

HB

795

Terry Gardiner

Box 1092, Ketchikan, Alaska 99901 Pouch V, Juneau, Alaska 99811

March 23, 1976

Hugh Malone, Chairman
House Finance Committee

Re: Fiscal note for HB 795, Status of Women in Alaska

Dear Hugh,

Neil Thomas, the executive director of the Human Rights Commission in drafting the fiscal note for HB 795 has divided the note into two sections. The first section is a request for a budget of \$40,400 for carrying out public information activities and the second part of the fiscal note is a request for \$101,200 for a study of the status of women in Alaska.

It is the feeling of the Judiciary Committee that the study of the status of women in Alaska would be of little input of the Human Rights Commission had no mechanism to distribute the knowledge obtained as a result of the study, to the public. Consequently the \$40,000 appropriation for public information activities is an integral part of this fiscal note.

In the past the Human Rights Commission has been able to engage in a modest amount of public information activities by the utilization of the assistance of VISTA volunteers. The Human Rights Commission has informed the Judiciary Committee that they will no longer be able to use the assistance of a VISTA in this capacity.

In summation, the Judiciary Committee believes that the distribution of information obtained as a result of the study of the status of women in Alaska is a substantial and integral part of HB 795.

Very truly yours,

Terry Gardiner, Chairman
House Judiciary Committee

cc Lisa Rudd

THE LEGISLATURE OF THE STATE OF ALASKA
FISCAL NOTE
 Second Session - Ninth Legislature

REVISED AT
COMMITTEE &
SPONSOR REQUEST

I. REQUEST

Bill No. HB 795
 Title: Status of Women in Alaska
 Requested by: Representative Rudd Date: 03/16/76
 Return Date Requested: 03/16/76
 Agency: Office of the Governor Program: Human Rights Commission

II. FISCAL DETAIL

Budget Request Unit(s) Affected: 01.67.01.01.00

A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 76	FY 77	FY 78	FY 79	FY 80	FY 81
100 PERSONAL SERVICES		18.0				
200 TRAVEL		5.0				
300 CONTRACTUAL		74.4				
400 COMMODITIES		3.2				
500 EQUIPMENT		0.7				
600 LAND & STRUCTURES		-0-				
700 GRANTS, CLAIMS, ETC.		-0-				
TOTAL		101.3				

B. FUNDING: (Thousands of dollars)

GENERAL FUND						
FEDERAL FUNDS						
OTHER						

C. POSITIONS:

PERMANENT/TEMPORARY	/1.0	/	/	/	/	/
MAN MONTHS (P./T.)	/12.0	/	/	/	/	/

III. ANALYSIS (See Fiscal Note Preparation Instructions, Section III)

The revised note changes prior assumption that a full-time person would be required to manage the studies. Assumption that most work of the studies would be done by contract with HRC remains unchanged.

The sponsor and the Judiciary Committee, based upon comments at hearings that HRC lacks resources to effectively carry out public information activities, recommends that the Finance Committee fund the other half of the position in this Fiscal Note in HRC's regular budget to provide a public information function, as follows:

(cont'd. next page)

IV. ATTACHMENTS

V. DATE: 3/16/76 PREPARED BY: [Signature]

EXEC DIR.

Original: Legislative Finance
 cc: Budget and Management
 Prime Sponsor (First Legislator Named)

Public Information Budget

100	Personal Services			
	1/2 Information Officer II, Range 17			
	975 hours x \$9.71	9,467		
	+ 21% Benefits	1,988		
	1 1/2 merit	142		
			11.6	
	1/2 Clerk-Typist III, Range 8			
	975 Hours x \$5.30	5,168		
	7.5% Benefits	388		
			5.5	17.1
200	Travel			
	Instate travel to meet with media representatives; agency staff travel, particularly to rural areas to publicize Commission & receive complaints			5.0
300	Contractual			
	320 Printing & Advertising - Radio spots & easy to read literature		15.0	
	380 Professional fees - creation of radio spots		2.0	17.0
400	Commodities - Tapes, etc. for information activity			1.0
500	Equipment - Portable tape recorder			0.3
				40.4

Reductions in this fiscal note for the women's studies project to meet realistic cost considerations yield the following budget:

100	Personal Services			
	1/2 Hum. Rts. F.R. II Range 18			
	975 Hours x \$10.46	10,199		
	21% Benefits	2,142		
	1 1/2% Merit	153	12.5	
	1/2 Clerk-Typist III, Range 8			
	975 hours x \$5.30	5,168		
	7.5% Benefits	388	5.5	
				18.0
200	Travel			
	Instate travel to meet with media representatives; agency staff travel, particularly to rural areas to publicize Commission & receive complaints			5.0
300	Contractual			
	310 Communications (Telephone)		1.1	
	320 Printing & Advertising (Reduced in size & quantity) Summary reports + 4 individual reports 25 pages each 500 copies @ \$2./copy		2.5	
330	Rents & Utilities		2.0	
360	Equipmental Rental			
	Typewriter		0.3	
	2 desks with chairs		1.0	1.3

Analysis of Projected Expenditures

March 16, 1976

Page three

380	Professional Fees & Services		
	<u>Employment study</u> - Contracts on recruitment sources, job benefits, promotion opportunities, "flex-time" & other work systems & child care	5 @ 7500 each	37.5
	<u>Education study</u> - Contracts on equal treatment of women in textbooks & equal athletic opportunities	2 @ \$7500	15.0
	<u>Health study</u> - 1 contract on treatment availability of physical and emotional disorders unique to or prevalent in women as compared with treatment available for men	1 @ 7500	7.5
	<u>Minority women</u> - 1 contract on effects of urban impact on you: Native women arriving from villages	1 @ 7500	7.5
			67.5
400	Commodities		
	470 Professional & Scientific Supplies		3.2
	Books & Subscriptions relevant to areas of study		
500	Equipment		
	530 Calculation for Statistical Studies		0.7
			101.3

To reduce total cost of studies; the Committee has;

- a) Reduced staff coordination time by half
- b) Projected shorter reports (25 pages instead of 100 pages) and fewer copies (500 instead of 100) and no special graphics (\$2 per copy instead of \$3)
- c) Reduced cost per study (or sub-study) from approximately \$20,000 to \$7500 each
- d) More narrowly defined the subjects to be studied, e.g. instead of a study on status of all minority women, to focus just on young Native women arriving in cities.

141.7

BY RUDD, H. BEIRNE, BRADNER,
KELLEY, SULLIVAN, BUCHHOLDT,
ITTA AND OSTROSKY

1 IN THE HOUSE

2 HOUSE BILL NO. 795

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINTH LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act relating to the status of women in Alaska; and
7 providing for an effective date."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 * Section 1. The State Commission on Human Rights shall contract for an
10 investigation of the status of women ~~in Alaska~~ in the fields of employment,
11 education, health, and minority women for the purpose of reporting to the
12 legislature and developing educational materials on the status of women in
13 Alaska to be distributed to concerned groups and citizens.

14 * Sec. 2. The State Commission on Human Rights shall contract for this
15 study with persons or groups who have experience and education in the areas
16 to be reported on, and preference shall be given to Alaska residents who are
17 knowledgeable of the status of women in Alaska.

18 * Sec. 3. The report on the status of women in Alaska shall contain
19 recommendations to remedy inequities to women in Alaska in the subjects of
20 the report, and shall be submitted to the legislature no later than July 1,
21 1977. The report shall also contain recommendations for action by the State
22 Commission on Human Rights in the subjects of the report. The educational
23 materials shall be made available to the public by the State Commission on
24 Human Rights no later than July 1, 1977.

25 * Sec. 4. This Act takes effect July 1, 1976.

26
27 *relative to that of men in ~~the~~ Alaskan*
28 *society, specifically with relation to legal*
29 *social, economic and cultural barriers to*
full equality.

We The undersigned urge you
to give full support to Bill #^{HB} 795
which concerns The Status of ♀ WOMEN:

Andie Burnham RR 3, Box 3091 Juneau 99801
Bonnie Harris 544 W. 12th St. Juneau 99801
Pamela Finley P.O. Box 193 Duke Bay 99821
Kerry Boness (Rt 4) P.O. Box 4772 JUNEAU, AK
Karen Manhouse 128 Behrens Juneau 99801
Regina Galleher 433 - 3rd Juneau, A.L.
Shyllis Carlson 419 2nd #2 Juneau
Barbara Bondi General Delivery Juneau
(Valley Court)
Susan Warner PO Box 1241, Juneau
Francis Still Box 188, Douglas. 99824
Susan Koester P. O. Box 232, AKC Bay 99821
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Anne H. Box 571 Douglas Alaska 99824
Carol Andersen Box 571 Douglas, AK. 99824
Mary Ellen Frank RR 3 Box 3291 Juneau 99801
Ellen Siegel Same as above ✓
Janice Hollender Box 305, Juneau, AK 99802
Janet Underwood Box 1451, Juneau AK. 99801
Ann H. Box 575 Douglas 99824

We feel it is very important that the status of women in Alaska be studied & recommendations made to rectify our conditions, particularly in the area of women's health care, which is sadly, & often disastrously lacking in this state; There are no gynecologists or obstetricians in our capital city, not to mention the almost total lack of preventative ^{medicine} or any other kinds of health facilities in many of our bush communities. A comprehensive study of this problem is one step in the right direction.

Jane Sheldon
Cheryl Barnes

P.O. Box 368, Juneau
P.O. Box 473, Juneau

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

WOMEN'S BUREAU
WASHINGTON, D.C. 20210



WOMEN WORKERS IN ALASKA, 1970

Of the 302,173 persons of all ages in Alaska in 1970, 79 percent were white (including those of Spanish origin); 5 percent, American Indian; 3 percent, Negro; 1 percent, Oriental; and 12 percent, all other races.^{1/} Among all women aged 16 and over in the population, 2 percent were black and 2 percent were of Spanish origin.

Labor Force Status

During the sixties, the proportion of women in the labor force of Alaska increased considerably. While the population of women 14 years of age and over rose by 50 percent between 1960 and 1970, the number of women workers increased by 66 percent.

In 1970 there were 38,003 women 16 years of age and over in the civilian labor force, accounting for 39 percent of all workers (table 1). Of these women workers, 1,158 (3 percent) were black and 778 (2 percent) were of Spanish origin (table 2). About 46 percent of all women were workers, as were 57 percent of the black women and 48 percent of Spanish-origin women. In addition, 825 girls 14 and 15 years of age were in the labor force.

Nearly 2,900 women workers were unemployed in 1970, creating a 7.6 percent unemployment rate. The rate for men was 10.2 percent.

Age

Women's participation in the labor force varied by age. Among all women, there was only one-fourth participation of those 16 and 17 years of age, since most of these young women were in school during the census month. But in the age groups between 18 and 64 years there was participation of 45 percent or more, with the highest rate (54 percent) shown by women 20 to 24 years. The rate for those 65 years and over was 19 percent. Among black and Spanish-origin women, the highest labor force participation rates (76 percent and 53 percent, respectively) were shown by women 45 to 64 years.

^{1/} U.S. Department of Commerce, Bureau of the Census: "Census of Population: 1970. General Population Characteristics, PC(1)-B3."

Note.—Unless otherwise indicated, data in this report are for April 1 and apply to persons 16 years of age and over.

Education

Women 25 years old and over had attained a median of 12.4 years of schooling. One-fourth of the women 16 to 64 years of age with less than 15 years of schooling had received some vocational training.

Marital Status

Seven out of 10 women workers in Alaska were married and living with their husbands. Of all married women, almost 27,000, or 44 percent, were in the labor force. Of the single, widowed, divorced, or separated women, more than 12,000, or 52 percent, were workers.

Working Mothers and Family Heads

Two-fifths of all mothers with own children under 18 years of age were in the labor force in 1970, and these mothers represented 46 percent of the female work force. Nearly 10,000 mothers with children 6 to 17 years of age only, or 51 percent of all such mothers in the population, were in the labor force. About 8,000 mothers with children under 6, or 32 percent of those in the population, were workers.

More than 4,000 families, or 6 percent of all families in Alaska, were headed by women. Of the 1,531 women family heads with related children under 6, 56 percent were in the labor force. About 800 women with children under 6 headed families where incomes were below the poverty level;^{2/} 36 percent of these women were workers.

Occupations

More employed women in Alaska (38 percent) were in clerical work than in any other occupation (table 2). The next largest proportion (20 percent) were professional and technical workers, while 18 percent were service workers outside the home. Sales workers (7 percent) and nonfarm managers and administrators (6 percent) made up the fourth and fifth largest groups of employed women.

A slightly different pattern is presented by the proportion women were of all persons working in the various occupation groups. They made up 98 percent of the private household workers, 81 percent of clerical workers, 54 percent of service workers outside the home, 53 percent of sales workers, and 40 percent of professional and technical workers (table 1). They were only 20 percent of all nonfarm managers and administrators, while their proportion was lowest (3 percent) among craft workers and foremen.

^{2/} The poverty level is based on the Social Security Administration's poverty thresholds, adjusted annually in accordance with the Department of Labor's Consumer Price Index. Classified as poor in 1969 were those nonfarm households where total money income was less than \$1,340 for an unrelated individual; \$2,383 for a couple; and \$3,743 for a family of four. (The poverty level for farm families is set at 85 percent of the corresponding level for nonfarm families.)

Black employed women in Alaska were concentrated (32 percent) in service work outside the home (table 2). A slightly smaller proportion (28 percent) were engaged in clerical work. Employed Spanish-origin women were primarily in clerical work (37 percent) and service work outside the home (25 percent).

Of the 2,586 unemployed women of all races who had worked during the last 10 years, 12 percent had worked in professional, technical, or managerial occupations, 28 percent had been employed as service workers outside the home, 26 percent as clerical workers, and 16 percent as operatives (including transport).

Family Income

The mean income for Alaska families headed by women 14 years of age and over was \$6,999 in 1969, as compared with \$13,856 for all families. The 115 black families headed by women had a mean income of \$6,253, as compared with \$9,917 for all black families. The income of the 75 families headed by Spanish-origin women was \$5,617; for all Spanish-origin families it was \$11,421.

About 6,200 families, or 9 percent of all families, had incomes in 1969 below the poverty level. About one-fourth (24 percent) of these poor families were headed by women. Of all families headed by women, 37 percent were poor. Most (93 percent) of the 1,504 women family heads with incomes below the poverty level had related children under 18 years of age; 52 percent had children under 6.

Table 1.--Employment Status and Occupations of Employed Persons
in Alaska, by Sex, 1970

(Persons 16 years of age and over)

Employment status and occupation	Total	Women	Men	Women as percent of total
<u>Employment Status</u>				
Civilian population	<u>159,702</u>	<u>83,155</u>	<u>76,547</u>	52.1
In civilian labor force	<u>98,296</u>	<u>38,003</u>	<u>60,293</u>	38.7
Employed	89,236	35,122	54,114	39.4
Unemployed	9,060	2,881	6,179	31.8
Not in labor force	61,406	45,152	16,254	73.5
<u>Occupation</u>				
Total	<u>89,236</u>	<u>35,122</u>	<u>54,114</u>	39.4
Professional, technical workers	17,373	6,988	10,385	40.2
Managers, administrators (except farm)	10,291	2,053	8,238	19.9
Sales workers	4,926	2,595	2,331	52.7
Clerical workers	16,717	13,478	3,239	80.6
Craft workers, foremen	13,437	425	13,012	3.2
Operatives (except transport)	5,498	1,477	4,021	26.9
Transport equipment operatives	2,741	244	2,497	8.9
Nonfarm laborers	5,032	382	4,650	7.6
Farmers, farm managers	134	39	95	29.1
Farm laborers, foremen	201	57	144	28.4
Service workers (except private household)	11,862	6,385	5,477	53.8
Private household workers	1,024	999	25	97.6

Source: U.S. Department of Commerce, Bureau of the Census: "Census of Population: 1970. General Social and Economic Characteristics, PC(1)-C3."

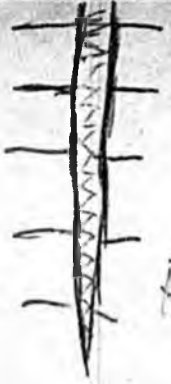
Table 2.--Labor Force and Occupational Status of Women in Alaska,
by Ethnic Group, 1970

(Women 16 years of age and over)

Labor force status and occupation	All women	Black	Spanish origin
<u>Civilian Labor Force</u>			
Number	38,003	1,158	778
Participation rate	45.7	56.9	48.4
Women as percent of all workers	38.7	<u>1/</u> 54.1	<u>2/</u> 46.5
<u>Occupation of Employed</u>			
Number	35,122	1,057	722
Percent	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
Professional, technical workers	19.9	16.8	15.7
Managers, administrators (except farm)	5.8	2.7	4.7
Sales workers	7.4	4.8	8.2
Clerical workers	38.4	28.3	36.8
Craft workers, foremen	1.2	--	--
Operatives (including transport)	4.9	8.5	3.7
Nonfarm laborers	1.1	(<u>3/</u>)	--
Farm workers	.3	(<u>3/</u>)	--
Service workers (except private household)	18.2	32.2	25.1
Private household workers	2.8	5.8	5.8
<u>Last Occupation of Experienced Unemployed</u>			
Worked during last 10 years	2,586	(<u>4/</u>)	(<u>4/</u>)
Percent	<u>100.0</u>		
Professional, technical, managerial workers	12.2		
Sales workers	7.2		
Clerical workers	25.9		
Operatives (including transport)	16.4		
Other blue-collar workers	5.2		
Farm workers	.3		
Service workers (except private household)	28.4		
Private household workers	4.3		

- 1/ Black women workers as percent of black work force.
2/ Spanish-origin women workers as percent of Spanish-origin work force.
3/ Less than 0.5 percent.
4/ Fewer than 100 persons.

Source: U.S. Department of Commerce, Bureau of the Census: "Census of Population: 1970. General Social and Economic Characteristics, PC(1)-C3."



AB 795 =
Lisa Rudel

1972 - Commission on Women repealed

41 other states have Commission

1. Alt to starting an ongoing Commission

2.

Education

Health

Employment

Minority Women

— Dept. of Labor study on Women employment

— How does Alaska rank
— 1. laws
— 2. employment

→ Human Rights Comm. Work ?
1. a lot of cases ? how
2. enforcement

20 Women Tory Thomas National Citizens Advisory Council
subtle discrimination // outside

Isabel MacLean

Women's Commission - No staff 2 meetings a year

Janet Bradley - Ass Director

40% sex complaints

New statistics ? or compilation ?



Patricia Abney -

Kate Bowns - Womens Actions Alliance

Susan Custer - JUV Womens Health Collective

CATEGORY: ADMINISTRATION OF JUSTICE
PROGRAM: PROTECTION OF INDIVIDUAL RIGHTS

AGENCY: OFFICE OF THE GOVERNOR
BRU: HUMAN RIGHTS COMMISSION

The Human Rights Commission is responsible for receiving, investigating, conciliating, or bringing to public hearings complaints alleging discrimination in employment, housing, or public accommodations, for reason of race, color, national ancestry, physical handicap, age, or sex. In addition, the Commission must "study the problems of discrimination and publish results of investigations and research as in its judgment will tend to eliminate discrimination"

The objectives of this BRU is to:

- Reduce the present rate of growth of non-meritorious cases by 25%.
- Reduce the rate of growth of cases in which discrimination was present by 25%.
- Return on the average 60% of the losses resulting from discrimination in all cases where discrimination was present.

The FY 77 budget includes nine new positions and associated costs for a substantial expansion.

Service Measures	FY 75		FY 76	FY 77	
	Plan	Actual	Plan	Maintenance	Total
Cases open at beginning of year	N/A	Not	400	500	500
New case filings	"	Available	400	750	675
Cases closed	"	"	300	450	650
Cases open at end of year	"	"	500	600	525
Dollar value returned to claimants	"	"	\$600,000	\$800,000	\$1,600,000

BUDGET OPERATING EXPENDITURE SUMMARY

BUDGET REQUEST UNIT 01 67-1-01-00-00

AGENCY OFFICE OF GOVERNOR

CATEGORY ADMIN OF JUSTICE	PROGRAM PROY INDIV RIGHTS	SUB-PROGRAM HUMAN RIGHTS COMMS			ELEMENT		SUB-ELEMENT	
COMPONENT STRUCTURE	COMPONENT DESCRIPTION	FISCAL LEG. APPROP.	Y F A F FINAL AUTH.	1 9 7 5 ACTUAL	FISCAL YEAR AUTHORIZED	1976 REVISED	FISCAL YEAR GOV. BUDGET	1977 LEG. ALLOW.
67-1-01-00-00	HUMAN RIGHTS COMMS	198.5	302.4	294.2	405.3	137.1	765.8	
TOTAL HUMAN RIGHTS COMMS		198.5	302.4	294.2	405.3	137.1	765.8	
BUDGET PERCENTAGE CHANGE OVER 1976							88.9	
OBJECT EXPENDITURE DESCRIPTION								
	PERSONAL SERVICES	124.8	177.9	171.5	253.1	115.3	491.3	
	TRAVEL	20.0	38.0	37.6	44.4	7.9	83.2	
	CONTRACTUAL SERVICES	49.4	73.6	73.1	99.8	11.5	172.1	
	COMMODITIES	3.2	8.5	7.8	6.0	1.4	9.1	
	EQUIPMENT	1.1	4.4	4.2	2.0	1.0	10.1	
	LANDS, BUILDINGS, IMPROVEMENTS							
	GRANTS, CLAIMS, SHARED REVENUE							
	MISCELLANEOUS							
FUNDING SOURCE								
	FEDERAL RECEIPTS					46.2		
	REQUIRED GEN. FUND MATCHING							
	OTHER GENERAL FUND	198.5	302.4	294.2	405.3	90.9	765.8	
	INTER-AGENCY RECEIPTS							
GEN. FUND PERCENTAGE CHANGE OVER 1976							88.9	
POSITIONS								
	PERMANENT FULL TIME	8.0	8.0	8.0	14.0		23.0	
	PERMANENT PART TIME							
	TEMPORARY (FULL TIME EQUIV.)							
	NUMBER OF MAN MONTHS	96.0	96.0	96.0	168.0		276.0	

TELEGRAM

RCA ALASKA COMMUNICATIONS, INC.

PHONE: 586-6440

#

JUNEAU, ALASKA 99801

02 023 POM ANCHORAGE AK 15 03-10 850A AST

PMS REPRESENTATIVE TERRY GARDINER

JUN

2459

STRONGLY SUPPORT HB 795 URGENTLY NEEDED TO OBTAIN
INFORMATION AS BASE FOR REMEDIAL ACTIONS

PATRICIA MAYO 1718 TALKEETNA STREET

ANCHORAGE ALASKA 99504

1976 MAR 10 AM 11 09

Charlotte Fox
P.O. Box 553
Juneau, Alaska 99802

March 9, 1976

Dear members of the committee:

I would like to address this committee today as a concerned citizen, and also as an active member of the Juneau Chapter of the National Organization For Women. I believe that N.O.W.'s interest in the passage of this bill is clear, as it will greatly benefit the status of women in Alaska, but I would like to take just a few minutes to give you some ideas and facts.

There has long been a need for a study as proposed in the provisions of HB 795. This legislation is unique, and I believe, very fitting to be initiated during this year. Alaska, from its earliest days, has been the land of "pioneers". Residents of this state have made great strides towards developing Alaska as a state that looks out for its people.

In discussing the merits of this bill with you, I would like to take the points one by one.

First off, the area of employment. The last in-depth information we have obtained comes from the 1970 census. These figures indicate that women comprised 39% of all workers in Alaska. However, this did not take into account those women employed in jobs which employers did not contribute to social security and other benefits.

According to this census, "More than 4,000 families, or 6% of all families in Alaska, were headed by women. Of the 1,531 women family heads with related children under 6, 56% were in the labor force. About 800 women with children under 6 headed families where incomes were below the poverty level; 36% of these women were workers.

The mean income of families headed by women was \$6,999, compared with \$13,856 for all families. Of all families headed by women, 37% were poor. More (93%) of the 1,504 family heads with incomes below the poverty level had related children under 18 years of age; 52% had children under 6.

This study proposed, besides giving us more recent facts, will hopefully also give us a direction to follow which may eliminate some of the above inequities.

Also, in the area of employment, this study would also involve examining the hiring and promotional practices, training and re-training needs of women in this state. With the state ratification of the ERA, and our own state ERA, hopefully these statistics above have changed in the last 6 years. Since much of the employment opportunities in this state lie within organized labor, I hope that they begin to open their doors more widely to women, so that we may begin to become more self-supporting and helping ourselves to a better lifestyle.

This same census dealt briefly with the area of education. It reported that women had attained a median of 12.4 years of schooling. One fourth of the women 16 to 64 years of age with less than 15 years of schooling had received some vocational training. When you combine that figure with the fact that in 1970 39% of all workers in this state were women, the answer is that most of the jobs held by women were relatively unskilled, and generally low-paying. This situation must be rectified.

Education needs to be closely looked at. Not only the aspect of women receiving adequate education in order to better support themselves, but the whole current system of education as pertains to women. This involves investigating high schools, to see which direction women are counseled to take regarding their future education, and teachers themselves, which are a great influence over the sex-role stereotyping which now exists. In order to change these trends, we must start at the roots, which is as young as possible.

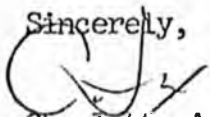
When we gather facts pertaining to health care for women, we should be looking at child care and child abuse, nursing home care, sexual assault, women offenders, ageism, venereal disease, planned parenthood. From looking at these areas, and studying them closely, hopefully facts will emerge that will enable us to raise the level of health care. This also would involve educating women as to how to care for themselves.

Minority women is one area that is really important. For instance, many of the minorities in this state are natives. Yet in the 1970 census, the only women of other ethnic groups included were black or spanish origin. We learned nothing from these figures as to the number of native women involved in the labor force, or their current status. This needs to be changed, but first, as I've said before, we must get facts to back us up.

We cannot make changes without first investigating the source of the problems, and how to make those changes. Hopefully, this study proposed under HB 795 will pass the legislature, and in the end, help improve the quality of life for all Alaskans.

I encourage the support of HB 795 by every member of your committee. The need for a study such as this one is clear. I thank you for your time.

Sincerely,



Charlotte A. Fox

Table 1.--Employment Status and Occupations of Employed Persons
in Alaska, by Sex, 1970

(Persons 16 years of age and over)

Employment status and occupation	Total	Women	Men	Women as percent of total
<u>Employment Status</u>				
Civilian population	<u>159,702</u>	<u>83,155</u>	<u>76,547</u>	52.1
In civilian labor force	<u>98,296</u>	<u>38,003</u>	<u>60,293</u>	38.7
Employed	89,236	35,122	54,114	39.4
Unemployed	9,060	2,881	6,179	31.8
Not in labor force	61,406	45,152	16,254	73.5
<u>Occupation</u>				
Total	<u>89,236</u>	<u>35,122</u>	<u>54,114</u>	39.4
Professional, technical workers	17,373	6,988	10,385	40.2
Managers, administrators (except farm)	10,291	2,053	8,238	19.9
Sales workers	4,926	2,595	2,331	52.7
Clerical workers	16,717	13,478	3,239	80.6
Craft workers, foremen	13,437	425	13,012	3.2
Operatives (except transport)	5,498	1,477	4,021	26.9
Transport equipment operatives	2,741	244	2,497	8.9
Nonfarm laborers	5,032	382	4,650	7.6
Farmers, farm managers	134	39	95	29.1
Farm laborers, foremen	201	57	144	28.4
Service workers (except private household)	11,862	6,385	5,477	53.8
Private household workers	1,024	999	25	97.6

Source: U.S. Department of Commerce, Bureau of the Census: "Census of Population: 1970. General Social and Economic Characteristics, PC(1)-C3."

The New York Times Book Review

OCTOBER 12, 1975 SECTION 7

I found this very interesting - worth the attention of NOW -
See marked text
A back of this page

By MARY ELLEN GALE

Rape is a metaphor of our times. Men rape the land and ravage the oceans. They even penetrate the skies. And, as a sort of environmental afterthought, they rape women.

That is how many of us who lay uncertain claim to the tarnished titles of liberal or intellectual have thought about rape, if we think about it at all. The accomplishment of Susan Brownmiller's chilling and monumental study of rape—the act not the metaphor—is that she proves us wrong.

The rape of women comes first. Rape in its primary meaning permeates our lives. Wars between tribes and nations, clashes of ignorant armies, arise and fall away. But the guerrilla war of men against women, suppressed or transformed though it may be in civilization and polite society, never ends. As Brownmiller sees it, rape is the hidden foundation for too much of our social order, the cardinal act of defilement by which men assert possession and control over the other half of humanity.

Her vision is informed and compelling. "Against Our Will: Men, Women and Rape" is far more than a feminist polemic, despite the passion and power of its language. Carefully researched, written from a perspective broad enough to encompass psychoanalysis, sociology, criminology, law and historical fact, it blends investigative and personal journalism into a demand for justice.

Mary Ellen Gale is staff counsel with the American Civil Liberties Union of Southern California.



my teacher →

Photomontage by Jerry N. Uelsmann

Against Our Will

Men, Women and Rape.

By Susan Brownmiller.

472 pp. New York: Simon and Schuster. \$10.95.

"Against Our Will" deserves a place on the shelf next to those rare books about social problems which force us to make connections we have too long evaded, and change the way we feel about what we know.

The investigation of rape turned out to be an arduous journey. Brownmiller

discovered that scholars and historians have frequently left the facts to gather dust and accrete misinterpretation. Rape taken seriously, confronted beyond the comfortable confines of symbols and statistics, was unexplored territory.

The title itself is a provocation. "Do

Rape as the ultimate exercise of man's domination of women

women want to be raped? Do we crave humiliation, degradation and violation of our bodily integrity?" Brownmiller asks. "Must a feminist deal with this preposterous question?" The answer is yes, because a pride of experts — psychoanalysts, novelists, jurists, police officers and pornographers — has imbued our culture and our laws with the suspicion that maybe rape is not against women's will after all.

Brownmiller begins at the beginning. She chronicles rape in war, from Troy to Vietnam, where American soldiers combined cultural and sexual imperialism, and Bangladesh, where a quarter of a million women, ravaged by their enemies, were rejected by their husbands as unclean. She records rape by whites and Indians in the battle for America, by white American slaveowners against their human property, by black Congolese in the recapture of their native land. She exposes homosexual rape of the weak by the strong in prisons and child abuse by relatives and strangers.

She finds the origins of rape, marriage and family intertwined. The evidence lies in such fossilized customs as bride capture, by which men in primitive societies, and in England as late as the 15th century, acquired legal title to the woman of their choice by forcible abduction and rape. "Female fear of an open season of rape, and not a natural inclination toward monogamy, motherhood or love, was probably the single causative factor in the original subjugation of woman by man," she speculates, "the most important key to her historic dependence, her domestication by protective mating." But the price of protection was legal death. In most

Continued on next page

societies, including our own, the law long regarded women as property of the male, father or husband. "Man's historic desire to maintain sole, total and complete access to woman's vagina, as codified by his earliest laws of marriage, sprang from his need to be the sole physical instrument governing impregnation, progeny and inheritance rights." Under man's law, rape was theft, a violation of his estate. Ancient rules compensated, if anyone, not the woman but her male protector.

Even now, in the midst of feminist challenge, rape statutes still except a woman's spouse from the prohibition of forcible sexual intercourse. As Brownmiller observes, legal sanction of a husband's right of unconditional access to his wife's body "gives the lie to any concept of equality and human dignity. . . . A sexual assault is an invasion of bodily integrity and a violation of freedom and self-determination wherever it happens to take place, in or out of the marriage bed."

Yet a law that would turn intraspousal rape into a crime could skew the wretched bargaining over the shreds of a marriage. Battles within marriage could become the grounds for a felony accusation. How could the law distinguish the true rape from the false charge?

But Brownmiller demonstrates such concerns are sexist to the core. She traces the male depiction of women as temptresses with fickle tongues from the Biblical story of Potiphar's nameless wife, who calumniated Joseph because he rejected her, to the New York cop's statement to Brownmiller that unsolved rapes represented "prostitutes who didn't get their money."

Against this backdrop of male skepticism Brownmiller sets down the cold facts we know about rape—that reported rapes increased 62 per cent over the five years from 1968 to 1973, that serious students of rape agree that no more than one of every five rapes is ever brought to police attention, that rape is a crime of brutal violence, often committed by men in pairs or gangs, and, most disturbing of all, that sociological studies show the average rapist is more likely the boy next door than the sexually deprived fetishist of psychiatric imagining. Brownmiller reports, "The typical American perpetrator of forcible rape is little more than an aggressive, hostile youth who chooses to do violence to women."

Sometimes he does violence to another race. She reports an odd and anguished conversation with an elderly black male librarian, schooled in the values of the old left. Asked for historical material on the rape of black women, he urged her to "start with the historic injustice to black men." No, said Brownmiller, she was interested in the historic injustice to

women. "To black people, rape has meant the lynching of the black man," he insisted. So imagination supersedes experience. The pens of history, however reluctantly, wielded by the dominant male imaginers, recorded the metaphorical rape of black men. The rape of black women, being mere fact, was lost.

Brownmiller neither shrinks from nor panics over the recent studies that indicate black-on-black and black-on-white rape may be a greater problem today than either rape by white men (though there is still plenty of it) or false accusations of black men by white men and women. But her account of the Emmett Till murder case most clearly illuminates her belief that "the crossroads of racism and sexism had to be a violent meeting place."

Till, a Northern black youth summing in Mississippi 20 years ago, took his friends' dare to ask a young white woman for a date. She chased him with a pistol; he wolf-whistled at her; and that night her husband and another man fatally shot Till and dumped him in the Tallahatchie River. An all-male, all-white jury acquitted the killers.

American liberals were aghast at the jury and the murder. For years, Brownmiller recalls, she smilingly acknowledged sexual invitations and insults from "street-corner cowboys," black and white, in honor of Till's memory. But slowly she came to realize that "Till's action was more than a kid's brash prank," that among the things at stake was the age-old male claim to free access to all women, and that Till's insult, though no justification for murder, formed another link in a long chain of verbal and physical abuse. Yet another link followed. As Eldridge Cleaver has recorded, the Till murder (never mind that men did it) inspired his career as a rapist of white women. As he saw it, they were to blame.

Perhaps it is not surprising that female self-determination means nothing to male aggressors. But what are we to make of the fact that it meant no more to the original explorers of the human mind? Freud and his disciples scarcely bothered with the phenomenon of rape despite their fascination with the male organ that makes it all possible.

Power is partly a matter of definitions. It would be easy but wrong to blame the outrageous cultural distortions of male and female sexuality on an exclusively male band of sexual definers. Brownmiller reminds us that two brilliant women psychoanalysts, Helene Deutsch and Karen Horney, chose to compromise their own sex rather than break altogether with Freudian orthodoxy. "Deutsch's theory that masochism is an essential element of femininity, and a condition of erotic pleasure" is, as Brownmiller uncom-

promisingly declares, "inimical to women." Those too young to remember the days when Deutsch and her theories were household words, may react with incredulous laughter, rather than political rage or private misery, at her insistence on the inadequacy of the female sex organs to achieve sexual joy. Yet Deutsch became "the ultimate authority for sex-crime experts who wished to explain away the victims of rape." A victim herself of male conditioning, Deutsch legitimated the victimization of a generation of women.

Campaigning for vaginal parity, Horney, though she courageously argued that female masochism was a culturally-induced neurosis, similarly betrayed women by accepting the notion that women dream incessantly of (and therefore long for) rape.

Rape feeds on the myth that women should be passive and beautiful—a myth perpetuated by fairy tales like "Snow White" and "Sleeping Beauty," by the confession magazines many women read regularly, by legends of the female star as victim (Marilyn Monroe, Billie Holiday, even Janis Joplin and Sylvia Plath), by novels by such diverse hands as Harold Robbins, Ayn Rand and John Updike. The whole absurd theory of woman as provocative of her own destruction shimmers implicit in a single line Brownmiller gleans from Updike: "He fought against her as a raped woman might struggle, to intensify the deed."

"Against Our Will" proves that raped women struggle not out of sexual perversity but out of a straightforward, commonsense terror for their lives. "This wasn't an act of sex I was going through—I felt I was being murdered," a typical rape victim recalled. And some women do not struggle at all—either because they are paralyzed by fear or by a realistic assessment of their chances of prevailing, or because they believe that in return for submission, the rapist will spare their lives.

The bargain is a hollow one. In Chicago a lone assailant raped and murdered eight student nurses who eschewed resistance in hopes of survival. And a different kind of assault awaits raped women who seek help from the law. They find that their ordeal by terror, in the eyes of police, prosecutor and jury (if they ever get that far) is not enough: the legal system is reluctant to prosecute or convict without objective evidence of struggle. Screams (when overheard), scratches on the rapist, or bruises on the victim may stand in as corroborative witness for the prosecution. But to the law, a victim injured only in her sense of integrity and control, is merely in danger of venereal disease and unwanted pregnancy, a lasting horror of such simple activities as walking in the park or going to bed at night, and has scarcely been dam-

aged at all. The law views her skeptically, as Potiphar's wife.

Consent and resistance are not serious legal issues in any crime of violence but rape. No one expects a victim of aggravated assault to fight back. If a robbery victim tamely hands over her wallet, preferring the certain loss of money to a possible kick in the face or knife in the stomach, the law does not sanction the crime because of her behavior. Brownmiller concedes that proof of rape is often intangible, a contest of oaths. But if the stolen property is never recovered, the law must take the victim's word for the robbery and the manner in which she relinquished her possession. In crimes other than rape, juries for centuries have been allowed to weigh word against word and to believe whom they choose. Yet in cases of rape it was only this year that the California Supreme Court finally struck down the ancient instruction to the jury to "examine the testimony of the female person . . . with caution."

The reverse side of the myth of female passivity is the myth of the heroic rapist. "As man conquers the world," Brownmiller notes, "so too he conquers the female. Down through the ages, imperial conquest, exploits of valor and expressions of love have gone hand in hand with violence to women in thought and deed." Genghis Khan, Jack the Ripper, Pancho Villa, the Hell's Angels—rapists of women but heroes to men. Brownmiller tellingly recalls that the real Bluebeard was a 15th-century sex-murderer whose victims became young and beautiful wives.

"It is almost as if the truth of Bluebeard's atrocities was too frightening to men to survive in the popular imagination," Brownmiller suggests. "Within the heterosexual world that most of us inhabit by choice, sexual violence is exalted by men to the level of ideology only when the victims are female and the victimizers are male." The conquest is theirs; the terror is ours.

In two of its concrete forms, hardcore pornography and prostitution, Brownmiller believes that the myth should be legally suppressed. "Pornography," she argues, "is the undiluted essence of antifemale propaganda." It views women as "anonymous, panting playthings, adult toys, dehumanized objects to be used, abused, broken and discarded." What would civil libertarians do, she wonders, "if, come tomorrow morning, the bookstores and movie theatres lining 42d Street in New York City were devoted not to the humiliation of women by rape and torture, as they currently are, but to a systematized, commercially successful propaganda machine depicting the sadistic pleasures of gassing Jews or lynching blacks?" Few liberals expect blacks to acquiesce in

Some blacks-like y/pmaisa
Little black Sambo -

best explanation

their portrayal as King Kong or Little Black Sambo to prove their devotion to the First Amendment. Why should women submit to similar denigration and ridicule, when their physical and psychological integrity is at stake?

Similarly, Brownmiller argues that rape is culturally encouraged by the business of prostitution. Boys, growing up, learn that "being a male means access to certain mysterious rites and privileges, including the right to buy a woman's body." Implicit in consumer sex is the notion that if the goods are withheld, or priced too high, they may be taken by force. Business, after all, is theft by other means.

"Against Our Will" is in part a moving and persuasive record of Brownmiller's personal odyssey. (Even our mythic referents are male. Where is the appropriate word for a woman's quest for self-knowledge?) She traveled from the land of traditional liberalism, with its general sympathy for the criminally accused and its specific distrust of rare charges as the scourge of black men in a racist society, to a feminist country of understanding that rape and the fear of rape are the terrorist tools of male oppression.

The depth of her research is matched by the complexity of her insight. Despite her vigorous feminist prose and her refusal to engage in either jargon or poetry, she is almost constantly sensitive to the implications of her opinions.

Of course, much of what she thinks and says is highly controversial. Some of it may even be wrong. For instance, she concedes that untrammelled political speech is a democratic necessity, yet fails to make the linguistic connection between politics and sex. Even the Supreme Court of the United States grudgingly conceded that "screw (well, that wasn't the exact word) the draft" was a protected political comment rather than a punishable obscenity. And banning prostitution is an illusory remedy which doubly victimizes the prostitute by marking her as a criminal and an outcast. Prostitution is by and large a crime of the poor. The rich buy stock and the poor play numbers. But only the poor have to pay off the cops as well.

Nor do I share Brownmiller's belief that training women for physical combat is a social good. To me it seems merely a regrettable necessity. The use of one's body as a weapon is in itself a concession to the ideology of rape, an acknowledgement that in most human confrontation there still is a winner and a loser. Not until we go beyond the politics of rape, primal and metaphorical, will men and women meet each other on a common ground, equals at last. ■



Terry-

The fiscal note
on HB 795 (Status
of Women)

Lisa

LISA RUDD

THE LEGISLATURE OF THE STATE OF ALASKA
FISCAL NOTE

Second Session - Ninth Legislature

I. REQUEST

Bill No. HB 795

Act Relating to: Status of Women in Alaska

Requested by: Representative Rudd Date: 02/20/76

Return Date Requested: 02/27/76

Agency: Office of the Governor Program: Human Rights Commission

II. FISCAL DETAIL

Budget Request Unit(s) Affected: 01.67. 01.01.00

A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 76	FY 77	FY 78	FY 79	FY 80	FY 81
100 PERSONAL SERVICES		34.7				
200 TRAVEL		5.0				
300 CONTRACTUAL		156.4				
400 COMMODITIES		3.2				
500 EQUIPMENT		0.7				
600 LAND & STRUCTURES		-0-				
700 GRANTS, CLAIMS, ETC.		-0-				
TOTAL		200.0				

B. FUNDING: (Thousands of dollars)

GENERAL FUND		200.0				
FEDERAL FUNDS		-0-				
OTHER		-0-				

C. POSITIONS:

PERMANENT/TEMPORARY	/	1 0.5	/	/	/	/
LABOR MONTHS (L./T.)	/	12.06.0	/	/	/	/

III. ANALYSIS (See Fiscal Note Preparation Instructions, Section III)

Assumes major part of the studies will be performed by individuals and organizations under contract with HRC under general coordination of staff person at journey-level investigator rate (HRFR II). Staff coordinator would identify Alaskan resources, negotiate separate contracts to avoid duplication of effort, coordinate development of educational materials and preparation of recommendations, and serve as chief resource person to the Legislature and Commissioners on overall findings of the study. Other "in-house" costs support this staff function, with balance of appropriation (70%) devoted to contracts. (Continued on attached sheet.)

IV. ATTACHMENTS

V. DATE: 02/20/76

PREPARED BY: Niel Thomas

Niel Thomas, Executive Director

Original: Legislative Finance
cc: Budget and Management
Prime Sponsor (First Legislator Named)

Analysis of Projected Expenditures
 February 20, 1976
 Page Two

100	Personal Services				
	1 HRFR II, Range 18, 12 mos as staff coordinator				
	1862 X 12	22,344			
	+ 21% Benefits	4,692			
	4.5% COLA	1.011			
				28.0	
	1/2 Clerk-Typist III, Range 8				
	1040 hrs X 5.77	6,001			
	+ 7.5% benefits	720			
				<u>6.7</u>	34.7
200	Travel				
	Instate travel to perform functions listed in Assumptions, above (liaison with contractors & on-site consultation)				
	Travel	2.2			
	Per diem	2.0			
				4.2	
	One outside trip to consult with state officials conducting similar studies				
	Travel	0.5			
	Per diem	0.3			
				<u>0.8</u>	5.0
300	Contractual				
310	Communications (Telephone)			1.1	
320	Printing & Advertising				
	4 Reports & Summary Reports				
	Approx 100 pp ea,				
	1,000 copies/5 reports				
	at \$3/copy			15.0	
330	Rents & Utilities			2.0	
360	Equipment Rental				
	Typewriter	0.3			
	2 desks with chairs	1.0			
				1.3	
380	Professional Fees & Services				
	<u>Employment Study</u> - Contract				
	w/as many as 4 individuals or organizations				
	each at 20.8	83.2			
	<u>Education Study</u> - Contract				
	with one organization	18.3			
	<u>Health Study</u> - Contract with				
	one organization	14.5			
	<u>Minority Women</u> - Contract				
	with 3 individuals:				
	Native, Black, SSA				
	each at 7.0	21.0			
				<u>137.0</u>	156.4
400	Commodities				
470	Professional & Scientific Supplies				
	Books & Subscriptions				
	relevant to areas of study			1.2	
480	Stationery & Office Supplies			1.5	
490	Other			0.5	
	Graphic design materials			<u>0.5</u>	3.2
500	Equipment				
530	Calculation for Statistical Studies			<u>0.7</u>	0.7
					<u>200.0</u>