

WOMEN

CITIZEN'S ADVISORY COUNCIL ON THE STATUS OF WOMEN
Washington, D.C. 20210

Transmitted to the President, May 1973

CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN
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* Does not endorse the Equal
Rights Amendment.

WOMEN IN 1972

CITIZENS' ADVISORY COUNCIL
ON THE STATUS OF WOMEN

APRIL 1973



....America will not be able to achieve its full economic potential unless every woman who wants to work can find a job that provides fair compensation and equal opportunity for advancement.

This Administration is committed to the promotion of this goal. We support the Equal Rights Amendment. We have opened the doors of employment to qualified women in the Federal service. We have called for similar efforts in businesses and institutions which receive Federal contracts or assistance.

Richard M. Nixon
Message to the Congress
February 22, 1973



President Nixon meets with his Citizens' Advisory Council
on the Status of Women.

March 17, 1972



Citizens' Advisory Council on the Status of Women

Washington, D.C. 20210

CHAIRMAN
Mrs. Jacqueline G. Gutwillig
Arizona

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

As your appointees, the members of the Citizens' Advisory Council on the Status of Women, are signally honored to submit this third annual report for the year 1972. Unprecedented political, legal, and economic advances made this an historic year for women.

This report reflects our efforts and the efforts of others to make constructive contributions to contemporary life. We strived to set forth some of the dimensions of the needs of women; to be a source of information to the private and public sectors; to achieve a meaningful input toward the resolving of problems; and to arouse consciousness of the issues of concern to women. Our recommendations for equal legal status for women directed to your office and the Federal agencies throughout the year, is the central thrust of the report.

Looking backward, most of the Council's findings in the many areas of benefit to women on which we made recommendations or expressed opinion have been supported by your office or other concerned Federal agencies.

We note and endorse enthusiastically:

- That the Presidential State of the Union message included a section entitled "Equal Rights for Women." ✓
- That a Presidential letter on March 18, 1972, to the minority leader was climaxed by the passage of the Equal Rights Amendment by the Senate on March 22, 1972. ✓
- That legislation was approved giving enforcement authority to the Equal Employment Opportunity Commission and extending coverage.

- That the Equal Employment Opportunity Commission issued revised and much-improved sex discrimination guidelines including a section on maternity leave, which follows the 1970 recommendation of the Council regarding job-related maternity benefits.
- That the Office of Federal Contract Compliance issued revised Order 4, which requires Government contractors to develop affirmative action programs designed to eliminate sex discrimination.
- That Section 901 of the Education Amendments of 1972, with certain exceptions, prohibits discrimination on account of sex in educational programs receiving Federal financial assistance.
- That legislation to extend the jurisdiction of the Commission on Civil Rights to encompass sex-based discrimination was signed into law.
- That Administration Bill H.R. 1 included a section providing free child development centers for children of low-income families.
- That the Revenue Act of 1971 liberalized tax deductions for expenses for child care.
- That Presidential attention is turned to the problems of the aged, a majority of whom are women and a large proportion of whom are in poverty.

Looking to the future, the Council aspires to obtain positive results for its continuing concerns which, as recommendations or opinions, have been sent directly to your office or to interested agencies.

These continuing concerns include:

- That the number of Commissioners on the Commission on Civil Rights be increased so that women with knowledge and stature in the field of women and the law can be appointed to the Commission.
- That consideration be given for the children in families just above low-income levels who will not benefit from free child development centers available only to children of low-income families.

- That consideration be given for children in families just above low-income level, who will not directly benefit from liberalized tax deductions for child care as provided in the Revenue Act of 1971.
- That the Civil Service Commission withdraw from the Federal Personnel Manual the guidelines for maternity leave and apply the same policies and practices as are applied to other temporary disabilities.
- That the Office of Education place greater emphasis on vocational counseling of girls in junior high school and high school grades.
- That the Office of Education, Department of Health, Education and Welfare, prepare for counselors two annotated bibliographies, one of employment opportunities for young people and one of resource materials and textbooks for elementary and secondary schools.
- That the Secretary of Labor establish priorities as sensitive to sex discrimination as to race discrimination in manpower training programs and in referrals to training and employment; that women trainees in all programs be offered all training available to men and fully counseled as to relative pay and advantages to training for "men's" jobs.
- That the Secretary of Labor and Secretary of Health, Education and Welfare give a high priority to vocational training programs in the household arts and to manpower training proposals for upgrading the occupation.
- That the private sector, including credit-granting institutions and community groups, examine and reform practices which deny credit to married women solely because they are married, and deny credit to single women under circumstances where it would be granted to men.
- That laws where necessary be changed so women will not be discriminated against in the granting of credit.

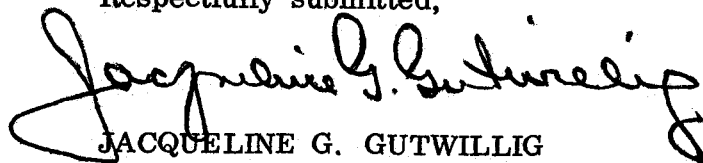
Your leadership and your intensification of the Administration's efforts to make better use of women's talents have given women of the country a

new feeling of responsibility and has added strength to their heightened desire to be full contributing citizens.

The second term of your Presidency, with your expressed hope "to lead the nation out of a crisis of the spirit" will advance more rapidly the continual struggle to achieve human equality. These next years under your leadership your Council will work toward meeting this worthy challenge.

We deeply appreciate the privilege to serve your Administration and our country.

Respectfully submitted,

A handwritten signature in cursive script, reading "Jacqueline G. Gutwillig". The signature is written in black ink and is positioned above the printed name.

JACQUELINE G. GUTWILLIG
Chairman