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**Interstate Commerce Commission
Washington, D.C. 20423-0001**

**Office Of Congressional
And Public Affairs**

October 4, 1993

Ms. Carol H. Rasco
Assistant to the President
for Domestic Policy
1600 Pennsylvania Avenue, N.W.
Washington, DC 20500

OCT 6 RECD

*file: Women's
Issues*

Dear Ms. Rasco:

Interstate Commerce Commission Chairman Gail C. McDonald recently addressed a Women's Political Leadership Training Conference sponsored by the League of Women Voters, among others. The Conference was held in Tulsa, Oklahoma, on October 2-3, 1993.

As the federal government representative at the Conference, Chairman McDonald took the opportunity to highlight the initiatives President Clinton has taken concerning women's issues and to list the number of women the President has appointed to positions in government.

Chairman McDonald was pleased to be able to use this opportunity to bring these initiatives to the attention of this audience and will continue to stress the Administration's message in her speaking engagements.

I have enclosed a copy of Chairman McDonald's speech.

Sincerely,

Dixie E. Horton
Director

Enclosure

REMARKS OF
GAIL C. McDONALD
CHAIRMAN
INTERSTATE COMMERCE COMMISSION
BEFORE THE
WOMEN'S POLITICAL LEADERSHIP TRAINING CONFERENCE
OCTOBER 2, 1993
TULSA, OKLAHOMA

I want to thank Bernice Mitchell for inviting me to participate in your Women's Political Training Conference. I am truly delighted to be a part of this dynamic coalition and to address this audience of tomorrow's leaders.

When preparing these remarks, I could not help but remember the National Women's Political Caucus created in 1971 and was composed of about 200 women whose purpose was to encourage women to run for office. Today, some 23 years later, we have groups such as yours all over the country supporting a network of women anxious to become part of the public sector. My own career is a reflection of women supporting each other.

I was appointed a Democratic member of the Interstate Commerce Commission in 1990 and was honored to be named Chairman of the Commission by President Clinton in February of this year. It is a challenging and rewarding experience for me, however, I well understand if some of you are not all that familiar with the ICC and what it does.

We have an excellent vantage point in Washington being located just a few short blocks from the White House in one direction and Capital Hill in the other. We are, so to speak, dead center of the Capital Beltway. We do, however, try to maintain our touch with reality. I mention that because I often hear it said that there exists a sign around the beltway which says you are now entering the "no logic" zone.

The ICC was created in 1887 to regulate the nation's railroad industry. We were the first regulatory agency and became the model for all that followed. Today, our jurisdiction covers some 57,000

rail, truck, and bus companies operating across state lines. We are a small agency with just over 600 employees. While most of them are in Washington, we do maintain field offices in most all of the states. Our Commissioners are appointed by the President and confirmed by the Senate for five year terms. The Chairman is designated from among the Commissioners and serves at his pleasure.

Perhaps of interest to this audience, is the fact that the first woman to head an "administrative" agency of government, that is a regulatory Commission, was a fellow Democrat, Virginia Mae Brown, who was appointed to the Commission by President Johnson and served as its Chairwomen in 1969. I should note that in those days, the Chairman's office rotated annually among the Commissioners. In fact, former Commissioner Brown's biography was quite innovative for its day. She was the "first" woman to serve on the West Virginia Public Service Commission and was the first woman to be appointed to the ICC, the first woman appointed to a Commission, and, as I said, the first woman to head an administrative agency. We do make the distinction since Frances Parkinson served as Secretary of Labor in the administration of President Franklin Roosevelt.

As the your Federal government representative today, I would like to take this opportunity to note just a few of the things that President Clinton is doing for women. They include the following,

First, it is an Administration open to women. The Clinton Cabinet, includes women in the positions of Ambassador to the United Nations, Administrator of the Environmental Protection

Agency, the first woman Attorney General, the first woman Secretary of Energy, the first Chairwoman of the Council of Economic Advisors. Additionally, the President named the first woman White House Press Secretary.

Second, was the appointment of Ruth Bader Ginsburg, a legal pioneer in the Woman's Rights Movement, as the second woman Supreme Court Justice. She was confirmed in less time than any Justice since John Paul Stevens in 1975.

Third, the Clinton Administration has taken steps in support of reproductive rights and family planning by reversing the 1988 Reagan Administration moratorium on Federal funding of research into transplanted fetal tissue from induced abortions; it revoked the "gag" rule; the Administration has revoked the Reagan administration policy which blocked funding to international organizations which provided advice or counseling on abortion; it has reversed the ban on abortions at all U.S. military facilities, and the Administration has instructed the Federal Drug Administration to study RU-486 for possible use in the United States.

Fourth, the Administration has increased research on women's health. The President signed the National Institutes of Health Revitalization Act which requires the Director of the National Institutes of Health to ensure that women are included as subjects in clinical research. The act also established the Office of Research in Women's Health and the Coordinating Committee on Research on Women's Health.

Fifth, President Clinton signed the Family and Medical Leave Act of 1993 to ensure that a woman will not have to sacrifice her career in order to care for her family. Public and private employers with at least 50 workers are to provide their employees with up to 12 weeks of unpaid leave for the care of a newborn or for the care of other family members with a serious medical condition.

Sixth is a new role for women in the military. Under the direction of the President, Defense Secretary Aspen has directed the armed services to permit women to compete for aircraft assignments, the Navy to open as many additional ships to women as practicable within current law, and the Navy to develop a legislative proposal to be forwarded to Congress to repeal the existing combat exclusion law.

Sixth, is increased federal research for breast cancer. This year, President Clinton requested \$423 million in federal funding for breast cancer research, the largest requested increase in federal funding for breast cancer research in history.

And Seventh, for the first three quarters of this year, the Department of Treasury has already awarded 35.2 million in contracts, not including small purchases, to women-owned business. In 1992, Treasury bureaus awarded \$39.7 million in contracts to women owned businesses in the entire year.

Having said that, let me reference a report prepared by the U.S. Merit Systems Protection Board in October 1992 prior to the election. It stated that women are an integral part of the Federal

workforce, holding nearly half of white-collar jobs in the government. Yet, according to the report, they still hold a small percent of senior-level and executive positions in the executive branch. The Board found that barriers do exist that have resulted in women, overall, being promoted less often over the course of their government careers than men with comparable education and experience. Women are promoted at a lower rate than men in grade levels and occupations that are important gateways to advancement.

The Board suggests that because advancement to senior levels is a slow process, the imbalance in the percentage of women in high grades can be corrected within a reasonable timeframe only through concerted action. Recommended actions include a reaffirmation of the government's commitment to equal opportunity, including ensuring that recruitment for senior positions is broad enough to encompass sufficient numbers of qualified women. The Board further recommends that managers make opportunities available for women to increase their competitiveness and demonstrate their abilities, actively discourage expressions of stereotypes of women at work, and reassess the validity of the criteria they use to evaluate an employee's potential for advancement.

I believe the Clinton Administration is working hard to improve the government's track record in this area. And, if I may I would like to mention the Commission's record in promoting women. First, we do have one other woman member of the ICC, she is Karen Phillips, a Republican. Beyond that, I have appointed a woman as my chief-of-staff and another as an attorney on my staff; and, I

have appointed a woman as Director of our Office of Congressional and Public Affairs. Additionally, you can find women in the positions of Acting Director of Personnel, Assistant Secretary, Senior Associate General Counsel, Chief of the Section of Energy and Environment, Acting Deputy Director of the Section of Legal Counsel, and countless other women in professional positions. Beyond that I have worked to double the number of women in the Senior Executive Service at the Commission. Given the overall size of our agency, I am proud of our record.

I would like to take just a few minutes to commend Oklahoma Governor Walters for his outstanding record in assuring that women have a significant voice in State government. Of Governor Walters' appointments, 35 percent have been women, with three female members of his cabinet. His appointments include Oklahoma's first female Attorney General, first female Insurance Commissioner, first female Appeals Court Judge, as well as a string of first female appointments to an array of State boards and commissions. It is an impressive record for which the Governor should be justly proud.

There are, as this audience well knows, myriad reasons for the glass ceiling which exists in the employment of and advancement of women, not only in public life, but in all areas of our society. I want to dwell just a few moments on one of those reasons -- the lack of a mentor for most women. That was certainly true in my early days and I believe it is a powerful factor in today's professional marketplace. Sometimes we underestimate the power of the mentor relationship and the key to success that relationship

can offer.

However, I was one of the luckier, if I may so say, "girls on the block", to have had and still have a wonderful mentor and guiding force in my life and in my career. And I am honored that she is with us today -- Norma Eagleton -- with whom I served as Executive Assistant when she was Commissioner at the Oklahoma Corporation Commission. Those were years of great learning for me, lessons that I carry with me every day. I owe much to Norma Eagleton and I want to use this forum to thank her for her patience and endurance. For women seeking executive careers in either public or private sectors, strive to develop a mentor relationship.

In closing, I would like to share a recent experience. In June, 1992, I was invited by the U.S. Agency for International Development to serve as a member of the African-American Institute's Election Monitoring Delegation to Ethiopia in that country's first free local and regional elections. It was, of course, an honor to be asked to participate. At the same time, it was a learning experience of immense proportions. I assisted men and women in their first free elections. The memory of the people approaching the voting areas with fear in their eyes is forever with me. The Ethiopians have come a long way and you could sense the hope for the future. As women, we have made great strides in the last 20 years. And there is great hope for the future.

Thank you.

DEC 2 REC'D

OFFICE OF DOMESTIC POLICY

THE WHITE HOUSE

FROM THE OFFICE OF: CAROL H. RASCO
ASSISTANT TO THE PRESIDENT
FOR DOMESTIC POLICY

TO: _____

DRAFT RESPONSE FOR CHR BY: _____

PLEASE REPLY (COPY TO CHR): _____

PLEASE ADVISE BY: _____

LET'S DISCUSS: _____

FOR YOUR INFORMATION: _____

REPLY USING FORM CODE: _____

FILE: _____

RETURN ORIGINAL TO CHR: _____

SCHEDULE: _____

REMARKS: _____

Roz

Is Halston handling this?

Carol

Bill tells me this is still pending. There are apparently very conflicting advisers. He's happy to accommodate any mtg. that is requested if you at this point

Do, was ASE
Called?

Yes

NATIONAL SECURITY COUNCIL
WASHINGTON, D.C. 20506

Memorandum

November 23, 1993

To: Carol Rasco
Fr: Eric Schwartz

Subject: ~~Attached Letter from Rep. Woolsey;~~
Presidential Commission on the Status of Women



Carol, Rosalyn of your staff suggested I send you this letter. I can handle the foreign policy portion (on CEDAW), but I'm at a loss with respect to Rep. Woolsey's second request regarding the Presidential Commission on the Status of Women.

Would you or someone from your staff be able to draft a paragraph for inclusion in the letter I am preparing?

My fax number is x1199.

Thanks.

LYNN C. WOOLSEY
6TH DISTRICT, CALIFORNIA

COMMITTEES:
BUDGET
EDUCATION AND LABOR
GOVERNMENT OPERATIONS
WASHINGTON OFFICE:
439 CANNON BUILDING
WASHINGTON, DC 20515-0506
TELEPHONE: (202) 225-5161

Congress of the United States
House of Representatives
Washington, DC 20515-0506

7680
DISTRICT OFFICES:

REDWOOD BUSINESS PARK
1301 REDWOOD WAY, SUITE 205
PETALUMA, CA 94954
TELEPHONE: (707) 795-1462
NORTHGATE BUILDING
1050 NORTHGATE DRIVE, SUITE 140
SAN RAFAEL, CA 94903
TELEPHONE: (415) 507-9554
FEDERAL BUILDING
777 SONOMA AVENUE, SUITE 327
SANTA ROSA, CA 95404
TELEPHONE: (707) 542-7182

The Honorable William J. Clinton
The White House
1600 Pennsylvania Ave. N.W.
Washington, DC 20500

Dear Mr. President:

I write to follow up to your reply regarding your submission to the Senate the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW).

I appreciate your reply to the initial letter, signed by 24 of my colleagues in Congress. I understand the importance of expeditious ratification of the Convention on the Elimination of all Forms of Racial Discrimination. However, since the preparations for the 1995 World Conference on Women in Beijing is well under way, the ratification of CEDAW is particularly timely. Perhaps there is a way to submit several treaties which have been languishing for the past 12 years simultaneously.

In addition to ratifying CEDAW in anticipation of the 1995 conference, I am interested to know if you have considered re-convening the Presidential Commission on the Status of Women, an executive branch council developed by President Kennedy and disbanded by President Reagan in 1981. The President's Commission on the Status of Women functioned as a federal oversight mechanism to advance the status of women and advise the president on issues of particular concern to women, and I believe that it could again be a useful advisory commission to the White House.

Thank you for your consideration of my request and inquiry. I look forward to your reply.

Sincerely,



Lynn C. Woolsey
Member of Congress

93 OCT 5 AM 11:28

Galston -
Status Women's Commission?

Used
~~or~~ No data
yet

Mimi Castaldi - 219-6611

on behalf of Karen Nussbaum, Director of Women's Bureau
wants to meet with CHR re: Womens' Commission at your
convenience.

Also Karen also wants to discuss Welfare Reform as it relates to
women.

Carae - |
Per our conversation -
Galston did mention
that you have a
memo on the subject
1/1/94. I gave you a
cc of the Galston memo
where I had written
them note - feedback?

1/3/94

van
456-2878

NATIONAL SECURITY COUNCIL
WASHINGTON, D.C. 20506

Memorandum

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Fr: Eric Schwartz

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LYNN C. WOOLSEY
8TH DISTRICT, CALIFORNIA

COMMITTEES:
BUDGET
EDUCATION AND LABOR
GOVERNMENT OPERATIONS
WASHINGTON OFFICE:
439 CANNON BUILDING
WASHINGTON, DC 20515-0506
TELEPHONE: (202) 225-3181

Congress of the United States
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TELEPHONE: (707) 795-1462
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SAN RAFAEL, CA 94903
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Thank you for your consideration of my request and inquiry. I look forward to your reply.

Sincerely,


Lynn C. Woolsey
Member of Congress

93 OCT 5 AM 11:28

October 28, 1993

TO: Carol H. Rasco
FROM: Bill Galston *WAG*
SUBJ: National Commission on Women

Introduction

As you know, six women members of Congress wrote to the President urging him to appoint a National Commission on Women (a copy of their letter is attached). At my request, Geoff Tibbetts undertook a major research project on the history of, and need for, such a Commission. For reference, I attach a copy of his comprehensive memorandum. If you wish, I will be happy to provide the backup materials he assembled in the course of writing his memo.

The Commission proposal raises two distinct issues: preparing for the UN World Conference on Women, to be held in Beijing in September 1995; and creating a permanent forum for the articulation of U.S. women's concerns.

Functions of the Proposed Commission

A. Preparing for the Beijing Conference

As Geoff makes clear, there are a number of distinct tasks that must be completed between now and the Beijing conference in September 1995.

1. The U.S. official report must be presented to the Congress by the end of 1993 and to the UN by May of 1994. The report will contain comprehensive statistics on the current status of women in the United States and progress made since 1985.

2. The United States must formulate its forward-looking proposals for consideration, first by a regional meeting, and then at Beijing.

3. The United States must select a delegation to the Beijing meeting.

The members of Congress who wrote to the President believe that the Commission could play a pivotal role in all these areas by creating a focal point for dialogue and policy-formulation.

Bill: I really appreciate both Geoff's report and your memo. I say full steam ahead w/ the meeting proposed at the conclusion of your memo. Also, C. Deena would possibly be interested in working on this, too. Thanks BR

B. Creating a permanent forum

As the representatives describe it, the longterm goal of the Commission would be to monitor the status of American women and work with Congress and the executive branch to examine the impact of specific policies (current and proposed) on women's wellbeing.

Key Arguments

There are a number of plausible arguments in favor of establishing a Commission.

- o Appointing a Commission would be broadly consistent with actions of past administrations going back to JFK as well as with widely accepted international practice.

- o The Commission would strike a responsive chord in the Congress and among groups that have been strongly supportive of the administration.

- o The drafting effort for the UN report and proposals is woefully understaffed by any reasonable measure.

- o It makes sense to create an official focal point for the articulation of women's concerns as they affect the formulation and implementation of public policy.

I must offer a cautionary note, however. As Geoff's memo clearly shows, past commissions have on occasion been captured by individuals and groups whose agendas diverged significantly from those of the President and administration. In the most notorious case, the conflict became so severe that President Carter felt compelled to fire the advisory commission's chair--whereupon most of the remaining members of the commission resigned in protest. The result: strained relations between the administration and key constituent groups, and an overall setback for the concerns the commission was designed to promote.

The lesson I draw from this history is that if we decide to go forward, the mandate of the commission must be clearly defined, and considerable care should be employed in selecting its leadership and membership. Otherwise there is a danger that the commission could be dominated by organizations whose agendas are not always congruent with women's interests and rights as defined by a broader but less organized and vocal general public. (I note for the record that one of the strongest advocates for a new commission is the chair that President Carter had to remove.)

The President's program represents a very strong response to women's concerns--indeed, the strongest response in our entire history. The Commission makes sense if, and to the extent that, it helps build support for--and implement--this program.

The proposal could affect legislative relations as well as the substance of our policies. For that reason, among others, I've consulted with Howard Paster, who is cautious about the proposal and recommends an intermediate step. Instead of rushing to endorse the Commission idea, we should invite the six congressional signatories to the White House for a discussion of the goals they seek to promote and the range of means that might be employed.

I concur with Howard's recommendation as the appropriate next step. Howard has offered to attend, and I think his participation would be very valuable. If we decide to go forward with the meeting, we should think carefully about other administration participants as well.

PATSY T. MINK
SECOND DISTRICT, HAWAII

WASHINGTON OFFICE:
2135 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515-1102
(202) 225-4908
FAX (202) 225-4987

DISTRICT OFFICE:
5104 PRINCE KUHIO FEDERAL BUILDING
P.O. Box 50124
HONOLULU, HI 98850-4877
(808) 541-1988
FAX (808) 538-0233

Congress of the United States
House of Representatives

Washington, DC 20515-1102

93 AUG 10 All: 19
August 5, 1993

COMMITTEE ON STEERING
AND POLICY

COMMITTEE ON BUDGET

COMMITTEE ON EDUCATION
AND LABOR

SUBCOMMITTEE:

ELEMENTARY, SECONDARY & VOCATIONAL EDUCATION

POSTSECONDARY EDUCATION

LABOR MANAGEMENT RELATIONS

COMMITTEE ON NATURAL RESOURCES

COMMITTEE ON GOVERNMENT OPERATIONS

(on leave)

President Bill Clinton
The White House
1600 Pennsylvania Avenue, NW
Washington, D.C. 20006

Dear Mr. President:

The United States is a world leader in establishing equal rights for women. It is vital that the U.S. take a strong role in the United Nations' 1995 Fourth World Conference on Women, which will be held in Beijing, China, on the 10th anniversary of the end of the UN Decade of Women (1975-85). This forthcoming conference presents a unique opportunity for the U.S. to review the status of women in the U.S. and to project an agenda for positive change to guide us into the next century.

The U.S. official report, which must be presented to the Congress by the end of 1993, and to the UN by May of 1994, is being prepared by Arvonne Fraser, the U.S. delegate-designee to the United Nations Commission on the Status of Women, with the assistance of only one State Department staff member.

When this nation looked to explore and define "the new frontier," the guidance and wisdom our "founding mothers" contributed to the creation of our great nation was recognized and accorded its due. In 1961, President John F. Kennedy, by Executive Order, authorized the National Commission on the Status of Women and named Eleanor Roosevelt as its chair.

Since President Kennedy created the National Commission on the Status of Women, succeeding Presidents followed suit and authorized creation of some version of a national women's commission, including President Nixon, Ford and Carter. This ended in the Reagan-Bush era. For the past 12 years, there has been no Commission reporting to the President on the impact of national and international policies on American women, on their gains and setbacks, and on what must be done to advance our goal of equality for the female half of our population.

We are a nation of many voices. We respectfully urge you to act, by Executive Order, to create a multipartisan National Commission

President Bill Clinton
Page 2

on Women, with its initial mandate being to assure that the voices of women from all segments of our society may be heard and represented in the official U.S. report to the Fourth World Conference on Women.

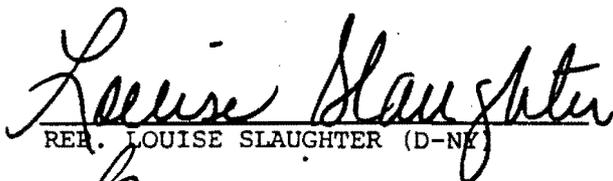
This Commission could provide the opportunity for Members of Congress, presiding officers of former national commissions on women, a broadly representative group of women leaders with expertise in many fields, and all other interested representative groups to be included in the dialogue necessary to preparation of a comprehensive U.S. official report. Its long-term task would be to continue to monitor the status of American women, work with the Congressional Caucus on Women's Issues and with an Inter-Departmental Task Force composed of a representative from each Department and Agency, responsible for reporting on how their programs relate to women's needs and concerns.

By creating the National Commission, you will endorse the preeminence of the United States in the fight for equal rights for women and join some 100 other nations that have national commissions on the status of women, a policy advocated by the United Nations and other international institutions.

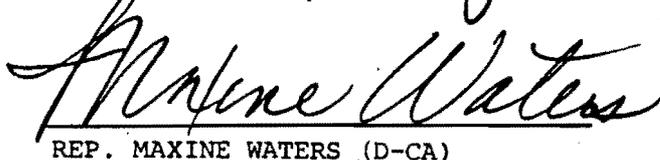
The work of the National Commission will recognize the noble struggle for women's rights and equality in this nation, will define a vision and clarify an agenda that will guide us into the next century, ensuring that the next generation of women in the U.S. understand and claim their heritage.

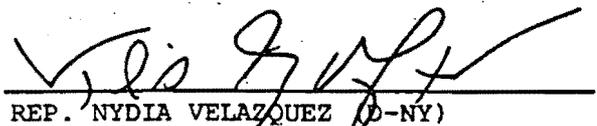
We must seize this opportunity to present an official report that reflects the strength and diversity of women throughout American society as our message to women around the world. As a global leader, the United States can convey through the initiation of a National Commission and its official report to the 1995 Conference, its commitment to the inalienable right to equality for women in our nation and throughout the world.

Sincerely,

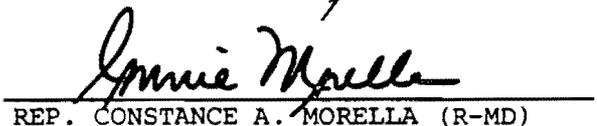

REP. LOUISE SLAUGHTER (D-NY)


REP. PATSY T. MINK (D-HI)


REP. MAXINE WATERS (D-CA)


REP. NYDIA VELAZQUEZ (D-NY)


REP. JOLENE UNSOELD (D-WA)


REP. CONSTANCE A. MORELLA (R-MD)

TO: Bill
FM: Geoff
RE: Reestablishing a President's Commission on the Status of Women
DT: October 22, 1993

You have asked me to write a memo outlining the reconstitution of a multipartisan National Commission on the Status of Women. So far two women's organizations (B'Nai B'rith Women and Women Strike for Peace) have written to you regarding this reconstitution. In addition, six Congresswomen (Louise Slaughter D-NY, Maxine Waters D-CA, Jolene Unsoeld D-WA, Patsy Mink D-HI, Nydia Velazquez D-NY, and Constance Morella R-MD) have written to Carol. They would like President Clinton to re-establish a women's commission in preparation for the required US National Report at the U.N. Fourth World Conference on Women in Beijing, China, September 1995 (letters attached).

These letters point out that the first National Commission was established by President Kennedy in 1961 and similar commissions were set up by Presidents Nixon, Ford, and Carter. This precedent, however, was set aside by the Reagan-Bush presidencies, and for the past 12 years there has been no national commission to monitor the legal, economic, political and social status of American women or provide policy recommendations to eliminate the remaining obstacles for women's full equality.

This memo will provide you a quick overview of the presidential commissions on women, a current status on the preparation of the US National Report for the 1995 UN Conference in Beijing, and stated concerns and legal points in the implementation of the Commission.

Although I've attached a more detailed CRS article entitled, "Federal Councils on the Status of Women," I'll provide a quick thumbnail sketch of the article, which outlines previous Presidential Commissions. This is actually a fascinating little vignette out of American History. And it's helpful in providing a background for the US Report to be delivered at the 1995 Conference in Beijing.

Brief Historical Overview

The first Commission on the Status of Women was instituted in 1961 under President Kennedy (Executive Order 10980). Chaired by Eleanor Roosevelt, this Commission was charged with finding ways to strengthen family life and provide women's studies in seven areas: education, private and federal employment, social insurance and tax laws, protective labor laws, civil and political rights, family laws, and home and community.

In 1963, acting on the recommendation of the Commission, Kennedy established the Interdepartmental Committee on the Status of Women, and the Citizens Advisory Council on the Status of Women (Executive

Order 11126). The task of the Interdepartmental Committee was to review and evaluate the progress of Federal departments in promoting the advancement of women's issues, while the Citizen's Advisory Council was to "serve as the primary means for suggesting and stimulating action with private institutions, organizations, and individuals working for improvement of conditions of special concern to women." Id. The Commission had an immediate effect in the area of public employment, where it advocated making the Federal Government a showcase for non-discriminatory hiring and promotional practices.

During the Johnson Administration, the Advisory Council and the Interdepartmental Committee focused on selected issues (in contrast to the broader focus of the Kennedy Administration). Under President Johnson, the Council recommended to the Equal Employment Opportunity Commission (EEOC) a prohibition of sex discrimination in employment under Title VII of the Civil Rights Act of 1964. The Committee also endorsed a policy of equal pay for comparable work. President Johnson signed the Commission's recommendation into law under Executive Order 11375.

By 1969, under the Nixon Administration, civil rights legislation, as well as the Equal Pay Act and Title VII of the Civil Rights Act began to halt discrimination against women in the American workforce. Under Nixon then, a majority of women were covered by Executive orders guaranteeing equal opportunity in Federal service. Other important women's issues addressed during the Nixon Administration included the Equal Rights Amendment, domestic relations law, and child-bearing leave.

In 1975, President Ford appointed a National Commission on the Observance of International Women's Year (IWY), which had been designated by the United Nations. This Commission was to promote observance of the International Women's Year in the United States. The announced objectives of this Woman's Year was to: "promote equality between men and women; to ensure full integration of women economically, socially, culturally and politically in both national and international development; and to recognize the importance of women's increasing contributions to world peace." Executive Order 11832.

Later, the UN expanded the Year to the Decade of Women, 1976 to 1985, during which it sponsored international women's conferences in Mexico City (1975), Copenhagen (1980) and Nairobi (1985). President Ford also created an Interdepartmental Task Force for the International Women's Year consisting of at least two representatives, a man and a woman, from each Federal department and agency.

In 1976, the IWY Commission presented its first report, "To Form a More Perfect Union," containing over 100 recommendations. These topics included, among others: employment, welfare and poverty, education, child care, rights for homemakers and the disabled, reproductive freedom, violence against women, militarism, interna-

tional affairs and employment of women in decision-making roles. These recommendations formed the platform for the major 1977 American IWY conference in Houston, which was attended by 20,000 women of every age, color, religion, and class. Here, the Houston Conference compiled the "National Plan of Action," and it was later presented to President Carter at a White House ceremony in March 1978. Two months later, President Carter announced the formation of the National Advisory Committee for Women (NACW) to advise and recommend how this "National Plan" could be translated into both legislative and executive actions (Executive Order 12050).

However, the NACW mission was short-lived after President Carter expressed unhappiness with the first report, criticizing his administration for proposed increases in military spending and major cuts in women and children's programs. President Carter consequently dismissed the NACW Chair, Bella Abzug, and a majority from the Committee resigned in protest. Carter transformed this group into the President's Advisory Committee for Women, indicating that its primary goal was to be supportive of his policies (Executive Order 12135). The President's Advisory Committee, moreover, was specifically barred from any advocacy role on Capitol Hill for policy recommendations with the National Plan.

In 1981, when Ronald Reagan became President, an executive order continuing the President's Advisory Committee was superseded by an order establishing a taskforce with a short-term, more limited assignment to study the legal status women under state laws. At the conclusion of the task-force, Reagan chose not to create an additional committee with a wide executive mandate to study and promote the equality of women in the American workforce.

For the past 12 years of Republican Administrations, therefore, the only federal-level executive branch concerned with women's issues has been the venerable Labor Department's U.S. Women's Bureau (set up in 1920), which is mostly confined to programs and problems affecting employed women, but also monitoring activities of state commissions on the status of women. This absence in the United States of a federal level department, commission or committee, with a mandate to work for equality for American women, contrasts with the practice in almost a hundred other countries.

The 1991 Inter-Parliamentary Union (IPU) study, Women and Political Power, found that of 156 nations responding to its survey, 24 countries possess a Ministry for the Status of Women, while 57 countries have some other governmental body specially responsible for questions relating to the status of women. The survey also showed that 26 of these ministries devote part of their activities and budget to promoting the political participation of women. As demonstrated by the IPU study in Nordic and European countries, Canada and elsewhere, the presence of such national ministries can be a powerful force on behalf of women's economic, social and political aspirations in the working environment.

Current Assessment of the National Report for the Beijing Conference

As the Clinton-Gore Administration continues to develop important policy initiatives, Congresswomen (Mink and Morella) and others have pointed out that one mechanism to strengthen the Administration's commitment for the inclusion of women in both elective and appointive government posts is to reinstitute a national commission on the status of women. In fact this reconstitution is supported by Public Law 94-167 which authorized the National Commission on the Observance of IYW to hold a National Women's Conference, and to "take steps to provide for the convening of the second National Women's Conference... to evaluate the steps taken to improve the status of American women." Id. at §2(b).

To date, no such conference has been held. According to many women's groups, an appropriate time to hold this conference would be 1994, a year before the UN's scheduled Fourth World Conference of Women. Bella Abzug, Co-Chair of the Women's Environment & Development Organization, has stated that the organization of a Second National Women's Conference, in conjunction with the preparation for the 1995 UN Conference, will be a "major" and "full-time" activity for this commission. She believes this commission is definitely needed. As an example, she states that the "Forward Looking Strategies" document from the 1985 Nairobi UN meeting, as well as the U.S. 1977 "National Plan of Action" from Houston, is currently being compiled by a single woman officer at State Department in charge of international programs.

Sharon Kotek, Officer-in-Charge of International Womens Programs at State Department, has been tasked with oversight of the National Report for the 1995 Beijing Conference. Among other things, the National Report is to include a current analysis of the economic, social and political status of US women since the 1985 Nairobi Conference, and also identification of programmes implemented for the advancement of women. These progammes include all activities of public, private or non-governmental origin.

According to Kotek, this task is a "one person show at the moment." Although 25 people have assisted with submitting core studies from Federal agencies, Kotek still states that the writing of this report is overwhelming. Kotek is scheduled to submit a draft of the Report to the House Foreign Affairs Committee in December 1993. Upon review, the Report will again circulate to the agencies, with the final Report passing the House Foreign Affairs Committee in late 1994. Kotek stated that someone from State Department (who has not been chosen yet) will present the Report at the 1995 Conference in Beijing.

The Labor Dept has also assisted the State Department in compiling the Report. Bernice Friedlander, Director of the Woman's Affair Bureau at Labor, has been accumulating statistics on women in the US workforce through surveys, seminars, state and local conferences, and independent studies from constituent NGO women's organizations. Freidlander stated that Labor has been particularly interested

in current trends and opportunities in the female workforce, worker and management interaction, and how these trends and relationships will affect women in tomorrow's workplace.

General Support for a National Commission on the Status of Women

Kotek and Freidlander readily concur that a higher profile of the National Report and the 1995 UN Conference is required. They further believe that the public relations which would be generated by a National Commission for a UN Conference on Women in Beijing would be "positive" and "widely supported" not only by women's organizations throughout the US, but also by a number of members of Congress.

Indeed, a nation-wide poll recently demonstrated that improving the status of American women is not only strong, but rising. Twenty years ago, only 40% of women said they favored efforts to strengthen the status of women, while 42% were opposed. Today 77% are in favor of efforts to improve women's status in society, while only 12% are opposed. Men share also this view. Seventy-four percent say they favor efforts to improve women's status in society, up from 44% in 1970. Finally, men who oppose such efforts have dropped from 39% in 1970 to 14% today. (The Roper-Starch, 1990 Virginia Slims Opinion Poll, as reported in the New York Times).

The State Department relates that 16,000 women from national delegations attended the 1985 UN Conference in Nairobi. State Dept believes that approximately 21,000 women from all over the world will attend the 1995 Conference in Beijing. Approximately 300 American NGO's will be represented at the Conference, with more than 3,500 American women in attendance in Beijing. State Department further believes that this Conference will attract wide international attention by the media.

Concerns

One pervading apprehension is that there will not be enough time to compile all of the statistics for the 1995 UN Beijing conference. A second anxiety is that NGOs are frustrated because they do not have enough participatory power in preparing the National Report. A third major concern of NGOs (including State and Labor) is that there will be no national coordination of the National Report with NGOs and other interested parties prior to the 1995 delivery in Beijing.

Unlike other prominent countries at the 1995 Conference, the US will not have a national platform to present its report on women's rights within the US. Many women's organizations (including B'Nai Brith Women and Strike for Peace) believe this is "ironic" because the US is the acknowledged world leader in establishing equal rights for women and most countries, in fact, look to the US for leadership in this area. For this reason (especially in the wake of Anita Hill, Tailhook, and the growing abortion debate), many NGOs have expressed

dissapointment about the US lacking a Commission to present its National Report at the UN's Fourth World Conference of Women in 1995.

Legal Considerations

From a legal perspective, there would be no obstacles to preclude the President from establishing a National Commission on the Status of Women. The primary law that regulates these executive commissions is the Federal Advisory Committee Act (FACA). Pub.L. 92-463, Oct 6, 1972. Essentially, FACA provides some Congressional guidelines for establishing and maintaining Presidential advisory committees and commissions. More specifically, FACA states that there are numerous committees, boards and commissions which have been established "to advise officers and agencies in the executive branch of the Federal Government and that they are frequently a useful and beneficial means of furnishing expert advice, ideas and diverse opinions to the Federal Government." Id. at §2(a). The provisions for establishing a Commission on the Status of Women would be as follows:

- 1) "new advisory committees should be established only when they are determined to be essential and their number should be kept to the minimum necessary;
- 2) advisory committees should be terminated when they are no longer carrying out the purposes for which they were established;
- 3) standards and uniform procedures should govern the establishment, operation, administration, and duration of advisory committees;
- 4) the Congress and the public should be kept informed with respect to the number, purpose, membership, activities, and cost of advisory committees; and
- 5) the function of the advisory committees should be advisory only, and that all matters under their consideration should be determined, in accordance with law, by the official agency, or officer involved." Id. at §2(b) 2-6.

Pursuant to FACA, then, the most important aspect of establishing a National Commission on the Status of Women would be the precise framing of a "mission statement," establishing a suitable time-frame for its existence, and the formulation of a "charter" for administrative purposes. All of these objectives would easily be met in establishing the Commission for preparations and representation at the UN Conference. The only other requirement the Commission would have to observe is the "Government in the Sunshine Act," Pub.L. 94-409, Sept 13, 1976, which provides that Congress and the public should be kept informed of any activities or reports made by the commission to the President.

Interestingly enough, the White House Counsel's Office (Stephen Neuwirth) pointed out that the President would not have to establish a National Commission--if the intention is only to appoint a delegation for the 1995 UN Conference. A delegation, in short, would not be subject to FACA regulations, but it would necessarily be limited in both scope, purpose and authority.

The establishment of a National Commission, on the other hand, could incorporate: 1) a national delegation to the UN Conference; and 2) be authorized to provide substantive policy recommendations on the platform adopted which would be adopted at the 1995 UN Conference for possible legislative implementation by Congress.

Summary

There have been six Presidential Commissions on the Status or Equality of Women in the US with varying mandates and termination dates. The differences in these tasks can be attributed to the rapid changes in laws and attitudes regarding women's status as well as the contrasting agendas of each President.

The Clinton/Gore Administration has been noted for speaking to many women's issues in the 1990s. As Americans adjust and conform to the rising prominence of women's roles, our laws and attitudes should also more fully reflect and remove the obstacles toward achieving the goal of full woman equality in American society. Thus, as a global leader in this field, through establishing a National Commission on Women, the US can further convey its commitment to equality for women both in our nation and throughout the world.

Recommendations

* To establish a Presidential Commission on the Status of Women in preparation for the required National Report and US participation in the UN Fourth World Conference on Women in Beijing, China in September, 1995.

* Appointment of a National Commission to include an Inter-Agency Task Force on Women with a professional staff, budget and multi-partisan membership comprised of both men and women to provide legislative recommendations for full equality.

Strategy Questions

1. How should we coordinate the signing of this Commission with Legislative Affairs (Howard Paster) and the media (Stephanopoulos)?

2. How should we coordinate the implementation of the Commission with women's NGOs (Mary Power, Chair, NGO Committee on the Status of Women)?
3. When is an appropriate time to appoint the Commission?
4. Who should compile the list for appointments to the Commission (Presidential Personnel, Tom Shea)?
5. What should be the broad drafting outlines and authority granted this Commission (WH Counsel, Stephen Neuwirth)?

NGO and Federal Contacts

- 1) Sharon Kotek, Officer in Charge of International Womens Programs at the State Department 647-1155
- 2) Bernice Friedlander, Director of Public Affairs, Women Affairs Bureau, Labor Department, 219-6652
- 3) Bella Abzug, Co-Chair WEDO, 845 Third Ave., NY, NY 212-759-7982
- 4) Arvonne Fraser, US Chair to Nairobi Conference, 612-625-2505
- 5) Mary Power, Chair, NGO Committee on the Status of Women, U.N. Plaza, 212/756-3500
- 6) List of all contacts for Federal agencies.

Memo Attachments

1. "Federal Councils on the Status of Women, Established by Executive Order: Summary and Analysis" CRS 85-1121 GOV, Dec. 20, 1985
2. President's Commission on the Status of Women
(Kennedy: 1961-1963, Executive Order 10980)
Interdepartmental Committee on the Status of Women
(Kennedy: 1963-1977, Executive Order 11126)
Citizens' Advisory Council on the Status of Women
(Kennedy: 1963-1977, Executive Order 11126).
National Commission on the Observance of International Women's Year (Ford: 1975-1978, Executive Order 11832)
National Advisory Committee for Women
(Carter: 1978-1979, Executive Order 12050)
President's Advisory Committee for Women
(Carter: 1979-1980, Executive Order 12135)
3. U.S. Department of Labor, Women's Bureau, "The Future Workplace meets the Female Workforce: Opportunities and Risks for Women Workers."
4. U.N. Guidelines for Preparatory Activities for the Fourth World Conference on Women: Action for Equality, Development and Peace

5. U.N. Preparation of National Reports for the Fourth World Conference on Women
6. U.N. Economic and Social Council, Commission on the Status of Women E/CN.6/1993/6
7. U.N. Resolution Adopted at the 1990 Session of the Commission on the Status of Women, Draft Resolution XIII
8. U.N. Resolutions on the World Conference Adopted by the Commission on the Status of Women 1991-1993 Resolution 35/4
9. U.N. Economic and Social Council, Provisional Agenda, Commission on the Status of Women, E/CN.6/1993/7
10. U.N. Framework and Draft Outline
11. U.N. The Nairobi Forward-Looking Strategies for the Advancement of Women, as adopted by the World Conference for Women, Nairobi, Kenya, 15-26 July 1985.

O/S 052

THE WHITE HOUSE
WASHINGTON

April 13, 1993

Ms. Heidi Hartmann
Director
Institute for Women's Policy Research
1400 20th Street, N.W.
Suite 104
Washington, D.C. 20036

Dear Ms. Hartmann:

Thank you for sending me the news clippings that you have compiled on topics relevant to women and families.

Your research should provide valuable insight into important domestic policy issues. I have forwarded your materials to the President's Domestic Policy Advisor, Carol Rasco.

Sincerely,

Alexis M. Herman
Assistant to the President
Director of Public Liaison

THE WHITE HOUSE

WASHINGTON

March 17, 1993

Ms. Heidi Hartmann
Director
Institute for Women's Policy Research
1400 20th Street, N.W.
Suite 104
Washington, D.C. 20036

Dear Ms. Hartmann:

Thank you for sending me the news clippings that you have compiled on topics relevant to women and families.

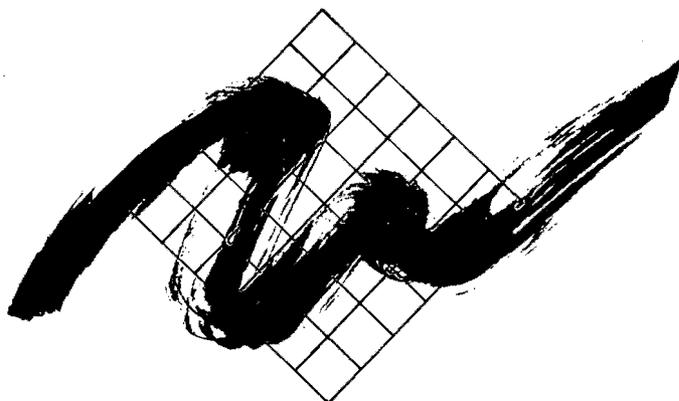
Your research may provide valuable insight into important domestic policy issues. Therefore, I have forwarded the material to the Office of Domestic Policy.

Sincerely,

Alexis Herman
Special Assistant to the President
Director of Public Liaison

Research News Reporter

**Research in the news on
topics relevant to women
and families**



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Washington, DC 20036 ♦ (202) 785-5100**



FEW WOMEN FOUND IN TOP PUBLIC JOBS

ALBANY, Jan. 2 (AP) — Women in public service face a "glass ceiling" that often blocks them from advancing to top jobs in state and local governments, according to a survey made public today.

Women held only 31.3 percent of high-level state and local government jobs nationwide in 1990, while women in lower-level jobs accounted for 43.5 percent of the work force, the survey said.

The study was conducted by the Center for Women in Government, which is part of the Rockefeller College of Public Affairs and Policy and was based on data from the United States Equal Employment Opportunity Commission.

"There are a lot of women in government but they're not doing too well at the top," Sharon Harlan, director of research for the center, said. "There is a glass ceiling."

How Minority Women Fared

Minority women did even worse proportionally, the study found, with black women making up 5.1 percent of the top managers, compared to 9.8 of other jobholders. The proportion of other minority women in management-level jobs is also low, the survey said.

"There are a lot of minority women in government, but they're at the bottom level," Ms. Harlan said.

The term "glass ceiling" was coined to describe institutional biases that prevent women from getting senior managerial positions in private industry. The Women in Public Service survey asserted that women working in local, county and state governments also faced barriers in getting high-level jobs like department heads, division chiefs, deputies and examiners.

Ms. Harlan said that while there had been several studies on the status of women in private industry, it was difficult to make comparisons with women in government because each study measured a different range of top jobs. For example, a report by the Department of Labor in Washington on the glass ceiling at the largest American corporations found that women made up about 6 percent of the top executives, but Ms. Harlan said that study looked at a significantly narrower band of top jobs than were included in the study on women in government.

Comparable Categories Cited

But there are some indications that women fare better in government jobs than in private industry.

"If you look at cabinet-level state officials, appointed by governors, 19.8 percent are women," she said. "That's probably the category that would be most comparable to the top executives in the Labor Department study, and 19.8 percent is certainly higher than 6 percent."

The survey did not try to explain the differences, but Ms. Harlan said men were often favored for promotions and appointments simply because of institutional biases.

The survey reported that state governments had a poorer track record than local governments in placing a proportionate share of women in top jobs, although they tended to employ more women in general.

State Percentages Compared

The survey said the national low was in Hawaii's state and local governments, where only 13.9 percent of their high-level jobs were held by women. Louisiana had the highest percentage, 38.5.

New York State's governments placed above the national average with a 35.6 percent managerial placement rate for women. Connecticut, with 29.6 percent, and New Jersey, with 27.3 percent, were below the average.

The survey does say, however, that women fared better when it took new hires into consideration. Women accounted for 40 percent of all top-level positions filled in 1990, the survey said.

"Yes, it's getting better, but that's not the main conclusion," Ms. Harlan said. "There still are a lot of structural barriers in place for women."

She added: "At the rate it's changing, it's going to be a very long time before women reach equity. And in this economic climate, there's some concern that women will not be able to hold on to the gains they've made. We're getting ready to look at whether women are being laid off disproportionately."

Study Cited: "Women Face Barriers in Top Management," by Sharon Harlan, January 1, 1992, 4 pages.

Available From: Center for Women in Government, Draper Hall #310, State University of New York at Albany, 135 Western Avenue, Albany, NY 12222; 518/442-3900.

Cost: None

Women In Senior Public Posts

Percentage of high-level jobs in state and local government, such as department heads, division chiefs, deputies and examiners, that were held by women in each state in 1990, according to a survey by the Center for Women in Government.

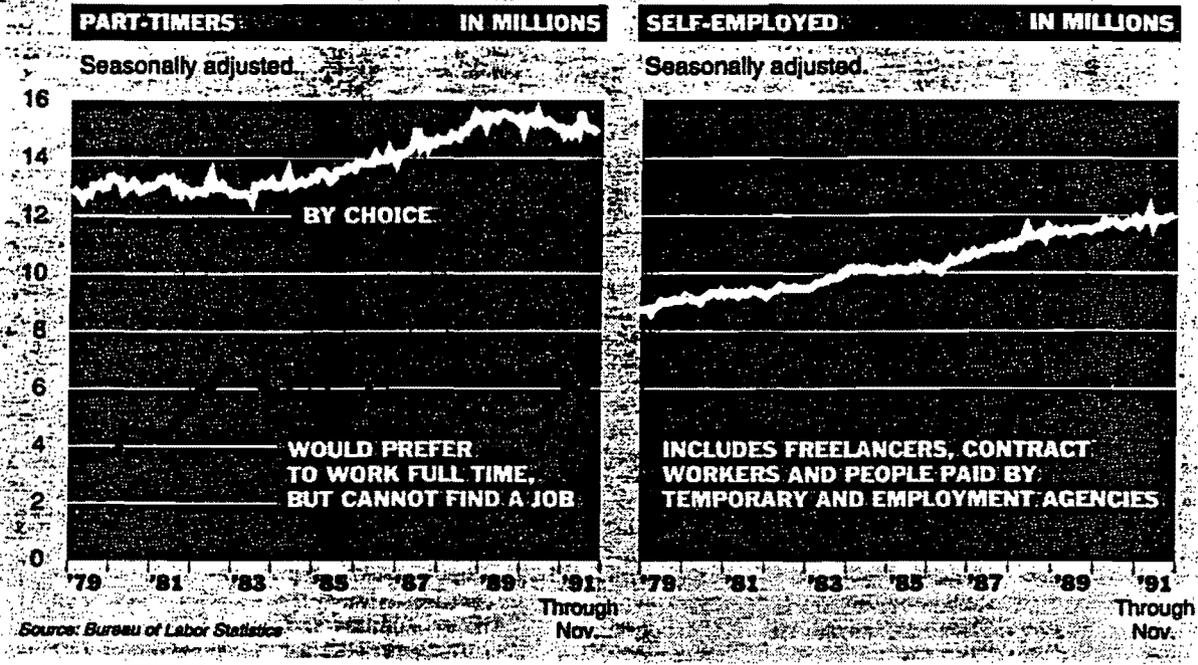
State	Percent	State	Percent	State	Percent
Ala.	33.2	La.	38.5	Ohio	37.6
Alaska	30.2	Me.	23.9	Okla.	34.1
Ariz.	25.2	Md.	28.1	Ore.	29.5
Ark.	33.5	Mass.	32.3	Pa.	24.3
Calif.	35.8	Mich.	26.2	R.I.	21.4
Colo.	27.4	Minn.	27.1	S.C.	31.8
Conn.	29.8	Miss.	34.4	S.D.	29.0
Del.	31.4	Mo.	29.3	Tenn.	31.8
Fla.	32.3	Mont.	27.9	Tex.	29.3
Ga.	32.8	Neb.	23.8	Utah	17.7
Hawaii	13.9	Nev.	28.8	Vt.	22.8
Idaho	27.1	N.H.	38.4	Va.	29.9
Ill.	28.7	N.J.	27.3	Wash.	27.6
Ind.	35.7	N.M.	31.1	W.Va.	36.3
Iowa	31.4	N.Y.	35.6	Wis.	25.7
Kan.	30.1	N.C.	33.4	Wyo.	31.3
Ky.	30.3	N.D.	27.5		

Study Cited: "Report on the Glass Ceiling Initiative," by the Department of Labor, August 8, 1991, 25 pages.

Available From: Bob Cuccia, Employment Standards Public Affairs Office, Department of Labor, Washington, D.C. 20120; 202/523-8743

Cost: None

Growing Numbers of Part-Timers and Self-Employed



The Undercounted Unemployed

By LOUIS UCHITELLE

The unemployment rate in America today is officially 6.8 percent. But economists are now saying that this figure considerably underestimates the real number. They warn that the current unemployment figure, influential in gauging the nation's economic health and determining what policies should be adopted to improve it, provides a false sense of the economy's strength and its potential for rebounding.

The problem: changes in the work force over the last 15 years that are not accounted for in calculating the rate. One such change is the growing number of people on the edge of unemployment, counted as working but

facing the hardships and insecurity of the jobless. These people, probably numbering more than three million, include many temporary and freelance workers, older men pushed into lower-paying jobs, consultants and single mothers who cannot work as many hours as they would like.

Workers like these often have no company-sponsored health insurance — or even assurance from one day to the next that they will not be terminated. People in that predicament, though listed as employed, often behave as if they are not. They are afraid to buy a new home and hesitant to spend money on a new car, gifts or even dinner out and an evening at the movies.

The other important and growing category not captured by traditional employment data is an unknown number of people, perhaps more than a million, who have given up looking for a job or even admitting that they would like one. These include teenagers, former factory workers and an unknown number of people unwilling to seek jobs that pay less than about \$7 an hour. The monthly employment statistics, which will next be released on Friday, cover only people who have work or say they are actively hunting for it.

"It is quite clear that our employment statistics no longer fully explain what is going on out there," said Thomas Plewes, associate commissioner of the Labor Department's Bureau of Labor Statistics, which gathers the monthly employment data.

Study Cited: "News: The Employment Situation: January 1992," by the Bureau of Labor Statistics, United States Department of Labor, February 7, 1992, 19 pages.

Available From: Bureau of Labor Statistics, Inquiries and Correspondence Branch, Room 2831-A, GAO Building, Washington, D.C. 20212; 202/523-1221.

Cost: None

Only lately have policy makers begun to agree, recognizing as the recession drags on that a 6.8 percent unemployment rate — mild by the standards of past recessions — may be a misleading indicator of the economy's problems. Just last month, the Bush Administration, which had been forecasting a recovery by Christmas, acknowledged that Americans were suffering more hardship than the official data indicated and that the recession that began 18 months ago still gripped the nation.

Alan Greenspan, chairman of the Federal Reserve, took note of the shortcomings in the employment numbers during recent Congressional testimony. "Don't look at these data and say that everyone is in good shape," he said in reply to a question, "because clearly they are not."

The Bureau of Labor Statistics derives the nation's unemployment rate from a monthly Census Bureau survey of 65,000 representative American households. The department bases its unemployment rate on those who report, in effect, that they did not work during the week before the survey, but did hunt actively for a job. Such responses produced 8.5 million unemployed in November — a 6.8 percent jobless rate that is well below the 10.8 percent rate in the 1981-82 recession.

But an examination of Labor Department data and interviews with labor economists suggest that the November number would probably have been more than 12 million, or nearly 10 percent of the labor force, if the definition of joblessness was broadened to include those who wanted jobs but were not job hunting and those who held jobs but nevertheless suffered the concerns usually associated with unemployment.

The Labor Department is beginning to consider changes that might broaden the concept of who is considered unemployed, although Mr. Plewes cautioned that gathering the additional information needed to make the rate more accurate would require more questions about Americans' behavior that might violate their privacy.

"More penetrating questions in the monthly employment surveys would yield different answers," said John T. Dunlop, a Harvard labor economist and Secretary of Labor in the Ford Administration.

A Matter of Classification

That is evident from the way in which the bureau classifies the employed. The statistics, for example, listed 116.8 million people as holding jobs in November; that is, they met the bureau's criteria of having worked for pay in the week before the survey.

Such a blanket classification fails to capture the experiences of the proliferating number of Americans who work and draw pay but are carried on corporate rolls as freelancers, contract workers, consultants or temporaries.

Most of these people presumably show up in a subcategory of 12 million jobholders whom the bureau describes as temporary workers or self-employed. It is a substantial subcategory, one that has risen to 10 percent of the labor force from 8 percent in 1980. It covers the owner of a prosperous store or law firm. But the subcategory also covers the more precariously employed: the consultant, the freelancer, or the contract worker who hires out day-to-day as a clerk, or an engineer or a gardener.

'Supplemental Work Force'

"There are probably more than five million freelancers and temps," said Mitchell Fromstein, chairman of Manpower Inc., which recruits and supplies such people at an hourly fee. "All the major corporations have them in what they call a supplemental work force," he said, "and the practice is growing."

Some freelancers prefer to work this way. But Mr. Fromstein said the majority wanted regular jobs and took temporary work because they could not get permanent employment. Among those who sign on with Manpower, a third acknowledge on their applications that they are hunting for a permanent job.

Then there is the phenomenon of the part-time worker. Again, the Labor Department groups some jobholders as "part timers for economic reasons" — people who tell the surveyors they would like to work full time, but can get only part-time hours. Their numbers jumped to 6.5 million last month, 5.2 percent of the work force, from 5 million in July 1990, at the start of the recession.

Clearly, these part timers suffer from partial unemployment, many economists say, and the Labor Department agrees, although this circumstance is not reflected in the national unemployment rate.

Neither is the hidden unemployment that exists among the 14.9 million people who were listed by the Bureau of Labor Statistics in November as working part time voluntarily. Most in fact do not want more hours. But while this group has not changed over the years as a percentage of the labor force (roughly 12 percent), the composition may have shifted to include more people who, in easier circumstances, would have sought full-time work.

Specifically, economists point to an unknown number of single mothers who tell the surveyors that they work part time and prefer it that way, but in fact need more money and would work more hours if they could afford child care.

A decade ago, the Labor Department's definitions of employment and unemployment worked much better. Then, layoffs occurred en masse among blue-collar workers in manufacturing whose union affiliations, benefits and wages of more than \$12 an hour gave them a strong attachment to the work force. During the 1981-82 recession, 2.3 million such jobs disappeared, and the people who held them joined the ranks of the unemployed as they sought work to replace their middle-class wages — or waited to be recalled.

The current recession also features blue-collar job losses: 824,000 in the first 16 months. But whereas a decade ago job losses among white-collar workers in retailing, insurance, banking and real estate were virtually nil, 570,000 such jobs have disappeared in the first 16 months of this recession.

Study Cited: Graph information is unpublished data gathered from the "Current Population Survey," by the United States Bureau of the Census.

Available From: Steve Haugan, U.S. Bureau of Labor Statistics, Division of Labor Force Statistics, GAO Building, Room 2486, 411 G Street, N.W., Washington, D.C. 20212; phone: 202/523-1944; fax: 202/523-4031.

Cost: None

These are the white-collar equivalent of factory workers — sales clerks, computer operators, restaurant workers, office personnel. They are more likely than factory workers to slide from full-time to part-time work, or to leave the labor force altogether, and therefore not be counted as unemployed.

\$7.12 an Hour for Clerks

"If you are a sales clerk earning \$7.12 an hour, which is the average in the retail industry today, you are not as attached to the labor force as an auto worker or a steelworker who is still earning more than \$15 an hour on average," Mr. Plewes said. "With less at stake, you are more likely to drop out and stay home. Or avoid layoff by agreeing to work fewer hours, a common practice in retailing."

The downgrading phenomenon has spread beyond retailing, to factory workers who have given up hope of re-entering factories and now retrain for office jobs; to executives who have become self-employed consultants with sporadic incomes, and to commercial pilots who become painting contractors or open other small businesses.

Other trends also distort the employment data. A rising number of people have dropped out of the labor force who in another age would have described themselves as unemployed and job-hunting. Some are among the Labor Department's 1.2 million discouraged workers, a growing contingent of people who in many cases have been laid off and have stopped job-hunting on the ground that a suitable job is not available.

Others are women. For the first time since the 1960's, the flow of women into the job market has stopped rising and has begun to fall. Still others are men and women 16 to 20 years old, who in the past would have hunted actively for a job and listed themselves as unemployed until they found one, but now stay qui-

etly at home or extend their schooling. In addition, there are men over 55, whose participation in the labor force has been falling for years.

Variety of Reasons

The question in all of these cases is why these people have dropped out, lowering the potential unemployment rate.

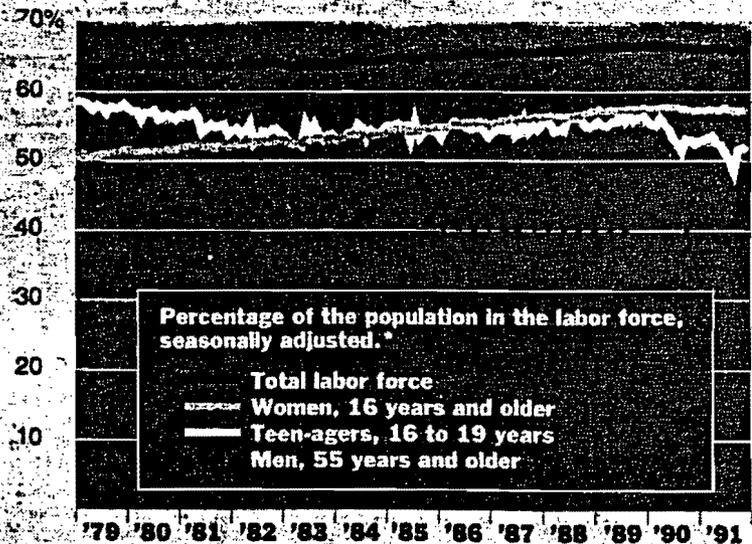
Katherine Newman, a Columbia University anthropologist, points to the rising incidence of women who leave the labor force to rear children. Improved pension benefits have lured many men in their late 50's into a welcome retirement. And college enrollment is at record levels among young people who see long-term earning power tied to education.

But negative forces also play a role. Rather than commute long distances to another factory, some "discouraged" blue-collar workers stay home or live on their spouses' pay.

Buyouts and severance pay have pushed some men into retirement prematurely, idling them against their wishes, often with adequate incomes. Women have been heavily represented in retailing, banking, real estate, computers and other service jobs hit with layoffs in the last two years.

"There is a group among them who said, 'I am just going to cool it, outside the labor force, until things get better,'" said Mr. Plewes of the Bureau of Labor Statistics.

Trouble for Teen-Agers and Older Men



The figures, which include both the employed and the unemployed, are often referred to as the participation rates.

Through Nov.

Source: Bureau of Labor Statistics

The New York Times

Study: GEDs Fall Short of Diplomas for Jobs

By Jay Mathews
Washington Post Staff Writer

LOS ANGELES—The General Educational Development (GED) certificate, the mainstay of the national campaign to help school dropouts, has failed to match the high school diploma in the labor market and may be seriously weakening federal education reforms, two Chicago researchers have concluded.

Their study, which has received little notice outside academic circles, has created consternation at the American Council on Education, which produces the GED tests. Some officials there have sharply criticized the study's methods.

The study says holders of GED certificates, whose academic skills are said to be equal to those of the upper 70 percent of graduating high school seniors, earn wages no higher than those of dropouts without GEDs who had the same number of years in school. Wages paid GED holders are substantially lower than those paid to high school graduates, the authors found.

A steady increase of interest in the GED program has led to more than 400,000 Americans a year receiving certificates after passing a seven-hour, 35-minute test. Thousands of programs, some even on television, have been established to

help dropouts pass the test. More than 10 percent of Americans with only high school degrees in 1987 said they received them through the GED, compared to only 2 percent in 1968.

James Heckman, a University of Chicago economics professor and coauthor of the study, said in an interview that organizers of GED preparation programs "talk about how they've turned people around—that's all you hear." Yet the study concludes that GED holders "are statistically indistinguishable from high school dropouts. Both . . . have comparably poor wages, earnings, hours of work, unemployment experiences and job tenure."

Heckman and coauthor Stephen Cameron, research associate with the Center for the Evaluation of Social Programs, conclude that the GED program has grown swiftly because the certificate has been made a prerequisite for many federal grants and training programs. They advise "it is not appropriate to consider the GED as an educational end in itself—an emphasis placed in many contemporary state and federal programs."

Richard J. Murnane, an economist at the Harvard Graduate School of Education, cites the Chicago study and recent data on military attrition rates as "disturbing" evidence that "schools that suggest the GED option to at-risk students are not serving them well." A Defense Department study cited by Murnane showed 17.5 percent of GED holders and 19.4 percent of dropouts, compared to only 11.2 percent of high school graduates, left military service during the first six months of their enlistments between October 1987 and June 1989.

Jean Lowe, director of the GED Testing Service of the private, non-profit American Council on Education, said Heckman, Cameron and Murnane were using very limited data that often overlooked the GED's role as a measure of academic performance. She said she agreed that the GED should not be offered to at-risk students still in school; she said the council bars such use except in experimental situations.

The military study, Lowe said, was measuring adaptability to authoritarian institutions, not reading,

Study Cited: "Non-Equivalence of High School Equivalence," by Dr. James Heckman and Stephen Cameron, Working Paper 3804, September 1991, 40 pages.

Available From: National Bureau of Economic Research, Attn: Working Papers, 1050 Massachusetts Ave., Cambridge, MA 02138; 617/868-3900.

Cost: \$5.00, pre-paid, request in writing

writing and mathematics ability. "People who drop out of high school tend to drop out of military service at a slightly higher rate," she said. "People who are willing to show up on time and do what they're told will do better at staying in the military."

She said the Chicago study's figures showing lower earnings for GED holders were distorted by using data from individuals in their mid-20s. "The average person passes the GED test at about age 24," she said. "They are comparing people who have just acquired their GED with high school graduates who have been in the work force with their diplomas for six years."

The American Council on Education reported last year that "GED graduates' reading skills, on average, surpass those of graduating high school seniors." It said in 1989 that "half of GED candidates were employed for pay" and 30 percent "were seeking jobs," indicating "a motivated employee pool."

Heckman acknowledged that he had little data on the long-term impact of a GED certificate compared to a high school diploma, but he said he thought educators relying on the GED should reconsider the test's worth as a measurement of high school achievement. "This is my bias as an economist," he said, "but I think the only way you can rate the test is how these people actually do in the marketplace."

Heckman said GED holders also appear to do significantly worse on the Armed Forces Qualifying Test than do high school graduates, even though the GED test is regularly given to a large sample of graduating seniors and pass rates are set so that about 30 percent of diploma holders would fail it.

The Chicago researchers indicated the relative lack of preparation for the GED might suggest the test was too easy. In a survey of 13,000 GED candidates in 1980, the median candidate "spent 20 hours preparing for the test" and "75 percent of the examinees spent 60 hours or less."

Heckman said he visited a federally sponsored GED program in Corpus Christi, Tex., that took people with fourth-grade reading and mathematics abilities who passed the GED test after just "four weeks of intensive instruction."

Lowe said she had never heard of a program promising such rapid improvement. She said that GED candidates benefit not only from time spent preparing for the test, but from academic skills acquired at work and at home in the years since they dropped out of school.

Lowe said the council's own extensive studies of GED holders show good academic skills and job success. She said she expected her point to be fortified by an upcoming Iowa study of individual job success 10 years after passing the GED test.

Study Cited: "Military to Change Recruiting Rules," by the American Council on Education. G.E.D. Items, vol. 8, no. 2, March-April 1991, 10 pages.

Available From: Colleen Allen, American Council on Education, 1 Dupont Circle, N.W., Washington, D.C. 20036; 202/939-9490.

Cost: None

Study Cited: "G.E.D. Candidates in the Workforce: Employed and Employable," by Janet Baldwin and Henry Spille. G.E.D. Profile Series: Adults in Transition, Paper 3, June 1991, 8 pages.

Available From: Colleen Allen, American Council on Education, 1 Dupont Circle, N.W., Washington, D.C. 20036; 202/939-9490.

Cost: \$65.00 for a subscription including 8 papers

Minority College Attendance Rose in Late 80's, Report Says

WASHINGTON, Jan. 19 — Minority attendance at colleges and universities increased during the second half of the 1980's, but the proportion enrolled remained below that of whites, according to a report made public by the American Council on Education today.

The overall increase of minority participation in colleges was attributed to more aggressive recruitment by colleges and universities.

The study showed that of black high school graduates 18 to 24 years old, 33 percent were attending college in 1990, up from 26.1 percent in 1985. Though most of that increase was among black women, participation rates by black men increased 7.4 percent between 1988 and 1990, reversing a general decline over the previous eight years.

Of white high school graduates, 39.4 percent were attending college in 1990, up from 34.4 percent in 1985.

Hispanic participation rates rose slightly to 29 percent in 1990, from 26.1 percent in 1985.

Minority Gain Outpaced Whites

Figures for Asian-American and American Indian students were unavailable because survey samples were too small.

The study, "The Tenth Annual Status Report on Minorities in Higher Education," examines the educational progress of black, Hispanic, Asian and American Indian students through high school graduation rates, college enrollment and degree attainment. The American Council on Education, which represents 1,800 two- and four-year colleges and universities, based the report on data from the Census Bureau.

"We're seeing an increase in the last two years of more aggressive efforts on the part of some colleges and universities to recruit minorities," said Deborah J. Carter, assistant director of the education council's Office of Minorities in Higher Education and an author of the report. "But we have not seen the gap in the participating between minority students and white students decline," she said.

Nonetheless, the report found that more minority students were enrolling in college between 1988 and 1990. Overall enrollment grew by 5.1 percent to 13.7 million in 1990. In those two years enrollment rose 3.8 percent for white students, 8.2 percent for African-American, 11.5 percent for Hispanic, 11.7 percent for Asian-American and 10.8 percent for American Indian students.

But the study warns that the minority gains could be reversed by the recession, along with rises in tuition costs, caps on college enrollment and declines in Federal education grants. "We would be wrong to look at the numbers, see progress, and conclude that recruitment and retention programs on behalf of underserved groups are no longer necessary," said Robert H. Atwell, president of the council.

Of particular concern is the declining number of Hispanic high school graduates. The high school graduation rates for Hispanic students dropped from 62.9 percent in 1985 to 54.5 percent in 1990.

During the same period, high school graduation rates for whites remained relatively constant, standing at 83.6 percent in 1985 and 82.5 percent in 1990. Rates for African-American students improved, going from 75.6 percent in 1985 to 77 percent in 1990.

Alfredo de los Santos Jr., vice chancellor of educational development at Maricopa Community Colleges in Tempe, Ariz., said the isolation of Hispanic students in poor urban schools would produce "deep social problems."

Copies of the report are available for \$10.50 each, prepaid, from the publications Department, ACE, 1 Dupont Circle, Washington, D.C. 20036.

Study Cited: "The Tenth Annual Status Report on Minorities in Higher Education," by Deborah J. Carter and Reginald Wilson, January 19, 1992, 68 pages.

Available From: Publications Department, American Council on Education, 1 Dupont Circle, N.W., Washington, D.C. 20036; 202/939-9365.

Cost: \$10.50

The Wall Street Journal

January 20, 1992, p. B1

*work and family
leisure
work, flexible scheduling
work loss*

Odds and Ends

THE AVERAGE work week is down to 35 hours and is still shrinking, largely because of a rise in part-time workers, says the Interstate Conference of Employment Security Agencies. If the trend continues, employees will work an average 32 hours a week by 2000, a full day less than their parents . . . Flexible scheduling might grow faster if employees weren't afraid to ask for it. Almost 70% of companies surveyed by the Conference Board said employees avoid using flextime policies because they believe bosses measure commitment by "face time"—hours spent at the office—rather than output, says Work-Family Roundtable, a Conference Board publication.

Study Cited: Work-Family Roundtable: Flexibility, by The Conference Board, December 1991, 11 pages.

Available From: The Conference Board, 845 Third Avenue, New York, NY 10022; 212/759-0900.

Cost: \$20.00 for members, \$45.00 for non-members.

Study Cited: "The Future at Work: An Assessment of Changing Workplace Trends," by The Interstate Conference of Employment Security Agencies, November 1991, 12 pages.

Available From: The Interstate Conference of Employment Security Agencies, 444 North Capitol Street N.W., Washington, D.C. 20001; 202/628-5588.

Cost: None

Pay-as-You-Go Approach Is Giving Women an Edge

Many women are finding there's no for their companies, though 41% were pessimistic about the economy. The approach worked. Revenue jumped 42% in 1991 to \$213,000, she says. With just two full-time and four part-time consultants, she says she made a "nice profit."

Women entrepreneurs typically have more trouble getting bank loans than men, specialists say, and are more likely to work out of the home on a shoestring budget. Such conditions can be a handicap in good times, but in a recession, low overhead can be a precious asset.

Jill Johnson, a 31-year-old marketing and management consultant, started her company five years ago on the dining-room table of a Minneapolis apartment. When her husband lost his job in the fall of 1990, she knew her business had to grow to support them. Rather than rent expensive commercial property, she dipped into the couple's savings to buy a house big enough to include an office. She says she invested thousands more dollars where it counts, in business trips and other "networking" costs.

Though she says her firm's revenue jumped 25% to more than \$100,000 last year, Ms. Johnson kept the lid on payroll. She hired six part-timers to help moderate focus groups, do research and type. She paid them a total of \$10,000, half the cost of one full-timer. As a result, she says, profitability is "extremely high."

Statistics on survival rates of women-owned businesses aren't available. But "women owners are hanging on and quite a few of them are actually doing relatively well," contends Sharon Hadary, of the National Association of Women Business Owners' research foundation. A survey by the group last year of 1,200 women owners found 74% optimistic about the 1992 outlook

Study Cited: "Biennial Membership Survey of Women Business Owners 1990," by The National Foundation for Women Business Owners, 1991, 4 pages.

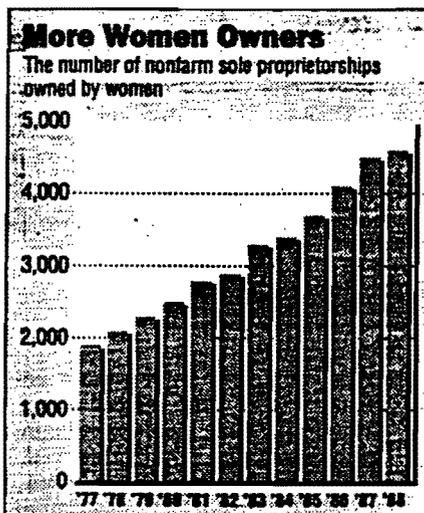
Available From: National Foundation for Women Business Owners, 1825 I Street N.W., Washington, D.C. 20006; 202/833-1854.

Cost: \$2.00

year. She's gunning for accounts of rivals who, she claims, "can't adapt to the changing economy."

Consultants say women can afford to price competitively because of low overhead—which helps boost sales in a slow economy. Beverly Duran, of Carretas Inc., an Albuquerque, N.M., maker of vending carts used in shopping malls, says last year she analyzed the cost of everything that winds up on her carts. She says she discovered a competitor was charging \$88 for lighting—\$14 less than she was charging. She negotiated with her supplier to cut her cost so she need charge only \$75.

As a result, she says, she undercuts competitors by several thousand dollars on top-of-the-line carts that cost \$10,000. Despite last year's retailing slump, Ms. Duran says sales grew 33% to \$2 million.



Women With Children Increase in Work Force

DESPITE HIGH unemployment, mothers of young children are entering the work force at a rising rate.

Labor force participation by mothers of children under three rose to 54.5% in the 1991 fourth quarter from 54.2% a year earlier; the Labor Department says. Among women with children under 18, 67.2% were in the work force, compared with 67.1% a year earlier. Though the gains aren't large, they bucked a recession-induced decline during the same period in participation by men, to 74.7% from 75.5%.

One reason: Most women don't qualify for the early-retirement programs that have slashed middle-management ranks, says Jill Thompson, a senior economist with DRI/McGraw-Hill, a McGraw-Hill unit. Many mothers of young children are in their prime earning years and can't afford to drop out. Layoffs have made others the family breadwinner. "The financial pressure on women will continue for some time," Ms. Thompson says.

Also, many women reap nonfinancial benefits from outside jobs. Research shows that people with multiple roles and sources of satisfaction in life are often happier, says Betty Holcomb, an editor for Working Woman magazine. "The reality is, many women would work even if there wasn't economic necessity."

Study Cited: Unpublished information from the Office of Employment and Unemployment Statistics, Bureau of Labor Statistics.

Available From: Office of Employment and Unemployment Statistics, Bureau of Labor Statistics, United States Department of Labor, GAO Building, Washington, D.C. 20212; 202/523-1944.

Cost: None

In a Downturn, Cut Profits Before Jobs

ALL seven major industrialized countries have experienced slowdowns in economic growth since 1988. But the American slowdown has been more severe than the group's average and, since 1973, its economy has been less stable than almost all of the others. A major cause of the instability — sharp fluctuations in growth from one period to another — is the propensity of American companies to lay off workers when demand falls. And this leads to deeper and longer recessions.

When a company's revenues drop by, say, \$1 million because of a temporary decline in demand for its products, managers must decide how much to cut labor costs and how much to let profits fall. The company could cut labor costs and allow profits to fall by equal amounts. Or it could leave the payroll untouched but require shareholders to bear the entire brunt of the downturn, say, through lower dividends.

Within the Group of Seven, according to my research for the National Bureau of Economic Research, the United States stood out as the country where sales or output fluctuations were borne most heavily by workers rather than by company investors. In other words, American companies were most inclined to lay off workers when demand and output slip. When output falls by \$1, the income of workers tends to decline 48 cents and profits by 52 cents. In Japan, by contrast, virtually 100 percent of output fluctuations was borne by shareholders.

In studying macroeconomic performance data

for 11 industrial countries from 1973 to 1985, it became clear that the sensitivity of employee compensation to output influenced the depth of recessions and the strength of recoveries. Layoffs result in a large decline in consumer spending, but a drop in profits does not. Consumer confidence drops when people fear they will lose their jobs, not when they fear a drop in dividend payments.

Most capital income is received by relatively high-income people who own assets. When capital income declines, they can — and apparently do — liquidate assets or borrow to maintain a steady level of consumption. In contrast, most salaries are earned by less affluent people with fewer financial assets. Suppose one of those people is laid off. If he or she could borrow against future expected earnings, there would be little, if any, decline in that person's consumption spending. But the reality is different: He or she is likely to cut consumption substantially when earnings decline.

When jobs are so sensitive to output, a decline in demand for company A's product will have "ripple" effects on the demand for another company's products. Economists know that layoffs by company A will trigger layoffs by other companies. But these "downstream" effects will be absent — or greatly reduced — if company A behaves like a Japanese company and refrains from reducing labor costs when revenues drop temporarily.

How companies react to such revenue shortfalls affects the general economy. Data show that a country's gross domestic product is more stable in economies where companies refrain from laying

Study cited: "Labor Market Institutions, Liquidity Constraints and Macroeconomic Stability," National Bureau of Economic Research, Working Paper #3926, December 1991, 28 pages.

Available From: National Bureau of Economic Research, Attn: Working Papers, 1050 Massachusetts Avenue, Cambridge MA 02138; 617/868-3900.

Cost: \$5.00, pre-paid, request in writing

off workers when output falls. From 1973 to 1985, Japan and Italy — where workers' share of in-

come fluctuation is smallest — had the most stable economies; the United States had the second-least-stable economy after Canada. The three countries experiencing the deepest recessions since 1988 — Britain, Canada and the United States — were those where employers were more likely to lay workers off than those in the other four countries.

One reason that the Japanese economy is more stable than the United States economy is that Japanese companies are more committed to keeping employment and labor income steady. Tolerance of profit fluctuations may be higher in Japan because much of the equity of Japanese corporations is held by banks, which are patient investors. Japanese companies have long-term relationships with workers because their owners have long-term relationships with them.

In the United States, regulations prevent financial institutions from owning significant stakes in companies and may discourage long-term ownership of companies. These regulations may be inducing American companies to stabilize profits at the expense of jobs. Policy makers should consider the possibility that American macroeconomic stability could be enhanced by eliminating these regulations on corporate ownership. ■

Work Rises, Leisure Drops

WASHINGTON, Feb. 16 (AP) — The average American worker puts in about 140 more hours on the job every year than two decades ago, says a study that also found that paid days off have dwindled.

It all adds up to a major crimp on leisure time, say two economists for the Economic Policy Institute, a research group that is financed by labor unions, foundations and corporations.

"Americans are starved for time," the study said. "Increasing numbers of people are finding themselves overworked, stressed out and heavily taxed by the joint demands of work and family life."

The study was written by Juliet Schor of Harvard University and

Laura Leete-Guy of Case Western Reserve University.

The study found that full-time workers put in, on average, 138 hours more a year in 1989 than they did in 1969.

Paid time off — vacations, holidays, sick leave and personal days — fell roughly 15 percent in the 1980's, the study said. Americans had an average of 16.1 days off a year in 1989, down from 19.8 days in 1981, according to the study. In most European countries, workers have paid vacations of at least five weeks, it said.

The decline of real wages since 1973, coupled with the increased costs of health care and housing, are pushing Americans to put in more hours, the institute said.

Study Cited: "The Great American Time Squeeze," by Laura Leete Guy and Juliet Schor, Economic Policy Institute, February 17, 1992, 30 pages.

Available From: Public Interest Publications, P.O. Box 229, Arlington, VA 22210; 800/537-9359.

Cost: \$5.00

Round Two on the Mommy Track

FELICE SCHWARTZ has been out talking to corporations about women's issues since 1962, and has felt herself to be on very sure ground for a long time. So when she decided to speak out on a forbidden corporate topic — the biological fact that women have babies and the social fact that they work and have careers — she chose to do it in an influential and widely read forum.

"The cost of employing women in management is greater than the cost of employing men," she wrote in the opening sentence of an article published three years ago in the august Harvard Business Review. "This is a jarring statement," she continued, "partly because it is true, but mostly because it is something people are reluctant to talk about."

Ms. Schwartz, the founder of Catalyst, a nonprofit education and research group based in New York, soon found that if people were reluctant to talk about women, work and babies, they were not reluctant to talk about her. For a few months she rode uncomfortably in the wash of the notorious "mommy track" controversy, accused of proposing a gender-based caste system designed to keep women barefoot, pregnant and at the edge of the fast track. Now, she may be able to put the issue to rest. She has written a book, "Breaking With Tradition: Women and Work, the New Facts of Life," which reflects on her months as a feminist anti-Christ and expands on her vision of the egalitarian corporation.

"I was the one of the first victims of political correctness," she said in a recent interview. "I dared to violate the party line that women are not different from men," a reference to especially bitter criticism from feminist activists who accused her of undermining 20 years of legal gains for women and making discrimination easier.

On certain issues, Ms. Schwartz is resolute. She still believes family issues are spoken of in whispers because male executives fear litigation and being seen as tyrannosauric. And, she says, it is still a fundamental fact of life that women have babies and with them, despite increases in the amount of time men dedicate to household chores, a disproportionate responsibility for their care.

But the apparent binary schematic of the original — the career-driven vs. career-and-family woman — has yielded to an analysis of corporate structure and its driving force: ambition.

Her own paradigm is not the pyramid, that bottom-heavy structure the corporate world uses to represent itself. "Women bump their heads early against the sides of the pyramid," she said, citing the early results of a Catalyst study that demonstrates the difficulty women have jumping from "staff positions in areas like human resources to 'line' — read 'fast track' — positions, say, finance. Her chosen image is of a jungle gym, on which everyone, men included, can move laterally as well as up.

SEVERAL members of her own nonprofit community thought the original article put a huge burden on women and focused too much on massaging the current corporate system rather than transforming it. Dana Friedman, co-president of the Families and Work Institute, a nonprofit research group based in Manhattan, wrote a letter to the review's editor commending the article "for bringing motherhood out of the closet." The article, she said recently, was heretical. "It was bold and it was in the Harvard Business Review." But while acknowledging the cost of pregnancy leaves and other special arrangements, she argues now that it is misleading to look only at women's behavioral patterns. "There are several intriguing studies of men's life cycles, of how they pull in and out — but at different stages than women," she said.

Critics may again find Ms. Schwartz inclined to burden women with the sins of corporations. She suggests, for example, that women be prepared to discuss family plans in job interviews — a level of honesty and self-knowledge that seems above and beyond the call of integrity. But on the basic issues there is little disagreement. "The United States is more dependent than ever on women in the work force," said Steven Clayton, vice president at Work/Family Directions, a consulting group in Boston. "More and more companies see an ability to attract and retain women as central to their future competitiveness."

Study Cited: Breaking With Tradition: Women, Work, The New Facts of Life, by Felice Schwartz, Warner Books, 1992, 332 pages.

Available From: Warner Books, 1271 Avenue of the Americas, New York, NY 10020; 212/522-7200.

Cost: \$21.95

The 'Women's Issues' That Aren't

AMONG advocates for work-family issues, one issue is agreed upon: Corporations that hope to attract and keep the best employees cannot afford to slight women and their concerns. "Women are the largest underutilized resource in the country," said Felice Schwartz, head of Catalyst.

But must companies, as Ms. Schwartz contends, pay more to employ women? Dana Friedman, of the Families and Work Institute, is dubious: "Compare a maternity leave, which can be planned for, with the cost of a stressed-out senior male executive having a heart attack with no warning. Even several women out doesn't compare with the cost of one senior man gone for a year."

Demographic trends may make the question moot. Baby-boomers, who had children relatively late, will soon have frail older relatives to care for. And though the burden is likely to fall disproportionately on women, as it does with child care, the double whammy of caring for the young and old is likely to increase demands from both men and women for accommodation from corporations.

Ms. Friedman and Ms. Schwartz agree that what many executives think of as women's issues — flexibility and time for family — aren't. "Many people are willing to trade a day's salary for more flexibility and time off," Ms. Friedman said. "People want a better quality of life."

Study Cited: "Executives and Organizations: Management Women and the New Facts of Life," by Felice Schwartz. Harvard Business Review, January/February 1989, pages 65-77.

Available From: Reprints Department, Harvard Business Review, 230 Western Avenue, Boston, MA 02163; phone: 617/495-6192; fax: 617/495-6985.

Cost: \$10.00

The Wall Street Journal

February 25, 1992, p. A1

*temporary work
employment
income*

THE TEMPORARY HELP BUSINESS is likely to rebound this year.

In a survey of 600 companies by TempForce Inc., a temporary personnel firm, 37% plan staff increases for 1992, and 48% don't see any change, while 15% expect cuts. Staffing Industry Report, a trade publication, predicts that temporary help hours will grow 4% to 8% in 1992, the first rise in three years, as firms uncertain about a recovery "hedge their hiring bets." Hours declined 6% to 8% last year.

Salary increases will average just 4.4%, down from 5.5% last year and the smallest increase since TempForce started taking surveys in 1986. Entry-level salaries actually will drop for some workers, such as data entry and computer operators, programmers and accountants.

Study Cited: "1991 Salary and Employment Survey," by Temp-Force, Inc., 1991, 36 pages.

Available From: Temp-Force, Inc., 1600 Stewart Avenue, Suite 700, Westbury, New York 11590; 516/683-6000.

Cost: None

Hill-Thomas Legacy May Be Challenges to Old Workplace Patterns

By Dana Priest

Washington Post Staff Writer

At business group luncheons, federal training seminars and corporate employee orientations, men and women who do not know each other are being asked to judge when dirty jokes, touching and office banter amount to sexual harassment.

If you tell a woman wearing a new dress that she looks nice, "is that harassment?" asked a middle-aged man at a Labor Department seminar last week.

"If he does it every day, there's something wrong," a woman replied.

"I guess what I'm asking is, should we adopt the attitude of removing all personal remarks from the workplace?" the man continued. "So much seems to be fuzzy."

Across the country, such awkward exchanges are occurring between men and women in the workplace who are trying to understand and change long-standing patterns of behavior. The efforts, employers and personnel experts say, are part of the fallout from Anita Hill's testimony last October that Supreme Court nominee Clarence Thomas had sexually harassed her when she worked for him at the Education Department and the Equal Employment Opportunity Commission.

In the three months following Hill's congressional testimony, formal complaints of sexual harassment against corporate employers jumped to 1,244 compared with 728 during the same period a year earlier, according to the EEOC.

The number of harassment complaints in the District, Northern Virginia, Maryland and in some federal departments are up as well, said EEOC and federal officials. The figures do not include complaints that are handled informally within the workplace itself. About 92 percent of harassment complaints are filed by women against men.

"The Hill-Thomas episode certainly exacerbated the attention on the issue and the increased attention has translated into increased sensitivity," said Lynn Eppard of Federally Employed Women, a non-profit lobby group.

After Hill's testimony, many corporate and government officials redistributed their departments' sexual harassment policies, attaching personal notes to catch employees' attention. Among the memo senders were the State, Labor and Energy departments, Motorola Inc. and Salomon Brothers Inc.

The Labor Department, which

had begun harassment sensitivity training for all employees before the hearings, is developing a set of sanctions—from reprimands to dismissals—to be used to punish employees for everything from offensive talk to physical assault.

A Navy policy that went into effect March 1 calls for the dismissal of members who offer professional rewards, threaten or attempt to influence a career in return for sexual favors, commit rape or assault, or repeat "less aggravated acts." The policy followed the abuse of a female aide by junior aviators at the Navy's annual aviators convention in Las Vegas last year.

The most widespread reaction by private and public employers has been to send managers and employees to sensitivity training.

Energy Department employees are being sent to harassment seminars and Office of Personnel Management officials say the topic is now included in governmentwide orientation classes and in manager training workshops.

EEOC offices throughout the country report increased training requests by businesses. In the Houston district, for example, EEOC officials gave harassment

Study Cited: "Combating Sexual Harassment: A Federal Worker's Guide," pamphlet by Federally Employed Women, 1991.

Available From: Federally Employed Women, 1400 Eye St. N.W., Washington, D.C. 20005; 202/898-0944.

Cost: 1-49 copies, 3.00 each

seminars to 530 private-sector workers during fiscal 1991. In the first five months of this fiscal year, which began Oct. 1, 2,124 people have attended the courses.

Hill's testimony caused many people to question their own behavior, said Eppard and EEOC officials who have held mixed-sex seminars on harassment.

When Eppard's group publicized its guidebook, "Combating Sexual Harassment: A Federal Worker's Guide," after the hearings, requests for the book flooded in. The group sent out 12,000 pamphlets in three months and has orders for another 20,000.

About 300 calls, said Eppard, came from men who wanted single copies for themselves, usually because they wanted to make sure they understood the law and the line between acceptable bantering and unacceptable harassment.

Defining the line was one goal in the Labor Department workshop last week.

The seminar, attended by 28 employees, began with trainer Milton Blount's simple question: "Why are we here?"

"Clarence Thomas. Clarence Thomas," a man in the back of the room whispered.

Thomas's wife, Virginia, a senior official at the Labor Department, attended the course shortly after the hearings. "My main focus in [the class] was on false charges," she said "...It was just a tender issue for me."

In last week's course, employees broke into small discussion groups after they had listened to the definition of harassment and had watched a video presenting scenarios showing when flirtation or kidding can turn into harassment.

One group was made up of three men and four women who ranged in age from their early twenties to their

late sixties. The department asked that their names not be published.

The sensitivity of the subject matter came out quickly in the group.

"I feel a little offended by even having to be here," said one man. "I'm 67 years old and talking about things like this."

Another participant in his mid-fifties tried to make everyone feel more comfortable by telling a story about himself: He said when he speaks to groups, he is often introduced as an "expert." He used to begin his talks by saying, "What's the definition of an 'expert'?" then would answer his own question. "It's a guy who knows 70 ways to make love but doesn't know any women."

The women in the group groaned.

"That would be gross, I'd walk out," responded a young female secretary.

"My point," he said, "is that may have been acceptable 10 years ago. I don't tell it anymore."

"People probably were sensitive to it a long time ago," the woman insisted. "You just weren't."

The dialogue continued and the group was instructed to come up with ways employees can curb harassment on the job.

"It's an impossible situation," said an unmarried man in his thirties. "Women should be forthright. If it offends you, you should say clearly that it offends you. No more hiding behind their veil of victimization. We have to demand that no more coming forward five months or five years from now. If you're bugged by something, speak up, be clear."

Frustrated, the 67-year-old interjected: "The Thomas hearings pretty much highlighted what's wrong. I don't know whether [Anita Hill] was right or wrong. But if these lawyers up on [Capitol] Hill couldn't figure it out, how in the hell are we supposed to?"

"Well," responded a female computer specialist, "we need to be more sensitive to other people's needs."

Sexual harassment is defined as a form of sex discrimination under Title VII of the Civil Rights Act of 1964. Harassment ranges from the blatant exchange or denial of promotions and raises based on sexual favors to a "hostile working environment," defined by the Supreme Court as one in which the harassment is "sufficiently severe or pervasive to alter the conditions of the victim's employment and create an abusive working environment."

Federal employees must file formal complaints with their employer's Equal Employment Opportunity office. Critics have charged that it is ineffective to have the same agencies accused of harassment investigate and pass judgment on such allegations. The EEOC last week issued new regulations that are expected to cut down on time delays, which have also been criticized.

Private-sector employees must go to the EEOC to begin the complaint process. The agency can bring a lawsuit on the individual's behalf. More commonly, the EEOC gives a complainant the "right to sue" letter that is necessary to file suit in federal court.

Experts say the Civil Rights Act of 1991 has also prodded corporations to address the problem because, for the first time, victims of intentional sex discrimination can collect compensatory and punitive damages, with a cap on awards that is based on the size of the firm being sued.

EEOC officials said they have seen an increase in the number of consultants and attorneys who, for a fee, are willing to help companies and complainants.

Study Cited: Unpublished information from Equal Employment Opportunity Office.

Available From: For more information contact: Equal Employment Opportunity Office, 1801 L St. N.W., Washington, D.C. 20507; 202/663-4900

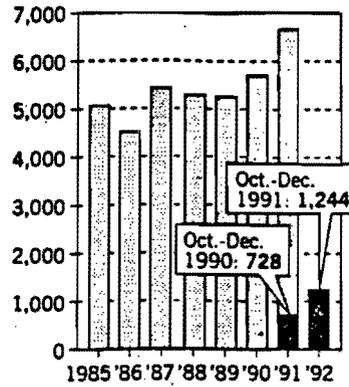
Last year Susan Reilly, EEOC director for the District and Northern Virginia, had a list of three lawyers willing to take sexual harassment cases. She recently sent a letter to the D.C. Bar Association asking for lawyers who wanted to be included on the list and got back 40 names.

The number of harassment claims in Reilly's office has gone from 43 in all of fiscal 1991 to 25 in just the first three months of fiscal 1992.

The EEOC's Baltimore office, which covers Maryland and the rest of Virginia, received 13 sexual harassment complaints in the first quarter of fiscal year 1991, compared with 25 in the first quarter of this fiscal year.

SEXUAL HARASSMENT

FORMAL COMPLAINTS
NATIONWIDE IN PRIVATE SECTOR,
BY FISCAL YEAR, SHOWING
SURGE AFTER OCT. 91
HILL-THOMAS HEARINGS



NOTE: Fiscal year runs October through September. For example, fiscal year 1992 began Oct. 1, 1991.

SOURCE: Equal Employment Opportunity Commission

The Wall Street Journal

March 16, 1992, p. B1

*workforce participation, women
employment
recession*

Proportion of Women In Work Force Drops

WOMEN'S participation rate in the labor force declined in 1991, ending three decades of steady increases.

The proportion of women age 16 or older in the work force eased to 57.3% last year from the record rate of 57.5% in 1990, the Bureau of Labor Statistics says. The figure had climbed for 30 years, from 38% in 1961 to 43% in 1971 and 52% in 1981.

The work-force participation rates for women in all 25-and-over age groups were stable or edged up last year. But a decline in the rate for women 16 to 24 years old was enough to cause a drop in the overall figure. The under-25 rate, which peaked in 1987 at 65%, eased one percentage point last year to 62%.

In contrast, men's work-force

rates have been easing since at least the mid-1950s. In 1991, work-force rates for men of all ages dropped to 75.5% from 76.1% in 1990.

The latest declines for both men and young women can probably be attributed to the recession. The work force includes unemployed people seeking work, but it doesn't include discouraged workers—those who have given up looking for a job. This group presumably grows when jobs are hard to find. Though women's work-force participation rates rose during recessions in the 1970s and 1980s, the years of uninterrupted growth may have given way to more cyclical patterns similar to those for men.

Study Cited: "Women's Labor Force Growth Appears Stalled," by Howard Hayghe, January, 1992, 2 pages.

Available From: Bureau of Labor Statistics, Employment Statistics, Room 2486, 441 G St. NW, Washington, D.C. 20212; 202/523-1371.

Cost: None

The Wall Street Journal

March 24, 1992, p. A1

*work and family
leisure*

TIME VISE TIFF: Do people really work more now?

Researchers challenge the notion that mounting work demands are squeezing Americans for family- and leisure-time. Economist Juliet Schor's contention that average annual work time rose 138 hours between 1969 and 1989 "twists postwar history and contravenes some key facts," argues Sar Levitan of the George Washington University Center for Social Policy Studies.

He says the influx of women accounts for the rise in paid work time, and he cites university research showing people actually have gained leisure time. But Ms. Schor contends that work hours even rose among men who were unemployed or forced to work just part time. And she says the leisure data is skewed because it compares a business cycle peak to a recession.

Study Cited: "The Great American Time Squeeze," By Laura Leete Guy and Juliet Schor, Economic Policy Institute, February 17, 1992, 30 pages.

Available From: Public Interest Publications, P.O. Box 229, Arlington, VA 22210; 800/537-9359.

Cost: 5.00

Study Cited: No study available.

Available From: For more information contact Sar Levitan, The George Washington University Center For Social Policy Studies, 1717 K St. N.W., Suite 1200, Washington, D.C. 20006; 202/833-2530.

Economic Scene | Peter Passell

Women's Work: The Pay Paradox

COMPARED with their European counterparts, American women are more skilled and enjoy greater legal protection against job and pay discrimination. Why, then, is the gap in pay between men and women roughly the same as in Europe — and in some cases, far greater?

One possibility is that discrimination is actually more pervasive in the United States than indicators suggest. But Francine Blau and Lawrence Kahn, economists at the University of Illinois Urbana-Champaign campus, offer a very different explanation in an article to be published in the May issue of the *American Economic Review*.

The unique American problem, they argue, is not discrimination but the yawning gap in wages between skilled and unskilled labor. On average, they note, American women are less skilled and have less job experience than American men. And rewards to skill (or penalties for lack thereof) are far greater in the United States than in other countries. Indeed, adjusted for this wage dispersion factor, the gender pay gap is no higher in America than in Scandinavia.

As might be expected, Sweden and Norway do well in gender pay comparisons. By the late 1980's, women were paid 85 to 90 percent as much as men, per hour worked. By contrast, women in tradition-bound Switzerland lagged far behind at 68 percent.

The real surprise is that American women do only slightly better than Swiss, earning roughly 70 cents for every dollar brought home by men for an hour's work. Even more disturbing, the differences between the leaders and the laggards on the pay equality front have widened since the rise of feminism. Back in 1967, the difference between the United States and Norway was 11 percentage



points; by 1989 it had widened to 16.

It is not easy to find the smoking gun that explains such large and growing differences. The United States had laws protecting the right to equal pay and equal access to better jobs before Sweden or Norway — or for that matter, before other European countries that rank fairly well on the gender pay gap.

The two economists do note one striking difference between the United States and other rich countries: Only the United States fails to guarantee the right to maternity leave beyond the period of actual disability. Indeed, most other countries guarantee time off with pay for both pregnancy and care for infants. It thus seems likely that more American women are forced to choose between high-paying careers and motherhood.

But Mr. Kahn argues that the actual impact of leave policies on the gender pay gap is ambiguous. While the laissez-faire American approach surely drives some women off the fast track, it surely also pulls some on. American women who are effectively forced to forgo parenthood to further their careers are better positioned to compete than European women who try to have it both ways.

Study cited: "The Gender Earnings Gap: Learning From International Comparison," by Lawrence Kahn and Francine Blau. *American Economic Review*, May, 1992, pages 533-538.

Available From: Attn. Lawrence Kahn, University of Illinois-Urbana Champaign Campus: Economics Dept., 330 Commerce West, 1206 South 6th St., Champaign, IL 61820; 217/333-4295.

Cost: None

What, then, does explain the lackluster American performance? Ms. Blau and Mr. Kahn see it as a double whammy. Like Scandinavian women, American women are, on average, less productive than men because they have less training and experience. But unlike Scandinavian women, they are the inadvertent victims of a wage-setting system that has been increasingly apt to punish a lack of skills or experience.

American women are thus "swimming upstream," starting from a position of economic inferiority in a labor market that reserves an ever-skipier slice of the pie for those at the bottom.

This is only a hypothesis, of course. The meat of the Blau-Kahn contribution is their statistical analysis, which isolates the factors in intercountry pay differences that are specifically related to gender. And as the two economists predicted, sex discrimination does not seem to be an important cause of the relatively poor American experience. Indeed, differences in pay for comparable skills explain 100 percent of the difference in the gender pay gap between Scandinavia and the United States.

On first glance, that appears to be good news. American law and culture seem to have done a good job — or, at least, as good a job as Sweden and Norway — in attacking sex discrimination in the workplace.

It is, however, an awkward sort of victory for the American system. The labor market may not be discriminatory in intent. But it is plainly discriminatory in result, rewarding the haves and punishing the have-nots. As the blues singer Billie Holiday once put it in a slightly different context, "God bless' the child that's got his own."

The best one can say for the American labor market is that, given time, unintentional discrimination should be self-correcting. The gap in average skill and experience levels should narrow as better-educated generations of women permeate the work force. Moreover, the gap in pay levels between skilled and unskilled work will probably also narrow as more people, male and female, respond to the increased incentive to go to college.

Study Cited: "The Gender Earnings Gap: Some International Concerns," by Lawrence Kahn and Francine Blau, unfinished as of June 1992.

Available from: Attn. Lawrence Kahn, University of Illinois-Urbana Champaign Campus: Economics Dept., 330 Commerce West, 1206 South 6th St., Champaign, IL 61820; 217-333-4295.

Major Changes Seen in Female Labor Force

By Dana Priest
Washington Post Staff Writer

In recent years, various presidential panels and high-powered commissions have peered into the future of the federal work force and seen major demographic changes on the horizon.

They wanted to understand how the work force will change so that employment practices could better be molded to fit the needs of employees.

Yesterday, the "future issues" team of the General Accounting Office (GAO), the investigative arm of Congress, weighed in with some fascinating demographic trends of its own, especially on the subject of female employees.

For instance:

- During the past four decades, the female civilian labor force increased by nearly 1 million workers each year. By 1990, nearly 57 million women were working or looking for work, a more than 200 percent increase since 1950.
- The most dramatic changes in the female labor force occurred among married women with children. In 1960, only 18.6 percent of married women with children under 6 were in the labor force; by 1990, 60 percent of women with young children worked.
- Also increasing significantly were the percentage of families in which both spouses work—up from 31.6 percent in 1960 to 70 percent in 1990.
- Although women make up a larger percentage of the nonfederal work force than the federal work force, their presence in the federal sector grew more rapidly than in

the nonfederal sector between 1976 and 1990. In other words, the federal/nonfederal gap narrowed by 3 percent during the 14-year period.

■ The biggest increase of women in federal jobs was in the area of white-collar administrative occupations, such as lawyers and accountants. The greatest jump in this area occurred among women aged 35 to 44.

The GAO study does not explain the demographic changes, but refutes some of the conclusions made by a major 1987 study of federal employee demographics—called the Workforce 2000 report—that urged government to prepare for labor shortages and mismatched job skills.

GAO argues that the Workforce 2000 statistics overstated the magnitude of the changes likely to occur. Pay reform legislation passed in 1990 should make the federal government more able to compete with the private sector for employees, it said.

The Federal Employees' Pay Comparability Act of 1990 calls for locality-based pay increases, pegged to local labor markets, beginning in 1994.

Given the growing percentage of female federal employees with families, government personnel planners would be wise to "consider policies that will help employees and prospective employees balance both their work and family responsibilities," the report says.

The GAO suggests agencies consider the following:

- On-site or near-site child care, assisting employees in locating quality child care and

Study Cited: "A Changing Workforce: Demographic Issues Facing the Federal Government," GGD-92-38, General Accounting Office, March 24, 1992.

Available From: General Accounting Office, P.O. Box 6015, Gaithersburg, MD 20877; 301/275-6241.

Cost: None

paying part of employees' child care costs.

- Flexible work schedules, including sharing one job with another employee.

- Flexible leave policies that would allow workers to take time off for maternity leave or adoption.

- Allowing some employees to work at home or at a satellite office close to their home part of the time.

"There is evidence to indicate that employers who adopt policies to respond to changing work force demographics can have a competitive advantage in attracting and retaining employees and improving productivity," the GAO report states.

The GAO used published and unpublished demographic and employment data from the Bureau of Labor Statistics and from the Office of Personnel Management's Central Personnel Data File in its study.

Study Cited: "Federal Recruiting Comparison of Applicants Who Accepted or Declined Federal Job Offers," GGD-92-61BR, General Accounting Office, March 20, 1992.

Available From: General Accounting office, P.O. Box 6015, Gaithersburg, MD 20877; 301/275-6241.

Cost: None

Study Cited: "Workforce 2000," General Accounting Office, 1987.

Available From: General Accounting Office, P.O. Box 6015, Gaithersburg, MD 20877; 301/275-6241.

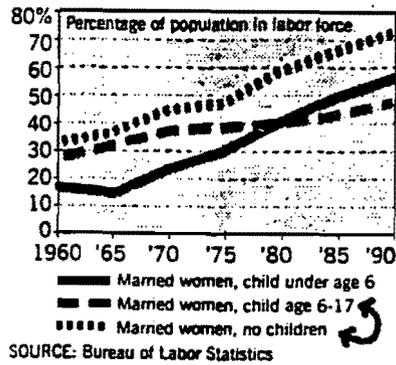
Cost: None

WOMEN IN THE WORK FORCE

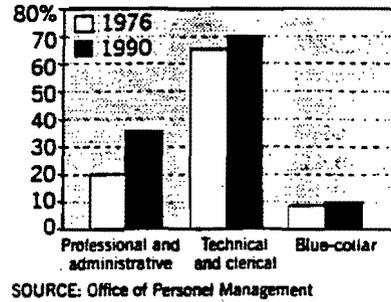
SNAPSHOTS OF RISING PARTICIPATION

Correction: Lines for married women, children age 6-17 and married women, no children are reversed.

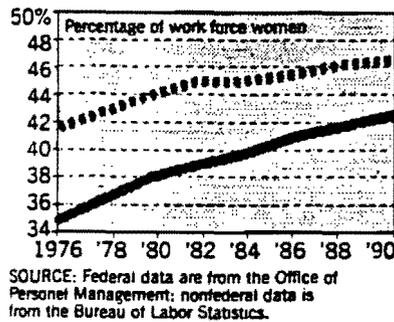
Labor force participation rates of married women with children increased dramatically between 1960 and 1990.



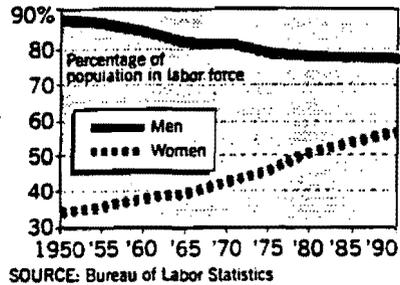
Women's representation in federal professional and administrative jobs increased more than in federal technical and clerical or blue-collar jobs between 1976 and 1990.



Percentage of the work force that was female increased more in the federal government than in the nonfederal sector between 1976 and 1990.



Women's labor force participation rate increased between 1950 and 1990, while men's participation rate fell.



Study Says Women Face Glass Walls as Well as Ceilings

By JULIE AMPARANO LOPEZ

Staff Reporter of THE WALL STREET JOURNAL

NEW YORK—If the ceiling doesn't stop today's working woman, the walls will, a new study suggests.

For a long time, invisible barriers called "glass ceilings" were viewed as the big obstacle facing women trying to climb the corporate ladder. But the new survey has found that the problem starts before that, with "glass walls" that keep women from moving laterally.

Lack of lateral movement deprives women of the experience, especially in line supervision, that they need to advance vertically, concludes the study conducted by Catalyst, a nonprofit research organization here that focuses on women's issues in the workplace.

The new study is based on interviews with senior managers and focus groups with middle managers from large corporations. It will be released today at a Catalyst conference on strategies for women's advancement.

According to the report, women tend to

be placed in staff or support positions in areas such as public relations and human resources and are often steered away from jobs in core areas such as marketing, production and sales.

Catalyst President Felice Schwartz says women get trapped in these kinds of jobs because of unintentional stereotyping that labels them as people who can provide support. Support functions such as human resources, law or finance typically don't offer the critical experience expected of those advancing to senior levels.

"Women are being inadvertently separated," Ms. Schwartz says. "Women go one way, and men go another."

The study says women account for as many as half of the professional employees in the largest industrial and service companies, yet they hold fewer than 5% of the senior management positions. And most of the senior jobs they do hold are in areas

such as human resources, finance or public relations.

Among the reasons that few women are assigned to line jobs: Many men still feel uncomfortable dealing with women, and many doubt that the women can balance career and family, says Mary Mattis, Catalyst vice president of research. "Furthermore," she says, "60% of human resources managers who participated in the study reported that putting women in line jobs is perceived as risky."

Several outside experts say that the glass wall has been a longstanding problem but is gaining new importance. As companies pare layers of specialized management, it has become more critical than ever to gain broader management expertise, they add.

"The glass wall is just a new name for an old phenomenon called occupational segregation," says Myra H. Strober, a la-

Study Cited: "Women In Corporate Management," by Catalyst, 1990 survey, 40 pages.

Available From: Catalyst, 250 Park Ave. South, New York, NY 10003; 212/777-8900.

Cost: 25.00

bor economist at Stanford University who is researching issues women face at major corporations. "Jobs get segregated when women begin to move through them," Dr. Strober says. "That's just a way of maintaining old types of discrimination."

Dr. Strober urges women to express their concerns to employers. But she says that corporations bear the ultimate responsibility for breaking down the walls. "If companies are serious about moving women to the top, they have to make sure that women don't get stuck in certain dead-end areas," Dr. Strober says.

Other executives say women need to become more assertive to break through the walls. Eunice Salton, a vice president in a division of Simon & Schuster, recommends that women request transfers and go after important line positions. "The walls are still there," she says, but they're getting weaker.

Some women are taking action to break through the glass wall. Denied a position in a line operation at an Ohio bank, Susan Boren says she quit her staff position. She took another staff position with a manufacturing company—but with the understanding that in three months she would move into a line position. She is now a group vice president with Dayton's Metro Stores, a unit of Minneapolis-based Dayton Hudson Corp. "Sometimes you have to quit to get what you want," she says.

Encouraging Mentoring

The study suggests that women should find out what type of experience companies require of their executives and then seek to get it. At the same time, it says, companies should create programs to encourage mentoring and career development and to discourage gender stereotyping.

And women aren't the only victims of glass walls. "It's an issue for men as well," says Jean Hauser, an assistant dean at Duke University's Fuqua School of Business who deals with managers routinely as head of the school's executive education program. "All executives today have to get enough cross-functional ability so they can mature into general managers."

While women do face special problems, they're not all the fault of the corporation, Dr. Hauser says. She cites the comparative lack of mobility that many professional women suffer if they're married, because they're more likely than male managers to have professional working spouses. And that can complicate—if not impede—the prospect of moving to a new location. "If you're going to take cross-functional assignments, it often means you have to relocate," Dr. Hauser says.

The impetus for the new Catalyst study was the organization's 1990 survey,

"Women in Corporate Management," which evaluated the positioning of women in large companies. The findings showed that senior executives saw a risk in offering women line positions yet named line experience as a necessary step for advancement.

Taking Steps

Some companies are taking steps to move more women into line positions and ultimately top management. For instance, American Airlines, a unit of AMR Corp., issued a directive that requires all officers to submit detailed, cross-functional development plans for all high-potential women in middle management and above, the report says.

Du Pont Co., Wilmington, Del., has a rotation process that moves men and women through at least two or three functions before they reach top positions in the chemical producer, Catalyst adds.

Arthur Andersen & Co. has started a gender-awareness program, called "Men and Women as Colleagues," the report says. The Chicago-based accounting and consulting firm says the program has helped it attract and retain women. More than 40% of the firm's 4,000 annual hires in the U.S. are women.

Ms. Schwartz, the Catalyst president, says such programs show that women are now entering the second phase of the business revolution. The first phase, she says, brought women into the business world. "The second will bring women into the mainstream of business leadership," she says. "I don't think this is just a dream."

—Gilbert Fuchsberg contributed to this article.

Study Cited: "On the Line: Women's Career Advancement," by Catalyst, March 31, 1992, 67 pages.

Available From: Catalyst, 250 Park Ave. South, New York, NY 10003; 212/777-8900.

Cost: 85.00



Employers Try to See If Family Benefits Pay

EMPLOYERS step up research into the bottom-line impact of child-care assistance and other family benefits.

There's wide agreement that employee conflicts between work and family duties cost companies money. Workers who have child-care breakdowns, needy aging relatives and other family troubles are more likely to quit their jobs or be late, absent or less productive, studies show.

But research on the effects of possible remedies—how much companies can save by offering family leave, job sharing, help with child and elder care, and other benefits—is mostly flawed or incomplete.

"We get a lot of questions" on the topic, "but unfortunately we don't have a lot of answers," says Janice Stanger, a consultant with William M. Mercer, a Marsh & McLennan unit.

Amid renewed concern about the productivity of U.S. workers, researchers are taking a new look. A study set for publication this spring by the Families and Work Institute, New York, shows that allowing parental leave costs less than replacing employees permanently—32% of annual salary, compared with 150% of annual pay for replacing a manager and 75% for a non-manager. The study measures the cost of disability pay, leave-related changes in productivity and time spent training replacements.

Susan Lambert, a University of Chicago researcher, is studying

the link between extensive work-family benefits at Fel-Pro, an auto-parts maker in Skokie, Ill., and employee participation in quality-improvement programs. The three-year study, due in June, will probably indicate that family benefits build trust and encourage workers to share ideas for improving products. "We have tended to look at [family benefits] as a women's issue, but it's bigger than that," Ms. Lambert says. "There are important business reasons for doing this."

The Labor Department is funding research at several employers to gauge whether work-family programs affect productivity, turnover, absenteeism and tardiness. Pacific Gas & Electric, the Families and Work Institute, UNUM and Boston University are among those participating.

Study Cited: "Beyond The Parental Leave Debate," by James Bond et al., Families and Work Institute, 1991, 110 pages.

Available From: Families and Work Institute, Attn. Eleanor Porter, 330 7th Ave., 14th Floor, New York, NY 10001; 212/465-2044.

Cost: 30.00

Study Cited: "Relationship Between Family Responsive Policy and Participation in Total Quality Management," by Susan Lambert et al., July 1992.

Available From: Susan Lambert, SSA, University of Chicago, 969 East 60th St., Chicago, IL 60637; 312/702-1143.

Cost: None

Family Issues Make Slow Progress in Labor Contracts

By Frank Swoboda
Washington Post Staff Writer

Change often comes slowly to the collective bargaining process.

Perhaps nowhere is that more evident than the rate at which work-family issues are being incorporated in union contracts.

Despite major demographic shifts in the work force over the past decade, a new Labor department study of major collective bargaining agreements shows formal inclusion of work and family provisions in labor contracts is still quite low.

"During the 1980s, changes in the composition of work force and general population made labor and management practitioners aware of growing conflict in the workplace between a worker's roles as an employee and as a family member," said the study, which was conducted by the department's Bureau of Labor Management Relations and Cooperative Programs.

"These demographic changes included the growth of women's participation in the work force, the increase in dual-earner and single-parent households and the expansion of the number of elderly who depend for care and support during their declining years upon a shrinking, active work force."

To see what impact a decade of social pressures were having at the bargaining table, the bureau studied 452 union con-

tracts that were in effect on July 1, 1990, each covering 1,000 or more workers. Combined, the contracts covered 2.8 million workers, with 210 contracts in manufacturing industries and the balance in non-manufacturing.

The results showed that barely half the contracts—227 out of 452—contained one or more of the conventional work and family provisions. These contracts covered 1.9 million of the 2.8 million workers whose contracts were studied.

Among those contracts, 164 had maternity leave provisions, while 35 provided parental leave, 28 offered adoption assistance, 24 had child care, 81 provided leave for family illness, 24 had employee assistance programs, eight offered elder care services and 30 specifically banned discrimination for marital status.

For purposes of the study, the department broke work and family contract provisions into three basic categories:

- Clauses that are specifically concerned with conventional areas of interest, such as child care, maternity leave, employee assistance programs and bans on discrimination for reasons of marital status.

- Provisions that are not among the conventional work and family areas of interest but could be interpreted by union and man-

Study Cited: "Work and Family Provision in Major Collective Bargaining Agreements," Bureau of Labor Management Relations and Cooperative Programs, BLMR-144, 1992, 90 pages.

Available From: U.S. Department of Labor, 200 Constitution Ave. N.W., BLMRCP-Room N5419, Washington, D.C. 20210; 202/523-6098

Cost: None

agement to accommodate family needs. These include such things as compressed workweeks, flexible schedules, personal sick days and vacations in daily increments of less than a day.

■ Miscellaneous clauses that are not ordinarily viewed as being within the scope of conventional work and family issues, but touch upon matters that have an impact on the family. Examples include measures concerned with family finances, insurance programs, mortgage allowances and tuition assistance or education loans.

Leon Lunden, research director for the bureau, said the lack of work and family language in the contracts studied by the department reflects the traditional caution of negotiators in collective bargaining.

"I would say that there's more there than the survey found," Lunden said. "I feel there is a lot of policy out there and policy jointly arrived at. The tradition of collective bargaining is that these particular policies do not necessarily spill over into the collective bargaining agreement. Often, the two parties decide not to put them into the agreement."

Lunden said the structure of a collective bargaining agreement is built over a period of years and there is a natural caution against quick change. He said when union and management negotiators come to contemporary issues like work and family issues, they tend to take one of two approaches: They try to fit the new issue into an existing contract clause, or they simply don't know where to fit it into the contract so they include it in a "side letter" to the contract, which is enforceable.

Although he cautioned against making

too much of the survey because it was limited in size, he said the results "tell me there is a trend and that things are going to improve. There is more understanding out there of the need to deal with these problems of conflict between the demands of work and the demands of family."

Few companies and unions have done what AT&T and the Communications Workers of America and the International Brotherhood of Electrical Workers have done: package all the work and family language into a separate section of the contract.

The AT&T 1989 contract has an appendix with provisions for parental leave, child care, dependent care reimbursement, family leave, elder care and adoption assistance. When the family and work provisions were negotiated, the provisions were hailed as nearly unprecedented for a unionized work force.

The study concludes that it is important for work and family provisions to be put together in its own section of the contract. "By adopting a package approach, unions and management signaled that work and family issues truly were under one umbrella and therefore on a par with traditional contract concerns such as wages and hours of work," the study concluded.

Despite the slow progress so far, Lunden sees these work and family issues becoming increasingly prominent in union contracts throughout the 1990s, a period when the government projects that 85 percent of the net new jobs being created will go to women and minorities.

"The collective bargaining agreement is the problem-solver for the workplace," said Lunden.

Report Portrays a Churning Sea of U.S. Job Losses and Gains

By John M. Berry
Washington Post Staff Writer

It's one of the economy's basic rhythms: People are fired or leave their jobs, and people are hired or rehired.

In fact, according to a new Bureau of the Census study being released today, the nation's job market is in perpetual motion with tens of millions of hirings each year.

Between the end of 1986 and early 1989, the study found that on 60.8 million occasions someone in the United States found a job after being without one for at least a month. Since about one-third of those getting jobs did so more than once during the two-year period, the total number of people involved was 41.5 million.

But with that many people finding a job, total employment rose over the period by only about 5.6 million. While the arithmetic is not shown in the study, the small number of added jobs compared with the large number of hires or recalls means that during those two years, on about 55 million occasions, workers either lost a job or left it for some reason. Many workers lost or left more than one job and found new ones.

During the period of the study, there were about 120 million people in the nation's workforce.

The study, "Job Creation During the Late 1980s: Dynamic Aspects of Employment Growth," from the Commerce Department's Census Bureau, found that more than one-

fourth of the new hires were in retail stores. Another 20 percent were in professional and related services, which includes health care and education. Just under 13 percent were in manufacturing.

Of the workers who went from having no job to having one, two-thirds—or 27.8 million—found a new job only once during the study period. Just over 10 million other workers found jobs twice while the remaining group of 3.6 million workers obtained three or more new jobs.

This sort of churning is well known to experts who have studied the U.S. labor market. But the enormous job losses and gains are not as familiar to much of the public because they are not shown in the Labor Department statistics routinely reported each month, such as those covering the unemployment rate, the change in payroll employment and the number of people holding jobs. All of those figures are the net result of all the gains and losses, including the personal decisions about whether to hold or seek a job.

Details of the study show that women represented 55 percent of the persons moving into jobs. Young persons from ages 16 to 24, who often had more than one new job during the period, accounted for 42 percent of the new hires.

Out of the four marital groups, single men and women and married men and women, married women got the most jobs, with 12 million of them being hired.

Study Cited: "Job Creation During the Late 1980's: Dynamic Aspects of Employment Growth," by Paul Ryscavage, Series P-70, No. 27, January 1992, 13 pages.

Available From: Bureau of the Census, HHES Division, Labor Force Statistics Branch, Room 309, Washington, D.C. 20233-3300; 301/763-8574.

Cost: None

The study, the first of its kind, does not directly address the question of whether the new jobs being created by the American economy pay as well as those created in the some past period. There are no comparisons with past periods showing either the pace at which workers found new jobs or the compensation that went with them.

For instance, even for the 1986-89 span, it is not shown whether the jobs that workers got were full or part time, or whether they included any fringe benefits.

What the study does provide is information about the wages and salaries the new hires received.

About one-fourth of the workers were hired by goods-producing industries where the hourly pay averaged \$6.96, or \$406 for those paid a weekly salary.

Another one-third of the jobs were in what the study calls "high-paying" industries providing services, including transportation, communications and public utilities, wholesale trade, professional and related services, public ad-

ministration and finance, insurance and real estate. Those jobs carried average hourly pay of \$6.08 and average weekly earnings for new salaried employees of \$367.

The remaining 42 percent of the workers getting jobs found them in "low-paying" service industries, including retail trade, business and repair services, personal services and entertainment and recreational services. In those industries, the new jobs paid an average of \$4.62 an hour, or \$246 for those paid a salary.

Whatever the industry, newly hired men did better in terms of pay than women. Men's hourly pay on their new jobs averaged \$6.38, while the average for women was \$5.07. On a salaried basis, men got an average of \$430 a week and women \$233.

Similarly, whites did better than blacks, with average hourly earnings of \$5.76, compared with \$5.05, and average weekly earnings of \$354, compared with \$198.

Among salaried workers, one-third of the men were paid more than \$500 a week in their new job, while only 13 percent of the women were paid that well. For those paid at an hourly rate, 9 percent of the men got more than \$15 but only 1.3 percent of the women did.

'Need-Blind' Admissions Policy at Top Private Colleges Losing Favor to Wealth

By Mary Jordan
Washington Post Staff Writer

Johanna Fernandez, one of 253 student protesters at Brown University arrested last week, comes from a family of five whose total income is \$22,000—exactly a single year's tuition and room and board at her Ivy League school.

Her anger at the university's controversial policy of considering how much students can pay when deciding whether to admit them drove her to join a takeover of the main administration building last Wednesday, an action that swiftly led to shouting matches, a riled-up, rain-soaked demonstration of 600, and eventually, a mass visit to a Providence, R.I., police station.

"I happened to get accepted," said Fernandez, who excelled in a public high school in the Bronx where her father is a maintenance worker. "But other qualified students that I know back home like me might not be so lucky."

The continuing protest at Brown—as well as recent ones at Wesleyan, Columbia, Smith and other prestigious schools—erupted over one of the most contentious issues on campuses today: the move by an increasing number of elite universities toward a long-taboo policy of considering a potential student's wealth

when choosing its freshman class.

As a result of eroding "need-blind" admissions policies, coupled with the increasing flight of middle-class students who get accepted but feel they cannot afford an academic degree that can easily cost \$90,000, the nation's elite schools appear to be returning to their earlier 20th century days as bastions of the rich.

In the last three years, the percentage of students at the 25 most selective private schools whose family income is at least \$100,000 a year rose from 31 to 37 percent, according to the UCLA Higher Education Research Institute.

By comparison, only 5 percent of all American households have incomes of \$100,000 or more.

The percentage of students from an even more rarefied strata—those from families pulling in more than \$150,000—that attend the 25 most elite private schools has climbed from 17 to 22 percent since 1988. Those schools include Harvard, Princeton, Yale, Tufts, Brown, Cornell, Duke and Georgetown.

The poorest students, whose family income is less than \$30,000 a year, dropped from 13 to 12.4 percent of those attending the elite schools, with those in the middle increasingly being squeezed out or opting out.

"What apparently is happening is

Study Cited: "The American Freshman: National Norms For Fall," published yearly, by Alexander Aston, Dr. Eric Dey, William Korn and Ellen Riggs, 1991, 198 pages.

Available From: Higher Education Research Institute, UCLA Graduate School Of Education, 405 Hilgard Ave., Los Angeles, CA 90024; 310/825-1925.

Cost: 20.00 + 3.00 shipping

the kids from families earning \$60,000, \$70,000 and \$80,000 have been effectively priced out," said Arthur M. Hauptman, a policy consultant on financial aid to the American Council on Education, the largest association representing colleges and universities. "They are caught in between. They have too much money to qualify for much in the way of aid, and too little money to pay the bill."

"The 'elite' private colleges and universities are experiencing 'middle-class melt,'" agreed Morton Owen Schapiro, an economist at the University of Southern California and coauthor of "Keeping College Affordable." "The middle-class kids are being replaced by rich kids."

Schapiro said some of that decline is because of the disappearance of the middle class in general. But part of the loss appears to be the effect of private school tuition rising at more than twice the rate of real income over the 1980s.

For example, his research shows that in 1978 students from middle- and upper middle-class families (defined in 1989 as earning between \$40,000 and \$75,000 a year) accounted for 39 percent of the student body at a group of 32 highly select colleges and universities, while by 1989 that declined to 31 percent.

Despite a concerted effort beginning in the 1960s to open up the nation's elite universities to students from every segment of society, a class system appears to be reemerging because of rising costs.

Many of the nation's brightest students who 10 years ago would have qualified for outright grants at the private elite universities now are strapped with tens of thousands of dollars of loans if they accept. Increasingly, students like Daniel Wendelin who tested in the top one-half of 1 percent of high school students are rejecting the Ivy League for less

expensive public universities.

Wendelin, who attended public high school in Pittsburgh, was accepted at Cornell and wanted to enroll there because of his interest in genetics and biology. But he rejected the university because "it would have been an incredible hardship on my family."

His father, a transportation consultant, earned just enough so Wendelin did not qualify for any grants and would have had to take out loans to cover the tuition and room and board, which run more than \$20,000 a year. Instead, he opted for Ohio State, which also has a top-flight science program, which paid for all of his expenses except for \$2,000.

This year, the number of National Merit Scholars, who have the academic credentials to attend the most select private schools, shot up from 23 to 109 at Ohio State.

As upper middle-income students fill major public universities, they are crowding out less well-off students, who are increasingly funneled into community colleges, according to Schapiro and others who have studied the trends.

Colleges are so tight-lipped about the changing economic background of their student bodies that a reporter's calls to eight of the most selective institutions resulted in the same response: Those data are not available.

"It is not something schools like to talk about," said John Burnell, Stanford University's admissions director, who said he did not have the data and doubted a reporter would find it in any office. "If the perception is that there are schools for the affluent only, where most of the students have parents with incomes over \$100,000, the worry is that it will send a message to kids below that income level, that they won't fit in."

Edee Saada Sahar, a Brown University senior who grew up in a working-class family and was one of those protesting last week, said,

Study Cited: Keeping College Affordable, by Morton Schapiro and Michael McPhereson, 1991, 262 pages.

Available From: Brookings Publishers, 1775 Massachusetts Ave. N.W., Washington, D.C. 20036; 202/797-6252.

Cost: 12.95 for paperback; 31.95 for hardcopy + 3.00 shipping

"There are definite class distinctions at the school."

"You see it in all kinds of ways," she said. "You walk into a class on public policy that's discussing welfare, and almost no one there has ever known anybody on welfare or anyone who has lived in substandard housing. The voice of people who have experienced poverty or even known someone on welfare is a whisper here."

Robert A. Reichley, Brown's executive vice president, said, "No one in the Brown University community disagrees with the principle of achieving need-blind admissions." But, he said, "the issue now and in the future remains: Who will pay?"

"The students feel that essentially an Ivy League education is a right and should not be abrogated by a student's ability to pay," Reichley said. "But you can't put the school into bankruptcy."

This year, Brown will put more than \$19 million, or 14.5 percent of its tuition and fees income, into financial aid, a higher percentage than at many Ivy League schools. Private schools with larger endowments, such as Harvard, have not yet had to resort to considering the wealth of a student, and in announcing its \$23,514 tuition and room and board this year, Harvard addressed the increasingly sensitive issue, issuing a press release that said it was still financially committed to "ensuring all qualified students can attend."

But with financial difficulties increasing at many universities across the country and the number of students needing financial aid climbing, Burnell said, "There is a definite move toward not being able to be completely need-blind, even if it's just being eliminated at the edges."

What an increasing number of universities and colleges are doing is not announcing changes in policy but quietly considering the amount a student can earn in perhaps 5 or 10

percent of the applications. Those on the waiting list, for instance, who would have been admitted had they been wealthier, now suddenly are being denied admission, said several financial aid directors.

Stanford has announced that next year, its need-blind policy may have to be reexamined.

Two years ago, Smith College in Massachusetts revealed it could no longer afford to admit everyone regardless of how much they could contribute toward tuition. At Wesleyan, in Connecticut, such an uproar followed its recent announcement that it could no longer be totally need-blind that on Monday a special committee is to present a plan that would create a fund that would allow the university not to have to resort to looking at students' bank accounts.

"It is the one issue I struggle with most, both personally and politically," said Wesleyan's dean of admissions, Barbara-Jan Wilson.

In an earlier protest at Brown last fall, students placed 100 empty chairs in the middle of the campus green, erecting a memorial to

the estimated number of poor and middle-income students who received rejection letters because they had the qualifications to get in, but not the cash.

"It was a mistake," said Brown junior Libero Della Piana, whose mother teaches college and whose father was unemployed for a long time. Della Piana, who is black, wanted to attend Brown, he said, because an Ivy League credential traditionally has been the equalizer that can erase class and racial distinctions.

"I think of me and other people of color that are qualified, but will be rejected because we don't have enough money," he said. "I think it's a crime when the size of your pocketbook becomes more important than your intellect or the kind of person you are."

The Family-Friendly Private Sector

By Paul Taylor
Washington Post Staff Writer

The federal government's work-family personnel policies, once considered a model for the private sector, have never been fully implemented and are now lagging behind initiatives in the corporate community, according to a General Accounting Office report.

The report compared federal programs to those of 13 large corporations considered in the vanguard of family-friendly personnel programs—including 3M, IBM, Aetna, AT&T and American Express. It found that while the federal government offered many of the same benefits, "it did not utilize these programs as extensively as it could have" because of bureaucratic resistance and lack of strategic planning.

The report found:

- Although Congress in 1978 passed a Federal Employees Part-Time Career Employment Act designed to give employees the "opportunity to balance family responsibilities with the need for additional income," the act has never been fully implemented due to "organizational inertia." In 1991, about 2.3 percent of the federal work force had part-time schedules—about the same as in 1978.

- The same 1978 act encouraged job-sharing arrangements, and a subsequent 1990 measure required the Office of Personnel Management (OPM) to create a formal job-sharing program. However, as of December, 1991, just 775 federal workers nationwide were involved in job-sharing arrangements.

- While 40 percent of the federal employees who responded to a GAO survey said they were on flexible work schedules, 45 percent said they would like more flexibility in their schedules. Of those who said they did not use flexitime, 58 percent said it was because their agencies did not have a program. Another 19 percent said their agency did not allow them to participate.
- Most of the corporations surveyed had some kind of flexible benefits program—allowing employees, for example, to reduce their salaries and use the equivalent untaxed amount to pay for medical or dependent-care costs—but there is no specific statutory authority for the federal government to offer flexible benefits. The GAO found that 57 percent of its respondents were interested in them.

- Although federal agencies have been authorized to pay federal em-

Study Cited: "The Changing Workforce: Comparison of Federal and Non Federal Work/Family Programs and Approaches," GGD-92-84, General Accounting Office, April 23, 1992.

Available From: U.S. General Accounting Office, P.O. Box 6015, Gaithersburg, MD 20877; 202/275-6241

Cost: None

ployees for work done at home ever since 1957, just 550 employees are taking part in the Federal Flexible Workplace Pilot Project, which was not launched until 1990 and had been expected to attract 2,000 federal workers.

■ Family leave policy is more generous in the federal government than in the private sector, but federal employees generally are not guaranteed unpaid leave for family purposes. Eight states and the District require all employers above a certain size to provide such leave; several dozen more states guarantee female employees maternity leave.

■ As of February, there were 80 child-care centers in building space controlled by the General Services Administration, dozens more in spaces controlled by individual agencies, and hundreds at military installations. While the federal government remains well ahead of the private sector in this area, 14 percent of all federal employees surveyed said that they had child-care needs, and two-thirds of them said they wished their agency provided a center.

"The federal government was clearly once the leader in many of these areas, but when the corporate community recognized it was in

their self-interest to adopt family-friendly policies, it has shown more of an ability to turn on a dime," said Ellen Galinsky, co-president of the Families and Work Institute, a New York-based research group. She ascribed the slower pace of change in government in part to bureaucratic inertia, and in part to the influence of public employee unions, who sometimes oppose flexible innovations out of fear of eroding the basic benefits package.

The GAO report warned that unless the federal government keeps pace with the corporate community, it will have difficulty attracting and retaining qualified personnel. It noted that work-family issues are of particular concern to female employees, who were 42.8 percent of the federal work force in 1990, up from 34.9 percent in 1976. In that same period, the number of women of child-bearing age (16 to 44) employed by the federal government nearly tripled.

The report recommended that OPM take a stronger role in planning and implementing family-friendly workplace policies throughout the federal government. An OPM spokesman said the agency will issue its own report later that will address some of the concerns raised by the GAO.

More for Wildlife Than for Workers

Organized Labor Cites Funding Disparity in Urging a Stronger OSHA

By Frank Swoboda
Washington Post Staff Writer

The federal government spends three times as much money to protect fish and wildlife as it does to enforce health and safety laws protecting the American worker, according to a report to be released today by the AFL-CIO.

According to the labor federation, \$1.1 billion is spent to protect fish and wildlife, compared to the \$300 million spent by the Labor Department's Occupational Safety and Health Administration, which is charged with protecting American workers from health and safety hazards on the job. This amounts to \$3.80 for every worker covered, it said.

When the \$80 million spent by the states for health and safety protection is included, the ratio changes little, the report said.

Looked at another way, the money for health and safety inspections is so scarce that at the current rate of inspection in 12 states, it would take more than 100 years each to check every workplace in their ju-

risdictions.

Given the number of inspectors available, it would take 64 years to cover every workplace in Virginia and 44 years in Maryland. The District of Columbia was not included in the 50-state survey.

The AFL-CIO report was prepared from state and federal budget documents and data from the Labor Department's Bureau of Labor Statistics, which tallies workplace injuries for the federal government.

The report was prepared in conjunction with the observance today of organized labor's Workers Memorial Day, part of its nationwide lobbying campaign for OSHA reform.

House and Senate committees with labor jurisdiction are currently holding hearings on bills designed to overhaul OSHA. Key provisions of the legislation would require employers to create joint labor-management health and safety committees at the work site, strengthen criminal penalties against corporations and their executives in cases of death or serious injury, and ex-

Study Cited: "Death on the Job: The Toll of Neglect," AFL-CIO, April, 1992, 68 pages.

Available From: AFL-CIO, 815 16th St. N.W., Washington, D.C. 20006; 202/637-5000.

Cost: None

involving the assault of 26 women, including 14 female officers, at a convention of naval aviators last year in Las Vegas. And it follows disclosures that the two American women who became prisoners of war last year were victims of "indecent assault" by their Iraqi captors.

When asked for an official comment, Lieut. Cmdr. Joe Gradisher, a Pentagon spokesman, replied, "Nobody here in public affairs is familiar with what these women said in the hearing today so have no way of commenting."

The Army initially ruled that Ms. Ortiz and the man she accused, Sgt. David Martinez, had consensual sex and reprimanded both of them. Ms. Ortiz went public last November, and the Army reopened its investigation at the urging of Representative Bill Richardson, Democrat of New Mexico.

Protecting the Assailant

Sergeant Martinez at first denied the charges, then confessed to Army investigators and has since charged that his confession was coerced. Ms. Ortiz has sued him and her company commander for libel, slander and intentional infliction of emotional distress, and Sergeant Martinez has countersued her for defamation.

In other testimony, Diana Danis, executive director of the National Women's Veterans Conference, told the panel that she was raped by a young sergeant who had offered to walk her back to her barracks one night years ago. When she reported the incident, her company commander told her to "forget about the whole thing and he would make sure I got transferred so I'd feel safer." She added that her superiors convinced her she "would ruin the young sergeant's career" if she pressed charges.

"The military must work harder to insure the safety of all its personnel and must put the perpetrators behind bars and dishonorably discharge them," said Ms. Danis. She added that "women and men should be able safely and comfortably to report these crimes," possibly through a special advocate in the inspector general's of-

fice, and that treatment must be "immediate and appropriate."

Three of the four women who testified today said that they sought treatment at V.A. hospitals. They said the treatment was inadequate because the hospitals did not have programs for treating sexual assault trauma, the counselors were insensitive to their problems and the bureaucracy of the V.A. system made it difficult to find alternative treatment.

Counselors Who Leer

"Most women veterans do not go to the V.A. because it is the same male-dominated, abusive system and environment which hurt us before," said Barbara Franco, who said she was raped by three fellow Army soldiers while on weekend pass in Virginia Beach, Va., in 1975, and later was sexually assaulted by two soldiers at Fort Hood, Tex. After the second assault, she said, she tried to commit suicide by taking an overdose of Valium.

She said the counselors she encountered behaved the same way the men in the military did. "They say sexually abusive things," she said. "They stare and leer at me all the way through the door."

In defense of V.A. services for women, Donna St. John, spokeswoman for the Department of Veterans Affairs, said in a telephone interview: "It's a little bit difficult to respond to the few specific instances brought out in the hearing. We do have counselors trained to deal with victims of sexual abuse." She added, "We've been aware of the problem of sexual abuse among women veterans within the V.A., but I don't think that the V.A. or the nation as whole has been aware of the extent of the problem among women, be they veterans or nonveterans."

According to a committee survey released by Senator Cranston, officials at 75 percent of 192 veterans centers and 171 medical centers believe there is a need for rape and sexual assault counseling and treatment for female veterans.

Military Women Report Pattern Of Sexual Abuse by Servicemen

By ELAINE SCIOLINO
Special to The New York Times

WASHINGTON, June 30 — Female veterans told a Senate panel today that they were sexually abused by fellow soldiers, adding that complaints to superiors were generally ignored or dismissed as untrue and that they found veterans hospitals as unresponsive as the military.

Specialist Jacqueline Ortiz, a 29-year-old Army reservist who served in Saudi Arabia during the war with Iraq, told the Senate Veterans Affairs Committee that she was "forcibly sodomized" by her sergeant in broad daylight on Jan. 19, 1991. When she told her male superiors about the incident, she added, they said they did not believe her.

"It's very difficult to deal with," said Ms. Ortiz, her voice wavering. "I was very proud to serve my country but not to be a sex slave to someone who had a problem with power."

Complaint Ignored

Ms. Ortiz, who was an Army mechanic in a unit near the Iraq border, said that she reported the attack to her superiors at once but that "unfortunately, my claim fell upon deaf ears."

When she sought psychological counseling from the Veterans Affairs Department, she said, the institution was also unresponsive.

She said she still vomits almost every day, has trouble sleeping because of nightmares about the assault and suffers bad headaches from grinding her teeth, she said.

"I would rather have been shot by a bullet and killed that way than have to deal with what I deal with daily," Ms. Ortiz told the panel.

Senator Alan Cranston, the California Democrat who is chairman of the committee, said: "You suffered more than you ever should have. Your nation gave you less comfort and less assistance than it should have."

He said that in a 1988 Pentagon survey of sexual abuse among active-duty personnel, 5 percent of the respondents reported actual or attempted rape or sexual assault during the previous 12 months. Using that figure as a basis, Senator Cranston estimated that about 60,000 of the 1.2 million female veterans may have been raped or assaulted while serving in the military, an estimate he called "conservative."

One Government-financed survey released this spring estimated that at least 12.1 million of 96 million women in the United States, or 1 in 8, have been the victims of rape at least once in their lifetime. Other Government studies prepared by the Justice Department have arrived at lower estimates than the one made public in April in the National Women's Study, financed in part by the National Institute on Drug Abuse.

In September 1990, in the first major study of sexual harassment in the military, the Pentagon concluded that more than a third of the women surveyed experienced some form of harassment, including touching, pressure for sexual favors and rape. The Pentagon report, which collected responses from more than 20,000 active-duty military personnel and took two years to complete, described a pervasive denigration of women in an atmosphere where policies aimed at preventing abuse are frequently not enforced.

Today's hearing came just days after the resignation of Navy Secretary H. Lawrence Garrett 3d amid questions about his handling of a scandal

Study Cited: "Sexual Harassment in the Military: 1988," by the Defense Manpower Datacenter, September 1990, 56 pages.

Available From: Defense Manpower Datacenter, 1600 Wilson Blvd., Arlington, VA 22209; 703/696-5816.

Cost: None

involving the assault of 26 women, including 14 female officers, at a convention of naval aviators last year in Las Vegas. And it follows disclosures that the two American women who became prisoners of war last year were victims of "indecent assault" by their Iraqi captors.

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The Wall Street Journal

July 3, 1992, p. B1

employment, hiring practices
employment, women
employment opportunities
job loss

Career Women Are Being Helped More, And in New Ways, When Jobs Turn Sour

By JULIE AMPARANO LOPEZ

Staff Reporter of THE WALL STREET JOURNAL

More companies are helping successful women cope with derailed careers.

Outplacement firms across the U.S. report they're serving a record number of women. And that's forcing these firms to better tailor their counseling to unemployed female managers.

At Lee Hecht Harrison Inc. in New York, the proportion of women among those going through outplacement has climbed to about 37% from 27% in 1988. Drake Beam Morin, another New York outplacement firm, says women account for about 25% of its business, up from 14% in 1988. And women now represent nearly 10% of those served by Challenger, Gray & Christmas, up from about 5% in 1987, the Chicago outplacement firm reports.

The trend is an ironic result of the relatively recent arrival of women at the managerial levels where companies long have offered men such expensive perks. Designed to help dismissed employees find new jobs, outplacement generally costs an employer between 10% and 20% of a dismissed executive's annual salary.

"Finally, women executives are getting the same assistance that men get, instead of this 'see you later, alligator'" attitude, says Stanlee Phelps, a vice president at Lee Hecht.

What's more, more companies are extending outplacement to lower-level employees, of whom a high proportion are women. Outplacement counselors say the move reflects employers' fears of sex-bias lawsuits by dismissed women.

"Outplacement tends to diffuse the anger that goes with an involuntary separation," says Edgar Lehman, human-resources vice president at Pacific Mutual

Life Insurance Co. in Irvine, Calif. But dodging lawsuits isn't the primary reason that the insurer widened outplacement benefits two years ago. "As a caring employer, you need to have outplacement service for your workers." Pacific Mutual now provides outplacement for all long-time employees, including clerical workers, professionals and executives.

But the recent influx of women poses special challenges for outplacement firms. A number of firms have altered their counseling techniques because women often need different job-hunting strategies or because their reactions to a job loss tend to differ from those of men.

Women often are unable to relocate because their "anchored" husbands want to stay put. Others with young children sometimes refuse to commute long distances to new posts. Such factors can make it harder for women to find jobs quickly. It takes jobless women an average of nine months to become re-employed—38% longer than men, according to a recent survey by Lee Hecht.

Outplacement firms claim that their new programs enable many women to get jobs faster. Some firms now require anchored husbands to attend special counseling sessions where they discuss career options and sensitive relocation issues.

Jennifer Pearce discovered that she would have to move to find a comparable job soon after losing her job last year as a vice president of a Los Angeles pharmaceutical maker. But that meant dislodging her husband, a partner in a local law firm. Ms. Pearce says he realized that it would be nearly impossible for her to find a job nearby with equal stature and pay after undergoing several intensive sessions with an outplacement counselor.

"I think it would have been a power

Study Cited: Handbook of Labor Statistics: 1983-1988, by U.S. Department of Labor, Bureau of Labor Statistics, August 1989, 585 pages.

Available From: Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402; 202/783-3238.

Cost: \$29.00

struggle if we hadn't been counseled. It would have been a 'my-career-is-more-important-than-your-career' ordeal," says Ms. Pearce. "Instead, we focused on our goals and the opportunities that would be good for both of us. It wasn't easy, but we made it through without filing for divorce." The couple both found better-paying jobs in Princeton, N.J., and moved there last February.

Outplacement firms also have become more sensitive to the needs of women with young children. At Right Associates in Philadelphia, a new nationwide computer system helps women locate jobs near their homes, eliminating lengthy commutes. The job database can pinpoint all of the companies within a given radius.

Other outplacement firms have tried to figure out ways for jobless women to combat remaining prejudice in the workplace. Sex bias is one reason that it takes a woman longer to locate a new job, says George Schmutz, president of Corporate Directions, a career counseling and search firm in Irvine, Calif. Women need to knock on twice as many doors as men, he continues. "I am appalled at how far women have to go before they can get their foot in the door."

John Guthery, president of Seagate Associates, an outplacement firm in Paramus, N.J., agrees. "There's an unspoken bias against women, particularly at a higher level," he says. "Men don't think women can make hard decisions."

Mr. Guthery says he teaches women to sprinkle their job interviews with anecdotes that show how hard-nosed they can be. He encourages them to cite such examples as cutting expenses, making unpopular decisions or firing poor performers.

Extra Time

The job-hunting process also can be dragged out by the extra time many women need to recover from the devastation of losing a job. "Women tend to take it more personally," says Marilyn Williamson, an executive vice president with Drake Beam. "That tends to be more debilitating. It slows them down."

Janet Reis, a Saks Fifth Ave. buyer who was laid off last October, recalls that she spent the next three months trying to sort out her job loss. "I can't say I cried, but it

was a healing process," says Ms. Reis, a New Yorker. "I couldn't go out and look for a job. I was vacillating. I just kept trying to figure out, 'Why me?' I was making money for the company."

Through Right Associates, Ms. Reis finally was able to put the trauma behind her. She realized a lifelong dream by opening a formal-gown dress shop in midtown Manhattan last March.

On average, women take about three weeks longer than men to overcome their shock and jump into the job market, says Adela Oliver, president of Oliver Human Resource Consultants in New York. "But once they do, they move just as rapidly as the men do."

Three years ago, Lee Hecht formed special support groups for women where in weekly, two-hour sessions, they vent their anger and share ideas for coping and finding a new job. Sometimes, women who have landed successful jobs through outplacement make guest appearances.

Advice and Encouragement

Susan Harris credits a Lee Hecht women's support group for "getting her life together." Ms. Harris lost her job as an administrative manager of a Los Angeles law firm in January 1991. She says group members lent shoulders to cry on and gave advice and encouragement.

"I had to deal with who I was without my corporate hat," remembers Ms. Harris. "And here were these powerful, important women, taking off their facades and baring themselves to everyone. It helped to push me along." Last October, she began her own jewelry business.

Men are also traumatized by job loss, notes Betsy Jaffe, a New York career counselor and author. But men's cultural conditioning forces them to conceal their anguish, she says, while huge financial responsibilities, such as a mortgage and college expenses, usually push men into a serious job search faster.

Many men also prefer to hunt alone. Lee Hecht has found. The firm created a support group for men shortly after starting groups for women. "But after a few sessions, the men got bored and they ended," says Ms. Phelps, the Lee Hecht vice president. "Men and women are just different."

Study Cited: "Employment and Earnings," (annual data, request January 1990, January 1991, January 1992) by U.S. Department of Labor, Bureau of Labor Statistics.

Available From: U.S. Department of Labor, Bureau of Labor Statistics, Division of Labor Force Statistics, 2 Massachusetts Ave. NE, Room 4675, Washington, DC 20212; 202/606-6378.

Cost: None

Windows on the Workplace

Client History

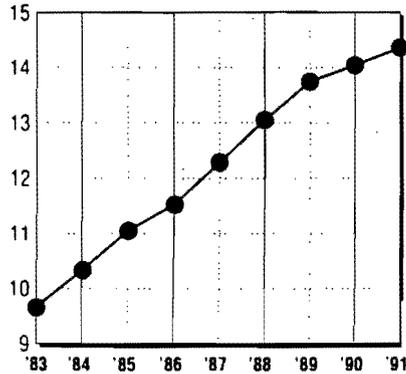
Data on executives counseled at outplacement firm Drake Beam Morin in 1991

	MALE	FEMALE
Average age	45	41
Average years of service	11.66	9.08
Total average compensation in OLD job	\$90,830	\$65,558
Total average compensation in NEW job	\$87,135	\$68,318
Average severance pay (in months)	6.33	5.8

Source: Drake Beam Morin

Top Women

Number of women in management positions in U.S. business, in millions



Source: Bureau of Labor Statistics

Study Cited: Client Profile Study, Press Releases only, Drake Beam Morin, October 1991, 6 pages.

Available From: Beverly Bachtel, Drake Beam Morin, 100 Park Avenue, New York, NY 10017; 212/692-5812.

Cost: None

employment, women
employment opportunities
job security
workforce participation, women
working mothers

WORKPLACE

Mothers Who Take Extended Time Off Find Their Careers Pay a Heavy Price

By MEREDITH K. WADMAN

Staff Reporter of THE WALL STREET JOURNAL

When Cathy Gerhold left a plum job at a top Pittsburgh law firm in 1978, her boss bemoaned the loss of an excellent lawyer who had graduated in the top 10% of her law-school class. Today, Ms. Gerhold earns \$25,000 a year as a law clerk — a position normally filled by fresh law-school graduates.

The reason for the change in her fortunes: She left the work force for 10 years to raise two children. Ms. Gerhold says she is happy about her choice, but con-

cedes, "I'll probably never achieve the pay scale or the prestige I would have had if I'd kept working those 10 years."

Mothers who take extended time off from work are finding it hard to return to their careers. After years at home, they have lost earning power, contacts, confidence and, in some cases, skills. Prospective employers balk at the years-old references on their resumes and wonder out loud about their abilities, no matter how distinguished their earlier records. Potential bosses also question the women's commitment to their careers.

To be sure, staying at home for long periods is an option only privileged women can easily afford. Most women "drop babies and run back to work as fast as they can to hold onto their jobs," says Debra Raskin, a New York civil-rights lawyer.

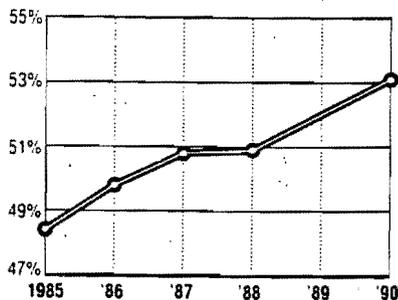
Marked for the Mommy Track

Mothers who don't "are marked for the so-called mommy track," says Anne Bernstein, chairwoman of the maternity and medicine task force of the American Medical Women's Association. In her profession, she says, the establishment "im-

Time Out From Work

Back After a Year

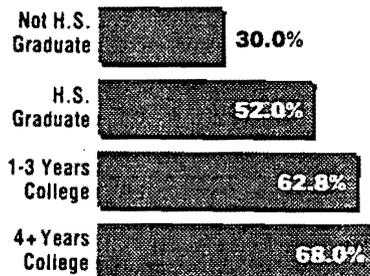
Percentage of women who return to work within one year of having a baby



Source: Census Bureau

Who Returns First

Women back at work within a year of having a baby, by educational level: for 12 months ended June 1990



Study Cited: "Fertility of American Women: June 1990," by Amara Bachu, Fertility Statistics Branch, U.S. Bureau of the Census, June 1990, 70 pages.

Available From: U.S. Department of Commerce, Bureau of the Census, Population Division, Fertility Statistics Branch, Washington, DC 20233; 301/763-4547.

Cost: None

mediately takes for granted that you're not dedicated to your career if you take an extended leave."

Winning back employers' confidence can cost a lot, as Diana Elzey Pinover found when she tried to return to practicing law in 1990. Though she had been out of the work force for 12 years, she assumed that her credentials — a *cum laude* law degree from New York University and five years at two big New York firms — would make employers consider her seriously.

But after interviewing informally with several firms, she got the "very distinct impression" that she wasn't marketable. One partner at a major commercial firm "raised an eyebrow with a you've-got-to-be-kidding look on his face," she says, and told her she couldn't hope to re-enter the law at the level she had left it. Ms. Pinover concluded that the time she spent raising her three children was "definitely a black mark on [my] record. It's something you have to explain, and something which you pay a price for."

To compensate, Ms. Pinover spent two years and \$17,000 to earn an advanced degree in intellectual-property law from New York University. Diploma in hand, she tried again this spring. But would-be bosses were still skeptical. Several firms demanded to know if she was "really prepared" to return, "as if going back to law school wasn't proof enough," she says. In the eyes of her profession, she says, "I've become almost not a lawyer, almost uneducated."

Professor Contacts

In May, she won a job at a New York law firm specializing in intellectual-property law — a triumph she attributes less to her A-minus average than to the fact that several lawyers from the firm had been her professors in the advanced-degree program.

Ms. Pinover's experience is typical, experts say. Returning mothers, for instance, "probably have to be more current than people who are currently working," says Dee Soder, president of Endymion Co., a New York advisory firm for senior executives.

For many returning mothers, getting a job is only the beginning of proving their worth. Once on board, they must convince colleagues of their commitment. Jean Farber, 42 years old, had interviewed prominent political and show-business personalities as a television and radio journalist at NBC affiliate WSM in Nashville, Tenn., during the 1970s. When she began reporting again last year at WVIP, a local cable TV station in Mount Kisco, N.Y., her first assignment was arranging the food

for a pizza parlor commercial. "No assignment was too ridiculous for me to do," she says. Her willingness paid off: She is now anchoring the news.

In some cases, returning mothers have lost so many connections that breaking back into the same field is as difficult as going into a new one. "In Washington, if anyone dropped out for more than three months, they'd be stricken from every Rolodex in town," says Joanne Symons, a public-affairs consultant in that city.

Melissa Wahl of New York, a former TV game-show writer, returned from an 11-year absence to discover that all the production companies for which she had worked in the 1970s had moved to California.

Understanding Employer

Unwilling to relocate, she decided to go into magazine editing instead, a task made easier by the publication she chose: Executive Female, from the National Association of Female Executives. "I felt they would be more understanding about the problems of a working mother," she says. The magazine lets her work a flexible schedule.

Besides learning editing, Ms. Wahl, like many women who have been out of the work force for extended periods, has had to master a new technology: computers. Having worked only on typewriters, she set about learning word processing on an IBM computer. But within months, the office decided to switch to Macintoshes. "I was given a manual, and they said, 'Here, now you have to learn this one.' I wasn't even familiar with a fax machine," she says.

Some women try to ease back into their fields by finding part-time work. But they often end up on "the slow track to nowhere," says Dr. Sharyn Lenhart, chairwoman of the gender-equity subcommittee for the American Medical Women's Association.

Jane Murow was an award-winning employee selling \$100,000 computer systems for General Electric Co. when she left her job in 1984. Today, the 34-year-old mother of three works part time selling \$5 bottles of nail polish door to door. She says she would love a part-time job in a corporation, but hasn't been able to find one. "You certainly don't see those jobs advertised in the paper," she says.

Faced with so many obstacles, many women are ambivalent about returning to work. Laurie Stein, a psychiatrist who left the field to raise her two children, now six and four years old, says she would welcome the intellectual stimulation of returning to practice. But she doesn't know how she would cope with colleagues' skepti-

cism. Male doctors "look askance" on leave takers and are "a bit doubtful about your commitment to the work," she says.

Moreover, after 5½ years out, her confidence is frayed. "Will people accept me back into the work force . . . and will I be qualified?" she says. "Will they think I'll just be here temporarily and take off again? And how will I be able to do the work or match up to people who have been working consistently?"

Many women in similar positions consider staying out of the work force for good — not so much by choice, but because "all the rules have been stacked against them," says Fran Sussner Rodgers, the chief executive of Work/Family Directions, a Boston consulting group.

Of course, there are obstacles at home, too. When Dr. Stein was considering returning to work last year, her daughter gave her pause. "She was looking very sad one day," Dr. Stein says. "She was worried I was going back to work, and would I be coming home late, like daddy does?"

Labor Letter

A Special News Report on People And Their Jobs in Offices, Fields and Factories

GENDER GAP: Do women sell themselves short in performance reviews?

Rutgers University researchers Nancy DiTomaso and George Farris found that women in research and development labs, unlike men, generally rated themselves lower than their supervisors did. "Men often deflect what doesn't go well, contending it wasn't their fault," agrees management consultant Richard Hallstein. "But women take more of the blame for things."

Women may interpret feedback differently and play into stereotypes of themselves. First Union Corp. reports that women give themselves lower ratings in self-image studies; it holds personal development classes to help men and women gain self-esteem. Motorola Inc. holds seminars to help women and their supervisors understand each other better.

"Women place a greater value on a sense of community and not the individual," says American Telephone & Telegraph spokesman Burke Stinson; AT&T offers assertiveness-training classes and workshops for women.

Study Cited: "Diversity in Performance in Research and Development," by Nancy DiTomaso and George Farris. IEEE Spectrum, July 30, 1992, 3 pages.

Available From: Nancy DiTomaso, Rutgers Graduate School of Management, 92 Nu St., Newark, NJ 07102; 201/648-5984.

Cost: None

The Wall Street Journal

July 28, 1992, p. A1

*employment benefits
part-time work*

MANDATING PART-TIMERS' benefits:
Discord reigns over the effects.

Advocates say a bill to require pro-rated benefits for part-timers would enhance loyalty and productivity, but many firms say workers actually would suffer. Bob Evans Farms Inc. would cut its restaurant chain staff and increase working hours. Houston's Two Pesos Inc.'s restaurants would move more to full-time labor. Advanced Micro Devices Inc. would rely more on contract workers and give full-timers more overtime.

Besides slashing the number of part-time jobs, employers might cut pay and offer fewer fringe benefits like flexible hours, warns a new study by the Employment Policies Institute, a Washington, D.C., research group. A "scare tactic," rebuts an aide to Rep. Schroeder, the bill's sponsor: employers need part-timers, and they'd still save money with prorated benefits.

*Part-timers with limited job skills
might get replaced by machines and
robots, claims the EPI study.*

Study Cited: "The Value of Part-time Workers to the American Economy: How Mandated Benefits Will Undercut the Welfare of Part-time Workers," by Richard B. McKenzie, September 1992, 36 pages.

Available From: Employment Policies Institute, 607 14th St. NW, Suite 1100, Washington, DC 20005; 202/347-5178.

Cost: \$5.00

Also of Interest: "Contingent Work," by Polly Callaghan and Heidi Hartmann, Institute for Women's Policy Research, for the Economic Policy Institute, 1991, 48 pages.

Available From: Institute for Women's Policy Research, 1400 20th St. NW, Suite 104, Washington, DC 20036; 202/785 5100.

Cost: \$10.00

The Wall Street Journal

July 28, 1992, p. A1

occupational safety

A NEW VDT STUDY spurs labor efforts to address job pressure and insecurity.

In a sweeping look at workers at U S West, the National Institute for Occupational Safety and Health found that psychological factors such as job pressure and fear of being replaced by computers were linked to repetitive motion disorders. The study, which was requested by U S West and the Communications Workers union, "points to the needs to address psychological factors," NIOSH says.

The union plans to emphasize the study in pressing for shorter work weeks, less forced overtime and more worker involvement in designing technological work. The tentative AT&T pact would expand "self-managed" offices and eliminate secret computer monitoring, says the union's David LeGrande. U S West, which has a good record on addressing physical concerns about VDTs, says the study advances knowledge on "factors that may be important."

Study Cited: "The Health Hazard Evaluation Report, HETA 89-299-2230," by the National Institute for Occupational Safety and Health, 1992, 60 pages.

Available From: National Institute for Occupational Safety and Health, Publications, Robert A. Taft Laboratories, 4676 Columbia Pkwy., Cincinnati, OH 45226; 513/8287.

Cost: None

The Wall Street Journal

August 4, 1992, p. A1

*employment, women
job security*

Labor Letter

A Special News Report on People
And Their Jobs in Offices,
Fields and Factories

GENDER TENURES: Men held onto their jobs longer than women between 1983 and 1991, but male tenures slipped more, a Census Department survey of 60,000 households for the Labor Department shows. While the median time on a job declined for most male age groups (those 35 and older), it rose for most women.

Study Cited: "Employee Tenure and Occupational Mobility in the Early 1990's", by the U.S. Department of Labor, press release, June 1992, 5 pages.

Available From: U.S. Department of Labor, Bureau of Labor Statistics, Division of Labor Force Statistics, 2 Massachusetts Ave. NE, Room 4675, Washington, DC 20212; 202/606-3378.

Cost: None



Women, Minorities Own More Small Businesses

WHITE MEN own most of the nation's small businesses, but growing numbers of minorities and women are starting individual proprietorships, partnerships and subchapter-S corporations.

The number of U.S. small businesses grew 14% between 1982 and 1987, the period of the last Economic Census. Non-minority men own 8.8 million, or 64%, of the 13.7 million U.S. small businesses, but women and minorities are gaining. The number of women-owned firms increased 57% to 4.1 million during the period. Black-owned firms jumped 38% to 424,165; Hispanic-owned businesses, 81% to 422,373; businesses owned by Native Americans, 58% to 21,380. The biggest increase occurred among businesses owned by Asians and Pacific Islanders, which surged 89% to 355,333.

The 1992 Economic Census is in the planning stages now, and Census Bureau statistician Peggy Allen expects it to show there were similar increases among minority and women-owned firms over the past five years.

Minority owners tend to hire more minority workers, and women owners more women employees, than do other owners, according to a recent Census Bureau survey. An average of 38% of women and non-minority owners said they had no minority employees. Likewise, most black and Hispanic owners reported having 9% or fewer women workers.

The most successful minority or women entrepreneurs learned from role models. Owners of the most profitable businesses say they started out by working for a relative who owned a business.

Study Cited: "Survey of Minority-Owned Business Enterprises Summary," 1987 Economic Census, Census Bureau, August 1991, 86 pages.

Available From: Census Bureau, Economic Census and Surveys Division, Rm. 2553 Building 3, Washington, DC 20233; 202/ 763-5517.

Cost: None

Study Cited: "1987 Survey of Minority-Owned Business Enterprises: Black," Series MB87-1, U.S. Department of Commerce, Bureau of the Census, August 1990, 80 pages.

Available From: Minority Business Development Agency, Research Division, Room 5701, U.S. Department of Commerce, 14th and Pennsylvania Ave. NW, Washington, DC 20230; 202/377-4671.

Cost: None

Study Cited: "1987 Survey of Women-Owned Businesses," Series WB87-1, U.S. Department of Commerce, Bureau of the Census, August 1991, 170 pages.

Available From: Minority Business Development Agency, Research Division, Room 5701, U.S. Department of Commerce, 14th and Pennsylvania Ave. NW, Washington, DC 20230; 202/377-4671.

Cost: None

Study Cited: "1987 Survey of Minority-Owned Business Enterprises: Hispanic," U.S. Department of Commerce, Bureau of the Census, July 1991, 110 pages.

Available From: Minority Business Development Agency, Research Division, Room 5701, U.S. Department of Commerce, 14th and Pennsylvania Ave. NW, Washington, DC 20230; 202/377-4671.

Cost: None

Study Cited: "1987 Survey of Minority-Owned Business Enterprises: Asian American, American Indian and Other Minorities," Series MB87-3, U.S. Department of Commerce, Bureau of the Census, June 1991, 130 pages.

Available From: Minority Business Development Agency, Research Division, Room 5701, U.S. Department of Commerce, 14th and Pennsylvania Ave. NW, Washington, DC 20230; 202/377-4671.

Cost: None



More Insurers Offer Child-Care Coverage

CHILD-CARE centers gain favor among liability insurers.

A study by the Child Care Action Campaign, a nonprofit New York advocacy group, lists 25 insurers offering child-care liability coverage, up from a handful during the liability insurance crisis of the mid-1980s. James Uren, an Oakland, Calif., insurance broker, says the number of companies writing child-care policies is the highest in 40 years. "Competition has never been fiercer," he says.

Insurers have studied the field and understand it better now, says Fritz Seifert, a senior vice president of Marsh & McLennan. Though children are likely to trip, slip or poke one another, for instance, the average accident claim is small, ranging from \$700 to \$1,000, says Joseph Silverman, president of DC Insurance Services, Sherman Oaks,

Calif.

And liability claims, particularly against corporate-sponsored child-care centers, are rare. Only about 5% of accident cases in corporate centers lead to liability claims, compared with a 10% to 15% industrywide average, Mr. Silverman says. Corporate centers tend to be better run than average. Also, he says, "who wants to sue their employer, unless they're ready to leave work?"

But insurers also are excluding a wide range of risks from liability policies, says James Strickland, president of Human Services Risk Management, an Austin, Texas, risk-management consultant. Many refuse to cover incidents involving physical or sexual abuse, molestation or neglect, and some refuse to pay the legal cost of defending against such charges.

Study Cited: "Insuring Your Future: Liability Insurance and Childcare," by Caroline Eichman and Pat Nicholson, July 1992, 79 pages.

Available From: Child Care Action Campaign, 330 7th Ave., 17th Floor, New York, NY 10001-5110; 212/239-0138.

Cost: \$15.00 CCAC members/ \$25.00 non-members

education
Hispanic Americans
African Americans
racial differences
sex differences
educational testing

SAT Scores Rise but Remain Near Lows

By HILARY STOUT

Staff Reporter of THE WALL STREET JOURNAL

WASHINGTON — The U.S. got some good news on student test scores for a change, but what it means for the long term is still an open book.

The average scores on both parts of the Scholastic Aptitude Test increased this year for the first time since 1985. But the scores — with a one-point rise on the verbal section and a two-point increase on math — still were barely above record-low levels.

"We know we still have a long way to go," said Donald Stewart, president of the College Board, which sponsors the college admissions test. Nevertheless, he said, "I'm encouraged by this year's results and hope they start an upward trend that puts the score declines of the 1980s behind us. One or two points may not seem like much, but each point is meaningful on a test taken by more than a million students who represent roughly two-thirds of all entering college freshmen."

The SAT test has run into increasing criticism as a multiple-choice quiz that doesn't measure students' analytical powers of critical thinking and writing. As a result, the College Board will begin giving a new version of the SAT in the spring of 1994 that will require students to write an essay, answer open-ended math questions, and tackle reading questions that ask more about themes and less about facts. Some critics also contend the test is culturally biased against minorities.

Nevertheless, SAT scores are closely watched as a barometer of the nation's

SAT Scores on the Rise

Scholastic Aptitude Test (SAT) averages for male and female college-bound seniors

	—VERBAL—		—MATHEMATICAL—	
	MALE	FEMALE	MALE	FEMALE
1983	430	420	493	445
1984	433	420	495	449
1985	437	425	499	452
1986	437	426	501	451
1987	435	425	500	453
1988	435	422	498	455
1989	434	421	500	454
1990	429	419	499	455
1991	426	418	497	453
1992	428	419	499	456

Source: College Board, 1992

educational achievement. The College Board said this year's average score on the verbal segment increased to 423 of a possible 800, one point above last year's record low. The math score average rose to 476 out of 800; while that was up two points from last year, it was only 10 points above the all-time worst average, scored in 1980 and 1981. And the combined score of 899, while three points higher than last year's composite score, was lower than every other combined score since an 898 in 1984.

This year educators were heartened, however, by the fact that every ethnic group but Mexican-Americans achieved at

least a slight score gain. The improvement comes at a time when an increasing number of minorities are taking the test. Usually an expanded test pool pulls down the average score because the new test-takers are usually marginal students, uncertain about college plans.

The average verbal score of black students rose a point to 352, while their math score remained at 385 for the third year in a row. The average math score of white students rose two points to 491; their verbal score rose one point to 442. Asian-American scores climbed two points on math to 532 and two points on verbal to 413.

Puerto Rican scores jumped five points on verbal to 366 and stayed at 406 on math. Mexican-American scores, meanwhile, dropped five points to 372 on verbal and slipped two points to 425 on math. The scores of all other Hispanic students rose a point on verbal to 383 and two points on math to 433.

"The best news in the data is that more black high school students are taking the SATs than ever before and they are scoring higher. The way to continue that trend is to insist that all students learn to high standards in core subjects like math, science and English," said Education Secretary Lamar Alexander.

This year 29% of the students taking the SAT are members of minority groups, nearly double the 15% in 1976 when the College Board began tracking scores from ethnic groups. Since 1976, the average verbal score of black students has increased 20 points and the average math

Study Cited: "1992 Profile of SAT and Achievement Test Takers," by The College Board, College Bound Seniors, 11 pages.

Available From: The College Board, 45 Columbus Ave., New York, NY 10023-6992; 212/713-8185.

Cost: None

score has risen 31 points. During the same time, the verbal scores of white students have slid nine points, and their math scores have slipped two points.

This year's slight increase in overall SAT scores suggests that the tougher academic standards many states adopted in the 1980s may be having an effect on performances. Questionnaires filled out by the test takers indicate that students are taking a more rigorous academic load. Twenty percent of the students said they had taken 20 or more college preparatory courses, up seven percentage points from five years ago.

Some educators argue that SAT results have little bearing on what students are learning in the classroom. "Until we get to achievement tests and not aptitude tests and until we get to a test that's geared to the curriculum people teach, we make a mockery of the whole scene," said Saul Cooperman, president of Educate America, a nonprofit, nonpartisan group working on education-reform issues. "We can't read a hell of a lot into this."

The College Board defends the SAT as a meaningful indicator of a student's likely success in college. Board officials were disturbed by results showing that scores this year in large cities and rural areas were significantly below those of students in suburbs, small and medium cities and towns. Most urban and rural school districts spend less money per pupil than suburban school districts, and proponents of equalization of school financing are likely to point to the score disparities to argue their case.

The Wall Street Journal

September 8, 1992, p. A1

*family and medical leave
employment benefits*

FAMILY LEAVE FALLOUT: Since President Bush vetoed a 1990 bill that would have required companies to grant job-protected family and medical leave, more than 300,000 workers with serious medical conditions have lost their jobs, according to Cornell University economist Eileen Trzcinski. Job loss due to medical conditions decreases by 94% for managers and nearly 50% for non-managerial workers when companies provide such leave, she says.

Study Cited: "Job Guaranteed Medical Leave: Reducing Termination Costs to Business," a fact sheet by Prof. Eileen Trzcinski, August 1992, 2 pages.

Available From: Cornell University, College of Human Ecology, Department of Consumer Economics and Housing, Martha Van Rensselaer Hall, Ithaca, NY 14853-4402; 607/225-2263.

Cost: None

The Wall Street Journal

September 8, 1992, p. A1

*employment, women
employment opportunities
corporate policy
corporate barriers*

WOMEN OFFICERS make big gains in corporations.

The percentage of women officers in Fortune 50 companies climbed to 5.1% from 2.2% between 1990 and '92, say Roy Adler, Pepperdine University business professor and Rebecca Yates, University of Dayton associate dean. The researchers showed that the number of women officers climbed to 71 from 21 over the two-year period.

Women are emerging from the 25- to 30-year climb from MBA graduate to top corporate positions, the analysts believe. They predict that 20% of top executives may be women by the year 2000. Despite concerns about "glass ceiling" barriers to women's advancement, the study shows that women's "penetration to officer level is much higher than previously reported," says Mr. Adler.

Study Cited: "Women Officers in the Fortune 50, 1992," by Rebecca Yates and Roy Adler, 1992, 8 pages.

Available From: Voice of Reason, Research for Gender Issues, 24255 Pacific Coast Highway, Malibu, CA 90263; 310/436-4484.

Cost: \$15.00

The New York Times

September 9, 1992, p. A1

education, teachers

Would-Be Teachers Who Are Being Turned Away

By SUSAN CHIRA

As teachers return to schools this week, their ranks still chronically short of the brightest college graduates, of math and science specialists, of minority members and of men, there is mounting evidence that more of these people want to teach but are not being hired.

Several recent studies offering more detailed portraits of who teaches in America's schools and who wants to teach have rekindled a debate about how to get and keep a better-qualified, more diverse teaching force. Many of the very people who are in shortest supply in schools, yet who want to become teachers, do not have traditional teaching qualifications and are reluctant to invest the time and money in extended teacher-education programs.

Now many of these people also find that there are few jobs available and that those who do the hiring tend to distrust teachers with untraditional credentials.

"The bottom line is that education is a very closed system," said C. Emily Feistritzer, director of the National Center for Education Information and author of a study finding that school boards are reluctant to hire teachers who have not gone the traditional teacher-training route. "One-of-the things that would improve education is if we could open up the teaching ranks to people who are not inbred."

But Thomas A. Shannon, executive director of the National School Boards Association, said school boards have to make sure that candidates would actually make good teachers. "There's no question that school boards are conservative, but there are reasons for their conservatism," he said. "All of us know people who have a mastery of a subject, but how are they at such mundane things as controlling the classroom? How are they at being patient when some children don't learn as readily as others?"

Ms. Feistritzer's study, released last week, is the latest of several suggesting a surge of interest in teaching after years of decline, particularly among some groups now underrepresented in the classroom.

She surveyed 1,003 people who had responded to advertisements run by recruiting organizations or had written either to the Center for Education Information or the United States Department of Education. Seventeen percent of these prospective teachers were not white, compared to 10 percent of newly hired teachers, 9 percent of current teachers and 8 percent of teacher education students. More than half of the prospective teachers were men, but 78 percent of new hires are female in a profession that is 71 percent female. And far more of those who wanted to teach than those who are now teaching had degrees in fields like biology, business, computer sciences, engineering and mathematics.

Although educators agree that schools need these types of new teachers, most new hires by school boards are actually old hires — current teachers transferring to another state or school district and former teachers returning to the profession, according to a second study by Ms. Feistritzer and a separate study by the National Center on Education Statistics, part of the Department of Education.

Generally, the last to be hired are those who enter teaching either more than a year after leaving college or after some time in other careers. That group made up 10.6 percent of new hires, according to the National Center on Education Statistics.

These people are vying for far fewer jobs than experts had predicted, too. Applications to teacher education programs have shot up, and publicity about the problems of American schools has produced a flood of phone calls to recruiters and school boards. But across the nation, budget cuts and lower-than-expected attrition rates have meant few vacancies.

Long, Tedious Road

As Peter Gathje found, the barriers can be overwhelming. After five years in different schools as a high school teacher without a permanent teaching certificate, Mr. Gathje left to work toward a Ph.D. and teach on the college level.

"The road was so long it didn't seem worth it," said Mr. Gathje, now in Kalamazoo, Mich. "The courses they were requiring to get certified were so far removed from my experi-

Study Cited: "Who Wants to Teach?" by Emily Feistritzer, September 3, 1992, 82 pages.

Available From: National Center for Education Information, 4401 Connecticut Ave., NW Washington, DC 20008.

Cost: \$29.50

ence in the classroom that it was ludicrous. I was about a year away from certification when I decided if I was taking college courses, I might as well take courses leading toward a degree."

In fact, many people in Ms. Feistritzer's survey did not end up applying for jobs — mostly because they did not want to return to college to take more teaching courses or because they could not find "alternative certification" programs, which usually hire inexperienced teachers and allow them to earn teaching credentials as they teach. Of the 37 percent who did apply for teaching positions in the last five years, just under a third of those actually found jobs.

Many people who train teachers say that teaching should be a competitive, demanding profession that is not easy to break into. No one would think of allowing lawyers or doctors to practice without intensive training, argue educators like Linda Darling-Hammond of Columbia University's Teachers College, but somehow people believe that anyone can walk into a classroom and teach.

Believers in Change

Ms. Feistritzer counters with results from her survey that show that teachers themselves are the first to say that traditional teacher-education courses were little help when they began teaching.

Compared to current teachers, the group of 1,003 prospective teachers Ms. Feistritzer surveyed was overwhelmingly in favor of changes in education, including proposals to lengthen the school year, impose national curriculum standards and give national tests. "One reason a lot of people don't want to hire them is because they are interested in changing the system," she said.

Ms. Feistritzer also suggests that the prospective teachers have more altruistic reasons for wanting to teach. Of those surveyed, 69 percent said they wanted to become teachers because of the "value or significance of teachers in society," while 32 percent of public school teachers she surveyed in 1990 cited that reason. Thirty-one percent of public school teachers said the long summer vacation was a reason they entered teaching, and 32 percent cited job security — reasons mentioned by 8 percent and 6 percent respectively of the prospective teachers she surveyed.

But teaching experts disagree, pointing out that a large majority of the teachers in the 1990 survey said they chose to teach because they wanted to work with children.

And teacher-education students surveyed yearly by the American Association of Colleges for Teacher Education offer similarly idealistic motivations, said Mark Lewis, a research assistant there. "If these people are so enthusiastic about teaching, they would go through teacher education," he said. "If you want to do it, you should do it right."

Other experts say there are policy changes that could attract more diverse kinds of people into teaching and make sure they are well prepared. "Who Will Teach?", a five-year study of more than 50,000 college graduates published last year by Harvard University Press, examined what motivated some to choose teaching, and why some left or stayed in the profession. The study found that students from racial and ethnic minorities, those with backgrounds in math and science and those with the highest test scores were least likely to choose teaching and less likely to stay.

One particular deterrent to bright students, the study found, was rigid licensing requirements that force them to take academic teaching courses many considered boring or irrelevant. The researchers also showed that better-paid teachers stayed longer, and that students with math and science backgrounds are lured from teaching to industry by salaries that are from \$5,000 to \$10,000 higher.

The researchers — among them Richard J. Murnane and Judith Singer of the Harvard Graduate School of Education — propose replacing traditional teacher-education programs and certification requirements with a combination of basic skill tests, alternative training programs, which might be shorter or take place at night to allow people to keep their current jobs, and evaluations of actual teaching skills.

"I'd like to have much more flexibility in how people train to teach," Professor Murnane said. "Training really matters, but there are lots of alternate ways to train. We need a more serious way of assessing not what people have taken for courses, but have they learned how to teach."

Study Cited: "Alternative Teacher Certification: A State by State Analysis," by Emily Feistritzer. Profile of Teachers in the U.S., August 1990, 83 pages.

Available From: National Center for Education Information, 4401 Connecticut Ave. NW, Washington, DC 20008; 202/362-3444.

Cost: \$29.95

Study Cited: "New and Returning Teachers in Indiana: Sources of Supply," by S. Kirby, B. Grissner, and L. Hudson, 1990, 72 pages.
Available From: RAND Customer Service, 1700 Main St., P.O. Box 2138, Santa Monica, CA 90407-2138; 310/393-0411.

Cost: \$7.50

Study Cited: "ACT/Metropolitan Life Survey of Teacher Education Students," 1990, 6 pages.

Available From: American Association of Colleges for Teacher Education, 1 Dupont Circle, Suite 610, Washington, DC 20036-1186; 202/293-2450.

Cost: \$10.00

Study Cited: Who Will Teach?, by Richard Murnane and Judith Singer, 1991, 185 pages.

Available From: Harvard University Press, 79 Garden St., Cambridge, MA 02138; 617/495-2577.

Cost: \$22.95 + \$2.50 shipping and handling



Firms Evade Rules On Family Leave

MANDATORY FAMILY leave, a political football in this election year, faces more obstacles than just a presidential veto.

The bill passed by the House last week requiring employers to provide job-protected, unpaid family leave isn't expected to survive President Bush's veto. But even if mandatory family leave eventually becomes law, research suggests another hurdle looms: poor compliance.

A 1989 study by a Cornell University researcher showed that 35% of companies surveyed in Connecticut failed to provide any maternity leave, despite a state law requiring it. State sources cited in the study blamed ignorance about the law, poor enforcement and lax penalties for noncompliance.

A 1991 study of family-leave legis-

lation in four states showed that 24% of employers covered by the laws failed to meet minimum leave requirements. Even one to two years after the laws were enacted, "it is apparent that many employers still did not fully understand their obligations," says the study published by the Families and Work Institute, a nonprofit New York firm.

Frank Cronin, a Los Angeles labor-relations attorney, says the state and proposed federal laws don't give clear eligibility guidelines. Marianne Ferber, a University of Illinois economics professor and work-family expert, says another reason is that employees fearing job loss or other retribution "are inevitably somewhat reluctant to take the step" of investigating their legal rights and suing employers who don't comply.

Study Cited: "Beyond the Parental Leave Debate," by Families and Work Institute, 1991, 110 pages.

Available From: Families and Work Institute, 330 7th Ave., New York, NY; 212/465-2044.

Cost: \$25.00

Study Cited: "A Response to Arguments Against the Mandated Parental Leave: Findings from the Connecticut Survey," by Eileen Trzcinski and Matia Finn-Stevenson, Journal of Marriage and Family, Vol. 53, May 1991, pages 445-460.

Available From: Council on Family Relations, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421; 612/781-9331.

Cost: \$16.00

Also of Interest: Unnecessary Losses: Costs to American of the Lack of Family and Medical Leave, by Roberta Spalter-Roth and Heidi Hartmann, Item #A101, 74 pages (includes Executive Summary).

Available From: Institute for Women's Policy Research, 1400 20th Street NW, Suite 104, Washington DC, 20036; 202/785-5100.

Cost: \$15.00

Also of Interest: Unnecessary Losses: Costs to Workers in the States of the Lack of Family and Medical Leave, by Roberta Spalter-Roth and Heidi Hartmann, Item #A103, 150 pages (includes data for all 50 states).

Available From: Institute for Women's Policy Research, 1400 20th Street NW, Suite 104, Washington DC, 20036; 202/785-5100.

Cost: \$25.00 (Also available by individual state for \$4.00, 9 pages)

Also of Interest: "Research in Brief: Unnecessary Losses: Costs to Americans of the Lack of Family and Medical Leave," by the Institute for Women's Policy Research, Item 105, Spring 1990, 3 pages.

Available From: Institute for Women's Policy Research, 1400 20th Street NW, Suite 104, Washington DC, 20036; 202/785-5100.

Cost: None

Also of Interest: "Research in Brief: Unnecessary Losses to African American Workers," by the Institute for Women's Policy Research, Item 105a, Spring 1991, 2 pages.

Available From: Institute for Women's Policy Research, 1400 20th Street NW, Suite 104, Washington DC, 20036; 202/785-5100.

Cost: None

Your Own Account/Mary Rowland

Setting Up Women in Business

MORE than 5.4 million businesses in the United States are owned by women, according to the National Foundation for Women Business Owners in Washington. And women are opening businesses at twice the rate of men, according to the Small Business Administration.

But they still have plenty of trouble finding financing. Because traditional lenders, like banks, often hesitate to make loans to women, many resort to whatever personal sources of credit they have available: second mortgages on their homes, life insurance policies, credit card lines, family.

So if you are a woman entrepreneur — or just dream of owning your own business — you will be happy to learn about a new company called Compass Rose just getting off the ground in Philadelphia. It offers both training for women business owners and the promise of financing for those who complete the company's two basic courses.

Compass Rose (the name is borrowed from a cartographic device) is the brainchild of Rebecca Maddox, senior vice president of the National Liberty Corporation, a Philadelphia-based subsidiary of the Capital Holding Corporation, an insurance company in Louisville, Ky., with \$20 billion in assets.

A couple of years ago, Ms. Maddox was asked to develop a new national business for National Liberty that would serve a large, under-recognized market. She picked women business owners. Compass Rose was designed to provide knowledge, emotional support and working capital.

Ms. Maddox says the company will not make much money on the courses. Instead, she hopes to build a relationship with women entrepreneurs. The money, it is expected, will come from interest on loans to women and from selling insurance products to them down the line.

The first of the basic courses, called the Quest, is a 60-hour, \$1,100 workshop that focuses on the woman and her relationship to her spouse, her children, her parents and her community.

Ms. Maddox believes that success depends more on where you are in these relationships and the level of support you are likely to receive than it does on your business idea. "It's out of that 60 hours that we make a determination whether business ownership is right for you and whether you are ready for it or, if not, what you can do to get ready," she said. The Quest has been offered three times and about 100 women have completed it.

From those who finish the Quest, a certain number are selected to take the second course, called the Journey. This program runs three to four months and costs around \$5,500, depending on how much help you need.

The idea is that a woman enters with an idea and comes out with a business that is up and running. The first three women began the Journey this month. Those who complete it are guaranteed financing for their business.

Last winter, Cynthia McGeever and her business partner, Chrisanne Buba, were among the first to participate — at no charge — in the prototype for the Quest. The two own Earnings Resource Group Inc., a company in Wayne, Pa., that helps businesses cut their utility and tax bills.

Given that they already have a successful business, the two women didn't think they would gain much. They were surprised. "Had we gone through the Quest earlier, we would still have gone into business, but we might not have chosen the business we chose," Ms. McGeever said.

Both former bank executives with business educations, the two women "researched the idea to death" before opening their company in January 1990, Ms. McGeever said.

Specifically, they wanted a business that was recession proof with low overhead and minimum competition.

"We were looking for a niche opportunity that we could exploit," Ms. McGeever said. Even before they attended the workshop, "we knew we were doing well," she said. "We had a lot of happy customers and repeat and referral business."

But the one thing they had failed to consider was whether they would enjoy the business, Ms. McGeever said. "The Compass Rose approach is that going into business ought to be driven from the inside out," she said. "It became obvious to us that we had chosen something that was externally motivated. We were not doing something that we liked to do."

They considered starting again from scratch. "At first we said, 'Maybe we ought to set this on the shelf and start over,'" Ms. McGeever said. "But we worked that through."

Instead, they have rearranged their duties so that each can do more of the things she likes to do. They also "identified expansion as our No. 1 priority," Ms. McGeever said. And they have a commitment for a \$600,000 loan from Compass Rose. "Most lenders are look-

ing for reasons to turn women down," she said. "Compass Rose is looking at ways to make it work."

Ms. Maddox hopes to offer the program in 20 cities next year. And she predicts that it will change the way lenders in general view women who own businesses. "I am confident that our women will be successful because of the training and because we are going to put our money where our mouth is," she said. ■

Study Cited: "Women-Owned Businesses: The New Economic Force," by the National Foundation for Women Business Owners and Cognetic, Inc., 1992, 30 pages.

Available From: National Foundation for Women Business Owners, 1377 K St. NW, Suite 637, Washington, DC 20005; 301/495-4975.

Cost: \$19.95 + \$3.50 shipping

The Wall Street Journal

September 22, 1992, p. A2

*work and family
employment, women
mothers, work
work, mothers
part-time work, women
work, flexible scheduling
employment, environment*

Annual List of Family-Friendly Firms Is Issued by Working Mother Magazine

By SUE SHELLNBARGER
And CATHY TROST

Staff Reporters of THE WALL STREET JOURNAL
Looking for work in a place that will allow you to juggle job and family roles with ease?

Try employers in Silicon Valley, northern New Jersey or Research Triangle Park, N.C. Those are the hot spots this year for companies offering flexible scheduling, child-care aid, family leave and other family-friendly benefits, according to Working Mother magazine's 1992 list of the best companies for working mothers.

The list, released yesterday, also reflects strong growth in work-family programs in certain industries. The number of insurers listed jumped to 11 from nine last year. Seven companies each were listed from pharmaceuticals and banking, compared with three and six, respectively, last year. Six computer and software makers

and five telecommunications concerns were listed, also increases.

The list, in its seventh year, reflects a broad trend toward programs to ease employees' work-family conflicts. It has expanded to 100 companies from 30 in 1985, and includes companies ranging in size from American Telephone & Telegraph Co. with 238,000 employees to G.T. Water Products Inc., a 26-employee plumbing-products concern in Moorpark, Calif.

Growth in work-family programs is fastest in a few geographic pockets, says Betty Holcomb, articles editor for Working Mother. In northern New Jersey, for instance, Johnson & Johnson, Merck & Co., Hoffmann-La Roche Inc., AT&T and Hoechst Celanese all must compete for workers — and all are on the Working Mother list. "Once you get a big employer in a certain area" taking the lead on work-family benefits, Ms. Holcomb says.

Top Workplaces for Mothers

Number of companies on Working Mother magazine's list of the top 100 employers, by industry

INDUSTRY	1991	1992
Insurance	9	11
Pharmaceuticals	3	7
Banking	6	7
Computers/software	5	6
Telecommunications	3	5
Chemicals	2	4
Publishing	2	4

Working Mother's list of the 10 best companies for working mothers

Aetna Life & Casualty
Boston's Beth Israel Hospital
Corning
Fel-Pro
IBM
Johnson & Johnson
Merck
Morrison & Foerster
St. Paul Cos.
SAS Institute

Study Cited: "100 Best Companies for Working Mothers," by Milton Moskowitz and Carol Townsend. Working Mother, October 1992, pages 33-90.

Available From: Working Mother, Attn: Special Projects Department, 230 Park Ave., New York, NY 10169; 212/551-9500 x395.

Cost: \$1.25

"the others also have to begin."

Mentoring Programs

Among this year's most popular initiatives: naming staff members, sometimes with their own staff, to coordinate work-family programs. Flexible work arrangements continue to expand and grow more diverse. More companies are offering extended family leave. Many employers are also more aggressive in efforts to promote women, providing management-training and mentoring programs.

Some innovation is evident. **Minnesota Mining & Manufacturing Co.** offers a computerized data base of child-care services, available to employees at their desks. **St. Paul Cos.** operates an electronic-mail system allowing its child-care center staff to send messages about the children to their parents during the day. One message, received by Diane Autey, a senior public relations specialist: "Mom, I rolled over for the first time! [signed] Brandon [age three months]."

Many of the companies, including **Citicorp**, a **Citicorp** unit, and **Aetna Life & Casualty Co.**, added new benefits despite layoffs. **Sequent Computer Systems Inc.**, a Beaverton, Ore., computer-systems maker, allowed laid-off employees to continue to keep their children in its child-care center, extending a corporate tuition subsidy for six months and raising rates about 20% to 25% thereafter.

The list also reflects sea changes in traditional work arrangements. **AT&T** has more than 300 people working from home at least part-time. **Du Pont Co.** runs an in-house matchmaking service to help prospective job sharers find partners.

Competition to make the list has never been stiffer. While the list's authors, San Francisco freelance writers **Milton Moskowitz** and **Carol Townsend**, had to search hard in the past to find 30 companies that qualified for listing, they now have to turn away dozens of entrants and have developed a long screening questionnaire.

Strategy Sessions

Staffers at some listed companies report spending a week or more on applications, and others hold strategy sessions on how to make the list. Several companies mention their listing in their annual reports. **Baxter International Inc.** keeps a plaque in its lobby touting the award.

Turnover on the list intensifies the rivalry. While about a dozen companies, including **American Express Co.**, **Apple Computer Inc.** and **Gannett Co.**, have been on the list since it started in 1985, more than two dozen new ones appeared between 1991 and 1992 and 14 were dropped.

When **Baxter** first made the list in 1991 and the **Allstate Insurance** unit of **Sears, Roebuck & Co.** was dropped, a Chicago newspaper ran a headline, "Allstate Out, Baxter In." Both companies are on this year's list, but **Alice Campbell**, **Baxter's** head of work and family programs, isn't resting any easier. "Now I'm on a mission of maintaining our position," she says.

Listed companies are expected to keep expanding work-family programs. When **Hewlett-Packard Co.** failed to add benefits several years ago, it was dropped from the list. **Working Mother** restored it the next year after the company began adding programs again.

The companies dropped this year include some widely noted for their family-friendly programs: **Official Airline Guides** of Oak Brook, Ill., for example, and **Herman Miller Inc.**, a Zeeland, Mich., office-furniture maker.

Compressed Work Weeks

Official Airline Guides' removal was a surprise, says **Susan Doctors**, vice president, human resources. The company pioneered flexible hours in the early 1970s, opened one of the first on-site child-care centers in its region in 1981 and offers job-sharing, compressed work weeks and other benefits. "If an employee has a need, we meet that need," she says.

Howard Johnson, **Herman Miller's** director of personnel services, says, "We really do continue to be positive and aggressive, and on the leading edge of meeting the needs of the working mother. . . . If they choose not to recognize us, that's their business."

Some companies feel pressure from employees to get on the list. **Baxter** applied after an employee sent a copy of the 1990 **Working Mother** list to **Vernon Loucks**, the chairman and chief executive, with a note: "Why aren't we on this list?" At the same time, the company's recruiters were hearing more questions on campuses about **Baxter's** family benefits.

Study Cited: The 100 Best Companies to Work for in America, by **Robert Levering** and **Milton Moskowitz**, 1992, 528 pages.

Available From: **Doubleday Consumer Services**, 2451 South Wolf Rd., Des Plains, IL 60018; 800/223-6834.

Cost: \$25.00 + shipping

Many companies reported that their programs helped recruitment and reduced turnover. An IBM survey showed top-performing employees ranked work-family benefits second only to salary as a reason to stay with the company. SAS Institute, a Cary, N.C., software concern, says its benefits help hold turnover to 5.9%, below the industry average. After USA Group, a Fishers, Ind., educational-loan concern, opened an on-site child-care center, job applicants rose 12% and turnover fell 4%.

The deluge of applications the magazine receives includes some that are simply naive, Mr. Moskowitz says. Some companies include slick employee work-family handbooks with vague promises of extended maternity leave "unless economic conditions make it impossible."

"We don't consider that a leave," Mr. Moskowitz says, noting that leaves must include an absolute guarantee of a job upon the employee's return. Others confuse work-family programs with giving to United Way or other charities.

The competition promises to intensify next year. Working Mother plans to stop the list's growth at 100 companies. "That seems like a good point to institutionalize it, if we can," says Mr. Moskowitz, a specialist in corporate social-responsibility issues and co-author of the book "The 100 Best Companies to Work for in America."



PEOPLE PATTERNS

Most Working Mothers Have Free Child Care

THE AVERAGE child-care cost for parents was \$54 a week in 1988, or about \$2,800 a year. But only 40% of working mothers incurred this expense. The other 60% had non-monetary arrangements for child care.

Fifty-seven percent of all children under age 15, about 30 million, had working mothers in 1988. The Census Bureau found that for 52% of these children, the primary care arrangement was kindergarten or grade school. For 17%, primary care took place at home and was usually provided by a family member; 10% had stay-at-home dads watching them.

Fourteen percent of children with working mothers were cared for in someone else's home, and 10% were in organized day-care centers or preschool. Four percent were watched by Mom while she worked. Fewer than 2% took care of themselves.

Family care isn't necessarily free care. One out of five grandparents watching children were paid for the service, as were a third of other relatives (except fathers and siblings). Grandparents' pay averaged \$1.42 an hour in 1988, compared with \$1.76 paid to non-relatives.

Study Cited: "Who's Minding the Kids?: Childcare Arrangements," by Martin O'Connell and Amara Bachu, Current Population Report Series P-70, Fall 1992, 38 pages.

Available From: Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402; 301/763-5002.

Cost: \$4.25

U.S. Social Well-Being Is Rated Lowest Since Study Began in 1970

By JACQUES STEINBERG

With reports of child abuse and teenage suicide on the rise, and with older Americans spending more of their income on health care, the nation's overall social well-being has skidded to its lowest point since the study began in 1970, according to an index tabulated by social scientists at Fordham University that was released today.

The annual study, "The Index of Social Health," seeks to evaluate the cumulative effect on Americans of 16 major social problems, among them unemployment, drug abuse and highway deaths linked to alcoholism. In an effort to quantify the overall impact of those problems, the study boils down reams of national statistics, most of them gathered by the Federal Government, into a single, annual measure on a scale of zero to 100.

In 1970, the first year the index was calculated, it stood at 75. But in 1990, the last year for which complete statistics are available, the index plummeted to 42, a decrease of 44 percent over 21 years. The index reached a high of 79 in 1972 and has fallen fairly steadily ever since.

"What's troubling to me is that the social health of the country has been so low for so long," said Dr. Marc L. Miringoff, the author of the study and the director of the Fordham Institute for Innovation in Social Policy in Tarrytown, N.Y.

"While the economic indicators in the 1980's went up generally after the '82 recession, the social indicators that

l measure really remained at a low point," Dr. Miringoff said. "The general trough that we've reached may explain, in part, why people feel a bit more hopeless than they did in 1982."

A companion study, "The Index of Social Health for Children and Youth," found that the social well-being of American children declined in 1990 for the fifth consecutive year, to a record-low of 44. The children's index hit its highest point, 78, in 1976.

Dr. Miringoff described child abuse as the social problem that became most acute over the 21-year period measured in the children's study. "The rate of reported child abuse in 1990 was more than four times the rate in 1970, and it has worsened every year without exception since 1970," he wrote.

He also cited the number of children living in poverty — a figure that has increased 33 percent since 1970 — and the rate of suicide among teen-agers, which doubled during the same period.

Those statistics also helped drive down the overall index of social health, Dr. Miringoff said. Another factor measured by the index included the poverty rate among Americans over 65 years old, which improved nearly 50 percent during the 21-year period of the study.

In addition, the study found, older Americans spent a greater percentage of their income on health costs than in any other year since 1970. The index also showed that the gap between the incomes of the nation's richest and poorest families had widened to a record degree in 1990.

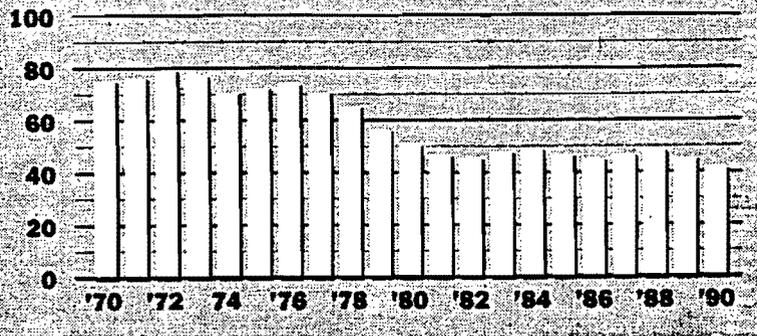
Study Cited: "The Index of Social Health," by Dr. Marc L. Miringoff, October 5, 1992, 16 pages.

Available From: Fordham University, Institute for Innovation in Social Policy, Neperan Rd., Tarrytown, NY 10511; 914/332-6014.

Cost: None

Social Well-Being: A Falling Index

Index of social health since it was begun in 1970 by the Fordham University Institute for Innovation in Social Policy. The index combines measurements of 16 problems, like unemployment, poverty, homicide and child abuse.



Study Cited: "The Index of Social Health for Children and Youth," by Dr. Marc L. Miringoff, October 5, 1992, 12 pages.

Available From: Fordham University, Institute for Innovation in Social Policy, Neperan Rd., Tarrytown, NY 10511; 914/ 332-6014.

Cost: None

Finding Out What Happens When Mothers Go to Work

By ERIK ECKHOLM

Special to The New York Times

LITTLE ROCK, Ark. — An infant girl squirms among the toys at a day-care center, saying "ahh, ahh" and reaching out. The teacher, who is holding another infant in her arms, smiles at the girl, says "Want to play ball?" and reaches over to push a beach ball into the infant's lap.

It hardly seems the stuff of high science, let alone Presidential politics. But these everyday actions of teacher and baby, scored by a watchful researcher in dozens of categories like "responds to child's vocalizations" and "positive physical contact," are yielding specks of data in a vast national study designed to answer some of the most emotionally charged questions in science and society today: Do working mothers imperil their children's inner security and future happiness? Does day care at an early age put children on a slow track for life?

Passions Aroused

One of the most complex research projects ever undertaken in the behavioral sciences, the federally sponsored study of more than 1,300 randomly selected babies is searching for both the patterns of early care that may help a child thrive and patterns that may hinder learning or emotional development.

The goal is as incontestably good as motherhood, but the researchers pursuing it at 10 universities around the country know they are poking into giant passions. The issues at the heart of the research have generated acid exchanges among scientists, sown fear

and guilt among millions of parents, been fashioned into rhetorical clubs for bashing or defending feminism and even provided raw material for this year's Presidential campaign.

The inner conflict and public debate reflect a swift transformation of the American family. It is not just that more mothers work. Since the 1950's, the change has been most striking among mothers of the youngest children.

By 1976, the first year the Census Bureau asked the precise question, 31 percent of mothers with a child under the age of 1 were in the labor force. By 1990, driven by economic need and changing attitudes about personal fulfillment, 53 percent of such mothers were. The trend was most pronounced among college graduates with infants under the age of 1: 68 percent worked.

With the increased reliance on day care and baby-sitting arrangements came the questions and the defiant, often self-justifying assertions. Gradually, too, has come the research, which scientists agree has not yet provided conclusive answers.

"Most of the research up to now has assumed that all day care is comparable," said Bettye Caldwell, an expert on child development at the University of Arkansas at Little Rock and a leader of the new study. "But we know that's not true. There's excellent care and abysmal care, and care by the families differs dramatically, too."

In the late 1980's, Jay Belsky of Pennsylvania State University said accumulating evidence suggested

that extensive, early nonmaternal care might be harming some children. His statement created a professional uproar, and the subject was hashed out on talk shows and in midnight discussions of countless working parents.

Some Broad Agreements

While the debate continues today, there are also wide areas of agreement among the experts, including these items:

¶The debate is largely over care in the first year of life. Even the minority of studies that raise alarms about extensive, early nonmaternal care find few differences in cognitive, social and behavioral traits when care begins after the age of 1, though of course the quality of care matters at any age.

¶Any negative effects from early nonmaternal care itself are small, and most children of working mothers are unaffected in the traits that were measured.

¶For children from poor families, early, high-quality day care often means improved scores.

¶Even if early outside care does no harm, having a parent at home full-time for at least the first three or four months is an intrinsically good thing for both parents and children.

Whatever their views of the evidence, child-development experts lament the wearying stresses that afflict many two-earner families and are virtually unanimous in their calls for generous parental-leave policies, improved availability and quality of day care and greater flexibility in the workplace to allow, for example, more part-time work.

To some degree, a strident academic debate that came to be seen as

Study Cited: "Who's Minding the Kids? Childcare Arrangements," By Martin O'Connell and Amara Bachu, Current population Report Series P-70, No 30, Fall 1992, 38 pages.

Available From: Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402; 301/763-5002.

Cost: \$4.25

a referendum on feminism and women's work has softened as experts acknowledged that most mothers are in the work force to stay. Attention has shifted to evidence that much of the day care provided in this country, both in centers and the private homes that provide most nonparental care, does not meet high standards in crucial areas like the number of children per adult, whether children see the same adults over time and whether children receive warm, responsive, individual attention.

"I'm very worried, not because so many women are working — they are, and it's economic — but because the quality of infant care in this country typically is not good," said Ellen Galinsky, co-president of the Families and Work Institute, a research group in New York.

Clarifying a Stand

Dr. Belsky, an investigator in the new national study, clarified his assertions about possible risks of early maternal work in a recent interview. "I wasn't saying anything about the inevitable effects of day care," he said. "I was talking about care as we have it in this country."

Alison Clarke-Stewart, a psychologist at the University of California at Irvine, an investigator in the new study and a critic of Dr. Belsky, said: "I do think it is important for an infant to form a close attachment with a parent. I'm less convinced a mother can't still do that when she works.

"I think it's pretty hard to do if you are working long hours every day. In the best of all worlds, everybody would have access to part-time work."

Scholars in this field have mainly studied the role of mothers as primary care-givers, not out of sexist bias, they say, but because fathers who truly play this role remain so rare. Most say they believe that a father could take much the same place in an infant's life.

The Old Debate

A Study in 1986 Raised a Warning

Much research on child care and development has focused on infant-mother attachment, a quality many psychologists consider a cornerstone of emotional and social development. This theory says children with a secure attachment, usually to the mother, in infancy are more likely to feel confident as they explore their surroundings, to have good relations with peers and teachers and to be more competent at solving problems, said Susan Spieker, a psychologist at the University of Washington. Scientists are unsure about how lasting and immutable the effects are.

Although researchers increasingly try to observe real-life interactions, the security of infant-mother attachment is usually measured in "strange situation" experiments. In such tests, babies at about 12 to 18 months are typically left alone in a room for a few minutes with a friendly stranger, then rejoined by their mothers, then left all alone before their mother returns again. Studying how the babies respond to the separations and especially the reunions, psychologists judge whether the child is securely or insecurely attached.

In 1986 Dr. Belsky created a furor when, citing data from several strange-situation studies and behavioral observations, he said that extensive nonmaternal care in the first year appeared to be a risk factor for development of insecure attachments in infancy and "heightened aggressiveness, noncompliance, and withdrawal in the preschool and early school years."

Many of his colleagues reacted sharply, asserting, among other things, that the differences he had found were small, that the study samples may have been biased, that the strange situation may be an inappro-

priate test for children accustomed to separations and, above all, that differing outcomes were almost certainly related to quality of care, rather than the fact of nonmaternal care.

At a "summit meeting" in 1987 the warring parties agreed with the proposition that when parents have access to "stable child-care arrangements featuring skilled, sensitive and motivated care-givers, there is every reason to believe that both children and families can thrive."

The gap was narrowed, but differences remain. Dr. Belsky, who believes he has been pilloried by ideologues, says he still believes it is possible that future evidence will show that early, extensive day care in and of itself is harmful to some infants.

"I think what we've got here is a cause for concern, nothing to call for alarm and hysteria," Dr. Belsky said. While most children are not adversely affected, he said, the small number who are would add up to a social problem. For example, it could be an extra disruptive child or two in a classroom.

But Deborah Phillips, a psychologist at the University of Virginia who is also participating in the Federal project, said: "There's a world of difference between saying that child care is harmful, and saying that when care falls below a threshold of quality it places a child at risk. Then you talk about quality. Instead of who's providing the care. That's a very different issue."

More Research

More Ambiguities, Fewer Certainties

A new, more extensive analysis of 13 strange-situation studies, just published by Michael E. Lamb and others at the National Institute of Child Health and Human Development, also found a difference between ba-

Study Cited: "Nonmaternal Care and the Security of Infant Mother Attachment: A Reanalysis of the Data," by Michael Lamb, et al. Infant Behavior and Development, Vol. 15, June 1992, pages 71-83.

Available From: Boy Scouts of America Building, Room 331, National Institute of Child Health and Human Development, 9190 Rockville Pike, Bethesda, MD 20814; 301/496-0420.

Cost: None.

Study Cited: "NICHD Study of Effects of Early Childcare," by the National Institute for Child Health and Human Development.

Available From: This report will be published in 1994. For more information contact the the National Institute of Child Health and Human Development, 9190 Rockville Pike, Bethesda, MD 20814; 301/496-5133.

bies whose mothers stayed home through the first year and those who received other care. But the difference was small: 71 percent of those with exclusive maternal care were judged to be securely attached, while 65 percent of those with regular non-maternal care were. None of the studies measured the quality of care, and the families studied had above-average incomes and were almost all white.

A few other recent studies, looking at actual behavior and at cognitive tests in a large number of 3- and 4-year-olds, have also found small differences. But Jeanne Brooks-Gunn, a psychologist at Columbia University and an author of a study published in 1991, explained why the results should be received with caution. The detrimental impact of first-year maternal employment, while significant, accounted for only a minor part of the variations between the groups of children, the study found. Other factors like poverty, the mother's education and the number of adults in the household had greater effect, she said.

Numerous similar studies have suggested intriguing or surprising patterns. For example, some have found that children did better if the mother returned to work earlier rather than later in the first year, or that boys with nonmaternal care scored more poorly than girls. Some have found that infants raised by grandmothers or baby sitters in the home did as well as those raised by their mothers. But these results have sometimes been contradictory and were seldom presented with scientific confidence.

The new Federal study, sponsored by the National Institute of Child Health and Human Development, is intended through its large size, broad scope and intricate design to provide the clearest answers yet. Begun in 1991 and scheduled to last five years, it is registering not only the types of care that children receive but also evaluating the emotional texture of care, both from outsiders and from parents.

"We're trying to far more carefully identify the actual pattern of the child's experience than has been done in the past," said Robert Bradley, a psychologist at the University of Arkansas at Little Rock. "We're looking at the place of care, we're looking at the same child at home with his mother, and we are also looking at the child's individual temperament and needs."

The children's development is being evaluated in several ways. At the age of 15 months, maternal attachment is measured in strange-situation experiments, but attachment will also be examined through direct observations in the home at the age of 2. Cognitive and language development, peer relations, self-control and compliance with parents and teachers will all be evaluated.

The newly detailed look at the home environment, for children of working as well as stay-at-home mothers, should provide far more subtle conclusions than ever before. "For example," Dr. Bradley asked, "if a child has problems, is it a function of the outside care, or is it because the mother is overworked and worried about money, and not enjoying child-rearing?"

Researchers may begin analyzing early data in about two years, said Sarah L. Friedman, project director at the national institute, but most results will not come until later. Despite the enthusiastic cooperation of academic foes and the unusual richness of data, experts warn that no study is apt to provide a simple blueprint.

"Both sides are excited about it for now," Dr. Belsky said. But "there will be different spin doctors" interpreting the data, and "to the extent people think they'll get a green light or a red light, they'll be disappointed," he added. For many mothers, work and child care are givens in any case, but better information may help them seek the care that is best for their child, and create the best home environment.

Whatever the study finds, none of the child-development experts are apt to advocate the kind of stressful return to work in as little as six weeks that some working women face today.

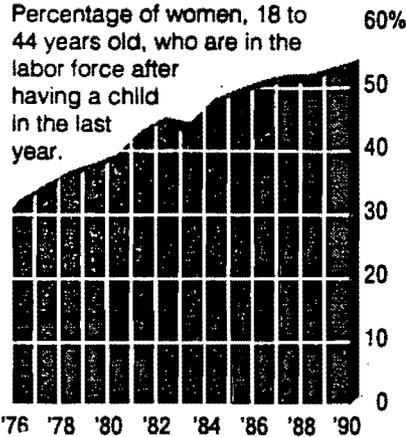
"I feel very strongly that mothers and infants need a certain period together after birth to learn the rhythms of each other's life," Dr. Caldwell said. "Once that happens and that attachment is there, we know it can survive."

She said there was ample reason to promote parental leave without assuming that early day care is harmful.

"The experience of being a mother of a young infant is a grand and glorious one," Dr. Caldwell said. "And the most precious thing in a relationship is time. I think there is a difference between saying that something is better to do, and saying something is wrong or harmful."

Returning to Work Sooner

Percentage of women, 18 to 44 years old, who are in the labor force after having a child in the last year.



... and Seeking Child Care

Primary child care arrangements used by working mothers for children under 5 years old, as of 1988.

Nonrelative in another home

23.6%

Day/group care center

16.6%

Father in child's home

15.1%

Relative in another home

13.2%

Nursery school/preschool

9.2%

Relative in child's home

7.9%

Mother at work

7.6%

Nonrelative in child's home

5.3%



Source: Census Bureau

In Family-Leave Debate, A Profound Ambivalence

By FELICITY BARRINGER

Special to The New York Times

WASHINGTON, Oct. 6 — Mary Wendy Roberts, the labor commissioner of Oregon, set out in 1988 to guarantee most of the state's work force — 47 percent of which is women — the right to 12 weeks' unpaid leave when they give birth, adopt a child or need to care for a sick relative. Her strategy: show lawmakers that their own families or friends had a stake.

"We'd say: 'You've got grandkids. Was your daughter able to take time off?'" Ms. Roberts recalled. "The work force has changed so dramatically that people making decisions can't close themselves off from it. Someone, either in their family or among people they knew, would be coming to them and saying, 'Hey, I need that.'"

In Oregon, the politics of the personal worked. In other states, like Florida, with its high proportion of elderly citizens or Utah, despite having one of the highest proportions of working mothers in the nation, mandated family leave has been a nonstarter.

Deep Ambivalence

The fate of this issue, debated for a decade from county office buildings to the White House, reflects Americans' deep ambivalence as they grapple with new patterns of motherhood.

As the ranks of working mothers grow, personal doubts about how best to raise small children have multiplied. This uncertainty

has its parallel in the often hesitant responses of government to what many working mothers or single parents say are pressing needs.

In the Presidential campaign, image-makers for both Democrats and Republicans have stumbled while trying to figure out which maternal symbol — often, which dimension of which political wife — best fits the national fancy.

Meanwhile, around the country, a more fundamental debate is going on: whether the new realities of mothers and work, which reflect deep economic and social trends, warrant revising the social contract between government, businesses and families.

Enter Politics

"We've never had the Federal or state support that's necessary to make the new American family work properly," said Edward F. Zigler, professor of psychology at Yale University and a leading authority on child development. Dr. Zigler and many other students of the changing family favor generous leave policies, national efforts to make higher-quality child care more widely accessible and encouragement of more flexible working arrangements for parents. But conservative opponents say measures like these are often best left to the marketplace.

Early in the Presidential campaign, Republicans presented themselves as champions of tra-

Study Cited: "Beyond the Parental Leave Debate," by Families and Work Institute, 1991, 110 pages.

Available From: Families and Work Institute, 330 7th Ave., New York, NY 10001; 212/465-2044.

Cost: \$25.00

ditional family values. At the convention, speakers went out of their way to praise mothers who stayed home with the kids.

When it came to the practical question of family leave, though, President Bush, vetoed a comparatively mild bill that, in principle, would have helped some mothers do just that. The bill required only companies with 50 or more employees to give new mothers 12 weeks of unpaid leave. It was his second veto of such a measure.

Mr. Bush, who says he supports the concept of leave, said he thought it was wrong to impose another government mandate on business and proposed an alternative plan built on tax credits for cooperative employers.

Proposals like the most recent legislation have had mixed success, embraced by some counties and states and shunned by others despite the vast increase of working mothers. Nearly 60 percent of mothers with children under age 6 worked in 1990, according to the 1990 census, as did 75 percent of mothers with children age 6 to 17.

In insecure economic times, Mr. Bush may not pay much of a political price for vetoing a generally popular measure like the Family and Medical Care Leave Act. In a New York Times/CBS News poll earlier this week, 57 percent of those queried said that Mr. Bush should have signed the bill. Another 36 percent said he did the right thing by vetoing it.

"Part of the background for this has always been that family issues are outside of the government domain," said Barbara Willer, Public Affairs Director of the National Association for the Education of Young Children. "As a family member, it's your responsibility to work that out on your own. That's made it more difficult in terms of mobilizing action around this issue."

As working women drift toward a new status as an interest group, they are struggling to define where their interests lie — when they have time to look beyond the next item on the "To Do" list. Researchers say that, while many would cherish the right to 12 weeks leave, some could not afford to go that long without a paycheck anyway. But proposals to require paid maternity leave, common in many other industrial countries with different social and economic traditions, got nowhere.

And not all mothers agree with the proposition that government ought to mandate family leave. "Family accommodation is crucial," said Merrie Spaeth, a free-market conservative and former aide to President Ronald Reagan who now has a public-relations business in Dallas. "But mandated family leave is a catastrophe for small business. It hurts women and minority-owned businesses most."

Many of those who could benefit most from the law have the least time to push for it. "The very people who are desperate for a national policy to deal with their struggles in juggling family and work responsibilities are the least able to become major advocates," said Judith Lichtman, executive director of the Women's Legal Defense Fund. "They don't have the time or the energy. They're struggling to keep their heads above water."

Dr. Zigler said the sheer numbers of women in the workplace had produced new support from another quarter: older men, whose daughters are likely to be working. "It's certainly true in the business community," he said. "These people are being educated. In the case of many business leaders, their wives never worked. But daughters are turning a lot of these people around."

Dr. Zigler, who has pushed for family leave guarantees for 30 years, is puzzled that the United States remains the only industrial democracy without mandated family leave. He marvels at the resistance even to unpaid leaves, when Japan and many European countries offer full or partial salaries.

"Part of it," he said, "has been this tremendous ambivalence in the country. There is a strong, forceful group very unhappy about women in the out-of-home work force," he added, referring to conservative ministers like the Rev. Pat Robertson.

But the more visible opposition to family leave proposals has come from business, often represented by the Chamber of Commerce. Their view is that many larger employers covered in the proposals — most of which exempt businesses with fewer than 50 employees — already do enough, and that smaller businesses have less flexibility and often cannot bear the financial burden.

In a 1991 survey of Oregon, Rhode Island, Minnesota and Wisconsin, all states with new leave laws, the Fam-

ilies and Work Institute, a nonprofit research group in New York, found that 83 percent of employers had offered at least some disability leave to new mothers even before the law was passed. More than half of 583 employers surveyed found that implementation of the laws was "extremely easy" (33 percent) or "moderately easy" (19 percent). Still, up to 4 percent of working mothers surveyed in those states reported that in previous years they had lost their jobs after taking maternity leave.

Twenty-five states have enacted parental or family leave bills, but seven cover only state or public employees, according to the Institute.

In the nation's capital, large majorities of both houses of Congress have passed family leave measures twice, only to see them vetoed. "In any place that gets family leave legislation passed, there's a history of it being introduced and defeated and then they eventually win," said Ellen Galinsky, co-president of the Families and Work Institute.

National day-care legislation that eventually became part of the Child Care Development Block Grant in 1990 followed a similar pattern. It began with a 1971 proposal for a Child Development program vetoed by President Richard M. Nixon, who endorsed the goals but said the legislation promised "fiscal instability" and included "family-weakening implications."

When President Bush signed it into law in a compromise with Congress, the measure funneled \$2.5 billion to the states over three years, designating it as aid to working parents — in most cases low-income working parents — to subsidize child care. Nationwide about 750,000 children, and their parents, are expected to benefit.

But it remains hard, researchers have found, for many middle-class parents to find child care that is affordable and of high quality. In many day-care centers, staff turnover is high, for example, in part because wages are barely above poverty level. Improving day care on a large scale will be costly, either for parents, government or business.

It is probably no coincidence that many states first passed family leave laws in the late 1980's, when for the first time more than half of all women went back to work inside one year of giving birth.

Study Cited: "Family and Medical Leave Legislation in the States, Moving Toward a Comprehensive Approach," by Donna Lenhoff. Harvard Journal on Legislation, Summer 1989, pages 406-463.

Available From: Women's Legal Defense Fund, 1875 Connecticut Ave. NW, Suite 710, Washington, DC 20009; 202/986-2600.

Cost: \$3.50

From 1975 to 1985 the percentage of women who were working or looking for a job rose from 46 percent to 58 percent, according to Federal data, and now, women account for nearly half of all workers in the labor force.

The last time American women flooded into the work force was during World War II, when Rosie the Riveter became a role model. In 1944, 16 million women composed one-third

of the nation's work force, according to Meryl Frank and Robyn Lipner of Yale's Infant Care Project. The Federal government opened 3,000 day-care centers for the 1.5 million children of these working women. In 1945, it closed 2,800 of them.

In Europe, social policy took a different route after the war, often oriented toward helping working parents stay home after the birth of a child. Sheila B. Kamberman, a professor at Columbia University's School of Social Work, notes that most European countries, including Austria, France, Germany, Sweden and Finland, now provide paid, job-protected leaves of at least five months. Some offer a year or more. Many give women the right to work part time for a limited period after the maternity leave ends.

Not all observers feel this country needs to follow Europe's lead. "I'm not sure if I like the European model for America," said Burton Y. Pines, director of the conservative National Center for Public Policy Research. "If you say we're being different from Europe, I'd say, 'Good.' We've always had a looser employee system here in America. A conservative would say family leave is between employer and employee."

Women themselves are not all marching shoulder to shoulder with family leave banners waving. When Dade County, the only jurisdiction in Florida with a family leave ordinance, approved the measure — re-

quiring businesses with 50 or more employees to offer 12 weeks' unpaid leave, but exempting higher-paid and executive employees — the only woman on the nine-member county board cast the only "nay" vote.

In the few months since the Dade County ordinance took effect, only three complaints have been filed, said Toni Margulies-Eisner, Chairwoman of Dade County's Equal Opportunity Board. Ms. Margulies-Eisner said she believed this is a sign the ordinance is working.

To some extent, lobbyists for women's groups have taken up family issues like these.

But Ms. Margulies-Eisner said she was not sure how family leave fits in the priorities lists of some women's

groups. "I would hope that women as mothers — as opposed to feminists — could be a rallying point," she said. "But we trip over our own best inter-

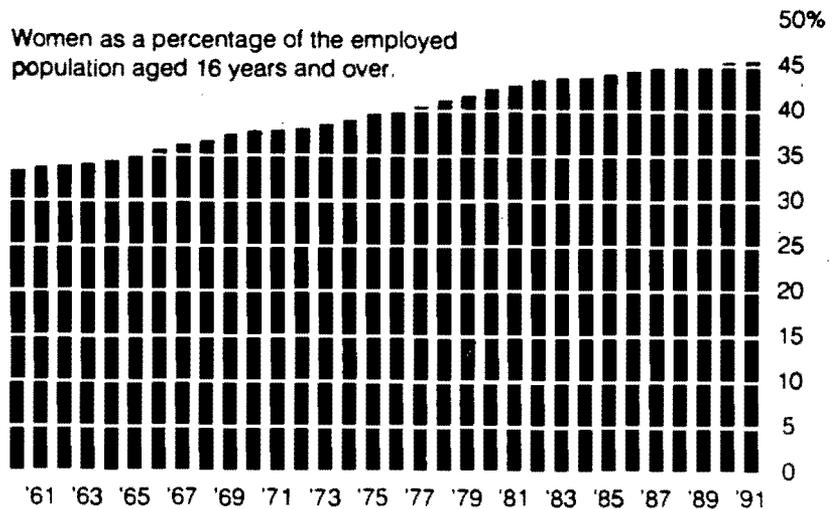
ests for stupid reasons. We ask 'Is it a politically correct thing to do? Is it a feminist activity? Am I aligning myself with the right people?'"

Judith Lichtman of the Women's Legal Defense Fund said: "Women understand that this affects them and that they deserve family leave. But we now have to translate that into the

feeling that yes, we not only need it and deserve it — but we can get it, if we hold politicians accountable."

Women's Growing Importance In the Labor Force

Women as a percentage of the employed population aged 16 years and over.



Source: Bureau of Labor Statistics

The New York Times

Study Cited: "State Laws and Regulations Guaranteeing Employees Their Jobs After Family and Medical Leave," by Women's Legal Defense Fund, July 1992, 11 pages.

Available From: Women's Legal Defense Fund, 1875 Connecticut Ave. NW, Suite 710, Washington, DC 20009; 202/986-2600.

Cost: \$4.95.

Support for Family Leave

Do you think George Bush should have signed the family leave bill, or did he do the right thing in refusing to sign the bill?

	Should have signed it	Did the right thing
Total	57%	36%
Men	51	43
Women	62	31
Bush supporters	51	62
Clinton supporters	77	19
Republicans	36	57
Independents	59	36
Democrats	71	21
Whites	59	40
Blacks	78	12
Income less than \$15,000	59	33
\$15,000-\$30,000	61	30
\$30,000-\$50,000	56	37
\$50,000-\$75,000	48	48
Over \$75,000	49	47
Working mothers	66	29
Working fathers	52	40

Based on nationwide telephone interviews with 1,252 adults conducted Oct. 2-4. Those with no opinion are not shown.

Study Cited: "October A, National Poll," conducted by CBS News/The New York Times, October 2-4, 1992, 25 pages.

Available From: The New York Times, News Surveys, 229 W. 43rd St., New York, NY 10036; 212/556-5814.

Cost: None

Study Cited: "Employment and Earnings," by Bureau of Labor Statistics, January 1992, 268 pages.

Available From: Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402; 202/783-3238.

Cost: \$13.00 (\$31.00 yearly subscription)

Single-Sex Schools Aren't Unconstitutional

Rule of Law

By Douglas W. Kmiec

At last, a federal court that can distinguish legitimate gender difference from unconstitutional discrimination. Last week, a federal appellate court properly concluded that Virginia need not surrender its all-male policy at Virginia Military Institute, a publicly funded college. In so doing, the court rejected a wooden formulation of the Constitution's equal protection guarantee proffered by the Justice Department and its ACLU allies, which would have required VMI to become coeducational.

Likening gender to race, the American Civil Liberties Union — with the Justice Department in tow — argued that the Constitution requires gender differences to be disregarded in admission to state-run schools. But gender is not race, and the Supreme Court precedent relied upon by the appellate court reveals as much. Race is a "suspect class," while gender classifications are permissible only if they reasonably advance an important governmental objective. Applying this common sense standard, the federal appeals judges found that VMI's unique education program, which is premised upon physical rigor, mental stress, absolute equality of treatment and the absence of personal privacy, could not coexist within a coeducational setting.

The rejection of the ACLU's unisex world view should not lead anyone to label the appellate court's opinion as sexist. Even though education experts testified that most women would find VMI's educational environment unappealing, if not intolerable, the court's decision does not rest on this ground. Obviously, there was at least one woman who wanted to attend VMI and that was enough to raise the constitutional claim.

No, VMI won because it amply proved that coeducation would have destroyed the VMI program and because VMI's single-sex policy serves an important public purpose: namely, providing a better learning environment for some students and some purposes. Presumably, this is why more than 75,000 students decide to attend single-sex colleges each year in the U.S.

West Point's experience with coeducation is illustrative of the changes that would have been wrought in a military program like VMI's had the Justice Department prevailed. While separate barracks and the like are obvious, the most problematic changes are more subtle. They include the two physical training tracks that would have been needed because of physiological differences or the changes in learning attitudes traceable to male-female interaction that would have thwarted the school's desire for egalitarian unity.

The appellate court concluded that VMI could properly seek to avoid these adverse changes in its approach. In constitutional language, maintaining VMI's unique program "as is" adds to the diversity of Virginia's education system (which already includes 15 state-supported coed colleges and universities), and that in itself is arguably a sufficiently important government objective to withstand legal scrutiny.

Beyond VMI's particular uniqueness, however, evidence in and out of court confirms that certain students do thrive in single-sex learning environments. For example, students separated by gender may interact with faculty more, have greater self-confidence and be more likely to complete their educational objectives. While

the VMI matter was pending, a study by the American Association of University Women documented how girls in primary and secondary schools can be especially advantaged by single-sex classrooms. Other studies reveal how such advantages may carry over to the job market since students from single-sex colleges may be more easily encouraged to set aside initial, stereotypical job aspirations.

Of course, this educational data did not go wholly unnoticed by the ACLU and the Justice Department. Yet the ACLU's lame and ironic response was to suggest that while the Constitution may permit state-supported, single-sex schools for women, under a "compensatory" (viz. affirmative action) rationale, the same is not true for an all-male institution. This is a variation of the weak double standard justifying reverse racial discrimination, and the appellate court rightly did not import it into matters of gender. The equal protection guarantee should not mean one thing when applied to one individual and something else when applied to another.

Along these lines, the appellate panel did remand the case, not to make VMI coed, but to have the state demonstrate that it has a comparable single-sex program for women.

This judicial resolution is an intriguing one. The Supreme Court has never squarely dealt with whether a state is required, not merely permitted, to undertake a single-sex institution. Some may argue that this intrudes too deeply into state decision making or that the Constitution should not be read to mandate that a state keep abreast of the latest educational thinking. However, if a state voluntarily decides to provide single-sex educational benefits to men with state resources, there

Study Cited: "How Schools Short Change Girls," by American Association of University Women, February 1992, 128 pages.

Available From: American Association of American Women, 111 16th St. NW, Washington, DC 20036; 800/785-7700.

Cost: \$16.95

is considerable logic in the appellate court's conclusion that the same be available to women.

It is not immediately apparent if Virginia will be able to show on remand that it has an equivalent program for women. But this much is now clear: The Constitution permits a state to maintain a single-sex institution so long as it has an important reason for doing so and it acts evenhandedly. VMI has amply justified its continued existence under the equal protection clause and educational policy. Had the court disassembled VMI in favor of a uniform coed model, it would have deprived all but the wealthy few in private men's and women's colleges of the benefits of single-sex education. There is no reason to deny a state the ability to extend the benefits of single-sex education to a wider public.

By the way, those administering private single-sex institutions should not think themselves above the fray. Private schools such as Mills College, the California college that has roundly refused to open its doors to men, are very fortunate the appeals court ruled as it did. Had VMI lost and the specious notion taken root that the law requires men and women to be treated identically in every context, the next man rejected at a private women's college with a tax exemption or government subsidy would have been the next constitutional claimant.

Mr. Kmiec, a professor at Notre Dame's law school, wrote "The Attorney General's Lawyer - Inside the Meese Justice Department," published by Praeger this year.

education
education, high school
child labor
Hispanic Americans

Hispanic Dropout Rate Stays High, Since Children Work in Hard Times

By WILLIAM CELIS 3d

Lydia Vera was only in the tenth grade when she dropped out of high school against the wishes of her unemployed father, who is a gardner, and her mother, a clerk in a grocery store. She began working at a fast-food restaurant for about \$100 a week to help her parents.

"They didn't want me to drop out," said Ms. Vera, who is now 17 years and studying for her diploma in an independent study program in the Sweetwater, Calif., schools, which has started one of several recent efforts around the country to bring Hispanic dropouts back to school. "But I felt I needed to help them. I felt like the whole world was coming down on me because we were having a lot of economic problems."

Recessions affect all families, but for Hispanic families a weak economy pushes more youngsters out of school, aggravating what educators call a problem of crisis proportions. In 1991, 35.3 percent of all Hispanics between the ages of 16 to 24 were high school dropouts, roughly the same percentage as in 1972, according to an annual high school completion survey issued last month by the United States Education Department.

Others Staying in School

By comparison, the rate for blacks in the same age group fell to 13.6 percent from 21.3 percent over the same time period. For whites, the rate for that age group declined to 8.9 percent from 12.3 percent.

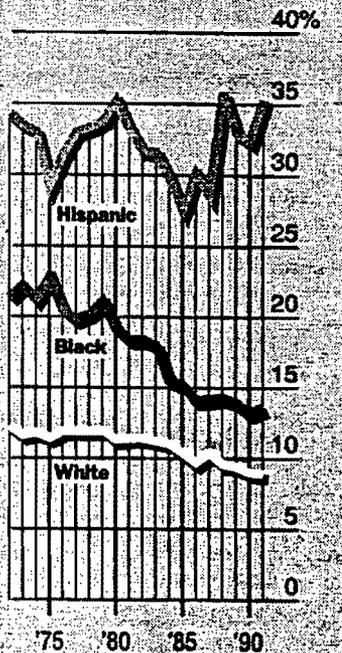
"The scary thing is the gap is growing between Hispanics and blacks and whites," said Mary Jo Marion, a policy expert at the National of La Raza, an Hispanic policy organization based in Washington. "Part of the problem is economics, but that isn't

the only problem."

Educators say the financial pressures combine with a culture that puts family first. Language barriers also contribute to the problem, as

Dropping Out

People age 16 to 24 who are not in school and who have never received a high school degree.



Source: U.S. Department of Education.

does the dearth of Hispanic teachers and counselors. Just 3 percent of all classroom teachers are Hispanic and

the percentage of counselors is even smaller, leaving Hispanic students who have academic problems, and their parents, with few advocates they can comfortably confide in.

Students themselves assert school is unchallenging; some teachers agree, saying a preponderance of Hispanic students attend classes in poor school systems, which cannot afford the best teachers, up-to-date textbooks and technology.

The dropout rate among Hispanic students has improved during times of relative prosperity and has tended to spike upward in times of economic distress.

In 1991, Hispanic households earned an average of \$22,691, according to the Census Bureau, compared with \$30,126 for all households in the United States, prompting many young people to leave school to supplement their parents' wages.

Dropping Out to Work

"One of the major reasons our kids drop out is to get a job," said Robin Willner, executive director of strategic planning for the New York City public school system, the nation's largest with nearly one million students, 35 percent of them Hispanic.

Anthony J. Trujillo, the Superintendent of Schools for the Ysleta Independent School District in El Paso, said: "Hispanic culture has always valued education up to a point," but when a family's income is threatened by layoffs of one or both parents, "the youngster can become part of the earning power of the family. We've had problems with the other issues, but economics is the big problem."

Many of the same cultural and economic issues have been faced by blacks and, more recently, Asians. The dropout rate for black students.

Study Cited: "Dropout Rates in U.S.," by National Center for Education Statistics, U.S. Department of Education, 1991, 150 pages.

Available From: Fred Beamer, U.S. Department of Education, OERI/EIB, 555 New Jersey Ave., Room 300 H, Washington, DC 20208; 202/219-1655.

Cost: None

however, has been significantly reduced in large part by efforts by black community leaders and parents, who have pushed for more black teachers and counselors. There are more similarities between Asian and Hispanic people, both of whom face language barriers.

Although neither group is monolithic, American-born Asians tend to be better educated and tend to earn more money than United States-born Hispanic people — including Mexican-Americans, Puerto Ricans and Cuban-Americans, according to Federal income and census data, and thus are more likely to instill in their children the importance of education. Asian immigrants also tend to be better educated than Hispanic immigrants. And Asians have generally have faced less discrimination than other minority groups, sociologists and anthropologists say, leaving their communities less scarred and giving Asian students a more stable family and community base.

While both groups tend to have strong family units, many Asian families also consider themselves to be members of a larger family, the community itself. As a result, Asian students tend to stay in school even when family finances are strained because to drop out brings dishonor not only to the immediate family but also to the community, say educators who work with both groups. They add that the notion of community as a sort of extended family is less common among Hispanic groups.

"What motivates the Latino to drop out of school to contribute to the general welfare of the family is love," said Dr. Robert Harrington, director of instructional services for the San Francisco Unified School District, where he has worked with both Hispanic and Asian students for 33 years.

"What motivates the Asian to stay in school is also love for family. It's just a different view of the world by two different cultures."

And so schools in many places find themselves struggling with family finances and the Hispanic culture that sometimes combine to undermine students. Lydia Vera, the California student who left Sweetwater High School last year, is a case in point.

Now, Back in School

Now she is back in school, finishing her high school degree through an independent study program. The school has created eight learning centers, where up to 20 students come for two hours a day, which can be scheduled around jobs. The students work at their own pace to complete degree requirements.

The district has assigned many of its best teachers to the learning centers and installed the latest technology, and has given the centers virtually all of the \$3,500 aid for each enrolled student that the district receives from the state.

"This is a great second chance for kids," said Patrick Judd, a teacher at the Del Ray High School learning center, where Ms. Vera attends school. "It's important that we provide them with an environment where they can be successful."

Other programs lean heavily on working to involve parents and to help solve family programs to keep students in school. In the Ysleta Independent School District, parents have been hired by the school system to help Spanish-speaking parents navigate school bureaucracies.

"These parents don't speak English, and they are afraid to come to school," said Rachel Gonzales, a 27-year-old who is the parent liaison at Cedar Grove Elementary School.

Mrs. Gonzales is part counselor, part social worker for Cedar Grove students and parents, many of whom live in substandard housing, often without telephones. She signed up one family for food stamps last year after a fifth-grade student complained about stomach pains from hunger. She persuaded a shoe store to donate new shoes for another young boy, who wore his older brother's hand-me-down shoes three sizes too large.

"I've seen progress," she said. "If I can help the children by getting the basic services their families need, the children will do better in school and will be less likely to drop out later on."

Program Adapted Elsewhere

The Ysleta program has been adopted in some variation by the Los Angeles school system, which also has established special schools or classes to help at-risk students.

In Dade County, Fla., the Cuban American National Council with the Dade County Public Schools spent \$20,000 to set up institutes in Little Havana and Hialeah, a Miami suburb, to pay special attention to students at risk of dropping out.

The school system absorbs the daily expenses for the institutes, each of which has about 100 students, with one teacher for every 17 to 25 students, far lower than the public schools in the area.

"There's no magic to what we're doing," said Javier Bray, coordinator of the institutes. "We give them support, and we nurture them in a loving, caring environment." The approach is paying off: for the first time since the school in Little Havana was founded five years ago, not one student dropped out last year.

Study Cited: "Money Income of Households, Families, and Persons in the U.S.: 1991," by Carmen DeNavas and Edward J. Welniak, August 1992, 200 pages.

Available From: U.S. Bureau of the Census, HHES Division, Room 307-1, Iverson Mall, Washington, DC 20233-3300; 301/763-8576.

Cost: None

Study Cited: "The Education Statistical Portrait," by National Council of La Raza, 1990, 30 pages.

Available From: National Council of La Raza, 810 1st St. NE, 3rd Floor, Washington, DC 20002; 202/289-1380.

Cost: \$15.00, prepaid



Service Employment Takes Rocky Turn

SERVICE INDUSTRIES are challenging manufacturing's lead for unstable employment.

From 1979 to 1983, 11.4 million jobs were lost due to plant closings, business failures and permanent layoffs. The service sector, long considered less vulnerable than manufacturing to economic slumps, accounted for only 41% of those job losses, though it made up 68% of U.S. employment in the same period, according to a study of government data by Michael Podgursky, a University of Massachusetts economist.

In the 1985-89 period, however, service industries' share of job losses jumped by almost one-third, to 53% of the 8.9 million total. The service sector's share of employment, meanwhile, rose just three percentage points, to 71%. The growing volatility stems in large part from strains among retailers.

Construction, by nature an unstable industry, had the most job losses in both periods. Of the nine other industries with the most job losses in

the 1979-83 period, six were in manufacturing, and three were service fields: trucking, which ranked fourth; motor-vehicle dealers, seventh; and printing and publishing (excluding newspapers), eighth.

In the later period, the number of service industries in the top 10 for job losses doubled. Eating and drinking establishments displaced motor-vehicle manufacturing in the No. 2 spot. Trucking ranked fifth, grocery stores seventh, department stores eighth, miscellaneous business services (such as speaker bureaus and press-clipping services) ninth, and printing and publishing 10th.

"The manufacturing sector isn't necessarily becoming more stable than it was," Mr. Podgursky says, "but the service sector seems to be getting less stable." Not only did more service industries move into the top 10 for job losses, he says, but job losses also increased in banking, insurance and real estate. "Historically, we didn't see massive layoffs in finance," he says. "Then came the stock-market crash of the late '80s, the savings and loan crisis, and things changed."

Study Cited: "Changes in the Industrial Structure of Job Displacements: Evidence from the Displaced Worker Surveys," by Dr. Michael Podgursky, August 1992, 125 pages.

Available From: U.S. Department of Labor, Bureau of International Labor Affairs, Division of Foreign Economic Research, 200 Constitution Ave. NW, Washington, DC 20210; 202/219-6100.

Cost: None



Women Lag in Ph.D.s, Professional Degrees

WOMEN are nearly as likely as men to have many types of postsecondary degrees, but men hold professional degrees and doctorates at more than double the rate of women.

In the past, the Census Bureau collected information about educational attainment by asking people how many years of school they had completed. This wasn't precise: It failed to show whether someone with one to three years of college had an associate's or bachelor's degree, for instance; likewise, people with four or more years of college might not have a degree.

To avoid those pitfalls, the bureau has begun asking people what degrees they have. Its Current Population Survey this year found that 16%

of adults 25 and older have gone to college but haven't earned a degree; 6% have an associate's degree; and 21% have a bachelor's degree or higher.

Men and women are equally likely to start college and not graduate, at 16% (this may include some people who are still in school). Women are slightly more likely than men to have associate's degrees, 6% vs. 5%.

More men than women have all other types of college degrees, but the margins generally aren't large in absolute terms. Fifteen percent of men have bachelor's degrees, vs. 13% of women; 6% of men have master's degrees, vs. 5% of women.

Two percent of men have professional degrees, compared with less than 1% of women. The U.S. currently has 930,000 men with Ph.D.s, representing 1% of adult men. Only 342,000 women have doctorates, less than 0.5%.

Study Cited: "What's It Worth? Economic Status and Educational Background," Bureau of the Census. This report will be completed and published in early 1993, at which time it will be assigned a series number and price.

Available From: Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402; 202/783-3238.

Cost: Not yet available

health care, costs
workers, health
infant health
health, maternal and child
prenatal care

Companies Working to Cut Costs of Premature Births

Pregnant Workers Helped With Medical Care

By Sandra Sugawara
Washington Post Staff Writer

Like most other companies, Hagar Apparel Co. of Dallas was alarmed about rising health care costs. When it analyzed its expenses, the firm found what an increasing number of companies are discovering—premature births were costing the company a bundle.

Of its 50 most expensive medical claims in 1989, seven were due to premature births. In 1988, 26 employees gave birth prematurely. Because of the premature births, the firm averaged about \$26,000 in medical expenses for each baby, compared with the \$2,000 average cost of a full-term birth in Texas.

Hagar's discovery wasn't unique, according to a recent study by Cigna Corp., an insurance company based in Hartford. Cigna found that for most employers, expenses related to child-birth are the largest single component of total health care costs, ranging from 10 percent to 49 percent. And these

costs, which often involve expensive hospital stays and high-technology equipment, are growing.

For that reason some companies are rethinking their approach to maternity benefits. To encourage pregnant women to get frequent checkups, they are assuming more upfront expenses, are banking on the idea that preventive care will reduce the number of costly premature births.

"You feel lucky if the cost of caring for a premature baby is only \$150,000. It's not unusual for one to cost \$300,000 these days—they are doing so much more to keep babies alive today that they wouldn't have been able to do five years ago," said Elaine Moore, senior vice president of benefits at Hagar.

Black & Decker Corp., the Towson, Md.-based power tools company, had two employees in Maryland whose sickly premature babies cost the company about \$1 million in 1990, according to Ray Brusca, director of benefits.

Sunbeam-Oster Appliances Co.'s

plant in Coughatta, La., found that in 1984 and 1985, five premature births cost the company \$1.15 million, more than half the plant's entire medical expenses for those two years.

Pregnancy costs are "one of the largest components of our medical expenses," Gail Turek, director of benefits for PHH Corp., said at a recent conference on infant mortality in Annapolis. PHH, a Hunt Valley, Md., company with more than 4,000 employees, leases fleets of cars and helps companies relocate employees.

In addition to the costs of covering their own employees and their families, employers bear a substantial portion of the costs of uninsured women because hospitals increase their rates to cover the bills of such patients, analysts say.

A study sponsored by Cigna estimated that for all of 1992, U.S. employers will have to cover more than \$4 billion in uncompensated care costs incurred by pregnant women and their babies. In Maryland, employers paid about \$30 million of those costs in 1991.

Study Cited: "The Corporate Cost of Poor Birth Outcomes," by Deborah F. Chollet, Ph.D. Infant Health in America: Everybody's Business, 1992, 23 pages.

Available From: Cigna Corporation, 900 Cottage Grove Rd., Bloomfield, CT 06002; 203/726-4450

Cost: None

Most employers say that they are focusing first on reducing premature births at their own companies.

Experts generally agree that proper medical care throughout pregnancy will reduce the chances that babies will be born small or early—the major reasons for large hospital bills.

Haggar has one of the more aggressive programs to cut the number of premature births, according to a study by the Southern Regional Project on Infant Mortality.

For example, Haggar has reduced the amount employees need to pay out of their own pockets when they're pregnant. The company agreed to pay 100 percent of the cost of medical visits during pregnancy, as long as the employee or spouse began seeing the physician during the first three months of her pregnancy.

To encourage regular visits with doctors, Haggar arranged to pay the doctors' bills directly rather than requiring employees to pay upfront and then receive reimbursement.

And it began offering a series of prenatal health classes designed by the March of Dimes organization. Employees who attend all the classes get a free infant car seat.

In 1991, the number of premature births at Haggar dropped to six, and so far this year there have been three premature births.

A cost analysis by Sunbeam-Oster, which initiated its prenatal care program in 1986, found that average medical costs per birth were \$27,000 in 1984-85, but by 1990 had dropped to \$3,500 per birth. From 1986 to 1990, there was only one premature birth. The program costs the company about \$14,000 a year.

Sunbeam-Oster's program includes free pregnancy testing and bimonthly maternity classes for the largely female work force at its Coughatta plant, where steam irons are made.

The classes, which are taught by nurses and cover a range of topics from prenatal care to diet, are conducted during working hours. All pregnant women are required to attend.

Black & Decker, which had particular problems with premature births at two plants in North Carolina, initiated a program similar to Haggar's in 1991. The company eliminated the deductible and co-payment requirements of its insurance, and employees pay only \$10 for each physician visit.

The company has not done a detailed cost analysis, but Brusca said, "Our managed-care plan is much less expensive than the traditional plan."

Study Cited: "The Impact of Uncompensated Maternity and Infant Care Cost on Employers," by Henry Miller and William Kelly.
Infant Health in America: Everybody's Business, April 29, 1992, 25 pages

Available From: Cigna Corporation, 900 Cottage Grove Rd., Bloomfield, CT 06002; 203/726-4450.

Cost: None

employment, glass ceiling
employment opportunities
employment, women
glass ceiling

Government Women, Too, Seen Facing 'Glass Ceiling'

Relatively Few Get Access to Top Federal Jobs

By Bill McAllister
Washington Post Staff Writer

The same "glass ceiling" that is thwarting the advancement of women in corporate America is also blocking the careers of women in the federal government, according to a new report.

The survey, by the U.S. Merit Systems Protection Board, found that although women hold nearly half of the government's white-collar jobs, relatively few have gained access to executive and supervisory jobs. Only 1 in 4 federal supervisors is female and women account for about 1 in 10 senior federal executives, the report said.

Differences in education and length of government service can explain "only some of the imbalance between men and women in higher grades," the report said. "Unfounded stereotypes and assumptions" are creating a "glass ceiling" that denies women promotions and access to the government's best jobs, the report said. Minority women and women with children appear to face more obstacles and win fewer promotions than other women not on the "mommy track."

"It seems like the results are exactly what we have been saying for a number of years: Women are facing both institutional and attitudinal

barriers in the government," said Lynn Eppard, legislative director of Federally Employed Women, an organization of current and retired federal workers. "The federal government is not a panacea."

"You knew there was a ceiling. The question was: What was the reason for it?" said Evangeline W. Swift, director of policy and evaluation for the merit board. What surprised Swift, who conducted the study, was the discovery that the principal barriers to women appeared to be at the GS-9 and GS-11 levels, not the GS-13 level, which is regarded as the entryway to supervisory jobs.

Swift said she was also startled to find that women were less likely to win promotions in their first five years of federal employment than men with the same qualifications and background.

"People are still stereotyping women in the first five years of their career," destroying the chances for many to advance to the top jobs in the bureaucracy, she said. "If you can't get through the prerequisite hoops at the GS-9 and -11 levels in the early part of your career, you will never have them in the SES," or Senior Executive Service.

Titled "A Question of Equity: Women and the Glass Ceiling in the Federal Government," the 40-page

Study Cited: "A Question of Equity: Women and the Glass Ceiling in the Federal Government," by Kathy Naff, U.S. Merit Systems Protection Board, October 1992, 40 pages.

Available From: U.S. Merit Systems Protection Board, Office of Policy and Evaluations, 1120 Vermont Ave. NW, Washington, DC 20419; 202/653-8892.

Cost: None

report noted that the number of women in government has grown dramatically in the past two decades. But the rate of women securing the top jobs has been so slow that women are likely to be underrepresented in those jobs for more than 25 years.

For all the government's progress, women remain clustered in lower-paying jobs that offer little chance for advancement. Women hold almost two-thirds of the lower-graded jobs (GS-1 to GS-8) and account for 86 percent of the 300,000 clerical jobs, the report said.

"Unless action is taken, a dramatic increase in the representation of women in higher-graded jobs will be precluded both by the slow process of advancement into higher-graded jobs in general and by the lower rate of promotion encountered by women," the report said.

The report noted that the 1978 Civil Service Reform Act called for eliminating the underrepresentation of women and minorities in all occupations and at all pay levels in the federal bureaucracy. Despite that commitment, the report suggested that women may have suffered from "a resurgence of discrimination" during the 1980s.

Researchers said they found that the difference in the average number of promotions received by men and women was greater for those with 10 years or less government service than for those with between 10 and 20 years of service. Eppard

said that finding supported her belief that there was "a total disregard" for the rights of women and minorities during the past decade. Federal managers assumed that "we're in an even atmosphere" and made no concerted effort to help minorities, she said.

"We had been doing a better job in the 1970s," Eppard said. "I often like to say that the glass ceiling is a new label put on an old problem: race and sex discrimination."

The report echoes some of the findings of a study released last year by Labor Secretary Lynn Martin on the role of female executives in private business. That study also found that "the glass ceiling existed at a much lower level than first thought."

Spokeswomen for two employee groups said they were optimistic that women could make significant gains in 1994, when large numbers of senior federal workers are projected to retire.

"We need to seize the moment," said Shannon C. Roberts, immediate past president of Executive Women in Government, noting that 50 percent of the senior executives at the National Aeronautics and Space Administration, where she works, will be eligible to retire in two years. An internal NASA review, she said, shows that many managers were unaware of the extent to which women were being bypassed. "It does not surprise me," she said of the survey. "I am aware of how

Study Cited: "Pipelines of Progress, an Update on the Glass Ceiling Initiative," by U.S. Department of Labor, September 1992, 45 pages.

Available From: Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402; 202/783-3238.

Cost: \$3.25

Study Cited: "Report of the Glass Ceiling Initiative," by U.S. Department of Labor, 1991, 29 pages.

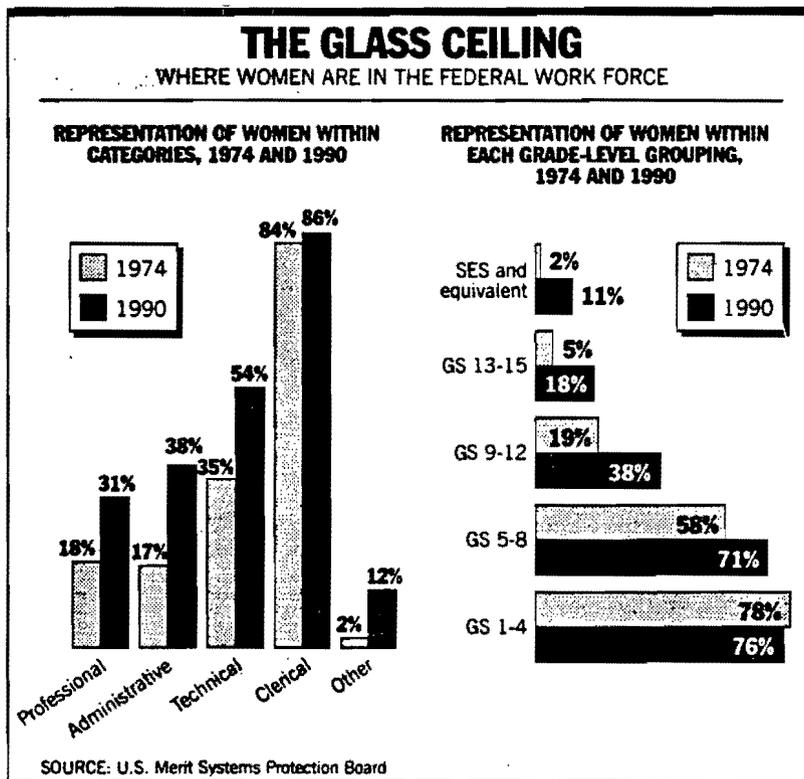
Available From: Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402; 202/783-3238.

Cost: \$3.25

unaware we are."

"I think government has done better than private industry," said Carol A. Bonosaro, president of the Senior Executives Association, which represents SES workers. "It just hasn't done well enough."

She also said 1994 could be a year of great opportunity for female workers if the potential retirements materialize. "I think we are also going to see a lot more unhappiness among majority men who are not going to have the leg up they have had in the past," she said.



BY TOBEY—THE WASHINGTON POST

Numbers Back Harassment Stories

Wanda Griffin can tell you about sexual harassment.

The 12-year veteran pipefitter has worked on all kinds of job sites under all kinds of situations. One of the worst was the time a co-worker pulled down his pants in front of her.

**Cindy
Richards**

She wasn't going to let him know it fazed her. "I just looked at him and laughed."

She was determined that no one would force her to give up such a high-paying job. Besides, she got the message early from one of her first bosses: "This is a school of piranhas. The first one [who] bleeds dies."

Such anecdotal evidence of the harassment faced by tradeswomen has been around as long as women have been in those jobs. A report being released today by Chicago Women in Trades provides the first quantitative look at harassment on construction sites around Chicago.

Consider these numbers:

- 88 percent of the women polled said they had worked on job sites papered with pictures of naked or partially dressed women.
- 83 percent said they had endured sexual remarks.
- 80 percent worked on jobs sites without clean toilet facilities or with no toilet facilities at all.
- 60 percent said they were assigned the heaviest and dirtiest jobs.
- 57 percent reported being touched or asked for sex.
- 54 percent were not given proper training.
- 49 percent endured insulting comments about their

Study Cited: "Breaking New Ground: Worksite 2000," by Laurie Wessman LeBreton and Sara Segal Loevy, Chicago Women in Trades, 1992, 37 pages.

Available From: Chicago Women in Trades, 37 S. Ashland, Chicago, IL; 312/942-1444.

Cost: \$5.00

race or ethnicity.

- 44 percent said they had been unfairly laid off.
- 38 percent said they were not hired because of their gender.
- 36 percent had been called lesbians.

And the harassment came from supervisors and go-workers alike, the investigation found. When they turn to their unions for help, they find little support there, either.

It's not surprising, then, that women account for only 2 percent of trades workers nationally.

The report sought to discover why women leave the trades. It found, however, that there are few differences in the experiences of women who stay and those who choose to go.

Basically, the women who leave just get tired of the struggle.

On the plus side, things have gotten better in recent years, according to Laurie LeBreton, the project's researcher.

Women who entered the trades in the last few years are more likely to work with at least one other woman, while women who apprenticed a decade or more ago may never have seen another tradeswoman.

"When you go to a job and you see another woman, it's a big relief," a female laborer told the researchers.

"If I had worked with other women, I'd still be a welder," said a former tradeswoman.

A few tradeswomen who have worked only on such model construction sites, such as those run by developer Stein and Co., report they have never been harassed or seen dirty pictures on the site, LeBreton said.

For most tradeswomen, however, work is a daily challenge that goes far beyond welds or pipefitting.

Based on the survey responses and their 10 years of working with tradeswomen, the leaders of Chicago Women in Trades have formulated a plan for increasing the number of women working on construction sites. They call it Worksite 2000 and it includes recommendations for contractors, apprenticeship programs, unions and the government.

For model worksites, the group recommends setting hiring goals for women of 30 percent of laborers, 25 percent of apprentices and 10 percent of journeymen, and establishing clear policies against sexual harassment.

From unions, the group would like to see better recruiting procedures, efforts to decrease isolation among tradeswomen and contract language that requires adequate toilet facilities, bans pinups and helps workers balance work and family.

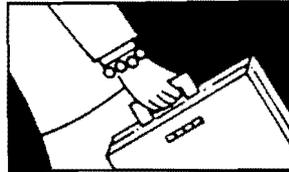
Apprenticeship programs should improve recruiting, help women develop support systems and train teachers how to create

an equitable workplace, Chicago Women in Trades believes.

Finally, the government needs to do a better job of enforcing regulations already on the books.

Chicago Women in Trades believes that if more job sites incorporated their recommendations, more women would have the experience of the painter who worked on Stein's last project, the new federal building at 77 W. Jackson. More than 80 tradeswomen worked on that job.

"There were women of all the trades there," the painter said. "We just blended in."



WORKING WOMEN

Politics & Society

anti-semitism
race discrimination
minorities
Asian Americans
African Americans
Hispanic Americans
Native Americans

Study Points to Increase In Tolerance of Ethnicity

By TAMAR LEWIN

Tolerance of ethnicity seems to be rising and anti-Semitism dropping, according to a study of polls conducted over several years by seven national polling organizations in which people were asked to describe or rank different ethnic groups. The study was made public yesterday.

The new analysis of existing polling data, sponsored by the American Jewish Committee, provides intriguing glimpses of the images, social standing and conflicts that different ethnic groups are generally perceived to have. One section of the report is based on a poll in which respondents were asked to rank the social standing of 58 ethnic groups.

European groups generally monopolized the top of the ladder, and within the European groups their perceived status mostly followed the order of immigration, with those groups that arrived in this country first, like the British and Protestants, assigned the highest standing.

Non-Europeans at Bottom

The Germans, Irish and Scandinavians, who immigrated in the mid-19th century, came next, followed by Italians, Greeks, Poles, Russians and Jews, who came to America later.

Most people assigned the bottom rungs of the ladder to non-Europeans, including a fictitious ethnic group, "Wisians."

"We were trying to see if people were being too compliant with us, and the good news is that 61 percent didn't rank the Wisians," said Tom W. Smith, author of the American Jewish Committee report and director of the General Social Survey, the largest and longest-term project supported by the

National Science Foundation's Sociology program. "My explanation for the low ranking is that people probably thought that if they were foreign-sounding, and they'd never heard of them, they couldn't be doing too well."

Strong Gains by 3 Groups

The ratings of almost every group drifted up slightly from 1964 to 1989, the American Jewish Committee analysis found, but the groups whose social standings were perceived to have improved most significantly were the Japanese, Chinese and blacks.

Despite the improvement, blacks, who were identified as Negroes in the 1989 poll so the wording would be comparable to that of the 1964 survey, were still perceived as having low social standing, akin to American Indians and Mexicans.

In 1989, the Japanese were thought to rank about the same as French Canadians and Jews, while the Chinese stood between Spanish Americans and Hungarians.

The study found that anti-Jewish attitudes are at historic lows, by most indicators. Jews were even perceived in the 1990 General Social Survey, an in-person poll of 1,372 representative adults nationwide, as leading whites in general, Southern whites, Asian-Americans, Hispanic-Americans and blacks in terms of who was regarded as harder working, richer, less prone to violence, more self-supporting and more intelligent.

The only characteristic on which Jews were not top-rated was patriotism, on which whites and Southern whites were perceived more favorably, followed by Jews and blacks, and then Asian- and Hispanic-Americans.

The study also analyzed data from several polls about which groups were thought to have too much power in the United States.

In The 1990 General Social Survey, 25 percent of the respondents said whites had too much power, as against 21 percent who said Jews had too much power. Among the other groups, 14 percent thought blacks had too much power, 6 percent said Asian-Americans did and 5 percent said Hispanic-Americans did.

Conversely, when asked which groups should have more power, 47 percent said blacks, 46 percent said Hispanic-Americans, 37 percent said Asian-Americans, 15 percent said Southern whites, 13 percent said Jews and 6 percent said whites.

Possible Source of Concern

One source of possible concern about anti-Semitism, the study found, was that those who thought Jews were richer than whites in general were almost twice as likely to say that Jews had too much influence as those who thought the two groups were equally wealthy.

And while the images of Jews as rich, smart and hard-working were generally positive, Mr. Smith said those very images might someday lead to renewed anti-Semitism.

"While these evaluations are positive on their face, they identify Jews as a possible target of envy and resentment," the study said.

Still, the American Jewish Committee said the report should come as a relief to American Jews who fear a possible increase in anti-Semitism.

"With the recent events involving David Duke, Crown Heights and Leonard Jeffries, the anxiety level of American Jews has risen," said David Singer, director of information at the American Jewish Committee. "This study is an important grounding in reality."

Perceptions of tension between different ethnic groups were measured in a May 1990 telephone poll of 3,004 representative adults, conducted by Princeton Survey Research Associates.

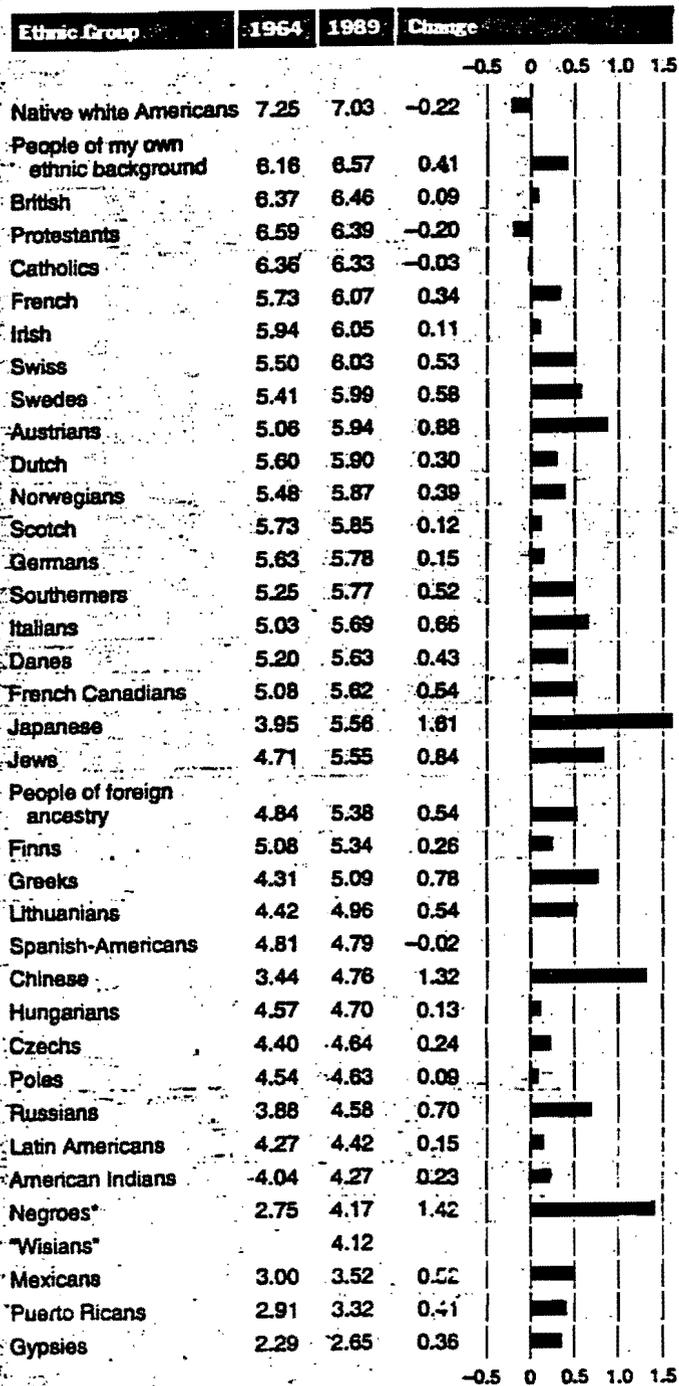
Study Cited: "What Do Americans Think About Jews," by Tom W. Smith, January 7, 1992, 67 pages.

Available From: American Jewish Committee, Attn: Literature Department, 165 E. 56th Street, New York, NY 10022; 212/751-4000.

Cost: \$2.50

The Change in 'Social Standing'

In polls taken in 1964 and 1989, adults nationwide were asked to rate the "social standing" of the following groups in the United States, using a scale in which 1 was the lowest standing and 9 was the highest. The figures shown are averages. The Wisians, a fictitious group, were included in 1989.



* Blacks were referred to as Negroes by the National Opinion Research Center in the 1989 survey to conform with the wording in the 1964 survey.

Source: National Opinion Research Center. The 1989 survey included 1,537 adults.

"The major conflict that was perceived was the black-white conflict," Mr. Smith said. "Others, like tensions between blacks and Jews, or Hispanics or Asians, just didn't come anywhere near that level."

Indeed, 56 percent of those polled said blacks disliked whites, and 53 percent said whites did not like blacks. Only 10 percent said blacks were disliked by Asians-Americans and 11 percent said blacks were disliked by Jews.

Bias Thrives In a Vacuum

Some people have a definite opinion about Wisian-Americans.

The trouble is: Wisians are a fictitious group, added by poll takers to a list of ethnic groups in order to test the respondents in a study of ethnic images in the United States.

To their credit, 61 percent of the respondents to the 1989 General Social Survey reported yesterday did not feel able to rank the social standing of "Wisians." But the rest did and, given the chance, they gave Wisians a relatively low average rating of 4.12 on a 9-point social scale, with 9 representing the highest standing.

Adding a fictitious entry to a list of items is a device that has been used by poll takers over the years to test respondents. The results can reveal how much attention respondents are paying, how informed people are, and — in this case — what stereotypes or assumptions they read into vague words or symbols.

Tom W. Smith, director of the General Social Survey at the University of Chicago's National Opinion Research Center, said, "My explanation for the low ranking is that people probably thought that if they were foreign-sounding, and they'd never heard of them, they couldn't be doing too well."

Environmental Hazards to Poor Gain New Focus at E.P.A.

By JOHN H. CUSHMAN Jr.

Special to The New York Times

WASHINGTON, Jan. 20 — An Environmental Protection Agency scientist in Chicago is putting the final touches on a computer program that can identify neighborhoods where childhood exposure to lead is likely to be rampant. Corrective measures would be concentrated there — most likely focusing the benefits on black children, who are known to suffer disproportionately from lead poisoning.

In California, the Federal agency sampled drinking water supplies at migrant labor camps last year and found 191 violations in water systems serving 8,500 farm workers in 20 counties. Now the agency is working on enforcement actions, hoping to clean up the water without closing the camps and displacing the predominantly Hispanic workers.

And in the New York metropolitan region, the agency is merging census data and lists of hazardous waste sites to determine whether wealthier communities are getting preferential treatment under the Federal Superfund program to clean up abandoned chemical waste dumps.

Hunt for Statistical Evidence

The research projects represent a new emphasis at the agency on "environmental equity," the catchwords used in recent years by grass-roots organizations lobbying for more aggressive steps to protect the environment where poor people and minority groups live and work.

Although environmentalists have long cited anecdotal evidence and some statistics to argue that pollution hits hardest those who are also disadvantaged by reason of race or income, the argument has never had a firm scientific foundation.

The best evidence of the correlation published so far was a 1987 report by the United Church of Christ's commission for racial justice, which showed that across the nation hazardous waste sites tended to be placed in poor and minority communities.

Now a study group of the Environmental Protection Agency is lending official support to the movement for environmental equity.

"How many times does a tree have to fall before you admit that you heard it?" asked Robert Wolcott, the agency official who has been leading the committee, which was formed in 1990 at the urging of social scientists and civil rights leaders.

Mr. Wolcott's group has drafted a report that calls for the agency to increase the priority it gives to protecting the disadvantaged, both by analyzing the issue more intensively and by targeting environmental regulations and financial grants to help high-risk groups in minority and low-income communities. After The Washington Post recently published an article about the draft report, which is about to be issued in final form, agency officials made public a copy and discussed it freely.

"A key implication of the findings in this report is that E.P.A. does not presently give enough explicit priority to issues of environmental equity," the draft report said.

But the report also noted that data on race, income, health and environment were generally so poor that they proved little conclusively.

A Lack of Data

"Although there are clear differences between ethnic groups for disease and death rates, there are virtually no data to document the environmental contribution to these differences," the report concluded. "Furthermore, for diseases that are known to be environmentally induced, there are no data disaggregated by race and socioeconomic group." (The main exception, it said, is in the plentiful data on lead poisoning among black children.)

On the other hand, there are data showing "rough differences" in the levels of exposure to many kinds of pollution among various social groups.

"Exposure to pollution is not the same as health effects, but this finding is nevertheless a clear cause for concern," the report said.

George Colling, a Sierra Club activist who maintains extensive ties with grass-roots organizations in inner cities, on Indian reservations and in impoverished rural areas, said that "a lot of people have been knocking on the E.P.A.'s door for a long time" making this point.

He called the new report a sign that those critics were being heard. But he cautioned that the Bush Administration's general reluctance to toughen environmental regulations would continue to work against minorities and the poor.

"There is no new data needed," said Mr. Colling, "just a political will and commitment in the face of intensive lobbying by the companies that are making money."

Study Cited: "Toxic Waste and Race in the United States," by the United Church of Christ Commission for Racial Justice, 1987, 90 pages.

Available From: United Church of Christ Commission for Racial Justice, 5113 Georgia Avenue, N.W., Washington, D.C. 20011; 202/291-1593.

Cost: \$20.00 pre-paid

Living With Hazardous Wastes

1980 data for census areas that included four hazardous waste landfills. A separate United Church of Christ study concluded that race was more strongly associated with living near such sites than poverty.

Landfill	Population		Median family incomes		Population below poverty level	
	Number	% Black	All Races	Black	Number (% of total)	% Black
Chemical Waste Management (AL)	626	90	\$11,198	\$10,752	285 (42)	100
SCA Services (S.C.)	849	38	\$16,371	\$6,781	260 (31)	100
Industrial Chemical Co. (S.C.)	728	52	\$18,998	\$12,941	188 (26)	92
Warren Country PCB Landfill (N.C.)	804	66	\$10,367	\$9,285	256 (32)	90

Source: General Accounting Office

The New York Times

Narrow Vs. Sweeping Rules

But officials of the environmental agency see the issue differently. They argue that the correct approach is to write narrower regulations to protect selected groups from the particular risks that they face, rather than writing sweeping regulations on the assumption that all people are affected equally by each type of pollution.

For example, in the Pacific Northwest the agency is surveying four Indian tribes about their fish consumption habits in an attempt to evaluate possible increased risks of exposure to industrial contaminants that concentrate in the fatty tissues of certain fish species.

By carefully assessing the demographics of fish consumption, the agency would be able to control pollution where it is most likely to do harm — or at least to warn local people of the dietary risks they face.

Study Cited: "Environmental Equity: Reducing Risk for All Communities," by the Environmental Protection Agency, February 1992, 49 pages.

Available From: U.S. Environmental Protection Agency, Information Access Branch, Public Information Center (PIC), 401 M Street, S.W., PM-211B, Washington, D.C. 20460; phone: 202/260-7751; fax: 202/260-7883. For mail orders, please use a postcard.

Cost: None

Study Cited: "Siting of Hazardous Waste Landfills and their Correlation with Racial and Economic Status of Surrounding Communities," by the United States General Accounting Office, June 1, 1983, 13 pages.

Available From: General Accounting Office (GAO), Information Handling and Support Facility, Document Handling and Information Service Component, Box 6015, Gaithersburg, Maryland 20877; Washington, D.C. information line: 202/275-6241.

Cost: None

Studies Find a Family Link to Criminality

By FOX BUTTERFIELD

More than half of all juvenile delinquents imprisoned in state institutions and more than a third of adult criminals in local jails and state prisons have immediate family members who have also been incarcerated, according to figures compiled by the Justice Department.

Leading criminologists say these statistics are the first to be assembled that show how prevalent it is for criminals to have close family members who are convicted criminals.

Some of the criminologists say the figures provide striking new evidence for the theory that criminality tends to run in families, particularly those of more violent criminals. But the studies do not answer the long debate over whether it is the environment or genetic predisposition that makes a person a criminal.

But Figures Fall Short of Settling Debate Over Root Cause

The data were put together in three separate studies by Dr. Allen Beck, a demographer with the Bureau of Justice Statistics, a branch of the Justice Department that gathers statistics on crime and prisoners.

Popular View Contradicted

"These are stunning statistics," said Richard J. Herrnstein, a professor of psychology at Harvard University and an expert on the causes of crime. He said they were fresh proof "that the more chronic the criminal, the more likely it is to find criminality in his or her relatives."

Terrie Moffitt, an associate pro-

fessor of psychology at the University of Wisconsin, said the statistics contradict the popular view that delinquents learn crime from their friends. "This shows that where you really learn delinquency from is from your family," she said. "These children grow up knowing their parents and siblings are criminals."

Professor Moffitt said the findings are particularly important because they illustrate that crime often emerges early in life inside the family.

"A criminal is made when the mother drinks and smokes or uses drugs and causes her baby to grow up with a learning disorder," a problem that helps lead to delinquency, Professor Moffitt said. "A criminal is made when a 3-year-old isn't given consistent discipline, or a 7-year-old doesn't get help with his homework because the parents

Study Cited: "Survey of Youth in Custody, 1987," by Dr. Allen J. Beck, et al., NCJ number 113365, September 1988, 9 pages.

Available From: National Institute of Justice / National Criminal Justice Resource Service (NIJ/NCJRS), Box 6000, Rockville, Maryland 20850; 800/851-3420, 301/251-5500.

Cost: None

Continued From Page A1

are not good parents."

Recent studies have shown that disciplinary problems in school and low achievement in class are strong predictors of delinquency.

"You don't learn to become a criminal only at 17 when someone teaches you to steal a car," she said.

But Marvin E. Wolfgang, a professor of criminology and law at the University of Pennsylvania, expressed reservations about the meaning of the Justice Department figures.

"I'm not denying the statistics," he said, "but you should remember that most of these people come from low socioeconomic backgrounds, disadvantaged neighborhoods, where a high proportion of people will be sent to jail whether they are related or not."

So it may be that the neighborhood, rather than the family, is the important factor in fostering criminal behavior, Professor Wolfgang said.

The Justice Department figures show that the most serious offenders among juvenile delinquents — those confined to long terms in closed, or high-security, state-operated institutions — had the highest percentage of relatives who had also been incarcerated, at 52 percent.

Prisons as Family Affairs

Of the delinquents in these institutions, 25 percent said they had a father who had been incarcerated at some time; 25 percent said they had a brother or sister who had been incarcerated; 9 percent said they had a mother who had been imprisoned, and 13 percent listed another relative who had been in prison.

Dr. Beck said the study was based on a representative sample of 2,621 of the 25,000 delinquents confined in high-security state institutions nationwide in 1987. These youths constitute the most violent juvenile delinquents. Less serious juvenile offenders are sent to privately operated institutions or open public institutions.

The two other studies by Dr. Beck were also based on representative samples. The second found that 35 percent of about 400,000 predominantly adult inmates in city and county jails have close relatives who have been incarcerated. The third found that 37 percent of the 771,000 inmates in state prisons have an immediate family member who has been imprisoned.

The three studies, based on data from the late 1980's, had margins of sampling error from plus or minus 1 or 2 percentage points, Dr. Beck said.

The figures in the first two studies appeared in broader reports printed by the Bureau of Justice Statistics but went unnoticed by specialists. The figures in the third study, on state prison inmates, have not been published.

The number of inmates in local, state and Federal prisons more than doubled from 1980 to 1990, rising to 1,115,111 from 466,371 a decade earlier, according to the Census Bureau.

But Dr. Beck said it was impossible to tell whether the percentage of juvenile delinquents and adult criminals with relatives who are criminals has also been increasing, because there were no earlier studies to use for comparison.

Double Exposure for Some

On the question of genetic or environmental involvement in criminal conduct, Professor Herrnstein said, "I would say both factors play a role," and whatever it is that determines criminality "is transmitted both genetically and environmentally." Professor Herrnstein, the co-author, with James Q. Wilson, of the widely used book "Crime and Human Nature: The Definitive Study of the Causes of Crime" (Simon & Schuster, 1985), put it this way: "So kids brought up in criminal families get a double exposure. That accounts for this enormously dramatic statistic."

Similarly, Deborah W. Denno, an associate professor of law at Fordham University, said: "You don't have to choose between genetics and the environment. Both are there and over time are cumulative."

Professor Denno, the author of "Biology and Violence: From Birth to Adulthood" (Cambridge University Press, 1990), a study of 1,000 low-income black youths in Philadelphia from their birth to early adulthood, pointed to hyperactivity as an example of a problem that has often been found to be connected to delinquency and that has both biological and social components.

Hyperactive children frequently have trouble learning in school, become disciplinary problems and later have trouble holding jobs, Professor Denno said. Hyperactivity can be transmitted genetically across generations, creating a biological predisposition to criminal behavior, she said.

But at the same time hyperactive people, as adults, can create instability in their families, making their children more prone to delinquency, an environmental condition, Professor Denno noted.

She said that in her Philadelphia study, a large percentage of the most violent males had these kinds of multiple risks and also a family member who was incarcerated.

Mark Mauer, the assistant director of the Sentencing Project, a research and advocacy group in Washington, said the data about the large percentage of criminals who have close relatives in jail underscores the extent to which many poor youngsters in high crime areas have become fatalistic about going to prison.

"It's not something you look forward to, but it has just become part of the life cycle," said Mr. Mauer, whose organization advocates alternative forms of sentencing and incarceration. "Going to prison has become as inevitable for these kids as going to college is for middle-class kids. This is very hard to overcome. It takes years."

Study Cited: "Profiles of Jail Inmates, 1989," by Dr. Allen J. Beck, NCJ number 12909, April 1991, 12 pages.

Available From: NIJ/NCJRS, Box 6000, Rockville, Maryland 20850; 800/851-3420, 301/251-5500.

Cost: None

Study Cited: "Families and Crime," by Rolf Loeber, NCJ number 104563, 1988, 4 pages.

Available From: NIJ/NCJRS, Box 6000, Rockville, Maryland 20850; 800/851-3420, 301/251-5500.

Cost: None

Why International Statistical Comparisons Don't Work

By SYLVIA NASAR

LIVING standards in the United States have fallen behind those in Germany, Japan, even Finland. The pay and productivity of once-proud American workers trail those of a dozen or so other nations. The short-sighted United States invests half as much as far-sighted Japan.

These dispiriting and widely cited statistics have one thing in common: They are wrong.

In fact, contrary to today's conventional wisdom, the United States remains the richest and most productive economy in the world. That's true even though other industrial nations have been growing faster — and narrowing the gap — practically since the United States became No. 1 in the first place, in about 1910.

Certainly, Americans can't afford to be complacent. If some of the worrisome trends in the United States economy — from increasingly ill-prepared workers to skimpy savings — continue long enough, today's dubious statistic could turn into tomorrow's hard fact.

But part of what's unnecessarily stoking Americans' anxiety is a handful of false comparisons based on faulty ways of calculating the economic scorecard. Much of the trouble arises in converting other nations' output, consumption or investment from yen, marks or lire into dollars of comparable buying power.

The widespread practice — in place everywhere from the lofty World Bank to the nightly news — of using currency market exchange rates seriously distorts comparisons because it does not take account of

different price levels — higher rents in Tokyo than Toledo, cheaper cherries in Bologna than Bristol, the fact that maids are affordable for most middle-class families in Mexico but for few families in Minneapolis.

Put another way, not taking account of different prices in different countries makes as little sense as comparing your pay today with your salary in 1978 without factoring in the doubling of prices in that interval.

Besides, exchange rates gyrate with wars, business cycles and urges by foreign investors to buy American bonds. None of these reflect real changes in economic fundamentals.

Economists rely on so-called purchasing power parity exchange rates. "If you're making comparisons using PPP's, you come much closer to the truth with a capital T," said Robert Summers, an economist at the University of Pennsylvania who, together with his colleague Allan Heston, helped introduce the whole notion.

So what do the facts, correctly measured, say? Start with that most basic yardstick of wealth, economic development and well-being, a country's gross domestic product — the

sum of what it produces inside its own borders — divided by the population. The United States is still on top, 17 percent ahead of Germany and a surprising 22 percent ahead of Japan.

What a nation produces, however, includes a great many things — from missiles to private security guards to new factories — that don't add immediately to the material well-being of its citizens. What about consumption, public and private — which reflects how well people are living? According to Mr. Summers and Mr. Heston,

the gap between America's consumer society and Germany's and Japan's, which devote more to investment, is even wider.

At this point someone is apt to point out that there's more to life than material goods — namely, the time to enjoy them. As it turns out, busy Japanese workers work about 260 hours more a year than Americans — 2,052 hours in total — to achieve their lower living standard. Germans, on the other hand, may have living standards 15 percent below those of Americans, but they also work 10 percent fewer hours. In many people's eyes, these leisure-loving people — who get six-week vacations — may be very close to having it all.

What lets Americans live better while loafing more than their Japanese rivals is higher — yes, higher — productivity. Contrary to the widespread view that the Japanese economy is vastly more efficient, every comparison shows that output per employee is 40 percent greater in the United States. America also has the most efficient service industries and agriculture.

In some sectors of manufacturing, Japan and Germany are much closer to Yankee efficiency. Japanese productivity is about 80 percent that of America's, while Germany's hovers at about 75 percent. Canada's is the closest. What's more, factory productivity growth abroad slowed in the 1980's, just as it spurted in the United States.

Hard to believe? Japan is hyperefficient as a maker of cars, VCRs and industrial and office equipment. But not enough to offset being relatively inefficient at turning out pharmaceu-

Study Cited: "World Development Report/World Development Indicators," published yearly by World Bank, 308 pages.

Available From: World Bank, 18th and Pennsylvania Ave. N.W., Washington, D.C. 20433; 202/477-1234.

Cost: 16.95

icals, aircraft, textiles, construction material, processed food and raw materials.

\$21.53 an Hour

American politicians have lately been griping that American factory workers trail their counterparts in Europe badly when it comes to pay. Pay here is \$14.77 an hour, they say, lower than in at least 12 other countries and positively paltry compared with Germany's princely \$21.53 an hour. But adjusting for Germany's higher cost of living shrinks the German advantage to a few pfennig.

What matters for future living standards, of course, is how much a

nation invests in new technology, plants and equipment. A rallying cry of late has been that Japan spends twice as much as the United States. That turns out to be a bit of a tall tale based on ignoring the high cost of building in Japan. Correctly meas-

ured, Japan invests about 28 percent of G.D.P., versus 19 percent for the United States — nowhere near twice as much. Surprisingly, the American rate is not far below that of Germany, France and Italy, which plow just 21 or 22 percent of their G.D.P. into the

next generation of machines, factories and office buildings.

The United States, not Japan and certainly not Finland, is still the richest and most competitive economy. But for the last 15 years, the United States has consumed more, invested

less and grown more slowly than any other industrial nation. Will it remain in the lead? Simple extrapolation often fails because it ignores peoples' ability to change course. Which road is taken will depend on what happens from here on, not on the past.

The richest?

Per person gross domestic product in 1990, using purchasing power parity exchange rates.

1. United States	31,448
2. Switzerland	20,997
3. Luxembourg	19,340
4. Canada	19,120
5. Germany	18,291
6. Japan	17,634
7. France	17,431
8. Sweden	16,857
9. Denmark	16,705
10. Finland	16,453

Source: Organization for Economic Cooperation and Development

Or 7th richest?

Per person gross national product in 1990, using market exchange rates.

1. Switzerland	\$32,660
2. Finland	26,040
3. Japan	25,430
4. Sweden	23,660
5. Norway	23,120
6. Germany	22,320
7. United States	21,700
8. Canada	20,470
9. United Arab Emirates	19,860
10. France	19,490

Source: World Bank

Study Cited: "Human Development Report," published by UNDP, 1992, 216 pages.

Available From: Oxford University Press, 2001 Evans Rd., Cary, NC 27153; 800/451-7556.

Cost: 16.95

Whose citizens ...
1990 U.N. Human Development Index adjusted for life expectancy and literacy.

1. Japan	0.983
2. Canada	0.983
3. Iceland	0.983
4. Sweden	0.982
5. Switzerland	0.981
6. Norway	0.978
7. United States	0.976
8. Netherlands	0.976
9. Australia	0.973
10. France	0.971

Source: United Nations

... have the highest ...
1990 U.N. Human Development Index adjusted for life expectancy, literacy and income distribution.

1. Japan	0.990
2. Netherlands	0.972
3. Sweden	0.963
4. Switzerland	0.961
5. Norway	0.958
6. Belgium	0.951
7. Canada	0.948
8. Britain	0.948
9. United States	0.944
10. Finland	0.941

Source: United Nations

... standard of living?
1990 U.N. Human Development Index adjusted for life expectancy, literacy and sexual equality.

1. Finland	0.902
2. Sweden	0.886
3. Denmark	0.878
4. France	0.849
5. Norway	0.845
6. Australia	0.843
7. Austria	0.832
8. Czechoslovakia	0.830
9. Canada	0.813
10. United States	0.809

Source: United Nations

Study Cited: "The Penn World Table (Mark 5): An Expanded Set Of International Comparisons 1950-1988," by Robert Summers and Alan Heston. Quarterly Journal of Economics, May 1991, pages 327-368.

Available From: NBER Publications, 1050 Massachusetts Ave., Cambridge, MA 02138-5398; 617/898-3900.

Cost: 3.00

Study Cited: Unpublished information from Organization for Economic Cooperation and Development.

Available from: For more information, contact the Organization for Economic Cooperation and Development, 2001 L St. N.W., Washington, D.C. 20036; 202/785-6323



Immigrant Impact Grows On U.S. Population

IMMIGRANTS are making more of a difference in the growth and composition of the U.S. population.

The share of Americans who are foreign-born may rise to 14.2% in 2040 from 8.6% in 1990 and 4.7% in 1970, according to Barry Edmonston and Jeffrey Passel of the nonprofit Urban Institute in Washington, D.C. They forecast the total population to grow to 356 million from 249 million in 1990.

Since the baby boom ended in 1964, birth rates have fallen, and immigration has accounted for a rising share of population growth. Because more than 80% of immigration to the U.S. is now from Latin America and Asia, racial and ethnic diversity also is on the rise.

The Urban Institute projects that the number of Asian-Americans may jump fivefold to 35 million by 2040 from seven million in 1990. Half of that future total may be foreign-born, down from two-

thirds of Asian-Americans in 1990.

Hispanics may nearly triple in number to 64 million, surpassing blacks as the nation's largest minority sometime in the first decade of the 21st century. About one-third of Hispanics may be foreign-born in 2040, down slightly from 41% in 1990.

The number of blacks in the U.S. could rise to 44 million in 2040 from 30 million in 1990. Only 9% are projected to be foreign-born, but that would be an increase from 5% in 1990.

The number of American Indians is expected to stay about the same over the next five decades, at two million. By definition, none will be foreign-born.

Non-Hispanic whites will continue to make up the majority of the U.S. population, but may grow only to 211 million in 2040 from 187 million in 1990. With immigration from Europe representing a shrinking share of total immigration, the proportion of non-Hispanic whites who are foreign-born will grow just slightly, to 4% from 3%.

Study Cited: "Future Immigration Population of U.S.," by Barry Edmonston and Jeffrey Passel, June, 1991.

Available From: Urban Institute, 2100 M. St. NW, Washington, D.C. 20037; 202/833-7200.

Cost: 8.00

'Perception Gap' Is Revealed In Study of Racial Attitudes

By Lynne Duke
Washington Post Staff Writer

About half of white American youths believe it is whites, not minorities, who are more likely to be denied opportunities because of race, while most black and Hispanic youths say their groups are the ones most likely to face discrimination, according to a new study of racial attitudes of American youths.

This "perception gap" is among the major findings of a 190-page study of Americans ages 15 to 24 commissioned by People for the American Way, a liberal lobbying group.

It reveals what the authors call "dangerous divisions" among the nation's majority and minority youths, as well as "noble ideals."

A majority of the blacks, whites and Hispanics questioned in the 1,170-person national telephone survey viewed relations between their groups as bad.

Like a "stubborn stain," the report says, racial prejudice and contempt exist among many white youths, according to focus groups and one-on-one interviews that also were conducted for the study. White youths are far less supportive of interracial dating than their black and Hispanic counterparts.

Despite such divisions, 62 percent of all respondents reported having at least a few close personal friendships with those of another race. Majorities of all groups think racial integration is important, although that belief was notably stronger among blacks and Hispanics than whites. Also, each group espoused the same basic values as the others, according to the study, conducted by Peter D. Hart Research Associates.

Officials at People for the American Way, which is to release the report at a news conference today, hope that national leaders will view the survey's results as a tool for improving race relations.

American youths, like the generation before them, "have divided themselves, divided America, into camps," said Arthur J. Kropp, president of People for the American Way, said in an interview yesterday. The study, Kropp said, "gives us a guide to where we go from here."

What is hopeful about the report, Kropp said, is that consensus can be found despite the divisions. The youths share the same values, believe in the concept of fairness for all and rank education as a main tool

for success. Unfortunately, said Kropp, the youths do not seem to know that such a consensus exists. In part, that is because what youths hear from national leaders is the language of division rather than the language of consensus, Kropp said.

The findings on race relations come against a backdrop of general pessimism among American youths: more than half say they are worried that America's best years may have already passed and that the country is doing "not so well" at encouraging positive race relations.

In what the survey authors described as "one of the greatest causes for alarm," upwardly mobile, college-educated blacks tended to be most pessimistic about race relations in general and whether America's best years had passed.

"When the young blacks who have the most contact with white society have the most cynical view of white society, that's disturbing," said Geoff Garin, the principal analyst who wrote the report with Debbie Klingender, also of the Hart group.

The study, conducted last fall, had three parts. In a national telephone survey, 1,170 youths were questioned, including 709 whites, 295 blacks, 122 Hispanics, with the

Study Cited: "Democracy: Next Generation Vol. 2," by Sandy Horwitt, March, 1992, 190 pages.

Available From: People for the American Way, 2000 M St. N.W., Suite 400, Washington, D.C. 20036; 202/467-4999.

Cost: 11.95

rest being Asian and those of other racial/ethnic groups. One-on-one interviews also were conducted with 32 whites, 20 blacks and 18 Hispanics throughout the country. And because the racial views of whites were found to be more complicated than those of other groups, two focus groups of white youths were conducted.

The gap between white and minority attitudes was widest on the issue of who is being victimized by the status quo. Among whites, 49 percent said that whites are denied opportunity because of discrimination, compared to 34 percent who did not. For blacks, however, 68 percent said their group is victimized by discrimination, and 52 percent of Hispanics felt likewise.

But when asked whether they had been a victim of discrimination, only 18 percent of whites said yes, compared to 41 percent of blacks and 36 percent of Hispanics. And 82 percent of all respondents agreed with the statement "racial and ethnic minorities still face a lot of discrimination in our society."

The greatest consensus found in the study was on values. Fair treatment was deemed extremely important by 86 percent of blacks, 85 percent of Hispanics and 77 percent of whites. Likewise for personal responsibility: 84 percent of blacks, 77 percent of Hispanics and 73 percent of whites; and family, with an extremely important ranking from 87 percent each of blacks and Hispanics, and 80 percent of whites.

"If it's a belief, it doesn't have a color," a 22-year-old black male college student said in one of the interviews.

YOUTH AND RACE

SHARED VALUES

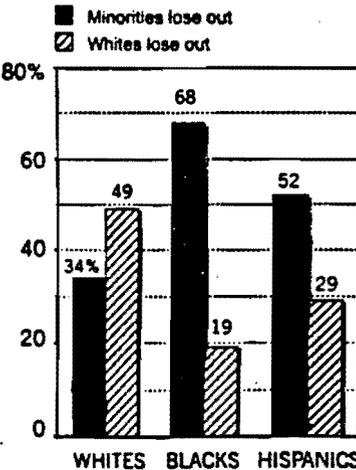
A list of American values was read to survey respondents, who were asked to rate the importance of each value to them personally. The percentages are the number of respondents who rated the following values as extremely important to them.

	Whites	Blacks	Hispanics	All Youth
The importance of family	80%	87%	87%	81%
Fair treatment for all, without prejudice or discrimination	77	86	85	79
Emphasis on self-reliance and taking responsibility for yourself	73	84	77	75
Belief in God	65	85	74	68
Respect for rights of minorities	54	71	70	58
Personal liberty and freedom to do as you please	55	54	51	55
Helping those who are less fortunate	49	65	64	53
Patriotism and pride in our country	51	32	46	47
Economic success and being well-off financially	29	52	47	35

WHO IS A VICTIM?

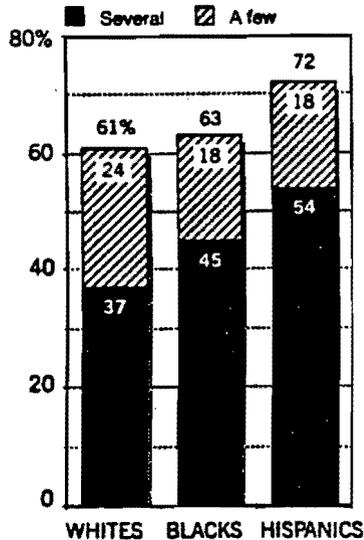
Survey respondents were asked which of the following problems is most likely to happen:

- Qualified minorities are denied scholarships, jobs and promotions because of racial prejudice.
- Qualified whites lose out on scholarships, jobs and promotions because minorities get special preference.



FRIENDSHIPS

Survey respondents were asked: ■ How many close personal friends of different races do you have?



SOURCE: Peter D. Hart Research Associates, for People for the American Way. There were 1,170 survey respondents, survey was conducted last fall.

*demographic trends
residential patterns
segregation
Hispanic Americans
African Americans*

Neighborhood Racial Patterns Little Changed

By Barbara Vobejda
Washington Post Staff Writer

Blacks became slightly less segregated during the 1980s, but Hispanics were more likely to live in segregated neighborhoods at the end of the decade than at the beginning, a team of statisticians reported yesterday on the basis of a detailed study of American living patterns.

Despite their movement into some integrated neighborhoods, blacks remained the nation's most highly segregated group, with 62 percent living in mostly black blocks. And most whites in this country continue to live in predominantly white neighborhoods, the authors said.

"In both 1980 and 1990, the vast majority of whites had hardly any opportunity for intermingling with minorities—either Hispanic or black," said Joseph Waksberg, a statistician at Westat Inc., a consulting firm hired by the federal government to analyze residential segregation.

The study comes after similar research following the 1970 and 1980 censuses, which also showed very little change in residential segregation since the passage of civil rights laws in the late 1960s.

But unlike previous studies based on housing patterns by census tract, this study went into much greater detail to analyze neighborhoods block by block. The result, however, showed that the 1980s brought only minor changes.

Over the decade, the proportion of blacks living in nonblack areas—defined as block groups that are less than 10 percent black—grew from just under 10 percent to 12 percent.

Among Hispanics, the proportion living in non-Hispanic block groups declined from 24 percent to 19 percent over the 1980s. That increase in segregation could be the result of a massive influx of Hispanic immigrants, many of whom settled in ethnic enclaves.

Asians and American Indians were more integrated than blacks and Hispanics, the study found. Nearly 40 percent of Asians lived in mostly non-Asian blocks and nearly 50 percent of American Indians lived in blocks where they made up less than 10 percent of the population.

The study, sponsored by the National Center for Health Statistics (NCHS), was presented at a meeting of the Washington Statistical Society yesterday. In addition to Waksberg, it was written by David Judkins of Westat and James Massey at NCHS.

Its findings illustrated the difficulty in changing entrenched housing patterns, experts said.

"Residential segregation, once established, is a very persistent phenomenon," said Roderick Harrison, chief of the racial statistics branch at the Census Bureau. "Contrary to the hopefulness" that the

civil rights movement would bring progress in integration, today, he said, "social scientists probably would be more surprised if they saw substantial changes."

He said there are several possible explanations for the continuing segregation, including housing discrimination and the conscious choice of blacks and whites to live in neighborhoods in which they are in the majority.

Research has shown, however, that Asians and Hispanics face fewer barriers than blacks in moving into predominantly white areas.

Harrison, who critiqued the new study at yesterday's meeting, also pointed out that, as blacks move into integrated neighborhoods, they can begin to concentrate again, shifting those newly integrated areas into segregated neighborhoods. It will take at least another decade to determine whether many of these areas will remain between 20 percent and 40 percent black or become predominantly black neighborhoods, which is often the result of white flight.

Study Cited: "Patterns of Residential Concentration by Race and Hispanic Origin," by David Judkins, Joseph Waksberg and James Massey, March 20, 1992, 36 pages.

Available From: Attn: James Massey, National Center for Health Statistics, 6525 Belcrest Rd., Room 915, Hyattsville, MD 20782; 301/436-7022.

Cost: None

Anti-Gay Crimes Are Reported on Rise in 5 Cities

Special to The New York Times

WASHINGTON, March 19 — Incidents of violence against homosexuals rose 31 percent last year, according to a survey made public today by a homosexual rights group. The group blamed political, religious and entertainment industry leaders for fostering a homophobic climate.

The survey of five cities by the group, the National Gay and Lesbian Task Force Policy Institute, found 1,822 reported incidents in 1991, as against 1,389 the previous year.

The incidents, compiled by victim assistance agencies in New York, San Francisco, Chicago, Boston and Minneapolis-St. Paul, included harassment, threats, physical assaults, vandalism, arson, police abuse and murder. More than three-quarters of the victims were male.

'No Surprise'

"The wide scope of anti-gay violence in 1991 should come as no surprise, given the stench of bigotry that routinely emanates from Hollywood, the halls of Congress, the pulpits of the religious right and other venues," said Kevin Berrill, director of the institute's Anti-Violence Project who wrote the report.

There are 24 million gay and lesbian Americans, Mr. Berrill said.

The report also complains of anti-gay comments by Patrick J. Buchanan, the conservative columnist who is challenging President Bush for the Republican nomination for President; Senator Bob Kerrey, the Nebraska Democrat who recently dropped out of the race for his party's nomination, and David Beckwith, Vice President Dan Quayle's press secretary.

Senator Kerrey was criticized when he told a sexual joke involving lesbians to Gov. Bill Clinton of Arkansas, who is seeking the Democratic Presidential nomination. The Nebraska Senator later apologized for his "inappropriate" remarks. The joke involved a fictitious account of another Democratic candidate approaching two lesbians in a bar.

Mr. Beckwith, referring to the public reaction to Mr. Kerrey's joke, said, "The good news is that the lesbians are upset with Kerrey. The bad news is that they'll be coming our way to support us." He also publicly apologized for his remarks.

Mr. Buchanan has been singled out for criticism on several occasions by gay and lesbian groups. In a column, he once wrote in reference to the AIDS disease: "The poor homosexuals. They have declared war on nature and now nature is exacting an awful retribution." And a 30-second Buchanan campaign commercial, showing footage from a documentary about homosexuals, attacks President Bush for approving funds for the National Endowment of the Arts, which underwrote some sexually explicit projects.

The task force report said that movies like "Silence of the Lambs" and "Basic Instinct," which opens in theaters tomorrow, defamed homosexuals.

Movie Protests

Last year, protesters in San Francisco disrupted the filming of "Basic Instinct," a movie about a detective trailing a bisexual, female murder suspect.

Members of gay organizations have shown up at preview screenings to protest the movie and say they plan to distribute leaflets or perhaps give away the movie's ending when it opens in theaters.

In the five metropolitan areas surveyed, physical assaults rose 15 percent, to 775; police abuse increased 29 percent, to 146 incidents; and vandalism swelled 51 percent, to 125 incidents, according to the study. It said there were eight anti-gay murders, compared with three the year before.

Threats and harassment were the most frequently reported types of incident with 1,255 episodes reported.

The task force statistics, broken down from each metropolitan area, found: New York had 592 incidents in 1991, up 17 percent from 1990; San Francisco, 473, up 11 percent; Boston, 209, up 42 percent; Chicago, 210, up 6 percent; and Minneapolis-St. Paul, 338, up 202 percent.

The police departments in the five metropolitan areas reported 362 anti-gay crimes in 1991, a 41 percent increase over the number documented the previous year, the report says.

The institute said its figures were higher than similar figures compiled by police departments because many victims of anti-gay crimes go to victim assistance agencies rather than the police.

Police departments in Boston and New York reported a drop in such crimes last year, of 21 percent and 14 percent respectively.

Study Cited: "Inside Gay-Lesbian Violence, Victimization and Defamation in 1991," by the National Gay and Lesbian Task Force Policy Institute, March 19, 1992, 46 pages.

Available From: National Gay and Lesbian Task Force Policy Institute, 1734 14th St. NW, Washington, D.C. 20009; 202/332-6483.

Cost: 7.00

Survey Presents Bleak Circumstances of Native American Teenagers

By David Brown
Washington Post Staff Writer

Thousands of Native American teenagers inhabit a world so filled with alcoholism, violent death and personal despair that by the end of high school 1 out of 5 girls and 1 out of 8 boys have attempted suicide.

Those were among the bleakest statistics of a generally bleak survey of more than 13,000 Indian and Alaska Native teenagers published yesterday in the *Journal of the American Medical Association*.

"This is the most devastated group of adolescents in the United States," Michael D. Resnick, an epidemiologist and one of the authors of the survey, said at a news conference yesterday.

Though certain risky behaviors—sexual activity and drinking in the late high school years, for example—are no more common among Native Americans than among some other racial groups, the total constellation of stresses on Native American teenagers seems to be greater, the survey suggested.

"For every risk factor with the exception of homicide, the Native kids are in far worse shape than African-American kids," said Robert W. Blum, a pediatrician and coauthor of the study, citing a population of adolescents thought to be under severe stress.

Other studies have shown that Native American teenagers have approximately twice the death rate of teenagers in any other racial group. In 1986, the rate for Indians and Alaska Natives between 15 and 19 years

old was 190 deaths per 100,000 population, compared to 81 per 100,000 among all U.S. teenagers.

In the new study, University of Minnesota researchers gave a 162-item questionnaire to Indian and Alaska Native youngsters in 7th through 12th grades. All the respondents lived on reservations or in predominantly Native American communities in dozens of states. Urban populations were not surveyed, nor were high school dropouts.

The researchers compared some of their results with those from a similar survey of white, rural teenagers in Minnesota. Among the findings:

- Eleven percent of Native American teenagers reported that one or both of their parents were dead, compared to 5 percent of the Minnesota teenagers.
- About 46 percent reported living in dual-parent homes, compared to 87 percent of the Minnesota sample.
- About 22 percent of 12th grade girls reported having been victims of sexual abuse. About 19 percent of similar girls in the Minnesota sample reported sexual abuse.
- About 27 percent of 12th grade youths reported drinking weekly or more frequently. This is not significantly different from the Minnesota sample. However, among Native Americans, drinking begins at a younger age, with 9 percent of the 8th graders drinking at

Study Cited: "State of Native American Youth Health," by Dr. R.W. Blum et al., February 1992, 56 pages.

Available From: National Adolescent Health Resource Center, Suite 205, UTEC Bldg., 1313 5th St. S.E., Minneapolis, MN 55414; 612/626-2820.

Cost: None

least weekly, compared to 5 percent of their Minnesota counterparts.

■ About 31 percent of teenagers in the 7th through 9th grades reported using marijuana, with usage rising to 50 percent in the 10th through 12th grades. A national survey of teenagers last year showed that 42 percent of all 12th-graders had used marijuana at least once.

■ About 22 percent of the female Native American respondents, and 12 percent of the males, reported attempting suicide. Thirty percent of teenagers whose families had a suicide history had attempted suicide. Among U.S. teenagers as a whole in 1990, 10.3 percent of girls and 6.2 percent of boys had attempted suicide at least once.

■ Eleven percent of the Native American sample reported knowing someone who had committed suicide.

■ Almost one-fifth of the students said that they had been knocked unconscious by another person at least once.

The survey was answered anonymously. The researchers did not attempt to verify any of the answers, though certain statistical maneuvers were performed to eliminate clearly bogus responses.

Resnick acknowledged that many of the teenagers who said they had attempted suicide may not have actually performed a life-threatening act, but that the message from the survey was nevertheless clear.

"It is the teenagers' definition of the situation that is really critical. Young people who view themselves as having attempted suicide are a far more distressed group of kids," the researcher said. "Whether or not an adult could question the veracity of the attempt misses the point. It is a warning signal."

The rate of death by suicide among Native American youth is 26.3 per 100,000 compared to 12.4 per 100,000 for the teenage population as a whole.

The Washington Post

April 12, 1992, p. A24

*political participation, women
political opportunities
state government, women*

Weld Tops Women's Survey

■ The National Women's Political Caucus said a Republican governor has proved most receptive to naming women to cabinet posts. Its annual survey of such appointments by the 50 governors put Massachusetts Gov. William F. Weld (R) first for appointing women to nearly half of his cabinet positions.

The 1992 survey marks the first time in the survey's six-year history that a Republican has held the top spot. (But a GOP governor also is on the bottom: Delaware Gov. Michael N. Castle.)

Arkansas Gov. Bill Clinton, running for the Democratic presidential nomination, is ranked 32nd. Women constitute 17.6 percent of his cabinet.

The survey showed that since last year's survey, there was a 3.5 percentage-point increase nationwide in the number of women appointed to high-level posts. Women now hold 23.3 percent of all state cabinet appointments. This is the highest percentage of women in any of the six years in which the survey has been conducted.

In contrast, women make up less than 10 percent of the federal government's senior executive service, ac-

cording to a Congressional Management Foundation study done last year.

—Maralee Schwartz, Edward Walsh
and Ruth Marcus

Study Cited: "Governors' Appointment Survey, 1989-91," National Women's Political Caucus, April 1992.

Available From: National Women's Political Caucus, 1275 K St. N.W., Washington, D.C. 20005; 202/898-1100.

Cost: 2.00

STATES THAT APPOINT WOMEN

FEMALES HEADING CABINET-LEVEL AGENCIES
AND GOVERNORS WHO CHOSE THEM 1992

State	Governor	% Women in Cabinet
TOP 10		
Massachusetts	William F. Weld (R)	45.5
North Carolina	James G. Martin (R)	40.0
Maryland	William D. Schaefer (D)	38.9
Minnesota	Arne H. Carlson (R)	38.9
Pennsylvania	Robert P. Casey (D)	38.9
Rhode Island	Bruce Sundlun (D)	38.9
Vermont	Howard Dean (D)	35.3
Kansas	Joan Finney (D)	33.3
New Mexico	Bruce King (D)	33.3
Virginia	L. Douglas Wilder (D)	33.3
BOTTOM 10		
Delaware	Michael N. Castle (R)	6.7
Alaska	Walter J. Hickel (I)	7.7
Missouri	John Ashcroft (R)	9.1
Alabama	Guy Hunt (R)	9.5
Utah	Norman H. Bangerter (R)	10
New Jersey	Jim Florio (D)	10.5
Montana	Stan Stephens (R)	13.3
Colorado	Roy Romer (D)	13.6
Tennessee	Ned Ray McWherter (D)	13.6
Ohio	George V. Voinovich (R)	Both
West Virginia	Gaston P. Caperton (D)	16.7

SOURCE: National Women's Political Caucus

Study Cited: "1991 U.S. Senate Employment Practices: A Study of Staff Salary, Tenure, Demographics and Benefits," Congressional Management Foundation, November, 1991, 113 pages.

Available From: Congressional Management Foundation, Suite 100, 513 Capitol St. N.E., Washington, D.C. 20002; 202/546-0100.

Cost: 12.50

New Therapies Help Sex Offenders Learn How Not to Repeat Crimes

By DANIEL GOLEMAN

WHILE few revelations are as chilling for parents as the news of parish priests who have been molesting children, research reported last week suggests that many child molesters are reformable.

And even while extreme, if antiquated, measures such as castration are being proposed to stop sex offenders from repeating their crimes, a new generation of more sophisticated therapies is challenging the conventional wisdom that sex offenders cannot be rehabilitated at all.

The new view is that, as with alcoholism, there is no complete "cure" for sex offenders, but that with help they can manage their sexual impulses without committing new crimes.

Although the innovative treatments are being shown to lower drastically the rates of those who repeat their crimes, the vast majority of sex offenders in prison receive little or no treatment. "By conservative estimate, more than 75 percent of jailed sex offenders get no help at all," said Fay Honey Knapp, director of the Safer Society Program in Orwell, Vt., a national referral service for sex offenders seeking therapy.

For example, California, with more than 15,000 jailed sex offenders, offers treatment in only one experimental program for 46 rapists and child molesters; New York State, with more than 3,800 jailed sex offenders, has a treatment program in only one prison.

In 1990, there were 85,647 sex offenders in

state and Federal prisons, one in six of all prisoners, according to the journal *Corrections Compendium*. The numbers of imprisoned sex offenders is growing at a rate second only to drug crimes, in large part because of an increased willingness of victims to report the crimes.

"It's an epidemic," said Robert Freeman-Longo, a psychologist who teaches courses in treating sex offenders at the National Institute of Corrections Academy in Boulder, Colo., and a colleague of Ms. Knapp. "The total prison population grew by 20 percent from 1988 to 1990, but the increase for sex offenders was 48 percent."

The most promising new treatments, called "relapse prevention," focus on helping sex offenders control the cycle of troubling emotions, distorted thinking and deviant sex fantasies that lead to their sex crimes, whether they be rape, child molesting, exhibitionism or voyeurism.

Relapse prevention can sharply reduce the rate of new sex crimes once offenders are released from prison, according to findings reported last week at Kent State University at a meeting on treating sex offenders.

In the research, perhaps the best-designed study of the subject to date, the 110 men who

Study Cited: "Vermont Treatment Program For Sexual Aggressors--Program Evaluations," Vermont Department of Corrections, March 1991, 8 pages.

Available From: Attn. William Pithers, Vermont Department of Corrections, 103 South Main St., Waterbury, VT 05676; 802/241-2297.

Cost: None

completed the experimental program in California were matched with 110 other sex offenders who were comparable in age, background and the nature of their crimes, but who were assigned at random to a comparison group rather than to treatment.

The strongest findings were for the rapists, traditionally the hardest categories of sex offenders to treat: close to three years after being released, only one of the 26 who received the treatment had been re-arrested for rape, while 7 of the rapists in the control group had been re-arrested for rape.

Among child molesters, who were by far the most common group in the California program, 5 percent of those who received the treatment had a new offense within three years of release, while the rate was 9 percent for those in the control group.

Successes in Vermont

"Those child molesters we treated who did re-offend took twice as long to do so compared to the controls: an average 800 days versus 400 days," said Dr. Janice Marques, a psychologist who directs the California State office for treatment and evaluation of sex offenders. "If you're dealing with a terrible crime like this, the added time is an important difference."

The sex offender treatment program in Vermont, among the most sophisticated in the country, showed similar successes, according to a report at the Kent State meeting. In an evaluation of 473 sex offenders who have been released from prison for up to eight years, the average rate of sex crimes in the same period for a comparison group who received no treatment was 38 percent, at least double the rate of those treated for various sex crimes.

For child molesters in the treated group, the rate of sex crimes after release from prison was just 7 percent; for exhibitionists or voyeurs, 3 percent; for rapists, 19 percent. While the figure for rapists is highest, it is still just half that of those who did not receive any treatment.

To be sure, not all sex offenders respond to treatment. Among rapists, for instance, rape is often more an act

of violence than of sex. This kind of rapist is less likely to benefit from treatment than are those for whom sex fantasies are more important than violence.

"The most successful candidates for treatment are men who have no other criminal record, have an established network of family and friends, hold a job and who are not so preoccupied by their sex fantasies that they think of them hours a day," said Dr. William Pithers, a psychologist who directs the Vermont program.

William Marshall, a psychologist at Queen's University in Kingston, Ontario, who directs treatment programs at several nearby prisons, cautioned: "It's important to tell sex offenders they can't be cured, but they can learn to manage their problems with training in relapse prevention. In the Vermont program, the offenders read accounts and watch

videotapes from the perspective of victims of crimes like rape and molestation. Then they write about their own offense from what they imagine is their victim's experience. Each man reads that account to a therapy group and stays in the victim's role to answer questions. Finally, the offender re-enacts the crime, playing the role of the victim.

"Empathy with the victim shifts perception so that the denial of pain, even in one's fantasies, is difficult" and strengthens the men's motivation to resist their old urges, Dr. Pithers said. "The focus is on managing the problem day to day."

Dr. Pithers said, "Most sex offenders get the urge to commit the offense only when they are in particular high-risk situations or certain moods." He said relapse prevention tried to help them handle those moments. The approach is described in detail in "Relapse Prevention with Sex Offenders," published last year by Guilford Press.

Each time an offender finds himself in a high-risk situation, it is a test of his ability to manage the urges that led to his sex crime. For example, a former rapist, still angry over an argument, may face such a situation

while driving by a woman who is hitch-hiking. In relapse prevention, men are trained to deal with such moments without progressing through the cycle that led to the crime.

One way is to report the lapse to his therapist, parole officer or therapy group, and tell how he managed it. If he did poorly, he is helped to find ways to handle such a situation better should it recur.

Many of the high-risk situations are internal events, like depressed moods or deviant sexual fantasies. Others are situations that they should always avoid, much as former alcoholics abstain from drinking; for a child molester, for instance, it might be schoolyards. Some programs help former sex offenders form teams of friends or family members who keep an eye on the offender to be sure he does not drift back into habits like walking by schoolyards which, though seemingly innocent, can be a warning signal of trouble.

Creating Empathy for Victims

One of the first steps is helping the men develop empathy for their vic-

Understanding the suffering that their victims endured also helps sex offenders counter their distorted thinking about their crimes. Child molesters, for example, often tell themselves "some children are sexually seductive," or "I'm not hurting the child, just showing love." Rapists think, "If she resists, she's just playing hard to get."

In a technique called "cognitive restructuring," sex offenders learn to identify such distorted beliefs, and counter them with the truth. Once released from prison, they often carry cards that remind them of the reality, to counter distorted thoughts. For instance, a rapist might remind himself, "Two minutes of power is not worth 20 years of prison."

Sex fantasies are another main focus of treatment. For sex offenders, their fantasies of, say, rape or exhibitionism are so compelling that they are returned to again and again, and become tantamount to planning sessions for future crimes. By contrast,

Study Cited: Relapse Prevention With Sex Offenders, by Richard Laws, Guilford Press, 1989.

Available From: Guilford Press, 72 Spring St., New York, NY 10012; 800/365-7006.

Cost: 40.00 + 3.50 shipping

other men who may occasionally have such fantasies "quickly reject any thought of acting on the impulse," Dr. Pithers wrote in a chapter on relapse prevention in "Handbook of Sexual Assault: Issues, Theories and Treatment," published last year by Plenum Press.

Rapists are unique among sex offenders in the variability of the role of sex fantasies in their crimes. Among those rapists who have dozens of victims, "the driving force is a vivid, powerful, deviant sex fantasy," while for those who rape on impulse, taking advantage of an opportune moment, as is typical with date rape, "fantasies are largely irrelevant," said Dr. Robert Prentky, a psychologist at Boston University.

In one behavioral technique for weakening the hold of sex fantasies, the fantasy is systematically paired with something unpleasant. For example, a child molester would begin to have a fantasy about approaching a victim, and then picture himself being confronted by three burly police officers; an exhibitionist would picture himself about to expose himself and being discovered by one of his parents.

Sex offenders "are encouraged to replace their favorite fantasies with the noxious one, but they must be highly motivated," Dr. Prentky said. "And an arrest can be very motivating."

In another approach, used outside prisons, the therapist goes with the patient into the actual situations where the risk of a sex offense is highest. For instance, one of Dr. Prentky's colleagues drove in a car with a man being treated for exhibi-

tionism. The man would drive around until he saw a likely victim, a woman alone, with no one else in sight. But every time he got the urge to expose himself, the therapist would put smelling salts under his nose. This treatment "takes something very arousing and makes it not just less exciting, but nauseating," Dr. Prentky said.

Use of Drugs

Medications are sometimes also used. "Among the men in our program, about 5 percent have almost uncontrollable sexual urges, always present and hard to resist," said Dr. Marshall. For these hypersexual men, two classes of drugs are effective in lowering the sex drive. One blocks male sex hormones; another blocks the brain chemical serotonin.

These drugs dampen the sexual urge enough so that therapy can be more effective, Dr. Marshall said. But the drugs are no answer in themselves: studies have found that in many sex offenders the sexual urge is independent of their hormone levels.

Despite the positive new findings on relapse prevention, the climate of opinion that holds a gloomy outlook for sex offenders has yet to change much. This viewpoint was strengthened by a widely cited 1989 article in the journal *Psychological Bulletin*, reviewing studies of treatment for sex offenders before 1985, which concluded that there was no successful treatment. But the relapse prevention approach has gained prominence only in the last five years or so, and so was not included in the review of findings.

"Those treatment programs were based on methods so completely outdated that the conclusions are irrelevant," Dr. Pithers said of the 1989 study. "Even so, it's still widely cited in policy debates."

Study Cited: Handbook of Sexual Assault: Issues, Theories and Treatment, by W.L. Marshal and Richard Laws, Plenum Press, 1990, 424 pages.

Available From: Plenum Press, 233 Spring St., New York, NY 10013; 800/221-9369.

Cost: 60.00 + 3.25 shipping

Anatomy of a Sex Crime

Before a sex crime is committed, the perpetrator typically goes through the following steps. New therapies treat each of these stages as a "lapse" and focus on helping sex offenders keep from going on to the next stage.

1. EMOTION. The cycle begins with feelings like anger or intense loneliness and depression. For example, a child molester, sitting alone watching TV and seeing happy couples, begins to feel depressed about being lonely.

2. FANTASY. Sexual fantasies offer a sense of relief, if only temporary. The molester begins to fantasize about a friendship with a child who is warm and caring; the fantasy becomes sexual in nature and ends in masturbation. Then, the depression returns even more strongly.

3. DISTORTED THOUGHTS. Rationalizations allow a self-justification of the sex crime. The molester thinks, "As long as I don't hurt a child physically, I'm not doing any real harm," and "If a child didn't want sex with me, she could stop it."

4. THE PLAN. The fantasy and rationale set off a plan for enacting the fantasy in real life. The molester plans ways to get a child alone with him and carefully rehearses how to proceed step by step.

5. ACTING IT OUT. The last step is putting the plan into action.

Source: William Pithers, Vermont Department of Corrections

The Washington Post

April 16, 1992, p. A1

*bilingualism
demographic trends
demographic patterns*

America's Many Tongues

By Barbara Vobejda
Washington Post Staff Writer

A substantial and growing number of Americans speak a foreign language at home, the Census Bureau reports, with significant percentages of big-city residents saying they have trouble speaking and understanding English.

The most detailed information yet from the 1990 census underscores the extent to which the nation is becoming a multilingual and multicultural society, and points out the potential problems facing new Americans with limited English, from finding jobs to getting health care.

In New York City, for example, 41 percent of residents age 5 and older speak a foreign language in their homes, and nearly half of those said they did not speak English very well, the Census Bureau reported yesterday. In 1980, 35 percent of city residents spoke foreign languages at home.

Even more striking is Miami, where nearly three-quarters of the residents speak a language other than English at home, with 67 percent of those saying they don't speak English very well.

The figures are high in many other cities, especially those that draw large numbers of immigrants. In Paterson, N.J., half of the residents

speak a language other than English at home; the figure is nearly 40 percent in Santa Fe, N.M., and Hartford, 30 percent in Providence, R.I., and 26 percent in Boston.

"We're clearly in a new era in the last 20 years," said Jeffrey S. Passel, a demographer at the Urban Institute. "It's not just that there are immigrants, but immigrants from a lot of different places."

While the United States has always drawn immigrants and been home to bilingual families, the number of foreign-born residents today, at about 20 million, has reached an all-time high. The previous peak, in 1980, was about 14 million.

As a result, bilingualism also is increasing as the combined number of first- and second-generation immigrants reaches record numbers, Passel said.

"It is the children of immigrants who are bicultural. And it's through the immigrants and the children of immigrants that forces are exerted on American society that cause it to change," he said.

A national figure on how many families speak a foreign language at home is not yet available because the results of the 1990 census have been released for only a portion of the states.

Cities in California and Texas, for example, are likely to show large proportions of bilingual families, but those figures have not been made public.

A separate 1989 Census Bureau survey showed a 40 percent increase during the 1980s in the number of Americans speaking foreign languages at home.

The 1980 census showed that about 11 percent of the nation's residents spoke another language at home, and about half of those said they did not speak English "very well," according to Rosalind Bruno, a Census Bureau demographer.

Bureau officials cautioned that the figures include many families who speak a combination of English and a foreign language at home.

The United States "has always been a multilingual nation, and it's rather odd that there's always been this myth that English is the official language and the only language," said Gillian Stevens, a sociologist at the University of Illinois.

Much bilingualism is hidden, Stevens said, because the children and grandchildren of immigrants may speak a foreign language at home but speak exclusively English, with no accent, outside the home.

Most of those who speak lan-

Study Cited: "The U.S. Department of Commerce News," Series CB92; request state, press release.

Available From: Bureau of the Census, Washington, D.C. 20003; 301/763-4040.

Cost: 15.00

guages other than English at home are not immigrants but are born in this country, Stevens said.

Still, those most likely to suffer language problems are recent immigrants, and the figures released yesterday point out the enormity of the current influx.

In New York City, for example, 28 percent of residents said they were foreign born; nearly half of those came during the 1980s.

The arrival of so many foreign migrants and the proportion with language difficulties—about 22 percent of recent immigrants say they speak little English—carries major implications for society and its institutions.

New York City's public schools, for example, reported this week that 120,000 new immigrant students, from 167 countries, had enrolled in the schools over the past three years.

"New York City spends a lot of time and money recruiting bilingual teachers," said James Vlasto, a spokesman for the school system.

The flood of immigrant students has pushed public school enrollment

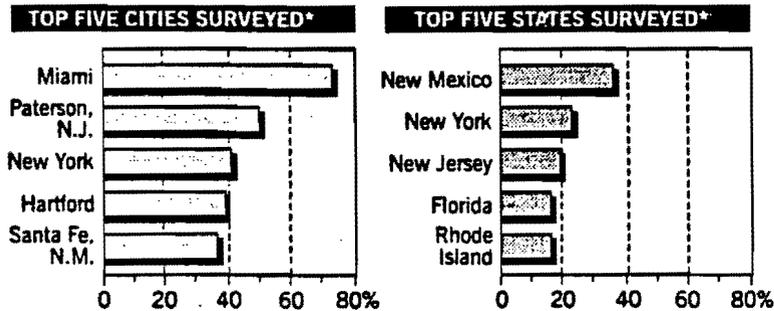
in New York back up toward 1 million, and this wave has hit the city during a fiscal crisis. This means that while the school system is cutting back on the number of regular teachers, it is trying to fill vacancies for bilingual teachers.

Lisandro Perez, director of the Cuban Research Institute at Florida International University, said the concentrations of immigrant communities, primarily in coastal cities, have preserved foreign languages and enabled some non-English speakers to fare better in those cities than they would elsewhere.

In Miami, he said, it is likely that if you get stopped for a traffic violation, the police officer will be a Latino. "He is probably young and prefers English, but he can give you a ticket in Spanish," Perez said.

OTHER VOICES

PERCENT SPEAKING LANGUAGE OTHER THAN ENGLISH AT HOME



*Percentages are available for 11 of 50 states. All states' data will be released in the next few months.
SOURCE: Census Bureau

Survey Shows Rape Leads Violent-Crime Increase

WASHINGTON, April 19 (AP) — Violent crime rose nearly 8 percent last year, including a sharp increase in rapes and attempted rapes, according to a Justice Department survey of crime victims released today.

The Bureau of Justice Statistics, which has been compiling the Justice Department's National Crime Survey since 1973, reported preliminary estimates of 2.6 million completed violent crimes last year, up 7.9 percent from an estimated 2.4 million in 1990. Including attempted violent crimes, the total was 6.4 million last year, up 7 percent from 6 million in 1990.

The estimates are based on a survey of 95,000 people age 12 and older in

48,000 representative households who said they had been victims of crimes in the six months before being contacted. The estimates also take into account police reports.

A More Reliable Crime Report

Many criminologists consider the survey of victims a more reliable barometer of crime than the annual Federal Bureau of Investigation's Uniform Crime Report, which will come out next week, because unlike the F.B.I. statistics, the survey includes incidents not reported to the police. The Justice Department estimates that 37 percent of all crimes and 49 percent of violent offenses are not reported to police.

The Justice Department estimated

the total number of crimes and attempted crimes last year at 35 million, nearly a 2 percent increase over the 1990 estimate but well below the record 41.4 million estimated in 1981.

The Bureau of Justice Statistics estimated there were 31.3 attempted or completed violent crimes per 1,000 people last year, up from 29.6 per 1,000 in 1990, but below the record rate of 35.3 per 1,000 in 1981. The violent-crime category includes rape, robbery and assault, but not murder.

Based on the survey of victims, the Bureau of Justice Statistics put the number of rapes and attempted rapes at 207,610 in 1991, up 59 percent from 130,260 the previous year.

Study Cited: "Criminal Victimization in the U.S.," by the National Bureau of Justice Statistics, April, 1992.

Available From: Bureau of Justice Statistics, NCJRS, Box 6000, Rockville, MD 20850; 301/251-5500.

Cost: None

A Look at Gender in Science

By Estelle R. Ramey

Special to The Washington Post

At the turn of the century, Marie Sklodowska Curie almost singlehandedly created the field of nuclear chemistry and forever changed the course of science and society. But even the ultimate scientific creativity award did not help her to pierce the inner circle of the science establishment.

She received the Nobel Prize but was denied membership in the French Academie des Sciences because she had ovaries. It was only after Curie won an extraordinary second Nobel Prize that the all-male Academie reluctantly admitted her to the club. More than 70 years later, the Academie has only three women members.

Abraham Lincoln established our own National Academy of Sciences in 1863, but it wasn't until 1925 that the academy inducted its first woman—Florence Sabin, the outstanding anatomist. As of last August, the academy had 1,615 members, 65 of whom were women.

Despite the increasing numbers of women seeking higher education in this century, women scientists are still seen as unnatural exceptions.

Given the fact that there are now more women than men enrolled in U.S. colleges, the socialization of women and men to believe that gender, not brains, is the determinant of excellence in science produces an intolerable shortfall of creativity. The nation is deprived of a large pool of minds that could hasten the solution of medical

and technological problems.

"The Outer Circle" is the result of a series of conferences convened from 1983 to 1986 by James Hirsch, the late president of the Josiah Macy Jr. Foundation, and his colleague, John T. Bruer, to examine this casual waste of human potential. Hirsch, himself a distinguished scientist, invited psychologists, sociologists, biological and physical scientists to participate. Their topic was women scientists and their family structures, training differences, chosen research areas, rates of publication, progress up the career ladders in academia and industrial science, and psychological roadblocks encountered in the fierce competition of the marketplace.

As in any book with multiple authors searching for answers to causality in human behavior, there is considerable overlap. Some chapters are more compelling than others, but there is general agreement on certain points:

- Interest and achievement in math and science do not show much gender differentiation until young girls become aware of the role society has handed them and begin to worry about their desirability as women.
- In colleges and universities, the overwhelmingly male math-science faculty is not entirely hospitable to women aspirants.
- The most prestigious universities and science training programs are admitting more women.

Study Cited: The Outer Circle: Women in the Scientific Community, by Harriet Zuckerman, Jonathan R. Cole and John Bruer, 1992, 340 pages.

Available From: W.W. Norton & Co., 500 5th Ave., New York, NY 10110; 800/233-4830.

Cost: 24.95 + shipping

■ For outstanding women students, the initial entry-level jobs after the awarding of the doctorate degree are not widely different from matched male colleagues. Salaries and rank are comparable.

■ Most graduate scientists, male or female, do not publish many research papers during their careers; among those who do, women publish significantly fewer papers.

■ Marital status, even motherhood, does not appear to affect the research productivity of women. In fact, mothers with children at home seem to publish more papers than do single or childless women. This is, of course, contrary to accepted dogma. Why, then, do women fall behind in the publishing race?

Jonathan Cole presents the concept of "limited differences." At every step in a career, there are what he refers to as positive or negative "kicks." Women may enter at the same level, receive research grants comparable to men and have early high publication rates, but they do not always get the same degree of recognition. At each academic rank, it gets harder for women to be promoted, and at tenure ranks the discrepancy widens. Women occupy a grossly disproportionate percentage of the ranks of the three A's: assistants, associates and adjuncts, and few full professorships.

The longer a woman scientist stays in a research career, the wider the gaps that develop in rank and salary. This is true in industry as well as academia, just as it is true in other careers in

which women and men compete for limited positions and resources. The glass ceiling remains firmly in place.

All the contributors to this book agree that there is no evidence for marked cognitive differences between men and women in science. The choice of research subjects is similarly unrelated to gender. Often, it is a function of the availability of mentors in well-financed laboratories. As several of the authors point out, external rewards such as prizes and membership on important committees or boards, as well as informal memberships in the in-group in a given research area, are fewer for highly accomplished women than for men.

All these negative "kicks" continuing over a lifetime of career development do not help build up the confidence necessary in the brutal competition for scarce funds and resources. Many of this book's contributors regard this as a critically maiming experience for women scientists.

A report by Cynthia F. Epstein confirms the subtle (and often not-so-subtle) barriers that confront women despite their achievements. The case of Rosalind Franklin and the discovery of the double helix is instructive. James Watson wrote with amusement in his book, "The Double Helix," of how he and a colleague fooled Franklin into making available to them her critical and transforming data and then neglected to acknowledge their debt. Franklin died young, and the Nobel Prize, which is never awarded posthumously, went to the other two. ■

The New York Times

April 23, 1992, p. C1

*African Americans
youth, crime
youth, attitudes
teenagers, social behavior*

Black Scientists Study the 'Pose' Of the Inner City

Defiant swagger, often misread,
masks the rage of young men
cut off from success in life.

By DANIEL GOLEMAN

THE aloof swagger and studied unflappability projected by young black men from inner-city urban areas is a "cool pose," a bit of posturing that insulates them from an otherwise overwhelming social reality, a new report holds.

While the cool pose is often misread by teachers, principals and police officers as an attitude of defiance, psychologists who have studied it say it is a way for black youths to maintain a sense of integrity and suppress rage at being blocked from usual routes to esteem and success. Indeed, black inner-city youths are so besieged that they seem "an endangered species," in the words of Dr. Richard Majors, a psychologist at the University of Wisconsin at Eau Claire, who has written on the cool pose.

Dr. Majors is at the forefront of a movement of black social scientists who are seeking ways to understand inner-city youths better and to marshal the strengths of the black middle class to help these troubled young people survive.

To be sure, the problems of young black men are not new, nor is the interest of social scientists. But in the last year or so there has been a quickening of interest, with the founding of two academic research centers and a national group of social scientists and policy makers focusing on the predicament of black men.

The evidence for the danger to young black men, especially those from urban areas, is mounting:

Study Cited: "Hobbling A Generation, Young African-American Males In Washington D.C.'s Criminal Justice System," by Gerone Miller, April, 1992, 10 pages.

Available From: National Center On Institutions and Alternatives, 635 Slater's Lane, Suite G100, Alexandria, VA 22314; 703/684-0373.

Cost: None

¶ About one in four black men aged 20 to 29 is in prison, on probation or on parole — more than the total number of black men in college.

¶ The unemployment rate for black men is more than twice that for whites.

¶ The leading cause of death among black youth is homicide. A 1991 report from the National Center for Health Statistics found that 48 percent of black males between 15 and 19 who died were shot, while the figure for white males was just 18 percent.

¶ For black men in Harlem, life expectancy is shorter than that for men in Bangladesh; nationally, black men aged 15 to 29 die at a higher rate than any other age group except those 85 and older.

"It's a sort of genocide, targeting young black males," said Dr. Robert Staples, a professor of sociology at the University of California's medical school in San Francisco. "There's not a systematic conspiracy, but the most recent figures show that over the last decade black men are the only group of Americans actually to have an average decrease of two months in life expectancy. Every other group, including black women, gained from three to six years."

Deaths Could Be Prevented

Dr. Staples added: "What's especially disturbing about the death rate among young black males is that most of it is preventable. Homicide is the leading cause, accidents are second, and suicide is third, with AIDS climbing rapidly."

While the figures for black men as a whole are grim, they are most dire for urban black youth. A study made public last week by the National Center on Institutions and Alternatives found that a far higher proportion of young black men in Washington were involved with the criminal justice system than the proportion of one in four found nationally. Of the black men aged 18 through 35 in the nation's capital, the study found that 42 percent were in prison, out on bond, on probation or parole or being sought by the police. The study did not consider the figures for whites.

said the institute's president, Jerome G. Miller, because the number "would have been negligible, less than 10 percent."

A similar situation of greater disparity for inner-city youth prevails in education. Dr. Alvin Poussaint, a psychiatrist at Harvard Medical School, said: "The picture is not as bad if you include all black males, but if you focus on inner-city youth, the problems are overwhelming. For example, in 1965, about 25 percent of black families nationally were headed by women, while now the figure is at 50 percent. But it's more like 90 percent in many housing projects."

Greater Gains for Black Women

Black women seem to be outpacing black men in making gains in education and the job market. "Most progress among blacks is due to advances among women, which masks the problems of black men," Dr. Staples said.

"In medicine, fewer than 15 percent of black medical students were women in the 1970's," said Dr. Poussaint. "Last year, 56 percent of black medical school graduates were women. I hear the same story in other areas of professional education."

"Even on black college campuses women outachieve the men, with women students at about 80 percent of the honor role. By contrast, in special education classes in urban grammar schools, close to 80 percent of students are black males," possibly because they are shunted into the classes more readily than white boys are, Dr. Poussaint said. "You see the disadvantage from the very beginning."

Much of the notable work on the problems of inner-city black youth has been done by black sociologists like William Julius Wilson at the University of Chicago and Elijah Anderson at the University of Pennsylvania, part of a long tradition that extends back to the work E. Franklin Frazier, a black social scientist in the 1940's.

Dr. Majors's book "Cool Pose: The Dilemmas of Black Manhood in America," written with Dr. Janet

Mancini Billson, an executive officer at the American Sociological Association in Washington, is part of the most recent wave of research on black urban youth. The book, published this month by Lexington Press, is based largely on intensive interviews by Dr. Majors and on a six-year study of 60 black teenagers in Boston, conducted by researchers, including Dr. Billson, at the Harvard School of Education.

'To Appear in Control'

The cool pose is a set of language, mannerisms, gestures and movements that "exaggerate or ritualize masculinity," Dr. Majors said. "The essence of cool is to appear in control, whether through a fearless style of walking, an aloof facial expression, the clothes you wear, a haircut, your gestures or the way you talk. The cool pose shows the dominant culture that you are strong and proud, despite your status in American society."

Flashy or provocative clothes are part of the cool pose. An unbuckled belt, expensive sneakers and thick gold chains, for example, are part of the cool look.

Some elements of the cool pose have been analyzed in terms of kinetics, the subtleties of body movements. One is a distinctive swaggering gait, almost a walking dance, which can include tilting the head to one side while one arm swings to the side with the hand slightly cupped while the other hand hangs to the side or is in the pocket.

Other aspects of cool pose are now widely imitated in white culture, according to Dr. Majors's book. These include rap and the elaborate handshakes, like the high-five popularized by athletes.

The cool pose is by no means found among the majority of black men but is particularly common among inner-city black youth as a tactic for psychological survival to cope with such rejections as storekeepers who refuse to buzz them into a locked shop.

For a young black man whose prospects in life are poor at best, the cool pose is empowering, Dr. Majors said. "He can appear competent and in

Study Cited: Cool Pose: The Dilemmas of Black Manhood In America, by Dr. Richard Majors and Dr. Janet Mancini Billson, 1992, 144 pages.

Available From: Lexington Books, 866 Third Avenue, New York, New York, 10022; 212/702-4771.

Cost: 19.95 (Hardcover), 2.00 shipping plus local sales tax

control in the face of adversity," he said. "It may be his only source of dignity and worth, a mask that hides the sting of failure and frustration."

The cool pose appeals, too, as a sign of manliness. "Lots of inner-city black boys live in a world with few men around," Dr. Poussaint said. "They are struggling to find ways to be a man. Adopting the cool pose is a way to show their maleness."

Dr. Staples said: "Much of cool pose is ritualistic imitation of peers. If you're not seen as cool, you're an outsider. It's a way to be included."

But the cool pose has its negative side. "Though it's a source of pride and identity, the cool pose is dysfunctional in some ways," Dr. Billson said. "It also means you may not be able to back down from a fight or apologize to your girlfriend when you've done something hurtful."

Another drawback of the cool pose is that it is often misread by whites. A 1990 article in the journal *Black Issues in Higher Education* by Ed Wiley 3d, its assistant managing editor, described how white teachers and principals interpret the cool pose as aggressive or intimidating. It suggests that this cultural misinterpretation is one reason black boys are suspended more frequently and for longer periods of time, and are more likely to be assigned to remedial classes.

"What black males see as cool, as being suave and debonair, can be read by whites as signifying irresponsibility, shiftlessness or unconcern," Dr. Majors said.

The unflappable mask donned with the cool pose often becomes a psychological reality, with young black men unable to let down their emotional guard even with those closest to them. That stance, Dr. Majors said, means "some black males have difficulty disclosing their deepest feelings even to their best friends and girlfriends."

Dr. Majors cautions that the theory is not meant as the whole explanation for the behavior of black men but is just one of many insights needed to

understand their problems better. Dr. Majors is a leader in the organization of a new group, the National Council for African-American Men, founded in 1990, to further such research. This summer it will publish the first issue of an academic journal, *The Journal of African-American Male Studies*.

Some black social scientists object to focusing on the problems of urban youth. They point out, for example, that if one in four young black males is in the criminal justice system, that also means three out of four are not. "In order to help the one out of four, we need to better mobilize the three out of four," said Dr. Roderick Watts, a psychologist at De Paul University in Chicago.

Dr. Watts is studying the efforts of middle-class black men who have recently organized groups whose members serve as mentors to troubled black urban youths. These groups are "a black arm of the men's movement," said Dr. Poussaint.

One of the earliest responses was a project, started by the Urban League in the mid-1980's, that was intended to foster responsibility among black youth, help them stay in school, find work, and, for those who were unmarried fathers, to pay child support.

Within the last few years, said Dr. Poussaint, virtually every city has a black men's group dedicated to helping inner-city youth, largely through programs to provide mentors on the model of the Big Brother program where a man is matched with a fatherless young boy.

"Those black men who do succeed move out of the urban ghettos," said Dr. Poussaint. "There's more and more concern about how black males fare when there are no positive models of manhood in their lives."

Study Cited: "Cool Posing: Misinterpreted Expressions Often Lead to Educational Deprivation," by Ed Wiley IIIrd. Black Issues In Higher Education, November 22, 1990, 3 pages.

Available From: Black Issues In Higher Education, 10520 Warwick Ave., Suite B8, Fairfax, VA 22030; 703/385-2981.

Cost: None

Study Cited: Journal of African American Male Studies, available: August, 1992.

Available From: For more information contact; Institute of Black Leadership Development and Research, University of Kansas, 1028 Dole Human Development Center, Lawrence, KS 66045; 913/864-3990.

The New York Times

April 24, 1992, p. A14

rape
sexual assault
crime
crime rate

Survey Shows Number of Rapes Far Higher Than Official Figures

By DAVID JOHNSTON
Special to The New York Times

WASHINGTON, April 23 — A Government-financed survey released today estimated that 683,000 adult women were raped in 1990, a figure more than five times as high as the number of sexual assaults reported for the same year by the Justice Department.

The National Women's Study estimated that at least 12.1 million women have been the victims of forcible rape at least once in their life and found that 61 percent of the victims said they had been raped as minors.

Researchers who have studied sexual assault said the survey findings tracked earlier specialized studies of rape and provided additional evidence that the Justice Department's National Crime Victimization Survey, a key analytical indicator used by officials to gauge the seriousness of crime, has for years underreported the incidence of rape.

4,008 Women Interviewed

"These data show us what experts have been saying for a while," said Mary R. Koss, a professor of family and community medicine at the University of Arizona, who completed a national study of rape involving college women in 1987. "There is a lot more rape than has been reflected by Federal statistics, and that observation is more important than whether these are the exact right numbers."

The study, financed in part by the National Institute on Drug Abuse, which is a part of the Department of Health and Human Services, relied on telephone interviews with more than 4,000 women about rapes that occurred in the past year and their experiences with sexual assaults during their lifetimes. The survey included interviews

with 4,008 women who were designed to represent a cross-section of all adult woman in the United States.

The researchers asked explicit questions about rape, a factor cited by some experts to explain the difference in the National Women's Study and the Justice Department figures.

The study found that 0.7 percent of women surveyed reported a forcible rape in the past year, which when multiplied by Census Bureau estimates of more than 96 million women in the United States during the survey period equates to 683,000 adult American women who were raped in a 12-month period. The margin of error of the study is 1.5 percentage points.

No Figures on Children

The estimate of the number of rapes in 1990 did not include female children and adolescents or rapes of boys or men. As a result, the survey said the estimates probably constitute less than half of rapes experienced by all Americans during 1990.

The disparity between the National Women's Study and Justice Department lower estimate of 130,260 rapes in 1990 is due in part to differences in methodology, sample sizes and estimating procedures, said Steven D. Dillingham, the director of the Department's Bureau of Justice Statistics, which produces the national crime survey.

He said the department's own data showed that the number of rapes rose to 207,610 for 1991, an increase that he said showed the importance of focusing on trends rather than the numbers of rapes in specific years. He said the department's surveys since 1973 show "some stability" in the number of rapes.

Study Cited: "The National Women's Study," by Ann Semour et al., April 23, 1992, 22 pages.

Available From: National Victim's Center, 309 W. 7th St., Suite 705, Ft. Worth, TX 76102; 817/877-3355.

Cost: 20.00

The study was sponsored by the National Victim Center and the Crime Victims Research and Treatment Center, and the Medical University of South Carolina.

The groups recommended that states adopt laws to keep the names of rape victims confidential, citing findings that 86 percent of all women surveyed and 92 percent of all rape victims said they would be less likely to report rapes to the authorities if their names would be made public.

In addition to estimating how many women were victims of rape, the study also examined the nature of the crime, how women reacted to being sexually assaulted, what actions they took after a rape occurred and the impact of rape on the victims' mental health.

"I think the strength of the study is that it does provide a good national estimate of forcible rape using a very tight definition," said Dean G. Kilpatrick, the director of research for the study. "It is the first time that anybody used good screening questions to meas-

ure what happened between two interviews one year apart."

The study reported the following findings.

¶Based on the numbers of respondents who said they had been raped sometime in their lives, the researchers estimated that about 6.8 million women nationwide would say they had been raped once, 4.7 million more than once and almost 600,000 would say they did not know how many times they have been raped.

¶Only 22 percent of women who said they had been raped were assaulted by strangers. Twenty-nine percent said they were attacked by non-relatives known to the victim, 16 percent said they were raped by a relative not in the immediate family, 11 percent by a father or stepfather, 9 percent by a boyfriend or former boyfriend, and 9 percent by a husband or former husband.

¶More than 6 out of 10 of all rape cases, 61 percent, took place before the victim reached the age of 18. Twenty-nine percent of all rapes occurred

when the victim was less than 11 years old and 32 percent when the victim was between the ages of 11 and 17.

¶More than two-thirds of the women who said they had been raped reported no physical injuries, four percent sustained serious physical injuries and 24 percent said they received minor physical injuries.

¶More than 70 percent of the victims said they were concerned about their

families discovering that they were raped, about two-thirds said they were worried they might be blamed for being raped.

A woman classified as a rape victim in the survey was one who said that she had had sexual contact against her will, where force or the threat of force was used, and where penetration had occurred, and that the rape had been completed, not just attempted.

Study Cited: "Criminal Victimization In the U.S.," Bureau of Justice Statistics, April, 1992.

Available From: Bureau of Justice Statistics, NCJRS, Box 6000, Rockville, MD 20850; 301/251-5500.

Cost: None.

Study Cited: "The Scope of Rape: Incidence and Prevalence of Sexual Aggression and Victimization In a National Sample of Higher Education," by Mary P. Koss, et al.. Journal of Consultational and Clinical Psychology, Vol. 55, No. 2, April, 1987, pages 162-170.

Available From: Dr. Mary P. Koss, Department of Family and Community Medicine, University of Arizona, 2223 E. Speedway Blvd., Tucson, AZ 85719; 602/626-7863.

Cost: None

considered better qualified. A survey of 1,160 likely voters taken in September by Celinda Lake, a Democratic poll-taker, showed that public stereotypes about women now work in their favor; 8 percent more voters said a woman would handle educational issues better than a man, for instance, than vice versa.

Perhaps most of all, women are benefiting from the national distaste for politics as usual. Harriett Woods, who heads the women's political caucus and who lost two Senate races in Missouri in the 1980's, remarked the other day that "this is a time for people who are different."

"Voters are looking for something new," said Ellen Malcolm, who heads Emily's List, in a telephone interview from Detroit, where 400 people turned out for a fund-raiser Thursday that had been expected to pull 100. "Women candidates are the face of change for the 1990's. They're the classic outsiders trying to break into the Congressional system and make it work."

Although 18 women were on the roll of House check-bouncers, including Ms. Boxer, they are still seen as agents of change, perhaps because they are so evidently outside the Washington power loop.

Will women change politics on Capitol Hill if they succeed?

Probably not in the House until they gain some seniority, said Representative Jim Leach, an Iowa Republican, "but after a few years, they will bring a whole new sensibility to bear on major decisions."

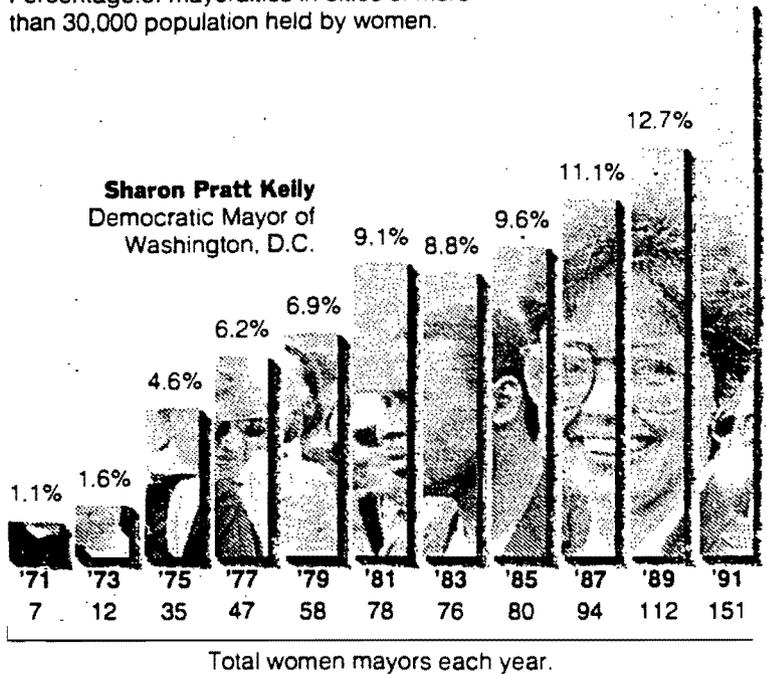
A survey by Ms. Mandel's organization of about half of all the state legislators in the country, reported last fall, found that even when men and women shared the same party and ideology, women were much more likely to expend their energies on health care, children's and family questions and women's rights issues.

Styles might change, too. The survey suggested that women public officials tend more than their male counterparts to bring private citizens into governmental processes, to pay more attention to the needs of the poor and to conduct public business in public rather than behind closed doors.

Mayors

Percentage of mayoralties in cities of more than 30,000 population held by women.

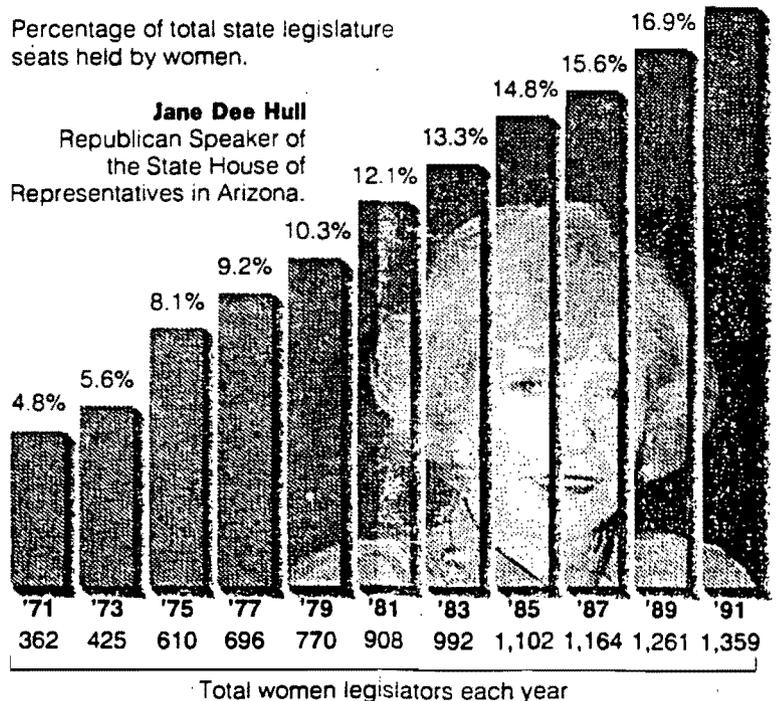
17.1%



State Legislators

Percentage of total state legislature seats held by women.

18.2%



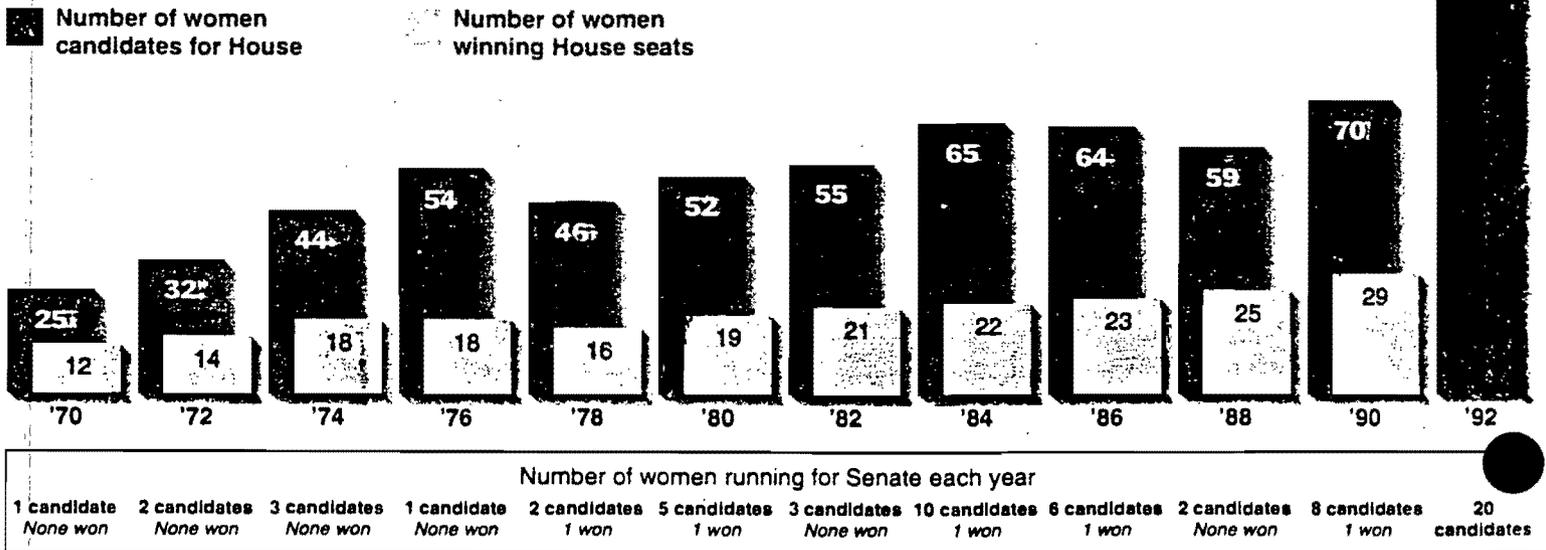
Study Cited: "Women in the U.S. Congress," by the Center for the American Woman and Politics, 1992, 5 pages.

Available From: Center for the American Woman and Politics, Eagleton Institute of Politics, 90 Clifton Ave., New Brunswick, NJ 08901; 908/932-9384.

Cost: None

More Going After, and Winning, Political Office

United States Representatives and Senators



Study Cited: "Fact Sheet on Women's Political Progress," by the National Women's Political Caucus, 1992, 1 page.

Available From: National Women's Political Caucus, 1275 K St. NW, Suite 750, Washington, DC 20005; 202/898-1100.

Cost: None

Study Cited: "Women's Voices: A Joint Report," by the Ms. Foundation for Women and the Center for Policy Alternatives, 1992.

Available From: Center for Policy Alternatives, 1875 Connecticut Ave. NW, Washington, DC 20009; 202/387-6030.

Cost: \$14.00 (includes 2 books and a packet)

Rise in Number of Women Condemned to Die Prompts a Study of Sentencing

By MIKE CLARY
SPECIAL TO THE TIMES

MIAMI—No woman has been executed in Florida since 1848, when a slave named Celia was hanged for plunging a knife into her master. But five women are now crowded into Death Row at the Broward Correctional Institution a few miles north of here, and a sixth is likely to join them within weeks.

No state has ever had more women condemned to die.

"It's very troubling," says Leigh Dingerson, director of the National Coalition to Abolish the Death Penalty, a Washington-based lobbying group. "While we're seeing an increase in the death sentence rate, there is no increase in female-perpetrated homicides. So this is not a reaction to a wave of crime, but instead, it's a wave of prosecutions."

Dingerson's group has set up a task force to study sentencing practices, especially in five states—Florida, Texas, Oklahoma, Alabama and North Carolina—where more than half of the 40 women on U.S. Death Rows reside.

A pivotal question the study hopes to answer, Dingerson said, is: Is the upturn in death sentences given to women a backlash reaction to gains women have made in other areas of society?

Attorney Jack Wilkins suspects the answer is yes. His client, Virginia Larzelere, is undergoing a psychiatric evaluation after her February conviction in the shotgun murder of her dentist husband, Norman. A Daytona Beach jury recommended the death penalty, and judges usually abide by those recommendations. She would be the sixth woman on Florida's Death Row.

Wilkins says: "I think the women's rights movement has made juries understand that they are supposed to treat people the same way, male or female." He says a Florida statute also mandates death in some cases of aggravated first-degree murder.

None of the five women facing death in Florida has a firm date with Old Sparky, the state's wooden, three-legged electric chair. Two of the five have been sentenced just this year, and appeals take years.

But the recent surge in condemnations, and the expected arrival of Larzelere, has prompted some redesign at the maximum security prison for women in Pembroke Pines, west of Ft. Lauderdale. Initially,

only four cells in the prison's confinement unit were designated for Death Row inmates, said former Supt. Marta Villacorta. Now, two others set aside for problem inmates will also be used.

As is the case with the 315 men on Death Row at Florida State Prison in Starke, women condemned to die are kept apart from the general inmate population, permitted to socialize only with each other. They are given an hour of exercise daily, when they can play basketball, board games or just sit together on benches in an open-air concrete yard.

During the 23 hours each day they are locked in their 8-by-10-foot cells, they can speak to each other, but cannot see each other. Each cell has a 12-inch black and white TV, bolted to the wall.

"Their day is very routine," said Villacorta.

"Breakfast at 7, lights out at 11."

She said there is "quite a bit of conversation among the women," and while "in general they have their ups and downs, they remain optimistic that their sentences will be overturned.

"After all," said Villacorta of executing a woman in the electric chair, "we've never done it."

Only one woman in the United States has been executed since the 1976 Supreme Court ruling that reinstated capital punishment as a state option. She was Velma Barfield, electrocuted in North Carolina in 1984.

Over the same period, 175 men have been killed. Of those, 28 have been executed in Florida.

(In Texas, which has killed 50 men since 1982, a decision is near on Karla Faye Tucker, one of only four women on the state's Death Row and the first to face execution since Civil War times.)

Women's death sentences are more often reversed than men's, perhaps reflecting a societal reluctance to kill women, especially those whose crimes were committed against husbands or boyfriends, or in concert with them. Still, death penalty opponents fear that in a pro-capital punishment state such as Florida, the increase of women on Death Row creates pressure to flip the switch.

Dingerson points out a "dramatic increase in the rate of death sentences given to women just this year—seven since January."

Researcher Victor Streib, a Cleveland State University law professor, says the recent rate of death sentences in Florida is "astounding, but I suspect it's a blip rather than a trend. But ask me again in three years and we'll be able to say for sure."

On Death Row

Here is where the 40 women sentenced to death are:

Florida	5
North Carolina	5
Alabama	4
Oklahoma	4
Texas	4
Ohio	3
California	2
Missouri	2
Mississippi	1
Indiana	2
Illinois	2
Kentucky	1
Nevada	1
Arizona	1
Pennsylvania	1
South Carolina	1
Tennessee	1

Source: Victor Streib,
Cleveland State University

Study Cited: "Behind the Scenes: Women on Death Row," a forthcoming report by the National Coalition to Abolish the Death Penalty.

Available From: National Coalition to Abolish the Death Penalty, 1325 G St. NW, Lower Level B, Washington, DC 20005; 202/347-2411.

Cost: Price is not yet available

Study Cited: "Death Penalty for Battered Women," by Victor Streib. Florida State University Law Review, Vol. 20, Summer 1992, pages 163-194.

Available From: Victor Streib, Cleveland State University, Law College, Cleveland, OH 44115; 217/687-2311.

Cost: None

To Predict Divorce, Ask 125 Questions

By JANE E. BRODY

WITH one in two marriages now ending in divorce, the toss of a coin would predict with 50 percent accuracy which marriages will survive. Can science improve the odds of an accurate prediction, even to nearly 100 percent? Yes, say psychologists at the University of Washington in Seattle. They have devised an uncomplicated method that they contend will predict 94 times out of 100 which couples will still be married four years later.

Even among newlyweds, the psychologists say, the hallmarks of trouble can be readily determined years before a marriage dissolves. The researchers, who have published their findings in the inaugural issue of *The Journal of Family Psychology*, said they were surprised to find that the husband's disappointment with the marriage was the single most potent predictor of divorce. Marital lore has long held that the wife is the best barometer of the health of a marriage.

The new study, directed by Dr. John Mordechai Gottman, is one of a series of long-term investigations by him and collaborators into the factors that predict the length of marriage and divorce among couples of varying ages and circumstances. Most of the research is supported by grants from the National Institute of Mental Health.

Dr. David H. Olson, a family psychologist at the University of Minnesota, said Dr. Gottman's findings were "very valuable and interesting" and agreed in principle with his own findings on hundreds of couples whom he has tested before marriage. Dr. Olson devised a 125-item questionnaire used by about

Study Cited: "How a Couple Views Their Past Predicts Their Future: Predicting Divorce From an Oral History Interview," by Dr. John Mordechai Gottman, et al. *Journal of Family Psychology*, Vol. 5, Nos. 3-4, 1992, pages 295-318.

Available From: Sharon Sentiman, Department of Psychology, N125, University of Washington, Seattle, WA 98915; 206/543-5372.

Cost: None

20,000 clergymen and counselors nationwide to assess a couple's chances for a successful marriage.

"Our instrument, called Prepare, predicts with an accuracy of 80 to 85 percent which couples will divorce," he said. Dr. Olson, who is director of the university's Marriage and Family Therapy Program, said that many clergymen now insist on such premarital screening, and counseling when needed, before they will agree to marry a couple.

Dr. Susan Heitler, a Denver psychologist who studies the role of conflict in determining the length of marriages, said that the kind of accuracy being reported by Dr. Gottman in predicting divorce suggests that "he is on to something intriguing and important." Dr. Heitler has found that the intensity of the issues that cause conflict in a marriage and the skill with which couples try to deal with these issues are major predictors of marital unhappiness and dissolution.

Arguing, but Nicely

Frequent arguing does not mean a couple is headed for the divorce court, Dr. Gottman and his collaborators found in a related study of long-lasting marriages.

"There can be a lot of arguing in a marriage that can also be marked by romanticism and affection," he said in an interview. "Whether they welcome conflict or avoid it, in couples that stay together, there are about five times more positive things said to and about one another than negative ones. But in couples that divorce, there are about one and a half times more negative things said than positive ones."

Dr. Gottman, who is also the author of "What Predicts Divorce" (Lawrence Erlbaum Associates), said that the main tool used in his new study — an oral history questionnaire — could be applied by counselors to help couples recognize threats to their marriage.

Furthermore, Dr. Gottman and his co-authors, Kim Therese Buehlman and Lynn Fainsilber Katz, say that the questionnaire could become a computer test, allowing couples themselves to see if prenuptial counseling might improve their chances for a happy marriage.

Surveying the Happy

According to the Seattle team, the assessment is the first of its kind to be applied to ostensibly happy young married couples. The 56 couples, all with a child aged 4 or 5, had on average a slightly higher than normal level of marital satisfaction when the study began in 1983. The researchers found that among the 53 they were able to contact four years later, seven couples had divorced in the interim.

In their report, the researchers said they had predicted all seven of the divorces. They did, however, err in their prediction of the couples that would stay together: three couples that the team believed would divorce were in fact still married four years later. Still, the researchers said, their predictive success of 93.6 percent far exceeds any other method of detecting troubled marriages before the couples themselves are ready to call it quits.

The oral history interview, which was administered in the couples' homes, asked the husband and wife how they met, courted and decided to marry; their philosophy of what makes a marriage work, and how their marriage had changed over the years. The researchers were less interested in the actual answers to the questions than in how the couple expressed themselves.

The couples were also observed in a "laboratory" setting during a 15-minute discussion of two problem areas in their marriages.

The psychologists then evaluated the results of the questionnaire and the discussion, looking at factors that in the past have been linked to relationships that run aground. Though a "failing grade" on any one dimension may not doom a marriage, poor scores in several areas were associated with strains. These are the dimensions assessed:

¶Affection toward the spouse.
¶Negativity toward the spouse, which included vagueness about what attracted them to their spouse and how much they disagreed, and the negative feelings they expressed about each other.

¶Expansiveness, or how expres-

sive each partner was during the interview in, for example, giving details of the courtship.

¶"We-ness" versus separateness, or how much the spouses saw themselves as part of a team as opposed to emphasizing their independence.

¶Gender stereotypes, or how much like "traditional" men and women the spouses were in their emotional expressions and responses and their roles in the family.

¶Volatility, or intensity of their feelings toward each other when dealing with conflict.

¶Chaos, a couple's feeling that they had little control over their own lives or, put another way, a laissez-faire attitude that life is hard and must be accepted as such.

¶Glorifying the struggle, or acknowledgment that there were hard times in the marriage but pride in having gotten through them.

¶Marital disappointment and disillusionment.

Among the couples who divorced, the husbands were likely to be "low in fondness, low in we-ness, low in expansiveness, while also being high in negativity and marital disappointment," the researchers said. For the wife, important predictors of divorce included being low in togetherness and high in marital disappointment.

Husbands Are the Key

In examining the couples' approach to problem-solving, the researchers found the husband's actions — specifically a tendency to withdraw from the argument — were most predictive of divorce. The tendency of husbands to stonewall also was related to the development of health problems in their wives, Dr. Gottman said.

The Seattle psychologist is also studying 140 newlywed couples to assess their marriages before and after they have children and to develop a way to predict early which marriages are likely to fall apart soon.

"I've been amazed that even in newlyweds there is an enormous range in the quality of the relationship — the degree of caring, anger, bitterness, even hostility that couples express," Dr. Gottman said.

Study Cited: What Predicts Divorce, by Dr. John Mordechai Gottman, Lawrence Erlbaum Associates, Inc., 1993.

Available From: Lawrence Erlbaum Associates, Inc., 365 Broadway, Hillsdale, NJ 07642; 201/666-4110.

Cost: price not yet available

Study Cited: Dr. Olsen's instrument, "Prepare," is available only to the clergy and psychologists.

For More Information Contact: Dr. David H. Olsen, P.O.B. 190, Minneapolis, MN 55440-0190; 612/331-1661.

In a Congested Era, It's Women Behind the Wheel

By Stephen C. Fehr
Washington Post Staff Writer

A new federal study suggests that the increasing number of women commuting to work and running weekday errands is a major reason for the growth in traffic congestion in Washington and other urban areas.

More women are working than before and more are driving, the Federal Highway Administration study says. Women are making more automobile trips every day than men, especially women ages 30 to 50 who typically are raising families and holding full-time jobs.

Women with families generally are saddled with most of the trips to places such as the doctor's office, dentist's office, bank, school or day-care center, video store and cleaners, the study found.

"Men don't do errands," said Danette Paris, 33, of Herndon, who makes an average of four trips a day between home, the babysitter's and her job at a Reston hotel. "Women in our society have two jobs. They have their home and they have work."

The study of travel behavior, released last week, says that in 1983, men and women made about the same number of car trips. But in 1990, women took an average of 3.13 trips a day, compared with 3.04 trips for men. The difference seems slight, but it means that every day, women are taking several million more trips than men for the first time.

According to recent census data, the number of women working in the Washington area increased by 40 percent from 1980 to 1990, compared with 31 percent for men. Men still outnumber women in the work force. The number of automobiles in the area increased 48 percent during the decade.

The federal study, based on a survey of 18,000 U.S. households, says that the additional trips by women are during the weekday and largely for personal errands—the type of travel that contributes to clogged roads not only during rush hours but at midday. The report's

author does not blame women for the increase in congestion, only notes the trend.

The author, Falls Church consultant Alan E. Pisarski, said: "We've all made sport of this. We say, 'You go tell the politicians the answer to congestion is to get women to stay home like they used to.'"

"I speak to some women's groups and I jokingly have told them if women had stayed home as they did in the 1960s and 1970s, we wouldn't really have suburban congestion problems," said Stephen C. Lockwood, the Federal Highway Administration's policy chief.

The humor is lost on many women who are now a permanent part of the work force.

"There are many of us who'd gladly sacrifice our jobs to reduce congestion as long as we could still get the paycheck to help pay the mortgage," said Sherry Conway Appel, spokeswoman for the Metropolitan Washington Council of Governments. "We work because

Study Cited: "Summary of Travel Trends," by Patricia S. Hu and Jennifer Young, from the Nationwide Personal Transportation Survey, March 1992, 42 pages.

Available From: Federal Highway Administration, Office of Highway Information Management HPM-40, 400 7th St. SW, Washington, DC 20590; 202/ 366-0160.

Cost: None

we have to, not because we're trying to cause traffic jams."

Charles Lave, a professor at the University of California-Irvine who studies transportation, said the growth in personal income has made it possible for women and teenagers to get cars. At the same time, their use of mass transit is dropping, the study says.

"The growth in personal income has allowed women to demand the same amount of independence with the automobile that men previously had," Lave said.

Mary Anne Reynolds, spokeswoman for the Virginia Department of Transportation, said she was at Fair Oaks Mall late one night last week. "As I headed back to the car, I noticed every shopper leaving was a woman, probably a working woman," she said.

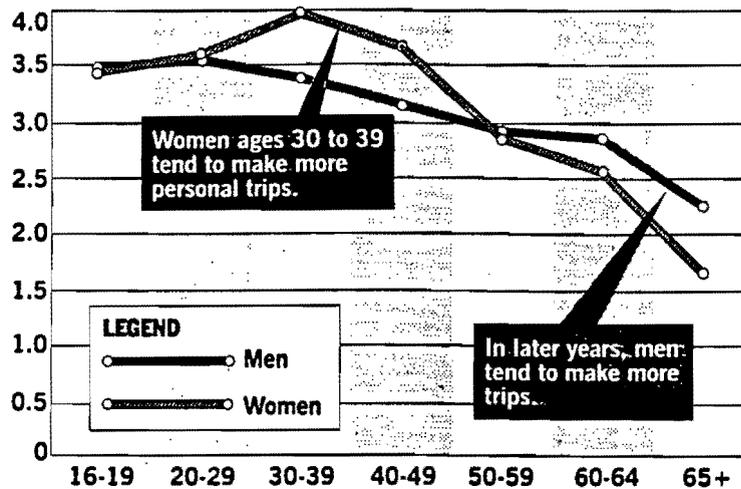
The study found that the number of auto trips taken by teenagers is about the same for men and women. Starting in their twenties and continuing until age 50, women make more trips than men of the same age, especially women ages 30 and 39. After age 50, men travel more often and longer distances than women, but the number of trips is low. Men still drive more miles a day on the average than women because their trips generally are longer.

As women have been driving more, some researchers have noticed a sharp increase in the number of accidents involving women, although more men are killed or injured in accidents. The death rate is increasing for women while declining for men. Stress from job and family may be a reason.

"Many men are going home feeling like they can relax, while a lot of

WHO'S DRIVING MORE

A recent federal study found that women are taking more car trips each day than men, although men tend to drive more miles. Here's a look at the average number of trips taken each day by men and women, by age group.



SOURCE: Federal Highway Administration

women are thinking, 'Oh, I have 15 more things to do before I go to bed,' " said Carol L. Popkin, a researcher at the University of North Carolina.

Christine Bintz, 36, of Reston, knows about stress. She juggles a full-time job at a Reston hotel, art classes in Alexandria and being the mother of a 2-month-old daughter and 14-year-old son. There are trips to the babysitter's, the doctor's office and the grocery store, among other places.

"It's a major adjustment for me," Bintz said.

Men and women have different views of the changes on the road.

"I have been appalled at the driv-

ing habits of aggressive young women in fast cars who tailgate without hesitation and who act with incredible recklessness in traffic at high speeds," said Richard L. Schmidt, of Arlington, who retired recently from the federal government. "How many times have I seen young women on the Beltway in the morning applying makeup at 60 miles per hour, while balancing a coffee cup?"

Countered Liz Ziemski, spokeswoman for the Maryland Department of Transportation: "I just hate it when I get behind one of those men on the Beltway who is combing his hair, shaving with a portable razor or tying his tie while he's driving."

Study Cited: "Travel Behavior Issues in the 1990's," by Alan J. Pisarski, from the Nationwide Personal Transportation Survey, July 1992, 73 pages.

Available From: Federal Highway Administration, Office of Highway Information Management HPM-40, 400 7th St. SW, Washington, DC 20590; 202/366-0160.

Cost: None

Study Cited: "Drinking and Driving by Young Females," by Carol L. Popkin, 1990, 18 pages.

Available From: University of North Carolina at Chapel Hill, Highway Safety Research Center, 134 1/2 E. Franklin St., Campus Box #3430, Chapel Hill, NC 27599; 919/733-3222.

Cost: \$3.00

Blacks Increasingly Independent, but Rarely Vote Republican

By Lynne Duke
Washington Post Staff Writer

Although they traditionally are labeled as liberals, a third of blacks in a recent Joint Center for Political Studies survey called themselves conservatives. A quarter of them said they are political independents, not Democrats. Nearly half supported capital punishment and limits on abortion rights. Majorities thought people who possess drugs should be evicted from public housing and that women who have more children while on welfare should not necessarily get more money.

Are these blacks Republicans in the making? Hardly, analysts say.

Three years after then-Republican National Committee chairman Lee Atwater played guitar with blues legend B.B. King and set his sights on wooing black voters back to the party of Abraham Lincoln, the Grand Old Party refrains, for blacks, largely off-limits.

Even widespread black disaffection with the Democrats, evidenced by the trend among blacks toward "independent" affiliation, is not expected to translate into gains for the GOP. Democratic presidential nominee Bill Clinton and his running mate, Albert Gore Jr., are expected to get at least 90 percent of the black vote, polls show.

Historically, black voters have identified with the party that has done more for civil rights and political empowerment, which means the Democrats. And the absence of blacks from the GOP has made it easy for Republicans to be painted, even if unfairly, as

"intentionally racially divisive and therefore not morally suited to govern the entire country," Clarence Carter, director of African-American affairs for the Republican National Committee, said in an interview from Houston, site of the party's convention.

But that broad brush should stroke both ways, Carter said. Republicans routinely are accused of race-baiting because an independent campaign ad in support of Bush in 1988 used Willie Horton, a black Massachusetts prison inmate who raped a white woman while on furlough, to paint Democratic nominee Michael S. Dukakis as soft on crime. But months before those Horton ads ran, Gore, then a candidate for the Democratic presidential nomination, used the furlough issue against Dukakis, then governor of Massachusetts.

And although Bush attacked the Civil Rights Act of 1990 as a quota bill before signing it in 1991, Clinton's state of Arkansas, where he has been governor for five terms, does not have civil rights legislation barring discrimination in housing and hiring. Clinton supported a bill introduced last year, but it failed.

Among many analysts, black and white, it has become a truism that African Americans are faced with one party that ignores them and another party that takes them for granted. The result is a black electorate that is largely left out of the campaign equation.

Roger Wilkins, a historian and liberal commentator, said the Clinton campaign's

Study Cited: "Summary of Findings of the National Public Opinion Surveys," by Joint Center for Political and Economic Studies, October 27, 1992, 33 pages.

Available From: Joint Center for Political and Economic Studies, Attn. Mary Archibald, 1090 Vermont Ave. NW, Suite 1100, Washington, DC 20005-4961; 202/789-3500.

Cost: None

seeming focus on suburban and largely white middle-class voters is a particularly striking example of taking black voters for granted. He called the Democrats a "me too' Republican Party." David Bositis, an analyst at the Joint Center, said the assumption of black Democratic support also is based on demographics: Democrats represent urban areas of the North and Midwest, where most blacks live. William E. Brock, a former RNC chairman on whose watch Jesse L. Jackson and Benjamin L. Hooks addressed the party, said the black vote is taken for granted by Democrats, in part, because black leaders have allowed it.

As for the Republicans, opinions both within the GOP and outside it vary on whether racial or political motivations underpin the practice of not targeting black voters. Brock said that the narrowing of politics to single issues, such as abortion, welfare or crime, means "there is not as much consideration of broadening the base and really trying to create a large umbrella that incorporates a sufficient diversity."

Alan Keyes, a black Republican running for the U.S. Senate from Maryland, last week called his party racist and said he was being treated as "the invisible man" of the party, which he said has given too few resources to his campaign and resisted giving him an active role at the convention.

Carter said the absence of blacks from the party is the result of a "business equation" turned "Catch-22."

"If indeed you don't outreach [to] them, African Americans are not going to come," he said. "If they don't come, then we don't outreach."

A record number of blacks—103 of 2,210—are delegates to the Republican National Convention, and five blacks are scheduled as convention speakers, including J.C. Watts, an Oklahoma corporations commissioner who is the first black elected to statewide office there. In addition, there are 57 black GOP candidates in state and local elections, up from 13 in the last election cycle.

Carter cited these figures as a beginning of what he called "the theory of the field of dreams" for creating an infrastructure hospitable to blacks. "If you build it, they will come," he said.

"Black people yearn for a choice," said Wilkins. "We would love to have a choice, but how are you going to go to a party and vote for a president when he's Willie Hortoning you?" The Horton effect could be undercut, he said, with a bold Bush stroke, such as making Joint Chiefs of Staff Chairman Colin L. Powell, who is black, his running mate.

Michael C. Dawson, a political science professor at the University of Michigan and author of the forthcoming book "Behind the Mule: Race, Class and African American Politics," likened the position of black voters in the 1992 campaign to their position during the 1950s, when both parties appeared to be running from emerging civil rights issues.

Blacks had been solidly Republican from Reconstruction through the late 1920s, when they began leaving the party in response to Republican opposition to an anti-lynching law and efforts to recruit blacks by Democratic machine politicians in the northern cities like Chicago. That shift was completed when Franklin Delano Roosevelt's New Deal of the mid-1930s brought huge numbers of blacks to the Democrats.

The rise of the segregationist "Dixiecrat" southern Democrats, who walked out of the 1948 Democratic convention, sent some black voters back to the GOP; 36 percent of blacks voted Republican in 1956.

Then Democrats John F. Kennedy, and to a far greater degree Lyndon B. Johnson, became the political figures most closely associated with the civil rights gains of the 1960s. At the same time, the Republicans were crafting their "southern strategy" to go after white voters. The black shift to the Democratic Party became nearly total. Ronald Reagan in 1980 received 18 percent of the black vote, but that was an aberration.

Often in recent years, Republicans have said the growing ranks of affluent blacks could be wooed to the GOP. But middle-class blacks are perhaps most attuned to civil rights issues, Dawson said. Middle-class blacks have had to fight their way into the professions and, compared with their white counterparts, they have lower employment status and less earnings and wealth.

Study Cited: Behind the Mule: Race, Class, and African American Politics, by Michael Dawson, 1993.

Available From: Princeton University Press, California Princeton Fulfillment Services, 1445 Lower Ferry Rd., Ewing, NJ 08618; 800/777-4726.

Cost: \$16.95

Tie Found Between Risk of Adult Rape and Being Raped as a Child

WASHINGTON, Aug. 16 (AP) — A study released today found that women who experienced rape or attempted rape as an adolescent were much more likely to face rape or attempted rape during their first year in college. But the researchers had no explanation for the correlation.

Researchers also found that the risk of rape or attempted rape during adolescence was higher in women who had been exposed to family violence or had been sexually victimized as children.

But these childhood experiences had no direct bearing on the risk of rape or attempted rape in the first year of college, said Jacquelyn White, a psychology professor at the University of North Carolina at Greensboro. Ms. White did the research with a colleague, John Humphrey, and presented it at the annual meeting of the American Psychological Association.

The results suggest that rapists can sense vulnerable women, Ms. White said in an interview, but "what it is that they're cuing in on, I really don't know."

She also stressed that her results do not mean that women are responsible for being raped.

Rape was defined in the study along legal lines, including sex coerced through physical force, alcohol, drugs or threat of force, and sexual acts like anal or oral intercourse with force or threats of force, she said.

The study focused on 702 women at the University of North Carolina who were surveyed about adolescent and childhood experience as incoming freshmen, and then about their first year of college at the end of that year.

They filled out a questionnaire about sexual assault experiences that asked if they had experienced specific acts, such as being held down by a man to force sex. The questionnaire did not mention "rape" or "sexual assault" so that the women would not have to apply those labels, because many women do not consider rape as such if it is committed by an acquaintance, Ms. White said.

Legal Terms to Define Rape

Analysis of the two surveys showed that women who experienced rape or attempted rape as an adolescent had 239 percent the chance of other women of being the victim of rape or attempted rape during the first year in college.

Of the 702 students, 91 were raped or experienced attempted rape during that year. Most rapes or attempts were committed by acquaintances, as is true of rapes generally, Ms. White said.

A separate analysis found that the women who had experienced family violence or sexual victimization before age 14 had 244 percent the chance of adolescent rape or attempted rape as other women did.

The study defined experiencing family violence as witnessing physical blows between family members or receiving blows. Sexual victimization referred to activity involving an adult or coerced acts with a peer.

The reasons for the study results are not clear, Ms. White said.

Results suggest that campus programs to prevent sexual assaults by focusing on women's attitudes and self-defense behaviors may be missing the mark and should look more at helping women evaluate how their past experiences put them at risk, Ms. White said.

Study Cited: "Predictors of Repeated Victimization," by Jacquelyn White and John Humphrey, an ongoing study begun in 1990.

Available From: Jacquelyn White, Department of Psychology, University of North Carolina at Greensboro, Greensboro, NC 27412; 919/334-5235.

Cost: None

Widespread Sexual Bias Found in Courts

By JUNA WOO

Staff Reporter of THE WALL STREET JOURNAL

Sexist jokes in the courtroom. Male lawyers demanding sex from female opponents during settlement talks. Women being called "dearie" or "honey."

These and other examples of sexism, both blatant and subtle, have been unearthed by task forces across the country studying sexual bias in the courts. The studies, sponsored by courts and bar associations in 23 states and the District of Columbia, have found widespread bias in state justice systems. Similar studies are under way in 14 other states.

Open hostility to women is growing more rare, the studies show, but it still exists, especially outside urban areas and in male-dominated practices such as bankruptcy law. But the task forces found that more subtle sexual bias among judges, lawyers and even jurors is a fact of life everywhere in the legal system, as it is in other professions.

The researchers also reported wide disparities between men and women in perceptions about what sexism is and how often it occurs in the justice system. But women are quick to say that even subtle bias has an adverse affect on justice.

"It seems so insignificant, but when you take the whole treatment into consideration, it all adds to the difficulties that women have in representing clients," said Ohio Supreme Court Justice Alice R. Resnick. "The male attorney doesn't have any

of this stuff to go through. As soon as he gets out of law school and passes the bar, he is accepted as a lawyer. A woman still has to prove she is a competent attorney every time she appears before a different judge."

While the methodology varied — researchers used surveys, focus groups and public hearings to collect data — a string of consistent observations runs throughout thousands of pages of findings.

One woman quoted in a 1990 California report recounted a judge who, when told in his chambers that a case involved sex discrimination, grabbed his crotch and said, "I've been waiting to get one of these." Another California attorney told of a judge who said, "I notice that your client is a woman. I just want to make sure we're not going to get all emotional and histrionic out there."

A study released this month by the San Francisco-based Ninth U.S. Circuit Court of Appeals, the first federal appeals court to issue a report, found that 60% of female lawyers had received unwanted sexual advances and felt other sexual harassment in the last five years. Some of those attorneys said a male opposing lawyer had offered to settle a case if she went to bed with him.

All of the studies, including four issued this year, reveal a significant chasm between the sexes in the way they see sexual discrimination. Men frequently say they see little or no sexual bias in the courts. Of more than 2,500 male attorneys surveyed in Colorado's 1990 report, one-third said bias doesn't exist at all. Only 3% of more than 900 female attorneys surveyed held that view. Most female attorneys thought bias common, though subtle.

Similarly, in a New Jersey study of

1,100 lawyers, one-third of the women surveyed said male attorneys "often" disparaged females and made sexist jokes. But only 7% of male lawyers said they frequently heard such comments.

"It's shocking because I think we expect, in the law, that lawyers and judges would be more enlightened than people on the outside," said Keith Cross, a member of Colorado's task force and an assistant district attorney in Glenwood Springs, Colo. "Most of the men felt the task force really wasn't necessary."

To test the commonly held belief that younger men are less biased than older ones, the Ninth Circuit, which includes nine states, broke down its survey results by age. But responses by people younger than 40 were almost identical to those of people older than 40.

Women in all the studies said that even though blatant sexism is uncommon, condescension toward females, often by well-meaning lawyers and judges, forms a daily and tiring undercurrent to courthouse life.

For instance, female attorneys complained of being called "honey" or "dearie" instead of "counselor." Detroit trial lawyer Linda M. Atkinson said men might consider the words harmless or even flattering. However, she equates the use of such terms to calling an African-American man "boy."

"The person who uses it feels free to infringe on the dignity of the recipient," Ms. Atkinson said. "It also suggests intimate familiarity, which is offensive in a courtroom setting."

Women lawyers also reported that court workers of both sexes frequently presume them to be paralegals or secretaries. A few female lawyers said a male

Study Cited: "The Preliminary Report of the Ninth Circuit Gender Bias Task Force," by the Ninth Circuit Gender Bias Task Force, July 1992, 201 pages.

Available From: Office of the Court Executive, 121 Spear Street, Suite 204, San Francisco, CA 94105; 415/744-6150.

Cost: None

attorney or judge had expected them to type or take notes in a meeting.

Juries find female witnesses less credible than males who testify, according to a 1986 survey of New York lawyers, and female experts generally must give many more credentials than male experts. Roxanne B. Conlin, president of the American Trial Lawyers Association in Washington, recalls using a female expert who happened to be attractive and small. Some jurors initially refused to believe the expert was actually a doctor, said Ms. Conlin, who interviewed the jurors after the case was over.

Domestic-violence cases and other disputes involving women were considered by judges to be low-status assignments, according to most of the reports. Family-law cases were ranked the least desirable by 575 male and female California judges surveyed.

Deborah J. Magnoli, a recent litigant in Bethel, Conn., said that a male judge hurried her and her estranged husband through a visitation dispute, but dealt patiently with the next case, a foreclosure. "A foreclosure is more important than a child?" Ms. Magnoli asked incredulously.

The reports of bias may stem partially from the fact that judges are overwhelmingly male. States that issued reports ranged from having 7% female judges, in Utah, to 24% in Georgia. In most states, managerial court employees also tend to be male, while clerical workers are over-

Bias in the Courts

Selected findings from task-force reports on sexual bias in state and federal courts

- 64% of 105 female judges said sexual bias was widespread in California state courts.
- 93% of Utah state judges were male.
- 94% of clerical positions in Connecticut state courts were held by women; only 33% of administrative jobs were held by women.
- More than one-third of the women lawyers practicing before the federal appeals court serving Western states said an opposing lawyer had made unwanted sexual advances or otherwise sexually harassed them in the past five years.
- 63% of women lawyers surveyed in Massachusetts said court workers had asked them, "Are you an attorney?" That was more than double the proportion of men who said they were asked the same question.

whelmingly female. In Connecticut, for example, 94% of clerical workers were women, while two-thirds of administrators were men. Connecticut and Georgia released their reports last fall. Utah's report came out in 1990.

As a result of the reports, which began appearing in the 1980s, women are making slow gains. After New Jersey released its study in 1984, the chief justice of the state's Supreme Court ordered all judges to address male and female lawyers as "counselor," and one judge voluntarily removed a "Male Chauvinist Pig" award from his chambers. In many states, judges and mediators must undergo sensitivity

training. Wisconsin includes such training in its education for judges.

Court rules are gradually changing as well. California, New York, Florida and other states now have judges available around-the-clock to issue protective orders for battered women. Colorado judges began formally instructing jurors in sexual-assault cases to avoid sexual-based stereotypes of how a woman "should" behave.

"For the most part, we've gone forward," said Gill F. Freeman, who leads a committee trying to implement Florida's study. "We haven't died and gone to heaven, that's for sure, but we are moving forward."

Study Cited: "Report of the Florida Gender Bias Study Commission, 1990," by Florida State Supreme Court, Florida Law Review, Vol. 42, No. 5, December 1990, 246 pages.

Available From: Florida Law Review, 115 Holland Hall, Gainesville, FL 32622; 904/392-2148.

Cost: \$6.00

Study Cited: "The Second Report of the New Jersey Supreme Court Task Force on Women in the Courts," by the New Jersey Supreme Court Task Force on Women in the Courts, 1986, 110 pages.

Available From: Marilyn Slivka, Administrative Office of the Courts, R.J. Hughes Justice Complex, CN-037, Trenton, NJ 08625; 609/292-0856.

Cost: None

Study Cited: Gender and Justice in the Colorado Courts," by the Colorado Supreme Court Task Force on Gender Bias in the Courts, 1990.

Available From: Office of the State Court Administrator, 1301 Pennsylvania St. #300, Denver, CO 80203; 303/837-3658.

Cost: \$4.50 + \$1.50 postage

Study Cited: "Report of the New York Task Force on Women in the Courts," by the New York Task Force on Women in the Courts, Fordham Urban Law Journal, Vol. 15, 1986-1987, pages 11-198.

Available From: Fordham Urban Law Journal, 140 W. 62nd St., New York, NY 10023; 212/636-6881.

Cost: \$5.00

Study Cited: "Update on Women in the Courts: Five-Year Report," by New York Judicial Commission, Fordham Urban Law Journal, Vol. 19, 1992, pages 313-390.

Available From: Fordham Urban Law Journal, 140 W. 62nd St., New York, NY 10023; 212/636-6881.

Cost: \$5.00

Study Cited: "Final Report of the Michigan Supreme Court Task Force on Gender Issues in the Court," by the Michigan Supreme Court Task Force on Gender Issues in the Court, 1989, 141 pages.

Available From: Michigan Office of the Court Administrator, Department of Management and Budget, Office Services Division, Publications Section, 2461 Crowner Dr., Lansing, MI 48913; 517/322-1897.

Cost: \$7.00

Study Cited: "Report of the Utah Task Force on Gender and Justice," by Utah Task Force on Gender and Justice, 1990, 100 pages.

Available From: Setti Jakeman, Administrative Office of the Courts, 230 South 500 East, Suite 360, Salt Lake City, UT 84102; 801/578-3821.

Cost: None

Penalties Lower For Pollution in Minority Areas

Associated Press

The federal government moves more slowly and imposes lesser penalties against polluters in minority communities, according to a report in the National Law Journal.

Penalties imposed by the Environmental Protection Agency and the speed at which the problems of hazardous wastes sites are addressed varied widely, depending on whether the communities involved were white or were inhabited by minorities, the journal said yesterday.

The publication outlined its find-

ings after examining thousands of environmental lawsuits filed by the federal government over the last seven years as well as administrative enforcement actions by the EPA and the agency's record in dealing with 1,777 Superfund toxic waste sites.

EPA spokesman John Kasper said the agency is "concerned over the points raised by the National Law Journal and we're looking at it closely."

The EPA found last January that minority communities do face a disproportionate number of environmental problems from all types of pollution. But Kasper said the agency disagrees with the idea that this is due to lax enforcement.

Kasper added that "certainly we would not agree that the government has a policy of racism as far as enforcing environmental laws."

Study Cited: "Unequal Protection," by Miriam Levelle, et al. National Law Journal, Vol. 15, No. 3, September 21, 1992, 12-page supplement.

Available From: National Law Journal, 111 8th Ave., Suite 900, New York, NY 10011; 800/888-8300.

Cost: \$4.50

Study Cited: "Environmental Equity: Reducing Risks For All Communities: Volume 1: Workgroup Report to the Administrator," by Environmental Equity Workgroup, 1992, 43 pages.

Available From: U.S. Environmental Protection Agency, Office of Environmental Equity, 401 M St. SW, TM 224, Washington, DC 20460; 202/260-6357.

Cost: None

Study Cited: "Environmental Equity: Reducing Risk for All Communities: Volume 2: Supporting Documents to Workgroup Report," by Environmental Equity Workgroup, 1992, 130 pages.

Available From: U.S. Environmental Protection Agency, Office of Environmental Equity, 401 M St. SW, TM 224, Washington, DC 20460; 202/260-6357.

Cost: None

reproductive health
work and family
health care
welfare
tax policy
employment, women

Economists Offer Women's Policy Agenda

By Spencer Rich
Washington Post Staff Writer

A coalition of female economists headed by two Washington scholars proposed a six-point, \$100 billion-a-year national women's policy agenda yesterday calling for guaranteed health care, anti-discrimination measures, abortion rights, improved child care, welfare reform and new taxes to pay for it all.

Barbara Bergmann, professor of economics at American University, and Heidi Hartmann, director of the Institute for Women's Policy Research, a Washington think tank, said the proposals "will require additional spending," but "as economists, we assert that the country can mobilize the resources to finance such programs, even while cutting the deficit."

The agenda was drafted by the liberal-leaning Economists' Policy Group on Women's Issues and was endorsed by nearly 80 economists, including Nobel prize winners Franco Modigliani and Robert Solow of the Massachusetts Institute of Technology and James Tobin of Yale University.

Bergmann and Hartmann, with four other economists, graded the policy proposals of President Bush and Bill Clinton. They weren't totally happy with those of either candidate.

The economists awarded Bush an overall grade of "D." Clinton earned a "B-minus."

Point-by-point, the candidates were graded as follows:

■ **Welfare reform:** Bush earned a C; Clinton a C-plus. "Single mothers will not be able to escape poverty unless they earn wages and get government help with child-care expenses and health insurance and receive tax-supported cash supplements," the econ-



IDEAS AND FINDINGS

omists said. "This is the only way to solve the problem of poverty and poor children and their mothers and get them into the mainstream and working," Bergmann said.

The group proposed higher government wage supplements, education and job training for low-income working parents. They also recommended public-service employment, government-provided child care, guaranteed health insurance and stronger child-support enforcement against absent parents.

■ **Reducing workplace discrimination against women:** Bush D-minus; Clinton B-minus. The economists recommended stronger enforcement of class-action lawsuits by the Equal Employment Opportunity Commission, which they said Ronald Reagan and Bush had "gutted." They also called for stronger enforcement of the Federal Contract Compliance program, barring discrimination by

firms doing business with the government, and stricter government guidelines to boost pay in traditionally low-paid jobs held by women, using skill-evaluation criteria.

■ **Affordable child care:** Bush D; Clinton B-plus. The group recommended government subsidies and guaranteed unpaid maternity leave as proposed in the Family and Medical Leave Act that Bush vetoed last month.

■ **The right to birth control and to "terminate an unwanted pregnancy":** Bush, who strongly opposes abortion, rated an F; Clinton got an A.

■ **Health care:** Bush and Clinton both got a C. The group called for "a guarantee of health care to everybody in this country." It said neither Bush's nor Clinton's health plan really spells out an adequate proposal.

■ **Increased taxes:** The group called for more taxes to pay for the proposed changes. Bush, who opposes any tax increases, got an F; Clinton a C.

Gail R. Wilensky, deputy assistant to the president for policy, took issue with the economists' proposed agenda and said, "For people who are concerned about women, they are proposing piling on more and more employer mandates that would hurt small business and reduce jobs for women."

She said that to better the condition of women, "We don't think their strategies would work as well as the president's."

Study Cited: "Women's Economic Policy Agenda," by Economists' Policy Group on Women's Issues, October 8, 1992, 15 pages.

Available From: Institute for Women's Policy Research, 1400 20th St., Suite 104, Washington, DC 20036; 202/833-1599.

Cost: None

The Roaring Twenties

No Longer Apathetic, Younger Voters are Shaking Up Politics

By Jonathan S. Cohn

MADONNA IS not quite what Thomas Jefferson had in mind when he said civic leaders need to educate the public about politics. But if Jefferson could have seen Madonna on the recent "Rock the Vote" television program, he might have given her a hearty endorsement.

That's because Rock the Vote, a music-industry campaign to increase voter registration among youth, may be succeeding where previous efforts have failed. With only three weeks until Election Day, the MTV generation—my generation—is finally tuning in to the world of politics.

According to a recent survey conducted by MTV and Rock the Vote, more than 60 percent of eligible voters under 30 say they are "almost certain" to vote in November. That figure may be optimistic (who admits to not planning to vote?), but the turnout will surely exceed the paltry figures of the past few elections, when as few as 36 percent of eligible voters in this age bracket bothered.

Unfortunately, voting is but one symbolic part—albeit an important one—of civic virtue. If the sudden revival of interest in politics among twentysomethings is heartening, the lingering cynicism about what politics can accomplish is a cause for worry: According to an MTV/Rock the Vote survey of 18- to 29-year-olds, 75 percent say they distrust politicians

Jonathan Cohn is assistant editor of the American Prospect, a political quarterly based in Cambridge, Mass.

(with 22 percent saying they do trust them). So much for young idealism.

Still, the last six months have witnessed a significant turnaround in twentysomething political attitudes. Prior to the '92 presidential campaign, most political observers had written off these voters altogether. Studies such as the "Age of Indifference," published two years ago by the Times-Mirror Center for the People and the Press, argued that young voters "know less" and "care less" about politics than any generation in recent memory.

According to the MTV survey, though, 65 percent of this age group say they have a high interest in politics and 55 percent say they talk politics. And 87 percent think America needs to make "major changes" this election year. How does this translate into issues? When the American Council on Education and UCLA surveyed college freshmen last year, they found that support for national health care, abortion rights, gay rights and the environment had reached its highest level ever.

Sheer financial reality is also impelling many toward politics. According to the Economic Policy Institute, wages for young workers have steadily declined over the last 20 years, landing more and more of us in what novelist Douglas Copeland described as "McJobs"—low-pay, low-prestige, no-future service-sector jobs. With the recession, mild financial angst has become full panic, and many of us are paying attention to what the candidates are saying about the economy—if only out of necessity. In the MTV survey, 73 percent viewed the present as a hard time for youth (20 percent believe the opposite), and 51 percent think the economy is a primary issue.

The Democratic presidential candidates, meanwhile, have been busily stoking the

Study Cited: "The American Freshman: National Norms for Fall 1991," by Alexander Astin, et al., January 1992, 167 pages. (The 1992 Freshman Survey will be published January 11, 1993.)

Available From: Higher Education Research Institute, UCLA Graduate School of Education, 405 Hilgard Ave., Los Angeles, CA 90024; 310/825-8331.

Cost: \$20.00 + \$3.00 shipping

flames of youth activism. Bill Clinton and Al Gore appointed themselves prophets of "generational change" in July and have appealed directly to twentysomething voters. The result is that 18- to 30-year-olds, once thought a solid Republican bloc, now represent Clinton/Gore's strongest age-group constituency.

"I remember the last two or three elections on campus," says Owen Byrd, director of GreenVote, a group of young environmental activists that has helped organize some Clinton/Gore campaign rallies. "I think this is different. This is bigger. People feel more urgent about it."

But exactly what does the MTV generation want from the next four years? It's difficult to tell, because for all the new idealism, there remains that nagging hesitancy to embrace idealistic crusades. We want change but have trouble believing it can happen. We're stuck in a political split-personality, personified by the emergence of two groups in Washington during the last year.

One group, Public Allies, was started by 26-year-old Vanessa Kirsch after her stint with pollster Peter Hart, who was surveying young voters for People for the American Way. While that group concluded that the young simply didn't care about politics or issues, Kirsch—after transcribing scores of interviews—suspected the problem was more complex. The surveys "said young people have a negative attitude towards politics, civic participation," Kirsch says, "but underlying that was a real interest in doing something and making a difference in their communities."

Today, Public Allies seeks to capitalize on that instinct by recruiting participants from Washington's inner city and placing them in

one-year apprenticeships with various organizations and officials. Seeking to foster political idealism among those who have the most reason to be disillusioned, it seems to have struck a nerve.

A few blocks away, another organization is crusading to bring the young back into the political fold. Lead or Leave, the brainchild of youthful pols Jon Cowan and Rob Nelson, asks politicians to take a pledge that they will not seek re-election unless the deficit is cut by 50 percent during the next four years. Because government debt prevents spending and growth, the two men see the deficit as the primary obstacle to a progressive politics that young voters would care about. "It's our future," says Nelson. "We ought to ask our generation to go to bat for itself."

Although non-partisan, both organizations aspire to the same goal: progressive politicization of the twentysomethings. The problem, alas, is one of competing expectations. If Public Allies promotes more government activism, Lead or Leave calls for more government responsibility. The priorities that these groups implicitly endorse provide an apt metaphor for this generation's political choices. According to polls, most of us feel similarly torn between the extremes of moral idealism and political skepticism. This is, after all, the generation that woke up to politics with Watergate. To truly engage us, leaders will have to deliver genuine social progress, which has been absent thus far in our lifetimes. And if they don't? Then we may truly become a generation lost in the political process.

Study Cited: "Age of Indifference," by Times-Mirror Center for the People and the Press, June 28, 1990, 31 pages.

Available From: Times-Mirror Center for the People and the Press, 1875 Eye St. NW, Suite 1110, Washington, DC 20037; 202/293-3126.

Cost: None

Study Cited: "Declining Wages for High School and College Graduates: Pay and Benefit Trends by Education, Gender, Occupation, and State, 1979-1991," by Lawrence Mishel and Jared Bernstein, 1992, 34 pages.

Available From: Public Interest Publications, P.O. Box 229, Arlington, VA 22210; 800/537-9359.

Cost: \$5.00 + shipping

Study Cited: "Democracy's Next Generation," by Sandy Horwitt, Spring 1992, 180 pages.

Available From: People for the American Way, 2000 M St. NW, Suite 400, Washington, DC 20036; 202/467-4999.

Cost: \$11.95 prepaid

Study Cited: "MTV/Rock the Vote Survey," by Peter D. Hart Associates, Inc., 1992, 16 pages.

Available From: MTV Press, Irene Foo, 1515 Broadway Ave., New York, NY 10036; 212/258-8762.

Cost: None

suicide
teenagers
teen suicide
youth
youth, crime

Youth Suicide Attempt Rate Steady

Survey Says 1 in 12 High School Students Tries to Take Life

Reuter

ATLANTA, Oct. 15—One in every 12 high school students has attempted suicide, and one in four has carried a weapon at least once in the past month, the U.S. Centers for Disease Control (CDC) said today.

A report in the latest issue of the federal health agency's Morbidity and Mortality Weekly Report said that 7 to 8 percent of all American high school students have attempted suicide, and that as many as 19 percent have planned to take their own lives.

In a wide-ranging survey of more than 12,000 high school students in 23 states and territories during 1991, supplemented by surveys in 10 major metropolitan areas, the CDC said more than twice as many female students had attempted suicide as male students.

The CDC reported that 26 percent of all high school students said they had carried a weapon on at least one day during the month preceding the survey. Male students were about four times more likely than female students to carry a weapon, the report said.

Both suicide and weapons-carrying

were most common among urban youth, the agency said. For example, the report said about 52 percent of male high school students sampled in Jersey City, N.J., said they had carried a weapon at least once during the preceding month. It added that 15 percent of female students in Jersey City and 6 percent of male students reported suicide attempts.

But the survey found a high incidence of armed students in some rural areas. For example, the survey found 57 percent of male students in Alabama said they had carried a weapon in the prior month.

"I wouldn't say that these results are surprising, but they are concerning," said Laura Kann, a CDC school health specialist.

Last year, the CDC reported that a 1989 survey found more than 11 of every 100,000 adolescents committed suicide. But for every teenager who took his or her own life, that survey found there were more than 1,000 who made a suicide attempt serious enough to require medical attention.

Kann said results from the 1991 survey were "very comparable" to the 1989 figures.

Study Cited: "Morbidity and Mortality Weekly Report," by U.S. Centers for Disease Control and Prevention, Vol. 41, No. 41, October 16, 1992.

Available From: Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402; 202/783-3238.

Cost: \$1.00

Family Life

Health &
Reproductive Issues

The Wall Street Journal

January 7, 1992, p. B8

*childcare, costs
work and family
family income*

Parents' Heavy Burden Of Child-Care Costs

CHILD CARE exacts a heavy toll on working parents, two new studies document.

Child-care costs consume 23% of the family income of low-income parents, about the same proportion as housing, according to a joint report by the National Association for the Education of Young Children and two federal agencies. The average family pays about 10% on child care, the study found.

The numbers don't fully reflect the burden on many low-income workers. One fourth of 1,500 members of the International Ladies Garment Workers Union surveyed recently said child care consumed more than 35% of their gross pay. Maria Estela Acero, a sewing-machine operator in New York City, spends \$105 of her \$200-a-week income on care for her two young sons. Through a translator, Ms. Acero says she keeps working because she doesn't like being idle.

Many two-paycheck couples with children try to avoid child care and its costs by asking their

employers for split shifts, says Joyce Long of the American Federation of State, County and Municipal Employees.

Others take on debt to pay for high-quality care. Pat Ward and her husband, parents of two, borrowed money from her parents to pay \$10,000 a year, their half-share of the salary of an experienced caregiver for her first child and a neighbor's child in New York City. "We had to make a decision about our priorities," says Ms. Ward, a child-care specialist for the National Council of Jewish Women. The couple chose to take on debt rather than settle for less-expensive care. "If you borrow money to finance an education, why not child care?" asks Ms. Ward.

Some parents work on thin margins to stay in the work force. Jo Ann Witherelle, a food stylist who expects to spend \$1,100 a month for child care after her second child is born, says parents "pay all this money [for child care] so that when their kids are older, they will still have their careers. It's like a huge insurance policy."

Study Cited: Demand and Supply of Child Care in 1990, by Dr. Barbara Willer et al., November 1991, 60 pages.

Available From: National Association for the Education of Young Children, 1834 Connecticut Avenue, N.W., Washington, D.C. 20009; 202/232-8777.

Cost: \$5.00

Work-Family Plans Cut Absenteeism, Stress

DO CORPORATE work-family programs help the bottom line?

Yes, if reduced employee absenteeism and stress and improved morale are valid signs of rising productivity, says a recent Boston University report to the Ford Foundation.

The report, which summarizes more than a decade of research on flexible scheduling, family leave, child-care assistance and other benefits, cites evidence that "family-friendly" policies, particularly on-site child care, increase workers' job satisfaction and morale, and reduce absenteeism, turnover and tardiness.

"Employers and supervisors consistently praise the impact of corporate-sponsored child-care programs on employee morale and job satisfaction," says the university's Center on Work and Family.

But while evidence suggests that on-site child care and flexible scheduling can improve performance, more work is needed on the link between family policies and workers' output. "It can not be assumed that employees who feel better about their work environment are necessarily more productive," the study says.

Study Cited: "Linking the Worlds of Family and Work: Family Dependent Care and Worker's Performance," by Marcie Pitt-Catfouphes, Bradley Guggins and Judith Gonyea, December 1990, 82 pages.

Available From: Boston University Center on Work and Family, Attn: Jamie Johnson, 1 University Road, Boston, MA 02215; 617/353-2000.

Cost: \$25.00

Preschool Child Care Funds Called Inadequate

Most states spend too little on preschool child care and development, denying children from low-income families a chance at a quality education, an advocacy group says. Half of the states surveyed by the Children's Defense Fund spent \$25 or less per child for such care in fiscal 1990, the organization said last week at its national conference in Atlanta.

And even the highest-ranking states during that period failed to serve many families, the group said. "The primary conclusion of our study is not a single one of our states are investing adequately in the essentials for getting children ready for school," said Marian Wright Edelman, president of the nonprofit, Washington-based group.

The survey examined all state programs, including those with federal support, that help low-income families pay for child care or provide preschool education. The spending figures were determined from the entire number of children in each state.

Massachusetts topped the list, spending \$152 per child. Idaho placed last with 24 cents per child. Even California, which ranked sixth, estimated that it served only 10 percent to 20 percent of children eligible for its programs, Edelman said.

Southern states made up half of the bottom third. They were Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, Tennessee and Virginia. The majority of those states spent less than \$12.50 per child, the group said.

Idaho, South Dakota, North Dakota and Montana had no general state-funded child-care assistance for low-income parents in 1990, the group said.

— Associated Press

Study Cited: "State Investments in Child Care and Early Childhood Education," Children's Defense Fund, 1992, 34 pages.

Available From: Children's Defense Fund, 25 E St. N.W., Washington, D.C. 20001; 202/628-8787.

Cost: 4.50

Couples Challenging Same-Race Adoption Policies

By Lynne Duke
Washington Post Staff Writer

FORT WAYNE, Ind.—The little girl, cute as a pixie, showers hugs and kisses on the couple she now calls mommy and daddy. They are Audrey and Frank Mace, and they consider the precocious nail-biting 3-year-old, the victim of neglect as an infant, the answer to their prayers.

But earlier this year, a classified ad in a local newspaper wished the girl happy birthday "From Mommy and Daddy Kintz." Until last August, Sandy and Don Kintz had been the girl's foster parents. They say they had "bonded" with her, and she with them, during the nearly 2½ years she lived in their home.

The Kintzes wanted to adopt the girl, but the state welfare department recommended the Maces instead.

Both the Maces and the little girl are black, and the Kintzes—Don is white, Sandy is white and Native American—feel they have been victimized by a state policy that urges child welfare officials, whenever possible, to

place children in adoptive homes of the same race. "No bonding mattered," Sandy Kintz said in a recent interview at her home. "It was the race."

The Kintzes are one of a number of white foster couples throughout the Midwest who recently have complained to federal officials that their rights have been violated and their foster children traumatized by adoption policies favoring same-race placements.

These families believe they are victims of discrimination. But some child welfare officials say that in many of the cases the issue boils down to the hurt feelings of foster parents forced to give up children to whom they have grown attached.

As of mid-March, the Office of Civil Rights within the federal Department of Health and Human Services was looking at 27 cases around the nation in which discrimination on the basis of race or ethnicity was alleged in a foster or adoption placement, according to spokesman Larry Velez. The Midwest region,

Study Cited: "Barriers to Same Race Placement," by Tom Giles and Joe Kroll, April, 1991.

Available From: North American Council on Adoptable Children, 1821 University Ave., Suite N-498, St. Paul, MN 55104: 612/644-3036.

Cost: 5.00

Study Cited: Transracial and Inracial Adoptees, by Ruth McRoy, 1983, 168 pages.

Available From: Charles C. Thomas Publishers, 2600 First Street, Springfield, IL 62794-9265; 217/789-8980.

Cost: 26.50 + 3.50 shipping

which includes Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin, accounted for 19 of those cases. More complaints have been filed so far this fiscal year than in the past two years combined.

Civil rights officials at HHS say race is and should be an important factor in adoption placements, along with home stability, financial security and any special needs a child may have. But when race is the overriding or sole factor in a placement, it is a violation of Title VI of the Civil Rights Act of 1964, which says programs that receive federal funds cannot discriminate on the basis of race, nationality or religion.

HHS officials are not sure why so many complaints have cropped up so suddenly, but they speculate that adoption support groups and networks of foster parents have spurred these challenges to adoption policy. The Kintzes, for example, said they learned from the National Coalition to End Racism in America's Child Care System that they could fight the system by filing a civil rights complaint. The coalition is a loose network of mostly white foster parents who help others challenge policies through means such as lawsuits and complaints.

"For me, this is a mental health issue," said Carol Coccia, a foster parent and president of the coalition, based in the Detroit suburb of Taylor, Mich.

"I just cannot live with the idea of damaging children by moving them around, by breaking attachments, by teaching them that you cannot trust adults, that you cannot feel

security. . . . You yank kids around because they're black or because they're Hispanic, does that teach kids anything positive about being black or being Hispanic? There's a lot of craziness around right now."

Similar issues are being considered by the state Supreme Court in Minnesota, which is reviewing a lower court's ruling that a 2½-year-old girl—of black and white parentage—should be removed from her white foster home in a Minneapolis suburb and placed with her black grandparents near Lynchburg, Va.

At issue in all the cases is whether it is more important to keep a child in a secure loving home with people of a different race, or move the child to a new home—which in time also presumably would become secure and loving—with people of the same race.

"Nobody is pushing transracial adoption," said Mary Beth Seader of the National Committee for Adoption, a Washington-based adoption information clearinghouse. "What we're trying to do is find families for minority children. Our position is first you look for a matching-race family. If you can't find a matching-race family, do not delay placements."

Child welfare advocates say that if the system were operating as it should, disputes about interracial placement would not arise. The number of children in foster care has increased by 50 percent in the past five years. The complexity of child custody laws and the limited pool of adoptive homes means that children in this overburdened system often remain in foster care longer than was hoped.

This is particularly true for black children, who languish in foster care far longer than others. Although child welfare agencies generally have policies favoring same-race adoptions, they do a poor job recruiting black and other minority families as prospective adoptive homes, according to a report released a year ago by the North American Council on Adoptable Children. The report cited systemic racism as one reason for the recruiting shortfall.

Many workers doing the recruiting for prospective families are white and tend to think people like them make the best families, said Michael Weber, director of the Hennepin County, Minn., Department of Community Services.

In recognition of its problems in recruiting black families for black children, Hennepin County two years ago responded to pressure from the black community and reviewed 126 cases of black children living in white foster homes. The review resulted in 17 black foster children being placed in black foster homes, with the remainder of the children either being reunited with their birth families and relatives or remaining in their original non-black foster homes, said Weber, whose department is negotiating with the Office of Civil Rights to find a settlement to a recent adoption civil rights complaint.

Weber said the sensitivity about race in adoption placements has put social workers in a dilemma. "There are some people who say that if you don't look at race as the only thing or the overriding thing you're not doing your job," Weber said. "Others are saying if you even mention

Study Cited: Adoption, Race and Identity, by Rita J. Simon, April, 1992, 232 pages.

Available From: Greenwood Publishing Group, 88 Post Road West, Box 5007, Westport, CT 06881; 203/226-3571.

Cost: 45.00 + 3.50 shipping

race you're segregationist."

Adoption statistics are not gathered by the federal government, but according to American Public Welfare Association statistics for the end of fiscal 1988, the most recent number available, roughly 49 percent of children in foster care waiting for permanent placements were white, 39 percent were black and 8 percent Hispanic. But of the children adopted in that same period, 61 percent were white, compared to 23 percent who were black and 9 percent Hispanic.

Because of the clear shortage of black placements for black children, adoptions across race lines have become common. For instance, in Allen County, site of the Kintz-Mace controversy over the 3-year-old, social workers last year placed more black children in white homes than in black homes, according to Joan Uebelhoer, the Indiana Division of Family and Children official who oversees the county.

Research suggests that under some circumstances black children can thrive in white adoptive homes, provided the parents address racial concerns and do not allow the child to become racially isolated.

"These children grow up well-adjusted, very much aware of who they are in terms of race and racial background," said Rita Simon, a sociologist and professor of law and public policy at American University, who has conducted a 20-year study of 20 black adoptees in white homes. "If you compare their self-esteem, say, with birth children in the family, there's no difference in self-esteem."

But in a study of 30 black adolescents who had been adopted as toddlers in both different-race and

same-race homes, Ruth McRoy of the University of Texas at Austin found that most were racially isolated.

"The majority of the families were living in predominantly white areas, with kids attending predominantly white schools, and there was a tendency among those children to deny or dismiss racial identity and they were very likely to have picked up stereotypes about other blacks, primarily because they didn't have the contact," said McRoy, a professor of social work.

In the case of the Fort Wayne 3-year-old, social workers thought they had found the best of both worlds: a stable foster home for the child, and then a stable adoptive home with people of the same race.

The Maces—she is a police detective; he is a firefighter—say they can sympathize with the foster parents' feelings, but they believe the child is in the most suitable environment, especially since Audrey Mace's sister has adoptive custody of one of the girl's siblings.

"I am a firm believer that black kids—or whatever race you are—you should be placed with your own race so that you can identify with your own culture," said Audrey Mace, 41. "I'm not against a black child going into a white home . . . but let their own race be a priority first."

A judge will make the final decision on the Maces' adoption of the 3-year-old. In the meantime, relations between the Maces and the Kintzes—first through the welfare agency, then by phone, then in dueling newspaper articles and television appearances—are tense.

The Kintzes—he is a mechanical

designer, she is a homemaker—feel social workers have treated them as if "we're not good enough to raise [the little girl] because we're not black," said Sandy Kintz, 46. "It's discriminatory to the child. They're denying the child her rights to a bonded home."

Social workers say the child will bond anew in her new home. The Kintzes would like to get her back, but do not know if it would be wise, considering all that the child already has endured.

And while they await the outcome of their civil rights complaint, they are planning to test the same-race policy further. One of their four current foster children is a 5-year-old biracial boy. They have filed for adoption and expect to have to fight the system again. "I'm not going to let it happen a second time," Sandy Kintz said.

Study Cited: "Characteristics of Children in Substitute and Adoptive Care: A Statistical Summary of the VCIS National Child Welfare Database (Fiscal Year 1988 Data)," American Public Welfare Association, Toshio Tatara, Director, June 1992, 190 pages.

Available From: American Public Welfare Association, 810 First St. N.E., Suite 500, Washington, D.C. 20002-4267; 202/682-0100.

Cost: 20.00

New Fathers Reluctant to Take Time Out

By Shari Rudavsky
Washington Post Staff Writer

Many employers now allow men, as well as women, to take leave for the birth of a child. But few fathers of newborns choose to do so.

The reasons include financial concerns, exacerbated by an ailing economy, deeply entrenched male stereotypes and a fear of losing career opportunities.

Nine states and the District of Columbia mandate that employees have the right to take paternity leave for various periods without penalty. An additional eight states, including Maryland, offer similar provisions for all state employees. Many companies have instituted father-friendly policies that allow male employees to take up to three years of leave.

But few fathers take such leaves, most of which are unpaid. A 1990 survey of the nation's largest 1,000 companies conducted by Robert Half International, an accounting and financial services recruiting firm, found that while 31 percent offered some form of paternity leaves slightly more than 1 percent of eligible employees took advantage of them.

Gerry de Labry, who works for Aetna Life & Casualty Co. in Hartford, Conn., is part of that minority. The Mystic, Conn., father of four took three weeks off four years ago when his first child was born and

seven weeks last year when his wife gave birth to twins. De Labry originally assumed his company's family leave was only for women. But as his wife's pregnancy progressed he investigated and found it also applied to men. "I thought, why couldn't a guy do it? My wife was going through with all of this, and I wanted to make a contribution, to help out," de Labry said.

The desire to help his wife also persuaded Michael Flanders to switch to a part-time schedule for the three years before his daughter entered preschool. Flanders, who works for Anderson Consulting in Chicago, followed his wife's lead of going part-time to share the experience of child rearing. He said he worried at first that the paternity leave might affect his career. "A lot of us think, 'But this is my job!' But when you sit back and think about it, it is just that—a job—and your family has to take precedence," he said.

But to Larry D. Minichello, allowing his family to take precedence meant not taking a leave. An operations analyst at Connecticut National Bank, Minichello said he could not think of taking such a leave when his wife had her first child recently. "It was the economics of it," he said. Minichello had lost a job two years earlier and "the fear of losing this job sent chills up my spine, even though

the company I worked for explained that this would not jeopardize my position," he said.

Many fathers still see their primary role in the family as the breadwinner, said Joseph H. Pleck, a research associate at Wellesley College's Center for Research on Women. "The attitude is actually out there—yes, fathers should be involved. But there is also the attitude out there that fathers should not reduce their commitment to the job, never forget that their primary responsibility is to earn an income," he said.

Such ideas mesh with the stereotype that men who leave work to care for their children are not "macho," experts said. Men who take leaves said they feared their colleagues or friends would brand them "wimps."

"A lot of men have biases within themselves," Flanders said. "We all grew up with the stereotypes that it's my job to bring home the money. It's a real cultural thing that men feel guilty if they're not working and women feel guilty if they're not home."

Even men who take paternity leaves said they worried that their decision would eventually endanger their career. Many men who decide against leaves assume that taking a leave would send them down a "Daddy Track" as potentially harmful as the more familiar "Mommy

Study Cited: "Robert Half International 'Parent Track' Survey," by Robert Half International, Inc., 1990.

Available From: Robert Half International, 2884 Sand Hill Rd., Menlo Park, CA 94025; 415/854-9700.

Cost: None

Track" syndrome, which often prevents working mothers from advancing to top positions.

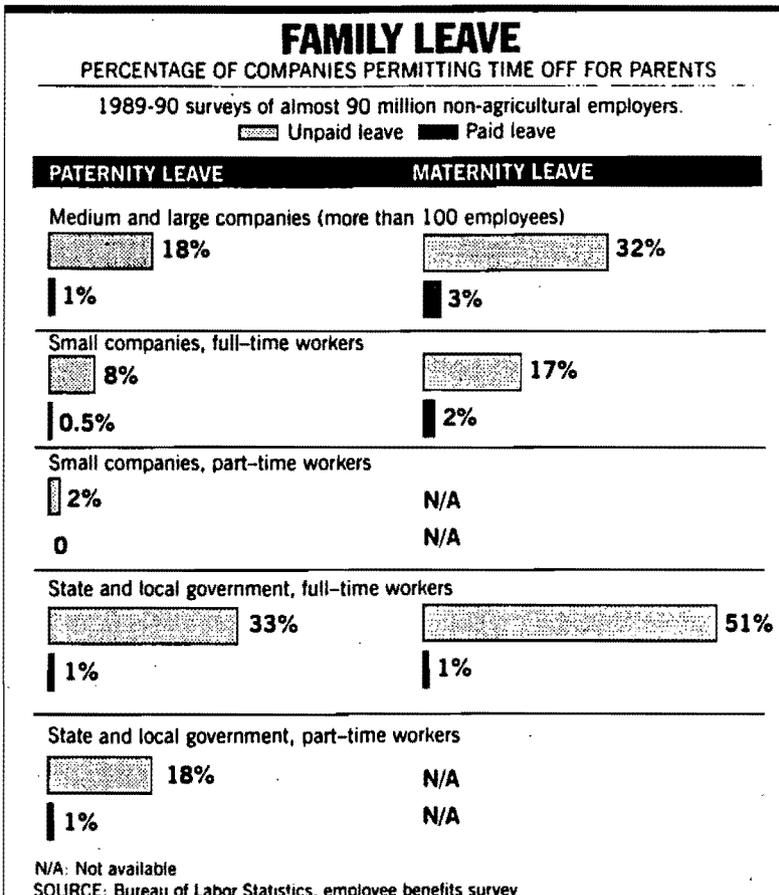
Managers' attitudes can reinforce this fear even in companies that have stated paternity or "family leave" policies, said experts who advise companies on how to help their employees balance career and family. Older managers may be wary of granting their employees benefits they did not have and consider employees who take leaves to be less serious about their careers, said Charles S. Rodgers, co-owner of Work/Family Directions, a Boston-based consulting firm that specializes in the changing demographics of the workplace.

Accordingly, some businesses train managers to respond supportively when an employee requests paternity leave. IBM, Johnson & Johnson and Corning Inc. include a section on paternity leave and related work-life issues in their manager training sessions.

Even the name can have an effect. Some companies use the term "family leave" or "leave of absence." While this might appear to be a matter of semantics, a name change removes much of the stigma that "paternity leave" carries, specialists in the field said. "Many men are very secure about their career by the time they must deal with elder care," said Sonia S. Werner, work-life consultant for Corning, which recently switched to a family leave policy. "Those men aren't nearly as worried about how it looks to other people as the employees who have only been here two years when their wife has her first baby."

Nevertheless, there remains a nagging fear that taking a paternity leave signals lack of commitment to a career. "It does seem sort of funny to ask for what in a sense will be fun," said Ted Kietzman, an engineer at Dow Chemical Corp. near New London, Conn. "Paternity leave seems like cheating, like taking a vacation when you're not really on vacation."

A similar rationale factors into the reluctance of many men who take leaves to spend more than a few weeks at home. Mark A. More-



land, a senior engineer at Corning Inc. in upstate New York, took one-month leaves after each of his two children were born. Moreland said a longer period would have been excessive. "At the end of the month I start thinking, I've done what I need to do, and I start thinking about getting back to work," he said. "If I took more time off, it would be harder for me to go back."

Human resources officials said they have found that family leave policies help them retain employees. Denise Cichon, a senior consultant at Aetna Life & Casualty said her company's policy, which allows employees like de Labry to take time off, has helped reduce the attrition rate in the past five years.

"We don't feel it's philanthropy," said IBM spokeswoman Kathleen A. Ryan of her company's leave policy. "We feel there are bona fide business reasons for it. We spend a certain amount of money to attract good people and we want to keep those people."

Ben & Jerry's ice cream company in Waterbury, Vt., recently decided to offer two weeks of paid paternity leave.

The few men who take formal leaves may belie the time fathers actually take off work when their children are born, psychologist Pleck said. In 1988 he found that of 142 men he interviewed, 87 percent took time off after the birth of a child, although 82 percent of those said they did not think of that time as paternity leave.

"The fact that an overwhelming majority of fathers are taking informal leaves says something very significant about fathers' desires to be involved with their kids and the constraints that fathers have to work with. Fathers have figured out that if they want to make adjustments in their jobs they can do so so that their co-workers and employers do not see them as being less concerned about their job," Pleck said.

Study Cited: "U.S. Workers Receive a Wide Range of Employee Benefits," by Glenn M. Grossman. Monthly Labor Review, September 1992, 3 pages.

Available From: Bureau of Labor Statistics, Employee Benefits Survey, 2 Massachusetts Ave. NE, Washington, DC 20212; 202/606-6222.

Cost: None

More Blacks Living With One Parent

The proportion of black children living with one parent has risen to nearly 58 percent, up from 32 percent in 1970, the Census Bureau reported today. The figure is 20 percent for white children and 30 percent for Hispanic children.

The bureau's annual report, Marital Status and Living Arrangements, is based on a survey of the population conducted in 1991. The survey also found that the number of American adults who had not married has nearly doubled, to 41 million, since 1970. Black adults were most likely to be single, with 44 percent of black men and 43 percent of black women unmarried by age 34. The comparable figures for white men were 25 percent and for white women, 15 percent.

Americans are also waiting longer to get married, divorcing more frequently and waiting longer to remarry after a divorce. As a result, married persons now make up 61 percent of all adults, down from 72 percent in 1970.

The number of interracial couples has increased dramatically since 1970, from 310,000 to 994,000. But interracial couples still make up just 2 percent of the nation's 53 million married couples, and that proportion is up only slightly, from about 1 percent in 1970.

The report found that 5 percent of all children live with their grandparents. And among unmarried adults aged 25 to 29, about 30 percent live with their parents.

Study Cited: "Marital Status and Living Arrangements: March 1991," by Arlene F. Saluter, Series P-20, No. 461, April 1992, 76 pages.

Available From: U.S. Department of Commerce, Bureau of the Census, Marriage and Family Statistics Branch, Washington, DC 20233; 301/763-7987.

Cost: \$6.50

'Megaskills' For Parents

William Raspberry

Prof. Douglas R. Powell, Ph.D., is an academic whose paper, "Strengthening Parental Contributions to School Readiness and Early School Learning," was written for other academics—and thus, on that account, is barely decipherable by ordinary folk. For instance:

"Mothers' child-rearing practices and beliefs during the early years of a child's life are related to the child's subsequent performance in school. A variety of maternal variables has been found to predict school readiness and achievement in elementary school grades, including achievement expectations, strategies for controlling the child, teaching style, affective tone of mother-child interaction. . . ."

But Doug Powell, 43-year-old father of two, can also talk of raising children with such insight as to make it worth the effort to catch up with him at Purdue University's Department of Child Development and Family Studies.

What he'll tell you is that what parents—particularly mothers—believe about children and their intellectual development has a great deal to do with how they get their children ready for school learning.

The most successful parents, he says, are those whose "constellation of beliefs" includes "a view of human development as a complex process involving the child as an active contributor to development."

But that's Prof. Powell again. Listen to Doug: "Children are not like pieces of clay

to be molded, or blank pages to be written on, or computers to be programmed. That's too simple an idea of what's in children's heads. What parents need to understand is that individual children have their own abilities, curiosities and personalities. We need to keep in mind: What does the child bring to the agenda?"

He's talking about children in those precious years between birth and kindergarten, where so much school success begins.

"An exciting line of research shows that good parents incorporate learning into everyday activities. A mother shopping with her child at the supermarket might ask the child to find all the things that are orange, or, on the way home on the bus, to look for signs that have the letter 'A.' They always have reading and writing materials accessible to the child at home, and they tend to limit TV time. Even when their children watch television, the best parents get the children to talk about what they see on TV.

"They usually avoid memorization or yes-no questions. The most important questions are those that stimulate the child to think. The 'why' and 'what if' questions: Why do you suppose that [character] looks sad? What do you think might have happened if . . ."

In short, Powell, whose paper, a synthesis of the best research on early childhood learning, was prepared at the request of the U.S. Department of Education, turns out to be pretty much a

common-sense guy. But he understands that when it comes to getting children ready for learning, common sense isn't nearly as common as it ought to be.

He understands, too, that papers like his aren't really accessible to the parents who most need help. Some parents, he said, know intuitively what other parents have to be taught—for instance, that toys such as building blocks (which can be whatever a child wants them to be) are far more conducive to creative play than, say, an expensive scale-model truck, which can never be anything but a truck.

"We need more Dorothy Riches out there," he said, referring to the president of the Washington-based Home and School Institute, who has spent 25 years teaching parents how to improve their children's academic success. Rich was a member of the task force that guided Powell's paper. A new version of her classic, "MegaSkills," will be published in October.

Rich's book is for parents; Powell's paper is for those who would devise programs to teach parents. But their basic insight is the same: There is (in Powell's words) "a set of skills and dispositions [that] enable a child to benefit from the experiences offered by schools," and those attitudes and dispositions can be taught.

Teaching parents how to imbue their children with these "megaskills" would do more for American education than school reform, reorganization or "choice" ever could.

Study Cited: "Strengthening Parental Contributions to School Readiness and Early School Learning," by Prof. Douglas R. Powell, Ph.D., July 1991, 75 pages.

Available From: Purdue University, Department of Child Development and Family Studies, West Lafayette, IN 4790-1267; 317/ 494-9511

Cost: None

Study Cited: MegaSkills, by Dorothy Rich, Revised 1992, 360 pages.

Available From: Houghton Mifflin Co., Wayside Rd., Burlington, MA 01803; 202/466-3633.

Cost: \$12.70 + \$2.50 shipping

divorce
adolescents, behavior
youth, behavior
teenagers, social behavior
family composition

Traditional Family's Value Is Being Reevaluated

By Malcolm Gladwell
Washington Post Staff Writer

The traditional family, so prized in this year's presidential campaign, is undergoing a searching reevaluation by social scientists.

Drawing on a series of recent, large-scale studies of children from broken or fatherless homes, many sociologists now believe that the consequences of absent fathers or divorce have been overstated and that a conventional two-parent household may be far less critical to the healthy development of children than previously believed.

The new evidence is by no means conclusive. Nor is there a consensus among researchers about how best to deal with the consequences of family disruption.

But at a time when "family values" has become a powerful public and political issue, many experts argue that the education of the parent, the level of conflict between parent and child and the income of the family are more important predictors of a child's well-being than whether both mother and father are present in the home.

"It's really absurd to think that a lot of the problems that people in our society are facing stem exclusively or even primarily from living in a particular family structure," said David Demo, a sociologist at the University of Missouri. "That's not to say that family experiences are unimportant. But there are so many other influences on children and on adults that determine quality of life than the composition of their families."

"There is this notion going around that with all the changes we are seeing—with step families, single families and cohabiting families—that the traditional family has become weaker

Study Cited: "Speaking of Kids: A National Survey of Children and Parents," National Commission on Children, November 1992, 72 pages.

Available From: National Commission on Children, 1111 18th St., Suite 810, NW, Washington, DC 20036; 202/254-3800.

Cost: None

and this will lead to all kinds of problems," said Paul Amato, a sociologist at the University of Nebraska-Lincoln. "That view is naive. The research evidence we have shows that, by and large, these different family structures can work very well. They are different. But different doesn't mean bad."

The current reexamination follows, in part, from the fact that only in the past 15 years have sociologists developed what they consider to be more reliable and sophisticated ways of studying the family.

Many conventional assumptions are based on short-term studies conducted in the 1950s and 1960s that showed children of fatherless homes or divorced parents to have very high rates of behavior problems. But researchers now believe those samples were too small, not properly representative of different social classes and family types.

It was not until the late 1970s that the first of several large-scale, national representative studies was begun. One was the federally sponsored National Survey of Children, which began in 1977 and concluded recently. It tracked 2,300 children nationwide from the age of 7 until they reached late adolescence.

With such broad-based data, researchers have been able to ask much more sophisticated questions and test a key assumption of much previous research: that the two-parent home offered an optimal and largely irreplaceable environment for raising children.

For example, by comparing children of divorce in families that are poor with those from families that are well-off, researchers found that problems previously thought to be caused by the absence of a father's emotional and psychological contribution to the family may in fact be related to the loss of his income.

Similarly, by following a group of children over many years researchers have found that, in many cases, the effects of divorce diminish over time. They also have seen that children of divorce start having high levels of emotional problems before their parents' divorce, which suggests that the children's problems are less the result of the absence of a father than the conflict between parents in a traditional setting.

One of the largest and most comprehensive studies based on the new child databases was presented this summer at the American Sociological Association meeting by Ohio State University researcher Frank Mott. He used data from more than 1,700 children who were followed from 1979 to 1988.

Mott collected the scores of all the children between 5 and 8 on standard mathematics and reading-skills tests, as well as a behavioral-problems questionnaire completed by their mothers. Then he divided the children into groups according to whether the father was or was not present in home.

The results were revealing.

On the reading and math tests, raw scores of children from fatherless homes were lower than those from intact homes. But single mothers, he found, had very different backgrounds from married mothers. They were, for example, much more likely to have dropped out of school, to have consumed alcohol and smoked during pregnancy, and to have scored lower on aptitude tests.

This raised the question of whether the children's low scores were actually the result of the absence of the father, or instead were linked to social and educational circumstances common in single mothers that are unrelated to whether there was a father in the home.

Mott then compared the scores

Study Cited: "The Impact of Father's Absence from the Home on Subsequent Cognitive Development of Younger Children: Linkages Between Socio-Emotional and Cognitive Well-Being," by Frank L. Mott, August 1992, 41 pages.

Available From: Ohio State University, 921 Chatham Ln., Suite 200, Columbus, Ohio 43221-2418; 614/442-7378.

Cost: None

of fatherless and father-present children whose mothers had similar educational backgrounds. When he did that, the differences in scores disappeared almost entirely.

In other words, how a child scored on cognitive tests was related strongly to the social and educational background of the mother. It had nothing to do with whether the child's father was present in the household.

"We have this notion that all kinds of information is transmitted within the home and that fathers are presumably able to transmit unique knowledge to children that others cannot," said Mott. "What this suggests is that there isn't a lot of that going on."

For behavioral problems, the results were more complicated, although no less surprising. For black children, there was a slight increase in behavioral problems—such as hyperactivity, anxiety and depression, anti-social behavior and peer conflict—among those from homes where the father was absent.

When Mott adjusted for mothers' education and other factors, however, these differences disappeared entirely. In fact, black girls tended to show higher levels of anti-social behavior when their fathers were present in the home, suggesting that they were in some respects worse off in an intact family than with a single mother.

Among white girls, similar adjustments for maternal factors also revealed no statistically significant difference in behavior between those with and without fathers in the home. The sole exception was white boys, who did display a greater degree of behavioral problems even after maternal-factors adjustments.

Mott said that the longer history of absent fathers in the black community, the stronger role played by extended families and the greater social acceptance of single motherhood among blacks probably accounted for the greater ability of black children to cope successfully on an emotional level.

Another study, headed by Demo, looked at 742 adolescents from a variety of family situations: intact; where the mother had divorced and remarried; where she had divorced and remained single; or where she had never married. He found that children of intact families fared slightly better in measures of academic performance and personal and emotional adjustment. But

those differences were very small.

Moreover, households with intact first marriages also had a significantly greater family income than the alternatives, raising the question of whether it was the presence of the father or the greater resources that was the cause of the slight academic and behavioral advantage.

Further, there were no statistically significant differences at all among the children of divorced, divorced-and-remarried and never-married parents.

What Demo found to be a significant predictor of adolescent well-being was what sociologists call "family process" factors.

"The most significant variable was the level of conflict between the mother and adolescent," said Demo. "It was associated with increasing emotional adjustment problems and lower [grades] and rates of homework completion. This was true in all four groups."

This finding appears in accord with other research that has shown that paternal visitation following divorce is only of benefit in cases where there is a low level of conflict between mother and father. If that is not the case, a child may be better off without contact with a father.

"The father is important," said Amato. "But his influence depends entirely on the nature of the [family] relationship."

Researchers stress that this does not mean that absent fathers and divorce pose no problems to children. In fact, even as agreement has emerged that the overall level of risk from family disruption is less than previously thought, there is still a lively debate among sociologists about how serious the remaining problems are.

"There is pretty good consensus on the magnitude of the effects, particularly among more sophisticated researchers," said Nicholas Zill, executive director of Child Trends Inc., a nonprofit research group here. "But it's a question of whether the glass is half empty or half full."

For example, Zill's study for the National Institute of Mental Health found that, once they become adolescents, children who were under age 7 when their parents divorced were three times more likely to be receiving psychological counseling and five times more likely to have been suspended or expelled from school than children of intact families.

And a study by John Guidubaldi, a psychology professor at Kent State University, has shown that children of divorce are more likely than children in traditional, intact families to engage in drug abuse, violent behavior, suicide and out-of-wedlock childbearing.

Where there is broad agreement, however, is that children in non-traditional

family structures and the parents who head them are surprisingly adaptable.

"Children need a warm, nurturing environment that will teach them to take responsibility and teach reasonable social values," said E. Mavis Hetherington, a psychologist at the University of Virginia. "That can be taught in a lot of different family forms."

Study Cited: "Family Structure and Adolescent Behavior," by David Demo and Alan Acock, August 1992, 20 pages.

Available From: University of Missouri, Columbia, Department of Human Development and Family Studies, 31 Stanley Hall, Columbia, Missouri 65211; 314/882-4649.

Cost: None

Study Cited: "Marital Disruption and Children's Need for Psychological Help," by Nicholas Zill and James L. Peterson, 1983, 24 pages.

Available From: Child Trends, Inc., 2100 M. St. NW, Suite 610, Washington, DC 20037; 202/223-6288.

Cost: \$5.00

Study Cited: "Nationwide Impact on Divorced Children Project," by John Guidubaldi. Numerous Publications Included in Project.

Available From: Kent State University, 405 White Hall, Kent, OH 44202; 214/672-2294.

Cost: Send Written Request

Ozzie and Ozzie

What America Can Learn From Gay Families

By Amy Cunningham

John Schlafly's recent emergence from the closet gives the gay rights slogan "We Are Everywhere" new emphasis—and new evidence that gays and lesbians are, in a way, "everything": conservative, liberal, pro-choice, pro-life, religious, agnostic, single, married, divorced, urban, rural, etc. What is still to be acknowledged is that more gays and lesbians than ever are rushing home after work to build a moral—yes, moral—family life.

To some, the words "gay" and "family" are incompatible. But the reality is otherwise: Attorneys in the family law section of the American Bar Association estimate that 4 million gay and lesbian fathers and mothers are involved in the raising of 6 million to 10 million children in the United States.

Some, to be sure, do not have full custody, and the vast majority of their children were conceived during earlier marriages. Still, gay and lesbian couples increasingly are taking steps to foster-parent, adopt or conceive through surrogates and artificial insemination.

It's often assumed that homosexuals recruit their children to their lifestyle—which, besides being insulting to gays, appears to be empirically false. Psychologists who have studied population samples of children raised by gays and lesbians claim that the percentage of homosexual children is in keeping with

the percentage of gays and lesbians in the general population. Since the original Kinsey report, it has been estimated that 10 percent of the population is gay.

There is some conflicting evidence: One 1986 study of 34 gay households indicated that the children became homosexual or bisexual 15 percent of the time; and a 1990 study, published in the book, "Homosexuality and Family Relations," found that 16 percent of the daughters of lesbian mothers identified themselves as lesbian. Both of these findings might be seen as worst-case scenarios, but other studies come up with figures below 10 percent for children of gays and lesbians.

Other stereotypes don't withstand scrutiny. For example, children raised in gay-run households appear to cope reasonably well with parents who aren't mirror images of the other moms and dads on the block.

This is not to suggest that gay and lesbian parents should be idealized; they can be dogged by insecurities, at odds with their own identity, as much as—sometimes more than—others. John Gonslorek, head of the American Psychological Association's Society for the Study of Lesbian and Gay Issues, says, "Early adolescence [for children of gays] is going to be a rough spot and probably a little more so than for the general population. This is because early adolescents are so rigidly sex-role stereotyped."

But there is no evidence that gays and lesbians as a group are less well adjusted than straights. Although a recent study by University of Virginia psychologist Charlotte Patterson shows that the children of lesbian mothers report more symptoms of stress (attributable in part to homophobic attitudes in the community), these children also claimed to experience a greater sense of well-being than a baseline group of children raised in hetero-

Study Cited: Homosexuality and Family Relations, by Frederick W. Bozett, March 1990, 339 pages.

Available From: Haworth Press, 10 Alice St., Binghamton, NY 13914-1580; 806/342-9678.

Cost: \$24.95

sexual homes.

So while George Bush, Dan Quayle, Pat Buchanan *et al.* imply that homosexuality poses a threat to family values, the reverse argument could be made: Much could be learned about family values and what enables families to stick together from gays and lesbians. Here are some examples:

■ Because gays and lesbians are obliged to live in two worlds at once, surviving has meant embracing diversity—an enlarged perspective that, in the long run, is probably good for the country. And children raised by homosexuals are taught that self-worth needn't be tied to conformity. "At some point, almost every child gets ridiculed for being different," says family therapist Karen Gautney, who works for the American Association for Marriage and Family Therapy. "But what happens in most gay-parent families is that children are intentionally taught to appreciate diversity. Love, acceptance and respect are taught as important values."

Heterosexual parents who manage to accept their homosexual children report that their relationships with all their children improve. "There's a grieving process that goes on with parents. It happens in different degrees. But the families that stick with it find themselves strengthened," says Lou Mendonda, executive director of the Washington-based, 20,000-member Parents and Friends of Lesbian and Gays.

■ Kids maturing in gay-run households clearly get expanded views of what behaviors are male and what are female, and their own skills are free to develop along lines of personal preference. A study by Pepper Schwartz and Philip Blumstein (published in their 1983 book, "American Couples: Money, Work, Sex") found that lesbian couples split household chores more democratically than heterosexuals, who still cling to sex-determined notions of who does what.

"Since there's no one in our house to fix our lawn mower, I do it myself," says Jennifer Feigal, a lesbian therapist and mother who lives in St. Paul, Minn. "And as I was coming back into the house the other day, trying to get the grease off my hands so I could bake a fresh apple pie for my poker group that night, I realized how many genders I was bending."

Even the ways heterosexuals make love has changed partially in accordance with the insights gays and lesbians have brought into the bedroom. Both sexes understand that there's more to sex than pure coitus. As California psychologist and sex expert Lonnie Barbach puts it, "We have all been moving in concert towards greater sexual expressiveness."

■ Gay and lesbian families challenge the right of the biological family model to define what a family is, and in doing so, have validated all sorts of "alternative" families that have fallen onto bad times: single-parent families, extended families, etc.

Just being linked by blood or legal marriage does not a healthy, supportive family make. Today, gay and lesbian families have the opportunity to cultivate family processes "based on choice and self-definition, rather than genealogy, economic ties, or obligations," says Darryl Dahlheimer, of Minneapolis, a gay therapist who works with gay and lesbian families. Since gay and lesbian couples who don't have children wake up every morning without a mandate that permanently links them, they must generate their own sense of accomplishment for the relationship's longevity. Given the high divorce rate of heterosexuals, should we not admire the gay and lesbian couples who *do* stay together?

The courts, for several years, have been recognizing kinship bonds in various forms. Last January, a New York surrogate court recognized

Study Cited: American Couples: Money, Work, Sex, by Pepper Schwartz and Phillip Blumstein, 1983.

Available From: Morrow Publishers, 1350 Avenue of the Americas, NY, NY 10019; 212/261-6500.

Cost: Out of Print

Study Cited: "Children of the Lesbian Baby Boom: Behavioral Adjustment, Self-Concepts, and Sexual Identity," by Charlotte Patterson. Contemporary Perspectives on Gay and Lesbian Psychology: Theory Research and Applications.

Available From: Department of Psychology, Gilmer Hall, University of Virginia, Charlottesville, VA 22903; 804/924-3374.

Cost: Not Yet Published

the longtime lover of a lesbian mother as an adoptive parent of a child conceived by donor insemination. In its statement, the court said, "Today a child who receives proper nutrition, adequate schooling and supportive sustaining shelter is among the fortunate, whatever the source. A child who also receives the love and nurture of even a single parent can be counted among the blessed. Here, this court finds a child who has all of the above benefits and *two* adults dedicated to his welfare There is no reason in law, logic or social philosophy to obstruct such a favorable situation."

■ Facing considerable intolerance, homosexuals have in many ways provided a model for what a real community is. The community has informed itself and others about the risks of AIDS; it has founded clinics and support groups to aid those who are HIV-positive; it has raised the money to give its ailing compassionate places to die; it has drawn our attention to the alarmingly high gay-teen suicide rate and the discrimination gays often face as well as the violence they encounter.

Poet Adrienne Rich, who is gay, once wrote, "Whatever we do together is pure invention," and gay families undoubtedly are forced to make up their lives as they go along. As those of us who are straight watch this happen, and as we watch Pat Robertson, Pat Buchanan and others disparage gay life, it might be helpful to recognize and acknowledge an unsettling truth: that gays and lesbians bring much to the pro-family agenda that enriches all of our lives.

Beyond Murphy Brown

We're Ignoring the Fact That All Single Mothers Aren't Alike

By Douglas J. Besharov

Just how valuable are the "traditional values" everyone is talking about in this campaign season? Well, for families with children, they are worth about \$25,000 a year. That's the difference in median income between families with both parents present and those headed by a single mother.

That bleak statistic hints at a serious flaw in the way the Murphy Brown-Dan Quayle debate over single motherhood has been framed. Choosing for or against that having-it-all-including-baby TV newswoman lulls us into forgetting that single mothers are not all alike. And these real moms' social and economic needs are as complex as the factors that lead them to single motherhood in the first place.

We all know individual mothers, such as those paraded on last Monday's season opener of "Murphy Brown," who have surmounted numerous obstacles to make relatively comfortable lives for themselves and their children. But they don't reflect the experience of the vast bulk of their counterparts. Moreover, even looking at groups of mothers—as designers of public policy must—one sees enormous differences. The likely future of households created by divorce or by the decision of a well-educated career woman to bear a child out of wedlock is vastly different from the prospects of single-parent families created by the birth of a child to an unwed teenager. Failure to make these distinctions has obscured the nature of the problem—and what to do about it.

There is good reason to be concerned about the condition of most female-headed families with children under 18. Almost half have incomes below the poverty line—almost five times the poverty rate of comparable two-parent families. In the last 30 years, the number of female-headed families nearly tripled, to 7.7 million in 1990. The median income for these families was about

\$12,000, only one-third of that enjoyed by two-parent families. If family structure in 1990 was the same as in 1960, poverty among children would be reduced by almost one-third, according to calculations by Pennsylvania State demographer David Eggebeen. And family breakdown and ensuing poverty give every indication of worsening. If present trends continue, about 60 percent of all children born in 1980 will spend part of their childhood in a family headed by a mother who is divorced, separated, unwed or widowed.

But lumping together all single mothers—even all poor single mothers—is a misleading rhetorical convenience. As Census and other data show, families headed by divorced mothers are, in general, doing much better than aggregate statistics suggest, and families headed by mothers who have never married are doing much worse.

■ In 1990, the median family income for never-married mothers with children under the age of 18 was \$8,337, compared to \$15,762 for divorced women with kids.

■ Marital status also explains much of the income disparity between white and black female-headed families. In 1990, the median income of black female-headed families was 32 percent less than white female-headed families, \$9,590 versus \$14,028. Controlling for marital status—whether the mother was ever married—narrows the gap to about 20 percent.

■ Never-married mothers are on average 10 years younger than divorced mothers, and the age spread for divorcees is lower than it might otherwise be because it includes many unwed mothers who marry, but only for a short time. When one considers that two-thirds of all out-of-wedlock births in 1988 occurred to young women between the ages of 15 and 24, and that many out-of-wedlock births to older women were second and third births to those who had been unwed teenagers, it is easier to see why their financial situation is so much worse than that of their divorced counterparts.

Study Cited: "Race, Family Structure, and Changing Poverty Among American Children," by David Eggebeen and Daniel P. Lichter. American Sociological Review, Vol.56, December 1991. pages 801-817.

Available From: Department of Human Development and Family Studies, S-110 Henderson Bldg., Pennsylvania State University, University Park, PA 16802; 814/863-0241.

Cost: None

■ Never-married mothers also are, on average, much less educated. Only 57 percent of never-married mothers have a high school diploma compared to 82 percent of divorced mothers.

■ Age, lack of education and other demographic factors combine to give never-married women much poorer job prospects. In 1990, 63 percent of divorced mothers worked full time, and an additional 11 percent worked part time, but only 28 percent of never-married mothers worked full time, and 8 percent part time. And their lack of work experience is exacerbated by the fact that young single mothers have little chance of completing their education or acquiring job skills while having to care for a child.

These demographic differences between unmarried and divorced women translate into dramatically different rates of welfare utilization. In fact, children of never-married mothers are three times more likely to be on welfare than are children of divorced mothers.

Teens have the worst prospects of all. According to a Congressional Budget Office report, 77 percent of unmarried adolescent mothers were welfare recipients within five years of the birth of their first child. Sixty percent of AFDC mothers under the age of 30 had their first child as a teenager.

While divorced women typically use welfare as a temporary measure until they get back on their feet, unmarried mothers are far more likely to become trapped in long-term dependency. Forty percent of never-married mothers will receive AFDC for 10 years or more, compared to 14 percent of divorced mothers.

Levels of child support also vary markedly between the two groups. In 1987, 77 percent of divorced mothers received child support awards, but only 20 percent of never-married mothers did, and the annual payment to the latter group was only about half of the meager \$3,073 received by divorcees.

This dichotomy between the life prospects of divorced mothers and those of unwed mothers is no reason to bash unwed mothers, but neither can it be ignored. Nor is this to say that post-divorce poverty is not a serious problem; it is. But much more than a divorce, an out-of-wedlock birth to a young mother seems to be a direct path to long-term poverty.

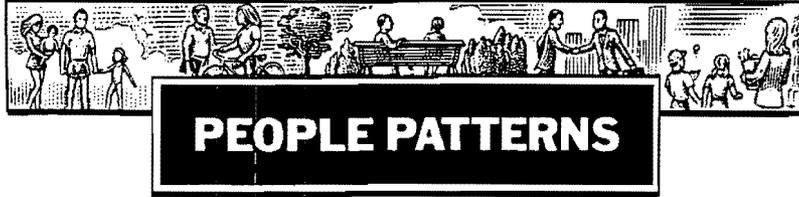
[These differences are why even sharp critics of welfare sense a lesser "moral hazard" when assistance is given to divorced mothers. Divorce and its aftermath can be deeply traumatic, especially if there are children. And there is no doubt that many people enter and exit marriage for the wrong reasons. Nevertheless, it is one thing when two adults terminate a marriage that has not worked out, and quite another when two teenagers have a baby as a result of a casual union—with the only prospect being a career of welfare dependency.

A clearer understanding of the divergent values that underlie each behavior could lead to a major restructuring of welfare programs. For divorced mothers, welfare could be transformed into a form of social insurance, and for unwed teen mothers into a tool for guiding constructive changes in their behavior.

Study Cited: "Annual Summary of Births, Marriages, Divorces, and Deaths for 1991," by National Center for Health Statistics, September 30, 1992, 24 pages.

Available From: National Center for Health Statistics, 6525 Belcrest Rd., Hyattsville, MD 20782; 301/436-8500.

Cost: None



Single-Parent Families Are on the Increase

EVEN THOUGH births in the U.S. fell 2% in 1991, the number of families with dependent children grew 1%.

As the baby boomlet of the 1980s began to subside last year, the number of live births in the U.S. declined to 4.1 million. That was down from a post-baby-boom high of 4.2 million in 1990, according to the National Center for Health Statistics.

Even so, a new Census Bureau survey shows that the number of family households with related children under the age of 18 grew 1%, to 34.9 million in March 1992 from 34.5 million in March 1991.

This seeming inconsistency happens in part because divorces can create new households with children without a birth taking place. And, in fact, single-parent families are the ones that grew.

The number of single mothers with related children under age 18 grew 4%, to eight million, and the number of single fathers grew 9%, to 1.5 million. These two groups now make up 27% of families with related children, up from 22% in 1982.

The number of so-called tradi-

tional families, married couples with related children under 18, did not grow last year, but this remains the most common type of family with children, at 25.4 million.

Sixteen percent of all families with children have just one child under the age of six; 9% have two or more preschoolers and no older children. Fifty-two percent have one or more children aged six to 17 and no younger children, and 23% have both preschoolers and school-aged kids.

Despite the continued depressed economic climate, which traditionally slows the growth of household formation, the total number of U.S. households grew 1.4% between March 1991 and March 1992. Families of all types, including those without dependent children, grew 1.3%, while the number of people living alone or with non-relatives grew 1.8%.

Study Cited: "Marital Status and Living Arrangements: March 1992," by Bureau of the Census, available February 12, 1993.

Available From: Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402; 202/783-3238.

Cost: \$6.50

Happiest Couples in Study Have Sex After 60

CHICAGO (AP) — The happiest men and women in America are married couples who have sex frequently after age 60, says a report by the Rev. Andrew M. Greeley, the sociologist, priest and novelist.

Thirty-seven percent of married people over 60 make love once a week or more, and 16 percent make love several times a week, Father Greeley noted in his report, based on two previous surveys involving a total of 5,738 people.

Nine out of 10 of those over 60 who made love at least once a week said their spouses were "very attractive physically," the report said.

Men and women who engage in frequent sex after 60 report the happiest marriages and are more likely to report that they are living exciting lives, the report said.

"Their sex may be better because their lives are more satisfying, or the other way around," Father Greeley said. "I'm not trying to explain the flow. I'm just trying to show what's going on."

Father Greeley is a sociology professor at the University of Chicago and the University of Arizona, and a research associate at the University of Chicago's National Opinion Research Center. He has written more than 100 books, including 24 novels.

Part of the data for his latest report came from the center's nationwide surveys of 4,424 people conducted from 1988 to 1991. The other part came from Gallup polls of 1,314 respondents analyzed previously in a 1990 study by Father Greeley.

He said he was prompted by two events to write a new paper on the topic. The first was the cancellation of television series like "Matlock," "The Golden Girls" and "In the Heat of the Night," which portray and appeal to older people.

The second was a recent Kirkus book review that ridiculed Father Greeley's

24th novel, "The Wages of Sin," for offering "safe sex for seniors" in the portrayal of passion between a man in his 50's and a woman in her late 40's.

"The image of passionate love between older people as grotesque is dominant in American society," Father Greeley said in his report.

"It may be that the last great American taboo is passion among the elderly," he wrote, adding that virtually no sociological literature exists about sexual passion between older men and women.

Domeena C. Renshaw, co-chairwoman of psychiatry and founder of the sexual dysfunction program at Loyola University Medical Center, said it had been known for years that many older people are sexually active.

For example, she said, a small inquiry seeking personal accounts on the topic that was placed in Consumer Reports magazine almost a decade ago generated "thousands" of responses.

But Father Greeley said that even though some reports have indicated that many older people have sex, little has been reported previously to indicate those who are sexually active live more satisfying, rewarding lives.

One survey indicated that 38 percent of those in their 60's and 12 percent of those in the 70's said they had experienced ecstasy during lovemaking, his report said.

And 55 percent of those over 60 said their spouses were skilled lovers.

In addition, older men and women did not confine passion to the bedroom. One-third swam nude together; one-third showered together; one-half enjoyed extended sexual play, and two-thirds experimented sexually.

Study Cited: "Sex After Sixty: A Report," by Andrew M. Greeley, 20 pages.

Available From: National Opinion Research Center, 1155 East 60th Street, Chicago, IL 60637; 312/753-7867.

Cost: None