

CENTER FOR WOMEN IN GOVERNMENT

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Career Ladder Research

The following are the revised questions for the Career Ladder Research Design:

1. Are a larger percentage of women on career ladders that end at lower grade levels than men?
2. Do female career ladders begin and end at lower grade levels than male career ladders?
3. Do mixed career ladders begin and end at lower grade levels than male career ladders?
4. Do male non-professional ladders require less education and/or experience and/or exam requirements to move up?
5. Do male professional career ladders begin and peak at higher grade levels than female professional career ladders?
6. Do male professional ladders require less education and/or experience and/or exam requirements to move up?

Women's seminar counters sex bias

By Olga Molina
NEWS WORLD STAFF

Several hundred women state employees took a first step towards moving up from "dead-end" clerical jobs yesterday by attending a special two-day career seminar at the Center for Women in Government at Marymount Manhattan College.

The seminar, continuing through today, is the first of a series of all-day career-planning workshops expected to reach some 3,000 state-employed women over the next few weeks as part of a program aimed at eliminating sex discrimination in the public sector.

"It's a pioneering effort," said Linda Tarr-Whelan, director of the State Labor Department, who serves as president for the year-old Center for Women in Government.

"This is the first of a series of eight programs for women employees of the state at all levels which will help women blocked in 'clerical ghettos,'" she said.

Ms. Whelan, who is the highest ranking woman state employee, added that 1,300 women had applied to attend the two-day workshops, but only 600 could be accommodated. "Its success proves the hunger of women for this kind of thing," she said.

"It's obvious that women are excluded," commented City Council President Carol Bellamy, who attended a noon-time press conference held at the school. "We are past the problem of women who can't get mortgages. We are now getting to the root of the problem, the economic issues that are harder to convey."

Statistics show that women have not made much headway into top-level state positions. Out of more than 154,000 workers employed by the state in 1976, almost half—44.7 percent—were women. But of those 68,824 women, only 571 held top management or policy-making positions.

More than 60 percent of state-employed men were paid \$10,000 or more in 1976, but only about 40 percent of the women employees fell into the over-\$10,000 category, a statistic that had not improved from a decade earlier.

The seminar program, supported by a \$75,000 legislative grant, has been designated a work-related assignment by Gov. Carey—which means that the women attending can be paid for the time they spend learning how to get ahead.

THE NEWS WORLD

January 24, 1979

Career panel in Rochester

By Dawn LePore

ROCHESTER — "I may not get a promotion tomorrow, but I feel a lot more secure now that I know more about how to get one."

That's how one woman summed up her feelings during a break in the day-long proceedings. She was one of 240 women from six counties who participated in a state-funded seminar entitled "Women in the Public Sector: A Career Planning Workshop," held recently at Monroe Community College. It was the fourth such meeting in a series of eight currently being held across New York State.

Their purpose is to provide state-employed women with training, information and skills necessary to developing realistic — and optimistic — career goals.

"It takes guts, determination and a lot of courage" to get ahead, according to Ann Bachorski, a seminar panelist and a senior unemployment insurance claims examiner for the state Labor Department.

State Department of Civil Service figures show that out of 65,000 women employed by the state, only 571 hold top management or policy-making positions, while there are seven times that many men in similar positions.

The limited number of opportunities for advancement is one of the worst problems now facing women, says a survey compiled by the Center for Women in Government, founded in 1978 to specifically respond to working women's needs.

"The state work force is declining," said Linda Tarr-Whelan, president of the board of directors of the Center and administrative director of the state Department of Labor.

"Promotional opportunities for everyone are declining and my own personal feeling is that means we have to open up the opportunities that do exist for as many people as possible because commercial opportunities aren't going to be as common as they were," she said.

The remaining seminars were scheduled to be held on March 6th in the Suffolk-Nassau counties; on March 13 in the Syracuse region, on March 20 in the Buffalo area and on March 27 in the Albany area.

The Public Sector

March 14, 1979

Program begins to aid women in career goals

NEW YORK (AP) — A new program to encourage career development among female state employees and the advancement of women in government began Tuesday at Marymount College.

The program, a series of eight workshops attended by 3,000 of the state's 68,000 female employees, is sponsored by the year-old Center for Women in Government in Albany and financed by \$75,000 in state budget funds.

"It is really a pioneering effort," said Linda Tarr-Whelan, administrative director of the State Labor Department as well as president of the Center. Except for Nevada, no other state has financed or organized such a program for its female government workers, she said during a news conference at Marymount announcing the workshops.

She said participants are attending the workshops as part of their regular work day.

The lack of movement of women in state government prompted the program, according to Ms. Tarr-Whelan.

"The statistics show us that over the past 10 years, essentially nothing has happened. There are jobs, but there are no stepping stones," she said.

Nearly 13,000 of the 18,738 state employees who earn less than \$10,000 a year are women.

Less than one percent of female state employees hold policy-making jobs while the majority are increasingly working in dead-end clerical jobs, she said. In 1977, 81.8 percent of state clerical workers were women, a 1.4 percent hike over the past 10 years, according to statistics compiled by the Center.

Ms. Tarr-Whelan said civil service barriers and the lack of career ladders have prevented women from advancing within government.

The greatest concentration of female state employees is in the metropolitan area where 65.4 percent of the 22,939 female state employees hold clerical and paraprofessional positions while 4.1 percent are in administrative or official positions, according to data compiled by the Center.

Through career development discussions, the Center's all-day workshops will focus on individual goals and encourage women to work together and form networks to improve their status.

"This just hasn't existed in the past for women. These are the kinds of things we ought to be doing," said Carol Bellamy, president of the New York City Council, who spoke at Tuesday's workshop and attended the news conference.

Rochester, February 24, 1979

NY's women workers study career planning

A program aimed at helping female state employees develop their careers and move into management is being sponsored by the Center for Women in Government with money from the state.

About 300 state-employed women from Monroe, Wayne, Ontario, Yates, Livingston, Allegany and Steuben counties were paid to attend a career planning workshop, one of eight in the state, at Monroe Community College yesterday.

The center, an arm of the State University at Albany formed to study sex discrimination in public employment, found women have been excluded from public policy-making and given low-paying, dead-end jobs, said panelist Linda Tarr-Whelan, administrative director of the state Labor Department and president of the center's board of directors.

She said civil service barriers and the lack of career ladders have prevented women from advancing in government.

Research by the center found that, of the 154,056 people employed by the state in 1976, 44.7 percent were women. Of those 68,824 women employees, only 571 were in top management or policy-making positions.

The study also found 63.9 percent

of the men employed by the state were paid more than \$10,000 in 1976, while only 42.3 percent of the females earned more than that.

In 1977, she said, 81.8 percent of all clerical workers employed by the state were women.

The greatest concentration of women employees is in New York City, where 65.4 percent of the 22,939 women working for the state hold clerical and paraprofessional jobs. Only 4.1 percent work in official and administrative capacities.

Of the 18,738 state employees in New York City earning less than \$10,000, nearly 13,000 are women. Less than one-third of the nearly 6,000 state employees earning more than \$16,000 are women, Ms. Tarr-Whelan said.

A lack of movement in these areas in the last 10 years prompted the workshops, she said.

The workshops started in January in Buffalo, Albany, Syracuse and Suffolk County. Future conferences are planned for New York City and Westchester with \$75,000 from the state.

Ms. Tarr-Whelan said the workshops have encouraged women to set up advisory groups in their offices to meet with top-level administrators about implementing affirmative action programs.

Family Living

Kathleen Ryan, editor

Women seek exit from 'clerical ghetto'

By CARYN EVE WIENER
Staff Writer

VALHALLA — Health Department employees sat beside Labor Department employees, who sat beside employees from the departments of Mental Hygiene and Corrections. As individual workers in their various departments, they had little in common. As women employed by New York state, they were united by a common bond: They came Tuesday to Westchester Community College for a career planning conference to discover what kind of "wood" they were made of.

The conference, sponsored by the state and organized by the Center for Women in Government, was the third of eight to be held statewide this year. Its purpose: to upgrade skills and broaden knowledge of women working in the public sector.

Some 300 state employees attending from Ulster, Sullivan, Rockland, Westchester, Orange, Putnam and Dutchess counties did so on duty leave, being paid for a full day's work. By day's end, they had received other kinds of remuneration: a clear-cut definition of what is hampering women's progress; assertiveness training and,

"We need to defrost ourselves like we do our refrigerators."

Clara Franklin, R.N.

throughout it all, hope.

First-person stories women told during the morning panel program held that hope. Clara Franklin, a nurse at Hudson River State Hospital, progressed from attendant in 1949 to head nurse, her current post. A 1937 high school graduate, she now is working toward a bachelor's degree. For her, hope meant assertiveness and education. "We need to defrost ourselves like we do our refrigerators," she said. "We need to throw the garbage out."

Claire Beckhardt started in volunteer work. The sole woman general manager for the New York City Region of the Office of Parks and Recreation began in the early 1950s, when she was a recent college graduate and young mother. A member of community organizations, she approached the parks department about building a new playground — and, at the same time, began constructing the foundation for the job she now holds.

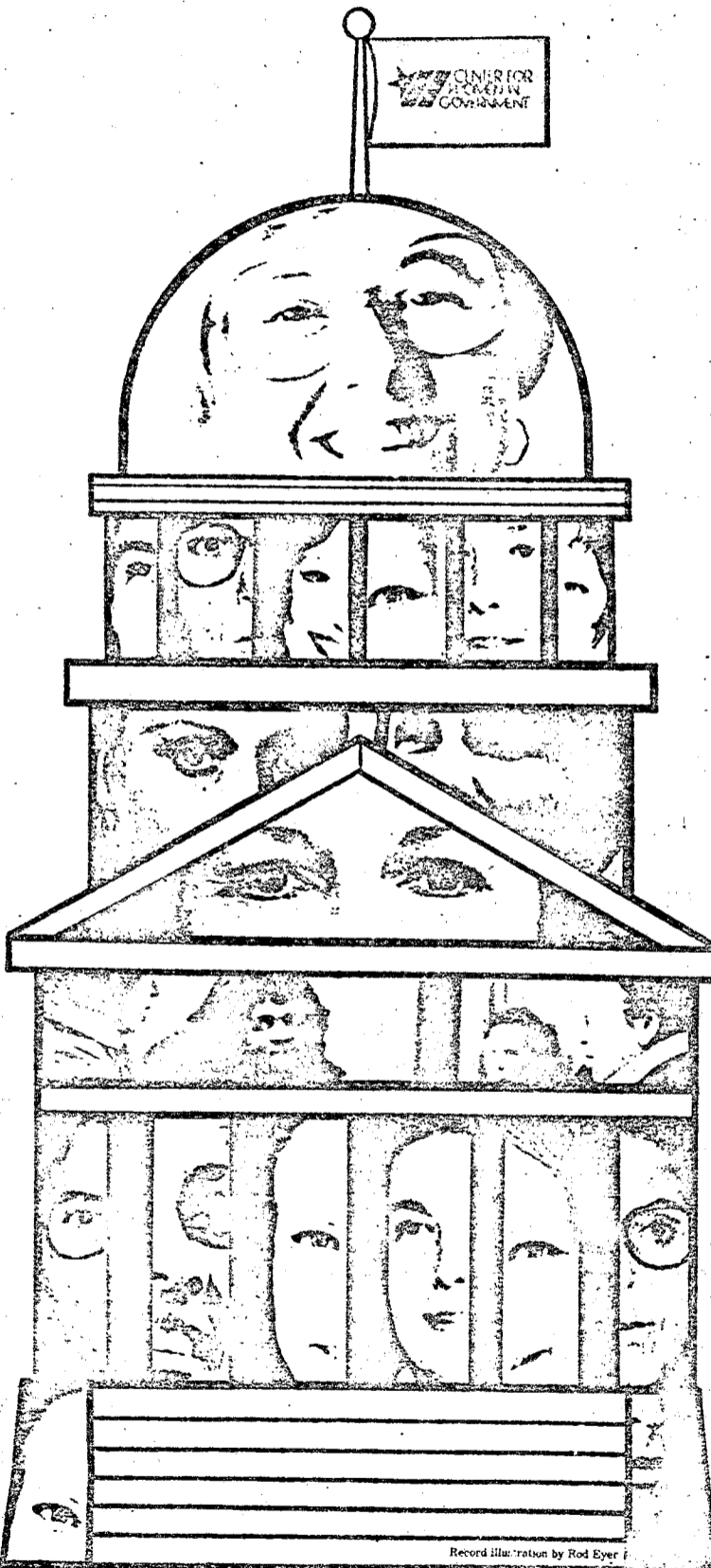
Audience members also stood on various rungs of their own career ladders. Elizabeth Williams commutes from Middletown to Poughkeepsie, where for the past three months she has been an engineering aide for the state Department of Transportation. Peg Gladwin of Ellenville, director of volunteer services for Woodbourne Correctional Facility, is pleased with the 4½ years she has been there. She is active on an advisory task force that works with the center.

For the other women — those who came out of either curiosity or need — the Center for Women in Government has one main function: To help workers who may feel stifled by their jobs.

Women who want to get ahead but cannot may be in a "clerical ghetto," according to Linda Tarr-Whelan, administrative director of the state Department of Labor and president of the board of directors of the center.

"A ghetto," she said, "is a place where walls keep people in and prevent them from moving into areas where their real talents will take them."

The state organized the center a year ago, instructing it to examine sex discrimination in public employment. In the year since, the center has meshed research,



Linda Tarr-Whelan, pictured on dome, is board president of the Center for Women in Government which is working to get women employees out of "dead-end" state jobs.

training programs, public education and group advocacy to attack the problem of what it believes are "dead-end jobs."

No fixed geographical sites determine a clerical ghetto — rather, it penetrates agencies and counties statewide. Of the approximately 150,000 state employees, half are women. Two-thirds of the women who

work in state jobs are either employed in nursing, sales, teaching or other service work.

Typically, a woman begins her state employment as a typist, earning an annual salary of \$5,100. Without a college degree, the highest salary level a typist can hope to reach is \$10,000 a year. This progression in-

Women politicians
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volves a great many women, the center found. In 1977, women held more than 82 percent of all clerical positions in state government.

Time will tell what the center's work will mean to the 70,000 women employed by the state. There are 1,400 of them in Orange County; 250 are in Sullivan County and 580 in Ulster County.

Along with state funds, the center is funded in part with grants from the Ford Foundation and the Civil Service Employees Association (CSEA). It operates under the auspices of the Graduate School of Public Affairs at the State University of New York at Albany.

"State government has a top-level commitment to help women," said Mrs. Tarr-Whelan. Gov. Hugh L. Carey issued two executive orders — one calling for affirmative action in employment; the other establishing flexible work schedules.

"The rhetoric is there," said Mrs. Tarr-

Without a college degree, the highest salary a typist can hope to reach is \$10,000.

Whelan. "The laws are there. But the problems remain."

In its first year, the center began its research. This year, it is taking action.

Tuesday's assembly was deemed a "first" by the center. The \$75,000 program of eight conferences is probably the largest of its kind in the state as well as the nation, said Donna George, communications director.

A total of 3,000 persons are expected to have attended after the final conference is completed.

"This is the first time a state government has appropriated funds for women to get together and talk about their careers," said Mrs. Tarr-Whelan.

Women are an under-utilized resource, she contends. "Public service is like a mirror on society," she said. "The statistics are a reflection of society as a whole."

In striving for change, the center does not work alone. In November, the center created the Coalition for Career Mobility. It draws on the efforts of the CSEA, the New York State Coalition of People with Disabilities, Wheels to Independence, Women in State Government as well as women's advisory groups in 23 state agencies. Personnel and affirmative action councils from various state agencies also joined the coalition.

Collective effort is important, said Nancy Perlman, director of the center. "One of the things we would like to do is encourage women to form advisory groups in their own facilities and take action."

Changing a formal system is just one part of the center's line of action. Equally entrenched in women's problems with state employment are attitudes — and not just those of co-workers or those reflected in office procedure.

"One of the barriers you must deal with in career planning is attacking the system, not only outside yourself but also within yourself," Dr. Joseph H. Hankin, president of WCC, told those gathered at Tuesday's conference.

Women need to think of themselves as achievers, as assertive, as movers and makers of progress, he said. And that means shedding old ways of thinking that are in conflict with the demands of a new lifestyle.

"To quote Walt Kelly in the comic strip, Pogo," said Hankin. "We have met the enemy and he is us."

"Or rather," he added, after a thought, "SHE is us."

Public—job women hear inequalities rapped

By PATRICIA KEEGAN
Education Editor

Women in public employment have been lulled into "a false sense of security" that job equality with men has been achieved, the highest ranking woman in the state Labor Department said Tuesday.

Linda Tarr-Whelan, administrative director of the

Department of Labor, told about 300 female state employees at a career planning workshop at Westchester Community College that statistics show "women have been excluded from public policy-making and included in dead-end jobs."

"Without career mobility, there is no affirmative action for women," she said in the keynote address to the female employees, most of

whom hold jobs at the lower end of the state pay scale.

The all-day workshop, for women in the lower Hudson region, was one of eight being held throughout the state. It was sponsored by the Center for Women in Government, a year-old organization working to eliminate sex discrimination in the public sector, and funded by a state grant.

About 3,000 women who

work for the state are scheduled to attend the workshops, making the series the first such extensive training program in New York and the largest of its kind in the country, according to Center officials.

The state Legislature appropriated \$75,000 to fund the workshops and those women who attend the session in their area are freed from their job responsibili-

ties that day.

Ms. Tarr-Whelan cited a number of statistics to show job discrimination still exists in the state public sector and that it has in fact worsened in the last 10 years.

In 1967, she said, 80.4 percent of all clerical workers employed by the state were women. By 1977, the figure had risen to 81.8 percent, although the percent-

age of women working for the state remained about the same.

In 1967, 61.9 percent of all those employed by the state at the low-paying grades of one through six were women. By 1974, the last time such data was compiled, the figure had risen to 64.8 percent.

In 1976, less than one percent of the state's female employees were in top management positions, while almost five times that percentage of the male work force held top management jobs.

But Ms. Tarr-Whelan said she saw positive signs that "the time is right to open the system." She cited the state's funding of the workshops, Gov. Carey's appointment of women to several state office leadership jobs and his agreement to meet with the Coalition for Career Mobility, a group comprised of the Center, the Civil Service Employees Association, Women in State Government and several other groups.

The coalition hopes to expand the opportunities so women in lower-level jobs can take state advancement tests to step up the career ladder, she said.

"The key word of the '80s is going to be productivity," Ms. Tarr-Whelan told her audience. "Does it increase productivity to prevent talented clerical workers from moving up? I think not."

The day's program also included a panel discussion by four women who had worked their way up in ei-

The latter were assigned to give the women the skills to plan their careers and to encourage them to form advisory groups within their own state agencies to monitor the progress of affirmative action programs.

One of the panelists, Margaret Apee, who is the director of correctional volunteer services and ancillary programs for the state Department of Correctional Services, spoke of how she

tried to overcome the problems of being the "first and only woman" at the center office of her department.

She offered five career planning tips to the workshop participants: Read a variety of books; set both short and long-term career goals and be aggressive trying to attain them; explore available resources and use them; develop a realistic action plan with alternatives; and keep a positive outlook.

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