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# COUNCIL on the ECONOMIC STATUS of WOMEN

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400SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #57

JANUARY 1982

## IN THIS ISSUE

LEGISLATIVE SUMMARY, with information about proposals for improving the economic status of women, endorsed by the Council.

## ANNOUNCEMENTS

Council meetings are scheduled for Friday, February 5, as follows:

COMPARABLE WORTH TASK FORCE, 9:00AM - 10:30 AM  
Room 400SW, State Office Building.

SEXUAL HARASSMENT TASK FORCE, 10:30 AM - 12:00 AM  
Room 400SW, State Office Building.

STEERING COMMITTEE MEETING, 12:30 PM - 1:30 PM  
Room 400SW, State Office Building.

PUBLIC HEARING ON CHILD CARE, 1:30PM - 4:00 PM  
Room 95, State Office Building.

The purpose of the child care hearing is to gather information from parents and others about the availability and cost of child care. All meetings and hearings of the Council are open to the public. Persons who would like to present information should call the Council office at 296-8590 or (toll-free, non-metro line) 1-800-652-9747.



## LEGISLATION 1982

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Each year the Council develops a legislative program with proposals for improving the economic status of women in the state. Testimony presented at public hearings and other Council research form the basis of such proposals. This newsletter issue summarizes proposals endorsed by the Council for the 1982 session.

### Child Care Tax Credit . . .

Child care deductions from income taxes were first enacted by the federal government in 1954 and by state government in 1969. Prior to that time, no deductions for child care were allowed since it was considered a personal expense rather than an ordinary and necessary business expense. In later years, both state and federal governments replaced the deduction with a child care tax credit.

The federal child care credit was again modified in the Economic Recovery Tax Act of 1981. For families earning \$10,000 or less, the credit will be increased to 30 percent of actual child care costs up to a maximum actual expenditure of \$2,400 for one dependent and \$4,800 for two or more dependents. This means that a family earning \$9,000 with one child may claim a credit up to \$720 if they spent at least \$2,400 on child care. The federal credit percentage decreases as family income increases, down to 20 percent for families earning \$28,000 or more.

The current state child care credit is 20 percent of actual cost for families earning \$15,000 or more, up to a maximum expenditure of \$2,000 for one dependent and \$4,000 for two or more dependents. The credit is phased out as family income increases, with an effective income limit of approximately \$23,000 for one dependent and \$31,000 for two or more dependents. The Council proposal would bring Minnesota's child care tax credit into conformance with the federal credit by increasing the amount of credit for low-income families while maintaining a sliding credit for higher-income families.

Summary of legislation. The Council proposal would increase the amount of state dependent care credit to 30 percent of cost for families with incomes below \$10,000 annually; increase the maximum allowable cost to \$2,400 for one dependent and \$4,800 for two or more dependents; and phase out the credit by deducting from the credit 5 percent of income above \$10,000 per year.

### Estate Tax . . .

Since women are increasingly likely to outlive their husbands, recent changes in state and federal estate taxes have a significant impact on their economic security. In 1979, the state legislature adopted a Council proposal that exempts a surviving spouse from estate tax on half the value of property owned jointly prior to the other spouse's death, and eliminated a requirement that the survivor prove a contribution to the assets. However, the survivor may still be required to pay Minnesota estate tax on the remaining half of the inherited property.

The federal estate tax law was changed by the Economic Recovery Tax Act of 1981, to eliminate all estate tax on transfers of property between spouses upon the death of one spouse. The purpose of the Council proposal is to provide consistency with the new federal law and to protect both spouses in a marital partnership against the loss of property when one spouse dies.

Summary of Legislation. The Council proposal would eliminate Minnesota estate tax on property owned by husband and/or wife upon the death of either spouse.

NOTE: This proposal became law as part of the omnibus budget-balancing bill which passed in the week of January 11 (Special Session).



## Child Support . . .

Recent increases in single-parent households have resulted in what has been called "the feminization of poverty." Nationally, about half of families below the poverty level in 1980 were maintained by women with no husband present, and the poverty rate for all single-parent female-headed households is now 43 percent.

About two-thirds of father-absent families receive no child support. For those who do receive child support payments, the average annual payment was only \$1,800 in 1978. About one-quarter of mothers in these families rely on AFDC.

The Child Support Enforcement Program locates absent parents, establishes paternity for children whose parents are not married, establishes a legal obligation for the absent parent to support the child, and enforces that obligation. The program provides these services to families receiving AFDC and is also available to other families.

This program has helped many women and children and has proven cost-effective, with \$3.40 collected for each \$1 spent on administration. There is a continuing need, however, to strengthen the collection system. Of the \$6.9 billion which was due nationally for child support in 1978, about \$2.4 billion was not paid.

Summary of legislation. The Council proposal would amend current statutes to allow expanded child support services to non-public assistance parents; establish procedures for setting equitable levels of child support; establish additional procedures to enforce collections for both current payments and arrearages; and provide that fee payments be equitable.

## Aid to Families . . .

AFDC is a federal-state program established under the Social Security Act in 1935 to "encourage care of dependent children in their own home" and to "help maintain and strengthen family life." A dependent child is defined as one who is deprived of parental support or care because of a parent's death, continued absence from the home, or physical or mental incapacity.

The "typical" AFDC family in Minnesota has an absent father and is headed by a mother in her late twenties with one or two children. In March 1979, about 127,700 Minnesotans received AFDC, of which 85,600 were children and 38,000 were mothers. The average AFDC payment per person in 1980 was \$119.71 per month. The program establishes a "standard of need" (currently an income of \$5,352 per year), sets restrictions on the value of property the family may own, and requires registration for employment.

In 1981, Congress made substantial changes in the AFDC law, requiring states to implement these changes in order to continue receiving federal AFDC funds. Changes include additional limits on resources, revised income determination, limits on the "earned income disregard," and ineligibility for striking parents.

Summary of legislation. The Council proposal would bring Minnesota AFDC law into conformance with federal requirements while retaining work incentives, retaining assistance for pregnant women, and strengthening child support collections.



## Sexual Harassment . . .

The Council has established a task force on sexual harassment which has been reviewing information about ways to eliminate sexual harassment in education and places of employment in both public and private sectors. A task force report with additional recommendations and resources will be available in the future.

Information from a Council hearing as well as numerous studies show that sexual harassment is a pervasive economic problem for women in both "traditional" and "non-traditional" occupations. About half of the victims leave their jobs, and another one-third or more are fired when they report the harassment or when their work performance is affected by the harassment.

The federal Equal Employment Opportunity Commission has defined sexual harassment as a prohibited form of sex discrimination. The Minnesota Supreme Court has ruled that sexual harassment is also prohibited under state law, and that employers are responsible for eliminating sexual harassment in the work environment. However, a number of problems remain. Many employers have no written policy or procedure on sexual harassment, and both women and men are unsure what behavior is prohibited and what recourse is available. Women who leave their jobs due to sexual harassment have been considered "voluntary quits" and therefore ineligible for unemployment compensation.

Summary of legislation. The Council proposal would amend the Human Rights Act to include a specific definition of sexual harassment as a prohibited form of sex discrimination in employment and education; and would amend the unemployment compensation law to include sexual harassment among other "good causes" for leaving a job, to allow victims who can prove sexual harassment to qualify for benefits.

## Pay Equity . . .

Women employed by the State of Minnesota earn less than their male counterparts, and the dollar gap has increased in the past five years, from \$4,190 in 1976 to \$5,013 in 1980. Job segregation accounts for a major portion of this gap. Almost half of state-employed women are clerical workers, while almost one-fourth of state-employed men are craft workers, operatives, or laborers. The "men's jobs" are higher-paid than the "women's jobs."

State jobs are now evaluated under a point system based on know-how, problem-solving, accountability, and working conditions required. For example, "delivery van driver" and "clerk typist 2" are each "worth" 117 points. However, the mostly-male delivery van driver job pays \$16,584 yearly, while the mostly-female clerk typist 2 job pays \$13,380 yearly. This pattern of lower pay for female-dominated jobs is remarkably consistent throughout state government employment.

A Council task force on comparable worth has reviewed information on this subject, and a task force report will be available in the future.

Summary of legislation. Council proposals would provide for a policy in state law that comparable worth, as measured by skill, effort, responsibility, and working conditions, should be the primary consideration in establishing salaries for those job classes which are at least 70 percent female; and would provide for a set-aside within the state salary appropriation to target job classes which are at least 70 percent female to be brought up to salaries for other jobs with comparable value under the state job evaluation system.



## LEGISLATIVE SUMMARY

In addition to the legislative proposals outlined on previous pages, the 1982 legislature may consider the following proposals which were endorsed by the Council in 1981. State legislation is considered on a biennial basis, with a state budgeting period of July 1, 1981 to June 30, 1983 for the current biennium. Proposals marked with an asterisk (\*) were introduced last session.

\*Zoning for Shelters. Would define battered women's shelters as permitted single-family or multiple-family residential use for zoning purposes.

\*Surviving Spouse Pension Benefits. Would amend the Public Employees Retirement law to provide a 50 percent annuity for the surviving spouse of an employee who dies before retirement age, and would remove a provision that surviving spouse benefits terminate upon remarriage.

\*Women in Correctional Facilities. Would provide continued funding for planning renovation and/or construction of a new state prison for women.

\*Court Rules. Would establish a committee to develop guidelines for awarding maintenance, child support, and disposition of property at divorce and in other cases.

\*Maintenance Awards. Would amend the divorce law to provide for permanent maintenance (alimony), and would specify consideration of the diminished earning capacity of a spouse who has subordinated education/employment to homemaking.

\*Public School Employment. Would require school districts to establish affirmative action plans, and would establish an internship program for administrative positions.

Higher Education Women's Programs. Would support continued funding to public post-secondary schools for supportive services such as women's centers, career clinics, women's studies, and continuing education.

Homemaker Tax Credit, Child Care Providers. Would include providers of licensed family day care services in the law providing a tax credit for unemployed homemakers caring for children.

Insurance Discrimination. Would prohibit unfair discriminatory practices in the sale, underwriting, and rating of insurance policies on the basis of sex, marital status, or occupation as a homemaker.

Divorced and Widowed Spouses Conversion. Would extend the "grace period" for divorced spouses to claim insurance conversion privileges, establish conversion privileges for widowed spouses, and establish a procedure for notification to divorced spouses when coverage is terminated.

Homemaker Services, Automobile Insurance. Would increase the maximum benefits payable to a nonfatally injured homemaker to \$200 per week, the same maximum benefit now allowable to the survivors of a deceased homemaker.

Divorce Statistics Reporting. Would provide funds for the Minnesota Center for Health Statistics to participate in the national divorce registry system, and add data collection about economic provisions of divorce.

Women's Coordinator. Would provide a staff position in the Department of Labor & Industry to provide information and referral about women and apprenticeships.

Age Discrimination. Would require enforcement of the law prohibiting age discrimination in apprenticeship programs.



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# COUNCIL on the ECONOMIC STATUS of WOMEN

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NEWSLETTER #58

FEBRUARY 1982

## IN THIS ISSUE

MIDLIFE WOMEN, with information about this population group, marital and family status, and employment for women age 45 to 64.

## ANNOUNCEMENTS

**NEW TOLL-FREE LINE.** The Council has joined a number of other state agencies on a joint toll-free telephone line, and therefore the number has changed. Persons outside the Minneapolis-St. Paul area should now call 1-800-652-9747. A Capitol operator answers this line and directs callers to the appropriate agency. The number is unchanged for callers in the Twin Cities area: 296-8590.

**NEWSLETTER MAILINGS.** Due to recent reductions in the Council budget, it is important to ensure that only those who want to receive this newsletter are on the mailing list. Please contact the Council office if you no longer wish to receive the newsletter, or if you are receiving more than one copy, and your name will be removed.

**COUNCIL MEETINGS.** No meetings are scheduled for March. In April, Council members will travel to hearing locations outside the Twin Cities. Details will be published in the next newsletter.



# 1 Women in Midlife

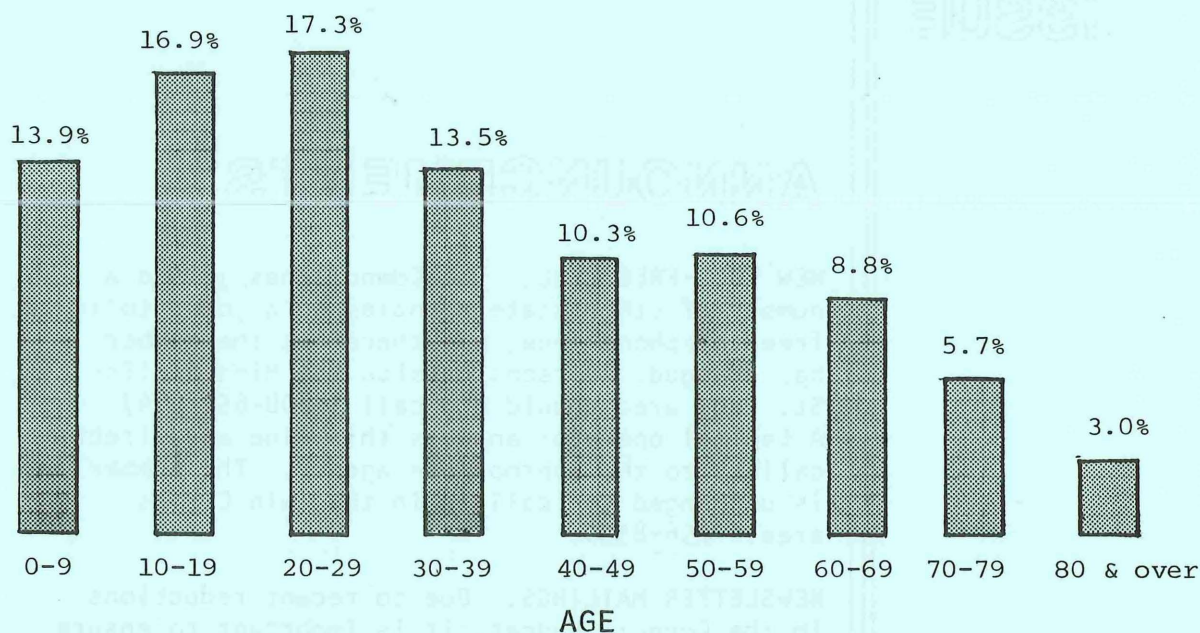
It is in the middle years, ages 45 to 64, that women lay the foundation for their economic and social well-being in later life, and these years represent a time of change for most women. Significant life events in this period may include children leaving home, entering or re-entering the labor force, grandparenthood, retirement, sometimes the onset of chronic illness, and for some, widowhood.

This newsletter issue presents information about midlife women, based on a recent U.S. Census Bureau report, *Social and Economic Characteristics of Americans During Midlife* (June 1981).

\* \* \* \* \*

Nationally, there are 22.9 million women age 45 to 64, accounting for 20 percent of the female population. Since the younger persons in this group were born during the years of the Great Depression, when birth rates were low, the size of this group will not increase significantly in the next decade. Sometime between 1990 and 2010, however, the number of people in midlife will increase significantly as the post-World War II baby boom generation matures.

DISTRIBUTION OF WOMEN BY AGE: U.S. 1979



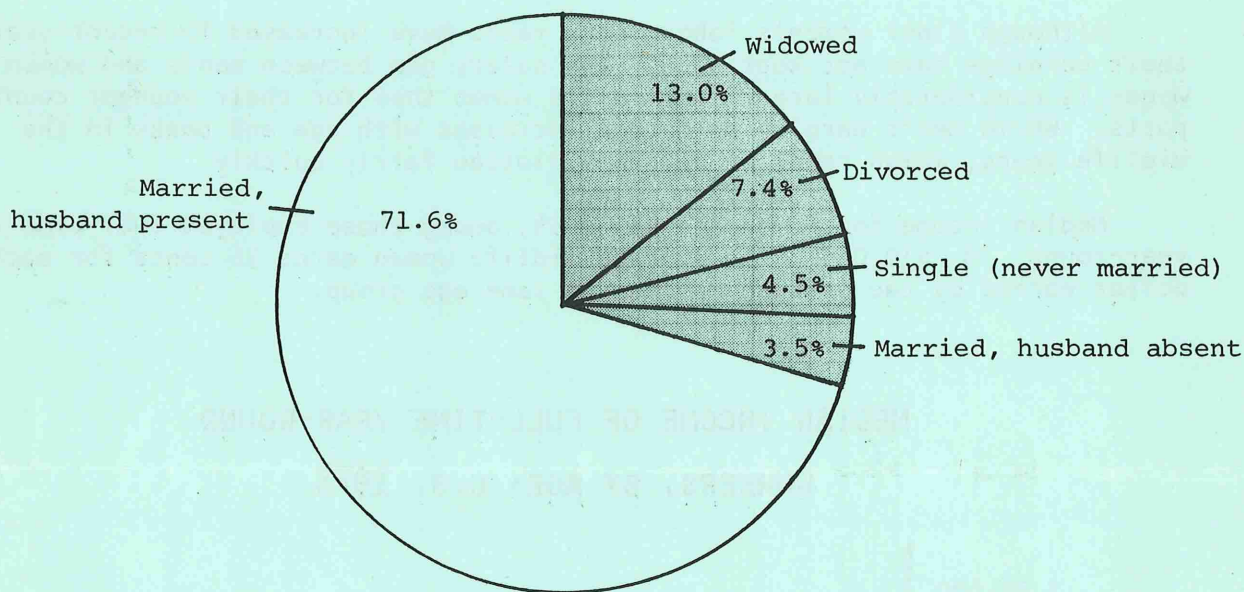
In this group, as in all others, women have a longer average life expectancy than men. Women age 45 can expect to live another 35 years, compared with 29 years for their male counterparts. At age 60, women can expect to live another 22 years.

Like women age 65 and over, the economic well-being of midlife women depends greatly on their marital and family status. If the woman is married, and particularly if both husband and wife are employed, there is often a significant increase in family income when children leave home. For others, the beginning of ill health, the need to care for aged parents as well as children still at home, or widowhood may lead to financial difficulty.



As in younger age groups, the large majority of persons age 45 to 64 are married and living with their spouses -- 83 percent of men and 72 percent of women. Midlife women are somewhat more likely than their male counterparts to be divorced, and four times as likely to be widowed. Part of this difference is attributable to larger numbers of men than women who remarry after divorce or the death of a spouse.

MARITAL STATUS OF WOMEN AGE 45 TO 64: U.S. 1979



One-third of all families maintained by couples in midlife consist of the husband and wife only, as many children have established separate households. However, these families are more likely to include the couple's children than one or both of their parents: 20 percent of family members are children, compared with 2 percent of family members who are 65 or above.

Lifetime childbearing patterns differ markedly between younger and older women in the midlife group. Those now age 55 to 64 were in their twenties during the depression and war years, leading to lower birth rates. Sixteen percent of these women had no children, and those who had children had an average of 2.5.

Those now age 45 to 54, however, were in their twenties during the years of rapidly rising fertility after World War II. Only 9 percent were childless, and the average number of children was 3. Current trends indicate that younger women today may be more similar to the older group, with a larger number remaining childless and a lower average number of children.



## Women in Midlife

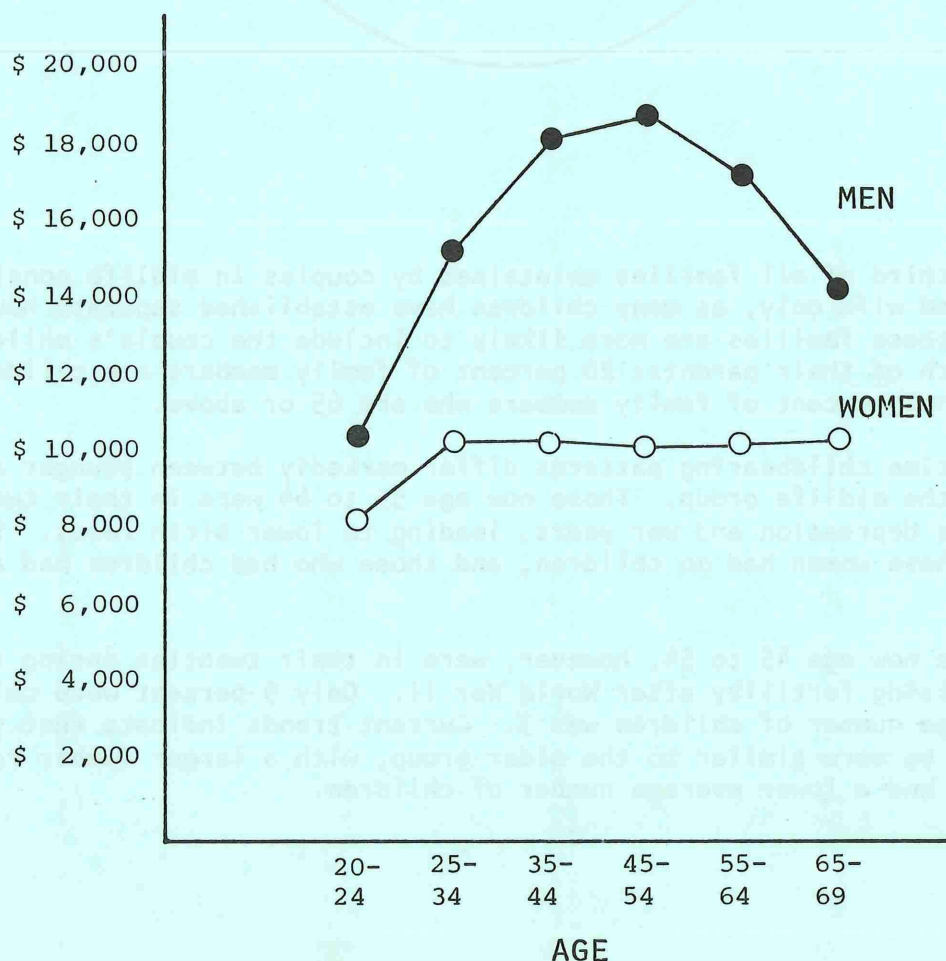
Women in midlife are less likely than younger women to hold paid employment, probably because they grew up at a time when women were more likely to drop out of the labor force when they were married or had children. However, increases in women's employment over the past two decades have affected midlife women as well as other groups, and slightly more than half of women age 45 to 64 are employed. In fact, one-third of employed women in the nation are age 45 or above.

Midlife women are most likely to be employed if they are never-married, with a labor force rate of 66 percent, or if they are separated, widowed, or divorced, with a labor force rate of 60 percent. Married women living with their husbands have the lowest rates for this age group, at 45 percent.

Although older women's labor force rates have increased in recent years, their earnings have not kept pace. The salary gap between men's and women's wages is considerably larger for midlife women than for their younger counterparts. While men's earning potential increases with age and peaks in the midlife years, women reach an earnings plateau fairly quickly.

Median income for women age 45 to 64, among those employed full-time and year-round, is \$10,043. The average midlife woman earns 56 cents for each dollar earned by the average man in the same age group.

MEDIAN INCOME OF FULL-TIME YEAR-ROUND  
WORKERS, BY AGE: U.S. 1978





Other characteristics of midlife women include:

- A high likelihood of home ownership, at 89 percent of those living in married-couple families. However, a smaller proportion of women own their homes if they are maintaining a family with no husband present (66 percent), or if they live alone or in other non-family households (59 percent).
- A level of educational attainment above that of older women and below that of younger women. Two-thirds of women age 45 to 64 are high school graduates, and 9 percent are college graduates.
- A high rate of voter turnout. In the presidential election of 1980, 69 percent of midlife women voted, a higher rate than any other group of women. In the same election, the highest voting rate for men was among an older group, those age 65 to 74, at 73 percent.
- A low rate of crime victimization. Older people are less likely than younger people to be the victims of either crimes of theft or crimes of violence, and women are less likely than men to be crime victims. Victimization rates are 15 per 1,000 women age 30 to 49 and 8 per 1,000 women age 50 to 64.

## DISPLACED HOMEMAKERS

It is in midlife that many women become displaced homemakers. It is not possible to provide an exact count, since divorce and widowhood are not reported by employment status of the woman. However, it is estimated that there are about 40,000 displaced homemakers in Minnesota.

In addition to divorce and widowhood, women who have been at home caring for their families may need to find employment when their husbands become disabled. Others who were employed part-time when their children were younger would like to obtain full-time employment, but lack the necessary job skills or training.

Midlife women's search for employment is complicated by a combination of age and sex discrimination. Despite state and federal laws prohibiting age discrimination, some employers prefer to hire younger women for jobs such as waitress, receptionist, or secretary -- among the most common jobs for all women. In other cases, older women are excluded by factors such as education requirements or the lack of a previous work history, or lack of recognition for skills acquired in unpaid homemaking and community volunteer work.

However, a number of studies show that midlife women are valuable employees. The turnover rate for women in their fifties is one-sixth the rate for women in their twenties, and the female employee at 40 is very likely to remain with her employer for 25 years. Absenteeism rates are virtually the same for older and younger women, and women over age 45 lose fewer days from work due to illness than their male counterparts.

Beginning in 1977, the Minnesota legislature provided funds to assist displaced homemakers in the transition from unpaid work in the family to paid employment. There are now four state-funded programs -- in the Twin Cities, Mankato, Marshall, and Duluth -- which provide vocational testing and counseling, workshops on job-seeking skills, and referral to jobs or job training.



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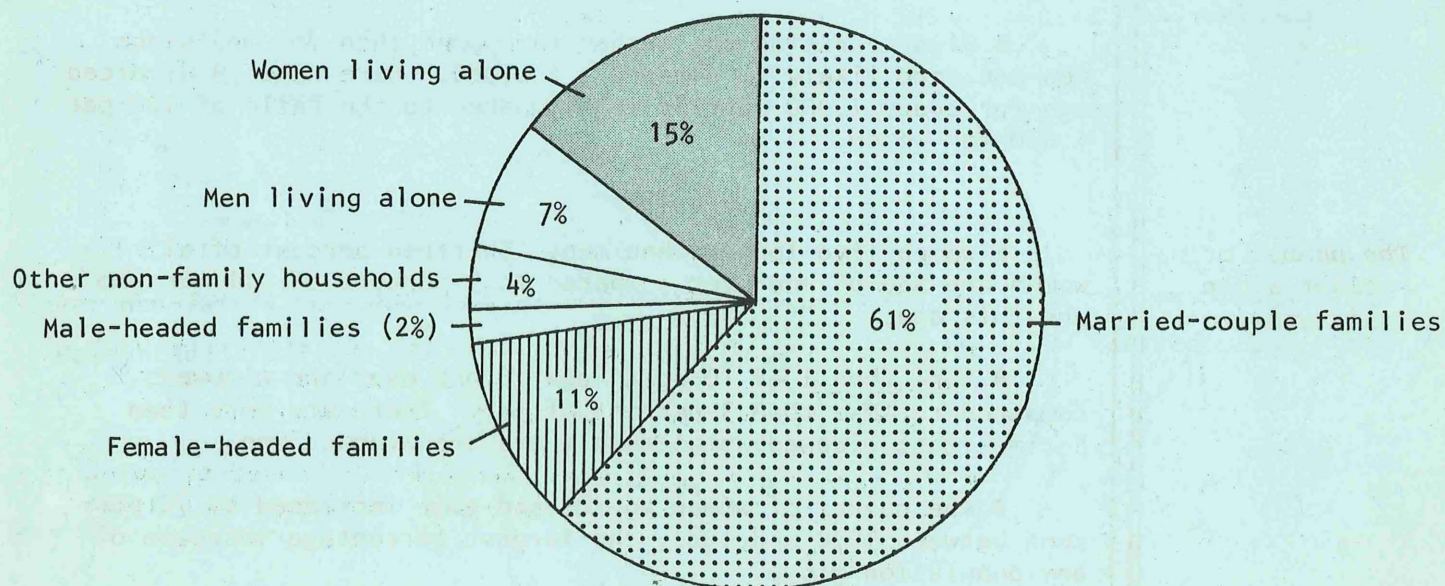
NEWSLETTER #59

MARCH 1982

## IN THIS ISSUE

WOMEN TODAY, with data from the 1980 Census on marital and family status, households and families, labor force status, income and poverty.

DISTRIBUTION OF HOUSEHOLDS, U.S. 1980





# Women Today: Marital & Family Status

This newsletter issue provides national information from the 1980 Census, recently released by the U.S. Bureau of the Census. Although information for Minnesota women is not yet available, the state tends to be similar to national averages.

\* \* \* \* \*

*Larger numbers  
of women are  
remaining single...*

● The median age at first marriage for women increased from 20.8 years in 1970 to 22.1 years in 1980.

● In 1980, fully one-half of women age 20 to 24 had not married, up from one-third of women in 1970. The proportion of women age 25 to 29 remaining single rose from 10 percent in 1970 to 20 percent in 1980.

*Birth rates  
are declining...*

● Women in 1980 were having an average of 1.9 children, down from 2.5 in 1970 and 3.7 in the late 1950's.

● Among women age 30 to 34 in 1979, 13 percent were still childless as compared with 8 percent in 1970. Lifetime birth expectations for women age 18 to 24 fell short of replacement level fertility.

*Divorce rates  
continue  
to rise...*

● The ratio of divorced to married women rose from 60 per 1,000 in 1970 to 120 per 1,000 in 1980.

● Divorce ratios are higher for women than for men since men are more likely to remarry. In 1980, there were 79 divorced men for every 1,000 married men compared to the ratio of 120 per 1,000 for women.

*The number of  
older women  
is growing...*

● Women live longer than men. Thirteen percent of all women are age 65 and over compared to 9 percent of all men who are this age.

● More than 1 of 10 women age 16 and over are widowed, compared to less than 3 percent of men. There are more than 5 times more widowed women than there are widowed men.

● The number of women age 85 and over increased by 70 percent between 1970 and 1980, the largest percentage increase of any population group.



# Women Today: Households & Families

Changes in marital status and childbearing patterns have led to changes in the size and composition of the nation's households. In Census terms, a household consists of all persons who occupy a housing unit. A family household consists of persons related by blood, marriage, or adoption living together, while a non-family household consists of all others, including persons living alone.

*Women now head  
one in four  
households...*

- The proportion of households maintained by a married-couple family has declined. These couples represented 61 percent of all households in 1980, down from 71 percent in 1970.

- In contrast, the number of households maintained by women with no husband present grew by 54 percent between 1970 and 1980. Currently 11 percent of all households consist of families headed by women, with an additional 15 percent of households consisting of non-family households headed by women.

*New household  
patterns are  
emerging...*

- Non-family households represented over one-fourth of all households in 1980, increasing by 73 percent since 1970 when they represented less than one-fifth of all households.

- The number of unmarried couples living together tripled between 1970 and 1980, although such households still constitute less than 2 percent of all households.

- Twenty-three percent of all households in 1980 consisted of one person living alone, with two out of three of these single-person households containing women.

*Fewer children  
live with  
both parents...*

- The percent of households containing children has declined from 45 percent of all households in 1970 to 39 percent of all households in 1980.

- A decreasing proportion of children live in two-parent families. In 1980 about 77 percent of children under age 18 lived with both parents, down from 85 percent of children in 1970.

- Currently about one child in five lives in a single-parent family. More than 9 out of 10 of these children live with their mother.

- Less than 2 percent of all children live with their father only, while about 4 percent of all children live with neither parent.



# Women Today: Labor Force Status

Changing household and family patterns and a changing economy have led to increases in the labor force participation rates of women. Dramatic increases began in the 1960's, and women's employment has grown steadily since that time.

*Labor force  
rates continue  
to climb...*

● In 1980, the majority of women were in the labor force. For women age 16 and over, the participation rate rose from 38 percent in 1960 to 43 percent in 1970, and reached 52 percent in 1980.

● When limited to women of the usual working age, those 18 to 64, labor force rates of women rose from 43 percent in 1960 to 61 percent in 1980.

● While labor force rates for women have increased, those for men have declined. Women now constitute 43 percent of all employed persons, up from 33 percent in 1960.

*... especially  
among mothers  
and unmarried  
women...*

● The largest increase in labor force rates occurred among married women with children under age 6. The rates for these women rose from 19 percent in 1960 to 45 percent in 1980.

● Married women whose children were age 6 to 17 also increased their labor force rates: up from 39 percent in 1960 to 62 percent in 1980. Almost half of married women with pre-schoolers and close to two-thirds of those with school-age children are now employed.

● Unmarried women continue to have the highest employment rates. For women age 16 to 44 who are divorced, separated or widowed, three out of four are in the labor force. This includes 84 percent of those with no children, 78 percent of those with school-age children only, and 60 percent of those with pre-schoolers.

*But women's  
work still  
differs  
from men's...*

● Women continue to be less likely than men to work full-time year-round. Forty-three percent of employed women, compared to 66 percent of men, work full-time year-round. An additional 24 percent of women work full-time for part of the year, while 32 percent work part-time.

● Women continue to be concentrated in clerical and service work. More than one-third of employed women are clerical and kindred workers, with an additional 19 percent who are service workers.

● Only 7 percent of women workers are managers or administrators, compared to 14 percent of male workers. Seventeen percent of women are professional or technical workers, with the majority of these employed as teachers or health care workers.



# Women Today: Income & Poverty

Despite higher labor force rates, women's earnings remain low. And increasingly, women supporting children by themselves are likely to live in poverty.

*The earnings gap persists...*

● Median weekly earnings of \$204 were reported by women who worked at full-time wage and salary jobs in 1980. This compares with \$322 for men. Annualized, this amounts to yearly earnings of \$10,608 for women and \$16,744 for men.

● Total money income for full-time year-round workers in 1980 amounted to \$11,591 for women and \$19,173 for men.

● For both men and women, income increases with higher levels of educational attainment. However, the median income of full-time year-round women workers with a college degree was \$15,143 in 1980, less than the \$16,101 of male high school dropouts.

*Single-earner and single parent families have lower incomes...*

● Both spouses had income in over three-fourths of married-couple families in 1980. The median income for these families was \$26,879, compared with \$18,972 for families where the wife was not in the labor force.

● About one-half of all families below the poverty level in 1980 were maintained by women with no husband present. The poverty rate for such families was 33 percent, compared with 6 percent for married-couple families and 11 percent for families with a male householder.

*Poverty rates are high for single mothers and older women...*

● Of the approximately 7.1 million mothers of father-absent children, only 38 percent received some child support from the father in 1978. In 1980, median income was \$11,353 for divorced women and \$16,683 for divorced men.

● Poverty rates are highest among families with female householders and children at home. More than half of all children in female-headed families live in poverty.

● Poverty rates are higher for older women than for older men: about one in five women age 65 and above are poor, compared to one in 10 of their male counterparts. Because older women outnumber older men, there are more than three times as many older women in poverty as there are men who are poor.

● Of the approximately 29 million Americans who lived in poverty in 1980, about four out of five were women and children.



# COUNCIL on the ECONOMIC STATUS of WOMEN

400SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #60

APRIL 1982

## IN THIS ISSUE

**PAY EQUITY**, a summary of a new Council report on comparable worth and state government employment.

**SEXUAL HARASSMENT**, summary of a new Council report on this issue.

**LEGISLATION 1982**, with information about action on proposals endorsed by the Council.

## ANNOUNCEMENTS

In April and May, Council members will travel to two rural locations to conduct public hearings:

**WEDNESDAY, APRIL 28.** Sand's Restaurant, Albany, Minnesota. 1:30 PM - 4:00 PM.

**THURSDAY, MAY 6.** Civic Center, Belle Plaine, Minnesota. 2:00 PM - 4:30 PM.

Both hearings are open to testimony on any topic related to the economic status of rural women. Individuals as well as organizations are invited to attend, either as participants or observers.

All meetings and hearings of the Council are open to the public. For more information, or if you would like to testify, call the Council at 296-8590 (Twin Cities), or 1-800-652-9747 (toll-free).



# Pay Equity

1

A new publication from the Council, PAY EQUITY & PUBLIC EMPLOYMENT, examines the issue of comparable worth and its implications for women employed by the State of Minnesota. This newsletter issue summarizes that report. Copies of the full report are available from the Council office, although supply is limited.

\* \* \* \* \*

Despite years of attention to the earnings gap, women continue to earn far less than men. Although the law requires "equal pay for equal work," women and men rarely do the same (equal) work in today's society. The vast majority of employed women are clerical workers or service workers, while men are administrators, craft workers, professional workers, and laborers.

The idea of "pay equity" is that jobs which require the same amount of skill, effort, and responsibility should be paid the same -- even if the job duties are different. Pay equity is sometimes called "equal pay for work of equal value" or "equal pay for jobs of comparable worth."

Pay equity has received considerable attention in the courts. Two cases, *International Union of Electrical Workers v. Westinghouse* and *Gunther v. County of Washington*, were considered by the U.S. Supreme Court last year. In both cases, the court found that pay equity charges may be filed under Title VII of the federal Civil Rights Act of 1964.

The job of DELIVERY VAN DRIVER is "worth" 117 points, and all employees in this class are men.  
MONTHLY PAY: \$1,382

The job of CLERK TYPIST 2 is "worth" 117 points, and 99 percent of employees in this class are women.  
MONTHLY PAY: \$1,115

How would pay equity affect women employed by the State of Minnesota? Last fall, the Council on the Economic Status of Women established a Task Force to consider this question.

The Task Force reviewed information about the status of state-employed women over a five-year period. In that time, there had been some improvement in the numbers of women holding managerial and professional jobs. However, the overall status of state-employed women had changed very little.

Two-thirds of state-employed women in 1981, as in 1976, held either clerical or service jobs. Women were still under-represented among managers, professionals, technical workers, craft workers, operatives, and laborers. In addition, the earnings gap had increased.

In 1976, the average female state employee earned \$9,480 compared with \$13,670 for the average male state employee -- a difference of \$4,190. In 1981, the woman earned \$13,874 while her male counterpart earned \$18,803 -- a difference of \$4,929.

In 1979, the State of Minnesota received the results of a study conducted by Hay Associates, a management consulting firm. The Hay study included a job evaluation method for state job classes, in which points were assigned to each job based on the amount of "know-how," "problem-solving," "accountability," and "working conditions" required.



## Pay Equity, continued

2

The points assigned for each factor are then added to provide a measure of job "worth." Although the Hay system itself tends to undervalue women's jobs, the new system makes it possible to compare jobs more objectively than before.

Using the Hay points as a measure of job worth, the Council prepared a list of state employee job classes which are mostly-male or mostly-female, and compared the number of points assigned to the actual pay for each class. Some examples from this list are shown on these two pages.

The job of GRAIN INSPECTOR 2 is "worth" 173 points, and all employees in this class are men. MONTHLY PAY: \$1,693

The job of ADMINISTRATIVE SECRETARY is "worth" 173 points, and all employees in this class are women. MONTHLY PAY: \$1,343

The results of this study showed an extremely consistent pattern. In virtually every case, the pay for female-dominated jobs is less than the pay for male-dominated jobs with the same number of points. In most cases, the pay for women's jobs is lower than the pay for men's jobs with fewer points.

In addition, the study showed that women's jobs are clustered at the bottom of the Hay point scale, while men's jobs are more evenly distributed on the scale.

The Task Force and the full Council recommended legislation to address these inequities, and this legislation passed in the recent session. The new law establishes a policy that "comparability of the value of the work" should be the primary consideration in establishing salaries for state employees. In addition, the law sets up a process for awarding salary increases to employees in underpaid classes, beginning next year.

Preliminary cost estimates indicate that about \$25 million is needed to raise the pay of female-dominated classes to the same level as male-dominated classes with the same number of points. This represents about 4 percent of the total amount spent on state employee salaries in the current biennium. Legislators could choose to earmark the full \$25 million next year, or to achieve pay equity over a longer period of time.

The job of RADIO COMMUNICATIONS SUPERVISOR is "worth" 199 points, and all employees in this class are men. MONTHLY PAY: \$1,834

The job of TYPING POOL SUPERVISOR is "worth" 199 points, and all employees in this class are women. MONTHLY PAY: \$1,373

Other Task Force recommendations were:

- The continuation of a vigorous affirmative action program designed to encourage both men and women to consider employment in non-traditional fields

- Continuing analysis and refining of the current job evaluation system, or any system adopted in the future, to eliminate bias against jobs traditionally held by women.

- Further study of the large numbers of single-person, male-dominated classes, to determine whether the state system contains other sources of bias against women.



## Sexual Harassment

Another new Council publication, SEXUAL HARASSMENT TASK FORCE REPORT, summarizes the legal status of this issue, reports on studies of sexual harassment, and provides resources for victims, employers, and educators. Copies of the full report are available from the Council office.

Sexual harassment is a pervasive problem with negative effects on the economic status of women on the job and in school. A study conducted by the federal government in 1980 found that 42 percent of employed women have been sexually harassed at some time in the past two years. And a study of female students at the University of California at Berkeley showed that 20 percent had been sexually harassed by a male professor.

Sexual harassment may include pinching, grabbing, hugging, patting, leering, brushing against, and touching. It may also include verbal behavior such as sexual joking, teasing, or proposals of physical intimacy. When such behavior is unwelcome and repeated, the woman may have legal recourse. The federal Equal Employment Opportunity Commission has defined sexual harassment as a form of illegal sex discrimination:

*"Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."*

The studies show that sexual harassment is a function of unequal power relationships rather than sexual attraction, since it affects women of widely varying personal characteristics and since harassment is almost never initiated by the woman's subordinate. Women who testified at the Council hearing on this subject emphasized that the most objectionable behavior is unwelcome and repeated over a long period of time, despite the woman's clear objections, and that harassment is often accompanied by threats of job loss or poor grades.

About half of sexual harassment victims "voluntarily" leave their jobs when the harassment becomes intolerable or when they perceive no effective recourse. Many others are fired in reprisal when they refuse to tolerate sexual demands, or when they report the harassment.

Two recommendations endorsed by the Council became law in the recent legislative session. One bill amended the state Human Rights Act to include sexual harassment as a form of illegal sex discrimination in employment and in education. A second bill amended the state's unemployment compensation law to define sexual harassment as "good cause" for leaving a job. This means that the victim who can prove sexual harassment may be eligible for unemployment compensation.

The report includes a sample policy on sexual harassment for employers, a sample policy for educational institutions, and sample contract language for labor organizations, as well as a list of support organizations for victims. Victims of sexual harassment may file formal charges with the Equal Employment Opportunity Commission (612/725-6101) or with the state Human Rights Department (612/296-5663 or toll-free 1-800-652-9747).



# Legislation 1982

4

The following proposals endorsed by the Council for the 1982 legislative session have become law:

Child Support Collection & Withholding. Strengthens the procedures for collecting child support and maintenance payments from an absent parent or spouse, whether or not the person to whom support is owed is receiving public assistance. In addition, the new law requires that a wage withholding order be included in each divorce decree which orders support, to simplify the process of withholding wages when payments are delinquent. (Chapter 488)

Child Support Tax Refunds. Provides for withholding of any income tax refunds to an absent parent who is delinquent in paying child support, including withholding on a pro-rated basis from delinquent persons who have filed a joint or combined income tax return. (Chapter 523)

Surviving Spouse Estate Tax. Eliminates estate tax on property inherited by a surviving spouse. (Chapter 2, Third Special Session)

Aid to Families with Dependent Children, Work Incentive. Increases the "standard of need" income level, and makes other adjustments in eligibility criteria for AFDC, to maintain work incentives for AFDC parents. (Chapter 640)

Women in Correctional Facilities. Authorizes the issuance of state bonds, including \$200,000 in bond sales to finance planning and design for a new women's prison at Shakopee or plans for remodeling some other facility. (Chapter 639)

Sexual Harassment, Human Rights. Amends the state Human Rights Act to define sexual harassment as a form of illegal sex discrimination in employment, education, public accommodations, public services, and housing. Possible remedies include financial awards for actual damages, damages for mental anguish, and punitive damages, as well as corrective action. (Chapter 619)

Sexual Harassment, Unemployment Compensation. Defines sexual harassment as "good cause" for leaving a job, so that victims who can prove sexual harassment may be eligible for unemployment benefits. (Chapter 619)

Pay Equity, State Employees. Establishes a policy that "comparability of the value of the work" should be the primary consideration in salaries for employees of the State of Minnesota. In addition, the law sets up a process for awarding salary increases, beginning July 1, 1983. (Chapter 634)

Two proposals endorsed by the Council in 1981 also passed in the 1982 legislative session:

Maintenance Awards for Homemakers. Clarifies the divorce law to allow for the possibility of permanent maintenance (alimony) in cases where the earning capacity of a homemaker spouse has been permanently diminished. (Chapter 535)

Insurance Conversion. Allows widows and divorcing women to continue insurance carried by a former spouse, and/or to convert to policies in their own name without providing evidence of insurability. (Chapter 555)

Only one proposal endorsed by the Council for 1982 did not pass: an increase in the state child care tax credit to parallel the federal increase. Altogether, 31 of the 43 proposals endorsed by the Council in the current biennium became law.



# COUNCIL on the ECONOMIC STATUS of WOMEN

Child Support Law Relates. Provides for withholding of any income tax relating to an order for child support, including child support orders for child support from delinquent parents who have failed to pay child support. (Chapter 63A)

Surviving Spouse Estate Tax. Eliminates estate tax on property inherited by a surviving spouse. (Chapter 2, Third Subchapter)

ENCLOSED IS YOUR NEWSLETTER FROM...

All to Families with Dependent Children. Work Incentive. Increases the "standard" deduction for families with dependent children. (Chapter 640)

Women's Vocational Facilities. Authorizes the issuance of a loan to women's vocational facilities. (Chapter 639)

Sexual Harassment. Human Rights. Amends the Human Rights Act to define sexual harassment as a form of illegal sex discrimination in employment, education, public accommodations, public housing, and housing. (Chapter 638)

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

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Two proposals introduced by the Council in 1981 also passed in the 1982 legislative session:

Maternity Awards for Housewives. Clarifies the divorce law to allow for the possibility of awarding maternity awards (allowance) in cases where the earning capacity of a housewife spouse has been permanently diminished. (Chapter 632)

Insane Spouse. Allows wives and divorcing women to continue insurance carried by a former spouse who has converted to another religion. (Chapter 635)

Only one proposal introduced by the Council in 1982 did not pass: a bill to provide for the state credit to parents.

If you no longer wish to  
receive this newsletter,  
please write or call the  
Council office.



# COUNCIL on the ECONOMIC STATUS of WOMEN

400SW, State Office Building, St. Paul 55155




(612) 296-8590

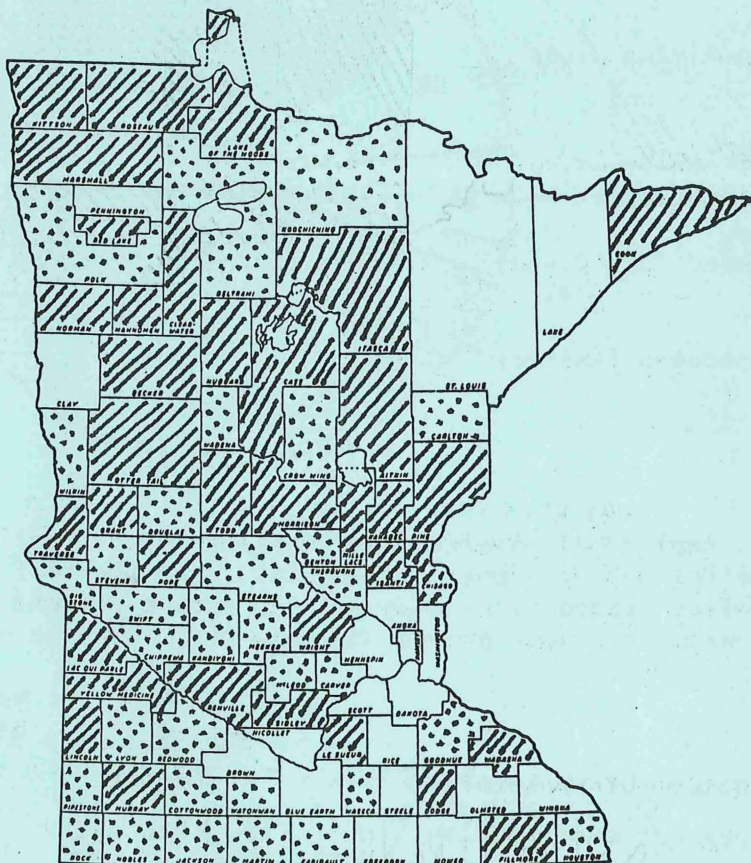
NEWSLETTER #61

MAY 1982

MINNESOTA WOMEN, with 1980 Census data  
comparing the Twin Cities area with the  
other counties in the state.

MINNESOTA COUNTIES BY  
RURAL POPULATION, 1980

-  More than 75%  
rural population
-  50% to 75% rural  
population
-  Less than 50%  
rural population



A COUNCIL MEETING AND HEARING on "Midlife Women"  
is scheduled for Tuesday, June 29. Please call the  
Council office for more information.

The next newsletter will be a combined June/July  
issue, mailed in early July.



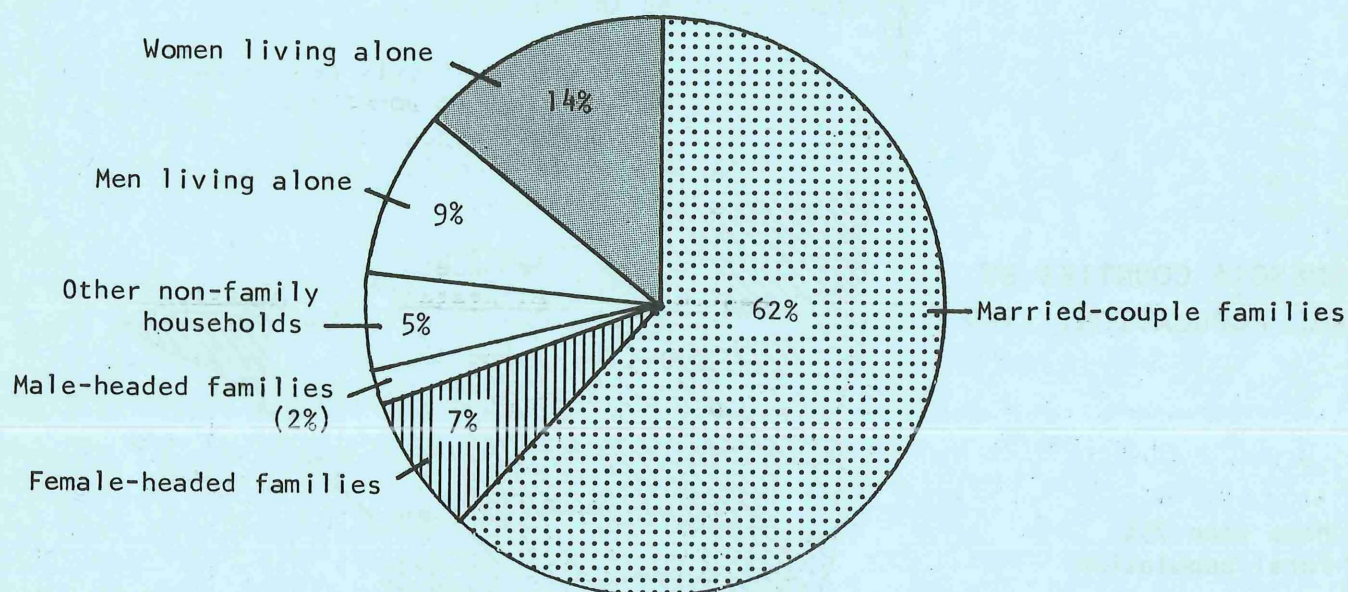
# Minnesota Women 1980

The following charts and tables present basic information about women in the Minnesota population, based on 1980 Census data. Region 11 includes the seven counties in the Twin Cities area: Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington. "Balance of state" refers to all other counties.

\* \* \* \* \*

The chart below shows the distribution of households in Minnesota. A family household is defined by the Census Bureau as two or more persons related by blood, marriage, or adoption living together in the housing unit. Statewide, more than two-thirds of households are occupied by families. Almost one-fourth of all households in Minnesota are headed by women with no spouse present.

MINNESOTA HOUSEHOLDS, 1980



Region 11 contains fewer married-couple families, and more female-headed families and non-family households, than the rest of the state. In all regions, families headed by a woman with no spouse present outnumber those headed by a man with no spouse present by more than three to one.

|                         | Region 11 | Balance of State | Minnesota |
|-------------------------|-----------|------------------|-----------|
| Number of households    | 721,444   | 723,778          | 1,445,222 |
| Percent distribution    | 100.0 %   | 100.0 %          | 100.0 %   |
| Family households       |           |                  |           |
| Married-couple families | 58.0 %    | 66.2 %           | 62.1 %    |
| Female-headed families  | 8.9 %     | 6.0 %            | 7.4 %     |
| Male-headed families    | 2.2 %     | 2.3 %            | 2.3 %     |
| Non-family households   |           |                  |           |
| Women living alone      | 14.9 %    | 13.5 %           | 14.2 %    |
| Men living alone        | 9.6 %     | 8.5 %            | 9.0 %     |
| Other female-headed     | 2.8 %     | 1.5 %            | 2.1 %     |
| Other male-headed       | 3.6 %     | 2.1 %            | 2.8 %     |



● Statewide, half of the population lives in urban areas, while one-third live in rural areas. However, the state is sharply divided between a highly urbanized population in Region 11 and a primarily rural population in other regions.

|                             | <u>Region 11</u> | <u>Balance<br/>of State</u> | <u>Minnesota</u> |
|-----------------------------|------------------|-----------------------------|------------------|
| Number of persons           | 1,985,873        | 2,090,097                   | 4,075,970        |
| <i>Percent distribution</i> | 100.0 %          | 100.0 %                     | 100.0 %          |
| Urban                       | 90.0 %           | 12.7 %                      | 50.4 %           |
| Urban Fringe                | 4.8 %            | 27.6 %                      | 16.5 %           |
| Rural                       | 5.2 %            | 59.7 %                      | 33.1 %           |

● In general, there are more children and more elderly people outside the Twin Cities area than in Region 11. The number of women age 65 and over in Minnesota has grown by about 50,000 in the last decade, representing an increase from 11.8 percent to 13.6 percent of the female population. The median age of all Minnesota residents is 29.2 years.

|                             | <u>Region 11</u> | <u>Balance<br/>of State</u> | <u>Minnesota</u> |
|-----------------------------|------------------|-----------------------------|------------------|
| Number of women and girls   | 1,022,024        | 1,056,120                   | 2,078,144        |
| <i>Percent distribution</i> | 100.0 %          | 100.0 %                     | 100.0 %          |
| Under age 6                 | 8.1 %            | 9.0 %                       | 8.6 %            |
| Age 6 to 17                 | 18.5 %           | 19.4 %                      | 19.0 %           |
| Age 18 to 64                | 61.8 %           | 56.1 %                      | 58.9 %           |
| Age 65 and over             | 11.5 %           | 15.6 %                      | 13.6 %           |

● Children outside the Twin Cities area are more likely to live with both parents than is the case in Region 11. The percentage of children living with both parents has declined statewide, from 89.7 percent to 84.1 percent, in the last 10 years. Concurrently, the percentage of children living with one parent only has increased from 8.3 percent to 11.8 percent. Ninety percent of single-parent families are headed by women.

|                             | <u>Region 11</u> | <u>Balance<br/>of State</u> | <u>Minnesota</u> |
|-----------------------------|------------------|-----------------------------|------------------|
| Number of children under 18 | 556,262          | 615,546                     | 1,171,808        |
| <i>Percent distribution</i> | 100.0 %          | 100.0 %                     | 100.0 %          |
| Living with parent/s        |                  |                             |                  |
| With married couple         | 80.7 %           | 87.1 %                      | 84.1 %           |
| With single parent          | 14.8 %           | 9.0 %                       | 11.8 %           |
| Not living with parent/s    | 4.5 %            | 3.9 %                       | 4.0 %            |



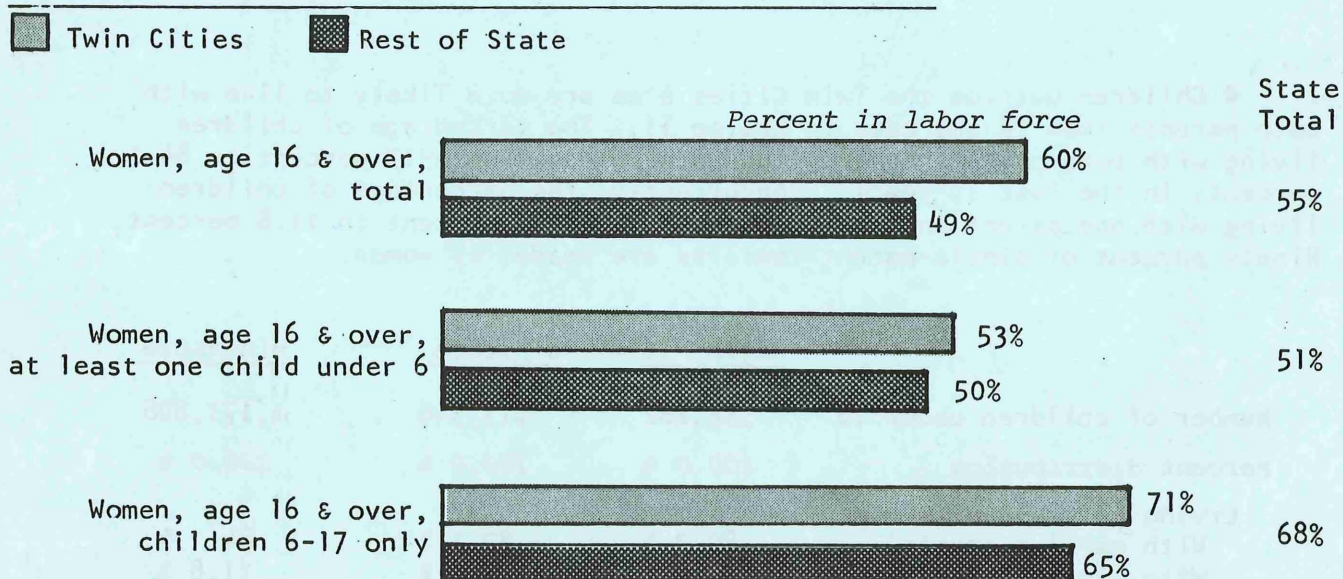
In all regions of the state, the majority of women are married. However, the percentage of women who are currently married has decreased from 63.2 percent in 1960 to 56.6 percent in 1980. Most of this decrease is attributable to larger numbers of women remaining single, up from 21.4 percent in 1960 to 25.3 percent in 1980, although the numbers of divorced and separated women have also grown.

Although women in the Twin Cities are more likely than other women to be divorced, the number of divorced women in the balance of the state has doubled in the last decade. In Region 11, the percentage of women who are divorced or separated increased from 5.1 percent in 1970 to 8.8 percent in 1980. In the same period, the percentage of women outside the Twin Cities who are divorced or separated increased from 2.3 percent to 4.6 percent.

|                               | Region 11 | Balance<br>of State | Minnesota |
|-------------------------------|-----------|---------------------|-----------|
| Number of women age 15 & over | 803,890   | 816,807             | 1,620,697 |
| Percent distribution          | 100.0 %   | 100.0 %             | 100.0 %   |
| Single (never-married)        | 27.9 %    | 22.8 %              | 25.3 %    |
| Married                       | 53.2 %    | 59.9 %              | 56.6 %    |
| Divorced or separated         | 8.8 %     | 4.6 %               | 6.7 %     |
| Widowed                       | 10.1 %    | 12.8 %              | 11.5 %    |

Women's labor force rates continue to rise. Among all Minnesota women age 16 and over, the percentage in the labor force rose from 43.5 percent in 1970 to 54.7 percent in 1980. When women age 65 and over are excluded, the labor force rate of Minnesota women of "normal working age" is over 60 percent. Slightly more than half of women with preschool-age children, and more than two-thirds of women with school-age children, are now employed.

#### LABOR FORCE PARTICIPATION RATES, MINNESOTA, 1980





In public hearings conducted by the Council outside the Twin Cities, witnesses have frequently stated that economic conditions in rural areas present obstacles to women seeking employment or higher pay: "There are so few jobs in the first place, existing jobs are low-paid, and the few higher-paid jobs go to men."

The table below shows that incomes are in fact considerably lower outside major metropolitan areas. The eleven counties with incomes above the state median income of \$20,919 for husband-wife families include all seven counties in Region 11, as well as counties close to the major metropolitan areas of Duluth, Rochester, and St. Cloud.

Husband-wife families have the highest incomes of all household types. Other families, primarily single-parent families headed by women, had a statewide median income of \$10,552 in 1979.

MEDIAN INCOME OF HUSBAND-WIFE FAMILIES: RANKING OF COUNTIES (1979 INCOME)

|                 |           |                       |           |
|-----------------|-----------|-----------------------|-----------|
| 1. Dakota       | \$ 25,799 | 45. Rock              | \$ 16,230 |
| 2. Washington   | 25,545    | 46. Watonwan          | 16,142    |
| 3. Hennepin     | 25,052    | 47. Cottonwood        | 16,123    |
| 4. Anoka        | 24,457    | 48. Faribault         | 16,104    |
| 5. Scott        | 23,531    | 49. Sibley            | 15,974    |
| 6. Ramsey       | 23,402    | 50. Redwood           | 15,909    |
| 7. Olmsted      | 23,314    | 51. Renville          | 15,818    |
| 8. Lake         | 22,446    | 52. Crow Wing         | 15,726    |
| 9. Carver       | 21,950    | 53. Chippewa          | 15,656    |
| 10. St. Louis   | 21,308    | 54. Mille Lacs        | 15,484    |
| 11. Sherburne   | 21,163    | 55. Meeker            | 15,439    |
| 12. Chisago     | 19,988    | 56. Stevens           | 14,903    |
| 13. Wright      | 19,814    | 57. Douglas           | 14,659    |
| 14. Clay        | 19,639    | 58. Yellow Medicine   | 14,655    |
| 15. Carlton     | 19,525    | 59. Kanabec           | 14,608    |
| 16. Nicollet    | 19,466    | 60. Beltrami          | 14,547    |
| 17. Itasca      | 19,448    | 61. Pine              | 14,252    |
| 18. Goodhue     | 19,445    | 62. Murray            | 14,155    |
| 19. Mower       | 19,439    | 63. Roseau            | 14,117    |
| 20. Isanti      | 19,423    | 64. Lac qui Parle     | 14,081    |
| 21. Steele      | 19,286    | 65. Kittson           | 14,003    |
| 22. Rice        | 19,217    | 66. Becker            | 13,997    |
| 23. McLeod      | 19,148    | 67. Traverse          | 13,888    |
| 24. Koochiching | 19,007    | 68. Ottertail         | 13,809    |
| 25. Blue Earth  | 18,607    | 69. Swift             | 13,804    |
| 26. Freeborn    | 18,448    | 70. Fillmore          | 13,740    |
| 27. Waseca      | 18,341    | 71. Pipestone         | 13,685    |
| 28. Dodge       | 18,219    | 72. Norman            | 13,637    |
| 29. LeSueur     | 17,999    | 73. Marshall          | 13,356    |
| 30. Brown       | 17,995    | 74. Morrison          | 13,144    |
| 31. Winona      | 17,796    | 75. Big Stone         | 13,086    |
| 32. Stearns     | 17,719    | 76. Wadena            | 13,055    |
| 33. Pennington  | 17,399    | 77. Pope              | 12,816    |
| 34. Cook        | 17,347    | 78. Red Lake          | 12,801    |
| 35. Lyon        | 17,287    | 79. Grant             | 12,692    |
| 36. Wilkin      | 17,282    | 80. Lake of the Woods | 12,637    |
| 37. Martin      | 17,174    | 81. Todd              | 12,299    |
| 38. Wabasha     | 17,073    | 82. Hubbard           | 11,801    |
| 39. Nobles      | 17,053    | 83. Cass              | 11,435    |
| 40. Kandiyohi   | 17,003    | 84. Aitkin            | 11,130    |
| 41. Benton      | 16,902    | 85. Lincoln           | 10,979    |
| 42. Polk        | 16,562    | 86. Clearwater        | 10,611    |
| 43. Houston     | 16,454    | 87. Mahnomon          | 10,515    |
| 44. Jackson     | 16,285    |                       |           |

Source: State Demographer's Office, based on income tax returns for 1979. Data do not include persons and families with incomes too low to require tax filing.



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# COUNCIL on the ECONOMIC STATUS of WOMEN

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400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #62

JUNE/JULY 1982

## IN THIS ISSUE

**YOUR EMPLOYMENT RIGHTS:** This issue of the newsletter gives basic information about state and federal laws on employment, including

- ▶ Anti-discrimination laws and enforcement
- ▶ Labor law and enforcement
- ▶ Practices not covered by law

## ANNOUNCEMENTS

A COUNCIL MEETING AND HEARING has been scheduled for Tuesday, June 29, 1982 as follows:

10:00 AM - STEERING COMMITTEE  
Rm. 22 State Office Building

10:30 AM - COUNCIL BUSINESS MEETING  
Rm. 22 State Office Building

1:30 PM - PUBLIC HEARING: "MIDLIFE WOMEN"  
Meeting room adjacent to Suite 340  
Working Opportunities for Women  
2233 University Avenue, St. Paul

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



# YOUR EMPLOYMENT RIGHTS

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The Council receives many requests for information about women's employment rights. This newsletter issue provides basic information about employment laws and enforcement resources.

There are two major bodies of law which provide certain protections to employed women and women seeking employment: anti-discrimination laws and labor laws.

## Anti-Discrimination Laws

Both state and federal laws make it illegal for an employer to treat you differently from other employees or job applicants simply because you are a woman. The same laws prohibit differential treatment on the basis of other characteristics as well, such as age, race, religion, national origin, marital status, receipt of public assistance, or disability.

Some examples of how these laws work are listed below. Although the examples refer to women, the laws also cover discrimination against men on the basis of their sex.

A woman is paid less than a man doing the same job for the same company. Both state and federal laws require equal pay for equal work. The jobs must be "substantially equal," requiring the same level of skill, effort and responsibility and performance under similar working conditions. The law also applies in cases where a woman is paid less than a man who performed her job before she was hired. There are exceptions for pay systems based on seniority, merit, or productivity.

A woman is denied a promotion. If she files a charge, the enforcement agency will try to determine whether the woman was denied because of her sex. If there is evidence of statements such as "We don't hire women for that job," and/or if it can be shown that a less qualified man was promoted, the woman may have a good case. However, she may have been denied because of a company policy limiting promotions to those who have been on the job for one year. Unless this policy has a disproportionate effect on women, the court or agency will probably decide that no discrimination occurred.

A woman is denied a job because she is unable to lift 100 pounds. If she files a charge, the employer will be asked to show that the job duties actually require lifting 100 pounds. If so, this is a "bona fide occupational qualification," which is not illegal. In the past, some height and weight-lifting requirements have been used to exclude women, and such requirements are usually examined carefully. In any case, the employer may not deny women the opportunity to take a lifting test.

A woman is asked questions about her plans to have children during an employment interview. Such questions are inappropriate and may be discriminatory, since in the past it was assumed that women would not stay on a job very long if they planned to have children. Questions related to marital status -- such as asking for maiden name, spouse's name, or a title of "Miss or Mrs." -- are also inappropriate and possibly discriminatory. Unfortunately, when such questions are asked verbally in a personal interview, it can be very difficult to provide evidence that they were asked.



## Anti-Discrimination Laws, cont.

Anti-discrimination laws generally apply to all employment-related decisions: hiring, firing, pay, promotion, and other "terms and conditions of employment." The laws also prohibit discrimination on the part of labor organizations and employment agencies.

Pregnancy benefits and sexual harassment are covered by anti-discrimination laws as well. The law does not require employers to provide benefits such as sick leave to any employees. However, if such benefits are available, the pregnant employee must be treated the same as any other employee of that company who has any other temporary medical condition. Sexual harassment is a form of sex discrimination which involves unwanted physical contact, offensive sexual language, or demands for sexual favors.

More information on these topics is available in Council publications: "Legal Rights of Pregnant Employees," and "Sexual Harassment Task Force Report."

Under all anti-discrimination laws, the person who believes s/he has been discriminated against must take the initiative in filing a formal charge, and must cooperate in the investigation. Enforcement agencies do not initiate legal action. The enforcement agencies for these laws are:

Minnesota Department of Human Rights, Bremer Tower, St. Paul 55101  
(612-296-5663 or toll-free 1-800-652-9747); and  
Equal Employment Opportunity Commission, 12 South 6th Street,  
Minneapolis 55402 (612-725-6101).

In general, the process used by the two agencies is the same. The charging party must complete a one-page form, which can be mailed to those outside the Twin Cities area. The form asks for: the basis for the discrimination (for example, sex, age, and/or race); a brief description of the problem; a proposed remedy (for example, promotion and/or back pay); and identifying information for the charging party and the employer.

Within 10 days after the charge is received by the agency, the employer is notified. The agency then investigates, usually by setting up a fact-finding conference where both sides are represented. At this stage, the employer may offer a "no-fault" settlement. If the charging party agrees to the settlement, the charge is dropped.

If no settlement is reached, the agency finds "probable cause" to believe discrimination occurred, or "no probable cause." If probable cause is found, the employer may be required to make a settlement. Under the state Human Rights Act, such a settlement may include revised company procedures, a specific personnel action, and monetary damages -- back pay, damages for mental anguish, and punitive damages. If probable cause is found, the agency represents the charging party in any subsequent court action.

Women who believe they have been discriminated against may also file charges directly in court, rather than with an enforcement agency. For court cases, unlike agency cases, the charging party needs the services of an attorney. In some cases, the judge may eventually require the employer to pay attorney's fees for the charging party.



# Labor Laws

Both state and federal labor laws provide some additional protections to almost all employed people. Although enforcement procedures vary, enforcement of these laws is also dependent on the initiative of individual employees.

Minimum wage. For employees age 18 and over, both the state and federal minimum wages are now \$3.35 per hour, with exceptions for tipped employees.

Tip credit. The state law generally governs in this area, since it is stronger than the federal law. An employee such as a waitress who receives \$35 or more per month in tips may have the amount of tips deducted from the minimum wage, up to a maximum of 20 percent of minimum wage.

Overtime work. Neither state nor federal law places a limit on the amount of overtime work an employer may require. However, the employee must be paid one and a half times the usual hourly rate for overtime. The federal law covers companies with services or products which cross state line, or whose gross annual income is \$375,000 or more. Those covered by the federal law must be paid overtime after 40 hours of work in a seven-day period. All others are covered by the state law, with overtime pay required after 48 hours of work in a seven-day period.

These laws are enforced by: Labor Standards Division, Minnesota Department of Labor & Industry, 444 Lafayette Road, St. Paul 55101 (612-296-2282), and U.S. Department of Labor, 100 North 6th Street, Minneapolis 55403 (612-725-6106). The Labor Standards Division also enforces laws related to child labor, mandatory retirement, and non-payment of wages.

Occupational health and safety. These laws require most employers to provide a workplace free from serious hazards and to notify employees of any special dangers in their work. The local enforcement agency is the Occupational Health and Safety Division (612-296-2116) of the Minnesota Department of Labor & Industry.

Organizing and bargaining. A federal law protects the right of employees to form a union and bargain collectively. Employees also have the right to refrain from organizing activities, except where a labor agreement requires union membership. The law is enforced by the National Labor Relations Board, 110 South 4th Street, Minneapolis 55401 (612-725-2611).

Other benefits and privileges. Information about other employment-related protections is available from:

Pension Division, U.S. Department of Labor (see address above).

Social Security Administration, listed in local telephone directories under "U.S. Government Offices" or toll-free 1-800-462-5360.

Insurance Division, Minnesota Department of Commerce, Metro Square Building, St. Paul 55101 (612-296-2488).

Workers Compensation Division, Minnesota Department of Labor & Industry (see address above).

Unemployment Insurance Division, Minnesota Department of Economic Security, 390 North Robert Street, St. Paul 55101 (612-296-3642).



# Problems Not Covered By Law

Many common practices of employers are not covered by any law. For example, many employers provide two weeks' notice when an employee is fired. Many employers also recognize seniority in making decisions about promotion and pay. However, no law requires a certain amount of notice, and no law requires that seniority be a factor in personnel decisions.

Some employees are covered by a union contract which establishes rules in these areas. Although they may be covered by a contract, the following practices are not covered by the law.

Termination, demotion, cut in pay, reduced work hours. Other than anti-discrimination laws, the law establishes no requirements or period of notice in these situations.

Pay rates. The only laws governing pay are state and federal Equal Pay Acts and minimum wage laws. There is no requirement, for example, that a company pay "the going rate" for a particular occupation or industry, or that pay rates be the same between different employers.

Lunch breaks, rest breaks, lifting requirements. No law requires employers to provide breaks of any kind, and no law places a limit on the amount of weight an employee may be required to lift. However, if lifting requirements or the lack of breaks causes a serious hazard, there may be recourse under the occupational safety and health law.

Affirmative Action. There is no general requirement that an employer have an affirmative action plan or program, although companies with public contracts or those who have been found guilty of discriminatory practices may have to have one.

Job descriptions, job titles. There is no law which requires employers to maintain a written description of job duties, or which establishes a classification system which employers must use.

Arbitrary, unfair, or unreasonable actions. It may seem unfair to be required to work next to someone with annoying personal habits, or to be denied a raise or promotion for vague reasons such as "bad attitude." It may seem that the wrong person was given a promotion when talented workers were overlooked. However, these problems are not covered by any law.

Fringe benefits. With the exception of workers' compensation and Social Security, no law requires any employer to provide fringe benefits such as sick leave, disability leave, health insurance, vacations, or pensions. An employer may also limit fringe benefits to certain employees, such as full-time workers only.

Whether or not an employment problem is covered by law, it is usually a good first step to try to solve the problem internally. The enforcement process through outside agencies can be lengthy and stressful, and although the laws prohibit reprisal against you for filing a charge, you may have difficulty on the job while the charge is investigated. In addition, the enforcement process is a legal procedure, and proof of illegal practices must be made.

Remember that it is perfectly legal to discriminate against employees as individuals as long as the discrimination is not based on sex, race, religion, age, handicap, or the other categories. And remember that it is also legal for an employer to be "unfair" as long as the practices are not covered by law.



# COUNCIL on the ECONOMIC STATUS of WOMEN

400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #63

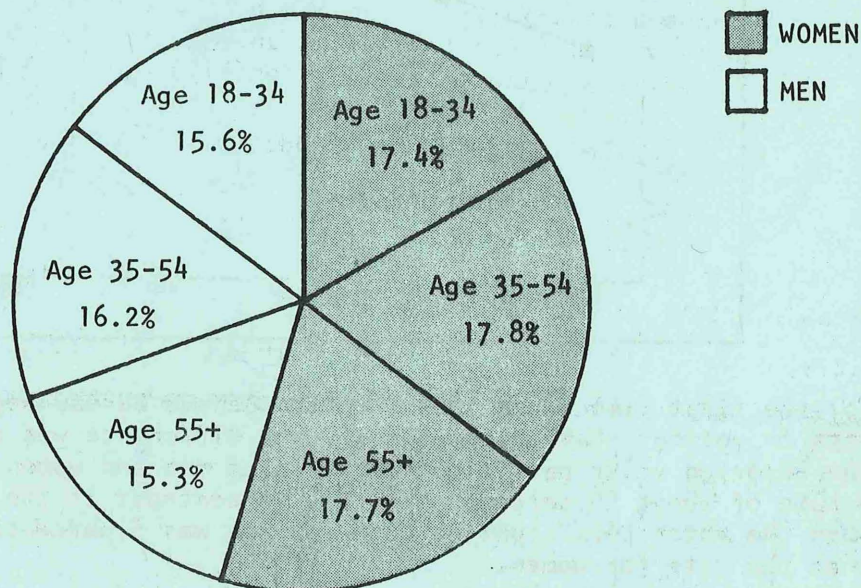
AUGUST/SEPTEMBER 1982

## IN THIS ISSUE

### SPECIAL REPORT: WOMEN & VOTING

This issue of the newsletter examines the number of voters, regional variations in voting patterns, differences between men and women in voter turnout, reasons for not voting, and differences between men and women in their opinion on public issues.

### PERSONS VOTING IN U.S. ELECTION, NOVEMBER 1980



93,065,000 VOTERS



# Women & Voting

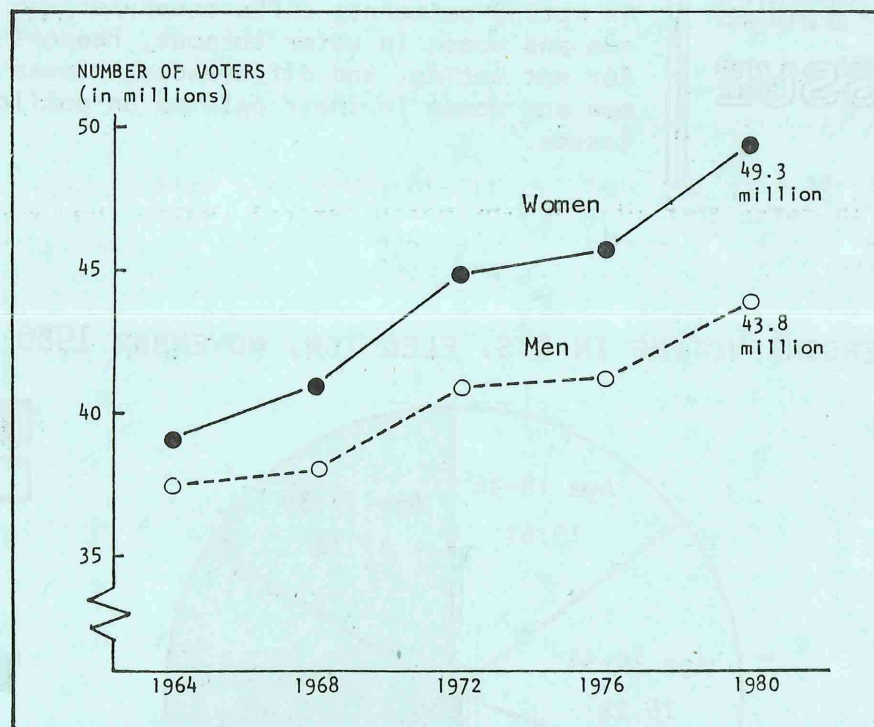
With Fall elections coming up, this newsletter examines the voting patterns of women and men. Except where otherwise noted, information is based on a recent report of the U.S. Bureau of the Census, *Current Population Reports, Series P-20, No. 370, Voting and Registration in the Election of November 1980*.

\* \* \* \*

According to official counts, 86.5 million Americans voted in the 1980 Presidential election. This is the largest number of votes ever cast in a general election in the United States. The rate of voter turnout, however, has declined over the past 16 years.

Women's voting rates have not declined to the same extent as those of men, with the result that women account for an increasing proportion of the votes cast. In 1980, five and a half million more women than men went to the polls. Shown below is the number of male and female voters who participated in Presidential elections from 1964 to 1980:

U.S. PRESIDENTIAL ELECTIONS



For the first time since 1964 when the Census Bureau began collecting data on voting behavior, no significant difference was observed between the reported voter participation rates of men and women, each reporting a rate of about 59 percent. This is in contrast to the 1964 election when the voter participation rate for men was 5 percentage points higher than the rate for women.

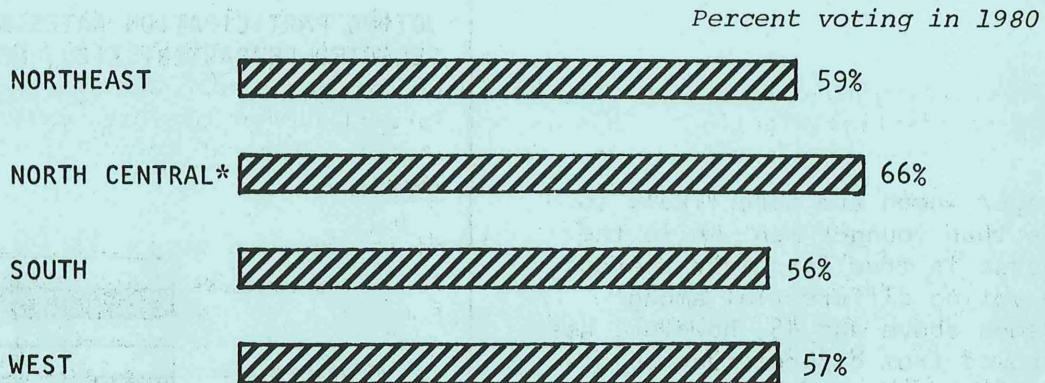
Two trends appear to be largely responsible for eliminating this difference: a change in the age structure of the electorate, with a higher proportion of the population under age 45; and a change in the voting patterns of younger persons. Women under age 45 are now more likely to vote than their male counterparts.



# Voting, cont'd

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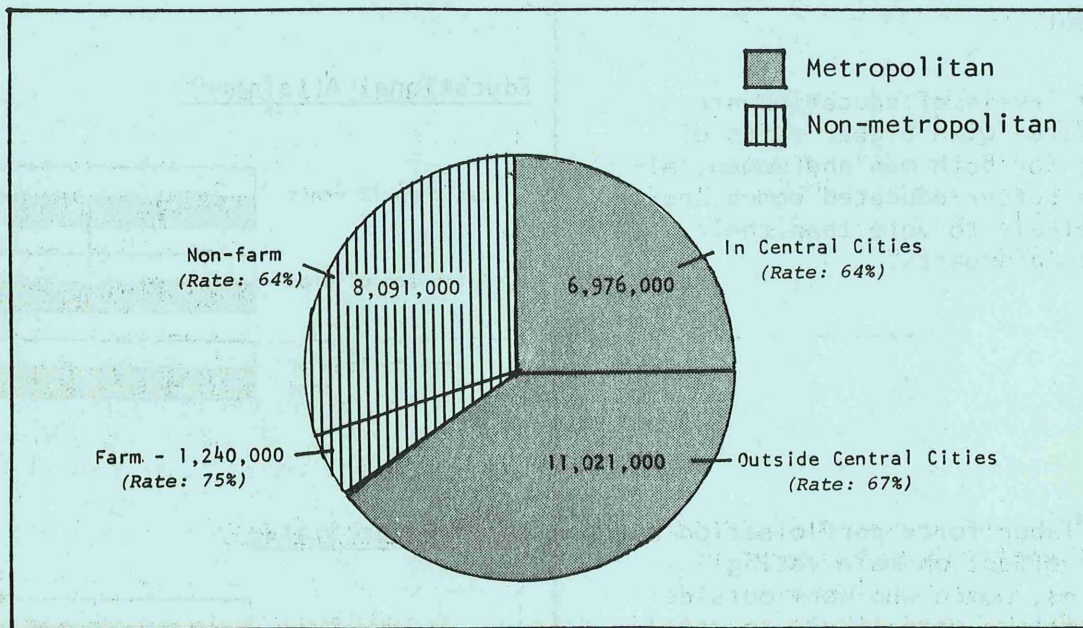
Reported voting rates tend to be higher than official vote tallies, but by either method both Minnesota and the Upper Midwest lead the nation in voter participation. Survey data show the voting rates for the four major regions of the country:



Official vote counts show a national participation rate of 54.0 percent -- 5 points lower than reported rates -- with Minnesota the highest in the nation at 69.2 percent. Following Minnesota are Idaho, South Dakota, Utah, and Wisconsin. Lowest in voter participation are South Carolina, Nevada, North Carolina, Texas, and New York.

In the U.S. as a whole, there is little difference between urban and rural residents in voter turnout. In the North Central region, however, persons who live on farms are more likely to vote than others. The following chart shows the number of voters and voting rates for the region:

VOTERS IN NORTH CENTRAL\* REGION, 1980



\*The North Central region includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.



## Voting, cont'd

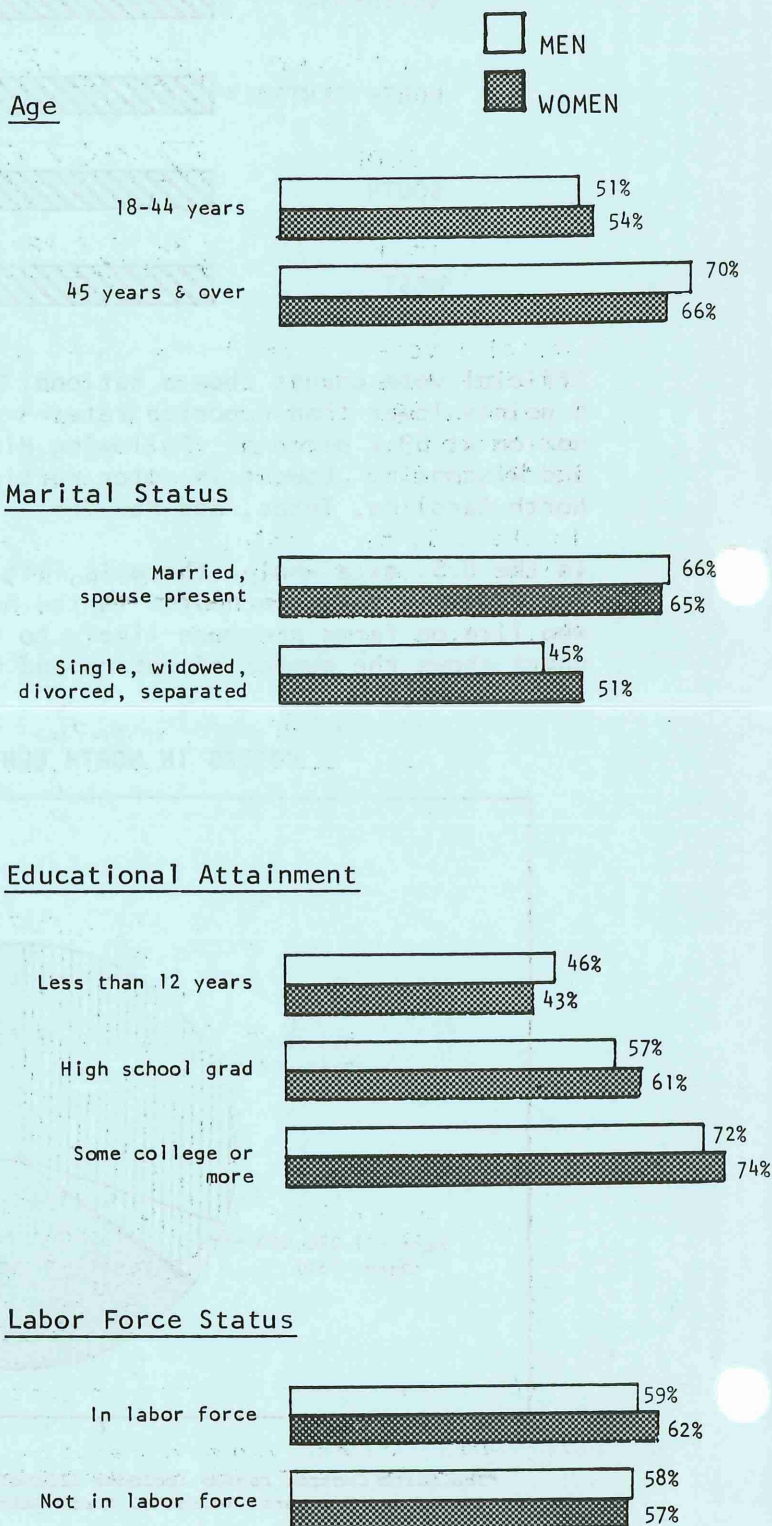
In general, voting rates of women parallel those of men with similar characteristics. Rates tend to increase with age, with increased years of schooling, with higher incomes\*, and with being married. There are, however, some differences between men and women, as shown below:

- Younger women are more likely to vote than younger men, while the reverse is true for older persons. The voting differential among persons above age 45, however, has narrowed from 8 percentage points in 1964 to 4 percentage points in 1980.
- There is little difference in voting rates between married men and married women. Women who are not married, however, are more likely to vote than men who are not married.
- In married-couple families, both husband and wife are likely to either vote or not vote. Seldom does one spouse vote and the other does not.
- Higher levels of education are associated with higher rates of voting for both men and women, although better-educated women are more likely to vote than their male counterparts.

- While labor force participation has little effect on male voting patterns, women who work outside the home are more likely to vote than women who are not in the labor force.

\*Voting rates by income level and sex are not available.

### VOTING PARTICIPATION RATES BY SEX AND SELECTED CHARACTERISTICS, NOVEMBER 1980





# Voting, cont'd

4

About 41 percent of the eligible voters did not go to the polls in November 1980. When asked the reason for their not voting, survey results showed the following:

- Women were more likely than men to report that they were sick or had a family emergency;
- Men were more likely to report that they were out of town, away from home, or could not take time off from work;
- There were no differences between men and women on "Did not prefer any of the candidates" or "Not interested, don't care."

\* \* \* \* \*

In addition to changes in voting behavior, all evidence indicates that women are thinking differently from men on issues of public policy. Recent public opinion polls conducted by Louis Harris have shown wide differences between men and women on a variety of issues:

|  | <u>MEN</u> | <u>WOMEN</u> |
|--|------------|--------------|
| "Very concerned" that the world will be plunged into a nuclear war           | 48%        | 59%          |
| Favor federal registration of handguns                                       | 58%        | 70%          |
| Worry that in the next year more people will be going hungry in America      | 52%        | 60%          |
| Believe that more factories will be shutting down in the next year           | 56%        | 69%          |
| Favor strict enforcement of air and water pollution controls                 | 79%        | 87%          |
| Favor federal affirmative action laws for women and minorities in employment | 64%        | 72%          |
| Believe women are discriminated against in wages                             | 42%        | 50%          |

According to pollster Daniel Yankelovich, "What is most astonishing is how stable most public opinions are, how many numbers stay the same over decades." Changes in public opinion and voting behavior are therefore of some significance for the future.

And while differences in voting between men and women are not massive, even small differences can affect the outcome of elections. In the last two presidential elections, Carter became President with 50.1 percent of the popular vote, and Reagan was elected with 50.7 percent of the votes cast.



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# COUNCIL on the ECONOMIC STATUS of WOMEN

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400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #64

OCTOBER 1982

## IN THIS ISSUE

LEGAL RIGHTS IN MARRIAGE, with information on legal status, name, credit, inheritance, and other commonly asked questions.

BROCHURES AVAILABLE (see page 4).

## ANNOUNCEMENTS

Council meetings for the purpose of developing a legislative program have been scheduled as follows. All Council meetings and hearings are open to the public.

November 9 (Tuesday), 1:00 PM in Room 22 of the State Office Building, St. Paul.

November 30 (Tuesday), 1:00 PM in Room 22 of the State Office Building.

December 14 (Tuesday), 10:00 AM in Room 22 of the State Office Building.



# Legal Rights in Marriage

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The Council receives many requests for basic information about the legal aspects of marriage. This newsletter issue summarizes the marriage law, based on a brochure to be published later in October. Copies of the brochure will be available free of charge from the Council office.

\* \* \* \* \*

## Eligibility

A person of 18 years or a person of 16 years with the consent of parents, guardian, or court may marry. A person may not remarry until the dissolution of an earlier marriage is final. Certain marriages are prohibited, for example marriages between siblings or first cousins.

## Legal Requirements

Marriage is a civil contract requiring the consent of the man and woman. It is necessary to obtain a marriage license and have the marriage solemnized.

Either applicant may apply for the license at the office of the clerk of the district court of any county. There is a \$30 fee. The application asks for such basic information as: names, addresses, ages, previous marriages, children, and names after marriage. The marriage need not take place in the county where the license is obtained. There is a five-day waiting period before a license may be issued and it is valid for six months. Blood tests are not required and there is no residency requirement.

No particular form is required to solemnize a marriage. The law requires that the man and woman declare that they take each other as husband and wife in the presence of a person authorized to solemnize a marriage and two attending witnesses. There are alternative provisions for solemnization for certain faiths.

## Common Law Marriage

Minnesota does not recognize common law marriages contracted after April 26, 1941.

## Legal Status

A woman retains the same legal existence after marriage as before and has the same protection of her rights as a woman which her husband does as a man. This includes the right to appeal to the courts in her own name and to sue and be sued. With certain exceptions, a spouse cannot be compelled to testify against the other spouse in court.

## Name

Social custom, not law, has been responsible for women adopting their husbands' surnames. Legally, a woman can use any name as long as she does not intend to defraud anyone. Since 1975 name after marriage has been designated on the marriage application. Miss/Mrs./Ms. are courtesy titles. Mrs. John Jones is a social title and not a legal name.



## **Residence**

The law does not designate the residence of a married woman. However, court decisions have presumed it to be that of her husband.

## **Support**

The law requires a spouse to provide care and support to a spouse without independent means of support. However, the law is seldom used as courts are reluctant to interfere in on-going marriages.

## **Debts**

When living together both spouses are liable for necessary household items. Neither spouse is liable for the debts of the other, except where the husband is liable at common law for necessities. Necessaries include food, clothing, shelter and transportation. Either or both are liable for joint accounts.

## **Credit**

A woman may retain credit accounts she established in her name before marriage after she marries. Creditors cannot require reapplication or use of the husband's name, close the account or change the terms of the credit, simply because of the marriage. A married woman who meets the standards of credit-worthiness can maintain an account in her own name. A married woman's income must be taken into consideration when a couple jointly applies for a credit account. Credit information from a joint account must be reported in both names. Both are liable for joint accounts.

## **Contracts**

A married woman may make any contract which she could if unmarried. However, real estate contracts and deeds with her husband may be made only to put the property in joint tenancy.

## **Antenuptial Contract**

A person of legal age may enter into an antenuptial contract or settlement prior to solemnization of marriage. It must be in writing, signed in the presence of two witnesses and a notary public or other authorized person. The contract may determine what rights each spouse has in nonmarital property upon dissolution of marriage, legal separation, or death. Nonmarital property includes real and personal property which a spouse acquired before marriage or which he or she receives as a gift or inheritance.

## **Property**

All property owned by a woman at the time of her marriage continues to be her separate property. During marriage a woman may acquire property free from control of her husband and from any liability for his debts.

However, it is important to note that for purposes of marriage dissolution, property acquired by either spouse during marriage, except that received by gift or inheritance, is presumed to be marital property, regardless of how title is held. Marital property is subject to division upon dissolution of marriage.



## **(property, cont.)**

A spouse may transfer real estate he or she owns, except the homestead, subject to the rights of the other. The practical effect is that both spouses are required to sign all transfers of real estate owned by either or both. Either spouse may give up his or her rights in real estate transferred by the other. Both spouses must sign a deed transferring the homestead.

## **Inheritance**

Upon the death of a spouse, property held in joint tenancy passes to the surviving spouse. It is not affected by a will and does not need to be probated (divided by the court).

Property not held in joint tenancy may be divided by the court according to the terms of a will or according to the order of priority (intestate succession) established in the law.

If there is no will, or for property not covered by a will, the property is distributed as follows: all to the surviving spouse if there are no children; one-half each to a surviving spouse and one child; or one-third to a surviving spouse and two-thirds to the children. The surviving spouse has the right to possess and live in the homestead during his or her lifetime (life estate).

Even if there is a will, a wife has the right of a "widow's election" against her husband's will. This entitles her to one-third of all property her husband owned at the time of his death if there is more than one child, one-half if there is one or no children. She may also have a life estate in the homestead.

## **Violence**

Order for protection. The order for protection allows a battered person to obtain protection without filing for divorce. The order may require that the abusive person be removed from the household, or it may simply require an end to the abusive behavior. The order may apply to minor children and to unrelated people living together as well as to a husband and wife. The law was written so that the process for obtaining an order for protection would not require an attorney. A simple form and assistance in completing the form are available from the county clerk of court in each county.

Probable cause arrest. The probable cause arrest law allows a police officer to make an arrest in cases of assault which the officer has not witnessed. The arrest must occur within four hours of the assault and the officer must observe evidence of physical injury to the abused person.

Sexual assault. Minnesota criminal law contains a section on sexual conduct that includes sexual assault. The law allows prosecution for spousal sexual assault.

Resources. There are networks of emergency shelters for battered women and their children, and programs for victims of sexual assault. Both are located in the Minnesota Department of Corrections, 430 Metro Square, St. Paul MN 55101. The telephone number for the Battered Women's Program is 612-296-6463. The telephone number for the Program for Victims of Sexual Assault is 612-296-7084.



## Notes

This newsletter issue is intended for use as general information about the legal rights of women in marriage. It is not intended to take the place of legal advice in solving individual legal problems.

The information is current as of September 1982. It is important to note that laws are subject to change and to interpretation by the courts.

For application and interpretation of the law to your specific situation you should seek legal advice. Contact your own attorney, your local bar association or the Minnesota Bar Association Attorney Referral Service (339-8777 Minneapolis area, 224-1775 St. Paul area or outside the metropolitan area call 1-800-292-4152).

The Minnesota Bar Association Tel-Law Tape Library has several tapes on how to find legal help. In the metro area call 227-5297 and ask for Tape 1. Outside the metro area call 1-800-652-9728 and ask for Tape 2. A brochure listing the Tel-Law tapes is available. Check with your attorney or contact the Minnesota State Bar Association, Suite 403, 430 Marquette, Minneapolis MN 55401 (telephone 612-333-1183).

Chrysalis Center for Women in Minneapolis has legal information seminars and a legal clinic, and maintains an attorney referral service. For information on their programs call 612-871-2603.

\* \* \* \* \*

## Brochures

The Council is publishing a series of brochures which address commonly asked questions. All brochures are available free of charge from the Council office (toll-free telephone for callers outside the Twin Cities area is 1-800-652-9747). Multiple copies of the brochures are available for distribution by agencies and organizations serving women, although supply is limited. The brochure series includes:

LEGAL RIGHTS OF PREGNANT EMPLOYEES, with information about the law, leave time and benefits. (November 1981)

EMPLOYMENT RIGHTS FOR WOMEN, with information on anti-discrimination laws, labor laws, and employment problems which are not covered by the law. (September 1982)

LEGAL RIGHTS IN MARRIAGE, the basis for this newsletter issue, will be available in late October.

LEGAL RIGHTS IN DIVORCE, with information about the divorce process, custody, support, and property division, is scheduled for publication in November.

FINANCIAL PLANNING FOR WOMEN, with information about credit, insurance, and pensions, will be available in late October.

FACTS ABOUT WOMEN, with statistical information for the U.S., Minnesota, the Twin Cities area, and the balance of the state, is scheduled for publication in November.



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# COUNCIL on the ECONOMIC STATUS of WOMEN

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400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #65

NOVEMBER/DECEMBER 1982

## IN THIS ISSUE

JOB OPENING, page 1.

MOTHERHOOD, with Census data on women's childbearing expectations, fertility rates, and labor force rates of mothers.

## ANNOUNCEMENTS

NINA ROTHCHILD, Executive Director of the Council since its creation in 1976, will be leaving January 1 for her new position as Commissioner, Minnesota Department of Employee Relations. Her years of dedicated service on behalf of women are very much appreciated. Please see page 1 for information about the Executive Director position.

A COUNCIL MEETING is scheduled for Tuesday, December 14, in the State Office Building. On the agenda is development of the Council's legislative program for the 83-84 biennium. All meetings and hearings of the Council are open to the public. For more information, please call the Council office.



## JOB OPENING: EXECUTIVE DIRECTOR, COUNCIL ON THE ECONOMIC STATUS OF WOMEN

SALARY: \$24,000 - \$29,000 annually, commensurate with experience.

JOB DESCRIPTION: The Council on the Economic Status of Women is a legislative advisory commission which seeks to improve the economic status of women in the state through information gathering, recommendations for legislative and administrative action, and public information. These functions are accomplished through public hearings, data analysis and other research, publication of reports, and endorsement of a legislative program each biennium.

The Executive Director serves as staff to the Council, which meets about once a month, and conducts and supervises the day-to-day operation of the Council office. Major responsibilities of the position are:

- Planning and preparation of objectives, timetables, budget, grant proposals, contracts with other agencies;
- Identification and coordination of resources: public testimony, state agencies, legislators and legislative staff, women's organizations, media, foundations, data sources, printing and publishing services;
- Coordination of legislative proposals and publication of reports: supervises preparation, writes, edits, designs, and arranges for publication of reports, press releases, brochures, statistical information, and a monthly newsletter;
- Presentation of information and testimony to a wide variety of groups: legislative committees, media, state and other agencies, women's groups; conducting public information, serving on advisory committees, participating in oversight and other special projects.

### QUALIFICATIONS

- Demonstrated organizational ability. Experience in positions which required organizing a variety of activities and ideas, identifying and managing resources, selecting work activities from among numerous possibilities, setting plans, and meeting timetables.
- Maturity and leadership skills. Ability to assess ideas dispassionately and work well with people representing a wide variety of viewpoints.
- Demonstrated public speaking skills. Ability to organize ideas and information and present them in an effective, persuasive manner.
- Demonstrated statistical and publishing skills: basic data analysis, research, writing, editing, publication design. Ability to develop and present written materials, often technical in nature, to a general audience.
- General office skills. Ability to ensure smooth functioning of the Council office with limited staff and resources. Typing ability desirable.
- Knowledge of the structure and functions of the legislature and state government generally; familiarity with women's organizations, existing services to women, and women's issues.

SELECTION PROCESS: The Executive Director is hired by the Legislative Coordinating Commission based on the recommendation of the Council. The Council Steering Committee will review resumes, interview a limited number of applicants, and make recommendations to the full Council. Resumes must be postmarked no later than December 31, 1982. Receipt will be acknowledged by letter.



# Motherhood

The last decade has witnessed continued increases in women's labor force participation rates, and continued changes in marital and family patterns. However, women have generally maintained their commitments to home and family even as they undertake new roles. This newsletter issue examines birth rates, birth expectations, and other family patterns, based on data from the U.S. Bureau of the Census.

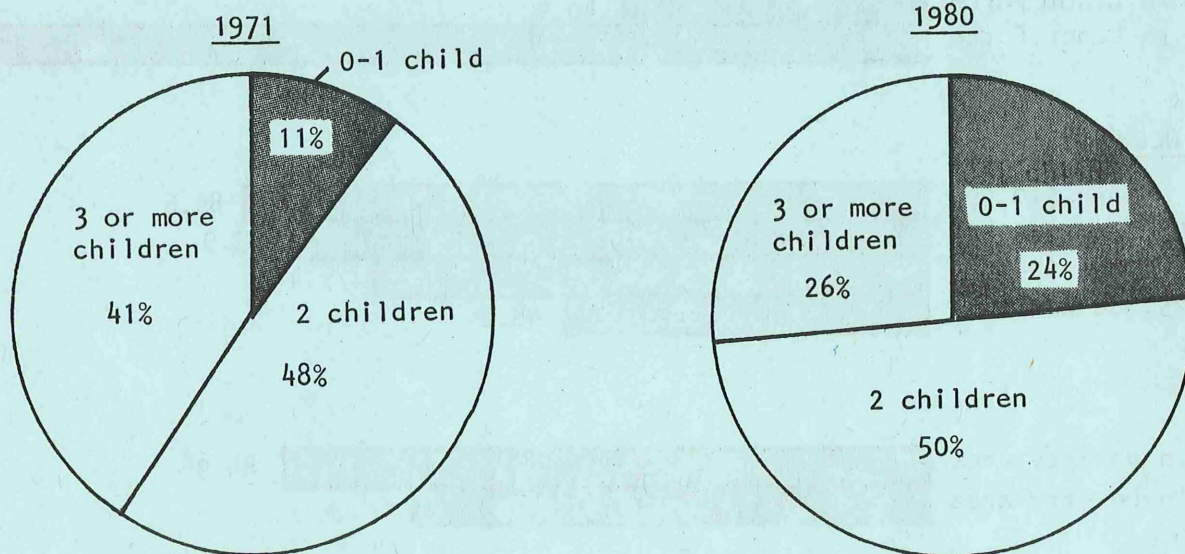
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There are 61 million family households in the United States in 1982. Of these, 81 percent are married-couple families, 15 percent are families with a female householder (no husband present), and 3 percent are families with a male householder (no wife present).

From 1970 to 1982, the proportion of all households which are occupied by families decreased from 81 percent to 73 percent. Average family size declined from 3.58 persons to 3.25 persons in the same period.

These statistics reflect a number of changes. Increases in the never-married population account for a substantial portion of the decrease in family households. Higher divorce rates led to the splitting of households into one non-family household and another, smaller, family household. In addition, women expect to have fewer children now than ten years ago.

## LIFETIME BIRTH EXPECTATIONS OF WOMEN 18 TO 29 YEARS OLD: 1971 AND 1980



Among ever-married women, those age 45 to 49 in 1980 completed their child-bearing years with an average of 3.1 children. By contrast, women who are now age 18 to 24 expect to have an average of 2.1 children in their lifetimes.

The large majority of women expect to marry and have children. However, large numbers of women are postponing marriage and childbearing to later ages than did their mothers and grandmothers.



# Motherhood, continued

Two-thirds of women age 18 to 24 are currently childless. However, 83 percent of those who were not mothers at the time of the survey said they expect to have children at some time.

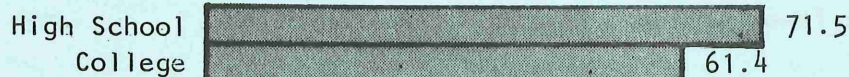
The chart below shows actual fertility rates by various characteristics of mothers. The rate is defined as the number of births per 1,000 women age 18 to 44 that occurred during the 12-month period preceding the survey.

## BIRTHS PER 1,000 WOMEN AGE 18-44, U.S. 1980

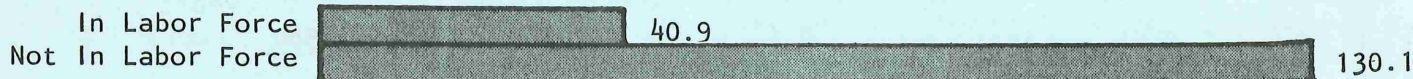
### RACE:



### EDUCATION:



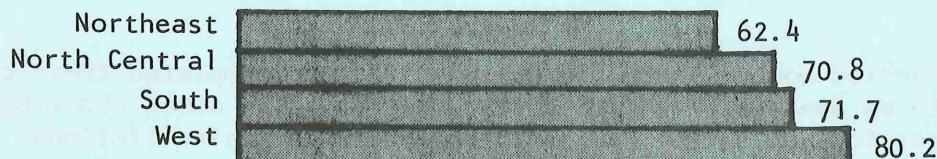
### LABOR FORCE STATUS:



### FAMILY INCOME:



### RESIDENCE:





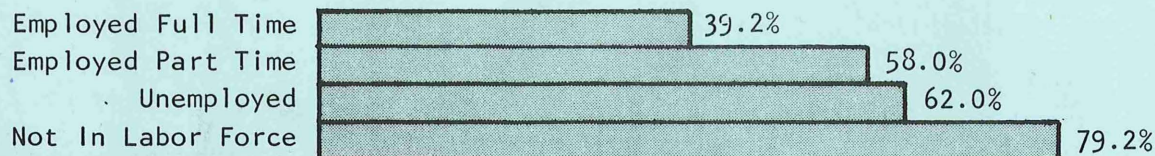
## Motherhood, cont.

Young women who are employed full time are three times as likely as women not in the labor force to be childless. However, by the time they reach age 35 to 44, at least 90 percent of women have had children, regardless of their labor force status. Similar patterns are evident by educational level: female college graduates are less likely than high school graduates to have children at younger ages, but most of the difference disappears by age 44.

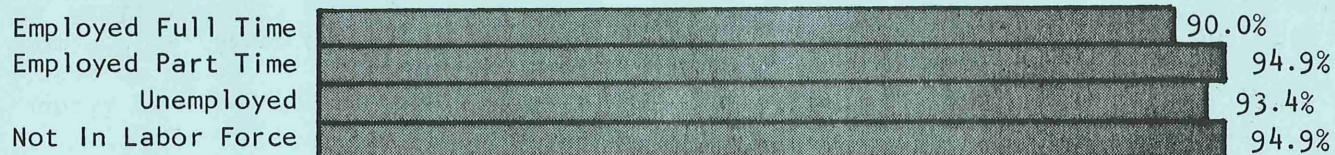
### PARENTAL STATUS OF MARRIED WOMEN BY AGE & EMPLOYMENT STATUS, U.S. 1980

Percent of ever-married women in each group who are mothers:

#### AGE 18 TO 24:



#### AGE 35 TO 44:



Most mothers stay home while their children are under two years of age, but the majority enter or re-enter the labor force soon after. Among all mothers of preschool-age children, 48 percent are in the labor force.

### EMPLOYMENT STATUS OF MOTHERS BY AGE OF YOUNGEST CHILD, U.S. 1980

Percent in the labor force, mothers age 18 to 34

