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THE WHITE HOUSE

WASHINGTON

April 27, 1976

ADMINISTRATIVELY CONFIDENTIAL

MEMORANDUM FOR:

JIM CANNON

FROM:

JIM CONNOR *JEC*

SUBJECT:

Secretary Coleman's Letter
about Women's Salaries

The President reviewed your memorandum of April 20 on the above subject and approved your recommendation that you follow up with Bill Coleman on his behalf.

Please follow-up with appropriate action.

cc: Dick Cheney

THE WHITE HOUSE
WASHINGTON

April 26, 1976

MR PRESIDENT:

Secretary Coleman's Letter About
Women's Salaries

The attached memorandum prepared by Jim Cannon was staffed to Jeanne Holm, Phil Buchen and Bill Seidman.

Bill Seidman approved Jim Cannon's recommendation.

Phil Buchen approved the Cannon recommendation and comments at TAB B.

Jeanne Holm disagrees with Cannon's recommendation. Her comments are at TAB C.

Jim Connor


THE WHITE HOUSE

ACTION

WASHINGTON

April 20, 1976

MEMORANDUM FOR THE PRESIDENT

FROM: JIM CANNON 

SUBJECT: Secretary Coleman's Letter about Women's Salaries

Bill Coleman has written to you about his concern on the difference in salary levels of men and women (Tab A). He attaches figures produced by the Department of Labor and suggests that you ask someone in the Administration to study the situation.

The statistics he cites do not reflect the whole story. There is evidence that women have different job patterns than men. Many drop out of the labor force for a number of years and when they reenter do so at a lower level than men with comparable backgrounds who have remained in the labor market continuously. There is also a question of the extent to which past inequities will continue to be reflected in the data for some years while young people newly entering the labor force find that men and women receive more nearly equal treatment.

The Federal government is already doing a great deal in this area. Executive Order 11246, as amended, says that women who work for Federal contractors may not be discriminated against and that there is an affirmative action obligation to remedy past instances of discrimination.

I would be pleased to discuss this situation with Bill Coleman on your behalf. I do not believe you should commission a special study at this time as he suggested. I would suggest to Bill Coleman that he discuss his concerns with Bill Usery and learn from Usery what additional data is already available and what steps the Department of Labor has already taken.

RECOMMENDATION: That I follow up with Bill Coleman on your behalf.

Approve  Disapprove _____

THE SECRETARY OF TRANSPORTATION

WASHINGTON, D.C. 20590

April 12, 1976

The President
The White House
Washington, D.C.

Dear Mr. President:

A friend of mine called my attention to the statistics which appear on the attached paper. You will note that even though the average years of education for a U.S. woman are slightly higher than for a U.S. man, the incomes are strikingly less for women than for men. For example, the average income of a male college graduate is \$16,576 and for a woman college graduate it is only \$9,771.

I do feel that you should ask someone in the Administration to study this matter in detail and if what appears on the attached sheet of paper is correct, we should think about policies and programs which would change the situation. Another reason I am sending this paper to you is I am sure you would want to share it with Mrs. Ford.

Respectfully,



William T. Coleman, Jr.

Enclosure

Some interesting statistics

Average years of education U.S. Men - 12.2 U.S. Women - 12.5

Average incomes of year-round full-time workers:

Men - \$11,000 Women - \$6,480

Average income by job category:

	Men	Women
Sales	\$12,296	\$4,650
Professional	14,306	9,000
Administrative	14,519	7,667
Clerical	10,627	6,469

by education level:

College graduate	\$16,576	\$9,771
High School graduate	12,017	6,623

Source: Women's Bureau, U.S. Department of Labor

Year: 1974

S-1
THE SECRETARY OF TRANSPORTATION

WASHINGTON, D.C. 20590

OFFICIAL BUSINESS

HAND CARRY

The President
The White House
Washington, D.C.

POSTAGE AND FEES PAID
DEPARTMENT OF TRANSPORTATION
DOT 518



THE WHITE HOUSE

WASHINGTON

April 22, 1976

MEMORANDUM FOR: JIM CONNOR
THROUGH: PHIL BUCHEN *P.*
FROM: BOBBIE GREENE KILBERG *Bobbie*
SUBJECT: Secretary Coleman's Letter
about Women's Salaries

The Counsel's Office approves Jim Cannon's attached memorandum to the President but requests that the following additional facts be added to Cannon's statistical statement:

The fact that women, as a class of workers, have had different job patterns than men only partially accounts for salary differentials between men and women with equal years of education in the same job categories.

There is also statistical evidence that women who have the same educational level, the same number of years of job experience, and substantially the same job description as their male counterparts make less money than those men.


Attachment

cc: David Lissey
cc: Jeanne Holm

THE WHITE HOUSE

WASHINGTON

April 23, 1976

MEMORANDUM FOR: JIM CONNOR
FROM: JEANNE HOLM 
SUBJECT: Secretary Coleman's Letter about Women's Salaries

With reference to your memorandum of April 20 to me, I do not think the proposed memorandum to the President deals adequately with this matter.

It is something that Bill Coleman should not have to pursue with Bill Usery. The implication is that the problem identified by Bill Coleman is not a serious one and that, in any case, the Department of Labor is on top of it.

The Manpower Report of the President, transmitted to Congress in April, 1975, pointed out this serious problem in its chapter on "The Changing Economic Role of Women". Moreover, Labor Department data indicates that it is getting progressively worse, unless trends have been reversed in the last three years, which I doubt. The attached charts clearly indicate the situation.

While women's work patterns do contribute to the problem, non-compliance with the Equal Pay Act of 1963, as reflected in the attached press release and Executive Order 11246 are also factors.

This whole matter is of great concern to millions of women and to the more than 300 national women's organizations with whom my office deals on a regular basis.

Inasmuch as a member of the President's cabinet has brought this matter to his attention, I think he would be well advised to give evidence of greater awareness and concern.

I suggest that the President express his interest to the Secretary of Labor and ask the Secretary to explore the matter and advise him whether the Federal government should be taking new initiatives in this area.

Attachment

cause a much higher proportion of men than women work full time year round and because women are concentrated in lower paying clerical, service, and sales jobs.

A comparison of median wage or salary incomes of full-time year-round women and men reveals not only that incomes of women are considerably less than men's, but also that the gap has been widening (see chart M). For example, the \$2,827 median wage or salary income of women employed full time year round

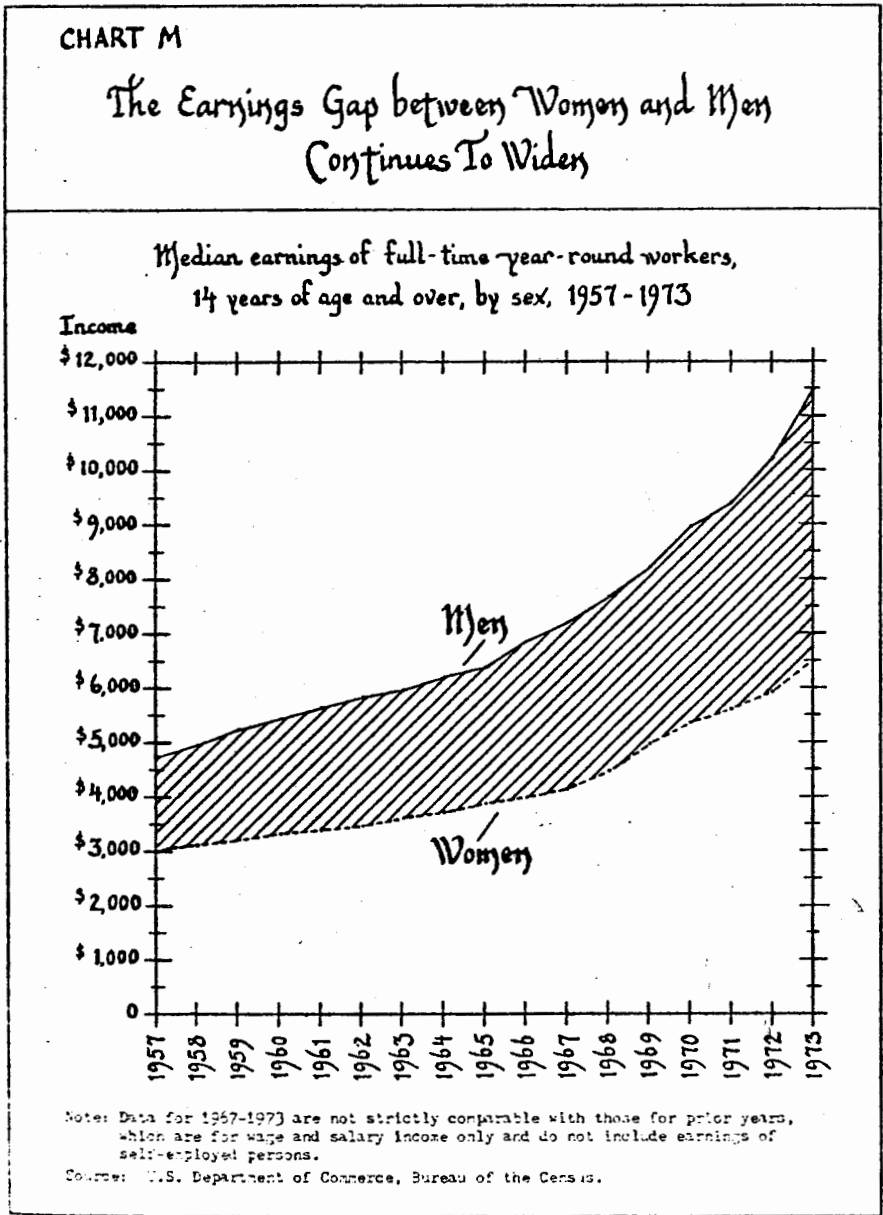
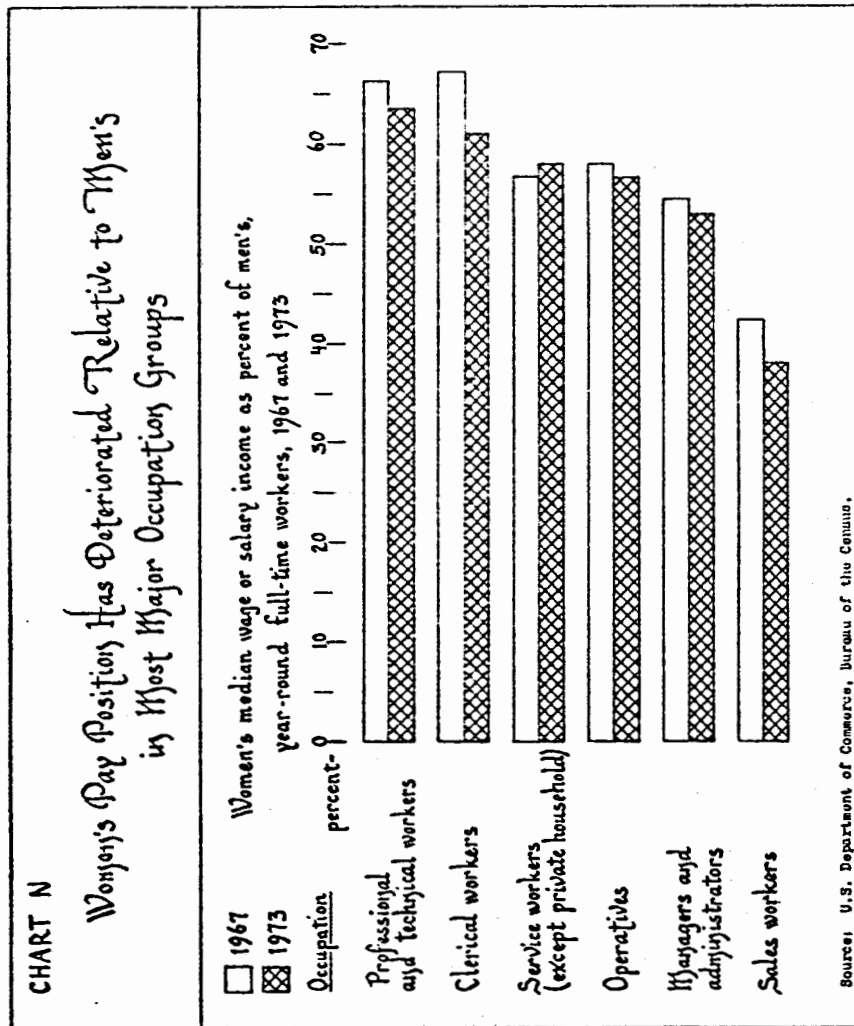


Table 53.—WOMEN'S MEDIAN WAGE OR SALARY INCOME AS PERCENT OF MEN'S,
BY SELECTED MAJOR OCCUPATION GROUP, 1962-1973

(Year-round full-time workers 14 years of age and over)

Selected major occupation group	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962
Professional, technical workers	63.6	64.6	68.6	66.7	64.9	65.0	66.2	65.1	67.7	64.3	64.8	66.1
Managers, administrators (except farm) -----	52.8	52.1	56.2	56.4	53.1	54.5	54.4	54.0	52.2	55.5	55.2	57.8
Clerical workers -----	60.9	62.3	62.4	64.4	65.1	65.1	67.1	66.5	68.1	66.2	67.7	68.6
Sales workers -----	37.8	38.3	43.0	42.8	40.5	40.5	42.4	41.0	42.4	40.4	39.0	43.6
Operatives -----	56.4	57.2	60.8	59.2	59.1	59.2	57.8	55.0	57.1	57.8	57.4	59.4
Service workers (except private household) -----	57.8	58.8	59.5	56.8	58.9	55.0	56.5	55.4	57.0	53.7	57.5	51.8

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P-60, Nos. 90, 85, 80, 75, 66, 60, 53, 51, 47, 43, and 41, and P-60, No. 98 (Advance report).



in 1956 was 63 percent of the \$4,466 median income of men. Although women's median income rose to \$6,488 in 1973, men's income rose even faster—to \$11,468. Thus, full-time year-round wage and salary income of women fell to 57 percent of men's income in 1973.

Occupational Income Differences

A comparison of wage or salary income of full-time year-round women workers in selected occupation groups with that of men (see table 53 and chart N) shows that women's relative income position deteriorated in most occupation groups during the period 1962-73.⁵

⁵ Some income and earnings data for 1973 became available in mid-1974 for many of the sections covered in this chapter. However, 1972 or earlier data were used in this and other sections whenever later data were not available for the specific occupation or industry.

CONTACT: Marian Nelson
OFFICE: 202-523-8743
AFTER HOURS: 703-941-3049

USDL- 76-288

FOR RELEASE: *Immediate*
Friday, April 16, 1976

\$93.7 MILLION IN ILLEGAL UNDERPAYMENTS OWED TO 421,286 WORKERS

Investigations by the Labor Department revealed over \$93.7 million in illegal underpayments made to 421,286 workers in the first nine months of fiscal 1976.

Ronald J. James, administrator of the Wage and Hour Division, said the monetary findings are 14 percent above those for the same period last year and the number of employees due back wages is up by 20 percent.

He added that, also so far this year, employers have agreed to restore \$54,850,600 to 334,550 workers, compared to \$43,210,137 to 282,102 workers in the first nine months of fiscal 1975 (increases of 27 percent and 19 percent, respectively).

Reasons for the difference between amounts found due and amounts restored are (1) refusal by employers to pay back wages in cases considered unsuitable for litigation by the Department and (2) a statute which limits recovery of back wages to two years prior to the filing of a complaint against an employer.

Most underpayments resulted from violations of minimum wage and overtime provisions of the Fair Labor Standards Act (FLSA). Under FLSA, minimum wage underpayments totaled \$29,086,675 owed to 219,767 employees and overtime underpayments totaled nearly \$38,800,000 owed to 193,660 employees (some workers are counted twice because they were underpaid in violation of both provisions).

Employers with federally funded or assisted contracts were found to owe over \$4 million in back wages to more than 21,000 workers (again, some are counted twice).

Violations of the Equal Pay Act resulted in over \$15 million owed to 19,321 employees, most of whom were women. The act requires equal pay for men and women doing substantially equal work in the same establishment.

Under the Age Discrimination in Employment Act, which protects workers aged 40 to 65 from job discrimination based on age, back wages totaling more than \$6.5 million were found owing to about 1,500 employees.

Wage and Hour Division compliance officers also found 8,185 child labor violations, nearly 1,900 of which involved illegal employment of minors in occupations found by the Secretary of Labor to be hazardous.

The Wage and Hour Division is part of the Department's Employment Standards Administration.

#

THE WHITE HOUSE
WASHINGTON

April 30, 1976

MEMORANDUM FOR:

JIM CANNON

FROM:

JIM CONNOR *JEC*

SUBJECT:

Secretary Coleman's Letter about
Women's Salaries

Further to my memorandum of April 27 on the above subject, some information has been developed by Jeanne Holm on this subject. A copy of this information is forwarded to you for use in your further discussions.

Attachment

Jeanne Holm's memos of April 23 and 27.

THE WHITE HOUSE

WASHINGTON

April 27, 1976

MEMORANDUM FOR:

JIM CONNOR

FROM:

JEANNE HOLM 

SUBJECT:

Secretary Coleman's Letter about Women's Salaries

In my April 23 memorandum to you, I indicated that the earnings gap between men and women continues to widen. The charts I provided presented data up to 1973, however, Tuesday's Washington Post (article attached) indicates the gap has widened two more points in the last two years. In view of the attention drawn to this issue by the Post's article, I strongly suggest that the President personally express his interest to the Secretary of Labor and ask the Secretary to explore the matter and advise him whether the Federal government should be taking new initiatives in this area.

Attachment

You've Come a Long Way, Baby? Maybe, But There's a Way to Go

By Warren Brown

For the first time, the federal government has combined data collected by its various agencies under a single cover to draw a portrait of American women and how their role in society has changed since the turn of the century.

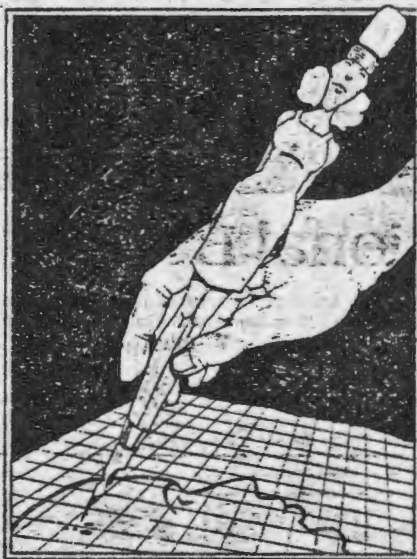
The statistical portrait defines the cultural and economic changes since 1900 — and especially since the late '40s and early '50s—as representing significant progress for American women in education, jobs and politics. Their progress, in turn, says the Census Bureau publication "A Statistical Portrait of Women in the U.S.," has yielded a greater recognition of the need to bring about "the full integration of women into the economic, social and cultural life" of their country.

The study was undertaken in recognition of the 1975 International Women's Year.

It is based on information gathered from numerous government sources, including the Department of Health, Education and Welfare, the Bureau of Labor Statistics, and the Law Enforcement Assistance Administration.

Most of the information contained in the 90-page study has been published before, but the "statistical portrait" represents the first time that all the available data have been brought together in one place, according to Bureau officials.

Paula J. Schneider, the main author of the report and chief of the Bureau's Labor Force Statistics Branch, said the study is designed to serve as reference material for persons seek-



ing information on American women.

"Instead of referring them to a myriad of different reports, they can now go to one place. It's a lot more convenient," she said.

The report on women is the newest addition to the Bureau's "Current Population Reports: Special Studies" series, which attempts to analyze large segments of American society.

A similar study on the nation's elderly will be released soon. In the past, special studies on black and Spanish-speaking Americans and the nation's youth have been issued, Schneider said.

Here are some highlights of the study on women:

- The education gap between men and women has narrowed since 1950 when, among persons 25 to 29 years of

age, there were 66 women who had completed a minimum four-year college term for every 100 men who had done so.

In the same age group in 1975, the gap was reduced to 77 women for every 100 men who had finished four years of college.

Women received about 10 per cent (816) of the 6,420 Ph. D. degrees awarded in the academic year 1949-1950. In the 1971-1972 academic year, women received 16 per cent (5,273) of the 33,363 doctorates awarded.

The report said college women have been moving into academic fields traditionally dominated by men. "For example, the number of engineering majors who were women rose from 2 per cent in 1968 to 7 per cent in 1974," the report said.

- The higher level of educational attainment by American women is "one important factor" related to their movement into the nation's labor force, the study said.

The number of working American women nearly doubled between 1950 and 1974, increasing from 18.4 million to 35.8 million. The number of working American men rose by about 25 per cent during the same period, from 45.4 million to 57.3 million, according to the report.

Working American women are expected to number 43.7 million—a 22 per cent increase over the 1974 level—by 1990, the report said.

The availability of more part-time employment, which allows mothers time to maintain their homes while holding outside jobs, has also influenced the growth of the female popu-

See STATISTICS, BZ, Col. 1

STATISTICS, From B1

lation in commerce and industry, according to the report.

• Women "remained concentrated in a few major occupation groups (clerical, operative, or service positions)" despite their increase in numbers. This phenomenon helps to keep female workers' income far below that of male workers, said Schneider, chief author of the report.

In 1974 the median income of full-time working women was \$6,772, about 57 per cent of the median of \$11,835 earned by men.

• Still, the 1974 female median income was substantially higher than the \$3,206 median income level recorded for women in 1960.

• More women are seeking and being elected to political office. Between 1972 and 1974, the number of female candidates for federal office (the U.S. Senate and House) increased from 34 to 47, and the number of candidates for state positions rose from 870 to 1,177.

Eighteen of the 44 women who sought congressional seats in 1974 were elected, compared to 16 of 32 women who campaigned for identical positions in 1972. No woman was elected to the U.S. Senate in either year.

Of the women who ran for state offices in 1974, 596 were elected, compared to 441 who won state positions in 1972.

• The report linked "the decrease in deaths due to pregnancy and child-

"In the United States, the maternal mortality rate has shown a dramatic improvement in the last five decades, dropping sharply from 690 deaths related to pregnancy and childbirth per 100,000 live births in 1920-24, to 376 in 1940, 37 in 1960 and 15 in 1973." The report said the drop in maternal deaths 'may be attributed to a combination of factors, including the decline in the birth rate' . . . and 'expanded programs of prenatal care.'

birth" to the American woman's increasing life-span over U.S. men.

American women as of 1973, could expect to live 8 years longer than their male counterparts. In 1930, U.S. women could expect to live 3.5 years longer than men, the report said.

"The reduction in death rates of women from the complications of pregnancy and childbirth has removed one of the major causes of death among women," the study said.

"In the United States, the maternal mortality rate has shown a dramatic improvement in the last five decades,

dropping sharply from 690 deaths related to pregnancy and childbirth per 100,000 live births in 1920-24, to 376 (per 100,000) in 1940, 37 in 1960, and 15 in 1973."

The report said the drop in maternal deaths "may be attributed to a combination of factors, including the decline in the birth rate (specifically the number of children born to women, particularly to older women)" and "expanded programs of prenatal care."

• Women also suffer from fewer de-

generative diseases—i.e., heart conditions—than men, according to the report.

However, the report said: "Although women have lower death rates than men, the incidence of sickness is generally greater among women."

For example, according to the report, women experienced from 4 to 14 per cent more acute illnesses—i.e., respiratory conditions and conditions of the digestive system—than did men from 1958 through 1972.

The report said part of the reason women live longer, even though they get sicker, is that men have a higher incidence of frequently fatal illnesses. Another reason may be that "females are more likely to undergo earlier diagnosis and to secure proper treatment" for illnesses than are men, the report said.

Though the Bureau already has done similar studies on the social and economic status of American blacks, the agency paid particular attention to black women in its latest report, "since their progress sometimes presents a picture different from that for women in general."

These were among the findings:

• Since the mid-1960s, there has been a sharp increase in black female college enrollment. In 1964, a few more than 100,000 black women were pursuing college degrees, compared to 392,000 who were enrolled in college in 1974.

• By 1974, the median annual income

of black women who worked fulltime (\$2,806) was approaching parity with that of white women (\$3,114) who were similarly employed.

• From 1965 to 1974, the proportion of black women with white collar occupations increased from 24 to 42 per cent of black female workers (3.1 million persons in 1965 to 4.1 million persons in 1974).

• White women with white-collar jobs accounted for 61.8 per cent of the 21.6 million white women employed in 1965, compared to 64.4 per cent of the 29.2 million white women working in 1974.

• Despite improvements in health care, black women have a life expectancy that, on the average, is three years shorter than white women.

The report said black women are six times as likely to die from homicide as white women, are about 4 1/2 times as likely to die from tuberculosis and more than twice as likely to die from diabetes.

Black women are less likely to die from suicide than white women, according to the report.

Black women remain single longer than white women and are more likely to become single-parent family heads. By 1974, black female-headed families accounted for 67 per cent of all black families living below the poverty line, according to the report.

The Bureau also included in the report a section on the status of Spanish-speaking women, but restricted its study of that group to 1974 because of a lack of data.

You've
Come a
Long
Way,
Baby—
But . . .