

# COUNCIL for the ECONOMIC STATUS of WOMEN

## Minnesota Women: A Profile



# MINNESOTA WOMEN: A PROFILE

February, 1977

COUNCIL ON THE ECONOMIC STATUS OF WOMEN

Room 400 SW, State Office Building

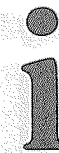
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## TABLE OF CONTENTS

- ii Introduction
- iii Highlights
- iv U.S. — Minnesota Comparisons

### CHARTS

#### GENERAL CHARACTERISTICS

- 1 Life Expectancy, 1900-1973
- 2 Changing Life Patterns
- 3 Rural and Urban Residence
- 4 Labor Force Status
- 5 The Elderly
- 6 Projected Age Distribution, 1975-1990

#### EDUCATION

- 7 Education Attained
- 8 College Entrance Rates
- 9 Post-Secondary Enrollments by System
- 10 Degrees Conferred
- 11 Hourly Wages, Class of '75
- 12 Occupation by Educational Level

#### MARITAL & FAMILY STATUS

- 13 Marital Status, 1890-1975
- 14 Marital Status by Age
- 15 Marriage and Divorce Rates
- 16 Marriage and Divorce by Age

- 17 Birth Rates, 1950-1974
- 18 Birth Expectations

#### FAMILIES

- 19 Heads of Households
- 20 Parental Status by Family Type
- 21 Single-Parent Families
- 22 Living Arrangements of Children
- 23 Joint Income Families
- 24 Family Income

#### INCOME & POVERTY

- 25 Earned Income by Sex
- 26 Earnings Gap
- 27 Income of Full-time, Year-round Workers
- 28 Poverty Status by Family Type
- 29 Welfare Case Characteristics
- 30 Child Support in AFDC Families
- 31 Employment Status in AFDC Families
- 32 Poverty Status Age 65 and Above

#### EMPLOYMENT

- 33 Labor Force Participation, 1890-1975
- 34 Labor Force Participation, Selected Age Groups
- 35 Labor Force Participation by Age

- 36 Labor Force Participation by Residence
- 37 Labor Force Participation by Marital Status
- 38 Labor Force Participation by Parental Status
- 39 Full- and Part-time Employment
- 40 Occupational Status
- 41 Unemployment
- 42 Union Workers and Income
- 43 Union Membership & Leadership
- 44 Women-owned Businesses

#### WOMEN IN STATE SERVICE

- 45 Income by Years of Employment
- 46 Salary Distribution by Sex
- 47 Job Classification
- 48 Management Jobs
- 49 Public School Professional Staff
- 50 University Faculty by Rank
- 51 Women in Public Life

#### APPENDIX

- 53 References
- 56 Technical Notes
- 57 About the Council





## INTRODUCTION

This is a book about Minnesota women. It is one of a series of reports compiled by the Minnesota Council on the Economic Status of Women and was developed to provide foundation information for other, more specialized studies of the Council.

Statistics in this report are given in chart form and are meant to give a general picture of the status of women in Minnesota today as well as to illustrate some long-term trends. For the most part, the statistics are specific to Minnesota, although there are a few charts where state information was impossible to obtain and national or regional figures were used.

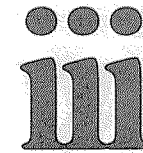
Data are taken from a variety of sources: the U.S. Bureau of the Census, the U.S. Bureau of Labor Statistics, Minnesota state agencies, and private organizations. A complete bibliography of references can be found in the appendix.

Because little information specific to Minnesota is available past the 1970 census, estimates for more recent years have been made in some cases, particularly where national statistics show

that there have been significant changes. The estimates should prove accurate enough for general use, although researchers may want to return to the source data for technical purposes.

The charts give information about women in the following areas: general characteristics, education, marital and parental status, families, income and poverty, employment, and state service. Information about minority women has been included within the subject categories rather than in a separate section. Charts with that information, however, are few in number because of lack of data.





## HIGHLIGHTS

- Life expectancy for women nationally has increased from 48.3 years in 1900 to 75.3 years in 1973. The average woman today has over 40 years of active life after her youngest child is in school.
- An increasing proportion of Minnesota women are urban residents. Over 2/3 of all women live in urban areas or small cities, and less than 12% of Minnesota women live on farms.
- Women represent an increasing proportion of the elderly. Since 1900, Minnesota women have increased from being 46% of those over age 65 to 58% of that age group.
- Historically a higher percentage of boys than girls has gone to college, but in the past few years this gap has almost closed. Two-thirds of all students at Minnesota's vocational-technical institutes, however, are male.
- Recent trends in marriage and divorce have resulted in fewer women who are married. In 1975, 45% of Minnesota women age 14 and above were single, widowed, or divorced. Fifteen years earlier, only 34% were in these categories.
- Divorce rates in Minnesota have risen sharply. In 1950, the ratio of marriages to divorces was 7:1. In 1974, the ratio was 3:1.
- Birth rates in Minnesota are down and desired family size has decreased. In 1967, only 1 of 3 married women in the U.S. expected to have two children or less. Seven years later, that proportion had doubled so that 2 of 3 married women expected two children or less.
- The number of female single-parent families in Minnesota with children under age 18 has more than doubled in the last fifteen years. In 1960, such families numbered 25,007, and in 1975 it is estimated they number 58,759.
- The changing role of women in this century is most dramatically illustrated by their increased participation in the labor force. More than half of all Minnesota women age 16-64 are now employed or actively seeking employment.
- The greatest increase in labor force participation in the last fifteen years has been among younger women of childbearing age. In 1960, 36% of women age 20-34 years were in the labor force; in 1975, it is estimated that the percentage had increased to 60%.
- There has been a substantial increase in two-earner families. Between 1963 and 1974, the percent of married couples filing income tax returns showing both spouses with earnings went from 26% to 59%.
- The earnings gap between full-time, year-round men and women workers continues to widen. Estimates are that the median income in 1974 for men was \$13,020 and for women was \$7,204 a year — a difference of more than \$100 a week.
- Despite their changing economic and social role, few women hold public office in Minnesota. Ninety-four per cent of state legislators, 97% of county commissioners, 95% of municipal officials, 92% of township officials, and 87% of school board members are male.





## U.S.-MINNESOTA COMPARISONS

Statistics on Minnesota women are in most respects similar to national data. In only two areas are there major differences: in residence, where Minnesota has a higher percentage of rural and farm women; and in race, where Minnesota has a lower minority group population.

Other differences exist to a lesser degree, and the following comparisons give a brief summary of similarities and contrasts between state and national figures. All data are taken from the 1970 census, the latest year for which complete statistics on Minnesota women are available.

**AGE.** The Minnesota population was slightly younger in 1970 than that of the United States as a whole; median age of women was 27.5 years in Minnesota and 29.3 in the U.S. The proportion of women who were over age 65, however, was marginally higher in Minnesota than nationally — 11.9% compared to 11.2%.

**RESIDENCE.** Almost a third (32%) of Minnesota women lived in rural areas compared to 26% nationally, and about 12% of Minnesota women lived on farms compared to 4% nationally.

**DISABILITY.** The proportion of those who were disabled or handicapped, including both males and females, was slightly lower in

Minnesota: 10.2% compared to 11.2%.

**RACE.** Minnesota's minority population differed both in size and composition from that of the U.S. as a whole. The Black population in Minnesota was 0.9% in 1970 compared to a national Black population of 11.1%. Total minority population in Minnesota was 1.8% (which included 0.6% Indian but which excluded persons of Spanish heritage) compared to the national figure of 12.5%.

**EDUCATION.** Educational attainment of Minnesota women was higher than the national average. For women 25 years old and above in 1970, 60.5% of Minnesotans had completed high school compared to 52.8% nationally, and 8.6% had completed college compared to 8.1% nationally. Median school years completed was 12.3 for Minnesota and 12.1 for the U.S.

**MARITAL STATUS.** Marriage and divorce rates were both lower in Minnesota than national rates, but have followed similar upward trends since 1960. Marriages per 1000 population numbered 8.2 in Minnesota and 10.6 in the United States in 1970; divorces per 1000 population numbered 2.2 and 3.5 respectively.

Minnesota women tend to marry later; the percent of those age 15-24 ever married

was 30.7% in Minnesota and 36.2% in the United States. Distribution by marital status of women age 14 and over varied only slightly:

	US	MN
Married	61.3%	60.4%
Single	22.4%	25.3%
Widowed/Divorced	16.3%	14.3%

**PARENTAL STATUS.** Minnesota women have slightly more children than do all U.S. women. The cumulative fertility rate for women age 35-44 was 3427 per 1000 women in Minnesota and 2956 nationally.

A higher percentage of Minnesota children lived with both parents than did children nationally. In 1970, 90% of Minnesota children lived with both parents compared to 85% of all U.S. children. This difference can be accounted for by the difference in the minority population; only 58% of minority children in the U.S. in 1970 lived with both parents.

**HOUSEHOLD AND FAMILY STATUS.** There was a slight difference in the proportion of women who were heads of households in Minnesota and the U.S. — the percentages were 21.3% for Minnesota and 23.0% for the United States. Family size was slightly larger in Minnesota: 3.69 persons compared to 3.57 nationally.





**EMPLOYMENT.** Labor force participation rates for Minnesota women closely parallel national rates. For all women age 16 and above in 1970 the participation rate was 43.5% for Minnesota, slightly higher than the national rate of 41.4%. Similarly the rate for women with preschool age children was slightly higher in Minnesota: 29.4% compared to 28.2%. Participation rates by age groups were:

Age	US	MN
20-21	56.0%	65.1%
22-24	56.1%	61.2%
25-34	44.9%	43.3%
35-44	50.3%	49.5%
45-64	47.8%	50.4%

**UNEMPLOYMENT.** Minnesota's unemployment rate is lower and fluctuates less than the national rate. Trends in unemployment, however, follow national trends, and the profile of the unemployed is similar. Rates both nationally and in Minnesota are highest for those who are young, female, and of minority race.

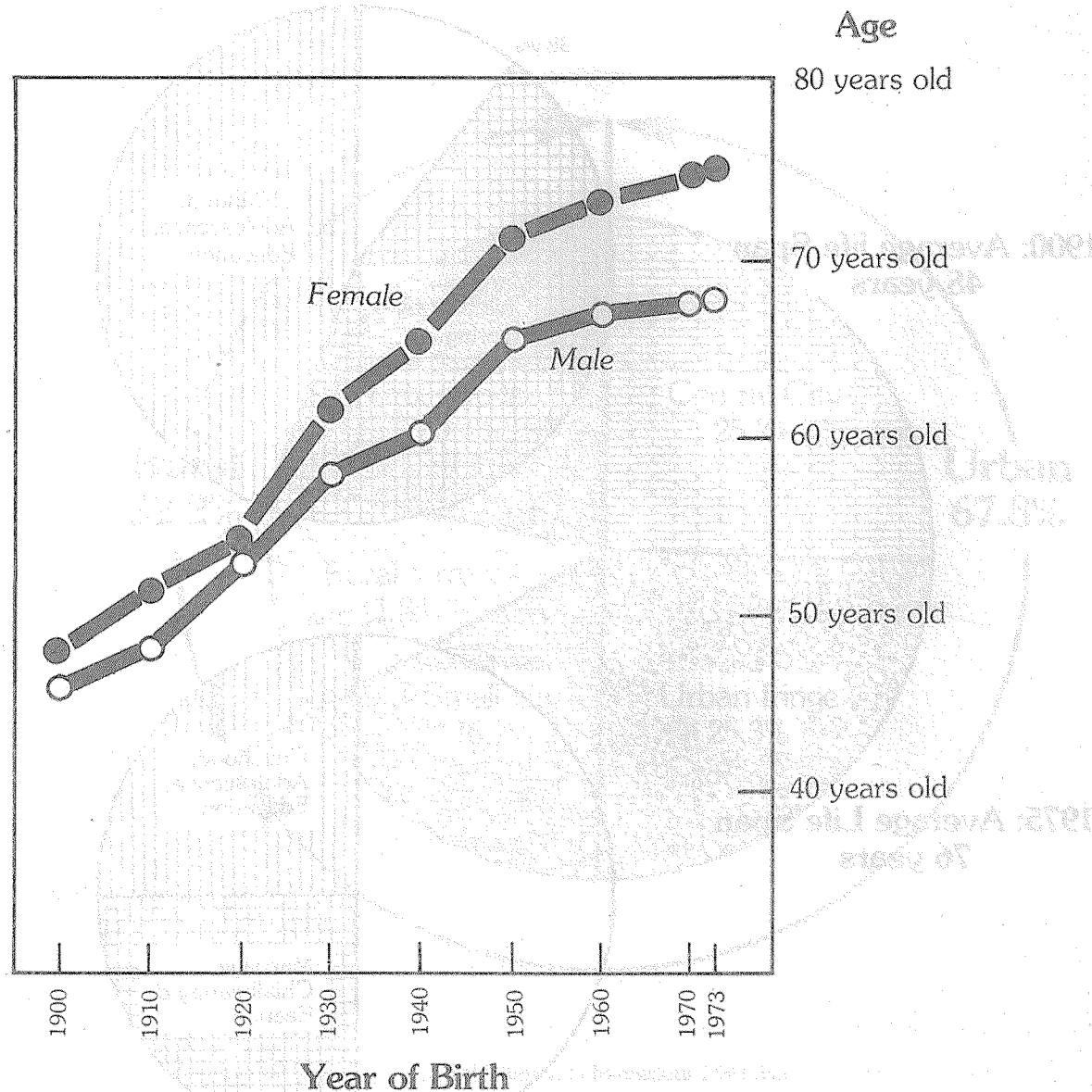
**INCOME.** Average cash incomes of families were slightly higher nationally than in Minnesota: \$10,999 per year nationally in 1970 compared to \$9,625 per year in Minnesota. Similarly families with female heads made less in Minnesota: \$5,818 per

year compared to the national average of \$6,263. Income of female unrelated individuals followed the same pattern: \$2,715 per year in Minnesota and \$3,310 in the United States.

**POVERTY.** A smaller percentage of Minnesota family heads were below the poverty level in 1970: 8.2% of all family heads in Minnesota compared to 10.7% nationally. Substantially fewer family heads in Minnesota, however, who were below poverty received income from public assistance: 21.5% of such families received welfare assistance in the United States while the comparable figure for Minnesota was 14.4%. The proportion of all families receiving welfare assistance was similarly lower in Minnesota: 3.8% compared to 5.3% nationally.



## Life Expectancy at Birth by Sex, 1900-1973



Source: U.S. Bureau of the Census, Reference 43.

# 1

### GENERAL CHARACTERISTICS: Life Expectancy 1900-1973

While life expectancy for both men and women has increased substantially in this century, the increase has been greater for women. The average female born in 1973 will live 7.7 years longer than the average male.

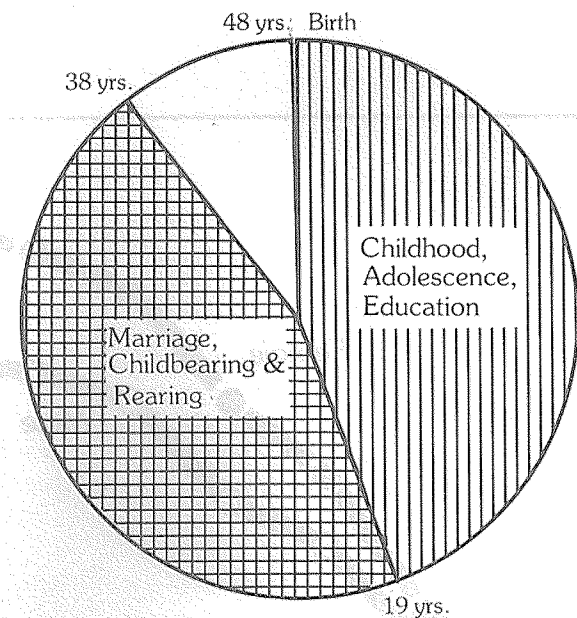
# 2

## GENERAL CHARACTERISTICS: Changing Life Patterns

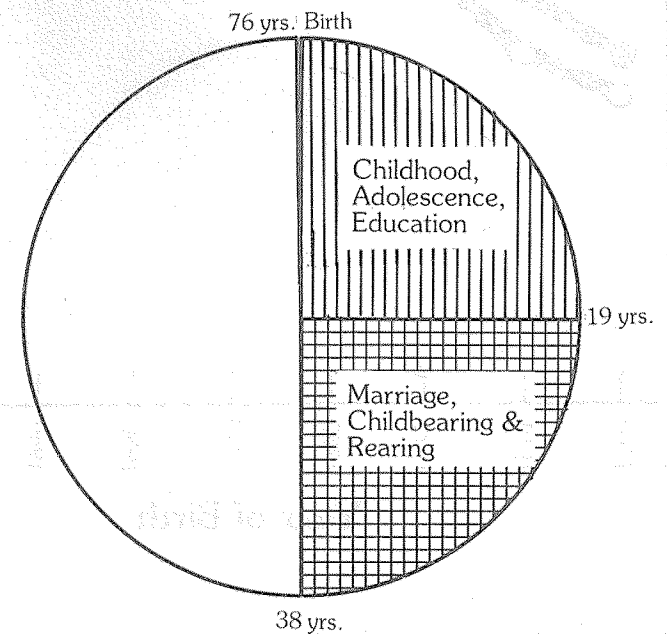
Because of increased life span and fewer children, the average woman today has over 40 years of active life after her children are in school.

### Changing Life Patterns of Women, 1900 and 1975

1900: Average life Span  
48 years



1975: Average Life Span  
76 years

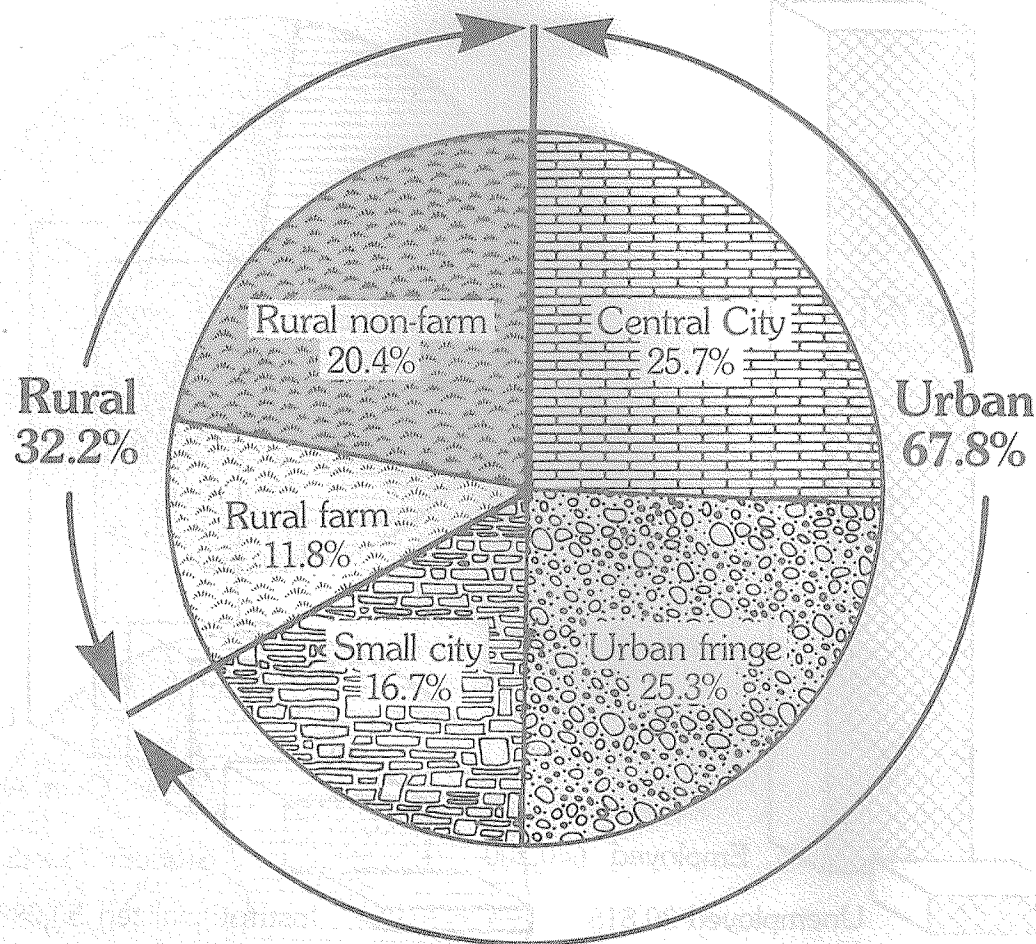




## Minnesota Women's Residence, 1970

# 3

### GENERAL CHARACTERISTICS: Urban and Rural Residence



Total Women in Minnesota 1,941,353

Over two-thirds of Minnesota women live in urban areas.

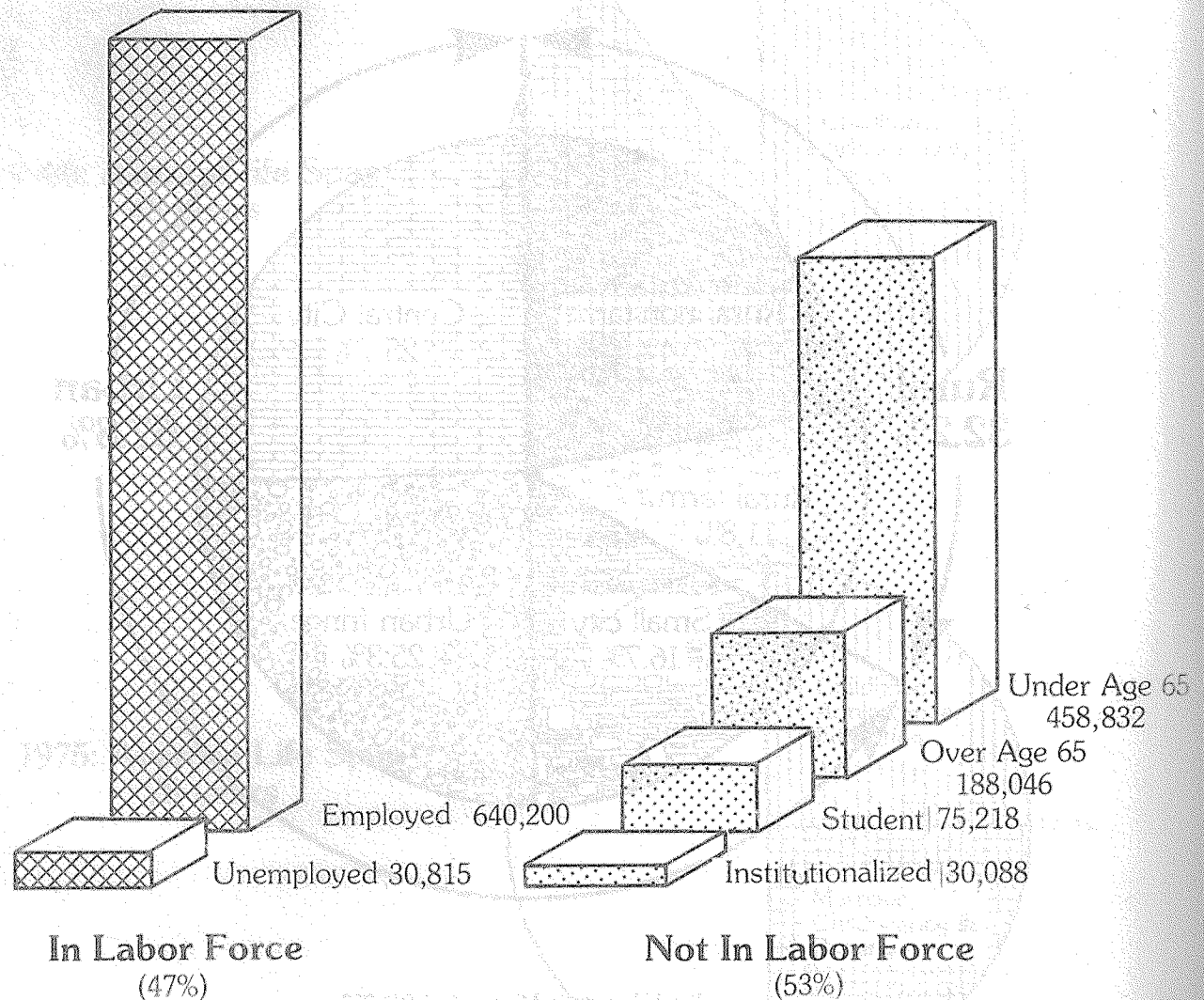
Source: U.S. Bureau of the Census, Reference 29.

# 4

## GENERAL CHARACTERISTICS: Labor Force Status

Although the majority of women age 16 and over are not in the labor force, the largest occupational category is employed women.

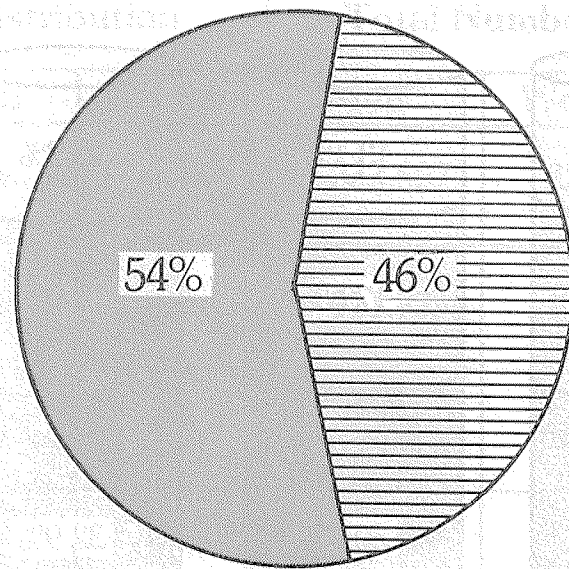
### Labor Force Status of Minnesota Women, Age 16 and Over 1974



Source: U.S. Bureau of the Census, Reference 29, 31.  
U.S. Women's Bureau, Reference 57.  
(estimated)



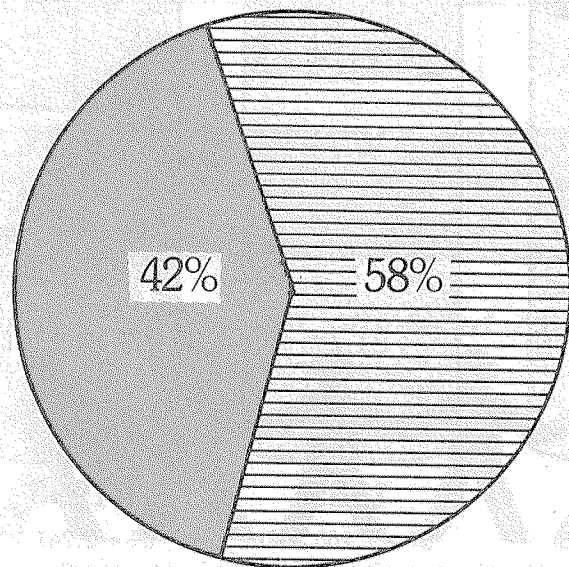
## Percentage of Minnesota Persons 65 Years and Older by Sex, 1900 and 1975



**1900**  
(N = 66,771)

 Women

 Men



**1975**  
(N = 430,441)

## 5 GENERAL CHARACTERISTICS: The Elderly

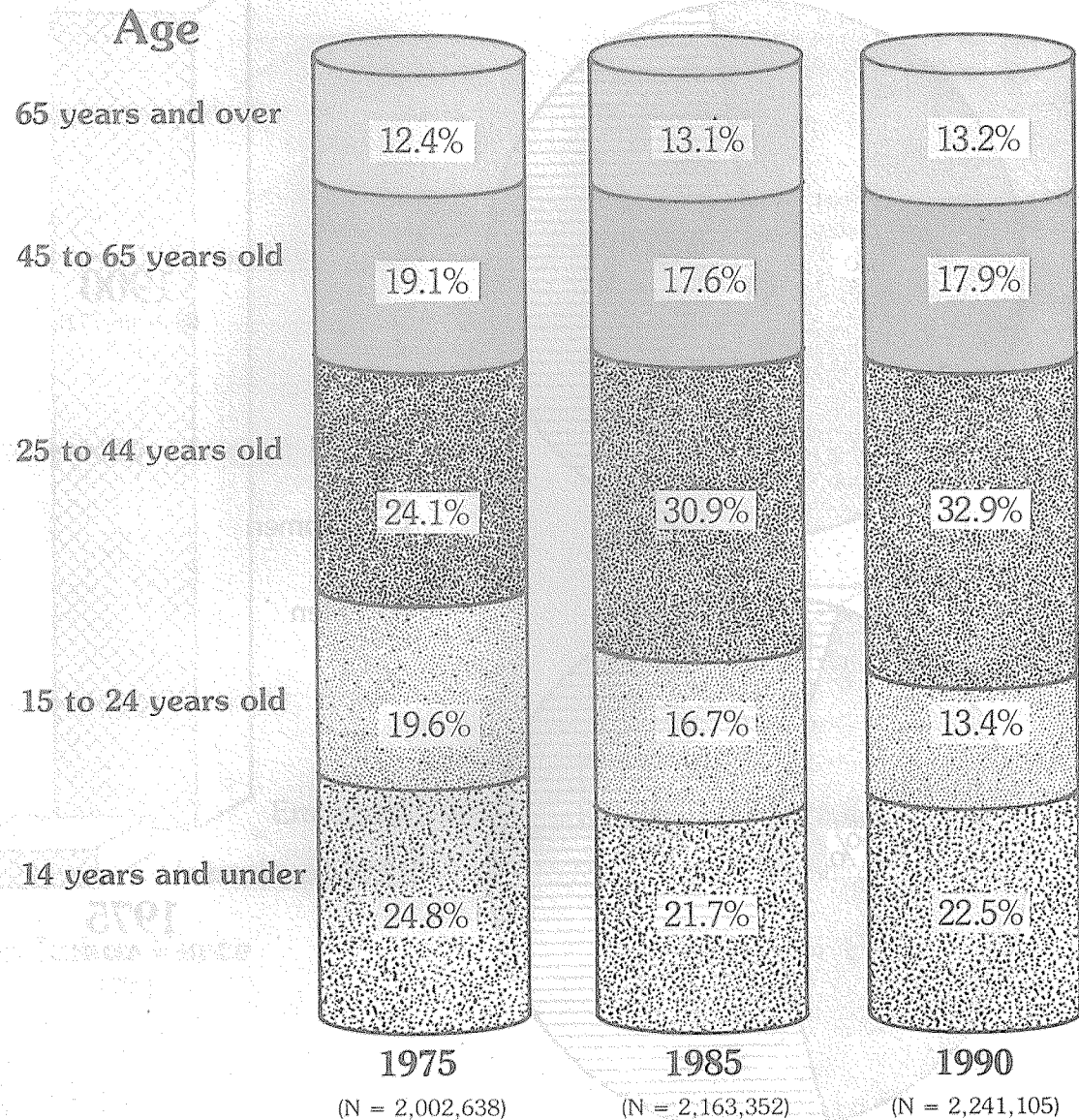
Since 1900, women have made up an increasing proportion of the elderly.

# 6

## GENERAL CHARACTERISTICS: Projected Age Distribution 1975-1990

The population is getting older. In the next fifteen years there will be a decline in the proportion of women under age 25 while there will be a substantial increase in those aged 25-44.

## Projected Distribution of Minnesota Female Population by Age Group, 1975-1990



Source: Office of the State Demographer, Reference 22.



# Educational Attainment in Minnesota for Persons Age 25 and Above by Sex, 1975

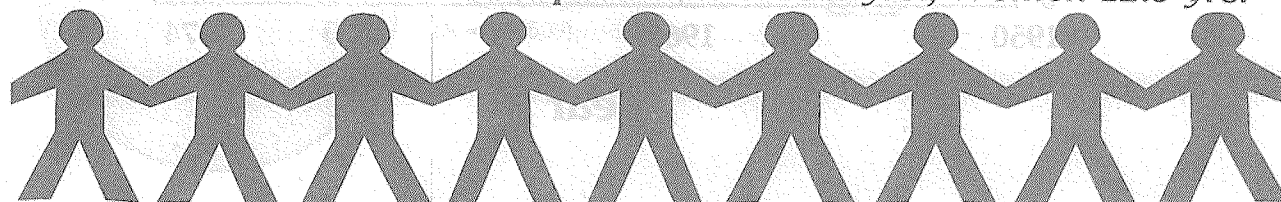
# 7

## EDUCATION: Education Attained

Distribution		Total Numbers		Highest Level Attained
Men	Women	Men	Women	
23%	20%	233,607	220,266	Elementary 8 yrs. or less
11%	11%	111,725	121,146	Some High School 9 to 11 yrs.
35%	44%	355,489	484,584	High School Graduate 12 yrs.
13%	14%	132,039	154,186	Some College 1 to 3 yrs.
18%	11%	182,823	121,146	College 4 yrs. or more
100%	100%	1,015,683	1,101,328	TOTAL

Median school years completed is higher for Minnesota women than for men. A higher proportion of men, however, finish college.

*Median School Years Completed: Men 12.4 yrs.; Women 12.5 yrs.*



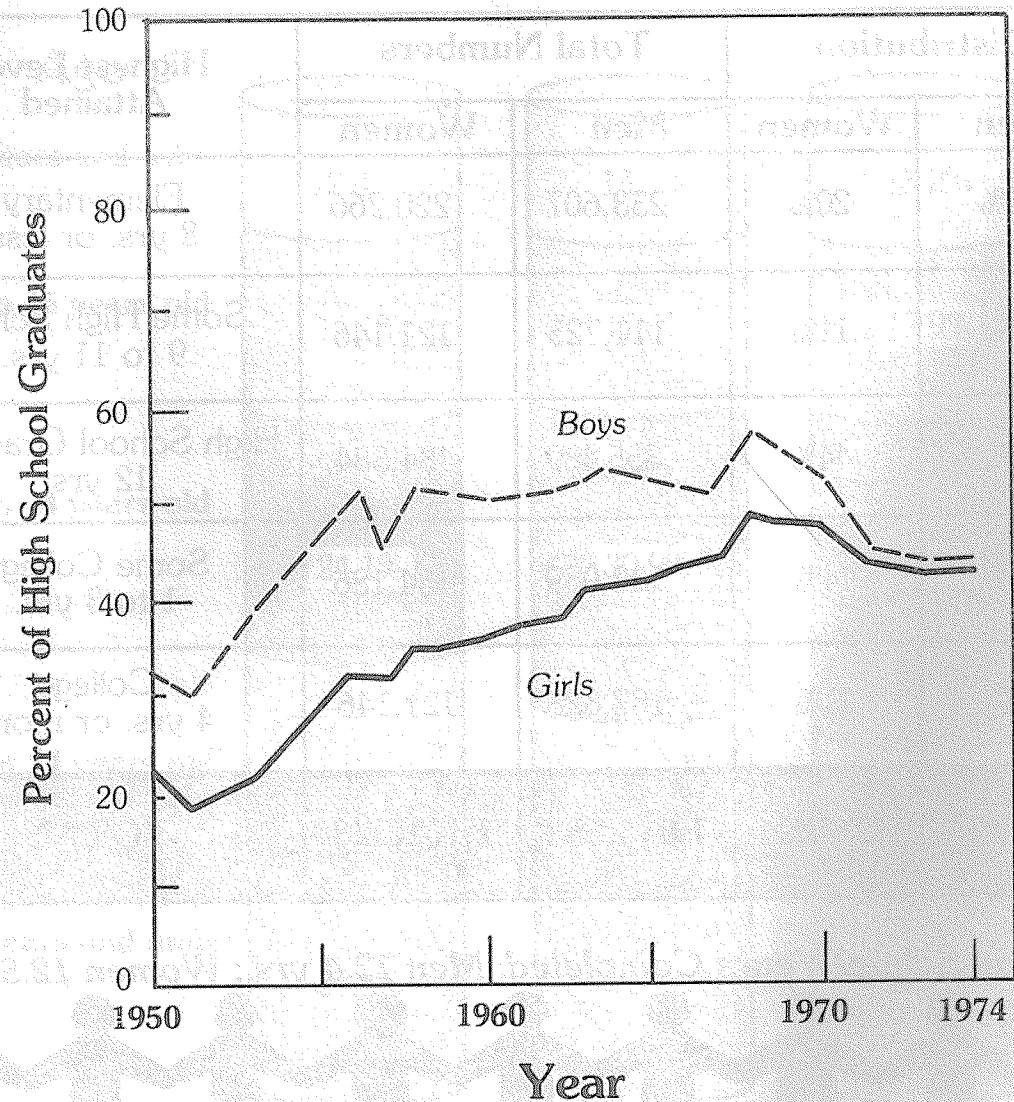
Source: U.S. Bureau of the Census, Reference 29, 31, 35.  
(estimated)

# 8

## EDUCATION : College Entrance Rates

Historically, a higher percentage of boys than girls has gone to college. In the past few years this gap has narrowed.

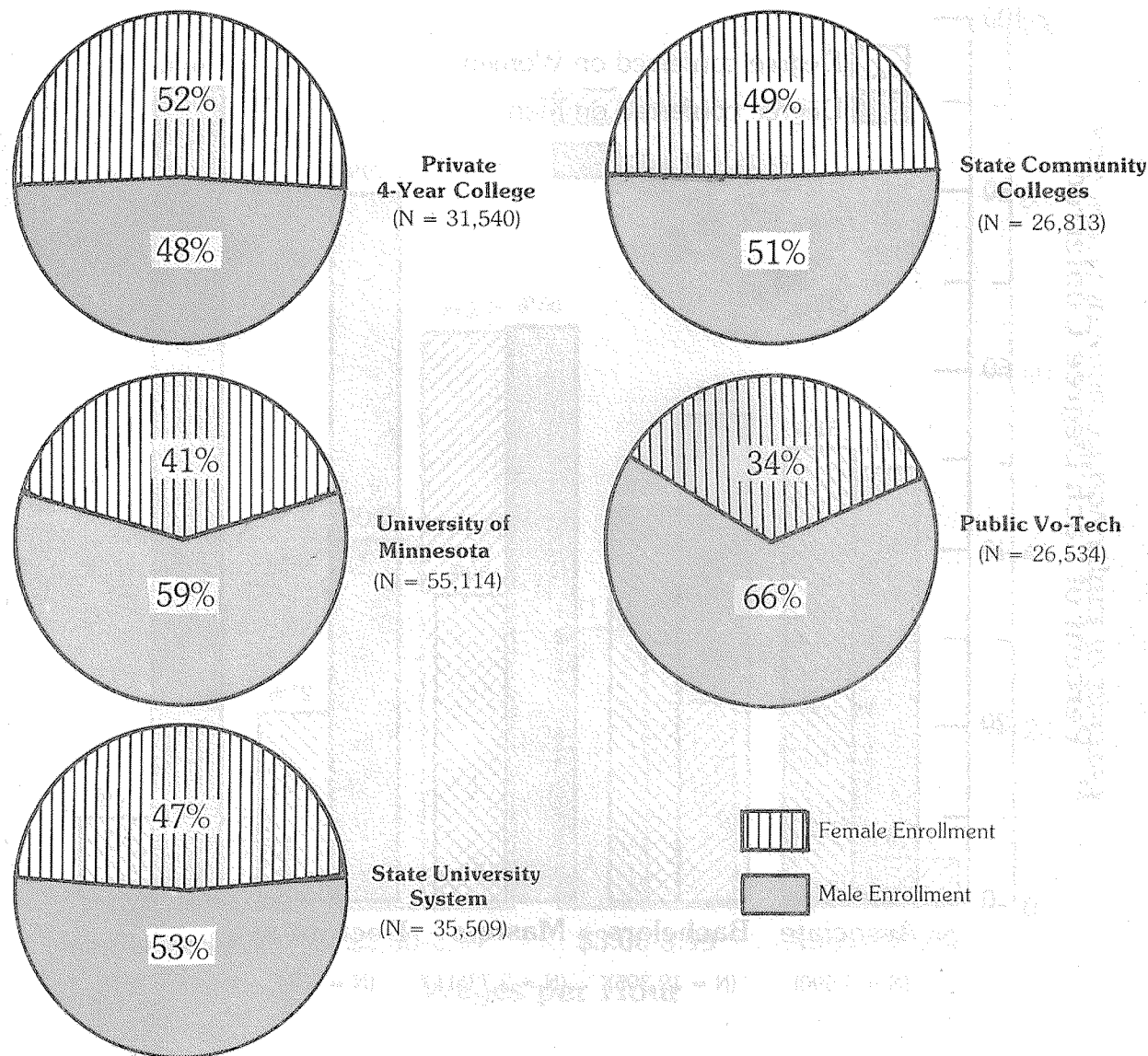
Full-time College Entrance Rates for Boys and Girls  
in Minnesota, 1950-1974



Source: Commission on Minnesota's Future, Reference 2.



# Percentage of Male and Female Enrollments at Minnesota Post-secondary Institutions, Fall 1975



9

## EDUCATION: Post-secondary Enrollments by System

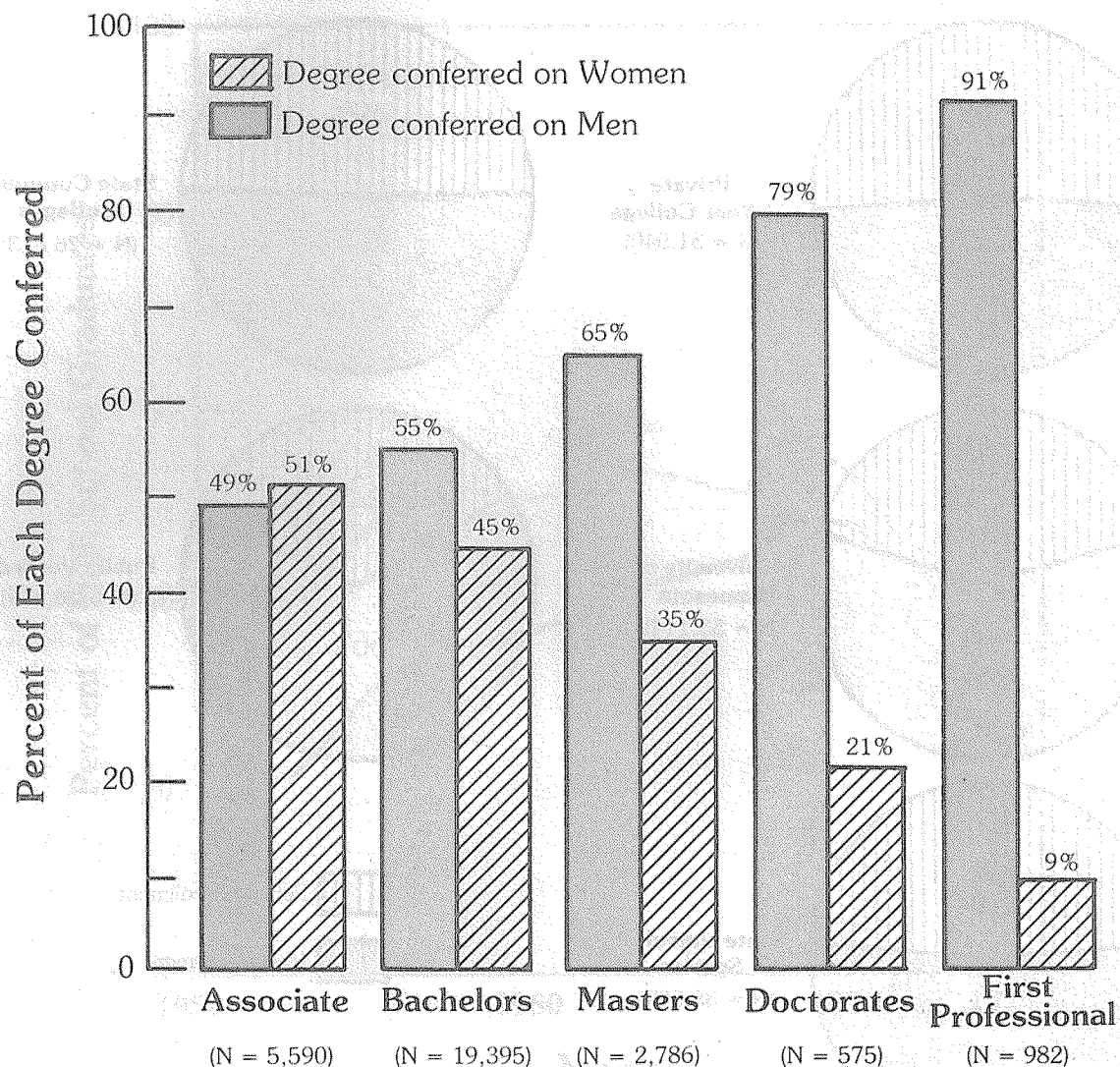
Male students outnumber female students at all Minnesota post-secondary institutions except private 4-year colleges.

# 10

## EDUCATION: Degrees Conferred

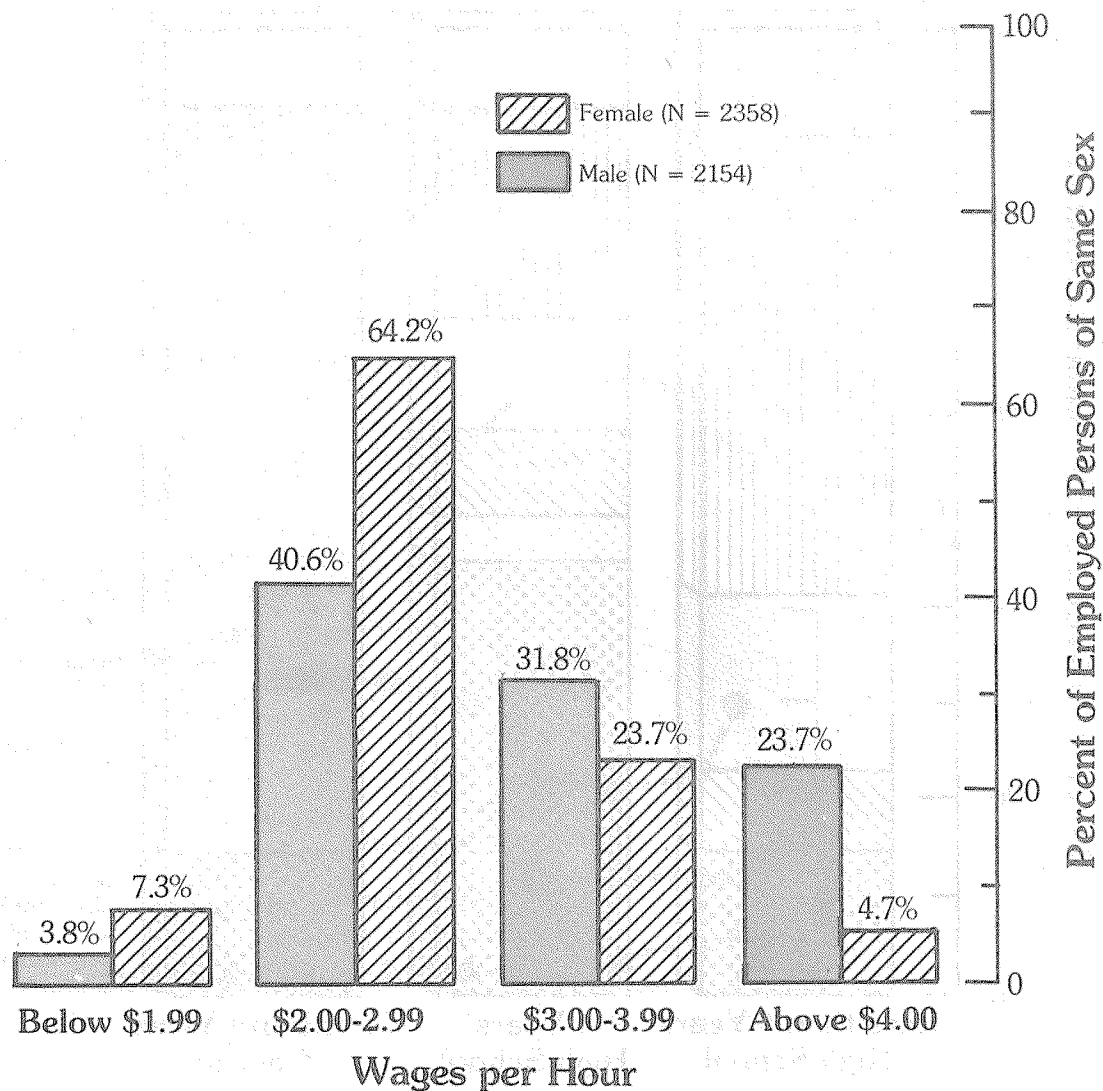
Men receive most higher education degrees. The distribution of degrees by sex range from near equity in associate degrees conferred to great differences in professional degrees conferred.

### Associate, Bachelors, and Higher Degrees Conferred by Minnesota Educational Institutions, by Sex 1973-74





# Hourly Wages of Employed Persons from Selected Minnesota High Schools, Class of '75, Spring 1976



# 11

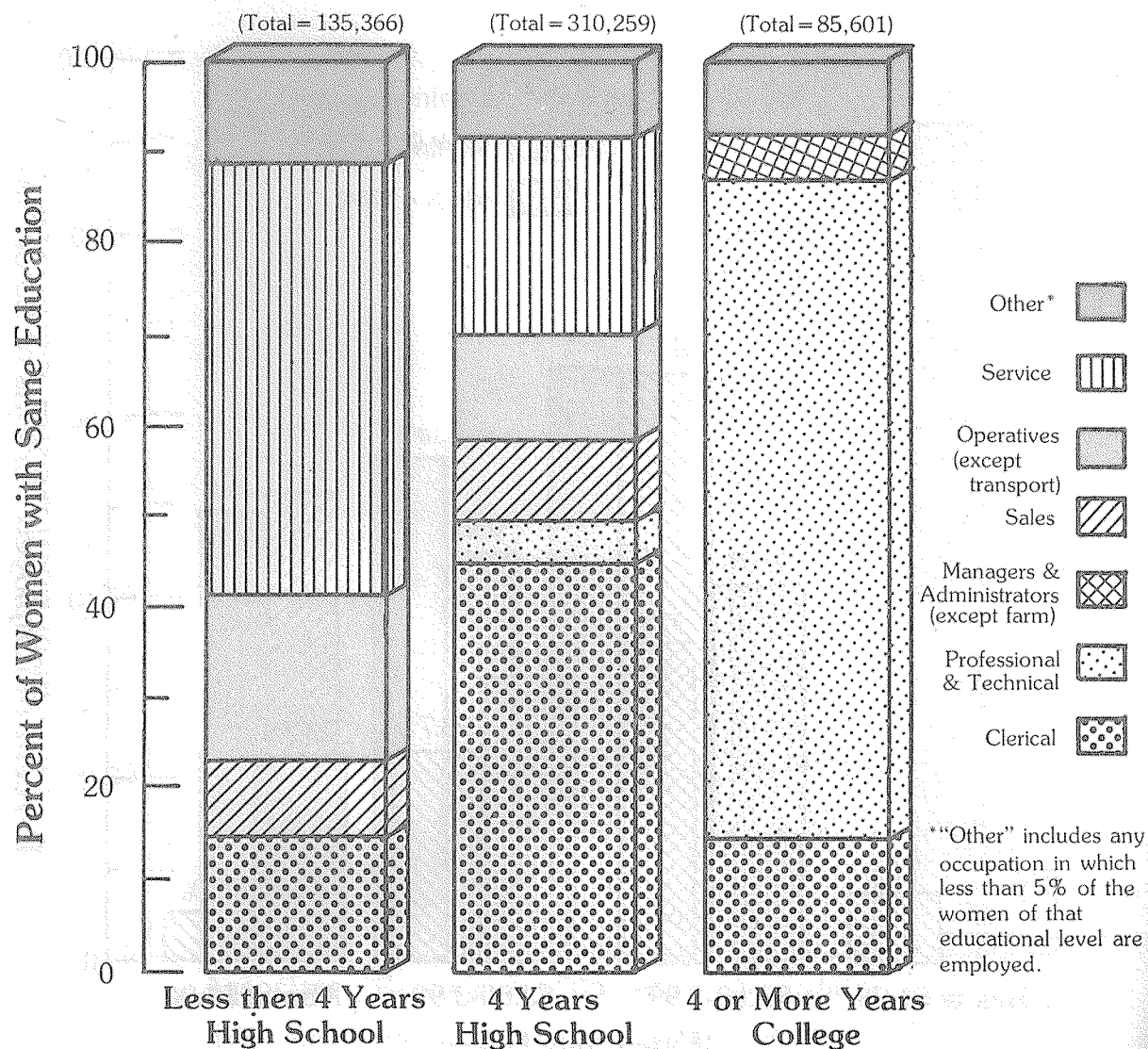
## EDUCATION: Hourly Wages Class of '75

The hourly wages of former male high school students fall into higher dollar ranges than the hourly wages of their female classmates.

# 12

## EDUCATION: Occupation by Educational Level

### Employed Minnesota Women by Years of School Completed and Occupation, March 1974



Without a high school diploma, an employed Minnesota woman is most likely to be service worker; with a high school diploma only, she is likely to be a clerical worker; with a college degree, she is likely to be a professional or technical worker.

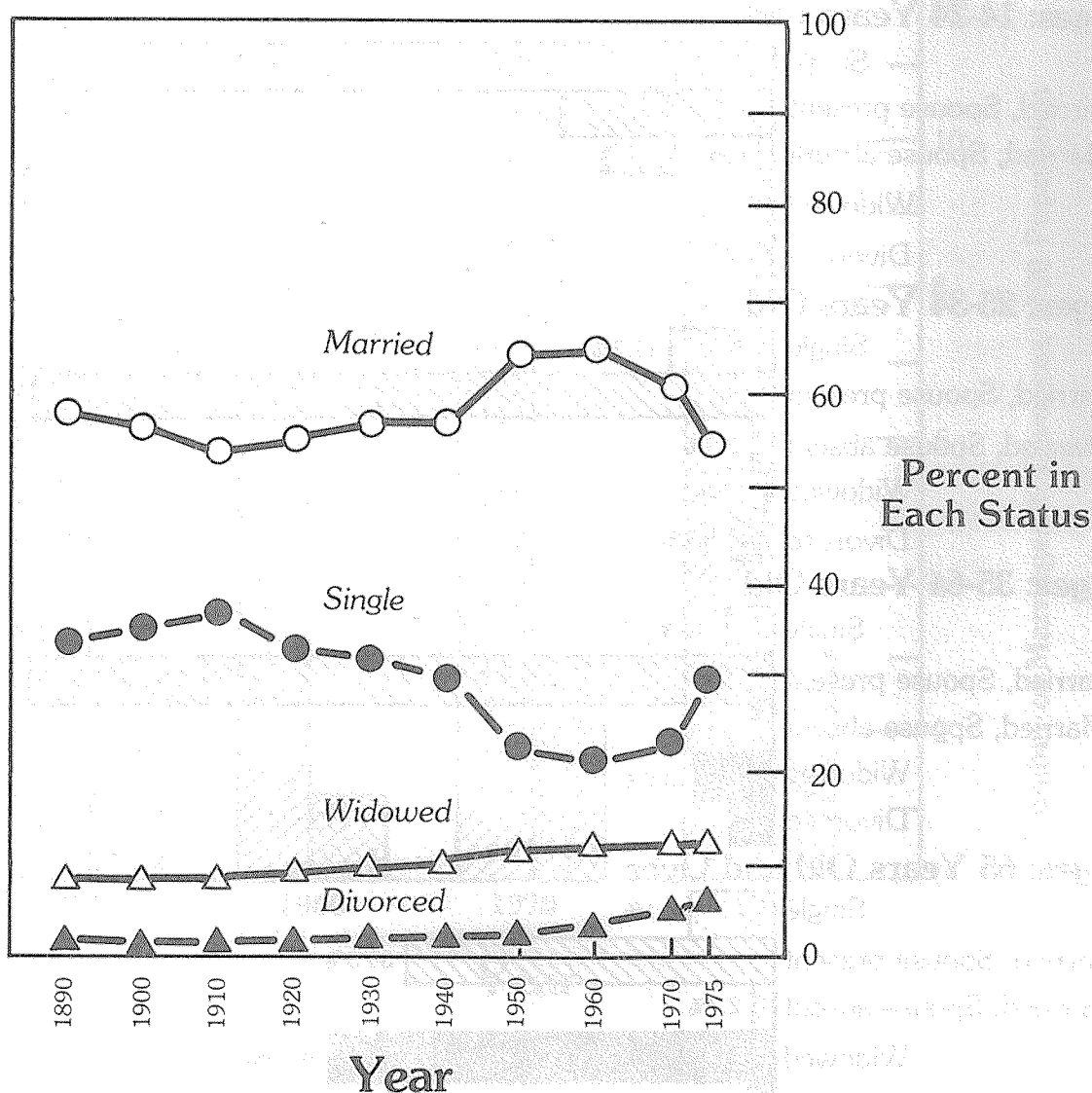
Source: U.S. Bureau of the Census, Reference 30, 31.  
U.S. Bureau of Labor Statistics, Reference 54.  
(estimated)



# Distribution by Marital Status of Minnesota Women, Age 14 and Above, 1890-1975

# 13

## MARITAL & PARENTAL STATUS: Marital Status 1890-1975



Since 1890, there have been fluctuations in the proportion of women who are either single or married. The proportions of those widowed or divorced have risen slowly but steadily.

It is estimated that in 1975, 46% of Minnesota women age 14 and over were single, widowed, or divorced.

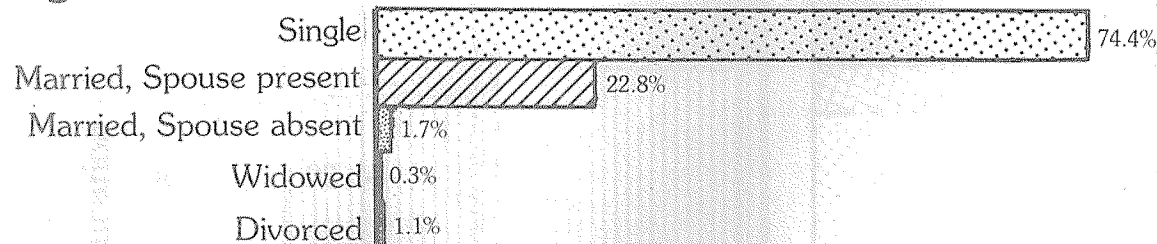
# 14

## MARITAL & PARENTAL STATUS: Marital Status by Age

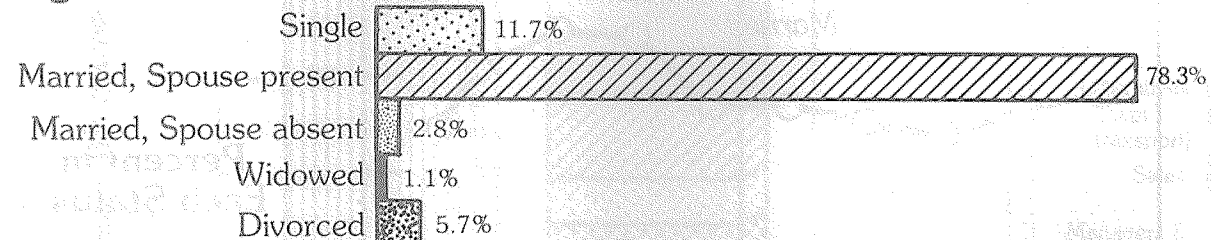
Over three-fourths of Minnesota women between the ages of 25 and 64 are married. Slightly less than 1 out of 2 elderly women are widows.

### Minnesota Women's Marital Status by Age 1975

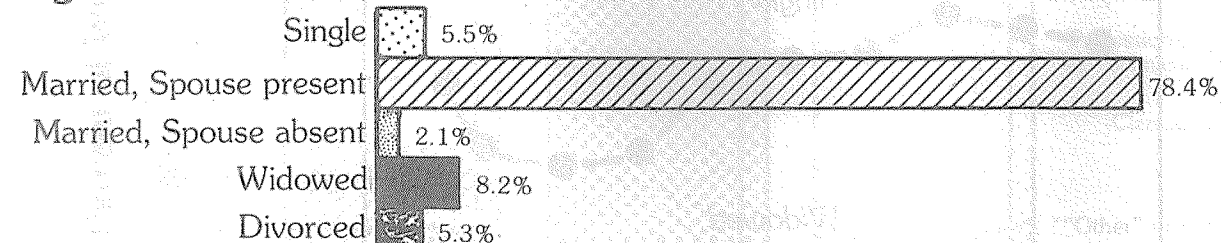
#### Ages: 14-24 Years Old



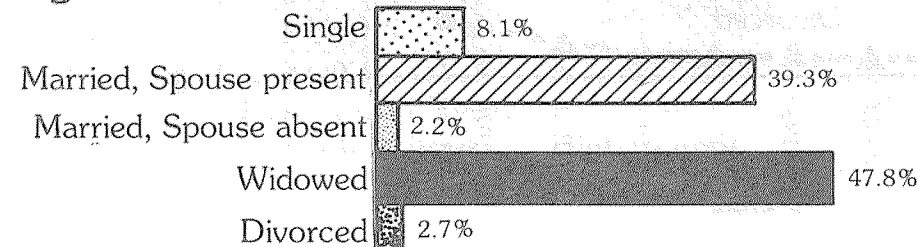
#### Ages: 25-34 Years Old



#### Ages: 35-64 Years Old



#### Ages: 65 Years Old and Over



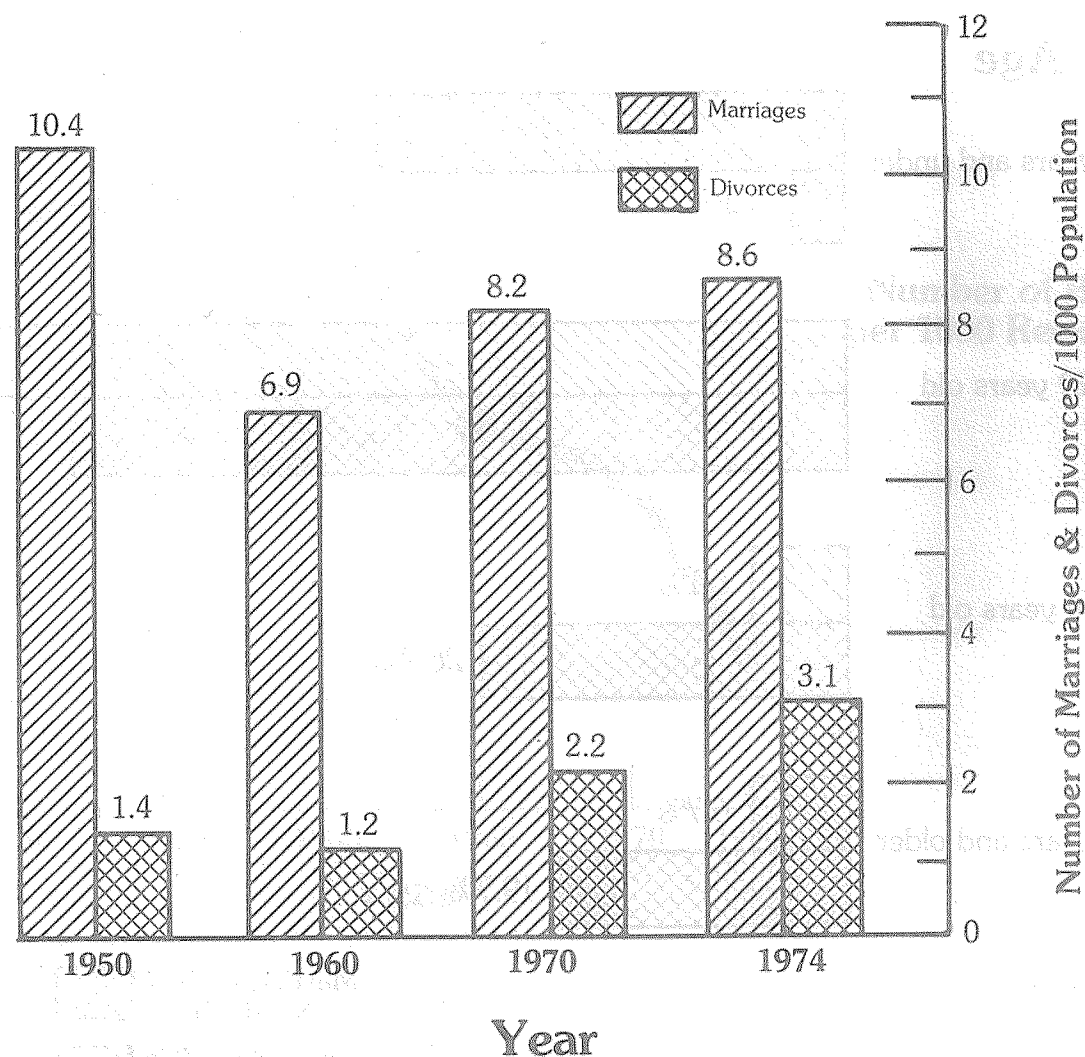
Source: U.S. Bureau of the Census, Reference 30, 43.  
(estimated)



## Minnesota Marriage and Divorce Rates, 1950-1974

# 15

### MARITAL & PARENTAL STATUS: Marriage and Divorce Rates



In 1950, the ratio of marriages to divorces was 7:1. In 1974, this ratio was less than 3:1.

Source: U.S. Bureau of the Census, Reference 45, 48.  
Minnesota Board of Health, Reference 9.

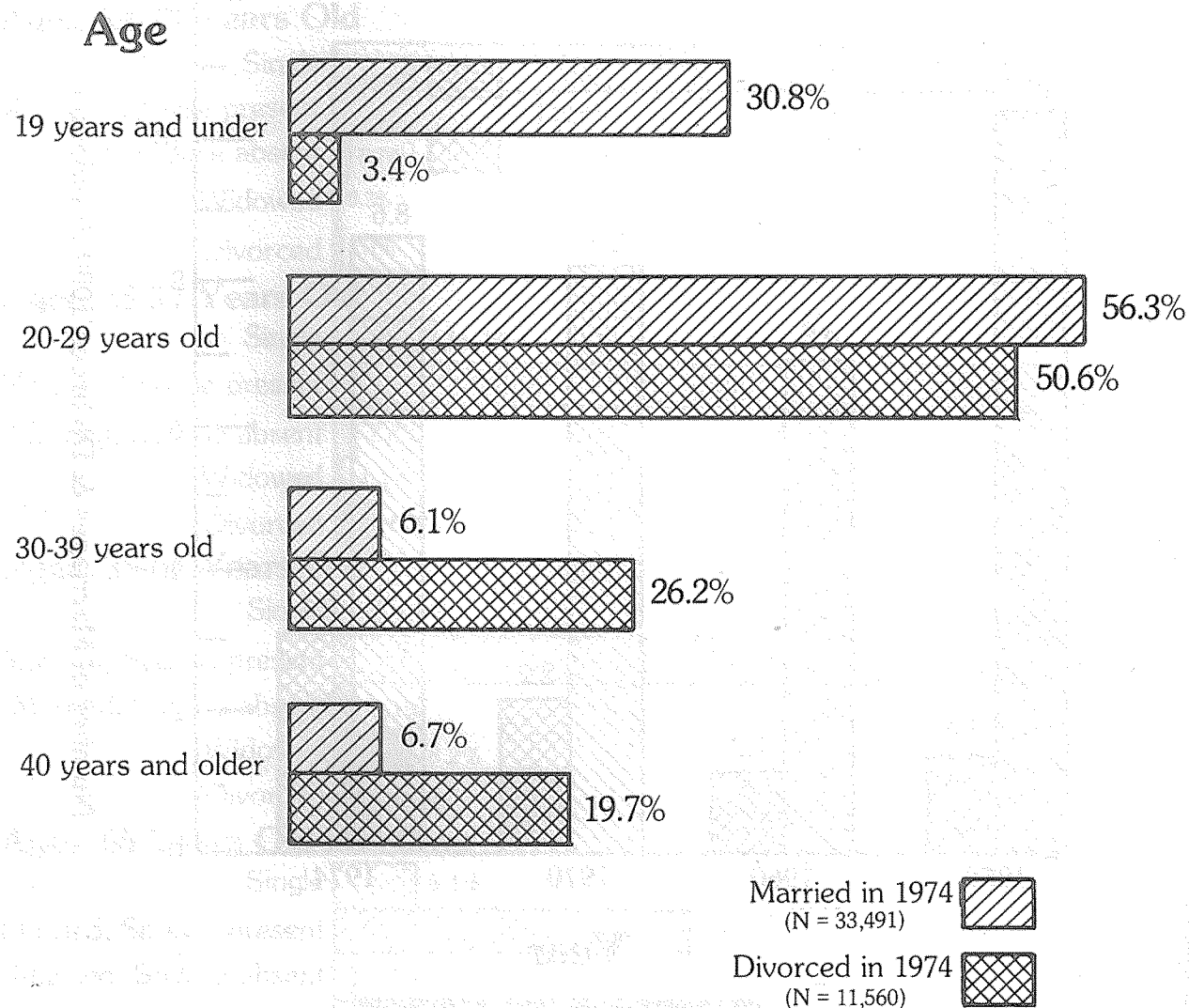
# 16

## MARITAL & PARENTAL STATUS:

### Marriage and Divorce by Age

In 1974, over 80% of the brides were age 29 or younger. More than half the women divorced in 1974 were also in their twenties.

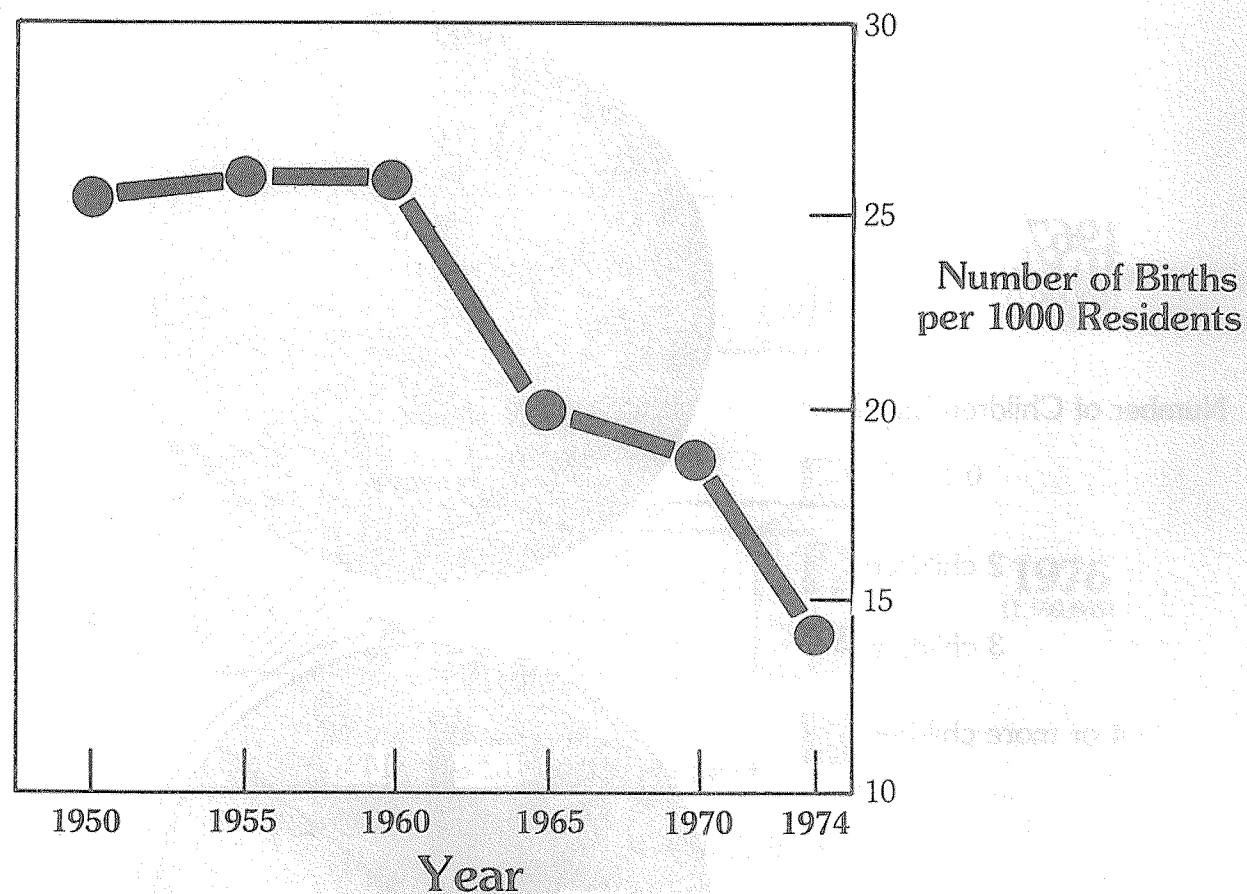
## Marriages and Divorces in Minnesota by Wife's Age 1974



Source: Minnesota Board of Health, Reference 9.



## Minnesota Birth Rates, 1950-1974



Source: U.S. Bureau of the Census, Reference 46, 47, 48.

# 17

## MARITAL & PARENTAL STATUS: Birth Rates, 1950-1974

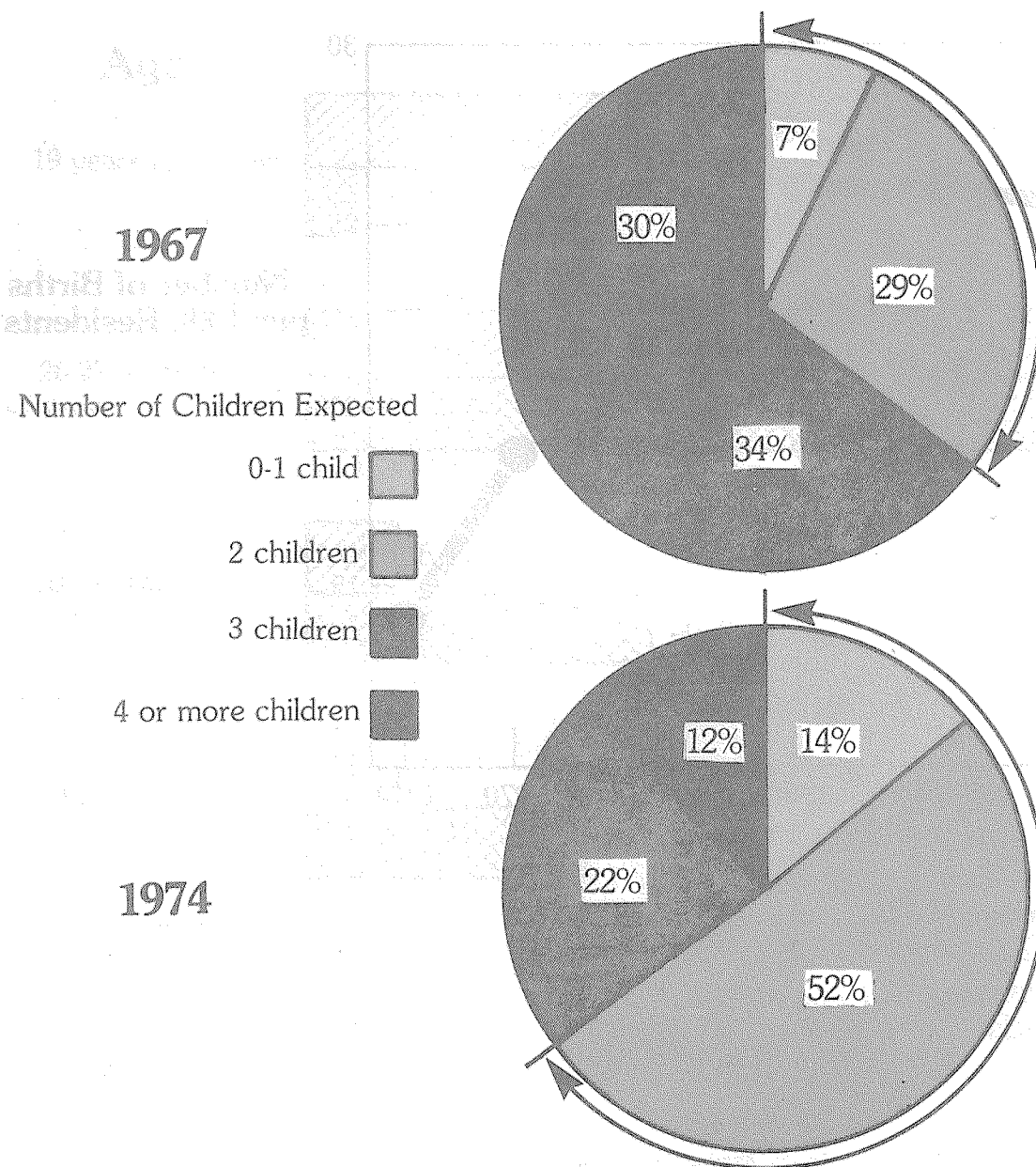
Since 1960, the birth rate in Minnesota has dropped sharply.

## MARITAL & PARENTAL STATUS:

### Birth Expectations

In the last seven years, there has been a dramatic decrease in desired family size. In 1967, only 1/3 of married women expected two children or less; in 1974, that proportion had risen to 2/3.

## Distribution of Lifetime Birth Expectations for U.S. Wives 25-29 years old, 1967 and 1974

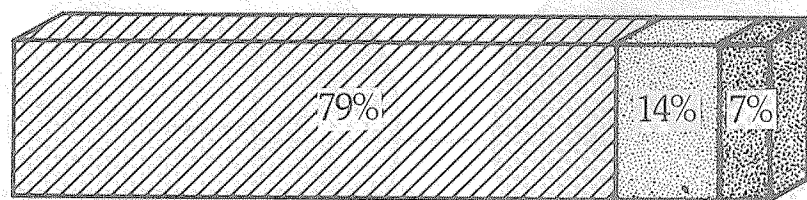


Source: U.S. Bureau of the Census, Reference 43.

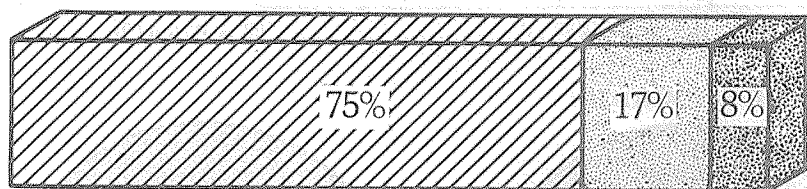
## Minnesota Women by "Head of Household" Status 1970 and 1976

# 19




### FAMILIES: Heads of Households



**1970**  
(1,043,934)



**1976**  
(1,160,665)

-  Wife of head
-  Primary Individual
-  Female Head

NOTE: The Census Bureau designates one person in a household as the "head." In husband-wife households, this person is by definition the husband. "Wife of head" therefore refers to all women married to and living with a husband who is head of household; "Female head" refers to all women who head households with relatives other than the husband present; and "Primary individual" is a household head living alone or with non-relatives only.

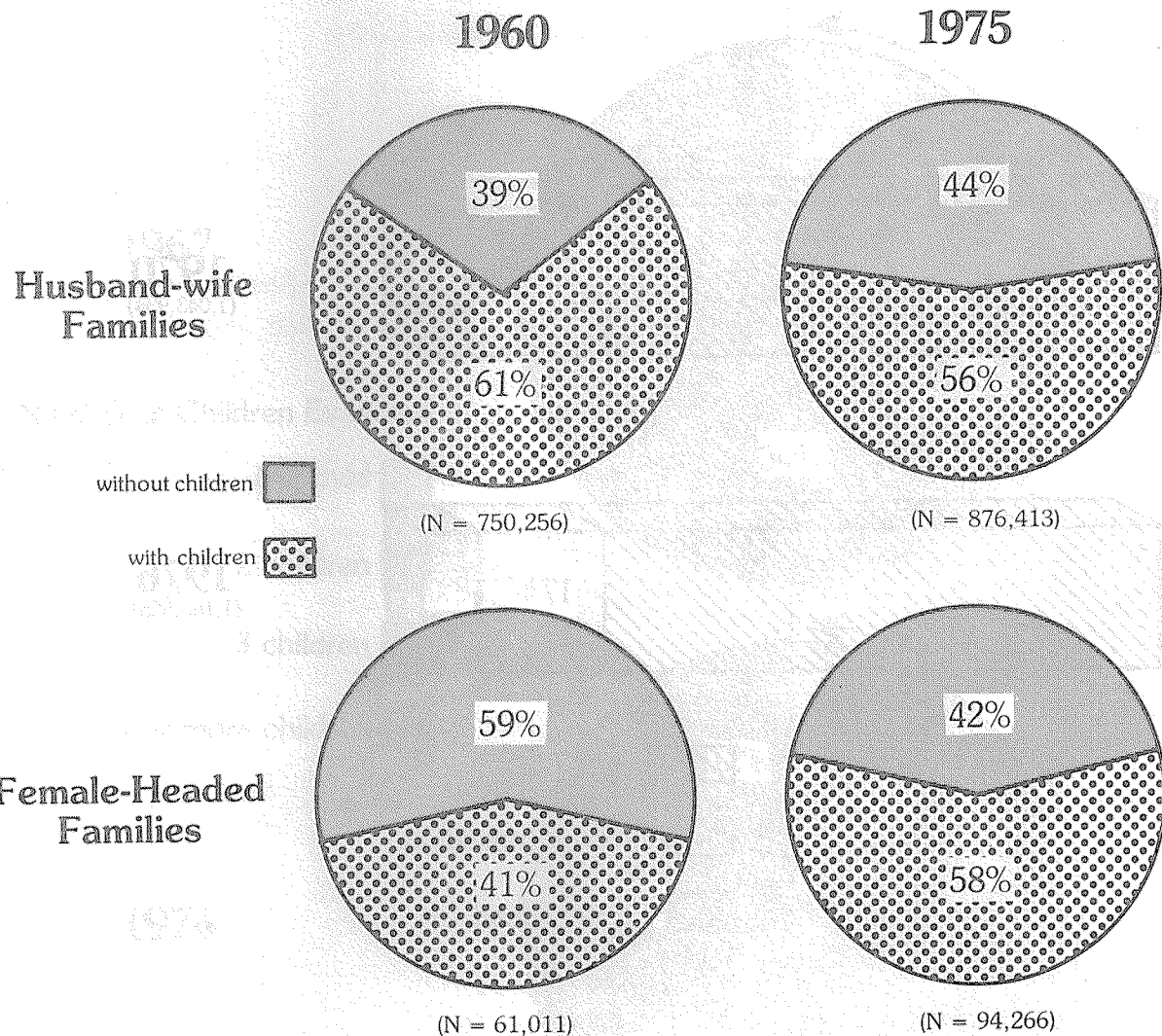
Source: U.S. Bureau of the Census, Reference 28, 36.  
(1976 estimated)

It is estimated that almost 300,000 women in Minnesota are heads of households.



## FAMILIES: Parental Status by Family Type

### Minnesota Husband-Wife Families and Female-Headed Families with Own Children under 18 Years, 1960 and 1975



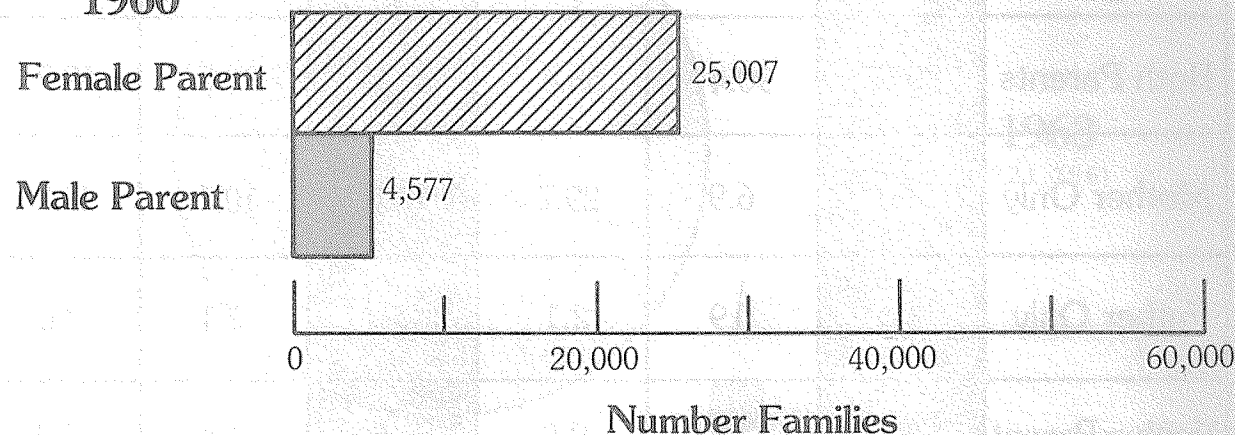
Since 1960, there has been a decline in the proportion of husband-wife families with children, and a large increase in the proportion of female-headed families with children.

## Minnesota Single-Parent Families with Children Under 18 by Sex of Parent, 1960 and 1975

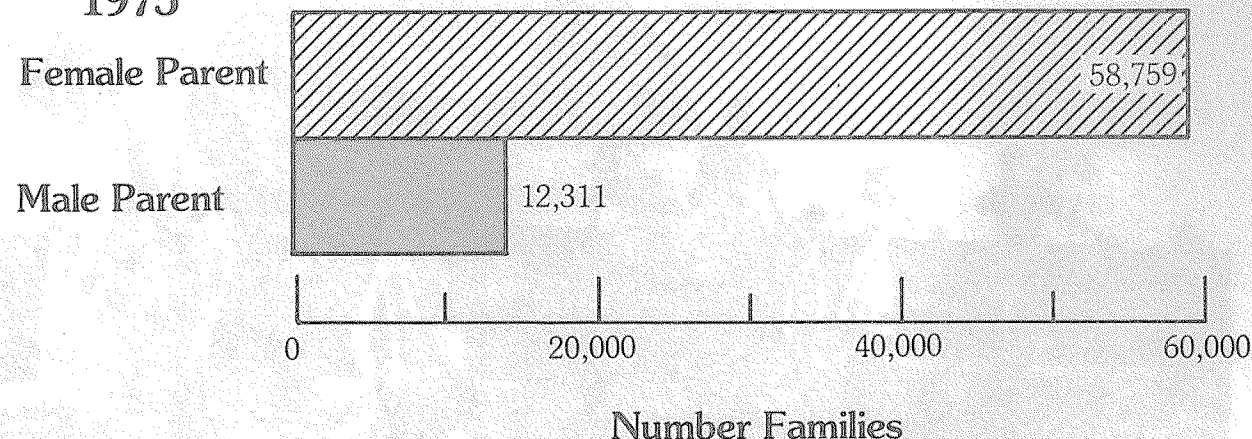
# 21

### FAMILIES: Single-Parent Families

1960



1975



Between 1960 and 1975, the number of Minnesota single-parent families more than doubled and such families headed by females continue to outnumber male single-parent families.

Source: U.S. Bureau of the Census, Reference 27, 30, 33, 34.

(1975 estimated)

## FAMILIES: Living Arrangements of Children

Between 1970 and 1975, the percentage of children living with both parents declined. The percentage of children living only with their mother increased from 7% to 11%.

### Living Arrangements of Children Under 18 in Minnesota 1970 and 1975

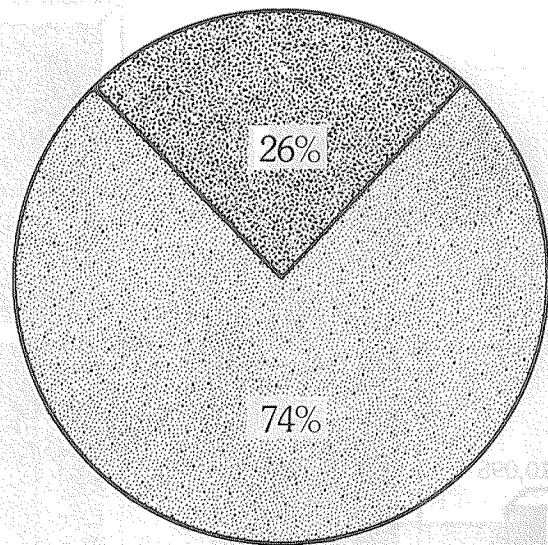
Living With	1970 (Percent)			1975 (Percent)		
	Total	White	Minority	Total	White	Minority
Both Parents	89.7	90.4	58.4	84.8	86.5	49.7
Mother Only	7.3	6.9	29.7	10.6	10.1	40.2
Father Only	1.0	0.9	2.1	1.4	1.4	3.0
Neither Parent	2.0	1.8	9.8	1.6	1.4	7.4



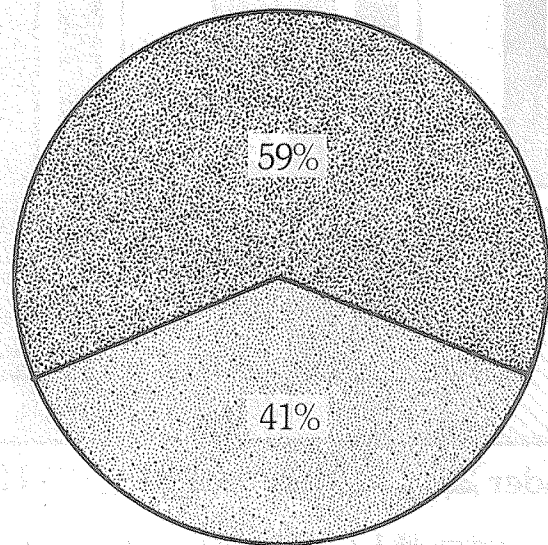
Source: U.S. Bureau of the Census, Reference 29, 30.  
Editorial Research Reports, Reference 23.  
(1975 estimated)



# Minnesota Husband-Wife Families Filing Income Tax Returns by Number of Earners 1963 and 1974



**1963**  
(721,756)



**1974**  
(842,421)

# 23

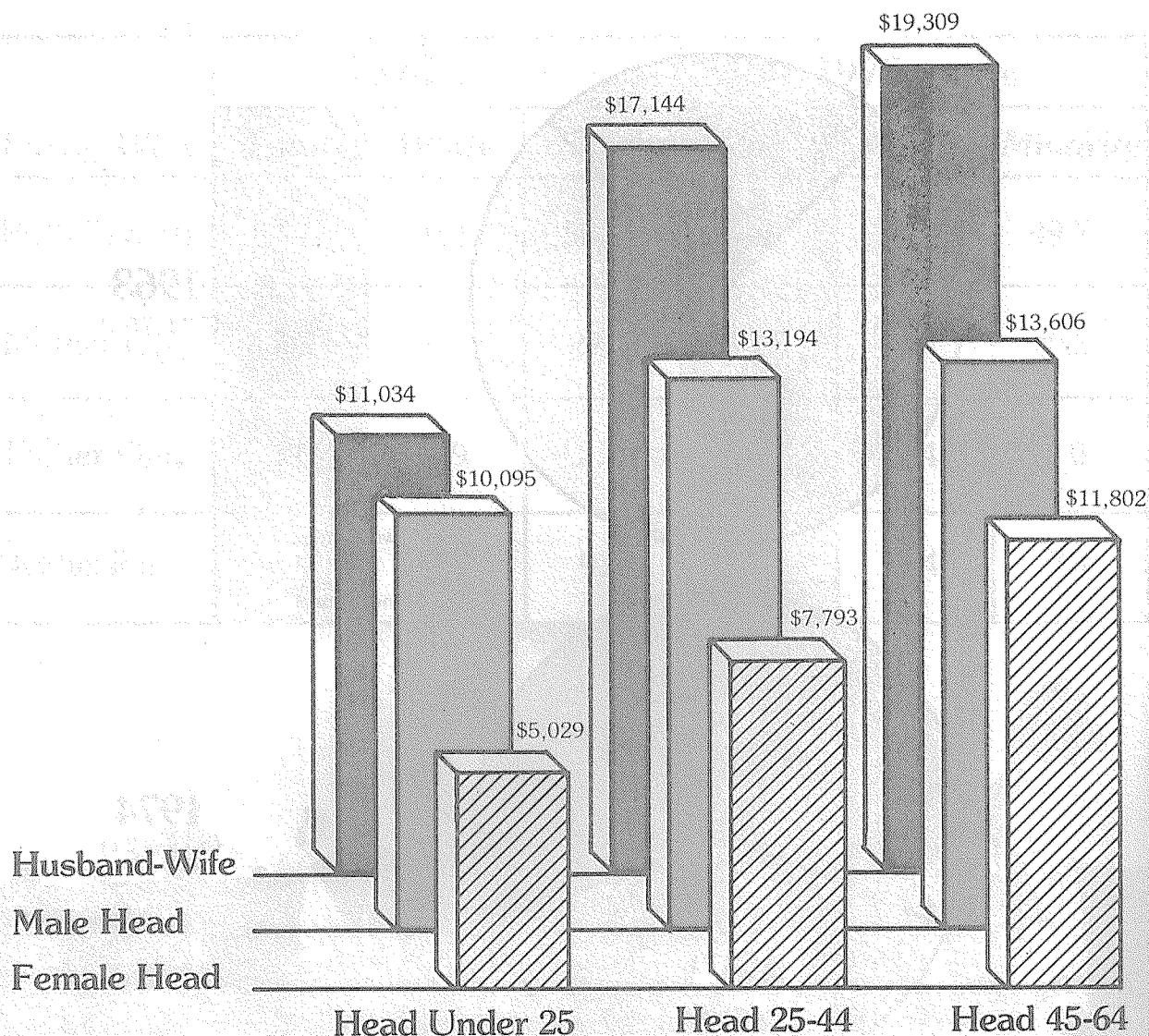
## FAMILIES: Joint Income Families

Since 1963, the proportion of husband-wife families in which both spouses were employed has more than doubled.

## FAMILIES: Family Income

In Minnesota, the typical low income family is most likely headed by a woman.

### Minnesota Average Family Income by Age of Head and Type of Family, 1974



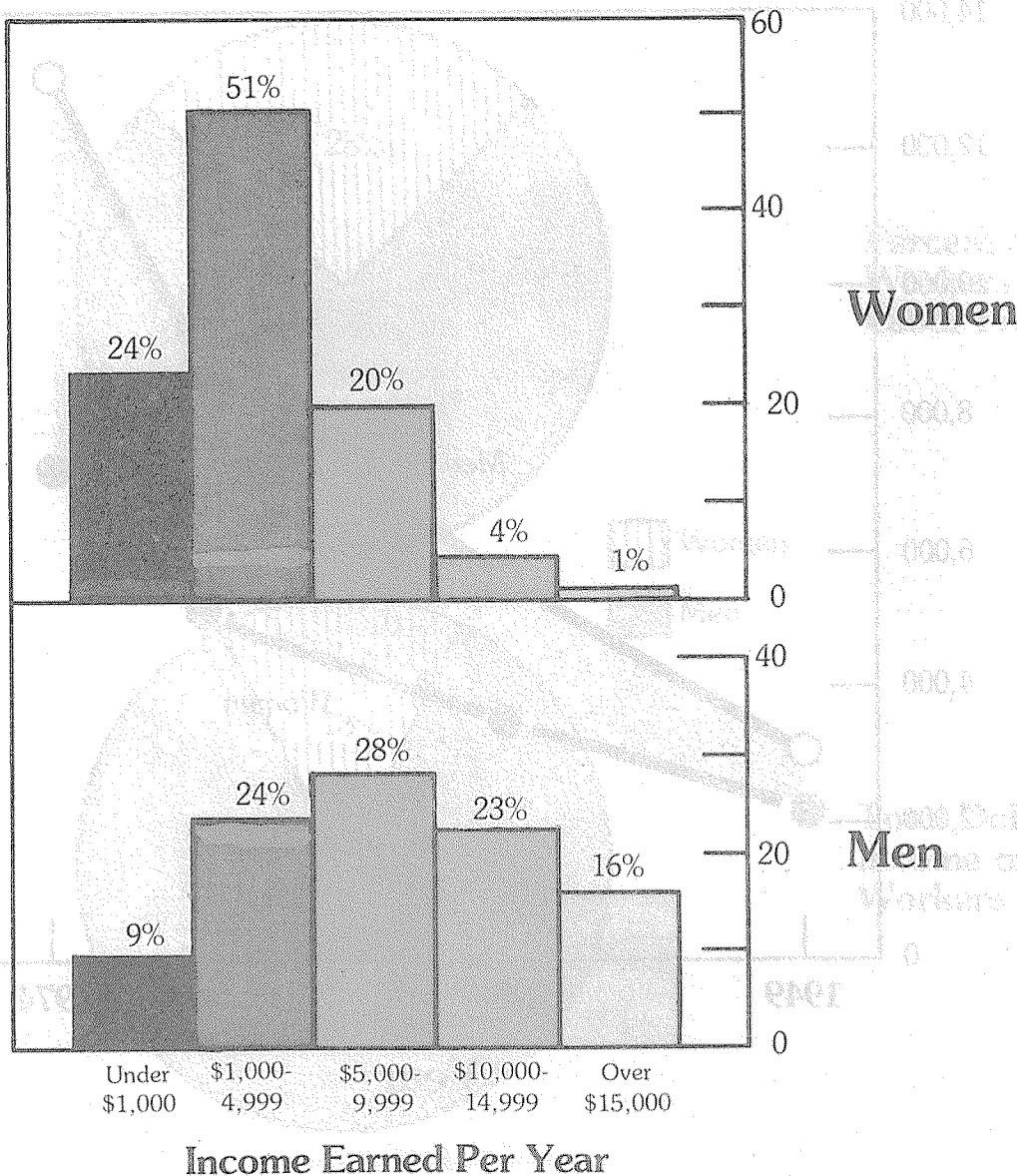
NOTE: "Male head" is used here to mean without wife present.

Source: U.S. Bureau of the Census, Reference 30, 31, 37, 41.  
(estimated)

# Male and Female Earned Income in Minnesota 1973

# 25

## INCOME & POVERTY: Earned Income by Sex



In Minnesota in 1973, almost 40% of men earned over \$10,000 per year while only 5% of women earned that much.

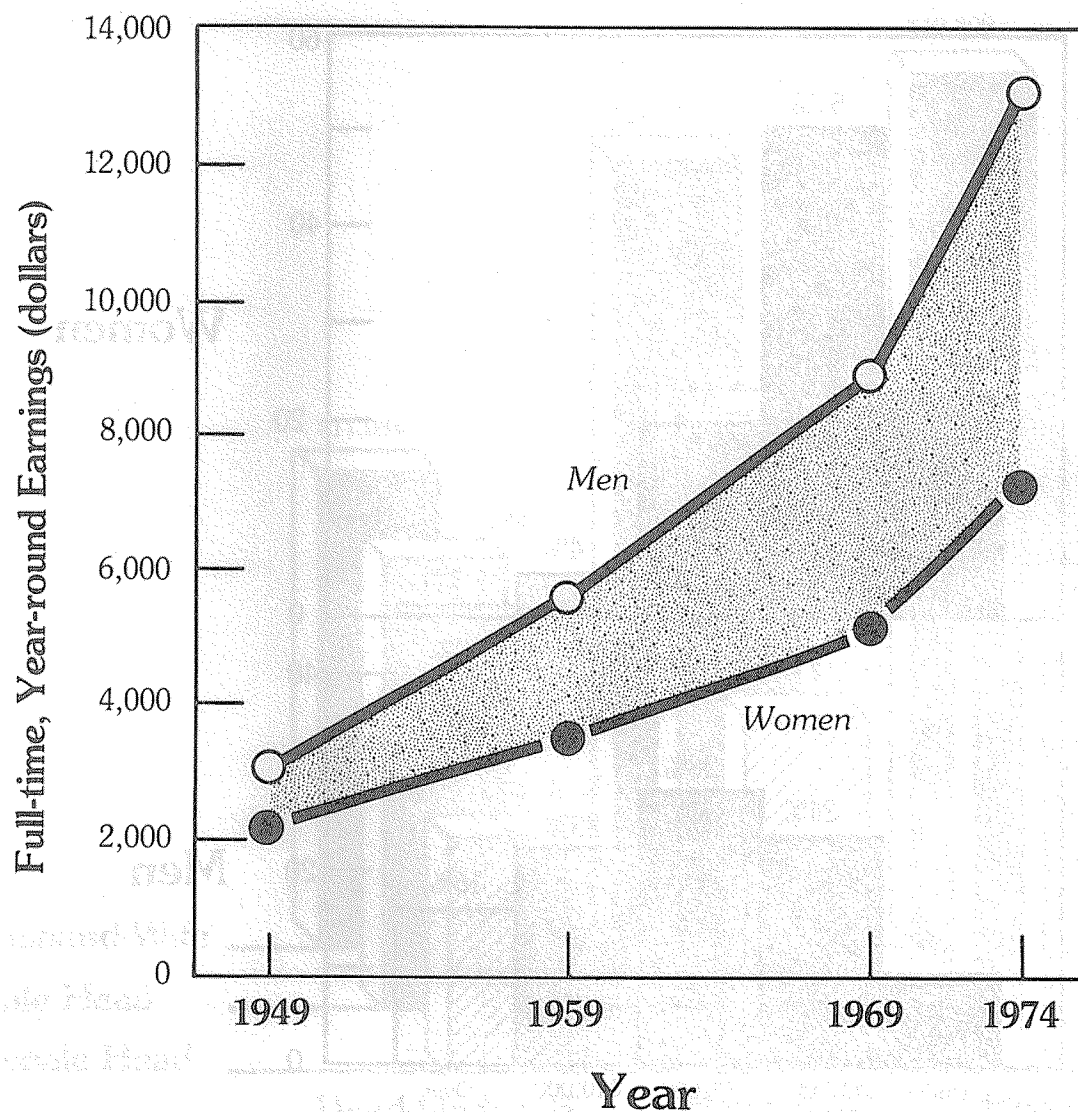
Source: U.S. Bureau of the Census, Reference 29, 31, 39. (estimated)



## INCOME & POVERTY: Earnings Gap

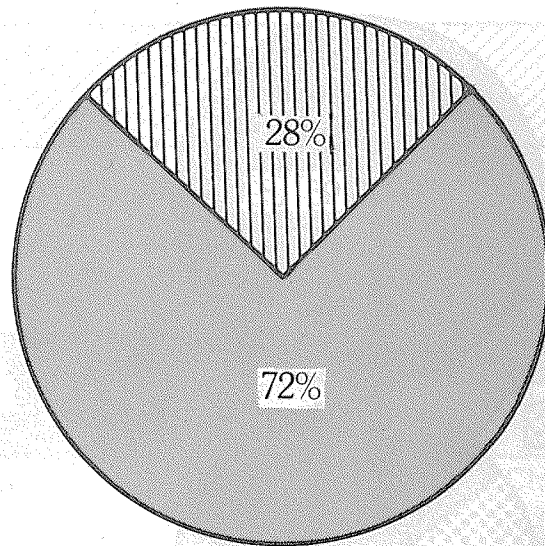
The earnings gap between full-time, year round Minnesota male and female workers continues to widen.

Median Earnings for Minnesota Full-time, Year-round Workers by Sex, 1949-1974

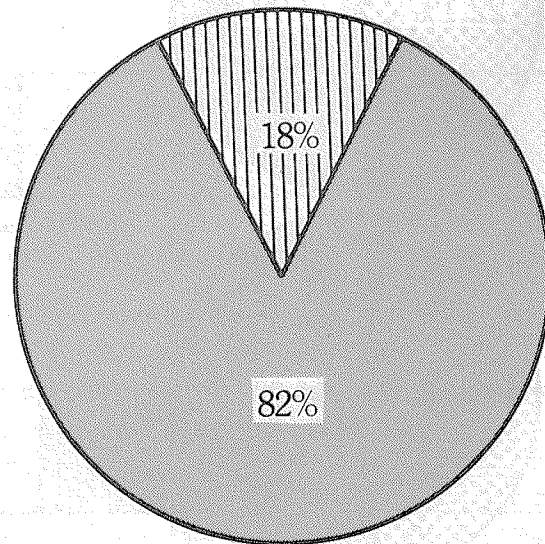
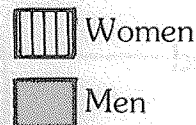


Source: U.S. Bureau of the Census, Reference 26, 27, 30, 37, 40.  
U.S. Department of Labor, Reference 56.  
(1974 estimated)

## Full-time, Year-round Minnesota Workers by Sex and Income Earned, 1974



Percent of  
Workers in  
Labor Force



Total Dollar  
Income of  
Workers

# 27

## INCOME & POVERTY: Income of Full-time, Year-round Workers

Although Minnesota women make up 28% of the full-time, year-round labor force, they receive only 18% of the pay.

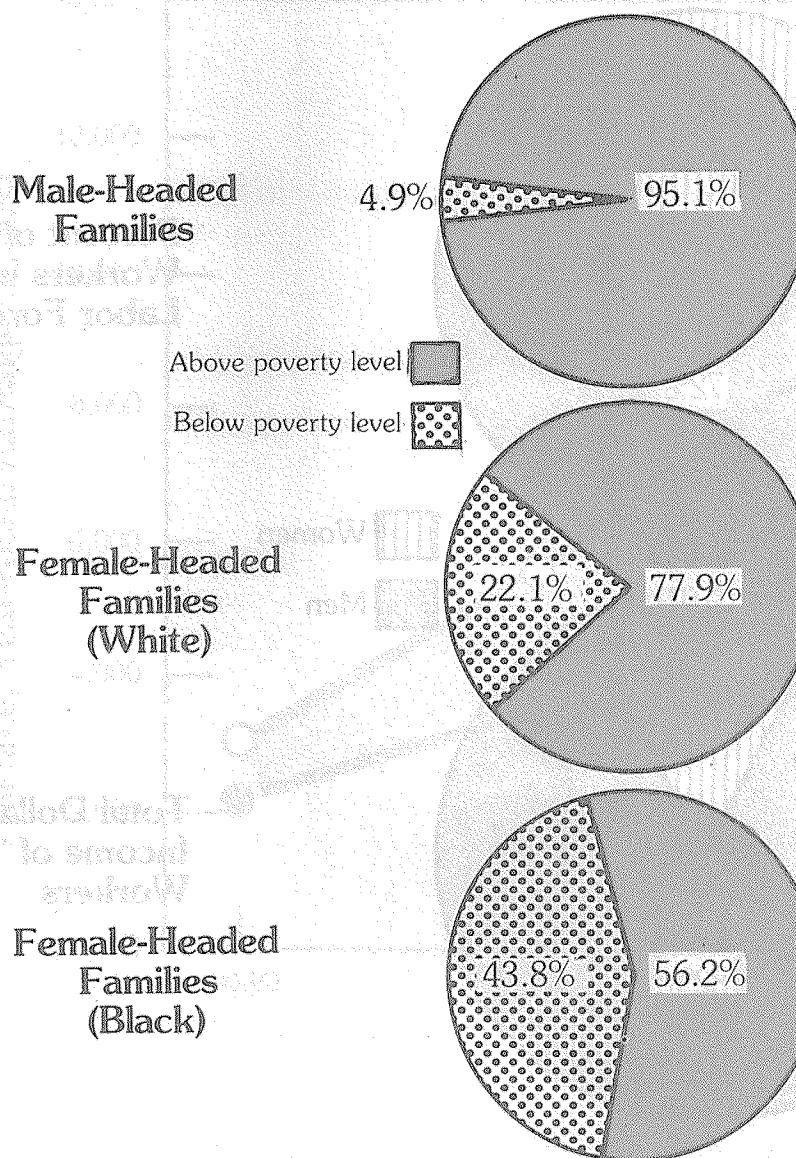
Source: U.S. Bureau of the Census, Reference 30, 37, 40, 41, 55.  
U.S. Department of Labor, Reference 56.  
(estimated)

## INCOME & POVERTY: Poverty Status by Family Type

In 1974, poverty was a greater problem for female-headed families than male-headed families.

Approximately 1 of 20 male-headed families, 1 of 4 white female-headed families, and 1 of 2 black female-headed families fell below the poverty level.

## Minnesota Families Above and Below Poverty Level Income by Sex and Race of Family Head, 1974



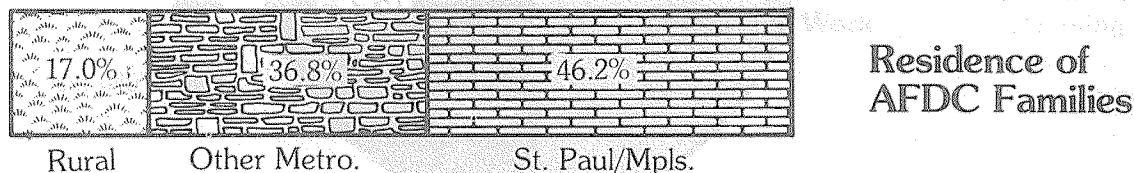
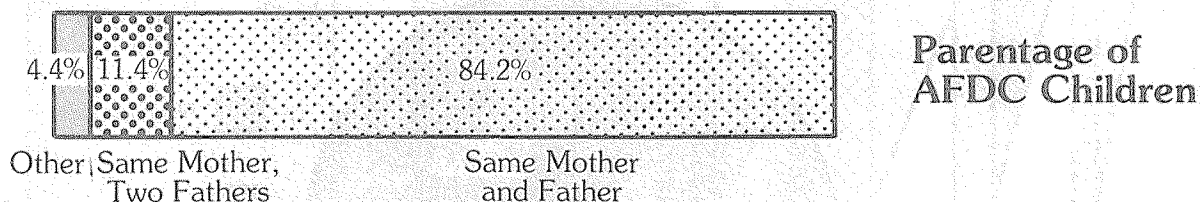
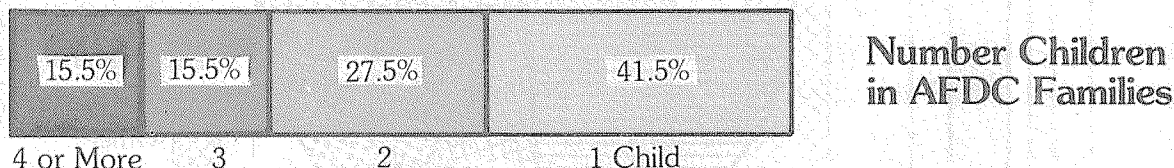
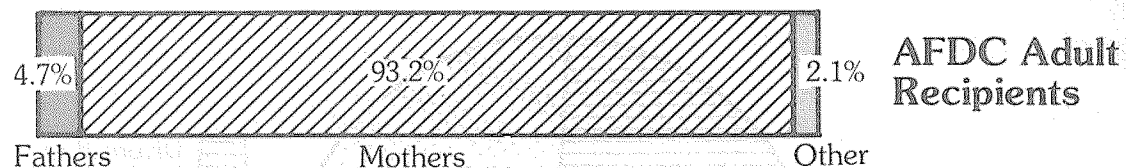
Source: U.S. Bureau of the Census, Reference 29, 31, 42, 43, 48.  
(estimated)



# Minnesota AFDC Families by Selected Characteristics May 1975

# 29

## INCOME & POVERTY: Welfare Case Characteristics



The typical AFDC family lives in a metropolitan area, consists of one or two children, and is headed by the mother.

# 30

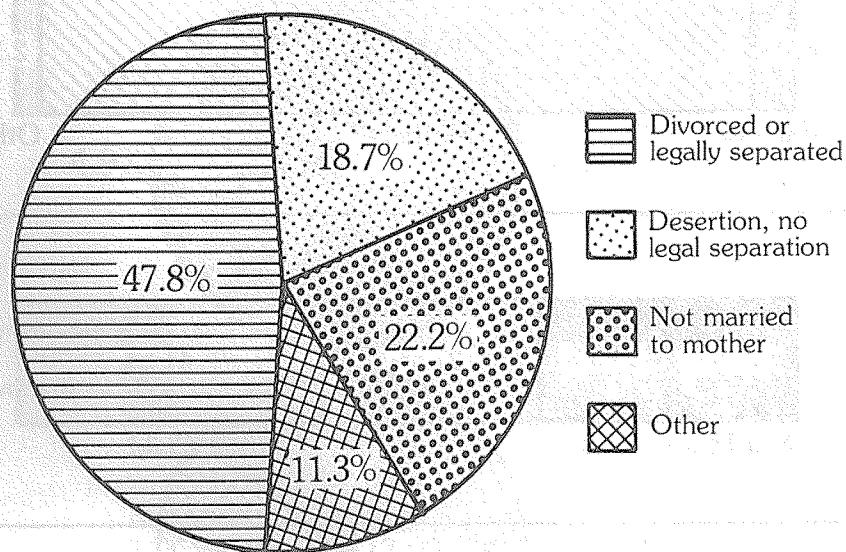
## INCOME & POVERTY: Child Support in AFDC Families

Most AFDC children have fathers absent from the home.

Almost 3/4 of AFDC children receive no support money from their absent parent.

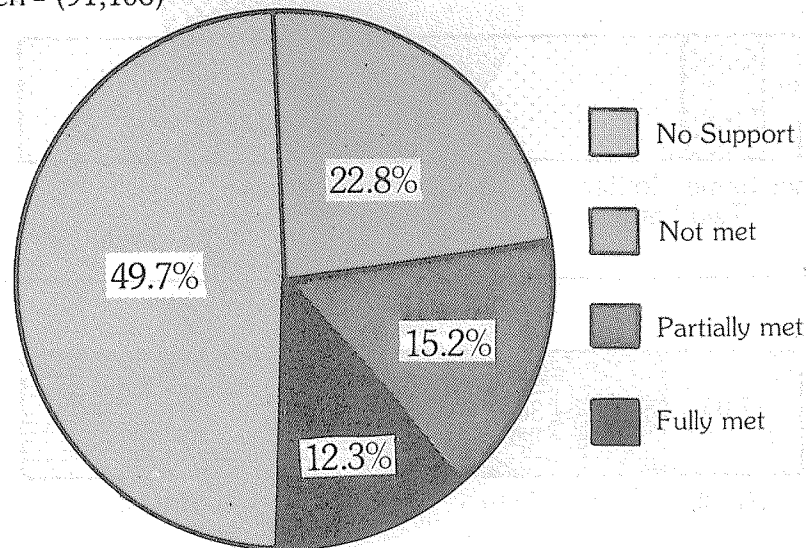
## Extent to Which Court Ordered or Voluntary Support for Minnesota Children in AFDC Families is met May 1975

Status of Father



Number of Children = (91,106)

Child Support

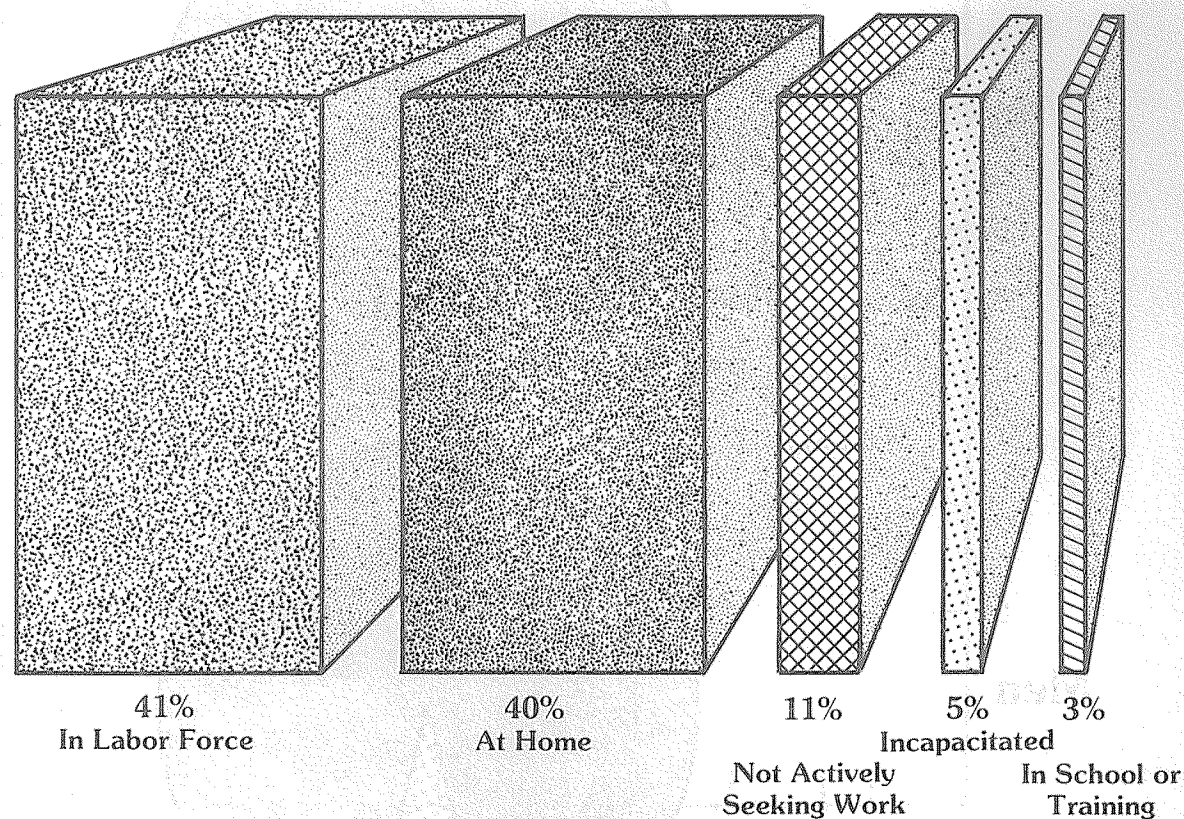


Source: Minnesota Department of Public Welfare, Reference 15.

## Employment Status of Minnesota Mothers Living in an AFDC Family, May 1975

# 31

### INCOME & POVERTY: Employment Status in AFDC Families



(Total N = 35,711)

Over 80% of AFDC mothers are in the labor force or are needed full-time at home.

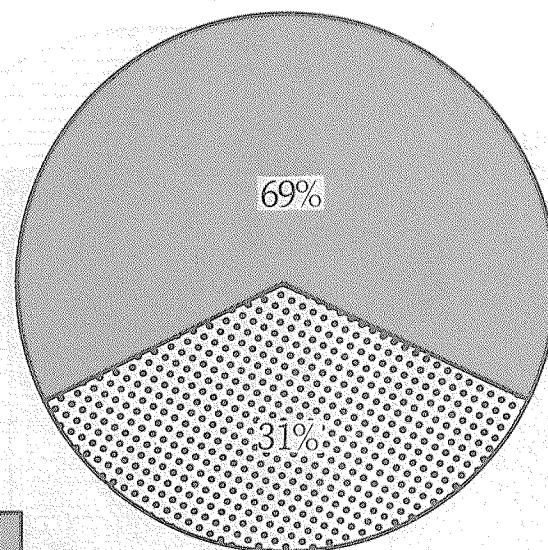


## INCOME & POVERTY: Poverty Status, Age 65 and Above

The likelihood that a woman age 65 or older will be in poverty is more than twice that of a man in the same age group.

### Poverty Status of Minnesota Persons\* Age 65 and Above, by Sex, 1974

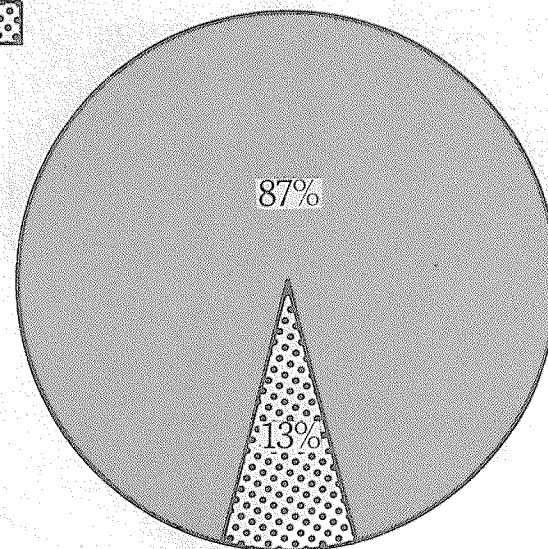
#### Women



Above Poverty

Below Poverty

#### Men



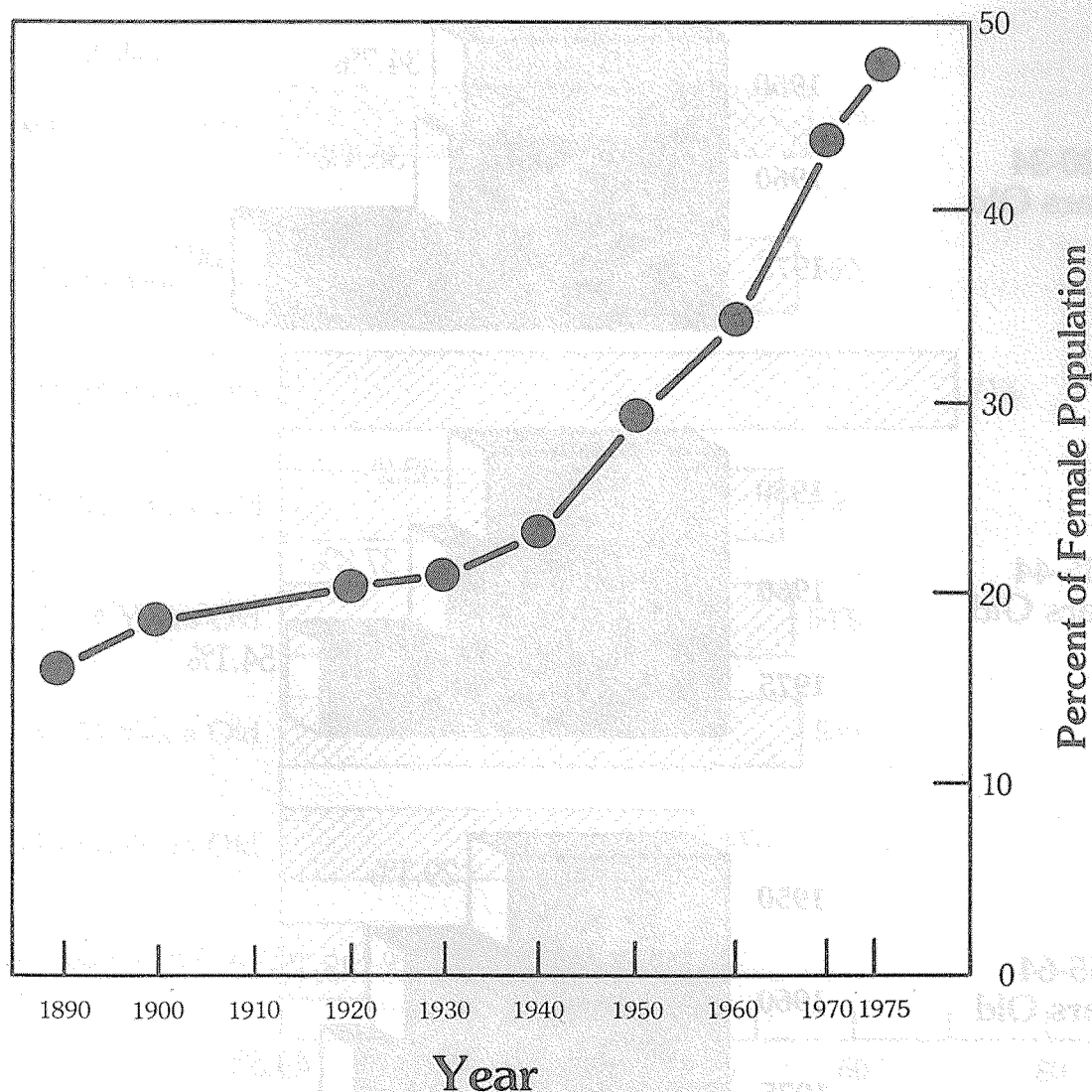
\* Includes only family heads and unrelated individuals.

Source: U.S. Bureau of the Census, Reference 30, 38, 44. (estimated)

## Labor Force Participation Rates for Minnesota Women 1890-1975

# 33

### EMPLOYMENT: Labor Force Participation 1890-1975



The labor force participation rate of Minnesota women has increased steadily since 1890. This increase accelerated after 1940 and again after 1960.

Source: Minnesota Department of Employment Services, Reference 13.  
U.S. Bureau of the Census, Reference 24, 27.  
Social Science Resource Council, Reference 4.  
State Planning Agency, Reference 3.  
(estimated)

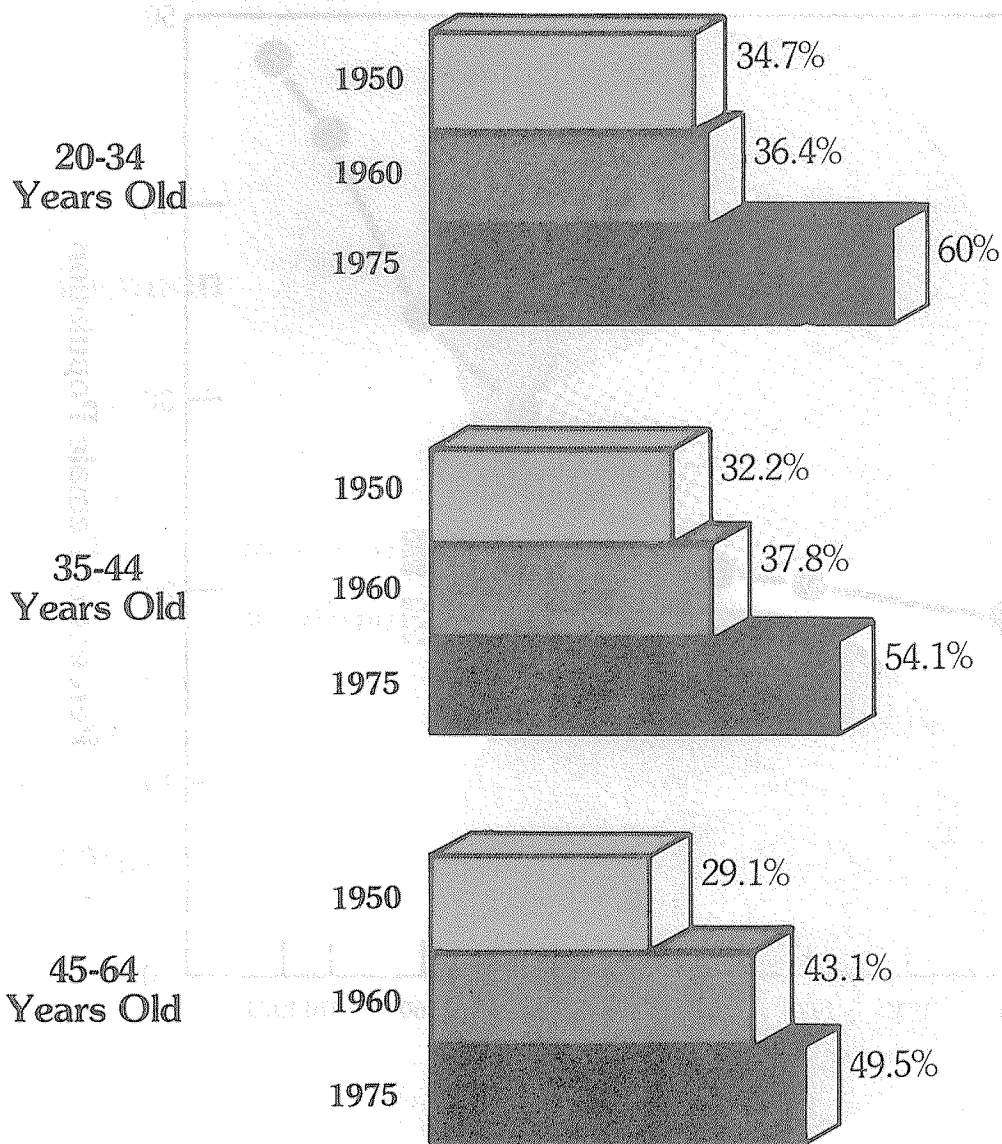
# 34

## EMPLOYMENT: Labor Force Participation, Selected Age Groups

Since 1960, the greatest increase in labor force participation has been among Minnesota women of the childbearing ages of 20-34 years.

Prior to 1960, the greatest increase was of older women.

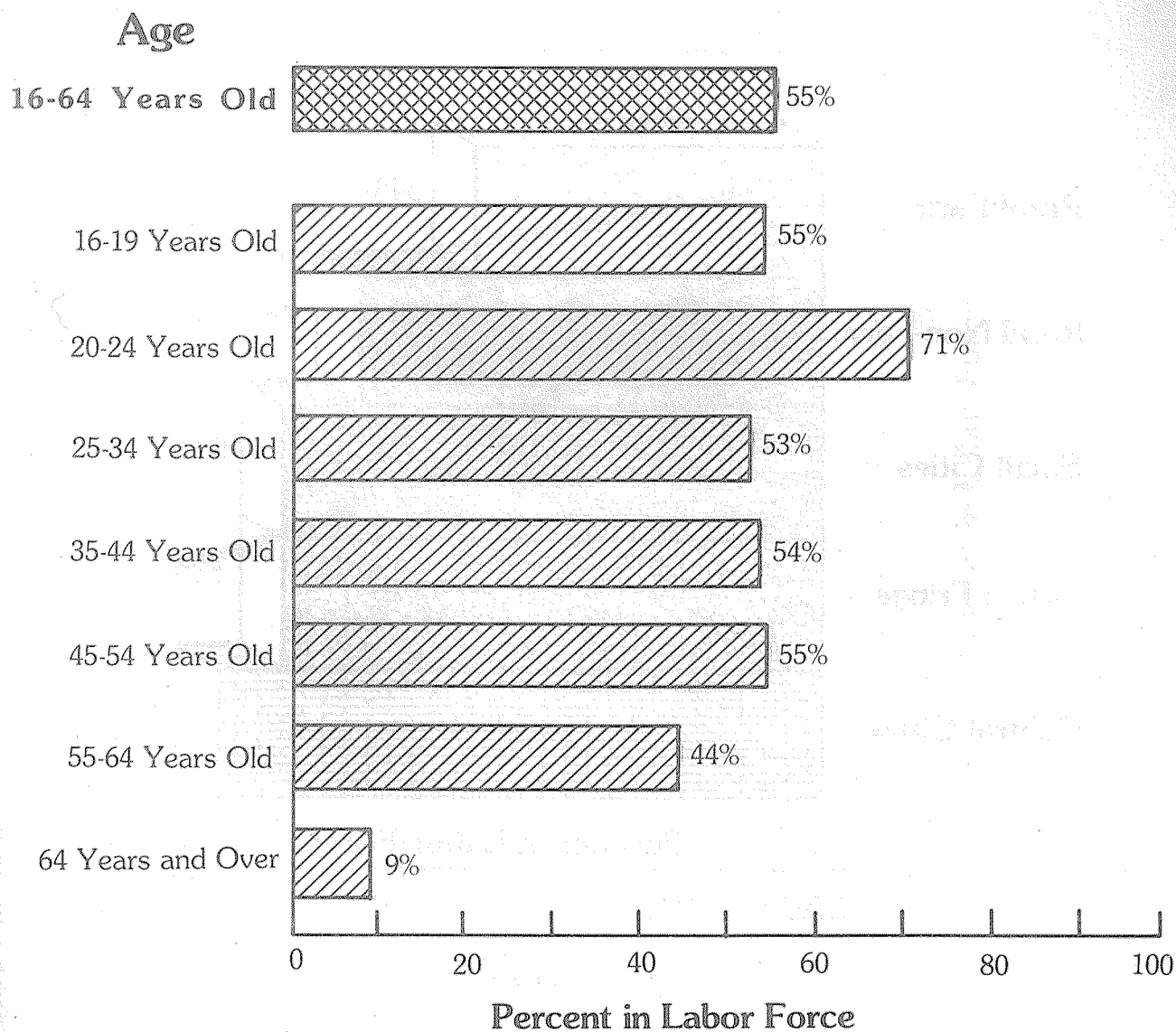
## Labor Force Participation of Minnesota Women in Selected Age Groups, 1950, 1960, and 1975



Source: State Planning Agency, Reference 3.  
Minnesota Department of Employment Services, Reference 13.  
(1975 estimated)



## Minnesota Women's Labor Force Participation by Age, 1975



Source: State Planning Agency, Reference 3.

# 35

### EMPLOYMENT: Labor Force Participation by Age

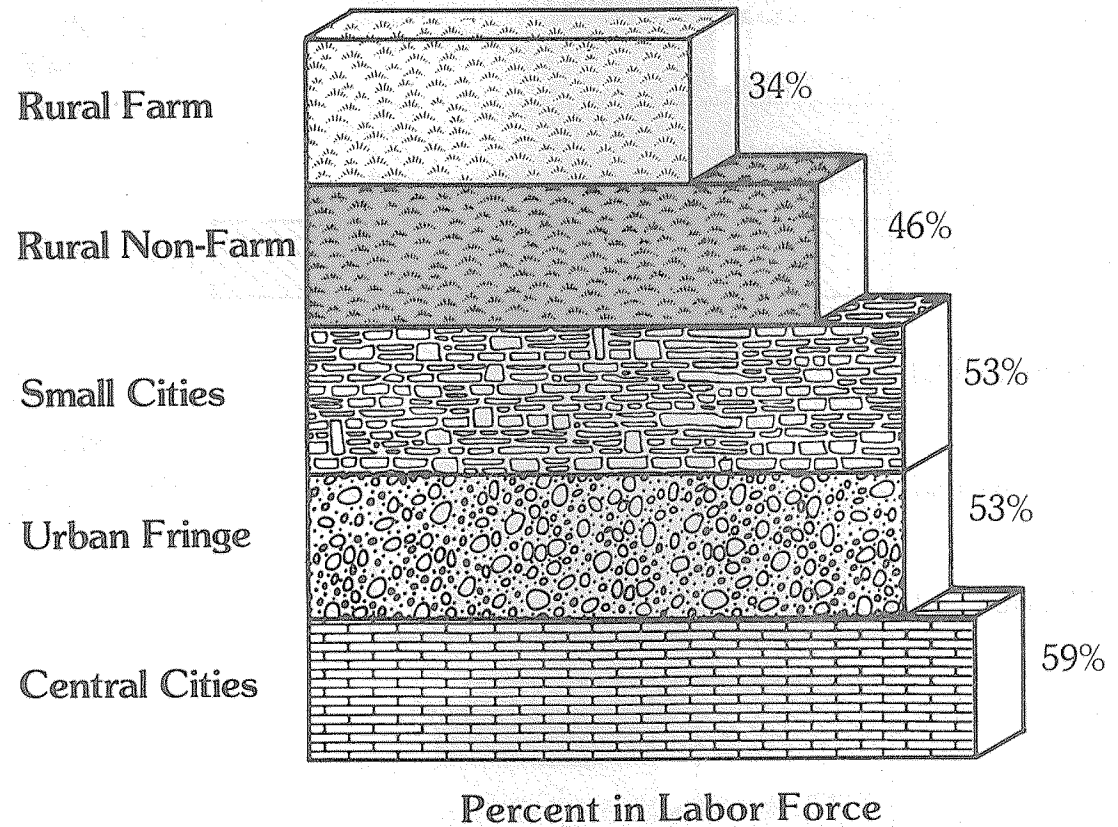
More than half of all women age 16-64 are in the labor force.

# 36

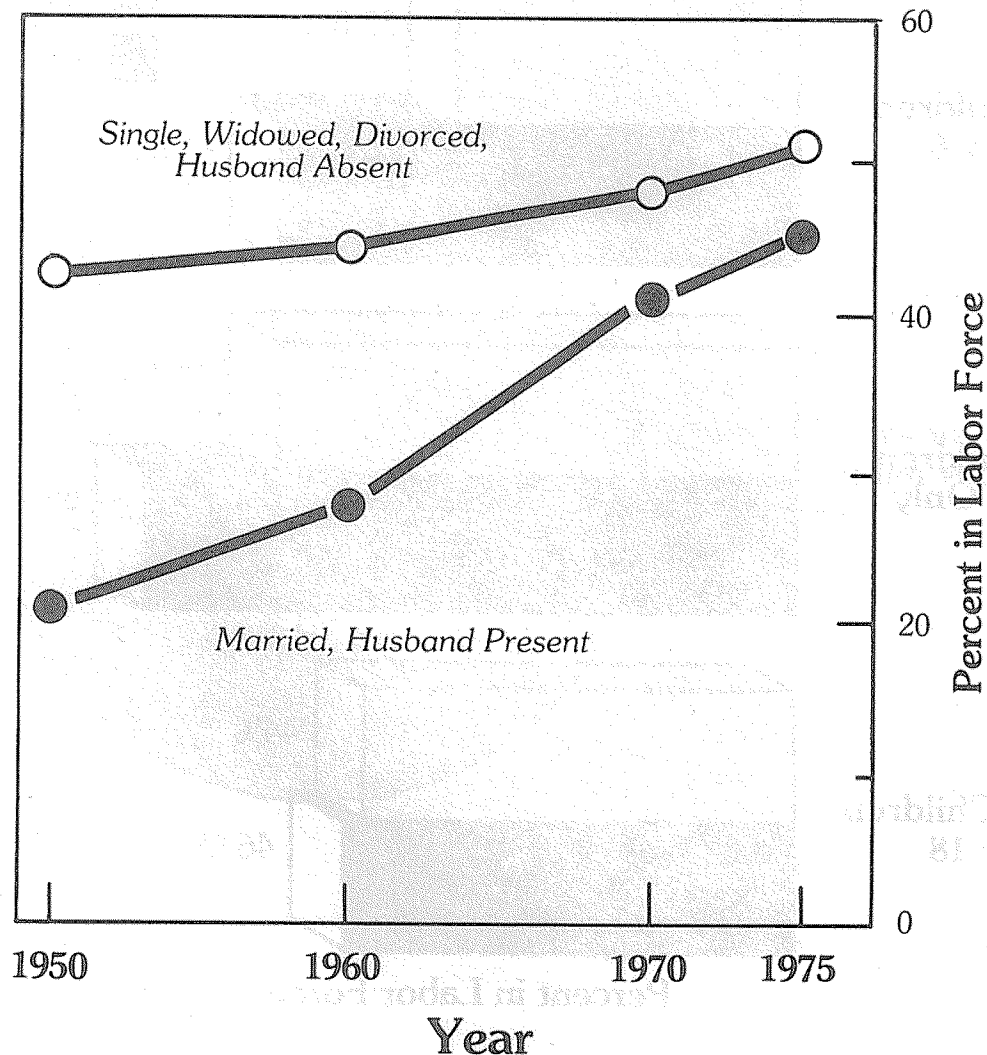
## EMPLOYMENT: Labor Force Participation by Residence

Urban women are more likely to be in the labor force than are rural women.

### Labor Force Participation Rates for Minnesota Women Age 18-64 by Residence, 1970



## Labor Force Participation of Minnesota Women by Marital Status, 1950-1975



Source: U.S. Bureau of the Census, Reference 24, 25, 26, 27, 30, 43.  
(1975 estimated)

# 37

### EMPLOYMENT: Labor Force Participation by Marital Status

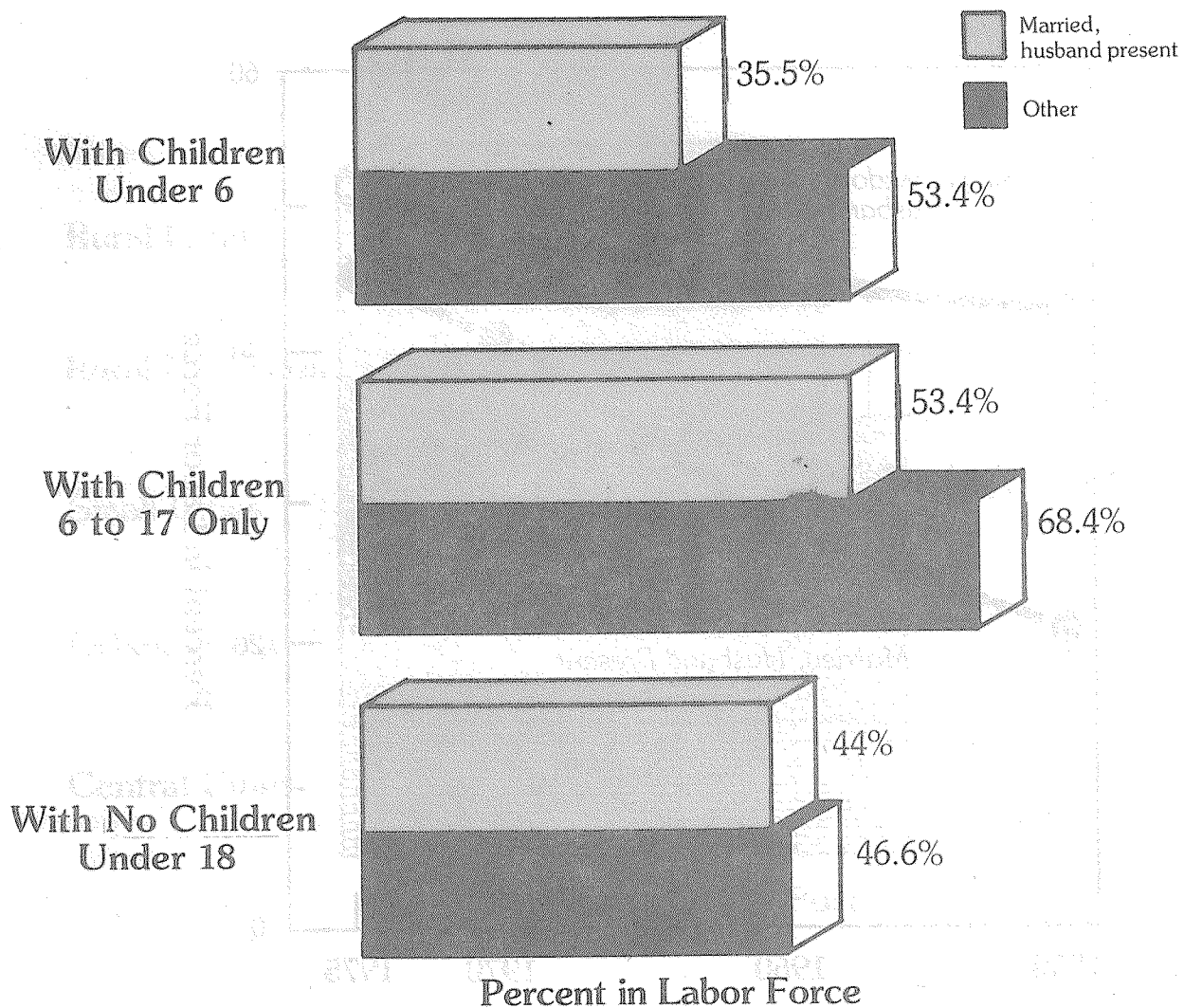
Since 1950, the labor force participation rates of married women with husband present have increased faster than rates of other women.



## EMPLOYMENT: Labor Force Participation by Parental Status

Women with school age children are more likely to be in the labor force than are women with no children or those with pre-school children.

### Labor Force Participation of Minnesota Women by Presence and Age of Children, 1975

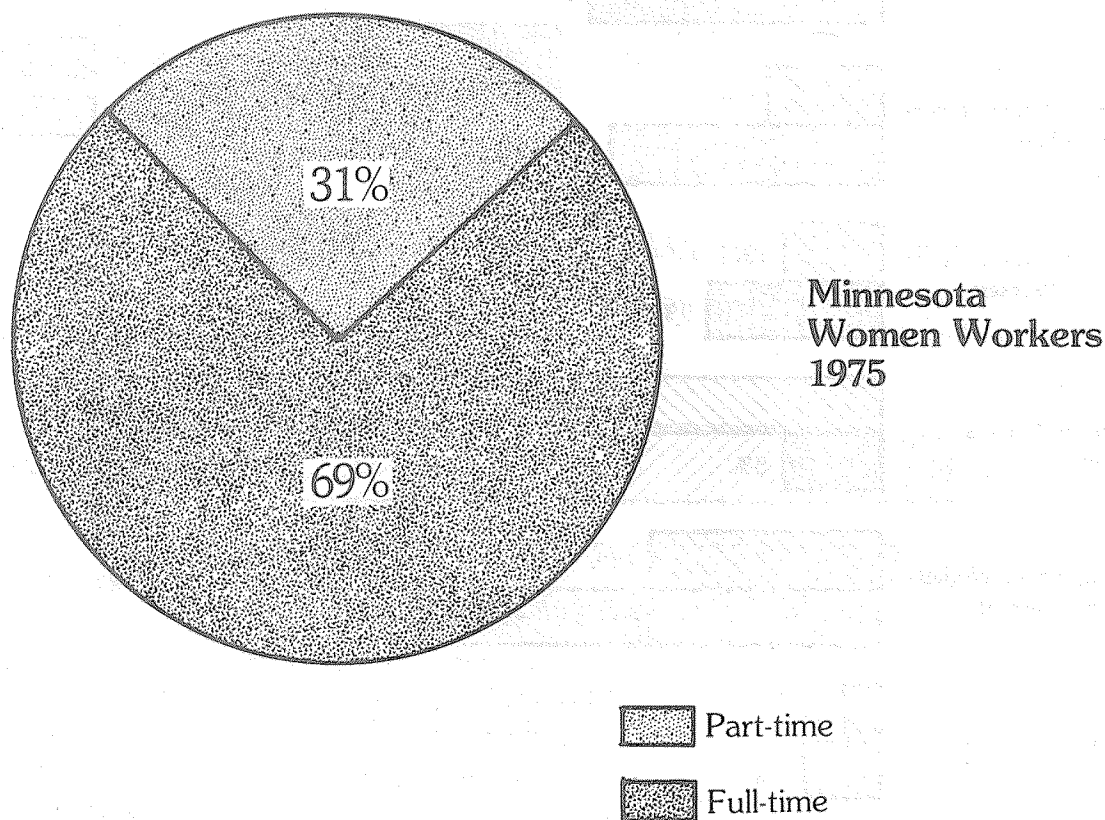


Source: U.S. Bureau of the Census, Reference 29.  
U.S. Bureau of Labor Statistics, Reference 6, 43, 52.  
(1975 estimated)

## Minnesota Non-student Women Workers by Full- or Part-time Status, 1975

# 39

### EMPLOYMENT: Full- and Part-time Employment



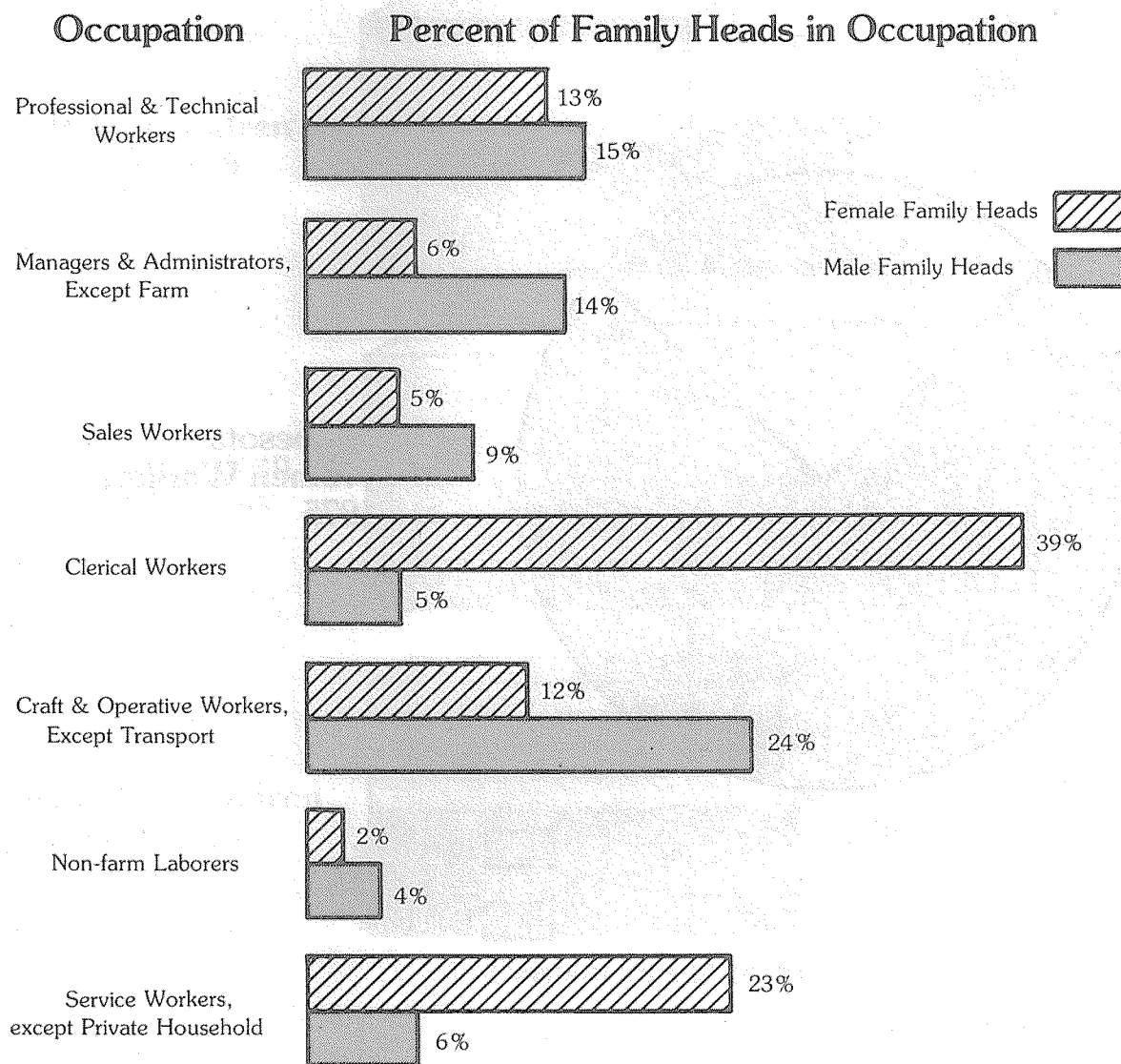
Approximately 7 of 10 Minnesota women who are employed work full time.

# 40

## EMPLOYMENT : Occupational Status

The majority of employed women who head families are concentrated in service and clerical occupations. Men who head families are more evenly distributed over many occupations.

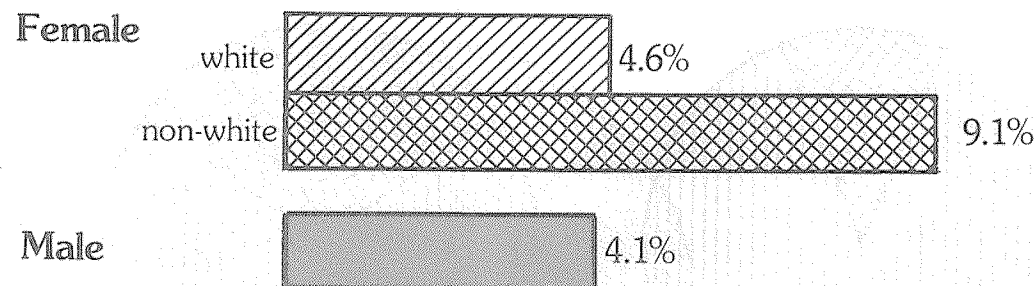
### Distribution of Minnesota Family Heads in Selected Occupations by Sex of Head, 1975



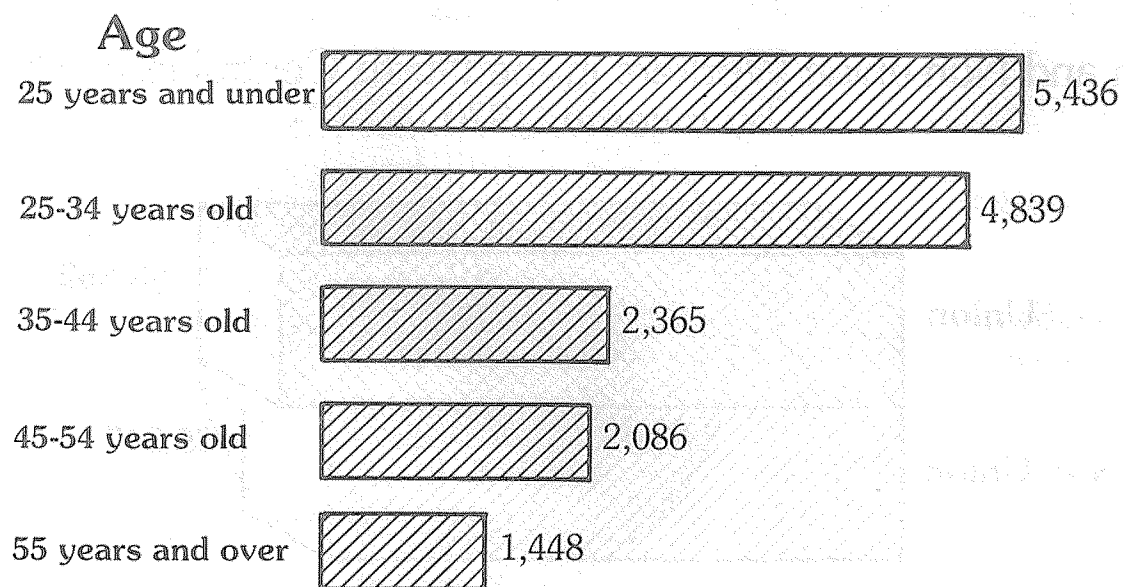
Source: U.S. Bureau of the Census, Reference 30, 32, 34.  
(estimated)



## Minnesota Unemployment Rates by Sex and Race 1974 (Annual Average)



## Number of Insured Unemployed Women in Minnesota by Age, September 1976



Source: U.S. Bureau of Labor Statistics, Reference 51.  
Minnesota Department of Employment Services, Reference 12.

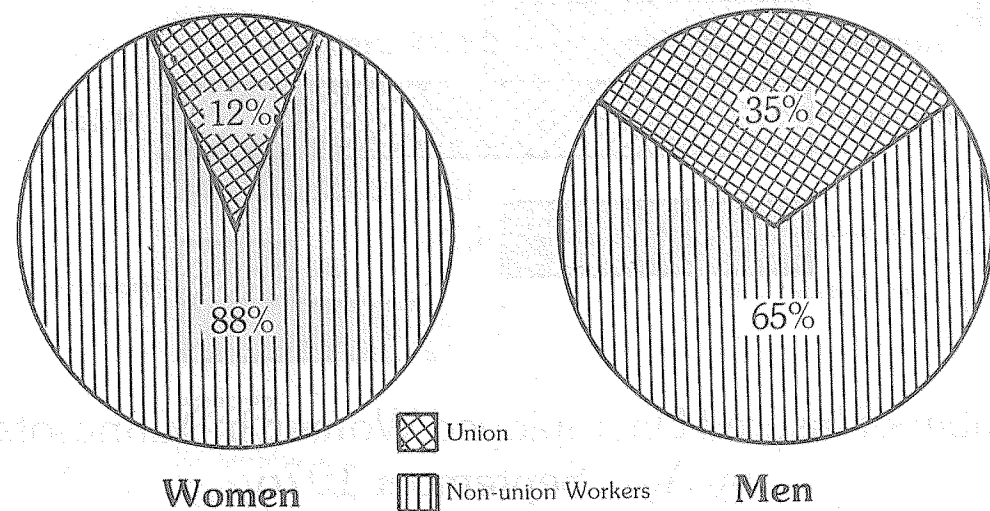
# 41

## EMPLOYMENT: Unemployment

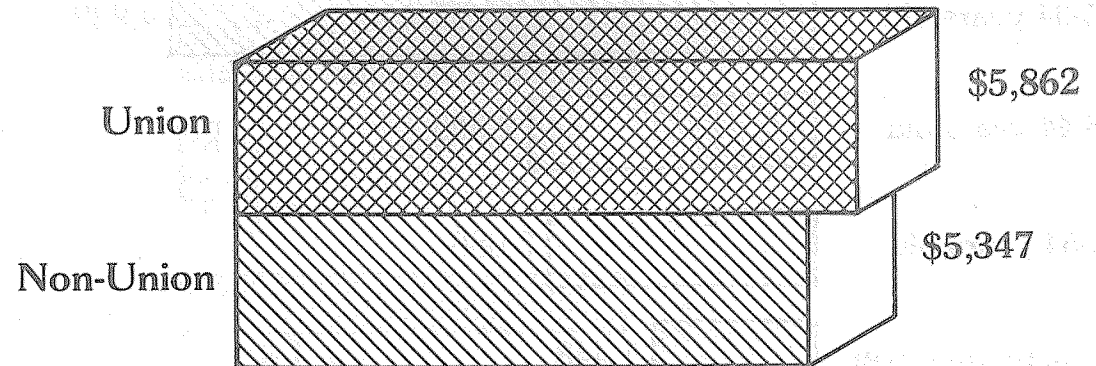
Minnesota women have higher unemployment rates than do men. Unemployment is highest for minority women and for those under age 35.

## EMPLOYMENT : Union Workers and Income

Percentage of Union and Non-union Workers in the  
North Central Region\* by Sex, 1970



Union and Non-union Workers in the North Central Region\*  
by Income, 1970

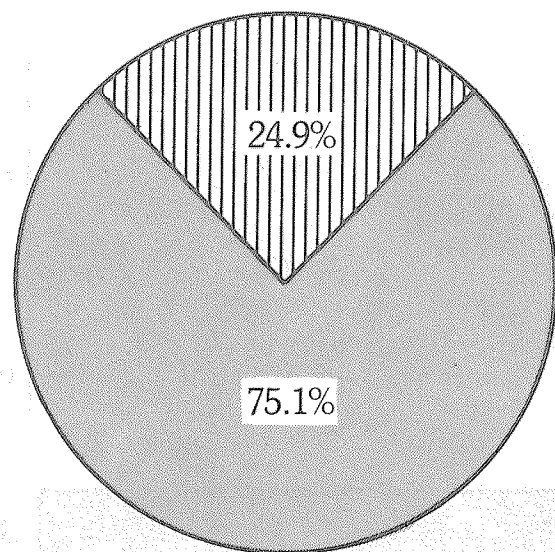


\*Includes Minnesota, Illinois, Indiana, Kansas, Michigan, Missouri, Nebraska, N. Dakota, Ohio, S. Dakota, and Wisconsin.

Source: U.S. Bureau of Labor Statistics, Reference 53.

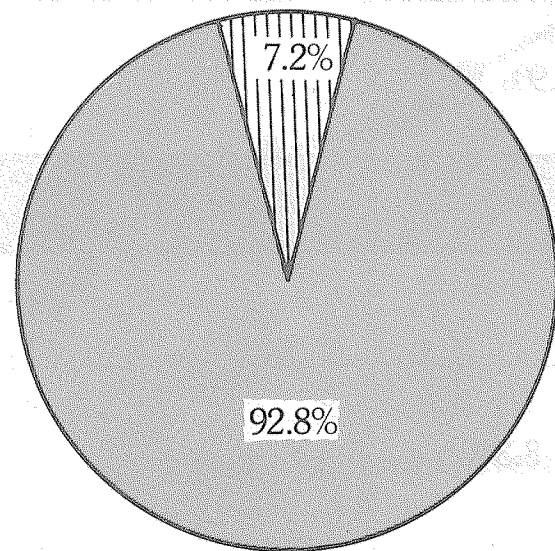
In the North Central region, a male worker is almost three times more likely to belong to a union than a female worker. The vast majority of workers are non-unionized.

# Membership and Leadership in National Unions and Employees' Associations by Sex 1972



## Membership

(N = 23,036,000)



Female  
Male

## Leadership

(N = 4,800)

# 43

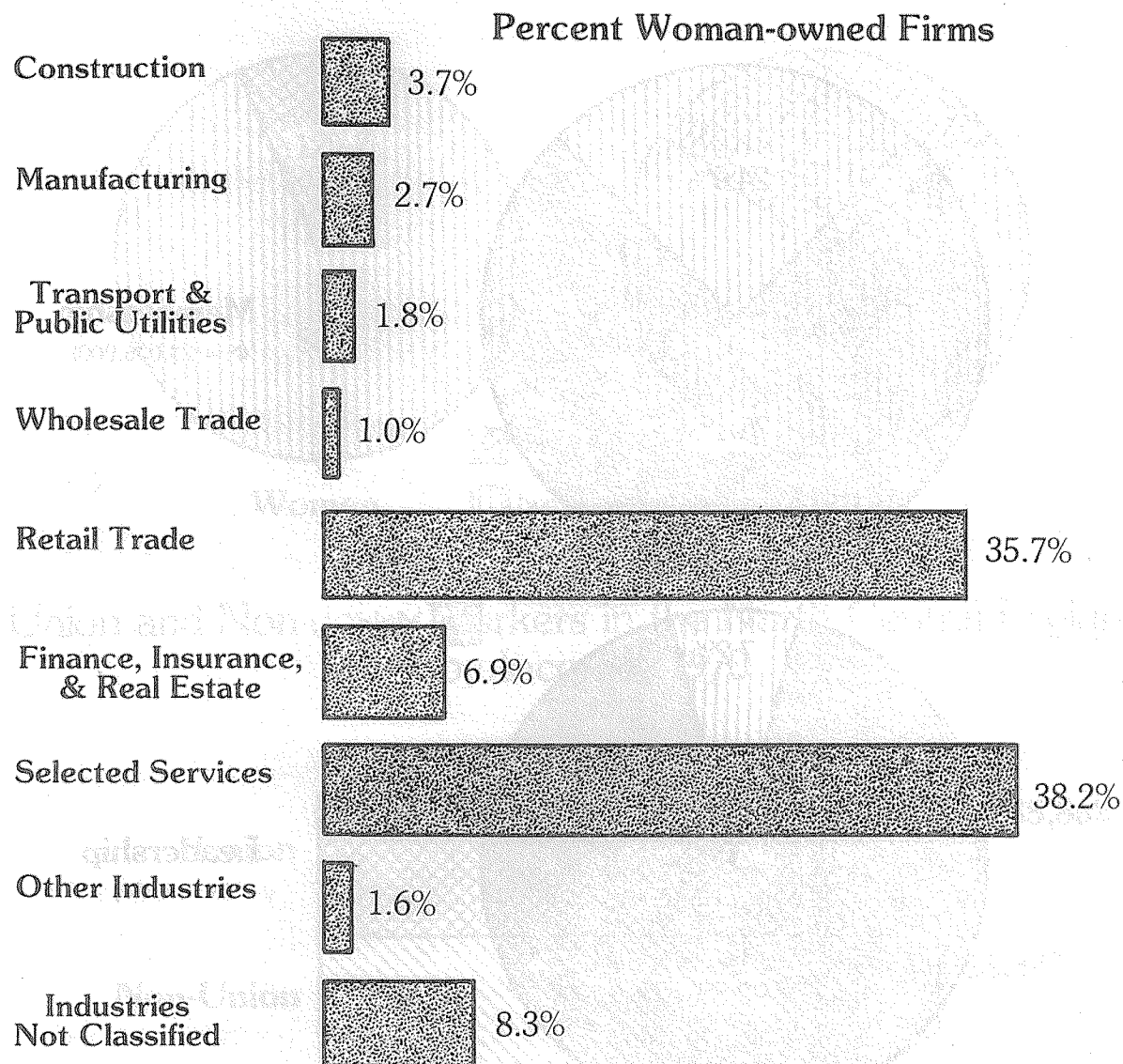
## EMPLOYMENT: Union Membership and Leadership

Nationally about 1 in 4 union members is a women but less than 1 in 10 union officials is a woman.

## EMPLOYMENT: Women-owned Businesses

Over 70% of the woman-owned firms in Minnesota either relate to retail trade or provide selected services.

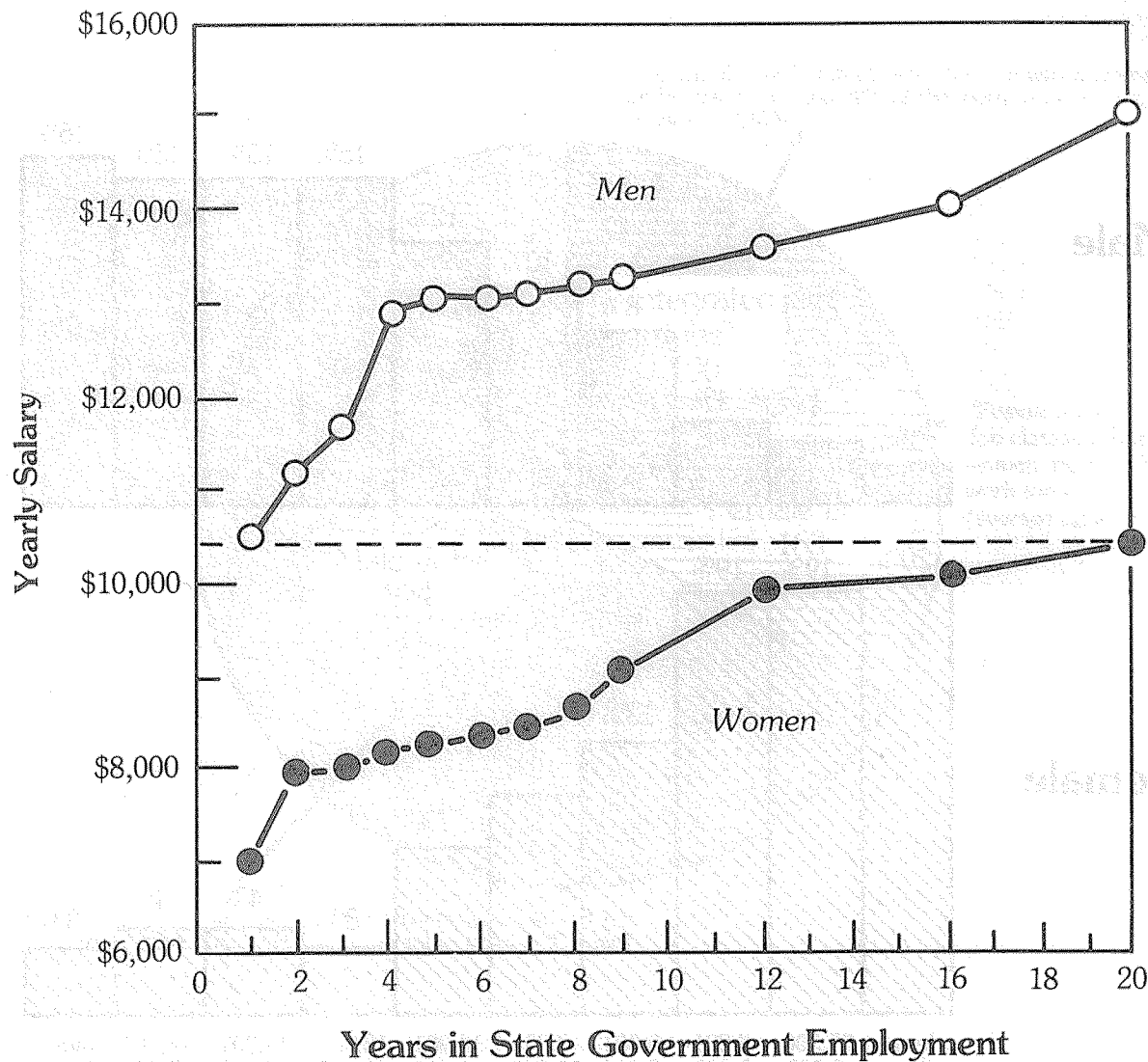
## Distribution of Woman-owned Firms in Minnesota by Type of Industry, 1972



Source: U.S. Bureau of the Census, Reference 49.



## Median Yearly Salary for Men and Women by Years in Minnesota State Government Employment, January 1976



## 45

### WOMEN IN STATE SERVICE: Income by Years of Employment

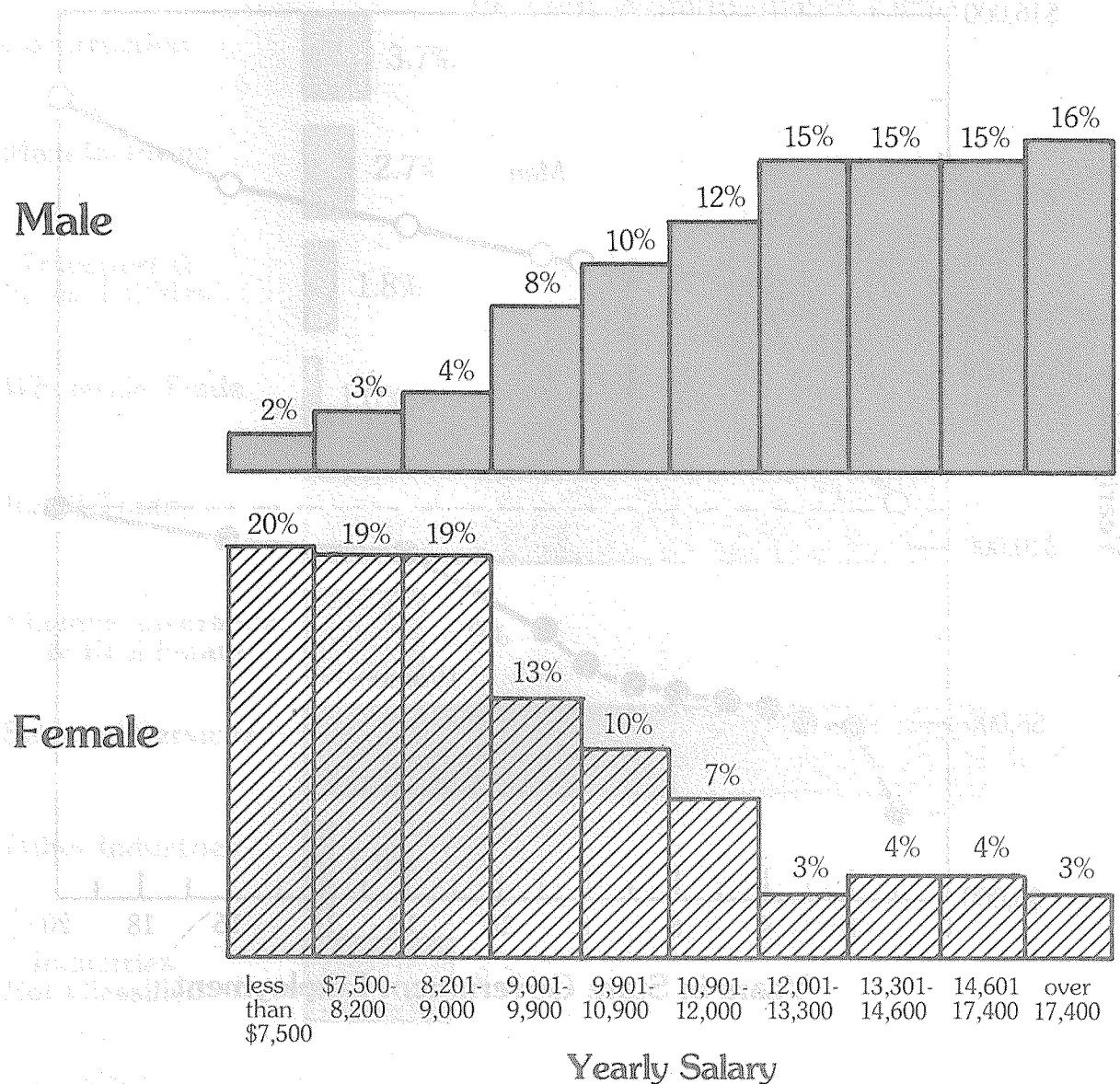
After 20 years of state government employment, the median salary for a female employee is the same as the median beginning salary for a male employee.

# 46

## WOMEN IN STATE SERVICE: Salary Distribution by Sex

Over 90% of all women state employees earn less than the average of salaries of male state employees.

### Distribution of Salaries in Minnesota State Government Employment by Sex, January 1976

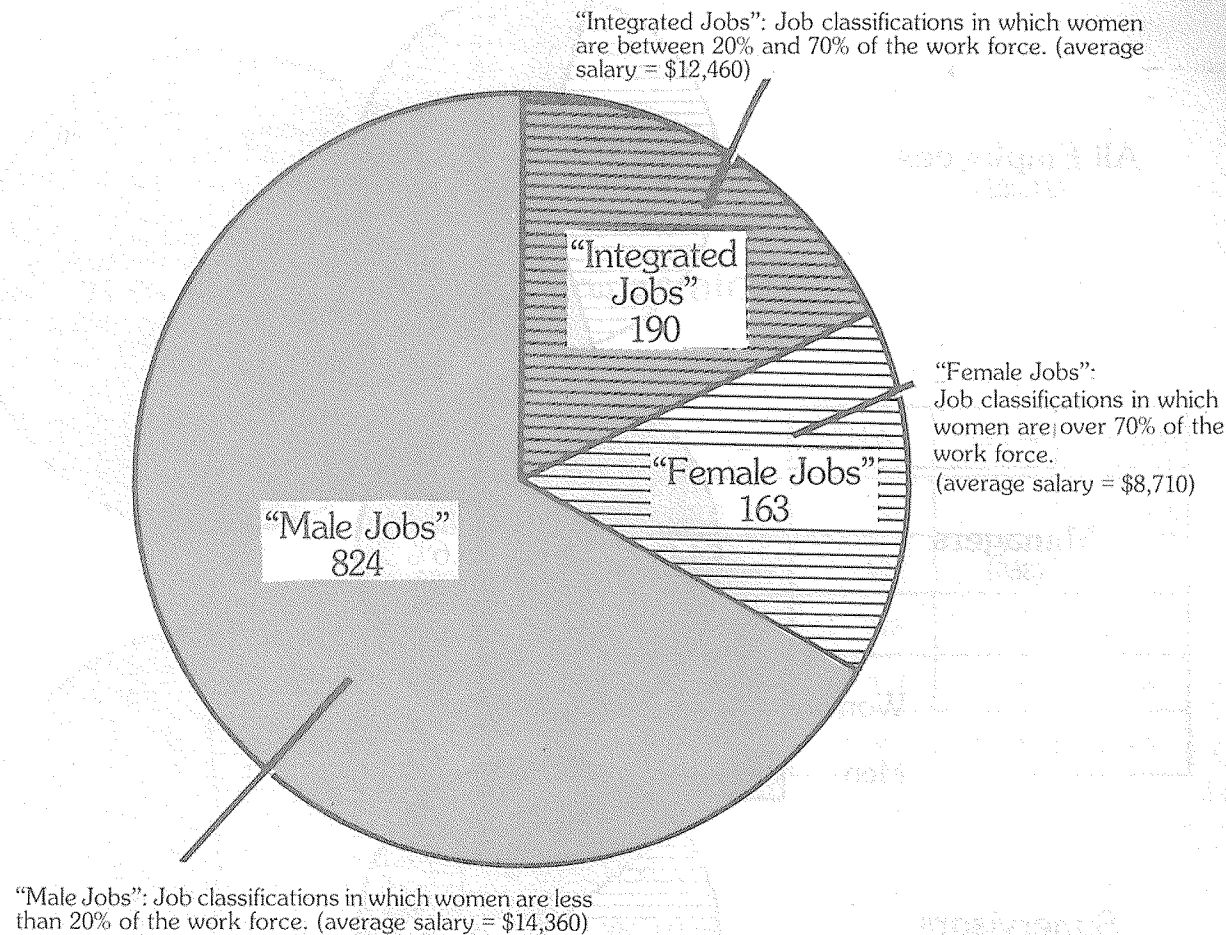


Source: Employment Task Force, Reference 5.

# Number of Minnesota State Government Job Classifications by Percent of Women in Each Classification January 1976

# 47

## WOMEN IN STATE SERVICE: Job Classifications



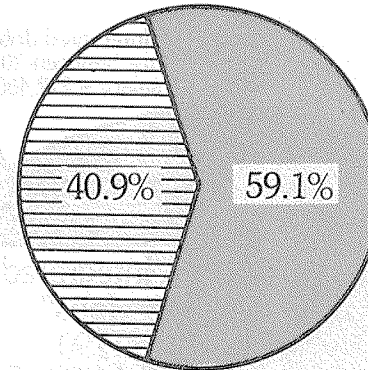
There are five times as many job classifications in "male jobs" in state civil service as there are in "female jobs", and over 3/4 of all state employees work in jobs which are essentially segregated by sex.

## WOMEN IN STATE SERVICE: Management Jobs

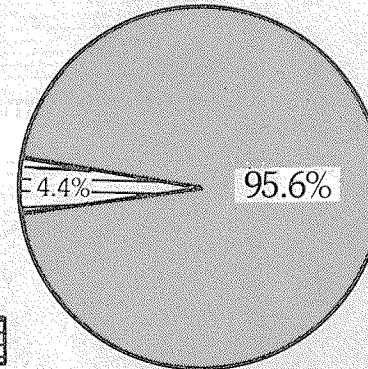
Although over 40% of all state employees are women, only 4.4% of top management are women.



### Percentage of Workers in Minnesota State Government Employment in Selected Occupations by Sex, 1976

**All Employees**  
(24,083)

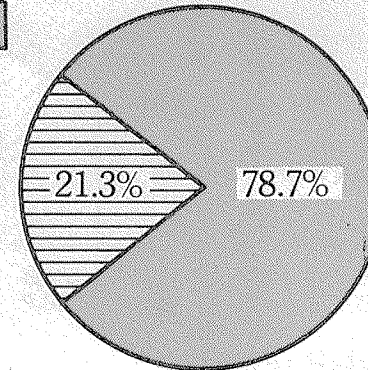


**Managers**  
(365)



Women   
Men 

**Supervisors**  
(2937)



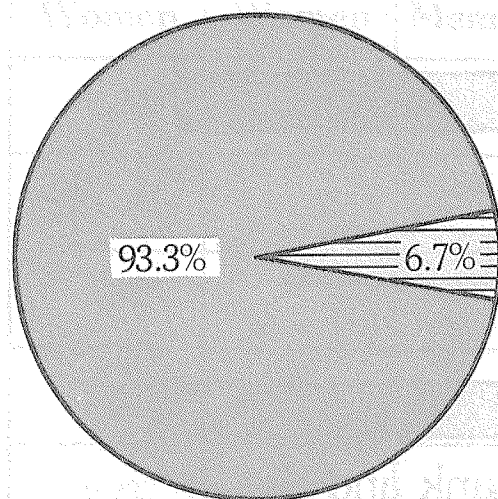
Source: Minnesota Department of Personnel, Reference 14.



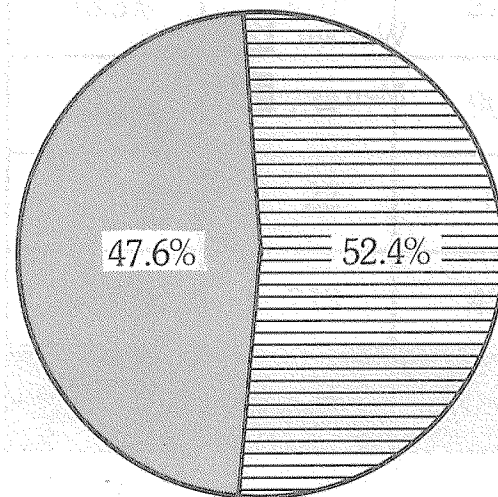
# Minnesota Public School Professional Staff in Selected Occupations, by Sex, 1975

# 49



## WOMEN IN STATE SERVICE: Public School Professional Staff



Administrators



Teachers

 Women  
 Men

	# Male	# Female	% Female
Superintendents	429	1	0.002%
Secondary Principals	651	3	0.05%
Elementary Principals	713	134	15.8%
Other Administrative	712	43	5.7%
Teachers	25,390	27,934	52.4%

50% of all teachers are women, but they represent only 6.7% of school administration.

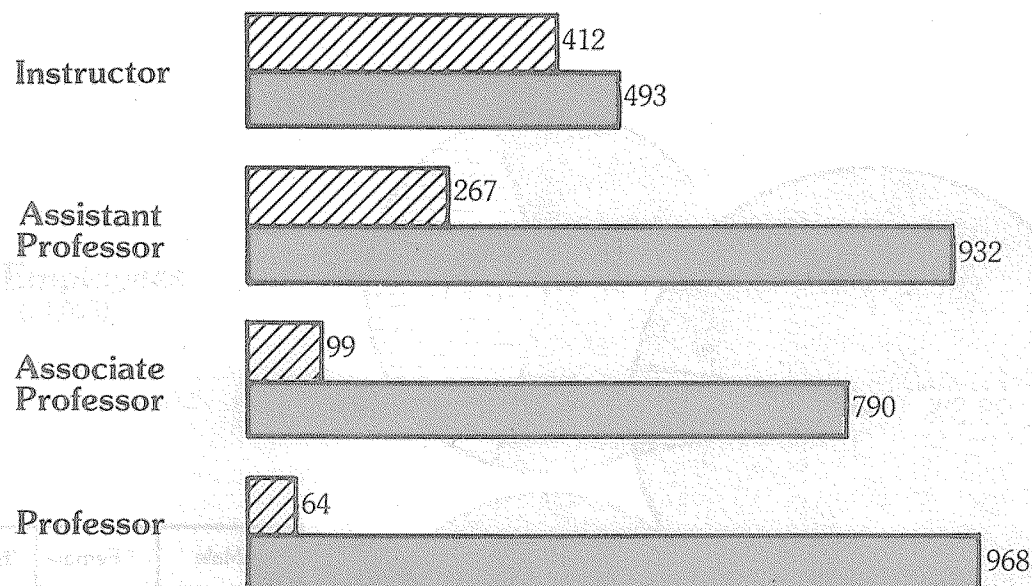
From 1973 to 1975, the proportion of women elementary principals dropped from 24.6% to 15.8%

# 50

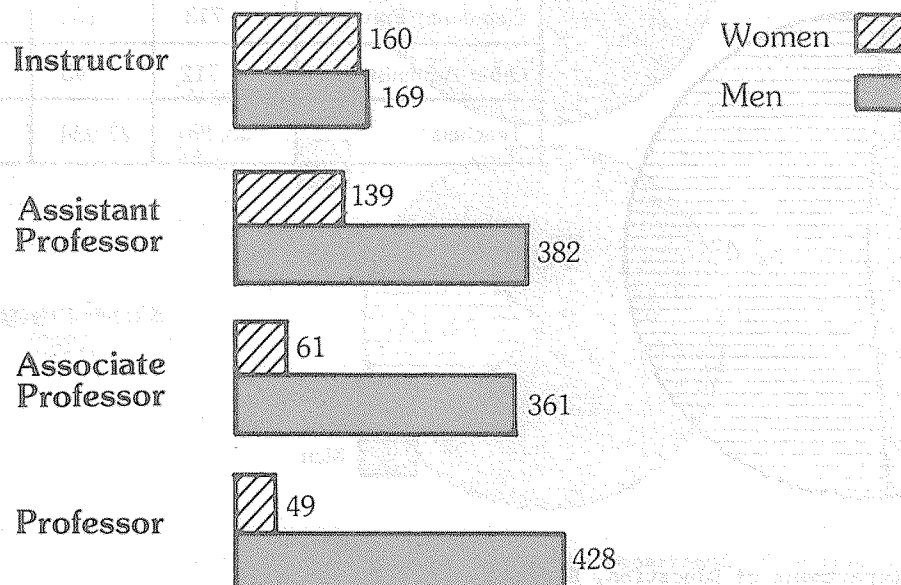
## WOMEN IN STATE SERVICE: University Faculty by Rank

Although women represent almost half of all instructors at both the University of Minnesota and in the State University System, they are increasingly underrepresented in the higher academic ranks.

### Number of Faculty by Rank and Sex at the University of Minnesota, April 1975



### Number of Faculty by Rank and Sex State University System, Fall 1976



Source: University of Minnesota, Reference 21.  
Minnesota State University System, Reference 18.

# Women in Public Office in Minnesota Selected Years, 1975-1977

Percent Women	Number Women	Total Members	Office	Year
16.7%	1	6	State Constitutional Offices	1977
20.4%	265	1298	State Appointive Offices Boards, Commissions, Agency Heads	1976
3.0%	2	67	State Senate	1977
7.5%	10	134	State House of Representatives	1977
2.7%	12	441	County Commissioners	1977
13.3%	370*	2775	School Board Members	1976
8.1%	734	9025	Township Officials	1976
2.6%	22	855	Mayors	1975
4.9%	213	4375*	City Council Members	1975
8.6%	1,629	18,976	TOTAL	

\*Estimated

Source: Minnesota Council on the Economic Status of Women, Reference 10.

# 51

## WOMEN IN STATE SERVICE: Women in Public Life

Fewer than 10% of public officials in Minnesota are women.

## REFERENCES

NOTE: Bold face numbers in brackets at end of entry refer to chart numbers in *Minnesota Women: a Profile*.

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## TECHNICAL NOTES

### General Estimation Procedure and Other Data Adjustment.

#### GENERAL ESTIMATION PROCEDURE:

A national trend is established by examining U.S. data for 1970 and for the latest year available. To estimate Minnesota figures beyond 1970, existing 1970 data are projected by assuming Minnesota trends follow national trends. CHART 4: Given the absence of 1974 national data regarding the "female inmate," "under 65 years," and "over 65 years" not-in-the labor force populations, the 1970 Minnesota populations are projected by assuming that, in 1974, each of the above described populations make up the same percentage of the total female not-in-the labor force population as they did in 1970.

CHART 19: The size of the "wife of head" category for national data is approximated by the number of husband-wife families.

CHARTS 26, 27, AND 39: Full-time, year-round workers are defined as workers who are employed 35 or more hours per week for 50 to 52 weeks per year. For each sex, the number of full-time, year-round workers is estimated by

adjusting the number of year-round workers to eliminate those who worked part-time. This is done by assuming that the ratio of part-time to full-time workers is the same for the group of year-round workers as it is for the group of workers employed during a particular survey week. The survey week, of course, includes seasonal workers who happen to be employed at that time as well as year-round workers. Thus, the method probably slightly underestimates the number of full-time, year-round workers because part-time workers tend to be more prevalent among seasonal workers than year-round workers. This problem is reduced but not eliminated by excluding all student workers from the survey week figures. This group tends to be seasonal and part-time.

For each sex, median earnings for Minnesota full-time, year-round workers are approximated by adjusting Minnesota earnings for all year-round workers. Since median earnings for year-round workers include the earnings of part-time workers as well as those of full-time workers it is

necessary to remove the effect on the median of the low earnings of part-time workers. This is done by assuming that the median earnings for part-time workers is one-half the median earning of full-time workers and that median earnings may be approximated by average earnings. The estimated median obtained in this manner is admittedly crude. Use of medians in this way probably has the effect of overestimating the earnings of full-time workers. However, since the same procedure is used for each sex and since there are more female than male part-time workers, the estimation error will have the effect of underestimating the difference between male and female median full-time, year-round earnings. CHART 38: The estimation of Minnesota 1975 participation rates for other women (single, widowed, divorced, and separated) with children may be approximated by the labor force behavior of mothers who were once married but are not now living in a husband-wife family.

## ABOUT THE COUNCIL

### PURPOSE

In 1976 the Minnesota State Legislature established the Council on the Economic Status of Women. The legislation creating the Council states that its role is to "study all matters relating to the economic status of women in Minnesota, including matters of credit, family support and inheritance laws relating to economic security of the homemaker, educational opportunities, career counseling, contributions of women to Minnesota's per capita and family incomes and state revenues, job and promotion opportunities, and laws and business practices constituting barriers to the full participation of women in the economy."

In addition, the Council shall also study "the adequacy of programs, services and facilities relating to families in Minnesota including single-parent families and members beyond the nuclear or immediate family."

### MEMBERS

Eighteen members serve on the Council: five senators appointed by the Committee on Committees, five House members appointed by the Speaker, and eight public members appointed by the Governor. Legislative appointments are:

#### SENATE

Nancy Brataas, Rochester  
Bill Luther, Brooklyn Center  
John Milton, White Bear Lake  
Allan Spear, Minneapolis  
Emily Staples, Wayzata

#### HOUSE

Linda Berglin, Minneapolis  
Stanley Enebo, Minneapolis  
Mary Forsythe, Edina  
Phyllis Kahn, Minneapolis  
Russell Stanton, Arco

### COUNCIL MEMBERS APPOINTED BY WENDELL ANDERSON ARE:

Lurline Baker, Duluth  
Virginia Erhard, New Hope  
JoAnn Kronick, So. St. Paul  
Verna Lunz, Fairmont  
Sandra Melberg, Minneapolis  
Jane Preston, White Bear Lake  
Carol Ryan, St. Paul  
Anne Siren Levig, Virginia