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# COUNCIL for the ECONOMIC STATUS of WOMEN

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Room 400 SW, State Office Bldg, St. Paul 55155

(612) 296-8590

NEWSLETTER #3

JANUARY 1977

## IN THIS ISSUE

Council passes recommendations on women in state government employment

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Council moves to new office

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Women's Roundtable to meet February 4

## public hearing

A second public hearing on "re-entry women" will be held by the Council on Friday, February 18, 1977, at 10:00 A.M. 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 who want to testify should notify Nina Rothchild at 296-8590.



## COUNCIL PASSES RECOMMENDATIONS

As a result of its study and hearings on women in state government employment, the Council has formally adopted the following courses of action and recommendations:

- Request the Governor to amend Executive Order 76 to require a self-evaluation of employment policies and practices in each state agency. Such an amendment would be patterned after Title IX of the Education Amendments of 1972 which require self-evaluation and remedial steps by education agencies receiving federal aid. (Executive Order 76 established affirmative action programs for all state agencies.)

- Support increased part-time, shared-time, and flexi-time job opportunities in state government employment.

- Request the Legislative Audit Commission to include in any program evaluation of the state civil service system a study of:

- State affirmative action programs and how goals for women are set;

- The civil service classification system, particularly how jobs are classified, whether classifications match responsibilities, and including schedule C employees;

- Training programs and opportunities for staff development in state employment.

- Support funding to the Department of Personnel for a "comparable worth" study of job classifications in state civil service.

- Request the Department of Personnel to develop a handbook on existing opportunities for advancement in state service.

- Support legislation giving recognition to Certified Professional Secretaries within the state civil service system.

- Support legislation establishing a pilot day care facility for children of state employees in the Capitol area.

- Support methods to improve grievance procedures for state employees to protect them from reprisals.

- Support methods to tie performance review and merit pay for commissioners and agency heads to their success in meeting affirmative action goals.

- Support methods to improve state information systems so that accurate data on the status of women is compiled and available.

NOTE: These courses of action and recommendations were discussed and approved by the Employment/Education Committee of the Council on January 12, and were ratified by the full Council on January 1



# COUNCIL HOLDS HEARING ON "RE-ENTRY WOMEN"

Over 60 persons filled a hearing room on January 14 as the Council heard testimony on women seeking to re-enter the job market. Many of the witnesses were "displaced homemakers": women who have worked at home most of their adult lives and who have lost economic support through death, divorce, or separation.

"At the time of my husband's sudden death," one witness told the Council, "I was left with eight children ranging in age from five to nineteen years. I have been actively seeking employment since September of 1976."

But the barriers to employment are many, according to those who testified. Re-entry women are handicapped by lack of recent paid work experience, age and sex discrimination, and absence of confidence in their own ability. "I can't do anything," expressed one woman. "I've done nothing but care for my family all these years." Another witness facing an uncertain future said, "For the first time in my life I am terrified."

Several local organizations have been developed in response to the needs of women attempting to re-enter the job market. Among those represented at the hearing were the Minnesota Women's Center, Chrysalis, and Working Opportunities for Women (W.O.W.). A top priority for these organizations in assisting the re-entry woman to develop a sense of her own potential. Training, continuing education, and job placement are also components of many programs.

The results are impressive. In a follow-up study of 593 women served by W.O.W., 51% were in new employment and 26% were in training programs leading to jobs. But staff members find that they cannot keep pace with the growing numbers of women needing their services -- a number that will probably increase due to the rising divorce rate and an increased life span.

Needed assistance may come in the form of legislation. California, Maryland, and Florida have already passed bills to establish model centers for job counseling, training, and related services. In Minnesota, Representative Linda Berglin and Senator Robert Tennesen have introduced a bill which is unique in its attention to the needs of women in both urban and rural areas.

Speaking in support of such legislation, Lois Snook of Working Opportunities for Women asserted, "We feel if the State of Minnesota and the nation can award veterans of war with benefits for employment and training, it might also reward women who have provided unpaid child-care and home management to families with opportunities for meaningful and gainful employment, or the training needed for employment, for a productive second half of their lives."

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## COUNCIL MOVES TO NEW OFFICE

In the great space shuffle prior to a new legislative session, the Council office has moved. The present office is in Room 400 SW, State Office Building, St. Paul 55155. The phone number remains the same: (612) 296-8590.



# STAFF POSITION WITH COUNCIL NOW FILLED

The second staff position for the Council has now been filled by two persons through a job-sharing arrangement. Cheryl Hoium of Little Falls and Kathleen Bowman of Minneapolis are new research assistants to the Council.

Hoium, who will work two days a week, has responsibility for on-going activities of the Council such as newsletter information, the Woman's Roundtable, and correspondence. She is a graduate student in human relations at St. Cloud State University and has been active in numerous women's organizations.

Bowman, who will have primary responsibility for compiling and writing reports for the Council, will work three days a week. Previously employed by the Department of Education and an author of the Title IX evaluation of the department, Bowman is completing her doctorate in English at the University of Minnesota.

The Council has formally endorsed the concept of flexible employment opportunities and welcomes a job-sharing arrangement for staff members.

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# PLANS FOR IWY MEETING ARE BEING MADE

Plans for the Minnesota Women's Meeting in conjunction with International Women's Year (IWY) are moving along. The planning committee has set June 3-5 as the dates for the meeting, has selected St. Cloud as the site, and has recently employed Donna Carlton of Mound as administrative assistant. Offices for the Minnesota Women's Meeting adjoin the Council's office in Room 400 SW of the State Office Building, St. Paul.

Over 100 workshops, major speakers, entertainment, and exhibits are being planned for the meeting. Volunteers are being recruited for work on the conference, and a special outreach to rural women, minority women, and low-income women is being made by the committee.

Representative Linda Berglin, Council chair, and Nina Rothchild, executive secretary, are members of the planning committee.

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# NEW SENATORS NAMED TO COUNCIL

A reassignment of Senate appointments has resulted in three new senators joining the Council. New members include Emily Staples, Plymouth, Allan Spear, Minneapolis, and Bill Luther, Brooklyn Center. They replace state senators Jerry Hughes, Steve Keefe, and Al Kowalczyk. Senators who will remain on the Council are John Milton, White Bear Lake, and Nancy Brataas, Rochester.

There has been no change in House appointments or in the public members.



## GOVERNOR PLEDGES HIS SUPPORT

In a major speech to the DFL Feminist Caucus, Governor Rudy Perpich not only promised that his first appointment to the Minnesota Supreme Court would be a woman, but also quoted the Council's study on women in state government employment.

Perpich stated that he has ordered a comprehensive look at who is paid "what and why" in state government, and quoted some Council statistics on discrepancies in pay between women and men in state service.

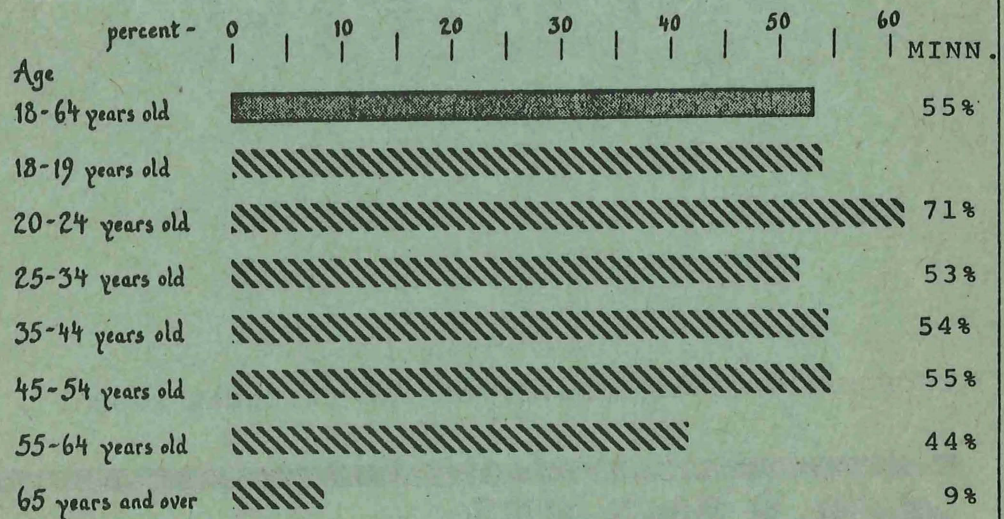
"This administration," the Governor said, "pledges that it will make a determined effort to promote women to all levels in state government. We will do this not because it is the political thing to do, but because it is the right thing to do."

Perpich also outlined a program to provide an open appointments system to state service. The program includes the appointment of an eight-member recruitment and recommendation committee to be headed by Gloria Griffin, Tonka Bay.

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### More Than Half of All Women 18 - 64 Years of Age Are in the Labor Force

Women's civilian labor force participation rates by age - April 1974



Source: U.S. Department of Labor, Bureau of Labor Statistics.

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## "WOMEN'S ROUNDTABLE"

The first meeting of the Woman's Roundtable has been set for Friday, February 4. The purpose of the Roundtable is to exchange information between organizations who have statewide membership and an interest in women's concerns. For more information, call the Council office: 296-8590.

MINNESOTA RATES  
HAVE BEEN ADDED  
TO CHART AT RIGHT:



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# COUNCIL for the ECONOMIC STATUS of WOMEN

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Room 400 SW, State Office Bldg., St. Paul 55155

(612) 296-8590

NEWSLETTER #4

FEBRUARY 1977

## IN THIS ISSUE

Council holds second hearing on re-entry women

Woman's Roundtable holds first meeting

Report on Minnesota women in public office

Volunteer help needed for newsletter

SPECIAL REPORT: Legislation in '77

## public hearing

A public hearing on the educational needs of women will be held by the Council on Friday, March 18 at 10:30 AM in Room 57 of the State Office Building, St. Paul.

The hearing will focus on career planning and counseling, vocational education, and scholarship aid.

Prior to the hearing the Council will hold committee meetings at 8:30 AM. The full Council will hold a business session at 10:00 AM.

All meetings are open to the public. For more information, call Nina Rothchild at 296-8590.



## COUNCIL HOLDS SECOND HEARING

"I am here to bring to your attention the needs of yet another group of women who slip between the cracks." Thus began the testimony presented February 18 at the Council's second hearing on re-entry women.

Once again the Council heard of the inadequacy of conventional social services in meeting the needs of a growing number of women who are caught in a cycle of economic deprivation and unemployability. Consider, for example, the story of one witness -- a divorced woman without dependents who needed to re-enter the labor force four years ago. She found herself not only unemployed, but without alimony, untrained, ineligible for unemployment compensation, and ineligible for welfare assistance. "I was totally dependent upon friends for shelter and upkeep," she stated.

After finally being accepted into a job training program, the witness said she resisted a great deal of pressure to be trained as a clerk-typist, baker's helper, or nursing assistant. Ultimately, she was able to complete a course in civil engineering technology. Speaking of her training program, she noted that "many women are funneled into low-paying, dead-end jobs. Programs like CETA are aimed at moving persons into wage-earning capacity as fast as possible. But often there is a lack of regard for the aptitudes and capabilities of the person which would enable them to handle the more advanced technical jobs."

The witness is now employed, but she claims that the problems she faced in securing appropriate vocational training are common to large numbers of women. She concluded her testimony by asserting that society is wasting a valuable resource in neglecting the talents of women: It is more than a loss to the individual woman and her family. It is a loss to all of us. Today in Minnesota we are appealed to daily to save on energy: to recycle used paper, bottles, and cans. My question is this: why not initiate a campaign to 'Save Womanpower'? Shouldn't we be equally concerned with recycling women?"

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## ROUNDTABLE REPORT

Representatives of over 20 organizations were present at the first meeting of the Woman's Roundtable on February 4 in St. Paul. Also attending were Council members Jane Preston, Senators Emily Staples and Nancy Brataas, and Secretary of State Joan Growe.

The Roundtable was established by the Council on the Economic Status of Women to provide a forum for the sharing of ideas and as a means of increasing communications among women's organizations. Discussion at the first meeting centered around the activities and interests of each of the organizations represented. Joan Growe made a brief presentation of the Minnesota Women's Meeting to be held in St. Cloud in June, and Nina Rothchild described the function and the activities of the Council. In setting goals for the Roundtable, members present agreed that the primary concern during the next few months should be legislation affecting women.

The next meeting of the Roundtable is set for Friday, March 4, at which proposed and pending legislation will be discussed.



Information on Minnesota women in public life is being compiled by the Council. The chart below lists data collected by Susan Moore on women who hold elective offices:

### 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

### VOLUNTEERS NEEDED

The Council newsletter mailing list now contains almost 1,200 names and help is needed with the mailing. We would therefore welcome the help of several volunteers once a month for about four hours to collate, fold, label, and bundle the newsletter. Please call the Council office (296-8590) if you are willing to help.

Additional help in the office would also be welcome.



# legislation '77

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THE FOLLOWING BILLS HAVE BEEN INTRODUCED:

Age discrimination (Enebo/Spear) - Amends the human rights law to prohibit discrimination on the basis of age in employment and education. H.F. 6, S.F. 192.

Open appointments (Wenstrom/Luther) - Provides for open appointments to state agencies, boards, commissions, etc. and requires reports of such appointments on the basis of sex. H.F. 85, S.F. 37.

Certified Professional Secretary (Scheid/Knoll) - Provides for an automatic pay increase to state employees who pass the certified professional secretary examination. H.F. 142, S.F. 47.

Prostitution (Kahn) - Increases penalties for certain acts related to prostitution; prohibiting solicitation on public streets. H.F. 185.

Grants-in-aid for part time students (Forsythe/Dieterich) - Requires that 10% of funds appropriated for grants-in-aid be allocated to part time students (after renewal funds are spent). H.F. 209, S.F. 400.

Evening child care (Forsythe/Keefe, S.) - Provides for evening child care programs for students at two community colleges and at two state universities. Also appropriates funds for evening child care at the University of Minnesota. H.F. 268, S.F. 169.

Battered women (Kahn/Lewis) - Establishes programs of emergency shelter and support services for battered women; provides funds for community education programs about battered women; and also provides for data collection. H.F. 366, S.F. 124.

Capitol area day care (Enebo/Milton) - Provides funds for a pilot day care center in the Capitol area for children of state employees. H.F. 412, S.F. 375.

Displaced homemakers (Berglin/Tennessen) - Provides for job counseling and training centers for women in mid-life who have been homemakers but who now need to enter the work force. Establishes one center in the metropolitan area and one center out-state. H.F. 419.

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THESE BILLS HAVE ALSO BEEN INTRODUCED BUT FURTHER STUDY IS NEEDED TO DETERMINE THEIR IMPACT ON WOMEN:

Block grants for social services (McCarron/Johnson) - Allocates funds for social service programs directly to the counties and the county commissioners. H.F. 1, S.F. 459.

Minimum wage (Faricy/Milton) - Provides for a higher minimum wage and a lower credit for tips. H.F. 169, S.F. 226.

Inheritance tax (Vanasek/Purfeerst) - Provides gift and inheritance tax benefits to joint tenants who are spouses. H.F. 174, S.F. 199.



## LEGISLATION (CON'T)

Tax credits (Prahl/Johnson) - Provides for a credit against income tax for the care of dependents. H.F. 274, S.F. 286.

IN ADDITION TO LEGISLATION WHICH HAS BEEN INTRODUCED, WORK IS PROCEEDING ON THE FOLLOWING ISSUES:

Part-time and flexible time employment - Research is being conducted on the possibility of legislation to provide and encourage more flexible work arrangements for state and/or private employees.

Upward mobility in state service - Linda Berglin is working on legislation to require the provision of upward mobility programs for state employees in low paying occupations; includes career and educational counseling, training programs.

Marriage booklet - Would require the preparation of a marriage booklet to be distributed with marriage licenses and which would include summary of property laws, child support obligations, choice of names, and other legal aspects of marriage.

Economic safeguards with no-fault divorce - Research on legislation which would provide economic protection upon the dissolution of a marriage, including division of property, child support, disclosure of assets, etc. with specific recognition given to the contribution of homemaking and child care services taken into account.

Inheritance Tax reform - Preliminary investigation of current Minnesota law has been initiated, including whether economic partnership of spouses is given full recognition.

Pregnancy-related disabilities - The Human Rights Department is proposing legislation to amend the human rights law to include pregnancy, childbirth, and related conditions as part of the definition of sex. (This is in response to the recent Supreme Court ruling.)

NOTE: Please keep this special insert as future newsletters will follow and report on this legislation as well as describing new legislation.



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# COUNCIL for the ECONOMIC STATUS of WOMEN

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Room 400 SW, State Office Bldg., St. Paul 55155

(612) 295-8590

NEWSLETTER #5

MARCH 1977

## IN THIS ISSUE

Council holds hearing on education

St. Cloud hearings to be held in June

SPECIAL INSERT: Women in Appointive Offices

Legislation '77

Roundtable news

Intern joins Council staff

## public hearing

A public hearing on elderly women will be held by the Council on Friday, April 15 at 10:00 AM in Room 57 of the State Office Building, St. Paul.

This hearing will be the first in a series related to low-income women and will focus on the problems and needs of low-income older women. Future hearings will be held on single-parent households and the welfare system.

All meetings of the Council are open to the public. For further information or to testify at the April hearing, call Nina Rothchild, 296-8590.



## COUNCIL HOLDS HEARING ON EDUCATION

Over the past four months, the Council has held a series of hearings documenting employment and re-entry problems of women. On March 18, the Council turned its attention to exploring the impact of education and training on the career patterns of women. Testimony included information on elementary and secondary education, vocational education, higher education, and financial aid.

Among the witnesses was Mary Peek, coordinator of a project in the Mahtomedi Public School System which is designed to eliminate sex-role stereotyping. Peek noted that most teenage girls have "little understanding of the paths within the education system that will lead them to various occupations." Moreover, said Peek, "they do not understand they may be employed or seeking employment for 20 or 30 years, and that the amount and type of education they have will greatly affect both their jobs and their pay."

This lack of awareness, according to Peek, is fostered by the schools themselves, where girls learn that "only men are expected to excel." Despite the fact that 9 out of 10 females now in the education system will be employed at some time in their lives, girls continue to be educated to play a passive role and to realize personal goals only through relationships with boys. The result is that "the seeds of self-doubt and low aspiration are nurtured in the young girl by the school itself. Girls learn to live down to expectations."

Peek cited several means by which schools perpetuate discriminatory and inadequate training for girls. Among them are: (1) a male curriculum emphasis in which students learn that only boys go out into the real world to do the real work; (2) textbooks and instructional materials in which girls are portrayed as "physical and psychological weaklings"; (3) sex-segregated classes which restrict the participation of girls in such courses as physics, math, and industrial education; and (4) the male administrative structure which leads girls to believe that women do not have the intellectual or executive ability necessary for leadership.

Peek noted that many practices of school systems are in direct violation of both the state human rights law and Title IX, and challenged the State Department of Education to take a firm stand in enforcing the law. She also charged the Department of Education with the development of non-sexist curricula and leadership in affirmative action.

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## ST. CLOUD HEARINGS TO BE HELD IN JUNE

Concurrent with the Minnesota Women's Meeting in St. Cloud June 2-5, the Council will hold two public hearings. One will be an open hearing, or "speak-out," and the other will focus on the special needs and concerns of rural women. Council members will travel to St. Cloud for the hearings which will be scheduled for the afternoons of June 3 and 4. The hearing on rural women will be the first of a series to be scheduled during the summer in several locations around the state.

The Minnesota Women's Meeting, which expects to attract 3,000-5,000 women to St. Cloud, is sponsored by the national International Women's Year Commission. Over 100 workshops, major speakers, entertainment, and exhibits are being planned by a coordinating committee of 39 Minnesota women.



# appointments

The following listing is of women's representation on Minnesota boards and commissions. It includes all state-level appointive boards, commissions, and department heads including commissioners, deputy and/or assistant commissioners, and bureau or division heads -- January 1, 1977.

	TOTAL MEMBERS	NUMBER WOMEN	
<u>CENTRAL FISCAL, ADMINISTRATION AND PLANNING SERVICES</u>			
Department of Administration	9	1	
*Building Codes Committee	9	1	
*State Employees Merit Board	5	0	
Inter-Government Information System	26	0	
Department of Finance	11	0	
Department of Personnel	11	3	
Department of Revenue	11	0	
Minnesota Tax Court	3	0	
State Planning Agency	12	2	
Commission on Minnesota's Future	66	13	
Capitol Area Architecture and Planning	7	3	
Retirement Systems:			
State	7	1	
Public Employees	14	1	
Teachers	7	0	
TOTAL	198	25 (13%)	
<u>PROTECTION OF PERSONS AND PROPERTY</u>			
Department of Public Safety	7	1	
Department of Military Affairs	10	0	
Crime Commission	30	6	
Peace Officer Board	17	0	
Fire Service Education and Research	22	1	
Board of Private Detectives and Protective Agent Services	5	0	
TOTAL	91	8 (9%)	

	TOTAL MEMBERS	NUMBER WOMEN	
<u>EDUCATION</u>			
Department of Education	9	2	
State Board of Education	9	2	
State Zoological Board	12	2	
Board of Teaching	17	7	
Council on Quality Education	20	9	
Advisory Council for Community Education	25	7	
Fluctuating Enrollments	18	7	
Equalization Review	3	0	
Board of Community Colleges	28	3	
Higher Education	16	4	
Facilities Board	7	0	
State University Board	10	1	
State University Officers	11	2	
University of Minnesota	20	3	
Deans of Colleges, University of Minnesota	22	1	
Minnesota Historical Society	42	12	
Minnesota State Horticultural Society	32	16	
State Arts Board	11	5	
TOTAL	312	83 (27%)	
<u>TRANSPORTATION</u>			
Department of Transportation	25	4	
*Seaway Port - Duluth	9	0	
Metro Airports Commission	17	3	
Metropolitan Transit Commission	9	1	
TOTAL	60	8 (13%)	
<u>CONSUMER PROTECTION</u>			
Consumer Services	2	1	
Department of Public Service	11	3	
Ethical Practices Board	6	2	
Board of Abstractors	7	1	
Architecture Registration Board	17	4	
State Board of Accountancy	6	2	
State Board of Assessors	8	0	
State Board of Cosmetology	5	3	
State Board of Barber Examiners	5	0	
State Board of Electricity	11	1	
State Board of Examiners in Watchmaking	5	0	
TOTAL	83	17 (21%)	



	TOTAL NUMBER	
	MEMBERS	WOMEN
<u>INDIVIDUAL AND SOCIAL DEVELOPMENT</u>		
Department of Human Rights	29	13
Department of Corrections	7	1
Corrections Board	5	1
Board of Pardons	3	0
Institutional Directors	8	1
Department of Public Welfare	7	1
Citizens Advisory Council	11	3
Merit System Council	3	1
Department of Veterans Affairs	7	1
Indian Affairs and Tribal Board	10	2
Advisory Council on Urban Indians	5	2
Governors Council on Aging	25	12
Housing Finance Agency	7	0
Society for Prevention of Cruelty	20	2
TOTAL	147	40 (27%)
<u>MANPOWER DEVELOPMENT</u>		
Department of Labor and Industry	12	1
Worker's Compensation	13	2
Occupational Safety and Health Review Board	12	0
Employment Agency Advisory Board	9	3
Department of Employment Services	4	1
Bureau of Mediation Services	13	1
Council for the Handicapped	32	9
Governor's Manpower Office	6	2
Public Employment Relations Board	5	0
TOTAL	106	19 (18%)
<u>BUSINESS AND INDUSTRY</u>		
Department of Economic Development	9	1
Economic Development Advisory Council	21	2
Department of Agriculture	14	0
Meat Advisory Council	10	2
Minnesota State Agricultural Society	11	0
Livestock Sanitary Board	5	0
Iron Range Resources	9	0
*State Boxing Commission	7	1
Cable Communications	8	3
TOTAL	94	9 (10%)

	TOTAL NUMBER	
	MEMBERS	WOMEN
<u>ENVIRONMENTAL MANAGEMENT</u>		
Department of Natural Resources	5	0
Division Heads	9	0
Regional Administrators	6	0
Soil and Water Conservation Board	11	0
Pollution Control Agency	13	3
State Board of Certification of Water and Waste Water Plant Operators	6	0
Energy Agency	11	2
*Water Resources Board	5	0
Environmental Quality Council	12	2
Environmental Education Board		
State	26	6
Regional	12	5
*Great Lakes Commission	5	0
*Minnesota-Wisconsin Boundary Waters	6	0
*South Dakota-Minnesota Boundary Waters Commission	3	0
*Southern Minnesota Rivers Basin Commission	12	0
TOTAL	142	18 (13%)
<u>HEALTH SERVICES</u>		
Department of Health	15	4
Licensing Agencies:		
Podiatry	10	3
Veterinary Medicine	7	1
Chiropractic Examiners	8	2
Dentistry	9	3
*Nursing Home Examiners	10	6
Minnesota Board of Nursing	16	15
Medical Examiners Board	12	2
Optometry	8	2
Pharmacy	7	3
Physical Therapy Council	5	2
Gillette Hospital	7	2
TOTAL	121	45 (37%)

--Information compiled by Susan Moore, volunteer researcher for the Council on the Economic Status of Women, Rm. 400 SW, State Office Building, St. Paul 55155 - 296-8590.



The Council voted to endorse the following bills:

Tax Credit for Dependent Care (Prah/Johnson; Skoglund/Dietrich)

Provides for a credit against income tax for expenditures for the care of dependents (two bills: HF 274, SF 341 and HF 554, SF 286).

Public Welfare

(Berglin/Keefe, S.) Changes eligibility standards for medical assistance (includes AFDC) and appropriates money to the Department of Public Welfare (HF 643, SF 464).

(Berglin/Milton) Provides a homestead exemption in eligibility computations for certain medical assistance benefits (includes AFDC), (HF 858, SF 778).

Human Rights (Lewis) Clarifies sex discrimination to include pregnancy, childbirth, and related medical conditions or occurrences (SF 680).

Inheritance Tax (Vanasek/Sieloff) Provides for exclusion from estate of one half of the value of joint property held by decedent of spouse (HF 588).

Volunteer Services Office (Clark/Hughes) Creates an office of volunteer services within the office of the Governor to coordinate volunteer programs throughout the state (HF 613, SF 599).

Minimum Wage (Faricy/Milton) Provides for an increase in the state minimum wage to \$ 2.30/hour (H.F. 169, SF 226).

Tip Credit (Reding/Milton) Eliminates tip credit in computing minimum wage (HF 320, SF 297).

The Council also voted to oppose rescission of the ERA.

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## ROUNDTABLE NEWS

The second meeting of the Women's Roundtable was held on March 4th. Representatives reported on the level of political involvement of their organizations. A discussion of pending legislation followed. Each bill that the Council has endorsed was reviewed and how each organization can actively support the legislation was discussed.

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## COUNCIL INTERN

Audrey Smith, a student at Macalester College in St. Paul, is working as a student intern for the Council. She is doing background research for Council hearings and following legislation which affects women. Smith is in the office 20 hours a week and receives two college credits in political science.



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

Room 400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #6

April 1977

## **IN THIS ISSUE**

### **MINNESOTA WOMEN: A PROFILE**

This "special issue" of the newsletter contains highlights and sample charts from the Council report. See page 2 for information on ordering.

Council notes

## **public hearings**

Council meetings for April and May were cancelled due to the full schedules of legislative members at the end of the session.

The next Council hearings will be held in conjunction with the Minnesota Women's Meeting in St. Cloud as follows:

FRIDAY, JUNE 3, 1:00 PM - Open hearing with special emphasis on low-income women

SATURDAY, JUNE 4, 1:00 PM - Hearing on the concerns of rural women

To ensure attendance at the Minnesota Women's Meeting, early registration is encouraged. For more information on the Meeting or to testify at the Council hearing, call Nina Rothchild at 296-8590.



COUNCIL  
PUBLISHES  
CHARTBOOK

MINNESOTA WOMEN: A PROFILE, a chartbook showing the status of women in the state, has recently been released by the Council. This issue of the newsletter lists some highlights from the chartbook and duplicates some of the charts.

Copies of MINNESOTA WOMEN: A PROFILE are available from:  
Documents Section, 140 Centennial Building, St. Paul, MN 55155.  
Price: \$2.60 (tax included)

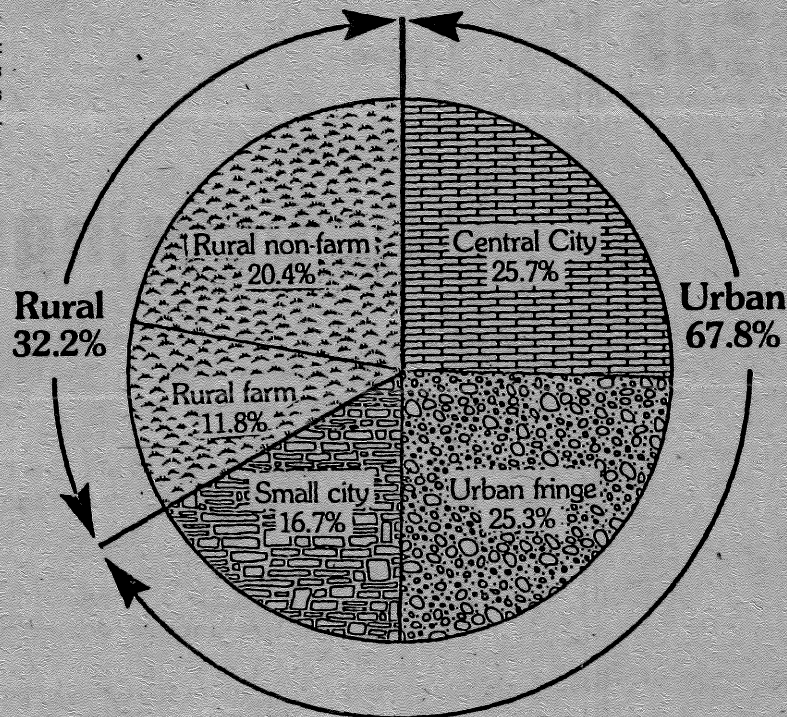
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● Life expectancy for women nationally has increased from 48.3 years in 1900 to 75.3 years in 1973. The average woman today has over 40 years of active life after her youngest child is in school.

● 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.

### Minnesota Women's Residence, 1970

The first section of the chartbook portrays general characteristics of Minnesota women. Shown here is the chart showing residential distribution.



Total Women in Minnesota 1,941,353

● 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.

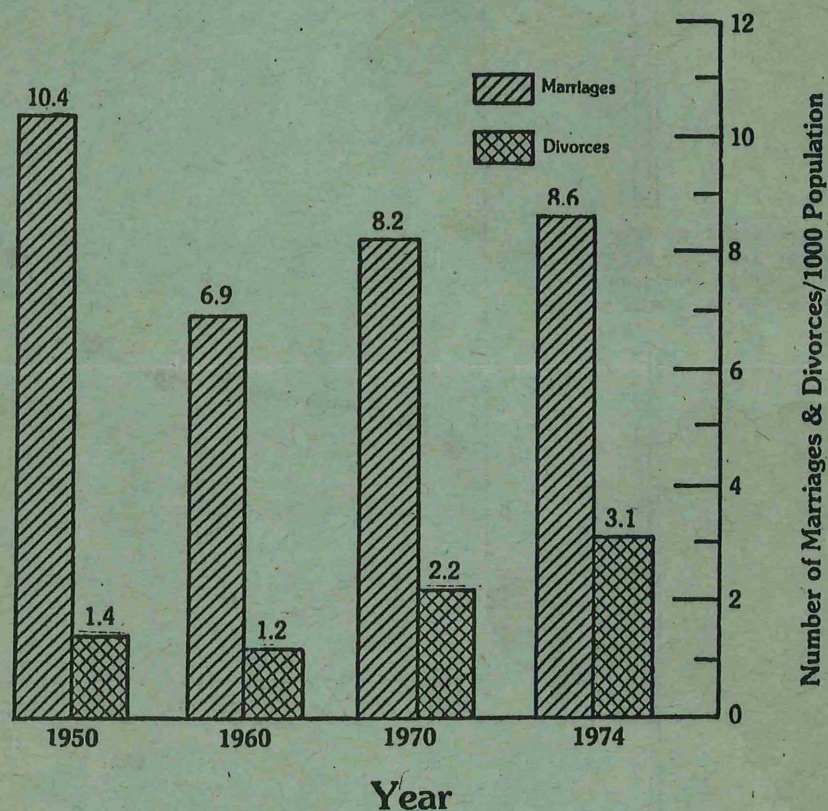
● Recent trends in marriage and divorce have resulted in fewer women who are married. In 1975, 45% of Minnesota women age 14 and above were single, widowed, or divorced. Fifteen years earlier, only 34% were in these categories.

### Minnesota Marriage and Divorce Rates, 1950-1974

Marriage and divorce rates are both lower in Minnesota than national rates, but have followed similar upward trends since 1960.

Marital status for those age 14 and above in Minnesota in 1975 are:

Married - 55%  
Single - 30%  
Widowed - 11%  
Divorced - 4%



● 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.

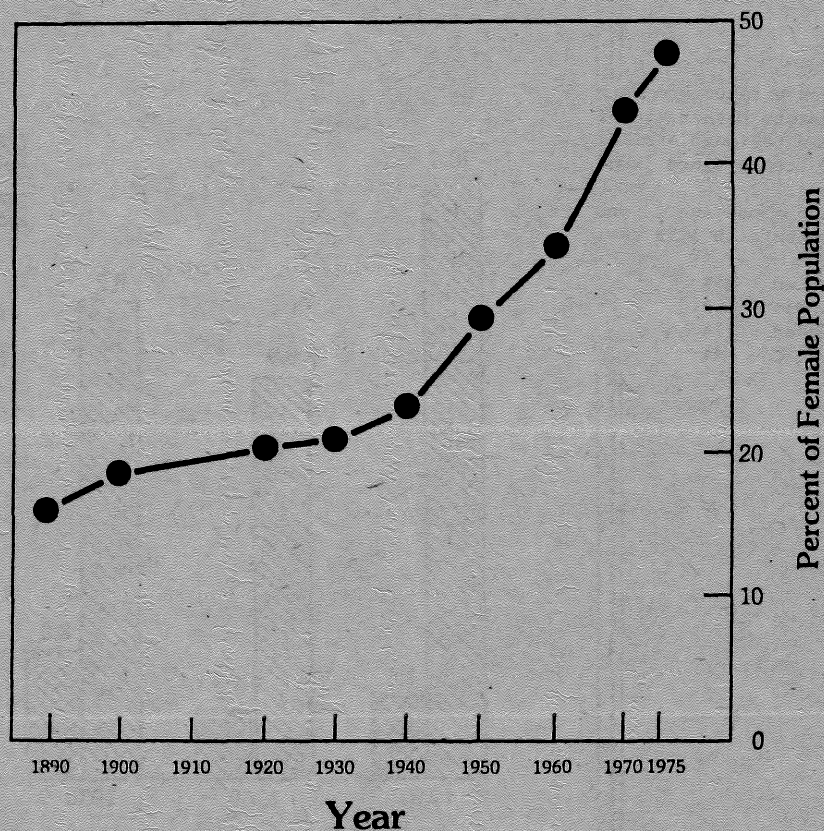


● The number of female single-parent families in Minnesota with children under age 18 has more than doubled in the last fifteen years. In 1960, such families numbered 25,007 and in 1975 it is estimated they number 58,759.

● 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.

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

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



● The greatest increase in labor force participation in the last fifteen years has been among younger women of childbearing ages. In 1960, 36% of women age 20-34 were in the labor force; in 1975 it is estimated that the percentage had increased to 60%.

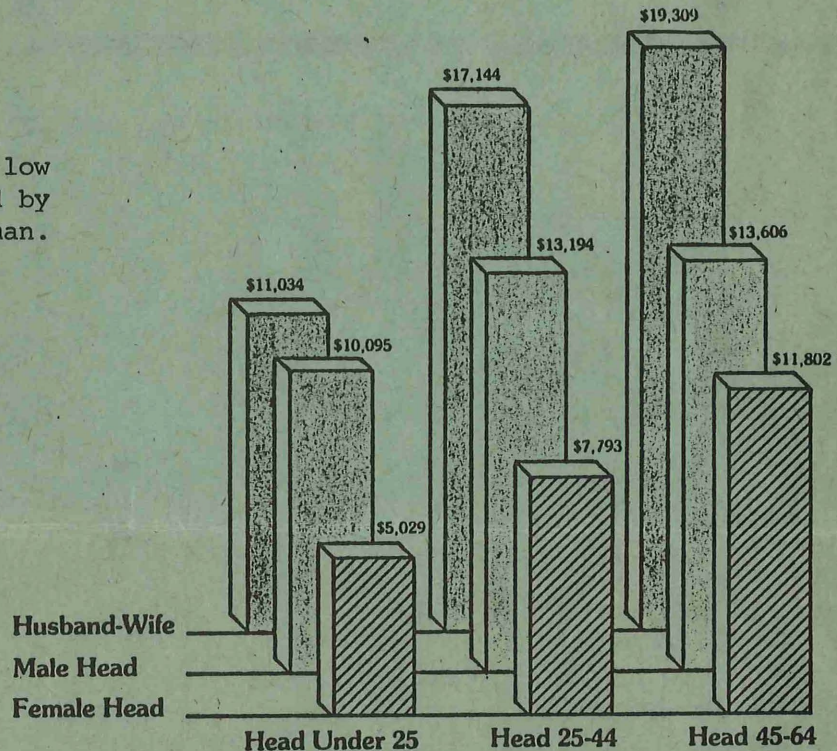
● There has been a substantial increase in two-earner families. Between 1963 and 1974, the percent of married couples filing income tax returns showing both spouses with earnings went from 26% to 59%.



- 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.

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

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



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

Other charts in the "Profile" relate to women's education, income and poverty, welfare, marital and parental status, the family, and women in state service.

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### COUNCIL NOTES

The Council has made a weekly column available to all newspapers in Minnesota. Called "A Woman's Place," the column is intended to provide a method by which questions relative to the economic status of women are answered. Look in your newspaper for "A Woman's Place."

The Woman's Roundtable has continued to meet once a month in the Council office to exchange ideas, discuss legislation, and share information. May 6 is the next meeting date.

The next issue of the newsletter will contain a summary of legislation affecting women and their economic status.



# COUNCIL for the ECONOMIC STATUS of WOMEN

Room 400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #7

MAY 1977

## IN THIS ISSUE

Why public hearings?

Legislative summary

"A Woman's Place" - Credit

## public hearing

FRIDAY, JUNE 3, 1:00-4:00 PM - LOW INCOME WOMEN,  
FEMALE-HEADED HOUSEHOLDS, WELFARE RECIPIENTS

- What laws, rules, policies, practices either help or hinder you?
- What is the availability of services you need?
- What changes need to be made? What recommendations do you have?

SATURDAY, JUNE 4, 1:00-4:00 PM - RURAL WOMEN, FARM  
WOMEN, HOMEMAKERS

- Do present property and inheritance laws adversely affect you?
- What is the availability of educational and social services?
- How can the economic security of homemakers be advanced?

ST. CROIX ZUMBROTA ROOM - ATWOOD CENTER - ST. CLOUD



## WHY PUBLIC HEARINGS?

"We don't think we should decide what the problems of rural women are. We want them to come to this hearing and tell us what's happening, what prevents them from being economically secure," said Nina Rothchild, executive secretary of the Council, in announcing public hearings in St. Cloud in June.

The Council has received several inquiries regarding the nature and purpose of its public hearing process. Simply stated, public hearings are a research method through which the Council gathers information relating to the economic status of women in Minnesota.

Two kinds of testimony are encouraged: (1) reports and studies from organizations and agencies which serve women, and (2) individual "life experience" testimony which illustrates and complements the more formal studies.

The public hearing process was selected by the Council as a major source of information for a number of reasons: (1) it is a public process accessible to all points of view; (2) it allows the Council to tap into a variety of ongoing research and expertise; (3) it focuses both governmental and public attention on the topics under study; and (4) it allows all Council members to be directly involved with each topic, which would be impossible under a subcommittee structure.

Most Council hearings take place at the Capitol and are announced through press releases and Council newsletters. Persons who want to testify may call the Council office in advance or sign up at the time of the hearing.

Information from the hearings is combined with other research results in reports to the legislature and the Governor. Persons who testify are encouraged to make recommendations for changes in existing laws, policies, and practices as they bear upon the economic status of women in Minnesota.

The process itself is informal. Testimony can be brief and need not be in writing. Presentations seldom last longer than five to ten minutes, after which Council members ask questions. Testimony from representatives of organizations are encouraged to give a broad overview of problems and to provide written reports and statistical information. Individual testimony can be simply a personal statement of a problem.

The St. Cloud hearings, scheduled in conjunction with the Minnesota Women's meeting, will focus on low-income women on Friday, June 3, and rural women on Saturday, June 4. Both hearings will take place from 1:00 p.m. to 4:00 p.m. in the St. Croix Zumbrota Room of Atwood Center on the University campus. Observers as well as participants are welcome.



LEGISLATIVE  
SUMMARY

Status of Legislation endorsed by the Council at the end of the Legislative Session, May 23, 1977:

Age Discrimination: (Enebo/Spear) Passed and sent to the Governor. Amends the Human Rights law to prohibit discrimination on the basis of age in employment and education. HF 6, SF 192.

Open Appointments: (Wenstrom/Luther) Passed the House and referred to the Finance Committee in the Senate. Provides for open appointments to state agencies, boards, commissions, etc., and requires reports of such appointments on the basis of sex. HF 85, SF 37.

Certified Professional Secretary: (Scheid/Knoll) Referred to Appropriations Committee in the House and to the Governmental Operations Committee in the Senate. Provides for an automatic pay increase to state employees who pass the Certified Professional Secretary examination. HF 142, SF 47.

Grants-in-Aid for Part-time Students: (Forsythe/Dieterich) Added to the Higher Education Act (HF 559) which was passed and sent to the Governor. Allocates \$250,000 for 77-78 and \$500,000 for 78-79 for part-time student grants-in-aid.

Evening Child Care: (Forsythe/Keefe, S.) Referred to Appropriations Committee in the House and to the Finance Committee in the Senate. Provides for evening child care programs for students. HF 268, SF 196.

Battered Women: (Kahn/Lewis) Passed and sent to the Governor. Establishes programs of emergency shelter and support services for battered women, provides funds for community education programs about battered women, and also provides for data collection. HF 366, SF 124.

Capitol Area Day Care: (Enebo/Milton) Referred to Governmental Operations Committees in both the House and Senate. Provides funds for a pilot day care center in the Capitol area for children of state employees. HF 412, SF 375.

Displaced Homemakers: (Berglin/Tennessen) Passed as an amendment to the Battered Women bill and sent to the Governor. Provides for job counseling and training centers for women in mid-life who have been homemakers but now need to enter the work force. HF 419, SF 707.

Tax Credit for Dependent Care: (Prah/Johnson) Referred to Taxes Committees in both the House and Senate. Provides for income tax credit for dependent care of disabled and handicapped. HF 274, SF 286.

Tax Credit for Dependent Care: (Skoglund/Dietrich) Passed the Senate. Referred to the Committee on Taxes in the House. Provides for tax credit for disabled dependents. HF 554, SF 241.

Medical Assistance Eligibility: (Berglin/Keefe, S.) Referred to the Health and Welfare Committee in the House. Returned to the author in the Senate. Provides for income maximum to be set at 120% of income maximum for aid to needy. HF 643, SF 464.



LEGISLATIVE  
SUMMARY  
CON'T

Homestead Exemption: (Berglin, Milton) Referred to the Health and Welfare Committee in the House and to the Health, Welfare, and Corrections Committee in the Senate. Provides a homestead exemption for aged, blind, or disabled persons in computing eligibility for medical assistance. HF 858, SF 778.

Human Rights: (Wynia/Lewis) Passed and sent to the Governor. Clarifies sex discrimination to include pregnancy, childbirth, and related medical conditions or occurrences. HF 1015, SF 680.

Inheritance Tax: (Vanasek/Sieloff) Referred to the Committees on Taxes in both the House and Senate. Provides for exclusion from estate of one half of the value of joint property held by decedent of spouse. HF 588, SF 983.

Volunteer Services Office (Clark/Hughes) Passed and sent to the Governor. Creates an office of volunteer services within the office of the Governor to coordinate volunteer programs throughout the state. HF 613, SF 599.

Minimum Wage: (Faricy/Milton) Passed and sent to the Governor. Provides for an increase in the state minimum wage to \$2.30 per hour. HF 169, SF 226.

Tip Credit: (Reding/Milton) Passed and sent to the Governor. Provides for a reduction in tip credit in computing minimum wage. HF 320, SF 297.

The Council also voted to oppose the following bill:

ERA: (Sherwood/Chmielewski) Referred to Legislation and Veterans Affairs in the House and to the Judiciary Committee in the Senate. Proposes that Minnesota rescind its ratification of the ERA. HF 846, SF 297.

The following bills relate to women but have not been endorsed by the Council because they do not apply to the economic status of women or were introduced too late for Council action:

Spouse Abuse: (Cohen/McCutcheon) Referred to the Criminal Justice Committee in the House and to the Judiciary Committee in the Senate. Defines spouse abuse as a crime and prescribes penalties and authorizes a crisis team to deal with domestic quarrels. HF 883, SF 318.

Home Care Programs for the Needy: Referred to Appropriations Committee in the House and to the Finance Committee in the Senate. Establishes an experimental program to subsidize a limited number of public agencies or households to carry out a planned program of in-home care for an elderly or physically disabled person. HF 572, SF 629.

Childhood and Family Education: (Peterson) Referred to the Health and Welfare Committee in the House. No Senate companion. Authorizes the Department of Education to develop a plan to strengthen the role of the family, maximize a child's education and involve families in the learning process. HF 802.

Supplemental Grants: (Berglin/Milton) Referred to Health and Welfare Committee in the House and to Health, Welfare and Corrections in the Senate.

Provides for supplemental grants to AFDC families



LEGISLATIVE  
SUMMARY

CON'T

Supplemental Grants: (Berglin/Milton) Referred to Health and Welfare Committee in the House and to Health, Welfare, and Corrections in the Senate. Provides for supplemental grants fo AFDC families for major home repairs, furnishings and appliance. HF 857, SF 936.

Welfare and Child Support: (Dahl/Vega) Passed and sent to the Governor. Authorizes additional procedures in collection of support payments. HF 916, SF 662.

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"A  
WOMAN'S  
PLACE"

The following is from the Council's column "A Woman's Place." Check to see if your local newspaper carries the column.

Dear Council,

I recently married. When I wrote to change my last name and address, a store from which I have a credit card wanted my husband's signature and to put the account in his name. I hold the same job as prior to my marriage and have always kept the account current. I think it's important for a woman to maintain credit in her own name as a form of insurance. Isn't there some way I can keep the account in my name? C.E.

Dear C.E.,

You're right! A good credit rating is an important form of insurance for anyone. Changing circumstances might make you responsible for your own and your family's finances. Frequently women do not discover what a hardship it can be to lack one's own line of credit until after a catastrophe such as death or divorce occurs.

Both at the Federal and State level there is legislation prohibiting discrimination against women in credit. The Federal Equal Credit Opportunity Act prohibits "any creditor to discriminate against any applicant with respect to any aspect of a credit transaction on the basis on ... sex or marital status. The Minnesota Human Rights Act prohibits discrimination "in the extension of credit to a person because of sex or marital status."

Under these laws you may maintain credit in your name without the signature of your husband. Own name refers to legal name. Mary Smith is a legal name, while Mrs. John Smith is a social name. Many married women erroneously believe that they have credit in their own name, when they have only a courtesy card which entitles them to use accounts in the husbands name.

You have the right to file as administrative complaint and a lawsuit to enforce your rights under the Equal Credit Opportunity Act or to file a complaint with the Minnesota Department of Human Rights. For information write: Federal Reserve Bank of Minneapolis, 250 Marquette Av., Mpls., Mn. 55401. or the Minnesota Department of Human Rights, Bremer Bldg., St. Paul, Mn. 55101.



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# COUNCIL for the ECONOMIC STATUS of WOMEN

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Room 400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #8

JUNE 1977

## IN THIS ISSUE

Report from St. Cloud hearings:

Rural women

AFDC Recipients

## public hearing

SATURDAY, JULY 16, WHITTIER PARK BUILDING, MINNEAPOLIS

10:00 AM to 12:30 PM - ECONOMIC PROBLEMS OF OLDER WOMEN

- Statistical information regarding the economic status of women over age 60 in Minnesota
- Availability of services for older women
- Government policies or practices that either help or hinder older women - suggestions or recommendations

2:00 PM to 4:30 PM - PROBLEMS OF LOW-INCOME WOMEN

- Suggestions for the special needs of female heads of households, welfare recipients, minority women, ex-offenders
- Availability of educational, employment, and social services
- Laws, rules, policies, practices which either help or hinder low-income women - suggestions or recommendations

For more information, or if you wish to testify, call Nina Rothchild at 296-8590. All are welcome as observers or participants.



## COUNCIL HEARS TESTIMONY

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On June 3 and 4, the Council held two well-attended public hearings at the Minnesota Women's Meeting in St. Cloud. The topics for these hearings were the special problems of rural women and of low-income women.

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### . . . FROM A FARM WOMAN

"In many countries of the world, women form a large part of the agricultural work force in addition to playing an important role in agricultural production and in the preparation, processing, and marketing of food.

I am one of these women. I am from the cutover land in Pine County, coming to Askov at less than five years of age where I have been a resident since. As with most pioneer children, and usually large families, we started very early to do hard physical labor in varying degrees depending on the family's financial state. Our life was not much different from Farm Workers children, who even today are used in the fields to augment their parents income. And like them, we were raised in poverty. I started at 12 years of age to do all kinds of field work, driving the team and walking behind the farm equipment -- picking rocks, thinning rutabagas, pitching hay and oat bundles by hand day in and day out.

When I was married, like most farm women, because of financial necessity I worked in the fields. The day started with feeding and milking the cows and other chores related to dairying, the same in the evening, and I was an equal partner with my husband. We would collectively do the housework and canning, many times far into the night.

The farm mortgage, chattel mortgage, and all other debts were in both our names, and for which I was equally liable. Our income tax was filed jointly. Women are treated as equals when it comes to paying the bills, filing income tax and social security on the income we have helped to make.

But when we file for social security, all of a sudden we are dependents. We should not lawfully have had to file income tax and social security, either state or federal, if we are dependents. If it was a man, they would treat them as equals, but because of our sex we are not.

When I filed for social security they arrogantly asked me if I had worked. Evidently farm labor is not considered work. Now we face deprivations because of inflation -- everything going up many fold -- so what we labored so hard for has gone down the drain. Social security has not kept pace with inflation. Women always came last as far as their home was concerned, as the bills for farming had to be paid first, and usually there was not much left after the farming bills were paid. Their hope to live decently in their old age has been smashed and they find themselves further deprived.

Farm income for the small and middle farmer has never been too good, which accounts for the low social security payments. We are told to plan for the future. How can you plan for anything when the cost of



living triples or more? Some women who were younger than their husbands had all properties turned over to them when the husband was old enough for social security, so that they could build up social security in their own right. Even here these women have been investigated and questioned in a very discriminatory manner. Did they really do the work themselves, or hired for it? They don't ask the man these questions. They want to pretend women are not capable of doing the labor, although they have done it all the time they were considered dependents as far as social security is concerned.

The law provides that there shall be no discrimination because of sex, but when it comes to implementing the social security law, there is flagrant violation of the law, of the human rights and dignity of women, working women. //

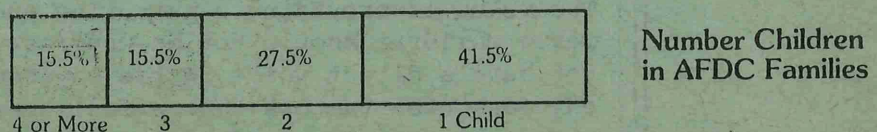
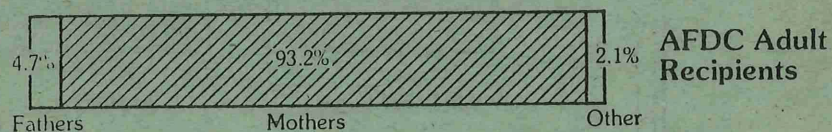
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## TESTIMONY FROM A WELFARE RECIPIENT

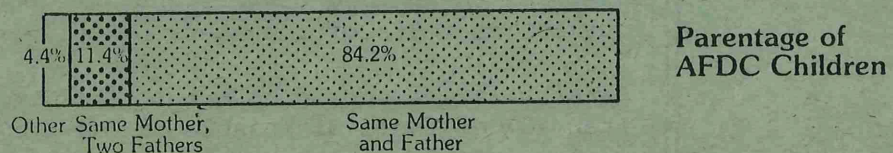
Any reform of the welfare system must take into account the inherent value of each individual as well as the value of child rearing and family life in general . . .

Presently the public image of social program participants is surrounded by myths and misconceptions. This stigma can be eradicated by the elimination of eligibility based on categorization. Benefits should be based on need rather than family composition. Couples with decategorization, raising children should be viewed as an equal to employment outside the home. Thirdly, the public should be educated regarding social programs available to all segments of society rather than using the media merely to spotlight the 25% of the population with the lowest income.

Minnesota AFDC Families by Selected Characteristics  
May 1975



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



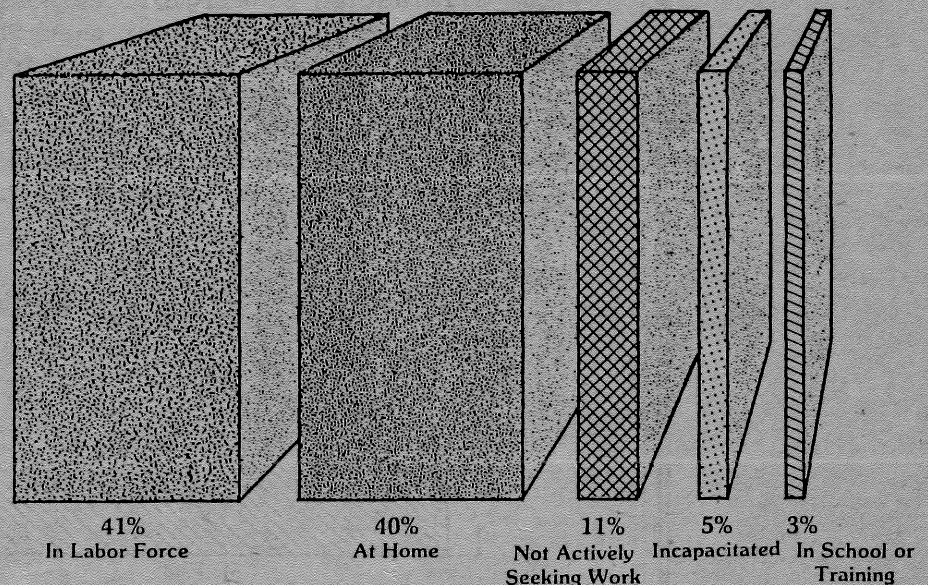


## WELFARE (CON'T)

The social significance and cost of such programs as investment credits, agricultural subsidies, and tax shelters should be as familiar to the general public as those programs designed to stimulate the economy by impacting the poorest quarter of the population.

Training programs should be viewed as a partnership between the individual in need of job skills and the government agency offering that assistance. In this partnership, the individual's goals as well as her capabilities should be given equal weight to the cost and time involved in achieving her goals. In other words, individuals should not merely be brought to the point of entry-level clerical or other semi-skilled positions. Such a strategy only serves the purpose of limiting those whose only fault is their lack of income.

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



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

The value of providing a nurturing and secure atmosphere in which to raise children should not be underestimated. Although children do not have a direct voice in the government of this country, the environmental factors that affect them today will shape the reality they shall create as adults. Rather than needing less supervision as they grow older, their needs increase. Women should be given the option of staying in the home with their children or having at their disposal child care centers that are both affordable and of high quality in terms of the needs of children.

Benefit levels should be set so that no person needs to expend more than 25% of their disposable income for housing and 30% for food. . . .

The possession of one house and one car should be totally disregarded from any eligibility criteria . . . .



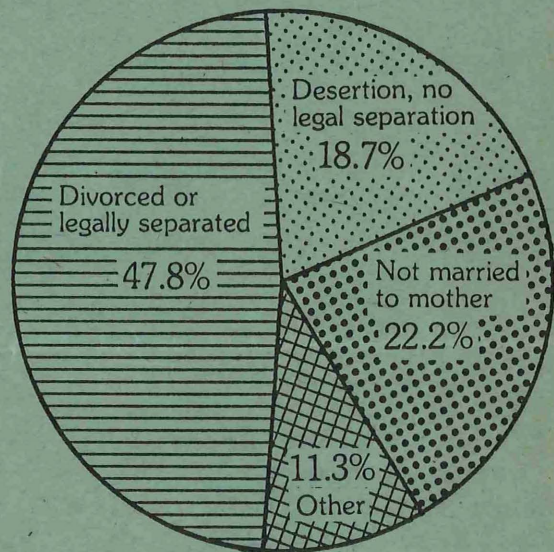
## WELFARE (CON'T)

In summation, it is felt that the following points should be at the basis of welfare reform: 1) Elimination of stigma presently attached to social programs; 2) Decategorization of eligibility; 3) Equal status of child rearing and private or public employment; 4) Public education in reference to federal programs and their economic impact; 5) Training programs designed from a partnership concept leading to the fulfillment of individuals' capabilities; 6) raising the age of children currently utilized in defining women with children as employable to age fifteen; 7) Disregarding the possession of one car and one house in computing eligibility; 8) Benefit levels leading to self pride; 9) Option of state supplements; 10) Restructuring tax system; and 11) Universal medical coverage. //

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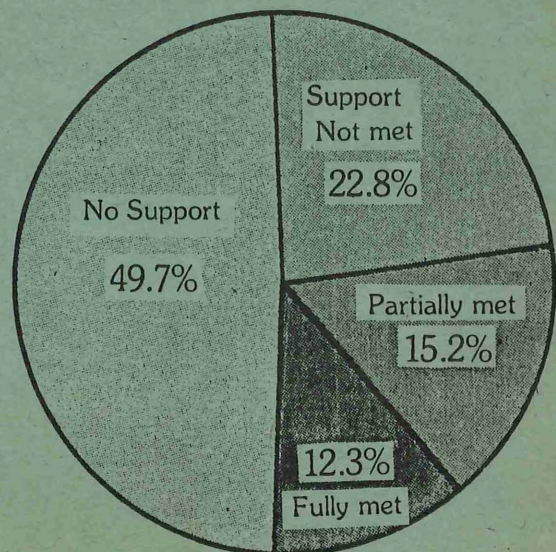
## Minnesota Children in AFDC Families, May 1975

## Status of Father



Number of Children = (91,106)

## Child Support



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

## NOTE

Charts are from the Council report MINNESOTA WOMEN: A PROFILE and based on information from the Department of Public Welfare.



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# COUNCIL for the ECONOMIC STATUS of WOMEN

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Room 400 SW, State office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #9

JULY/AUGUST 1977

## IN THIS ISSUE

Special Report:

ELDERLY WOMEN IN MINNESOTA

Roundtable notes

## public hearing

The Council will hold two public hearings in Northern Minnesota in August:

THURSDAY, AUGUST 11, 1:00 PM, HOLIDAY INN, DETROIT LAKES

FRIDAY, AUGUST 12, 12:30 PM, MESABI COMMUNITY COLLEGE, VIRGINIA

These hearings are open as to topic, but some questions are:

- Are there equal opportunities for employment for women in your area?
- Do homemakers have sufficient economic safeguards?
- Do you know of any problems with inheritance and estate laws?
- Are there problems with access to social services? Health services? Family and children's services? Child care? Legal services?
- Do divorced women have problems collecting child support?
- Do women in your area have equal access to credit? Insurance?
- Are there equal educational opportunities for women?

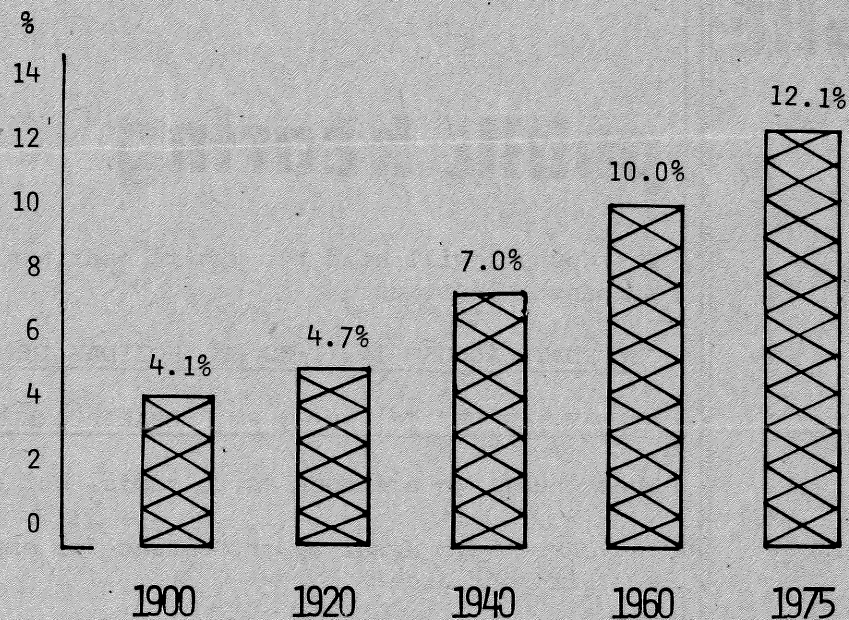


## SPECIAL REPORT: THE ELDERLY

"Inflation has reduced our incomes in terms of what we can buy. Medicare assumes less of the cost of our health care. We have no help with drugs, dental expenses, and optical goods. Fortunately, I live in low-income cost-subsidized housing with dignity. But even that is threatened by the withdrawal of funds for its operations."

This statement, presented to the Council in testimony heard June 16, illustrates that growing old in America tends to bring with it a multitude of problems affecting the quality of food, shelter, and physical and emotional well-being. These problems are heightened by the fact that the elderly constitute an increasing proportion of the population.

### ELDERLY WOMEN AS A PERCENT OF THE U.S. FEMALE POPULATION 1900 TO 1975



The proportion of elderly women in the population has tripled since 1900

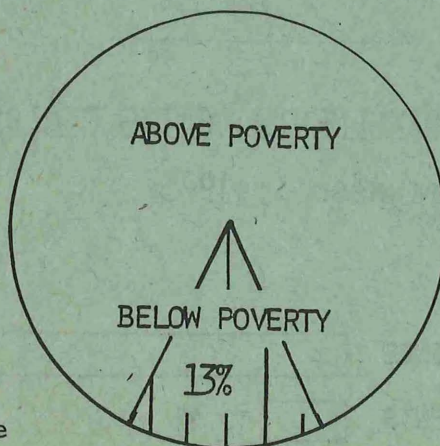
While aging brings dilemmas for both men and women, it appears that women are more dramatically affected, in part because women constitute an increasing proportion of the elderly population, but also because of the impact of the economic value placed on their social roles during their lifetimes. As report prepared by the Governor's Citizens Council on Aging notes, "Older women not only experience the difficulties related to retirement and losses of family and friends, but also must deal with the low economic status related to their sex."



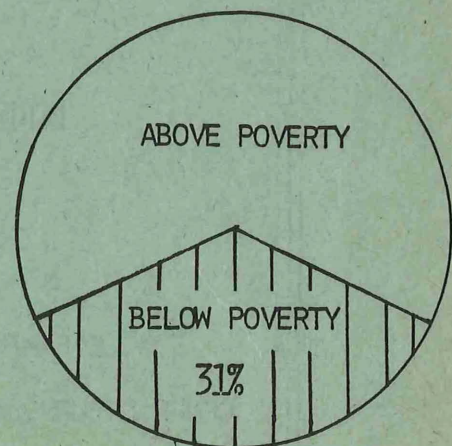
Of the 248,000 women in Minnesota aged 65 and older, almost one-third live below the poverty level. Their economic status is related not only to inflation but also to the effects of job and salary discrimination and of policies affecting retirement benefits and inheritance. The report by the Governor's Citizen's Council on Aging cites many reasons for the depressed economic status of elderly women. Among them are the following:

- Since the work history of women is usually of shorter duration and since women tend to occupy lower-paying jobs, the average Social Security benefits of women are less than those of men.
- Those women who receive survivors' benefits from their deceased husbands' pensions rarely receive full retirement benefits.
- Fewer women than men are eligible for private pension benefits. (A survey of Social Security beneficiaries who retired in 1968-69 revealed that only 1/5 of women employed in private industry were covered by a pension plan.)
- In Minnesota, a widow may be required to pay inheritance tax on the full value of a small business or farm although she has worked in that business throughout her married life.

### POVERTY STATUS OF MINNESOTA PERSONS AGE 65 AND ABOVE BY SEX, 1974



MEN

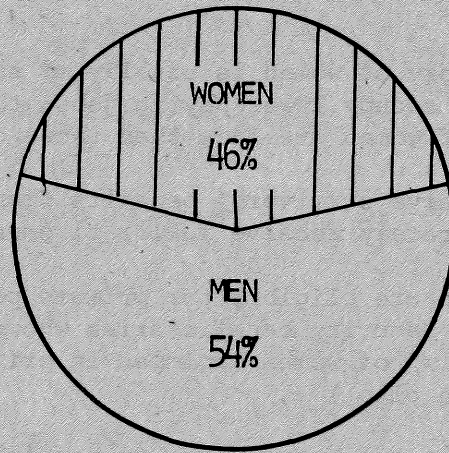


WOMEN

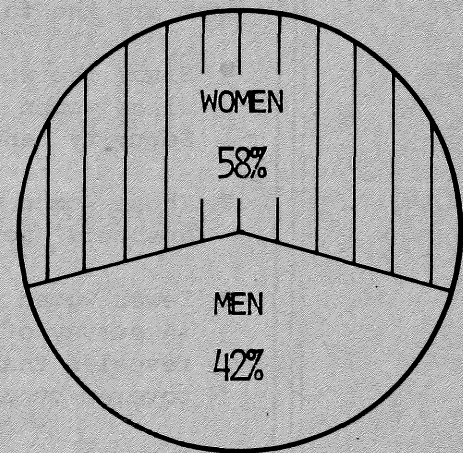
Minnesota women are more than twice as likely as men to live in poverty



# PERCENTAGE OF MINNESOTA PERSONS AGE 65 AND ABOVE BY SEX, 1900 AND 1975



1900

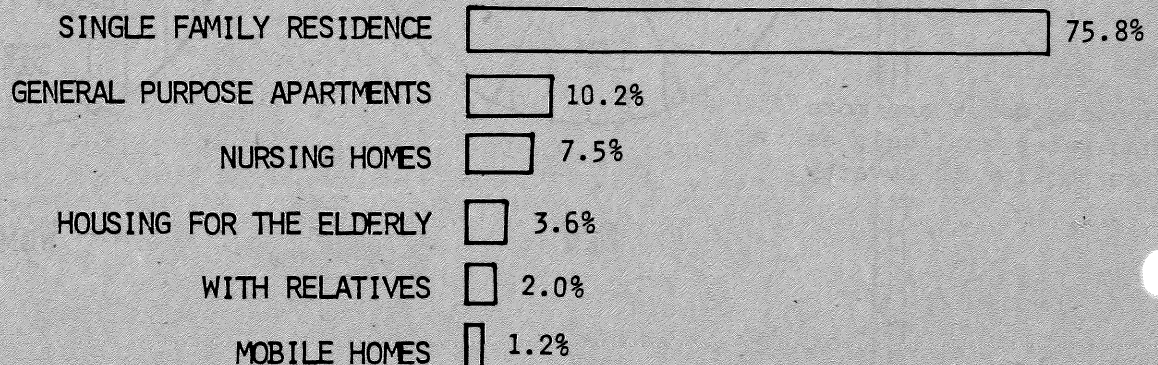


1975

Since 1900, the ratio of elderly women to men has increased significantly

Women on reduced incomes also face a lack of social services. Especially needed are services for women who remain in the community, for most elderly persons continue to live in single-family residences. Homemaker and housekeeping assistance, chore services, transportation, and congregate and home-delivered meals are needed for those who remain in their homes. A sliding fee scale would allow older persons to receive services according to their ability to pay. Information and referral should be available to help the elderly become aware of the services which are designed to help them.

## HOUSING ARRANGEMENTS OF THE ELDERLY MINNESOTA, 1975



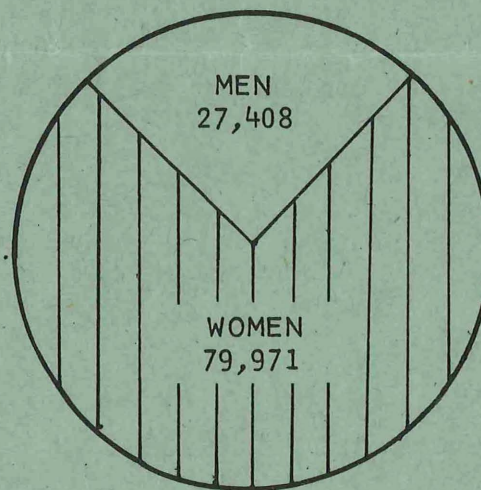


Without such services the result is often loneliness and despair, particularly for those who face aging alone. While only 1/3 of elderly men are widowers, over 2/3 of elderly women are widows. As expressed by one worker for the elderly, "Widowhood presents the single most disruptive crisis of all transitions in the lifecycle. Unprepared for new friendships, often women made friends through their husbands' contacts. They nurtured their husbands and never learned to take care of themselves. Or else they were so taken care of by their husbands that they do not know how to manage bills, checking accounts, stocks, insurance, and investments."

"From father to husband, older women have been taken care of and not trained to be assertive, to take charge, to make decisions, to realize they would be alone. This is a mobile society, children move, neighborhoods change, and the scripts change with each passage."

### MINNESOTA PERSONS AGE 65 AND ABOVE LIVING ALONE 1970

Elderly women are  
three times more  
likely to live alone  
than are elderly men.



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### ROUNDTABLE NOTES

On September 16, the Woman's Roundtable is sponsoring a "Legislative Day" -- an all-day session designed to provide understanding of the legislative process. Topics to be covered include how legislation originates, coalition building, House and Senate structure, committee structure, the public hearing process, sources of information, and strategies for successful bill passage.

The Legislative Day is scheduled for 9:00 AM to 3:00 PM with a break for lunch and a tour of the Capitol. The day is open to the public and is free of charge. For more information, or to register for the day, please call Nina Rothchild at 296-8590.



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# COUNCIL for the ECONOMIC STATUS of WOMEN

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Room 400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #10

SEPTEMBER 1977

## IN THIS ISSUE

Special Report: ECONOMIC IMPLICATIONS OF DIVORCE

Displaced Homemakers Advisory Committee

History of Women Conference

Human Rights Department Hearings

## public hearing

The Council will hold two public hearings in Southern Minnesota in October:

WEDNESDAY, OCTOBER 26, 1:00 PM, MARSHALL

Room 102 Central Administration, Southwest State University

THURSDAY, OCTOBER 27, 1:00 PM, ROCHESTER

Cube Room, Rochester Community College

These hearings are open as to topic, but some questions are:

- Are there equal opportunities for employment for women in your area?
- Do homemakers have sufficient economic safeguards?
- Do you know of any problems with inheritance and estate laws?
- Are there problems with access to social services? Health services? Family and children's services? Legal services?
- Do women in your area have equal access to credit? Insurance?
- Are there equal educational opportunities for women?

We always need help in identifying persons who can testify at public hearings, so if you are willing to help or to testify yourself, please call Nina Rothchild, 612-296-8590.



## THE ECONOMICS OF DIVORCE

The economics of divorce was the subject of a public hearing held by the Council on September 13. Among those testifying was Megan Webster, an Augsburg student who was an intern with the Council this summer. Megan's report follows:

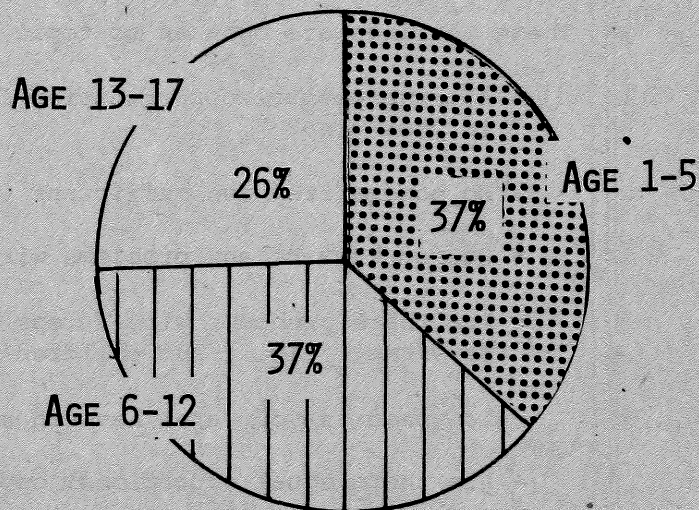
I have just completed research on over 350 divorce cases in Hennepin County. The cases, which are quite recent, were selected from the months of June 1976 and January 1977. I have a random sample of approximately 300 cases. About half these cases involved minor children. I gathered data on 53 additional cases involving children to make a total of 200 cases in which there were children . . .

Most of the women were married at a young age. Thirty-eight percent were married by the age of 20 and four-fifths of them were married by age 25. One-third of them were divorced by age 25, but the highest percentage of divorces came between the ages of 25 and 35. Fifty-three percent of the women were divorced within this ten-year span in their lives.

The length of the marriages varied greatly, some lasting over 40 years and others lasting only a few months. About half (49%) of the marriages lasted five years or less, and nearly three-fourths (73%) lasted less than 11 years.

As stated earlier, about half of those divorcing had minor children. Of those with children, over four-fifths (82%) had one or two children. Categorizing them according to school age, 37% were pre-school children, 37% in elementary school, and 26% in junior and senior high school.

### DEPENDENT CHILDREN OF DIVORCE, BY AGE



Over one-third of the children of divorce are pre-schoolers



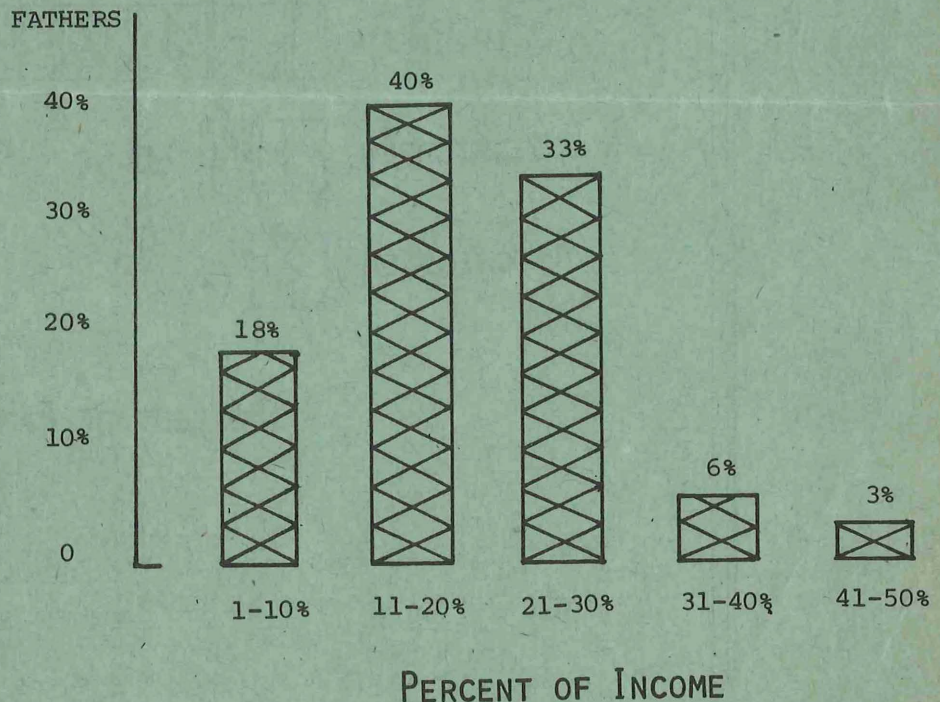
## DIVORCE (CON'T)

As might be expected, 90% of the time the woman was granted custody of the children, while the husband got custody 8% of the time, and joint custody was granted in less than 3 out of 100 cases. In cases where the woman was the custodial parent, 20% of the time the father wasn't required to pay any child support. But of these husbands not paying any child support, about 30% were unemployed and 14% were making \$300 or less per month. More than half of those not assigned child support made over \$300 per month.

I wanted to find out what percent of a husband's income usually goes to child support, but one problem in doing research on divorce is that the information included varies considerably from case to case. There is no typical case and in this instance, 45% of the husbands who were required to pay child support did not have their incomes listed. Of those whose income was listed, the average amount paid in child support was 19% of the father's income, with a range from 2% to 48%.

## PERCENT OF FATHER'S INCOME ASSIGNED AS CHILD SUPPORT

Of those fathers whose income was recorded and who were assigned child support, over one-half were assigned less than 20% of their wages



Medical and sometimes life insurance is provided for many children through their father's employment. After a divorce this may become an additional financial burden to the mother who has custody if no provisions have been made for insuring the children. In fully one-half the cases no mention was made of this matter. In 36% of the cases involving minor children, both medical and life insurance were provided, while 10% provided medical insurance only and 4% provided life insurance only.

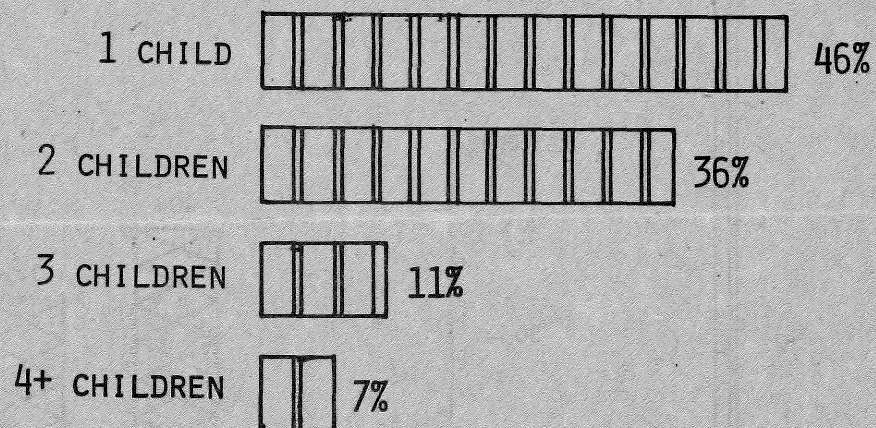


## DIVORCE (CON'T)

The chance a divorced woman has of receiving alimony is quite slim. Only 11% of the women were granted alimony. Most of these women were married longer than others in the sample. Their average was 17 years of married life. About 45% of them received permanent alimony, and most of these (85%) received less than \$400 per month. Another 45% received semi-permanent alimony. These payments usually lasted two to five years. The rest received a lump sum settlement ranging from \$125 to \$1,100.

## NUMBER OF DEPENDENT CHILDREN IN DIVORCED FAMILIES

In families with dependent children, over half the divorces occurred in families with more than one child



## PERCENT OF FAMILIES

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DISPLACED  
HOMEMAKERS

An Advisory Committee to the Displaced Homemakers Program is being named soon. Members should meet one or more of the following criteria: personal experience as displaced homemaker; professional experience in service to displaced homemakers; state-wide representation, cross socio-economic representation; credentialed or non-credentialed professionals; minority representation. Persons interested in serving on this committee should send a resume and cover letter by October 3 to: Joline Gitis, 690 American Center Building, 150 East Kellogg, St. Paul, MN 55101.



## HISTORY OF WOMEN

A regional conference on the history of women will be held at The College of St. Catherine, St. Paul, October 21-23. The conference is sponsored by Women Historians of the Midwest and will have 49 workshops on a wide range of topics. For preregistration information write: Conference on the History of Women, The College of St. Catherine, St. Paul, MN 55105.

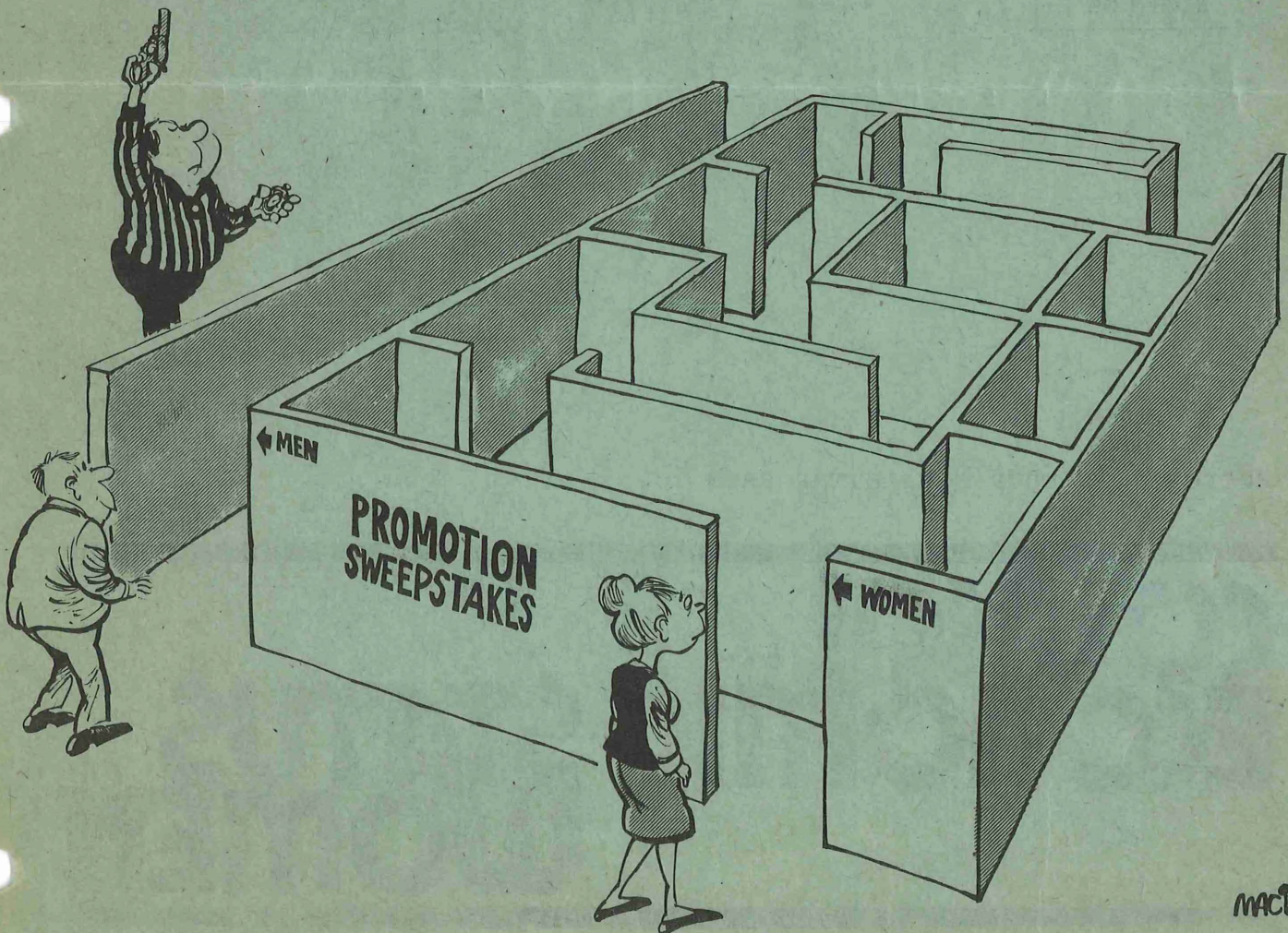
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## HUMAN RIGHTS HEARING

The State Department of Human Rights is holding a series of public hearings around the state in October, November, and December. Topics to be covered are public services and education; employment; and public accommodations and credit. Places of the hearings are: Thief River Falls, St. Paul, Marshall, Rochester, Duluth, Brainerd, Bemidji, and Fergus Falls. For more information call Diane Johnson, 612-296-5679, or write Department of Human Rights, 240 Bremer Building, 7th & Robert, St. Paul, MN 55101.

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The cartoon below is reproduced with the permission of the Minneapolis STAR:



MACINTYRE



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# COUNCIL for the ECONOMIC STATUS of WOMEN

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Room 400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #11

OCTOBER 1977

## IN THIS ISSUE

Council establishes Women's Information Line

Justice Rosalie Wahl installed

Earnings gap continues

Legislation '78

Letter from a constituent

## public hearing

A public hearing on services to families in Minnesota will be held by the Council on Tuesday, November 15, 1977, from 1:00 PM to 4:00 PM in Room 14 of the State Office Building, St. Paul.

Prior to the hearing, the Council will hold a meeting the same day from 9:00 AM to Noon in Room 81 of the State Office Building. On the agenda is a program summary of the Council's first year and a review of the upcoming report on Minnesota women and poverty.

The public is welcome at both meetings. For further information, or if you wish to testify at the hearing, please call Nina Rothchild at 296-8590.



# INFORMATION LINE ESTABLISHED

Enclosed with this copy of the newsletter is a flyer describing the newly-established Women's Information Line in the Council office. The line consists of a state-wide toll-free number to provide legal and economic information to women throughout Minnesota, with special emphasis on those who live outside the Twin Cities area.

The purpose of the line is not only to provide service to women throughout the state, but as an extension of the public hearing process. We hope, through the use of the line, to establish a process whereby women identify through personal experience the barrier to legal equality and economic security. The goals of the line, therefore, are two-fold: as a study method for the Council and as a service to persons throughout the state.

## Research:

- To identify problem areas for Council study and to provide "case studies" for Council reports;
- To assess public knowledge and understanding of equal opportunity laws;
- To provide information on how well equal opportunity laws are working;
- To provide information on needed changes in public policy and law.

## Service:

- To provide help to women throughout the entire state;
- To provide information on legal and economic matters;
- to provide information on local women's organizations and resources;
- To provide referrals for legal and social service needs.

In order for the line to be successful, we need to have as much publicity as possible in non-Metro areas. We therefore would appreciate it if each of you who receives the newsletter would spread the word in your communities as much as possible. Post the flyer in your local supermarket, notify local organizations, see if you can get your local paper to carry a story, or do whatever else you think can be done so that people in your community are informed.

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# ROSALIE WAHL INSTALLED

In a short ceremony in the State Capitol October 3, Rosalie Wahl was installed as the first woman Supreme Court Justice in Minnesota history. Justice Wahl ended her statement with the following words:

"The bell of justice may be here, in this high court, but the rope which rings it -- like the grapevine rope that rang the bell of Atri -- is among you, and it must be long enough for even a child to reach.

"My thanks for your trust in me, your trust that I will hear the bell when it rings."



# EARNINGS GAP CONTINUES

An excellent source of statistics and information about the economic status of women is the Women's Bureau of the U.S. Department of Labor. Recently received in the Council office were the following figures on full-time year-round workers by race and sex:

## YEARLY EARNINGS OF FULLY EMPLOYED WORKERS

1965

WHITE MEN	\$6,704
*MINORITY MEN	\$4,277
WHITE WOMEN	\$3,991
MINORITY WOMEN	\$2,816

1975

WHITE MEN	\$13,216
MINORITY MEN	\$10,168
WHITE WOMEN	\$7,614
MINORITY WOMEN	\$7,505

\*Includes all races other than white

The ten year changes in the earnings gap between women and men workers therefore is:

## WOMEN'S WAGES AS PERCENT OF MEN'S

	WHITE	MINORITY
1965	59.5%	65.8%
1975	57.6%	73.8%

The Women's Bureau has a list of their publications which can be obtained by writing: Women's Bureau, U.S. Department of Labor, Washington, D.C. 20210.



Two bills related to the economic status of women will be considered during the 1978 session of the legislature:

DIVORCE REFORM. Council Chair Linda Berglin is working on a bill patterned after the Uniform Marriage and Divorce Act developed by the National Conference of Commissioners on Uniform State Laws. The bill gives recognition to the contribution of homemakers to a marriage and sets forth guidelines for property settlements and child support payments.

At present, Minnesota law sets few guidelines for property division in divorces, provides no specific penalty for concealing information about assets, and does not require judges to take into account a woman's unpaid contribution to her family. Maintenance and support settlements are cumbersome to enforce and hard to collect.

In considering similar divorce law reform, the Wisconsin Commission on the Status of Women has said, "Our present divorce procedures are often needlessly slow and expensive. In too many instances, divorce takes place in an atmosphere of blame and recrimination. Reform is needed."

"However, no-fault divorce is not adequate reform if it fails to address the real areas of dispute in a divorce: property division and support payments. Any reform of divorce law must ensure that the rights of homemakers and children are given just recognition. Divorce settlements should be made and enforced equitably, taking into account the contributions of both spouses."

"Traditionally, the law has recognized only money contributions. Equity demands that the law reflect reality: that homemakers contribute greatly to their families."

ESTATE TAX REFORM. An inheritance tax bill designed to recognize a farm wife's contribution to an estate has been introduced by Representative Robert Vanasek, New Prague. The bill would exempt one-half of an estate from state inheritance taxes if the estate is held in joint tenancy between a husband and wife.

Under current law, the husband proves his contribution through receipts for products and services and paid debts. However, the wife must also prove that she contributed money to the estate in order to receive exemptions beyond the \$60,000 marital and \$45,000 homestead exemptions. Her physical labor, knowledge, and skill are not recognized as contributions worthy of exemption.

Testimony at Council hearings from farm women has given evidence that many of them devote considerable time and effort to actual farm operations, far beyond the broadest definitions of housework and child care. Even those with several children often perform bookkeeping and correspondence tasks. If the farm wife performed the same jobs for a salary on a farm not owned by herself and her husband, and contributed her paycheck to the family operation, she could exempt those funds from the value of the estate under present law.

If the term joint tenancy is to have any practical meaning, the wife should not be required to pay inheritance tax on her half of the estate.



LETTER FROM  
A CONSTITUENT

To illustrate the lack of recognition given to wives, the Council is reprinting here a letter received by a state legislator. Names of persons and places have been changed to protect the privacy of the person who wrote. Otherwise, the letter is exactly the same as that received:

Dear -----

Today we had our wills prepared. The attorney told me, that even tho our assets are in joint tenancy I would have a difficult time proving that I had earned a considerable part of our estate. I believe the burden of proof is on the wrong party.

My husband, John Anderson, was Sheriff of Albemarle County for 16 years. We lived in the jail for 14 years, and when my health began to fail we moved to our own home. "Extreme Fatigue" was the diagnosis. I continued to cook for 30 inmates -- 7 days a week. Part of my husbands responsibility as Sheriff, was to feed the prisoners. I assumed that responsibility, as well as answering phones, doorbells, messages when my husband was out on calls. In our county, the Sheriffs staff consisted of only a part-time jailer, deputy and no office help for years. The county paid me no salary other than matron fees if there was a woman in jail. I receive no social security or PERA for 16 years of work.

Please promote legislation to take care of these types of inequities. I'm sure there are women who have worked shoulder to shoulder with their husbands an entire lifetime, and are in similar situations.

Thank you for your interest. We feel you are doing a truly great job of representing your constituents, and I am placing my problem in the right hands.

Sincerely,

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# COUNCIL for the ECONOMIC STATUS of WOMEN

Room 400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #12

NOVEMBER-DECEMBER 1977

## IN THIS ISSUE

Women's Information Line

Council issues third report,

MINNESOTA WOMEN: WORK & TRAINING

News notes

## public hearings

A public hearing on the special problems of women of color will be held Thursday, January 12, 1978. The hearing is being planned with the help of a special committee of the organization "Women of Color," and will focus on blacks, Hispanics, Indians, and Asian-Americans. For time and place, please call the Council office, 296-8590.

Equal Opportunities in Athletics will be the subject of a second Council hearing in January. The hearing is scheduled for Friday, January 27, 1978, at 1:00 PM in Room 57 of the State Office Building, St. Paul. Testimony on athletic programs in elementary and secondary schools, colleges and universities, and community recreation will be taken.

Flexible Work Schedules is the topic of the third hearing to be planned by the Council. The hearing is being scheduled for Friday, February 17, 1978, at 1:00 PM in Room 57 of the State Office Building, St. Paul. The hearing will focus on part-time jobs, shared jobs, and flexible working hours.

For further information on any of these hearings, please call Nina Rothchild at 296-8590.



# WOMEN'S INFORMATION LINE

The Women's Information Line has been open for only a short time, but we are pleased by the large number of calls we have been getting. It is clear that this kind of service fills a very real need for Minnesota women.

Once the line has been in operation for a while, we will compile some information about the kinds of calls we get and where we get them from. In the meantime, please help us publicize the service. If your local paper has not carried a story or if you have not seen the number posted, please let us know and we will try to get the information to your area.

## FOR INFORMATION ON THE LEGAL

## & ECONOMIC STATUS OF WOMEN:

\* TOLL FREE 1-800-652-9744

\* METRO AREA 296-8590

\* OPEN NOON to 7:00 PM

If you have tried to call and received a busy signal or no answer, please be patient. We are still trying to work out all the mechanics.

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## MINNESOTA WOMEN: WORK & TRAINING

Current job training programs in Minnesota continue to channel women into low-wage, female-intensive occupations, according to the most recent report of the Council.

The report, MINNESOTA WOMEN: WORK & TRAINING, is the third of a series to be issued by the Council. It describes the changing life patterns of women and outlines barriers to economic self-sufficiency which exist in employment, job training, and educational opportunities in the state.

"It is clear that educational systems and job training programs have not taken into account the shifts in social roles which require growing numbers of women to be economically self-sufficient," stated Linda Berglin at a press conference announcing the release of the report. "A longer life span, violence in the home, a rising divorce rate, and the large growth in the number of female-headed households have all made women increasingly vulnerable to economic displacement."

Present programs, however, have not addressed the needs of the many women who are the sole support of themselves and their families, according to the report. For example:

● At all age levels, the family income for female-headed families is below that of either male-headed or husband-wife families. Average family income in Minnesota for female-headed households in 1974 was estimated at \$7,793 a year for those aged 25-44; for husband-wife families, the comparable figure was \$17,144.

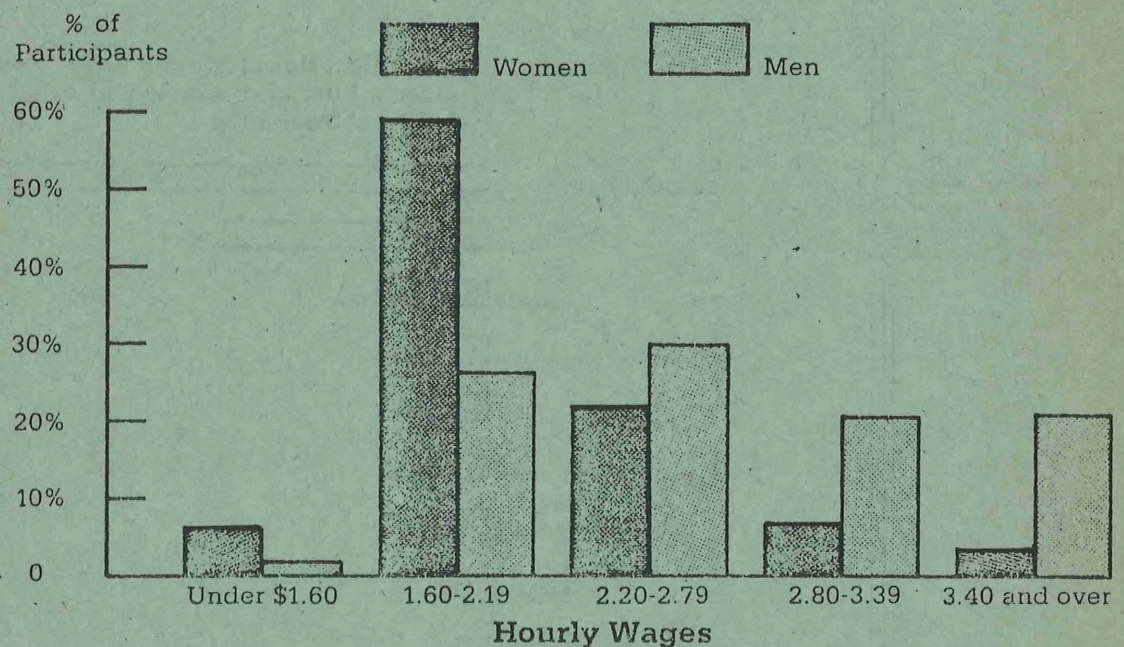


## WORK & TRAINING (CON'T)

● Job training programs such as the Comprehensive Employment and Training Act (CETA) and the Work Incentive program (WIN) are designed for quick placement of women into low-paid stereotyped jobs. WIN hourly wage rates, according to national statistics, show 66 percent of women earning less than \$2.19 an hour, while only 28 percent of the men earn that little.

Women enrolled in WIN are placed in jobs which pay less than men's jobs

### WIN Hourly Wage Rates, by Sex U.S., Fiscal 1974



Source: U.S. Departments of Labor & Health, Education, and Welfare.

● The cost of child care and the lack of provision of sliding scale fees work an economic hardship on employed single-parent families.

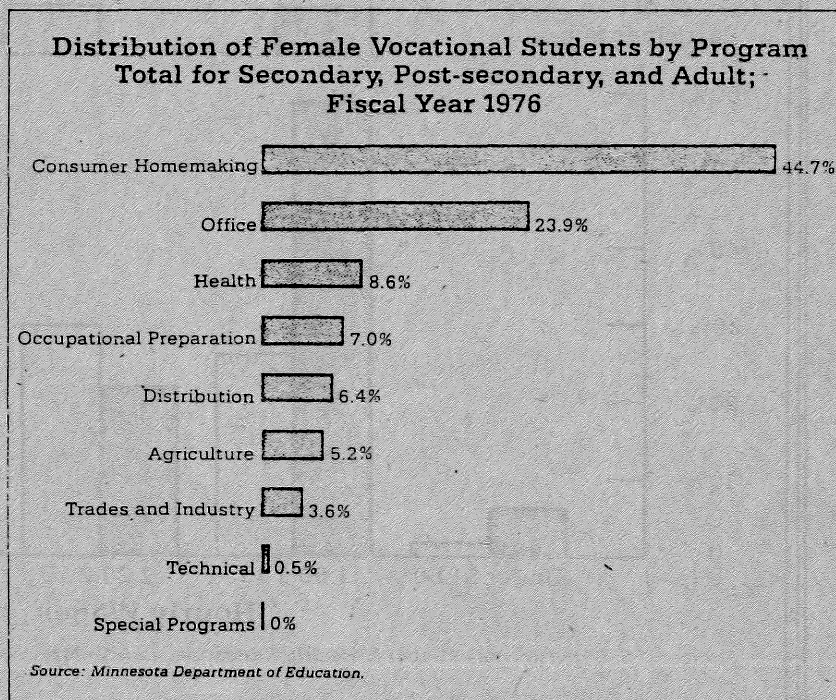
● The percent of job applicants placed in employment by the Minnesota Department of Employment Services is lower for women than for any other group vulnerable to unemployment. Placements in 1976 were: Under age 22, 54.4 percent; Non-white, 53.3 percent; Handicapped, 47.4 percent; Age 45 and over, 46.3 percent; Veteran, 45.5 percent; Women, 39.4 percent.



## WORK & TRAINING (CON'T)

- Women are practically non-existent in apprenticeship training programs for the skilled trades. Of the 5,798 active apprenticeships in Minnesota in July 1977, only 27 were filled by women -- or 0.005%.
- Vocational-technical enrollments in Minnesota show women under-represented in programs leading to jobs or in programs where wages are high in the job market. Almost half the women students in Minnesota in 1976 were in consumer homemaking courses, another quarter were in office occupations, and less than 5 percent were in technical or industrial programs.

Almost 3/4 of the women in Vo-Tech courses are in consumer homemaking or office occupations



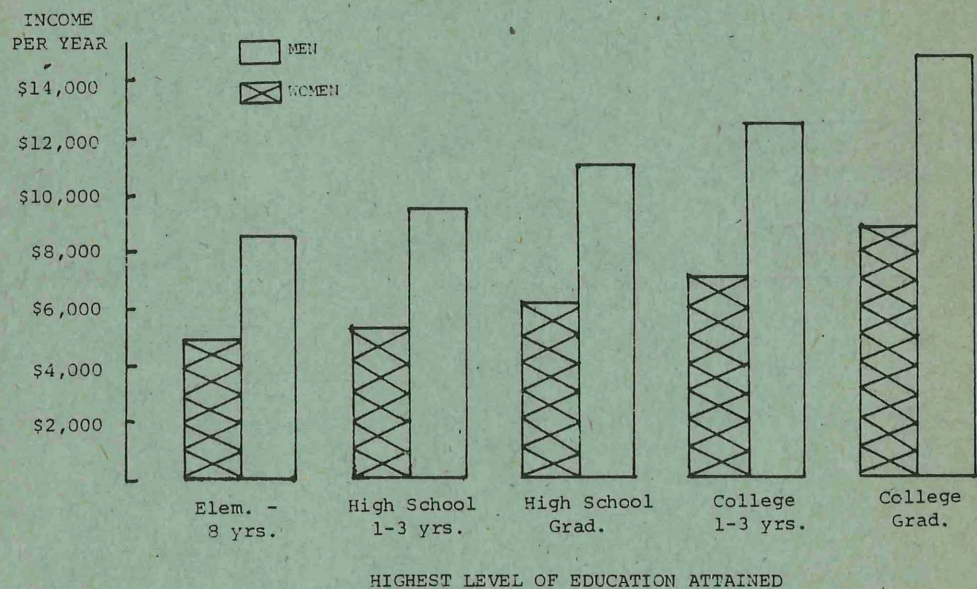
- Public schools continue to reinforce patterns of low expectations and limited options for girls. A study by the U.S. Department of Labor showed that high school girls seriously underestimate their labor force participation: white girls estimated a rate of 29 percent compared to an actual rate of 48 percent; black girls estimated a rate of 51 percent compared to an actual rate of 67 percent.
- At all educational levels, median income for full-time, year-round women workers is well below that of men. Nationally, women high school graduates earn 56 percent of the median income of their male counterparts and women college graduates earn 59 percent of what male college graduates earn.



# WORK & TRAINING (CON'T)

● Salary differentials between men and women can be attributed largely to the segregation and concentration of women in low-paid, dead-end jobs which have been traditionally regarded as "women's work." In a study conducted by a sociologist at the University of Minnesota, 70 per cent of the women holding college degrees were in clerical positions. Job training and placement programs have done little to alter this pattern.

## MEDIAN INCOME OF FULL-TIME, YEAR-ROUND WORKERS BY SEX AND YEARS OF SCHOOL COMPLETED, U.S. 1972



Source: U.S. Department of Labor

Women of all educational levels receive on the average wages considerably below those of men with equivalent training

## NEWS NOTES

Council Chair Linda Berglin appeared before the Legislative Coordinating Commission on November 22 to request extension of Council funding, due to expire in June 1978. The Commission voted unanimously to recommend a three-year extension of the Council with funding as requested through the present biennium.

The Governor's Conference on Families, co-sponsored by the Council and the State Planning Agency, will be held April 27 and 28 at the St. Paul Radisson Hotel. The goals of the conference are to organize, publish, and disseminate information about Minnesota families and to examine the impact of public policies and programs on families.

A popular button at the National Women's Conference in Houston said, "EVERY MOTHER IS A WORKING MOTHER."