

REMARKS BY SENATOR HUBERT H. HUMPHREY

JOINT CONGRESSIONAL SYMPOSIUM
ON INTERNATIONAL WOMEN'S YEAR

Washington, D. C.

May 14, 1975

I welcome you to this Joint Congressional Symposium on International Women's Year. Senator Percy, Congresswomen Holtzman and Fenwick, the additional 96 Congressional sponsors of the symposium and I are delighted that all of you have joined us today.

The status of women -- their rights and responsibilities -- is no sectarian issue. It is an issue integrally involved with the most pressing problems of our day -- food and population and peace. It is an issue which concerns not only women, but men; which affects not only the present, but also the future.

Unfortunately, many men in positions of responsibility and authority are concerned with making today's bread, not tomorrow's opportunities; interested in profit, not preservation; present-minded, not future-oriented. We need the leadership of both men and women who are future minded; who care about the well-being of future generations.

For far too long, the institutions of power -- government, industry, and the military -- have been under the sole stewardship of men. It now is time that we allow women to take their share of responsibility for the successes and failures of the future.

When the United Nations General Assembly declared 1975 as International Women's Year, it singled out three goals for the year. They are:

- to promote equality between men and women;
- to ensure the full integration of women in economic development;
- and to recognize the importance of women's increasing contribution to the development of friendly relations and cooperation among states and to the strengthening of world peace.

These are admirable goals, but we have a long way to go in achieving them.

Despite the advances of the last 30 years, discrimination against women remains a fact of life. This is true not only in those few countries in which the laws sanction or even mandate a lower status for women, but also in the advanced countries such as our own in which the laws may declare an equal status for men and women, but the customs and traditions may dictate separate and not always equal treatment.

The discrimination under law by such countries as Ethiopia and Saudi Arabia, and the de facto discrimination in such advanced countries as the United States and the Soviet Union, not only are robbing the men and women of these societies of the opportunities for full expression of their aspirations -- they also are denying humanity vital resources for solving the world's economic, social and political problems.

I fought the Civil Rights battle 15 years in the Congress to a successful legislative conclusion. But I know that battle is far from over.

It continues in the fight to implement that legislation and other legislation aimed at assuring equal opportunity for all. It continues in the struggle of women to achieve full equality with men -- equal pay for equal work, equal access to the professions, equal access to financial credit, removal of the artificial barriers that have barred those women who so desire a full participation in the intellectual, economic and political life of our nation.

There can be no civil rights in this country without acknowledging the rights of the largest minority of them all -- women!

The final ratification of the Equal Rights Amendment, which I co-sponsored, is a necessary prerequisite to the establishment of a fully integrated society where talent and ability are the only criteria for opportunity and advancement. Passage of adequate child care legislation also is vital to assuring men and women the fullest opportunities so that they may compete in the marketplace and provide for their children's welfare. This legislation is critical for those who must work, just to keep their families above the poverty line.

But changing laws or assuring their implementation is not enough. The more serious barriers to equality lie in the attitudes and stereotypes many people continue to hold on the relative roles of the sexes.

The idea that woman's sole function is to create a family is obsolete. But there are still many people who categorically assert that "woman's place is in the home, barefoot, pregnant, cooking, and cleaning." It is a mistake to assume that caring for a family and home should be tasks limited to women, or that the undertaking of them should automatically prohibit women -- or men -- from other pursuits or professions.

Circumstances create traditions, and circumstances change traditions. The circumstances which created the traditional role of women have changed. The needs of society have changed, and the traditions and mores of society will need to change with them.

I see the future as a time of new energy, new direction, better values, and better adjusted men and women.

I look forward to the day when there are no distinctions between men and women's work, when male secretaries are as common as female secretaries, when female bosses are as common as male bosses, when more of our university professors are women, when women participate in such crucial discussions as the SALT negotiations and MBFR negotiations on an equal footing with men.

There are no rational reasons why none of these events has yet occurred; it's just many people in many positions still think in traditional terms about man's work and woman's work. Hopefully, during IWY we will be able to focus enough attention on the lost opportunities for humanity resulting from these attitudes.

The poorest people in the world are not those who lack money, but those who have no options. Both men and women are suffering now, because men and women have not been given the option of living up to their true potentials.

It is time to put a stop to the cultural and educational practices which rigidly mold women from their earliest years to seek and expect second rate wages and positions of employment with no opportunity of advancement, while molding men to fit into equally rigid, although different, roles. It's time we took full advantage of the vast talents of over half our population.

We ought to have a new motto: "If it's good for women, it's good for the country!"

We are particularly fortunate in the United States that IWY falls in 1975, one year before the 200th anniversary of our national independence. With proper action during IWY, our bicentennial can be a celebration of a genuine commitment to the equal opportunities, equal rights under the law, and equal freedom for all our people enshrined in our nation's Declaration of Independence and Bill of Rights.

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Sen Percy, Congressman Holtzman
" " Fenwick

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JOINT CONGRESSIONAL SYMPOSIUM
ON INTERNATIONAL WOMEN'S YEAR

WASHINGTON, D. C.

MAY 14, 1975

Helvi Sipela

Patricia Acheson

(nup)
Anne Howard

I WELCOME YOU TO THIS JOINT CONGRESSIONAL SYMPOSIUM ON
INTERNATIONAL WOMEN'S YEAR / SENATOR PERCY, CONGRESSWOMAN
HOLTZMAN AND FENWICK, THE ADDITIONAL 96 CONGRESSIONAL SPONSORS

OF THE SYMPOSIUM AND I ARE DELIGHTED THAT ALL OF YOU HAVE

JOINED US TODAY.

(I wish to thank out loud with you
about the status of women now
+ what it can be)

/ THE STATUS OF WOMEN -- THEIR RIGHTS AND RESPONSIBILITIES --
IS NO SECTARIAN ISSUE. / IT IS AN ISSUE ~~HERE~~ ^{basically} INVOLVED

WITH THE MOST PRESSING PROBLEMS OF OUR DAY -- FOOD AND POPULATION

AND PEACE. / IT IS AN ISSUE WHICH CONCERNS NOT ONLY WOMEN, BUT

MEN, WHICH AFFECTS NOT ONLY THE PRESENT, BUT ALSO THE FUTURE.

UNFORTUNATELY, MANY MEN IN POSITIONS OF RESPONSIBILITY AND
AUTHORITY ARE CONCERNED WITH MAKING TODAY'S BREAD, NOT
TOMORROW'S OPPORTUNITIES; INTERESTED IN PROFIT, NOT PRESERVA-
TION; ^{They are} PRESENT-MINDED, NOT FUTURE-ORIENTED. WE NEED THE LEADER-
SHIP OF BOTH MEN AND WOMEN WHO ARE FUTURE MINDED, WHO CARE
ABOUT THE WELL-BEING OF FUTURE GENERATIONS.

FOR FAR TOO LONG, THE INSTITUTIONS OF POWER, GOVERNMENT, finance
education, INDUSTRY, AND THE MILITARY, HAVE BEEN UNDER THE SOLE STEWARD-
SHIP OF MEN. ^{for} IT NOW IS TIME THAT WE ALLOW WOMEN TO TAKE THEIR
SHARE OF RESPONSIBILITY FOR THE SUCCESSES AND FAILURES OF THE
FUTURE.

When the UNITED NATIONS GENERAL ASSEMBLY DECLARED 1975
AS INTERNATIONAL WOMEN'S YEAR, IT SINGLED OUT THREE GOALS FOR
THE YEAR. THEY ARE:

- TO PROMOTE EQUALITY BETWEEN MEN AND WOMEN;
- TO ENSURE THE FULL INTEGRATION OF WOMEN IN ECONOMIC
DEVELOPMENT;
- AND TO RECOGNIZE THE IMPORTANCE OF WOMEN'S INCREASING
CONTRIBUTION TO THE DEVELOPMENT OF FRIENDLY RELATIONS AND
COOPERATION AMONG STATES AND TO THE STRENGTHENING OF WORLD
PEACE.

THESE ARE ADMIRABLE GOALS, BUT WE HAVE A LONG WAY TO GO
IN ACHIEVING THEM.

- Will take determined
persevering daring action!

women must assert themselves - Pogo
"We have met the enemy & they are us"

↳ DESPITE THE ADVANCES OF THE LAST 30 YEARS, DISCRIMINATION
AGAINST WOMEN REMAINS A FACT OF LIFE. ↳ THIS IS TRUE NOT ONLY

IN THOSE FEW COUNTRIES IN WHICH THE LAW SANCTION OR EVEN

MANDATE A LOWER STATUS FOR WOMEN, BUT ALSO IN THE ADVANCED ^{so-called}

COUNTRIES SUCH AS OUR OWN IN WHICH THE LAW MAY DECLARE AN

EQUAL STATUS FOR MEN AND WOMEN, BUT THE CUSTOMS AND TRADITIONS

MAY DICTATE SEPARATE AND NOT ALWAYS EQUAL TREATMENT.

↳ THE DISCRIMINATION UNDER LAW BY SUCH COUNTRIES AS

ETHIOPIA AND SAUDI ARABIA, AND THE DE FACTO DISCRIMINATION

IN SUCH ADVANCED COUNTRIES AS THE UNITED STATES AND THE

SOVIET UNION, NOT ONLY ARE ROBBING THE MEN AND WOMEN OF THESE

Supreme
court
not ruled
that under
14th amend
women are
persons -
correct
yes

SOCIETIES OF THE OPPORTUNITIES FOR FULL EXPRESSION OF THEIR

ASPIRATIONS ^{and Talent} -- THEY ALSO ARE DENYING HUMANITY VITAL ~~human~~ RESOURCES

FOR SOLVING THE WORLD'S ECONOMIC, SOCIAL AND POLITICAL PROBLEMS.

L I FOUGHT THE CIVIL RIGHTS BATTLE ^{for} 15 YEARS IN THE CONGRESS ^{and}
TO A SUCCESSFUL LEGISLATIVE ~~CONCLUSION~~ ^{action} BUT I KNOW THAT BATTLE
IS FAR FROM OVER.

L IT CONTINUES IN THE FIGHT TO IMPLEMENT THAT LEGISLATION
AND OTHER LEGISLATION AIMED AT ASSURING EQUAL OPPORTUNITY FOR

ALL. L IT CONTINUES IN THE STRUGGLE OF WOMEN TO ACHIEVE FULL

EQUALITY WITH MEN -- EQUAL PAY FOR EQUAL WORK, EQUAL ACCESS

TO THE PROFESSIONS, EQUAL ACCESS TO FINANCIAL CREDIT, REMOVAL

OF THE ARTIFICIAL BARRIERS THAT HAVE BARRED THOSE WOMEN WHO

SO DESIRE A FULL PARTICIPATION IN THE INTELLECTUAL, ECONOMIC

AND POLITICAL LIFE OF OUR NATION.

[THERE CAN BE NO CIVIL RIGHTS IN THIS COUNTRY WITHOUT
ACKNOWLEDGING THE RIGHTS OF ~~WOMEN~~ *THE LARGEST MINORITY OF*
THEM ALL -- WOMEN!

(X) [THE FINAL RATIFICATION OF THE EQUAL RIGHTS AMENDMENT,

WHICH I CO-SPONSORED, IS A NECESSARY PREREQUISITE TO THE

ESTABLISHMENT OF A FULLY INTEGRATED SOCIETY WHERE TALENT AND

ABILITY ARE THE ONLY CRITERIA FOR OPPORTUNITY AND ADVANCEMENT,

[PASSAGE OF ADEQUATE CHILD CARE LEGISLATION ALSO IS VITAL TO

ASSURING MEN AND WOMEN THE FULLEST OPPORTUNITIES SO THAT THEY

MAY COMPETE IN THE MARKETPLACE AND PROVIDE FOR THEIR CHILDREN'S

WELFARE. THIS LEGISLATION IS CRITICAL FOR THOSE WHO MUST

WORK, JUST TO KEEP THEIR FAMILIES ABOVE THE POVERTY LINE,

L BUT CHANGING LAWS OR ASSURING THEIR IMPLEMENTATION IS
NOT ENOUGH. THE MORE SERIOUS BARRIERS TO EQUALITY LIE IN THE
ATTITUDES AND STEREOTYPES MANY PEOPLE CONTINUE TO HOLD *concerning*
THE RELATIVE ROLES OF THE SEXES. (*See next pages*)

L THE IDEA THAT WOMAN'S SOLE FUNCTION IS TO CREATE A FAMILY
IS OBSOLETE. BUT THERE ARE STILL MANY PEOPLE WHO CATEGORICALLY
ASSERT THAT "WOMAN'S PLACE IS IN THE HOME," ~~BASED ON~~ ?

~~PREGNANT, COOKING, AND CLEANING.~~ IT IS A MISTAKE TO

ASSUME THAT CARING FOR A FAMILY AND HOME SHOULD BE TASKS *Solely*

LIMITED TO WOMEN, OR THAT THE UNDERTAKING OF THEM SHOULD

AUTOMATICALLY PROHIBIT WOMEN -- OR MEN -- FROM OTHER

PURSUIITS OR PROFESSIONS.

L CIRCUMSTANCES CREATE TRADITIONS, AND CIRCUMSTANCES CHANGE
TRADITIONS. L THE CIRCUMSTANCES WHICH CREATED THE TRADITIONAL
ROLE OF WOMEN HAVE CHANGED. L THE NEEDS OF SOCIETY HAVE CHANGED,
AND THE TRADITIONS AND MORE'S OF SOCIETY WILL NEED TO CHANGE
WITH THEM.

L I SEE THE FUTURE AS A TIME OF NEW ENERGY, NEW DIRECTION,
BETTER VALUES, AND BETTER ADJUSTED MEN AND WOMEN.

L I LOOK FORWARD TO THE DAY WHEN THERE ARE NO DISTINCTIONS
BETWEEN MEN AND WOMEN'S WORK, WHEN MALE SECRETARIES ARE AS
COMMON AS FEMALE SECRETARIES, WHEN FEMALE BOSSES ARE AS COMMON
AS MALE BOSSES, WHEN MORE OF OUR UNIVERSITY PROFESSORS, ^{Doctors} ~~ARE~~

Engineers, Architects are women.

~~WOMEN~~, WHEN WOMEN PARTICIPATE IN SUCH CRUCIAL DISCUSSIONS AS

THE SALT NEGOTIATIONS AND MBFR NEGOTIATIONS ON AN EQUAL FOOTING
WITH MEN.

(Cabinet, Courts, Gov. Policy)

Panels

L THERE ARE NO RATIONAL REASONS WHY ~~NOT~~ THESE EVENTS *have*
not YET OCCURRED; IT'S JUST MANY PEOPLE IN MANY POSITIONS STILL

THINK IN TRADITIONAL TERMS ABOUT MAN'S WORK AND WOMAN'S WORK,

HOPEFULLY, DURING IWY WE WILL BE ABLE TO FOCUS ENOUGH ATTENTION

ON THE LOST OPPORTUNITIES FOR HUMANITY RESULTING FROM THESE

ATTITUDES.

(*Your recommendations have a follow-up*)

L THE POOREST PEOPLE IN THE WORLD ARE NOT THOSE WHO LACK

MONEY, BUT THOSE WHO HAVE NO OPTIONS L BOTH MEN AND WOMEN ARE

SUFFERING NOW, BECAUSE MEN AND WOMEN HAVE NOT BEEN GIVEN THE

OPTION OF LIVING UP TO THEIR TRUE POTENTIALS.

IT IS TIME TO PUT A STOP TO THE CULTURAL AND EDUCATIONAL PRACTICES WHICH RIGIDLY MOLD WOMEN FROM THEIR EARLIEST YEARS TO SEEK AND EXPECT SECOND RATE WAGES AND POSITIONS OF EMPLOYMENT WITH NO OPPORTUNITY OF ADVANCEMENT, WHILE MOLDING MEN TO FIT INTO EQUALLY RIGID, ALTHOUGH DIFFERENT, ROLES. ^{It's} IT'S TIME

WE TOOK FULL ADVANTAGE OF THE VAST TALENTS OF OVER HALF OUR POPULATION. - Quit Wasting Human Resources!

WE OUGHT TO HAVE A NEW MOTTO: "IF IT'S GOOD FOR WOMEN, IT'S GOOD FOR THE COUNTRY!"

WE ARE PARTICULARLY FORTUNATE IN THE UNITED STATES THAT IWY FALLS IN 1975, ONE YEAR BEFORE THE 200TH ANNIVERSARY OF OUR NATIONAL INDEPENDENCE. WITH PROPER ACTION DURING IWY, OUR BICENTENNIAL CAN BE A CELEBRATION OF A GENUINE COMMITMENT TO THE EQUAL OPPORTUNITIES, EQUAL RIGHTS UNDER THE LAW, AND EQUAL FREEDOM FOR ALL OUR PEOPLE ENSHRINED IN OUR NATION'S DECLARATION OF INDEPENDENCE AND BILL OF RIGHTS.



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