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

400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #35

JANUARY 1980

IN THIS ISSUE

THE WOMAN OFFENDER IN CORRECTIONS,
with information presented at a recent
Council hearing on this subject and a
profile of women in prison at Shakopee.

WOMEN IN APPRENTICESHIP PROGRAMS,
summarizing a new Council report which
was issued in January.

calendar

The next meeting of the Council is tentatively
planned for Friday, February 29.

Further discussion of the status of women
offenders will be on the agenda. Please write to
the Council office at the above address or call
296-8590 (Twin Cities area) or 1-800-652-9744
(non-metro toll-free line) for details about
place and time for the meeting.

All hearings and meetings of the Council are
open to the public.

HEARING: THE WOMAN OFFENDER IN CORRECTIONS

On January 16, Council members learned about the problems of women in prison at a public hearing on "The Woman Offender in Corrections." Information was presented by the Minnesota Department of Corrections and its Advisory Board on the Woman Offender, by representatives of local groups, and by individuals who have worked in the corrections system.

A report to the legislature from the Corrections Department, "Institutional Placement of the Woman Offender," states: "The neglect that has characterized female corrections nationally has also existed in Minnesota. Women have traditionally comprised and still comprise a very small proportion of the total adult offender population. Their crimes are generally less serious and their criminal histories less dramatic. As a consequence, women have often been victims of substantial neglect and discrimination within the correctional system. The lack of attention to the woman offender in the past is immediately evident when an effort is made to document their problems."

This situation is beginning to improve. Recommendations developed by a special task force in 1978 and by the current Advisory Board on the Woman Offender in Corrections have received the support of former Corrections Commissioner Schoen as well as current Commissioner Jack Young. With the hiring of Beverly Tallman in that department, Minnesota became the first state in the nation to provide ongoing planning, programming, and advocacy for women offenders.

The numbers of women arrested in Minnesota are relatively small, especially for serious crimes -- 6,396 compared with 25,639 arrests for men in 1977-78. The great majority of these arrests result in short-term local jail sentences where "women serve the hardest time." Since arrests are few and scattered, adequate local facilities do not exist. Women sentenced for offenses such as shoplifting are often placed in isolation cells of men's jails, with no rehabilitative programming and no space for exercise.

A total of 86 women had been sentenced to the Minnesota Correctional Facility at Shakopee, the only state prison for women, in September 1979. The prison was designed to accommodate no more than 60 women, and alternatives are few. The Department's report notes that "This facility has received so little attention that today it stands in the worst condition of any facility in the state system." Space for school, vocational training, recreation and other programs is extremely limited, and security is limited.

The Department has asked the 1980 Legislature to appropriate funds needed to plan extensive renovation and/or new construction at Shakopee, a proposal which the Council endorsed at the hearing. This would eliminate overcrowding and enable better programming for women at the state prison, but many problems will continue for women in local jails.

Several groups are working to develop alternatives to prison at the local level. One such program, the Arrowhead Regional Alternative Community Restitution Program for Women, allows female offenders to be placed in community service work instead of jail. Women convicted of theft, for example, "pay back" their debt by working in non-profit agencies such as senior citizens' centers. They are able to gain work experience in addition to counseling and other supportive services.

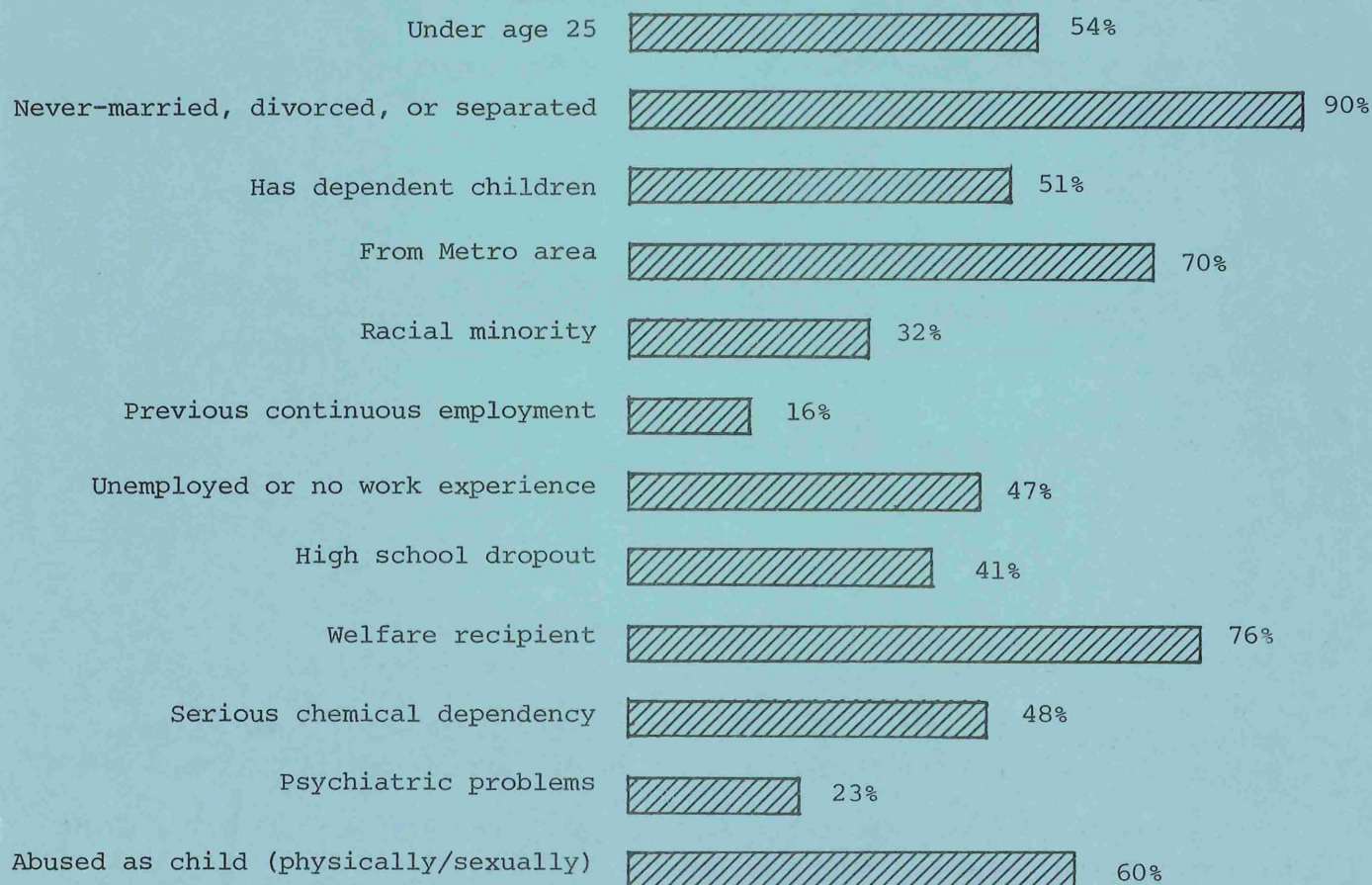
The state's Community Corrections Act, passed in 1973, provides funds for development of other alternatives to meet the needs of women offenders. Seventeen counties are now participating in planning for such programs.

The Minnesota Department of Corrections has prepared a profile of the 87 women offenders in the two state-operated prisons for women at Shakopee and Sauk Centre in June 1979. The results of their survey, excerpted here, are included in the Department's recent report to the legislature.

Female offenders are likely to be young, single, and from the Twin Cities metropolitan area. Blacks and American Indians are disproportionately represented. About half are mothers who were caring for dependent children at the time of their arrest.

Education and employment patterns for these women differ considerably from those of women in the general population of the state. Although the study showed that 82 percent were of normal or above average intelligence, almost half had not completed high school. Less than one of five had continuous employment before they were arrested. Staff at the prisons say a large proportion of the women had been involved in prostitution at some time. One-third were on welfare when they were arrested, and more than three-fourths had received public assistance in the past.

MINNESOTA WOMEN IN STATE PRISONS BY SELECTED CHARACTERISTICS, JUNE 1979



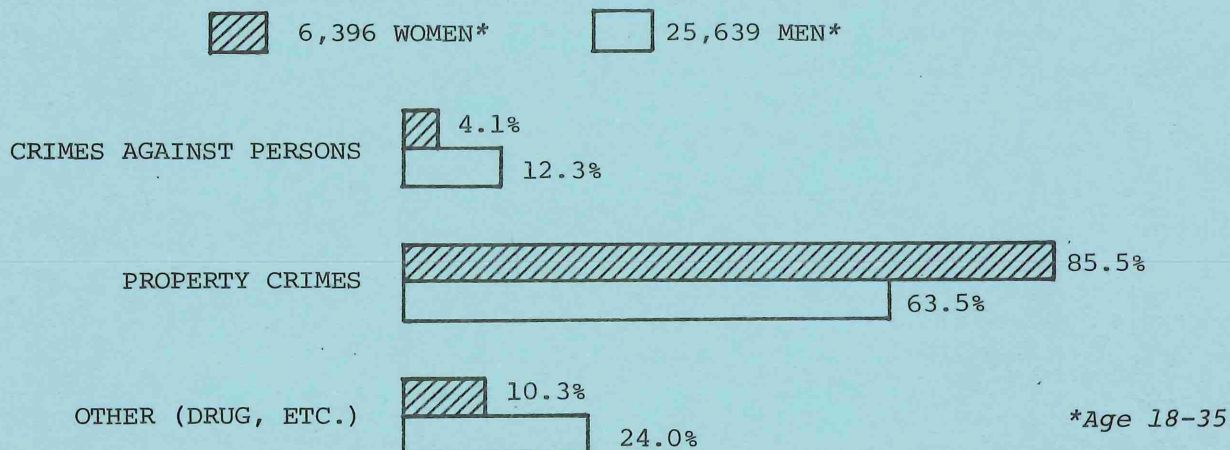
Other factors which seriously affect the female offender's ability to function in society are chemical abuse and psychiatric problems, both of which are common. Prison staff report that personal discussions with inmates indicate that the majority of the inmates were neglected or abused as children, generally within their own homes.

Although arrests and convictions of women have increased in recent years, there is little actual change in the rate of increase per 1,000 women in the general population. Most of the increase is accounted for by the large growth in numbers of women age 18 through 35, identified as the "at-risk" population. Although arrests of women for serious crimes such as aggravated assault have risen by 13 percent since 1972, the increase is much more dramatic in arrests of men for the same crimes, at 31 percent.

Female offenders are considerably more likely than male offenders to be sentenced for property crimes, 86 percent of women compared with only 64 percent of the men. Women in prison are much more likely than men to be incarcerated for less serious property and drug crimes, and to have a less serious criminal history.

Only four percent of the female offenders were sentenced for crimes against persons. In these cases, someone important in the woman's life is almost always involved -- a husband, a boyfriend, or children. The women are very likely to be involved with men who mistreat them, and staff note that their relationships with men are often the stimulus to the woman's involvement in crime.

DISTRIBUTION OF ARRESTS BY CATEGORY OF OFFENSE, TWO YEARS 1977 & 1978



Probably the greatest problem facing most women offenders is their extreme sense of dependence. Prison staff see the the ability to help the woman offender to develop a sense of self-esteem as the institution's most difficult rehabilitative problem. A lack of autonomy and self-determination often leads the woman offender to seek direction through someone else, most frequently a man.

The female offender, generally passive and dependent, is extremely traditional and has accepted society's view of women as chiefly wives and mothers. Yet they come to these roles poorly prepared, too often choosing inadequate or destructive relationships, and unequipped to undertake alternative roles.

Women in traditionally male occupations have a high rate of satisfaction and success, according to the Council's most recent report. The report, WOMEN IN THE TRADES: A STUDY OF APPRENTICESHIP IN MINNESOTA, describes the results of a survey of male and female apprentices in the skilled trades.

Although only 91 women were represented among the 7,521 active apprenticeships in Minnesota in 1979 -- less than two percent -- the women who responded to the survey indicated that they found the work challenging and rewarding and said that they would encourage other women to enter the trades.

"I love the work ... I love being outside and moving around all day," stated a female apprentice carpenter in responding to the survey. "I can see where I start and where I finish and the caliber of work I've done," and "I'm always learning ... It's strenuous work, I'm usually exhausted, but it's great" were other comments made by the women about their non-traditional occupations.

The report notes that in many ways female apprentices are "surprisingly" like their male counterparts. Both women and men were likely to have learned about their careers as a result of personal contacts rather than through formal channels. Women were about as likely as men to be union members. Men as well as women were highly satisfied with their jobs.

Differences between male and female apprentices showed that:

- The women had higher levels of education and were more likely than men to have attended college;
- The background and experience of women was less likely to have included vocational education programs and job experience related to their trade;
- The women were slightly older, were more likely to be divorced, and were much more likely to be single parents;
- The women reported experiencing more barriers than male respondents, and had to overcome more obstacles to enter and stay in the trades;
- The women had more positive attitudes toward their unions, and were more likely than the men to express an interest in active participation and leadership in their union.

Minnesota ranks 48th among the 54 states and territories in the percentage of female apprentices. While women apprentices nationwide have a slightly greater tendency than men not to complete programs, women in Minnesota have a 1.8 percent cancellation rate compared to a 5.0 percent rate for their male counterparts. Trades in Minnesota with more than two female apprentices included: carpenter, plant attendant, watchmaker, bookbinder, electrical wirer, painter/decorator, mapper and offset platemaker.

New federal regulations require that sponsors of apprenticeship programs have a hiring goal of not less than 50 percent of the proportion of women in the labor market area for new entering apprentices. Other regulations of the Office of Federal Contract Compliance set goals for the representation of women in order to receive federal construction contracts.

Copies of the full report, prepared by Council intern Kay Walker, are available from the Council office.

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NEWSLETTER #36

FEBRUARY 1980

IN THIS ISSUE

WOMEN'S WORK IS ...
with information about women's
occupational status and earnings.

EQUAL CREDIT & DOCTORS, LAWYERS, SMALL
RETAILERS, AND OTHERS, a summary of the
federal credit law as it applies to
incidental creditors.

calendar

The next Council meeting is scheduled for
Friday, February 29. The meeting will begin
at 9:00 AM in Room 400 SW, State Office Building,
St. Paul.

For more information, please call the Council
office: 296-8590 (Twin Cities area) or
1-800-652-9744 (non-metro toll-free line).

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"WOMEN'S WORK IS ..."

For many years, it was widely believed that most women worked outside the home only until marriage, when they became full-time homemakers and remained in this role for the rest of their lives. In reality, the average woman can expect to spend 23 years of her adult life in paid employment -- and almost two-thirds of all Minnesota women between the ages of 16 and 64 work outside the home, either through choice or necessity.

Although there is growing recognition of women's employment, there is also a new myth about the nature of that employment. This myth is personified by "the successful executive woman," who has a prestigious, well-paid, high-level corporate job. This image, however, is as false as the old one. In 1977, women represented less than three percent of the directors and only one percent of the officers of Minnesota's 25 largest corporations.

How far have women really come? What kinds of jobs do they have? And what kind of pay do women receive?

About 80 percent of employed women work in service, clerical, sales, or factory jobs. As shown below, this has been true for more than a hundred years. The few changes which have occurred are related primarily to new technology, such as the invention of the typewriter.

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THE TEN LEADING OCCUPATIONS OF WOMEN WORKERS, 1870-1977

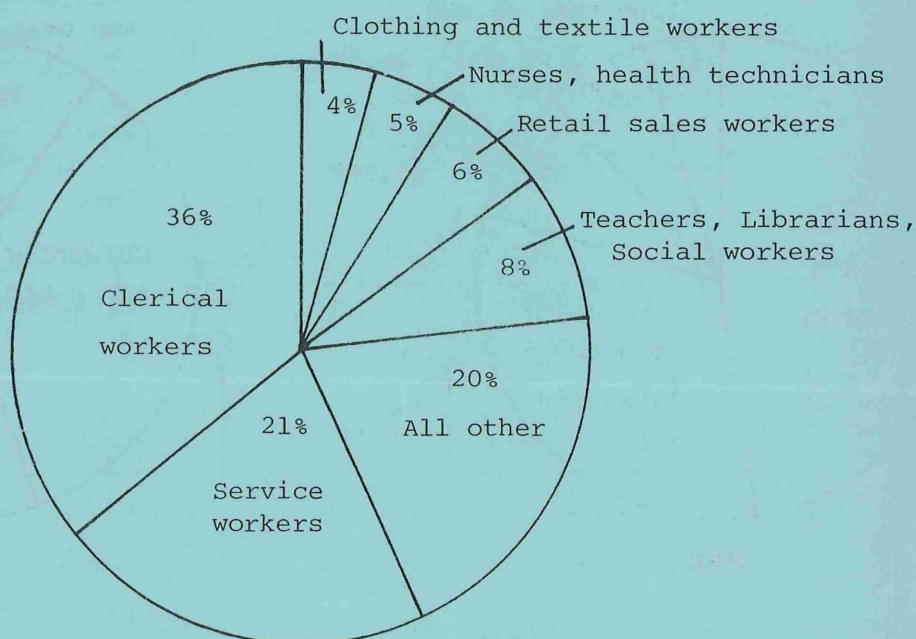
	1870	1890	1910	1930	1950	1977
1	Domestic Servants	Servants	Other Servants	Other Servants	Stenographers, Typists and Secretaries	Other Clerical
2	Agricultural Laborers	Agricultural Laborers	Home Farm Laborers	School Teachers	Other Clerical Workers	Stenographers, Typists & Secretaries
3	Tailoresses & Seamstresses	Dressmakers	Laundresses (not in laundry)	Stenographers & Typists	Saleswomen	Other Service (non-household)
4	Milliners, Dress & Mantua Makers	Teachers	School Teachers	Other Clerks (except clerks in stores)	Private Household Workers	Food Service
5	Teachers (not specified)	Farmers, Planters & Overseers	Dressmakers & Seamstresses (not in factory)	Saleswomen	Teachers (elementary school)	Teachers, non-college
6	Cotton-Mill Operatives	Laundresses	Farm Laborers (working out)	Farm Laborers (unpaid family workers)	Waitresses	Other professional & technical
7	Laundresses	Seamstresses	Cooks	Bookkeepers & Cashiers	Bookkeepers	Retail sales
8	Woolen-Mill Operatives	Cotton-Mill Operatives	Stenographers & Typewriters	Laundresses (not in laundry)	Sewers & Stitchers, manufacturing	Salaried non-farm managers & administrators
9	Farmers & Planters	Housekeepers & Stewards	Farmers	Trained Nurses	Nurses, Registered	Nondurable goods manufacturing
10	Nurses	Clerks & Copyists	Saleswomen (stores)	Other Cooks	Telephone Operators	Medical & other health professions

Source: U.S. Bureau of the Census (1870-1950); U.S. Bureau of Labor Statistics (1977). (Occupations listed in order of size, and as reported in each census regardless of changes in definition.)

From 1870 through 1940, the most likely occupation for women was "domestic servant." Many other service jobs such as dressmaking were also high on the list. In 1890, a category then called "clerks and copyists" appeared for the first time in Census Bureau statistics, as the tenth largest group of employed women. And by 1950, "stenographers, typists and secretaries" replaced domestic service in first place on the list. Clerical work has remained by far the dominant job for women ever since.

Although "professional and technical" workers account for about one of six employed women, the majority of women in this group are not business executives but teachers, nurses, or other health workers. Teaching, in fact, is the only profession which has ever been among the top five jobs for women, and it has dropped from the second largest occupational group of women in 1930 to fifth place in 1977.

OCCUPATIONAL PROFILE OF THE FEMALE LABOR FORCE, U.S., 1977



"Women's jobs" -- clerical work, service work, teaching, and nursing -- have much in common. First, they are all extensions of the activities women have traditionally performed in the home and continue to perform at home after "working" hours. These activities include taking care of basic human needs, creating and managing a pleasant environment, serving and pleasing others.

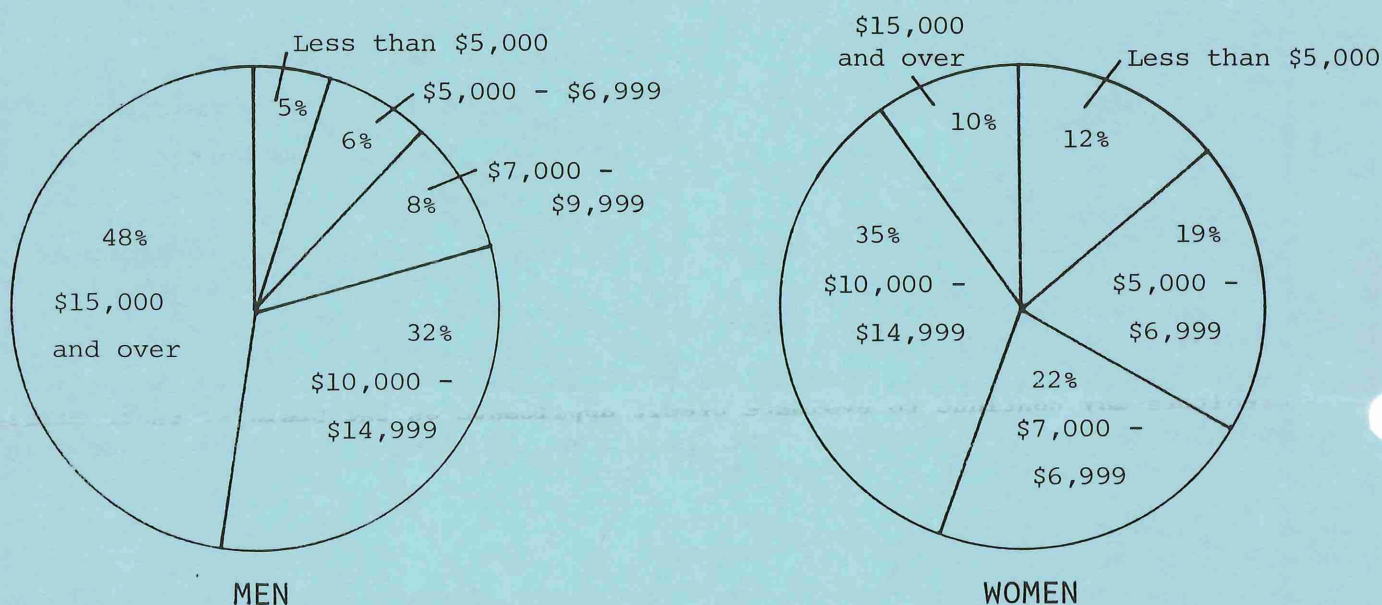
A second characteristic of women's work is a job structure that discourages visible, personal achievement. This structure is described in one recent analysis as follows: "The secretary who prepares her boss for business dealings, the nurse who assists the doctor in the operating room, and even the school teacher whose success lies in the achievements of her students exemplify indirect achievers. Girls have been taught to enjoy competitive sports as spectators or cheerleaders. Society has long encouraged women to accept vicarious satisfactions."

A third characteristic of women's jobs is that women are rarely put in positions of authority, and opportunities for advancement are limited. Although the majority of teachers are women, school principals and superintendents are men. Nurses manage the day-to-day routine of a hospital, but hospital administrators are men. Factory assemblers and textile workers may be women, but they are supervised by foremen.

But above all, "women's work" is characterized by low pay. Among full-time year-round American workers in 1977, median earnings were \$14,626 for men and \$8,618 for women. This represents 59 cents earned by a woman for every dollar earned by a man. In 1960, women earned 61 cents for every dollar earned by men.

Less than ten percent of all women working full-time year-round earn over \$15,000 per year. Almost half of all men earn this much. At the highest levels, less than one percent of all women earn over \$25,000 per year. Thirteen percent of men earn over \$25,000 per year.

EARNINGS DISTRIBUTIONS OF MEN AND WOMEN, U.S. 1977



(Percentages do not add to 100 because of rounding)

For full-time year-round workers in 1977 by industry, median earnings were: in finance, insurance and real estate, \$16,889 for men and \$8,578 for women; in public administration, \$16,051 for men and \$10,327 for women; in manufacturing, \$15,111 for men and \$8,519 for women; in transportation, communication, and public utilities, \$16,130 for men and \$10,940 for women; in wholesale trade, \$15,731 for men and \$8,984 for women; in retail trade, \$11,553 for men and \$6,655 for women.

This pervasive pattern is also evident when comparing salaries by occupational group. Even the few existing "successful executive women" earn less than their male counterparts. For full-time year-round workers in 1977 by occupational group, median earnings were: for professional and technical workers, \$18,224 for men and \$11,995 for women; for salaried managers and administrators, \$19,023 for men and \$10,272 for women.

Occupational segregation -- the division of the labor market into "men's jobs" and "women's jobs" -- provides a major explanation for the earnings gap between men and women. Not surprisingly, the 1977 median salary for women of \$8,618 is midway between median earnings for all service workers, \$8,030, and median earnings for all clerical workers, \$9,365.

THE EQUAL CREDIT OPPORTUNITY ACT AND ...

... DOCTORS, LAWYERS, SMALL RETAILERS, AND OTHERS

The Council has received a number of calls requesting information about the Equal Credit Opportunity Act as it applies to doctors, lawyers, and others in small businesses. The following explanation of this kind of credit is adapted from a brochure distributed by the Board of Governors of the Federal Reserve System, Washington, D.C. 20551.

Who is a creditor? Creditors are those who regularly and in the ordinary course of business grant to their customers the right to defer payment for goods or services. A business establishment which merely honors a credit card issued by someone else is not necessarily a creditor.

What is "incidental credit"? This is credit that: (1) is primarily for personal, family, or household purposes; (2) is not granted under the terms of a credit card account; (3) is not subject to any finance charges or interest; and (4) is not granted under an agreement allowing the debtor to repay in more than four instalments.

Those who grant only incidental credit are subject to the rules described below. Incidental creditors are *not* subject to the Equal Credit Act's requirements on record-keeping or notice, but they *are* generally subject to other provisions of this law.

The purpose of the Equal Credit Opportunity Act is to ensure that credit is made available fairly and impartially. It prohibits discrimination against applicants for credit because of sex and marital status in addition to other prohibited bases. Creditors may continue to evaluate credit applicants on the basis of their willingness and ability to repay. However, the law imposes certain restrictions on questions they may ask and the way they consider information.

Incidental creditors may not:

- discourage a customer from making a request or application for credit because of a prohibited basis.

- ask about birth control practices or plans to have children, and may not use assumptions or statistics about childbearing or family size in granting credit.

- discount or exclude income of the customer or the customer's spouse because of sex or marital status; or discount or exclude income from part-time employment, retirement benefits, alimony, or child support. However, creditors may consider the probable continuity of any income.

- take into account whether a telephone is listed in the customer's name, although a creditor may consider whether there is a phone in the customer's home.

- refuse to grant a creditworthy married person an individual account; refuse to keep an account in a maiden name or a combined surname, if requested by the customer; or close or change the terms of a standing credit arrangement merely because the customer's marital status has changed.

Penalties. The law allows persons who have been discriminated against in connection with credit to sue for actual damages and punitive damages. Liability for punitive damages is limited to \$10,000 in an individual action, and to \$500,000 or one percent of the creditor's net worth, whichever is less, in class actions.

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NEWSLETTER #37

MARCH 1980

IN THIS ISSUE

LOCAL GOVERNMENT EMPLOYMENT, with excerpts from the Council's most recent report on the status of women employed by city and county governments in Minnesota.

RESOURCES FROM GOVERNMENT AGENCIES, information on toll-free access to state agencies and publications of special interest.

calendar

Council plans for the coming months include:

APRIL - a hearing on "Women as Health Care Workers." Persons interested in presenting testimony should contact the Council office.

MAY 6 - a hearing in Winona, jointly sponsored with the Winona Human Rights Department.

JUNE 26 - a hearing in Breckenridge, arranged with the assistance of Council member Delores McClernon of Tenney, Minnesota.

LOCAL GOVERNMENT EMPLOYMENT

The Council's most recent report, MINNESOTA WOMEN: CITY AND COUNTY GOVERNMENT EMPLOYMENT, is excerpted below. Copies of the full report are available from the Council office.

Minnesota has 87 counties, each governed by an elected board of commissioners. There are currently 18 women among the state's 441 commissioners, accounting for four percent of all county commissioners.

The state's 855 cities are governed in most cases by a mayor and city council. The number of mayors who are women has more than doubled in the last five years, increasing from 22 to 54, but it remains at only six percent of all mayors in Minnesota. More dramatic change has occurred on city councils, where women's representation has grown from five percent in 1975 to 29 percent in 1980.

In November 1978, the Council on the Economic Status of Women conducted a survey of local governments in Minnesota. Responses were received from 33 counties and 36 cities, with information on the status of 25,052 employees. Survey data based on this sample show that:

● Men outnumber women by nine to one in jobs related to streets and highways, utilities and transportation. Less than one of six employees in fire protection, police protection, or corrections is a woman.

● Women represent the majority of employees only in public welfare, health and hospital jobs, all traditional "women's work." Financial administration, where 55 percent of employees are women, is the only one of 13 government functions with approximately equal numbers of men and women.

MEN & WOMEN EMPLOYED IN "TRADITIONAL" AREAS

FINANCIAL ADMINISTRATION



FIRE, POLICE, CORRECTIONS



STREETS, UTILITIES,
TRANSPORTATION



HOSPITALS, HEALTH SERVICES



PUBLIC WELFARE



ALL OTHER



Each figure represents 1% of city and county employees, 1978

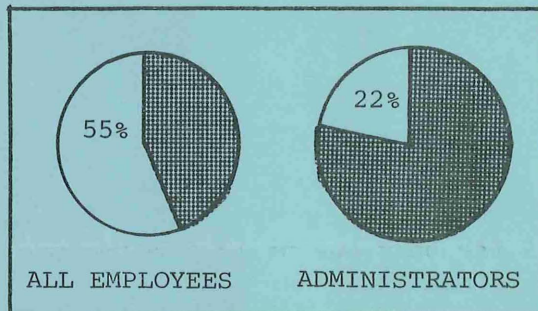
● Almost half of female city and county workers have office/clerical positions. Women are also likely to be para-professional or professional employees. However, women account for only one of five officials and administrators, and for fewer than one of eight protective service, skilled craft, and service/maintenance workers.

● Men represent only one-fourth of all employees in public welfare, hospitals, and health services, but they are one-half to three-fourths of officials and administrators in these female-intensive functions.

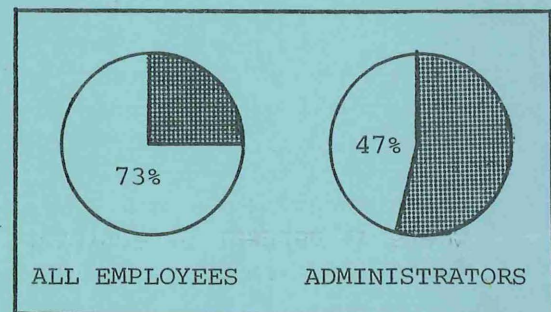
WOMEN UNDER-REPRESENTED AT TOP LEVELS OF "WOMEN'S WORK"

□ WOMEN ■ MEN

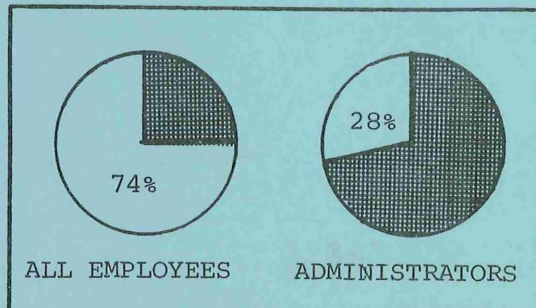
FINANCIAL ADMINISTRATION



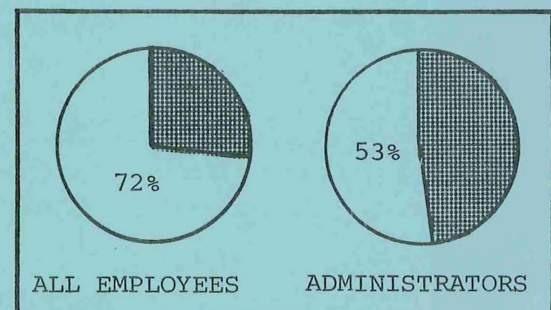
HOSPITALS



PUBLIC WELFARE



HEALTH SERVICES



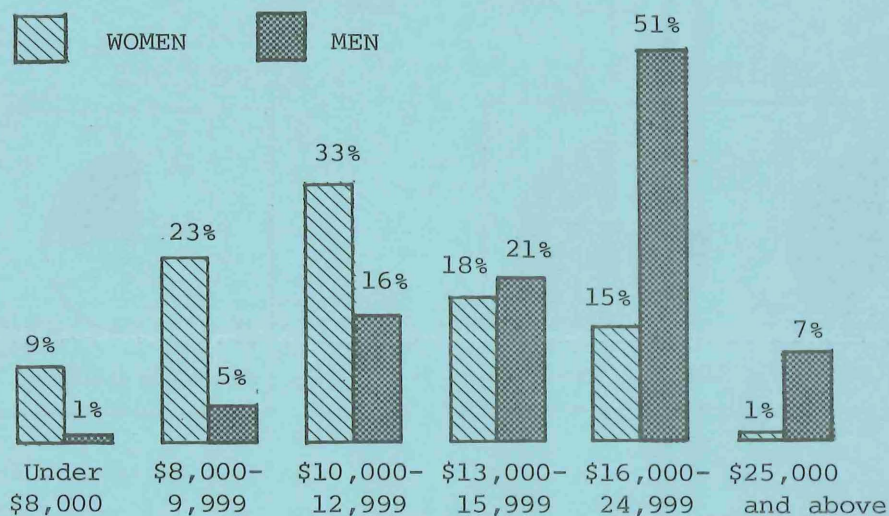
● More than half of county employees are women, while only one-fifth of city employees are women. This is probably explained by functional differences between the jurisdictions, with counties having primary responsibility for social services. Women are more likely to be professionals and administrators at the county level, but at both levels they are more likely to be office/clerical workers.

● Women in the Twin Cities area are slightly more likely to be officials/administrators and considerably more likely to be professional workers than women in the balance of the state.

Salaries of women employed by local governments in Minnesota reflect the pattern of lower earnings for women in the labor market as a whole. This pattern persists regardless of functional area, occupational group, jurisdiction, or geographic location. According to data in this sample:

● Two-thirds of female employees earn less than \$13,000 yearly, while only one of five male employees earn this little. Substantially more than half of male employees earn \$16,000 or more, a salary level reached by only 16 percent of the women.

WOMEN AT LOWER SALARY LEVELS IN CITY & COUNTY EMPLOYMENT IN 1978



YEARLY INCOME, FULL-TIME WORKERS

● Local government workers in male-intensive jobs -- fire, police, utilities and transportation -- are considerably more likely to have high salaries than workers in female-intensive jobs such as health, welfare, and hospitals.

● Even the few women in occupational groups which are predominantly male earn less than their male counterparts. Nine of ten male officials/administrators earn more than \$16,000 annually, while only 60 percent of female officials/administrators earn this much.

● Local government salaries tend to be higher in the Twin Cities than in other parts of the state. Only five percent of female employees in the Twin Cities earn less than \$8,000 per year, while 28 percent of female employees in the balance of the state have earnings this low.

● Jurisdiction and geographic location are generally more significant factors for male employees than for female employees. Salaries for women employed by local governments, like salaries for women in other jobs, are consistently low.

RESOURCES FROM GOVERNMENT AGENCIES

4

Especially for women outside the Twin Cities area, it can be difficult to obtain information from government agencies -- or sometimes, to find out which government agency can help. Here's a sampling of resources which Council staff have learned about:

TOLL-FREE TELEPHONE SERVICE to a number of state agencies is available at 1-800-652-9747. Calls are received at a central switchboard, then forwarded to the agency requested. Agencies which offer this service include:

- Crime Victims Reparations Board
- Department of Economic Development -- Tourism Information
- Energy Agency
- Ethical Practices Board
- Governor's Office of Volunteer Services
- Handicapped Council
- Human Rights Department
- Public Universities Information Center
- Department of Natural Resources
- State Personnel Department -- Jobs Hotline
- Department of Public Welfare -- Aging Office, Food Stamp Program,
and Indo-Chinese Resettlement Program
- Revenue Department

Please note that although these calls are toll-free for the caller, the agencies are billed for this service. This means that Twin Cities-area residents should not use this number, or the toll-free Women's Information Line -- local telephone numbers are listed in the directory under "Minnesota State Offices."

FREE PUBLICATIONS of special interest are available from a number of state agencies. For example:

"A Place to Call Home: A Housing Services Guide" explains state programs for home improvement, home mortgage, and apartment development. Available from the Minnesota Housing Finance Agency, 333 Sibley Street, St. Paul 55101.

"Focus on Financial Aid" explains scholarship, grant, loan, and work-study programs for all post-high school educational institutions in the state. Available from the Higher Education Coordinating Board, Suite 901, Capitol Square Building, St. Paul 55101.

"Questions and Answers About the Minnesota Worker's Compensation Law" explains employees' rights in the case of work-related injury or disease. Available from the Department of Labor and Industry, 444 Lafayette Road, St. Paul 55101.

"All About OSHA," also in Spanish, summarizes the federal Occupational Safety and Health Act of 1970. Available from the Department of Labor and Industry at the address above.

INFORMATION ABOUT THE FEDERAL GOVERNMENT is available from your Congressman or from the Federal Information Center, 612-725-2073 (not toll-free). For Social Security information, local offices are listed in telephone books under "United States Government Offices" -- and where there is no local office, information is available toll-free at 1-800-462-5360.

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NEWSLETTER #38

APRIL 1980

In THIS ISSUE

MINNESOTA WOMEN: CHILD CARE, PART-TIME WORK, & JOB SATISFACTION, with new statistics from a survey of Minnesota households.

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

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

calendar

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

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

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

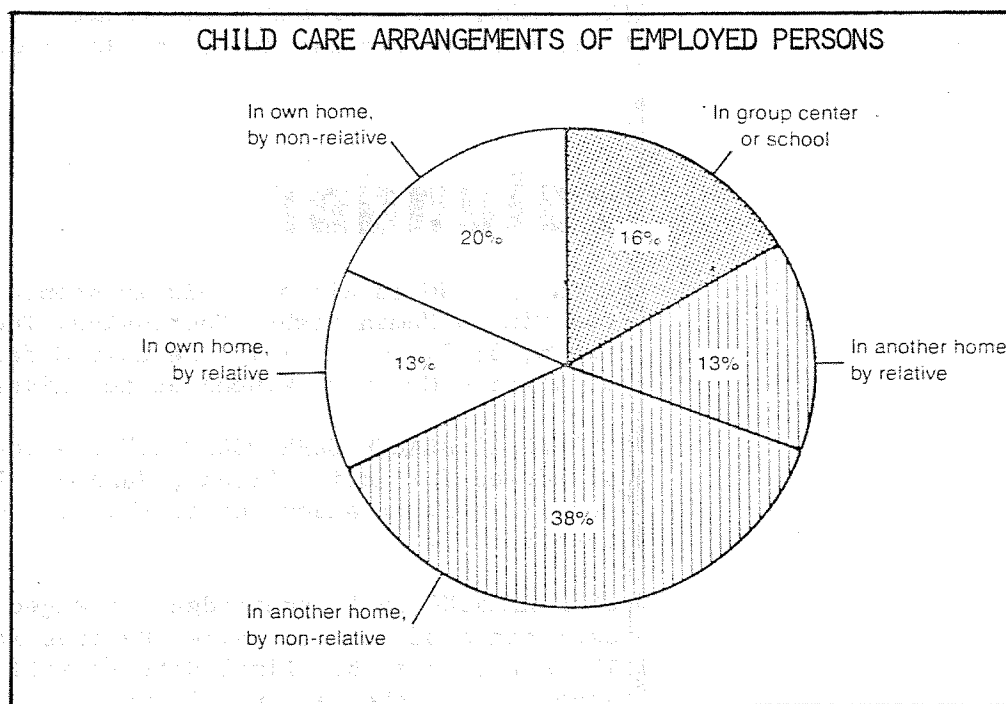
MINNESOTA WOMEN: CHILD CARE, PART-TIME WORK, JOB SATISFACTION

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

Questions answered by the survey include:

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

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



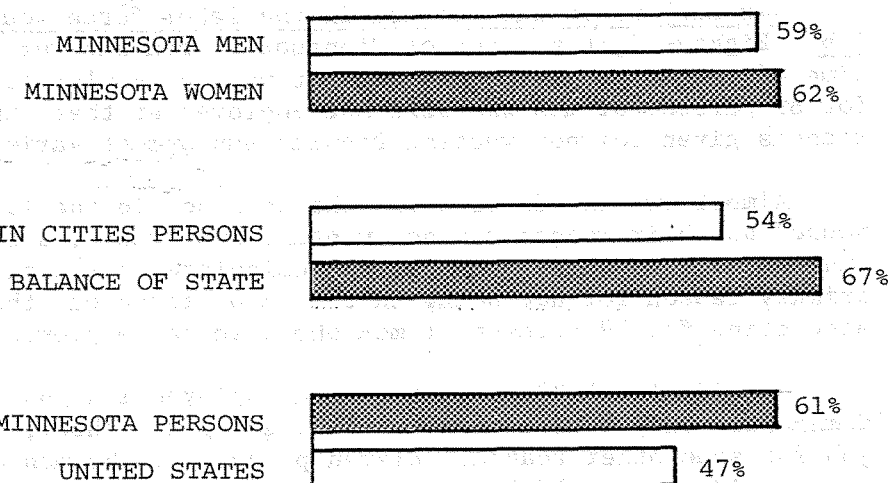
Would women with part-time jobs prefer to work full-time? The great majority of Minnesota women with paid employment of less than 35 hours per week said they did not want full-time employment -- and there is no difference between male and female part-time workers in this respect. In other words, 85 percent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

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

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

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

PERCENT OF EMPLOYED PERSONS "VERY SATISFIED" WITH JOB



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

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

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

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

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

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

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

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

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

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

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

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

LEGISLATION 1980

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

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

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

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

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

* * * * *

TEL-LAW (LEGAL INFORMATION)

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

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

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

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

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

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

400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #39

MAY 1980

IN THIS ISSUE

HOUSEHOLD WORK, with some answers to questions such as "Who does it?" and "What is it worth?"

COUNCIL APPOINTMENTS, information about upcoming openings for public members.

calendar

FRIDAY, JUNE 6, a public hearing on "Women As Health Care Workers." The hearing is scheduled for 10:00 AM - 1:00 PM, in Room 57 of the State Office Building.

THURSDAY, JUNE 26, an open hearing in Breckenridge, Minnesota, arranged with the assistance of Council member Delores McClernon. The hearing will begin at 7:30 PM at Breckenridge Senior High School, North 14th Street.

All meetings and hearings of the Council are open to the public. For more information, please call the Council office: 296-8590 (Twin Cities area) or 1-800-652-9744 (non-metro toll-free line).

HOUSEHOLD WORK

The following article was written by Council staff. It appeared on the "Opinion Page" of the Minneapolis Star on April 25.

HELP WANTED

REQUIREMENTS: Intelligence, good health, energy, patience, sociability. Skills: at least 12 different occupations. HOURS: 99.6 per week. SALARY: None. HOLIDAYS: None (will be required to remain on stand-by 24 hours a day, 7 days a week). OPPORTUNITIES FOR ADVANCEMENT: None (limited transferability of skills acquired on the job). JOB SECURITY: None (trend is toward more layoffs, particularly as employee approaches middle age. Severance pay will depend on the discretion of the employer). FRINGE BENEFITS: Food, clothing, and shelter generally provided, but any additional bonuses will depend on financial standing and good nature of the employer.

- Ms. Magazine

A woman returning to college is talking to her advisor. She explains that she has been at home caring for five children, including a set of twins, for the last seven years. The advisor appears increasingly puzzled as the discussion continues, and he finally blurts, "But what have you been doing since college?"

This story could be repeated in various forms. Two women meet at a party and one asks the other, "Do you work?" Work, of course, means outside the home. A new magazine appears and is called "Working Woman." The cover features a woman dressed in a three-piece suit and carrying a briefcase. She is dressed for success, not for changing diapers.

The list could continue, but the point is clear. Work for pay outside the home is work. Work without pay inside the home is not considered work.

There is a profound ambivalence about household work in our society. To the extent that housework is associated with homemaking and motherhood, politicians and the media extol it. Nobody, however, wants to deal with the dirty socks. What is housework? What is it worth? Who does it, and why is it considered so trivial?

Housework is dusting, vacuuming, washing and waxing floors, meal planning, food buying, cooking, dishwashing, laundering, ironing, sewing, window washing, gardening, watering plants, mowing lawns, carpooling, bookkeeping, babysitting, counseling, teaching, nursing, serving as receptionist, hostess, and companion. The list is endless.

And many homemakers point out that such lists hardly begin to describe the essence of the work. They say their jobs entail "making sure nothing goes wrong." Many talk about the intangibles: "Holidays festive and full of cheer no matter how many aunts, uncles, cousins and grandmothers crowd into the family room." Answers to the unending daily questions. "Where are my shoes?" "What time is the softball game?" "Is dinner ready?" "Why is the grass green?" Nothing gets lost. No one is late.

Women have been put down so firmly and so often when conversation turns to housework that many don't bring it up any more. Academia thinks housework is trivial: the number of studies done on household work can be counted on the fingers of one hand, while studies abound on management techniques in corporate settings.

Elected officials think housework is trivial: government provides a domed stadium for sports fans, subsidizes the zoo, picks up cost overruns at the prison, supports a downtown "people-mover," but provides only token services for displaced homemakers.

The private sector thinks housework is trivial: having "homemaker" on a resume is about as helpful for getting a job as listing "ex-convict" or "long-term mental patient."

Several estimates of the homemaker's economic value have been published recently. The American Council of Life Insurance says she is worth \$33,644 per year, nearly as high as the Parents magazine estimate of \$35,000, both announced in 1979. These numbers are quite impressive in comparison with the latest data on earnings for full-time year-round employed women: \$8,632 in 1978.

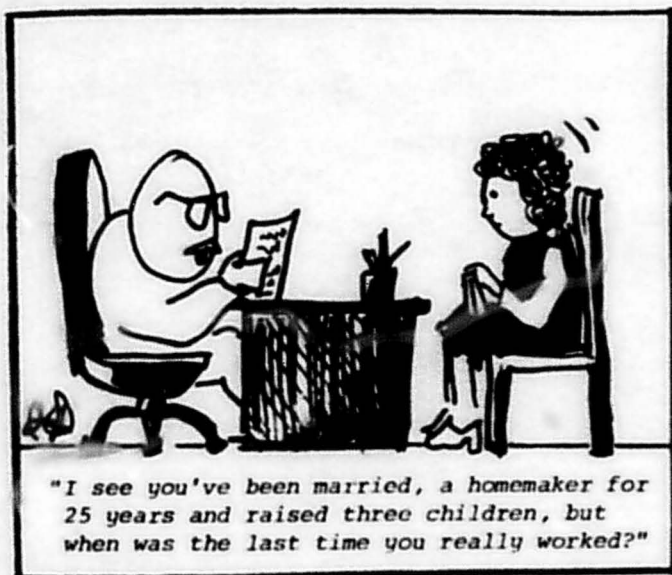
A different perspective is evident in census data on "private household service workers," those who do housework for pay in other people's homes. For full-time year-round private household workers in 1978, median earnings were \$3,068. Whatever the theoretical value of household jobs, the true market value for such work is low.

Like unpaid homemakers, private household workers have no retirement plans and no financial security. There is no sick leave, no guarantee of vacation time, no direct health, disability, or accident insurance.

Another way to measure the importance of housework is to look at the amount of time devoted to it. Although more research is needed, the available evidence is clear on two points: household work is a time-consuming job; and it is still overwhelmingly "women's work," whether the woman also works outside the home or not.

The most comprehensive of the few studies available on housework goes back to 1968. Total time spent on housework was calculated for three family types: homemaker families, in which the wife did not work for pay outside the home; families in which the wife had a paid job for less than 30 hours per week; and families in which the wife had a full-time job. Total time spent by the wives on household work was 57 hours per week when the wife did not work outside the home, 47 hours per week when the wife had a part-time job, and 34 hours per week when the wife had a full-time job. Although the employed women spent less time on housework, their work at home still amounted to a substantial second job.

Perhaps the most interesting finding of the study, however, had to do with housework done by husbands. Not only did they contribute fewer hours, but their contributions also did not vary with their wives' employment. In all three family types, husbands contributed an average of 11 hours per week, less than one-third of the time contributed by any of the wives.



A more recent study, in 1976, collected comparable data only for employed women and employed men. It showed that the average employed married woman was spending less time in housework, at 27 hours per week, while the average employed married man contributed only slightly more than he did ten years earlier, for a total of 14 hours per week. Despite attention to the two-paycheck marriage and "shared roles," employed women continue to work twice as hard as their husbands within the home.

It is possible that women work so much harder at home because both women and men are aware that the woman's time is literally worth less in the labor market -- where she is also likely to do "women's work" which is not rewarded in economic terms. The wife provides this "compensation," however, at the expense of virtually all her leisure time. Much of the housework done by employed women is done on weekends or late at night.

The entry of women into the labor force has not led to greater sharing of household work. It has been made possible partly because women have learned what can be left undone, and partly because of conveniences such as fast food restaurants, laundromats, and shopping malls. The major factor, however, seems to be the willingness of many women to assume a double burden of work.

As women continue to enter the labor force in unprecedented numbers, we will need to redefine what we mean by work and the value we attach to "women's work." If society continues to value marriage, children, and home life -- and there is every indication that these values have not changed -- it will be forced to re-examine attitudes toward housework.

"Pay for housework" plans are probably not realistic for the near future. However, several methods of reducing penalties for those who do housework have been proposed.

Instead of penalizing the woman who stays home with young children, we could enact a homemaker preference law. Now in force in several Scandinavian countries, such laws ease the transition back into the paid labor force when her children are older. Instead of placing an additional burden of guilt on the woman who maintains paid employment out of economic necessity when her children are young, we could require employers to explore alternative work patterns: part-time employment, shared jobs, flexible work hours, a shorter work week, leave time when children are sick, and many other possibilities.

The job of creating a comfortable, emotionally supportive and stable haven for families and children is very far from "not working" -- it is the most useful work there is. Society must move beyond lip service to a genuine respect for work at home and work with children. When this happens, it is possible that such work will also be more equally shared.

* * * * *

COUNCIL APPOINTMENTS TO BE MADE

On June 30, 1980, there will be eleven openings for public members to serve on the Council on the Economic Status of Women.

Appointments for these positions are made by Governor Al Quie, and application forms are available from the office of the Secretary of State. The Council generally meets one day per month, to participate in public hearings and conduct other business. Per diem and expenses are paid.

Persons interested in applying for these positions should contact the Secretary of State's Office, Room 180 State Office Building, St. Paul 55155 for more information about the application process. For further information about the appointments process, contact the Governor's Office, Room 130 State Capitol, St. Paul 55155; and for more information about functions of the Council, write or call the Council office.

The deadline for applications is June 10, 1980.

STATUS of WOMEN

COUNCIL for the ECONOMIC

ENCLOSED IS YOUR NEWSLETTER FROM...

Council on the Economic
Status of Women
Room 400 SW, State Office Bldg.
St. Paul, MN 55155

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

400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #40

JUNE 1980

IN THIS ISSUE

WOMEN AS CLERICAL WORKERS,
information about the occupation
which accounts for more employed women
than any other: employment, earnings,
job stress, and job perceptions.

public hearing

An open hearing is scheduled for Thursday, June 26, 1980, in Breckenridge, Minnesota. The hearing will be conducted in the Breckenridge Senior High School on North 14th Street, beginning at 7:30 PM.

The hearing has been organized with the assistance of Council member Delores McClernon of Tenney, Minnesota. For more information, or if you would like to testify, contact her at (612) 563-4377 or the Council office, (612) 296-8590 (Twin Cities area) or 1-800-652-9744 (non-metro, toll-free line).

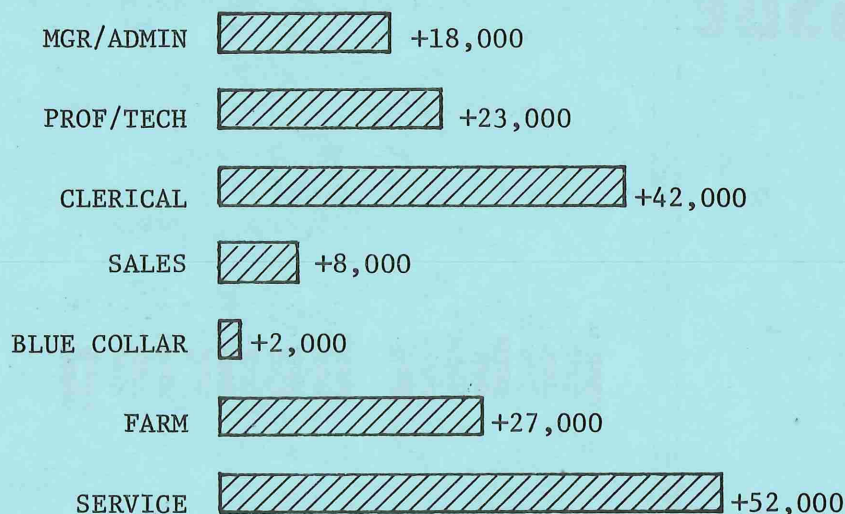
WOMEN AS CLERICAL WORKERS

This newsletter issue presents information about women in clerical jobs -- the most common occupation for women from 1950 to the present. A future issue will examine another aspect of "women's work," in a report from the Council's recent hearing on "Women As Health Care Workers."

One of three employed women has a clerical job. Clerical work accounts for 35 percent of all employed women in the nation and 32 percent of all employed women in Minnesota. Among public employees in Minnesota, 43 percent of state-employed women, 37 percent of county-employed women, and 65 percent of city-employed women are clerical workers.

Despite attention to women entering non-traditional jobs in recent years, the concentration of women in office jobs is likely to continue. The chart below shows growth in the numbers of women employed in each occupational group between 1970 and 1977 in Minnesota. While women increased their numbers in blue collar jobs by 2,000 during that period, their numbers in "pink collar jobs" -- clerical and service work -- increased by 94,000.

INCREASE IN WOMEN WORKERS IN MINNESOTA, 1970 TO 1977



Source: Office of State Demographer

Women continue to be interested in clerical occupations. In a Gallup poll conducted among teenagers in April 1977, girls indicated the following 10 top career choices, in order of preference: secretary, teacher, nurse, other medical, veterinarian, fashion design/modeling, doctor, social worker, business, cosmetologist/hairdresser. For boys,

the top 10 choices were: skilled worker, engineer, lawyer, teacher, professional athlete, musician, architect, farmer, doctor, military service.

About 80 percent of all clerical workers are women, in Minnesota and nationally. Yet extensive job segregation by sex is evident even within this occupational group. For example, women account for 93 percent of non-supervisory clerical employees of the State of Minnesota, but they represent only 69 percent of supervisory clerical employees.

Nationally, women are 99 percent of secretaries, 97 percent of typists and receptionists, 96 percent of keypunch operators, 94 percent of telephone operators, 92 percent of bank tellers, and 91 percent of bookkeepers. However, women are only 63 percent of the clerical supervisors, 31 percent of stock clerks and storekeepers, 23 percent of shipping and receiving clerks, and 12 percent of mail carriers.

"The unpaid work goes on before, during, and after the paid work. Sometimes these double responsibilities keep us isolated and lacking in energy to solve our work-related problems."

"Like other women who are comparatively happy in our current positions, I do use some of my real skills; they just aren't recognized as part of the job description ..."

"We are often ignored and overlooked in our jobs. However, we have been required to contribute to the career building of young men by training them to become our supervisors. We watch them become managers, watch men we trained enjoy beginning salaries twice and three times our own ..."

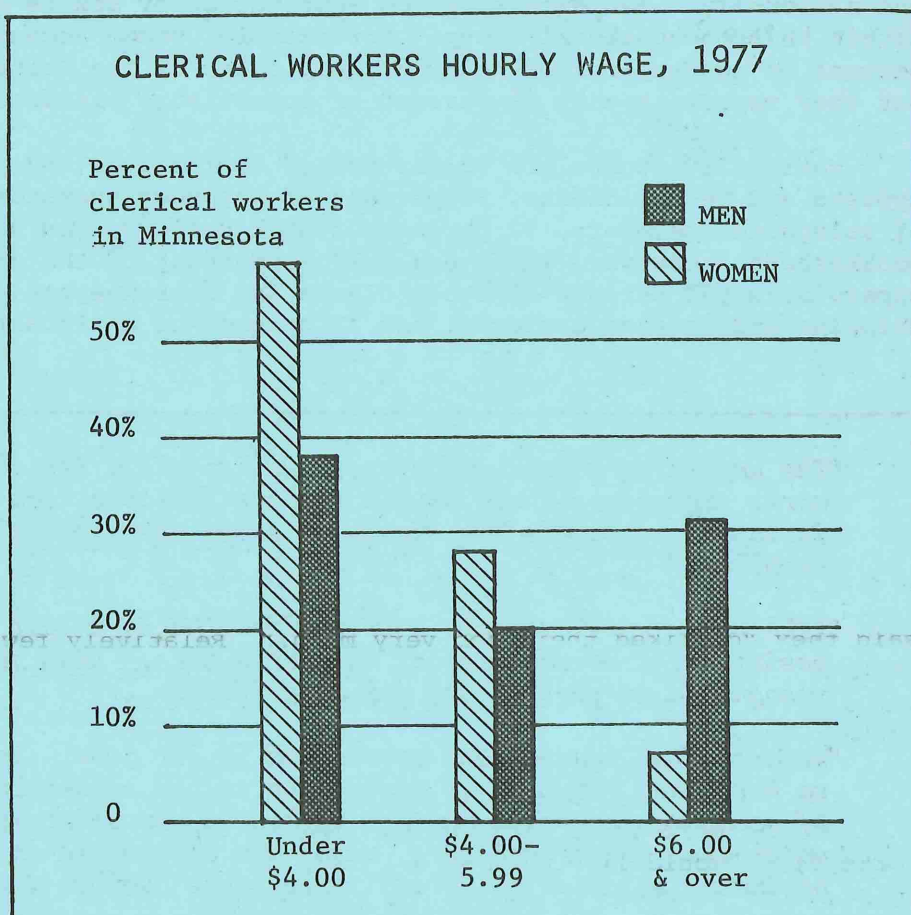
"If I could afford to, I would like to work when the children are in school and be off when they are off. Also, I would like to be able to be with them when they are home from school because of illness."

"I for one have been put down in more ways than I'd like to remember ... I answered an ad asking for a Gal Friday. What they really wanted was a Gal Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday, all for \$3.00 an hour."

-- secretaries responding to a survey conducted by the National Commission on Working Women, Fall 1978

The Office Salaries Directory for the U.S. and Canada, 1979-80, published by the Administrative Management Society, lists average annual salaries for clerical jobs in Minneapolis and St. Paul: executive secretaries, \$12,636; secretaries, \$10,140; accounting clerks, \$9,672; keypunch operators, \$8,892; steno/transcribers, \$8,684; VDT operators, \$8,580; typist/clerks, \$7,696; and file clerks, \$7,124.

An earnings distribution for clerical workers in Minnesota in 1977 shows the majority of female clerical workers with hourly earnings under \$4.00, while only one-third of male clerical workers earn this little. For women, median hourly wages of \$3.53 would amount to \$7,342 for a full-time, year-round clerical job. Men in this female-dominated occupation, however, earned \$9,526 for a full-time, year-round job.



Source: Office of State Demographer

Clerical workers are likely to earn more if they work for large companies with 1,000 or more employees, and if they work in a central city rather than a suburb. Industry is also a significant factor -- in manufacturing, clerical wages are from 10 to 46 percent higher than in banks, insurance companies, and other financial institutions.

The cost of living increased by 13 percent from 1978 to 1979. According to a survey by the National Association of Office Workers, average increases in clerical salaries were 6 percent for keypunch operators and stenographers; 5 percent for secretaries and executive secretaries; and 3 percent for typists/clerks in that year.

Office workers earn from 20 percent to 30 percent more if they are represented by a labor organization. According to the U.S. Department of Labor, in May 1977 average weekly earnings were \$192 for female clerical workers represented by a union and \$159 for female clerical workers not represented by a union.

Not surprisingly, the relatively low salaries of female clerical workers are very similar to median annual earnings for all employed women. Yet most clerical workers have a fairly high level of education. The average female clerical worker has 12.7 years of education, and almost one-third of female clerical workers have some college education or a college degree.

For these reasons, clerical workers are beginning to discuss the concept of "equal pay for work of comparable value" -- a shift in emphasis from the current standard of "equal pay for equal work." As one office worker wrote to the National Commission on Working Women, "If you can figure out a way to get highly skilled secretaries who are at the end of their careers as much money as the young men who change the light bulbs in their early career jobs, you deserve medals!"

The National Commission on Working Women's survey conducted in the fall of 1978 provides some additional information about clerical workers' job perceptions. A questionnaire printed in a number of national magazines elicited responses from more than 80,000 employed women, of whom 31,415 were secretaries, typists, and office clerks.

The large majority of those responding expressed satisfaction with their jobs. Thirty-six percent said they "liked their job very much," and 41 percent said they "liked their job somewhat." Only 5 percent said they "disliked their job very much." Relatively few clerical workers, less than 20 percent, reported any of the following problems: layoffs, difficulty of the job, husbands opposed to their working, or transportation.

Common problems which were identified included "job doesn't pay enough" (56 percent of clerical workers, 47 percent of professional workers); "would like more help at home" (48 percent of clerical workers, 51 percent of professional workers); and "no chance to train for a better job" (47 percent of clerical workers, 26 percent of professional workers). Other commonly-expressed problems for clerical workers were "burden of the job combined with the family," "job doesn't really use my skills," and "no leisure time."

These indications of stress are paralleled by results of The National Heart, Lung and Blood Institute examined the likelihood of coronary heart disease in various occupations. According to the study, women working outside the home are generally no more likely to develop heart disease than women working inside the home -- unless they are clerical workers.

Clerical workers, especially if they are married or have been married and have children, face twice the risk of heart disease encountered by homemakers or women employed in non-clerical jobs. Asked to speculate on possible explanations, researchers noted that clerical workers had the highest score for "suppressed anger."

Dr. Suzanne Haynes, who conducted the study, noted that "They had almost no control over their jobs. They were told what to do and when to do it ... The worst stress of all is the inability to control your life, even in small ways."

COUNCIL for the ECONOMIC STATUS of WOMEN

400 SW, State Office Building, St. Paul 55155

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NEWSLETTER #41

JULY/AUGUST 1980

IN THIS ISSUE

WOMEN AS HEALTH CARE WORKERS, an analysis of the status of women in this growing industry.

CLOSING THE WAGE GAP: COMPARABLE WORTH, called "the most important issue of the '80s for the average woman."

THANKS TO RSVP, an acknowledgement.

A SMALL QUIZ . . .

Can you guess the salaries of the following traditionally "male" and traditionally "female" positions within state government employment? For answers, see article on comparable worth.

What is the monthly salary of:

1. A zookeeper: \$ _____
A human services technician: \$ _____
2. A police training director: \$ _____
A director of nurses: \$ _____
3. A general maintenance worker: \$ _____
An administrative secretary: \$ _____
4. A painter: \$ _____
A social worker: \$ _____
5. A poultry improvement specialist: \$ _____
A human services specialist: \$ _____

WOMEN AS HEALTH CARE WORKERS

Health care is a large and growing industry. In 1978, consumers and their insurance companies paid over 59 billion dollars for hospital care and physicians' services alone, a staggering increase from \$24 billion in 1970 and \$4 billion in 1950. How do women fare as employees of this important industry?

Women represent nearly three-fourths of all persons employed in health occupations, even when excluding those who work in hospital cafeterias, laundries, and offices. However, female health care workers are concentrated in the lower-status, lower-paid health care jobs.

<u>Health Occupation</u>	<u>Employed Persons, United States, 1978</u>	
	<u># Women</u>	<u>% Female</u>
Physicians, dentists, and related practitioners	79,000	10.4%
Administrators	85,000	46.2%
Technologists & technicians	353,000	70.9%
Registered nurses, dieti- cians, & therapists	1,255,000	92.9%
Practical nurses, nursing aides, & health aides	1,659,000	89.9%
Total	3,431,000	74.0%

Source: Bureau of the Census

A public hearing on "Women as Health Care Workers" was held by the Council in June. Testimony was presented by a wide range of individuals and groups: employees of state hospitals, Twin Cities hospitals, and nursing homes, as well as representatives of the American Federation of State, County, and Municipal Employees (AFSCME), the Minnesota Nurses Association (MNA), and the Minnesota Society for Medical Technology (MSMT). A number of common concerns were heard:

- Many see the health care industry as a hierarchy, with few women in positions of power. A number of women who testified cited a lack of opportunities for career mobility. A union representative identified a problem in "not being listened to or taken seriously -- as a woman or as a health employee -- it's a 'good old boy' system." A sales catalog for hospital linen was presented, which portrays all women as nurses and all men as doctors. In one advertisement, the doctor is pictured as a "sultan" who "is pleased with the way we've outfitted his harem" (nurses).

One witness said that "nurses tend to rate themes of autonomy as high or higher than economics as issues of importance ... While nurses are legally responsible for the nursing care rendered, they generally do not have the authority to carry out the nursing goals identified."

● Threats to the health and safety of the health care workers were frequently mentioned. Such threats include exposure to dangerous substances such as drugs, needles contaminated with hepatitis, and high levels of radiation. Radiation standards for health care workers are presently set at ten times the level considered acceptable for consumers.

Many women referred to high levels of stress "from not having control over your working environment, having your job defined by others who may not know that much about it." Others experienced pressure related to being understaffed, shift work, mandatory overtime, working holidays and weekends.

Like women in other occupations, health workers experience stress related to dual careers, combining employment with family responsibilities. Opportunities for child care, leave time when children are sick, flexible work hours, and job sharing are rare.

● Many health workers, especially those in new or rapidly-expanding fields, express a need for better job definition. A medical technologist said, "Too often we are called 'lab girls' -- nobody knows what we do." Educational attainment of medical technologists ranges from six weeks to two years or more after high school. Job duties, she stated, are similar to those of pharmacists, a male-dominated and highly-paid profession.

Another witness referred to expanding roles for nurses in illness prevention, care of the elderly, and other fields, despite some resistance on the part of the industry. She noted the recent development of an occupation called "physician's assistant," a role previously carried out by nurses. Physicians assistants, however, are predominantly men who receive higher salaries than nurses while performing tasks which require less responsibility.

● Women present at the hearing cited low wages and inadequate benefits, especially for service workers. For example, a licensed practical nurse at a state hospital receives only \$7,200* annually; assistant nurses in metropolitan county nursing homes earned only \$7,740 in 1979. Only 53 percent of nursing home employees have health insurance coverage, and only 19 percent have pension coverage.

Although collective bargaining has helped health care workers who are organized, many who testified urged attention to issues of comparable worth. A union representative stated that "the nursing profession views the current 'shortage' as being directly tied to the poor economics and low status of a woman's profession, rather than an inadequate supply of trained nurses ... Because nursing was voluntary, missionary work in its beginning, its true market value has never been established."

● While taking a new look at their status as employees, women in health care continue to express concerns about the needs of their patients. One woman said, "One of the major problems in nursing homes is not enough help. Under such conditions you can't always give the quality of care that patients deserve. Because there is so much strain there is a big turnover in staff which is bad for both residents and other staff members."

"To improve care for our elderly we all need to better understand the connection between treatment of staff and treatment of residents."

* Amount as testified was incorrect, actual starting salary for an LPN at a state hospital: \$11,232

CLOSING THE WAGE GAP: COMPARABLE WORTH

It is now 17 years since passage of the federal Equal Pay Act, and 16 years since passage of Title VII of the Civil Rights Act. In Minnesota, a state Human Rights Act has been law since 1955. All of these laws prohibit discrimination in employment on the basis of sex. Yet women in 1977, as in 1961, earned only 59 cents for every dollar earned by men.

zookeeper	-	\$967/month
human services technician	-	\$783/month

Some examples of typical men's and women's jobs are shown on these pages, with minimum starting salaries for employees of the State of Minnesota in fiscal year 1980.

In recent newsletters, women who are clerical workers, homemakers, and health care workers have said they enjoy and believe in their jobs. They also say, however, that they receive less recognition, have less security, and are paid less than men whose jobs require the same or less skill and effort. Such women refer to "equal pay for work of equal value," sometimes called "pay equity" or "comparable worth."

police training director	-	\$1,841/month
director of nurses	-	\$1,583/month

in the same organization with a similar point value. Some analysts believe even these somewhat objective systems devalue the skills used by women. For example, the Dictionary of Occupational Titles (DOT) ranks "dog trainer" higher than "foster mother."

general maintenance worker	-	\$1,027/month
administrative secretary	-	\$912/month

A growing number of organizations and individuals now recognize that "equal pay for equal work" is inadequate for closing the wage gap because women and men rarely do the same (equal) jobs in today's society. Women are teachers, nurses, homemakers, clerical and service workers; men are laborers, craft workers, and administrators.

It is sometimes said that women's work and men's work cannot be compared, because they are different as "apples and oranges." Yet a number of job classification systems have been used. Such systems measure factors such as the amount of skill, knowledge, and responsibility required for a job, assigning points for each measure. The job can then be compared with other jobs

A measure of "working conditions" is often included in evaluations of job complexity. Such systems award additional points for typically male conditions such as heavy lifting or exposure to weather. However, they rarely acknowledge typically female conditions such as monotony or exposure to noise.

Some systems use marketplace differences to justify paying less for women's jobs with the same point total as men's. Implications of this practice are found in rulings of the War Labor Board, which examined women's jobs in World War II. The Board found that two large corporations determined levels of skill, effort and responsibility for each job -- and then reduced wages by 18 to 33 percent if the job was performed by women.

Efforts to develop non-biased job evaluation systems are underway. In addition, the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs are in the process of writing guidelines to further define comparable worth and its implications for sex discrimination law enforcement. Although the courts have so far failed to interpret equal pay laws to include comparable worth issues, major litigation now in progress may lead to change.

painter - \$1,368/month
social worker - \$1,103/month

In one case, a group of nurses employed by the City of Denver charged that they were unfairly paid less than the city's tree trimmers, sign painters, and parking meter attendants. According to one of the nurses, "It's not that I think tree trimmers should re-

ceive less. But I worked with critically ill patients in surgical intensive care. Patients are on life-support systems and need constant care. With that kind of responsibility I feel we should be receiving comparable pay." The judge agreed, but ruled against the nurses, saying "This is a case which is pregnant with the possibility of disrupting the entire economic system."

poultry improvement
specialist - \$1,227/month
human services
specialist - \$912/month

Eleanor Holmes Norton, Chair of the Equal Employment Opportunity Commission, identifies comparable worth as "the most important issue of the 1980s for the average woman... It is hard to believe that female jobs are inherently worth less." Like many others, she believes that employers will soon need to address the real worth of women's jobs.

* * * * *

THANKS TO RSVP . . .

For some time now, Council staff have been assisted in distributing this newsletter by a group of women from RSVP, the Retired Senior Volunteer Program. Each month these women do all the collating, folding and stapling for more than 4,000 newsletters.

RSVP is supported by the state legislature, which says that "by recognizing and supporting retired senior volunteer programs the state will be serving the interests of human services as well as the interests of the senior citizens who participate." Volunteers donate their services to government and non-profit agencies, while the host program provides a lunch and RSVP provides bus fare to its workers.

Without the help of program "regulars," this mailing would consume several additional days of staff time. Their lively presence in the office each month brightens our days, and we very much appreciate their help.

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

400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #42

SEPTEMBER 1980

In THIS ISSUE

WOMEN IN MINNESOTA, a summary of statistical information from the Council's most recent publication.

CORRECTIONS for two errors in the July/August newsletter.

NEW COUNCIL MEMBERS as recently announced by Governor Quie.

WOMEN IN MINNESOTA, the Council's most recent publication, is now available. The report provides the most recent data on education, family status, employment and income for the two million Minnesotans who are women and girls. Copies of the full report are available free from the Council office.

PUBLIC HEARING: THE ENFORCEMENT PROCESS FOR LAWS PROHIBITING DISCRIMINATION IN EMPLOYMENT is scheduled for Thursday, November 6. Purpose of the hearing is to gather information and recommendations about legal and administrative remedies. The hearing will be held from 3:00 to 6:00 PM and from 7:00 to 9:00 PM, in Room 83 of the State Office Building. The general public is welcome to attend.

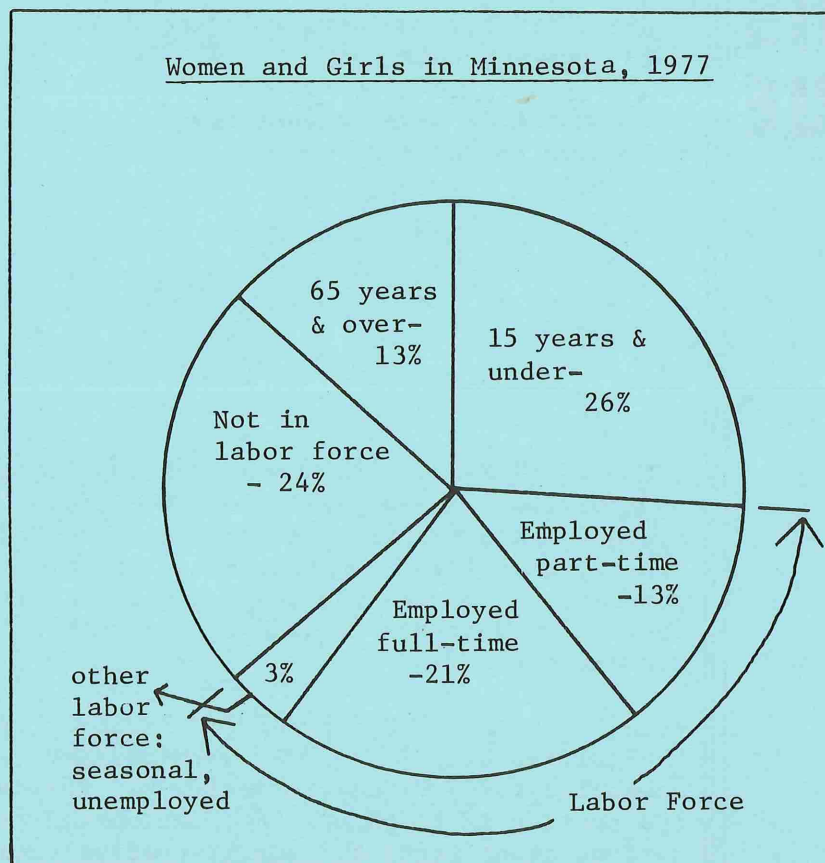
Toll-Free Outstate Council Line: 1-800-652-9744

The Council's most recent publication, WOMEN IN MINNESOTA, includes comprehensive information about the two million Minnesotans who are women and girls: age distributions, educational attainment and enrollments, marital and parental status, labor force participation and employment characteristics, and income.

The publication is designed to provide a factual base from which to look at the changing role of women in the state. Some people are surprised, for example, to learn that almost two-thirds of working-age women are now in the labor force, or that the wage gap between women and men has not changed over the years, or that women have a lower rate of job turnover than men. Similarly they may be surprised to know that fertility rates are declining for teenagers, or that most divorces take place before the wife is age 30.

Other highlights of the report include:

- An increasing proportion of the female population in Minnesota is 65 years and over, and older women outnumber older men by a substantial majority. Fully 51 percent of older women are widowed, compared to only 16 percent of older men.



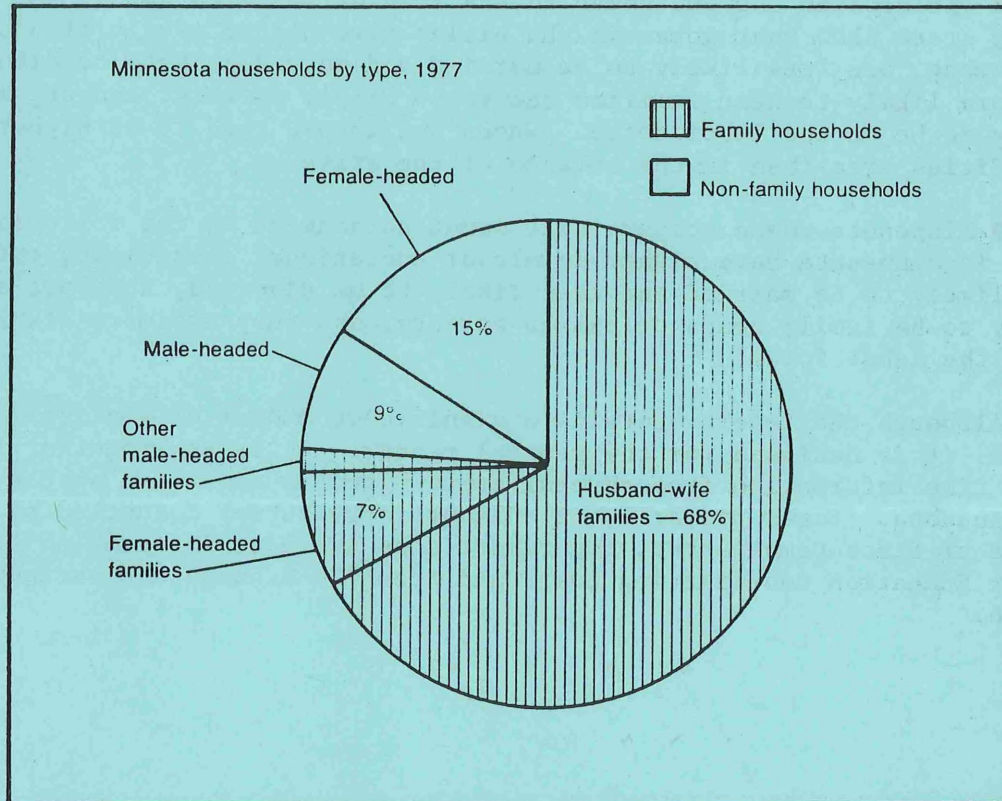
Source: Office of State Demographer

- Recent years have seen a sharp increase in the number of women enrolling in the state's post-secondary education systems. Women now repre-

sent the majority of students in the state university system, the community college system, and in private institutions. About one-quarter of the women students in the community colleges are age 30 and above.

● The so-called "typical" family of four -- an employed husband, a wife who does not work outside the home, and two children -- accounts for only 6 percent of all Minnesota families. However, more than two-thirds of all households in the state are maintained by husband-wife families.

Most households consist of husband-wife families



● While marriage remains the dominant pattern, there is an increasing tendency among younger persons to remain single or to marry at a later age. In addition, increases in the divorce rate have led to growing numbers of female-headed single-parent families.

● Nearly two-thirds of non-family households are headed by women, the majority of whom are older women living alone. These women are likely to be widowed and to have low incomes.

● The labor force participation rate of women age 25 to 34 has more than doubled since 1960. Two-thirds of married women with school-age children and almost half of those with preschoolers are employed outside the home.

● More than half the employed women in Minnesota are concentrated in clerical and service jobs, and their numbers in these occupations are increasing. In 1977, almost a quarter of a million employed women in the state were holding clerical jobs.

● In April 1977, reported median wages for employed women in Minnesota were \$3.38 per hour, compared with \$5.49 for employed men. On the average, women earn about 62 cents for each dollar earned by men.

● Median incomes of families headed by women are consistently lower than those of husband-wife families, and two-earner families headed by women have lower incomes than one-earner husband-wife families. Female-headed families in both the Twin Cities and the balance of the state have incomes about half those of husband-wife families.

● Differences between women in the Twin Cities area and in the balance of the state show that women in the cities have higher levels of educational attainment, are less likely to be married and more likely to be divorced, are more likely to head families and to be single parents, and are more likely to be in the labor force. Wages and income tend to be higher in the Twin Cities area than in the balance of the state.

● Minnesota women compare with women nationwide in the following ways: women in Minnesota have higher levels of educational attainment, they are more likely to be married and less likely to be divorced, they are less likely to be family heads or single parents, and they are more likely to be in the labor force.

Although the report contains a significant amount of statistical information, it is designed for the general reader. It brings together for the first time information from several state agencies about the status of women in Minnesota. Based primarily on a labor force survey conducted by the Office of State Demographer, the report also includes information from the Higher Education Coordinating Board and from the Minnesota Department of Health.

* * * * *

CORRECTIONS

There were two errors in the "Women as Health Care Workers" article in the July/August newsletter. We apologize for these mistakes and thank those who called them to our attention.

Starting salary for a licensed practical nurse in a state hospital was reported as stated by a witness at the health care hearing. The current starting salary for this job, however, is \$11,232. (p 2)

The newsletter also reported educational levels for medical technologists. That paragraph should have read: Laboratory workers include medical technicians with six months to two years of post-high school education and medical technologists with four to five years of college education and a B.S. degree. The duties of a medical technologist include responsibility for diagnostically important results and are similar to those of pharmacists, a male-dominated and highly-paid profession. (p 2)

NEW COUNCIL MEMBERS

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Governor Quie announced the following public member appointments to the Council on September 8:

Dolores J. Baumhofer, Montevideo, is employed by Donahue Jewelers and is a member of several city, county, and regional boards. She replaces Carol Ryan, St. Paul.

Blyth Berg Brookman, Oakdale, is a stockbroker with Dain Bosworth, Inc. She replaces JoAnn Kronick, St. Paul.

Joan L. Calott, Bloomington, is a portfolio manager with First Bank Minneapolis. She replaces Virginia Erhard, Minnetonka.

Elsa M. Carpenter, Minneapolis, is vice president of a family owned small business and currently a candidate for the state senate. She replaces Sandra Melberg, Fridley.

Evelyn Flom, St. Louis Park, is grants coordinator for Senator Rudy Boschwitz. She replaces Anne Siren Levig, Cambridge.

Mary Jane Hendel, Caledonia, is a part-time clerk at the Brass Banana and Bouquets of Fashion. She replaces Verna Lunz, Fairmont.

Reverend Kristine M. Holmgren, South St. Paul, is pastor of the First Presbyterian Church of South St. Paul. She replaces Jane Preston, White Bear Lake.

Margaret M. Jannetta, Silver Bay, is a homemaker. She replaces Lurline Baker, Duluth.

Penny H. Tarbell, Chaska, is program coordinator of community education in the Eden Prairie Schools. She replaces Dolores McClernon, Tenney.

Theresia A. Crisler, Minneapolis, an attorney in private practice, was reappointed to the Council.

Maria Kautto, Nashwauk, a teacher in the Keewatin Schools, was reappointed to the Council.

The Council welcomes these new members, who will join public member Gertrude Buckanaga, Minneapolis, and ten legislators -- Senators Nancy Brataas, Bill Luther, Wayne Olhoft, Allan Spear, and Emily Staples, and Representatives Linda Berglin, Connie Levi, Sally Olsen, Todd Otis, and Ann Wynia.

New legislative members will be appointed when the session reconvenes in January, and the terms of all Council members will expire on June 30, 1981, when the law creating the Council is scheduled to sunset.

On behalf of Council members and staff, we want to express our sincere appreciation for the time and energy contributed by outgoing public members.

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

400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #43

OCTOBER 1980

in THIS ISSUE

A WOMAN'S PLACE, originally published in 1978, has now been revised and updated to reflect changes in the law and new resources for women. This newsletter issue reprints in full the resources section of the booklet and summarizes legal changes.

public hearing

PUBLIC HEARING: THE ENFORCEMENT PROCESS FOR LAWS PROHIBITING DISCRIMINATION IN EMPLOYMENT is scheduled for Thursday, November 6, from 3:00 to 6:00 PM and from 7:00 to 9:00 PM in Room 83 of the State Office Building, St. Paul.

Joint sponsors of the hearing in addition to the Council on the Economic Status of Women are the Indian Affairs Intertribal Board, the Spanish Speaking Affairs Council, and the newly-established Council on Black Minnesotans.

Individuals who have participated in litigation or who have filed formal charges with the Human Rights Department or the Equal Employment Opportunity Commission are encouraged to present testimony about their experience. All members of the general public are welcome to attend.

For further information, please contact the Council office.

Resources

Consumer

Housing

Tenant's Rights Handbook
Minnesota Public Interest Research Group
3036 University Ave. SE
Mpls., MN 55414

Minnesota Human Rights Act
Department of Human Rights
Bremer Bldg.
St. Paul, MN 55101
612/296-5663

Housing and Community Development Act
Housing and Urban Development
6400 France Ave. So.
Mpls., MN 55435
612/725-4717

Consumer Services

Office of Consumer Services
Metro Square Building, First Floor
7th and Robert St.
St. Paul, MN 55101
612/296-2321

Better Business Bureau
1745 University Ave.
St. Paul, MN 55104
612/646-4631

Fair Debt Collection Practices Act
Federal Reserve Bank
250 Marquette Ave.
Mpls., MN 55480
612/340-2511

A Consumer's Guide to Minnesota Conciliation Courts
Minnesota Public Interest Research Group
3036 University Ave. SE
Mpls., MN 55414

Toll-Free Telephone Service to State Agencies
(callers outside the Twin Cities only)
1-800-652-9747

Tel-Law Tape Library
Minnesota Bar Association
700 Cargill Building
Mpls., MN 55402
612/227-5297 (Twin Cities residents)
1-800-652-9728 (outstate residents)
Tape #1: Where to go for legal help in the Twin Cities.
Tape #2: Where to go for legal help outside the Twin Cities.

Education

Title IX

Copies:
Office for Civil Rights
Department of Health, Education and Welfare
Washington, D.C. 20202

Interpretation and complaints:
Kenneth A. Mines
309 W. Jackson Blvd., 10th Floor
Chicago, IL 60606

Minnesota Law

Department of Human Rights
Bremer Bldg.
St. Paul, MN 55101
612/296-5663

Minnesota Department of Education
Equal Educational Opportunities Section
550 Cedar
St. Paul, MN 55101
612/296-5020

Employment

Minimum Wage

Federal:
Fair Labor Standards Act
Wage and Hour Division
Department of Labor
100 No. 6th St.
Mpls., MN 55403
612/725-6106

State:
Division of Labor Standards
Department of Labor and Industry
Space Center, 5th Floor
444 Lafayette Rd.
St. Paul, MN 55101
612/296-2282

Volunteerism

Governor's Office of Volunteer Services
130 State Capitol
St. Paul, MN 55155
612/296-4731

Displaced Homemaker Programs

Barbara Whitmore
Department of Education
Capitol Square, 7th Fl.
550 Cedar
St. Paul, MN 55101
612/296-1216

Marge Revoir
Department of Economic Security
690 American Center Bldg.
150 Kellogg Blvd.
St. Paul, MN 55101
612/296-2684

Programs:
Metropolitan Center for Displaced Homemakers:
2233 University Av., Suite 340
St. Paul, MN 55114
612/647-9961 or
2344 Nicollet Av. So., Suite 240
Mpls., MN 55404
612/874-6636

South Central Minnesota Displaced Homemaker Program:
Fairmont CETA
932 E. 10th
Fairmont, MN 56031
507/238-4214 or
Mankato CETA
709 N. Front
Mankato, MN 56001
507/389-6073 or
New Ulm CETA
1200 So. Broadway
New Ulm, MN 56073
507/359-2031

Project Soar
YWCA
202 W. 2nd St.
Duluth, MN 55802
218/722-3126

Mainstay
700 No. 7th St.
Marshall, MN 56258
507/537-7166

Southern Minnesota Support Coalition
Displaced Homemaker Program
c/o Blue Earth County Human Services
402 No. 5th St.
Mankato, MN 56001

Women in Transition
8800 West Highway 7
St. Louis Park, MN 55426
612/935-5517

CHART
123 E. Grant St., Suite 1210
Mpls., MN 55403
612/871-9100

Perspectives, Inc.
Lake Village Center
Chaska, MN 55318
612/448-2277

Sex Discrimination

Title IX
Office for Civil Rights
Kenneth A. Mines
309 W. Jackson Blvd., 10th Floor
Chicago, Ill. 60606

Title VII Civil Rights Act
Equal Pay Act
Equal Employment Opportunity
Commission (EEOC)
12 So. 6th St.
Mpls., MN 55402
612/725-6101

Minnesota Human Rights Act
Department of Human Rights
Bremer Bldg.
St. Paul, MN 55101
612/296-5663

Age Discrimination

Age Discrimination in Employment
Act
Equal Employment Opportunity
Commission (EEOC)
12 So. 6th St.
Mpls., MN 55402
612/725-6101

Minnesota Human Rights Act
Department of Human Rights
Bremer Bldg.
St. Paul, MN 55101
612/296-5663

Information and Discrimination Complaints for Handicapped Workers

Rehabilitation Act:
Merit System Protection Board
(federal employees)
230 So. Dearborn St., 31st Fl.
Chicago, IL 60604
312/353-2923 or
Office of Federal Contract
Compliance Programs (federal
contractors)
100 No. 6th St.
Mpls., MN 55403
612/725-2192

Minnesota Human Rights Act
Department of Human Rights
Bremer Bldg.
St. Paul, MN 55101
612/296-5663

Employment Opportunities

CETA
Local employment agency or
Department of Economic Security
390 Robert St.
St. Paul, MN 55101
612/774-6083

Apprenticeships

Division of Voluntary
Apprenticeship
Minnesota Department of Labor and
Industry
444 Lafayette
St. Paul, MN 55101
612/296-2371

Bureau of Apprenticeship and
Training
U.S. Department of Labor
134 Federal Bldg.
316 Robert St.
St. Paul, MN 55101
612/725-7951

Family Law

Child Support and Enforcement

Local Welfare or Social Services
Department or
400 Centennial Bldg.
658 Cedar St.
St. Paul, MN 55155
612/296-2499

Battered Women's Programs

Ellen Pence, Coordinator
Minnesota Department of
Corrections
430 Metro Square
St. Paul, MN 55101
612/296-3521

Shelters:
Ripley Alliance for Battered Women
Box 96
Thief River Falls, MN 56701
218/681-5557

Northwoods Coalition for Battered
Women
Box 563
Bemidji, MN 56601
218/751-0211

Women's Coalition
Box 3205
Duluth, MN 55803
218/728-3679

Region IV Council on Domestic
Violence
Box 815
Fergus Falls, MN 56537
218/739-3359

Women's Center of Mid-Minnesota,
Inc.
Box 602
Brainerd, MN 56401
218/828-1216

Shelter House
1125 6th St. SE
Willmar, MN 56201

Woman House
Box 195
St. Cloud, MN 56301
612/253-6900

Southwest Women's Shelter, Inc.
210 South First
Marshall, MN 56258
507/532-4604

Women's Shelter Board, Inc.
Box 61
Rochester, MN 55901
507/285-1010

B. Robert Lewis House
4750 Cedar
Eagan, MN 55122
612/452-7288

Harriet Tubman Women's Shelter
Box 7026, Powderhorn Sta.
Minneapolis, MN 55407
612/827-2841

Women's Advocates
584 Grand Av.
St. Paul, MN 55102
612/227-8284

Alexandra House
Box 32142
Fridley, MN 55432
612/571-5908

Hopkins Project
Box 272
Hopkins, MN 55343
612/933-7433

Home Free
11111 36th Av. No.
Plymouth, MN 55441
612/559-2022

Resources

Minnesota Program for Victims of Sexual Assault

Peggy Specktor, Director
430 Metro Square Bldg.
St. Paul, MN 55101
612/296-7084

Services:

Victim Witness Assistance Program
Anoka County Attorney's Office
Courthouse
Anoka, MN 55303
612/421-4760, ext. 1192

Beltrami County Task Force on Sexual Assault
Box 1112
Bemidji, MN 56601
218/751-1657
Hotline: 218/751-4333

Victims Assistance
410 So. 5th St.
Mankato, MN 56001
507/625-9034

Carver County Program for Victims of Sexual Assault
401 E. 4th St.
Chaska, MN 55318
612/448-5425
Hotline: 612/448-2111

Fargo-Moorhead Program for Victims of Sexual Assault
Box 1655
Fargo, ND 58107
701/293-7273
Hotline: 701/235-7335

Mid-Minnesota Women's Center
Box 602
Brainerd, MN 56401
218/828-1216

Sexual Assault Advocates
Community Action Council
13760 Nicollet Av. So.
Burnsville, MN 55337
612/894-4212
Hotline: 612/894-2424

Dakota County Sexual Assault Program
Hastings Government Center
Highway 55
Hastings, MN 55033
612/437-3191, ext. 0438

Listening Ear Center
111 17th Av. E.
Alexandria, MN 56308
612/762-1511
Hotline: 612/763-6638

Rape and Sexual Assault Center
1222 W. 31st St.
Mpls., MN 55408
612/825-4357

Sexual Assault Services
Office of the County Attorney
2000-C Government Center
Mpls., MN 55487
612/348-5397

Adult Protection Council
Advocacy Program
Box 45
Grand Rapids, MN 55744
218/326-1034 (8 AM - 5 PM)
218/326-8565 (5 PM - 8 AM)

Social Abuse Program
West Central Community Services
Center, Inc.
1125 6th St. SE
Willmar, MN 56201
612/235-4613

Southern Minnesota Crisis Support Center
Box 214
Fairmont, MN 56031
507/235-5446
Hotline: 507/235-3456

Victims Crisis Center
Box 649
Albert Lea, MN 56007
507/373-2223

Victims Crisis Center
908 NW 1st Dr.
Austin, MN 55912
507/437-6680 (8 AM — 5 PM & 7 PM — 1 AM)
Emergency 911 (5 PM — 7 PM & 1 AM — 8 AM)

The RAPELINE Program
1500 Building
1500 1st Av. NE
Rochester, MN 55901
507/285-8242
Hotline: 507/289-0636

Sexual Offense Services
65 E. Kellogg Blvd.
St. Paul, MN 55101
612/298-5898

Women Against Rape
217 MacKubin
St. Paul, MN 55102
612/292-1092

Victim Support Program
Box 171
Northfield, MN 55057
507/645-5555

Ripley Alliance
Sexual Assault Program
Box 96
Thief River Falls, MN 56701
218/681-5557
218/281-2864 (Crookston)

Aid to Victims of Sexual Assault
2 E. 5th St.
Duluth, MN 55805
218/727-4353
Hotline: 218/727-8538

Aid to Victims of Sexual Assault
235½ Chestnut St., Rm. 7 & 8
Virginia, MN 55792
218/749-4225
Hotline: 800/232-1300
(toll-free, outside Duluth)

Rape Crisis Center
Box 195
St. Cloud, MN 56301
612/251-4357

Sexual Assault Services
7066 Stillwater Rd.
Oakdale, MN 55119
612/738-0080

Sexual Assault Crisis Aid
205 Exchange Bldg.
Winona, MN 55987
507/452-4440
Hotline: 507/452-5590

Finances

Social Security

Local telephone directory:
Social Security Administration or
U.S. Gov't Office, Social Security
Administration or
Local Post Office or
1-800/462-5360

Credit Discrimination

Equal Credit Opportunity Act
Federal Reserve Bank
250 Marquette Ave.
Mpls., MN 55401
612/340-2511

Minnesota Human Rights Act
Department of Human Rights
Bremer Bldg.
St. Paul, MN 55101
612/296-5663

Business

Small Business Administration
12 So. 6th St.
Mpls., MN 55402
612/725-2363

Small Business Assistance Center
Department of Economic
Development
480 Cedar St.
St. Paul, MN 55101
612/296-5011

Income Tax

Federal:
Internal Revenue Service
316 No. Robert
St. Paul, MN 55101
612/291-1422 or toll-free 800/652-9062

State:
Department of Revenue
Centennial Office Bldg.
St. Paul, MN 55145
621/296-3781 or toll-free 800-652-9094

Discrimination in Insurance

Commissioner of Insurance
Metro Square Bldg., 5th Floor
7th and Robert
St. Paul, MN 55101
612/296-2488

Department of Human Rights
240 Bremer Bldg.
St. Paul, MN 55101
612/296-5663

Women's Centers

The following is a list of Women's
Centers which are sources of
information for local resources
available to women.

Women's Center of Mid-Minnesota
Box 602
Brainerd, MN 56401
218/828-1216

Women's Center
U of M, Crookston
Hill Bldg.
Crookston, MN 56716
218/281-4444

Women's Center
Mankato State University
Box 16
Mankato, MN 56001
507/389-6146

Women's Center
Southwest State University
Marshall, MN 56258
507/537-7160

Chrysalis Center for Women
2104 Stevens Ave.
Mpls., MN 55404
612/871-0118

Women's Center
University of Minnesota
306 Walter Library
117 Pleasant Ave. SE
Mpls., MN 55455
612/373-3850

Women's Center
U of M, Morris
Morris, MN 56267
612/589-2211

Women's Resource Center
709 1st Ave. SW
Rochester, MN 55901
507/289-0638

Women's Center
501 Mall Germain
St. Cloud, MN 56301
612/252-8831

Women's Resource Center
205 Exchange Bldg.
51 West 4th St.
Winona, MN 55987
507/452-4440

In addition to these new resources, the revised edition of A WOMAN'S PLACE contains new sections about comparable worth, sexual harassment, and spousal rape. Changes in the law which are reviewed in other sections include:

Housing discrimination. Discrimination against families with children in rental housing is now prohibited under certain circumstances.

Inheritance tax. When property is held by spouses in joint tenancy, a surviving spouse is now presumed to own half the property for estate tax purposes.

Minimum wage law. Federal minimum wage increased to \$3.10 an hour beginning January 1, 1980, and will increase to \$3.35 in January 1981. State minimum wage is now \$2.90 per hour, increasing to \$3.10 in January 1981 and to \$3.35 in January 1982.

Battered women. An "order for protection" allows a battered person to obtain protection without filing for a divorce. A simple form requesting this court order, and assistance in completing the form, are available from the county clerk of court in each Minnesota county.

Copies of the full revised edition of this publication are available free of charge from the Council office, 296-8590 (Twin Cities area) or 1-800-652-9744 (non-metro, toll-free line).

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

400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #44

NOVEMBER 1980

in THIS ISSUE

THE ECONOMICS OF DIVORCE,
with information about alimony,
child custody, and child support,
and the effect of divorce on the
poverty status of women and
children.

calendar

The next meeting of the Council will be on
Friday, December 5, at 10:00 AM in Room 57
of the State Office Building, St. Paul.

State officials will present information
about the status of female employees of the
State of Minnesota, an area of previous
Council study.

All meetings and hearings of the Council
are open to the public.

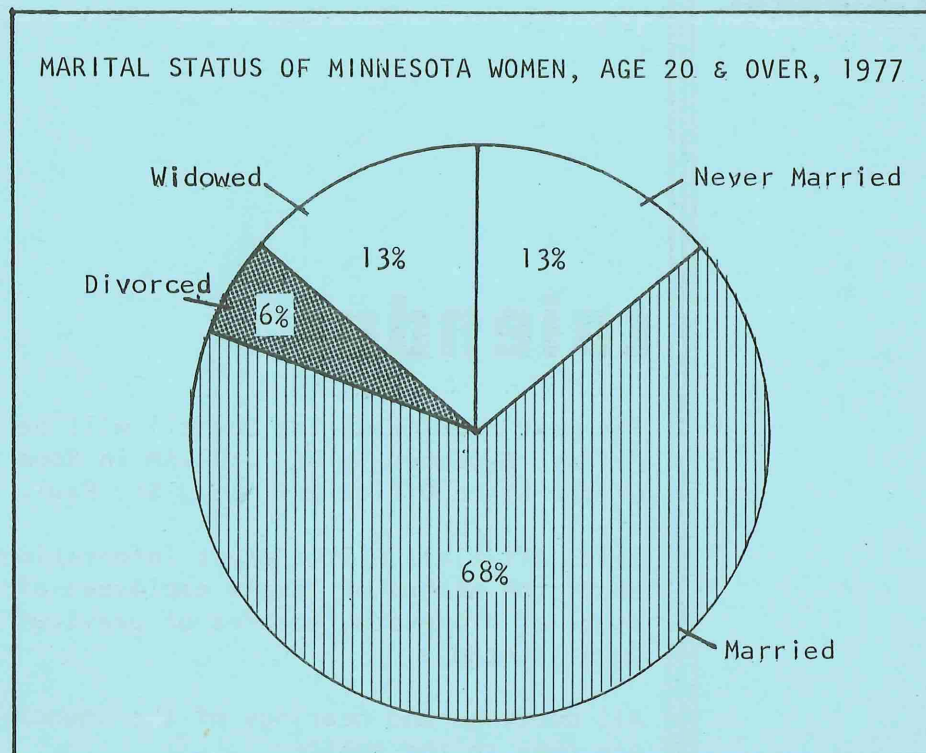
The "feminization of poverty" is a new phrase for an old problem: the large majority of poor people are women and children, and these two groups account for a larger proportion of the poverty population each year. This newsletter issue examines the ways in which divorce contributes to this trend. How many marriages are ending in divorce? Are men now more likely to have custody of the children? Are support payments adequate to offset the economic dislocation of divorce?

Although divorce has always been with us, the divorce rate was relatively low until the end of World War II. At that time, the rate reached an unprecedented high, then fell steadily until 1960, when it began to rise to historic high levels in recent years.

- Although the rate in Minnesota is lower than the national average, it has increased dramatically in the past 20 years: from 4,175 divorces in 1960, to 8,288 in 1970, to 14,020 in 1978.

- The state's divorce rate increased from 10 divorces per 1,000 married women in 1970 to 15 divorces per 1,000 married women in 1977.

- However, other information demonstrates that traditional values endure. Most divorced women remarry within three years, so that only about 6 percent of Minnesota women are listed as "divorced" at any one time.



Source: *Women in Minnesota*

- The latest Virginia Slims "American Women's Opinion Poll" states that "Marriage continues to be an overwhelmingly favored way of life, with nearly unanimous support (94 percent) among women." In addition, the vast majority of women (85 percent) say that a primary reason for entering marriage is love.

● Most divorces occur before the wife is age 30, and divorce is strongly correlated with age at marriage: the younger the couple at the time of marriage, the higher the probability that divorce will occur. Many marriages, of course, will continue to last a lifetime.

For thousands of Minnesota women, divorce represents not only emotional trauma in changing life roles, but also immediate and severe economic dislocation:

● The full-time homemaker loses all immediate income. The woman who has a paid job most likely earns considerably less than her husband, since the average woman employed even full-time year-round continues to earn only 60 cents for every dollar earned by her male counterpart.

● The hidden costs of divorce are also high. It is likely that the divorcing woman will lose insurance coverage, for example, and her chances of continued access to pension coverage, disability coverage, and Social Security credits are minimal if she did not have a full-time job.

● Many divorcing women have difficulty obtaining adequate legal representation. They may be unable to afford a lawyer, yet be ineligible for free legal help because their husband's income is considered their income.

Many women say that male attorneys and judges do not know how few jobs are available to women with little training or experience, or do not understand the difficulties of raising children alone. How likely is it that the woman will receive alimony?

● Nationally, less than one in twenty divorced women received any alimony at all in 1976. For those who received some payments, the median amount was \$4,120 per year.

● Older women are considerably more likely than younger women to receive alimony. Although only 11 percent of divorced women were age 40 or over at the time of divorce, women in this age group represented 69 percent of those who received alimony. But even among all divorced women age 40 and over, 95 percent received no alimony at all at the end of a marriage which lasted most of their adult lives.

Over half the divorces nationally involve children. What happens to the children of divorce? Who takes care of them, and how do they fare?

● Despite a public perception that increasing numbers of men are raising children alone, single parenthood remains overwhelmingly a characteristic of women. Nationally, 87 percent of single-parent families were headed by women in 1960, 90 percent were headed by women in 1970, and 91 percent were headed by women in 1978.

● Almost one in five children now live in a single-parent family, and of the 4.7 million children living with a divorced parent, 4.3 million are living with their mothers.

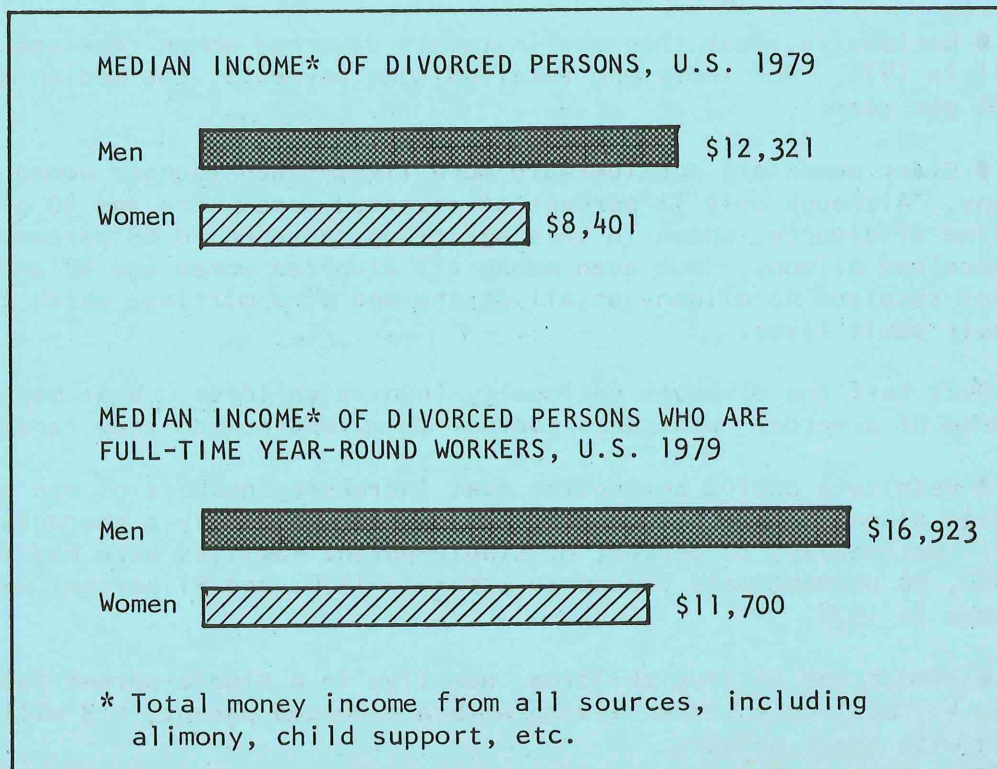
● There is no evidence that women are increasingly "abandoning" their children. Among the hundreds of women admitted to Minnesota battered women's shelters in the past year, 98 percent brought their children with them.

● Less than 1 percent of divorced mothers live in a "subfamily" -- that is, a household maintained by someone to whom she is related, such as her parents. A somewhat larger proportion, 5 percent, live in "secondary families" -- as unrelated persons, lodgers, or resident employees of the person or family maintaining the household. This leaves 94 percent of divorced mothers living alone with their children.

● Of the estimated 4.9 million men in 1975 who were divorced, separated, or unwed fathers, three-fourths paid no child support at all. Of those who did, the median amount paid was \$2,430 for the year, or about \$200 per month. Three-fifths of the mothers received less than \$1,500 per year.

● As might be expected from the small amounts received, child support payments are generally not the primary source of income for recipients. For approximately half of the women getting child support, the payments constituted less than 10 percent of total family income. The majority of divorced women are in the labor force.

● There is no data available on the economic status of divorced fathers. However, the average divorced man who worked full-time year-round earned \$16,900 in 1979. The majority pay no child support at all, but those who pay an average amount probably still have an income close to \$14,000 or \$15,000 per year, substantially more than the total money income of the average divorced woman at \$8,400 in 1979.



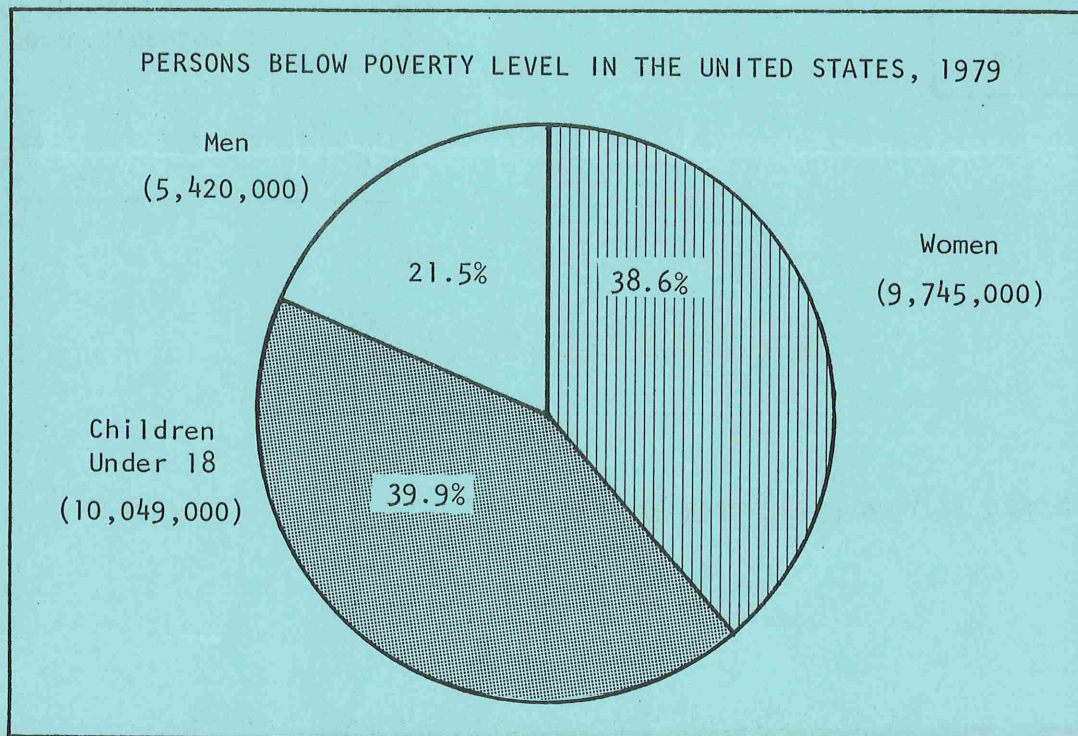
Source: U.S. Bureau of the Census

THE ECONOMICS OF DIVORCE, CONT.

4

Divorce, in addition to infrequent and inadequate support payments, clearly contributes to the character of the poverty population in America:

- Although the majority of all divorced women are in the labor force, about one-fourth of all divorced women have incomes below the poverty level.
- 36 percent of persons in single-parent female-headed families live in poverty.
- Although there are divorced men with low incomes, there are many fewer men than women living in poverty, and the women are much more likely to be heads of families. Of the 1.5 million divorced persons with incomes below the poverty level in 1978, 77 percent were women.
- Of the 25 million Americans who live in poverty, about 5 million are men while 10 million are women and 10 million are children.



Source: U.S. Bureau of the Census

Minnesota data in this newsletter is from "Women in Minnesota," a Council publication based on information collected in the 1977 Household Survey. National data is from three reports of the U.S. Bureau of the Census: "Divorce, Child Custody, and Child Support" (June 1979); "Characteristics of the Population Below the Poverty Level: 1978" (July 1980); and "Money Income and Poverty Status of Families and Persons in the United States: 1979" (Advance Report, October 1980).

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

400 SW, State Office Building, St. Paul 55155

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NEWSLETTER #45

DECEMBER 1980

IN THIS ISSUE

WOMEN IN PUBLIC OFFICE,
the history and current status of
women in state legislatures and the
U.S. Congress, in Minnesota and in
the nation.

MYTHS OR REALITIES: A midterm
examination for our readers.

calendar

LEGISLATIVE SESSION begins January 6.

COUNCIL MEETING will be held on Friday,
January 16, from 1:00 PM to 3:00 PM in
the State Office Building, St. Paul.
Council members will be reviewing proposed
legislation.

All meetings and hearings of the Council
are open to the public. For more information,
call the Council office at 296-8590 (Twin
Cities area) or 1-800-652-9744 (non-metro,
toll-free line).

1 WOMEN IN PUBLIC OFFICE

Throughout American history, women have been under-represented in public life at every level of appointive and elective office, from city and county governments to the national Congress. All-male committees, boards, and legislatures were common. In fact, Minnesota women were not allowed to serve in the state legislature until 1922. How much progress has occurred toward proportional representation for 51 percent of the state's population?

Four women were elected to the Minnesota House of Representatives in 1922: Mabel Hurd Paige (Republican, Minneapolis), Sue Dickey Hough (Republican, Minneapolis), Hannah Kempfer (Independent, Erhard), and Myrtle Cain (Farmer-Laborite, Minneapolis). Their presence on the House floor on the first day of the 1923 session created a sensation, as reported in a Minneapolis Tribune headline:

"Four Feathered Hats Draw All Eyes as Legislature Convenes. Millinery Creations of Velvet, Ribbons and Plumes Indicate to Curious Throng Where Newly Elected Incumbents Sit in State House."

The participation of women in government has often been a second or third job, as another story illustrates:

"In 1955 Sally Luther went to a session of the Minnesota Legislature with her apron on. In her rush to the Capitol, Mrs. Luther had simply forgotten to remove it after preparing breakfast for her husband and children. 'Mrs. Sally Luther usually makes the transition from housewife and mother to lawmaker without trouble,' commented the St. Paul Pioneer Press."

From 1922 until 1970, a total of 17 women served in the state legislature. In 1971, only one woman (Representative Helen McMillan) was serving. But by 1975, there were eight -- and following the elections in November 1980, Minnesota has 24 female legislators.

Until 1975, only one woman had ever been a State Senator (Laura E. Naplin, first elected in 1927). Senator Nancy Brataas, now serving, was elected for the first time in that year as the state's second female Senator. There are now five women in the Senate, representing 7.5 percent of all Senators in the state.

Although complete data is not available, it is clear that the numbers of women running for elective office have also increased. Of the 1,400 women in the nation who were on the November 1980 ballot for state legislative positions, 880 or 62.9 percent won. In the previous elections, 770 women won.

It is not only in the legislative branch, of course, that women have been invisible until recently. Minnesota has some distinction in having a woman among its constitutional officers -- Secretary of State Joan Grove, first elected in 1974 -- and a woman on the state Supreme Court -- Justice Rosalie Wahl, appointed to fill a vacancy in 1977 and elected in 1978.

The table on the right shows the results of state legislative races in November 1980. In addition to those shown, women held 84 seats for which terms had not expired.

The representation of women in the Minnesota legislature as a whole is 11.9 percent -- very close to the national average, as far as that figure can be determined at this time. Despite dramatic change in the last decade, women still account for only about one in ten state legislators.

On a national level, only one Minnesota woman has ever been elected to the U.S. House of Representatives: Coya Knutson (Democratic-Farmer-Laborite, Oklee), elected in 1954. The state has never elected a woman to the U.S. Senate.

The total number of women in the U.S. Congress increased by three as a result of the November elections. Two of the nation's 100 Senators and 19 of the 435 Representatives are women, accounting for only 4.4 percent of all members of Congress.

Historical material used here, including quotations, is from Women of Minnesota: Selected Biographical Essays, Barbara Stuhler and Gretchen Kreuter, editors, Minnesota Historical Society Press, 1977. Data on state legislatures is from preliminary information collected by the National Women's Political Caucus and the National Women's Education Fund.

STATE	SENATE		HOUSE	
	Seats	Won/Ran	Seats	Won/Ran
Alabama	No state elections until 1982			
Alaska	20	0/1	40	4/13
Arizona	30	6/11	60	11/23
Arkansas	35	1/1	100	3/5
California	40	1/2	80	9/24
Colorado	35	3/4	65	13/26
Connecticut	36	7/22	151	31/77
Delaware	21	1/7	41	7/11
Florida	40	3/3	120	11/19
Georgia	56	2/2	180	16/22
Hawaii	25	2/2	51	10/13
Idaho	35	2/4	70	10/19
Illinois	65	2/4	177	26/34
Indiana	50	4/6	100	8/16
Iowa	50	1/4	100	17/36
Kansas	40	3/6	125	19/31
Kentucky	No state races this year			
Louisiana	No state elections until 1981			
Maine	33	6/9	150	39/62
Maryland	No state elections until 1982			
Massachusetts ...	40	4/4	160	15/22
Michigan	38	--	110	15/27
Minnesota	67	5/14	134	20/30
Mississippi	No state elections until 1981			
Missouri	34	--	163	9/21
Montana	50	2/4	100	13/26
Nebraska	Non-partisan: 4/8 won			
Nevada	20	1/2	40	5/10
New Hampshire ..	24	2/3	400	123/157
New Jersey	State elections in 1981			
New Mexico	42	2/6	70	5/15
New York	60	4/15	150	10/38
North Carolina ...	50	2/4	120	12/19
North Dakota ...	50	2/4	100	15/29
Ohio	33	0/2	99	8/23
Oklahoma	45	0/2	101	9/12
Oregon	30	1/2	60	18/29
Pennsylvania	50	--	203	11/31
Rhode Island	50	5/12	100	10/19
South Carolina ...	46	2/4	124	9/14
South Dakota ...	35	3/5	70	8/22
Tennessee	33	1/1	99	5/11
Texas	31	--	50	10/22
Utah	29	--	75	4/7
Vermont	30	6/9	150	33/59
Virginia	State elections in 1981			
Washington	49	5/7	98	23/36
West Virginia	34	1/2	100	9/16
Wisconsin	33	0/1	99	16/27
Wyoming	30	3/4	71	13/24

MYTHS OR REALITIES: A MIDTERM EXAMINATION

Many Minnesota women are now taking midterm examinations in the state's high schools, colleges, and universities -- and many who aren't remember those days very well. In the spirit of the "end of semester" season, then, we offer the following "exam" reviewing some of the statistics that have appeared in the newsletter over the past years. (Answers are on the bottom of page 4).

I. MYTH OR REALITY: A WOMAN'S PLACE IS IN THE HOME

1. In Minnesota, (1/3, 1/2, 2/3) of women age 16 to 64 work outside the home.
2. In Minnesota, the women who are most likely to work outside the home are those age (16-24 years, 25-34 years, 35-44 years, 45-64 years).
3. Among married women with school-age children, (1/3, 1/2, 2/3) work outside the home.
4. Among married women with pre-school children, (1/3, 1/2, 2/3) work outside the home.
5. The "typical" American family -- with the husband as breadwinner, the wife as homemaker, and two children -- represents (6%, 20%, 45%, 60%) of families in Minnesota.

II. MYTH OR REALITY: WOMEN WILL BE TAKEN CARE OF BY THEIR HUSBANDS

6. In Minnesota, (1/10, 1/5, 1/3) of women age 20 years or older are not married.
7. In 1950, the ratio of divorces to marriages in Minnesota was 1:7. In 1978, the ratio was (1:3, 1:5, 1:9).
8. In the United States, (1/5, 1/10, 1/20) of divorced women are awarded alimony at the time of divorce.
9. In the United States, (1/4, 1/2, 3/4) of divorced women with children receive no child support from the father.
10. Of the persons living in poverty in the United States, (1/4, 1/2, 3/4, 4/5) are women and children.

III. MYTH OR REALITY: WOMEN HAVE A FAIR CHANCE IN THE LABOR MARKET

11. The average wage of male workers was \$5.49 per hour in Minnesota in 1977. For women workers, the average wage was (\$3.38, \$4.52, \$5.20) per hour.
12. In Minnesota in 1977, the average hourly wage of men in professional and technical jobs was \$7.20 per hour. The average wage for women professional workers was (\$5.18, \$5.93, \$6.34) per hour.

13. Women college graduates who work full-time year-round earn about the same as a male full-time worker who has completed (the 8th grade, high school, college).
14. The salary gap between full-time male and female workers has (increased, decreased, stayed the same) in the past 30 years. On the average, women earn (50¢, 60¢, 70¢, 80¢) for each dollar earned by men.

IV. MYTH OR REALITY: WOMEN CAN BE ANYTHING THEY WANT TO BE

15. In Minnesota in 1977, one of every (20, 5, 3) employed women was a clerical worker, while one of every (20, 5, 3) employed women was a manager or an administrator.
16. According to the most recent Minnesota data, women represent:
 - a. (47, 18, 6) out of every 100 mayors
 - b. (58, 9, 2) out of every 100 fire protection workers
 - c. (51, 36, 1) out of every 100 apprentices learning a skilled trade
 - d. (10, 40, 80) out of every 100 grade school teachers
 - e. (10, 40, 80) out of every 100 grade school principals
 - f. (1, 58, 99) out of every 100 high school principals
 - g. (49, 69, 98) out of every 100 registered nurses
 - h. (41, 14, 1) out of every 100 officers of the largest corporations

V. MYTH OR REALITY: THE BEST IS YET TO BE

17. Three-fourths of men age 65 and above are married. For women of the same age group, (1/5, 2/5, 3/5, 4/5) are married.
18. Women over age 65 are likely to be widows because women outlive their husbands by an average of (5, 8, 12) years.
19. The age group of women with the largest percentage increase in the past 10 years in Minnesota is women age (65-74, 75-84, 85 and older).
20. The average income for men age 65 and older in the U.S. in 1979 was \$6,410 per year. The average income of women of the same age was (\$3,700, \$5,800, \$8,300, \$11,200) per year.
21. Of all persons living alone in Minnesota in 1977, (1/3, 1/2, 2/3) were women.

ANSWERS

1. 2/3 2. 25-34 3. 2/3 4. 1/2 5. 6% 6. 1/3 7. 1:3 8. 1/20 9. 3/4
10. 4/5 11. \$3.38 12. \$5.18 13. 8th grade 14. stayed the same; 60¢
15. 3; 20 16. a. 6 b. 2 c. 1 d. 80 e. 10 f. 1 g. 98 h. 1 17. 2/5
18. 8 19. 85 and older 20. \$3,700 21. 2/3

Source: U.S. Bureau of the Census, U.S. Bureau of Labor Statistics,
Minnesota Office of State Demographer, and special Council studies.