

# COUNCIL for the ECONOMIC STATUS of WOMEN

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NEWSLETTER #38

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LEGISLATION 1980, a summary of three Council-endorsed proposals which passed this session.

TEL-LAWS, a new resource for legal information from the Minnesota Bar Association.

## calendar

OPEN HEARING in Winona, jointly sponsored with the Winona Human Rights Commission: Tuesday, May 6, 5:00 - 9:00 PM in the East Cafeteria of Kryszko Commons, Winona State University.

"WOMEN AS HEALTH CARE WORKERS," previously scheduled for April: Friday, June 6. Final details will be announced in the next newsletter.

OPEN HEARING in Breckenridge, arranged with the assistance of Council member Delores McClernon: Thursday, June 26. Final details will be announced in the next newsletter.

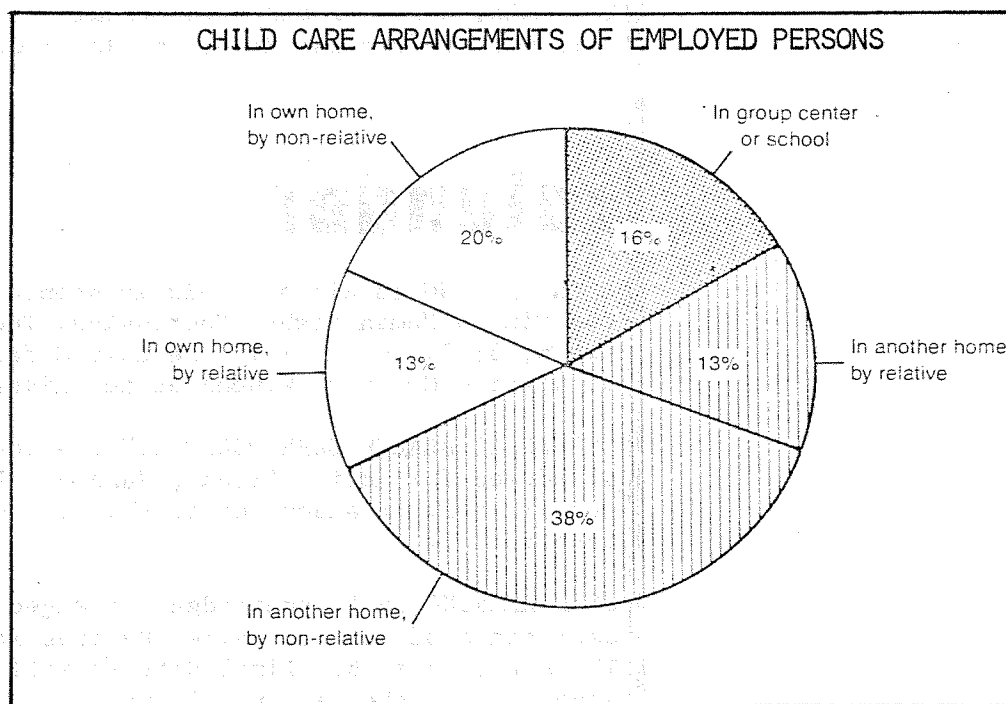
## MINNESOTA WOMEN: CHILD CARE, PART-TIME WORK, JOB SATISFACTION

Recent issues of this newsletter have examined women's labor force participation rates, occupations and industries in which women are likely to work, and the continuing earnings gap between women and men. This issue presents information on several other aspects of women's employment, based on a 1977 survey of households conducted by the State Demographer's Office.

Questions answered by the survey include:

Which parent is most likely to make child care arrangements? One-third of employed mothers surveyed said it was necessary for them to make child care arrangements. Twelve percent said a "spouse or other household member" took care of children; 44 percent said their children were old enough to be left alone. In contrast, only one-tenth of employed fathers said it was necessary for them to make child care arrangements. Sixty-three percent said a spouse or other household member took care of their children; 26 percent felt their children were old enough to be left alone.

What kind of child care is being used, and how do parents feel about these arrangements? Only 16 percent of people who made child care arrangements used a group center or school program. The other 84 percent had child care provided in a home, their own or someone else's. One-fourth of child care was provided by another household member or by a relative. More than four of five people who made child care arrangements said they were "very satisfied" with those arrangements.



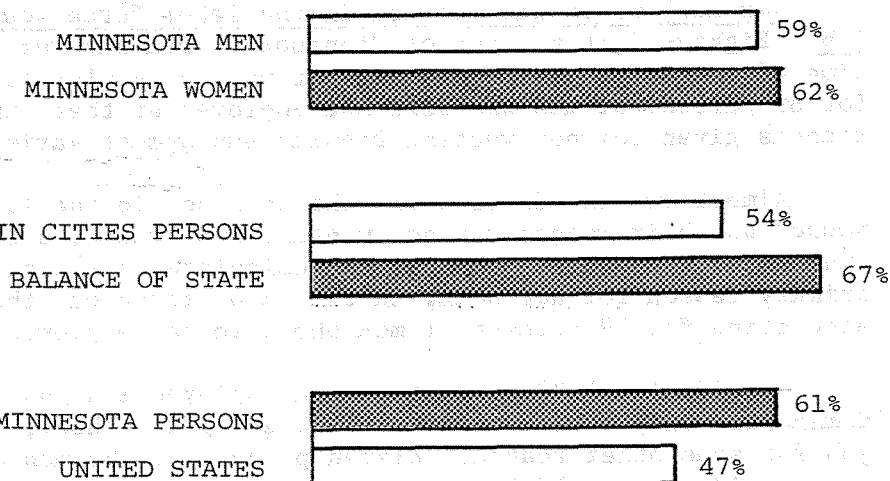
Would women with part-time jobs prefer to work full-time? The great majority of Minnesota women with paid employment of less than 35 hours per week said they did not want full-time employment -- and there is no difference between male and female part-time workers in this respect. In other words, 85 percent of part-time workers are "voluntary part-time workers." Only seven percent of male part-time workers and 11 percent of female part-time workers said they could not find a full-time job.

Are women more or less satisfied with their jobs than men are?

A substantial majority of both men and women in the Demographer's survey said they were "very satisfied" with their jobs. Women were slightly more likely to say they were "very satisfied," while men were slightly more likely to say they were "somewhat satisfied." Only six percent of women and six percent of men said they were "not too satisfied" or "not at all satisfied."

Several factors were more significant than sex of worker in level of job satisfaction. Within Minnesota, persons outside the Twin Cities area were more likely to be "very satisfied" than those in the Twin Cities. Employed Minnesotans as a whole, however, were considerably more likely than employed persons in the nation to be "very satisfied." The single most significant factor in satisfaction is age, with older persons being consistently more satisfied with their jobs than younger persons.

PERCENT OF EMPLOYED PERSONS "VERY SATISFIED" WITH JOB



Minnesota women are more likely than men to recommend their jobs to a friend, with 72 percent of women but only 61 percent of men saying they would "strongly recommend" their current jobs to a friend. Women were also more likely than men to say they would choose their current jobs again "with no hesitation."

Neither women nor men appear to feel that their skills are not being used. More than three-fourths of persons in both groups said "no" when asked, "Do you have some skills from your previous experience and training that you would like to be using in your work but can not use on your present job?"

Do women change jobs more often than men? Seventy percent of employed men and 68 percent of employed women said they were "not at all likely" to seek a new job within one year. Similarly, 80 percent of men and 81 percent of women said they did not expect to be in a different occupation "five years from now."

These feelings about job changing were paralleled by previous actual work experience for those surveyed. The job turnover rate for 1976 -- total number of job turnovers per 100 persons who were employed at least one week in that year -- was 22.3 for men and 21.9 for women.

Age is a more significant factor in job turnover than sex, with higher turnover rates for younger persons. According to the survey, turnover rates ranged from a high of 44.4 for persons age 16 to 24 to a low of 7.0 for persons age 45 and over.

How do most women go about finding their jobs? There were no significant differences in the job search methods used by employed men and by employed women. More than two-thirds of men and two-thirds of women said they found their jobs by one of two methods: by checking directly with the potential employer or by checking with friends and relatives. An additional 20 percent of women and 12 percent of men said they found their jobs by placing or answering an advertisement. Few people of either sex found their jobs by checking with a state agency or a private agency.

How many women who are not in the labor force would like to have a paid job? Eighty-eight percent of Minnesota women who were not employed at the time of the survey said they did not want a regular job. This was also true for 89 percent of men who were not employed at that time. However, the reasons given for not wanting regular employment varied significantly by sex.

Almost two-thirds of women who were not in the labor force gave "keeping house" as their reason for not wanting employment, a reason given by so few men that a percentage could not be calculated for that group. For men, the primary reason for not being in the labor force was that they were "retired," accounting for 59 percent of men who were not employed.

An additional 28 percent of non-employed men and 13 percent of non-employed women said they were unable to work, going to school, or did not want a regular job for some other reason. Eleven percent of the men and 12 percent of the women said they would like or might like a regular job.

In summary, recent statistics show some significant differences between women and men in Minnesota. Employed mothers are more likely than employed fathers to make child care arrangements; women who are not in the labor force are more likely than men who are not in the labor force to be keeping house. However, men and women are also similar in many ways.

Both men and women in Minnesota are likely to be satisfied with their employment choices. Those who have paid work are "very satisfied," those who work for pay part-time do so voluntarily, and those who are not currently in the labor force do not want a paid job. Employed parents of both sexes are satisfied with their child care arrangements. Men and women have comparable job turnover rates and use similar methods when seeking employment.

Copies of the complete report, entitled "Employment in Minnesota, 1977" may be obtained on request from the Office of the State Demographer, Room 101 Capitol Square Building, St. Paul 55101.

## LEGISLATION 1980

Of the 18 legislative proposals endorsed by the Council at the beginning of this biennium and introduced in the last two sessions, 13 have now passed into law. The following bills passed this session:

**STATE EMPLOYEES' WORK SCHEDULES (JOB SHARING PROGRAM).** Provides for a demonstration program in state government. A total of 50 positions, at least 15 of which are professional, supervisory, or managerial positions, will be selected for the program. Persons placed in these shared jobs will each work at least 40 percent time and will receive benefits comparable to those received by other employees in those classifications on a pro-rated basis.

A coordinator for the program will be designated in the State Personnel Department. The commissioner will evaluate the program for the governor and the legislature in January 1981 and in January 1982. (Chapter 572)

**HOUSING DISCRIMINATION.** Amends the Minnesota Human Rights Act to prohibit discrimination on the basis of the presence of children in advertising, renting, or terminating the lease of rental housing units. Includes some exceptions for: multi-building housing complexes, condominiums, buildings where a majority of occupants are elderly persons, and owner-occupied buildings with four or fewer dwelling units. (Chapter 531)

**DEPENDENT CARE TAX CREDIT.** Increases tax credit amounts for expenses incurred in caring for dependents such as children and elderly parents. The income eligibility limit for maximum credit was increased from \$12,000 to \$15,000; families with incomes over \$15,000 may be eligible for a reduced credit. The maximum credit was increased from \$150 to \$400 for each dependent, and from \$300 to \$800 for total dependents. (Governor's signature pending)

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## TEL-LAW (LEGAL INFORMATION)

A new service called "Tel-Law" has just been announced by the Minnesota Bar Association. Tel-Law is a library of tape recordings which contain general legal information about a variety of subjects. The subjects are selected to: help the public understand the justice system and Minnesota laws; help individuals determine whether they have legal problems; and help individuals to find assistance for their legal problems. The tape recordings are from 3 to 6 minutes long.

Individuals simply call the Tel-Law number for their area (see below) and ask the operator to play the particular tape they want to hear. Operators are on duty 24 hours per day, seven days a week. A brochure listing available tape recordings can be obtained by calling the operators.

Twin Cities area: 227-5297 ("BAR-LAWS")

Outside Twin Cities, toll-free: 1-800-652-9728

General attorney referral services are also provided by the Bar Association, at these numbers: 339-8777 (Minneapolis); 224-1775 (St. Paul); or 1-800-292-4152 (outside Twin Cities, toll-free).

