

COUNCIL for the **ECONOMIC** **STATUS** of **WOMEN**

NEWSLETTER #1

NOVEMBER 1976

This is the first in a series of monthly newsletters to be issued by the Council on the Economic Status of Women. The newsletter will carry information on Council activities, summaries of research undertaken by the Council, news from commissions in other states, and a calendar of activities of women's organizations.

IN THIS ISSUE

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public hearing

A second public hearing on women in state government employment will be held Thursday, December 9, at 4:00 p.m. in Room 123 of the State Capitol. Those wishing to testify should notify Nina Rothchild at 296-8590.

COUNCIL ESTABLISHED BY LEGISLATURE IN 1976

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 income 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."

The concept of a council is not new in Minnesota. Thirteen years earlier, Governor Karl Rolvaag established a Governor's Commission on the Status of Women by executive order. This Commission was charged with making studies of employment conditions, civil and political rights, education, and home and community services.

After a year of research, the Commission's report was presented to Governor Rolvaag on November 1, 1964. At that time, Viola Hymes, chair of the Commission, recommended its continuance. In the letter accompanying the report, she stated her reasons for this recommendation: "It can continue to study and recommend changes in administrative policy and legislation; it can serve as a catalyst in gathering and disseminating ideas and information necessary to the full public understanding of women's changing role, and it can serve to stimulate thought and discussion."

Instead of continuing the Commission as it was, a Woman's Division was established within the Minnesota Human Rights Department and a Woman's Advisory Committee to the Woman's Division was formed. This Committee has now been replaced by the Council on the Economic Status of Women.

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COUNCIL MEMBERS APPOINTED

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

Jerome Hughes, St. Paul
Nancy Brataas, Rochester
Steve Keefe, Minneapolis
Al Kowalczyk, Brooklyn Park
John Milton, White Bear Lake

House

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

GOVERNOR MAKES APPOINTMENTS

Council members appointed by Governor Wendell Anderson are:

Jane Preston, 2145 Lakeview Ave
White Bear Lake, retiring program
planning & development consultant
to Vocational-Technical Education
Division of State Department of
Education.

Sandra Melberg, 7519 Tempo
Terrace, Minneapolis, vice
president, Minneapolis
Chapter, National Secretar-
ies Association.

JoAnn Kronick, 224 Second Ave.
South St. Paul, president of
Amalgamated Meat Cutters &
Butcher Workmen of North
America Local P-4

Lurline Baker, Duluth, job
development specialist with
the St. Louis County Probation
Department.

Virginia Erhard, 4140 Flag Ave,
New Hope, treasurer-elect of the
Weavers Guild of Minnesota.

Anne Siren Vireg, former
language teacher at Fergus
Falls Community College.

Verna Lunz, Fairmont, farm wife.

Carol Ryan, 909 Osceola Ave,
St. Paul, member of Community
Planning Council.

At its first meeting in June, the Council elected Linda Berglin chair and Sandra Melberg vice-chair. An executive committee was formed consisting of the chair, vice-chair and members Enebo, Hughes, Preston and Erhard.

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The full Council held its third meeting on Friday, November 12, in Room 123 of the State Capitol. Previous meetings had been held in June and September during which the Council had organized itself and had employed an executive secretary.

At the November meeting, the Council heard the report of the executive secretary, approved the budget, reviewed a feasibility study and set overall outlines for a work program, and appointed committees.

The next Council meeting will be held Thursday, December 9, in Room 123 of the State Capitol. Committee meetings will be held at 3:00 P.M. and a second public hearing on the status of women in state employment will be held beginning at 4:00.

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After a search and interview process conducted throughout the summer, the Council has selected Nina Rothchild as its executive secretary. Rothchild's background includes teaching at Metropolitan State University, serving six years on the school board in Mahtomedi, chairing the Sex Bias Advisory Committee to the State Board of Education, and serving as a consultant on women's issues to human relations programs.

A resident of Mahtomedi, Rothchild is the author of *Sexism in Schools: A Handbook for Action*, a homemaker, and the mother of three college-age children.

COUNCIL MEETING HELD ON NOVEMBER 12

EXECUTIVE SECRETARY SELECTED

COUNCIL SETS WORK PROGRAM

A general outline of its first year of work was set by the Council at its November meeting. At each monthly meeting of the full Council, a public hearing will be held on a major topic of study. The status of women in state government employment is the first general topic; future hearings will be held on career counseling and vocational training for women, particularly for those who re-enter the work force, and on property and inheritance laws, particularly as they relate to the economic security of the homemaker.

The Council has tentatively planned to hold a major conference on the family in 1977. Another conference in which the Council will participate is a Minnesota state-wide conference sponsored and funded by the national International Women's Year Commission. Representative Linda Berglin and Nina Rothchild have both been named to the planning committee for this conference.

Rather than issue a single comprehensive report after its first year of study, the Council will issue a series of six reports through the year on topics of major interest. The first of these reports will be a statistical chartbook on Minnesota women, and the second will be a report on the status of women in state employment. Others will be: Women as Homemakers, including property and inheritance laws; Educational Opportunities, including vocational training and career counseling; the Family, stresses and services; and a summary report which will include information from previous reports and other studies, a look to the future, recommendations, and model legislation.

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COUNCIL OFFICE NOW OPEN

Office space for the Council has now been established in Room 124D of the State Capitol Building. As a fringe benefit to this space, a small but growing resource center of information about women is being developed. The collection includes reports from state and federal agencies, information from other state commissions on the status of women, and bibliographies and other listings.

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CALENDAR TO BE PUBLISHED

So that Council members can keep informed and attend meetings of interest to them, a calendar listing meetings, conferences, and special events relating to women in Minnesota will be compiled by the Council office and published monthly in its newsletter.

State-wide organizations are encouraged to list their activities with the Council office and to check with the office when scheduling their events to avoid conflicts. The first calendar will be published in December's newsletter. Call 296-8590 to have your organization's meetings listed.

SOURCEBOOK BEING COMPILED

As part of its report to the legislature, the Council is compiling a basic sourcebook of statistics on women in Minnesota. At the present time, information on Minnesota women is both sparse and scattered, and little comprehensive data are available past the 1970 census. The sourcebook will therefore attempt to pull together information from various state and federal agencies from private studies, and to make estimates based on state and federal statistics.

Completion of the report is scheduled for early in the 1977 session, and copies will be available at that time to legislators, state agencies, and the public.

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COMMITTEES NAMED

In order to facilitate the work of the Council, two committees have been formed:

Employment/Education

S. Melberg
L. Berglin
S. Enebo
M. Forsythe
S. Keefe
A. Kowalczyk
J. Kronick
A. Levig
J. Preston
C. Ryan

Family/Homemakers

L. Berglin
L. Baker
N. Brataas
V. Erhard
J. Hughes
P. Kahn
V. Lunz
J. Milton
R. Stanton

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REPORT ON PUBLIC HEARING

On the afternoon of November 12, a standing-room-only crowd attended the Council's first hearing on the status of women in state employment. The hearing received wide media coverage, and excerpts from an article by Ann Baker are reprinted here with permission of the St. Paul Dispatch:

Women state employees added their complaints Friday to this week's controversy over their job rights.

A welfare supervisor with five years experience said her \$980-a-month salary is half that paid to a male supervisor in her division. "We're the underdogs of state employment," said a senior clerk in the Transportation Department. A secretary said she and her colleagues "are constantly battling" discriminatory treatment from their male superiors, that they are not eligible for special achievement awards and that their cost-of-living raises are granted on a flat rate rather than the percentage increase awarded professional employees.

REPORT ON
PUBLIC HEARING
CON'T

Secretaries do not want "to be taken to lunch on National Secretaries Day or be named State Capitol Charmer," said Bonnie Watkins, secretary with the Welfare Department. "We want recognition, status and money, like everybody else."

Those three were among six members of the group Women in State Employment (WISE) who testified Friday before the Minnesota Council on the Economic Status of Women. They said many others would have liked to be there but feared reprisals.

That is a common fear among female state employees, said Mary Bremer, information officer in the Department of Economic Development. She said there is little redress available to them and that they "would be crazy to use" the state's grievance procedure because of the danger of being "blackballed by your agency and the state." WISE members' testimony followed descriptions of the state's official equal opportunity efforts for employees by two men who direct them.

James Fritze and Stan Gardner made their remarks carefully. The mood in the room was tense because a report issued Monday had accused state authorities of doing far less work to equalize jobs for women than for black men.

Fritze, assistant commissioner in the state Department of Personnel said state jobs are offered on a basis of "open competition with equal opportunity for all." He said it is up to the legislature to decide whether it wants to change that to a policy of "proportional representation."

He said the state does not "put" women into the low-paid clerical jobs, rather that "many more young ladies choose to prepare for that line of work." Stan Gardner, state director of equal opportunity said he hoped the commission would consider "not only the problems women are having, but also minorities and the handicapped."

Charlotte Striebel, chief author of the critical report issued by the Twin Cities Chapter, National Organization for Women (NOW), defended the statistical methods she used.

"We do not say there is too much affirmative action for minorities but that there is too little for women."

She said the issue she tried to raise was "Why are clerical workers paid so much less than highway maintenance men?" Both jobs demand comparable levels of training, she said.

Five years later at the top of her pay range the average woman is making less than the average man at entry," said Diana Danielson, a senior personnel aide in the Transportation Department. She has analyzed the hiring and promotion practices in her department from January to August. Men earn an average \$931 a month, she said, and women \$588. In the six months she surveyed, 80 men and 33 women were promoted.

She said, "The question is: Why should men be paid a great deal more money for the work they do than women for the work they do?"

In order to set priorities for its work program, Council members have completed a questionnaire listing possible areas of study. A copy of the questionnaire is reprinted here, and legislators and the public are encouraged to let their interests be known by filling it out and returning it to the Council office.

Questionnaire

	PRIORITY				
	Low				High
	1	2	3	4	5
<u>Statistical profile of Minnesota women: demographics, marital status, education, employment, income, etc.</u>					
<u>Women as students</u>					
A. Career training and counseling	1	2	3	4	5
B. Vo-tech students	1	2	3	4	5
C. Graduate/professional	1	2	3	4	5
D. Scholarship aid	1	2	3	4	5
E. Older women as returning students	1	2	3	4	5
<u>Women as Homemakers</u>					
A. Laws relating to economic security of homemakers	1	2	3	4	5
B. Displaced homemakers	1	2	3	4	5
C. Divorced women/child support	1	2	3	4	5
D. Special problems of rural and farm women	1	2	3	4	5
E. Women as volunteers	1	2	3	4	5
<u>Employed Women</u>					
A. Women in state government employment	1	2	3	4	5
B. Women in the private sector	1	2	3	4	5
C. Faculty women	1	2	3	4	5
D. Women in unions	1	2	3	4	5
E. Fringe benefits	1	2	3	4	5
F. Unemployment	1	2	3	4	5
<u>Women in Public Life</u>					
A. Role in political parties ✓	1	2	3	4	5
B. Analysis of elective offices	1	2	3	4	5
C. Analysis of appointments ✓	1	2	3	4	5

	PRIORITY				
	Low				High
	1	2	3	4	5
<u>Women and the Law</u>					
A. Summary of laws which discriminate by sex	1	2	3	4	5
B. Women and criminal justice	1	2	3	4	5
<u>Women and Money</u>					
A. Credit and insurance practices	1	2	3	4	5
B. Women in business/small business	1	2	3	4	5
C. How tax structure affects women	1	2	3	4	5
<u>Women and Social Services</u>					
A. Health services	1	2	3	4	5
B. Child care services	1	2	3	4	5
C. Institutionalized women	1	2	3	4	5
D. Welfare system	1	2	3	4	5
<u>The Family</u>					
A. Statistical analysis of families	1	2	3	4	5
B. Survey of family services	1	2	3	4	5
C. Survey of children's services	1	2	3	4	5
D. Laws and public policy affecting families	1	2	3	4	5
<u>A look to the future: population trends, projections on marriage, divorce, birth rates, economics, etc.</u>					
Other: _____	1	2	3	4	5

Name _____

Address _____

Phone _____

Return to: Council on the Economic Status of Women, Rm. 124D, State Capitol, St. Paul, 55155.

COUNCIL for the **ECONOMIC STATUS** of **WOMEN**

Room 124D, State Capitol, St. Paul, Minn. 55155

(612) 296-8590

NEWSLETTER #2

DECEMBER 1976

This is the second in a series of monthly newsletters to be issued by the Council on the Economic Status of Women. Issues of the first newsletter describing the Council's role, its members, and its program are still available by calling or writing the Council office.

IN THIS ISSUE

Council holds second hearing

Job opening announced

Legal booklet now available

Legislation to be introduced

Council speakers available

"Women's Roundtable" to be formed

Handbook on women workers

public hearing

A public hearing on "re-entry women" will be held by the Council on Friday, January 14, 1977, from 10:30 AM to 12:30 PM in Room 57 of the State Office Building.

The hearing will focus on the needs of women who want to continue their education or re-enter the paid work force after a period of time at home.

Those wishing to testify should notify Nina Rothchild at 296-8590.

COUNCIL HOLDS SECOND HEARING

A second hearing on the status of women in state service was held on the afternoon and evening of Thursday, December 9. In almost five hours of testimony, Council members heard witnesses describe the state civil service system, discuss the evaluation of employment policies and practices in state agencies, and speak about the problems of women in state government employment.

Recommendations concerning the need for "comparable worth" studies were presented, as was a description of what private industry is doing to meet affirmative action goals. Other witnesses spoke to the need for more "flexi-time" and part time employment in state jobs.

The Council has now completed its hearings on women in state employment, and a report on its findings is being compiled. What follows is an interim report from the hearings.

« The work of women, whether in the home or the marketplace, has traditionally been undervalued. Minnesota state government employment is no exception. Over a period of years, study after study has shown that women in state service are clustered in a restricted number of low-paying jobs with only token numbers in policy-making and management positions.

Statistics presented to the Council showed:

PAY DIFFERENCES

- In 1976, the average yearly salary for the 16,644 male employees was \$13,670 and the average yearly salary for the 12,300 female employees was \$9,480 -- a difference of \$4,190.

- Even when corrected for differences in age and years of employment, the disparity between average salaries for men and women was \$3,790.

- The average salary for a woman after twenty years of state service was the same as the average beginning salary for a male employee.

Even within occupational groupings, salary disparities exist. An evaluation of employment practices at the Department of Education showed the following distribution of salaries for men and women in supervisory and professional positions:

	<u>Supervisory</u>		<u>Professional</u>	
	<u>Men (77)</u>	<u>Women (30)</u>	<u>Men (247)</u>	<u>Women (102)</u>
Over \$25,000	27.3%	3.3%	0.4%	0.0%
\$16,000-24,999	61.0%	43.3%	63.2%	39.2%
\$13,000-15,999	10.4%	10.0%	25.1%	41.2%
\$10,000-12,999	1.3%	43.3%	11.3%	19.6%

HEARINGS (CON'T)

JOB SEGREGATION

Statistics also showed a striking amount of segregation by sex in job classifications. Of the 1,150 job classifications in the civil service system, 4/5 are either predominantly male or predominantly female; only 1/5 could be considered "sex-integrated." Twenty-six percent of all male employees work in classifications where there are no women at all and 73% of all men work in jobs which are less than 20% female. On the other side of the coin, 3/4 of all women work in jobs which are over 70% female.

An interesting aspect of job segregation is the limited variety of work for women. "Men's jobs" outnumber "women's jobs" by 824 to 163 -- a ratio of 5:1 -- and the average number of men in each job classification is 15 workers while the average number of women in their jobs is 66 workers.

As one witness stated, "It is clear that most women work in large undifferentiated job classifications while men work in a much greater variety of jobs which are carefully differentiated and classified." It may well be that many women work at jobs which require very different levels of skill and responsibility, but which are grouped at low levels of pay because they are "woman's work."

MANAGEMENT JOBS

Testimony was also heard about women workers, particularly large numbers of clerical workers, being locked into a "job caste" that is basically a closed system. Although women represent over 40% of all state employees, they hold less than 5% of the management jobs. Few women make it to the top. Even within "career ladders" there are declining proportions of women on the higher rungs.

To quote one witness, "One would assume that since the clerical series is dominated by females, they would advance proportionately; between 84% and 99% of the employees in the clerk/typist/steno series, beginning through senior, are female. The Executive Series, the only ordinary means of advancement, shows: Exec I's - 81% female, II's - 56%, and III's - 30%. One wonders how many of the male III's worked their way up from the steno pool."»»

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JOB OPENING
ANNOUNCED

A staff position for Minnesota's meeting for International Women's Year (IWY) is now open. The meeting is sponsored and funded by the national IWY Commission, but is being planned and organized at the state level. Chair of Minnesota's planning committee is Joan Grove, Secretary of State; Associate Chair is Sharon Voss of St. Cloud. The job opening announcement reads:

"Executive Secretary / Administrative Aide. To coordinate work of IWY Minnesota State Meeting to be held June, 1977, in St. Cloud. Various duties include office management, supervision of clerical staff, attending meetings, records keeping, report writing, committee coordination, newsletter writing, lots of detail work. Full time from January 15 to August 15, possibly longer. Very long days required in June. Salary \$1000/month, plus fringe benefits. Resumes should be sent to Judy Gartner, 180 State Office Building, St. Paul, MN 55155, prior to January 5."

LEGAL BOOKLET NOW AVAILABLE

A summary of Minnesota laws as they affect women has recently been published by the Minnesota Public Interest Research Foundation (MPIRF). Entitled Minnesota Women's Legal Rights Handbook, this useful guide sets out an orderly and logical explanation of laws pertaining to employment, marriage, divorce, education, health, finances, and rape. While written in language easily understood by the lay person; the booklet also presents legal citations and footnotes of use to lawyers. Copies are available for \$2.00 each from MPIRF, 3036 University Ave. S.E., Minneapolis; MN 55414.

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LEGISLATION TO BE INTRODUCED

"DISPLACED HOMEMAKERS"

Legislation to meet the needs of "displaced homemakers" will again be introduced in Minnesota this session by Council chair Linda Berglin. Displaced homemakers are persons who have fulfilled a role as homemaker but whose economic status is precarious in their middle years through the death of a spouse, divorce, or other loss of family income. They're ineligible for much welfare assistance because many are neither physically disabled nor are their children below a certain age. They have neither the job skills nor experience to be economically self-sufficient. A career as a homemaker yields no retirement, unemployment, or health benefits; social security coverage is spotty.

Displaced homemaker legislation will provide job counseling, training, placement, and related services for these persons. The bill which was introduced in 1976 came at the end of the session with too little time for action. A renewed effort will be made in 1977.

CHILDCARE

Council member Stanley Enebo is investigating the possibility of establishing a pilot day care center in the capitol area. The center would serve state employees as well as those who come to the Capitol on business. A questionnaire to survey the needs of state employees has been sent out with the December 15 payroll.

AGE DISCRIMINATION

Enebo will also be introducing a bill this session to prohibit discrimination on the basis of age in employment and education. The bill, which would cover adults over the age of 25, should aid women who re-enter the work force or who wish to continue their schooling after a period of time as homemakers.

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COUNCIL SPEAKERS ARE AVAILABLE

While not formal enough to be called a "speakers bureau," Council members and staff are interested in meeting with groups of women to discuss the Council's work and to hear the concerns of women, particularly those outside the Twin Cities area. Linda Berglin, Phyllis Kahn, Jane Preston, and Nina Rothchild have each been speakers to groups in the past few months. Other Council members have also offered to go out on speaking engagements.

If you would like a speaker at your club, organization, or church group, please call or write the Council office

WOMEN'S ROUNDTABLE BEING FORMED

"Women's Roundtable" is the name to be given to a monthly meeting of persons who represent state-wide women's organizations. Established as a means for Council members to learn about women's concerns from a wide variety of groups, the Roundtable will provide a forum for the sharing of information and ideas.

The Roundtable, patterned after a similar group in California, will be open to all organizations which have statewide membership and a concern for women's issues. The first meeting is being scheduled for late January, 1977. For further information about meeting times and places, call the Council office: 296-8590.

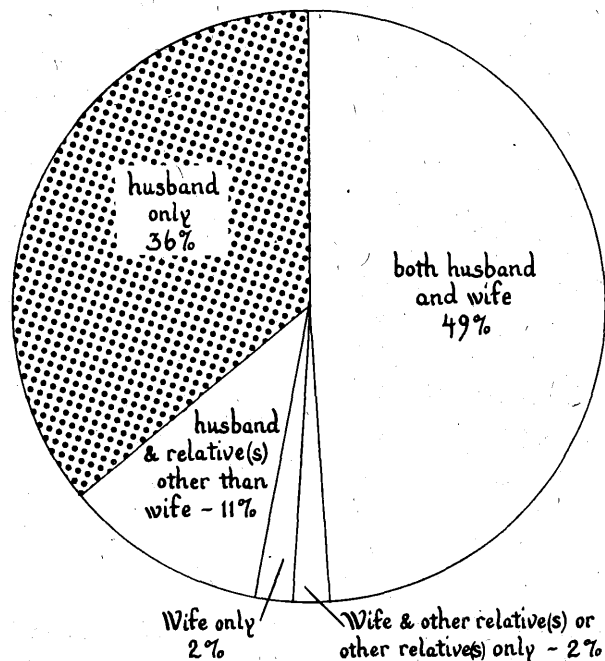
HANDBOOK ON WOMEN WORKERS

A wealth of information concerning employed women is contained in a publication by the Women's Bureau, U.S. Department of Labor, called 1975 Handbook on Women Workers. Reprinted below is one of a series of charts from this publication:

CHART 0

*The Husband Was the Only Earner in
Less Than 3 out of 8 Husband-Wife Families*

Distribution of husband-wife families* by earners in family in 1972



* Families as of March 1973; families with no earners are not included.

Source: U.S. Department of Commerce, Bureau of the Census.

The Handbook, Bulletin 297, can be ordered from the Women's Bureau, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210.