
COUNCIL for the ECONOMIC STATUS of WOMEN

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

(612) 296-8590

NEWSLETTER #13

JANUARY 1978

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Report previewed - MINNESOTA WOMEN: INCOME & POVERTY

Newsnotes:

Basic report still available

Women's Information Line receives funding

Senator Bob Lewis appointed to Council

Community Planning Organization completes study

public hearing

A public hearing on flexible work schedules will be held by the Council on Friday, February 17 at 1:00 PM in Room 57 of the State Office Building, St. Paul.

The hearing will focus on all forms of flexible work schedules: shared jobs, part-time jobs, and full-time jobs with flexible hours.

Persons or organizations who have had experience with flexible work schedules or who have had a need for flexibility in their employment are invited to testify.

All hearings are open to the public as observers or participants. For more information, please call Nina Rothchild at 296-8590.

COUNCIL HOLDS
MEETING WITH
WOMEN OF COLOR

On January 12 the Council held a public meeting at the Minneapolis YWCA on the special problems of women of color. Testimony was heard detailing the concerns of women in each ethnic group: Black, American Indian, Hispanic, and Asian-Pacific.

Speaking of the problems black women face, Ann Darby of the Minneapolis Urban League said, "Despite legal protection for equal opportunities, black women are still disproportionately concentrated in jobs with inadequate pay, low status, and limited opportunities for advancement. The black worker, and especially the black woman, is still the last to be hired and the first to be fired.

She said that while unemployment rates might be going down nationally, among blacks unemployment is on the rise. During 1977, the unemployment rate for black women over the age of 19 increased from 11 percent to 12.5 percent. Nellie Stone Johnson also spoke of the problems of black unemployment and urged the Council to support full employment legislation.

Sharon Day Garcia detailed the problems of American Indian women in Minnesota. She began by stressing the difficulty in gathering data on Indians both in Minnesota and nationally. She discussed the health problems of Indians, including a high rate of alcoholism among Indian women. Such problems often lead to the placement of Indian children for adoption and foster care -- one-fourth of Indian children are placed outside their own homes.

Other problems faced by Indian women are lack of formal education, poor housing, and lack of employment. On education, Indians have the lowest level of educational attainment of all population groups. Housing conditions are such that 61 percent of reservation housing is substandard, and almost half the Indian housing in Minneapolis is overcrowded. Unemployment rates for American Indians vary from 36 percent to 73 percent.

Marcella Trujillo and Esther Kaw testified for Hispanic women. They also noted the difficulty in gathering statistics, and said there was a need for an ethnic center for the state's 49,500 Hispanic residents. Trujillo said one of the major problems Hispanics face is the need for bi-lingual personnel in many places, particularly hospital emergency rooms. She said 99 percent of the older Hispanic women speak only Spanish, and that Hispanics suffer from the false negative image that they are all migrants and illegal aliens. Hispanics also have a disproportionately high rate of unemployment.

Gloria Kumagai spoke of the problems of Asian women in Minnesota. She too stressed the difficulties of data collection. She said there is a difference between foreign-born Asian women, who generally hold blue collar jobs, and native-born women of Asian descent, who generally hold low-status white collar jobs. In addition, the recent influx of Indo-Chinese has brought a new set of problems to Minnesota.

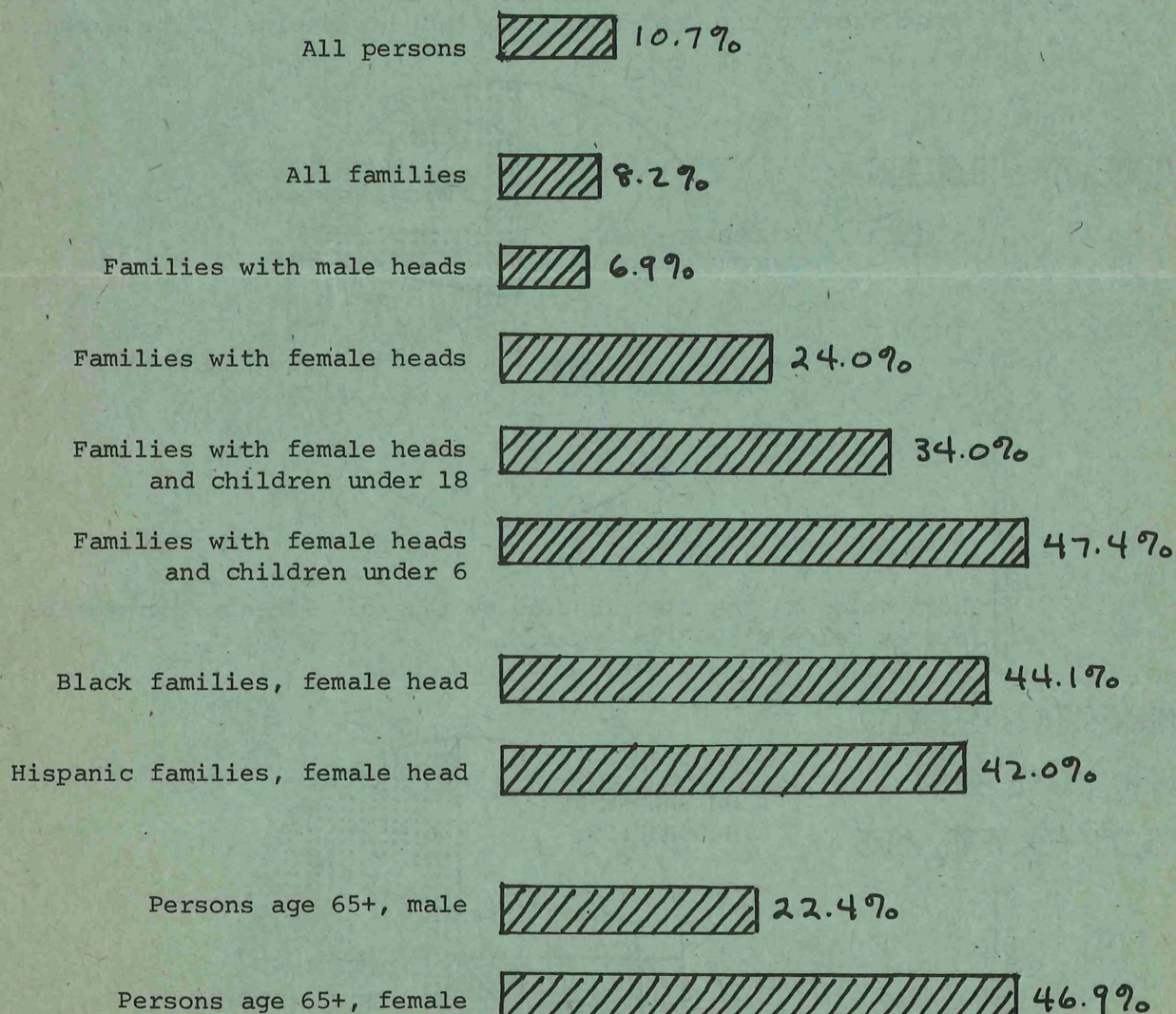
In response to the concerns expressed at this meeting, the Council is in the process of establishing an Advisory Committee on Women of Color.

MINNESOTA WOMEN: INCOME & POVERTY

A significant shift in the composition of the poverty population in Minnesota has occurred in the past fifteen years. No longer is poverty distributed throughout the population, but has become concentrated instead in an increasing number of female-headed households. Although all female-headed households are vulnerable to economic hardship, those composed of mothers with their dependent children and those composed of elderly women living alone are the most severely affected.

In 1970, the last year for which comprehensive data for Minnesota are available, the census showed that the proportion of each of the following groups under the official poverty level was:

PERCENT OF SELECTED POPULATION, GROUP BELOW THE POVERTY LEVEL, MINNESOTA 1969



NOTE: Information on this and the following page is taken from the U.S. Bureau of the Census and is part of the Council's forthcoming report, MINNESOTA WOMEN: INCOME & POVERTY, due for release in March.

INCOME & POVERTY (CON'T)

Between 1960 and 1974 in the United States, there was a substantial decrease in the number of male-headed and husband-wife families in poverty. At the same time, there have been increases in the number of female-headed families in poverty, particularly among those with dependent children:

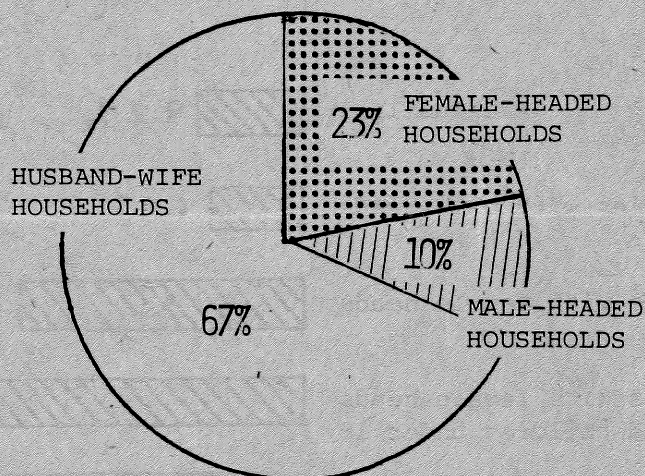
CHANGE IN POVERTY STATUS OF U.S. FAMILIES 1960-1974

MALE-HEADED & HUSBAND-WIFE	-56%
MALE-HEADED & HUSBAND-WIFE WITH DEPENDENT CHILDREN	-55%
FEMALE-HEADED	+20%
FEMALE-HEADED WITH DEPENDENT CHILDREN	+46%

In absolute terms, the number of female-headed households in Minnesota which are poor is now a majority of all households. Shown below is a chart showing the distribution of all households in Minnesota in 1975:

MINNESOTA HOUSEHOLDS

1975

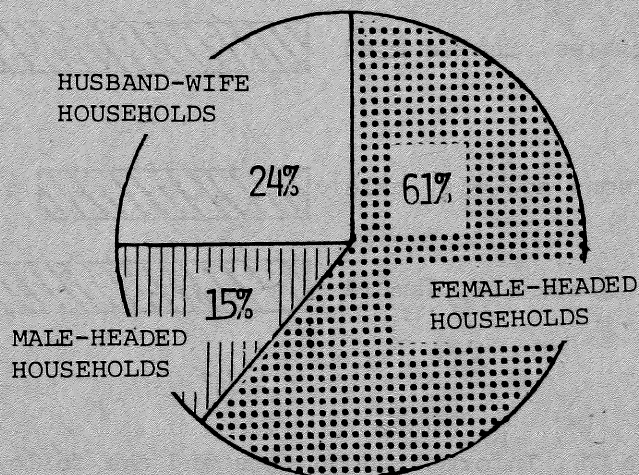


Shown below is the distribution by type of Minnesota households with incomes below \$5,000 per year:

MINNESOTA HOUSEHOLDS

WITH INCOME BELOW

\$5,000 PER YEAR, 1975



NEWSNOTES:

REPORT STILL

AVAILABLE

Copies of the Council's first report, MINNESOTA WOMEN: A PROFILE, are still available through the documents section of the state. The profile is a series of charts showing the status of women in Minnesota. Sections of the report include: General Characteristics, Education, Marital and Family Status, Families, Income and Poverty, Employment, and Women in State Service.

This basic data book should be ordered directly from:

Documents Section
140 Centennial Building
St. Paul, MN 55155

All orders must be prepaid, and the price is \$2.50 plus 10¢ tax.

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LINE RECEIVES

FUNDING

Calls from all over the state continue to come in through the Women's Information Line in the Council office. Calls most commonly received are requests for information on basic legal matters, such as provisions for child support, and those having to do with employment discrimination.

The Council is pleased to announce that they have received a grant from the Otto Bremer Foundation of St. Paul to help support this service. A resolution of appreciation to the Bremer Foundation was passed at the last Council meeting.

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SEN. LEWIS NAMED

Senator Bob Lewis has been selected as a Council member to replace John Milton, who has resigned from the Senate. Lewis represents St. Louis Park and was the chief author in the senate of the battered women's legislation.

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STUDY COMPLETED

The Council has recently received from the Community Planning Organization of St. Paul a study undertaken in behalf of the Council. The study is a summary of information and referral calls received by several services from around the state. The purpose of the study is to identify the kinds of information most commonly requested by women, and will be used to help the Council identify the needs of women.

The Council appreciates the cooperation of Chrysalis Center for Women, First Call for Help of Minneapolis, Information and Referral Service of Southwestern Minnesota, Information and Referral Service of St. Louis County, Information and Volunteer Center of Olmsted County, and the Information and Referral Center of Saint Paul. Special thanks also go to the Northwest Area Foundation Member Services Trust Fund for financing the project.

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WOMEN'S INFORMATION LINE: 1-800-652-9744 (non-metro); 296-8590 (metro)

COUNCIL for the ECONOMIC STATUS of WOMEN

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

(612) 296-8590

NEWSLETTER #14

FEBRUARY 1978

IN THIS ISSUE

Council holds hearing on alternative work schedules

U. of M. enrollments change

Council report shows increase in single-parent families

Legislation '78

public hearing

A public hearing on women and higher education will be held Thursday, March 30 at 1:00 PM in Room 57 of the State Office Building, St. Paul.

The hearing will focus on women as students as well as on women as employees. Statistical data on enrollments, faculty ratios, scholarship aid, and other data would be welcome. Personal testimony is also welcome

All hearings are open to the public as observers or participants. For more information, or if you wish to testify, please call Nina Rothchild at 296-8590.

FLEXIBLE SCHEDULES
SUBJECT OF HEARING

On February 17, the Council held a public hearing on alternative work schedules. Testimony was heard explaining various types of flexible schedules, how they are being used, and where there is a need for implementation or expansion of non-traditional employment patterns.

Most people in most work places work the same number of hours and days each week. Workers start and stop at the same time, have the same amount of vacation time as their co-workers, and retire upon reaching the same age. But these ways of doing work may be neither as productive as they used to be, nor suited to many of the kinds of work which are currently being done. In addition, rigid work schedules are barriers which exclude thousands of people who cannot work under standard work schedules from the labor force. New approaches to work scheduling such as flex-time, part-time, job sharing, and compressed work week are ways which are beginning to meet the changing needs of society.

At the hearing, Michael Hopp of Control Data Corporation testified of the success of flex-time nationally at many of their plants. Flex-time provides for the same number of hours in a day, week, or pay period, but with variation in the time a work day begins and ends. For example, workers might start at any time between 6:30 AM and 9:30 AM, and leave work between 3:00 PM and 6:00 PM. The period from 9:30 to 3:00 is called the "core" time, when everyone must be present. With this type of flex-time, the worker chooses his or her starting and stopping time. A modified version of flex-time, also used by Control Data, is when the entire work group selects a starting and stopping time. With this system, the times chosen are periodically reconsidered.

Part-time is spending less than the "standard" amount of time at work. Many people, especially new mothers and parents of young children, spoke of the need for greater opportunities for part-time work. For testimony, Alyce Rhodda discussed some pilot programs in Hennepin County and Carla Lechthaler spoke of the success the Metropolitan Council has had with part-time workers.

Job-sharing is a variation of part-time. In job-sharing, two part-time workers fill one full-time position. This can be done in several ways, and Michael Hopp explained Control Data's Selby Plant system which is run entirely with job sharing. The plant has two shifts: the first from 9:30 AM to 3:30 PM, and is designed to meet the needs of parents of school age children. The second shift is from 3:30 to 6:30 PM and is staffed by high school and college students. The two shifts meet the needs of both groups and together complete an eight hour day.

Three employees who have all shared jobs in the Hennepin County Welfare Department testified of the personal benefits derived from this type of work experience. They urged that this program, which is currently an experimental program, be made permanent and expanded.

Another type of alternative work scheduling is compressed time, which allows for the same number of hours worked per week, but over less days. An example is the four day work week.

Testimony showed the following benefits from flexible work scheduling: a positive impact on employees' attitudes and morale, reduced traffic congestion, decreased use of sick leave, less absenteeism, reduced tardiness, reduced overtime costs, and increased productivity. Many spoke of the benefits to families as a result of flexible work schedules.

ENROLLMENTS

CHANGE AT U OF M

Much of the Council work has shown the economic vulnerability of women, but occasionally there are statistics which provide grounds for optimism. Shown below are enrollments from the University of Minnesota which document encouraging increases in graduate and professional fields, particularly law, medicine, and business administration.

Schools and Colleges	Fall, 1960		Fall, 1974		Fall, 1976	
	Number	% of Total	Number	% of Total	Number	% of Total
General College	528	21.7	1,140	43.0	1,359	45.0
College of Liberal Arts	3,174	39.2	7,837	47.3	8,465	49.2
Inst. of Technology	39	1.2	336	8.6	441	10.8
Ag., For., Home Econ.	543	33.9	1,718	50.2	2,078	52.5
Law	4	1.3	157	22.1	230	32.5
Medical School	26	6.5	178	13.6	279	16.3
Dentistry	0	0.0	34	6.3	41	7.0
Pharmacy	23	14.1	129	32.3	140	34.7
Education	1,728	69.0	1,472	63.4	1,674	63.0
Business Admin.	14	2.1	258	16.0	355	23.1
Mayo Grad. Schl. Medicine	16	2.6	13	3.8	24	6.4
Veterinary Medicine	4	2.4	52	20.6	93	31.1
Occ. & Phys. Therapy	67	90.5	114	85.1	113	86.3
Medical Technology	80	94.1	127	92.0	103	79.8
Public Health	97	52.4	112	41.3	164	48.7
TOTAL ENROLLMENT	8,424	29.8	20,661	39.9	23,805	42.4

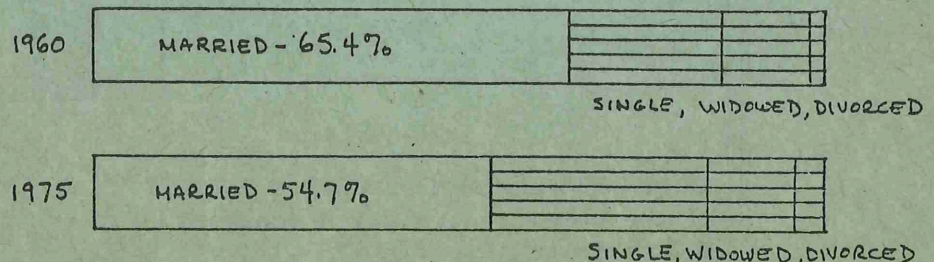
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SINGLE-PARENT
FAMILIES INCREASE

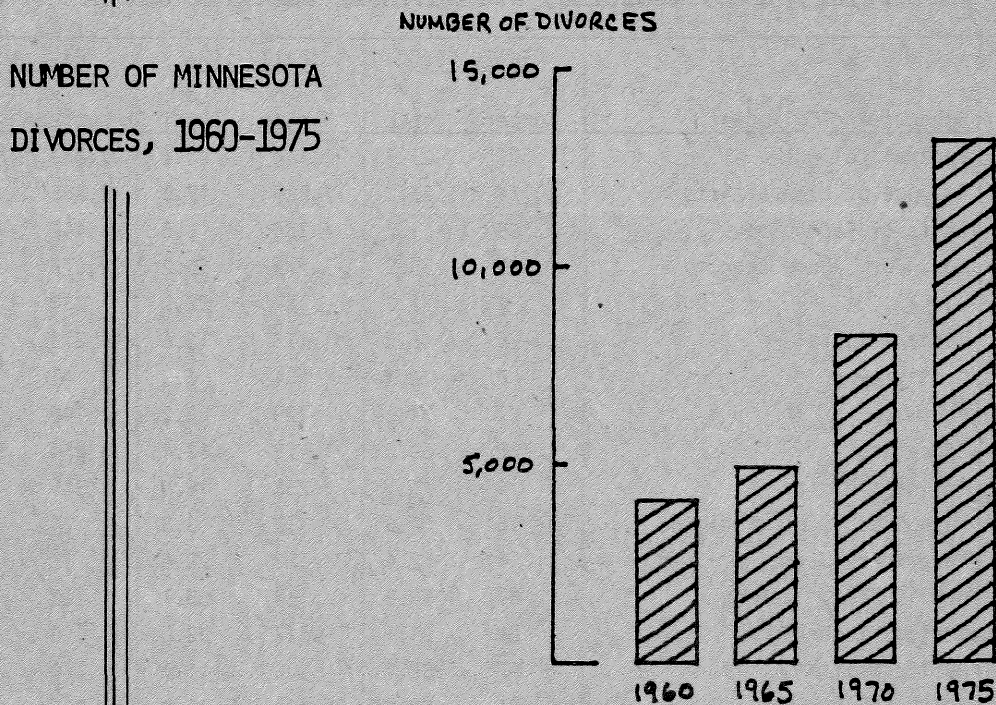
MINNESOTA WOMEN: INCOME & POVERTY, the fourth Council report, is due to be released the first week of March. The report outlines changes in family and household structure which have resulted in dramatic shifts in the poverty population.

Among these changes is a large increase in the number of women who are alone; or if not alone, responsible for the support of young children. Although husband-wife families still constitute a substantial majority of all households, this family form is steadily losing ground to other household types. Between 1960 and 1975, the proportion of married women in the female population of Minnesota dropped from 65 to 55 percent:

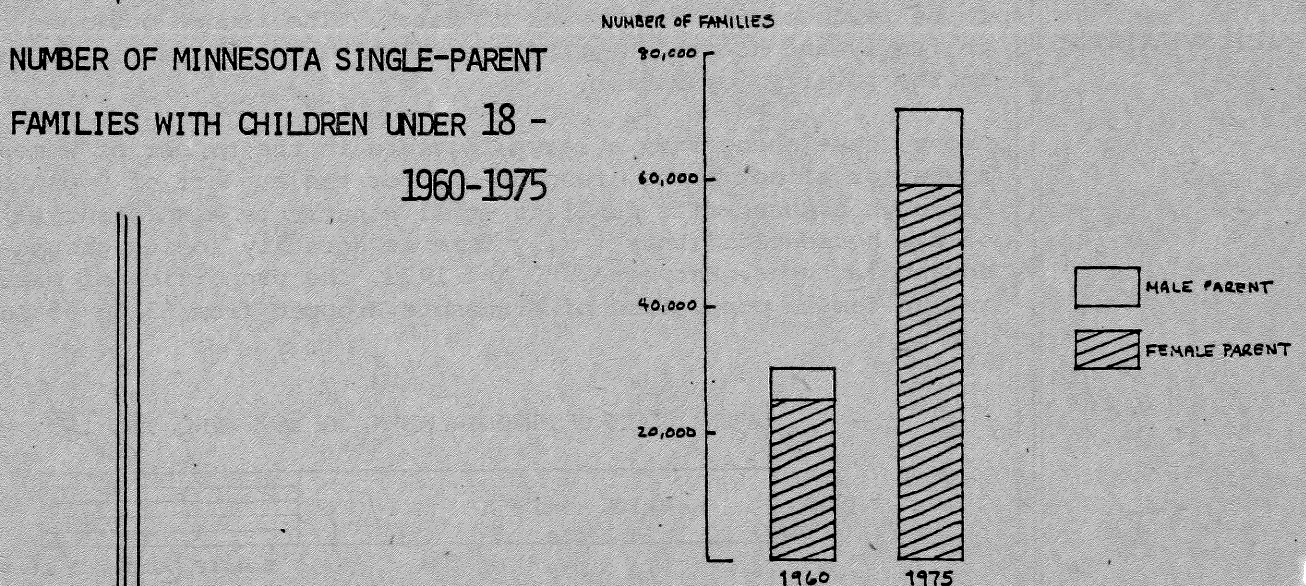
MARITAL STATUS OF MINNESOTA WOMEN, AGE 14 & ABOVE, 1960-1975



● Divorce rates in Minnesota have risen sharply. In 1950, the ratio of marriages to divorces was 7 to 1. In 1974, the ratio was 3 to 1. The number of divorces recorded in 1975 in Minnesota was 13,187.



● With the increase in divorce has come a corresponding increase in single-parent families. In Minnesota in 1975, it is estimated that 162,000 children lived in single-parent households -- of these, 143,000 lived with the mother only and 19,000 lived with the father only. An additional 27,000 children lived with neither parent.



● MINNESOTA WOMEN: INCOME & POVERTY shows that a substantial proportion of the poverty population consists of women who are single parents -- and their children.

Legislation '78

THE COUNCIL ON THE ECONOMIC STATUS OF WOMEN HAS ENDORSED THESE BILLS:

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, SF 983.

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. HF 85, SF 37.

Certified Professional Secretary: (Scheid/Knoll) Provides for an automatic pay increase to state employees who pass the Certified Professional Secretary examination. HF 142, SF 47.

Marriage and Divorce Reform: (Berglin/Davies) Revises Minnesota law to conform with the Uniform Marriage and Divorce Act; provides guidelines for the division of property, child support, and spousal support. HF 2027, SF 1826.

Insurance: (Wynia/Spear) Prohibits unfair discriminatory practices in sale, underwriting, and rating of insurance policies on the basis of sex, marital status, or occupation as a homemaker. HF 2194.

Family Planning: (Berglin/Staples) Provides for funds for establishing comprehensive state family planning services. HF 2098, SF 2143.

Battered Women: (Kahn/Lewis) Clarifies 1977 law to provide additional shelters and provides for additional funds. HF 1904, SF 1689.

Sliding Fee for Child Care: (Hanson, Spear) Provides funds for a sliding schedule for fee payments for child care. HF 1951, SF 1880.

Affirmative Action: (Nelson/Lewis) Provides for an affirmative action program for state employees and allows for additional names to be considered for employment. HF 1402, SF 1364.

State Investment Policies: (Enebo) Proposal to study whether state investment policies should be altered to prevent state monies from being deposited in financial institutions which violate human rights. HA 67.

Spouse Abuse: (Cohen/McCutcheon) Provides for a criminal procedure in cases of domestic assault and violence. HF 883, SF 318.

Minimum Wage: (Vega) Provides that minimum wage increase over the next four years to conform with national minimum wage. SF 1588.

Tax Credit for Home Child Care: (Hughes) Provides for an income tax credit for homemakers who care for children. SF 2100.

NOTE: Authors listed in parentheses are (House/Senate).

COUNCIL for the Economic

STATUS of WOMEN

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

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NEWSLETTER #15

MARCH 1978

IN THIS ISSUE

Personnel Department conducts study of work schedules

Date set for Governor's Conference on Families

Legislation '78

Report released on MINNESOTA WOMEN: INCOME & POVERTY

Council notes:

Evaluation of vocational education

Task Force on Families

Inventory of women's services

public hearing

A public hearing on women and housing will be held Thursday, April 27 at 1:00 PM in Room 57 of the State Office Building, St. Paul.

The hearing will focus particularly on the needs of low-income women, welfare recipients, and single-parent families.

All hearings are open to the public as observers or participants. For more information, or if you wish to testify, please call Nina Rothchild at 296-8590.

* WOMEN'S INFORMATION LINE - CALL TOLL-FREE 1-800-652-9744

WORK SCHEDULES SURVEY REPORT

A high degree of interest in more flexible work arrangements was demonstrated by a recent survey of state employees. The Minnesota Department of Personnel sent out a questionnaire in January to assess interest in either part-time employment or more flexible work hours.

The survey was sent to approximately 3,000 state employees, of whom 1,500 responded. Respondents who indicated an interest in working either 20 hours a week or 30 hours a week were:

	<u>20 Hours</u>	<u>30 Hours</u>
Male	5.6%	6.5%
Female	7.4%	12.5%
TOTAL	13.0%	19.0%

If the sample is representative, and assuming those not responding do not want part-time employment, then there are currently almost 3,000 full-time employees who would be interested in working 30 hours per week or less.

Other data from the questionnaire showed:

- Very few employees were interested in part-time employment without state-contributed fringe benefits, but
- The majority were willing to work part-time with pro-rated benefits.
- Those desiring part-time work tended to be younger (under age 30) although there was no relationship between interest in part-time work and length of service with the state.
- There seemed to be little interest in part-time work during the pre-retirement period (age 51-65).
- About half the respondents were willing to change jobs or location in order to have a part-time job.
- A healthy majority of the respondents (58%) were interested in flexible work hours in full-time employment.
- Those interested in flexible work schedules were evenly divided between males and females.

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CONFERENCE DATE SET

Dates for the Governor's Conference on Families, co-sponsored by the Council on the Economic Status of Women and the State Planning Agency, have been set for May 22 and 23. The conference is scheduled for the Sheraton Inn Northwest in Brooklyn Park.

Registration begins April 20 and is open to the public. Inquiries may be sent to Vickie DeSanto, Continuing Education in Social Work, 338 Nolte Center, University of Minnesota, Minneapolis, MN 55455.

Legislation '78

STATUS OF COUNCIL-ENDORSED LEGISLATION AT THE END OF THE SESSION:

Inheritance Tax: HF 588/SF 983 (Vanasek/Sieloff) Died in Tax Committee in both houses. Provided for the exclusion from estate tax of one half the value of property held in joint tenancy by a decedent and the decedent's spouse.

* Open Appointments: HF 85/SF 37 (Wenstrom/Luther) Passed. Provides for an open appointment process for state agencies, including boards, commissions, etc. Requires collection, publication and reporting of data on a number of bases, including sex.

* Marriage and Divorce Reform: HF 2027/SF 1826 (Berglin/Davies) Patterned after the Uniform Marriage and Divorce Act, this bill makes irretrievable breakdown the only grounds for a marriage dissolution and removes fault from the economic provisions of a dissolution. It provides standards for property division and for granting maintenance (alimony) and child support. Guidelines for maintenance include the applicant's financial resources, time required for necessary education, the parties' marital living standard, the length of the marriage, the applicant's age and physical and emotional condition, and the other party's ability to support himself and the applicant. Guidelines for property division include recognition of the spouse's contribution as homemaker. Guidelines for child support are based primarily on the best interest of the child. (Present law does not provide any guidelines for economic provisions.) The bill also makes some changes in residency requirements for divorce, separates child support obligations from visitation rights, allows a couple to get a marriage license in any county, and strengthens child support collection procedures. Passed.

Insurance: HR 2194/SF 2254 (Wynia/Spear) Passed out of committee in the House and died in Commerce Committee in the Senate. Prohibited unfair discriminatory practices in the sale, underwriting, and rating of insurance policies. Prohibited certain discrimination on the basis of sex, marital status, or occupation as a homemaker.

* Family Planning: HF 2098/SF 2143 (Berglin/Staples) Passed. Provides for special grants to provide family planning services. Appropriates \$ 1.3 million.

* Battered Women: HF 1904/SF 1689 (Kahn/Lewis) Passed. Amends the 77 law to provide for more than 4 pilot programs for battered women. Appropriates an additional \$ 100,000.

Sliding Fee for Child Care: HF 1951/SF 1880 (Hanson/Spear) Passed the House and referred to the Finance Committee in the Senate. Provides for a sliding fee payment plan for child care. Appropriated \$ 750,000 to the Department of Public Welfare.

* Passed

- * Affirmative Action: HF 1402/SF 1364 (Nelson/Lewis) Passed. Requires a statewide affirmative action program and for agency plans. Provides for expanding eligible lists so as to include protected group members (which includes sex).
- * State Investment Policies: HA 67 (Enebo) Proposal to study whether state investment policies should be altered to prevent state monies from being deposited in financial institutions which violate human rights.
- * Spouse Abuse: HF 883/SF 318 (Cohen/McCutcheon) Passed. Permits peace officers to make arrests upon probable cause in cases of domestic assault. The officer must observe physical abuse which occurred within the preceding 4 hours. Allows for a 24 hour detention period of the arrested person.
- Minimum Wage: SF 1588 (Vega) Died in the Employment Committee in the Senate. No House File. Provided that the Minnesota minimum wage increase over the next 3 years to conform with the federal minimum wage.
- * Tax Credit for Home Child Care: HF 2386/SF 2100 (Abeln/Hughes) Included in the Comprehensive Tax Bill (HF 2250/SF 2051 Kelly/McCutcheon). Provides for a Minnesota income tax credit of \$50 for a full-time homemaker who cares for his/her child or children who are under age 12 in their home. Family income may not exceed \$ 25,000.
- * Refunding of the Council: The Council was renewed and refunded in the Supplemental Appropriations Bill. The Council was refunded through June, 1979 for \$70,000. The expiration date was extended to June, 1981. The bill also expands the Council to include 4 more public members.

The following bills were introduced during the biennium and supported by the Council, but no action was taken:

Certified Professional Secretary: HF 142/SF 47 (Scheid/Knoll)

Evening Child Care: HF 268/SF 196 (Forsythe/Keefe, S.)

Capitol Area Day Care: HF 412/SF 375 (Enebo/Staples)

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COUNCIL REPORT PUBLISHED

The Council's fourth report, MINNESOTA WOMEN: INCOME & POVERTY, has now been released. The report documents the changing demographic and family patterns which have resulted in increasing numbers of women and children living below the poverty line.

Sections of the report include: The Poverty Population, Single-Parent Families, Welfare, Older Women, Conclusions and Recommendations. Copies of the report in limited amounts are available from the Council office.

The lowest yearly median income of any age or sex group is women over age 65 -- about \$1,900 annually. That figure is half what men in the same age group receive.

COUNCIL NOTES:

VOC-ED EVALUATION

A grant of \$16,000 in federal funds has been received by the Council in order to monitor and evaluate sex discrimination and sex stereotyping in vocational education in Minnesota. Goals of the project are to: 1) assess the extent of sex bias, sex discrimination, and sex-role stereotyping in vocational education; 2) evaluate programs to reduce or eliminate sex bias; and 3) monitor laws related to sex discrimination in vocational education.

Joining the Council staff to implement this program is Dr. Lois McGovern who recently completed a pilot project at the Red Wing AVTI concerning women in non-traditional occupational training.

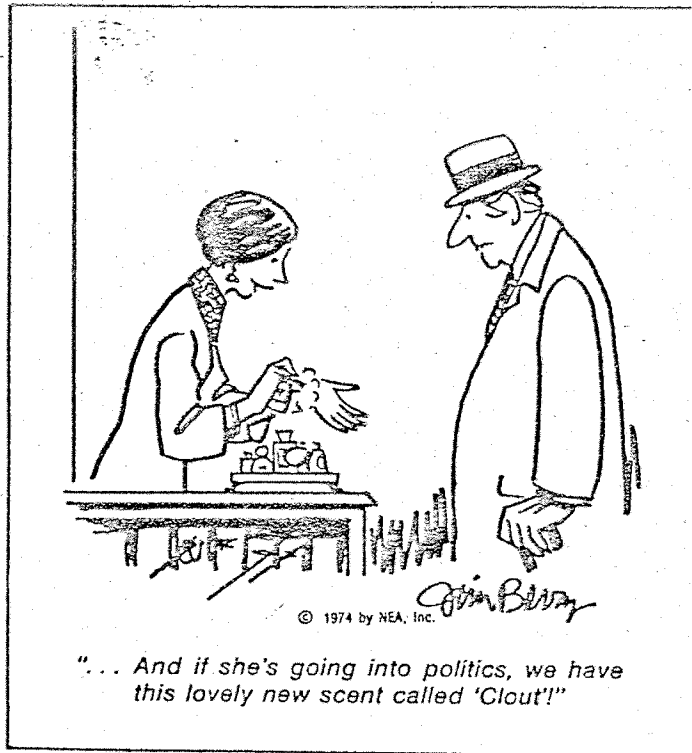
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TASK FORCE ON
FAMILIES

A Governor's Task Force on Families is soon to be named, and a grant of \$15,000 has been awarded to the Council to provide staff and services for the Task Force.

The purpose of the Task Force is to study how public laws and policies affect families in Minnesota. It will provide follow-up from the Conference on Families to be held in May, and issue reports and recommendations for legislative and administrative action.

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INVENTORY OF
WOMEN'S SERVICES

A Council contract with the Minnesota Council on Foundations will result in an inventory of women's services throughout the state of Minnesota. The purpose of the inventory is to provide private sector funders with information on current programs for women so that they can make informed decisions on grant requests. Free-lance writer Elin Skinner is compiling the information for the inventory.

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

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

(612) 296-8590

NEWSLETTER #16

APRIL 1978

IN THIS ISSUE

SPECIAL REPORT: WOMEN IN HIGHER EDUCATION

Enrollments

Degrees Awarded

Faculty

Faculty Salaries

family conference

There will be no public hearing in May. Instead, Council members will be attending the Governor's Conference on Families to be held May 22-23 at the Sheraton Inn Northwest in Brooklyn Park.

The conference is designed to describe families in Minnesota, provide a forum for the examination of public policies and programs affecting families, and generate recommendations for needed changes.

Coordinators for the conference are the Council on the Economic Status of Women and the State Planning Agency.

The conference is open to the public. For registration information, contact: Vickie DeSanto, 338 Nolte Center, University of Minnesota, 315 Pillsbury Drive S.E., Minneapolis, MN 55455, or call (612) 373-0064.

SPECIAL REPORT:

WOMEN IN
HIGHER EDUCATION

One measurable result of the changing role of women is clearly reflected in the patterns of enrollment in higher education in Minnesota. Women constitute an increasing proportion of undergraduate students in Minnesota colleges, and women have dramatically increased their numbers in graduate and professional schools.

This edition of the newsletter will document some of these changes. The information is based on testimony presented to the Council at a hearing on women in higher education in March. All data, except when noted, are from the Higher Education Coordinating Board.

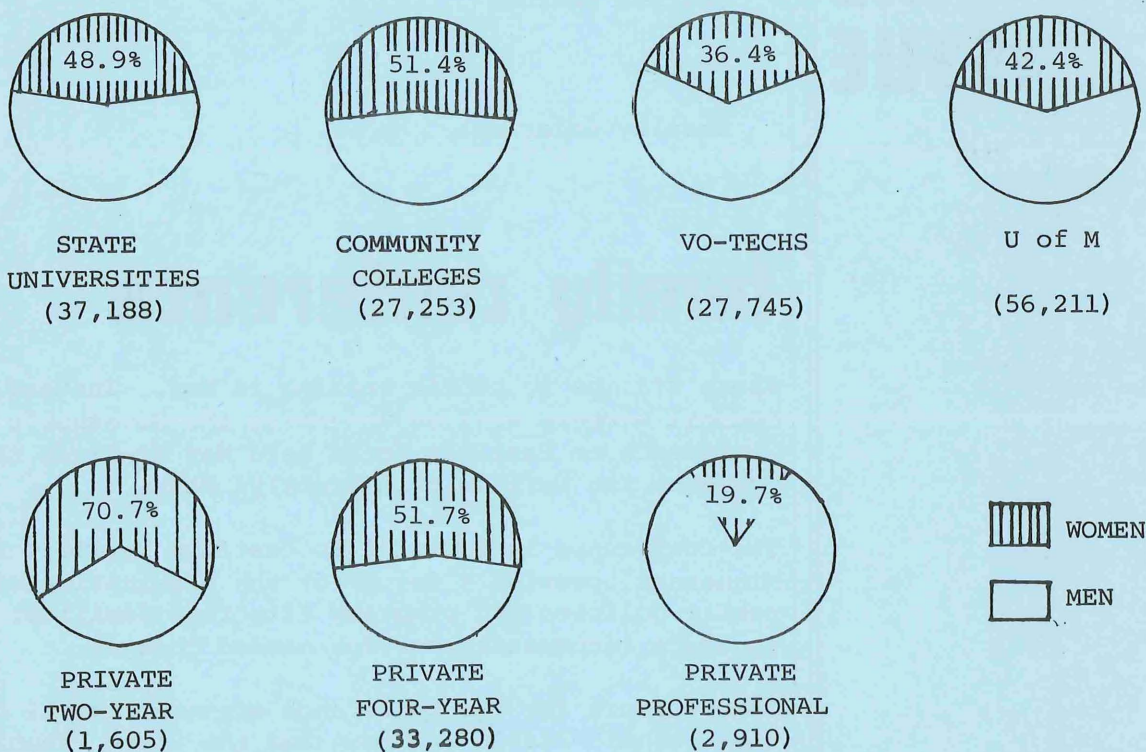
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ENROLLMENTS

● Except for the Area Vocational-Technical Institutes and a few of the smaller systems, enrollments in post-secondary education tend to be fairly evenly balanced between women and men:

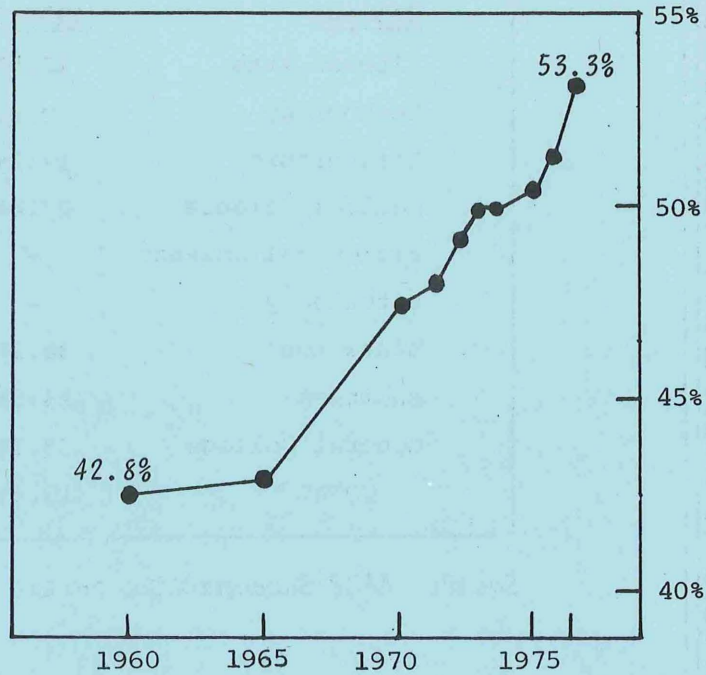
MALE AND FEMALE ENROLLMENT IN MINNESOTA POST-SECONDARY SYSTEMS, 1976

(Total enrollments are shown in parentheses)



● In 1960, total enrollment in all Minnesota collegiate institutions was 36.5 percent women. In 1977, total female enrollment had increased to 49.0 percent. As shown by the chart on the following page, women increased their proportion of new entering students by over 10 percent.

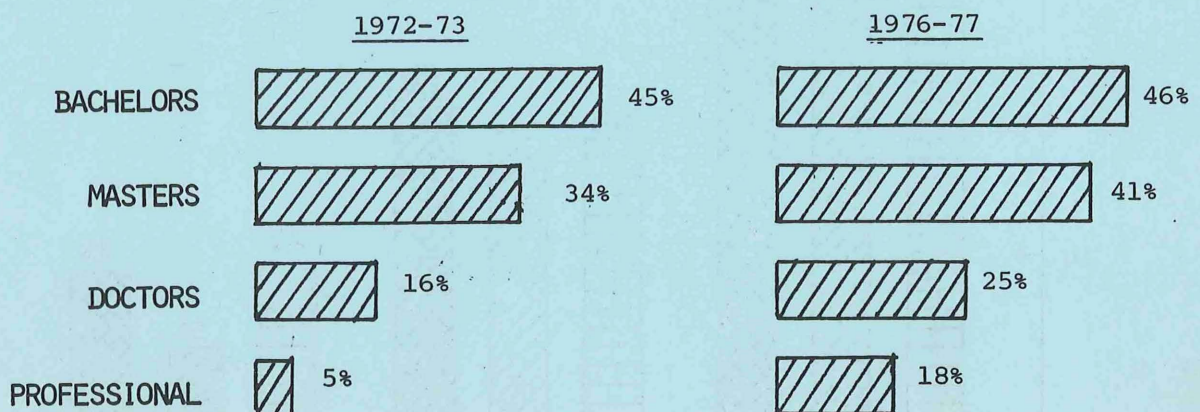
WOMEN AS A PERCENT OF ENTERING STUDENTS IN MINNESOTA COLLEGIATE INSTITUTIONS, 1960-1977



DEGREES AWARDED

● The proportion of degrees granted to women in Minnesota has also increased, particularly at the graduate and professional level:

PERCENT OF DEGREES GRANTED TO WOMEN AT MINNESOTA INSTITUTIONS OF HIGHER EDUCATION



FACULTY

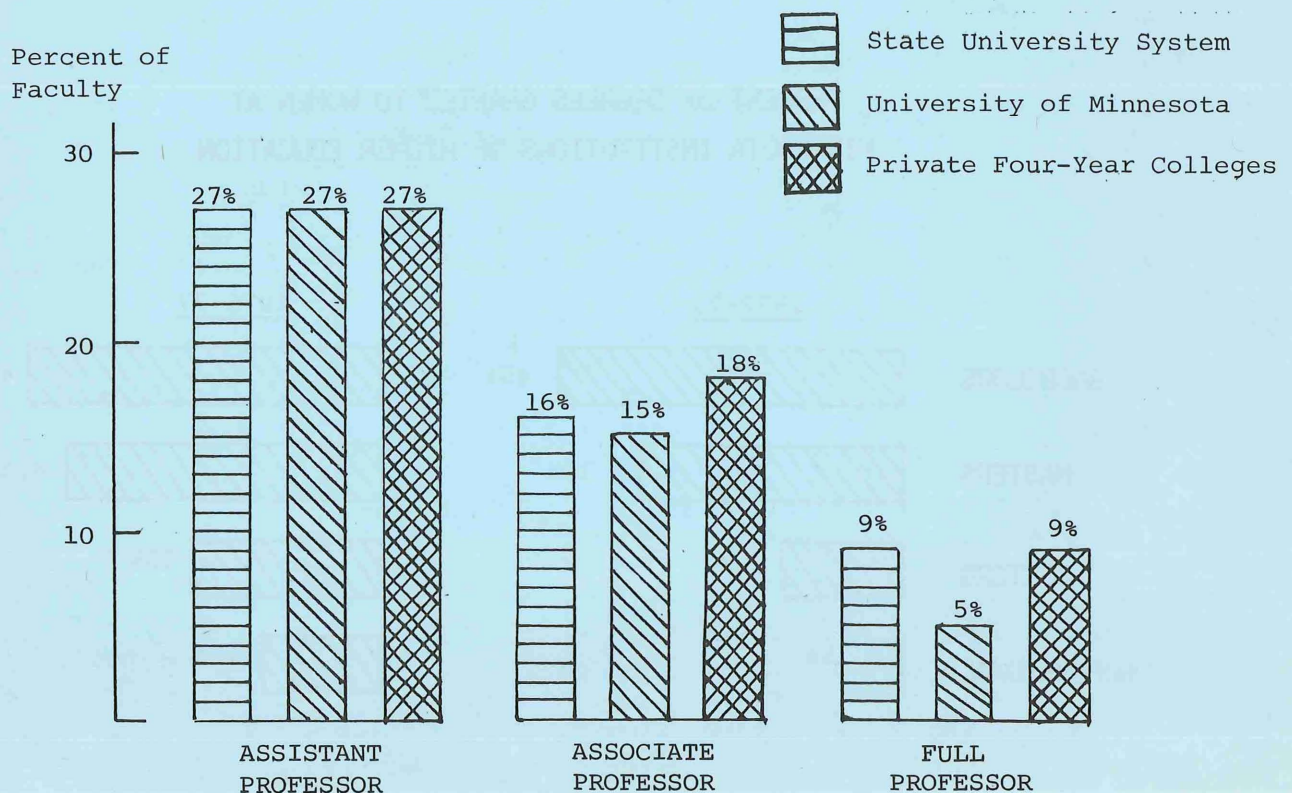
● Despite increasing numbers of women with advanced degrees, the percentages of women as full-time permanent instructional faculty have declined in many cases. The following chart shows the percentage of women faculty members at the University of Minnesota:

College	1950-51	1976-77
Liberal Arts	12.5%	14.3%
Technology	0.5%	1.6%
Agriculture	17.3%	15.9%
Medical Science	27.4%	18.3%
Biological Science	-	7.5%
Veterinary	-	7.3%
Education	35.2%	18.9%
Business	14.3%	1.7%
General College	33.3%	19.1%
TOTAL	15.4%	13.5%

Source: AAUP Subcommittee on the Status of Women

● Women also represent a declining proportion of faculty at succeeding higher ranks:

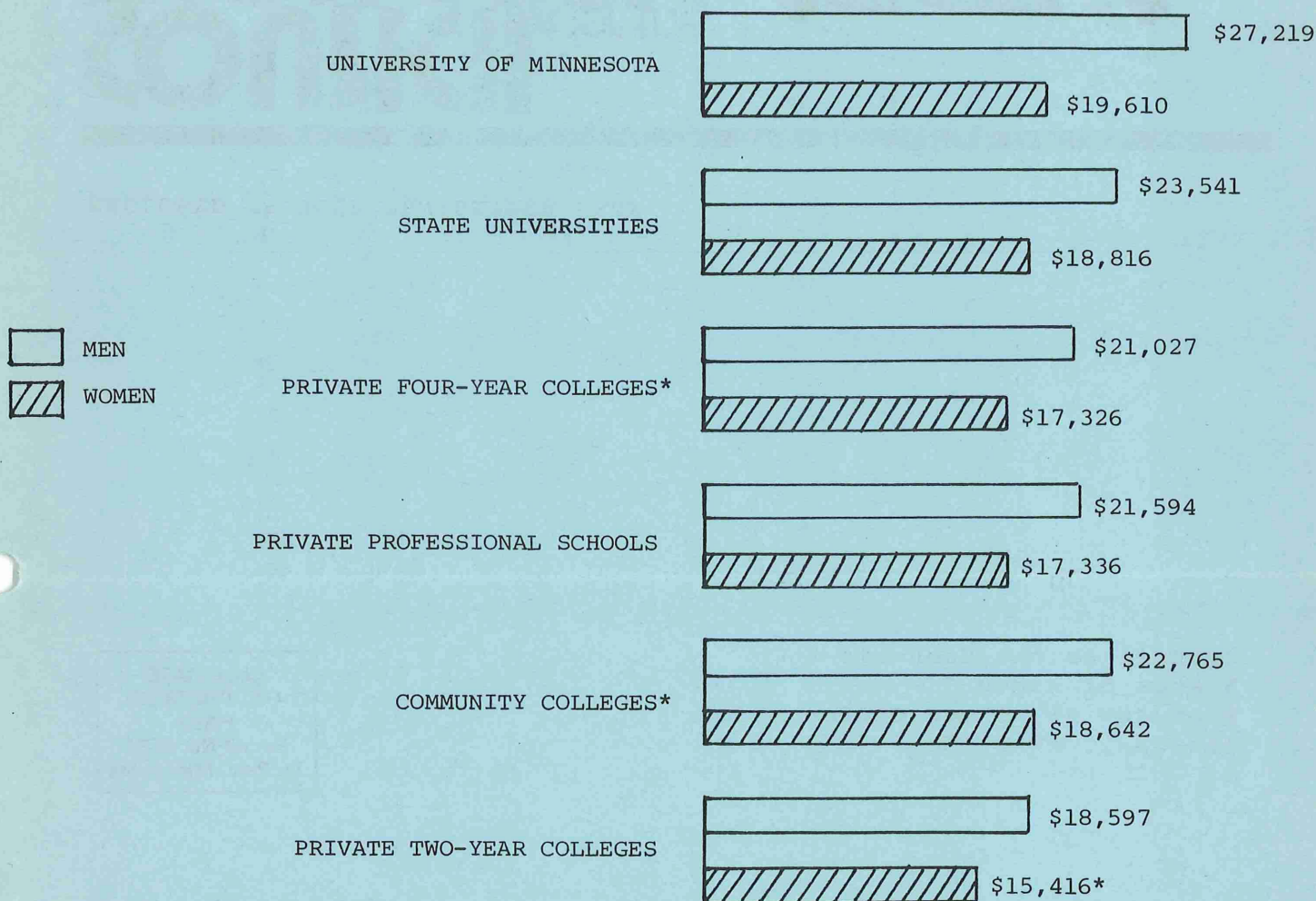
WOMEN AS PERCENT OF FULL-TIME MINNESOTA FACULTY, 1977-78



FACULTY SALARIES

- Salaries of women faculty members are lower than men's at all ranks and in all systems. The chart below shows total faculty salaries for each of the Minnesota systems:

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY
AT MINNESOTA INSTITUTIONS OF HIGHER EDUCATION, 1977-78



*Appointments are for 9-10 months, so salaries have been multiplied by 11/9 to make comparable with the others (which are for 11-12 month appointments).

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Interesting sidelights from the AAUP Subcommittee on the Status of Women:

- Currently 11.2 percent of the students in the University of Minnesota Institute of Technology are women. If present employment trends continue, it will take 450 years to reach 11.2 percent female faculty.
- There are currently no regular, full-time women faculty at the rank of assistant professor or above in the chemistry department of IT. If doctoral degrees awarded in chemistry are used as a measure of availability of women for faculty, the probability of selecting only men from the available pool is .0082.

COUNCIL for the ECONOMIC STATUS of WOMEN

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

(612) 296-8590

NEWSLETTER #17

MAY 1978

IN THIS ISSUE

Report on Rural Women:

Enrollments in agriculture rise

Court ruling changes taxes

Countryside Council names task force

Clearinghouse formed

Labor Force Data Reported

Information Line Tabulates Calls

Task Force on Families Named

public hearing

A public hearing on women and insurance will be held Thursday, June 22 at 1:00 PM in Room 57 of the State Office Building, St. Paul.

The hearing will focus on the availability, cost, and benefits of insurance coverage for women.

All hearings are open to the public as observers or participants. For more information, or if you wish to testify, please call Ava Baciak at 296-8590.

ENROLLMENTS RISE IN AGRICULTURE

From MINNESOTA AGRICULTURE, the Farmer's Union weekly newspaper:

More and more women are entering what used to be an almost completely male-dominated field -- agriculture.

For example, the number of women in agricultural majors at the University of Minnesota, St. Paul campus, has increased from 54 to 541 since 1965. And at the University of Minnesota Technical College at Waseca (UMW), an institution that specializes in technical education in agriculture, nearly 40 percent of the enrollment is female.

The highest concentration of women in agriculture at UMW occurs in horticulture, animal health technology, light horse management, and home and family services, but there are many individuals engaged in agricultural majors who plan to farm following graduation, according to staff at the Waseca school.

In agriculture, the rural woman is beginning to gain recognition for handling difficult decisions in finance and farm operation. Partnerships between husband and wife have become a valuable tool on the farm. Women are operating farms on their own. More and more, roles are not as rigid and as a result women are gaining ground -- personally, culturally, and economically in agriculture and related fields.

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COURT RULING CHANGES TAXES

Summarized below is a significant court ruling made in February 1978:

A widow who shared farm work with her husband can claim half the value of the farm as her own and need not pay inheritance taxes on it, according to a Minnesota Tax Court ruling which Governor Rudy Perpich announced in April the state would not appeal.

The case involved an Elbow Lake woman whose husband died in 1976. The couple had acquired a 160-acre farm in 1948, valued at \$176,586 at the time of the husband's death. The farm had been purchased for \$12,000 out of their joint earnings on farm jobs, was owned in joint tenancy, and was jointly operated.

The Tax Court said the couple borrowed money together, kept a joint bank account, and generally worked side by side. Said the court, "The testimony was uncontradicted that the appellant worked equally as hard as her husband toward the acquisition of all joint assets.

"She milked cows, cared for the pigs, sheep, turkeys, and beef cattle. She prepared meals for farm workers, operated farm machinery, did seeding, treated grain, loaded fertilizer, seed, soybeans and grain, cleaned and repaired equipment and buildings, and helped with the farm bookkeeping and purchasing."

The Minnesota Revenue Department argued that, without a prior agreement to share profits equally, a widow inherits the entire farm and is not given credit for her own work.

The Tax Court ruled, however, that "If the rights of ownership in jointly owned property are recognized in divorce proceedings, there is no reason in logic or equity to ignore these same rights in inheritance tax cases. The work and contributions made by each spouse in operating a family farm should be recognized as being adequate consideration in money or money's worth in considering a claim of ownership"

Prior to this ruling, a widow was taxed on the whole estate unless she could prove that she made an actual financial contribution to the farm business or unless a formal partnership agreement existed.

At the present time, the Revenue Department has requested an attorney general's opinion on how far to go in applying the ruling. Can they, for example, allow consideration of efforts in a non-income producing capacity? The answer will determine how much of a farm woman's contribution will be given recognition in the future.

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COUNTRYSIDE COUNCIL NAMES TASK FORCE

One of the first attempts to compile information about rural women in Minnesota will be undertaken by the Countryside Council. The Council, headquartered in Marshall, is an agency funded by the Kellogg Foundation to "improve the quality of rural life" in a 19-county area in the Southwestern part of the state.

The resolution establishing the Task Force on Rural Women states, "The Countryside Council shall sponsor a task force to deal with the economic status of women. It is recommended that the task force initiate and carry out data collection which would define rural women: who are they; where are they; what human services are available for them; what are their concerns, their talents, their conceptions of their problems and possible suggestions for solutions.

"The task force would look for ways to bring information and awareness to rural women concerning such things as social security benefits, retirement and/or pension plans, job opportunities, educational counseling, and child care. The task force would also look at expedient means of advocating change based on studies and data."

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CLEARINGHOUSE FORMED

Rural Women in Development, a project of the Washington office of ACTION, has requested information about programs in Minnesota related to rural women. They are interested in hearing about pilot projects and successful models which are dealing with social and economic needs of rural and farm women: college or university programs or centers; organizations composed of rural women; crisis centers or vocational education projects; women's centers or counseling services; cooperatives and other economic development projects; or publications or studies.

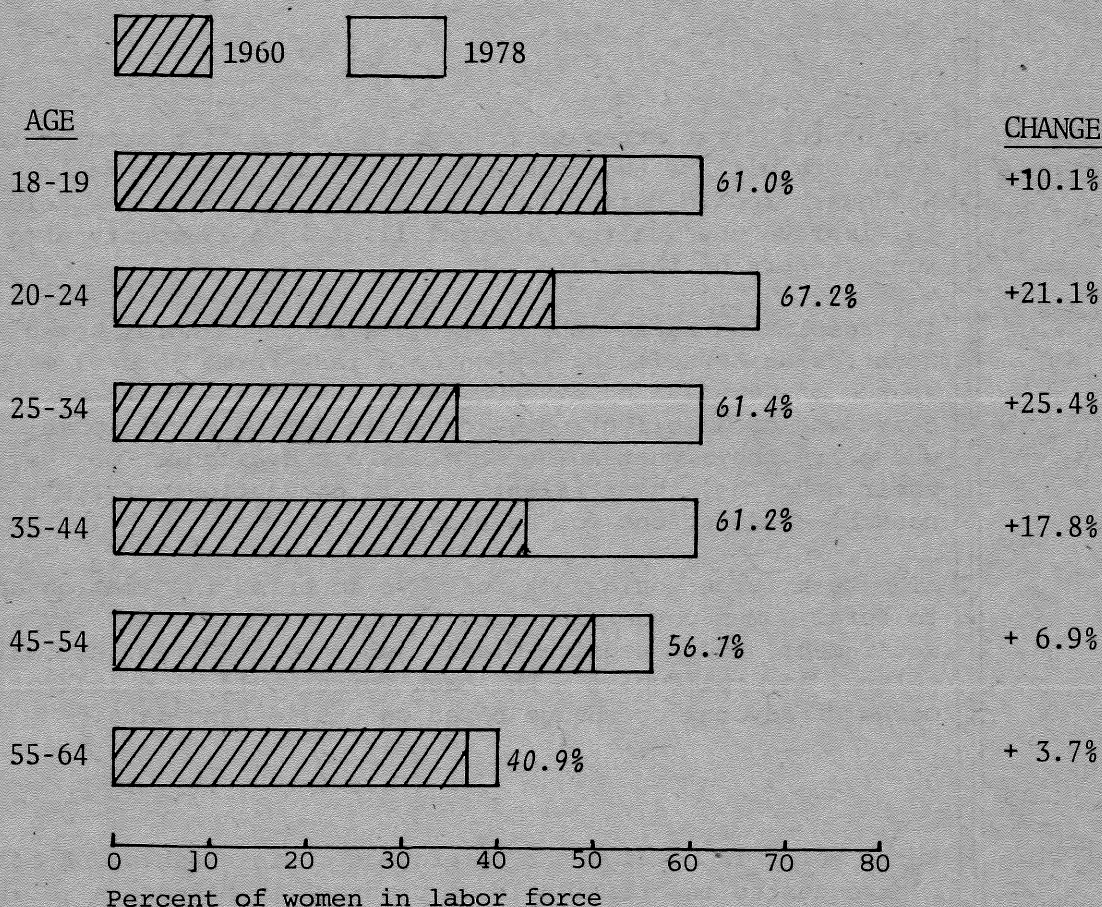
If you know of any such programs or studies, please call or write Nina Rothchild, 400 SW State Office Building, St. Paul 55155 or (612) 296-8590. The address for Rural Women in Development is c/o Anne B. Turpeau, ACTION, Room M-606, 806 Connecticut Ave. NW, Washington, D.C. 20525.

LABOR FORCE DATA REPORTED

The latest figures from the U.S. Department of Labor show that the phenomenal rise in women's labor force participation that has dominated the labor force scene in the post-World War II era continued in the early months of 1978.

Increases among women 25 to 34 years old remained the most surprising, since the majority are mothers with dependent children in the home. The labor force participation rate for 25- to 34-year-old women advanced 16 percentage points since 1970 and has advanced a total of 25 percentage points since 1960. Seasonally adjusted rates for March 1978 are shown below:

LABOR FORCE PARTICIPATION RATE BY AGE, U.S. WOMEN



As the employment of women continues to climb, the two-paycheck family has become a prominent feature of American life. In 1976, the latest year for which data are available, nearly 3 out of 5 families had two or more earners.

The image of the "average" family consisting of a husband, a non-employed wife, and two children is not borne out by the facts. In actuality, this type of four-person family accounts for only 7 percent of all husband-wife families.

INFORMATION LINE
TABULATES CALLS

The Women's Information Line, a state-wide toll-free number established in the Council office to answer questions related to the legal and economic status of women, has compiled statistics on the calls received during its first four months of operation.

437 total calls were received from November 10, 1977 to March 15, 1978. Of the 437 calls, 536 different subjects were involved.

393 calls were requests for information from the hotline, and 44 calls were related to regular Council activities. A record was tabulated from the WATS line only, as local calls were too numerous and frequent to keep accurate records. Categories of calls were:

Financial received 129 calls relating to: insurance, social security, inheritance laws, pensions, credit, taxes, joint ownership, and debt;

Employment & Training received 68 calls relating to: needs training or guidance, needs employment, discrimination in employment, pregnancy and other disabilities;

Divorce, Annulment & Separation received 68 calls related to: custody, child support, visitation, property settlement, paying fees, and disputes with attorney;

Family Problems received 36 calls related to such matters as spouse abuse, sexual assault, incest, pregnancy, child abuse, chemical dependency, and adoption;

Basic Needs received 31 calls which dealt with health/medical, housing, child care, emergency assistance, and social services;

Miscellaneous Other received 213 calls related to such matters as Title IX, ERA, women's organizations, statistics, Council business, human rights laws, and displaced homemakers.

The Information Line is funded on a pilot basis through a grant from the Otto Bremer Foundation of St. Paul and is staffed through a CETA grant from Ramsey County.

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FAMILY TASK FORCE
NAMED BY GOVERNOR

Governor Rudy Perpich has named a 14-member Task Force on Families to study public policies which affect the needs and stability of family units. The task force will begin its work at the Governor's Conference on Families, and will make recommendations to various levels of government.

Members of the task force are: Sen. Jerome Hughes, Rep. Ann Wynia, Bea Kersten, all of St. Paul; Richard Conner, Grace Harkness, Doris Huspeni, Ida-Lorraine Wilderson, all of Minneapolis; Linda Gontjes, Duluth; Bette Hillemeier, Olivia; Kirk Jeffrey, Northfield; Ernie Jenkins, Garrison; Robert McCauley, Hibbing; Shirley Utzinger, Marshall; and Heladio Zavala, St. Cloud.

Sheila Moriarity O'Fahey has been selected to serve as Administrative Coordinator for the task force. Her office is in 400 SW, State Office Building (296-8432). O'Fahey has been a teacher, an editor, and has written a series of books for high school social studies students.

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(612) 296-8590

NEWSLETTER #18

JUNE 1978

IN THIS ISSUE

Conference on families well attended

Women work longer, harder than men

Report shows women's status

Apprenticeship rules issued

Few legislators are women

SCHEDULED EVENTS

The Women's Roundtable is sponsoring an all-day program on CHILD CARE on Thursday, August 3, from 9 AM to 3 PM in Room 400 SW, State Office Building.

The workshop will examine alternatives in child care and will discuss strategies for increasing the availability of child care.

All interested persons are invited to participate. For further information, call Nina Rothchild or Cheryl Hoium at 296-8590.

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The Council on the Economic Status of Women will meet on Thursday, July 20, at 1:00 PM in Room 57 of the State Office Building.

The Council will review its program and make plans for the coming year. In addition, reports from other women's programs will be presented.

All Council meetings are open to the public.

CONFERENCE
ON FAMILIES
WELL ATTENDED

Over 400 participants attended the Governor's Conference on Families held in Brooklyn Park May 22 and 23. The conference, co-sponsored by the Council on the Economic Status of Women, addressed the impact of government policies on families in Minnesota.

In addressing the conference, the governor stated: "One thing that concerns me is that government policies contribute to some of the pressures on families, when the opposite ought to be true. That is why I'm asking the participants in this conference to focus on ways to better adapt public policy to the needs of families. I am seeking suggestions for helping families function more effectively."

"Government policies already have tremendous impacts on the family. Yet in the past nobody really has looked out for the families when those policies have been put together. We have lobbyists representing special interests, but who speaks specifically for families?"

"In all of your discussions I hope you'll consider the need for public policies to allow families to make their own decisions as much as possible. We need to remove rules and restrictions that deprive families of flexibility, whether it be in day care arrangements, in care of the elderly, or in housing."

"Our families are of many types. There are single-parent families, elderly couples, extended kinship groups, and all the others. We need to keep this diversity in mind as we discuss government policies affecting families."

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WOMEN WORK
LONGER, HARDER
THAN MEN

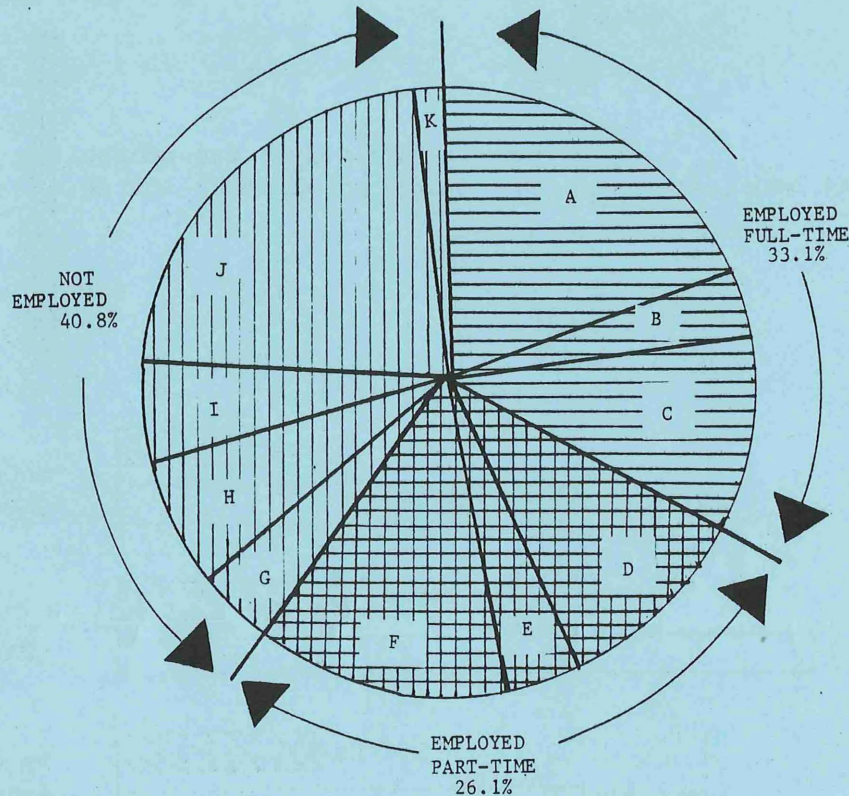
A recent time-use survey by the Institute for Social Research at the University of Michigan showed that employed women work longer and harder on the job than men do. According to the study:

- The average employed man spends 52 minutes (11 percent) of each working day not working -- in scheduled coffee breaks, in unscheduled break time relaxing or conversing, or in extended lunch break time. The average working woman spends just 35 minutes (8 percent) in these ways.
- Craftsmen, operatives, males, young people, and individuals with high monthly incomes spend the most time in either formal or informal work breaks.
- The effort given to the job (based on a "work effort scale") reveals that the effort given to the job by women is 112 percent of that given by men. When education, years of work experience, and total yearly work hours are taken into account, this figure is 115 percent.
- Professionals, union members, part-time employees, and unmarried women expend the greatest effort per hour at work.
- On the average, the working man makes \$7.00 per hour and the working woman \$4.34 per hour. When work hours are adjusted to account for total break time and time spent for on-the-job training, these wage rates become \$8.48 for men and \$4.86 for women.

REPORT SHOWS WOMEN'S STATUS

CURRENT POPULATION REPORTS, issued by the Bureau of the Census, contains the most recent estimates of demographic data and money income for the state of Minnesota. The report is based on a survey conducted in the spring of 1976. Selected data for the state of Minnesota show:

STATUS OF MINNESOTA WOMEN, AGE 14 & ABOVE, 1976



EMPLOYED (59.2%)		NOT EMPLOYED (40.8%)	
A. Full-time, 50-52 wks.	19.5%	G. Ill or disabled	4.0%
B. Full-time, 40-49 wks.	3.6%	H. Retired	6.7%
C. Full-time, under 40 wks.	10.0%	I. In school	6.7%
D. Part-time, 50-52 wks.	10.2%	J. Keeping house	22.1%
E. Part-time, 40-49 wks.	2.9%	K. All other reasons	1.2%
F. Part-time, under 40 wks.	13.2%		

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A substantial number of women are employed in part-time work. The main reason given for not working full-time is:

KEEPING HOUSE	44.3%
IN SCHOOL	27.1%
LOOKING FOR WORK	15.6%
ILL OR DISABLED	4.6%
OTHER	8.4%

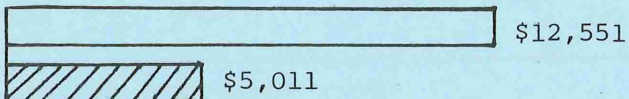
Income disparities between men and women tend to be wide. The following chart shows mean total money income by sex in Minnesota in 1976:

AVERAGE INCOME BY SEX, MINNESOTA 1976

Male Female

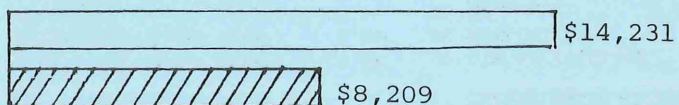
*Women's Income
as Percent of Men's*

ALL PERSONS,
AGE 25 & ABOVE



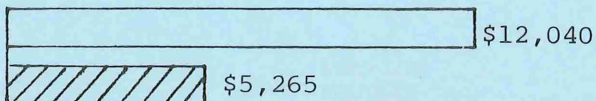
40.0%

ALL PERSONS, AGE 14 & ABOVE,
EMPLOYED FULL-TIME, YEAR-ROUND



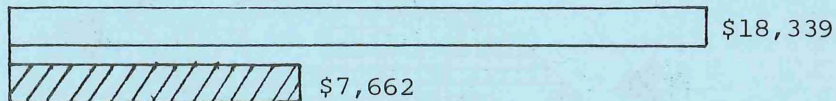
57.7%

HIGH SCHOOL GRADUATES,
AGE 14 & ABOVE



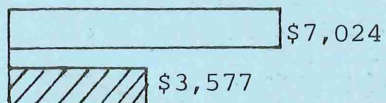
43.7%

COLLEGE GRADUATES,
AGE 14 & ABOVE



41.8%

ALL PERSONS,
AGE 65 & ABOVE

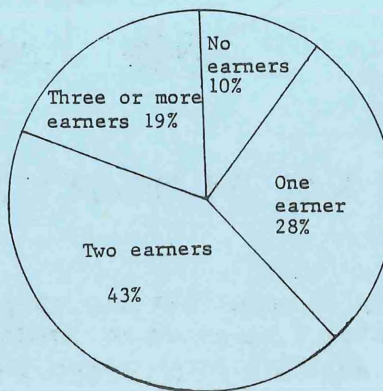


50.9%

As the chart below shows, the multiple-earner family has now become the norm in Minnesota:

MINNESOTA FAMILIES

BY NUMBER OF EARNERS, 1976



APPRENTICESHIP RULES ISSUED

New rules requiring goals and timetables for women in registered apprenticeship programs have been issued by the U.S. Department of Labor. The goal to be set for women is one half of the number of employed women in the labor market area. As women constitute over 40 percent of the Minnesota labor force, most goals for an entering class of apprentices would be at least 20 percent female. In July 1977, only 0.005% of the state's 5,798 apprenticeship positions were filled by women.

The new rules went into effect June 12. State apprenticeship councils have 60 days from the effective date to revise state plans, and all registered apprenticeship programs have 90 days from the effective date to comply with the new requirements.

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FEW LEGISLATORS ARE WOMEN

Despite its reputation as a progressive state for women, Minnesota ranks 30th in the percentage of state legislators who are female. The following information was compiled by the National Women's Education Fund:

WOMEN STATE LEGISLATORS As of January 1978

Rank	State	Number of Legislators	Percent Women	Rank	State	Number of Legislators	Percent Women
1	New Hampshire	424	27.6%	26	Massachusetts	280	7.5%
2	Connecticut	187	19.8	27T	Alaska	60	6.7)
3	Arizona	90	17.8	27T	Kansas	165	6.7)
4	Maine	184	16.3	29	Texas	181	6.6
5T	Colorado	100	15.0)	30T	Minnesota	201	6.5)
5T	Washington	147	15.0)	30T	Wyoming	92	6.5)
7	Vermont	180	14.4	32T	Ohio	132	6.1)
8	North Carolina	170	13.5	32T	Nebraska	49	6.1)
9	Delaware	62	12.9	34	Indiana	150	6.0
10	North Dakota	150	12.7	35	South Carolina	172	5.9
11	Hawaii	76	11.8	36T	Kentucky	138	5.8)
12	Nevada	60	11.7	36T	Utah	104	5.8)
13	Florida	160	11.3	38	Virginia	140	5.7
14	Maryland	188	11.2	39	Michigan	148	5.4
15	Oregon	90	11.1	40	Georgia	236	5.1
16	New Jersey	120	10.8	41	California	120	5.0
17	Iowa	150	10.0	42	Oklahoma	149	4.7
18T	South Dakota	105	9.5)	43	New Mexico	112	4.5
18T	Idaho	105	9.5)	44	Pennsylvania	253	4.4
20	Montana	150	9.3	45	New York	210	3.8
21	Wisconsin	132	9.1	46	Tennessee	132	2.3
22	West Virginia	134	9.0	47	Arkansas	135	2.2
23	Illinois	236	8.9	48	Alabama	140	2.1
24	Missouri	197	8.6	49	Louisiana	144	1.4
25	Rhode Island	150	8.0	50	Mississippi	174	1.2
					Average		9.3%

"A Woman's Place is in the House . . . and in the Senate"

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NEWSLETTER #19

JULY/AUGUST 1978

IN THIS ISSUE

New Council members named

Task Force on Housing established

SPECIAL REPORT: WOMEN & UNEMPLOYMENT

public hearing

WEDNESDAY, AUGUST 23, 10:00 AM, IN WILLMAR

Rooms A, B, C, Campus Center, Willmar Community College

The hearing is 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 laws?
- Are there problems with access to social services?
Family and children's services? Legal services?
Health services?
- Do women have equal access to credit? Insurance?
- Do women have equal educational opportunities?

We always need help in identifying persons who can testify at public hearings, so if you are willing to help or to testify yourself, call toll-free 1-800-652-9744.

In September, the Council will travel to Northern Minnesota and Duluth for additional public hearings.

COUNCIL MEMBERS APPOINTED

The Office of the Governor recently announced the appointment of four new public members to the Council on the Economic Status of Women. The Council membership was expanded in the last legislative session to provide wider representation of the public. Appointed to two-year terms are:

THERESIA CRISLER, Minneapolis, an attorney in private practice. She is a 1976 graduate of Northwestern University School of Law, and international representative of the National Council of Negro Women, and serves on the boards of the Minneapolis Urban YWCA and the Minneapolis Urban Coalition.

MARY HOFBAUER, Cass Lake, project director of the Parent-Community Technical Assistance Project for the Minnesota Chippewa Tribe. Before coming to Minnesota in 1974, Hofbauer monitored education programs on six reservations in Michigan.

MARIA KAUTTO, Nashwauk, a teacher at Keewatin Elementary School. Kautto, who came to Minnesota as a migrant worker, graduated from Albert Lea High School and received a B.S. degree from Mankato State University.

DELORES MCCLERNON, Tenney, a farm wife and medical records librarian. She has served as a PTA vice president, 4-H adult leader, and as secretary of the Diocesan Council of Catholic Women. She has also been active in workshops for rural women and in programs for senior citizens.

The Governor also re-appointed the eight public members currently serving on the Council.

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HOUSING TASK FORCE NAMED

The first organizational meeting of the Council's special Task Force on Housing was held Wednesday, August 2, in the State Office Building, St. Paul. The Task Force will focus on the availability of housing for women and children, particularly low-income families with a single parent.

Representation on the Task Force includes state and federal agencies, business and labor, and consumer interest groups. Government representation includes: the State Planning Agency, the Housing Finance Agency, the Housing and Redevelopment Authority, the Metro Council, the Department of Housing and Urban Development, and the Human Rights Department.

Housing industry membership includes representatives of realtors, home-builders, mortgage bankers, rental companies, and the building trades. The public is represented by persons from the Tenants Union, the Urban League, the Emergency Housing Coalition, Commonsplace, the Children's Lobby, Legal Assistance of Ramsey County, and several other advocacy organizations.

The Task Force, which also includes Council members, will study ways in which affordable housing can be provided for women with children. Recommendations for action will be made to the full Council prior to the 1979 legislative session.

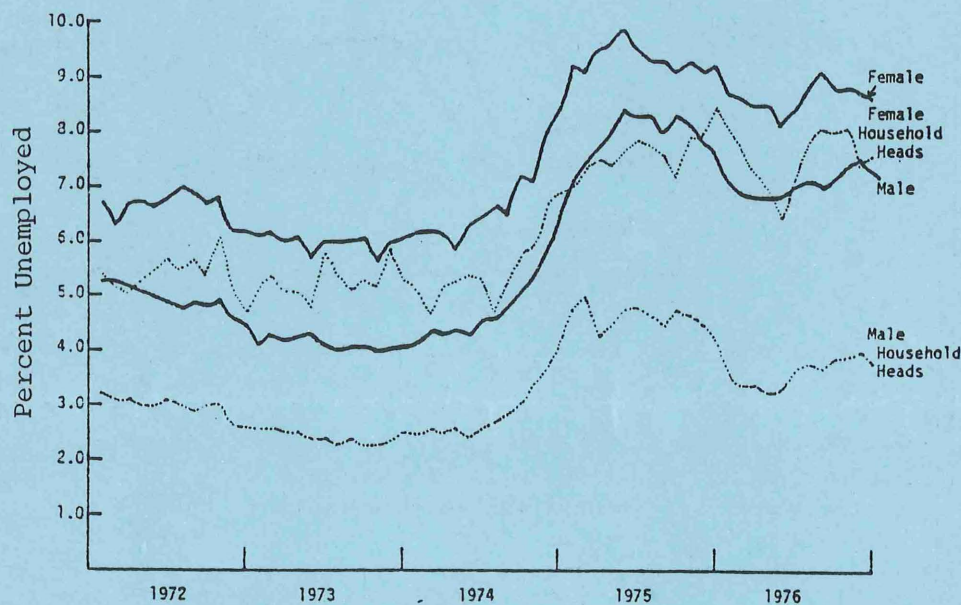
SPECIAL REPORT: UNEMPLOYMENT

Although unemployment rates have declined in recent years, and although Minnesota rates are generally lower than national rates, unemployment rates are consistently higher for women than for men.

Federal statistics show that during the year 1977 unemployment rates dropped significantly for white men (from 6.2% to 4.7%), for white women (from 7.4% to 6.7%), and for adult black men (from 7.4% to 6.7%). There was little or no improvement, however, for black women, whose jobless rate dropped only marginally from 11.5% to 11.2%.

Shown below are national rates for men and women:

U.S. UNEMPLOYMENT RATES BY SEX & HOUSEHOLD STATUS, 1972-1976



As can be seen from the above, the higher rates for women are even more marked for female household heads, and the gap between female household heads and male household heads is wider than the gap between all females and all males.

In addition to the fact that women generally have high levels of unemployment, many economists feel that the "true" level is underestimated by the official counts, since many more women than men choose to withdraw from the labor force.

It is possible that if an unemployment concept included not only the unemployed, but also discouraged workers, those working part-time but seeking full-time work, those working full-time but earning wages below the official poverty line, and those working below their educational skill level, women would probably have an even greater discrepancy than men in their level of unemployment.

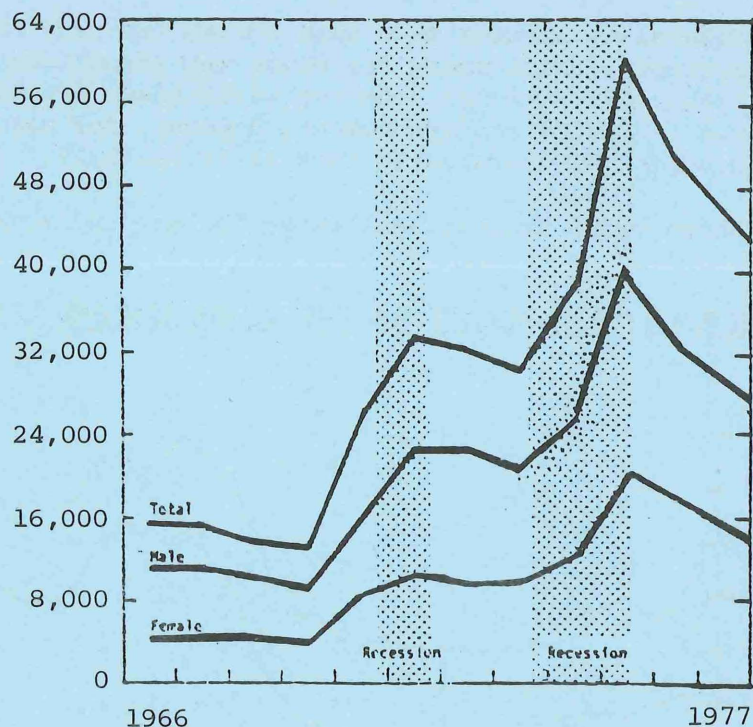
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Note: Unless otherwise indicated, this special report is based on information from the Minnesota Department of Economic Security.

UNEMPLOYMENT

(con't)

● Although unemployment rates are higher for women than for men, the number of insured unemployed is lower for women. The graph below shows the annual average insured unemployed in Minnesota, 1966-1977:



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● Insured unemployed women tend to be older than their male counterparts. The following chart shows the percentage distribution of average insured unemployment by age and sex in Minnesota in 1977:

	<u>Male</u>	<u>Female</u>
Under 25	32.0%	29.7%
25 - 34	31.2	28.2
35 - 44	14.1	15.6
45 - 54	11.7	14.7
55 - 64	9.9	10.7
65 +	1.1	1.1

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● Women also tend to have slightly longer periods of unemployment than do men. Shown below is the median current duration of unemployment by sex in Minnesota (in weeks):

	1977	1976	1975	1974	1973	1972	1971	1970
Male	8.1	8.1	9.7	9.5	9.0	9.8	9.3	8.2
Female	9.2	9.5	10.9	10.9	10.9	10.9	10.8	9.4

UNEMPLOYMENT (con't)

Unemployment rates generally relate to individuals rather than to families. A substantial number of the unemployed, however, live in households where another family member has employment.

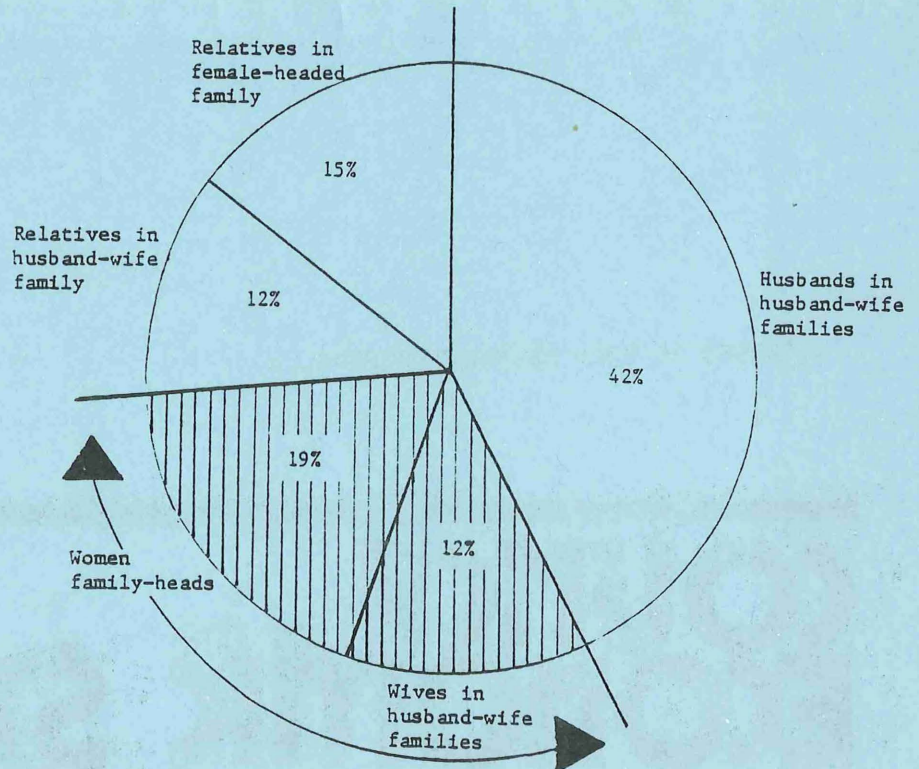
- As the chart below shows, unemployed women in female-headed families are the most likely to live in a family with no other employment:

<u>UNEMPLOYED PERSON</u>	<u>PERCENT WITHOUT OTHER HOUSEHOLD INCOME</u>
<u>In Husband-Wife Family</u>	
Husband	52%
Wife	15%
Relatives	12%
<u>In Female-Headed Family</u>	
Women	81%
Relatives	35%

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- The graph below shows a percentage distribution of unemployed persons where there is no other family wage income. As can be seen, women family heads, wives in husband-wife families, and relatives in female-headed families account for almost half of the unemployed.

UNEMPLOYED PERSONS, NO OTHER FAMILY WAGES U.S. 1977



Source: U.S. Department of Labor, Division of Employment and Training - data for U.S., 1977

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400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #20

SEPTEMBER 1978

IN THIS ISSUE

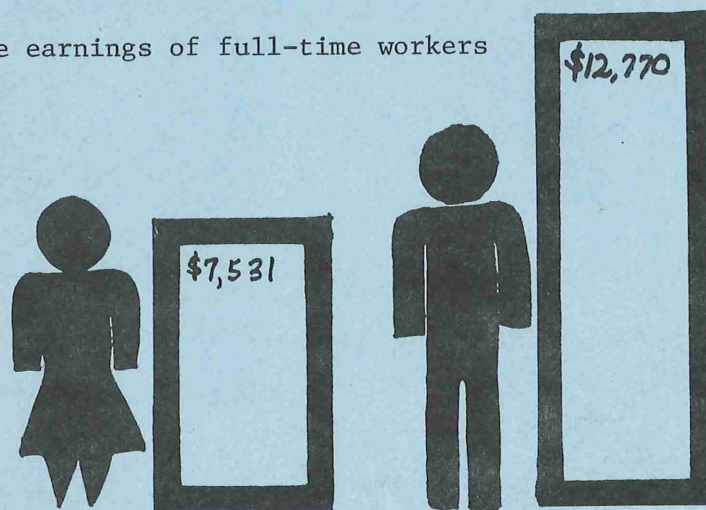
SPECIAL ISSUE: PROGRAM SUMMARY, 1976 - 1978

The Council was established by the legislature in July 1976 to study all matters relating to the economic status of women in Minnesota. Recommendations were to be made to the legislature and the governor, with the goal of enabling women to achieve full participation in the economy.

This issue summarizes Council efforts to date, and plans for future activities.

latest data on earnings gap

Average earnings of full-time workers



Source: U.S. Department of Labor

HEARINGS

The Council has held 23 public hearings over this two-year period. 14 were held in the Twin Cities metropolitan area, and 9 in various outstate locations. 16 were devoted to specific topics, and 7 were "open" - individuals could speak to any area of particular concern to them.

A wide variety of organizations and individuals have had the opportunity to share their views and make recommendations - homemakers, employed women, older women, single-parent families, women of color, low-income women, and many others have contributed. Information and insights gained through this process have been invaluable for the work of the Council.

REPORTS

When hearings and studies of a particular topic have been completed, the Council issues a report containing findings and recommendations. Reports are available to all interested citizens through public libraries. To date, four reports have been published, and an additional four are nearing completion:

- MINNESOTA WOMEN: A PROFILE is a statistical chartbook with information on many aspects of women in Minnesota. A slide presentation based on the report is available to community groups.
- MINNESOTA WOMEN: STATE GOVERNMENT EMPLOYMENT is a study of the civil service as it affects women employees.
- MINNESOTA WOMEN: WORK AND TRAINING surveys women in the labor force, "re-entry" women, job training, and vocational education.
- MINNESOTA WOMEN: INCOME AND POVERTY is a study of economic status with special emphasis on two groups most vulnerable to poverty - elderly women and single-parent families.
- MINNESOTA WOMEN AND EDUCATION (in process) studies women as students and staff in elementary, secondary, vocational, and higher education systems.
- MINNESOTA WOMEN: NON-WAGE INCOME (in process) deals with insurance, pensions and other retirement income, credit, and taxes as they affect the economic status of women.
- PROCEEDINGS from the GOVERNOR'S CONFERENCE ON FAMILIES (in process) outlines the examination of public policies and programs affecting family life. The conference was co-sponsored by the Council on the Economic Status of Women and the State Planning Agency, with help from both public and private funding.

LEGISLATION

Council staff, with the help of student interns, reviews all legislation for its effect on women, and presents bills to the Council for its review and endorsement. Staff testifies in support of or in opposition to bills considered at legislative hearings. Specific legislation is written and introduced as an outcome of Council study and recommendations - for example, the training rider for state personnel and the divorce reform bill. A total of 25 bills were endorsed by the Council in the last two sessions, 18 of which became law.

PUBLIC

INFORMATION

The Council office responds to many telephone requests for help and information about the status of women. Examples are: information on legislation, new women's programs, possible discriminatory practices, requests for statistics, or listings of resources. Although no log is made of these requests, they probably average about 10 per day.

Other mechanisms for informing the public and "staying in touch" include:

- Women's Information Line is a state-wide, toll-free number* to provide information on legal and economic matters related to women. A CETA-funded staff position was provided for this project through Ramsey County, and funding for other expenses was provided by a \$3,000 grant from the Adolph Bremer Foundation. In one four-month period, 437 calls were received; the total calls received since the beginning of the project is probably close to 1,500.
- "A Woman's Place" is a newspaper column written in question-and-answer format covering such topics as displaced homemakers and equal credit opportunity. Cheryl Hoium, Council staff member, compiles and has written the columns which have been sent to non-metropolitan papers throughout the state. An informational booklet combining the columns will be published in October.
- Council staff receives many requests for speaking engagements with community groups concerned about the economic status of women. More than 70 groups, including churches, employee groups, schools, unions, and others have used Council speakers for their programs.
- This newsletter, published monthly, is sent to a mailing list including more than 2,400 persons and organizations throughout the state. Of these, about 450 are mailed to the St. Paul area, 690 to Minneapolis, and 1,260 to outstate addresses.

* WOMEN'S INFORMATION LINE: 1-800-652-9744

SPECIAL
PROJECTS

The Women's Roundtable is a monthly meeting of representatives from organizations which have statewide membership and an interest in women's issues. Its purpose is to provide a forum for the sharing of ideas and information among member organizations. The Roundtable has sponsored two all-day workshops, one on the legislative process and one on the economics of child care.

The Vocational Education Project is enabled by a grant from the Department of Education of \$16,000 per year. The purpose of the project is to monitor and evaluate sex bias and stereotyping in vocational education in Minnesota. Monitoring will include review of data on students and staff in secondary schools, vocational centers, and area vocational-technical institutes. On-site visits of programs will also be conducted.

The Governor's Task Force on Families is composed of 15 members who review information from the Family Conference held in May, hold open forums, study the effect of public policies and programs on families, and report their findings and recommendations to the governor and the legislature. Funds for the project are provided through the governor's office, with the Council providing staff and office space. Administrative Coordinator for the Task Force is Sheila O'Fahey; assistant is Stephanie Levy.

The Council's Housing Task Force is composed of 28 individuals representing a wide variety of perspectives on housing issues. This newly-formed group will share information and study the adequacy of housing for women and children. Recommendations for statewide action will be made to the full Council.

An Inventory of Women's Services in Minnesota will be published soon through a contract with the Minnesota Council on Foundations. The Council has compiled this inventory for the purpose of providing private sector funders with information on which to base decisions about grants for women's programs.

FINANCES

For all its activities, the Council has utilized special grants from government and/or private agencies whenever possible and appropriate. Beyond such special grants, we use funds appropriated by the legislature. From July 1, 1977 through June 30, 1978, the Council budget of \$61,626 was spent as follows:

Council per diem & expenses ...	\$ 7,577
Staff salaries & travel	27,303
Contract services	6,535
Communications costs	19,256
Miscellaneous	648
	<u>\$61,319</u>
	307 balance

This level of funding will continue, with a slight increase for inflation: for the fiscal year ending June 30, 1979, the Council has received an appropriation of \$70,000.

FUTURE ACTIVITIES

In addition to continuing and completing work in process, the Council anticipates future activities in several areas:

- A Report to the Legislature: 1979 Legislative Program will be published. The report will summarize findings of Council studies to date and present comprehensive recommendations regarding state laws and programs affecting the economic status of women.
- A study of Private Sector Employment will be completed, to include:
 - analysis of employment practices and policies to determine the extent and effectiveness of private sector initiatives in providing equal employment opportunity for women;
 - review of state agency regulatory powers to determine methods of encouraging affirmative action efforts;
 - monitoring of new apprenticeship regulations, which require expanded opportunities for women in apprenticeships.
- Further review of state agencies and their programs for their impact on women's economic status, including:
 - monitoring of internal employment practices and data collection;
 - study of data collection and reporting practices of programs administered by state agencies, or receiving state funds;
 - evaluation of such programs to determine adequacy and effectiveness in meeting the needs of women as well as to ensure equal access and equitable treatment for women within the programs.

For these and other projects, the same methods and approaches will be used that have been effective in the first two years: hearings and research will be conducted, findings assembled and recommendations developed. The on-going functions of providing public information and serving as a resource on the status of women will continue and expand.

correction

The July/August newsletter contained a typographical error in the special report on unemployment. Federal statistics on unemployment rates should have been given as:

	Unemployment Rate	
	1976	1977
white men	6.2%	4.7%
white women	7.4%	6.7%
black men	11.3%	9.1%
black women	11.5%	11.2%

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

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

(612) 296-8590

NEWSLETTER #21

OCTOBER 1978

IN THIS ISSUE

SPECIAL REPORT: MINNESOTA FAMILIES

Household characteristics

Family characteristics

Labor force status

Income levels

Council publishes "A WOMAN'S PLACE"

COUNCIL MEETING

The next Council meeting will be held Friday, November 17, 1978, in Room 14 of the State Office Building, St. Paul, at 1:00 PM.

Agenda for the meeting includes a budget review; discussion and approval of the Council's next report on insurance, pensions, Social Security, and taxes; a report from the Task Force on Housing; and a report on an apprenticeship study.

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

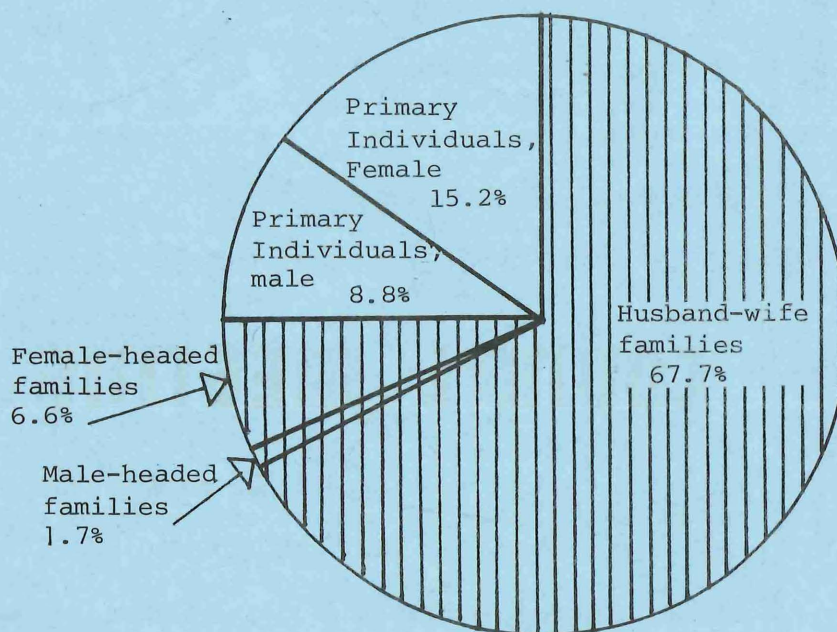
This SPECIAL REPORT ON MINNESOTA FAMILIES is based on presentations made at the Governor's Conference on Families by the Office of the State Demographer. Data are preliminary, and are taken from a statewide household survey conducted in April, 1977.

In this report, the following definitions are used: "household" refers to all persons living in a single housing unit; "family" refers to two or more persons related by blood, marriage, or adoption who live in a single household; and "primary individuals" are unrelated persons who live in a single household. The "head" of a husband-wife family, by census definition, is the male.

* * * * *

- While households have increased 16 percent since 1970, families have increased by only 11 percent. In 1977, there were 1,333,000 households in Minnesota and 1,014,000 families:

MINNESOTA HOUSEHOLDS BY FAMILY STATUS, 1977



1,333,000 Households

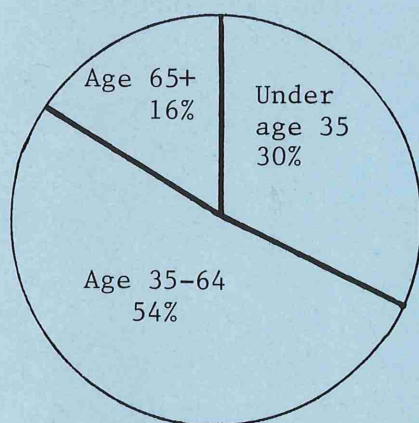
- There are regional differences in household and family characteristics. The Twin Cities metropolitan area has more female-headed families, a higher proportion of children under 18 living at home, and more primary individuals than the balance of the state.

● Average family size has declined in the 'seventies, and families have fewer children. Two-person families have increased since 1970, and families of six or more persons have decreased.

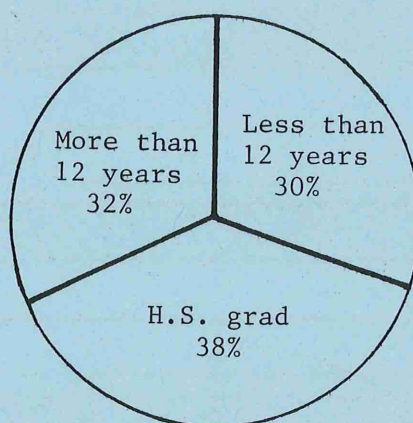
● The average family size in 1977 was 3.41, down from 3.69 in 1970; and the average number of children per family was 1.22 in 1977, down from 1.46 in 1970.

CHARACTERISTICS OF MINNESOTA FAMILIES BY . .

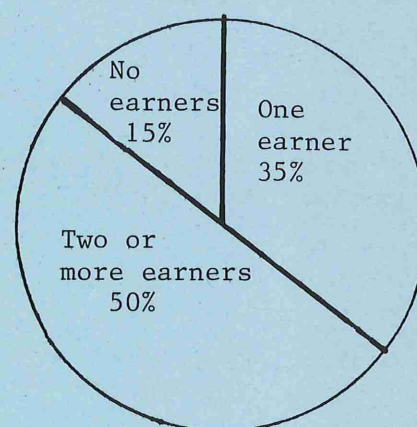
Age of head . .



Education of head . .



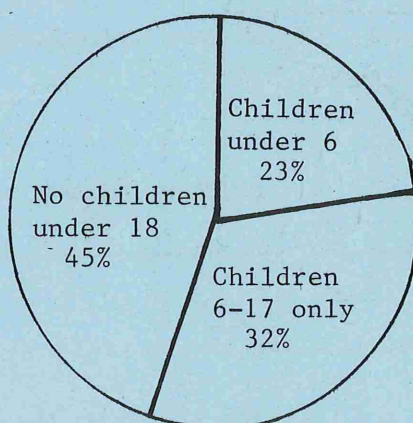
Number of earners . .



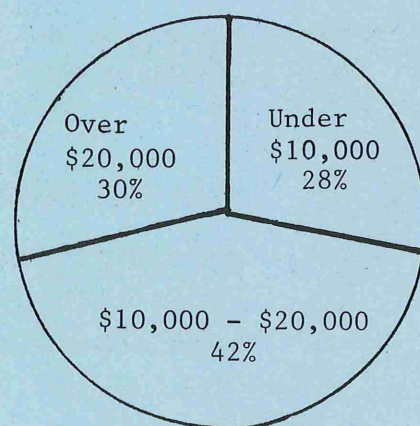
Labor force status . .



Number of children . .



Yearly income . .

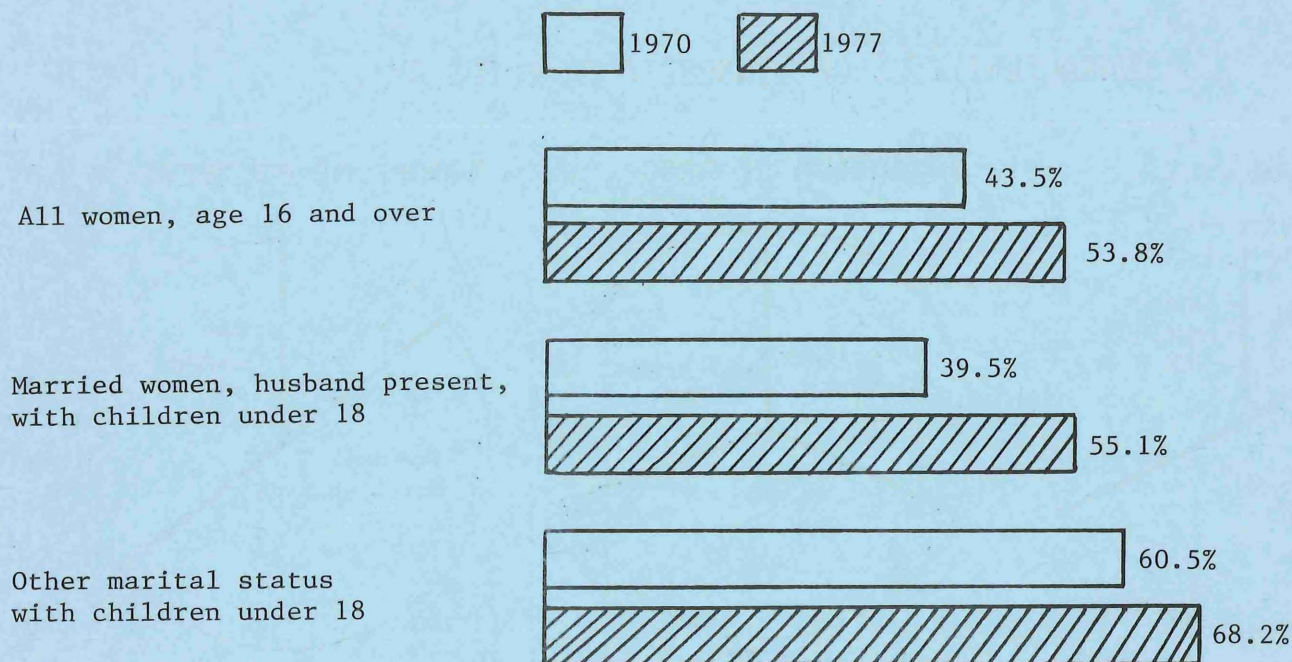


● More young women are delaying marriage in Minnesota; the percent of women age 25 to 34 years who have never been married increased from 9.2 percent in 1970 to 14.5 percent in 1977.

- While labor force participation rates have climbed for all women, the most dramatic increases have been among mothers of dependent children:

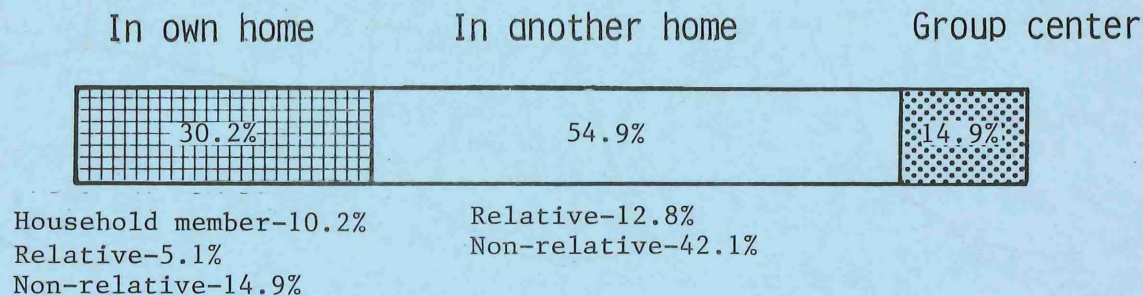
Labor Force Participation Rates of Women

by Marital Status and Presence of Children, 1970 and 1977



- For women with children under 18 at home, about half work full-time and about half work part-time. For women with no children at home, 2/3 of married women work full-time, and almost 3/4 of women with other marital status work full-time.

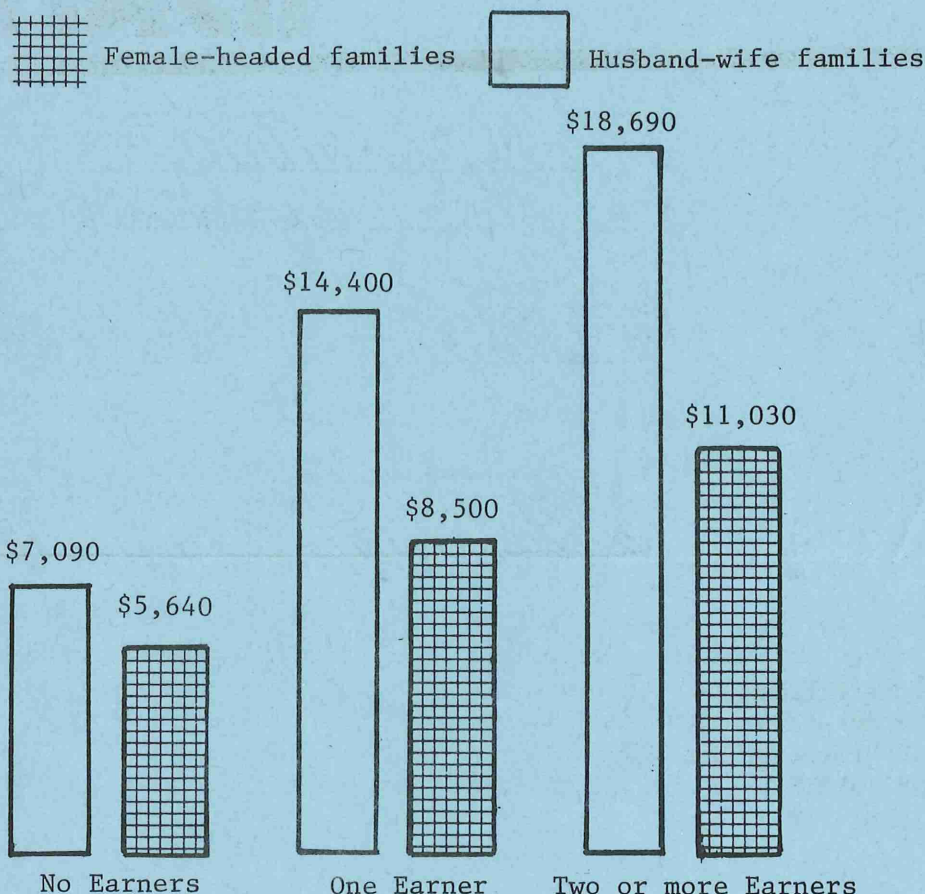
- Most child care is in homes. Child care arrangements by employed women with children under 18 are:



- Women with college degrees are most likely to be in the labor force. For women age 16 and above, 35.9 percent of those with less than a high school diploma are in the labor force, but 69.6 percent of those with a college degree are in the labor force.

● Female family heads differ from men who head husband-wife families in the following ways: women who head families are more likely to be under age 35, they are more likely to have less than 12 years of education, they are less likely to be in the labor force, they have higher unemployment rates, and they have fewer earners and less income than men in husband-wife families. Income differences are shown below:

Median Yearly Income by Family Type, 1977



* * * * *

Recently published by the Council is A WOMAN'S PLACE: A GUIDE TO WOMEN'S LEGAL AND ECONOMIC RIGHTS IN MINNESOTA. The booklet is a compilation of newspaper columns the Council has made available to weekly papers around the state over the past year.

The columns answer questions related to the economic status of women in Minnesota and provide basic information about some state and federal laws affecting women. It is intended for use as general resource material and includes suggestions about where to go for more information and help.

Contents include information about consumer rights, equal education, employment rights, family law, and family finances. Copies of A WOMAN'S PLACE are available free from the Council office.

COUNCIL for the ECONOMIC STATUS of WOMEN

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

(612) 296-8590

NEWSLETTER #22

NOVEMBER 1978

IN THIS ISSUE

SPECIAL REPORT: TASK FORCE ON FAMILIES

In this issue of the newsletter are excerpts from the Report of the Governor's Task Force on Families. Included here are "general principles" of the Task Force.

The full report contains information and recommendations in the following areas: Health Care; Economics and Employment; Education; Legal Issues; Foster Care and Adoption; and Family Violence.

Copies of the report are available from the Council office.

"I like to define a family as a group who possesses an irrational commitment to one another's welfare."

"I do not believe the family is breaking down. But, the family has changed. That is part of the strength of the family: the ability to change and the diversity of families."

"It seems to me that people that lead a normal family life are not noticed. What about someone saying, 'Hey, you guys, you're doing a good job.' Social services are always helping families that are broken up. No one rewards people who stick together in hard times."

. . . From public hearings, 1978

INTRODUCTION

Although the United States cultivates some of its finest myths around the notion of "family," it has no explicit public policy on families to guide its decision makers. Some may argue that this is just as well since a government ought to interfere as little as possible in the private lives of its citizens. But the Governor's Task Force on Families found that, consciously or not, policy-makers make choices daily which influence the well-being of all our families for good or ill. Because most decisions are made with no explicit understanding as to how they may affect families, an "implicit family policy" gradually develops. One of the primary goals of the Task Force was to recognize first what such a policy is and what its implications for Minnesota families are.

The Governor's Task Force on Families was established by an executive order of Governor Rudy Perpich in May, 1978 to "review ways in which existing public policies and programs are affecting families in Minnesota and to recommend legislative or executive actions which might be supportive of families."

The fifteen members of the Task Force were chosen to be a representative body of Minnesota citizens. They brought to their work a broad range of occupational backgrounds and perspectives. But despite differences in experience and points of view, the group was able to work together with surprising ease. As stated in the introduction to their interim report, "Early in our discussions we discovered that we shared certain assumptions and beliefs about family life and the role of public policy. As we debated certain issues, these assumptions became guiding principles by which we evaluated various sides of issues."

What follows are the "guiding principles" of the Governor's Task Force on Families.

* * * * *

There is no one "typical" family; public policy should respect the diversity of family forms.

Although only seven percent of Minnesota families fit the traditional picture of the nuclear family with the working father, the homemaking mother, and the two dependent children, an older brother with his younger sister, this one image so dominates the American psyche that many think of this one form of family life as the normative one. In actual fact, American families today embrace a wide variety of forms, cultures, and styles.

In thinking about families, we need to keep in mind the special needs of single parents; the "reconstituted family" in which divorced parents who remarry establish new families; elderly couples, both those who have been parents and those who have not; younger "child-free" couples; families in which other relatives live under the same roof as a married couple.

1 WHAT IS A FAMILY?

Besides these demographic differences, this State can boast of a rich heritage of cultural differences among its families. Minority and ethnic groups within the mainstream culture have made extensive use of the supports of informal networks of kin and neighbors. The importance and strength of these community and kinship ties has just begun to be appreciated.

The Task Force believes that public policy should respect the diversity among family forms. Whenever legislation or administrative policies are designed to benefit only the so-called "typical family of four" other kinds of families can be unconsciously viewed as atypical or deviant and such thinking results in discrimination against those families who do not conform to the nostalgic model.

* * * *

Although families face new problems and pressures, they remain society's most central institution for satisfying our basic needs. Public policy should therefore work to reduce not increase the stress on families.

Concern about the "fate of the American family" has become the subject of debate in public and private forums. Articles with titles such as "Saving the Family", "Is the Family Dead?", "The Family in Crisis" have appeared in popular journals since this Task Force began its work. Some reasons for widespread concern are these: the national birthrate has dropped to an alltime low; more and more people are postponing marriage or choosing not to marry at all; the divorce rate is escalating; there is a dramatic rise in single parent families, many of whom face economic hardship.

But the Task Force believes that these statistics are not necessarily signs of family disintegration. For example, the postponement of marriage may result in more stable partnerships; while more people are divorcing, a majority of these remarry showing that couple's dissatisfaction may be more with a particular person than with the institution itself; while single parents are increasing, more children today live with one or another parent than at the turn of the century; for the first time in our history, families can extend four generations because of the increase in life expectancy.

We feel that the problems families face come less from conflicts taking place inside the family and more from the enormous social, economic, and demographic changes that create new pressures from the outside. Despite the difficulties that families face, the Task Force believes that families do remain the essential institution from which people can satisfy basic needs for trust, love, support, and security.

* * * *

3

EXPAND CHOICES

Public policy should expand rather than restrict a family's ability to make choices.

An advanced technology has benefited many families. But the increasing specialization that accompanies such advances has often encroached on areas that once were considered the exclusive domain of families. For example, where families once thought they could take care of their own health needs with an occasional visit from the family doctor, now various members in a family must rely on several doctors for a host of health needs. Education in the broader sense was once seen as a primary concern for parents and local schools taught certain basic skills. Today a public school may not only offer a sophisticated variety of curricula choices but also carry on major family social services. Entertainment was once done within a family setting. Today it is another "industry" where families are seen as "consumers." In these and other areas, the once active family has become more like a passive recipient. It is not surprising that families feel a loss of control over the important decisions that affect them.

The Task Force believes that the proper role of government is not to supplant but to support families and to increase their ability to make more choices for themselves.

* * * *

In developing a public policy towards families, "prevention" should be the model rather than "treatment."

Much of what this Task Force has seen in terms of existing public policy has grown out of a "crisis-centered" approach to legislation rather than planning of a more thoughtful and long-range nature. Although this "crisis-centered" approach to public policy is not unique to legislators, we have seen situations where a minimum amount of support to families at critical times could have prevented their collapse.

However, many well-intentioned efforts to "save" families result in family breakdown and separation. Legislative efforts tend to be targeted toward specific issues or special categories of persons, whether these be cases of child abuse, juvenile offenders, or the chemically dependent. But this single strategy approach often treats the person as if his or her difficulty were unrelated to a total family experience.

This Task Force finds that public policy is too ready to allow families to break up before they receive assistance rather than providing initial supports which could, in the long run, assist the family to stay together.

* * * *

4

EMPHASIZE PREVENTION

In matters of public policy, the welfare of children should have first consideration.

"The easiest people to ignore in American society are children. They usually accept being cheated with equanimity. They don't strike, they are just there." This comment by Vice-President Walter Mondale reminds us that the American love-affair with children is more a product of TV commercials than of thoughtful public policy.

Children in our country are hostages to the fortunes or misfortunes of their parents. There is ample evidence to support the fact that children suffer from the effects of poverty far more than any other single group. While we can admit that "money cannot buy love", we also know that every index of distress in families is correlated with poverty --- from birth defects to school failure, from family breakdown to child abuse, from malnutrition to mental illness.

Some cultures and ethnic groups within mainstream America have always considered children to be the common concern of the larger society. Instead child-rearing is seen as a responsibility which parents should assume without support from the "outside" community. And in many urban settings parents and children are increasingly isolated from the networks of care and concern that could reduce some of the pressures that make parenting difficult. This lack of support is reflected in the absence of legislation and of federal and state programs directly concerned with the needs and rights of children.

* * * *

Listed below are the contents of the Special Report on Families:

HEALTH CARE AND THE FAMILY: Access to Health Care, Care for the Disabled, In Sickness and in Health;

ECONOMICS AND EMPLOYMENT: Importance of Jobs and a Decent Income, Need for More Flexible Work Schedules, Who Cares for the Children?, Work and Welfare, Parenting - the Work of a Lifetime;

EDUCATION AND THE FAMILY: Need for Home and School Partnership, Early Childhood and Family Education, Community Education, Television and the Family;

LEGAL ISSUES AND THE FAMILY: The Right to a Father, Marriage and Dissolution;

FOSTER CARE AND ADOPTION: Need for Prevention of Foster Care, Drift in Long Term Placement, Expanded Subsidized Adoption;

FAMILY VIOLENCE: Family Privacy and Public Responsibility;

FUTURE ISSUES: Taxes and Housing Policies.

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

400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #23

DECEMBER 1978

IN THIS ISSUE

SPECIAL REPORT: HOUSING

Inventory of Women's Services now available

SCHEDULED EVENTS

The Women's Roundtable is sponsoring a special LEGISLATIVE DAY on Friday, January 19, from 9 AM to 3 PM in Room 400 SW, State Office Building.

The program will include an overview of the legislative process, how a bill becomes a law, a panel of legislators discussing the upcoming session, and a panel of citizens discussing the citizen's role in the process.

The program is free and all interested persons are invited to participate. No pre-registration is required. For further information, call the Council office at 296-8590.

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The Council on the Economic Status of Women will meet on Friday, January **26**, at 1:00 PM in the State Office Building, St. Paul.

On the agenda will be the report of the Task Force on Housing and a review of the Council's legislative program for the 1979 session.

All Council meetings are open to the public. For room number, call the Council office.

SPECIAL REPORT ON HOUSING

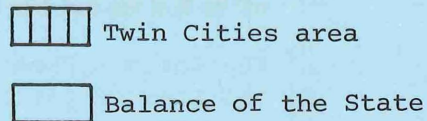
In August 1978, the Council established a special Task Force on Housing to investigate ways in which single-parent families could more readily obtain decent and affordable housing for themselves and their children. Serving on the Task Force were representatives of government agencies, private business, and citizen groups.

The Task Force has been meeting bi-weekly, and is currently reviewing its preliminary report to the Council. What follows below is excerpted from the introduction to their report.

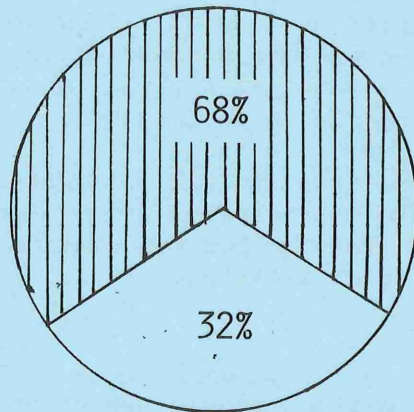
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The high cost of housing is a major problem for millions of American families. Minnesota has not escaped this trend, and throughout the state single-parent families, particularly female-headed families, experience difficulty in obtaining decent, safe, and affordable housing. This is especially true in the many instances in which the mother is low income or a welfare recipient. The rising cost of housing has effectively priced such persons out of both the rental and the buyers market.

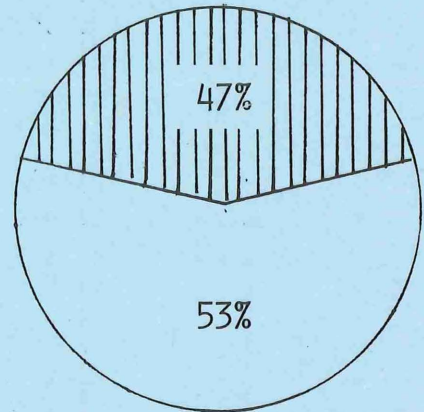
Residence by Family Type, Minnesota 1977



More single-parent families
in Metropolitan area



SINGLE-PARENT FAMILIES



TWO-PARENT FAMILIES


Source: Data on this and on following pages are from the Office of the State Demographer


HOUSING (con't)

In 1977, there were about 1,333,000 households in Minnesota. Of these, two-thirds were husband-wife families, one-quarter consisted of persons living alone or with non-relatives only, and the nearly one-tenth remaining were families headed by a single adult. About nine out of 10 single parent families are headed by women, for a total of approximately 56,000 female single-parent families with children under 18.

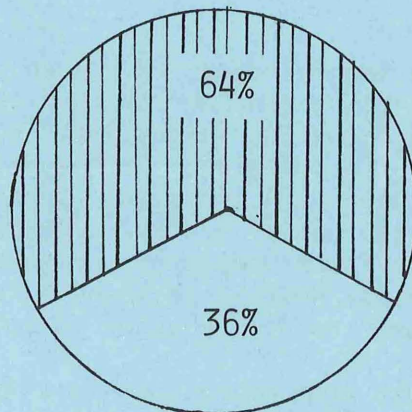
Incomes for most female-headed families are low: the median yearly income for female-headed families in 1977 was \$8,050, compared to a median yearly income of \$15,560 for husband-wife families. The median income for single-parent families is \$8,230, compared to \$17,220 for two-parent families.

Income by Family Type, Minnesota 1977

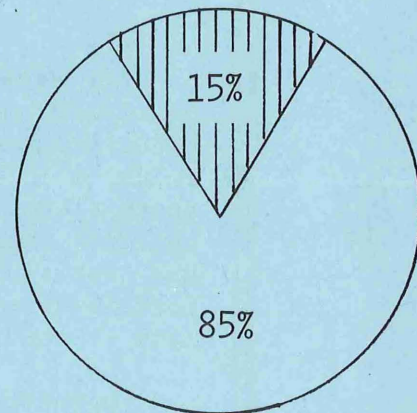
 Income under \$10,000

 Income above \$10,000

Low incomes for
single-parent families



SINGLE-PARENT FAMILIES



TWO-PARENT FAMILIES

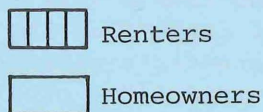
Because of economic strictures, female-headed families disproportionately rely on rental units for their housing needs. As renters, however, many women and their families are vulnerable to the vagaries of the private market and of landlords.

When the housing market is tight, as it is now, landlords will rent to "preferred" tenants -- which means that many women are forced to move when rents are raised or their lease expires. For children this means moving from their neighborhood, their friends, and their school.

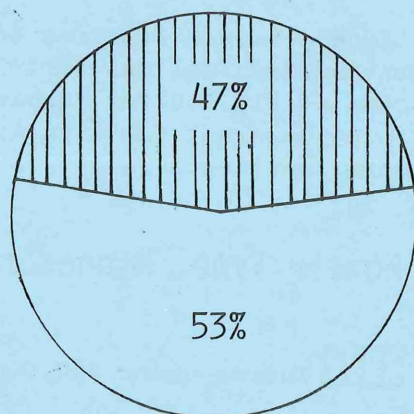
Although Minnesota has comprehensive human rights laws, including open housing, there is no legal protection against discrimination against children. A landlord has the legal right to refuse to rent to families with children, including the right to advertise that no children are allowed.

HOUSING (con't)

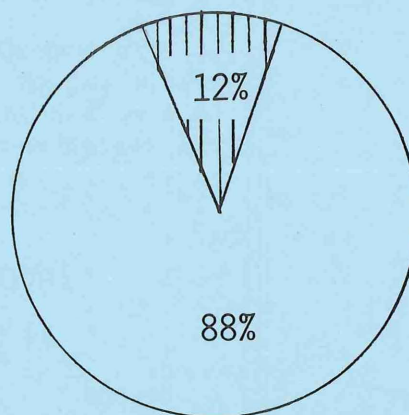
Tenancy by Family Type, Minnesota 1977



Single-parent families
tend to be renters



SINGLE-PARENT FAMILIES



TWO-PARENT FAMILIES

In numbers the female-headed family in need of housing is relatively small, but the problem for them is acute and immediate. Their incomes are too low for unsubsidized homeownership, and they suffer discrimination in gaining access to rental units of appropriate size, price, and location. Certain stereotypes -- children cause damage, noise, and drive other tenants out; women are less reliable in their payments; unmarried women will have boyfriends and parties; welfare recipients are shiftless and lazy -- lead landlords to deny housing to women with children.

Despite the myth that being poor is a lifelong condition, individual female-headed families for the most part need only short-term assistance. Divorced women have high remarriage rates, and the average single parent remarries within five to six years. With remarriage, the household can be supported by two wage earners, and has a greater opportunity for homeownership or higher cost rental. Even without remarriage, children grow up and leave home, thus diminishing the problem.

On the other hand, the rising number of divorces results in a continuing supply of women with children who will need housing. Women on the "baby boom" generation, now entering their 20's, are just approaching the age range at which divorce is most frequent. There were over 14,000 divorces in Minnesota in 1976, and this number is expected to increase in coming years.

When these factors are taken together -- higher divorce rates, the increase in single-parent families, the low economic status of women, spiraling housing costs, discrimination against children, and a tight rental market -- the housing needs of single-parent families are immediate and pressing.

WOMEN'S INVENTORY NOW AVAILABLE

Back from the printers, and available for sale to the general public, is the INVENTORY OF WOMEN'S SERVICES, a listing of programs, agencies, and organizations in Minnesota which serve primarily women.

Through a contract with the Minnesota Council on Foundations, the Inventory was compiled and edited by the Council on the Economic Status of Women. Information includes a statement of purpose and sources and amounts of funding for each organization.

Organizations are listed in the following categories: State Agencies; Education and Employment; Health Services; Social Services; Victims Services; Arts Groups; and Membership Organizations. In addition, there is an Appendix with references to services for child care and senior citizens.

The Inventory is available from:

Minnesota Council on Foundations
413 Foshay Tower
Minneapolis, MN 55402

Price: \$3.00 + .12 tax - PREPAID

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