
COMMISSION ON THE ECONOMIC STATUS OF WOMEN

ROOM B-59 CAPITOL, ST. PAUL, MINNEOSTA 55155

(612) 296-8590

NEWSLETTER #86

JANUARY 1985

IN THIS ISSUE

LEGISLATIVE PROGRAM 1985, with proposals to be considered during the 1985 legislative session.

1984 CESW PROGRAM, with highlights of the Commission's 1984 activities.

ANNOUNCEMENTS

The terms of the Commission's five House members: Representatives Karen Clark, Sharon Coleman, Dorothy Hokr, Carolyn Rodriguez (chair) and Linda Scheid expired December 31, 1984. The 1983-84 Commission has been very active and productive. The contributions of these five members will be missed.

LEGISLATIVE PROGRAM 1985

Commission on the Economic Status of Women

- 0 Provides continued funding for the Commission on the Economic Status of Women.

Battered Women's Programs

- 0 Provides continued funding to the Department of Corrections for battered women's programs, services to women of color, partner services and intervention programs throughout the state.

Displaced Homemaker Programs

- 0 Provides continuing support for state displaced homemaker programs, including: local programs, state-level coordinator, advisory council, and evaluation services through the University of Minnesota.
- 0 Establishes a pilot program to waive tuition payments for AVTIs and Community colleges for persons whose eligibility for public assistance would be jeopardized by receipt of a tuition grant.

Family Planning

- 0 Provides continued funding to the Minnesota Department of Health for family planning special projects under the Community Health Services Act.

Pay Equity

- 0 Appropriates funds to complete the implementation of pay equity for state employees.
- 0 Continues to support the implementation of pay equity at the local level.

Sexual Assault Programs

- 0 Provides funding to the Department of Corrections for state coordination, administration and grants to local communities for sexual assault programs, including funds to meet increased demand for services and to expand services to currently unserved communities.

Women Offenders

- 0 Provides funding to the Department of Corrections to increase the staff complement in order to provide adequate programming to women offenders at Shakopee.

Child Care

- Maintains the child care sliding fee program as a categorical program and provides funding adequate to allow the program to operate in all Minnesota counties and serve a greater population of eligible clients.
- Provides matching funds to encourage community support for public and private non-profit child care resource and referral programs and to utilize available federal dollars.
- Extends the protection of licensing to all child care centers, including latchkey programs.
- Ensures the provision of child care in all job training and employment programs for women.
- Appropriates money to provide on-site or community based child care programs for parents enrolled at vocational schools to use while attending classes.
- Continues to provide the refundable child care credit to Minnesota taxpayers with incomes below \$24,000.

Government Initiatives to Encourage Child Care Benefits

- Provides a tax credit to employers who pay for child care services for an employee.
- Provides a tax credit to an employer who constructs or renovates a child care facility for employees.

Child Support

- Conforms state child support laws to new federal legislation.
- Repeals the compromise agreement provisions from the parentage act.

Maintenance Awards

- Clarifies the legislature's intent that a court award permanent maintenance when a spouse's earning capacity has been permanently diminished because employment was subordinated to homemaking and/or child rearing and emphasizes the factors to be considered by the court in making an award of permanent maintenance.

Extended Medical Assistance Coverage

- Extends medical assistance coverage for an additional 6 months to AFDC households that have been terminated from AFDC due to the loss of the \$30 and one third work incentive disregard.

Equity in Education

- Provides for legislation modeled after Title IX of the Education Amendments of 1972, including authority for the Department of Education to promulgate rules implementing the legislation.
- Provides for continued state funding for the Equal Education Opportunities position and additional staff for the implementation of the above legislation, including replication of exemplary sex equity projects and inservice training of educators.
- Appropriates funds to the Department of Education to maintain the Minnesota Civil Rights Information Systems (MINCRIS), to report MINCRIS results to local districts and assist them in analyzing the data, and to conduct compliance reviews.
- Incorporates sex equity provisions similar to the technology legislation in programs receiving state funding or oversight.
- Provides for incentive grants from the Department of Education to school districts which develop inservice programs for staff development.

Part-Time Students

- Provides for the inclusion of students registered for 6 to 11 credits in the state Scholarship and Grant program, prorating the cost of attendance.
- Provides for the continuation of the state Part-Time Grant Program, making eligibility criteria consistent with the Scholarship and Grant Program.

Teenage Pregnancy

- Requires school districts to collect data and follow up on students who drop out because they are parents.
- Expands the school aid formula to provide aid to school districts which target programs to teenage parents.
- Provides funding for programs which assist teenage parents to complete high school by providing for the child care needs of teenage parents and providing curriculum in parenting education, child development and legal rights and responsibilities.
- Targets a portion of Early Childhood Education funds to serve high risk teenage parents.

Video Display Terminals

- Requires employers to provide video display terminal (VDT) operators with eye examinations, ergonomically correct work stations and alternate work assignments for periodic breaks.

Women and Minority Development Corporations

- Establishes a pilot grant program in the Department of Energy and Economic Development to provide administrative and project financing to eligible women and minority development corporations.

Set-Aside Program for Small Business

- Continues support of the state set-aside program for small businesses.
- Establishes a centralized certification program for SED vendors to ensure uniform standards among all state departments and to eliminate the need for SED vendors to be certified by more than one department.

1984 COMMISSION PROGRAM

In 1984 the Commission held nine meetings and hearings, two hearings in greater Minnesota one in Marshall and one in Moorhead. A hearing on health issues and teenage pregnancy was held in St. Paul. During 1984, the Commission had task forces on Midlife Women and Sex Equity in Education, K-12.

The Commission published the following materials in 1984:
Vacational Education Sex Equity Report: Post Secondary, 1984;
Women in Minnesota;
The Legal Right to Child Support;
Update on Pay Equity; and
Ten Newsletters.

Each session the Commission endorses legislative proposals designed to improve the economic status of women in the state. In the 1984 session the proposals related to employment, family law, child care insurance, and human rights. A complete list of proposals for the 1984 session, including a summary of action on the 1984 proposals is included here as an appendix.

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NEWSLETTER #87

FEBRUARY 1985

IN THIS ISSUE

Highlights from the Commission's new report,
EQUITY IN EDUCATION TASK FORCE REPORT.

Additional legislative proposals passed by the
Commission at their February 11, 1985 meeting.

ANNOUNCEMENTS

COMMISSION ISSUES NEW REPORT

EQUITY IN EDUCATION TASK FORCE REPORT, with
background and recommendations on sex equity in
K-12 education is now available in the Commission
office. The report is free and can be ordered by
writing or calling the Commission office.

NEW COMMISSION MEMBERS

Rep. Kathleen Blatz, Bloomington
Rep. Harriet McPherson, Stillwater
Rep. Sidney Pauly, Eden Prarie
Rep. Pat Piper, Austin
Rep. Eileen Tompkins, Apple Valley

CONTINUING THEIR TERMS AS COMMISSION MEMBERS

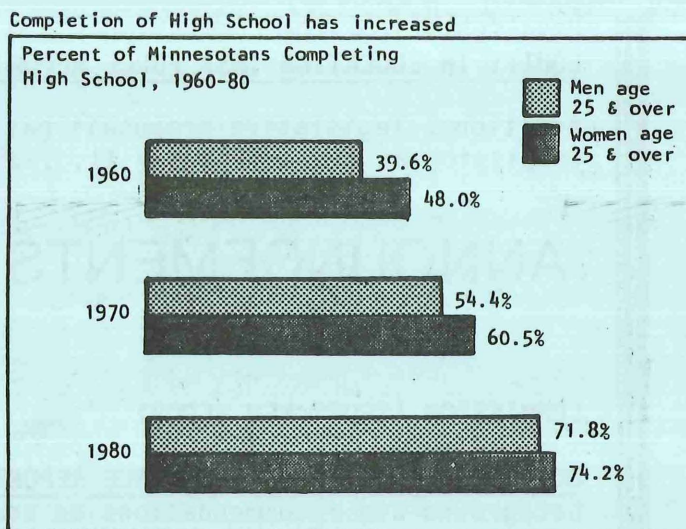
Sen. Linda Berglin, Minneapolis
Sen. Patricia Kronebusch, Rollingstone
Sen. Marilyn Lantry, St. Paul
Sen. Eric Petty, Minneapolis
Sen. Ember Reichgott, Robbinsdale

EQUITY IN EDUCATION

From May to November 1984 a Commission task force studied sex equity in K-12 education. Task force members included Commission members, educators and interested citizens. The following are excerpts from the task force report.

Historically, schools have reflected and reinforced societal stereotypes about appropriate roles for women and girls. Only in the past decade have sex bias and discrimination in education emerged as public policy issues.

An examination of some of the facts regarding the participation and experiences of males and females in education suggests that education, like many other institutions, continues to transmit past assumptions regarding female and male roles. Despite the significant developments of recent years, education is not yet providing young women and young men with the diversity of knowledge and skills they will need for their future occupational and family roles.



EDUCATIONAL ATTAINMENT

Educational attainment for Minnesotans is above the national average. Thirty-seven percent of Minnesotans compared with thirty-two percent of Americans generally have some post-secondary education. Levels of educational attainment differ for women and men. In the past, women were more likely than men to be high school graduates, but were less likely than men to have attended post-secondary institutions or to hold college degrees. Both women and men are pursuing higher levels of education than in the past, and there is some evidence that differences in educational attainment are decreasing.

Completion of high school has become a societal expectation for both girls and boys. Among those age 25-44, ninety-two percent of women and ninety percent of men have completed 12 or more years of education. Women's participation in post-secondary education has increased, but women are still less likely than men to have pursued education at this level. Among persons over age 25, thirty-two percent of women, compared with thirty-seven percent of men, have some post-secondary education.

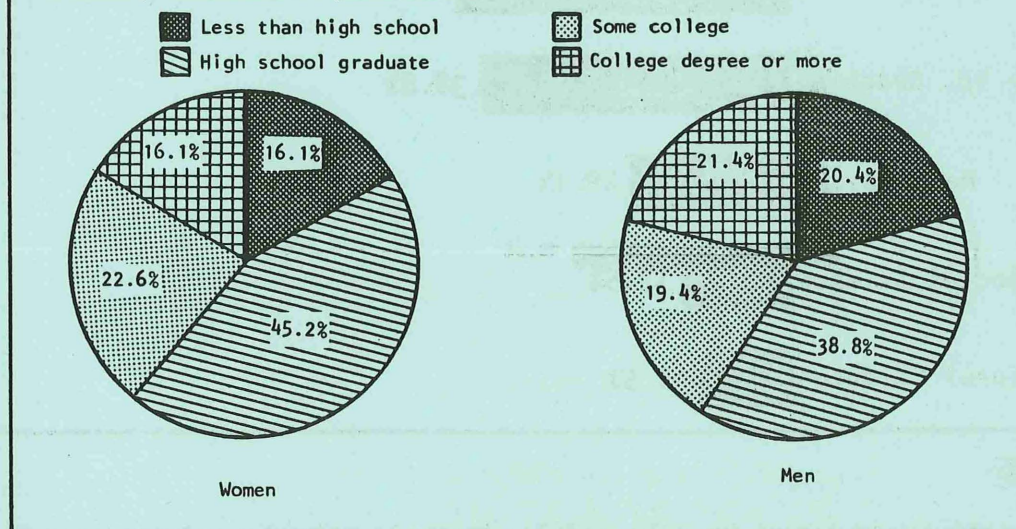
A survey of female high school graduates from the Class of 1980 one year after their graduation shows that about three-fifths are continuing their education and nearly one-third are engaged in paid employment. These patterns, almost identical to those of male graduates in the same year, demonstrate the commitment of today's young women to post-secondary education.

Increases in the level of educational attainment of women are particularly striking when comparing women 65 and older with their daughters and granddaughters. While only about forty percent of women age 25-44 have completed high school, the percentage with some post-secondary education has more than doubled in this period. Forty-four percent of the younger women and only nineteen percent of the older women have had some college.

are high school graduates, more than 90 percent of women

Educational levels of employed women and men are similar

Labor Force Participation by Educational Attainment, Minnesotans 16 years and over



EDUCATION AND ECONOMIC STATUS

Education has probably never been more essential for economic well-being than in today's increasingly technological society. This fact is particularly important for women because women's economic status and their educational opportunities are directly linked.

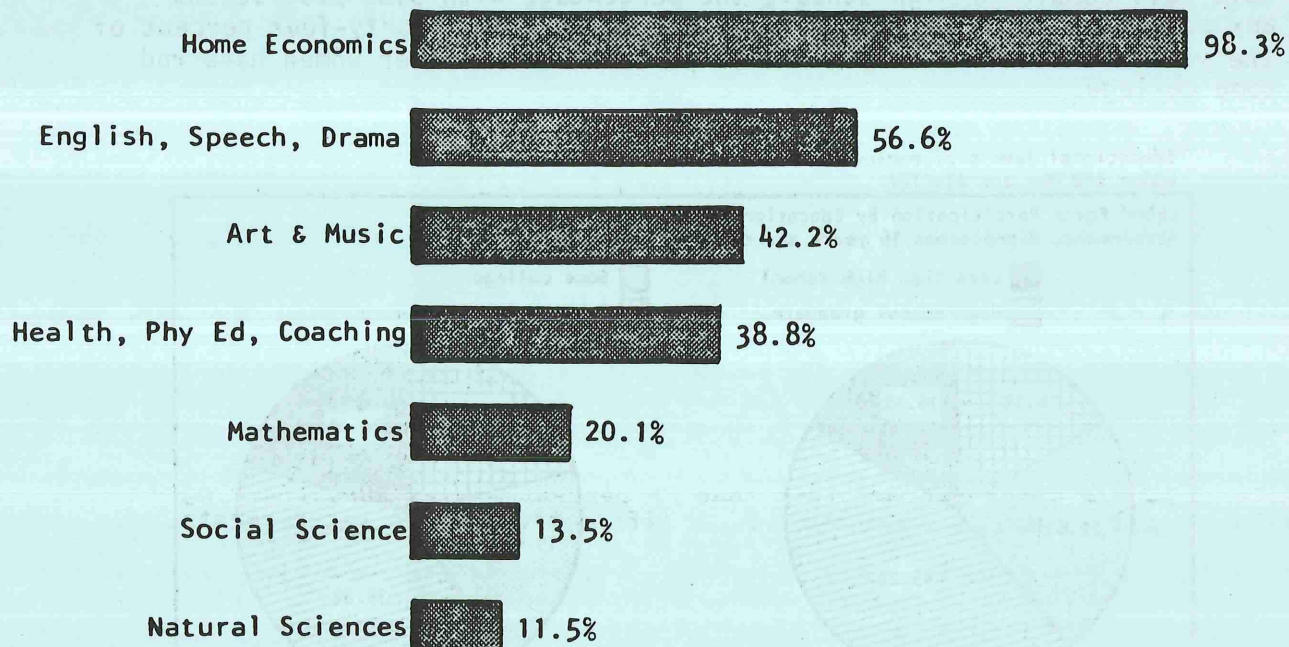
Today more than ever women are firmly established members of our nation's paid work force. Women account for forty-three percent of the labor force. In Minnesota women have consistently higher labor force participation rates than the national average. One reason for the differences may be the generally higher level of educational attainment, since education is strongly associated with labor force participation.

Nearly two-thirds of women of usual working age, 16-64, are in the work force. Labor force rates have increased for women regardless of marital and parental status. The greatest increase has been for women age 25 to 34.

While women have obtained jobs in just about every field of employment, the majority of women continue to work in traditional professional, clerical and service jobs. Despite recent attention to women entering previously all-male occupations, eighty percent of women are still concentrated in virtually all-female occupations. Three-fifths of employed women are found in only ten of the seventy occupational groups. More than one-third of employed women in the state hold just five occupations.

Women teach in traditional subject areas

Percent Female Secondary Teachers in Minnesota, 1983-84



STAFF PATTERNS

Students are influenced by adult role models in their schools. Despite attention given to the effects of stereotyping, employment patterns in Minnesota public schools reaffirm students impressions that certain jobs belong to men and others to women.

Women held 57 percent of the elementary and secondary teaching positions in the 1983-84 school year - close to the 56 percent they held in 1977-78. In fact most of the numbers for 1983-84 are similar to those of 1977-78. Male and female staff members continued to be unevenly distributed among grade levels and subject areas.

Women accounted for over three-quarters of the elementary and secondary teachers. The percent of secondary teachers who were female dropped from 43 to 34 percent over those six years.

Women were the majority of teachers of foreign languages and special education, while men were the majority of teachers of math, science and social studies. The vocational areas followed traditional patterns, with males dominating in agriculture, business and office, industrial arts, technical and trade-industrial and females in distributive education, health and home economics.

In the area of administration there has been some growth in the representation of women. In 1983-84 women accounted for 14 percent of elementary principals, up from ten percent in 1977-78. Over those six years the number of female secondary principals increased from less than one percent to seven percent. The number of female superintendents grew from .002 percent to three percent during this time. There are currently ten women holding full superintendency positions.

Women were the majority of librarians, social workers and reading consultants. The number of female counselors dropped slightly from 27 to 26 percent. Among other support staff women were almost all of teacher aides and clerical staff and men were almost all of craft work.

* * * * *

ADDITIONS TO LEGISLATIVE AGENDA

At the Commission's February 11, 1985 meeting the following legislative proposals were adopted:

AFFIRMATIVE ACTION

- Requires an annual report to the Governor and the legislature on the affirmative action progress of each agency, designating any agency which has met less than 75 percent of its annual hiring goal as not in compliance with affirmative action requirements.
- Instructs the Commissioner of Employee Relations to study methods to improve performance of agencies not in compliance with affirmative action requirements, including penalties for noncompliance.
- Establishes a program to recognize agencies that have made significant progress toward achieving affirmative action objectives.
- Provides for the hiring of full-time affirmative action officers to act as affirmative action officers for smaller departments and agencies.

UNIVERSITY OF MINNESOTA WOMEN'S ATHLETICS

- Continues and expands state funding for women's intercollegiate athletics at the University of Minnesota.

INSURANCE DISCRIMINATION - PRIMARY COVERAGE

- Allows policyholders to designate priority coverage; prohibits assignment of primary coverage on the basis of sex in overlapping insurance coverage.

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NEWSLETTER #88

MARCH 1985

IN THIS ISSUE

New facts on women. Data on women
in the U.S. labor force, 1983

Minnesota/U.S. comparison on the economic
status of women

Women in higher education

ANNOUNCEMENTS

COMMISSION ELECTS NEW CHAIR AND VICE CHAIR

Senator Ember Reichgott, Robbinsdale, was elected chair of the Commission at its February 21, 1985 meeting. Representative Sidney Pauly, Eden Prairie, was elected vice-chair.

NEW COMMISSION MEMBER APPOINTED

Senator Donald Storm, Edina, is a new Commission appointment. He replaces Senator Pat Kronebusch who was a member of the Commission from January 1981 to February 1985.

MAILING LIST REVIEW

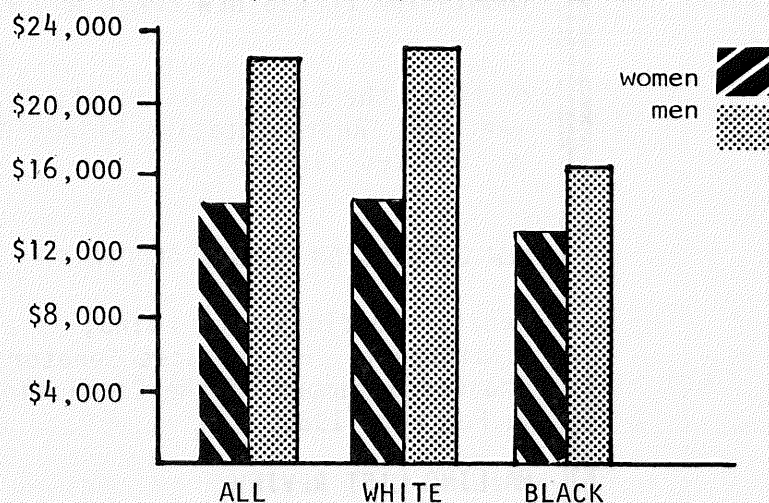
The Commission has just completed putting its mailing list on the computer. Please check your mailing label for any errors. Call or write the Commission office with any corrections.

Please excuse the look of several pages of this newsletter. The printer malfunctioned.

NEW FACTS ON WOMEN WORKERS IN THE U.S.

- In 1933 women accounted for 44 percent of all persons in the civilian labor force. Sixty-three percent of all women age 18 to 64 were in the civilian labor force in 1983 compared with 37 percent of men in this age group. Participation was highest among women age 20 to 29, 70 percent of whom were in the labor force.
- The majority of women work because of economic need. Nearly two-thirds of all women in the civilian labor force in March 1984 were either single (26 percent), divorced (11 percent), widowed (5 percent), separated (4 percent) or had husbands whose 1983 incomes were less than \$15,000 (19 percent).
- The labor force participation rates of women with children, including mothers of preschool children, reached record levels in 1984. About 61 percent of all mothers with children under 18 years of age were in the labor force in March 1984, 52 percent of mothers with preschool children were in the labor force.
- Between 1972 and 1982, women accounted for 68 percent of the 14 million increase in white collar occupations. However, they continue to constitute large proportions of workers in traditionally female occupations. In 1983, they were 80 percent of all administrative support worker but only eight percent of precision production, craft and repair workers. Women were 70 percent of retail and personal sales workers but only 32 percent of managers, administrators and executives. Women were 6.8 percent of all apprentices in March 1984.
- Women, who are still concentrated in low paying traditionally female occupations earn, on the average, 63 cents for every dollar earned by the average man when both are working full-time year-round.

1983 MEDIAN SALARY INCOME



- The more education a woman has the greater the likelihood she will seek paid employment. Among women 25 to 64 years of age with 4 or more years of college in March 1984, 78 percent were in the labor force.

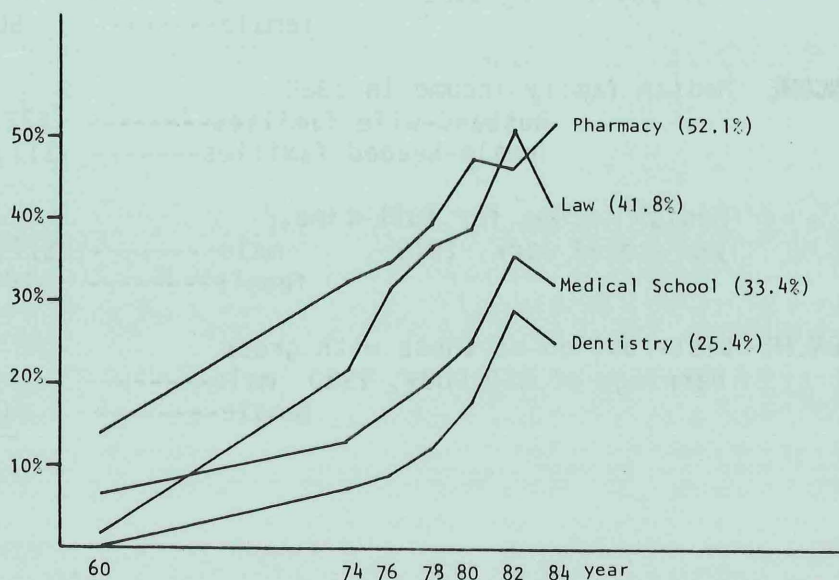
The Commission is often asked how Minnesota compares to the United States in the status of women. Listed below are some similarities and differences:

		<u>MINNESOTA</u>	<u>U.S.</u>
RESIDENCE	Distribution of total population, 1980		
	metropolitan-----	64.6%	74.8%
	non-metropolitan--	35.4%	25.2%
LIFE EXPECTANCY	Average lifetime, 1980 - male-----	72.0 yrs	70.0 yrs
	female-----	79.1 yrs	77.0 yrs
BIRTH RATE	Births per 1,000 population, 1980-----	16.6	15.9
MARRIAGE RATE	Marriages per 1,000 population, 1980----	9.2	10.6
DIVORCE RATE	Divorces per 1,000 population, 1980-----	3.8	5.2
MARITAL STATUS	Percent of those age 15+ who are married		
	male-----	61.1%	60.8%
	female-----	57.0%	55.4%
FAMILY SIZE	Average family size-----	2.7	3.3
EDUCATION	Percent of those age 25+ who are		
	school graduates male-----	34.7%	34.1%
	female-----	42.1%	41.4%
	Percent of those age 25+ who are		
	college graduates male-----	21.0%	21.9%
	female-----	14.0%	14.0%
LABOR FORCE	Percent of those age 16+ who worked		
	for pay during 1982 male-----	80.8%	76.6%
	female-----	60.9%	52.6%
INCOME	Median family income in 1980		
	husband-wife families-----	\$22,533	\$23,141
	female-headed families-----	\$11,356	\$10,408
	Median income for full-time,		
	year-round work, 1979 male-----	\$17,704	\$17,533
	female-----	\$10,005	\$10,548
WEALTH	Distribution of those with gross		
	earnings of \$50,000+, 1980 male-----	3.3%	3.7%
	female-----	0.2%	0.2%

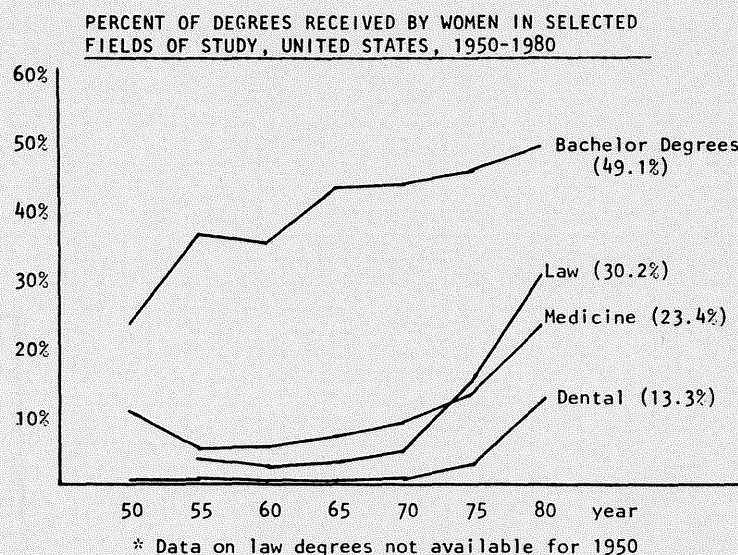
**WOMEN'S ENROLLMENT AT THE TWIN CITIES CAMPUS UNIVERSITY OF MINNESOTA BY
COLLEGE, 1960-1986**

<u>Schools and Colleges</u>	<u>1960</u>		<u>1974</u>		<u>1984</u>	
	<u>Number Women</u>	<u>% of Total</u>	<u>Number Women</u>	<u>% of Total</u>	<u>Number Women</u>	<u>% of Total</u>
General College	528	21.7	1,140	43.0	1,341	40.8
Liberal Arts	3,174	39.2	7,837	47.3	8,192	51.4
Inst. of Technology	39	1.2	336	8.6	1,033	17.8
Agriculture, Forestry, Home Economics	543	33.9	1,718	50.2	1,737	60.1
Law	4	1.3	157	22.1	305	41.8
Medical School	26	6.5	178	13.6	673	33.4
Dentistry	0	0.0	34	6.3	122	25.4
Pharmacy	23	14.1	129	32.3	153	52.1
Education	1,728	69.0	1,478	63.4	1,547	64.3
Business Admin/Management	14	2.1	258	16.1	664	45.0
Veterinary Medicine	4	2.4	58	20.6	159	50.3
Occup. & Physical Therapy	67	90.5	114	85.1	117	92.1
Medical Technology	80	94.1	127	92.0	51	82.3
Public Health	97	52.4	112	41.3	199	70.3
Biological Sciences	NA	NA	NA	NA	164	40.6
Graduate School	NA	NA	NA	NA	3,255	43.6
Dental Hygiene	NA	NA	NA	NA	48	100.0
Mortuary Science	NA	NA	NA	NA	14	17.7
Nursing	NA	NA	NA	NA	338	37.6

WOMEN'S ENROLLMENT IN SELECTED COLLEGES, TWIN CITIES CAMPUS
UNIVERSITY OF MINNESOTA, 1960-1984



- Nationally, in 1982, 50.4 percent of all college students in the U.S. were female. This is up from 33.0 percent of college students who were female in 1960. This includes all students enrolled in a degree program at any college or university.
- While there has been a dramatic increase in women's enrollments in a number of non-traditional areas, as shown in the table above, there are still many non-traditional programs that remain predominately male. Women are still only 17.8 percent of the students at the Institute of Technology, 25.4 percent of the dentistry students and 33.4 percent of medical students.
- Women's enrollments in law school dropped from 51.0 percent of law students in 1982 to 41.8 percent of law students in 1984.
- Nursing, while still overwhelming a female field of study, has seen an increase in male enrollments. In 1980, nine percent of nursing students were male. By 1984, 12.4 percent were male.



- Since the 1960's, both nationally and in Minnesota women have significantly increased their enrollments in traditionally male professional areas of study.
- The number of women receiving doctorate degrees increased 72 percent between the 1972-73 academic year and 1982-83. The number of men receiving doctorates declined 25 percent during the same period.
- Women represented 34 percent of 1983 doctorate recipients.
- While the number of doctorates awarded women has been increasing in almost every field, male doctorate recipients still outnumber females by a ratio of 21 to 1 in engineering, 6 to 1 in physical sciences. 2.5 to 1 in professional fields and 2 to 1 in the life sciences.
- In 1983, for the first time in any major field, the number of doctorates in education awarded to women exceeded the number awarded to men.

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NEWSLETTER #89

APRIL 1985

IN THIS ISSUE

WOMEN IN PUBLIC OFFICE, with information on women in elected and appointed office in Minnesota and the U.S.

WOMEN'S INCOME, with information on income by age, sex and occupation in the U.S. 1981.

ANNOUNCEMENTS

The Commission is begining to plan for its summer hearings around the state. Each summer the Commission has several open hearings on the economic status of women in communities in greater Minnesota. If you are interested in having the Commission hold a hearing in your community please contact the Commission office.

CORRECTION

There was an error in the Commission's February newsletter. The second paragraph on page 2 should read:

Increases in the level of educational attainment of women are particularly striking when comparing women 65 and older with their daughters and granddaughters. While only about 40 percent of older women are high school graduates, more than 90 percent of women age 25 to 44 have completed high school, and the percentage with some post-secondary education has more than doubled in this period. Forty-four percent of the younger women and only nineteen percent of the older women have had some college.

WOMEN IN PUBLIC OFFICE

This newsletter issue provides information about women in government. Data are for 1985 except as noted.

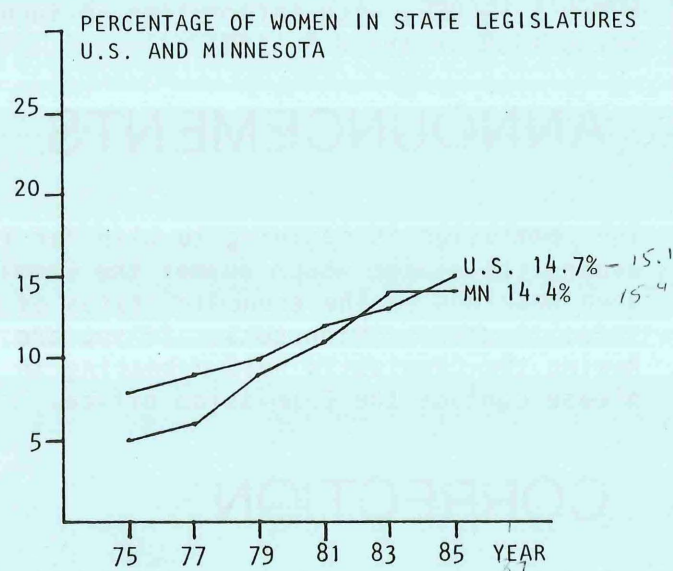
STATE LEGISLATURES

Nationally women hold 14.7 percent of all seats in state legislatures. There are 1,096 female state legislators out of a total of 7,461 legislators. Since 1969 the number of women serving in state legislatures has more than tripled.

Women hold 9.8 percent of all state senate seats and 16.5 percent of state house or assembly seats.

Every state has at least three women in its legislature. Mississippi has the lowest percentage of women in its legislature, 1.7 percent. Women are less than ten percent of the legislature in 15 states. New Hampshire has the highest percentage of women in its legislature, 33.0 percent. Women are at least 20.0 percent of the legislature in ten states.

Women hold 13 of the top 290 leadership positions in state legislatures. Women are more likely to be minority leaders (six states) or to hold leadership positions in part-time citizen legislatures (12 states).



MINNESOTA LEGISLATURE

Women are 14.7 percent of the state legislators -- 9 of 67 senators and 20 of 134 representatives. Only 60 women have ever served in the Minnesota legislature. Women were prohibited by law from serving in the Minnesota legislature until 1922.

Minnesota's female legislators only began holding leadership positions in the past several years. In the current session women hold the following positions majority leader, majority whip, two assistant minority leaders and five committee chairs.

U.S. CONGRESS

Women are 4.5 percent of the members of Congress, accounting for 2 of 100 senators and 22 of 435 representatives. The representation of women in Congress has increased only slightly since 1972, when 3 percent of members were women.

A total of 118 women have served in the U.S. Congress, including 15 in the Senate and 104 in the House. Only one woman -- Margaret Chase Smith (Maine) -- served in both the House and Senate. Ten states have never sent a woman to Congress. Seven women have chaired congressional committees. No woman has ever been Speaker of the House or majority or minority leader in the Senate.

The Minnesota congressional delegation, two Senators and eight Representatives, is all male. 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.

STATE CONSTITUTIONAL OFFICERS

Nationwide, forty-two women hold top statewide elective positions, accounting for 14.2 percent of all such positions. This is an increase of 4.2 percent since 1975 when women were ten percent of state elected officers. Two women serve as governors, five as lieutenant governors, one as attorney general, eleven as elected secretaries of state, ten as treasurers, five as auditors, four as superintendents of public instruction, one as labor commissioner and one as public service commissioner.

MINNESOTA CONSTITUTIONAL OFFICERS

Women account for two of Minnesota's six constitutional officers (governor, lieutenant governor, secretary of state, attorney general, auditor and treasurer). Lt. Governor Marlene Johnson is the first woman Lt. Governor in Minnesota history. She was elected in 1982. Secretary of State Joan Grove has held that position since winning state-wide election in 1974. She is the second female secretary of state in Minnesota history. Virginia Holm was appointed to succeed her husband in 1952 as Secretary of State, the first woman in Minnesota history to hold that office. She was then elected for a two year term in 1954.

WOMEN IN PUBLIC OFFICE IN MINNESOTA

<u>% Wm</u>	<u># Wm</u>	<u>Yr</u>	<u>Office (Total Number)</u>	<u>% Wm</u>	<u># Wm</u>	<u>Yr</u>
33.3	2	'85	State Constitutional Offices (6)	16.7	1	'77
13.4	9	'85	State Senate (67)	3.0	2	'77
14.9	20	'85	State House of Representatives (134)	7.5	10	'77
6.3	28	'85	County Commissioners (443)	2.7	12	'77
6.2	53	'85	Mayors (855)	2.6	22	'75
13.5	506	'85	City Council Members (3,750)*	4.9	213	'75
11.8	618		Total (5,255 public officials-1985) (5,705 public officials-1975)	4.6	260	

* Total city council members in 1975 was 4,200

COUNTY GOVERNING BOARDS

Nationally, 1,427 women held seats on county governing boards in 1983, making up eight percent of the total 18,341 commissioners across the country. Between 1975 and 1983, the number of women at the county governing board level more than doubled, rising from 456 or three percent in 1975.

MINNESOTA COUNTY BOARDS

In Minnesota, there were 28 women county commissioners in Minnesota or 6.3 percent of the 443 Minnesota county commissioners. This is more than double the 2.7 percent of county commissioners who were women in 1977.

MUNICIPAL OFFICES

Among the 100 largest cities in the U.S., seven had women mayors. In 1981, 1,707 women were mayors, seven percent of the total. There were 12,755 women serving on municipal governing boards, holding 10 percent of the seats. The percentage of women holding municipal and township offices more than doubled from 1975 to 1981, rising from four percent to ten percent.

MINNESOTA MUNICIPAL OFFICES

In Minnesota, there are 53 women mayors accounting for six percent of the mayors in Minnesota. There are 506 women serving on city and town councils representing 13 percent of all councilmembers. In 1975 women were 2.6 percent of Minnesota mayors and 4.9 percent of city council members.

STATE CABINET POSITIONS

In 1983, women were selected to fill 15.1 percent of appointed positions in governor's cabinets, 152 women out of a total 1,009 appointed cabinet officials. Of the 152 women serving in appointed state cabinet positions, one-fifth are serving in the field of health and social services. In 1981, women held 12.8 percent of all appointed state cabinet-level positions.

MINNESOTA CABINET POSITIONS

In Minnesota, 27.3 percent, 6 of 22, cabinet positions are held by women. Women are commissioners for the following departments: health, economic security, administration, human rights, education and employee relations. In addition to the women commissioners there are 11 women assistant commissioners in Minnesota.

***** Data in this newsletter are from the Center for American Woman and Politics, Rutgers University; League of Minnesota Cities and the Association of Minnesota Counties.

INCOME BY AGE AND OCCUPATION

Men's income varies considerably during their work life, while women's income remains relatively stable. The net variation for women is \$4,315 while for men it is \$11,688.

At every age, women have much lower incomes than do men. The income gap is substantial for workers over 35. The greatest disparity between women's and men's incomes occurs at ages 45 to 54 during men's peak income years. In these years, the median income for women is only a little more than half of the income received by men.

ANNUAL MEDIAN INCOME IN 1981 OF YEAR-ROUND FULL-TIME WORKERS, BY AGE AND SEX, U.S.

Age	Income		Women's income as a percent of men's
	Women	Men	
Total	\$12,457	\$20,692	60.2
15-19 yrs	7,598	8,252	92.1
20-24 yrs	10,173	12,408	82.0
25-34 yrs	13,377	19,185	69.7
35-44 yrs	13,552	23,368	58.0
45-54 yrs	12,784	24,096	53.1
55-64 yrs	12,903	23,013	56.1
65yrs +	14,487	20,647	70.2

Women's median earnings vary greatly by industry in comparison with the median earnings of men. The earnings gap is largest among full time sales workers, where most high paying nonretail jobs are held by men. Women sales workers earned just over half of their male counterparts' earnings. The dollar gap between men and women's earnings is lowest in the two lowest paying occupation groups, laborers and service workers.

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

Occupation Group	Women	Men	Dollar Gap	Women's earnings
				as a percent of men's
Total	\$12,001	\$20,260	\$ 8,259	59.2
Professional & Tech Workers	16,523	26,544	10,021	62.2
Managers and Administrators	14,979	26,856	11,877	55.8
Sales Workers	11,353	22,169	10,816	51.2
Clerical Workers	11,703	17,310	5,607	67.6
Craft and Kindred Workers	13,212	20,659	7,447	64.0
Machine operators	10,316	17,159	6,843	60.1
Laborers (except farm)	10,414	15,098	4,684	69.0
Service Workers	8,162	11,472	3,310	71.1

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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NEWSLETTER #90

MAY 1985

IN THIS ISSUE

THE ECONOMICS OF DIVORCE, with information about maintenance, child support and property settlements.

ANNOUNCEMENTS

The Commission is beginning to plan for its hearings around the state. Each year the Commission has several open hearings on the economic status of women in communities in greater Minnesota. If you are interested in having the Commission hold a hearing in your community please contact the Commission office.

The Commission has just completed updating and reprinting several of its brochures. The Commission now has the following brochures in stock:

THE LEGAL RIGHT TO CHILD SUPPORT
WOMEN'S RIGHTS IN MARRIAGE
MARRIAGE DISSOLUTION AND THE LAW
FINANCIAL PLANNING FOR WOMEN
EMPLOYMENT RIGHTS FOR WOMEN
THE LEGAL RIGHTS OF PREGNANT EMPLOYEES

If you wish to receive a copy of any of these brochures please contact the Commission Office.

FOLLOW-UP TO APRIL NEWSLETTER

The April newsletter reported information on women in public office in Minnesota and the U.S. We have received requests for additional information on this topic.

In addition to the six women who currently hold Minnesota cabinet positions there are two women who serve as commissioners on the Public Utilities Commission, accounting for 40 percent of the public utility commissioners.

The Minnesota School Boards Association estimates in 1984 there were 694 women serving as members of school boards in Minnesota, accounting for 25 percent of Minnesota school board members. This is almost twice the number of women who were school board members in 1976 when women accounted for 13 percent of school board members.

MARRIAGE AND DIVORCE

There were 37,409 marriages and 15,054 divorces in the state in 1982. The marriage rate in Minnesota is 9.1 per 1,000 population. This compares to a U.S. rate of 10.8. As a state Minnesota ranks 38th in rate of marriages. The divorce rate in Minnesota is 3.5 per 1,000 population, compared with a 5.1 per 1,000 rate for the country as a whole. Minnesota's divorce rate ranks 46th.

The age at which women in Minnesota are marrying is increasing. Fifty-nine percent of women who married in 1982 were under age 25, compared with 64 percent of the brides in 1980 and 80 percent in 1970.

The younger the couple is at the time of marriage, the higher the probability that divorce will occur. The mean age at marriage of divorcing wives was 23.8 in 1982.

In almost two-thirds of all divorces in Minnesota the wife was under age 35. Nationally, over the past decade the median age of divorce for women increased from 29.8 to 31.1, while the mean age rose from 32.1 to 33.1. The shift to older average age of divorce between 1972 and 1982 was due to later start of marriages, not to longer marriages.

DIVORCED WOMEN IN THE U.S.

In 1982 the U.S. Census bureau conducted a survey of women 18 years of age and older. The following are selected characteristics of divorced women in the 1982 survey.

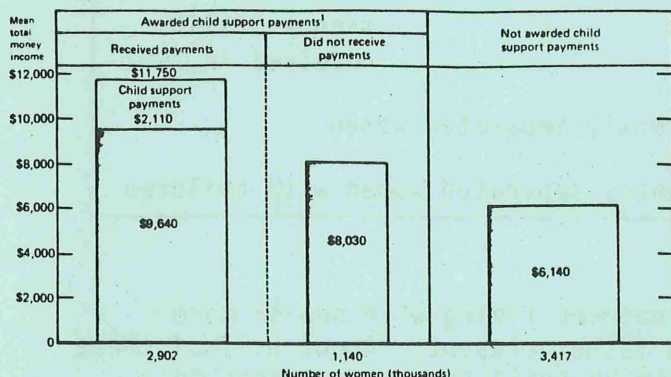
YEAR OF DISSOLUTION		EMPLOYMENT STATUS (at time of survey)		EMPLOYMENT STATUS (at time of divorce)	
1975 and later	49.2 %	employed	66.0 %	employed	54.8 %
1970-74	17.5 %	employed -		employed -	
1960-1969	16.6 %	full-time	52.0 %	full-time	47.2 %
before 1960	16.7 %				

EDUCATION		MARITAL STATUS		AGE	
less than high school	30.4 %	married	38.0 %	18-29	18.2%
high school graduate	43.5 %	widowed	5.9 %	30-39	29.8%
some college	16.4 %	divorced	39.7 %	40-49	19.7%
college graduate	9.7 %	separated	16.4 %	50+	32.3%

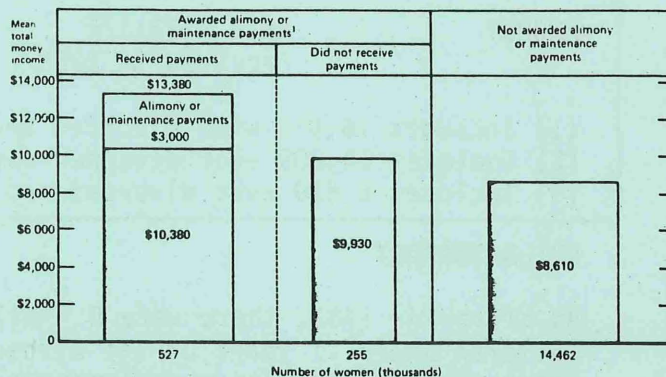
The average amount of child support for women who received payments in 1981 was \$2,110, about 18 percent of their average total income. After adjusting for inflation for the period from 1978 to 1981 average child support payment showed a 16 percent decrease between 1978 and 1981.

Of the 8.4 million mothers of children with an absent father, about 31 percent had incomes below the poverty level. Of the 2.6 million women in poverty, only 31 percent had agreements and were due to receive child support in 1981. Overall, the poverty rate for women who were awarded child support payments was 20 percent, compared with 45 percent for those who were not awarded payments.

Mean Income of Women With Children Under 21 Years of Age Present From an Absent Father: 1981



Mean Income of Ever-Divorced or Currently Separated Women: 1981



MAINTENANCE (Alimony)

Very few of the women eligible for maintenance payments were awarded them. Of the 17 million ever-divorced or currently separated women as of spring 1982, only about 15 percent were awarded temporary or permanent maintenance, the remaining 85 percent were never awarded payments.

For the majority of women awarded maintenance, it was not permanent. Only one-third of divorced women who had been awarded maintenance at the time of their dissolution were to receive maintenance payments in 1981.

Percent of Women Awarded Maintenance to Receive Payments in 1982

Year of Dissolution	% Supposed to Receive Maintenance in 1982
1975 & later	52.0 %
1970-74	28.3 %
1960-69	15.9 %
Before 1960	3.9 %

Of the 782,000 women awarded and due maintenance payments in 1981, only 44 percent received the full amount of payments due. Twenty-four percent received partial payments and 33 percent received no payments.

The average annual maintenance payment in 1981 was \$3,171, or about 22 percent of average total money income. This is a 25 percent decrease from the level of payment received in 1978.

CHARACTERISTICS OF DIVORCED AND SEPARATED WOMEN, U.S. 1982

Year of divorce or separation	Percent awarded MAINTENANCE (1)	Percent awarded PROPERTY (2)	Percent awarded CHILD SUPPORT (3)
1975 & later	12.7 %	39.9 %	72.9 %
1970-74	14.9 %	35.5 %	70.7 %
1960-69	19.2 %	48.2 %	60.1 %
Before 1960	17.4 %	46.5 %	57.9 %
Total	14.9 %	41.8 %	70.7 %
AMOUNT	mean = \$3,171 received in 1982		mean = \$2,110 received in 1982

(1) Includes 16,996 ever divorced and currently separated women

(2) Includes 14,209 ever divorced women

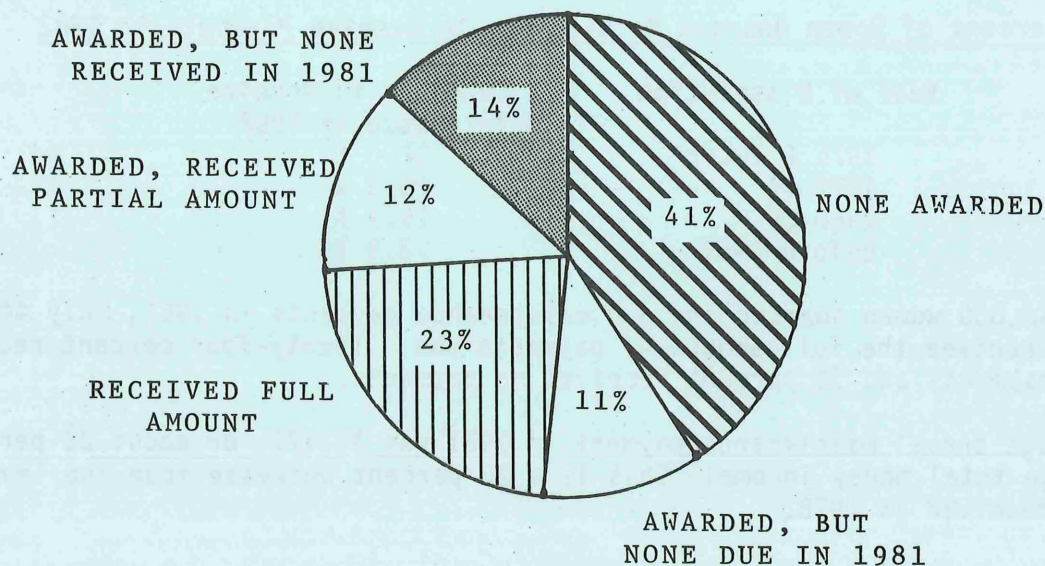
(3) Includes 6,679 ever divorced and currently separated women with children

CHILD SUPPORT

As of spring 1982, there were 8.4 million mothers living with one or more children under 21 years of age without the father present. About half of these women were awarded and were supposed to receive child support payments on behalf of their children in 1981. Of the women awarded and due child support payments only about 47 percent received the full amount awarded.

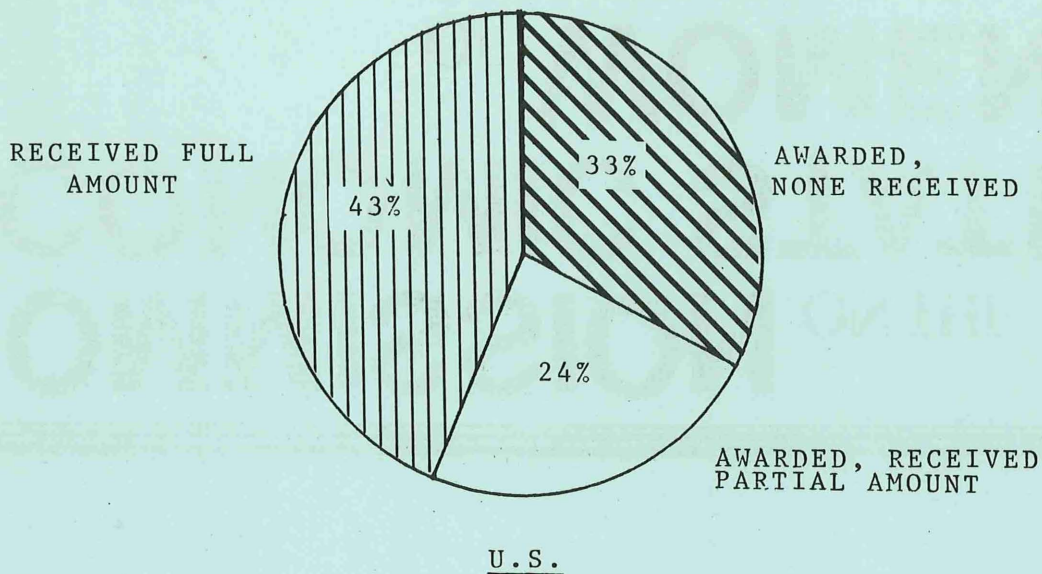
A substantial portion of women with children from an absent father were never awarded support payments for their children. Four in every ten mothers of children with an absent father were totally dependent for the support of their children on sources other than the children's father. Among such mothers below the poverty level, the proportion not awarded child support was even larger, six in ten.

CHILD SUPPORT IN 1981



U.S.

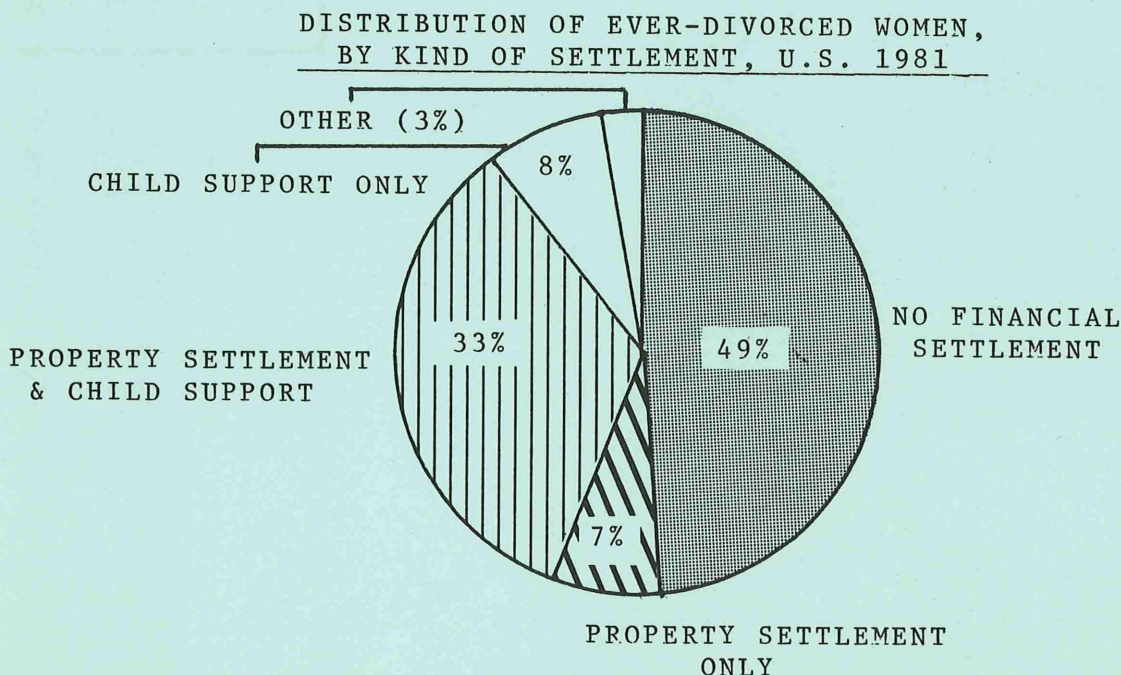
WOMEN DUE MAINTENANCE IN 1981



PROPERTY SETTLEMENTS

Less than one-half of the 14.2 million women who had ever been divorced as of spring 1982 reported that they received some form of property settlement. Of women awarded a property settlement, slightly over 20 percent reported receiving a "one-time" cash settlement as all or part of their award. Of women awarded a property settlement, 21 percent also received some form of support payment (maintenance or child support).

Age, education and race were important factors in determining whether a woman would be more or less likely than average to receive a property settlement. Women more likely than average to have a property settlement were those between the ages of 30 and 39 with four or more years of college. Among women less likely to receive a property settlements were black women, women under the age 30 and women who had not completed high school.



COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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NEWSLETTER #91

JUNE 1985

IN THIS ISSUE

PAY EQUITY IN MINNESOTA, with information on implementation of pay equity for state employees and the current status of pay equity studies among local units of government.

PAY EQUITY

Minnesota is in the forefront of pay equity efforts in the nation. This state was the first to implement pay equity legislation for its employees, and the first to require local governments to undertake pay equity efforts. Minnesota's experience shows that pay equity can be implemented smoothly and at a reasonable cost. This newsletter will examine Minnesota's experience with pay equity to date.

Pay equity is also called "equal pay for work of equal value" or "comparable worth." Pay equity efforts are usually based on the use of a job evaluation system which allows a comparison of jobs with different duties but similar levels of skill, effort, responsibility and working conditions. Although laws requiring equal pay for equal work have helped many women, most women remain in occupations which cannot be directly compared to jobs performed by men. Eighty percent of employed women perform jobs in which their peers are women, such as teaching, nursing, library science, clerical and service work.

MINNESOTA STATE GOVERNMENT

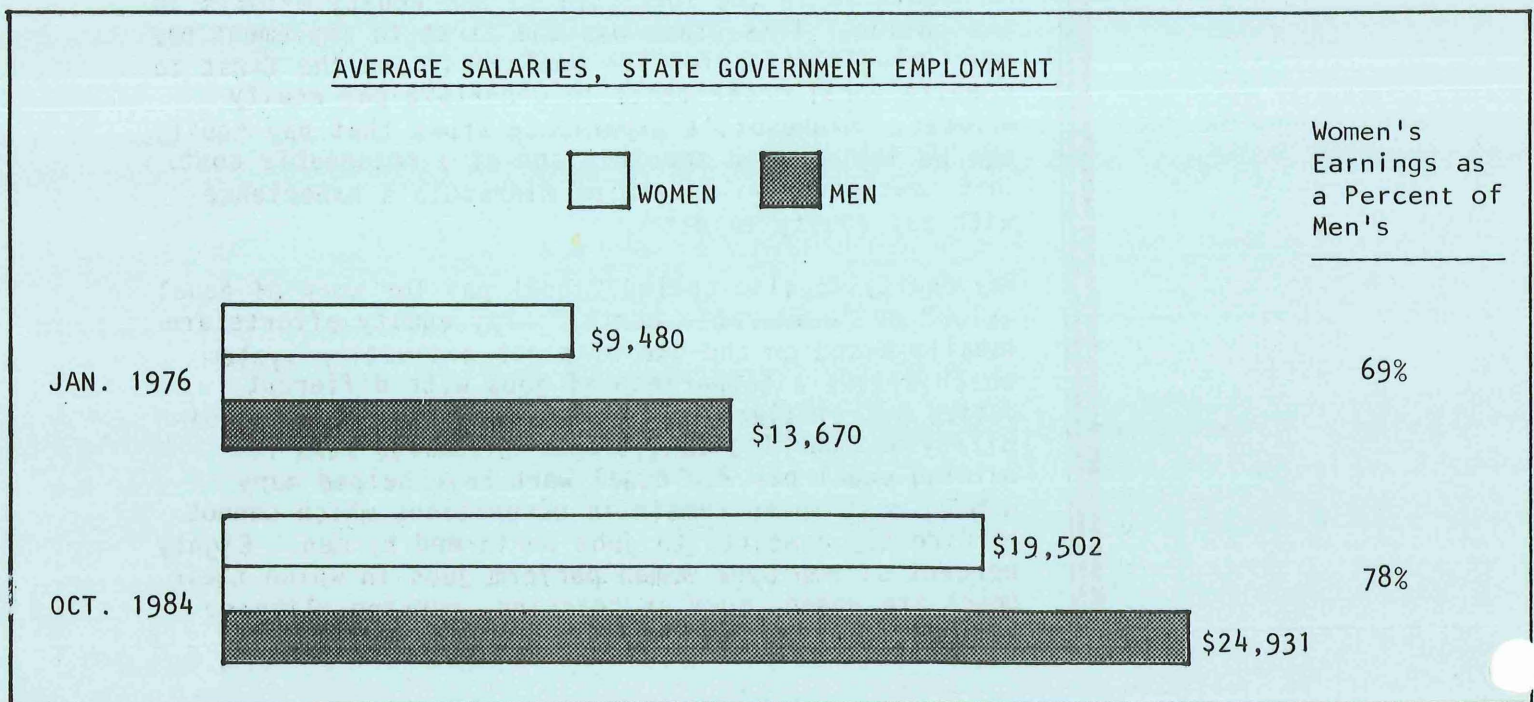
Minnesota state government has about 34,000 full-time employees working in more than 1,800 job classifications. Forty-five percent of these employees are women. State employees are covered by the Public Employees Labor Relations Act, which defines 16 bargaining units based along occupational lines. About 86 percent of the employees in state government are covered by collective bargaining contracts.

Over the past decade, a number of studies have been conducted to determine the status of women employed by the state. An early report of the Council on the Economic Status of Women, Minnesota Women: State Government Employment, noted that women were underrepresented in most of the higher-paid job classes.

In the intervening years, steady improvement has occurred. Women are now 16 percent of managers, up from four percent in 1976. Almost one-third of professional employees are women, a significant increase from 25 percent in 1976. These changes have resulted from the state's affirmative action programs.

Despite these improvements, almost two-thirds of the women who work for the state have clerical or health care jobs. Women represent a majority of employees in four bargaining units: office clerical workers, health care non-professional workers, health care professionals (primarily nurses) and commissioner's plan employees. Over half of female state workers are in just two bargaining units, office/clerical and health care non-professional.

Because of the concentration of women in these generally low-paid jobs, overall salary disparities between male and female employees persist. The chart below shows average salaries for male and female state workers from 1976 to the present.



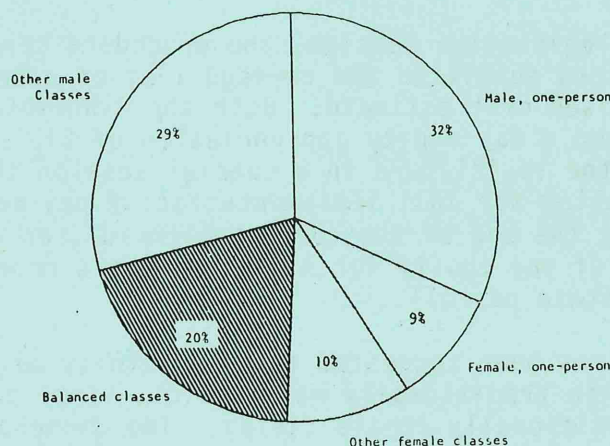
CLASS STRUCTURE OF STATE EMPLOYMENT

State employees are grouped into job classes according to the kind of work they perform. A "class" means one or more positions sufficiently similar in duties and responsibilities that the same descriptive job title may be used for all positions in the class. A class is based on the characteristics of the job, not on the characteristics of the job-holder.

Classes tend to be sex-segregated. Male-dominated classes account for almost two-thirds of all classes. Male-dominated classes outnumber female-dominated classes by 3 to 1. Classes which are segregated by sex outnumber integrated classes by 4 to 1. Although there are 1,830 classes, just 20 classes account for more than one-fourth of all state employees.

Another way to examine job segregation in state employment is to calculate how many current employees would need to change jobs in order to obtain balance in each occupational group. At a conservative estimate, more than 6,000 women would have to change jobs with an equal number of men, together accounting for 40 percent of the entire state workforce.

NUMBER OF JOB CLASSES BY SIZE AND SEX DOMINANCE
October 1984



The Council on the Economic Status of Women established a Pay Equity Task Force in 1981 to study why there was a persistent pattern of salary differences, when the Equal Pay Act required equal pay for equal work. The earnings gap was largely explained by occupational segregation in state employment. In other words, there were relatively few cases where men and women were doing the same ("equal") work.

Task force members then analyzed pay for work of equal value, by comparing pay with points assigned to state jobs under the Hay job evaluation system. Points and pay were compared for male-dominated and female-dominated jobs in state service. For the system as a whole, there is a positive correlation between evaluation points and pay -- that is, jobs with higher point values generally receive higher pay than jobs with lower point values.

However, this analysis also illustrated a consistent pattern of lower pay for female-dominated jobs than for male-dominated jobs -- even when the two jobs are at the same point level. The goal of pay equity is to eliminate the dual wage structure.

STATE EMPLOYEES PAY EQUITY ACT

As a result of the task force report, the Council on the Economic Status of Women recommended proposed legislation enacted in 1982. The new law included a policy and a procedure to provide pay equity for state government employees. The policy statement makes "comparability of the value of the work" the primary consideration in state salary-setting. The law also established a procedure for implementation of pay equity.

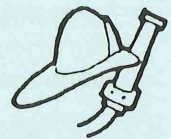
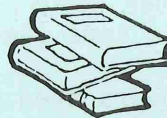
In 1983, the Commissioner of Employee Relations submitted a list of underpaid female-dominated classes and estimated overall implementation costs. The legislature appropriated \$21.7 million for the biennium.

In this first biennium of implementation, 8,225 employees in 151 female-dominated job classes received pay equity increases. About 90 percent of these employees were women, while ten percent were men in female-dominated classes.

The major beneficiaries were (1) clerical workers, all of whom received pay equity increases, and (2) health care employees, about half of whom received pay equity increases. The average amount of increase for pay equity was \$1,600 per year. No state employee had wages cut as a result of pay equity, and there were no employee layoffs.

In the 1985 legislative session, the procedure continued. The Department of Employee Relations submitted the revised list of underpaid female-dominated classes and a revised cost estimate. Both the Minnesota House and Senate have tentatively approved a pay equity appropriation of \$13 million. Final action will be taken by the legislature in a special session this month. If approved, this amount will allow for full implementation of pay equity for Minnesota state employees by the end of the current biennium, or June 30, 1987. The cost of implementation of pay equity for state employees represents four percent of the total annual state payroll.

It has sometimes been suggested that pay equity might discourage women from seeking jobs in traditionally male fields, since pay equity leads to higher pay for traditionally female fields. The Minnesota experience shows that this fear is unfounded. During the period the state has been implementing pay equity, the numbers of women working for the state have increased by 6 percent. In the same period, the numbers of women in non-traditional jobs has increased by 19 percent.



MINNESOTA LOCAL GOVERNMENTS

There are an estimated 163,000 employees of the 1,600 local governments in Minnesota, primarily cities, counties and school districts. About half of the employees in local government jurisdictions are women.

Women's representation varies widely by jurisdiction. In the state's 855 cities, women represent only about one-fifth of employees. About half of Minnesota's 87 counties' employees are women. There are 435 school districts in Minnesota, and about 60 percent of school district employees are women.

In 1984, the Minnesota Legislature passed a bill requiring local governments to undertake pay equity activities. Like the state employees pay equity law, the local government law includes a basic policy statement as well as a procedure for implementation.

The law requires each local government jurisdiction to use a job evaluation system to determine comparable work value. Local governments must meet and confer with employee representatives on the development or selection of a job evaluation system. Jurisdictions may design their own system, hire a consultant and use the consultant's system or borrow a system used by some other public employer in the state. Local governments must submit a pay equity report to the Department of Employee Relations by October 1, 1985.

The law provides local governments with limited legal protections while the process of implementing pay equity is underway. The results of the job evaluation may not be used as evidence in state courts or in administrative actions before the state Human Rights Department. This protection expires on August 1, 1987.

CURRENT STATUS

As of June 1 the department of employee relations has received 82 reports from local governments in the state. In several local governments, pay equity has already been implemented. Many additional jurisdictions are already in the process of conducting pay equity studies:

- * Representatives from more than 300 jurisdictions have participated in or enrolled in training conducted by the Department of Employee Relations, including representatives from counties, cities, school districts and other local government jurisdictions.
- * Over 100 cities have begun a joint study conducted by Control Data Business Advisers.
- * More than 30 cities have obtained copies of the job evaluation system used by the City of Princeton, which has successfully implemented pay equity.
- * More than 40 counties have begun pay equity studies using the state job match system or consultant systems.
- * Almost 400 school districts have received training in the Arthur Young method of evaluating jobs.

The department estimates that costs for most local governments will be very similar to costs at the state level, ranging from one percent to four percent of total payroll:

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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NEWSLETTER #92

JULY 1985

IN THIS ISSUE

LEGISLATION 1985, summarizing action on Commission-endorsed legislative proposals during the 1985 legislative session.

ANNOUNCEMENTS

COMMISSION ISSUES NEW REPORT

PAY EQUITY: THE MINNESOTA EXPERIENCE, the Commission's newest report is now available from the Commission office. This report contains information on pay equity in the United States, the history of pay equity in Minnesota, pay equity for Minnesota state government employees and Minnesota local government employees. The report is free and can be ordered by writing or calling the commission office.

COMMISSION TO HOLD HEARINGS

The Commission will hold a public hearing in Duluth in mid-August. When hearings are held away from the Capitol, participants are welcome to address any topic related to the economic status of women.

The Commission will hold a public hearing on Women and Economic Development September 19, 1985. This hearing will be held in conjunction with the Women's Trade Fair.

For more information on either hearing contact the Commission Office. All meeting and hearings of the Commission are open to the public.

COMMISSION ENDORSED LEGISLATION WHICH PASSED

The following proposals endorsed by the Commission on the Economic Status of Women became law during the 1985 Minnesota legislative session.

Commission on the Economic Status of Women:

The legislature approved funds for the Commission for the 1985-87 biennium. The biennial budget contains a three percent increase for inflation in each year of the budget and a small increase in complement that allows a staff position to become full-time. (Special Session Chapter 13)

Battered Women's Programs:

Funding to the Department of Corrections for battered women's programs was increased this session to \$5.1 million for the biennium. This appropriation provides continued support for the 17 battered women's shelters in Minnesota, and will allow for the development of additional non-shelter services and intervention programs which operate in conjunction with local police departments. (Special Session Chapter 9)

Displaced Homemaker Programs:

The legislature provided continued support for the state's ten displaced homemaker programs. Funds for the displaced homemaker programs come from the marriage license fee. This fee was increased this session to provide additional support for these programs. Funds collected from the marriage fee will be distributed to the displaced homemaker programs by the new Department of Jobs and Training (formerly the Department of Economic Security) based on a formula being developed by the Department. (Special Session Chapter 9)

Family Planning:

The Legislature renewed the Family Planning Special Project funds with an increase for inflation. \$2.1 million was appropriated for the biennium. (Special Session Chapter 9)

Pay Equity:

Appropriates \$14 million to complete implementation of pay equity for state employees. (Special Session Chapter 13)

The legislature made no changes in the local government pay equity law.

Sexual Assault Programs:

Provides \$1.2 million to the Department of Corrections for the Sexual Assault Services Program. This program provides training, develops materials and provides state coordination, administration and grants to local communities for sexual assault programs. (Special Session Chapter 9)

Women Offenders:

Funding to the Department of Corrections for women offenders was increased and will provide six additional staff at the Minnesota Correctional Facility at Shakopee in 1986 and 20 additional staff in 1987. The Northwest Regional Correctional Center was also given funds to expand their programming for women. (Special Session Chapter 9)

Affirmative Action:

Strengthens the state's affirmative action laws. Requires a report to the Governor and the legislature evaluating the affirmative action progress of state agencies. The new law also requires the Department of Employee Relations to study methods to improve the performance of agencies not in compliance with affirmative action. Requires every state agency with more than 1,000 employees to have a full-time affirmative action officer. (Special Session Chapter 13)

Child Care:

Funding for child care was increased by the 1985 legislature, \$10.1 million was appropriated for the biennium. The sliding fee program which provides a subsidy for child care costs of low income parents will be administered by the new Department of Jobs and Training. The sliding fee program will now be available statewide to eligible families. Funds are available to parents who need child care to find or keep employment or to obtain the training or education necessary to find employment.

Funds in the Aid to Families with Dependent Children (AFDC) special needs program have been earmarked for employment related child care.

The State continues to provide the refundable child care tax credit to Minnesota taxpayers with incomes below \$24,000. (Special Session Chapters 9 and 14)

Extended Medical Assistance Coverage:

Extends medical assistance coverage for an additional three months (now for a total of twelve months) to AFDC households that have been terminated from AFDC due to the loss of the \$30 and one third work incentive disregard. (Chapter 252)

Child Support:

Child Support enforcement efforts were strengthened by conforming the state's child support enforcement laws to the new federal legislation. The first \$50 of child support collected for a public assistance recipient must now be paid to the recipient within 15 days of its collection. The fee that may be charged to a non-public assistance recipient who uses the county collection services is limited to five dollars. Income withholding is now required when child support is 30 day overdue. (Chapter 131)

Maintenance Awards:

Clarifies the legislature's intent that a court award permanent maintenance when a spouse's earning capacity has been permanently diminished because employment was subordinated to homemaking and/or child rearing. The new law requires the court to award permanent maintenance when there is uncertainty and leave the order open for later modification. (Chapter 266)

Equity in Education:

Provides that community education programs dealing with early childhood and family life education be reviewed to insure that materials are not racially, culturally or sexually biased. These programs must also encourage parents to become aware of sex stereotyping practices which affect the equitable development of children.

Requires that the evaluation of technology demonstration sites must include an analysis of the extent of equal participation of girls and boys in courses and other training opportunities. Requires the collection of data on enrollment, participation and equipment usage in these programs. (Special Session Chapter 12)

Part-Time Students:

Continues the Part-Time Grant Program for students of post-secondary institutions. After July 1, 1986 the Part-Time Grant program will be expanded to include students who attend school less than half-time. (Special Session Chapter 11)

University of Minnesota Women's Athletics:

Provides \$5.7 million for the biennium for women's intercollegiate athletics at the University of Minnesota to ensure equal access to athletics for women students. (Special Session Chapter 11)

OTHER LEGISLATION RELATED TO THE ECONOMIC STATUS OF WOMEN

The following legislation related to the economic status of women became law during 1985 Minnesota legislative session.

Inheritance:

Changes the probate laws to provide that when there is no will the surviving spouse receives the first \$70,000 of an estate and the balance is shared with the children. Also provides for the portion of the estate which can be claimed by a surviving spouse who is omitted from a will. (Chapter 250)

Domestic Abuse:

Increases penalties for a second domestic assault within five years of a conviction for the first. Makes it a gross misdemeanor to trespass on the grounds of a shelter facility. (Chapter 159)

Makes some changes in the Domestic Abuse Act, including: requiring the courts to give primary consideration to the safety of the victim and children when awarding temporary custody and visitation rights in an Order for Protection; provides that an order may prohibit either party from concealing or disposing of property, allows for the extension of an Order for Protection beyond one year when the court determines that a longer period is appropriate. (Chapter 195)

Job Training:

Places the administration of all work and training programs for AFDC recipients under the new Department of Jobs and Training. Provides that AFDC special needs funds may be used for child care, transportation, tuition and other items associated with education or seeking employment. Provides for the establishment of a grant diversion program which subsidizes the wages of employed AFDC recipients and requires the establishment of a supported work program for long term AFDC recipients. Adds AFDC recipients to the priority category for placement in subsidized jobs.

Directs the Commissioner of Human Services to seek waivers from federal regulations so that AFDC recipients may remain eligible for AFDC while establishing a business. (Special Session Chapter 14)

COMMISSION LEGISLATION WHICH WAS NOT PASSED

The following Commission-endorsed proposals did not pass during the 1985 legislative session.

Child Care Resource and Referral:

Provides matching funds to encourage community support for public and private non-profit child care resource and referral programs. No hearing were held. H.F. 1068. S.F. 1196.

Child Care Licensing:

Eliminates some of the exclusions for child care programs from child care licensing requirements. Passed the Senate. No hearings were held in the House. H.F. 1207. S.F. 682.

Set-Aside Program for Small Business:

Establishes a centralized certification program for SED vendors to eliminate the need for SED vendors to be certified by more than one department. No hearings were held. House H.F. 868 and H.F. 1267. One bill was introduced in the Senate, S.F. 955 which is the companion to H.F. 868.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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NEWSLETTER 923

AUGUST 1985

IN THIS ISSUE

MINNESOTA A COMPARISON OF DEMOGRAPHIC DATA FROM 1960, 1970 & 1980, with information on educational attainment, marital status, family households and labor force participation.

ANNOUNCEMENTS

COMMISSION TO HOLD HEARING

The Commission will hold a public hearing on Women and Economic Development, September 19, 1985, at 1:00 p.m., at the Minneapolis Auditorium, Room 205A. The hearing will be held in conjunction with the Women's Trade Fair.

For information on the hearing contact the Commission office. All meetings and hearings of the Commission are open to the public.

COMMISSION OPEN HOUSE

Please join us for an open house on Wednesday, September 11, from 9 to 11 a.m. in our new office, Room 85, State Office Building.

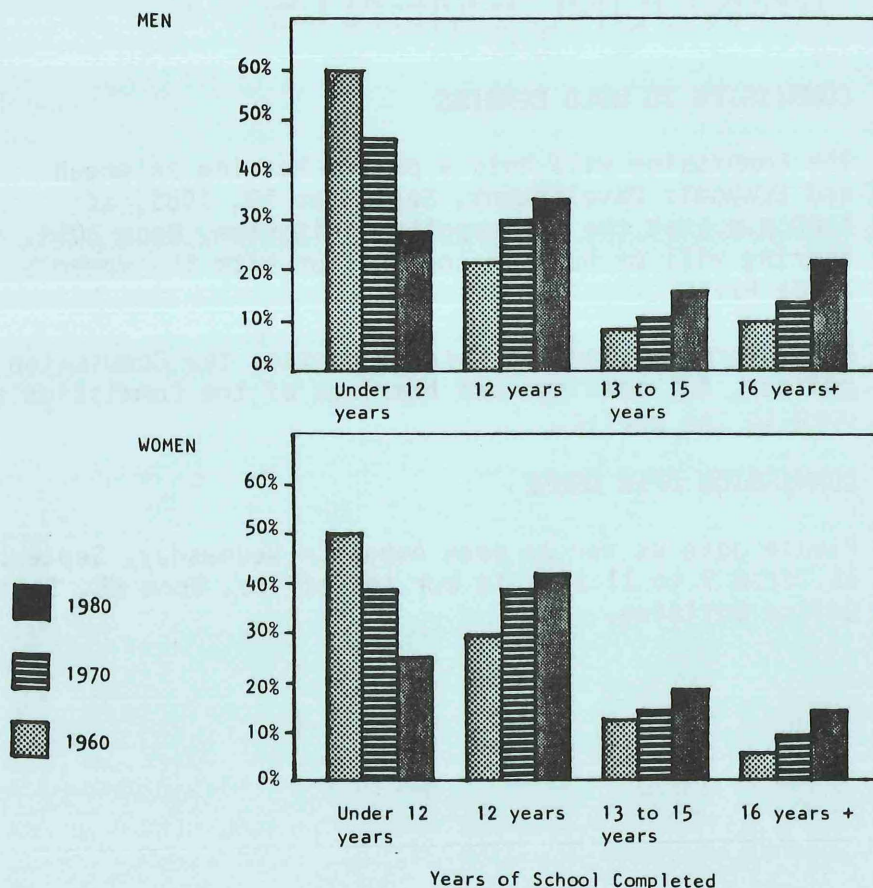
EDUCATIONAL ATTAINMENT

More than one million Minnesotans, over one-fourth of the state's total population, are enrolled in school. It is easy to forget that this has not always been so, and that education was for older generations a luxury and a privilege. Increased enrollments and rising educational expectations have lead to dramatic changes in a relatively short period of time. In 1960, only 44 percent of persons 25 years and over had completed high school compared with 73 percent by 1980. The proportion of persons with a college degree more than doubled in the same period, from 8 percent in 1960 to 17 percent in 1980.

Increases in the level of educational attainment of women are particularly striking when comparing women 65 and older with their daughters and granddaughters. While only four in ten of the older women are high school graduates, more than nine in ten women 25 to 44 have this much education. Twenty-one percent of the younger women have had four or more years of post-secondary education, compared with only seven percent of the older women.

Despite these changes among younger persons, differences remain in educational attainment between adult women and men. In 1980, most Minnesotans were high school graduates, but fewer women than men were college graduates nearly one in five men compared with one in seven women had a college degree.

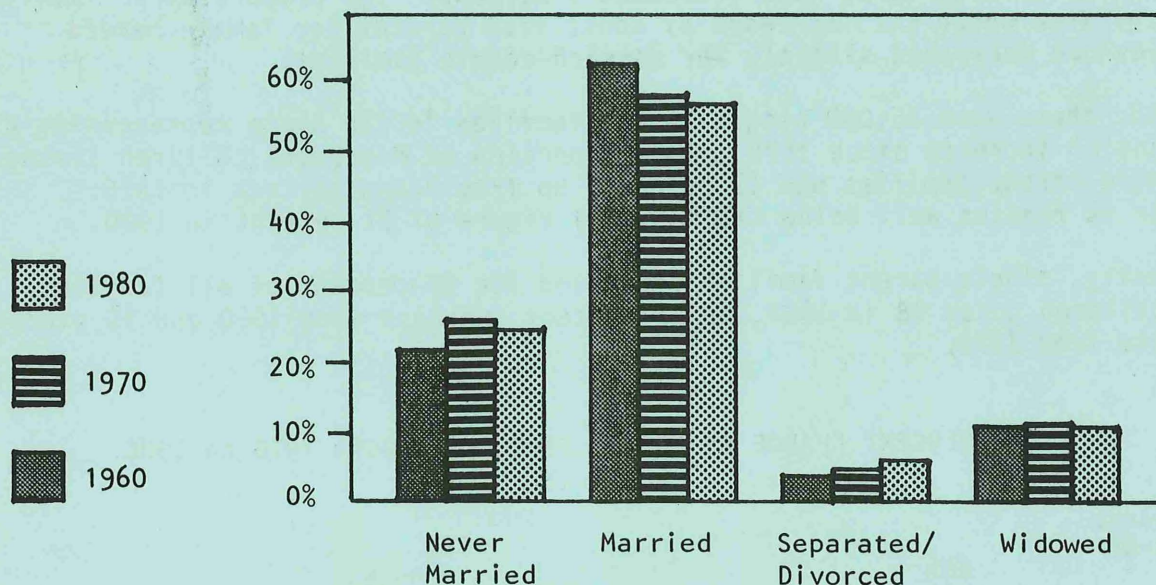
EDUCATIONAL ATTAINMENT IN MINNESOTA, 1960 to 1980



MARITAL STATUS

Throughout this century there have been variations in the proportions of women who are never married or married, while the proportions of those widowed and divorced have shown steady increases. In the period from 1940 to 1960, there was an increase in the percentage of women who were married and a corresponding decrease in the percentage who were single. In contrast to that era, current patterns are more like those at the turn of the century. In 1900, 59 percent of Minnesota women were married compared with 57 percent in 1980. The proportion of women who have never married decreased from 33 percent to 25 percent during this time. The proportion of women who are widowed has grown gradually over this 80 year period, reflecting both the decrease in singleness and women's increased life expectancy.

MARITAL STATUS OF MINNESOTA WOMEN BY YEAR, PERCENT DISTRIBUTION



In both 1970 and 1980, a substantial majority of women 15 and over were married and living with their husbands. In both years, about one-fourth of women had never been married. There was a slight increase in the number of women who are divorced, separated or widowed during this time.

Although overall marital status patterns are fairly stable, there have been significant changes in the ages at which people marry and in marriage and divorce rates. Between 1970 and 1980 the proportion of women age 20 to 24 who had never married increased from 41 percent to 54 percent of that age group. The median age at marriage increased from 21.4 to 23.3 for women and from 23.5 to 25.1 for men. Sixty-four percent of marriages in 1980 occurred before the women was age 25, down from 80 percent in 1970.

The median age of divorce also increased over the decade, from 32.5 to 34.0 for men and from 29.3 to 31.5 for women. Half of divorces occur before the wife is age 30, and more than two-thirds of divorces occur before the wife is age 35.

FAMILY HOUSEHOLDS

In 1980, 84 percent of families in Minnesota were maintained jointly by a husband and wife, making that the predominate family form. Another 13 percent of families were headed by women, while three percent were headed by men.

The proportion of married-couple families has decreased in the last ten years, while the proportion of female-headed families has grown. In 1970, 90 percent of families were maintained by married couples while eight percent were maintained by women alone.

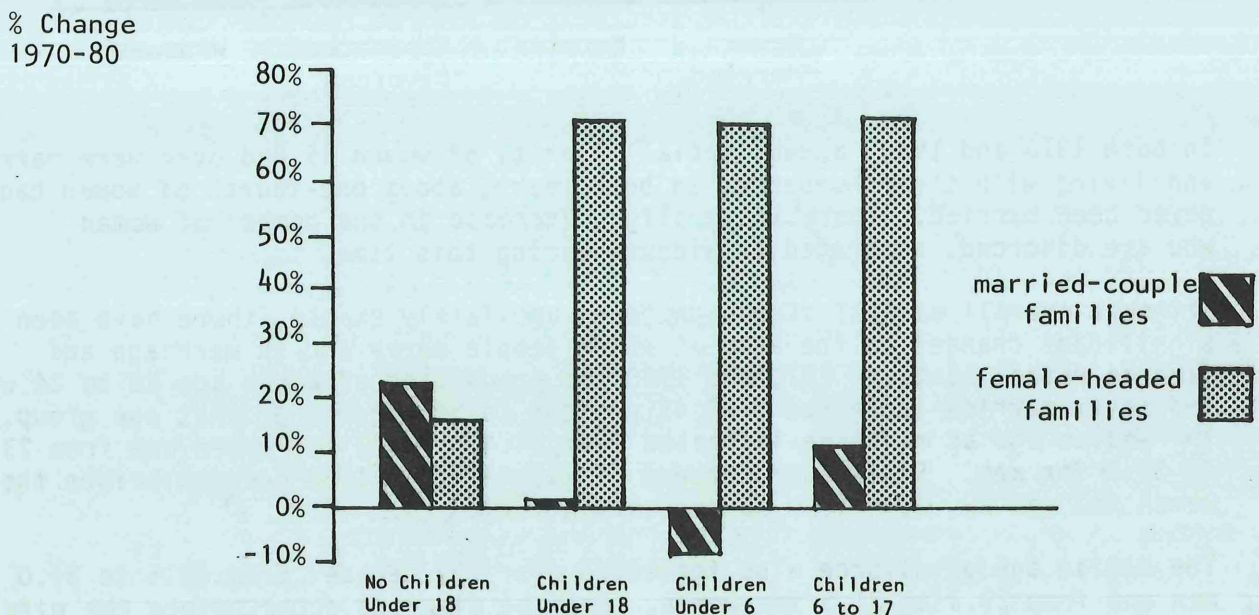
The decade of the seventies has witnessed a substantial growth in the number of families headed by women, although such families increased at a greater rate nationally than they did in Minnesota.

Among all families headed by women, the proportion with children under 18 living at home increased from 52 percent of such families in 1970 to 62 percent in 1980. During that same period the proportion of husband-wife families who had dependent children at home decreased 5 percent. The proportion of families with children under six increased by about five percent for female-headed families and decreased slightly for married-couple families.

In 1980, there were 76,000 single-parent families in the state representing a substantial increase since 1970. The proportion of Minnesota children living in single-parent families was 12 percent, up from seven percent in 1970. However it remains well below the national figure of 21 percent in 1980.

Nationally, single-parent families accounted for 26 percent of all families with children under 18 in 1984, an 15 percent increase from 1980 and 50 percent increase from 1970.

PERCENT CHANGE BY FAMILY TYPE, MINNESOTA 1970 to 1980

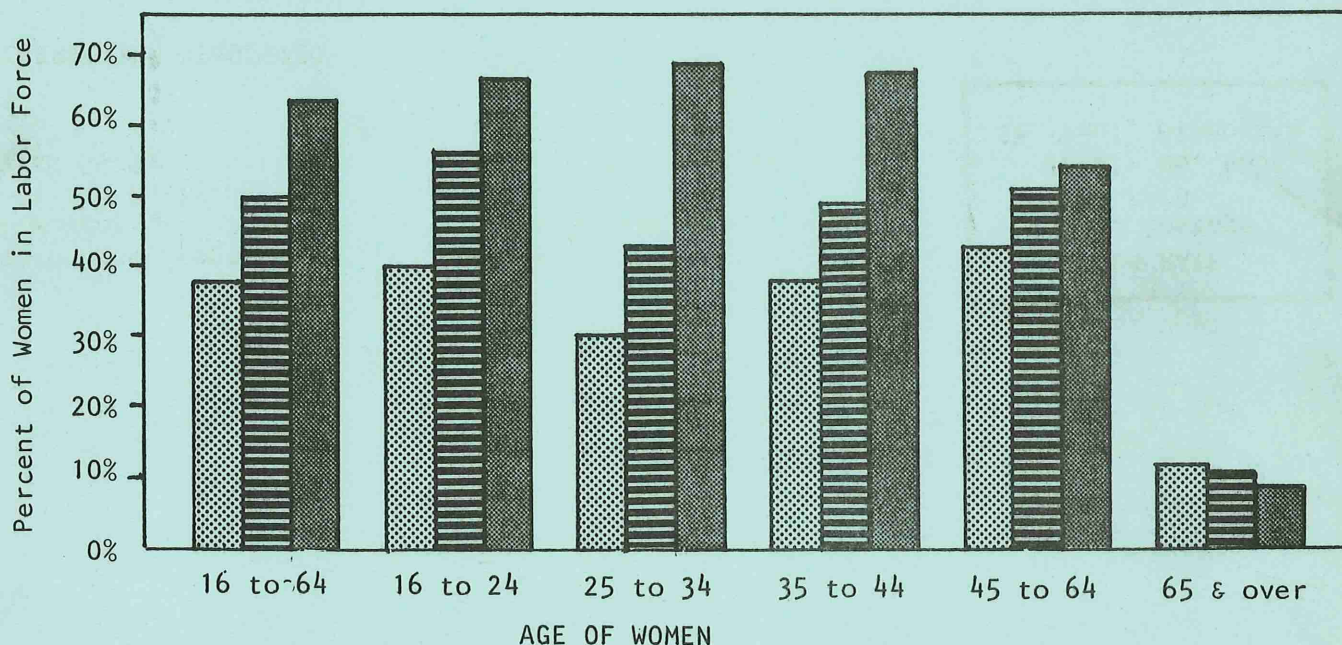


LABOR FORCE PARTICIPATION

In the decade of the seventies women continued the rapid influx into the labor force which began in the early sixties. More than three-quarters of a million Minnesotans who were employed or actively seeking employment in 1980 were women, representing 43 percent of the state's labor force. In 1960, women were 32 percent of the state's labor force and in 1970 women made up 38 percent of the state's labor force.

Overall, 64 percent of women of usual working age, 16 to 64, are now in the labor force. This represents a dramatic increase from 50 percent in 1970 and 38 percent in 1960. By contrast, the labor force participation rate for men in the same group has remained unchanged at 86 percent in each of those three years.

LABOR FORCE PARTICIPATION RATES OF MINNESOTA WOMEN, BY AGE AND YEAR



While women of all age groups under 65 have shown an increase in labor force participation, what is most striking is the number of women 25 to 34 who work outside the home. The percentage of women in this age group who were in the labor force more than doubled between 1960 and 1980 -- a remarkable increase because the majority of these women are married and have children at home, factors that have traditionally tended to keep women out of the labor force. The 69 percent participation rate of this group in 1980 exceeded the rate of any other age group of women.

Labor force rates have increased for women regardless of marital and parental status. In 1970, only 41 percent of married women age 16 and over were in the work force. By 1980, this had increased to 54 percent. The rate for unmarried women rose from 48 percent in 1970 to 55 percent in 1980.

Rates for women with children are consistently higher than those for women without children, in part because those with children are generally younger. For all women with children, the labor force rates increased from 41 percent to 60 percent in the last decade. Overall half of mothers of preschoolers and two-thirds of mothers with school-age children are now in the labor force.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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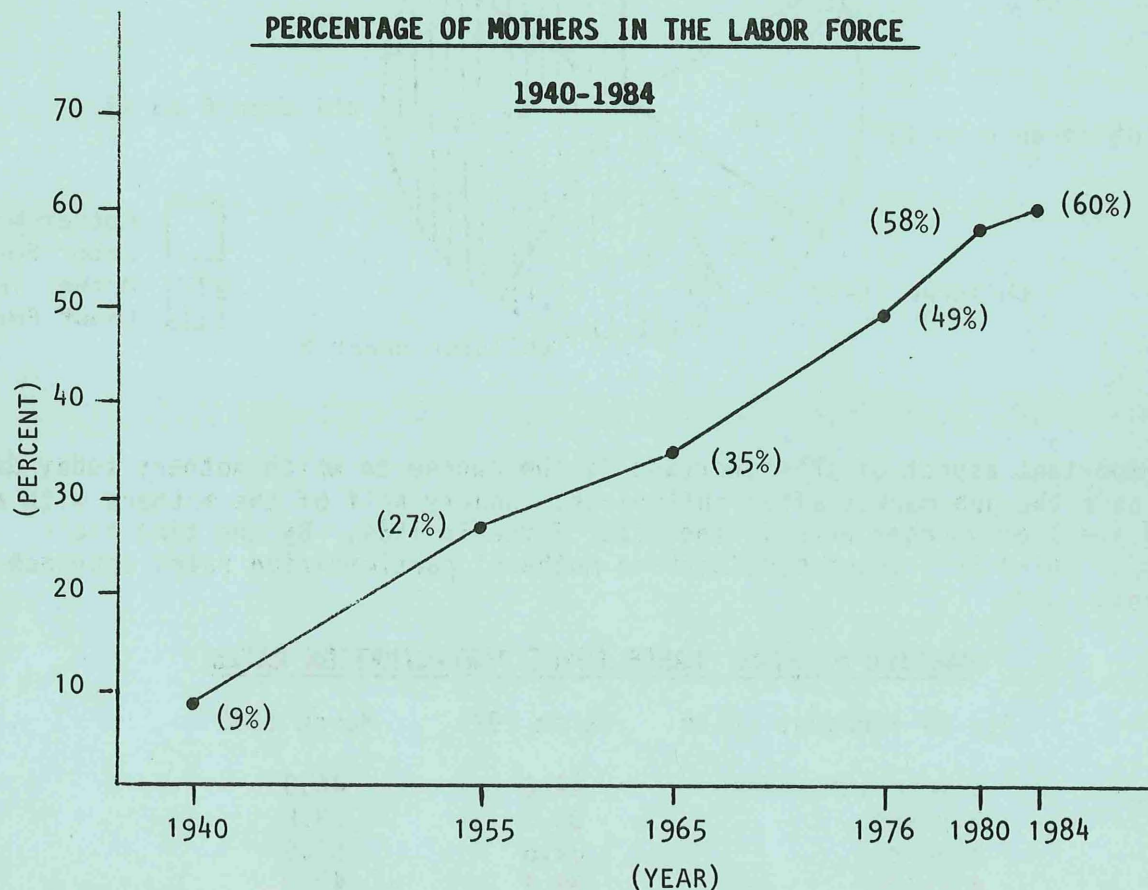
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NEWSLETTER #94

SEPTEMBER 1985

IN THIS ISSUE

EMPLOYED MOTHERS AND THEIR CHILDREN, with national data from 1984 on the number of mothers in the labor force, characteristics of their labor force participation, their children and employer provided child care benefits.



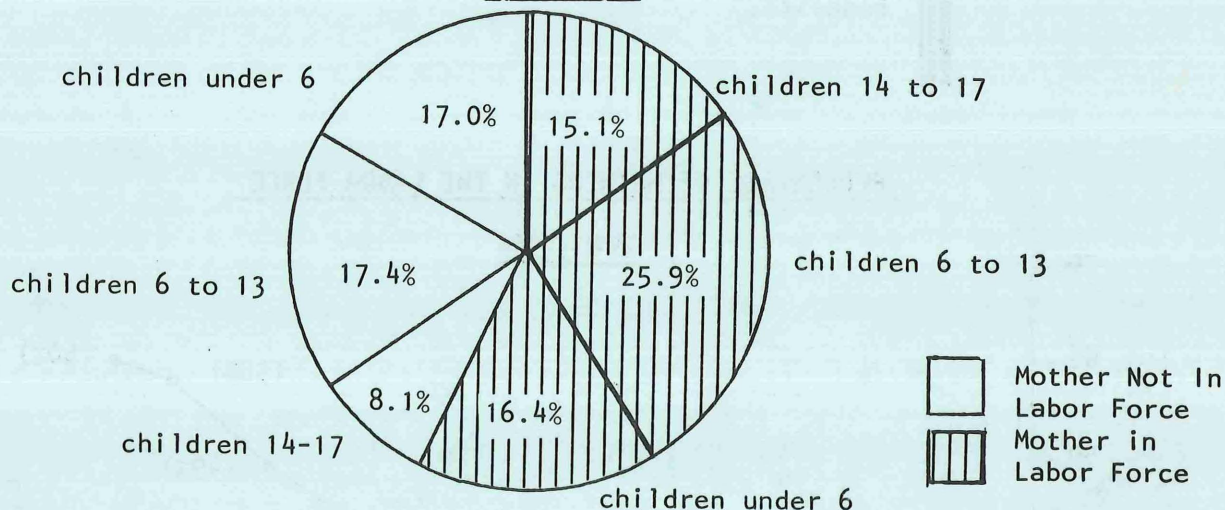
MOTHERS IN THE LABOR FORCE

One of the most striking demographic changes that has taken place in the post-World War II era has been the increase in labor force participation of women with children under 18 years of age. Since the period immediately preceding World War II, the number of women workers has more than doubled but the number of employed mothers has increased more than tenfold. This newsletter contains national data on employed mothers and their children.

In the United States in 1984, 60 percent mothers with children under 18 were in the labor force, compared with 49 percent in 1976, 35 percent in 1965, 27 percent in 1955 and only 9 percent in 1940. Although the labor force participation rates of all women have increased markedly in the postwar era, the growth among mothers has been substantially larger, so that by 1976 their labor force participation rate actually surpassed that for all women.

As of March 1984 there were a record 19.5 million employed mothers. Since 1970 the rise in mothers' labor force participation has been phenomenal -- about 20 percentage points. The increase was about the same for mothers of preschoolers as it was for mothers of school age children. Most of the gain was among married mothers, whose participation rate rose from 40 percent in 1970 to 59 percent in 1984. The rate for other mothers advanced, but at a much slower pace.

LABOR FORCE PARTICIPATION OF MOTHERS BY AGE OF CHILDREN U.S., 1984



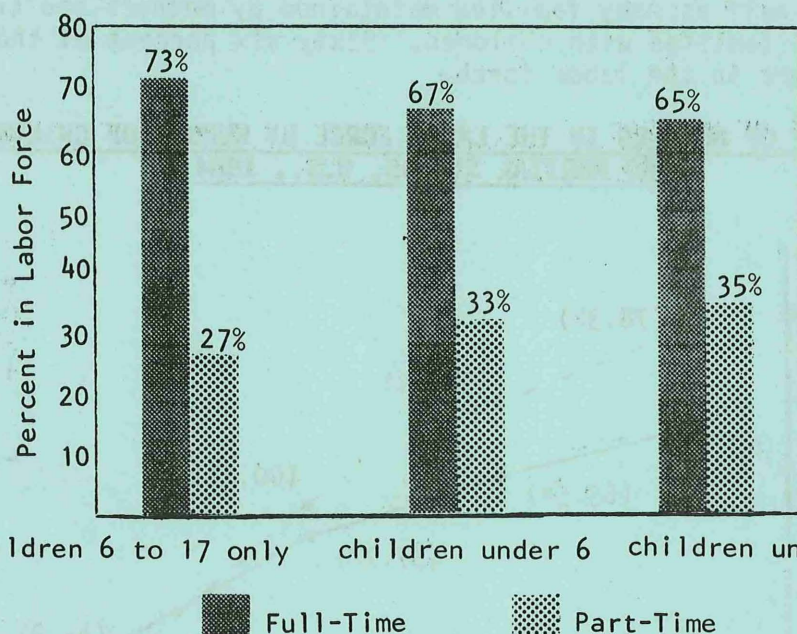
One important aspect of this increase is the degree to which mothers today do not leave the job market after childbirth. Nearly half of the mothers with a child age 1 or younger were in the labor force in 1984. By the time their youngest child is 3 years old, married mothers' participation rates approach 60 percent.

MARRIED MOTHERS' LABOR FORCE PARTICIPATION RATES

Age Of Youngest Child	March 1970	March 1984
1 year and under	24.0	46.8
2 years	30.5	53.5
3 years	34.5	57.6
4 years	39.4	59.2
5 years	36.9	57.0

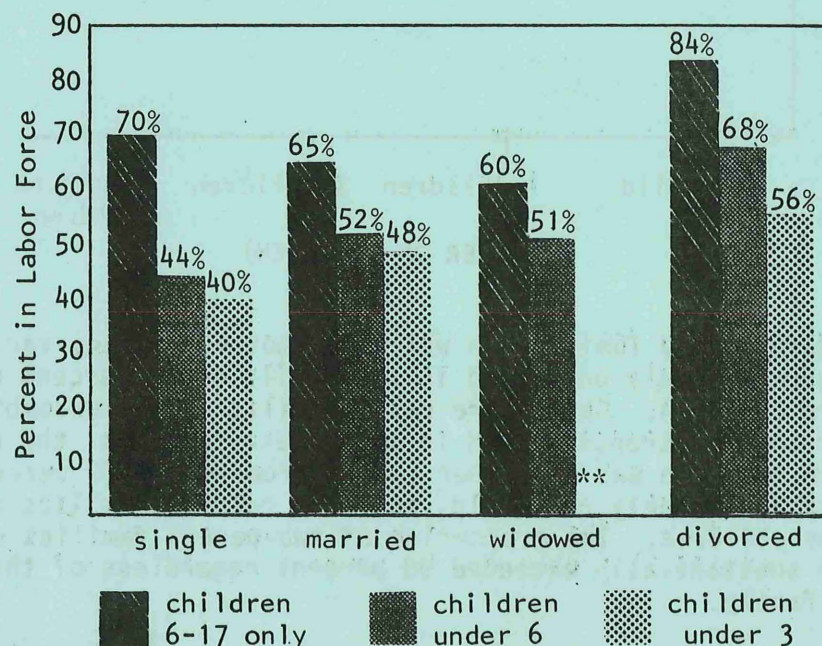
Most employed mothers -- 71 percent in March 1984 -- work full-time. Even when the youngest child is under 3, about 65 percent of employed mothers work full-time. Divorced mothers are the most likely to work full-time, partly because relatively few have preschoolers.

**FULL-TIME/PART-TIME STATUS OF MOTHERS IN THE LABOR FORCE
BY AGE OF THEIR CHILDREN, U.S., 1984**



More than 32 million children, about 56 percent of the nation's 58 million children, had mothers in the labor force in March 1984. In 1970, the proportion was 39 percent. The vast majority of these children were under 14 years (9.3 million of these children were under 6 and 14.7 million were 6 to 13), age groups requiring all-day care, after-school care or a combination of both.

**PERCENT OF MOTHERS IN THE LABOR FORCE BY MARITAL STATUS
U.S., 1984**

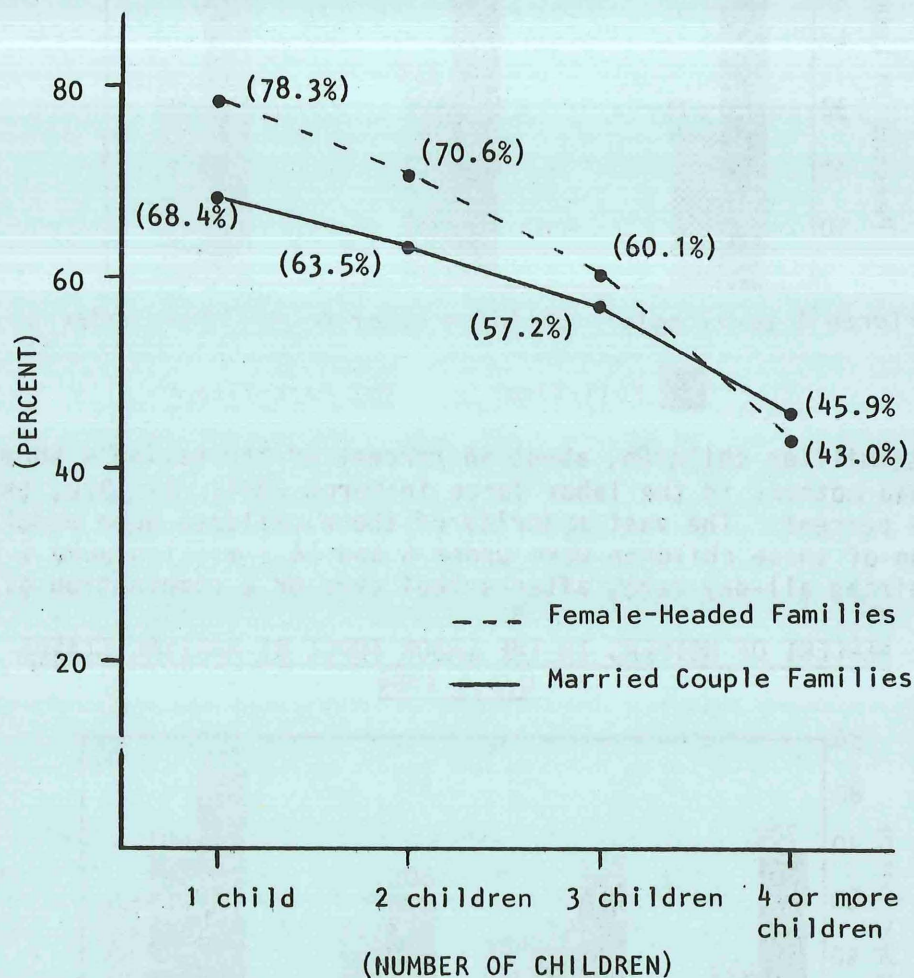


** insufficient data base

Of the 24.4 million married-couple families with children under age 18, 61 percent were families where both parents were employed. In about forty percent of these families, both parents worked full-time for 40 weeks or more.

In 1984 there were a record 6.2 million families with children maintained by mothers, accounting for 20 percent of all families with children. In 1975, there were about half as many families maintained by mothers and they accounted for 14 percent of families with children. Sixty-six percent of the mothers in these families were in the labor force.

**PERCENT OF MOTHERS IN THE LABOR FORCE BY NUMBER OF CHILDREN
AND MARITAL STATUS, U.S., 1984**



The ratio of female-headed families in which the mother worked, varied from 78 percent where there was only one child in the family to 43 percent where there were four or more children. Child care responsibilities are undoubtedly a prime reason for the difference. Even in two-parent families, the proportion of families where the wife was an earner ranged from nearly 70 percent in families where there was only one child, to below half in families where there were four or more children. The proportion of two-parent families with at least one earner substantially exceeded 90 percent regardless of the number of children in the family.

EMPLOYER SUPPORTED CHILD CARE

The dramatic growth in the number of working mothers over the past twenty years, and in particular the increase in the number of working mothers with young children has resulted in a dramatic increase in the need for child care. In an attempt to meet the increasing needs of employees for child care services there has been tremendous growth in the number of businesses providing child care for their employees and in the methods they are using to provide child care services. Corporate child care benefits include: on-site child care centers, vouchers for part or all of the cost of child care, employer purchased child care slots at community child care centers and family day care homes, child care information and referral service for employees and parent education programs.

It is difficult to know the exact number of companies providing child care benefits. A 1985 national survey by The Conference Board, a business research organization, found a total of 1,850 medium or large companies providing some type of child care benefits.

CORPORATIONS PROVIDING CHILD CARE BENEFITS, U.S. 1985

Providing On-Site Day Care	550
120 Corporations	
400 Hospitals	
30 Public Agencies	
Family Day Care Support	30
School Age Day Care	50
Sick Child Care	20
Information & Referral	300
Financial Assistance	825
25 Vouchers for child care	
300 Discounts at Community	
Child care Centers	
500 Child Care as Part of a	
flexible benefits package	
or a salary reduction program	
	<u>1,850</u>

In addition to these 1,850 companies, an estimated 500 to 1,000 companies provide grants or other types of financial assistance to child care centers and another 500 to 1,000 companies have provided parent education seminars.

Nationally, child care services for employees are generally provided by large corporations. Banks, insurance companies, hospitals and high tech corporations are the industries most likely to have day care benefits or services. Traditional heavy industries are the least likely to provide child care services.

This is a dramatic increase in the number of companies providing child care programs. A 1982 survey by Burud, Aschbachert and McCroskey noted a 395 percent growth from 1978 to 1982 in the number of companies with child care programs. In 1978 their survey found 105 companies providing child care benefits, by 1982 this number had risen to 415.

In Minnesota it is estimated that 200 companies have some type of day care program or benefits for their employees. Fifteen companies in Minnesota operate day care centers, and additional 85 have some sort of financial assistance for day care, primarily flexible benefits programs, child care information and referral services, or sick child care. An additional 100 companies provide parent education programs.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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NEWSLETTER #95

OCTOBER 1985

IN THIS ISSUE

THE EARNINGS GAP, With information on the earnings gap over time and earnings differentials by occupation.

ANNOUNCEMENTS

COMMISSION TO HOLD HEARING

The Commission will hold a public hearing in Morris, October 30, 1985 at 7:00 p.m. The hearing will be in the Behmler Conference Room, Administration Building, University of Minnesota, Morris campus. When hearings are held away from the Capitol, participants are welcome to address any topic related to the economic status of women.

For more information on the hearing contact the Commission Office. All meetings and hearings of the Commission are open to the public.

THE EARNINGS GAP

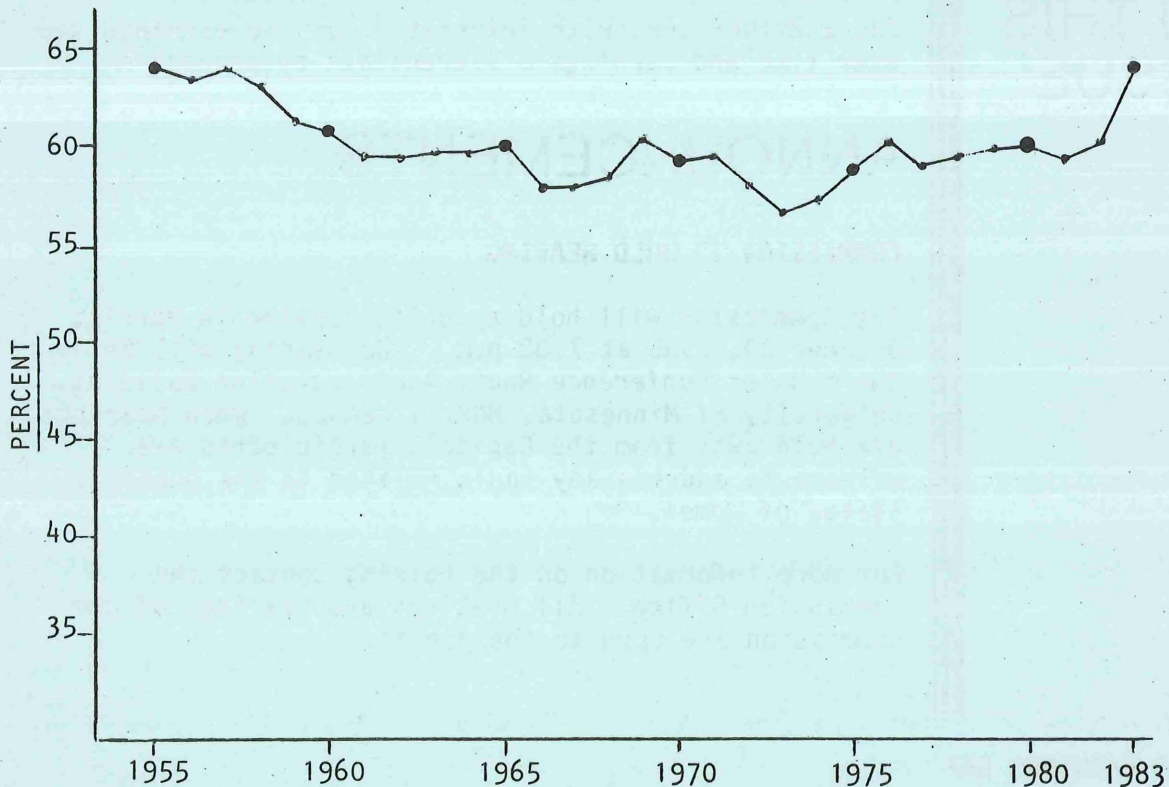
Research has been conducted to explore why the earnings difference persists even while the educational gap between women and men is getting smaller and more women than ever are employed full-time year-round. A fairly consistent finding from many studies is that the estimated female wage gap is reduced -- but not eliminated -- as more economic and demographic factors are introduced into the analysis. Studies have been able to account for from 15 to 50 percent of the gap. The unexplained portion of the earnings gap is attributed to unmeasured factors such as discrimination, personal attitudes and quality of education. Every approach to analyzing differences in the earnings of men and women agrees on the same basic fact, earnings of women are generally lower than earnings of men. This newsletter will examine national data on the earnings differential between women and men who are employed full-time year-round.

THE EARNINGS GAP

Earnings are the most important source of income for both women and men. Since women are less likely to be employed, and less likely to be employed full-time, their earnings are lower than men. But even when controlling for these and other factors the "earnings gap" remains.

The magnitude and persistence of the earnings gap between women and men is a familiar and important issue among working women for several reasons. First, most women work because of economic need. Nationally in 1984, nearly two-thirds of women in the civilian labor force were either single (26 percent), divorced or separated (15 percent), widowed (5 percent) or had husbands whose 1983 incomes were less than \$15,000 (19 percent). Second, there has been a dramatic increase in the number and kinds of jobs women hold. In 1983, women accounted for nearly 44 percent of all persons in the civilian labor force. And third, women are spending more years in the labor force. In 1979, the average female 16 years of age could expect to spend 29.3 years in the labor force.

WOMEN'S EARNINGS AS A PERCENT OF MEN'S, U.S. 1955-1983



There is a wide disparity in the median earnings of women and men who are full-time year-round workers. The basic ratio of women's to men's earnings has changed very little over time. Women on average, earn less than two-thirds as much as men. The earnings gap for full-time year-round workers has varied over the last 30 years from a low in 1973 when women's earnings were 56.6 percent of men's to a high in 1983 (the last year for which data is available) of 64 percent. As the chart illustrates, women's earnings as a percent of men's have not shown steady improvement, but have fluctuated between 57 and 64 percent over the past thirty years. In fact, the 1983 figure of 64 percent is just slightly higher than the 1955 figure of 63.9 percent.

THE EARNINGS GAP BY OCCUPATION

It is quite evident that earnings are highly correlated with the occupation and the industry in which a worker is employed. Employed women are far more concentrated in generally low-paying occupations in low-paying industries. Among the 13 major occupational groups, there are significant and longstanding differences between women and men. In 1984, women accounted for 80 percent of all clerical and administrative support workers and 8 percent of all precision production, craft and repair workers.

Although the female-male earnings ratio varies considerably among occupational groups, women's earnings rarely approach men's. This is true even in the same occupational group, except in jobs with narrowly defined skill levels in the same establishment. In occupations that are traditionally female, such as most clerical jobs, men's earnings have been consistently higher than women's.

MEDIAN WEEKLY EARNINGS OF FULL-TIME WAGE & SALARY WORKERS ANNUAL AVERAGE 1981

OCCUPATION	WEEKLY EARNINGS		WOMEN'S EARNINGS AS A % % FEMALE OF MEN'S WORKERS	
	MEN	WOMEN		
Professional, tech. & kindred workers	\$439	\$316	71.8%	42.8%
Accountants	\$433	\$308	71.2%	39.7%
Computer programmers	\$447	\$329	73.6%	28.4%
Engineers	\$547	\$371	67.8%	4.7%
Lawyers & judges	\$579	\$410	70.7%	20.7%
Physicians, dentists & related	\$495	\$401	80.9%	23.2%
Nurses, dieticians & therapists	\$344	\$326	94.7%	90.9%
Social & recreational workers	\$339	\$273	80.4%	59.3%
Social workers	\$358	\$286	79.9%	60.5%
Teachers -- college & university	\$485	\$389	80.3%	29.2%
Teachers except college	\$384	\$311	80.9%	67.1%
Elementary school teachers	\$379	\$311	82.2%	82.2%
Secondary school teachers	\$387	\$321	82.9%	48.9%
Managers & administrators, except farm	\$466	\$283	60.8%	28.4%
Bank officers & financial mgrs.	\$514	\$310	60.2%	36.5%
School admin.-elementary & secondary	\$520	\$363	69.9%	32.4%
Salesworker	\$366	\$190	52.0%	33.0%
Insurance agents & brokers	\$402	\$270	67.1%	28.8%
Real estate agents	\$390	\$277	70.9%	54.1%
Clerical & kindred workers	\$328	\$220	67.0%	78.4%
Craft & kindred workers	\$360	\$239	66.5%	5.6%
Mechanics and repairs	\$328	\$275	83.9%	2.1%
Transport equipment operators	\$307	\$237	77.2%	4.9%
Non-farm laborers	\$244	\$193	79.3%	10.4%
Farm workers	\$180	\$146	81.1%	12.1%
Service workers	\$238	\$170	71.3%	50.3%
Cleaning service	\$222	\$168	75.6%	32.9%
Food service	\$186	\$148	79.7%	61.2%
Health service	\$216	\$185	85.4%	87.4%
Protective service workers	\$322	\$226	70.3%	7.6%

MALE & FEMALE EARNINGS RANKED BY OCCUPATION

Seven of the twenty lowest paying occupation groups were the same for both men and women: farm laborers, food service workers, cashiers, waiters and waitresses, nurses's aides and orderlies, cooks and bartenders. The female-male earnings ratio in these occupations ranged from a low of 72 percent for waiters and waitresses to a high of 92 percent for cashiers. With the exception of farm laborers and bartenders, all of these occupations are female intensive and relatively low paying.

When median earnings for high-paying wage and salary occupation that are held by both men and women are compared, women's median earnings are substantially lower than men's. There are eight of these occupations: lawyers, computer systems analysts, physicians and dentists, elementary and secondary school administrators, personnel and labor relations workers, operations and systems analysts, engineers and health administrators. Unlike the low-paying occupations, however, these jobs are male intensive.

The pay differences between men and women in these occupations tend to be somewhat greater than among men and women in the lower-paying jobs. The median earnings ratio ranged from 64 percent for those who were personnel and labor relations workers (the greatest difference) to 82 percent among operations and systems analysts (the smallest difference).

OCCUPATIONS WITH THE HIGHEST MEDIAN WEEKLY EARNINGS FOR MEN EMPLOYED FULL-TIME IN WAGE & SALARY WORK, U.S., 1981

OCCUPATION	Male Earnings	% Female Workers
Aerospace & aeronautical engineers	\$619	1.2%
Stock & bond sales agent	\$589	17.1%
Chemical engineer	\$583	7.8%
Economist	\$580	27.1%
Lawyers	\$574	21.5%
Sales manager, except retail trade	\$566	13.0%
Physicians, medical & osteopathic	\$561	21.7%
Electrical & electronics engineer	\$555	3.5%
School administrators-college & univer.	\$552	31.8%
Industrial engineers	\$549	12.6%
Mechanical engineers	\$547	2.5%
Computer systems analysts	\$546	25.1%
Health administrators	\$545	49.0%
Engineers, not classified elsewhere	\$530	3.1%
Airplane pilots	\$530	0.0%
School administrators-elemen. & second.	\$520	32.4%
Systems researchers & analysts	\$515	24.5%
Bank officers & financial managers	\$514	36.5%
Personnel and labor relations workers	\$514	48.7%
Civil engineers	\$507	2.1%

Male Earnings: The most highly paid occupations for men are from the professional and managerial groups. Nineteen of the top 20 are in one of these groupings. Engineer specialties clearly stand out in the ranking, accounting for 7 of the top 20 occupations. The high ranking of engineers occurs partly because data are restricted to wage and salary workers and exclude some of the most highly paid workers in occupations where self-employment is very common, for example, lawyers and physicians.

Of the top twenty male occupations women were most likely to be employed as health administrators. In this field women earned, on average, 65.5 percent of their male counterparts. Female-male earnings ratios were only available for 7 of the top 20 occupations. For these the earnings ratio varied from a low of 61 percent for bank officers and financial managers to a high of 82.0 percent for operations and system researchers and analysts.

**OCCUPATIONS WITH THE HIGHEST MEDIAN WEEKLY EARNINGS FOR WOMEN
EMPLOYED FULL-TIME IN WAGE & SALARY WORK, U.S., 1981**

Occupation	Female Earnings	% Female Workers
Systems researchers & analysts	\$422	24.5%
Computer systems analysts	\$420	25.1%
Lawyers	\$407	27.1%
Physicians, medical & osteopathic	\$401	21.7%
Social Scientists	\$391	34.0%
Teachers, college & university	\$389	29.2%
Postal clerks	\$382	32.8%
Engineers	\$371	4.7%
Ticket station & express agents	\$370	40.9%
School administrators-elementary & second.	\$363	32.4%
Life & physical sciences	\$357	20.9%
Health administrators	\$357	49.0%
Public administration officials	\$337	27.1%
Vocational & educational counselors	\$336	50.6%
Registered nurses	\$331	95.8%
Personnel and labor relations workers	\$330	48.7%
Computer programmers	\$329	28.4%
Editors and reporters	\$324	45.6%
Secondary school teachers	\$321	48.9%
Librarians	\$318	84.6%

Female Earnings: Much like the situation for men the most highly paid occupations for women are in the professional and managerial categories. The median usual weekly earnings in the top 20 occupations for women ranged from a high of \$422 for operations and systems research analysts to \$318 for librarians. Many occupations appearing in the female ranking are the same or similar to those in the male ranking. This suggests that the most highly paid occupations for women are about the same as those for men.

However, the earnings of women in these occupations do not approach the earnings of men. The \$422 median usual weekly earnings of female occupations and systems researchers and analysts, for example, would place just above the pay of electricians for men, an occupation which is well below the top twenty on the male rankings. The pay for women librarians is just above that of men working as precision machine operators, a classification which is in the bottom third of the male earnings rankings.

Another characteristic of occupations ranking high in terms of female earnings is that they typically do not rank among those with the largest percentage of female workers. The occupations of registered nurse and librarian are the only two that had both a high percentage of female workers and also ranked among the most highly paid female professions.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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NEWSLETTER #96

NOVEMBER 1985

IN THIS ISSUE

HIGHLIGHTS FROM SUMMER/FALL HEARINGS, with information from the Commission hearings in Duluth, Minneapolis and Morris.

ANNOUNCEMENTS

The Commission will be holding a series of informational meetings in preparation for the 1986 legislative session. Briefings on potential legislative issues of interest to the Commission will be given by experts on the following:

- Child Care needs of post-secondary students
- Child Care Rules
- Child Support
- Parenting Leave
- Pay Equity
- Funding for Displaced Homemaker Programs
- The Effect of Tax Reform on Women
- Small Business Set-Aside Program
- Availability of Insurance

The first meeting will be held Monday, November 25, 9:30 a.m. in Room 400 South of the State Office Building. The second meeting is scheduled for Wednesday, December 11, 1:00 p.m. in Room 112 Capitol. A third meeting will be scheduled for early January.

For more information on the hearing contact the Commission office. All meetings and hearings of the Commission are open to the public.

During the summer and fall of each year the Commission travels to different parts of the state to hold public hearings on the economic status of women in that area. The purpose of the hearings is to hear directly from women about their concerns. Information from hearings is combined with staff research to provide the basis for reports and recommendations to the legislature and the governor.

Described below are examples of testimony and information gathered at the Commission's hearings in Duluth and Morris and from a hearing held in Minneapolis on Women and Economic Development.

"When I wanted to get a loan to start my business my husband was required to cosign the loan. When my husband purchases hogs for the farm I am not required to cosign"

"Women's personal credit is tied in with their spouse's. Women need a spouse and sometimes a son to cosign for a loan."

"Being on AFDC and self-employed is technically doable but practically impossible . . . Each time I tried to determine if I could do something I was given a different answer, or, worse yet, told that no one knew the answer . . . to go ahead and find out later if it was okay."

Economic Development Issues for Women

- Twenty percent of small businesses in the U.S. are owned by women.
- One-third of all businesses started today are started by women.
- The increase in businesses owned by women is five times greater than the increase in businesses owned by men.

In increasing numbers women are starting their own businesses as a way of securing economic self-sufficiency. The Commission held a hearing in September at the Women's trade fair to explore what the barriers are for women beginning their own businesses. The Commission heard testimony from women business owners, services that support women in business and researchers studying the needs of women who are working to become self-sufficient. Credit, working capital, technical assistance, child care and problems with the state set-aside program, were the major issues raised during the hearing.

The Commission heard from the Women's Economic Development Corporation (WEDCO), an organization which assists women, particularly low income women in gaining self-sufficiency through self-employment. They provide: an orientation session on how to be a small business owner; individual counseling; training; classes; loan packaging; and loans through a revolving loan fund. In its first 21 months of operation WEDCO has assisted in the start-up 157 businesses and has provided services to 239 ongoing businesses.

A representative of Women of Many Voices, an organization which supports low income women who are starting home-based businesses testified about the following barriers: child care availability; transportation; isolation; the need for technical assistance; access to education; problems with public assistance regulations; and the need for start-up funds.

In addition to the hearing on economic development issues for women the Commission held two hearings in Greater Minnesota, one in Duluth and one in Morris. When hearings are held outside of the metropolitan area they are open hearings on any issues related to the economic status of women. There was testimony at both hearings on the following: child care; displaced homemakers; battered women; problems with public assistance regulations; education needs; divorce; child support; the needs of single parents; and women's wages.

Child Care

"The cost of child care is too high for most women, but the earnings of child care workers are often below the minimum wage."

"With the changes in family day care rules many parents will have to take their infants to one day care home and their toddlers to another."

"It is hard when I have to take night classes because there is no licensed child care available."

"We need to think of child care as preventive care or early childhood education."

"Divorce is less acceptable in rural areas. Not only does a woman have to endure the loss of friends and the farm way of life, she also has to overcome the guilt of going against the community values."

- In 1984, 60 percent of mothers with children under 18 in the U.S. were in the labor force.
- 71 percent of all working mothers and 65 percent of working mothers with children under the age of three work full-time.

The need for child care was a recurring theme at both hearings. Employed mothers and mothers who are full-time students expressed frustration at the lack of availability and affordability of day care. It is particularly difficult to secure child care at odd hours (evenings and weekends) and when the child is sick.

Rural women have low wages. They cannot afford to pay very much for child care. Child care providers therefore cannot charge high rates for child care making them very low paid workers.

A family day care provider testified about the new regulations. She said the new regulations are going to make it too difficult for a person to start a family day care home. They may reduce rural day care providers wages, will probably cause parents to send children of different ages to different day care homes (in rural communities this can add an additional hour or more of travel time making day care an unrealistic option), may force parents to find other alternatives for the care of their children and may cause many family day care providers to go out of business.

Displaced Homemakers

- In 1980, there were an estimated 207,000 full-time homemakers in Minnesota.
- Each year approximately 2,500 Minnesota women are widowed and 14,000 are divorced.
- Seventy percent of women who participate in a displaced homemaker program are employed or enrolled in an education or training program upon completion.

"I was married for 24 years. I have 5 children. . . . I got no maintenance and could not collect child support. . . . Finally I got a minimum wage job at the school library . . . Don't make it so difficult for women to make it."

"I had a perfect marriage. My husband earned a good living. Everything was fine until the battering started. My baby was beaten the first six months of her life and then I left and began to rebuild my life."

"I could try and get maintenance, but that would mean I have to go back to court. I'd have to see my ex-husband again."

"As a victim of violence I needed counselors who provided support, a sane structure and counseling without bias."

"It's difficult to be a full-time student, a full-time single parent and full-time poor."

Displaced Homemakers (cont'd)

The goal of the displaced homemaker programs is to make the women financially self-sufficient. Employees of displaced homemaker programs described the barriers facing women who use their services: poor self image -- lack of self-confidence; lack of recent paid work experience; lack of adequate transportation (this is especially true for rural women); child care; no health benefits in many of the jobs women have; and the cost of education.

Battered Women

- There are an average of 31,200 assaults on women by their partners each year in Minnesota.
- Domestic violence has been reported in every county of the state. Women who were assaulted range in age from 12 to 96 years.
- The majority of women who were assaulted were married and living with their assailant at the time of the assault.

A woman from a community committee for battered women testified that victims are often blamed and the situation minimized. In many cases the victim is called crazy and told she is over-reacting. When many women leave the violent situation they flee with little or nothing. Often the fear of the batterer causes a woman not to pursue a fair divorce settlement. It was also noted that during the current farm crisis there has been an increased incidence in battering in the rural area.

Education and Public Assistance Regulations

- As low as women's wages are, they increase with education. In Minnesota in 1980, a female high school graduate employed full-time year-round earned, on average, \$10,000 a year. A female college graduate will earn, on average, \$13,000 a year.
- A recent study of AFDC by the MN Department of Human Service found that the most frequently cited main barriers to getting off AFDC were "my qualifications" and "my training".

Ed. and Public Assistance Regulations (Cont'd)

"Poor students on AFDC must choose between books and food."

"Never in my proud work oriented husband's life, and he was not the one who went to apply for fuel assistance -- I did and he is not the one that ever goes to pick up commodities I do . . . If you are older and married you just fall through the cracks of any program that anybody had at all."

"This is an employer's market. Employers are choosy and look for workers with high skills but pay low wages."

"I pay these women (employees) \$4.60 an hour, which frankly makes me feel guilty because I feel like I am running a sweatshop but it's all I can afford -- and neither one of them would be able to get a job from anyone else out here for more than \$4.00 an hour, if they could get that."

"I am earning minimum wage and I am very fortunate to even have a job."

Many women testified at both hearings about the difficulty of trying to get ahead. They stated that regulations are constantly changing and it makes it very hard to keep up. One woman suggested that if only one thing could be done it would be to, "make the system simpler".

One example that was cited several times is that upon receiving an educational grant the food stamp program determined that tuition and fees are a necessary expense for school but books are not considered a necessary expense for school. The food stamp grant is reduced by the amount of the grant allocated for books.

One women summed up the testimony of many of the single-parents who are trying to complete their education so that they have the chance to be self-sufficient by saying, "I am grateful for the programs that are available, but I was not prepared for what life would be like when I had to raise my daughter alone, be a full-time student, deal with social services and take care of myself."

Women's Earnings

- In 1983 female full-time year-round workers earned 64 percent of their male counterparts earnings.
- In 1980, Minnesota women ages 25 to 34 employed full-time year-round earned 68 cents for every dollar earned by their male counterparts. Those with four years of college earned 73 cents on the dollar.

Many women testified about the low wages they receive if they are able to find work. One woman worked three part-time jobs to support herself and her children. She went back on public assistance because it was too hard to raise a family while she was working three jobs and she needed the health insurance benefits.

A former financial case worker testified that a single mother of three is financially better off on public assistance than she is working at minimum wage or near minimum wage jobs available.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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NEWSLETTER #97

DECEMBER 1985

IN THIS ISSUE

U.S. WOMEN, with recent data on household & families, marital status, fertility, employment, income and poverty

ANNOUNCEMENTS

The Commission will be holding a hearing to continue work on its 1986 legislative program. The Minnesota Women's Consortium will present its 1986 Women's Economic Action Plan.

The hearing will be Tuesday, January 21, 1986 at 1:00 in the State Capitol.

For more information on the hearing contact the Commission office. All meetings and hearings of the Commission are open to the public.

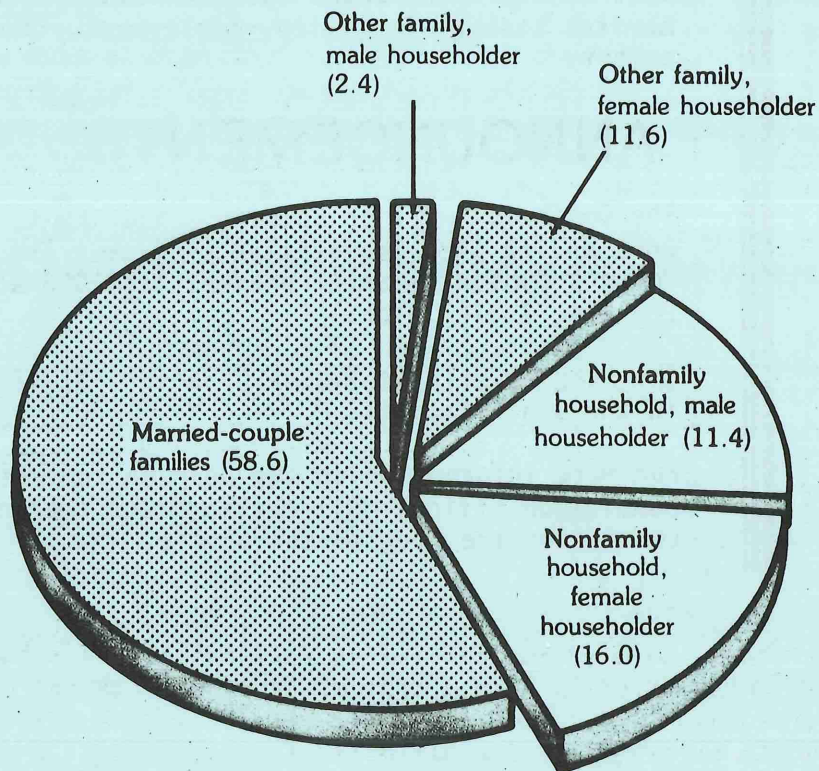
HOUSEHOLDS & FAMILIES

The census bureau published figures on three types of family households: married-couple families, of which there were 50.1 million in 1984 accounting for 80.8 percent of all family households; families with a female householder (no husband present), of which there were 9.9 million accounting for 16 percent of family households; and families with a male householder (no wife present), of which there were 2.0 million households accounting for 3.2 percent of all family households.

The marked increase during the 1970's in families maintained by women has continued into the 1980's. Nearly half (48 percent) of the 2.4 million increase in family households between 1980 and 1984 is attributable to families maintained by women. In contrast families maintained by women accounted for only 8 percent of the increase in families between 1940 and 1960, and 29 percent of the increase between 1960 and 1980.

One out of four of the the nation's 62.1 million children under age 18 lived with only one parent in 1984. Two percent of children lived with only their fathers in 1984. These children constituted only 10 percent of all children living with one parent. About 53 percent of Black children lived with one parent in 1984, compared with 17 percent of White children. (Data were not available for other minority groups.)

PERCENT DISTRIBUTION OF HOUSEHOLDS BY TYPE, U.S., MARCH 1984



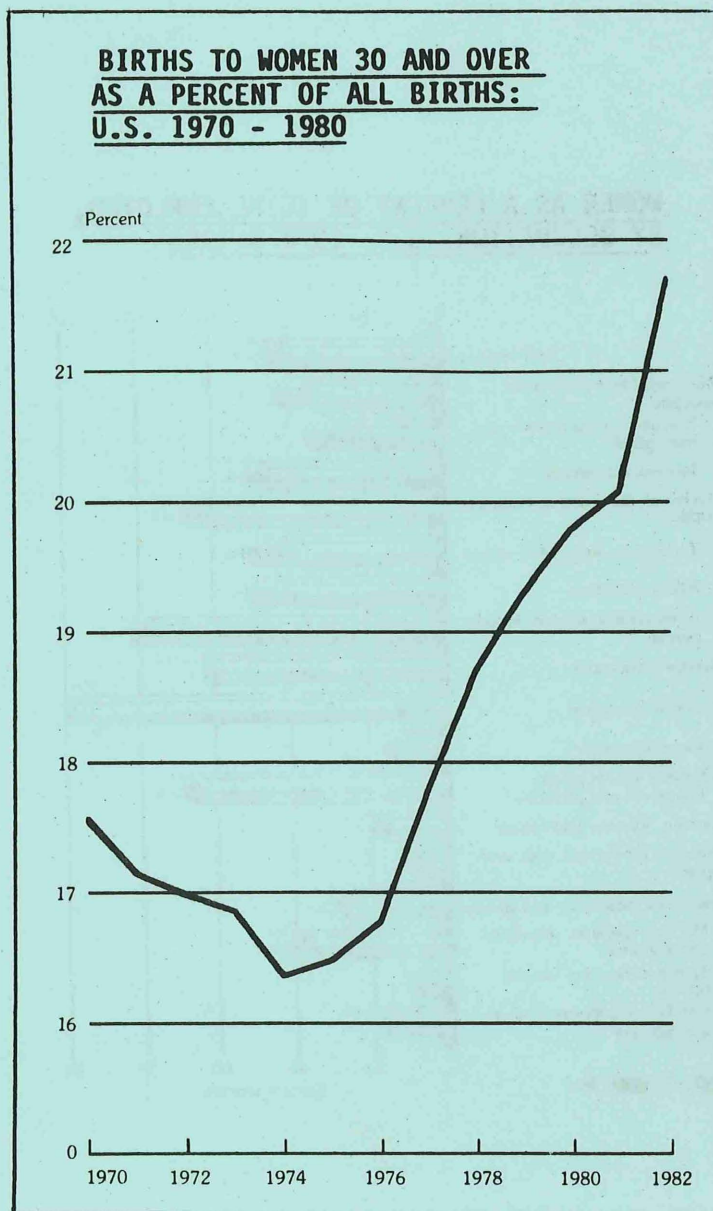
MARITAL STATUS & FERTILITY

The proportion of young adults postponing marriage has increased dramatically in the past 15 years. Among women 20 to 24 years of age, 57 percent were still single (never married) in 1984, compared with only 36 percent in 1970. For men of comparable age, the never married percentage increased from 55 to 75. In addition, the median age at first marriage has risen during this same time period from 20.8 to 23.0 for women and 23.2 to 25.4 for men.

The national fertility rate (the number of women giving birth in the previous year per 1,000 women 18 to 44 years old) has not changed significantly since 1980. There is, however, evidence of an increase in the fertility rate for women in their early thirties. This and the recent stability in childbearing for younger age groups indicate a continued shift toward later childbearing.

For example the national fertility rate in 1983 for women 30 to 34 years old was 69.1 per 1,000, up from the rate of 60.0 in 1980. About 22 percent of births in 1982 were to women 30 years and older, compared with 18 percent of the births in 1970. Births to 30 to 34 year olds accounted for nine percent of first births in 1982 compared with three percent in 1970.

Another indicator of postponed childbearing is the decreasing proportion of women born after 1945 who had their first birth by age 25. About 70 percent of women who were born in the 1935-39 period had a first birth by the time they were 25, compared with 60 percent of women born between 1945 and 1949 and only 53 percent of women born between 1950 and 1954.



EMPLOYMENT & OCCUPATION

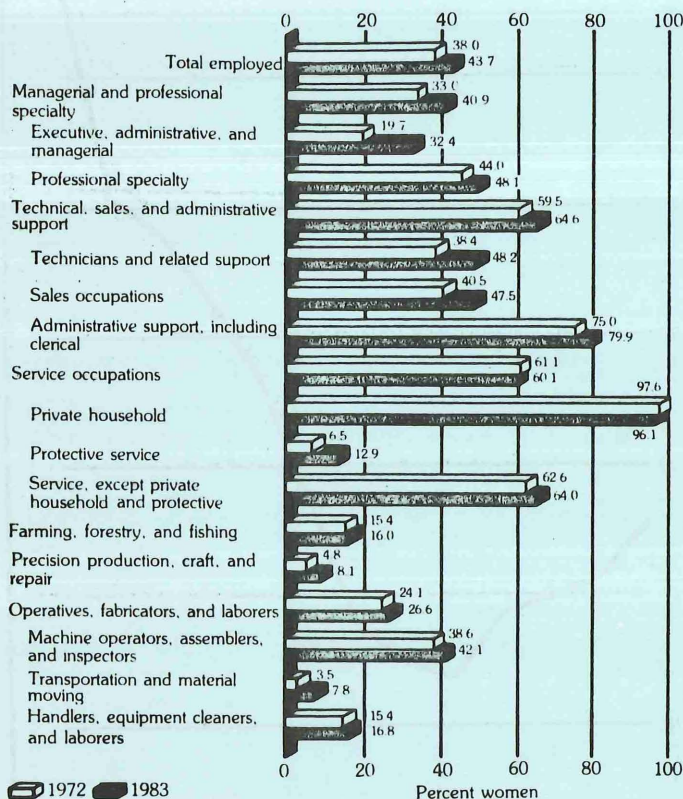
Women 20 years and over represented 43.2 percent of the labor force in 1983 and over half (53 percent) of women in this age group were in the labor force in 1983. Two-thirds of the increase in employment between 1972 and 1983 was attributable to women.

In two major occupational groups, "protective services workers" and "executive, administrative and managerial" workers, the number of women more than doubled. Women increased from 33 to 41 percent of all managerial and professional workers between 1972 and 1983, and about 22 percent of employed women were in a managerial or professional occupation in 1983, compared with 17 percent in 1972.

Despite these changes, the 1980 census showed that women remained concentrated in female intensive occupations (defined as those occupations which were 60 percent or more female). Of the 25 occupations with the largest numbers of women, 18 were female intensive, as were 9 of the top 10. Heading the list of occupations for women was secretary followed by elementary school teacher, bookkeeper, cashier and office clerk. Twenty-five percent of women in the experienced labor force were in one of these five occupations.

The decline in occupational segregation by sex that did occur during the 1970's is largely attributed to the increasing proportion of both men and women employed in sex-neutral occupations (defined as those that were composed of between 21 and 59 percent women) rather than to women breaking into male-dominated occupational groups. For example, similar proportions of the following male-intensive jobs were held by women in 1980 as were held in 1970: heavy truck diver (2.3 percent); carpenters (1.6 percent); auto mechanics (1.3 percent); welders (5.9 percent); and electricians (2 percent).

**WOMEN AS A PERCENT OF TOTAL EMPLOYED,
BY OCCUPATION, U.S. 1972 & 1983**



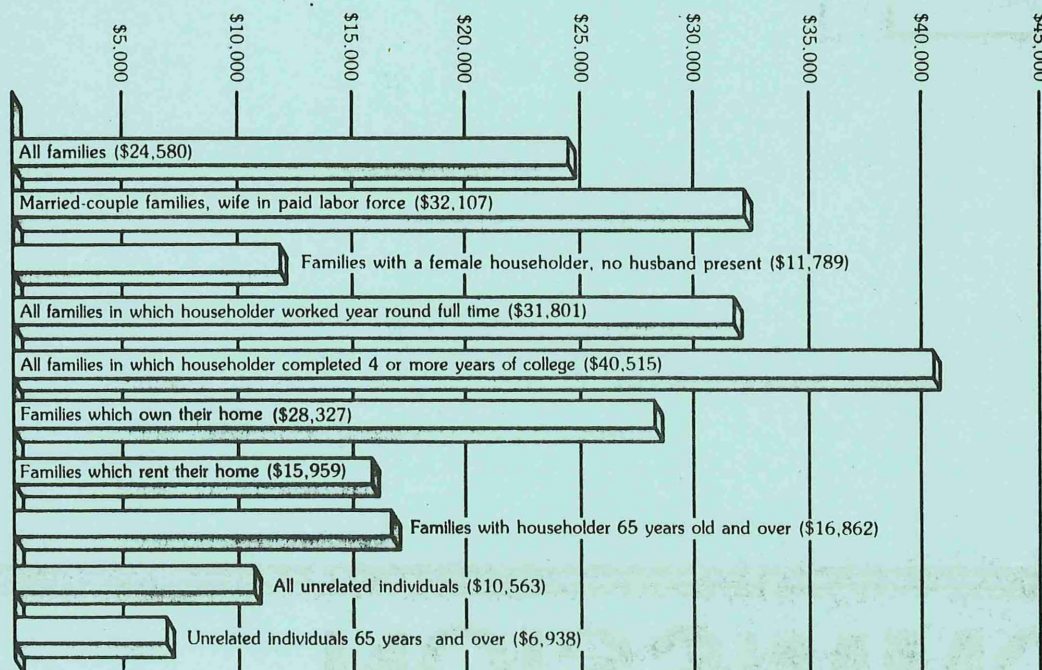
MONEY INCOME

Median income is closely related to family composition. The median income for all married-couple families was \$27,290 in 1983, and \$33,750 for those with the householder working year-round full-time. In contrast, families maintained by women who worked full-time year-round, but with no husband present, had a median income of \$18,620 -- about 55 percent of the median income for married-couple families with a full-time working householder. The median income of family households maintained by men working full-time year-round, but with no wife present was \$28,330 -- about 84 percent of the median income for married-couple families with a full-time working householder.

In March 1984, about 15 percent of the nation's 85.4 million households consisted of women living alone. The median income of these women was \$9,140 in 1983. Men living alone accounted for about 9 percent of all households. Their median income was \$14,120 -- 55 percent higher than the median income of women living alone.

MEDIAN INCOME IN OF SELECTED TYPES OF FAMILIES AND HOUSEHOLDS

U.S. 1983



POVERTY

Nearly half of all poor families are maintained by women. About one in three persons below the poverty level in 1983 was in a family maintained by a woman with no husband present. Thirty-six percent of female-headed families had incomes below the poverty level, significantly higher than the rate for all families (12 percent). About two-fifths of the overall increase in the number of poor families since 1980 is attributable to families maintained by women.