

COUNCIL on the ECONOMIC STATUS of WOMEN

400 SW, State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #66

JANUARY 1982³

IN
THIS
ISSUE

LEGISLATION 1983, with summaries of
proposals endorsed by the Council to
date.

* * *

Earnings Gap

MEDIAN EARNINGS OF YEAR-ROUND FULL-TIME WORKERS BY SEX, U.S. 1981

MEN: \$20,260



WOMEN: \$12,001



Source: U.S. Department of Labor

Legislation 1983

The Minnesota legislative session begins in January each year and continues through the early spring months. The state budget operates on a biennial basis, with major funding decisions made in odd-numbered years. In the current session, budget decisions will be made for all state programs for the period from July 1, 1983 through June 30, 1985. In even-numbered years, the legislature considers budget adjustments and legislation which does not have significant fiscal implications.

Each year, the Council endorses legislative proposals designed to improve the economic status of Minnesota women. This newsletter issue summarizes proposals endorsed by the Council for the current biennium; additional proposals may be endorsed in upcoming months.

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- Battered women's programs. These programs were first funded by the state in 1977, and there is now a network of shelters and safehomes statewide -- one program in each economic development region and seven shelters in the Twin Cities area, in addition to a variety of non-shelter programs. The shelters provide housing for about 2,500 women and 3,500 children each year.

Purpose of legislation: To provide emergency housing and related services for victims of domestic violence, treatment programs for the assaultive family member, and community education efforts in all areas of the state. *Summary of legislation:* Provides continued funding, including increases to offset inflation, to the Department of Corrections for battered women's programs, services to women of color, treatment of violent partners both within and outside the Twin Cities area, and an expanded program on the Iron Range.

- Sexual assault programs. These programs were first funded by the state in 1979, and 26 local programs were funded in fiscal year 1982. Sexual assault centers saw 2,900 victims in the last year, a 38 percent increase from 1979. Training was provided to 9,600 community professionals and 61,000 members of the general public.

Purpose of legislation: To provide services to sexual assault victims in all parts of Minnesota, as well as professional training, public education, and data collection. *Summary of legislation:* Provides continued funding to the Department of Corrections, including increases to offset inflation, for statewide coordination, administration, and grants to local communities for sexual assault programs.

- Women offenders. The fact that women represent a very small proportion of the prisoner population has led to inadequate facilities and programs for women offenders. The state prison for women at Shakopee is severely overcrowded and in poor repair; local programming and facilities for women are almost non-existent.

Purpose of legislation: To provide adequate treatment for women offenders through construction of a new state prison for women and assistance to local communities seeking to improve their facilities and programming

Legislation, continued

(Women offenders, continued)

for women. *Summary of legislation:* Provides bonding authority to fund construction of a new state prison for women in Shakopee; provides funding to the Department of Corrections to continue and expand state-level assistance to local community correctional programs with respect to the treatment of women offenders.

- Equity in vocational education. In the past decade, vocational educators have become aware of the need for sex equity efforts in high school vocational programs and in post-secondary area vocational-technical institutes. The position of Equity Specialist in the Minnesota Department of Education was established in 1978 with funding from the federal government. In addition to planning, training, and development of local projects, sex equity efforts have included data collection and on-site evaluation visits.

Purpose of legislation: To continue equity efforts in vocational schools through support for statewide coordination and planning, data gathering, and evaluation. *Summary of legislation:* Provides funds to the Department of Education for the Equity Specialist position, the MINCRIS data-gathering system, and on-site evaluation visits.

- Higher education women's programs. Women's centers, women's studies programs, career clinics, and continuing education programs established in recent years provide support to women as students and employees in Minnesota's post-secondary schools. Women's athletics are attracting large numbers of athletes and increasing public attention, but are not yet self-supporting through admission fees.

Purpose of legislation: To provide equal opportunity in education, recognition of women's contributions, and supportive services to meet the special needs of women, through support for women's programs in Minnesota's institutions of higher education. *Summary of legislation:* Provides continued funding to the University of Minnesota, the State Universities, and Community Colleges for women's programs: women's centers, women's studies, career clinics, continuing education, and women's athletics.

- Part-Time Students. Women are more likely than men to be part-time students, extension students, and older undergraduate students. However, many financial aid programs exclude part-time students. For this reason, the 1977 legislature established a grant-in-aid program for part-time students. In the first two years, awards were made to 2,356 students, with an average grant amount of \$180 in fiscal year 1980.

Purpose of legislation: To provide financial assistance to part-time students in Minnesota colleges and universities by supporting a part-time student grant-in-aid program. *Summary of legislation:* Provides for the continued funding of student financial aid for financially needy students enrolled in Minnesota post-secondary institutions part-time.

- Child care tax credit. The current Minnesota child care tax credit is 20 percent of actual costs, with a maximum cost of \$2,000 for one dependent and \$4,000 for two or more dependents. The credit is phased out for families with incomes above \$15,000, setting an effective income limit of \$23,000 for one dependent and \$31,000 for two or more dependents. Beginning in 1982,

Legislation, continued

(Child care tax credit, continued)

the federal child care tax credit was increased. For persons earning \$10,000 or less, the federal credit is 30 percent of actual costs, with a maximum cost of \$2,400 for one dependent and \$4,800 for two or more dependents. The percentage of credit declines as income increases.

Purpose of legislation: To bring the Minnesota child care and dependent tax credit into conformance with federal law by increasing the amount of credit for low-income families and maintaining a sliding deduction for middle and upper income families. *Summary of legislation:* (1) increases the amount of dependent care credit to 30 percent of cost for families with incomes below \$10,000 annually; (2) increases the maximum allowable cost to \$2,400 for one dependent and \$4,800 for two or more dependents; (3) phases out the credit by deducting from the credit 5 percent of income above \$10,000 per year. (Effective income limit is approximately \$24,000 for one dependent and \$38,000 for two or more dependents.)

- Child care sliding fee. In 1979, the legislature established a sliding fee subsidy to assist with child care costs of employed parents whose income was above the limit for the federal Title XX program, but below the state median income. In 1980, the average monthly subsidy was \$147, and participating families' tax payments exceeded the amount of the subsidy. In fiscal year 1982, the subsidy served 897 families and 1,272 children in the 29 participating Minnesota counties.

Purpose of legislation: To enable women to improve their economic status and maintain paid employment by making child care affordable for low-income families through a sliding fee child care program.

Summary of legislation: (1) continues funding to provide a sliding scale subsidy for child care services to low-income families who are employed or attending school; (2) provides incentives for counties to participate in the program.

- Family planning. Since 1978, the state legislature has appropriated funds to the commissioner of health for grants to local communities to provide family planning services. In fiscal year 1983, funds were awarded to 43 agencies which together served 52 of the state's 87 counties. Twenty-eight of the funded agencies were in the Twin Cities, Duluth, or Rochester, while 15 were located in rural Minnesota.

Purpose of legislation: To continue the state's commitment to the provision of community health services to women and their families across the state, including the provision of information about family planning.

Summary of legislation: Continues funding to the Minnesota Department of Health for Family Planning Special Projects under the Community Health Services Act.

- Homemaker services, automobile insurance. Minnesota's auto insurance law recognizes that a homemaker's service to the family has an economic value, by requiring drivers to carry insurance for replacement services loss in case of accident. If the homemaker dies as a result of a car accident, her family may receive a maximum of \$200 per week (\$10,400 per year) to obtain replacement services. However, if the homemaker is injured, replacement benefits are limited to a maximum of \$15 per day (\$5,475 per year).

Legislation, continued

(Homemaker services, automobile insurance, continued)

Purpose of legislation: To provide consistent recognition of the cost of replacing homemaker services to her family, by amending the automobile insurance law to equalize replacement services loss in case of injury and survivors replacement services loss in case of death of a homemaker. *Summary of legislation:* Increases the maximum insurance benefits payable to a nonfatally injured homemaker to \$200 per week, the same maximum benefit now allowable to the survivors of a deceased homemaker.

- Minnesota equal rights amendment. Although Minnesota has several laws which can improve women's economic status, such as the state Human Rights Act, such laws can be repealed or modified in any legislative session. An amendment to the Minnesota Constitution would provide a guarantee of equal treatment under the law. Such an amendment would not affect private relationships or personal privacy. If an equal rights amendment passes both houses of the legislature, the question will be placed on the ballot for consideration by all voters in the 1984 general election.

Purpose of legislation: To provide a guarantee of equal legal rights for women and men through an equal rights amendment to the Minnesota Constitution. *Summary of legislation:* Provides that an equal rights amendment to the Constitution of the State of Minnesota be placed on the ballot for consideration by voters at the next general election.

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The Council has formed several task forces to consider possible legislation in other areas. The task forces are:

- Set-Aside Task Force. This group is considering state procurement programs for small business owners and other businesses owned or operated by socially or economically disadvantaged persons, as these programs affect women.
- Pornography and Sentencing Guidelines Task Force. This group is considering proposals related to these areas.
- Social Services Task Force. This group is considering proposals related to legal services, block grants, and child support.
- Jobs & Training Task Force. This group is considering proposals related to displaced homemakers, women employed by the State of Minnesota, and implementation of the federal Job Training Partnership Act.

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NEWSLETTER #67

FEBRUARY 1983

IN THIS ISSUE

MINNESOTA WOMEN 1980, with data on households, families, marital and parental status, labor force rates, income and poverty.

- Female-headed families now account for seven percent of Minnesota households, up from six percent in 1970.
- Minnesota women are marrying later than was the case in 1970 -- more than one-third marry at age 25 or older.
- More than three-fifths of employed women in the state work full-time.
- Almost half of female-headed families with preschool-age children have incomes below the poverty level.

ANNOUNCEMENTS

COUNCIL MEETING: Friday, February 18, 9:30 AM to noon in Room 51 of the State Office Building. The agenda will include consideration of legislative proposals.

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

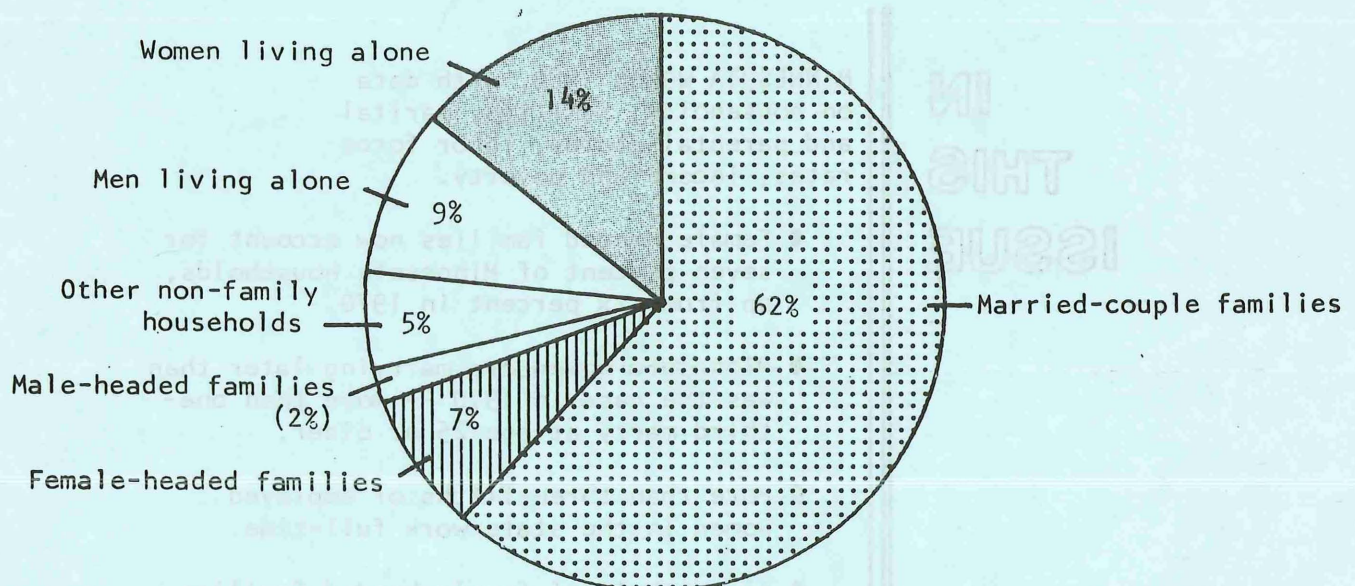
Minnesota Women 1980

This newsletter issue is based on data from the U.S. Bureau of the Census and the Minnesota Department of Health, Center for Health Statistics. Except as otherwise noted, all data are for Minnesota in 1980.

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In 1980, there were 1,445,222 households in Minnesota. Of these, 72 percent were family households (comprised of two or more persons related by blood, marriage or adoption) while 28 percent were non-family households (persons living alone or with unrelated others).

MINNESOTA HOUSEHOLDS, 1980



The proportion of households maintained by a married-couple family has declined. Married couples accounted for 62 percent of all households in 1980, down from 71 percent in 1970. In contrast, there were increases in the numbers of female-headed families and women living in non-family households.

Eighty-two percent of non-family households consisted of one person living alone, and women account for the majority of these single-person households.

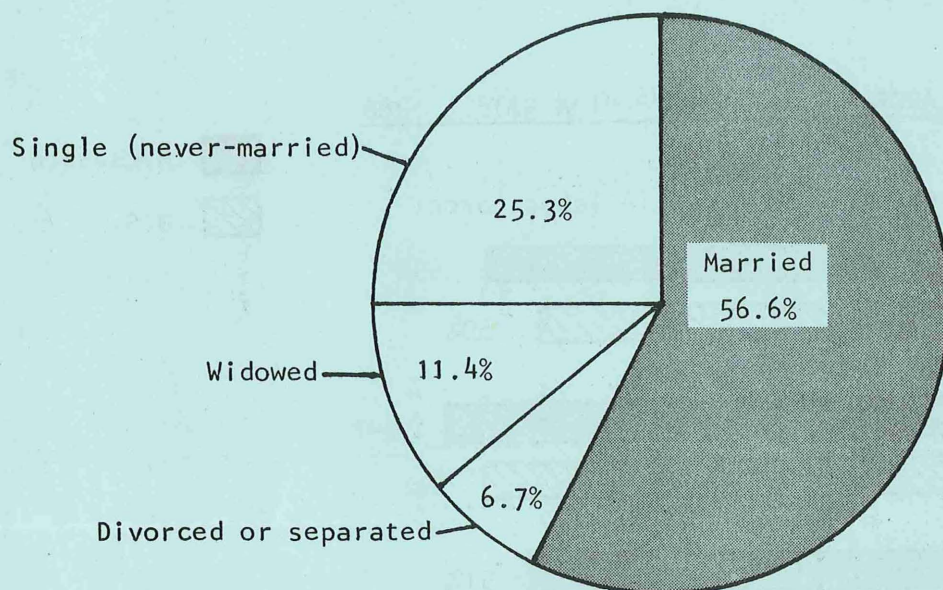
Forty percent of all households contain children. Of the 574,339 family households with children, 85 percent are married-couple families, 12 percent are female-headed families, and 2 percent are male-headed families.

There were 1,171,808 children under age 18 in Minnesota in 1980. Of these, 84 percent lived with both parents, 12 percent lived with one parent only, and 4 percent were not living with either parent.

Marital & Parental Status

The majority of Minnesota women age 15 and over are married. For purposes of comparison with the chart below, U.S. figures show that 54.8 percent of women nationally are married, 9.9 percent are divorced or separated, 12.3 percent are widowed, and 23.0 percent are single.

MARITAL STATUS OF MINNESOTA WOMEN, 1980



1,620,697 WOMEN AGE 15 & OVER

There were 37,020 marriages and 14,542 divorces in the state in 1979. The ratio of divorced to married women was 99 per 1,000 in 1980.

Sixty-five percent of women who married in 1979 were under age 25, compared with 80 percent of brides in 1970. In half of the divorces, the wife was under age 30 -- a figure which has not changed significantly since 1970.

In 1979, there were 68.4 births per 1,000 Minnesota women age 15 to 44, down from 88.4 per 1,000 in 1970.

Birth patterns by age of mother have changed little over the decade. In both 1970 and 1979, about 11 percent of births were to teenagers and about 20 percent were to women age 30 and over.

Women live longer than men. Fourteen percent of Minnesota women are age 65 and over, compared to 10 percent of Minnesota men. In addition, women are 68 percent of all Minnesotans age 85 and over.

About 11 percent of women in the state are widowed, compared to less than 3 percent of men. There are about 5 times as many widowed women as there are widowed men.

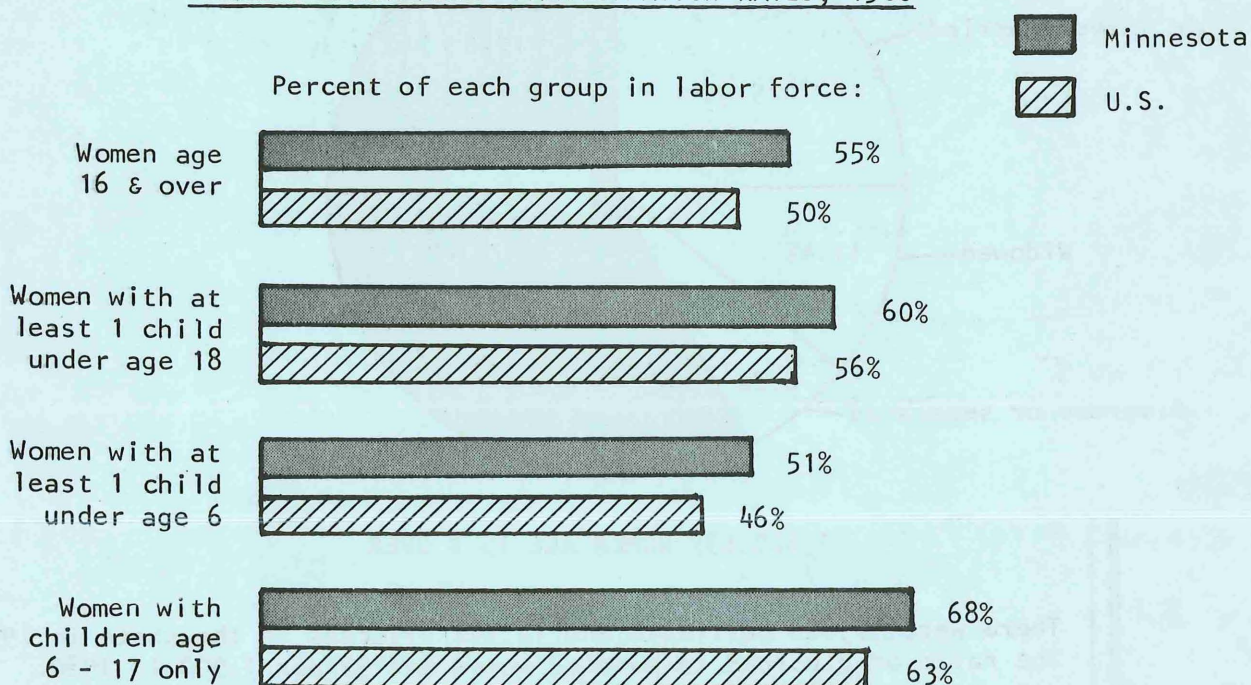
Labor Force Status

Minnesota women accounted for 43 percent of the state labor force in 1980, up from 38 percent in 1970 and 31 percent in 1960.

For women age 16 and over, labor force participation rates rose from 44 percent in 1970 to 55 percent in 1980. More than half of mothers of preschoolers, and more than two-thirds of mothers of school-age children, are in the labor force.

Minnesota women have consistently higher labor force rates than women in the nation as a whole.

WOMEN'S LABOR FORCE PARTICIPATION RATES, 1980



Although women continue to be less likely than men to be employed full-time, the majority of employed women in the state are full-time workers: 37 percent work full-time year-round and 24 percent work full-time for part of the year.

Minnesota unemployment rates in 1980 were 4.2 percent for women and 6.4 percent for men. Although women have historically had lower unemployment rates than men, women account for half of "discouraged workers" -- those who are not actively looking for work because they believe they lack experience, that no work is available, or that employers think they are too young or too old.

Data on occupational groups and earnings are not yet available for Minnesota. However, U.S. statistics show little change in these areas. Clerical work remains the most likely occupation for women, and female college graduates continue to earn less than men who have not completed high school.

Income & Poverty

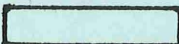






Median income for Minnesota households in 1979, as reported in the 1980 Census, was \$17,776. In the same year, median income for Minnesota families was \$21,217.

Seventeen percent of Minnesota families had incomes under \$10,000. Forty-four percent had incomes between \$10,000 and \$24,999, and 39 percent had incomes of \$25,000 or more.

Average family income was \$20,482 for one-earner families and \$27,864 for families with two or more earners.

The poverty level was \$7,412 or below for a family of four in 1979. Female-headed families are more likely than others to have poverty-level incomes. Female-headed families represent only 10 percent of all families in the state, but they account for one-third of Minnesota families in poverty.

POVERTY IN MINNESOTA, 1979

PERSONS:		Percent of each group with income below poverty level	Number in poverty
All persons		9%	369,508 persons
Age 65 & over		14%	61,809 persons
FAMILIES:			
All families		7%	72,479 families
With children		9%	51,246 families
FEMALE-HEADED* FAMILIES (FHF):			
All FHF		22%	23,586 families
With children		31%	21,673 families
W/ at least 1 child under 6		48%	13,251 families

* no husband present

One-fourth of Minnesota households have income from Social Security, and the mean amount of Social Security income for these households was \$4,006 in 1979.

About 6 percent of the state's households have public assistance income, with a mean amount of \$2,493.

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NEWSLETTER #68

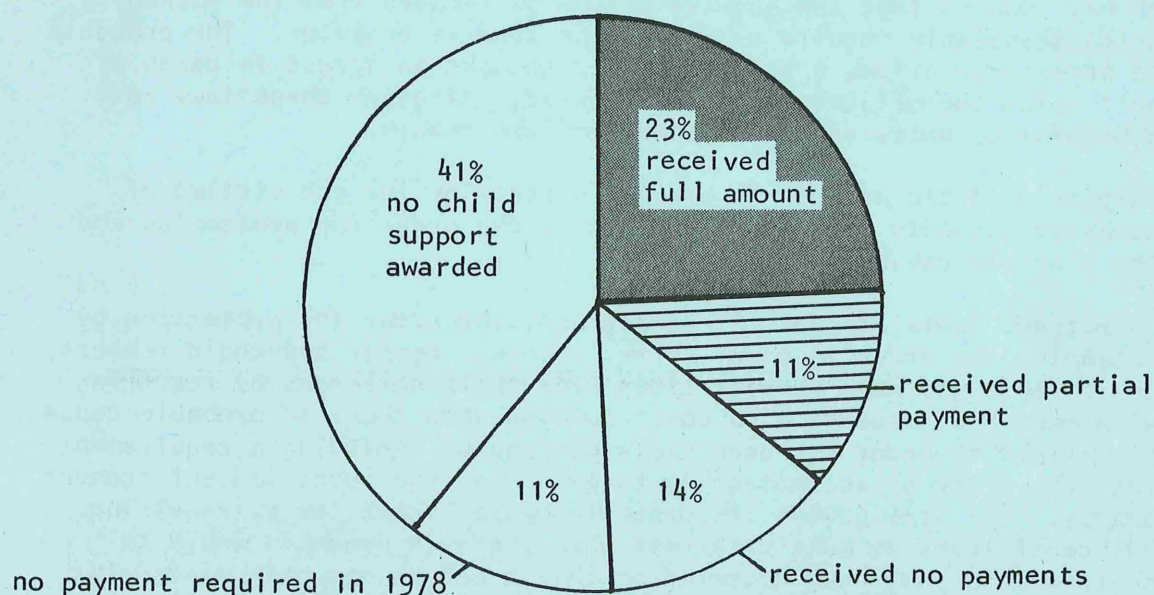
MARCH 1983

IN
THIS
ISSUE

LEGISLATION 1983, with a summary
of Council-endorsed proposals
for the current session.

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Child Support Paid in 1978



(7,094,000 women with children under 21 years with no father present)

Source: U.S. Bureau of the Census

Legislation 1983

The Minnesota legislature meets each year from January through the spring months. In the current session, budget decisions will be made for the biennium beginning July 1, 1983 and ending June 30, 1985.

The January 1983 newsletter issue provided background information and summaries of the preliminary legislative program endorsed by the Council. This issue provides information on additional proposals which have now been endorsed. (Previous proposals are summarized on page 4.)

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● Displaced homemaker programs. Beginning in 1977, the legislature appropriated funds for programs to assist displaced homemakers in the transition to employment. There are now four state-funded displaced homemaker programs, located in the Twin Cities, Mankato, Marshall, and Duluth. Federal CETA funds which were available to some programs in the past will be discontinued, and many areas of the state are not served.

Purpose of legislation: To enable displaced homemakers to become self-supporting through funding for local programs and statewide coordination.

Summary of legislation: Provides continued support for the state displaced homemaker program; provides additional funding for displaced homemaker programs through a minimum of \$100,000 per year from the Governor's discretionary fund under the Job Training Partnership Act.

● Order for protection and probable cause arrest. The state's Domestic Abuse Act allows a battered person to obtain an order for protection, which may require that the abusive person be removed from the household, or which may simply require an end to the abusive behavior. The probable cause arrest law allows a police officer to make an arrest in cases of assault which the officer has not witnessed. Although these laws have been helpful to battered women, some problems remain.

Purpose of legislation: To provide protection for the victims of domestic violence through strengthening the order for protection and the probable cause arrest law.

Summary of legislation: (1) Strengthens the order for protection by extending the order to cover former spouses, former household members, and parents who have never resided with their children; by requiring an arrest and issuance of a court summons when there is probable cause to believe an order has been violated; and by including a requirement that the order be automatically forwarded to the local law enforcement agency. (2) Strengthens the probable cause arrest law by requiring police officers to make an arrest when there is probable cause to believe an assault has occurred or that a person has been placed in fear of serious injury; by extending the provision for probable cause arrest to former spouses and former household members; and by requiring that police provide the victim with information about community services and legal procedures.

Legislation 1983, continued

● Child support. In 1980, there were more than 59,000 single-parent female-headed families in Minnesota. Almost one-third of those with children under 18, and almost half of those with children under 6, are living in poverty. Although collection of past-due child support has been greatly improved in recent years, a number of problems remain. No uniform guidelines exist for the courts to use in determining the amount of support. Although the income of the non-paying spouse can be withheld to meet child support payments, withholding can be ineffective when the employee changes jobs.

Purpose of legislation: To improve the economic status of women and children in single-parent female-headed families by providing uniformity in awarding of child support and by strengthening the process of child support enforcement.

Summary of legislation: (1) Establishes a guidelines commission to report to the legislature on appropriate amounts for child support awards. (2) Allows a continuing child support order to be made for families where no divorce has taken place, regardless of the parent's welfare status. (3) Provides for escalator clauses in future child support awards, to establish an automatic adjustment accounting for an increased or decreased cost of living. (4) Requires employers to notify the collection agency when an employee whose income is being withheld to pay child support is terminated; allows employers to claim a \$1 fee per fee collection period for bookkeeping costs. (5) Changes "employer" to "payor of funds" in income withholding statutes to clarify statutory provisions for withholding of non-wage income.

● State-employed women. About 44 percent of the 33,000 employees of the State of Minnesota are women. The Council on the Economic Status of Women has supported a number of programs designed to improve their status: pay equity, job-sharing, affirmative action, flexible work schedules, and training for clerical workers. However, the earnings gap between men and women in state government continues.

Purpose of legislation: To provide equal opportunity and fair compensation for male and female employees of the State of Minnesota, and to continue state programs which can serve as a model for other employers.

Summary of legislation: (1) Provides continued support for the state job-sharing program, including removal of the existing sunset date of June 30, 1983 and establishing a new sunset date of June 30, 1985. (2) Provides continued support for pay equity, flexible work schedules, affirmative action, and training for clerical employees. (3) Provides that a job evaluation analysis be conducted for civil service employees at the University of Minnesota.

● Block grants. The federal government has created a number of new block grants replacing funding programs previously earmarked for specific purposes. The block grants pool such funds, allowing state and local governments more discretion to identify problems, design programs, and allocate resources. A number of concerns have been identified with regard to implementation of block grants in Minnesota.

Legislation 1983, continued

(criminal sexual conduct, continued)

Summary of legislation: (1) Provides an exception to the Minnesota Criminal Rehabilitation Act for purposes of eligibility for a child care license. (2) Requires the hearing examiner to uphold a county welfare department's decision to deny or revoke a child care license unless it can be shown that the denial or revocation was arbitrary and capricious. (3) Incorporates the U.S. Supreme Court definition of obscenity into Minnesota law.

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Other Council-endorsed proposals were outlined in the January 1983 newsletter issue and are reviewed briefly below.

Battered women: Provides continued funding for battered women's programs, services to women of color, treatment of violent partners, and an expanded program on the Iron Range.

Sexual assault: Provides continued funding for statewide coordination, administration, and grants to local communities for sexual assault programs.

Women offenders: Provides bonding authority for construction of a new state prison for women in Shakopee; continues assistance to local communities.

Equity in vocational education: Provides funds for the Equity Specialist position, the MINCRIS data system, and on-site evaluation visits.

Higher education women's programs: Provides support for women's centers, women's studies, career clinics, continuing education, and women's athletics.

Part-time students: Provides for continuing financial aid to financially needy part-time students in post-secondary schools.

Child care tax credit: Increases the amount of the credit to 30 percent of cost; increases the maximum allowable cost; and phases out the credit at higher income levels.

Child care sliding fee: Continues funding for a sliding scale subsidy for child care services, and provides incentives to counties to participate.

Family planning: Provides continued support for Family Planning Special Projects under the Community Health Services Act.

Homemaker services, automobile insurance: Increases the maximum insurance benefits payable to a nonfatally injured homemaker to \$200 per week.

Minnesota equal rights amendment: Provides that an equal rights amendment to the Minnesota Constitution be placed on the ballot at the next general election.

The Council's most recent publication, Legislative Program 1983, is a 20-page listing of legislative proposals and background information. Copies are available from the Council office at the address and telephone listed on the front of this newsletter, or (for callers outside the Twin Cities only) through a toll-free number: 1-800-652-9747.

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NEWSLETTER #69

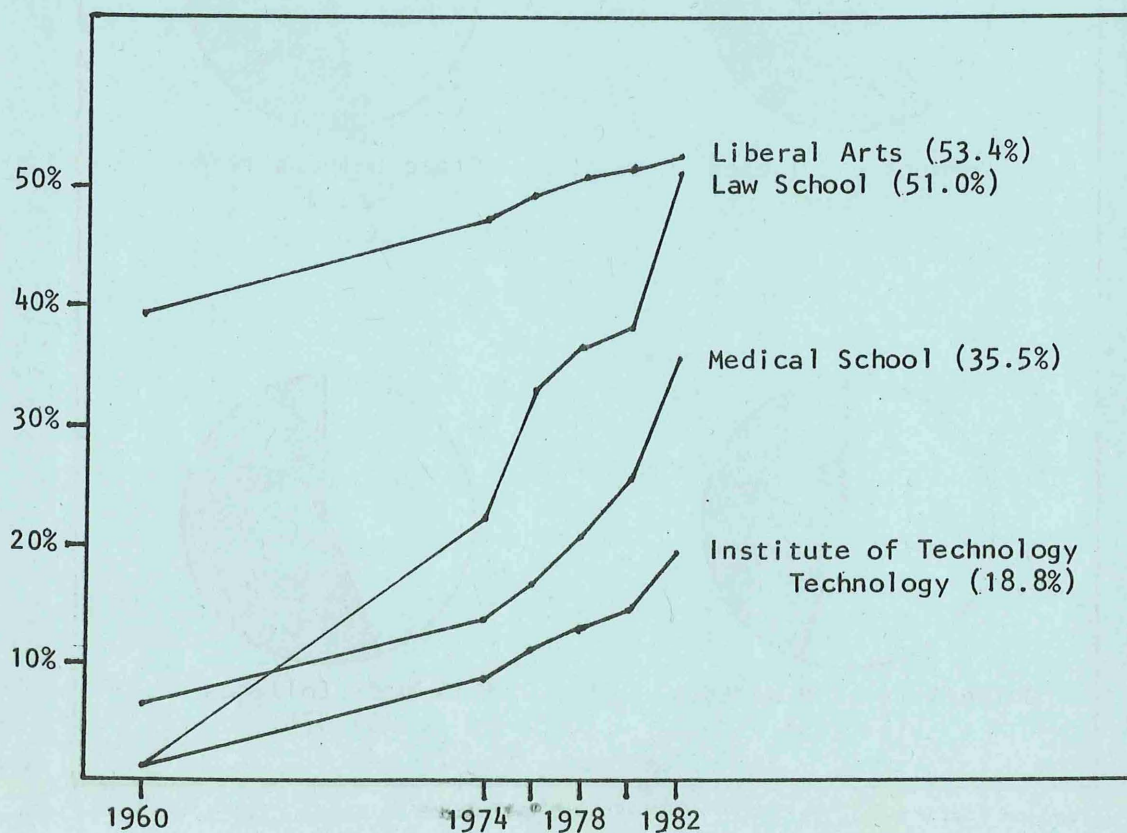
APRIL 1983

IN THIS ISSUE

WOMEN IN HIGHER EDUCATION, with
information on women as college
students in Minnesota and the nation.

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WOMEN'S ENROLLMENT IN SELECTED COLLEGES, TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA, 1960-1982

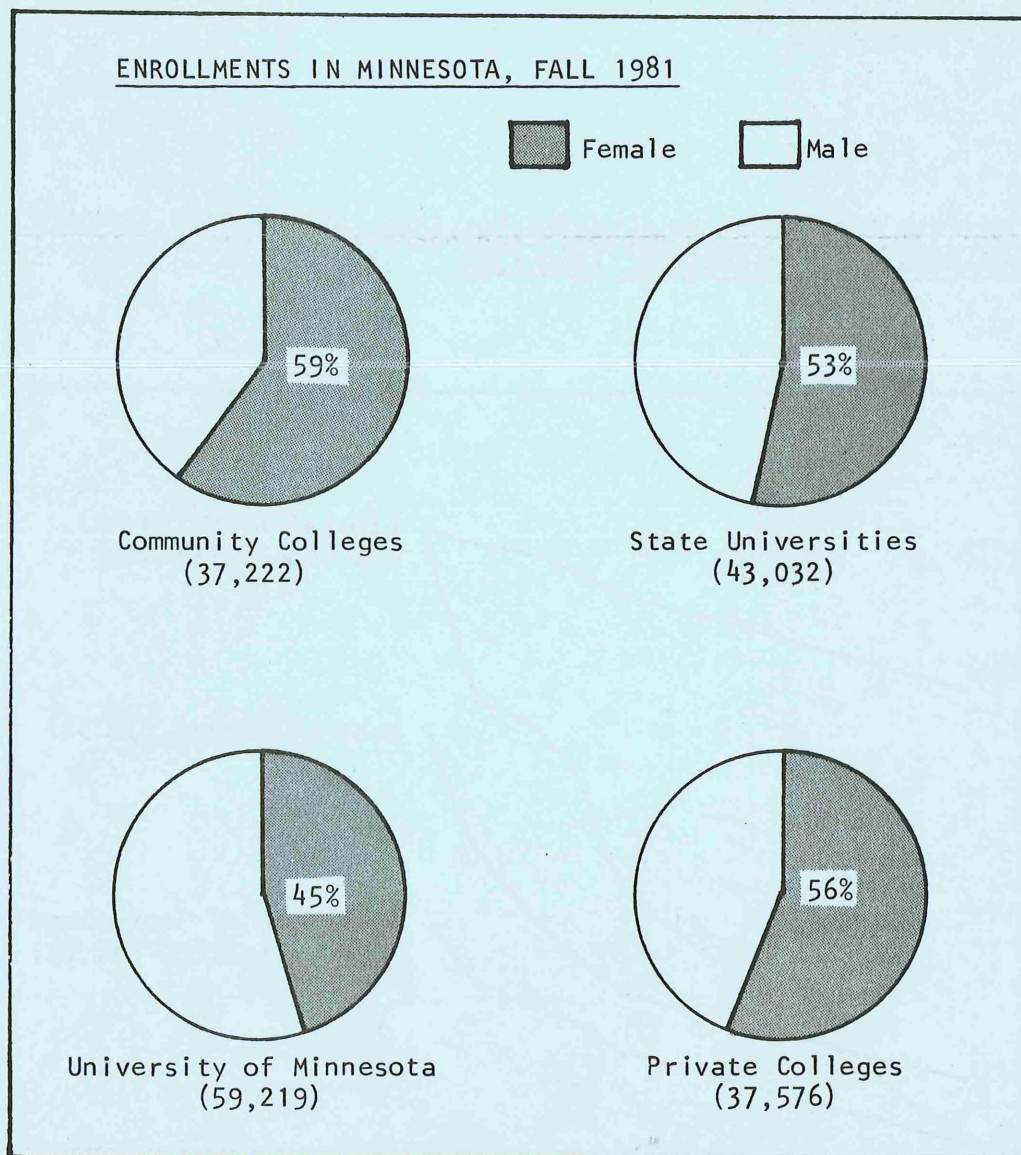


Women in Higher Education

1

This newsletter issue provides information on women's enrollment patterns in higher education institutions, based on data from the U.S. Bureau of the Census and the Minnesota Higher Education Coordinating Board. All data are from the fall of 1981 except as noted.

- In the last decade, women have become the majority of students in collegiate institutions. Minnesota follows national patterns very closely in this respect. In Minnesota, the proportion of college students who are women has increased from 43 percent in 1971 to 52 percent in 1981.
- Women's enrollment varies by system, as shown below. The largest increase has been in the community colleges, where women accounted for only 41 percent of students ten years ago. The University of Minnesota is the largest system in the state, and now the only public collegiate institution where women are a minority of students.



Women in Higher Education, con't.

2

Despite women's increased enrollment, some differences remain between male and female college students.

- Slightly more than one-fourth of undergraduate students in the nation -- 24 percent of male students and 28 percent of female students -- attend school part time.
- In Minnesota, more than half of students at community colleges are part-time, a factor probably associated with the high enrollment of women in this system. Other systems have a smaller part-time student population: 18 percent of state university students, 15 percent of University of Minnesota students, and 13 percent of private four-year college students are part-time.
- Nationally, 34 percent of female undergraduate students and 30 percent of their male counterparts attend two-year colleges. Minnesota's community colleges offer a two-year Associate of Arts degree, probably another reason for the high female enrollments in this system.
- There are also significant differences between male and female college students in areas of study. The Institute of Technology at the University of Minnesota accounts for only 5 percent of female students at the Twin Cities campus, compared with 20 percent of male students. Liberal arts accounts for 42 percent of female students and 33 percent of male students.
- However, there have been dramatic increases in women's enrollments in a number of non-traditional areas, as shown in the table below. Women are now more than half of law students, almost half of veterinary students, and more than one-third of medical students.

WOMEN'S ENROLLMENT AT TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA, BY COLLEGE, 1960 - 1982

Schools and Colleges	1960		1974		1982	
	Number Women	% of Total	Number Women	% of Total	Number Women	% of Total
General College	528	21.7	1,140	43.0	1,569	45.8
Liberal Arts	3,174	39.2	7,837	47.3	9,364	53.4
Inst. of Technology	39	1.2	336	8.6	1,183	18.8
Agriculture, Forestry, Home Economics	543	33.9	1,718	50.2	1,857	58.0
Law	4	1.3	157	22.1	367	51.0
Medical School	26	6.5	178	13.6	718	35.5
Dentistry	0	0.0	34	6.3	152	27.8
Pharmacy	23	14.1	129	32.3	135	46.4
Education	1,728	69.0	1,478	63.4	1,331	65.2
Business Admin/Management	14	2.1	258	16.1	675	42.8
Mayo Gr. Sch. Medicine	16	2.6	13	3.8	96	29.3
Veterinary Medicine	4	2.4	58	20.6	149	48.1
Occup. & Physical Therapy	67	90.5	114	85.1	131	96.3
Medical Technology	80	94.1	127	92.0	57	89.1
Public Health	97	52.4	112	41.3	173	67.3
Biological Sciences	NA	NA	NA	NA	181	43.0
Graduate School	NA	NA	NA	NA	3,687	47.6
Dental Hygiene	NA	NA	NA	NA	105	100.0
Mortuary Science	NA	NA	NA	NA	9	12.7
Nursing	NA	NA	NA	NA	423	90.4
University College	NA	NA	NA	NA	92	59.0

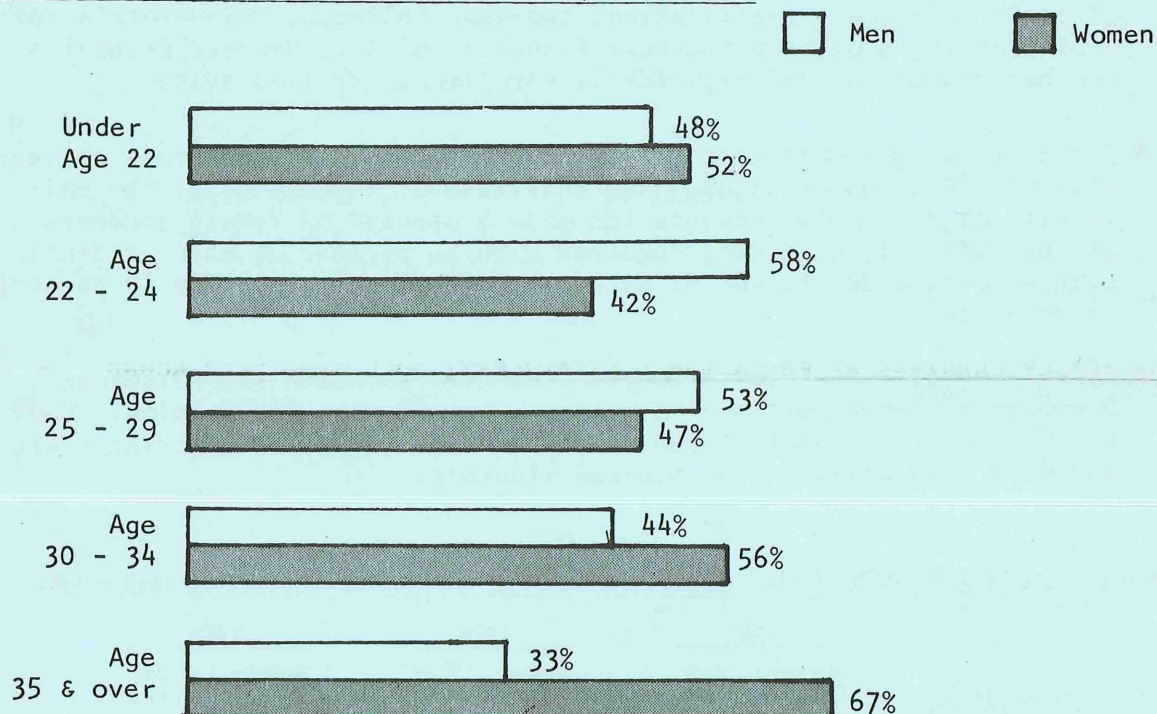
Women in Higher Education, con't.

3

There have been large increases in the numbers of older students enrolled in college over the last decade, and women represent a substantial portion of these students.

- Students of "traditional college age" (21 or under) were no longer the majority of college students in 1981. Nationally, 52 percent of college students were age 22 or older, up from 44 percent in 1972. More than one-third of students are age 25 or over.
- Women are the majority of students age 30 and over, and their representation increases at older ages.

AGE DISTRIBUTION OF COLLEGE STUDENTS, U.S. 1981



- Minnesota enrollments appear to reflect national patterns of increases in the population of older students. At the University of Minnesota, 44 percent of students are age 21 or below, 23 percent are age 22 to 24, 19 percent are age 25 to 29, and 14 percent are age 30 or over. Older students are more likely than their younger counterparts to be attending school part-time.

Women have increased their representation as graduate students as well as undergraduates in recent years.

- Women are 45 percent of graduate students in the nation, up from 32 percent in 1970.

Women in Higher Education, con't.

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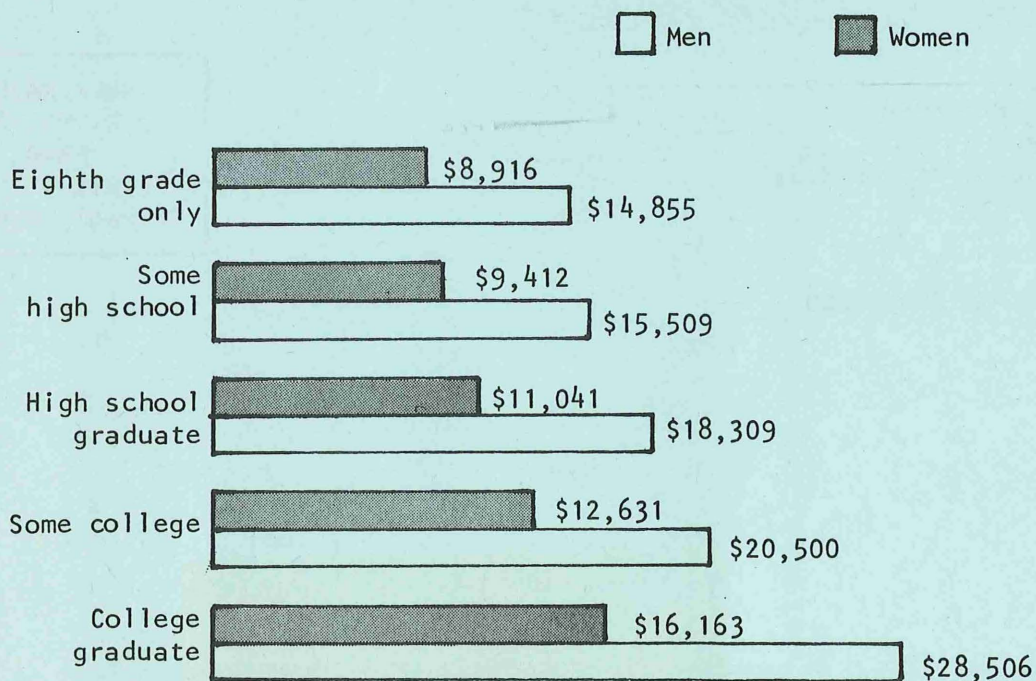
- In Minnesota, women are 43 percent of students seeking graduate or first professional degrees. At this level, women account for 39 percent of full-time students and 53 percent of part-time students.
- Both male and female graduate students in the state are most likely to attend the University of Minnesota. However, female graduate students are in the minority in each Minnesota system except state universities.

ENROLLMENT OF FIRST PROFESSIONAL & GRADUATE STUDENTS, MINNESOTA 1982

<u>System</u>	<u># Men</u>	<u># Women</u>	<u>Total</u>	<u>% Female</u>
State universities	2,149	2,464	4,613	53.4 %
University of Minnesota	7,529	5,996	13,525	44.3 %
Private four-year	1,507	919	2,426	37.9 %
Private professional	2,263	935	3,198	29.2 %
TOTAL	13,448	10,314	23,762	43.4 %

For both men and women, additional education is associated with higher average earnings. However, female college graduates who are employed full-time year-round continue to earn less than men whose education ended with high school.

MEAN YEARLY EARNINGS BY EDUCATIONAL ATTAINMENT, FULL-TIME YEAR-ROUND WORKERS, U.S. 1980



Data in this newsletter are from Fall 1981 Post Secondary Education Enrollment Survey and previous surveys from the Higher Education Coordinating Board; Registration Statistics from the Office of Admissions and Records, University of Minnesota; and School Enrollment - Social & Economic Characteristics of Students: October 1981 (Advance Report), U.S. Bureau of the Census.

COUNCIL on the ECONOMIC STATUS of WOMEN

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NEWSLETTER #70

MAY/JUNE 1983

IN THIS ISSUE

LEGISLATIVE SUMMARY 1983, with
information about action on
proposals endorsed by the Council.

ANNOUNCEMENTS

Legislation which passed this session changed the Council's name. Beginning July 1, this agency will be the Commission on the Economic Status of Women. Membership will consist of five state senators and five state representatives. This change makes the Council more similar to other legislative commissions.

The Commission's purpose and methods will remain the same as those of the Council: to study and make recommendations on all matters related to the economic status of Minnesota women, through public hearings, task forces, and other research.

1 Legislative Summary

The following proposals endorsed by the Council on the Economic Status of Women became law in the 1983 Minnesota legislative session.

CHILD CARE TAX CREDIT:

This credit is provided on state and federal income taxes. The amount of the credit depends on amount spent for child care, number of dependents, and family income. In 1982, the federal credit was increased to a maximum of \$720 for one dependent and \$1,440 for two dependents, for families at the lowest income levels. However, the Minnesota credit remained at \$400 for one dependent and \$800 for two dependents.

Legislation: Increased the maximum credit to \$720 for one dependent and \$1,440 for two or more dependents on state income taxes, for families with incomes under \$10,000. The Minnesota credit is phased out for higher-income families. (Chapter 342)

CHILD CARE SLIDING FEE:

The state child care sliding fee program provides a partial subsidy for child care costs of families with incomes too high to qualify for federal assistance but still below the state median income. About one-third of Minnesota counties made the program available to their residents in fiscal year 1982.

Legislation: Maintains the child care sliding fee program as a categorical program. In addition, funds will be allocated to each county based on its estimated need, rather than distributing funds through a grant application process. Allocations are made by the Department of Public Welfare. (Chapter 312)

FAMILY PLANNING:

The Minnesota Health Department makes grants to local communities to provide family planning services. In fiscal year 1983, funds were awarded to 43 agencies which together served 52 of the state's 87 counties.

Legislation: Provides \$2.0 million for Family Planning Special Projects under the Community Health Services Act. (Chapter 312)

MATERNAL & CHILD HEALTH:

The new federal Maternal & Child Health Block Grant provides funds for prenatal and nutritional care. However, the federal standards do not include required targeting to high-risk, low-income families.

Legislation: Requires targeting of these funds in Minnesota to high-risk low-income mothers and families. (Chapter 312)

PART-TIME STUDENTS:

Women are more likely than men to be part-time college students. However, many financial aid programs exclude part-time students. In 1977, the legislature established a program to earmark funds for students enrolled part-time in Minnesota post-secondary institutions.

Legislation: Provides \$300,000 for the biennium to the Higher Education Coordinating Board to continue the part-time student grant-in-aid program. (Chapter 258)

OTHER EDUCATIONAL PROGRAMS:

In the Council's report, "Minnesota Women & Education" (1979), it was recommended that female students be encouraged to take elective math and science courses in secondary schools; and that studies should be undertaken on faculty employment in post-secondary schools. Legislation which passed this session was related to these recommendations.

Legislation: (1) Affirmative action is required in high technology education programs at elementary, secondary, and post-secondary levels; (2) It is recommended that the University of Minnesota implement a system-wide review of sex discrimination in employment, and adjust policies and practices to assure equal opportunities. (Chapters 258, 314)

SET-ASIDE FOR SMALL BUSINESS:

The Department of Administration administers a set-aside program for awarding state government contracts to small businesses, including small businesses owned and operated by socially or economically disadvantaged (SED) persons. Beginning in 1980, women were included in the definition of socially or economically disadvantaged.

Legislation: (1) Provides for set aside of state procurements for consultant or professional and technical services as well as commodities and construction; (2) Provides for technical assistance to help firms perform a set-aside contract; (3) Requires that half the value of a set-aside award be performed by businesses owned and operated by socially or economically disadvantaged persons. (Chapter 301)

CRIMINAL SEXUAL CONDUCT:

Some cases have been reported in which child care workers have a history of conviction for child molesting. However, such persons were able to maintain a license for a child care facility if there was evidence of "sufficient rehabilitation."

Legislation: Provides for information on abuse and neglect of children to be made available to the child care licensing agency and strengthens the local welfare agency's authority to deny or revoke a child care license. (Chapter 304)

3 Legislation, continued

AGE DISCRIMINATION IN APPRENTICESHIP:

In the Council's report, "Women In The Trades" (1979), it was recommended that rules be developed to indicate circumstances under which apprenticeship programs could be exempted from the age discrimination prohibition in the Minnesota Human Rights Act. Women are more likely than men to seek entry to the skilled trades at older ages.

Legislation: Requires the Human Rights Department to adopt rules on age restrictions in apprenticeship programs, specifying which apprenticeships may discriminate on the basis of age. (Chapter 301)

STATE EMPLOYED WOMEN:

About 44 percent of the 32,000 employees of the State of Minnesota are women. On the expectation that the state should serve as a model employer, the Council has supported a number of programs to improve the status of state-employed women, including job-sharing, affirmative action, and pay equity.

Legislation: (1) Provides \$21.7 million for pay equity increases to "female" classes which are underpaid in relation to "male" classes of comparable value; (2) Continues the state job-sharing program and removes the sunset date; (3) Requires affirmative action in the career executive service. (Chapters 301, 145, 299)

CHILD SUPPORT:

The numbers of female-headed single-parent families continue to increase, and a large proportion of these families are living in poverty because of inadequate or unpaid child support. Despite improvements in the child support enforcement program, a number of problems remain.

Legislation: (1) Establishes guidelines for the amount of support to be awarded for public assistance recipients; (2) Allows a continuing child support order for 90 days after termination of public assistance; (3) Provides for a biennial cost-of-living adjustment in the amount of support ordered; (4) Requires employers to notify the collection agency of termination of an employee whose income was being withheld for child support, and allows employers to claim a \$1 fee per collection period for administrative costs; (5) includes payor of funds in income withholding statutes to clarify that income such as workers' compensation may be withheld as well as wages.

SEXUAL ASSAULT PROGRAMS:

In 1982, 26 local sexual assault programs provided services to 2,900 victims and training to 9,600 community professionals as well as 61,000 members of the general public. The Department of Corrections provides statewide coordination and administration and makes grants to local communities.

COMMISSION on the ECONOMIC STATUS of WOMEN

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NEWSLETTER #71

JULY/AUGUST 1983

IN THIS ISSUE

EQUITY IN VOCATIONAL EDUCATION,
with data on male and female
enrollments in Minnesota's high
school and post-secondary voca-
tional programs.

ANNOUNCEMENTS

Membership on the Commission on the Economic
Status of Women consists of five state senators
and five state representatives. Current
members are:

Senator Linda Berglin, Chair
Senator Patricia Kronebusch
Senator Marilyn Lantry
Senator Eric Petty
Senator Ember Reichgott

Representative Karen Clark
Representative Sharon Coleman
Representative Dorothy Hokr
Representative Carolyn Rodriguez
Representative Linda Scheid

Equity in Vocational Education

Adequate vocational preparation is essential to the goal of economic self-sufficiency for women. Is Minnesota's vocational education system providing the training women need to participate more fully in the economy?

This newsletter issue summarizes two new reports from the Commission on the Economic Status of Women. Vocational Education Sex Equity Report: Secondary 1983 provides information about high school vocational programs. Vocational Education Sex Equity Report: Post-Secondary 1983 has information about area vocational-technical institutes (AVTIs).

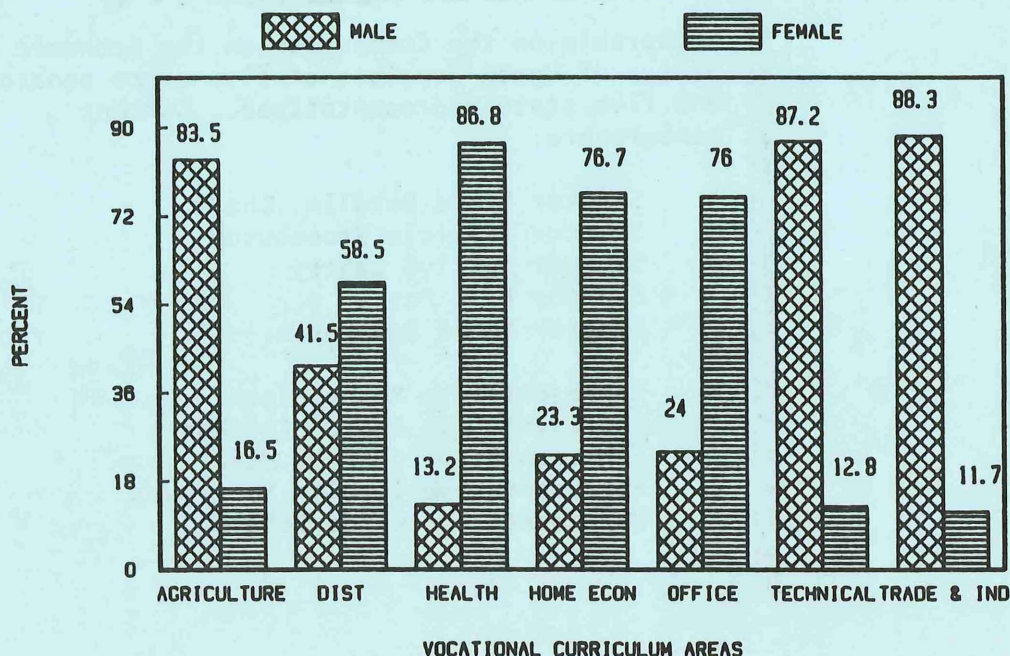
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SECONDARY VOCATIONAL PROGRAMS

Female students represent a slight majority, 51 percent, of the 203,647 students enrolled in high school vocational programs in Minnesota. (These data include some duplication, since students may be enrolled in more than one vocational course at a time.)

However, female participation is not evenly divided among the seven vocational curriculum areas. Home economics, office, and health are primarily "female" courses. Trade-industrial, agriculture, and technical courses are primarily "male." Only distributive education has approximately equal numbers of male and female students.

SECONDARY VOCATIONAL ENROLLMENTS 1982



Vocational Education, continued

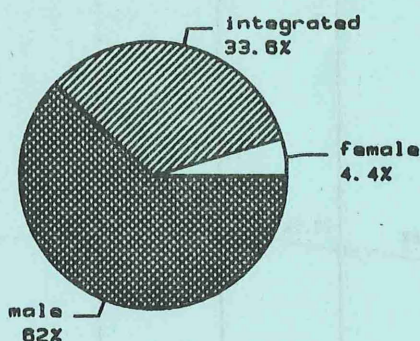
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Forty-eight percent of high school students are enrolled in "integrated" courses, while the other 52 percent are enrolled in "segregated" courses. By definition, a segregated course is one in which more than 80 percent of students are of the same sex. All other programs are defined as integrated.

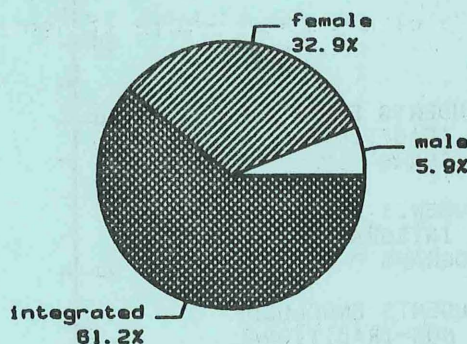
For example, Small Engine Mechanics is a segregated "male" course, with male students accounting for 94 percent of enrollments. Retail Floristry is a segregated "female" course, with female students accounting for 97 percent of enrollments. Real Estate Sales, in which 59 percent of students are male and 41 percent are female, is integrated.

A small percentage of students in segregated courses are "non-traditional students" -- that is, male students in "female" courses and female students in "male" courses.

ENROLLMENT BY PROGRAM TYPE 1982



99,619 MALE ENROLLMENTS



104,028 FEMALE ENROLLMENTS

Other findings of the report on secondary vocational programs include:

- Female high school graduates who took at least one vocational course have lower earnings than their male counterparts one year after graduation in all curriculum areas except for health occupations. Average earnings for male graduate are \$4.45 per hour, compared with \$3.94 per hour for female graduates.

- Although 42 percent of secondary vocational teachers are women, they are heavily concentrated in traditional fields. Home economics and office courses account for 82 percent of female teachers, while trade-industrial and agriculture courses account for 64 percent of male teachers.

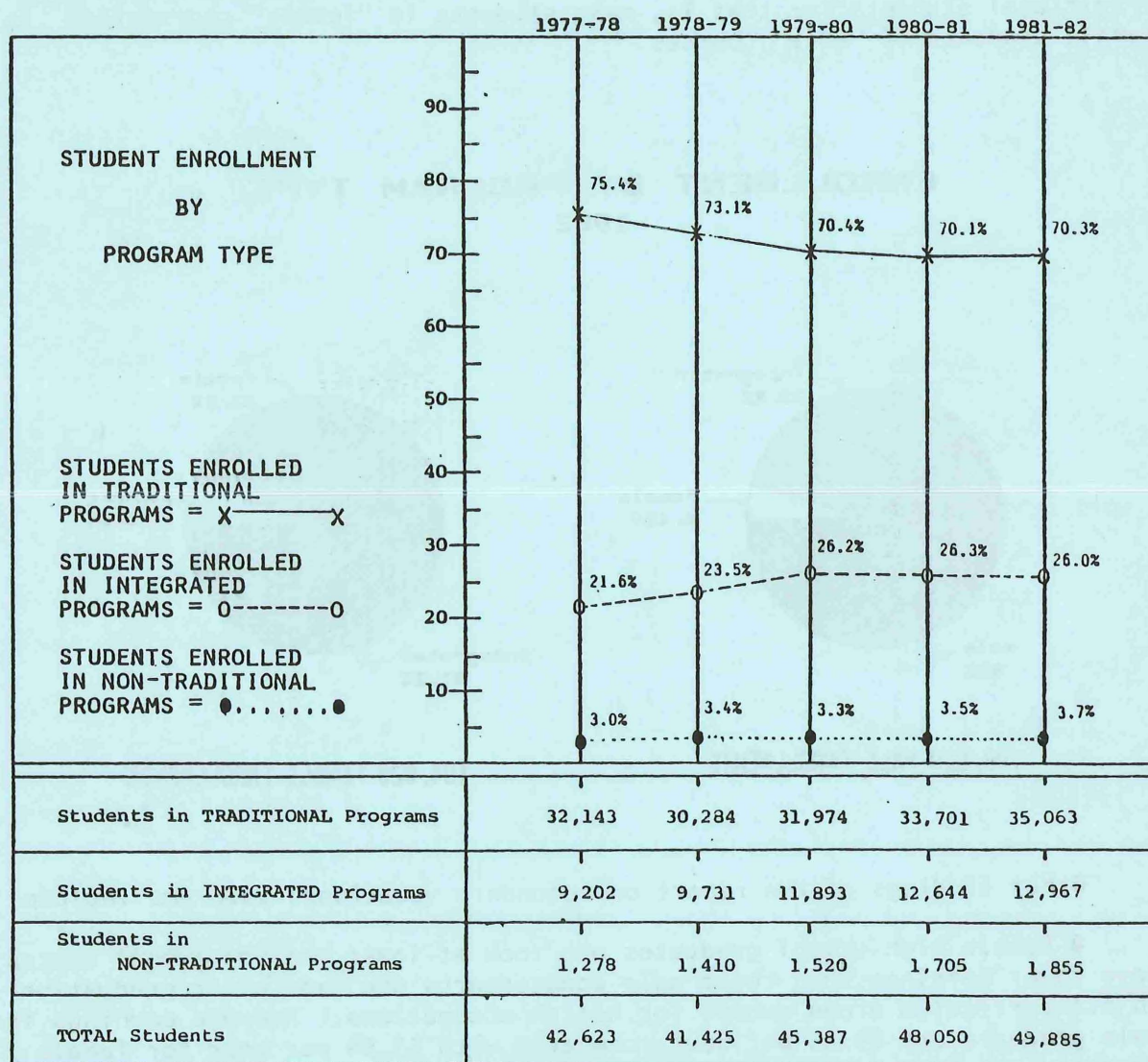
3 Vocational Education, continued

About 1 in 7 high school graduates is enrolled in vocational school one year later, usually in one of Minnesota's 33 AVTIs. Are post-secondary vocational programs more evenly balanced by sex than high school programs?

POST-SECONDARY VOCATIONAL PROGRAMS

Women represent 41 percent of the 49,885 AVTI students, and this proportion has changed very little since 1977. Other data in the post-secondary report show that:

- Over the last five years, there have been small increases in integrated and non-traditional enrollments, as shown in the chart below. The large majority of students, however, continue to be enrolled in courses which are traditional for their sex.



- Enrollment patterns by curriculum area are similar to those at the secondary level. Agriculture, technical, and trade-industrial courses are "male" programs; health, home economics, and office courses are "female" programs; distribution courses are fairly balanced by sex.

Vocational Education, continued

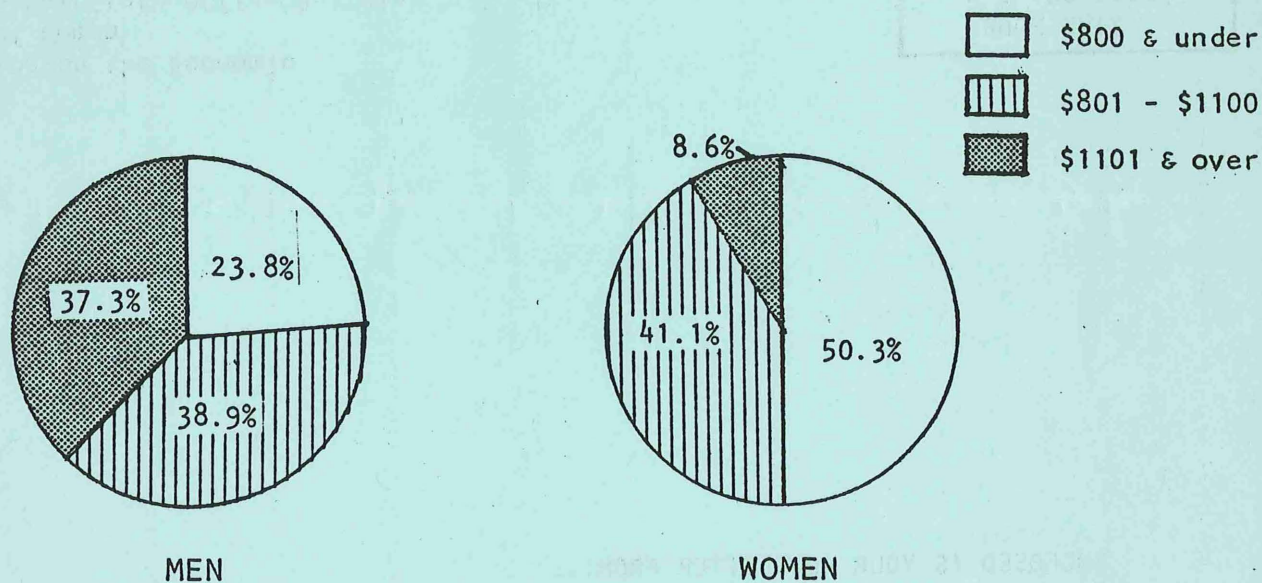
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● Over the past five years, enrollments have become more balanced in health, home economics, office, technical, and trade-industrial courses. Most dramatic is home economics, where men's enrollment has increased from 20 percent of students in 1977-78 to 31 percent in 1981-82.

● Enrollments in agriculture and distribution courses have become less balanced over the past five years.

● Most AVTI graduates -- 81 percent of the women and 82 percent of the men -- are employed one year later. Most are employed full-time in jobs related to their training.

● Employers are more likely to rate female students above average on each measure included in a survey: quality of work; quantity of work; knowledge important to job success; ability to operate equipment; and reading, verbal, and computational skills.



● There are significant differences in occupational groups of male and female graduates. The single most likely occupation for the men is Auto Mechanic; the single most likely occupation for the women is Licensed Practical Nurse.

● One year after completing their vocational training, the women working full-time had median earnings of \$9,756 compared with \$12,048 for their male counterparts. Fifteen percent of the women, compared with 7 percent of the men, had hourly earnings at or near the minimum wage.

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NEWSLETTER #72

SEPTEMBER 1983

IN THIS ISSUE

COMMISSION NEWS, with information about the Commission's new Chair and Executive Director, page 1.

WOMEN'S EMPLOYMENT: OCCUPATIONAL LISTING, showing the number of employed persons in Minnesota and percent female by detailed occupation, page 2.

NEWSLETTER REVIEW, page 4.

ANNOUNCEMENTS

The Commission will be conducting a public hearing outside the Twin Cities metropolitan area this fall, as it has in the past.

Public hearings provide a method for Commission members to gain first-hand knowledge of women's concerns, and to obtain recommendations for legislative change. When hearings are held outside the Twin Cities, participants are welcome to address any topic related to the economic status of women.

If you belong to a women's organization that would be interested in helping arrange such a hearing in your community, please contact the Commission office. The toll-free number is 1-800-652-9747.

Commission News

In the last month, several changes have occurred on the Commission. New officers were elected, and a new Executive Director was hired.

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Representative Carolyn Rodriguez is the new Commission Chair. Rep. Rodriguez is from District 37A, Apple Valley. A second-term legislator, she also serves on the following House committees: Education (of which she is Vice Chair), Local/Urban Affairs, and Transportation.

Rodriguez has served on the Commission and its predecessor, the Council on the Economic Status of Women, for two and a half years. She chaired the Council's Task Force on Sexual Harassment and served on the Task Force on Comparable Worth. She replaces Senator Linda Berglin (District 60, Minneapolis), as Chair of the Commission.

"I expect the Commission to maintain the high standards of the past seven years under Senator Berglin's leadership," said Rodriguez. "We have accomplished a great deal, with significant legislation in family law, employment discrimination, and other areas. We need to be looking at issues such as expanding pay equity, monitoring block grants, and strengthening equity in education."

Senator Marilyn Lantry (District 67, St. Paul) was elected Vice Chair. The following is a complete list of current Commission members (an asterisk indicates Steering Committee members):

Senate

Linda Berglin*
Patricia Kronebusch
Marilyn Lantry*
Eric Petty
Ember Reichgott

House

Karen Clark
Sharon Coleman
Dorothy Hokr*
Carolyn Rodriguez*
Linda Scheid

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Aviva Breen has been hired as the new Executive Director for the Commission. Representative Ann Wynia, Selection Committee Chair, said the choice was made from a pool of more than 600 applicants.

Ms. Breen has been a staff attorney with the Legal Services Advocacy Project and an associate professor at the University of Minnesota. Prior to enrolling in law school, she had been a full-time homemaker and an elementary school teacher. In her six years with legal services, Breen worked on issues such as welfare, human rights, and domestic violence. She was instrumental in development and passage of Minnesota's Domestic Abuse Act, considered a national model.

Breen will join existing Commission staff Cheryl Hoium and Bonnie Watkins. She replaces Nina Rothchild, who was appointed Commissioner of Employee Relations last January.

Women's Employment: Occupational Listing

2

The Commission receives many requests for information about women's occupational patterns. Listed below are many of the job titles for which information is collected by the Census Bureau on the "Special Equal Employment Opportunity File." All data are for employed persons in Minnesota in 1980.

Occupation	Percent Female
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL OCCUPATIONS (203,880)*	28.4 %
Legislators (283)	39.6 %
Chief executives, public admin. (457)	17.5 %
Administrators & officials, public (4,450)	32.5 %
Administrators, protective service (590)	10.9 %
Financial managers (7,066)	28.6 %
Personnel & labor relations mgrs (3,956)	38.3 %
Purchasing managers (1,333)	23.0 %
Marketing/advertising managers (15,092)	18.0 %
Administrators, education & related (5,961)	30.7 %
Managers, medicine and health (2,104)	52.8 %
Managers, properties & real estate (3,070)	46.2 %
Postmasters & mail superintendents (794)	33.3 %
Funeral directors (712)	8.3 %
Managers & admin., n.e.c.** (106,511)	24.4 %
Management related occupations	
Accountants & auditors (21,002)	38.1 %
Underwriters (370)	55.4 %
Other financial officers (7,530)	39.4 %
Management analysts (1,260)	31.4 %
Personnel specialists (8,686)	43.2 %
Buyers (8,051)	33.9 %
Business & promotion agents (442)	30.3 %
Instructors & compliance officers (3,644)	13.4 %
Management-related, n.e.c. (516)	48.3 %
PROFESSIONAL SPECIALTY OCCUPATIONS (237,730)	49.0 %
Architects (1,982)	7.6 %
Engineers (22,742)	4.8 %
Surveyors & mapping scientists (747)	2.3 %
Systems analysts (4,446)	22.2 %
Operations research (1,044)	32.2 %
Actuaries (249)	25.7 %
Statisticians (388)	49.5 %
Math scientists, n.e.c. (28)	0.0 %
Physicists & astronomers (167)	3.6 %
Chemists, except biochemists (1,654)	13.6 %
Atmospheric & space scientists (100)	33.0 %
Geologists, geodesists (349)	16.6 %
Physical scientists, n.e.c. (89)	20.2 %
Agricultural and food scientists (581)	24.6 %
Biological & life scientists (858)	28.1 %
Forestry & conservation scientists (652)	6.1 %
Medical scientists (445)	40.2 %

Occupation	Percent Female
PROFESSIONAL SPECIALTY OCCUPATIONS, continued	
Physicians (7,538)	10.1 %
Dentists (2,575)	6.8 %
Veterinarians (815)	11.9 %
Optometrists (406)	4.7 %
Podiatrists (73)	37.0 %
Health diagnosing occupations, n.e.c. (548)	10.6 %
Registered nurses (29,766)	95.5 %
Pharmacists (2,596)	24.5 %
Dieticians (1,226)	92.2 %
Inhalation therapists (609)	60.8 %
Occupational therapists (706)	91.4 %
Physical therapists (1,048)	67.6 %
Speech therapists (743)	83.3 %
Therapists, n.e.c. (1,067)	66.0 %
Physicians' assistants (449)	28.7 %
Post-secondary teachers	
Natural science teachers (551)	19.4 %
Social science teachers (445)	18.9 %
Engineering, math & computer (520)	23.8 %
Medical science & health specialties (590)	64.9 %
Business, commerce (132)	44.7 %
Agriculture, forestry (235)	4.3 %
Art, drama, music (688)	51.0 %
Physical education (246)	48.4 %
English (444)	48.2 %
Foreign language (270)	58.2 %
Other post-secondary teachers (7,810)	30.0 %
Prekindergarten & kindergarten tchrs (2,343)	97.5 %
Elementary school teachers (42,897)	68.8 %
Secondary school teachers (23,117)	51.4 %
Special education teachers (744)	68.4 %
Teachers, n.e.c. (6,876)	61.0 %
Educational & vocational counselors (3,742)	47.9 %
Librarians (3,347)	83.1 %
Archivists & curators (266)	66.9 %
Social scientists & urban planners (4,082)	31.0 %
Social workers (9,593)	62.9 %
Recreation workers (1,020)	81.8 %
Clergy (6,078)	7.6 %
Religious workers, n.e.c. (1,445)	63.0 %

* Numbers in parentheses are the total number of persons in this occupational group in Minnesota.
 ** N.e.c. means not elsewhere classified.

3 Occupational Listing, continued

Occupation	Percent Female
PROFESSIONAL SPECIALTY OCCUPATIONS, continued	
Lawyers (8,515)	14.6 %
Judges (403)	12.2 %
Authors & technical writers (1,816)	36.6 %
Designers (6,083)	46.2 %
Musicians & composers (2,736)	35.6 %
Actors & directors (779)	29.4 %
Painters, sculptors, craft-artists (3,060)	49.7 %
Photographers (1,783)	21.0 %
Dancers, artists, performers, n.e.c. (875)	47.1 %
Editors & reporters (3,575)	50.0 %
Public relations specialists (2,301)	48.2 %
Announcers (894)	16.4 %
Athletes (743)	31.4 %
TECHNICAL, SALES, & ADMINISTRATIVE SUPPORT OCCUPATIONS	
Clinical lab technologists & tech. (5,497)	82.0 %
Dental hygienists (1,110)	99.4 %
Health record technol. & technic. (369)	90.0 %
Radiologic technicians (1,967)	83.0 %
Licensed practical nurses (10,356)	98.7 %
Health technol. & technic., n.e.c. (3,190)	67.1 %
Engineering technicians (20,038)	14.1 %
Science technicians (3,605)	36.1 %
Airplane pilots (1,805)	1.1 %
Air traffic controllers (858)	11.8 %
Broadcast equipment operators (1,041)	40.8 %
Computer programmers (9,458)	26.5 %
Tool programmers (231)	16.5 %
Legal assistants (1,015)	73.8 %
Technicians, n.e.c. (6,467)	27.3 %
Supervisors & proprietors, sales (25,228)	26.3 %
Insurance sales occupations (12,094)	24.3 %
Real estate sales occupations (11,347)	36.6 %
Securities & financial services (2,722)	18.8 %
Advertising & related sales (2,180)	42.7 %
Sales occupations, other business (8,195)	35.6 %
Sales rep, commodities exc. retail (27,355)	13.1 %
Retail sales: motor vehicles, appliances, hardware, parts (18,102)	19.5 %
Retail sales: apparel, other commodities, counter clerks, cashiers, street (78,632)	80.1 %
Retail sales: shoes, furniture, & news vendors (6,257)	48.5 %
Sales related occupations (744)	60.3 %
Supervisors, general office (8,273)	61.9 %
Other admin. support supervisors (6,811)	35.7 %

Occupation	Percent Female
TECHNICAL, SALES, SUPPORT, continued	
Computer equipment operators (7,293)	62.1 %
Secretaries (75,166)	99.0 %
Stenographers (1,355)	78.2 %
Typists (13,240)	98.1 %
Hotel clerks & ticket agents (2,879)	59.7 %
Receptionists (11,688)	95.8 %
Information clerks, n.e.c. (4,690)	77.2 %
Classified ad & correspondence clerks (477)	86.0 %
Order, personnel, library clerks (10,073)	74.2 %
File and records clerks (6,796)	79.3 %
Bookkeepers & auditing clerks (42,147)	90.6 %
Other financial records clerks (7,784)	83.0 %
Duplicating, mail, & office machine operators (1,215)	71.3 %
Telephone & other commun. equip. oper. (4,370)	86.2 %
Mail clerks & messengers (14,524)	32.3 %
Dispatchers (1,557)	28.6 %
Shipping, receiving, & stock clerks (20,348)	30.5 %
Meter readers, weighers, samplers (2,022)	31.7 %
Other recording & scheduling clerks (7,845)	52.1 %
Insurance & other adjusters, invest. (7,618)	61.2 %
Welfare eligibility clerks (519)	86.5 %
Bill & account collectors (1,265)	65.1 %
General office clerks (34,479)	85.0 %
Bank tellers (8,432)	92.9 %
Proofreaders (864)	87.9 %
Data-entry keyers (8,758)	93.5 %
Statistical clerks (1,933)	71.0 %
Teachers' aides (1,659)	92.7 %
Administrative support occ., n.e.c. (8,125)	73.5 %
SERVICE OCCUPATIONS	
Launderers, housekeepers, priv. cooks (1,049)	97.0 %
Child care workers, priv. household (3,637)	97.6 %
Priv. household cleaners & servants (2,674)	93.5 %
Supervisors, protective service (950)	2.6 %
Firefighters & inspectors (1,943)	2.3 %
Police, sheriffs, other law enf. (6,513)	4.6 %
Corrections officers (1,052)	17.0 %
Guards & protective service, n.e.c. (7,097)	18.1 %
Supervisor, food service (4,423)	58.9 %
Bartenders (9,229)	44.4 %
Walters & waitresses (37,799)	93.6 %
Cooks (30,787)	59.1 %
Fountain, counter, kitchen workers (4,980)	81.2 %
Waiters' assistants (5,587)	38.0 %
Miscellaneous food preparation (15,432)	59.9 %
Dental assistants (3,387)	98.2 %
Health aides (6,809)	87.0 %
Nursing aides & orderlies (35,341)	88.4 %

Occupational Listing, continued

4

Occupation	Percent Female	Occupation	Percent Female
SERVICE OCCUPATIONS, continued		PRECISION PRODUCTION, CRAFT, continued	
Supervisors, cleaning service (1,631)	29.8 %	Supervisors, construction occ. (11,930)	1.4 % m
Maids, housemen (12,009)	84.1 %	Carpenter apprentices (208)	17.3 %
Other non-household cleaning (45,671)	19.8 %	Painters (6,270)	7.7 % m
		Paperhangers (373)	27.4 %
Supervisors, personal services (825)	47.8 %	Glaziers (635)	8.4 % m
Barbers (2,085)	15.8 %	All other construction trades (66,683)	1.4 % m
Hairdressers, cosmetologists (9,500)	91.9 % F		
Amusement, rec attend, guides (2,121)	46.4 %	Extractive occupations (2,471)	2.3 % m
Ushers (527)	28.8 %		
Public transportation attendants (2,598)	88.7 %	Supervisors, precision production (26,786)	16.8 %
		Precision metal workers (16,868)	6.4 % m
Baggage porters & bellhops (309)	11.3 %	Precision woodworking occupations (2,287)	11.9 %
Welfare service aides (1,073)	91.2 % F	Precision textile & apparel (4,517)	66.4 %
Child care workers, exc. private (17,837)	94.3 % F	Precision workers, assorted materials (7,752)	45.1 %
Personal services, n.e.c. (3,628)	82.4 %	Precision food production workers (10,218)	26.1 %
		Precision inspectors (1,329)	22.0 %
FARMING, FORESTRY, & FISHING (111,286)	14.6 %	Plant and system operators (4,978)	2.7 % m
Farm operators & managers (73,958)	8.8 % m	OPERATORS, FABRICATORS, & LABORERS	
Farm occupations, except managerial (27,193)	29.9 %		
Related agricultural occupations (6,937)	19.8 %	Metalworking & plasticwork mach. op. (12,031)	19.7 %
Forestry & logging occupations (2,819)	4.2 % m	Fabricating machine operators, n.e.c. (364)	27.5 %
Fishers, hunters, & trappers (379)	16.1 %	Metal & plastic processing (5,573)	29.5 %
		Woodworking machine operators (2,467)	17.3 %
PRECISION PRODUCTION, CRAFT, REPAIR (233,173)	8.3 % (m)	Printing machine operators (11,648)	30.8 %
		Textile, apparel, furnishings mach. (10,415)	81.9 %
Supervisors, mechanics & repairers (2,720)	2.9 % m	Other machine operators (49,057)	31.2 %
Vehicle mechanics (33,611)	0.8 % m		
Industrial machinery repairers (7,573)	2.9 % m	Fabricators, assemblers, hand work (55,437)	44.5 %
Machinery maintenance occupations (858)	5.9 % m	Production inspectors, testers (12,186)	53.2 %
Electrical & electronic equip repair (10,847)	7.0 % m		
Heating, air cond., refrig. mech. (1,497)	1.1 % m	Bus drivers (8,968)	30.9 %
Misc. mechanics & repairers (12,762)	5.9 % m	Other motor transportation occup. (55,222)	3.3 % m
		Rail & water transportation occup. (4,815)	2.8 % m
		Material moving equipment operators (19,969)	4.6 % m
		Handlers, equipment cleaners, helpers, and laborers (90,617)	19.4 %

Newsletter Mailing List Review

The mailing list for this newsletter is being reviewed to ensure that only those who wish to receive the newsletter are included. This will be done by ZIP code area over the next several months. Each current addressee will eventually be asked to contact us.

IF YOUR ZIP CODE BEGINS WITH 550--, and if you do not have an "X" on the address label for this issue, please write or call the Commission office to let us know that you do want to continue receiving the newsletter. You may write to CESW, Room 400SW State Office Building, St. Paul MN 55155, or call 296-8590 or toll-free 1-800-652-9747. If we do not hear from you before the next newsletter is prepared, your name will be taken from the list. Thank you for your assistance.

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COMMISSION on the ECONOMIC STATUS of WOMEN

400SW State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #73

OCTOBER 1983

IN THIS ISSUE

MARRIAGE & DIVORCE, with data
from the Health Department, page 1.

WOMEN IN PUBLIC OFFICE, with infor-
mation about Minnesota women in
elected and appointed positions,
page 2.

NEWSLETTER MAILING LIST REVIEW,
page 4.

ANNOUNCEMENTS

In November, Commission members will travel to Grand Rapids for a public hearing. Participants may address any topic related to the economic status of women in their communities.

The hearing has been scheduled for Thursday, November 10, 6:30 PM at Itasca Community College. For more information, or if you would like to testify, please call the Commission office on the toll-free line: 1-800-652-9747.

1 Marriage & Divorce

The Minnesota Department of Health collects data on marriages and divorces in the state. The information below is from the department's publication, 1980 Minnesota Health Statistics.

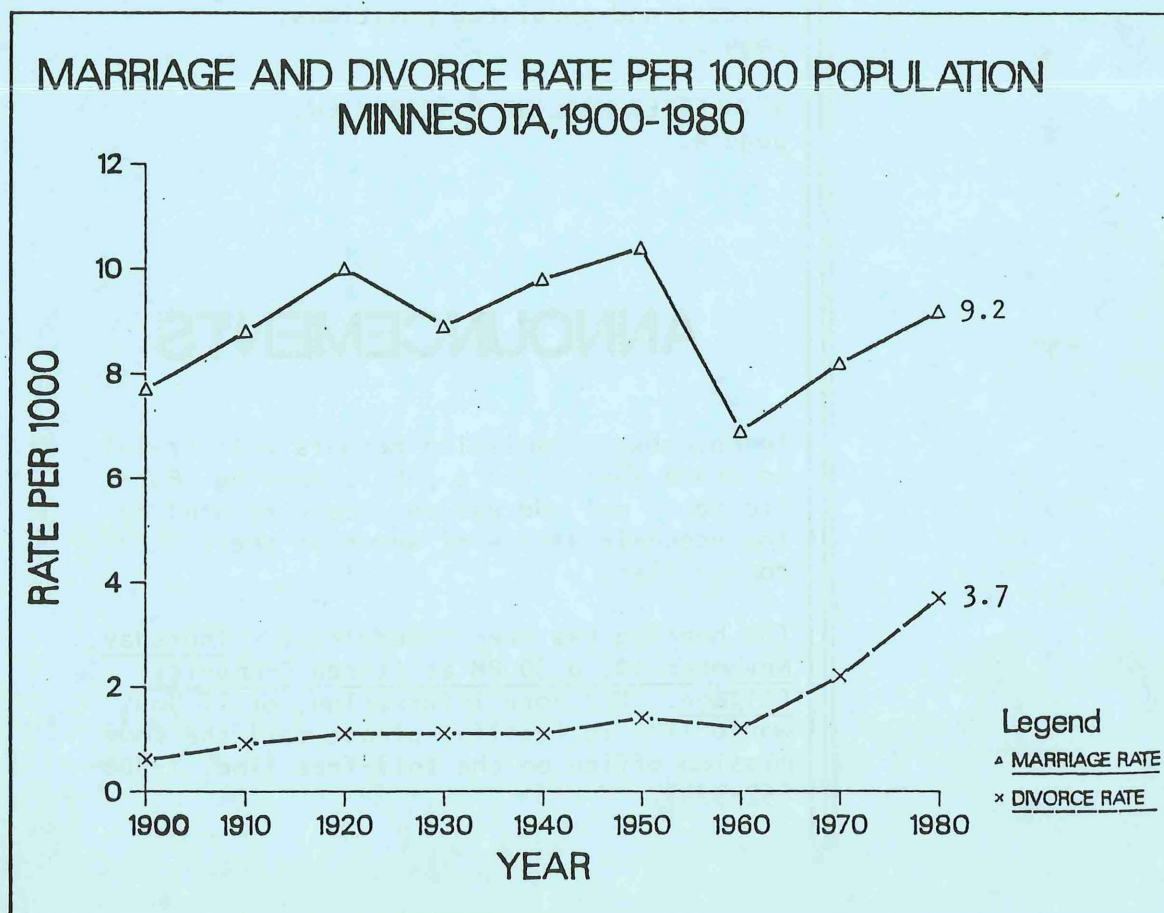
Since the beginning of this century, divorce rates have increased while marriage rates have fluctuated. Both rates increased over the last two decades. The marriage rate in 1980 is the highest it has been since 1950, and the divorce rate is the highest it has ever been.

The number of marriages in Minnesota increased from 31,280 in 1970 to 37,625 in 1980. The number of divorces granted increased from 8,221 in 1970 to 15,274 in 1980.

Minnesota's divorce rate of 3.7 per 1,000 in 1980 remained well below the U.S. rate of 5.3 per 1,000 in the same year. The state's marriage rate is somewhat below the national rate, 9.2 per 1,000 compared with 10.9 per 1,000 nationally.

The median age at which Minnesota women marry has increased from 21.4 in 1970 to 23.3 in 1980. Similarly, the median age at which men marry has increased from 23.5 to 25.1 in this period.

Median age at divorce in 1980 was 34.0 for men and 31.5 for women, an increase of about two years for each group in the last decade.



Women in Public Office

2

In recent months, increasing attention has focused on the "gender gap" -- the fact that men and women tend to have different voting patterns and tend to respond differently to opinion polls. At the same time, there has been renewed interest in women as public officials. This newsletter issue provides information about women in government. Data are for 1983 except as noted.

* * * * *

● MINNESOTA LEGISLATURE. Women are 13.9 percent of state legislators -- 9 of 67 senators and 19 of 134 representatives.* Only 47 women have ever served in the Minnesota legislature. Women were not allowed to serve until 1922.

Three Minnesota women -- Senator Linda Berglin and Representatives Mary Forsythe and Phyllis Kahn -- have now served continuously for 10 years. Senator Nancy Brataas, first elected in 1975, is the second woman ever elected to the Senate. (The first, Laura Naplin, served from 1927 to 1933.)

Minnesota's female legislators are now beginning to hold leadership positions. Among them are four committee or division chairs, two assistant majority leaders, and assistant minority leader, and a majority whip.

Nationally, women are 13 percent of state legislators, up from 4 percent in 1969. Fifty-nine of the 989 women now in state legislatures are Black, and 7 are Hispanic. Women hold 7 of 279 top legislative leadership positions in the nation -- House Speakers, Senate Presidents, majority or minority leaders of House or Senate.

● U.S. CONGRESS. The Minnesota congressional delegation -- 2 U.S. Senators and 8 U.S. Representatives -- is all-male. In fact, only one Minnesota woman has ever been elected to Congress: Coya Knutson was elected to the U.S. House in 1954. (Senator Muriel Humphrey served the remainder of Senator Hubert Humphrey's term after his death.)

Nationally, women are just over 4 percent of members of Congress, accounting for 2 of 100 senators and 21 of 435 representatives. Two of these women -- Cardiss Collins of Illinois and Katie Hall of Indiana -- are Black. The representation of women in Congress has increased only slightly since 1972, when 3 percent of members were women.

* The September newsletter reported Census data showing 283 legislators in Minnesota. This figure differs from the actual total of 201 state legislators because of sampling error and incorrect survey responses.

Women in Public Office, continued

● STATE CONSTITUTIONAL OFFICERS. Women account for two of Minnesota's six constitutional officers (governor, lieutenant governor, secretary of state, attorney general, auditor, and treasurer). Lieutenant Governor Marlene Johnson is one of only four women nationally in her position; Secretary of State Joan Grove is one of only 12 women in her position.

There are no female governors in the nation, and only 37 women hold statewide elective positions. The percentage of women in these positions has increased only slightly in recent years, from 10 percent of state officers in 1975 to 13 percent in 1983.

● STATE BOARDS & COMMISSIONS. Minnesota's open appointments act, providing opportunities for wider access to unsalaried appointive positions in state government, became law in 1978. Data are available for expired terms and new appointees for the period from July 1, 1981 to June 30, 1982.

In this period, women represented 25 percent of those whose terms expired. (Most of these would have been appointed originally in the period from July 1977 to June 1978.) In the same period, women represented 34 percent of new appointees, a significant change.

● JUDGES. Justice Sandra Day O'Connor, appointed in 1981, is the only woman ever to sit on the U.S. Supreme Court. In January 1983, women were 11 of 132 federal circuit court judges (8 percent), and 35 of 515 federal district court judges (7 percent).

There are two women, Justices Jean Coyne and Rosalie Wahl, among the nine members of the Minnesota Supreme Court. Among 76 state district court judges, three are women: Judges Doris Huspeni, Ancy Morse, and Esther Tomljanovich.

There are six women among 133 county and municipal judges in the state: Judges Pamela Alexander, Deborah Hedlund, Sheryl Ramstad Hvass, Roberta Levy, Lynn Olson, and Delila Pierce.

In 1982, Minnesota voters approved creation of a state appellate court intermediate to the supreme court and state district courts. At this writing, six of the twelve appointments to this court have been made. Two are women: Judge Susanne Sedgwick (previously a district court judge) and Judge Harriet Lansing (previously a municipal court judge).

● COUNTY COMMISSIONERS. There are 28 women among the state's 443 county commissioners, representing 6 percent of the total. This figure has doubled since 1977, when women were only 3 percent of the total.

Nationally, 6 percent of county board members are women. In 1982, 43 Black women were county commissioners, accounting for 3.5 percent of all women in these positions.

Women in Public Office, continued

4

● MAYORS. Seven percent of Minnesota cities, 59 of 855, have female mayors. In 1975, only 3 percent of mayors in the state were women.

The most recent national data (1981) show a similar pattern, with women representing 7 percent of all mayors. One percent of female mayors are Black. Women are mayors of 83 cities larger than 30,000.

● CITY COUNCILS. There are 1,091 female city council members in Minnesota, accounting for an estimated one-quarter of council members in the state. This represents a significant increase from 5 percent in 1975. Nationally, women hold 10 percent of all seats on municipal and township councils.

In summary, Minnesota is about average in its representation of women in top government positions. Women continue to be under-represented in every branch of government at both state and national levels, but significant improvement has occurred in recent years.

Data in this newsletter are from the following sources: Center for the American Woman and Politics, Rutgers University; National Women's Political Caucus; Minnesota Elected Officials 1983, Secretary of State's Office; and the League of Minnesota Cities.

* * * * *

Newsletter Mailing List Review

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Thank you for your help.

COMMISSION on the ECONOMIC STATUS of WOMEN

400SW State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #74

NOVEMBER 1983

IN THIS ISSUE

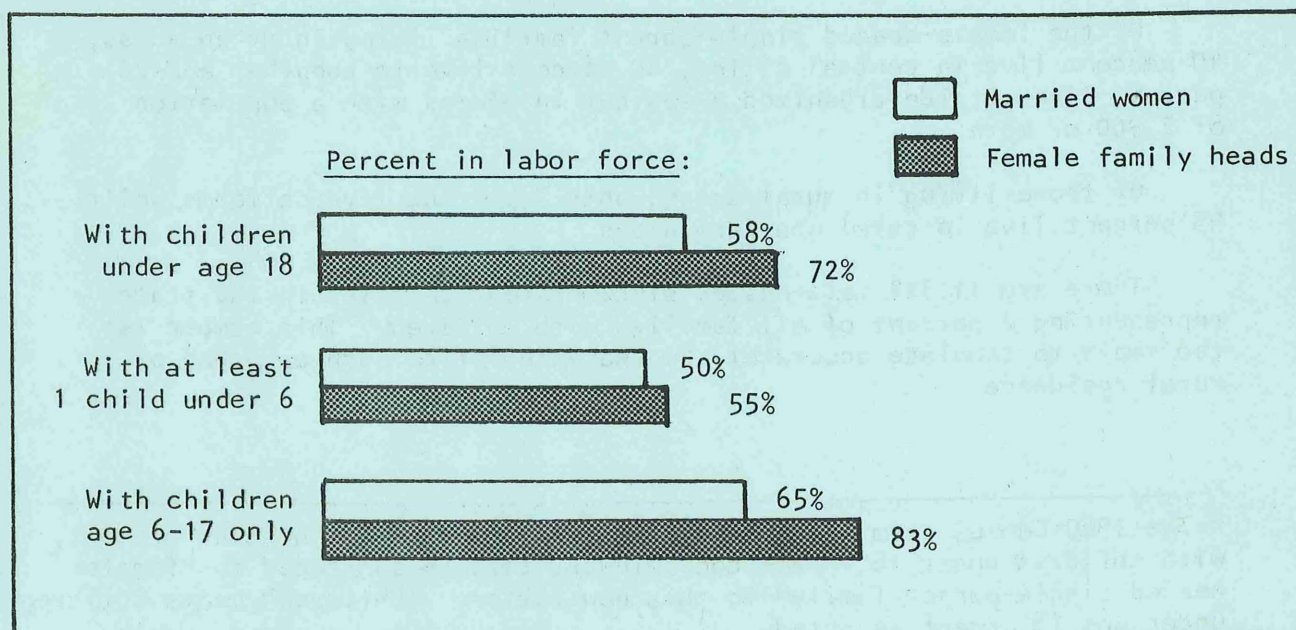
FEMALE-HEADED SINGLE-PARENT FAMILIES,
with information about this growing
group, page 1.

COMMISSION HEARINGS, a report on
recent activities, page 4.

NEWSLETTER MAILING LIST REVIEW,
page 4.

* * *

LABOR FORCE STATUS OF WOMEN WITH CHILDREN, MINNESOTA 1980



Source: U.S. Bureau of the Census

Female-headed single-parent families

In 1980, there were 65,126 female-headed single-parent families* in Minnesota, up from 37,561 in 1970 and 25,015 in 1960. These families now account for 11.5 percent of all Minnesota families with children, up from 5 percent in 1960.

These figures reflect a rising divorce rate, especially among the baby boom generation now reaching the typical age for divorce (69 percent of Minnesota divorces occur before the wife is age 35), and some increase in the numbers of never-married women with children.

More than four-fifths of female-headed single-parent families reside in urban areas of the state (central cities, suburbs, or incorporated places with 2,500 or more inhabitants).

MINNESOTA FAMILIES BY RESIDENCE, 1980

	<u>Total Families</u>	<u>Female- Headed Families</u>	<u>Percent Female- Headed</u>
Families with children under age 18	567,118	65,126	11.5 %
Urban	369,079	53,831	14.6 %
Rural	198,039	11,295	5.7 %
Families with children under age 6	252,989	23,823	9.4 %
Urban	162,008	20,159	12.4 %
Rural	90,981	3,664	4.0 %

Of the female-headed single-parent families living in urban areas, 40 percent live in central cities, 40 percent live in suburbs, and 20 percent live outside urbanized areas but in places with a population of 2,500 or more.

Of those living in rural areas, only 5 percent live on farms while 95 percent live in rural non-farm areas.

There are 11,322 male-headed single-parent families in the state, representing 2 percent of all families with children. This number is too small to tabulate accurately by characteristics such as urban or rural residence.

* The 1980 Census term is "female householder family, no husband present, with children under 18." For convenience, this is shortened to "female-headed single-parent family" in this newsletter. "Children" means children under age 18 except as noted.

Female-headed single-parent families, cont'd.

2

There are 4,437 "mother-child subfamilies" in Minnesota. In these cases, the single mother is not the householder but is related to the householder. For example, a mother and child may live with the mother's parents. (Such households are counted as only one family for Census purposes.)

Of the 1,133,632 children living in families in the state, there are 115,094 or 10 percent in female-headed families. Eighty-eight percent live in married-couple families and 2 percent live in male-headed families.

The average number of children in female-headed families with children is 1.8, compared with 2.0 in married-couple families with children. Thirty-seven percent of female-headed single-parent families have pre-school-age children, compared with 46 percent of married-couple families with children.

One-third of minority families with children are headed by women. As shown in the table below, almost half of Black families with children are female-headed single-parent families. In addition, two-fifths of American Indian families and almost one-fifth of Spanish-origin families are headed by women with no husbands present.

MINNESOTA FAMILIES BY RACE, 1980

<u>Race/Ethnic Group of Householder</u>	<u>All families with children</u>	<u>Female-headed single-parent families</u>	<u>Percent female- headed</u>
White	545,455	57,879	10.6 %
Black	8,082	3,896	48.2 %
American Indian	5,356	2,141	40.0 %
Asian & Pacific Islander	3,801	376	9.9 %
Spanish origin	4,140	803	19.4 %
Other race	284	31	10.9 %
Total	567,118	65,126	11.5 %

Single mothers have consistently higher labor force participation rates than their currently-married counterparts. Among those with children under 18, 72 percent of the single mothers compared with 58 percent of married women were in the labor force in 1980.

Rates are somewhat lower for those with preschool-age children -- 55 percent of the single mothers and 50 percent of the married women were in the labor force. Among those with school-age children only, 65 percent of the married women and 83 percent of the single mothers were in the labor force.

Female-headed single-parent families, cont'd.

Despite the high labor force participation rates of female family heads, median incomes are low. Median income in 1979 was \$23,880 for married-couple families with children and \$9,200 for female-headed families with children -- only 39 percent of the married-couple figure.

Almost two-thirds of married-couple families have two or more earners, compared with only one-third of female-headed families. Seventeen percent of female-headed families and 10 percent of married-couple families have no earners. (Data on number of earners are not available for families with children.)

Where both the female-headed and married-couple family have only one earner (most likely the husband in the married-couple family), the female-headed family is likely to have lower earnings because of the earnings gap between women and men. It is also likely that the mother in the female-headed family must adapt her employment patterns to available resources. For example, she may be forced to work part-time because there is no child care available.

Almost one-third of female-headed single-parent families have incomes below the poverty level. Although 82 percent of the women heading these poverty-level families are white, minority women and their children are disproportionately represented.

POVERTY IN MINNESOTA, 1980

<u>Race/Ethnic Group of Householder</u>	<u>Female-headed single-parent families</u>	
	<u>Number in poverty</u>	<u>Percent in poverty</u>
White	17,711	29.3 %
Black	2,047	50.0 %
American Indian	1,305	56.2 %
Asian & Pacific Islander	168	39.7 %
Spanish origin	445	53.2 %
Other race	18	58.1 %
Total	21,694	31.8 %

Statewide, there are 51,371 families with related children under age 18 with incomes below the poverty level. Of these, 21,694 are headed by women with children under 18 and no husband present. Female-headed single-parent families represent only 11.5 percent of all families with children, but they account for 42.2 percent of families in poverty.

Data in this newsletter are from the U.S. Bureau of the Census, General Social & Economic Characteristics: Minnesota, Summary Tape File 3.

Commission Hearings

4

The Commission on the Economic Status of Women frequently conducts public hearings. The purpose of such hearings is to gather first-hand information about the concerns and problems of women. In recent months, three public hearings have been held. The following is a brief summary of these activities.

In September, a public hearing on pay equity was held in St. Paul. Testimony was submitted by representatives of cities, counties, school districts, and the University of Minnesota about local efforts to achieve pay equity. Interest in this topic has clearly heightened as one result of the state's commitment to pay equity. At the hearing, the Department of Employee Relations reported that the appropriation of \$21.7 million for the current biennium has now been allocated to underpaid female-dominated employee classes.

In October, the Commission conducted a public hearing on the availability and affordability of child care. Government agencies reported on child care licensing rules, the use of child care sliding fee funds, and provision of child care services under the new jobs program. Individuals and community organizations provided additional perspective on the continued need for child care services, the fragmentation of funding sources, and efforts to encourage employers to provide child care benefits.

Commission members traveled to Grand Rapids in November for a third hearing. Participants addressed a wide variety of topics, including employment, education, child care, health care, legal services, Indian women, divorce, mental health, budget cuts, women business owners, welfare programs, widowhood, transportation, battered women, and others.

Recommendations made at all three hearings, and the information provided by participants, will be considered when the Commission makes recommendations to the governor and the legislature. The Commission wishes to thank all those who participated.

Newsletter Mailing List Review

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COMMISSION on the ECONOMIC STATUS of WOMEN

400SW State Office Building, St. Paul 55155

(612) 296-8590

NEWSLETTER #75

DECEMBER 1983

IN THIS ISSUE

OLDER WOMEN IN MINNESOTA, with information about marital status, living arrangements, and income of women age 65 and above, page 1.

NEW DISPLACED HOMEMAKER PROGRAMS, page 4.

ANNOUNCEMENTS

Commission meetings have been scheduled for:

January 9 (Monday), 2:00 in Room 118 of the State Capitol; and

January 24 (Tuesday), 2:00 in Room 57 of the State Office Building.

Development of the Commission's legislative program will be on the agenda for both meetings. All meetings and hearings of the Commission are open to the public.

1 Older Women in Minnesota

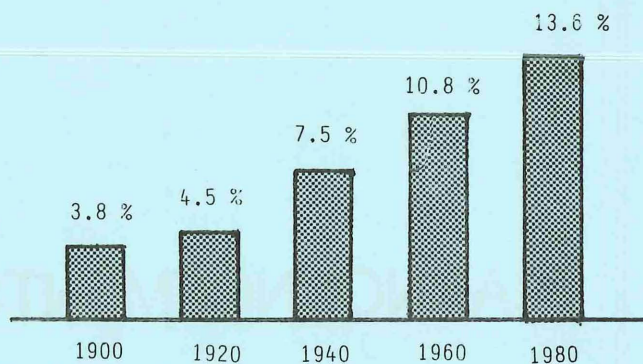
Increased longevity and decreased birth rates have led to the "graying of America," an increase in the relative numbers of older people. This trend is expected to continue at least through the early part of the next century, when the baby boom generation reaches retirement age.

The aging of the population is of special concern to women, whose economic status often changes significantly at this time. This newsletter issue provides information about women age 65 and above. All data are for 1980 unless otherwise noted.

There are 282,492 women age 65 and above in Minnesota, accounting for 59 percent of persons in this age group. Women are 63 percent of those age 75 and over, and 68 percent of those age 85 and over.

As shown in the chart below, older women now account for about one-seventh of the total female population in the state.

MINNESOTA WOMEN AGE 65 AND ABOVE AS
PERCENT OF FEMALE POPULATION



At the turn of the century, the average life expectancy in the U.S. at birth was 48 years for a female child. In 1979, it was 78 years.

Girls born in Minnesota in 1980 have an average life expectancy of 79 years compared with 72 years for boys born in that year. Minnesota women who became 65 in 1980 can expect to live to age 84, compared with age 80 for their male counterparts.

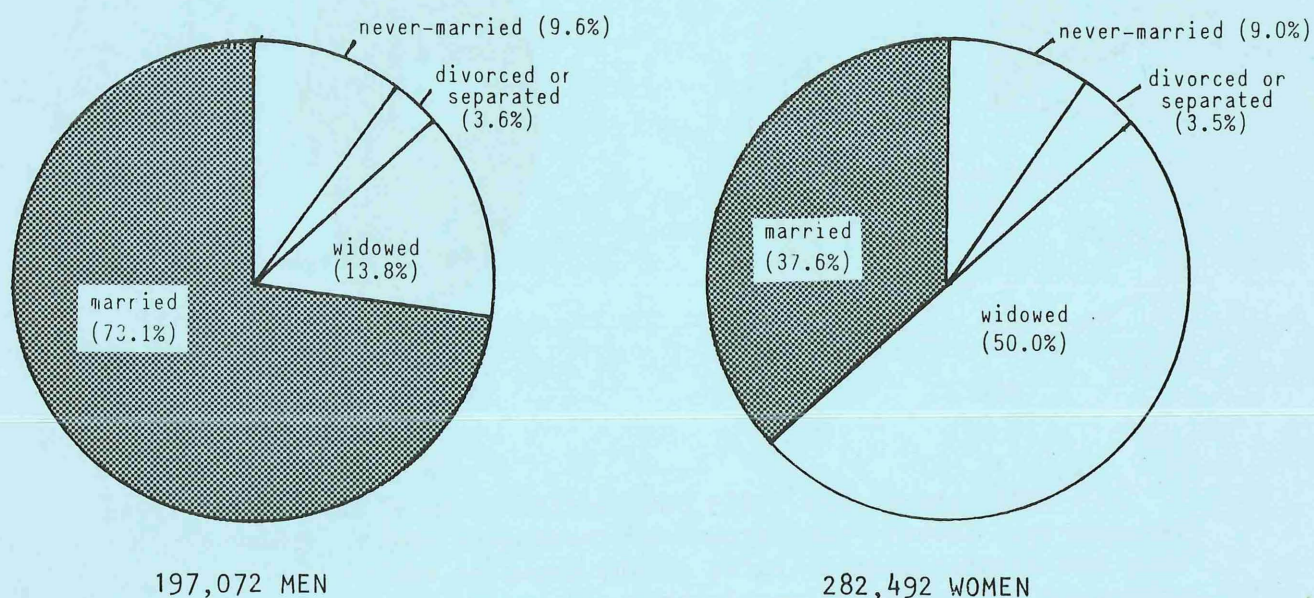
Older Women in Minnesota, cont'd.

2

Women are very likely to outlive their husbands, because of women's longevity and also because women tend to be a few years younger than their husbands. Fully half of Minnesota women age 65 and above are widows, compared with only 1 in 7 men in this age group.

Marital status is a significant determinant of the economic status of older people. Those who are unmarried -- whether they are never-married, separated, divorced, or widowed -- are more likely to live in nursing homes or to live alone, have lower incomes, and are more likely to be in poverty. And elderly unmarried women outnumber their male counterparts by more than 3 to 1.

MARITAL STATUS OF MINNESOTANS AGE 65 & ABOVE: 1980



Ten percent of Minnesota women age 65 and above are in nursing homes. However, only 2 percent of currently-married women in this age group are nursing home residents. According to the State Demographer's Office, "the social support provided by marriage appears to be instrumental in enabling elderly persons to stay out of nursing homes."

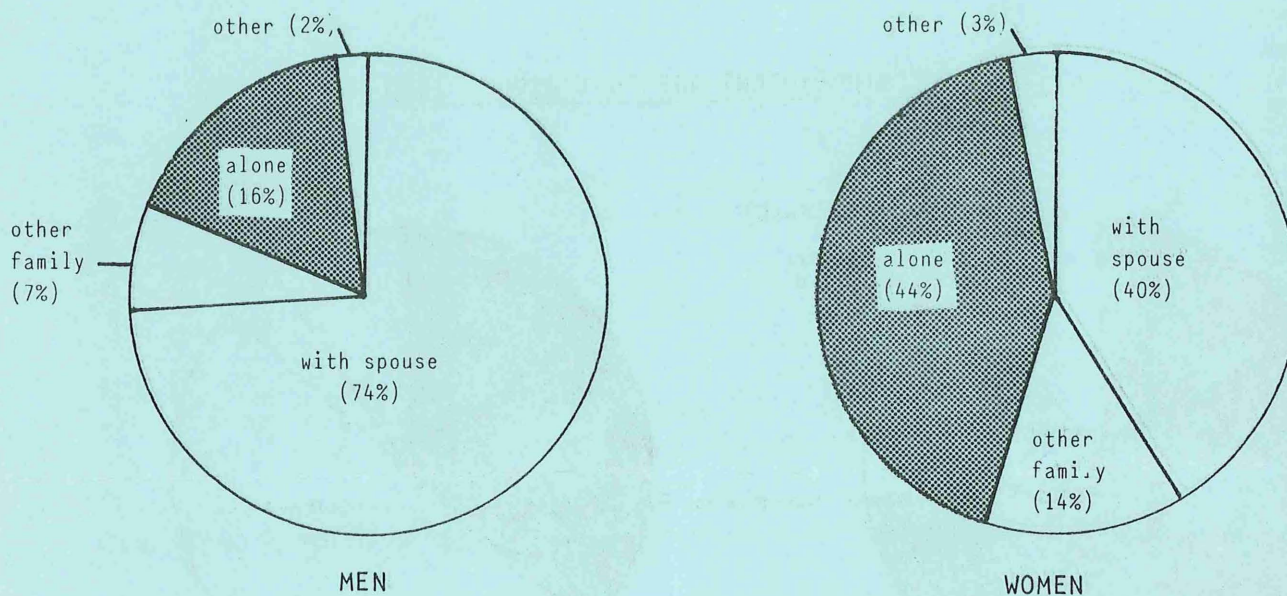
The institutionalization rate varies considerably by age as well as marital status. Currently married women under age 75 are the least likely to be in nursing homes (1 percent of those in this group). The highest rate, 47 percent, is for women age 85 and above who have never been married.

Overall, women account for 70 percent of Minnesota's 44, 553 nursing home residents.

Older Women in Minnesota, cont'd.

Marital status and age are also significant determinants of living arrangements for those not in nursing homes. The majority of unmarried elderly persons live alone, including more than three-fourths of widows and widowers. Older women are three times as likely as older men to live alone.

LIVING ARRANGEMENTS OF MINNESOTANS 65+ NOT IN NURSING HOMES: 1980



In 1981, there were 3,853,000 Americans age 65 and above living in poverty. Seventy-two percent of these were women. Older people have the highest poverty rates of any group of adults -- 19 percent of women and 11 percent of men in this age group.

Median incomes for all Americans age 65 and above were \$8,173 for men and \$4,757 for women. Twenty-one percent of the men, but only 7 percent of the women, have a total money income of \$15,000 or more.

Among elderly women in poverty, only 27 percent are living in family households. Seventy-three percent live alone (69 percent) or with nonrelatives (4 percent).

Data in this newsletter are from Minnesota Population & Housing Characteristics, 1980 Complete Count Census Data; "Minnesota's Elderly in the 1990s," State Planning Agency; "Population Notes, December 1983," State Demographer's Office; Money Income & Poverty Status of Families & Persons in the United States: 1981, U.S. Bureau of the Census.

New DISPLACED HOMEMAKER Programs

4

The Department of Economic Security has announced grant awards to six new displaced homemaker programs in the state. Each of the programs will receive \$100,000 for the biennium. Funding was obtained by increasing marriage license and dissolution filing fees -- legislation which was supported by the Commission on the Economic Status of Women.

Persons eligible for the programs are homemakers suddenly left without income due to divorce, desertion or the death or disability of a spouse, who find it necessary to return to the labor force. They often encounter difficulty finding employment due to inadequate training, lack of recent paid experience, age and sex discrimination, and other barriers.

All of the new programs will be operating by July 1, 1984. The new programs are:

Region 1. Region 1 Displaced Homemaker Program, sponsored by Project Heritage Design. Contact Deborah Matero at 218/681-8155.

Region 3. Northeast Minnesota Displaced Homemakers Program, sponsored by Arrowhead Economic Opportunity Agency. Contact Michael Gunderson or Vincent Gentilini at 218/749-2912.

Region 4. Displaced Homemakers Network, sponsored by Rural Minnesota CEP. Contact Sharon Santwire or Larry Buboltz at 218/847-9205.

Region 5. Meta-5 Displaced Homemaker Program, sponsored by Brainerd Community College. Contact Peggy Blean or Sally Ihne at 218/828-2503.

Region 6W and 4. West Central Minnesota Displaced Homemaker Program, sponsored by Continuing Education and Regional Programs, University of Minnesota - Morris. Contact Gail Nelson or John Imholte at 612/589-2211.

Region 7W. Region 7W Displaced Homemaker Program, sponsored by Tri-County Action Programs, Inc. Contact Lynn Stoeck or Richard Holm at 612/251-1612.

The four existing state-funded programs are:

Working Opportunities for Women
2233 University Avenue, St. Paul 55103 (612/647-9961) and
2344 Nicollet Avenue South, Minneapolis 55404 (612/874-6636)

Project SOAR
YWCA, 202 West Second Street, Duluth 55802 (218/722-3126)

Homemakers in Transition, P.O. Box 3262, Mankato 56001 (507/387-43
P.O. Box 3262, Mankato 56001 (507/387-4354)

Mainstay
Box 816, Marshall 56258 (507/537-1546)