careers in the mathematics- and science-related fields.

Approximately 400 young women, parents, and teachers attended the conference. Region 6 Environmental Protection Agency participants conducted several sessions and presented an overview of the Agency's goals and a brief description of the work they do. Session topics included safe drinking water and potential harmful effects of improperly disposed waste. [ENVIRONMENTAL PROTECTION AGENCY]

National Pesticide Telecommunications Network

The National Pesticide Telecommunications Network, a cooperative effort between Oregon State University and the Environmental Protection Agency, is a toll-free telephone service that provides impartial information about pesticides to anyone in the contiguous United States, Puerto Rico, and the Virgin Islands. The majority of callers to the National Pesticide Telecommunications Network are women. In 1998, 66 percent of callers were women. Of these calls, about 45 percent were health related, and about 14 percent involved children's health or pregnancy.

[ENVIRONMENTAL PROTECTION AGENCY]

RISK ASSESSMENTS

Modifications to Hazardous Waste Risk Assessment Models

The Environmental Protection Agency is modifying risk assessment models to give special consideration to children and women of childbearing age. These risk assessments are used to guide the toxic waste cleanup process at sites where people may have been exposed and to determine the necessity for further regulation of chemicals and waste. Specific contaminants for which the risk assessments are being

modified include lead and other chemicals that can accumulate in the body and be passed on to children through breast milk. Recent efforts have established more realistic scenarios for evaluating risks for women and children.

Efforts have been primarily focused in the area of lead contamination. The Office of Solid Waste and Emergency Response continues to improve the analysis of risk to both children and pregnant women. The target population is women of childbearing age who may be effected by exposure to toxic chemicals in the environment and children who may have been exposed to lead. [ENVIRONMENTAL PROTECTION AGENCY]

FEDERAL GOVERNMENT AS AN EMPLOYER

The Department of the Interior

Female leaders occupy a variety of positions within the Department of the Interior. Examples of key roles that these women perform include Chief of Staff, Assistant Secretary for Water and Science, Assistant Secretary for Land and Minerals, Director of Congressional Affairs, Director of External Affairs, Associate Solicitor for Land and Water Resources, Deputy Assistant Secretary of Policy and International Affairs, Deputy Assistant Secretary of Human Resources, and Director of Intergovernmental Affairs.

In the Bureau of Land Management, the Senior Executive Service staff is 42 percent female. The representation of women within this program has increased substantially over the past seven years. Eight of the Bureau's 19 current Senior Executive Service positions are now filled by women. These women are performing in vital decision-making positions in the Bureau, including Deputy Director. Women also hold seven of the twelve state Director positions in the Bureau of Land

Management. **[DEPARTMENT OF THE INTERIOR]**

INTERNATIONAL PROGRAMS

Global Persistent Organic Pollutants Negotiations

In 1995 the Governing Council of the United Nations Environment Program adopted a mandate to develop an international mechanism for the reduction and elimination of 12 persistent organic pollutants. The persistent quality of these chemicals allows them to travel long distances from their point of release. Persistent organic pollutants are a concern to human health and the environment; research suggests persistent organic pollutants affect reproduction in women and the development of fetuses and newborns.

Countries around the world are participating in negotiations to reduce the threat from persistent organic pollutants to human health and the environment. The International Negotiating Committee, of which the U.S. Environmental Protection Agency's Office of International Activities, Office of Prevention, Pesticides, and Toxic Substances, and Office of Air and Radiation are active members, expects to conclude its negotiations in the year 2000 and begin its implementation of reducing or eliminating emissions from the 12 persistent organic pollutants to reduce exposure of humans and the environment to protect future generations. The negotiations also will develop criteria for adding new substances to the treaty with the intention of reducing or eliminating additional persistent organic pollutants in the future. **[ENVIRONMENTAL PROTECTION AGENCY]**

Quebec-Labrador Foundation, Women's Leadership Training

The Quebec-Labrador Foundation received a \$74,960 grant from the United States

Information Agency in 1999 to conduct a program that encourages the growth of local democratic institutions in the Czech and Slovak Republics through a training and exchange program for women working on environmental and development issues in rural communities. The project will focus on women who are playing a leadership role in non-governmental organizations and local and regional governments. The project activities will include a two-week U.S. study tour for eight women, a three-day workshop on strategic planning and institutional management for 25 women in the Czech Republic, and a three-day workshop on coalition- and network-building for the same women in the Slovak Republic. **[UNITED STATES INFORMATION AGENCY]**

Pakistan

With support from United States Information Service Lahore, Pakistan's Ministry of Environment has initiated South Asia's first teacher-training program under Vice President Gore's GLOBE (Global Learning and Observations to Benefit the Environment) initiative. During the week of April 19, a group of 35 teachers from Pakistan's four provinces learned about the GLOBE approach to instructing students about the environment. The United States Information Service helped GLOBE and the World Wildlife Fund identify appropriate participants from Lahore's environmental and educational community, and the post is serving as a clearinghouse for information on GLOBE and environmental awareness. Pakistan signed a GLOBE agreement in 1997 and began its participation with three schools in Islamabad the following year. **[UNITED STATES INFORMATION AGENCY]**

K.2. Integrate gender concerns and perspectives in policies and programs for sustainable development.

Gender and Renewable Energy

This research effort at the Department of Energy's National Renewable Energy Laboratory explores gender differences in energy use. In recent years, momentum has been gathering and considerable interest has been generated by the topic of gender at the intersection of energy/environment/development concerns. Men and women use energy differently in many parts of the world and have different energy needs and requirements. Gender issues refer to differential effect and impact on the activities of both men and women. Because existing gender disparities tend to disfavor women, however, most gender-related interventions relate to supply and consumption of energy by women. Gender differences need to be addressed to remove market barriers that impede energy technologies from reaching many households.

[DEPARTMENT OF ENERGY]

INTERNATIONAL PROGRAMS

Peace Corps and the Environment

Women play a key role in protecting and preserving the environment at the grass roots level. Approximately 1,000 Peace Corps Volunteers in dozens of countries work with women on sustainable natural resource management projects and environmental education. More information can be found online at <http://www.peacecorps.gov/volunteer/environment>. An example of environmental projects follows:

- In Honduras, between 1996 and 1998, Peace Corps Volunteers in the western region worked with a local women's group to build and promote the use of Lorena stoves. These

stoves reduce firewood consumption and, in turn, the time needed to gather firewood for fuel by 50 percent. They also cook food faster, which saves time spent in the kitchen; carry smoke out of cooking areas, reducing respiratory problems and eye irritation; and aid in kitchen hygiene. Initially, 77 stoves were built, 16 women were trained in their use, nine women were trained as future trainers, and 425 people in total were served. Other municipalities throughout the country are now replicating this stove construction project. [PEACE CORPS]

Women as Natural Resource Managers

In dealing with a range of environmental issues—from solid waste management to coastal resources management to biodiversity conservation—the U.S. Agency for International Development has supported research and interventions to understand the gender dimensions of environmental problems and propose realistic solutions. In many countries in which the Agency works, women are the de facto primary resource managers as they fulfill their responsibilities to collect water and fuelwood, raise food and livestock for family consumption and for sale, and dispose of solid waste.

In Kenya, Namibia, Ghana, Zimbabwe, and other countries, the U.S. Agency for International Development environmental programs include a component that increases revenue-producing opportunities for women and involves them in decision-making about how to conserve and manage resources. In Namibia, for example, the Living in a Finite Environment project supports the establishment of “conservancies” in targeted communal areas, which ensure nearby residents' rights to manage natural resources and to receive benefits derived from those resources. Women are proving to be the major program

participants. In another example, in Peru, women have received loans to start up or expand solid waste collection businesses that improve the environment and increase revenue-producing opportunities for low-income, urban women. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

The United Nations High Commissioner for Refugees' Environmental Trust Fund

In FY 1998 the Department of State's Bureau of Population, Refugees and Migration contributed \$600,000 to the United Nations High Commissioner for Refugees' Environmental Trust Fund. The Trust Fund was involved with ten different activities that included various environmental planning, education, and protection programs along with a program concerning gender and environment projects in the Horn of Africa. Given the harsh natural resource constraints in the Horn and the resulting impact on women in particular, the United Nations High Commissioner for Refugees aimed to assess gender-related environmental needs.

[DEPARTMENT OF STATE]

Kenya, Somalia, Tanzania

In 1999 the Bureau of Population, Refugees and Migration gave \$1,499,614 in support of CARE's program in the Dadab refugee camp in Kenya and Somalia to provide fuel-efficient stoves to refugee women. These stoves reduce cooking time and use 50 percent less firewood and other fuels that are often scarce in refugee situations. The Bureau has funded this program since 1992. These stoves also address a major security issue since women and girls who gather firewood are often raped or sexually harassed. Since the initiation of this program, there has been a marked drop in sexual violence. The Bureau of Population, Refugees and Migration also funded CARE's program in

1999 for \$185,000 for environmental management work in and around the camps in the Kigoma region of Tanzania. The program includes the provision of fuel-efficient cook stoves and training. The environmental management program in the Ngara district, indirectly funded by the Bureau, is run by a local non-governmental organization.

[DEPARTMENT OF STATE]

K.3. Strengthen or establish mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women.

POLICY, RESEARCH, TESTING, AND ASSESSMENT

The Federal Interagency Working Group on the Environment and Women's Health

Many major causes of death and disability in women are environmentally mediated, including breast and ovarian cancers, osteoporosis, endometriosis, and uterine fibroids. To bring coherence and organization to existing diverse efforts on women's health and the environment and to provide a focal point for action in this area, the Office of Women's Health in the Department of Health and Human Services established the Federal Interagency Working Group on the Environment and Women's Health in 1994. The Working Group includes more than 40 representatives from Department of Health and Human Services agencies, the Environmental Protection Agency, the Department of Labor, and the Department of Defense. The Working Group shares information, develops joint initiatives, and mobilizes multiple agencies to address women's health and the environment. It focuses on how environmental factors at home and work, such as pollutants, exogenous

hormones, and other environmental factors may contribute to the risk for diseases in women.

Four subcommittees carry out the Working Group's initiatives: Environmental Hormones, Occupational Health, Environmental Exposures, and Initiatives. The last subcommittee has developed an inventory of federal activities that address women's health and the environment. The Working Group will develop strategies to protect women from environmental hazards. [DEPARTMENT OF HEALTH AND HUMAN SERVICES/ ENVIRONMENTAL PROTECTION AGENCY/ DEPARTMENT OF LABOR/ DEPARTMENT OF DEFENSE]

Gender Differences in Susceptibility to Environmental Factors: A Priority Assessment

On May 21, 1997, the Institute of Medicine convened a panel of experts in a workshop and deliberated on the state of knowledge on gender differences in susceptibility to environmental factors, appropriate research, and policy strategies to ensure adequate protection of both women and men from environmental factors throughout their life cycles. The workshop was co-sponsored by the Environmental Protection Agency, the Office of Women's Health, the Office of Research on Women's Health of the National Institutes of Health, the National Institute of Environmental Health Sciences, the National Institute of Child Health of the National Institutes of Health, and the Centers for Disease Control and Prevention.

In April 1998 the Institute of Medicine released the workshop report *Gender Differences in Susceptibility to Environmental Factors: A Priority Assessment*. Recommendations from the Institute of Medicine Committee focused on three main areas: research on exposure,

basic biological research, and policy. The report is available online at <http://www.nap.edu>.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

ENVIRONMENTAL HAZARDS

The National Action Plan on Breast Cancer
The Etiology Working Group of the National Action Plan on Breast Cancer is working to expand the scope of biomedical research activities related to the causes of breast cancer, including environmental exposures. The Working Group has sponsored ground-breaking workshops, bringing together scientists and breast cancer activists, on topics such as hormones and the environment, ionizing radiation exposure, and electromagnetic fields and light-at-night. As a result of the Workshop on Hormones, Hormone Metabolism, and the Environment, a supplement was published in *Environmental Health Perspectives* (105 [Suppl 3], 1997). Summaries of these workshops are also available online at <http://www.napbc.org>. Additionally, the Working Group has developed the *Breast Cancer Comprehensive Questionnaire*, designed to provide researchers with standardized questions on environmental factors linked to breast cancer. The complete questionnaire and interviewer's manual are available on the National Action Plan on Breast Cancer website. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

L. The Girl-Child



“This basic idea of valuing each human person fairly is what has united our movement across the boundaries of geography, status, culture and time. It is what gives us faith that the day will come when every girl, everywhere, will be able to look ahead with confidence that her life will be valued, her individuality respected, her rights protected and her future determined solely by her own ability and character.”

—Secretary of State Madeleine K. Albright, excerpted from her remarks at the International Women’s Forum’s Hall of Fame Award Gala, October 15, 1999.

Around the world girls are regarded as inferior to boys and face discrimination, neglect, and exploitation from the earliest stages of life, throughout childhood, and into adulthood. Even in developed countries the evidence points to subtle or overt discrimination in the family, schools, and public life.

The Platform calls for the elimination of all forms of discrimination against girls; the elimination of negative cultural attitudes and practices against girls; the protection of girls' rights and increased awareness of their needs and potential; the elimination of discrimination against girls in education and training, in health and nutrition; the elimination of exploitation of child labor; the eradication of violence against girls; the promotion of girls' awareness of and participation in social, economic, and political life; and the strengthening of the role of the family in improving the status of girls.

Many of the initiatives and programs described in the preceding sections of this document affect girls as well as women, especially those initiatives and programs related to education, health, poverty, and violence.

L.2. Eliminate negative cultural attitudes and practices against girls.

ADVOCACY

Child Fighters—Uganda

During her 1998 trip to Uganda with the President, First Lady Hillary Rodham Clinton spoke to more than 5,000 people at Makerere University in Kampala, Uganda, about the practice of abducting and forcing young children to serve as resistance fighters in Northern Uganda. She emphasized the importance of health care, education, access to credit, and other tools of opportunity needed for women to support themselves and their families. She also visited and spoke with women business owners in Jinja, Uganda, who received microcredit loans to establish their businesses. [WHITE HOUSE]

L.3. Promote and protect the rights of the girl-child and increase awareness of her needs and potential.

DEVELOPING GIRLS' SKILLS

Women's Bureau Programs for Girls

The Department of Labor's Women's Bureau regional offices co-sponsor and provide technical assistance to various events and programs for girls. Examples include programs promoting hands-on experience with technology, mathematics and science education, non-traditional jobs, and young women's leadership. [DEPARTMENT OF LABOR]

Garrett A. Morgan Technology and Transportation Futures Program

The Garrett A. Morgan Program, introduced in 1997, seeks to inspire students of all ages to consider transportation careers and to provide them with the knowledge and skills to pursue those careers. Because many transportation professionals are approaching retirement age and one in seven jobs in the economy is transportation related, a large number of skilled workers are needed. This program seeks to raise awareness at all levels of education to the needs of training and technology to meet the needs of the 21st century. **[DEPARTMENT OF TRANSPORTATION]**

Buena Park High School and the Willa Brown Scholarship Program

For the past several years, the Federal Aviation Administration's Western Pacific Region has been working with Buena Park High School, Buena Park, California. The high school has an aviation magnet program, School of Aviation Research, and draws students from the Fullerton Unified School District and beyond. The Federal Aviation Administration Regional Office wrote an air traffic control training curriculum for the school to use and donated surplus air traffic control equipment the school used to create a mock air traffic control tower. In 1998 the Federal Aviation Administration cemented their partnership with the school by formally "adopting" them in a ceremony at a local airport.

The school participates in a California-funded program called the Willa Brown Scholarship Program. The Federal Aviation Administration picked the day for the formal adoption of the high school and the airport location to coincide with a significant event for three young women enrolled in the school's School of Aviation Research program—all three accomplished their first solo flight that day as part of the Willa Brown program. The three women have since

earned their private pilot certificates and are still enrolled in the School of Aviation Research program at Buena Park.

[DEPARTMENT OF TRANSPORTATION]

Youth First: The Future of Indian America—Planting the Seeds of Culture and Knowledge

The Assistant Secretary for Indian Affairs, the Commissioner of the Administration for Native Americans, and the Director of Indian Health Services joined together to sponsor a national Indian youth conference entitled Youth First: The Future of Indian America—Planting the Seeds of Culture and Knowledge in Denver, CO, in 1999. The conference not only provided Indian girls and boys with leadership skills, but also addressed health, wellness, education, and identity issues facing today's Indian youth. The conference also offered adult volunteers an opportunity to learn more about the many national resources available to assist communities in developing initiatives for youth. **[DEPARTMENT OF THE INTERIOR]**

Zimbabwe

The U.S. Embassy in Zimbabwe's Special Self-Help Program is promoting and protecting the rights of the girl-child and increasing awareness of her needs and potential. The Self-Help Program supported the Harare Children Halfway House, which provides shelter for orphan girls and the Gwapa Women's Center in the Midlands, an HIV/AIDS organization that gives skills training and HIV/AIDS education. **[DEPARTMENT OF STATE]**

GRANTS

National Endowment for the Humanities Grants

The National Endowment for the Humanities Public Programs Division has supported

projects over the past five years to promote the potential of girls:

- **Girls Dig It: A Nationwide Archaeology Program for Girls**

Through the National Endowment for the Humanities' support of \$240,000 since 1996 for this five-year project, up to 100 adolescent girls ages 12 to 14 in six cities around the United States will explore several aspects of archaeology, from hands-on technical skills to interpretation, with scholars at urban sites. The project hopes to develop the investigative and critical thinking skills of girls, primarily from lower-income, minority families.

- **Teen Mothers' Reading Program**

A \$70,000 grant to the Vermont Humanities Council in 1995 for multi-year support of this project seeks to provide teenage mothers with humanities reading and discussion programs and encourages them to read to their small children. [NATIONAL ENDOWMENT FOR THE HUMANITIES]

EDUCATION

GIRL POWER!

Girl Power! is a multi-phase, national public education campaign sponsored by the Department of Health and Human Services to help encourage and empower girls ages nine to 14 to make the most of their lives. Studies show that girls tend to lose self-confidence and self-worth during this pivotal stage, becoming less physically active, performing poorly in school, and neglecting their own interests and aspirations.

- **First phase**

During its first phase, Girl Power! combines strong "no use" messages about tobacco, alcohol, and illicit drugs with an emphasis on providing opportunities for girls to build skills and self-confidence in academics, arts,

sports, and other endeavors. Subsequent phases will address related issues such as physical activity, nutrition, and mental health.

- **Campaign Materials**

To provide positive messages, accurate health information, and support for girls and those who care about them, the Girl Power! campaign products include a diary for girls containing writings and drawings by girls ages nine through 14. Also available is a Girl Power! Community Education Kit that contains resources that adults can use to set up a Girl Power! program in their community. For more information, check out the Girl Power! website on the National Clearinghouse for Alcohol and Drug Information website at <http://www.health.org> and national toll-free number 1-800-729-6686.

Since its launch in 1996, the Girl Power! campaign is becoming more visible and more entrenched in local communities. As of November 1998 Girl Power! reached more than 8.7 million people through messages, website visits, and media circulation. The campaign empowers girls while promoting good health.

- **BodyWise Eating Disorders Educational Campaign**

The Office on Women's Health is sponsoring the BodyWise Eating Disorders Educational Campaign for middle school educators. The goal of the program is to increase awareness and knowledge of eating disorders, including their signs and symptoms, steps to take when concerned about students, and ways to promote healthy eating and reduce preoccupation with body weight and size. An information packet, distributed in fall 1999, includes materials emphasizing the links among healthy eating, positive body image, and favorable learning outcomes. It will also be available on the Girl Power! website.



- **Improving upon Previous Government Efforts**

The Girl Power! campaign is distinct from past federal government efforts. The Girl Power! campaign recognizes that while some messages work equally well for boys and girls, girls also need to hear health messages targeted to their unique needs, interests, and challenges. The Girl Power! campaign takes a comprehensive approach, addressing not only a range of health issues but also the erosion of self-confidence, motivation, and opportunity that is too typical for many girls nine to 14 years of age. The Girl Power! campaign is based on research indicating that girls at eight or nine years of age typically have very strong attitudes about their health. According to the Partnership for a Drug-Free America's 1995 Partnership Attitude Tracking Study, for example, the overwhelming majority of girls and boys in fourth through sixth grades believe that "using drugs is dangerous." Younger girls also tend to be more physically active than older girls. This campaign works to reinforce and sustain these positive values among girls nine to 14 years of age.

- **Girl Neighborhood Power!**

Girl Neighborhood Power! Building Bright Futures for Success is a five-year national

demonstration program based on the principles of positive youth development. Initiated in 1997 as a component of the Secretary's National Strategy to Prevent Teen Pregnancy, Girl Neighborhood Power! fits under the larger umbrella of the Department's Girl Power! program. Its objectives include promoting health and well-being of girls and adolescents between the ages of nine and 14, encouraging connectedness between girls and the communities in which they live, developing leadership skills in girls and young female adolescents, and fostering community and neighborhood investments in youth. Community partners develop mechanisms to help girls and their families identify physical and mental health needs, to enroll in Medicaid and state Children's Health Insurance Programs, and to access appropriate health care services. Because school success can protect against engaging in health-risky behaviors, community partners develop programming to help girls with schoolwork and to help them feel connected to school, and develop creative service programs, including sports, field trips, and writing projects to help girls develop language skills and self-expression.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Gender and Development Training and Girls' Education

The Peace Corps, with support from the U.S. Agency for International Development, developed in 1997 a series of gender and development training and girls' education booklets for Peace Corps Volunteers and staff to use during their overseas service. The booklets provide guidance on how to:

- Provide training for gender integration in project design, implementation, and evaluation;

- Strengthen women's participation in Peace Corps projects;
- Raise awareness of girls' education issues among Peace Corps staff, Volunteers, and host-country counterparts;
- Increase the number of Peace Corps education projects that specifically address girls' education issues; and
- Integrate girls' education themes into other Peace Corps program sectors, such as health, environment, youth development, and business development. **[PEACE CORPS/ U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

***Girls' Education and Scholarships**

Education is the path to progress and achievement for many women in the developing world. Given the important role that women play in development, the Peace Corps places a high priority on strengthening education for girls. Peace Corps Volunteers work to increase girls' life options through both formal and non-formal education activities. More information is available online at <http://www.peacecorps.gov/volunteer/education>. To help families send girls to school and keep them in school, Peace Corps Women in Development committees work with schools and local organizations in more than 20 countries worldwide to develop scholarship programs. These scholarships target girls who are academically talented and motivated and are in need of financial assistance in order to stay in school. Scholarships are provided at the primary, secondary, and continuing education levels. More than 1,000 girls have benefited from the scholarships as of September 1999. A creative project aimed at keeping girls in school was supported by Peace Corps Volunteers in Cote d'Ivoire in 1998. They helped to conduct a 16-day bike-a-thon through 17 villages as part of a national campaign to encourage Ivoirian families to send their daughters to school. Each village along the bike-a-thon



participated in a series of events—presentations, contests, sports, and skits—involving Ivoirian and international non-governmental organizations and village representatives. In 1999 Peace Corps Volunteers in Mali initiated “bike across Mali” based on the Cote d'Ivoire model. **[PEACE CORPS]**

Girls' Education Conferences

Peace Corps Volunteers in Ecuador, Guatemala, Guinea, Malawi, Moldova, Namibia, Panama, Tanzania, Tonga, Uganda, and Zimbabwe organize conferences and workshops with girls to develop their self-esteem and self-confidence and broaden their view of future options. The on-going conference program began in the early 1990s. Topics focus on girls' education; girls' strengths and abilities; life planning; life skills; job skills; health; division of labor within families; female literacy rates; domestic violence; issues girls face in the classroom; and women in non-traditional roles such as doctors, lawyers, and entrepreneurs. Many of the girls who attend the workshops give presentations at primary and secondary schools when they return to their towns or villages. **[PEACE CORPS]**

L.4. Eliminate discrimination against girls in education, skills development, and training.

PROGRAMS, PARTNERSHIPS, AND COMMUNITY ACTIVITIES

White House Office of Science and Technology's Committee on Science

The U.S. Geological Survey, within the Department of the Interior, is an active member of the White House Office of Science and Technology's Committee on Science. The Committee sponsored a conference on the Workforce of the Future and is finalizing a report that identifies both barriers and solutions to ensuring that girls receive the appropriate education and training to succeed as scientists, mathematicians, and engineers in the future workforce. **[DEPARTMENT OF THE INTERIOR]**

The Department of the Interior's Bureau of Indian Affairs' Partnerships

The Department of the Interior's Bureau of Indian Affairs is committed to bringing corporations and schools together in partnerships. The initiatives and programs that these partnerships support are opportunities for both girls and boys to explore computer technology in their schools. **[DEPARTMENT OF THE INTERIOR]**

Community Activities

The U.S. Department of Agriculture is actively involved in community activities designed to inform students (girls and boys) about the agency's mission and career opportunities. Because many major occupations in the workforce have been non-traditional career choices for women, and because there is a need to increase the representation of women employed in these occupations, girls are encouraged to pursue these career fields. Agency personnel conduct community activities nationwide. They participate in career days, science fairs, and other school and

community activities. In addition, the agency has adopted schools and supports activities at schools adopted by U.S. Department of Agriculture or other federal agencies.

[DEPARTMENT OF AGRICULTURE]

Career Awareness and Resource Education Program

The Career Awareness and Resource Education Program is a community program sponsored since 1979 by the Commerce Department's Technology Administration at its National Institute of Standards and Technology's Boulder Laboratories. This program is aimed at promoting mathematics and science awareness to students in fourth through 12th grades. Scientists and engineers talk to children both in the classrooms and when schools visit the Laboratories. In addition, educational materials such as publications, videos, slide shows, and science kits are lent to teachers for classroom use. All program services are free of charge. More information can be found online at <http://www.boulder.nist.gov/exec/care.htm>.

[DEPARTMENT OF COMMERCE]

SCIENCE: Get Psyched!

The SCIENCE: Get Psyched! event is hosted by the National Institute of Standards and Technology, part of the Commerce Department's Technology Administration, each year for three local Girl Scout Councils to give girls the skills and encouragement to compete in the fields of science, technology, and corporate leadership. Sponsored by the National Institute of Standards and Technology's Physics Laboratory and organized by staff from the Physics Laboratory and the Building and Fire Research Laboratory, the SCIENCE: Get Psyched program began in May 1994. Approximately 200 girls attend the day-long program of hands-on demonstrations and oral presentations by National Institute of Standards and Technology volunteers.

[DEPARTMENT OF COMMERCE]

INTERNET

Patent and Trademark Office Kids Pages

On August 31, 1999, the Commerce Department's Patent and Trademark Office introduced a website for children. The Kids Pages website, fully funded by the Patent and Trademark Office, provides patent and trademark information in a language that kids can understand. The website exposes children to the inventive thinking process in a positive, fun environment and will generate an interest in inventing and the patent and trademark systems. The site answers kids' most frequently asked questions and contains games, puzzles, and stories about inventors and inventions. The target audience is children in kindergarten through 12th grades, as well as their parents, teachers, and coaches. The website encourages girls in particular, giving them the opportunity to find, explore, and interact with science and technology in an entertaining way. Exposing girls to such materials at an early age increases the likelihood of more future scientists and engineers who are female. More information can be found online at <http://www.uspto.gov/web/offices/ac/ahrpa/opa/kids/index.html>.

[DEPARTMENT OF COMMERCE]

Health Science Curriculum Online

The National Institutes of Health, Office of Science and Education, and the Office on Women's Health are collaborating to make available on the Girl Power! website access to an existing project, Health Science Curriculum Online. This Curriculum is a unique learning experience that integrates science, health information, health resources, and career opportunities. The Curriculum consists of scenarios based on topics such as diabetes, cardiovascular disease, and cancer. It emphasizes the importance of understanding one's personal health risk factors, the science behind the risk factors, and the interdisciplinary nature of science. Students explore their family and community risk factors to determine their

own health risks to make appropriate lifestyle changes. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

INTERNATIONAL PROGRAMS

Africa

The United States Information Service Conakry used the March 3 *Africa Journal Educating the Girl-Child in Africa* as a focal point for its first Women's History Month activity. The Peace Corps Director and a Guinean doctor (both women) led a discussion on sensitizing people to the need for girls' education. Violence against women and female genital mutilation were talked about, and the audience of 45 men and women from civic education groups and the legal profession found the debate enriching. This *Africa Journal* provided a prime opportunity for the post to support Peace Corps' and U.S. Agency for International Development's girls' education efforts in Guinea. [UNITED STATES INFORMATION AGENCY]

Albania, Kosovo, Macedonia

The Department of State's Bureau of Population, Refugees and Migration provided the United Nations Children's Fund with \$8,000,000 for the Balkans region in 1999, about 20 percent of which has been used for primary and secondary education in Kosovo, Albania, and Macedonia. The Bureau of Population, Refugees and Migration is contributing approximately \$2,500,000 to the International Medical Corps and the International Rescue Committee to establish youth centers throughout Kosovo that incorporate youth activities, job-skills training, counseling, health education, and capacity building for youth-focused non-governmental organizations. These projects focus on empowerment and provide psychosocial support to war-affected Kosovar youth. [DEPARTMENT OF STATE]

Kenya

In 1999 the Bureau of Population, Refugees and Migration funded the Lutheran World Federation in Kakuma, Kenya, for a psychosocial program aimed at allowing young girls to participate in after-school activities. In refugee camps, many young women miss out on a traditional childhood and are not allowed to attend school because they are needed at home. The Bureau of Population, Refugees and Migration provided \$417,640 towards the psychosocial component of this program. The money goes toward giving extra food rations to refugee families in return for allowing girls to participate in after-school activities. The program also provides counseling to young women who have been traumatized by conflict or living in a refugee situation. **[DEPARTMENT OF STATE]**

Tanzania

Bureau of Population, Refugees and Migration Assistant Secretary recently announced a \$70,000 contribution to the United Nations Children's Fund for its Peace and Conflict Resolution program for primary schools in the refugee camps in Tanzania. This program will benefit young girls who may have dealt with war and conflict throughout their young lives. They will be educated in getting along with those of differing backgrounds, to prevent future conflicts with neighboring ethnic groups. Approximately 80,000 school children from first through sixth grades are currently enrolled in 47 schools in nine camps stretching more than 400 km from Ngara to Kigoma districts. **[DEPARTMENT OF STATE]**

Somalia

The Bureau of Population, Refugees and Migration is supporting Save the Children's \$231,997 program to benefit the children of North Western Somalia. The area known as the Horn of Africa has been the scene of wars, drought, famine, and floods and a focus of U.S. government humanitarian concern for 40 years. The program is designed to assist returning

children, especially girls, who do not have access to education. The program focuses on teacher training, building schools, and working with the government on the rights of the child. This program is designed to promote practices and programs in North Western Somalia consistent with the United Nations Convention for the Rights of the Child by the government of Somalia. **[DEPARTMENT OF STATE]**

Palestinians

The Bureau of Population, Refugees and Migration also contributes about \$80,000,000 a year to support the United Nations Relief and Works Agency for Palestine Refugees in the Near East for the general program budget, almost 60 percent of which is focused on providing education to nearly 500,000 Palestinian refugee students in 650 schools in Jordan, Lebanon, Syria, West Bank, and Gaza. The Bureau of Population, Refugees and Migration also supports the United Nations Relief and Works Agency for Palestine Refugees in the Near East's eight vocational training centers, including one exclusively for women, that provide advanced technical education to Palestinian refugee men and women. **[DEPARTMENT OF STATE]**

Efforts to Keep Girls in School

The U.S. Agency for International Development sponsors a variety of activities to address girls' participation and performance in school. Activities in Latin America and the Caribbean include messages to parents about the importance of girls' education, teach training on gender stereotypes, school feeding programs, and bilingual curricula. In Africa, the Agency supports local efforts to keep girls in school, such as waiving fees, employing more female teachers, digging wells and latrines, revising curricula to address girls' needs, and creating new primary schools. **[U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT]**

L.5. Eliminate discrimination against girls in health and nutrition.

Take Time to Care Project

The Office on Women's Health will be partnering with the Food and Drug Administration to develop a Girl Power! component to the current Take Time to Care project. This project is aimed at older women to raise awareness of using medications wisely and properly. A variation of this program will be developed that targets girls with chronic illnesses. Girl Power! will provide the message that taking charge of one's body and one's health is an important component to having Girl Power! An informational brochure for girls as well as a module for the Girl Power! website will be created. [DEPARTMENT OF HEALTH AND HUMAN SERVICES]

L.6. Eliminate the economic exploitation of child labor and protect young girls at work.

ENFORCING LABOR LAWS IN THE UNITED STATES

Safe Work/Safe Kids

In FY 1999 the Secretary of Labor announced a new initiative, Safe Work/Safe Kids, to increase compliance with U.S. labor laws and maintain momentum in reducing on-the-job injuries to American teenagers. The goal is to assure that young people have opportunities for instructive and constructive early work experiences that enhance and do not compete with their education and that are safe. The initiative employs a comprehensive strategy of enhanced, targeted enforcement; increased compliance education aimed at employers, parents, and teenagers; stronger partnerships with states, businesses, and other organizations; and heightened public awareness. Two previously underway campaigns have been incorporated into this initiative. The Work Safe This Summer campaign, launched each spring

beginning in 1996, kicked off the Department's efforts to keep the four to five million teenagers who work during the summer safe. The Fair Harvest/Safe Harvest campaign, launched in fall 1998, focuses on ensuring the safe employment of teenagers in agriculture. For more information, see the Wage and Hour website at http://www.dol.gov/dol/esa/public/whd_org.htm. [DEPARTMENT OF LABOR]

INTERNATIONAL CHILD LABOR

Research and Reporting

In response to a direct request from Congress in FY 1994, the Department of Labor's Bureau of International Labor Affairs established a specialized unit to investigate, research, and report on the plight of working children around the world, particularly those involved in the production of goods imported into the United States. The Bureau of International Labor Affairs has established itself, and thus the U.S. government, as one of the most important and reliable sources for information and policy recommendations on exploitative child labor.

In FY 1999 Congress asked the Bureau of International Labor Affairs to undertake a study on the economic benefits that could be realized from the elimination of abusive and exploitative child labor and the increased enrollment of these children in school. The study will look at the economic benefits to individual countries and to possible global benefits, in particular U.S. trade, that would result from the elimination of abusive and exploitative child labor.

In June 1999 President Clinton signed Executive Order No. 13126, which prohibits federal procurement of goods that are mined, manufactured, or produced, wholly or in part, using forced or indentured child labor. In October 1999 the Department of Labor, in

consultation with the Department of Treasury and the Department of State, published a list of goods that the Department of Labor believes may have been made with forced or indentured child labor. This list will be maintained on a regular basis. [DEPARTMENT OF LABOR]

International Program on the Elimination of Child Labor

Since 1995 Congress has appropriated a total of \$37,100,000 for the Department of Labor's Bureau of International Labor Affairs to contribute to the International Labor Organization's International Program on the Elimination of Child Labor—a worldwide program to eliminate child labor. In FY 1999 the Clinton Administration, with the support of Congress, allocated about \$30,000,000 to fund activities addressing child labor internationally, including a nearly tenfold increase in funding for the International Program on the Elimination of Child Labor. The Bureau of International Labor Affairs plans to focus this funding on four major goals: eliminating child labor in specific hazardous occupations, increasing the number of countries effectively participating in the International Program on the Elimination of Child Labor program, documenting the extent and nature of child labor in order to develop effective policies and programs for its elimination, and raising public awareness and disseminating information about the plight of working children.

Among the International Program on the Elimination of Child Labor programs funded by the Bureau of International Labor Affairs are the following:

- Guatemala: Combating child labor in the stone quarries and fireworks workshops;
- Haiti: Program to help child domestic servants;

- Pakistan: Programs to phase children out of the soccerball and carpet industries, provide them with educational opportunities, and establish a system for monitoring compliance;
- South Africa: Statistical survey on child labor in South Africa;
- Thailand: Program to prevent child labor and child prostitution;
- Southeast Asia: Programs to combat child labor in the footwear and fishing industries; and
- Bangladesh: Program to remove children from Bangladesh Garment Manufacturers and Exporters Association factories and provide the children with educational opportunities. [DEPARTMENT OF LABOR]

International Labor Organization Convention 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor

In June 1999 President Clinton and Secretary of Labor Alexis Herman addressed the International Labor Organization in Geneva and pledged their support for a new convention to prohibit the worst forms of child labor. The International Labor Organization's unanimous adoption of Convention 182 on the Worst Forms of Child Labor represents a significant first step in the struggle to eradicate the most intolerable forms of child labor, including forced or indentured labor of children, child prostitution, forced recruitment of children for use in armed conflicts, and employment of children in other forms of work that are harmful to their health, safety, or morals. In November 1999 the U.S. Senate ratified this International Labor Organization Convention. For more information on international child

labor, visit the Department of Labor's International Child Labor Program website at <http://www.dol.gov/dol/ilab/public/programs/iclp/>.

[DEPARTMENT OF LABOR]

Department of State Efforts

The Department of State has been active in the elimination of child labor. Programs in conjunction with the International Labor Organization have been initiated in the soccer ball industry in Pakistan and the garment industry in Bangladesh. In 1999 a new program will be implemented in the carpet belt in India. The State Department has also targeted the trafficking in girls from Nepal and Bangladesh for bonded labor and forced prostitution in India and Pakistan as areas needing serious U.S. attention and funding support.

[DEPARTMENT OF STATE]

At-Risk Children and Youth

The Peace Corps' youth development programs often work with at-risk youth, including street children and orphans, and seek to enhance the capacity of local organizations serving at-risk youth. Examples include:

Since 1997 a Peace Corps Volunteer in Ecuador has worked with the National Institution of the Family and Child, a semi-autonomous government organization that works with families, communities, and schools; enhances family and children's rights; and strives for the eradication of dangerous child labor. The National Institution of the Family and Child has focused on populations of at-risk girls and boys, particularly those who work in the city garbage dump collecting materials for recycling. In 1998 the Institution formed a youth group close to the dump to provide alternative educational activities in the afternoon for approximately 30 children. Youth

group meetings include self-esteem activities and art projects.

In the Youth Education Project on the Eastern Caribbean Island of Grenada, Volunteers work to increase employment opportunities for at-risk-youth by strengthening existing non-governmental, alternative educational institutions that provide academic, technical, and life-skills training and encourage self-employment and a self-help approach. Volunteers have worked with the Adolescent Self-Development Program (organized by Grenada Save the Children) and have targeted 35 youth (ages 11 to 13, half females) at a secondary school to focus on prevention of teenage pregnancy. As part of the Parent Exchange Program (organized by Grenada Save the Children), 15 parents received information at monthly meetings on subjects such as child development, being a single parent, raising children's self-esteem, discipline versus abuse, and activities for children aged six months to five years. In addition, a weekly radio parenting program series of approximately 20 shows devoted a half-hour presentation to these topics, followed by a half-hour of questions and answers from the listeners. **[PEACE CORPS]**

L.7. Eradicate violence against the girl-child.

VIOLENT CRIMES

Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act

Enacted as part of the 1994 Violence Against Women Act, the Jacob Wetterling law provides states with a financial incentive to establish registration systems for child molesters and other persons convicted of sexually violent crimes. Megan's Law amends the Jacob

Wetterling Act and addresses notifying community members when an offender is released into their community. The Department of Justice has filed *amicus* briefs in cases challenging the constitutionality of these laws and has participated in state and federal litigation defending the validity of sex offender registration and notification systems.

[DEPARTMENT OF JUSTICE]

Statutory Rape

To train state and local law enforcement on the prevention and prosecution of statutory rape, the Department of Justice sponsored a national symposium for prosecutors, police, social workers, and educators in June 1997 and is funding the development of a compendium of promising practices for handling statutory rape cases.

Through a cooperative agreement with the International Association of Chiefs of Police, the Violence Against Women Office supported the development of a model policy for police departments to address the problem of domestic violence perpetrated by police officers. **[DEPARTMENT OF JUSTICE]**

SERVICES

Child Welfare

The Department of Health and Human Services funds state child welfare agencies to provide a range of child welfare services to help keep families at risk or in crisis together when appropriate or to ensure that children achieve permanency in another family, including family preservation and support services, child abuse and neglect services, and foster care and adoption services. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

Foster Care and Adoption Assistance Programs

The Department of Health and Human Services is also authorized by Title IV-E of the Social

Security Act to provide funds to states for foster care maintenance payments to certain eligible children who require placement outside of their homes and adoption assistance to parents who adopt children with special needs. In December 1996 the President announced his goal of doubling the number of adoptions by 2002. In response, the Department of Health and Human Services recommended a strategy to accomplish this goal that included making tax credits available to adoptive families and financial incentives to states to increase the number of children adopted from the public foster care system. Congress subsequently authorized the tax credits and adoption incentives and passed legislation that reformed the child welfare system by focusing on the timely permanency and safety of children.

The Child Abuse and Neglect program funds states and grantees in several different programs authorized by the Child Abuse and Neglect Prevention and Treatment Act. The programs seek to assist states to meet their responsibilities for the prevention and integration in cases of child abuse and neglect by providing funds and technical assistance; generating knowledge by funding research, service improvement programs, and demonstration projects; generating knowledge through the ongoing collection of data about the scope and nature of the problem, its consequences, and the effectiveness of prevention and treatment services; facilitating information dissemination and exchange; and supporting policy development and the education of professionals in the field.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

The Indian Child Welfare Act

The Indian Child Welfare Act provides the resources to protect Indian children and prevent the separation of Indian families. Bureau of

Indian Affairs and Tribal social services programs are mandated to respond to all reports of child abuse and neglect in Indian Country. As these programs assist in the protection and preservation of the Indian family, Indian women are thereby supported in their role as both mother and, often, head of household. In 1998 there were more than 27,000 referrals to the more than 500 Bureau and Tribal programs for child abuse and neglect investigations. More than 40 percent of the referrals involved some form of substance abuse.

[DEPARTMENT OF THE INTERIOR]

INTERNATIONAL PROGRAMS

Refugee Children

The Department of State's Bureau of Population, Refugees and Migration has long been a global leader in addressing the needs of refugee children. In 1998 the Bureau of Population, Refugees and Migration supported the United Nations High Commissioner for Refugees and its programs for at-risk refugee children and adolescents with a \$4,230,000 contribution. The United Nations High Commissioner for Refugees' programs include the improvement of education, child rights, life skills, tolerance education, girls' education, and capacity building in Afghanistan and Pakistan, in the Commonwealth of Independent States, in the Horn of Africa, and in West Africa. In addition, a focus was placed on the identification and reunification of unaccompanied minors in the Great Lakes Region of Africa. **[DEPARTMENT OF STATE]**

Liberia

The Bureau of Population, Refugees and Migration contributed \$1,500,000 to the Liberian Children's Initiative, which was developed jointly by the United Nations High Commissioner for Refugees and the United Nations Children's Fund to address the rights

and needs of returnee and internally displaced children and adolescents in Liberia stemming from seven years of war and instability. The Initiative directly assisted an estimated 90,000 returning Liberian children and adolescents to recover from the effects of war and to reintegrate back into their home communities. These efforts were accomplished through support to educational facilities, child tracing, income generation, and child rights awareness. Included as part of the educational sector are support programs focusing on girls who have suffered rape or are adolescent mothers.

[DEPARTMENT OF STATE]

L.8. Promote the girl-child's awareness of and participation in social, economic, and political life.

YOUTH PROGRAMS AND CAMPS

Hermanita Summer Institute

The Office of Minority Health supported MANA, a National Latina Organization, in conducting its First Annual Hermanita Summer Institute July 9 to 11, 1998. This event is a youth leadership development, mentoring, and stay-in-school effort geared to teenage Latinas and their families.

The Second Annual Hermanita Summer Institute was held during the summer of 1999 in Washington, D.C. The Bureau of Health Professions and the Maternal and Child Health Bureau contributed a total of \$15,000 in support of this event. The Office on Minority Health contributed an additional \$5,000.

[DEPARTMENT OF HEALTH AND HUMAN SERVICES]

Science Camp

The Department of the Interior's U.S. Geological Survey sponsors a summer Science Camp with several two-week sessions for

children at various age levels. Approximately half of the participants are girls. The campers work with U.S. Geological Survey scientists and learn about science through fun, interactive programs. In addition, the bureau sponsors and cooperates with other science-related camps in various regions of the country.

[DEPARTMENT OF THE INTERIOR]

Indian Youth Programs

The Department of the Interior's Bureau of Indian Affairs offers a variety of Indian youth programs, including a series of intramural and scholastic sports programs that offer both girls and boys an opportunity to participate and develop leadership skills. The Mountain High Program teaches self-confidence and reinforces self-esteem. It includes a ropes course, outdoor group and classroom training, and individual study. **[DEPARTMENT OF THE INTERIOR]**

Boys and Girls Clubs of America

Jointly with the Department of Justice, the Department of Labor provides funding for the start-up and operation of career preparation programs at 40 Boys and Girls Clubs throughout the country. With additional funding provided by the Taco Bell Foundation, the Clubs establish and operate Teen Supreme Centers, which provide job readiness training and career guidance to youth who reside in the targeted communities. **[DEPARTMENT OF LABOR/ DEPARTMENT OF JUSTICE]**

The Youth with Disabilities Leadership Forum

The Youth with Disabilities Leadership Forum is a unique career leadership training program for high school juniors and seniors with disabilities, providing them with an opportunity to learn full citizenship skills, thereby enhancing both their employment potential and their ability to contribute to society. Started in California in 1992, the Youth with Disabilities

Leadership Forum has been replicated in ten states and Puerto Rico, with planning underway 12 more states. At least 50 percent of the participants are female.

The Youth with Disabilities Leadership Forum is a four-day, concentrated, educational and motivational experience during which the delegates participate in a wide range of activities and learning experiences in small and large group sessions. Delegates take part in facilitated discussions and exercises designed to develop their personal leadership skills and career development plans. In order to provide leadership by example, the staff and the presenters at the Forum are successful and accomplished adults with disabilities who have traveled the same path these young people are facing. At the end of the Youth with Disabilities Leadership Forum, the student delegates make a commitment to follow through on various goals they set for themselves. For more information visit <http://www.pcepd.gov>. **[PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES (DEPARTMENT OF LABOR)]**

Spearheading Lifetime Learning With The Spend Time With America's Youth Program

The Spend Time with America's Youth Summer Program was created as a model learning program in response to the President's Summit for America's Future. Eight young women, ages 14 to 16, were selected from the General Services Administration's "adopted school," the Options Public Charter School of the Capital Children's Museum, for participation in the program. This school serves a population of the 100 most-at-risk fifth to eighth grade students in Washington, D.C.

As part of the program, the General Services Administration addressed three program objectives: to provide consistent role models to foster personal development and increase self-esteem, to improve communications and interpersonal skills, and to instill a desire for learning. During the six-week program, the young women learned listening skills, respect, courtesy, and consistency in attendance and punctuality. They became proficient in elementary computer usage and Internet exploration. In addition, the Department of the Interior organized many of the field trips for the students.

As a direct result of participating in the program, two students were placed in jobs within the General Services Administration under the D.C. Summer Youth Employment Programs. **[GENERAL SERVICES ADMINISTRATION]**

BENEFITS FROM SOCIAL SECURITY FOR CHILDREN

Social Security Benefits for Children

Children may be eligible for benefits administered by Social Security:

- Supplemental Security Income is payable to children with disabilities under age 18 who have limited income and resources or who come from homes with limited income and resources. Currently, almost one million disabled children receive these payments.
- Social Security dependent's benefits are payable to children under age 18 on the record of a parent who is collecting retirement or disability benefits from Social Security, or survivor's benefits are payable to children under age 18 on the record of a parent who has died. Currently, 3.7 million children receive Social Security benefits: 1.9 million as survivors of deceased parents, 1.4 million as children of disabled workers, and 0.4 million as children of retired workers.

- If a child has disabilities and those disabilities continue into adulthood, the Social Security benefits described above will continue beyond age 18.

More information is available online at <http://www.ssa.gov>. **[SOCIAL SECURITY ADMINISTRATION]**

REDUCING TEEN PREGNANCY

National Strategy to Prevent Teen Pregnancy

In 1997 the Department of Health and Human Services launched its National Strategy to Prevent Teen Pregnancy—a comprehensive plan to prevent teen pregnancies and to support and encourage adolescents to remain abstinent. The new strategy will strengthen the Department's ongoing efforts to assure that every community in the country is working to prevent teenage pregnancies. Department of Health and Human Services-supported programs that include teen pregnancy prevention already reach an estimated 30 percent of communities in the United States. Two such programs are:

- **The Community Coalition Partnership Program for the Prevention of Teen Pregnancy**

In 1995 two-year grants were awarded to community-wide coalitions in communities with high rates of teenage pregnancy. Renewed funding since FY 1997 has helped the 13 community coalition partnerships implement their action plans for supporting effective and sustainable teen pregnancy prevention programs, evaluate the impact of these programs, and support related data collection, evaluation, and dissemination activities.

- **The Adolescent Family Life Program**

This program, administered under Title XX of the Public Health Service Act, supports demonstration projects to reduce adolescent pregnancy, largely through abstinence-based education, and to provide comprehensive social and medical services to pregnant and parenting adolescents and their infants. An independent evaluation is required of each demonstration project. In FY 1998, 83 projects were funded in 37 states and the District of Columbia. In addition, the program supported eight research projects examining causes and consequences of adolescent pregnancy. **[DEPARTMENT OF HEALTH AND HUMAN SERVICES]**

INTERNATIONAL EFFORTS

Mentoring

Peace Corps Volunteers in more than 20 countries in Africa, Eastern Europe, and Asia are involved in mentoring activities that link girls to professional women from the girls' regions. Their goal is to broaden girls' view of the value of education and to encourage them to stay in school, to expose girls to different professional and non-traditional opportunities available to them, and to establish a mentoring system. Each year, approximately 200 girls from rural communities visit larger cities and observe women at work in traditional and non-traditional professions and witness the responsibilities and freedom that come from being an educated professional woman. For example:

- In Ethiopia a local non-governmental organization is continuing a Young Girls' Mentoring Project, initiated and pioneered by Peace Corps Volunteers in 1997. The project brings young girls to Addis Ababa to meet and stay with prominent Ethiopian women, observing their life at home and at work. These girls are chosen on the basis of an

essay contest entitled Why Girls' Education is Important; 24 girls and 12 adult role models attended the 1998 workshop.

- In February 1999 Peace Corps Paraguay organized the Day of the Professional Woman. Eight young women from the countryside visited and interviewed five professional women at their workplaces: a reporter at a radio station, a hair stylist at a beauty salon, a nurse at the Red Cross, a general manager of a bank, and a post office clerk. The goal was to introduce rural women to professional role models, some of whom had come from rural backgrounds, and to demonstrate that a variety of opportunities exist for women in the workplace.
- In November 1998 the Women in Development/Gender and Development Committee in Panama held its second annual Rural Women's Conference. The goal was to teach 30 rural women from seven provinces how to give presentations in their communities on five different subjects: self-esteem, conflict resolution, nutrition, violence against women, and women's legal rights. The Committee members had previously given similar presentations, and this conference trained highly motivated women to continue that work in the future. **[PEACE CORPS]**

Preparing Orphans for the Future

Peace Corps Volunteers work in approximately 14 countries with teenage girls in orphanages to provide them with skills that will increase their employment options when they leave the orphanage.

In Bulgaria in 1997 a Peace Corps Volunteer began working with girls in an orphanage to help them build self-esteem and develop a better chance of employment when they eventually left the orphanage at age 18. The girls received training in computers, cooking,

cosmetology, and clothing design. After the courses, the girls took a qualifying exam and were certified as computer proficient (11 girls) and as assistant cooks (16 girls). They are working in restaurants, offices, and a manufacturing plant. Young women remaining in the institution now have a better chance of employment when they leave the orphanage.

In Kenya a Peace Corps Volunteer works with two rehabilitation centers for orphans and street children in Nakuru. She encourages home hygiene and self-esteem among the 38 children (girls and boys). The Volunteer has organized seminars for the social workers at the centers to develop their skills in working with the children, and, through a Lions Club in her home town, she has collected books and school supplies for distribution to the orphans and street children. [PEACE CORPS]

Girls Business Development

Peace Corps Volunteers are teaching or serving as business consultants for Junior Achievement projects in at least 30 countries worldwide. These projects educate young women about business and economics, broaden their horizons, and help to prepare them for the workforce. For example, as part of a Junior Achievement project in a secondary school economics class in Moldova in 1997, young women started and successfully operated their own company. The girls designed and sold clothing for teens, incorporating traditional Moldavian embroidery motifs. The class used the profits to purchase curtains for their school and fund a trip to participate in the European Junior Achievement annual Student Company in Poland. Additional information on business development activities may be found online at

<http://www.peacecorps.gov/volunteer/business>. Examples of business development activities include:

- With local teachers, city education department representatives, and the Ministry of Education, Peace Corps staff in Turkmenistan organized a three-day Women's Job Opportunity Fair for girls between the ages of 15 and 17. The fair was held in the spring of 1998, and approximately 250 girls attended.
- In 1997 Peace Corps Volunteers in Kazakhstan organized activities in conjunction with International Women's Day as a way to increase young women's knowledge about career options and their future possibilities. Approximately 25 women and high school students participated in the event. The students visited professional women during their work day to gain an understanding of different careers. The women learned the importance of nurturing the younger women and their own importance as role models. [PEACE CORPS]

L.9. Strengthen the role of the family in improving the status of the girl-child.

Take Your Child To Work Day at the Department of Commerce

In April 1999 the Office of Administration for the Department of Commerce sponsored Take Your Child to Work Day, a series of workshops and activities aimed at educating young people about the Department's mission and programs, as well as issues affecting the workplace. More than 175 children participated in the April 27, 1999, event held at the Herbert C. Hoover

Building, the highlight of which was a morning “press conference” with Commerce Secretary Daley. Following a lively question and answer session with the Secretary, the children spent the day learning about a variety of careers and issues Commerce employees address each day. Take Your Child To Work Day was also sponsored in 1998.

[DEPARTMENT OF COMMERCE]

Take Your Children to Work Day at the Department of the Interior

The daughters and sons of Department of the Interior employees are encouraged to participate in the annual Take Your Children to Work Day in April each year. Various Department offices sponsor tours and exhibits, shadowing opportunities, meetings with female senior managers, and other activities as part of this program. Many offices coordinate with their local schools to follow up with the activities the children started at work.

[DEPARTMENT OF THE INTERIOR]

Take Our Daughters to Work Day at the Department of State

On April 23, 1998, the President’s Interagency Council on Women sponsored a special activity for Take Our Daughters to Work Day. The theme for the day was *Imagine a Day... When a Woman is President of the United States*. Approximately 45 high school junior and senior girls from D.C. public schools visited the Department of State and participated in working group discussions and a reception with Secretary of State Madeleine K. Albright. Council Members from the President’s Interagency Council on Women served as mentors for the students during their visit. The students spent time with mentors attending meetings, touring the building, and learning about their jobs.

[DEPARTMENT OF STATE]

Take Our Daughters To Work Day At The Environmental Protection Agency

Each April the U.S. Environmental Protection Agency sponsors activities in support of Take Our Daughters to Work Day. Hundreds of young girls between the ages of nine and 15 come to work with adult mentors—parents, grandparents, cousins, aunts, and friends—to learn first-hand the range of life options open to them. Young girls receive a better understanding of the Agency’s work and are inspired to share the Environmental Protection Agency’s commitment to public service and the environment. **[ENVIRONMENTAL PROTECTION AGENCY]**

Take Our Daughters to Work Day at the Small Business Administration

The Small Business Administration also participates in the Take Our Daughters to Work Day. Since 1995 annual attendance at the Small Business Administration program has been about 80 to 100 girls between the ages of nine and 14. Typically, the day-long program includes a theme and a formal program such as *Let’s Communicate Success and Ordinary Women Doing Extraordinary Things*. The girls spend their day in the workplace with a parent or a sponsor, accompanying them to meetings and helping with work assignments in their offices.

[SMALL BUSINESS ADMINISTRATION]

Summaries



DEPARTMENT OF STATE SUMMARY

Under the leadership of Secretary of State Madeleine Albright, the U.S. Department of State is putting the advancement of the human rights of women in the forefront of U.S. foreign policy.

The Department of State has an outstanding record in advancing women's political and economic participation, working to eliminate violence against women and supporting access to health and education for women. Our Embassies and Consulates overseas and Bureaus within the Department regularly carry out programs, policies and activities that advance the status of women in countries around the world.

Within the Department of State, the joint office of the President's Interagency Council on Women and the Office of the Senior Coordinator for International Women's Issues is responsible for coordinating policy on women, advancing the human rights of women and integrating issues of concern to women into the U.S. foreign policy agenda. Congress created the Senior Coordinator position in 1994 to promote women's human rights within U.S. foreign policy. The Senior Coordinator for International Women's Issues, Theresa Loar, also serves as Director of the President's Interagency Council on Women.

The major vehicle for Secretary Albright's mandate to expand women's political and economic participation is the on-going, Vital Voices Initiative, first launched in Vienna, Austria in July 1997 and later convened for

Northern Ireland; Latin America; the Caribbean; Russia and the Baltic States and Central Asia. Through workshops in law and leadership, politics and public life, and economics and business, women leaders from government and private sectors work together for strong democracies and economic prosperity. The Initiative is directed by Theresa Loar, Senior Coordinator for International Women's Issues and Director of the President's Interagency Council on Women. Vital Voices has the full support of the White House with First Lady Hillary Rodham Clinton addressing each of the Conferences and Roundtables.

As follow-up to the Vital Voices Initiatives in Uruguay and Trinidad, U.S. embassies have supported training throughout Latin America and the Caribbean on economic and political participation of women.

The President's Interagency Council on Women and the Office of the Senior Coordinator has taken the lead in highlighting violence against women. It has worked in coordination with other bureaus and offices in the Department to eliminate violence against women. President Clinton, First Lady Hillary Rodham Clinton and Secretary Albright have repeatedly raised this issue in major speeches and with leaders of governments around the world.

President Clinton, in his March 11, 1998 Executive Memorandum on *Steps to Combat Violence Against Women and Trafficking in Women and Girls*, directed the U.S.

government to increase its efforts to match the increased sophistication and scope of worldwide trafficking as a criminal and human rights violation and to improve protections for its victims. The President's Interagency Council on Women, chaired by the Secretary of State, leads the development and coordination of the U.S. government's domestic and international policy on this issue. An Interagency Working Group on Trafficking, which is headed by the Deputy Director for International Initiatives of the President's Interagency Council on Women implements a comprehensive anti-trafficking strategy focusing on prevention, protection and enforcement.

The treatment of women in Afghanistan by the Taliban in all its forms is a human rights violation and an issue of concern in U.S. foreign policy. The Office of Senior Coordinator has worked closely with the Bureau of South Asian Affairs to call attention to the despicable treatment of women in Afghanistan by the Taliban. The Bureau of Population, Refugees and Migration has increased funding for health and education for Afghan women and girls in refugee camps in Pakistan. In 1998 and 1999, the Department drafted country resolutions on Afghanistan in the annual meetings of the UN's Commission on the Status of Women.

The Bureau of International Narcotics and Law Enforcement has supported a number of grants to conduct anti-domestic violence programs in several cities in Russia, Ukraine, Moldova, Kyrgystan and Kazakstan. These programs are

multi-disciplinary in approach (prosecutors, judges, law enforcement, psychologists, social workers and physicians) and are conducted in the United States and/or in the target country. The Bureau also provided funds for a number of seminars and programs on international exploitation of women and children. With Bureau funding, the Office of the Senior Coordinator for International Women's Issues and the President's Interagency Council on Women organized a joint conference with the Russian government in October 1998 to address domestic violence against women. This marked an important step forward in raising the profile of domestic violence in Russia.

The United Nations High Commissioner on Refugees estimates that over 80% of refugees are women and children. In light of this, the Bureau of Population, Refugees and Migration contributes a significant amount of its funding to programs that address the needs of refugee women and the girl-child. Funding also addresses violence against women, trafficking in women, empowerment of women and control in decision-making. The Bureau is responsible for U.S. international population policy, and plays an active role in the international arena in advancing the status of women; sustainable development; comprehensive sexual and reproductive health care, including for refugees and adolescents; and in promoting the role of women in civil society.

U.S. embassies in Africa are setting examples of the U.S. commitment to improving the lives of women and girls. They have taken full advantage of such resources, as the Ambassador's Special Self-Help Fund and the Democracy and Human Rights Fund. These small but important programs support thousands of African women and young girls in activities that further their progress in all spheres of their lives. Democracy and Human Rights Fund grants support country-specific, regional and global activities that promote respect for women's rights and adherence to international instruments.

The Department's Bureau of East Asian and Pacific Affairs allocated a portion of its regional Democracy and Human Rights Economic Support Fund towards the advancement of women in East Asia and the Pacific. Awards to the Asia Foundation have been made to expand its ongoing activities to address violence against women, support for constitutional reform, economic rights, labor rights and other human rights issues involving women.

U.S. embassies in the Middle East have conducted numerous activities to promote the full participation of women in society. Ambassadors and embassy personnel actively raise women's issues human rights during demarches and discussions with host government officials. After the Amir of Kuwait issued a decree granting women the right to vote and run for national elections, the U.S. Ambassador made calls upon senior Kuwaiti government officials to show our

strong support. In Yemen, the U.S. Ambassador has discussed women's issues with the Yemeni President and delivered a major speech on domestic violence.

The European Bureau and its overseas embassies has hosted four Vital Voices events and implemented several follow-up projects. It has also integrated anti-trafficking programs into several multi lateral institutes.

The Office of the Coordinator of U.S. Assistance to the New Independent States has played a leadership role in directing programs in Russia and the former Soviet Union to support women and girls from Vital Voices follow-up to innovative anti-trafficking human rights programs.

The President's Interagency Council on Women and the Office of the Senior Coordinator have worked closely with the Department's Office of Resources, Plans and Policy to institutionalize issues affecting women into the Department's on-going strategic planning process. In 1999 an international affairs strategic plan tied objectives related to women's issues to key U.S. national interests, including economics and prosperity, democracy and human rights, law enforcement and humanitarian response.

With the full support and leadership of Secretary Albright, the Department of State has made giant strides in making the advancement of the status of women a permanent part of U.S. foreign policy.



**THE COMMUNITY DEVELOPMENT FINANCIAL
INSTITUTIONS FUND
DEPARTMENT OF THE TREASURY SUMMARY**

The Community Development Financial Institutions Fund is a wholly owned government corporation within the Department of the Treasury. Its vision: an America in which all people have fair and equal access to capital and financial services. Its mission: promote access to capital and local economic growth by directly investing in and assisting in community development financial institutions and expanding financial service organizations' lending, investment, and services within underserved markets.

Although no program is designed exclusively for women, the Fund provides financial and technical assistance to many organizations owned or operated by women and organizations that serve women and other people lacking adequate access to capital, credit, and other financial services.



DEPARTMENT OF DEFENSE SUMMARY

The Department of Defense is committed to expanding its programs and initiatives aimed at ensuring career opportunities for women and reaffirming the human rights of women and their families worldwide.

The Defense Department continues to be the world's largest employer of women. Women serve as members of the active duty military, as reservists and as civilians. The Department also continues to expand its non-traditional career fields for women. The military Services have more than 600 women flying a variety of military aircraft as well as participating in NASA's astronaut program. As of July 1999, 8.6 percent of the U. S. Forces deployed to the Bosnia peacekeeping mission are women.

The Department of Defense has partnered with the Departments of Justice, Agriculture, the Small Business Association, and Health and Human Services, developing programs for at-risk youth, child care, domestic violence, spouse and child abuse, parenting, and spouse employment.

The Department continues to provide the Nation's largest affordable child care program. In April 1997, President Clinton declared the Military Child Care Program the "model for the Nation" and asked the Defense Department to share lessons learned with other federal, state, local, and private child care organizations.

In 1997 the Department of Defense entered into a partnership with the Small Business Association to provide business training and

technical assistance to military spouses interested in establishing their own businesses. The program produced more than 100 graduates and more than 60 business plans and start-ups.

The integration and essential role of women in the military, spouses, and families within the Department of Defense demonstrates its commitment to the objectives established under the United Nations Fourth World Conference on Women.



DEPARTMENT OF THE INTERIOR SUMMARY

The Department of the Interior has taken strong, positive measures to ensure equal opportunity for women in its workforce. A proactive approach has been adopted in designing and supporting career development and workplace improvement programs that meet the unique demands upon women, recognizing the common challenge of balancing both workplace and home responsibilities. The outcome of efforts to help women succeed in the workforce has resulted in improved benefits for all employees, both men and women, such as flexibility in workplace and schedules, support in training and education, and opportunities in career and decision-making.

As the bureaus and agencies working within the Department of the Interior promote their mission to "...protect and provide access to our natural and cultural heritage and honor our trust responsibilities to Tribes," they have not forgotten the importance of women to the Nation's natural and cultural heritage. From the Bureau of Indian Affairs' conference, Youth First: ...Planting the Seeds of Culture and Knowledge, by addressing the identity issues facing today's Indian youth, to participating in the Women's Executive Leadership Program, the Department of the Interior actively supports the continuing education of women and girls. Informal mentoring has evolved into formal programs supported by the Department's leadership. Additionally, the Bureau of Land Management is working with the Department of Agriculture's U.S. Forest Service to support the Wildland Firefighter Apprenticeship

Program, in which seven of the 22 class of 1999 participants were women.

Department of the Interior statistics show that women and minorities have held their ground, and in many cases even strengthened their ranks, despite the dramatic downsizing of the past several years. Programs focused on recruitment and retention of underrepresented professionals, including women of all races, exist in the diversity plans of many of the Department's offices. The U.S. Geological Survey's Bureau Outreach Recruitment Teams, for example, target colleges and universities with high enrollments of underrepresented students majoring in courses leading to science and technology careers in the U.S. Geological Survey.

In recognition of the challenge of balancing home life and work responsibilities as more women ascend in the workplace, the Department of the Interior has implemented many supporting programs to deal with rising issues. The U.S. Geological Survey has started a New Mothers' Support Group that provides a forum for changing families to address these issues with their peers. Most agencies have implemented innovative family-friendly policies, such as flexitime and telecommuting, so that family members can adjust their schedules more effectively. The Bureau of Reclamation developed the Work and Family Team in 1995 to serve as a clearinghouse for

program information for its employees. More than 34 of these programs are monitored and assessed by the Work and Family Team. The National Park Service officially established Women Implementing New Goals Successfully to educate and enhance the development of the professional and personal growth of its employees.

The Bureau of Indian Affairs is committed to bringing corporations and schools together in partnership to support opportunities for both boys and girls to explore computer technology in their schools. The Bureau of Indian Affairs has a variety of technology initiatives in place to promote this goal, including the Four Directions Project. The Microsoft Corporation supports this project by supplying computer equipment and software to Indian schools. Other corporations, such as Intel and Compact are working with the schools to provide teacher training and technical support. These are the types of partnerships that support the Department's commitment to "enhance education, economic opportunities, and the quality of life" for American Indian and Alaska Native Tribes. It is through opportunities for education and self-determination that these children will thrive.

Most of the programs and initiatives discussed in this document are open to both women and men in the Department of the Interior—opportunities exist for all employees. However, the Department recognizes the need to continually monitor and assess the balance of diversity within its organization to ensure access to these opportunities. The Department

is constantly reviewing these programs and developing new ways to create more effective programs that enhance both the Department and its employees. The diversity plans adopted by many of the bureaus ensure commitment and accountability at all levels for achieving and maintaining diversity. The Department of the Interior requires the continuing involvement of its entire workforce in facilitating organizational change and instilling diversity values through performance management.



DEPARTMENT OF AGRICULTURE SUMMARY

At the U.S. Department of Agriculture, many strides have been made to ensure that opportunities for women and girls are promoted through techniques such as focused research, effective policy strategies, program development, funding, and implementation.

Highlights of U.S. Department of Agriculture progress include:

- The Second International Conference on Women in Agriculture, sponsored by the U.S. Department of Agriculture and President's Interagency Council on Women, took place in June 1998. The primary purpose of the conference was to provide a forum, with an international perspective, for discussing issues facing women in agriculture, and to facilitate the exchange of information. More than 1,000 participants from 50 countries attended the conference. The broadest participation was solicited from women in farming, farm labor, farm services, food and consumer advocacy, natural resources, research, agribusiness, and rural communities. A new website was created to increase communication and networking at <http://www.wia.usda.gov>.
- Business and industry loans help rural women. Businesswomen have received an average of \$42,634,259 per fiscal year (1996 to 1999) from the U.S. Department of Agriculture's Business and Industry Loan programs. In 1995, \$10,750,146 was loaned to women. Program loans to women increased by an average of 397 percent since the 1995 Beijing conference. These loans help create jobs and stimulate rural economies by providing financial backing for rural businesses. Loan proceeds may be used for working capital, machinery and equipment, buildings and real estate, and certain types of debt refinancing.
- Multi-Family and Farm Labor Housing programs greatly benefit women. An outstanding 73 percent of the funding from these programs was spent to provide housing for rural women in FY 1999, serving 312,155 women. Rural Housing Service assistance to individual residents of multi-family dwellings comes primarily from rental assistance. Low-interest loans and grants are made to public and non-profit entities, as well as to individual farmers, for the construction of farm labor housing. Rural Housing Service is the only national entity providing funding for this use. Grants are provided to buy, build, improve, or repair housing for farm laborers, included persons whose income is earned in aquaculture (fish and oyster farms), and those engaging in on-farm processing.
- Funding for Child Care Center Facilities increased almost four-fold. More than \$45,650,000 was spent funding 154 child care centers between 1996 and 1999. This funding represents a 396 percent increase (or \$34,129,000) over expenditures in the previous four years. These programs offer direct and guaranteed loans and grants designed to finance and facilitate the development of more than 80 different types

of essential community facilities serving rural areas. These facilities include, but are not limited to, hospitals, elderly care facilities, child care centers, fire and rescue stations, vocational and medical rehabilitation centers, schools, and public transportation infrastructure.

- There has been a substantial increase in farm loans to women. The amount of money loaned to women farmers has increased by 65 percent in the past four years. This percentage translates into an additional 1,702 loans made to women for maintaining or expanding their farm operations.
- More women are in high-level positions. A total of 228 additional women have been placed in high-level positions in the four years following the Beijing conference. At the top of the organization chart in 1999, three (out of seven) Under Secretaries are women. This progress exemplifies the positive direction toward ensuring women's equal access to and full participation in power structures and decision-making.



DEPARTMENT OF COMMERCE SUMMARY

The U.S. Department of Commerce works in partnership with the Nation's businesses, universities, communities, and workers to help the private sector lead a strong economy. The mission of the Department is simple: "To promote job creation, economic growth, sustainable development, and improved living standards for all Americans." The Department is proud to provide information about its many programs and policies that benefit women. Since the United Nations Fourth World Conference on Women in 1995, the Department has increased funding for programs that assist women and to integrate women more fully into policy decisions and management structures. The Department's efforts to incorporate additional programs and policies that benefit women are wide-reaching and are notably impressive in the areas of trade and science and technology.

To help America retain its prominent status as a trading partner in the global marketplace, the Department of Commerce works to foster strong commercial relationships with other regions, promote U.S. exports, and enforce trade laws on behalf of American firms. The Department's Bureau of Export Administration is responsible for numerous programs that help women involved in export-related work, including conducting seminars on U.S. export policy and providing one-on-one counseling services upon request. Similarly, the Department's International Trade Administration organizes several hundred trade events each year, including events specifically focused on women business owners. The

International Trade Administration's Women-in-Trade Initiative facilitates equal access to resources and trade and strengthens women's economic capacity and commercial networks. The Department's efforts to promote the advancement of women in trade will ensure that women-owned businesses become competitive players in the world economy.

The Department of Commerce has also made significant strides to involve and encourage women in the field of science and technology. The Department's National Telecommunications and Information Administration has issued three reports in its *Falling Through the Net* series to track Americans' access to telephones, computers, and the Internet; these reports have led to a better understanding of the level of women's access to information technologies. The Department's Technology Administration plays a significant role in ensuring that women are involved in the science and technology field—the GO4IT website at <http://www.go4it.gov> serves as a resource for disseminating information about opportunities in the information technology workforce, including programs focused on girls and women. The Technology Administration's National Institute for Standards and Technology is responsible for several internal programs focused on the education and advancement of women and also has developed cutting-edge technology relating to mammographies and DNA research.

In addition to progress in the areas of trade and science, the statistical programs of the Department's Economics and Statistics Administration also benefit women. The data collected and published by the Bureau of the Census and the Bureau of Economic Analysis provide women with important information for decision-making and provide researchers with vital information needed to understand the roles of women in the economy and society. The Commerce Department's Economic Development Administration has also a long history of helping women achieve parity in the workforce. Assistance is provided on a cost-shared basis, targeted to rural and urban areas of the Nation experiencing high unemployment, low income, or other severe economic distress. The Economic Development Administration has established training facilities for skills enhancements, business incubator facilities that generate jobs and opportunities, and revolving loan funds and technical assistance that help women succeed in business.

Through the Department's programs, U.S. companies, including women-owned businesses, find assistance in staying competitive and on the cutting edge of technological advances, allowing the United States to build for the future and increase opportunities for economic expansion.



DEPARTMENT OF LABOR SUMMARY

The U.S. Department of Labor fosters and promotes the welfare of job seekers, wage earners, and retirees by improving their working conditions, advancing their opportunities for profitable employment, protecting their retirement and health care benefits, helping employers find workers, strengthening free collective bargaining, and tracking changes in employment and other national economic measurements. In carrying out this mission, the Department administers a variety of federal labor laws including those that guarantee workers' rights to safe and healthful working conditions, a minimum hourly wage and overtime pay, freedom from employment discrimination, and family and medical leave.

The Department of Labor's Women's Bureau was created by Congress in June 1920 and celebrates its 80th anniversary in the year 2000. The Women's Bureau is the single governmental unit at the federal level exclusively concerned with serving and promoting the interests of working women. Specifically, its mandate is "to formulate standards and policies that shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment." Central to its mission is its responsibility to advocate for women, as well as to inform women and the public of women workers' rights and employment issues.

The Director of the Women's Bureau is the principal advisor to the Secretary of Labor on

issues affecting women in the labor force. From its organizational position in the Office of the Secretary, the Bureau participates in the development of Department of Labor policy, legislation, and regulations along with other agencies within the Department. This role was reaffirmed by the May 1995 issuance of Secretary's Order 3-95, Coordination and Direction of Department of Labor Programs Affecting Women, which confirms that "all components of the Department of Labor have the responsibility to work cooperatively to ensure that their missions fully address the needs and concerns of women in the labor force."

Women now comprise 46 percent of the total U.S. labor force, and 60 percent of U.S. women are participating in the labor force. Fully 99 percent of American women will work for pay at some point in their lives. The expansion in women's participation in the labor force has only increased the importance of Department programs benefiting women.

Since 1995 the Department of Labor has launched a number of new initiatives to advance the status of women and girls. Among them are the following:

- **Enforcing Labor Standards**

Garment workers, who are mostly female, are among the most exploited and vulnerable workers in the United States. In 1995 the

Wage and Hour Division launched its No Sweat campaign to protect garment workers by increasing compliance with labor standards (such as the minimum wage, overtime pay, and child labor requirements). Wage and Hour began a campaign for agricultural workers in FY 1998 and health care workers in FY 1999.

- **Increasing Welfare-to-Work Job Opportunities**

In FY 1998 and FY 1999 the Employment and Training Administration provided \$2,800,000,000 in grants to states and local communities to create additional job opportunities for the hardest-to-employ recipients of Temporary Assistance for Needy Families.

- **Preventing Work-Related Musculoskeletal Disorders**

Many predominantly female jobs require repetitive motions or heavy lifting, and women comprise 70 percent of those suffering from carpal tunnel syndrome. In November 1999 the Occupational Safety and Health Administration published its proposed ergonomics program standard to prevent work-related musculoskeletal disorders.

- **Promoting Retirement Security**

Since women live longer on average than men, have lower average earnings, and are less likely to be covered by a pension plan, they are less likely to have a financially secure retirement. In 1996, as part of its Retirement Savings Education Campaign, the Pension and Welfare Benefits Administration launched a program to provide facts about retirement benefits and practical tips on saving for retirement.

- **Expanding Employment and Training Opportunities**

The Employment and Training Administration administers the Workforce Investment Act of 1998, which provides the framework for a national system of employment preparation and placement services. Employment and Training Administration Youth Opportunity Grants (initiated in 1996) address the pervasive joblessness of out-of-school young women and men living in high poverty areas. In 1999 the President launched the Youth Opportunity (YO!) Movement, a new partnership to help such youth obtain training and education to find jobs and develop careers. The Employment and Training Administration is also expanding its successful Child Care Development Specialist registered apprenticeship program into many additional states.

- **Advancing Equal Pay**

Begun in 1999, the Secretary of Labor's Equal Pay Initiative uses enforcement, education, and partnership to advance equal pay. Among the Initiative's aims are increasing the number of Office of Federal Contract Compliance Programs' "glass ceiling" reviews to ensure that women and minorities do not encounter artificial barriers to advancement into higher levels of management; and emphasizing pay issues in all other Office of Federal Contract Compliance Programs focused reviews.

- **Promoting Work/Family Balance**

The Women's Bureau's Working Women Count Honor Roll campaign, launched in 1995, encouraged employers and other organizations to initiate programs or policies that improve women's pay and benefits, help them balance work and family, and/or improve women's respect and opportunity on the job. Work and family initiatives led the way. In 1999 the Women's Bureau built on that effort with its Business-to-Business Mentoring Initiative on Child Care, in which business mentors with effective child care programs assist other employers considering child care options.

- **Giving Working Women a Voice**

The Women's Bureau held regional Working Women's Summits in 1996 and a national Working Women's Summit entitled Economic Equity: Realities, Responsibilities and Rewards in 1997, with participants at 450 downlink sites sharing a wide range of concerns with policymakers.

- **Eliminating International Child Labor**

Since 1995, the Bureau of International Labor Affairs has contributed more than \$37,000,000 to the International Labor Organization's International Program on the Elimination of Child Labor—the most effective worldwide program to eliminate child labor. And in June 1999, the President and the Secretary of Labor addressed the International Labor Organization and pledged support for a new convention on the worst forms of child labor, which the International Labor Organization unanimously adopted. In November 1999 the U.S. Senate ratified International Labor Organization Convention 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor.



DEPARTMENT OF HEALTH AND HUMAN SERVICES SUMMARY

The Department of Health and Human Services offers a wide range of programs and initiatives that benefit women through its many agencies and offices. The Department of Health and Human Services agencies and offices whose programs and efforts have been catalogued in this submission include those within the Office of the Secretary, including the Office on Women's Health, the Office of Minority Health, the Office of Population Affairs, the Office of HIV/AIDS, the Office of Disease Prevention and Health Promotion, the President's Council on Physical Fitness and Sports, and the Office of the Assistant Secretary for Planning and Evaluation. Also important to women's health is the work of the Public Health agencies: the Agency for Health Care Policy and Research, the Administration on Aging, the Centers for Disease Control and Prevention, the Food and Drug Administration, the Health Resources and Services Administration, the Indian Health Service, the National Institutes of Health, and the Substance Abuse and Mental Health Services Administration. The Administration on Children and Families and the Health Care Financing Administration also benefit large numbers of American women through their programs.

The Department of Health and Human Services is the U.S. government's principal agency for protecting the health of all Americans and providing essential human services, especially for those who are least able to help themselves. The Department administers and supports more

than 300 programs, covering a wide spectrum of activities. Some highlights include:

- Medical and social science research;
- Preventing outbreak of infectious disease, including immunization services;
- Assuring food and drug safety;
- Medicare (health insurance for elderly and disabled Americans) and Medicaid (health insurance for low-income people);
- Financial assistance for low-income families;
- Child support enforcement;
- Improving maternal and infant health;
- Head Start (pre-school education and services);
- Preventing child abuse and domestic violence;
- Substance abuse treatment and prevention;
- Services for older Americans, including home-delivered meals; and
- Comprehensive health services delivery for American Indians and Alaska Natives.

The programs and initiatives benefiting women in the Department of Health and Human Services span a wide range of means for improving women's health. Some target specific diseases and health conditions such as cancer, osteoporosis, cardiovascular diseases, and HIV/AIDS, while others use an integrated approach to women's health by promoting comprehensive systems of care and multi-disciplinary research. The Department also works to address service delivery and access to

care for all populations of women, to improve the quality of women's health care and increase opportunities for women in the health professions through programs that target health care providers, and to improve the availability of accurate health information.



DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT SUMMARY

The Department of Housing and Urban Development is committed to developing programs that advance women at every level. The Department's programs have built a bridge for women to achieve self empowerment through job training, business development, rental assistance, homeownership assistance, child care, and transportation.

A comprehensive approach to housing and economic development allows the Department to address both the symptoms of poverty, lack of housing, as well as the causes, such as lack of training and employment. The Department of Housing and Urban Development's Continuum of Care systems, for example, provide necessary emergency shelter as well as more permanent housing and supportive services for homeless families and individuals to achieve independence.

Along with helping women acquire the tools needed to become self sufficient, the Department also funds support services that families need to move towards economic independence, such as child care, transportation, youth mentoring, and tuition assistance. The Department of Housing and Urban Development's Family Self Sufficiency program has given thousands of participating families opportunities for job training, counseling and other social services, while they are living in assisted housing.

The Department's housing program is giving more women the opportunity to become first-time home buyers. By providing mortgage

insurance, through the Federal Housing Administration, and supporting other homeownership programs for women, like Housing Opportunities for Women, the Department is helping make the dream of homeownership a reality for women around the country.



DEPARTMENT OF TRANSPORTATION SUMMARY

At the 1995 United Nations Fourth World Conference on Women, the United States committed to serve as a leader in addressing the human rights issues affecting women and girls around the world. The Platform for Action—the official United National document drafted at the Conference—called for specific steps to bring about positive change and deal with the numerous issues facing women throughout the world.

The U.S. Department of Transportation recognizes the importance and has been a leader in advocating workplace equity for all of its employees. In 1993, under the Clinton Administration, the Department began a more aggressive campaign that resulted in specific actions to ensure that workplace equity and diversity were fully integrated into the Department's strategic objectives and plans. As a result of the leadership of Secretary Rodney E. Slater, the Department of Transportation has been able to implement policies and programs that are advancing the cause of women in key areas including increased employment, work life, family-friendly workplace, child care, economic opportunities, education and training, workplace equity, and transportation benefits. In addition, the Department has taken aggressive steps to provide its employees with an education and awareness program to help confront basic human rights issues including violence against women, poverty, health, and the environment.

In addition to the many programs and policies the Department has implemented to ensure its employees an equitable and diverse workplace, Secretary Slater has taken an active role in advancing the goals of equity, development, and peace for all women. Accomplishments include:

- Policies set to protect women and families through the development of safety standards in transportation systems;
- Recognition as the vanguard federal department in assisting women in obtaining contract opportunities;
- Steps taken to break the “glass ceiling” and increase the number and percentage of women in leadership roles at the Department of Transportation; and
- Development of an aggressive public awareness initiative aimed at the youth of the country, encouraging their readiness to take on the transportation challenges of a new century and a new millennium.



DEPARTMENT OF ENERGY SUMMARY

The Department of Energy is committed to the advancement of the status of women in all aspects of the Department's endeavors. The Department's missions are broad and far-reaching in science and technology, national security, energy, and the environment. The work of the Department ranges from basic research and high energy physics to the development of more energy efficient homes and the support of non-proliferation and stockpile surety of nuclear weapons. A high priority is placed on cleaning up past environmental damage and developing technologies and policies to improve the quality of the environment for future generations.

The Department's workforce consists of more than 14,500 federal employees and more than 100,000 contractor employees across the country. Several thousand federal employees serve across the United States in the Department's field offices. About 59,000 people work in laboratories in 12 states where most of the Department of Energy's research and development activities are carried out. The total Department budget for FY 2000 is about \$18,000,000,000, most of which is related to science and technology. The Department views its people in Headquarters and its field offices and laboratories as its most important resource and values their contributions. The Department of Energy is committed to attracting and retaining highly qualified women as part of a diverse workforce and makes the safety, health, and well-being of the workforce its highest priority.

Half of the United States population is female and more than 20 percent of the workforce are members of a minority group. Each of us in the science and technology community is responsible for contributing to the Nation's S&T enterprise, by helping to ensure a fully trained, scientifically literate U.S. workforce. The Department of Energy has attractive programs and processes in place to advance the status of women in the Department. What distinguishes these efforts is the Department of Energy's determination and pragmatic steps to change the workplace culture to ensure women are encouraged, nurtured, rewarded, and advanced for their contributions in an agency that views people as its most important resource.

One of Secretary Richardson's highest priorities since joining the Department has been to undertake a serious effort to strengthen the Department of Energy's workforce and management capabilities while addressing workforce diversity issues. Last November, the Department launched Workforce for the 21st Century Initiative (Workforce 21), which focused on building a talented and diverse workforce in order to strengthen the Department's technical, management, and overall workforce readiness capabilities.

Under Workforce 21, the Department has an opportunity and responsibility to address longstanding underrepresentation of women and

minorities in senior management and technical positions. To provide focus, support, and accountability to this commitment, Secretary Richardson issued in May 1999 a broad Department-wide strategic plan entitled *Achieving and Promoting a Workforce That Looks Like America: A Companion to Workforce 21*. The Plan identifies specific opportunities and goals for building a representative work force, while institutionalizing workforce management systems that foster equal opportunity at all levels, including hiring, promoting, and training practices. The objective is to create and sustain a Department of Energy Workforce that looks like America and better uses the female half of the U.S. population.

The Department chairs a Working Group on Women in Science and Technology. Its purpose is to establish a forum among federal agencies for coordination and development of improved measures to recruit and advance women in the science and technology workforce, both nationally and internationally.

Secretary Richardson is creating an atmosphere of inclusion by hiring, promoting, and retaining employees of all races, ethnic groups, religions, and ages; people with disabilities; and men and women. Since his appointment in the fall of 1998, two-thirds of political appointees hired or promoted have been women or minorities; in all, 45 percent have been women. Of the eight career field managers named during Secretary Richardson's tenure, five have been women.

The male/female ratio of field positions is now 50-50. That is an outstanding example of the Department's measurable progress, fully in the spirit of the U. N. Platform and the goals of the President's Interagency Council on Women.



DEPARTMENT OF EDUCATION SUMMARY

The Department of Education is committed to equal access and educational excellence for all children. A quality education is the foundation on which all Americans rely to become productive and economically independent citizens in a racially and culturally diverse society.

To ensure that all students have an equal opportunity to participate in programs, under Section 427 of the General Education Provisions Act, the U.S. government requires all applicants for Department of Education grants to address ways they will overcome barriers to equitable access and participation in Department of Education-funded programs, including barriers based on race, gender, disability, national origin, and age. A Special Assistant for Equity was added to the Office of the Secretary to advise the Secretary and other senior officers on issues of equity, including promoting, coordinating, and evaluating gender equity programs.

Other department programs and activities to advance access and participation by women and girls in education include the following:

Women's Education Equity Act Program

Under the Women's Educational Equity Act Program, the Department supports programs to promote effective gender equity policies and practices in educating girls and women, in particular girls who suffer multiple discrimination; to assist institutions meet the requirements of Title IX; and to support research and development that

advances gender equity nationwide. The Women's Education Equity Act Resource Center distributes gender equity publications and products and provides information and assistance on gender equity to educators. Since 1974 support for this program has totaled more than \$100,000,000.

Gender Equity Expert Panel

The panel was established in 1996 to designate promising and exemplary products, programs, practices, and policies for gender equity.

Elementary And Secondary Education

In 1994 the Goals 2000: Educate America Act established a national framework for education reform that provides for an equal educational opportunity for all students, including women and girls, to meet high academic standards. All programs and efforts have been guided by these goals over the past five years. Key examples are the Reading Excellence Program and Even Start. These programs aid in breaking the cycle of poverty and low literacy. Approximately 85 percent of those participating in Even Start have been women.

Title IX Enforcement

The Department's Office for Civil Rights enforces compliance with Title IX, which prohibits discrimination on the basis of sex. In 1998 Office of Civil Rights received 545

complaints alleging discrimination based sex. In 1998 the Office issued guidelines to colleges and universities clarifying their responsibility to award athletic scholarships in a non-discriminatory manner. In addition, in 1998, Secretary Riley, with the Office of Civil Rights' participation, issued a "dear colleague letter" to chief state school officers and district superintendents summarizing their obligations regarding sexual harassment. In January 1999 the Office issued similar guidance to colleges and universities.

The Office of Civil Rights, jointly with the National Association of Attorneys General, also issued a guide to schools entitled *Protecting Students From Harassment And Hate Crime: A Guide For Schools*. The Office is currently updating the guide in light of another recent Supreme Court ruling in *Davis v. Monroe County Board of Education*. In this case, the Supreme Court upheld the government's position that student-on-student sexual harassment is covered by Title IX.

Post-Secondary Education

The increase in female graduates from colleges and graduate schools is a major accomplishment. The Department provides financial assistance for higher education through grants and loans to students and through other programs that can benefit women. The increasing number of women going to college is a testament to the effect that access to financial support can have.

In addition, programs such as TRIO programs and Gear-Up (Gaining Early Awareness and Readiness for Undergraduate Programs), are designed to motivate and support low-income and disadvantaged students with assistance with college. Many TRIO programs are credited with helping women with unexpected life challenges to advance their education. And amendments to the Higher Education Act made in 1998 (for example, the campus-based child care provision and the campus crime disclosure requirements) provide further support that can benefit women pursuing higher education.



DEPARTMENT OF VETERANS AFFAIRS SUMMARY

Based on the 1990 Census, some 1.2 million women are veterans, or about four percent of the total veteran population. Currently, women make up 14 percent of the current active duty military force. The Department of Veterans Affairs health facilities provided care to 132,839 women veteran patients in FY 1998, and 14,398 women veteran's inpatients. Since 1992, the number of women utilizing the Department of Veterans Affairs services has shown an annual increase of ten percent nationwide. By the year 2010, women will comprise more than ten percent of the veteran population. The Department of Veterans Affairs has paid more than 70 billion dollars in education benefit payments to veteran's dependents and active duty members since 1944. More than 420,000 women veterans have received education benefits over the last five decades. Approximately nine percent of post-Vietnam era Veterans Educational Assistance Program trainees and 13 percent Montgomery GI Bill trainees have been women.

Women and girls benefit from all ten of the Department's major program areas: medical care services, medical research, medical education, compensation, pension, insurance, education, vocational rehabilitation, housing credit assistant, and burial/cemetery services. In fact, women veterans are the subject of at least two Special Emphasis Programs. The Center for Women Veterans was established as one of the two Special Emphasis Programs. The mission of the Center for Women Veterans is to ensure that women veterans have equal access to all Veterans Affairs services and

benefits. This is accomplished through integration of clinical care, educational efforts, and research on women veterans-related issues that will improve women veterans' use of VA health care and benefit programs. A major goal of the Secretary of the Department of Veterans Affairs is providing comprehensive health care services to women veterans, including general reproductive health care and sexual trauma counseling. To achieve that goal, the Women Veterans Health Program was also given Special Emphasis Program status. The programs are described in great deal in the submission, under the topic Women and Health.

The submission includes a description, in narrative form, of programs and initiatives benefiting women and girls in four of the 12 Areas of Critical Concern outlined in the Beijing Platform for Action. The four areas are: Education and Training of Women; Women and Health; Women and the Economy; and Institution Mechanisms for the Advancement of Women. Some of the programs and initiatives included are:

Education And Training Of Women

The Department of Veterans Affairs is the Nation's largest employer of registered nurses. In 1998 the Department of Veterans Affairs earmarked 50 million dollars to be applied over the next five years to assist its nursing personnel to obtain the baccalaure-

ate (or higher) degree, as well as to meet other specific occupational training needs.

Women and Health

Health Centers have been established throughout the country to develop programs that focus on the unique health care needs of women veterans.

Programs have been established to improve health care the health care and support services available to women veterans. Included among these programs is a sexual trauma counseling and treatment program. Although rates of sexual harassment in the active duty military having declined in recent years, there are still a significant number of women veterans who seek and require the Department of Veterans Affairs' treatment for sexual trauma experienced while on active duty.

Scientists from the Department's Central Arkansas Veterans Healthcare System and its affiliate, the University of Arkansas for Medical Sciences published research that could lead to clinical trials of a bone-regenerating pill in as little as three years, and to an osteoporosis cure within the decade. The study on bone regeneration appeared in the August 16, 1999, issue of *The Journal of Clinical Investigation* and examined the role of parathyroid hormone in reversing bone loss.

Women and the Economy

The Department of Veterans Affairs Loan Guaranty Service administers the housing loan program. This benefit assists eligible veterans with financing the purchase of

homes with no down payment and loan terms at a rate of interest that is competitive with the rate charged on other types of mortgage loans. Between June 22, 1944, and June 30, 1999, veterans obtained 16 million housing loans totaling 640 billion dollars under the GI guaranteed housing loan program. Of these loans, 6.9 percent were granted to female veterans or active duty service members.

Institutional Mechanisms for the Advancement of Women

The Department of Veterans Affairs is planning the National Summit on Women Veterans Issues to be held in the year 2000, which will provide an opportunity to bring together the Department of Veterans Affairs' staff, representatives of the women veterans community, Congressional staff, active duty personnel and veterans service organizations to identify, and discuss issues of concern to women veterans.



ENVIRONMENTAL PROTECTION AGENCY SUMMARY

The Environmental Protection Agency's mission is to protect the public health of the entire U.S. population and the Nation's natural environment. The Environmental Protection Agency's activities in these two critical areas, health and the environment, contribute to the lives of women and children in five other areas—Poverty, Education and Training, Decision-Making, Institutional Mechanisms, and the Girl-Child.

The Environmental Protection Agency is committed to investigating the unique impacts attributable to gender, ethnicity, geographic origins, and age of affected populations to determine more precisely whether environmental threats pose a greater risk to women, children, the elderly, and other subgroups of the population. Researchers found that the tolerance level of women and children to certain environmental exposures is different than adult males. The Agency's research studies on women and children contribute to the Environmental Protection Agency's ability to set standards and regulations to further protect women and children. The Agency provides information to the general public, industry, health providers, federal agencies, and Agency regulators to protect the population from the risks of exposure to environmental toxins.

The Environmental Protection Agency contributes to the Nation's research on the impact of environmental factors on the population at large, including women's and children's health. Some of this work is

performed in partnership, or collaboration with the U.S. Department of Health and Human Services, the U.S. Department of Agriculture, and other federal agencies. Research activities address age and gender differences in susceptibility and exposure including radiation, radon, automobile pollution, and mercury, breast and ovarian cancer, childhood asthma, developmental and reproductive effects in support of decisions regarding pesticide residues, air quality and water quality.

The Environmental Protection Agency's Office of Children's Health Protection was created to ensure that the study of environmental impacts on children is included in the agency's work and research. The Environmental Protection Agency is an outstanding example of women providing significant leadership for the Agency and fully participating in its work, since the Administrator and an important part of the executive leadership of the Agency are women, as well as its scientific and technical staff.

As a result of efforts to include the consideration of women and children in the Environmental Protection Agency's work, the Agency is better protecting women's and children's health from toxic chemicals, expanding research on environmental risks and exposures unique to women and children, and reducing women's and children's health risks from food pesticides. The Agency is developing a methodology for setting water quality standards that accounts for populations most at risk, including women of childbearing age and children. The Environmental

Protection Agency is also speeding up the cleanup of toxic waste sites, protecting women and children from lead poisoning, reducing air pollution that protects women's and children's health, and expanding reporting of community right-to-know information.

The Environmental Protection Agency's activities in protecting public health and the environment effects women and children in the following ways:

- The Environmental Protection Agency studies, evaluates, and registers pesticides, and the Agency is developing a National Agenda to Protect Children's Health from Environmental Threats.
- Environmental Protection Agency standards now consistently seek out data on hazards, exposures, and dose response functions that may indicate disproportionate health risks to children. The *EPA Children's Environmental Health Yearbook* describes the Agency's extensive work related to these risks. A new Agency study of Alaska Native maternal and cord blood will provide information on the potential harmful health effects on indigenous populations from environmental contaminants in traditional foods.
- The Environmental Protection Agency recently updated the National Ambient Air Quality Standards and released the integrated Air Toxics Strategy required by the Clean Air Act.
- The Agency funded the construction of sewage treatment plants (\$70 billion since 1972) and drinking water treatment plants (\$2.7 billion since 1997) through grants to communities and the Drinking Water State Revolving Fund and the Clean Water State

Revolving Fund, thus continuing to ensure a national infrastructure to deliver clean and safe water. A Strategic Objective (C.1.) of the Beijing Platform is to increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services. One of the Actions (x) to be taken to implement that objective is to ensure the availability of and universal access to safe drinking water and sanitation and put in place effective public distribution systems as soon as possible. The Environmental Protection Agency established standards for safe drinking water under the Safe Drinking Water Act and conducted a drinking water contaminants and industrial chemicals study for the Endocrine Disrupter Screening Program. The Agency provides the framework for states and Tribes to issue fish consumption advisories containing safe consumption rates for the population at large and sensitive populations, including pregnant women, nursing mothers, and children; and distributes pamphlets to guide the general public on fish consumption with these special warnings.

- The Agency's work enhancing public participation in the cleanup of hazardous waste sites and providing for worker training has had a great positive impact on women. This affected a significant percentage of low income women in the program who learned to understand and address the environmental health issues facing their communities.
- Environmental Protection Agency websites provide information that helps protect and restore the environment and public health, including information on water quality and watershed health and protection. This

information can be useful to protect Americans from risks of outbreaks of E-coli and encephalitis. The Agency is continuously expanding and strengthening its database on the impacts of environmental toxins on the population, with special emphasis on women and children. The Agency established the Developmental and Reproductive Toxicology database, a bibliographic database of literature on agents that may cause birth defects and other developmental disorders. The Agency also created the Children's Environmental Health and Safety Inventory of Research database, which contains information on federal research regarding adverse health effects in children resulting from exposure to environmental health and safety risks.

- In the international arena, the Agency participates on the International Negotiating Committee to reduce the threat from persistent organic compounds. Research suggests that persistent organic compounds affect reproduction in women and the development of fetuses and newborns. Also in the international area, the Agency has worked to improve access to safe drinking water and sanitation services in El Salvador, Nicaragua, and Honduras. In these three Central American countries the Environmental Protection Agency's work focused on source water protection, enhancement of Laboratory capacity, and treatment plant optimization. The average woman in El Salvador spends more than two hours a day walking to freshwater sources, and is thus disproportionately effected. The Agency is reducing environmental

contamination in the United States-Mexico border area through funding infrastructure investments, including wastewater and drinking water treatment and projects for the management of municipal solid waste. In cooperation with the government of the Czech Republic, the Environmental Protection Agency is assessing the effects of air pollution on women and newborns. The Agency is also conducting programs to reduce women and girls' exposure to lead, which include sponsoring a policy planning workshop in Bangkok, Thailand, to develop a regional approach for Asia and sponsoring a training course in Guatemala.

The Environmental Protection Agency conducts, as well as contributes to, programs with other federal agencies. The Agency's partners in interagency projects and consultations include the Department of Health and Human Services (the Centers for Disease Control, the National Cancer Institute, the National Institute of Environmental Health Sciences, the National Institutes of Health, and the Office of Women's Health), the National Science Foundation, the National Aeronautics and Space Administration, the Department of Defense, and the Department of Transportation. Information about the Environmental Protection Agency is available online at <http://www.epa.gov>.



SMALL BUSINESS ADMINISTRATION SUMMARY

The U.S. Small Business Administration is a leader within the federal government in supporting, promoting, and advocating for women entrepreneurs in the United States and around the world. The Small Business Administration offers a full spectrum of financial, technical, and management assistance services to help its clients start and grow successful businesses. In 1998 the agency offered management and technical assistance to more than one million small business owners and potential entrepreneurs.

The number of women-owned businesses has more than doubled in the last dozen years, and receipts have skyrocketed as women-owned firms increasingly grow beyond traditional small services businesses and into every industry sector, including high-technology fields. Today, the Nation's 9.1 million women-owned businesses employ 27.5 million people and contribute \$3.6 trillion to the national economy. Women now own nearly 40 percent of all U.S. businesses and continue to open businesses at twice the average rate—and stay open longer than other businesses.

All of the Small Business Administration's programs and services are offered to both men and women throughout the United States and its territories, without regard to race, religion, or national origin. There are, however, several Small Business Administration programs and services designed specifically for women. The Women's Business Center Program addresses the unique needs of women, especially those who are economically or socially

disadvantaged. The program plays a significant role in the Small Business Administration's Welfare-to-Work Initiative, providing long-term, in-depth business training, counseling, and support.

The Small Business Administration recognizes the vital importance of the Internet and is using the new technology in a number of ways. The Small Business Administration website provides a vast array of information and links, as well as access to various databases. Among the most important is the procurement network, PRO-Net, which links vendors with federal, state and private procurement officers nationwide.

The Small Business Administration also has two online training resources. The Online Women's Business Center, at <http://www.onlinewbc.org>, receives more than a million hits a month from users in a hundred countries around the world. One of the premier sites on the Internet for women entrepreneurs, it provides a full business curriculum, online individual counseling, worldwide networking, links to countless resources, and much more. Much of the content is available in Spanish. The Small Business Classroom offers short, self-paced, learning modules that are built from existing Small Business Administration and other cosponsored course material and formatted into easy-to-follow learning templates. Certain courses are offered in both Spanish and English. Both sites are free.

The Small Business Administration offers a number of different loan guaranty programs to help those who cannot obtain traditional financing. In addition to these general loan programs, there are loan programs designed in response to the requests and needs of women—the Loan Prequalification Program, SBA *LowDoc* and SBA*Express*. Under the MicroLoan Program, the agency also licenses and funds intermediaries that make direct small loans and provide management and technical assistance to help ensure success.

The Small Business Administration has taken a lead role within the federal government, working with the major federal agencies and departments to increase the number and size of federal procurements that are awarded to women-owned firms. The agency has also led the way in developing women as managers and leaders, providing extensive training and promoting women to the highest levels. In fact, the Administrator, chief of staff and deputy chief of staff of the Small Business Administration are all women, as are about half of the agency's management team.

The Small Business Administration fully supports the increasingly significant role of women in today's world as leaders in government and business but also recognizes that vast inequalities still exist. The agency works to improve the welfare of women worldwide, participating—and often leading—conferences, trade missions and other efforts that strive to help women everywhere better their lives and improve their communities. The only long-term answer to poverty is through

employment and a healthy economy, and entrepreneurship is the key, not just in the United States, but throughout the global community.



CENTRAL INTELLIGENCE AGENCY SUMMARY

The Intelligence Community, mindful of the growing interest in women's issues among key U.S. policymakers, has expanded its analytical coverage of the status and prospects for women abroad in the social, political, economic, and human rights areas in an effort to keep policymakers better informed. Intelligence Community analysis has focused directly or indirectly on such issues as the trafficking of women; violence against women, including systematic rape in armed conflicts; women and health; women in power and decision-making; and the economic status and role of women abroad.

Within the organization, the Central Intelligence Agency has implemented several programs that benefit the work force. These programs improve the education and quality of life for Agency employees. And, to encourage the advancement of science, engineering, and technology throughout the Nation, the Agency has organized and facilitated programs to educate and expand the knowledge of these critical skill areas.



OFFICE OF PERSONNEL MANAGEMENT SUMMARY

The U.S. Office of Personnel Management is the leader in human resource management for the Executive Branch of government. As such, the Office of Personnel Management is committed to providing the federal human resource community with the benefits and flexibility it needs to recruit and retain a dynamic and skilled workforce that will guide the Nation into the 21st century. However, the Office recognizes that in addition to establishing personnel policies that are effective and merit based, a personnel system also must be established that allows federal employees to successfully balance their work and family responsibilities.

In consultation with the President, Congress, federal agencies, and other interested stakeholders, the Office of Personnel Management sets federal human resource management policies that uphold the national values and priorities—including merit principles and veterans' preference—and administers a generous benefits package that makes the federal government an attractive and competitive alternative to the private sector.

In both its leadership role in human resource management and through its administration of the retirement, insurance, and other benefit systems for federal employees and annuitants, the Office of Personnel Management directly impacts the lives of more than 9 million current and former federal employees and their family members each year. As the Clinton Administration's chief agent and advisor on personnel management, the Office is uniquely

positioned to set national policies and influence human resource initiatives throughout the country.

To accomplish this task, the President has called upon the Office of Personnel Management to meet the challenges of creating a new federal workforce—the workforce of the 21st century—that will serve as the model for all employers in the next millennium. The Office is committed to meeting that challenge and is well on the way to achieving a workforce that includes all Americans—from entry level positions all the way to the highest power structures and leadership positions.

Women in society have benefited greatly from the renewed commitment to equity and inclusion. Currently, women hold more Cabinet level and leadership positions in the federal government than at any time in U.S. history. In addition, women continue to make great strides as they successfully compete for mid-level management positions. In 1986, almost half of all women in the federal workforce, 43 percent, were in clerical positions. By 1998, that number had dropped dramatically to only 20 percent. Today, three-quarters of all federally employed women are in Professional, Administrative, or Technical positions. These are the jobs of the future, the ones that the Office is working the hardest to fill.

However, in order to remain competitive the Office of Personnel Management recognizes that current and future employment policies must go beyond just creating a work environment in which all employees have an opportunity to obtain professional success. To live up to the responsibilities and challenges of the next century, the Office must recognize the ever-changing dynamics of the new federal workforce and institute current and future policies that reflect new demographic realities and a renewed commitment to balancing work and family demands. The Office is ready and committed to meeting this new challenge in developing programs for the federal government that promote family values and support working families both today and in the new millennium.



GENERAL SERVICES ADMINISTRATION SUMMARY

The U.S. General Services Administration is one of the three central management agencies in the Federal Government. The General Services Administration's mission is to provide expertly managed space, supplies, services, and business solutions, at the best value, to enable Federal employees to do their jobs. Simply put, the General Services Administration is about great work environments. In support of this mission, the General Services Administration provides workspace, security, furniture, equipment, supplies, tools, computers, and telephones, as well as travel and transportation services. The General Services Administration oversees Federal child care center and telecommuting centers, preserves historic buildings, manages a fine arts program, manages the Federal motor vehicle fleet, and develops, advocates, and evaluates government-wide policy. The General Services Administration contracts for \$40 billion of goods and services annually, with an annual budget of nearly \$13 billion.

The General Services Administration is committed to expanding business opportunities for women. The General Services Administration's Office of Enterprise Development has worked tirelessly to meet the agency's five-percent goal for contracting for women owned businesses. The Office of Enterprise Development has worked with the agency's procurement offices to ensure that small, minority, and women-owned businesses were given the maximum practicable contracting opportunities in the agency's solicitations. The General Services

Administration is saddened by the death of the Associate Administrator for Enterprise Development, Dietra Ford, who so ably and enthusiastically spearheaded these efforts.

The General Services Administration is committed to making quality affordable child care available nationwide. The General Services Administration is responsible for 112 Federal child care centers nationwide, which provide child care for 7,000 children. Through the leadership of President Clinton, the General Services Administration has pledged to have all eligible centers accredited, to ensure proper background checks on center employees, to maintain the highest standards of health and safety, and to improve the child development aspects of the program. In order to meet its goals, General Services Administration has worked with the private sector and other government agencies to increase access to quality affordable child care.

The General Services Administration has long been a leader in furthering telework to foster a family-friendly environment. Charged by President Clinton with a lead role to expand flexible work arrangements, the General Services Administration has worked with the Office of Personnel Management and with the Department of Transportation to further the objectives of the National Telecommuting Initiative. Many of the arrangements also allow workers to spend less time commuting, therefore allowing them to more easily balance work and family responsibilities.

The General Services Administration has also provided excess and surplus computer equipment to the nation's classrooms. By Executive Order, President Clinton streamlined the transfer of excess and surplus Federal computer equipment to the Nation's classrooms and encouraged Federal employees to volunteer their time and expertise to assist teachers and to connect classrooms. The Executive Order allows agencies to donate equipment that it no longer needs either directly or through the General Services Administration.

Finally, General Services Administration programs have promoted women's achievement. For more than a quarter of a century, the Art in Architecture Program of the General Services Administration's Public Building Service has been a driving force behind public art in America. Since 1993, the Art in Architecture program has commissioned 126 artists to provide art for federal buildings. Approximately 35 percent of those artists (44) are women. Nearly half of all the women artists commissioned during the 25-year history of the program have been commissioned since 1993.

The General Services Administration has been instrumental in the President's Commission on the Celebration of Women in American History, which was established to recommend how America should recognize the contributions of women to the Nation's history. Sponsored by the General Services Administration, the Commission held meetings in every region of the country and solicited ideas from hundreds of historians, archivists,

activists, academics, business leaders, students, and others. A report containing recommendations for national and community projects to honor women was presented to the President during Women's History Month in March 1999. The Commission will continue its work throughout the millennial year.



SOCIAL SECURITY ADMINISTRATION SUMMARY

The Social Security and Supplemental Security Income programs are the largest income maintenance programs in the United States and are invaluable in keeping millions of American women out of poverty.

The programs resonate throughout women's lives, providing protection against the loss of income due to retirement, disability, or the death of a family wage earner. For example, the poverty rate among elderly women is 13 percent; without Social Security, it would be 52 percent. Women depend on Social Security. Women represent 60 percent of all aged Social Security beneficiaries and 72 percent of beneficiaries who are age 85 and older.

There are several types of benefits that women may receive, including worker's benefits, spouse's benefits, widow's benefits, and mother's benefits.

Supplemental Security Income, too, is an important program for women. Women always have been the majority of Supplementary Security Income recipients who are aged 65 or older (72 percent). More than half (59 percent) of all persons receiving Supplemental Security Income are female.

Social Security also plays important but relatively little-known roles in helping women escape the vicious circle of domestic violence, learn more about how to plan for their financial futures and find employment if they are disabled.



U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT SUMMARY

In international development work, five years is a very short period for overcoming long-standing economic and social obstacles to gender equality and for achieving discernable results. Yet in the five years since the United Nations' Fourth World Conference on Women in Beijing, the U.S. Agency for International Development has shown an array of very positive changes leading to better lives for women, worldwide.

In all of these instances, the Agency's commitment to mainstreaming gender in program design, implementation, and evaluation has been a key element in bringing about these changes. Investments of development dollars in efforts to increase women's legal literacy, improve girls' access to education, and involve men in reproductive and other family health issues have benefited entire communities. More active democracies, stronger and more equitable economic growth, and improved health status are among the pay-offs of these investments.

The Agency's programs affecting women are found across development sectors: democracy and governance; environment; economic growth and development; population, health, and nutrition; and girls' and women's education. However, a distinction must be made between two types of programs. The first of these is directed toward overcoming economic and social barriers to women that prevent their equal participation in society. These are at the core of the work of the U.S. Agency for International Development's Office

of Women in Development. Drawing on the technical leadership of the Women in Development Office and an extensive network of Women in Development officers and advisers, Agency bureaus and missions are able to address the gender dimensions in their work with growing success.

The second set of programs funded by the U.S. Agency for International Development are designed to give basic protections to women. An example of this are the dollars spent on maternal health and nutrition, HIV/AIDS, and family planning and reproductive health. Agency assistance helps about 25 countries, from Bangladesh to Zimbabwe, build their own capacity to provide voluntary, high-quality family planning and reproductive health services. The Agency has also funded regional and country-specific HIV/AIDS programs in 22 countries in Africa, 12 countries in Latin America and the Caribbean, nine in Asia, and two in Europe and Eurasia. Programs include public education campaigns, prevention and treatment of sexually transmitted diseases, research to identify which programs are most effective, support to networks of community-based organizations, and policy dialogue with host countries.

Three additional highlights pinpoint work that addresses women's equal participation in society:

- The Microenterprise Innovation Project and other Agency-supported microenterprise projects provide small but crucial amounts of

credit to entrepreneurs, the majority of whom are women, through more than 600 funding agreements worldwide. As a result, in FY 1997, more than 1.4 million people (about two-thirds of whom were women) were able to get credit to build or sustain their businesses. The number of participants increased to 3.4 million in FY 1998 (more than 80 percent of whom were women). Loan repayment is uniformly excellent.

Microenterprise is a key element of the Agency's economic growth projects because it has been shown to make a difference in improving people's livelihoods. Moreover, women's access to credit empowers them to participate more fully in household and community decision-making.

- An important component in strengthening democracy and the rule of law worldwide is ensuring that women fully and equally participate at all levels of society and are treated equitably and fairly in the legal system. For example, ten Agency missions in Asia and the Near East have democracy and governance objectives, and most emphasize participation in civil society and/or government institutions. Four (Bangladesh, Morocco, Nepal, and India) explicitly target strengthening civil society through increased participation of women. U.S. Agency for International Development efforts have resulted in increased voter turnout by women, increased numbers of women candidates, and increased attention by local and national officials to such issues as violence against women.

- The long-term benefits to increasing girls' enrollment and school completion rates in developing countries include higher labor productivity, improvements in child survival, reductions in fertility rates, and support for education for the next generation. For this reason, as an integral part of its basic education programs, the U.S. Agency for International Development works to close the gap between girls' and boys' access to basic education, a gap that is pronounced in many countries in which the Agency works. The Agency has allocated more than \$50,000,000 annually to this goal through centrally funded, regional, and mission-level projects. Efforts include mobilizing host-country public and private sector leaders to support girls' education, supporting innovative measures such as community schools and enhanced teacher training to provide a better learning environment for girls, and researching the best ways to use resources to increase women's literacy rates and reduce girls' drop-out rates.

The Agency's Gender Plan of Action, issued in 1996, serves as a blueprint to mainstream gender throughout the Agency's programs and policies and is specific about how to accomplish this goal. The 15-point plan includes modification of the Agency's strategic framework to reflect the integral role of women in sustainable development, revision of procurement and personnel policies, and staff training and other ways to institutionalize

gender mainstreaming throughout Agency operations. In recognition of the Agency's leadership in this area, the U.S. Agency for International Development chairs the Gender and Institutional Change Working Group of the President's Interagency Council on Women.

Finally, while the amount spent on foreign assistance is a small segment of the overall U.S. government's budget, the impact of the dollars expended is quite substantial, as the Agency profiles will indicate. The U.S. Agency for International Development's funding for women in development must be understood in this context. Between 1994 and 1998, the Agency spent almost \$500,000,000 per year, on average, in improving women's status around the world. In FY 1999, about \$605,000,000 was obligated.



PEACE CORPS SUMMARY

Founded in 1961, the Peace Corps has sent more than 155,000 Volunteers to 134 countries to help local communities expand and fulfill their own visions of a better life. As of September 1999, approximately 6,600 Volunteers (more than 4,000 or 61 percent are women) are serving in 77 countries in education, youth development, health, water and sanitation, agriculture, environment, and business development programs.

Approximately 37 percent of Country Directors are women. The Peace Corps recognizes the importance of including women's perspectives in project design and implementation, and the importance of female role models in its projects and administrative operations. The Peace Corps trains all Volunteers in ways to help integrate women into the economic, political, and social development of their countries.

Education

Education is the Peace Corps' largest program, with 40 percent of Volunteers (approximately 1,600 female and 1,040 male Volunteers) involved in more than 80 education projects in Africa, Eastern Europe, the Mediterranean, Asia, the Americas, and the Pacific. The Peace Corps recognizes the role of literacy in women's empowerment, and Volunteers work with women in schools and communities to eradicate illiteracy.

Educational programs emphasize improving instruction for students, improving connections

with host country teachers, expanding educational resources, and developing community activities.

Because education is the path to progress and achievement for many women in the developing world, the Peace Corps places a high priority on strengthening education and life options for girl-children. Examples of programs include collaboration with schools and local organizations in more than 20 countries to develop scholarship programs at the primary, secondary, and continuing education levels; mentoring activities in more than 20 countries that link girls to professional women for the purpose of broadening girls' view of the value of education and exposing them to a range of professional opportunities; and training programs in approximately 14 countries to provide teenage girls in orphanages with marketable skills that will increase their future employment options.

Health, Water, and Sanitation

Approximately 1,100 Peace Corps Volunteers in 36 countries are involved in health-related projects. They and their counterparts develop and implement programs to expand awareness of health issues and access to health care, and to strengthen local health care sectors. Programs focus on nutrition, child survival, maternal health, communicable diseases, HIV/AIDS prevention, substance abuse, dental health, vision

and hearing testing, cancer screening, and first aid. In addition, more than 400 Volunteers work directly with women to improve access to clean water and strengthen local sanitation practices. In all projects, Volunteers make a special effort to incorporate women in decision-making processes.

Business Development

More than 800 Peace Corps Volunteers work in approximately 35 small business development projects in Africa, Latin America, the Pacific, Asia, and Eastern Europe. They cooperate with government officials, non-governmental organizations, schools, women's groups, cooperatives, and communities to help women increase family income, gain access to credit, identify markets, develop businesses, develop leadership skills, and prepare girls to enter the workplace. Peace Corps Volunteers are teaching or serving as business consultants for Junior Achievement projects in at least 30 countries. These projects educate young women about business and economics, broaden their horizons, and help to prepare them for the workforce.

Leadership Development for Women and Girl-Children

Peace Corps Volunteers work with women and girls to build leadership skills and self-esteem through a wide range of projects and activities. The purpose of these projects is to help women take active roles in the decisions that affect them, their families, and communities, and to prepare girls for their adult years. These projects focus on

team-building, understanding women's role in development, building self-esteem, conflict resolution, and leadership skills for women and girls. An example of leadership training is Camp Girls Leading Our World, a girls' leadership summer camp started in 1996 by Volunteers in Romania and replicated in other countries. The camp brings women and girls together to build self-esteem, engage in career planning, develop friendships, and recognize their own strengths and values.

Violence Against Women

Throughout the Peace Corps Volunteer cycle, from recruitment and training through completion of service, staff and Volunteers strive to reduce the safety risks Volunteers may face. Individual Volunteers have the primary responsibility for their personal safety, and Peace Corps staff support Volunteer efforts through thoughtful policy formulation, provision of appropriate resources and training, open communication, and crisis response and management. In addition, the Peace Corps encourages authorities in countries where Volunteers serve to recognize and support the rights of female victims of sexual harassment, physical assault, and rape.



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION SUMMARY

Since 1995 the Equal Employment Opportunity Commission has been actively improving the lives of women in America by helping end discrimination in the workplace. Among the highlights of the Commission's accomplishments are:

- **Extensive Educational Efforts**

The Equal Employment Opportunity Commission has been aiming its efforts at women and their employers to educate them about their rights and responsibilities under the law. These efforts include technical assistance programs for employers specifically addressing sexual harassment as well as meetings with advocates to determine the best ways to reach women and improve enforcement of the laws that most affect them.

- **Excellent litigation success**

In the past five years, \$290,781,970 has been awarded to women complainants. The agricultural, manufacturing, nursing, poultry processing, and restaurant industries, among others, have all been put on notice discrimination against women will not be tolerated.

- **Issuance of highly relevant guidance for employers and employees alike**

Among the guidance issued by the Commission was direction on equal pay and contingent workers rights.

- **Partnership with other federal agencies**

The Equal Employment Opportunity Commission has signed Memoranda with the Department of Labor and the Department of Justice designed to help the agencies work

together to efficiently enforce discrimination laws, particularly those covering pay and immigration issues.

- **Partnership with the private sector**

In response to rising numbers of pregnancy discrimination charges, the Commission formed an alliance with the National College of Obstetricians and Gynecologists to inform pregnant women of their workplace rights.

NATIONAL ENDOWMENT FOR THE
HUMANITIES

**NATIONAL ENDOWMENT FOR
THE HUMANITIES SUMMARY**

Throughout its 35-year history, the National Endowment for the Humanities has supported numerous projects that seek to improve the understanding of women, their contributions to and their changing roles in society. Since 1995 the National Endowment for the Humanities has awarded more than \$18,500,000 through its existing grant programs on projects related to women and children.

From its Division of Research to the Division of Education, the National Endowment for the Humanities can boast of funding projects of, by, and about women and girls. Research on such varied topics as women writers, gender roles, political participation and health have increased the body of knowledge on what has been called "women's issues," but which really give us all a broader perspective on society, public policy and cultural traditions. Through its support of literacy programs, the National Endowment for the Humanities has provided generations of women and families with a legacy of learning and shared experience in the love of reading. Documentaries and exhibitions bring the contributions and accomplishments of women, those famous and those previously unknown, to the general public. The accompanying public programming, catalogues and teacher guides increase the potential of these documentaries and exhibitions to inform the public of the important contributions of women in history. The National Endowment for the Humanities has also helped teachers introduce new perspectives in the teaching of such humanities subjects as history, literature, religion, politics and interdisciplinary courses

with science through its support of Education Demonstration and Development projects, Summer Institutes and Seminars and online educational materials. Finally, the National Endowment for the Humanities is helping girls realize their potential through support of projects such as Girls Dig It and reading and discussion programs for teen mothers.

Although it is a small agency with a \$111,000,000 annual budget, the National Endowment for the Humanities is proud of its record of supporting, and will continue to support, projects that preserve and celebrate the uniquely important contributions of women and girls to history and that inform the understanding of their influence on today's society.



U.S. INFORMATION AGENCY SUMMARY

The United States Information Agency was an independent foreign affairs agency within the executive branch of the federal government until its consolidation with the State Department in 1999. The Agency promoted mutual understanding between the United States and other countries worldwide through a broad variety of educational and cultural exchange programs and activities. The Agency also explained and supported U.S. foreign policy and national security interests abroad through a wide range of information programs.

The U.S. Information Agency continues to be committed to ensuring that all of its activities reflect the diversity of society. It sought and encouraged the involvement of traditionally underrepresented audiences, including women, racial and ethnic minorities, people of low and moderate income, people from rural communities and people with disabilities.

In October 1999, the United States Information Agency was consolidated into the Department of State.

This U.S. Information Agency's submission has been prepared to demonstrate the Agency's support of programming for women and the issues that affect women's lives and to encourage more activity in this area. It does not include every program the Agency has done that involves or affects women; however, it is a sampling of the kinds of activities specifically relating to women. Most U.S. Information Agency programs and activities have a high percentage of female participants.

THE WHITE HOUSE SUMMARY

At the 1995 United Nations Fourth World Conference on Women in Beijing, First Lady Hillary Rodham Clinton declared that “if there is one message that echoes forth from this conference, it is that human rights are women’s rights—and women’s rights are human rights.” This principle is reflected in Administration policy, charting an agenda that advances the lives of women and girls at home and around the world.

The President’s commitment to recognizing the lives and talents of women is evident by his decision to appoint more women to senior positions in the Cabinet and Administration than any previous U.S. President. Many of these appointees serve in prominent positions never before held by women, including the first female Secretary of State and Attorney General.

The President and First Lady have launched many significant Administration initiatives benefiting women at White House ceremonies, raising the level of public attention and debate. One of the most significant events at the White House was held in honor of International Women’s Day 1998, when President Clinton issued a memorandum outlining steps to combat violence against women and trafficking in women and girls. Roundtables and conferences hosted at the White House include a Roundtable on Equal Pay, Roundtable on Domestic Violence, White House Conference on Child Care, White House Conference on Mental Health, the importance of strengthening

and modernizing Medicare for women and events focussing on Social Security.

When President Clinton assumed office, he immediately acted to overturn actions taken by previous administrations to restrict a woman’s right to choose. Each year, this Administration has recommended increased support for reproductive health care, greatly increasing reproductive health care access to low-income women. Additionally, the First Lady has worked to build support for women’s reproductive health services in her travels around the world.

For the past seven years, the First Lady has promoted a multi-faceted campaign to raise awareness about the impact of breast cancer on so many women in the United States. Mrs. Clinton has hosted a series of White House events addressing breast cancer, and has also recorded public service announcements.

Expanding economic security and opportunity for women continues to be a White House priority. In addition to working to attain equal pay, the President and First Lady have worked to expand microcredit loans to women within the United States and abroad. The First Lady addressed a Microcredit Summit, applauding microcredit loans as an excellent way to lift women from poverty in the United States, and the President embarked upon a New Markets tour in an effort to stimulate economic activity

in poverty stricken communities. While traveling abroad, the First Lady has advocated the extension of microcredit loans to women, and spoken out on the need to improve health care, education and other human rights concerns of women.

The first ever White House Office for Women's Initiatives and Outreach advocates on behalf of policies related to women and families. The Women's Office serves as a liaison to constituency groups, and factors the concerns of outside experts and groups into the decision-making process at the White House.

In 1998 President Clinton established the President's Commission on the Celebration of Women in American History, bringing greater visibility to the heroism and contributions of women in building the Nation and in their local communities.

Through Administration initiatives to expand access to education and economic opportunity, increased support for women's health and ending violence against women, and the appointment of women to the highest levels of government service, this Administration has built on the Beijing Platform for Action and set the Nation on the course to achieve even further progress in the years to come.

Speeches

**THE WHITE HOUSE
OFFICE OF THE PRESS SECRETARY**

**FOR IMMEDIATE RELEASE
SEPTEMBER 5, 1995**

**FIRST LADY HILLARY RODHAM CLINTON
REMARKS TO THE UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN
BEIJING, CHINA**

Thank you very much Gertrude Mongella, for your dedicated work that has brought us to this point.

Distinguished delegates and guests, I would like to thank the Secretary General of the United Nations for inviting me to be part of the United Nations Fourth World Conference on Women. This is truly a celebration—a celebration of the contributions women make in every aspect of life: in the home, on the job, in the community, as mothers, wives, sisters, daughters, learners, workers, citizens and leaders.

It is also a coming together; much the way women come together every day in every country.

We come together in fields and in factories. In village markets and supermarkets. In living rooms and boardrooms.

Whether it is while playing with our children in the park, or washing clothes in a river, or taking a break at the office water cooler, we come together and talk about our aspirations and concerns. And time and again, our talk turns to our children and our families.

However different we may appear, there is far more that unites us than divides us. We share a common future. And we are here to find common ground so that we may help bring new dignity and respect to women and girls all over the world—and in so doing, bring new strength and stability to families as well.

By gathering in Beijing, we are focusing world attention on issues that matter most in the lives of women and their families: access to education, health care, jobs and credit, the chance to enjoy basic legal and human rights and to participate fully in the political life of their countries.

There are some that question the reason for this conference. Let them listen to the voices of women in their homes, neighborhoods, and workplaces.

There are some who wonder whether the lives of women and girls matter to economic and political progress around the globe. . . .Let them look at the women gathered here and at

Huairou—the homemakers, nurses, teachers, lawyers, policymakers, and women who run their own businesses.

It is conferences like this that compel governments and people everywhere to listen, look and face the world's most pressing problems.

Wasn't it after the women's conference in Nairobi ten years ago that the world focused for the first time on the crisis of domestic violence?

Earlier today, I participated in a World Health Organization forum, where government officials, NGOs, and individual citizens are working on ways to address the health problems of women and girls.

Tomorrow, I will attend a gathering of the United Nations Development Fund for Women. There, the discussion will focus on local—and highly successful—programs that give hard-working women access to credit so they can improve their own lives and the lives of their families.

What we are learning around the world is that, if women are healthy and educated, their families will flourish. If women are free from violence, their families will flourish. If women have a chance to work and earn as full and equal partners in society, their families will flourish.

And when families flourish, communities and nations will flourish.

That is why every woman, every man, every child, every family, and every nation on our planet does have a stake in the discussion that takes place here.

Over the past 25 years, I have worked persistently on issues relating to women, children and families. Over the past two-and-a-half years, I have had the opportunity to learn more about the challenges facing women in my own country and around the world.

I have met new mothers in Indonesia, who come together regularly in their village to discuss nutrition, family planning, and baby care.

I have met working parents in Denmark who talk about the comfort they feel in knowing that their children can be cared for in creative, safe, and nurturing after-school centers.

I have met women in South Africa who helped lead the struggle to end apartheid and are now helping build a new democracy.

I have met with the leading women of my own hemisphere who are working every day to promote literacy and better health care for the children of their countries.

I have met women in India and Bangladesh who are taking out small loans to buy milk cows, rickshaws, thread and other materials to create a livelihood for themselves and their families.

I have met doctors and nurses in Belarus and Ukraine who are trying to keep children alive in the aftermath of Chernobyl.

The great challenge of this Conference is to give voice to women everywhere whose experiences go unnoticed, whose words go unheard.

Women comprise more than half of the world's population. Women are 70 percent of the world's poor, and two-thirds of those who are not taught to read and write.

Women are the primary caretakers for most of the world's children and elderly. Yet much of the work we do is not valued—not by economists, not by historians, not by popular culture, and not by government leaders.

At this very moment, as we sit here, women around the world are giving birth, raising children, cooking meals, washing clothes, cleaning houses, planting crops, working on assembly lines, running companies, and running countries.

Women also are dying from diseases that should have been prevented or treated; they are watching their children succumb to malnutrition caused by poverty and economic deprivation; they are being denied the right to go to school by their own fathers and brothers; they are being forced into prostitution, and they are being barred from the bank lending office and banned from the ballot box.

Those of us who have the opportunity to be here have the responsibility to speak for those who could not.

As an American, I want to speak up for women in my own country—women who are raising children on the minimum wage, women who can't afford health care or child care, women whose lives are threatened by violence, including violence in their own homes.

I want to speak up for the mothers who are fighting for good schools, safe neighborhoods, clean air and clean airwaves. . . .

. . . for older women, some of them widows, who have raised their families and now find that their skills and life experiences are not valued in the workplace. . . for women who are working all night as nurses, hotel clerks, and fast food cooks so that they can be at home during the day with their kids. . . and for women everywhere who simply don't have the time to do everything they are called upon to do each day.

Speaking to you today, I speak for them, just as each of us speaks for women around the world who are denied the chance to go to school, or see a doctor, or own property, or have a say about the direction of their lives, simply because they are women.

The truth is that most women around the world work both inside and outside the home, usually by necessity.

We need to understand that there is no one formula for how women should lead their lives.

That is why we must respect the choices that each woman makes for herself and her family. Every woman deserves the chance to realize her God-given potential.

We also must recognize that women will never gain full dignity until their human rights are respected and protected.

Our goals for this Conference, to strengthen families and societies by empowering women to take greater control over their own destinies, cannot be fully achieved unless all governments—here and around the world—accept their responsibility to protect and promote internationally recognized human rights.

The international community has long acknowledged—and recently affirmed at Vienna—that both women and men are entitled to a range of protections and personal freedoms, from the right of personal security to the right to determine freely the number and spacing of the children they bear.

No one should be forced to remain silent for fear of religious or political persecution, arrest, abuse, or torture.

Tragically, women are most often the ones whose human rights are violated.

Even in the late 20th century, the rape of women continues to be used as an instrument of armed conflict. Women and children make up a large majority of the world's refugees. And when women are excluded from the political process, they become even more vulnerable to abuse.

I believe that, on the eve of a new millennium, it is time to break our silence. It is time for us to say here in Beijing, and the world to hear, that it is no longer acceptable to discuss women's rights as separate from human rights.

These abuses have continued because, for too long, the history of women has been a history of silence. Even today, there are those who are trying to silence our words.

The voices of this conference and of the women at Huairou must be heard loud and clear:

It is a violation of human rights when babies are denied food, or drowned, or suffocated, or their spines broken, simply because they are born girls.

It is a violation of human rights when women and girls are sold into the slavery of prostitution.

It is a violation of human rights when women are doused with gasoline, set on fire and burned to death because their marriage dowries are deemed too small.

It is a violation of human rights when individual women are raped in their own communities and when thousands of women are subjected to rape as a tactic or prize of war.

It is a violation of human rights when a leading cause of death worldwide among women ages 14 to 44 is the violence they are subjected to in their own homes by their own relatives.

It is a violation of human rights when young girls are brutalized by the painful and degrading practice of genital mutilation.

It is a violation of human rights when women are denied the right to plan their own families, and that includes being forced to have abortions or being sterilized against their will.

If there is one message that echoes forth from this conference, let it be that human rights are women's rights. . . .And women's rights are human rights, once and for all.

Let us not forget that among those rights are the right to speak freely. And the right to be heard.

Women must enjoy the right to participate fully in the social and political lives of their countries if we want freedom and democracy to thrive and endure.

It is indefensible that many women in non-governmental organizations who wished to participate in this conference have not been able to attend—or have been prohibited from fully taking part.

Let me be clear. Freedom means the right of people to assemble, organize, and debate openly. It means respecting the views of those who may disagree with the views of their governments.

**U.S. DEPARTMENT OF STATE
OFFICE OF THE SPOKESMAN**

**FOR IMMEDIATE RELEASE
SEPTEMBER 6, 1995**

**AMBASSADOR MADELEINE K. ALBRIGHT
U.S. PERMANENT REPRESENTATIVE TO THE UNITED NATIONS
REMARKS TO THE FOURTH WORLD CONFERENCE ON WOMEN**

Honored guests, fellow delegates and observers, I am pleased and proud to address this historic conference on behalf of the United States of America.

My government congratulates the thousands who have helped to organize the conference, to draft the Platform for Action, to inform the world about the subjects under discussion here and to encourage wide participation both by governments and NGO's.

We have come here from all over the world to carry forward an age-old struggle: the pursuit of economic and social progress for all people, based on respect for the dignity and value of each.

We are here to promote and protect human rights and to stress that women's rights are neither separable nor different from those of men.

We are here to stop sexual crimes and other violence against women; to protect refugees, so many of whom are women; and to end the despicable notion—in this era of conflicts—that rape is just another tactic of war.

We are here to empower women by enlarging their role in making economic and political decisions, an idea some find radical, but which my government believes is essential to economic and social progress around the world; because no country can develop if half its human resources are de-valued or repressed.

We are here because we want to strengthen families, the heart and soul of any society. We believe that girls must be valued to the same degree as boys. We believe, with Pope John Paul II, in the “equality of spouses with respect to family rights.” We think women and men should be able to make informed judgments as they plan their families. And we want to see forces that weaken families—including pornography, domestic violence and the sexual exploitation of children—condemned and curtailed.

Finally, we have come to this conference to assure for women equal access to education and health care, to help women protect against infection by HIV, to recognize the special needs and strengths of women with disabilities, and to attack the root causes of poverty, in which so many women, children and men are entrapped.

We have come to Beijing to make further progress towards each of these goals. But real progress will depend not on what we say here, but on what we do after we leave here. The Fourth World Conference for Women is not about conversations; it is about commitments.

For decades, my nation has led efforts to promote equal rights for women. Women in their varied roles—as mothers, farm laborers, factory workers, organizers and community leaders helped build America. My government is based on principles that recognize the right of every person to equal rights and equal opportunity. Our laws forbid discrimination on the basis of sex and we work hard to enforce those laws. A rich network of nongovernmental organizations has blossomed within our borders, reaching out to women and girls from all segments of society, educating, counseling and advocating change.

The United States is a leader, but leaders cannot stand still. Barriers to the equal participation of women persist in my country. The Clinton Administration is determined to bring those barriers down.

Today, in the spirit of this conference, and in the knowledge that concrete steps to advance the status of women are required in every nation, I am pleased to announce the new commitments my government will undertake:

First, President Clinton will establish a White House Council on Women to plan for the effective implementation within the United States of the Platform for Action. That Council will build on the commitments made today and will work every day with the nongovernmental community.

Second, in accordance with recently-approved law, the Department of Justice will launch a six-year, \$1.6 billion initiative to fight domestic violence and other crimes against women. Funds will be used for specialized police and prosecution units and to train police, prosecutors and judicial personnel.

Third, our Department of Health and Human Services will lead a comprehensive assault on threats to the health and security of women—promoting healthy behavior, increasing awareness about AIDS, discouraging the use of cigarettes, and striving to win the battle against breast cancer.

And, as Mrs. Clinton made clear yesterday, the United States remains firmly committed to the reproductive health rights gains made in Cairo.

Fourth, our Department of Labor will conduct a grass roots campaign to improve conditions for women in the workplace. The campaign will work with employers to develop more equitable pay and promotion policies and to help employees balance the twin responsibilities of family and work.

Fifth, our Department of the Treasury will take new steps to promote access to financial credit for women. Outstanding U.S. microenterprise lending organizations will be honored through special presidential awards; and we will improve coordination of federal efforts to encourage growth in this field of central importance to the economic empowerment of women.

Sixth, the Agency for International Development will continue to lead in promoting and recognizing the vital role of women in development. Today, we announce important initiatives to increase women's participation in political processes and to promote the enforcement of women's legal rights.

There is a seventh and final commitment my country is making today. We, the people and government of the United States of America, will continue to speak out openly and without hesitation on behalf of the human rights of all people.

My country is proud that, nearly a half century ago, Eleanor Roosevelt, a former First Lady of the United States, helped draft the Universal Declaration of Human Rights. We are proud that, yesterday afternoon, in this very hall, our current First Lady—Hillary Rodham Clinton—re-stated with memorable eloquence our national commitment to that Declaration.

The Universal Declaration reflects spiritual and moral tenets which are central to all cultures, encompassing both the wondrous diversity that defines us and the common humanity that binds us. It obliges each government to strive in law and practice to protect the rights of those under its jurisdiction. Whether a government fulfills that obligation is a matter not simply of domestic, but of universal, concern. For it is a founding principle of the United Nations that no government can hide its human rights record from the world.

At the heart of the Universal Declaration is a fundamental distinction between coercion and choice.

No woman—whether in Birmingham, Bombay, Beirut or Beijing—should be forcibly sterilized or forced to have an abortion.

No mother should feel compelled to abandon her daughter because of a societal preference for males.

No woman should be forced to undergo genital mutilation, or to become a prostitute, or to enter into marriage or to have sex.

No one should be forced to remain silent for fear of religious or political persecution, arrest, abuse or torture.

All of us should be able to exercise control over the course of our own lives and be able to help shape the destiny of our communities and countries.

Let us be clear. Freedom to participate in the political process of our countries is the inalienable right of every woman and man. Deny that right, and you deny everything.

It is unconscionable, therefore, that the right to free expression has been called into question right here, at a conference conducted under the auspices of the UN and whose very purpose is the free and open discussion of women's rights.

And it is a challenge to us all that so many countries in so many parts of the world—north, south, west and east—fall far short of the noble objectives outlined in the Platform for Action.

Every nation, including my own, must do better and do more—to make equal rights a fundamental principle of law; to enforce those rights and to remove barriers to the exercise of those rights.

That is why President Clinton has made favorable action on the Convention to Eliminate Discrimination Against Women a top priority. The United States should be a party to that Convention.

And it is why we will continue to seek a dialogue with governments—here and elsewhere—that deny to their citizens the rights enumerated in the Universal Declaration.

In preparing for this conference, I came across an old Chinese poem that is worth recalling, especially today, as we observe the Day of the Girl-Child. In the poem, a father says to his daughter: “We keep a dog to watch the house, A pig is useful, too, We keep a cat to catch a mouse, But what can we do with a girl like you?”

Fellow delegates, let us make sure that question never needs to be asked again—in China or anywhere else around the world. Let us strive for the day when every young girl, in every village and metropolis, can look ahead with confidence that their lives will be valued, their individuality recognized, their rights protected and their futures determined by their own abilities and character.

Let us reject outright the forces of repression and ignorance that have held us back; and act with the strength and optimism unity can provide.

Let us honor the legacy of the heroines, famous and unknown, who struggled in years past to build the platform upon which we now stand.

And let us heed the instruction of our own lives. Look around this hall, and you will see women who have reached positions of power and authority. Go to Huairou, and you will see an explosion of energy and intelligence devoted to every phase of this struggle. Enter any community in any country, and you will find women insisting—often at great risk—on their right to an equal voice and equal access to the levers of power.

This past week, on video at the NGO Forum, Aung San Suu Kyi, said that “it is time to apply in the arena of the world the wisdom and experience” women have gained.

Let us all agree; it is time. It is time to turn bold talk into concrete action.

It is time to unleash the full capacity for production, accomplishment and the enrichment of life that is inherent in us—the women of the world.



The United Nations
Women's Conference
Women 2000 • Beijing Plus Five

The President's Interagency Council on Women

REGIONAL OUTREACH EVENTS IN THE UNITED STATES

The President's Interagency Council on Women coordinated thirteen outreach events across the United States to celebrate the progress made since the UN Fourth World Conference on Women. These inclusive, regional events were organized in partnership with diverse non-governmental organizations, colleges and universities, and regional community organizations, and offered opportunities to share best practices, achievements and lessons learned. Reports generated at each event were submitted to The President's Council for consideration by the U.S. Delegation to the UN Special Session in June 2000 and are found on our website at <http://secretary.state.gov/www/picw/indx.html>. We would like to recognize the hard work of the coordinators and organizers of these events that helped shape how we tell our story of progress across the country.

KANSAS CITY, MISSOURI: October 13, 1999

Carol Tally Davis, University of Missouri at Kansas City
Rose Kemp, Regional Administrator, U.S. Department of Labor Women's Bureau

WILMINGTON, DELAWARE: November 6, 1999

Kathleen M. Meyer, Conference Coordinator – Women 2000: Beijing Plus Five
Cornelia Moore, Regional Administrator, U.S. Department of Labor Women's Bureau

MANCHESTER, NEW HAMPSHIRE: November 6, 1999

The Honorable Jackie K. Weatherspoon, New Hampshire House of Representatives

DALLAS, TEXAS: November 6 and 7, 1999

Rita Mae Kelly, Co-Chair, Third North Texas UN Conference on Women, The University of Texas at Dallas

CHICAGO, ILLINOIS: December 6, 1999

Nancy Chen, Regional Administrator, U.S. Department of Labor Women's Bureau
Bonnie Koenig, Conference Coordinator, Going International

CHARLOTTE, NORTH CAROLINA: January 28 and 29, 2000

June Kimmel, Southwestern Regional Director, North Carolina Council for Women

BOSTON, MASSACHUSETTS: February 5, 2000

Judy Hickey, Massachusetts Action for Women
Diane Hammer, Simmons Institute for Leadership and Change

SEATTLE, WASHINGTON: February 11 and 12, 2000

Karen Furia, Regional Administrator, U.S. Department of Labor Women's Bureau
Jessie Walker, Conference Coordinator

DENVER, COLORADO: February 12, 2000

Karen Beeks, Director, Global Partnerships for Humanity

SAN FRANCISCO, CALIFORNIA: February 25 and 26, 2000

Marilyn Fowler, Executive Director, California Women's Agenda

ATLANTA, GEORGIA: March 4, 2000

Dorris Muscadin, Program Specialist, U.S. Department of Labor Women's Bureau

BATON ROUGE, LOUISIANA: March 31, 2000

R. Gayle Harell Jackson, Assistant Attorney General, Louisiana Department of Justice

OAKLAND, CALIFORNIA: April 15, 2000

Edna Mitchell, Women's Leadership Institute, Mills College

Federal Programs and Resources for Women and Families

Business

Women's Business Ownership

—assistance with women's entrepreneurial issues

<http://www.sba.gov>

202-205-6673

Department of Labor Women's Bureau

—women's legal rights in the workplace

<http://www.dol.gov/dol/wb>

1-800-827-5335

Department of Labor Women's Bureau, general office

—concerning economic and international issues

<http://www.dol.gov/dol/wb/>

202-219-6611

U.S. Small Business Administration Office of Women's Business Ownership

—specifically created to help women entrepreneurs

<http://www.sba.gov>

202-205-6673

U.S. Small Business Administration

—on managing and financing a woman-owned small business

<http://www.sba.gov>

1-800-8-ASK-SBA

Department of Transportation Short-Term Lending Program

—application for a short-term loan, particularly women in small businesses

<http://www.dot.gov>

1-800-532-1169

Working Women Count! A Report to the Nation, Government Printing Office,

Publication #029-002-0082

—call for a copy of the survey results

http://www.access.gpo.gov/su_docs/

202-512-1800

Discrimination and Violence

Equal Employment Opportunity Commission

—to report sexual discrimination or harassment

<http://www.eeoc.gov>

1-800-669-4000

Office of Federal Contract Compliance

—to report sexual discrimination in any company which contracts with the federal government

<http://www.dol.gov/dol/esa>

202-693-0101

Department of Health and Human Services, National Child Care Information Center

—concerning child care and other work and family issues

<http://www.nccic.org>

1-800-616-2242

Violence Against Women Office in the Justice Department

—for information concerning domestic violence

<http://www.usdoj.gov/vawo>

202-616-8894

Education

Federal Student Aid Information Center

—information and applications for student loans

<http://www.fafsa.ed.gov>

1-800-433-3243

1-800-4-FED-AID

National School-to-Work Program, Learning and Information Center

—about implementing a School-to-Work program in your area; helping students make the connection between schoolwork and career

<http://www.ftw.ed.gov>

1-800-251-7236

Corporation for National Service, AmeriCorps Program

—about AmeriCorps, a program which loans money to students in return for community service

<http://www.nationalservice.org>

<http://www.americorps.org>

202-606-5000

Department of Education, Office for Safe and Drug-Free Schools

—regarding federal programs addressing violence and drugs in public schools

<http://www.ed.gov/offices/OESE/SDFS>

202-260-3954

1-800-624-0100

Department of Education, Information Resource Center

—referral to any Department of Education program, including Goals 2000: Educate America

<http://www.ed.gov>

1-800-USA-LEARN

Department of Bilingual Education and Minority Language Affairs

—about bilingual education programs

<http://www.ed.gov/offices/OBEMLA>

Department of Health and Human Services, Head Start

—about Head Start, a pre-school program for low income children.

<http://www.hhs.gov>

Department of Education, Women's Educational Equity Act Program

—funding for agencies and organizations which implement programs to promote educational equality for women and girls

<http://www.ed.gov>

Department of Justice, Educational Opportunity Section

—federal statutes concerning discrimination in schools

<http://www.usdoj.gov/crt/overview.html>

202-514-4092

Health

National Domestic Violence Hotline

—domestic violence, emergency shelters, legal advocacy, assistance programs, social services, and batterers' programs

<http://www.ndvh.org>

1-800-799-SAFE

Public Health Services, Office on Women's Health.

—coordinates and provides general information on resources, services, and education on women's health programs in the federal government

<http://www.4woman.gov>

202-690-7650

Public Health Services, Office of Population Affairs

—oversees federally funded family planning clinics

<http://www.hhs.gov/progorg/opa/opa.html>

301-594-4000

Office of Research on Women's Health, National Institutes of Health

—about Women's health research at the National Institutes of Health

301-402-1770

Office of Women's Health, Food and Drug Administration

—Food and Drug Administration policies and regulations concerning women's inclusion in clinical drug trials and research

<http://www.fda.gov/womens/>

301-827-0350

888-INFO-FDA

Eldercare Locator, Department of Health and Human Services Administration on Aging

—for assistance for elder persons and caregivers

<http://www.aoa.dhhs.gov>

1-800-677-1116

National Clearinghouse on Alcohol and Drug Information, Department of Health and Human Services, Center on Substance Abuse Prevention

<http://www.health.org>

1-800-994-9662

National Institute of Mental Health Depression

<http://www.nimh.nih.gov>

1-800-421-4211

Women's Health Initiative, National Institutes of Health

—largest study on preventing heart, lung and bone disease in older women

<http://www.nih.gov>

1-800-994-9662

Cancer Information Service, National Cancer Institute

—about cancer and for referral to an Food and Drug Administration-approved mammography center in your area

<http://www.nci.nih.gov>

1-800-4-CANCER

AIDS Clearinghouse, Centers for Disease Control and Prevention

—about AIDS and referral to research and medical services

<http://www.edcnpin.org>

1-800-458-5231

Children and Youth

Department of Labor, Wage and Hour Division, Family and Medical Leave Team

—to find out your rights under the Family and Medical Leave Act

1-800-959-FMLA

Department of Health and Human Services, Administration for Children and Families, Child Care Bureau

—for referrals to local, federally funded child care centers, and information about national child care policies

<http://www.acf.dhhs.gov/programs/fysb>

202-442-5999

Corporation for National Service, Learn and Serve America

—grants to community and school-based programs

<http://www.nationalservice.org>

202-606-5000

Department of Health and Human Services, National Institute of Child Health and Human Development

—for biomedical information on children's disorders and health, research reproductive health, and preventative medicine

<http://www.calib.com/nccanch>

703-385-7565

Department of State, Office of Children's Issues

—about international child adoption

<http://www.state.gov>

202-647-2688

Department of Health and Human Services, Administration for Children and Families, Child Support Enforcement

—on child support enforcement

<http://www.acf.dhhs.gov>

Department of State, The President's Inter-agency Council on Women

—coordinates follow-up of the UN Women's Conference

<http://www.secretary.state.gov/www/picw/index.html>

202-647-6227

Index

A

B

C

CENTRAL INTELLIGENCE AGENCY 20, 38, 145, 162, 219, 254

COMMUNITY DEVELOPMENT FINANCIAL INSTITUTIONS FUND/ DEPARTMENT OF TREASURY 23

D

DEPARTMENT OF AGRICULTURE 2, 5, 6, 10, 25, 79, 94, 171, 183, 219, 220, 281

DEPARTMENT OF AGRICULTURE/ DEPARTMENT OF HEALTH AND HUMAN SERVICES 80

DEPARTMENT OF AGRICULTURE/ PRESIDENT'S INTERAGENCY COUNCIL ON WOMEN 248

DEPARTMENT OF COMMERCE 17, 25, 33, 39, 42, 55, 93, 106, 114, 156, 165, 166, 171, 179, 180, 181, 184, 206, 210, 243, 245, 248, 260, 262, 281, 282, 293

DEPARTMENT OF COMMERCE/ SMALL BUSINESS ADMINISTRATION 178, 179

DEPARTMENT OF DEFENSE 36, 41, 50, 73, 75, 108, 109, 118, 120, 126, 142, 144, 145, 175, 185, 210, 220, 236, 253, 262

DEPARTMENT OF DEFENSE/ DEPARTMENT OF AGRICULTURE 205

DEPARTMENT OF DEFENSE/ DEPARTMENT OF JUSTICE 120

DEPARTMENT OF DEFENSE/ SMALL BUSINESS ADMINISTRATION 175

DEPARTMENT OF DEFENSE] 185

DEPARTMENT OF EDUCATION 28, 29, 30, 31, 32, 33, 35, 40, 43, 49, 51, 65, 108, 127, 167, 178, 185

DEPARTMENT OF EDUCATION/ DEPARTMENT OF JUSTICE 28

DEPARTMENT OF EDUCATION/ SOCIAL SECURITY ADMINISTRATION 41, 177, 224

DEPARTMENT OF ENERGY 17, 40, 94, 164, 176, 184, 195, 206, 210, 262, 263, 272

DEPARTMENT OF HEALTH AND HUMAN SERVICES 9, 10, 11, 61, 63, 64, 66, 67, 68, 69, 70, 71, 77, 78, 79, 80, 81, 83, 84, 85, 86, 87, 88, 91, 92, 93, 100, 101, 102, 103, 104, 105, 106, 107, 109, 110, 114, 116, 117, 118, 121, 126, 127, 128, 129, 130, 159, 237, 238, 244, 247, 274, 279, 282, 284, 287, 288, 291

DEPARTMENT OF HEALTH AND HUMAN SERVICES/ DEPARTMENT OF DEFENSE/ CENTRAL INTELLIGENCE AGENCY 93

DEPARTMENT OF HEALTH AND HUMAN SERVICES/ DEPARTMENT OF TRANSPORTATION 104

DEPARTMENT OF HEALTH AND HUMAN SERVICES/ ENVIRONMENTAL PROTECTION AGENCY/ DEPARTMENT OF LABOR/ DEPARTMENT OF DEFENSE 274

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT 3, 5, 6, 7, 21, 42, 75

DEPARTMENT OF JUSTICE 10, 12, 42, 62, 71, 85, 113, 114, 115, 125, 132, 133, 188, 189, 253, 254, 255, 287

DEPARTMENT OF JUSTICE/ DEPARTMENT OF EDUCATION 29

DEPARTMENT OF JUSTICE/ DEPARTMENT OF STATE 132, 133, 134

DEPARTMENT OF LABOR 7, 9, 12, 14, 15, 16, 61, 75, 115, 116, 157, 160, 164, 185, 186, 187, 191, 192, 193, 194, 195, 196, 200, 201, 202, 203, 206, 211, 215, 238, 239, 249, 252, 258, 263, 284, 285, 286

DEPARTMENT OF LABOR (PENSION BENEFITS GUARANTEE CORPORATION) 160

DEPARTMENT OF LABOR (PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES)/ DEPARTMENT OF DEFENSE 190

DEPARTMENT OF LABOR (PRESIDENTIAL TASK FORCE ON EMPLOYMENT OF ADULTS WITH DISABILITIES) 190

DEPARTMENT OF LABOR/ DEPARTMENT OF EDUCATION 44

DEPARTMENT OF LABOR/ DEPARTMENT OF HEALTH AND HUMAN SERVICES 76

DEPARTMENT OF LABOR/ DEPARTMENT OF HEALTH AND HUMAN SERVICES/ DEPARTMENT OF THE TREASURY 60

DEPARTMENT OF LABOR/ DEPARTMENT OF JUSTICE 289

DEPARTMENT OF LABOR/ DEPARTMENT OF TRANSPORTATION 15

DEPARTMENT OF LABOR/ EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 193

DEPARTMENT OF LABOR/ OFFICE OF PERSONNEL MANAGEMENT 203

DEPARTMENT OF LABOR/ SMALL BUSINESS ADMINISTRATION 172

DEPARTMENT OF STAT 182

DEPARTMENT OF STATE 20, 31, 34, 37, 58, 74, 90, 91, 121, 122, 123, 124, 125, 131, 135, 136, 137, 138, 139, 142, 143, 144, 147, 148, 161, 170, 180, 182, 183, 185, 188, 211, 212, 219, 221, 222, 223, 226, 229, 230, 231, 234, 236, 237, 241, 242, 255, 256, 257, 258, 261, 262, 273, 277, 282, 283, 286, 288, 293

DEPARTMENT OF STATE/ DEPARTMENT OF JUSTICE 136, 137

DEPARTMENT OF STATE/ DEPARTMENT OF LABOR/ DEPARTMENT OF JUSTICE 132

DEPARTMENT OF STATE/ SMALL BUSINESS ADMINISTRATION 173

DEPARTMENT OF STATE/ U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT 230

DEPARTMENT OF STATE/ WHITE HOUSE 231

DEPARTMENT OF THE INTERIOR 13, 14, 18, 36, 37, 38, 46, 50, 195, 204, 205, 219, 236, 241, 244, 245, 271, 277, 281, 288, 289, 293

DEPARTMENT OF THE INTERIOR/ DEPARTMENT OF AGRICULTURE 50

DEPARTMENT OF THE INTERIOR/ DEPARTMENT OF LABOR 163

DEPARTMENT OF TRANSPORTATION 16, 46, 57, 145, 162, 167, 173, 176, 189, 191, 219, 239, 266, 277

DEPARTMENT OF TRANSPORTATION (FEDERAL TRANSIT ADMINISTRATION) 203

DEPARTMENT OF TRANSPORTATION(FEDERAL TRANSIT ADMINISTRATION)/ DEPARTMENT OF LABOR/ DEPARTMENT OF HEALTH AND HUMAN SERVICES 12

DEPARTMENT OF TRANSPORTATION/ GENERAL SERVICES ADMINISTRATION 267

DEPARTMENT OF VETERANS AFFAIRS 45, 55, 62, 104, 105, 161, 168, 240

E

ENVIRONMENTAL PROTECTION AGENCY 95, 96, 97, 98, 99, 102, 107, 108, 237, 267, 268, 269, 270, 271, 293

ENVIRONMENTAL PROTECTION AGENCY/
DEPARTMENT OF ENERGY 96

ENVIRONMENTAL PROTECTION AGENCY/
DEPARTMENT OF HEALTH AND HUMAN
SERVICES 107

ENVIRONMENTAL PROTECTION AGENCY/
DEPARTMENT OF TRANSPORTATION 268

ENVIRONMENTAL PROTECTION AGENCY/
SMALL BUSINESS ADMINISTRATION 173

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION 198

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION/ DEPARTMENT OF LABOR/
DEPARTMENT OF JUSTICE 199

G

GENERAL SERVICES ADMINISTRATION 33, 174,
207, 245, 290

GENERAL SERVICES ADMINISTRATION/
DEPARTMENT OF JUSTICE/ DEPARTMENT OF
THE TREASURY/ DEPARTMENT OF LABOR 211

GENERAL SERVICES ADMINISTRATION/ OFFICE
OF PERSONNEL MANAGEMENT/
DEPARTMENT OF TRANSPORTATION 211

GENERAL SERVICES ADMINISTRATION/ SMALL
BUSINESS ADMINISTRATION 174

N

NATIONAL ENDOWMENT FOR THE HUMANITIES
36, 49, 57, 105, 224, 246, 262, 278

O

OFFICE OF PERSONNEL MANAGEMENT 47, 55, 56,
72, 73, 88, 119, 168, 204, 207, 208, 210, 212, 213, 214

OFFICE OF PERSONNEL MANAGEMENT/
DEPARTMENT OF HEALTH AND HUMAN
SERVICES 209

OFFICE OF PERSONNEL MANAGEMENT/
DEPARTMENT OF JUSTICE 120

P

PEACE CORPS 25, 26, 34, 48, 57, 74, 81, 88, 89, 110,
121, 146, 181, 188, 227, 243, 250, 261, 272, 280, 286,
291, 292

PEACE CORPS/ U.S. AGENCY FOR
INTERNATIONAL DEVELOPMENT 280

PRESIDENT'S COMMITTEE ON EMPLOYMENT OF
PEOPLE WITH DISABILITIES (DEPARTMENT
OF LABOR) 289

PRESIDENT'S INTERAGENCY COUNCIL ON
WOMEN/ DEPARTMENT OF LABOR/
DEPARTMENT OF STATE 169

S

SMALL BUSINESS ADMINISTRATION 15, 16, 22,
24, 52, 53, 54, 150, 152, 153, 154, 155, 156, 183, 218,
293

SOCIAL SECURITY ADMINISTRATION 18, 19, 20,
50, 118, 121, 158, 163, 290

U

U.S. AGENCY FOR INTERNATIONAL
DEVELOPMENT 20, 22, 24, 26, 34, 37, 48, 74, 89,
91, 122, 123, 134, 135, 145, 146, 147, 182, 200, 224,
226, 244, 250, 256, 273, 283

UNITED STATES INFORMATION AGENCY 16, 47,
48, 131, 134, 144, 169, 170, 225, 226, 227, 228, 229,
253, 254, 260, 261, 271, 282

UNITED STATES INFORMATION AGENCY/
DEPARTMENT OF STATE 229

V

VETERANS AFFAIRS 187

W

WHITE HOUSE 24, 82, 86, 89, 109, 220, 225, 240, 246,
253, 276

WHITE HOUSE DEPARTMENT OF LABOR/ SMALL
BUSINESS ADMINISTRATION 201

WHITE HOUSE/ DEPARTMENT OF LABOR 201

WHITE HOUSE/ DEPARTMENT OF LABOR/
SOCIAL SECURITY ADMINISTRATION 160

WHITE HOUSE/ GENERAL SERVICES
ADMINISTRATION 247

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The President's Interagency Council on Women
U.S. Department of State
2201 C Street, NW Room 6936
Washington, D.C. 20520
(202) 647-6227
Fax: (202) 647-5337
<http://secretary.state.gov/www/picw/index.html>