

# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155

(612)296-8590

NEWSLETTER #110

JANUARY 1987

## IN THIS ISSUE

**U.S. HOUSEHOLDS, FAMILIES, AGE AT FIRST MARRIAGE,** with information on the changes in the composition of U.S. households and families, and the changes over the past century in the marriage patterns of women.

Data are from, Households, Families, Marital Status, and Living Arrangements: March 1986, U.S. Bureau of the Census.

## ANNOUNCEMENTS

### COMMISSION MEMBERS

The Minnesota House of Representatives has appointed five women to serve as members of the Commission for 1987 and 1988. They are:

Karen Clark, Minneapolis  
Katy Olson, Jackson and Cottonwood Counties  
Sidney Pauly, Eden Prairie  
Ann Rest, New Hope  
Gloria Segal, St. Louis Park

Commission members from the Senate will be appointed soon.

### PUBLIC HEARINGS

Meetings of the Commission will be scheduled to complete work on the 1987 legislative agenda as soon as all Commission members have been appointed. A hearing on the issue of parental leave will also be scheduled at that time. All meetings and hearings of the Commission are open to the public. For more information, call the Commission office at 296-8590 or 1-800-652-9747 (non-metro, toll free line).



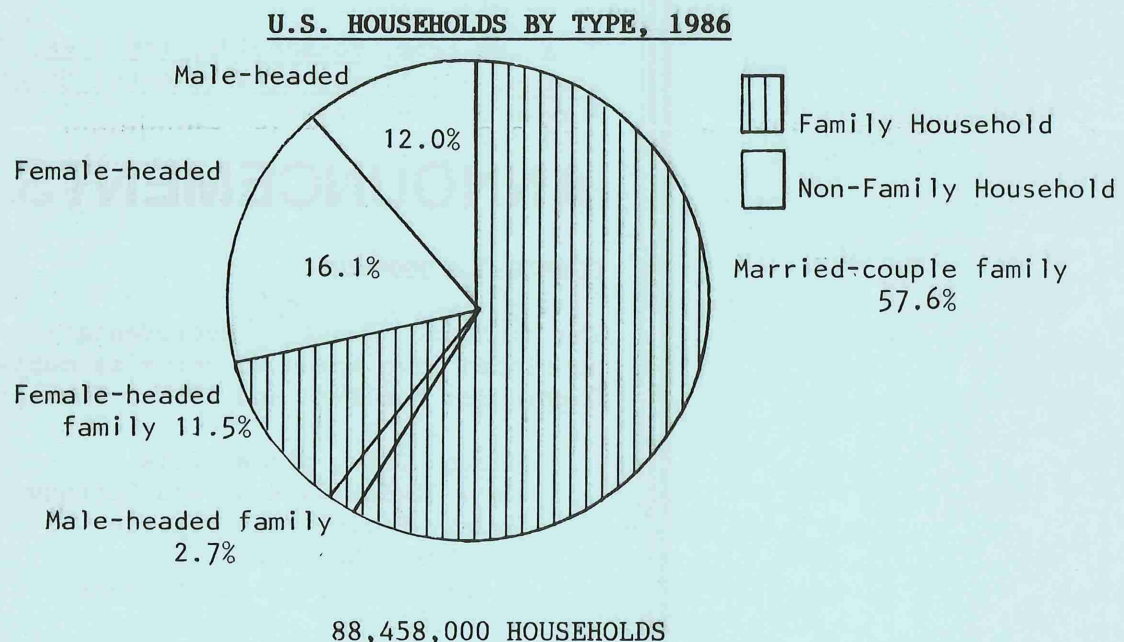
## HOUSEHOLDS AND FAMILIES

There were 88.5 million households in the United States in March 1986, a net increase of 1.7 million over the corresponding total for 1985. Family and household composition have undergone great change in the U.S. since the 1950's. Average household size has declined, the proportion of family households has declined, there has been a large increase in single parent families, and there has been an increase in number of persons living alone.

The terms household and family do not necessarily describe the same type of living arrangement. Although the majority of households consist of a family many do not and the proportion of non-family households is increasing.

### **Families**

The term household and family do not necessarily describe the same type of living arrangement. A family household requires at least two persons: the householder and one or more additional persons related to the householder through birth, marriage or adoption. There are three types of family households identified by the Census Bureau: married-couple families; female-headed families (no husband present); and male-headed families (no wife present). In 1986 married couple families comprised 80 percent of family households.



### **Non-Family Households**

A non-family household is either a person living alone, or a householder living with one or more other persons who are not related to the householder. In 1986 about 85 percent of non-family households consisted of persons living alone. Women head the majority of non-family households and comprise the majority of single persons living alone.



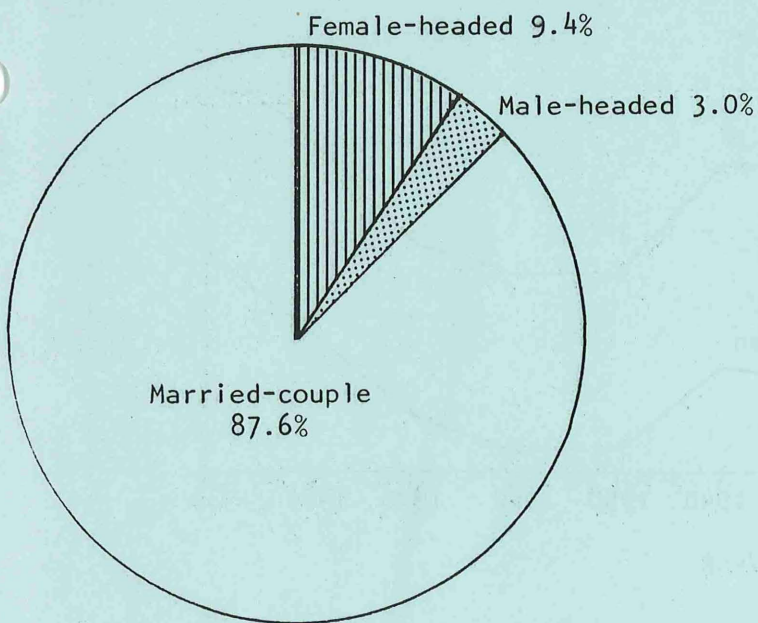
## FAMILY COMPOSITION

In 1986 families accounted for 72 percent of all households compared with 74 percent in 1980, and 89 percent in 1950. Not only has the overall proportion of family households decreased since 1950, but the composition of families has also undergone great change. In 1950, 88 percent of families were married-couple families, by 1986 the proportion of families that were headed by married-couples decreased to 80 percent. During this same time period the proportion of families headed by a female with no husband present or headed by a male with no wife present increased from 12 to 20 percent. The majority of these families have been headed by women. In 1950, female-headed families were 9 percent of all families and 76 percent of all families that were not married-couple families. By 1986 female-headed families were 16 percent of all families and 81 percent of all families headed by a single individual.

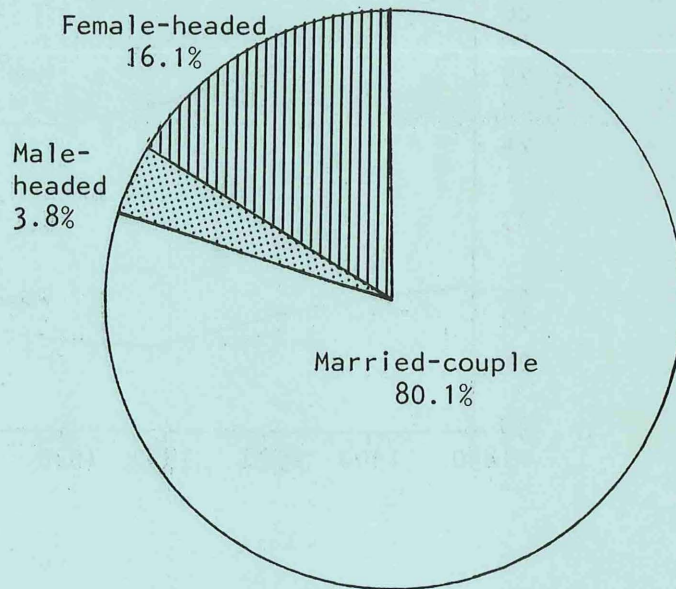
The overall decline in the proportion of households consisting of families is attributable to the drop in the proportion of married-couple households. This was only partially offset by an increase in the proportion of other types of families.

### FAMILY HOUSEHOLDS IN THE U.S.

1950



1986





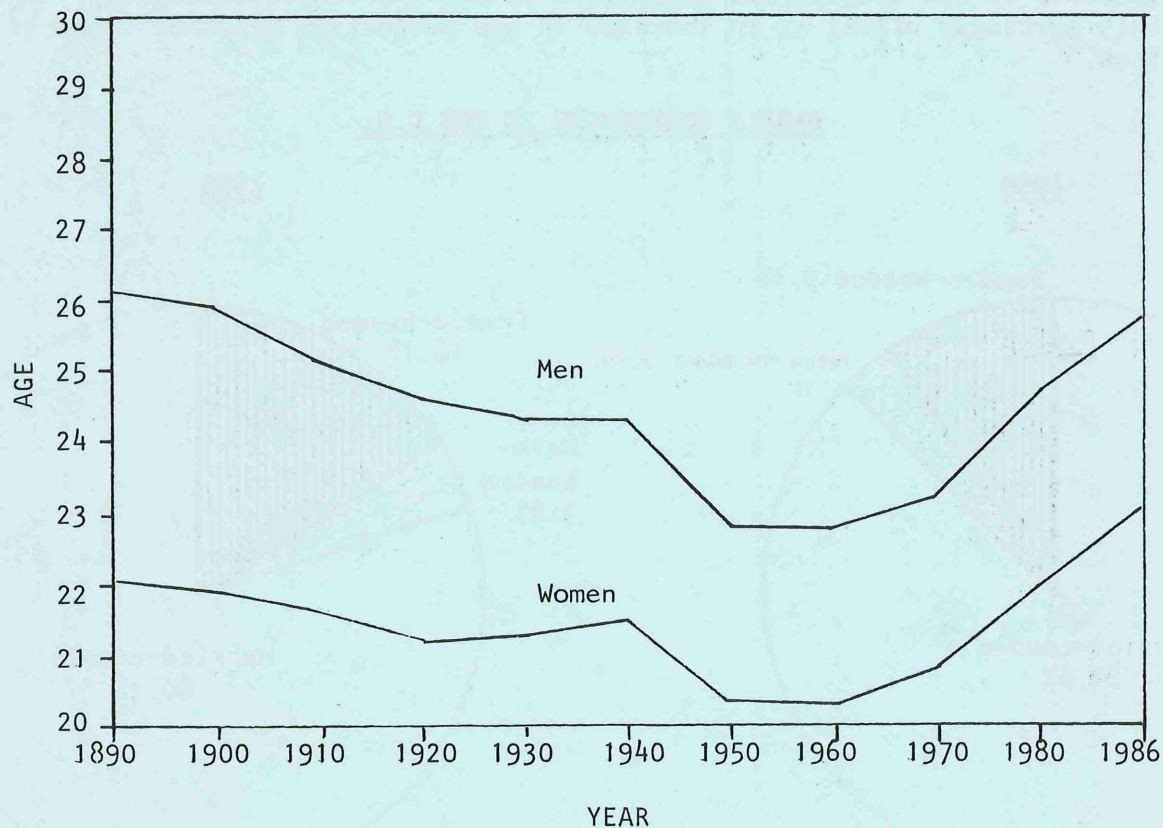
## AGE AT MARRIAGE

In 1890 the median age at first marriage was 26.1 years for men and 22.0 years for women. The median age at first marriage is the age by which half of persons who will ever marry have done so. By 1956, the average age at first marriage had declined to 22.5 years for men and 20.1 years for women. During the past thirty years, the trend has reversed, and by 1985 the median age at initial marriage was estimated at 25.5 years for men and 23.3 years for women.

Although the median age at first marriage is still slightly below the 1890 level for men, the median age for women in the period since 1980 has been as high or higher than ever recorded.

### MEDIAN AGE AT FIRST MARRIAGE BY SEX

U.S., 1890 TO 1986



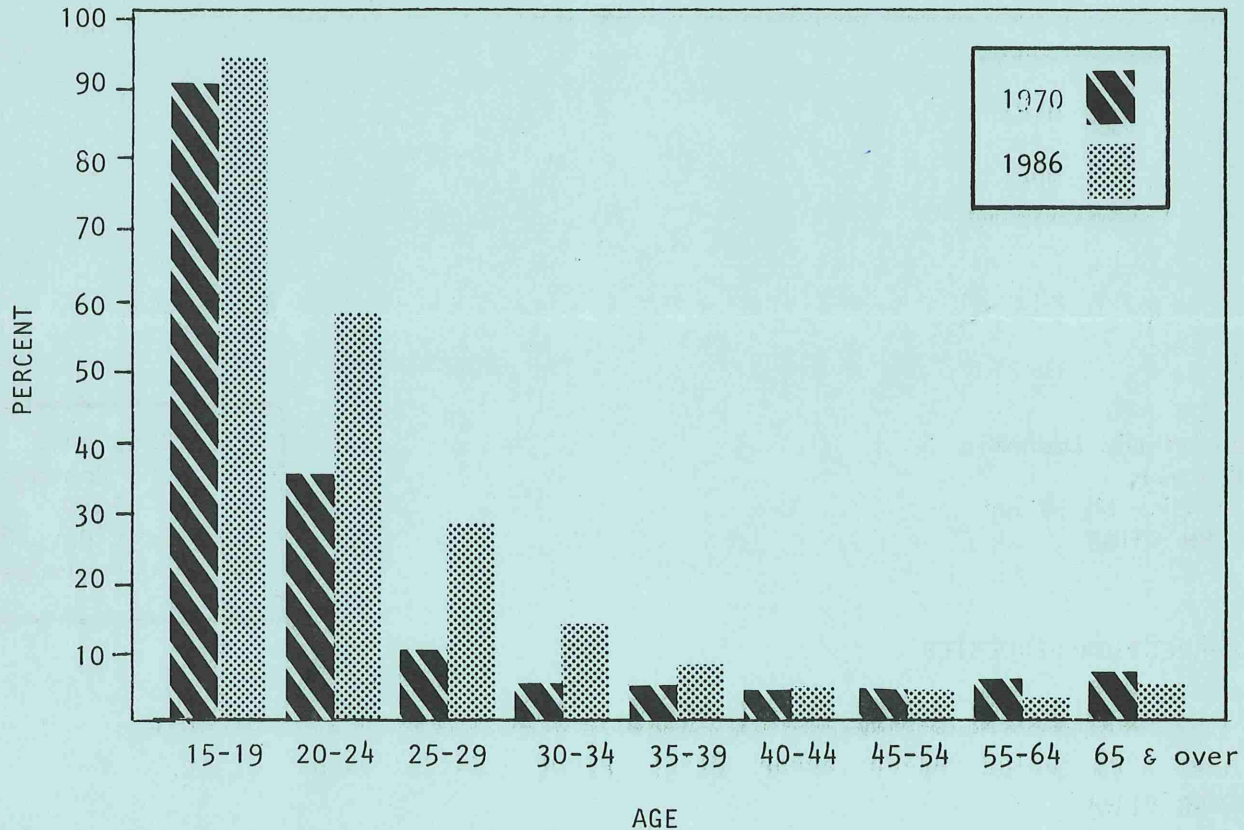
Many of today's young adults are apparently choosing to remain single for a longer period of time prior to entering their first marriage, at least in comparison to their predecessors in the 1950's. The recent trend toward postponing marriage may reflect a greater tendency among some young adults to pursue advanced education, or to establish themselves in careers prior to assuming family responsibilities.



Another indication of the extent to which people are delaying marriage is the increase in the percentage of persons in their twenties and thirties who have not yet married. For example about 58 percent of women 20 to 24 years old had not married in 1986 compared with 36 percent in 1970. While many women marry in their early twenties, about 28 percent of women 25 to 29 years old in 1986 had not yet married; this figure is up from 11 percent in 1970.

The 1986 data indicate that only about 5 percent of women age 40 or older had never married. It is not known whether today's women in their twenties will eventually marry in as high a proportion as their predecessors, but it is likely that the vast majority of women who have not yet married will do so at some point in their lives.

PERCENT OF WOMEN NEVER MARRIED BY AGE  
U.S. 1970 AND 1986





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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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85 State Office Building, St. Paul, Minnesota 55155

(612)296-8590

NEWSLETTER #111

FEBRUARY 1987

## IN THIS ISSUE

**Minnesota Women Elected Officials; Poverty; and The Impact of Tax Reform on Women**, with information from Characteristics of the Population below the Poverty Level, U.S. Bureau of the Census and the National Women's Law Center.

### COMMISSION MEMBERS

The Minnesota House of Representatives has appointed five members to serve on the Commission for two year terms. They are:

Karen Clark, Minneapolis  
Katy Olson, Sherburn  
Sidney Pauly, Eden Prairie  
Ann Rest, New Hope  
Gloria Segal, St. Louis Park

The Minnesota Senate has not yet appointed members to serve on the Commission. Those appointments will be announced in the next newsletter.

### PUBLIC HEARINGS

The Commission will be meeting to complete work on the 1987 legislative agenda as soon as possible. A hearing on the issue of parental leave is planned for early March. For exact dates and locations please contact the Commission office.

All meetings and hearings of the Commission are open to the public. For more information, call the Commission office at 296-8590 or 1-800-652-9747 (non-metro, toll free line).



# WOMEN ELECTED OFFICIALS IN MINNESOTA

In the last decade women have more than doubled their representation as elected officials. Today women are 17 percent of Minnesota elected officials (district judges are not included in this figure) compared to seven percent in 1977. Women have made striking gains at the municipal level as well as in their representation in state offices.

The Congressional delegation is the only area of public office that is currently all male. During the 1950's Coya Knutson represented Minnesota in the U.S. Congress. She is the only woman ever elected to represent Minnesota in the U.S. Congress.

WOMEN IN PUBLIC OFFICE IN MINNESOTA						
OFFICE (TOTAL NUMBER)	1987		1983		1977	
	#	%	#	%	#	%
Congressional Delegation (10)	0	0.0%	0	0.0%	0	0.0%
Constitutional Officers (6)	2	33.0%	2	33.3%	1	16.7%
State Senate (67)	9	13.4%	9	13.4%	2	3.0%
State House of Representatives (134)	22	16.4%	19	14.2%	10	7.5%
Supreme Court Justices (7) <sup>1</sup>	2	29.0%	2	22.2%	0	0.0%
Court of Appeals (12)	3	25.0%	-	-	-	-
County Commissioners (445)	42	9.4%	28	6.3%	12	2.7%
School Board Members (2,809) <sup>2</sup>	694	25.0%	694	25.0%	370	13.3%
Mayors (855)	60	7.0%	58	6.8%	22	2.6%
City Council Members (3,443) <sup>3</sup>	482	14.0%	518	13.8%	213	4.9%
Elected Officials (7,788) <sup>4</sup>	1,356	17.4%	1,330	15.3%	630	7.4%

<sup>1</sup> Prior to 1985 there were 9 justices of the Minnesota Supreme Court, from April 1985 to January 1986 there were 8 members, currently there are 7 Supreme Court Justices.

<sup>2</sup> Estimate of the Minnesota School Boards Association.

<sup>3</sup> The total number of city council members in 1977 was 3750.

<sup>4</sup> The total number of elected officials has varied over the years. In 1977 there was a total of 8,499 public officials and in 1983 the total was 8,511.

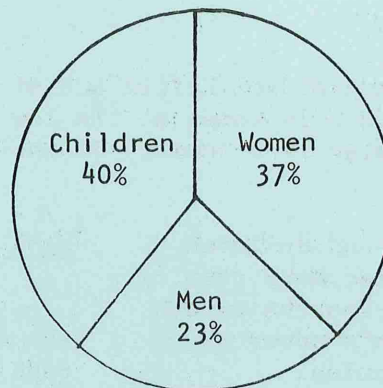


# PERSONS IN POVERTY

PERSONS BELOW POVERTY  
LEVEL, U.S. 1984

## WHO IS POOR?

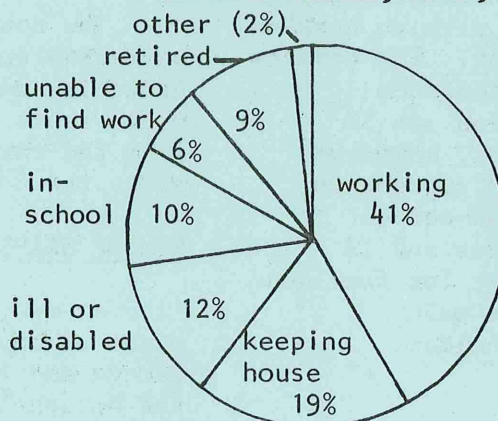
Of the 34 million persons whose incomes were below the poverty level in 1984, more than 3 out of 4 were women and children.



## WHAT ARE THEY DOING?

A substantial number of persons who are below the poverty level -- about 9 million -- hold paid jobs.

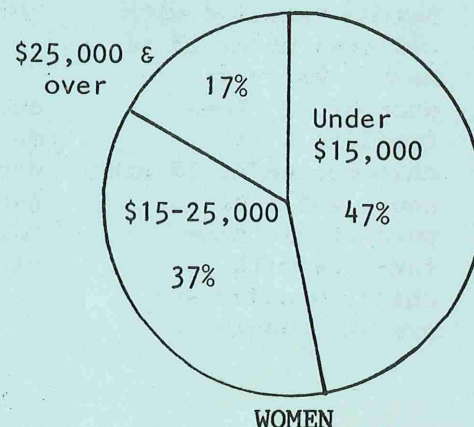
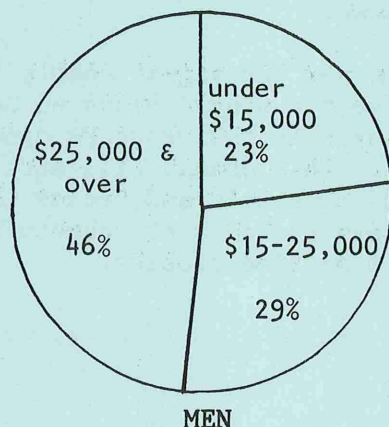
PERSONS BELOW POVERTY BY  
MAJOR ACTIVITY, U.S., 1984



## WHAT DO MEN AND WOMEN EARN?

Women are more likely than men to be at the low end of the income scale.

YEARLY INCOME, FULL-TIME YEAR-ROUND WORKERS, U.S. 1985





# THE 1986 FEDERAL TAX REFORM ACT AND WOMEN

The federal Tax Reform Act of 1986 offers significant benefits for women, particularly women at the low and moderate end of the income scale. The following is a summary of the changes that have the greatest effect on women.

**Women and children comprise more than three-fourths of the nation's poverty population.**

**Nearly half of all families below the poverty level in 1984 were maintained by women with no husband present. The poverty rate for such families was 35 percent, compared with 7 percent for married-couple families and 13 percent for families with a male householder.**

**Eighty-seven percent of single parent families with children under 18 are headed by women.**

**Poverty rates are highest among female-headed families with children under 18 at home. Forty-six percent of these families with children under 18 are poor, while 61 percent of these families with children under six are in poverty.**

## FAMILIES AT THE POVERTY LEVEL

Whether in a one-earner or a two-earner family, the tax burden on the poor is significant. While the rest of the country has enjoyed tax cuts in recent years, taxes on the poor have gone up dramatically: in 1979 a poverty-level family of four paid 1.8 percent of its income in taxes, but in 1985 the same family paid over 10 percent of its income in taxes -- a five fold increase.

The new federal tax law provides significant increases in the personal exemption, standard deduction and earned income tax credit. These changes will result in the removal of six million poor people from the tax rolls. The tax threshold will remain above the poverty level through the use of indexing.

## SINGLE HEADS OF HOUSEHOLDS

An equitable tax policy requires that single heads of household and married couples with the same income and family size be treated similarly because the household expenses for these comparably-situated families are similar. In the past federal tax law has penalized heads of household by providing a separate rate schedule for them, set between the rate for married couples and the rate for singles and by giving the heads of household the same standard deduction as singles. The result of this policy has been that in 1985 a head of household with two dependents and an adjusted gross income of \$10,000 paid 37 percent more taxes than a married couple family of the same size and income.

The new law significantly increases the standard deduction for single heads of household bringing it much closer to the standard deduction for married couples. This change will ease the tax burden on heads of household and reduce the inequity between taxes paid by heads of household and comparably-situated married couples.



**Fifty-three percent of women with children under age six work outside of the home.**

**Female employees are twice as likely as male employees to be the primary care providers for elderly relatives.**

**In 1983 the median money income for full-time year-round was \$14,479 for women and \$22,508 for men.**

**In 1985, 45 percent of women employed full-time year-round had income under \$15,000. Only 23 percent of their male counterparts had income below \$15,000.**

**Poverty rates are higher for older women than for older men. Fifteen percent of women age 65 and above are poor, compared to just under 9 percent of their male counterparts. Because older women outnumber older men, there are nearly 2.5 times as many older women in poverty as there are older men who are poor.**

#### FAMILIES THAT INCUR DEPENDENT CARE EXPENSES TO ENABLE THEM TO WORK OUTSIDE THE HOME

The majority of women are in two-earner families or are single heads of household. Many of these women must pay to have someone care for dependent children or other dependent family members while they are at work.

Families with dependent care expenses will continue to receive a tax credit to assist them in meeting the cost of care for both child and adult dependents. This credit is targeted to provide the greatest assistance to low-income families. In addition, the new law allows up to \$5,000 of tax-free, employer-provided dependent care assistance.

#### TWO-EARNER COUPLE

Since 1982, federal tax law has permitted a deduction of up to \$3,000 for two-earner couples -- both to recognize the greater non-deductible, employment-related expenses incurred by two-earner than by one-earner couples, and to offset the "marriage penalty" which occurs because a couple with two earners pays more tax than two single taxpayers with comparable income.

The new law eliminates the deduction, but because it also flattens the tax rate structure and significantly lowers rates in general, the adverse effect of its elimination are alleviated. At many income levels the loss of the two-earner deduction is completely offset by the flattened and lower rates.

#### OLDER TAXPAYERS

Federal tax policy has recognized that old age often brings lowered income and increased expenses by providing taxpayers age 65 and older with an extra personal exemption.

The new law eliminates this extra exemption, however, increasing the personal exemption available to all taxpayers to nearly twice its current value makes up for the elimination of the extra exemption. In addition the new law provides taxpayers age 65 and older with an extra standard deduction to ensure recognition of their increased expenses. This deduction is targeted to low and moderate incomes.



# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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NEWSLETTER #112

MARCH 1987

## IN THIS ISSUE

**1987 Legislative Program:** with a summary of the Commission's 1987 legislative proposals.

## ANNOUNCEMENTS

### COMMISSION MEMBERS

All of the Commission members have been appointed. They are:

#### Representatives:

Karen Clark, Minneapolis  
Katy Olson, Sherburn  
Sidney Pauly, Eden Prairie  
Ann Rest, New Hope  
Gloria Segal, St. Louis Park

#### Senators:

Linda Berglin, Minneapolis  
Gary DeCramer, Ghent  
Pat Piper, Austin  
Jim Ramstad, Minnetonka  
Ember Reichgott, New Hope

At the first Commission meeting Representative Gloria Segal was elected Chair and Senator Gary DeCramer was elected Vice-Chair of the Commission.

## PROGRAMS FOR WOMEN

Commission on the Economic Status of Women: Provide continued funding for the Commission on the Economic Status of Women.

Battered Women's Programs: Provide 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.

Give the battered women's shelter the right to appeal a denial of GA reimbursement through the fair hearing process.

Displaced Homemaker Programs: Provide continuing support for state displaced homemaker programs including: local programs; state-level coordinator; advisory council; and evaluation services.

Establish a pilot program to provide in-kind services to students of AVTIs and community colleges whose eligibility for public assistance would be jeopardized by receipt of a grant.

Sexual Assault Programs: Provide funding to the Department of Corrections for state coordination, administration and grants to local communities for sexual assault programs.

## HEALTH

Family Planning: Provide continued funding to the Minnesota Department of Health for family planning special projects under the Community Health Services Act.

Respite Care for Caregivers: Provide funding to develop a system of coordinated services at the county level to support caregivers.

Sliding Fee Health Insurance: Provide prepaid, comprehensive sliding fee health coverage for pregnant women and preschool children who are currently uninsured or underinsured and have income under 200 percent of federal poverty guidelines.

Women, Infant and Children Food Program (WIC): Establish a Minnesota supplemental WIC program to provide additional support for the WIC program.

Osteoporosis: Appropriate funds to conduct pilot programs to reduce risk conditions related to osteoporosis.

## TAXES

Income Taxes: Ensure equity for single parent families in the Minnesota income tax laws by taxing single parent families at the same rate as married couples families.

Child Care Tax Credit: Continue to provide a refundable child care tax credit to Minnesota taxpayers that is targeted to lower income Minnesotans.



## EDUCATION

Equity in Education: Provide for legislation modeled after Title IX of the Education Amendments of 1972, including authorization for the Department of Education to promulgate rules implementing the legislation.

Provide continued state funding for the Equal Education Opportunities position and additional staff for the implementation of the above legislation, including replicating exemplary sex equity projects and inservice training of educators.

Appropriate 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.

Incorporate sex equity provisions similar to the technology legislation in programs receiving state funding or oversight.

Provide incentive grants from the Department of Education to school districts which develop inservice programs for staff development.

Part-Time Students: Provide financial assistance to part-time students on an equitable basis in Minnesota post-secondary institutions by supporting financial aid programs for part-time students.

Teenage Pregnancy: Require the Department of Education to collect from school districts data on the number of students who drop out of secondary education because of pregnancy, birth of a child or the demands of parenting.

Provide 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, child development and legal rights and responsibilities.

Ensure that secondary schools providing child care for AFDC recipients maximize use of AFDC special needs federal dollars.

## CHILD CARE

Sliding Fee: Maintain the child care sliding fee program as a categorical program and provide funding to allow the program to serve a greater portion of eligible clients.

Resource & Referral: Provide funds for pilot resource and referral programs for residents of more Minnesota counties.

Employer Incentives: Provide a tax credit to employers who pay for or subsidize child care services for an employee.

Child Care for Post-secondary Education: Provide funding to post-secondary institutions and/or students to provide on-site, community-based or subsidized child care for students enrolled in post-secondary education and training programs.



## **CHILD CARE CONTINUED**

Child Care Development: Fund small business loan and grant programs for child care providers.

Expenses for Boards & Commissions: Allow child care expenses for public members of state boards and commissions.

Child Care Workers Wages: Provide higher reimbursement rates through the state sliding fee scale to day care centers and family day care homes that pay wages that are 110 percent or more of the state's average wages for child care workers.

## **WORKPLACE ISSUES**

Pay Equity: Continue to support the implementation of pay equity.

Commercial Credit: Extend the Human Rights Act to eliminate sex discrimination in the granting of commercial credit.

Unemployment Compensation: Provide a method for low paid part-time workers who are permanently attached to the labor force to qualify for unemployment compensation.

Parental Leave: Require Minnesota employers to provide an unpaid leave of absence at the birth or adoption of an infant, without loss of job, seniority or access to benefits.

Pension Benefits for Women: Require written consent of spouses of Minnesota public employees to waive the right to survivor benefits.

Award survivor benefits to certain former spouses of current or former Minnesota public employees.

Provide direct payment of pension benefits to former spouses of pensioned employees when a portion of the pension has been awarded to the spouse as part of a divorce decree.

## **FAMILY LAW**

Child Support: Support changes to the child support guidelines which reduce the disparity in the standard of living between the custodial and the noncustodial parents.

Establish automatic wage withholding at the time a child support order is established to ensure timely collection of child support from all wage earning obligors.

Apply the child support guidelines to the gross revenues of a business of a self-employed non-custodial parent, unless documentation of income can be presented to the satisfaction of the court.

Conform to federal requirements and prohibit courts from retroactively forgiving child support arrearages.

Appropriate funds to establish a computerized child support collection system.



## **FAMILY LAW CONTINUED**

Require the child support enforcement office to provide information regarding the status of child support payments when the information is requested by an obligee.

Marriage Dissolution: Insure that support awards in long term marriages are guided by the presumption that future earning capacity and the income it produces are assets of the marital partnership and should be shared by the two spouses after divorce.

Domestic Abuse Act: Prohibit vacation or modification of an Order for Protection in a marriage dissolution proceeding.

Provide information to a petitioner for an Order for Protection of the right to serve notice by publication.

Clarify that only a respondent can violate an Order for Protection.

Strengthen the notice provisions when a person arrested for domestic assault is released.

Require that the court consider the effect of domestic abuse when making a custody determination after there has been a finding that domestic abuse has occurred.

## **HUMAN SERVICES**

Aid to Families with Dependent Children: Maintain the current buying power of AFDC grants.

Restructure the AFDC standard of need allowing a recipient to retain more earned income before becoming ineligible for AFDC ensuring continued eligibility for medical assistance.

Appropriate funds and continue to pursue federal waivers necessary to implement the AFDC entrepreneurship initiative.

Expand the implementation of grant diversion and other work programs designed to assist AFDC recipients in achieving financial independence.

Develop a pilot work and training project through the Department of Jobs and Training for long term AFDC recipients using the services of the state's displaced homemaker programs.

## **MISCELLANEOUS**

Minnesota Women's History Center: Provide funding in the Department of Administration's capital budget to be used as planning money for the Minnesota Women's History Center.

Gender Bias in the Courts: Provide funding to establish a Minnesota Task Force on Gender Bias in the Courts.

Gender Revision in Minnesota Statutes: Eliminate language referring to members of one sex only in Minnesota statutes.



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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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NEWSLETTER #113

APRIL 1987

## IN THIS ISSUE

## ANNOUNCEMENTS

Child Support, with excerpts from CHILD SUPPORT, Facts About Collection in the United States and Minnesota.

Women in the Labor Force with recent data on women's increasing role in the paid labor force.

### PUBLICATIONS

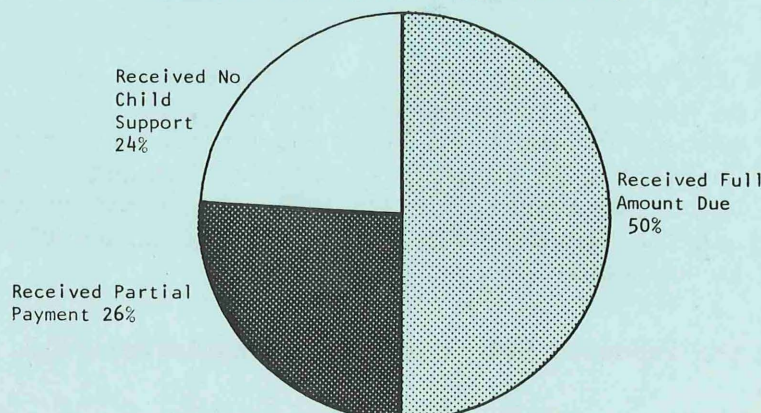
CHILD SUPPORT, FACTS ABOUT COLLECTIONS IN THE UNITED STATES AND IN MINNESOTA, a 6 page handout is now available from the Commission Office.

LEGISLATIVE PROGRAM 1987, with background information on each legislative proposal is now available from the Commission office.

Both can be ordered by writing or calling the Commission office. There is no charge for these publication.

## CHILD SUPPORT IN THE U.S.

PERCENT OF CHILD SUPPORT RECEIVED IN U.S., 1983<sup>1</sup>



<sup>1</sup> This pie only includes child support that was due in 1983.



# CHILD SUPPORT IN THE U.S.

In 1984 the U.S. Census Bureau conducted a survey of women 18 years of age and older to obtain data on child support. As of spring 1984, 8.7 million women were living with children under 21 years of age whose fathers were not living in the households; 58 percent or about 5.0 million of these women had been awarded child support payments as of that date.

Of the 5.0 million women awarded child support, 4.0 million women were supposed to receive child support for their children in 1983. Of those due payments, half received the full amount due, 26 percent received partial payments and 24 percent received no child support payments.

In 1983, the mean amount of child support received that year, excluding those who received no child support payments, was \$2,340. For women with court-ordered payments, the mean payment due was \$2,290, but the mean amount received was only \$1,330; therefore, women with court orders received only 58 percent of the amount they were due. Women with voluntary written agreements received 88 percent of the amount they were due, and the mean child support payments due (\$2,960) and received (\$2,590) were higher. The Bureau of Census defines a voluntary written agreement as: an agreement voluntarily written between the parties. This agreement may or may not have been recognized by the courts as part of the divorce or separation proceedings, but this type of agreement was not ordered by the courts. For women who were living below the poverty level the average amount of child support received was \$1,430.

## MEAN CHILD SUPPORT DUE IN 1983, U.S.

(Women with own children present under 21 years of age from an absent father as of spring 1984)

Type of Arrangement	Number (thous.)	Mean Child Support Received <sup>1</sup>	Mean Child Support Due
All Payments	3,995	\$ 1,779	\$ 2,521
Court Ordered	2,524	\$ 1,334	\$ 2,288
Voluntary	1,297	\$ 2,591	\$ 2,958

<sup>1</sup> Mean amount based on all women due payments, whether or not payments were received.

For all women and for women in poverty the percentage of child support owed that is paid in the Midwest\* is below that in the U.S. For example in the U.S. in 1983, 24 percent of women due child support for their children received no payments, in the Midwest 28 percent received no payments. The difference is more extreme for women in poverty. In the U.S. 38 percent received no child support payments, in the Midwest 54 percent of women in poverty due child support received no payments.

<sup>1</sup> (Commission on the Economic Status of Women, Newsletter #113, April 1987)



# CHILD SUPPORT IN MINNEOSTA

The Minnesota Office of Child Support Enforcement (referred to as the IV-D Program) through county child support enforcement offices: obtains court orders for child support, determines the ability of the absent parent to meet the child support obligation and enforces the court's order for child support.

In FY 1986 there were 116,329 child support cases in the system. There is no way of knowing what percentage of all child support orders that number represents. It is estimated that half of child support cases are in the system.

There are many reasons child support cases may not be in the system. These reasons include:

- \* The custodial parent is not aware of the child support collection system.
- \* There is no child support award.
- \* The custodial parent is collecting the full amount.
- \* Payments are late, but less than 30 days overdue.
- \* Partial payments are made, but made on time.
- \* Payments are erratic, but are received often enough to keep the custodial parent from asking for assistance with collection.
- \* Fear of letting the non-custodial parent know the location of the family because of a history of abuse.
- \* Frustration with the child support collection system.

Of the 116,329 child support cases in the system in Minnesota three-fourths were AFDC cases and the remainder were non-AFDC cases. Of these cases, 30,000 are solely AFDC arrearage collections.

Seventy-nine percent of the cases in the system had child support orders. Of the cases with support orders 36 percent are paying child support. Fifty-three percent of the non-AFDC cases are paying and 29 percent of the AFDC cases are paying. "Paying" includes both partial and full child support payments.

In fiscal year 1986, \$42.5 million of current child support due was collected by the child support collection system. This represents a little more than one-third of the total current child support due.

Data are from, Child Support and Alimony: 1983, Current Population Reports, Series P-23, Nos. 141 and 148 and The Minnesota Office of Child Support Enforcement.

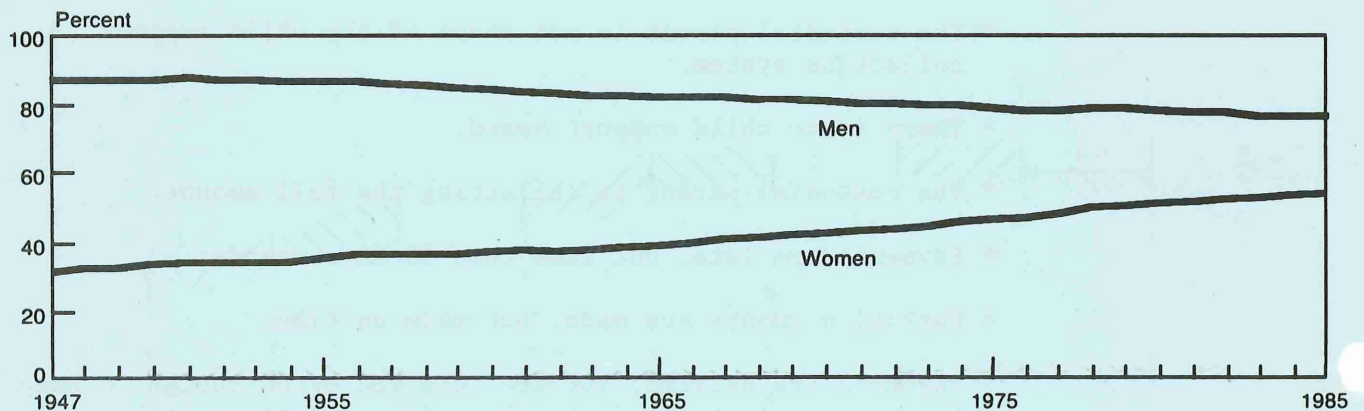


# WOMEN IN THE LABOR FORCE

The increased employment of women is a central issue in the consideration of the economic status of women in our society. Despite the fact that there has been no discernable reduction in household and family responsibilities in the last decade, women have joined the labor force in record numbers. In the last decade, 13 million (net) women have joined or reentered the labor force. Today the majority of adult women (54.5 percent) are in the labor force. The labor force participation rate for women in Minnesota is much higher than the national average, 62.9 percent. Minnesota has the third highest rate of participation of women in the labor force among the states. In the last 12 years the labor force participation rates of women increased by about 22 percent.

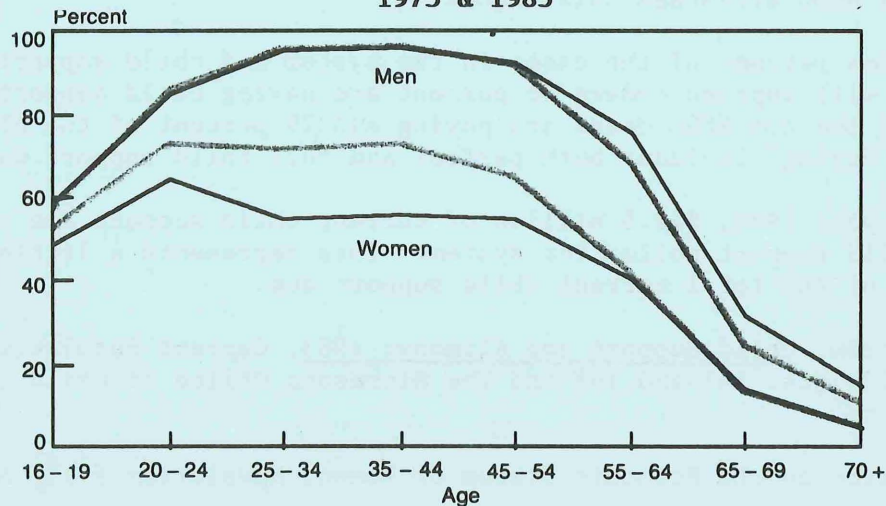
## LABOR FORCE PARTICIPATION RATES IN THE U.S. FOR PERSONS 16 YEARS OLD AND OVER

(Annual average for civilian noninstitutional population)



Women's labor force participation rates are higher when the elderly are not included. In 1950, about one-third of women 16 to 64 were in the labor force, while in 1985, 64 percent were working. There was little change during that period for men 16 to 64 years, from 91 percent down to 85 percent in 1985. The differences across age groups are smaller than they were in 1975, especially among women 20 to 44, all of whom now have labor force participation rates over 70 percent.

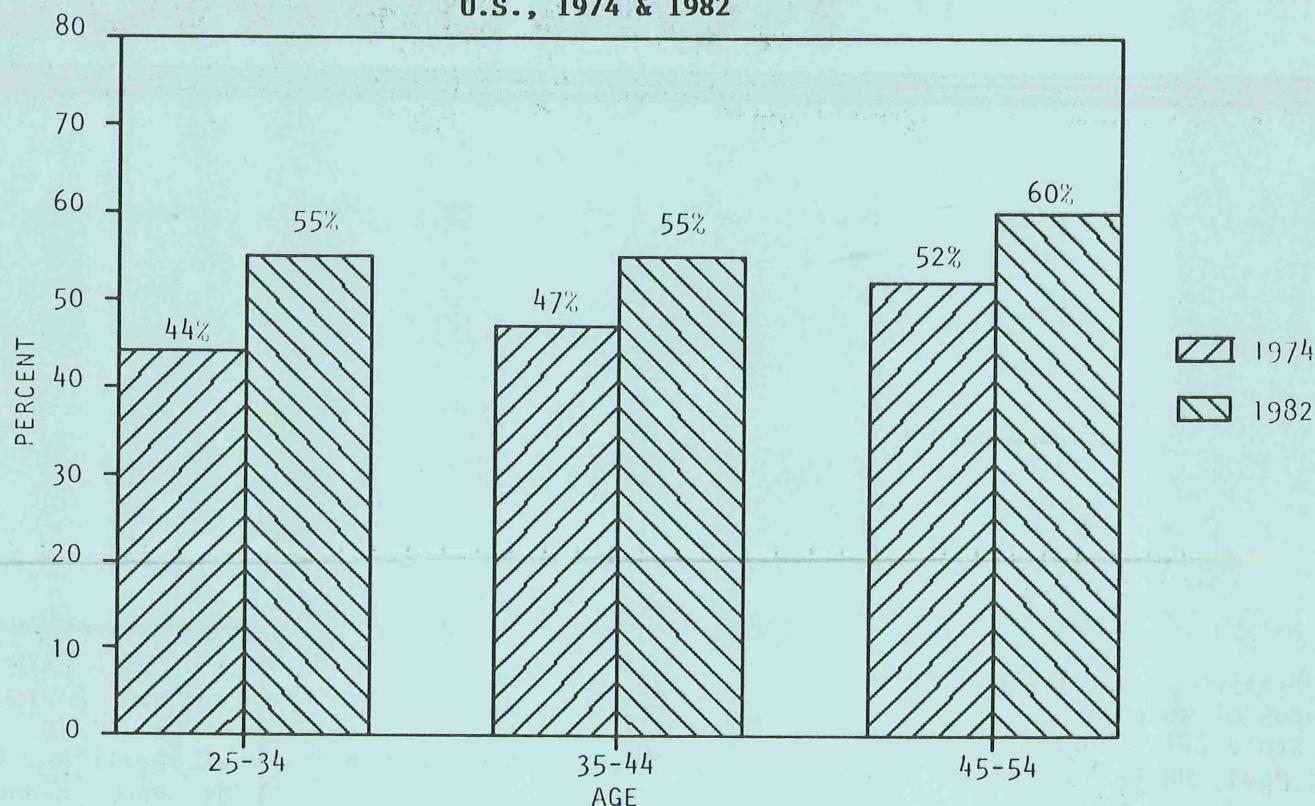
## LABOR FORCE PARTICIPATION RATES BY AGE & SEX 1975 & 1985





One difference in male and female participation in the labor force is the number of weeks and hours worked. Among men in 1984, 66.5 percent of those who were in the labor force were employed full-time year-round; the proportion of women was much less than men (48.2 percent). There has been a significant jump in the proportion of women who are employed full-time year-round, especially among women 25 to 54 years old. For example, in 1974, 44 percent of women age 25 to 34 were employed full-time year-round, compared with 55 percent in 1982.

**PERCENTAGE OF WOMEN BY AGE EMPLOYED FULL-TIME YEAR-ROUND  
U.S., 1974 & 1982**



In 1974, women worked in paid employment about 71 percent of the average number of hours worked per year by men; by 1982 (the last year for which data is available), they had increased their proportion to 79 percent of the hours that men worked. Between 1972 and 1982 women in every age group increased their average number of hours worked per year in paid employment while the number decreased for men in every age group except 14 to 24 years.

The great majority of women who were employed during the year -- about 2 out of 3 -- usually work 35 or more hours per week, compared with 6 out of 7 employed men, but part-time employment is an important aspect of today's labor force. In other countries most of the increased labor force participation of women has been accommodated by part-time work for women, but this is not the case in the United States. Between 1970 and 1984, only about 36 percent of the increase in the number of women workers has resulted from an increase in part-time workers.

Data are from, Women in the American Economy, Current Population Reports, Series P-23, No. 146.



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# **COMMISSION ON THE ECONOMIC STATUS OF WOMEN**

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85 State Office Building, St. Paul, Minnesota 55155

(612)296-8590

NEWSLETTER #114

MAY 1987

## **IN THIS ISSUE**

**WOMEN IN PUBLIC OFFICE**, with information on women in elected office in Minnesota, the United States, and the world.

Data in this newsletter are from the National Information Bank on Women in Public Office, a service of the Center for the American Women and Politics.

### **PUBLICATIONS**

**CHILD SUPPORT, FACTS ABOUT COLLECTIONS IN THE UNITED STATES AND IN MINNESOTA**, a 6 page handout is now available from the Commission Office.

It can be ordered by writing or calling the Commission office. There is no charge for this publication.

### **ANNOUNCEMENTS**

The Commission is beginning to plan for its summer hearings. Each summer the Commission holds 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.



# WOMEN IN PUBLIC OFFICE

This newsletter issue provides information about elected women in government. Data are for 1987 except as noted. Currently, 24 women are serving in Congress. Three states have women governors. The number of women in state legislatures is almost four times larger than it was fifteen years ago. Despite this progress, women still hold only a small minority of elective offices; at no level do they hold more than 15.5 percent of the available positions.

## STATE LEGISLATURES

Nationally women hold 15.5 percent of all seats in state legislatures. There are 1,157 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 218 or 10.9 percent of the 1,995 state senate seats and 940 or 17.2 percent of the 5,466 state house or assembly seats.

Every state has at least four women in its legislature. Mississippi remains the state with the lowest percentage of women in its legislature, 2.3 percent. Women are less than ten percent of the legislature in 13 states (down from 15 states in 1985). New Hampshire continues to be the state with the highest percentage of women in its legislature, 32.5 percent. Women are at least 20 percent of the legislature in 12 states (up from 10 states in 1985).

The party breakdown for women serving in all state legislatures in 1987 is 673 Democrats (58 percent of women legislators), 474 Republicans (41 percent), 9 Nonpartisans (1 percent) and 1 Independent. Nebraska has a unicameral legislature that is elected on a nonpartisan basis.

Minnesota ranks 26th among the states in the percentage of women in the state legislature, with 15.4 percent of Minnesota's legislators being women. Women are 9 of 67 (13.4 percent) senators and 22 of 134 (16.4 percent) representatives. Since 1922 when women first became eligible for election to the Minnesota legislature, a total of 65 women have served that institution.

## U.S. CONGRESS

Women hold 24 of the 535 seats in the U.S. Congress, accounting for 4.5 percent of the Congress. Women hold 24 of the 435 seats in the House of Representatives and 2 of the 100 seats in the Senate. The representation of women in Congress has increased only slightly since 1972 when 3 percent of the members were women.

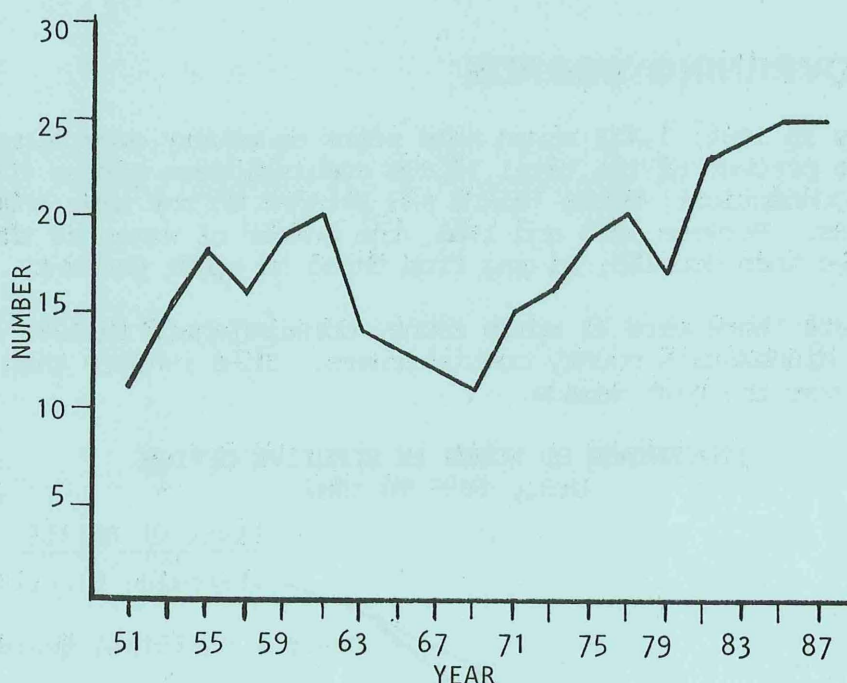
A total of 123 women have served in the U.S. Congress, including 16 in the Senate and 109 in the House of Representatives. Only two women -- Margaret Chase Smith of Maine and Barbara Mikulski of Maryland -- have served in both the House and Senate. Smith was first elected to the House to fill out her deceased husband's term in the 76th Congress. After serving in the House from 1940 to 1948, Smith was elected to the Senate where she served four terms. Mikulski is the first Democrat woman to hold a Senate seat not previously held by her husband. She served five terms in the House before being elected to the Senate in 1986.



New York has had more women in its congressional delegation than any other state -- a total of 13 to date, all in the House. An additional six states have had five or more women in their House delegation. Ten states have never sent a woman to either the House or 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 in the U.S. Senate for the remainder of Senator Hubert Humphrey's term after his death.

#### NUMBER OF WOMEN IN THE U.S. CONGRESS 1951 TO 1987\*



\*Number shown is the maximum number of women who served in that Congress; not all served terms.

### STATEWIDE ELECTIVE OFFICES

Nationwide, forty-three women hold top statewide elective positions, accounting for 14.6 percent of the 295\*\* top statewide elective positions. This is an increase of 4.4 percent since 1975 when women were ten percent of state elected officers. Three women serve as governors and five as lieutenant governors. Kay Orr, who was elected to the position of governor of Nebraska in 1986 is the first elected Republican woman governor. Ruth Meiers was re-elected to the position of Lt. Governor of North Dakota but died in office.

\*\*These numbers do not include women elected to the judiciary or women appointed to state cabinet-level posts.



There is one woman serving as a state attorney general in the U.S., Mary Sue Terry of Virginia. She is only the second woman ever elected to that post in any state. Twelve women serve as elected secretaries of state. In addition four states have appointed women serving as secretaries of state. Women are treasurers in ten states, auditors in five states and superintendents of public instruction or elected commissioners of education in four states. One state has a woman labor commissioner and one has a female corporation commissioner.

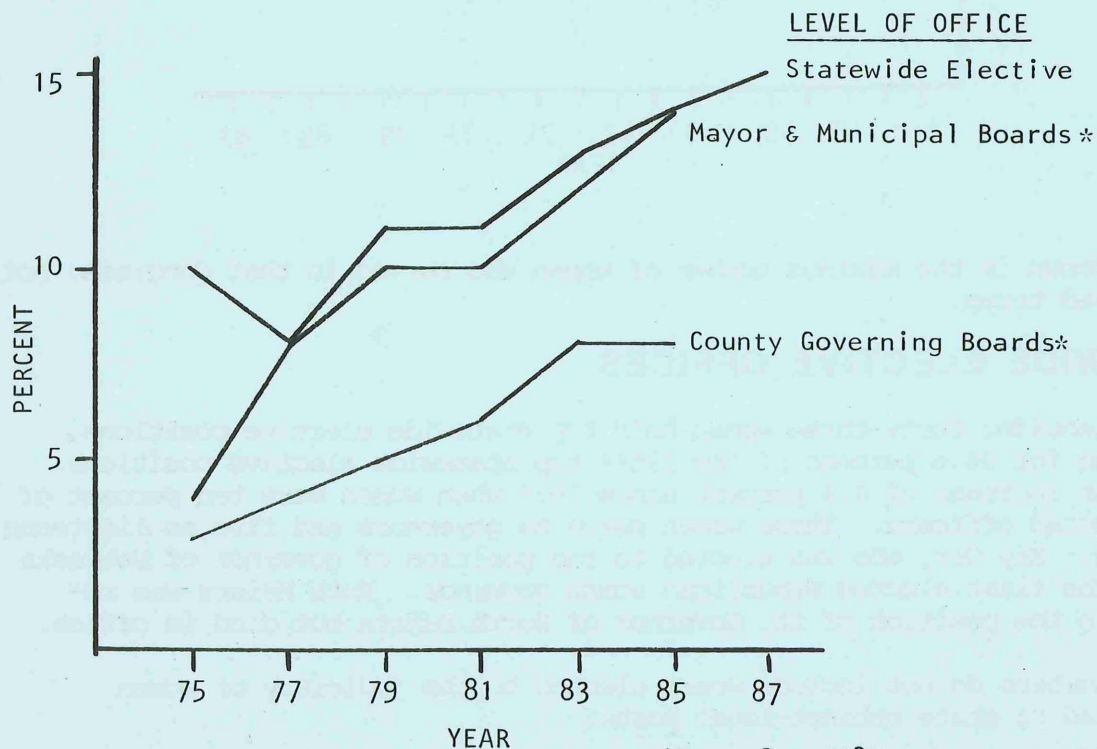
Women account for two of Minnesota's six constitutional officers (governor, lieutenant governor, secretary of state, attorney general, auditor and treasurer). Lt. Governor Marlene Johnson is the first woman Lt. Governor in Minnesota history. She was elected in 1982 and re-elected in 1986. Secretary of 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.

## COUNTY GOVERNING BOARDS

Nationally in 1984, 1,476 women held seats on county governing boards making up eight percent of the total 18,379 commissioners across the country. Three states: Connecticut, Rhode Island and Vermont do not have county governing boards. Between 1975 and 1985, the number of women as the county board level more than doubled, rising from three to eight percent.

In Minnesota there were 42 women county commissioners in 1987 representing 9.4 percent of Minnesota's county commissioners. This is more than a three fold increase over the past decade.

**PERCENTAGE OF WOMEN IN ELECTIVE OFFICE  
U.S., 1975 TO 1987**





## MUNICIPAL OFFICES

Among the 100 largest cities in the U.S., six had women mayors. In 1985, in the states for which data are available, women held 14,672 or 14.3 percent of the 102,329 elective positions at the municipal and township level. The percentage of women holding municipal and township offices more than tripled from 1975 to 1985, rising from 4 to 14 percent.

In Minnesota, there are currently 60 women mayors accounting for 7.0 percent of Minnesota's mayors. There are 482 women serving on city councils representing 14.0 percent of all council members. These numbers represent substantial change since 1977 when women were 2.6 percent of Minnesota mayors and 4.9 percent of council members. Minnesota also has 9,000 elected township officials, including supervisors, clerks and treasurers. In 1984, 1,227 or 14 percent of these positions were held by women.

## WOMEN IN GOVERNMENT AROUND THE WORLD

Data on women in government around the world are from a survey conducted by the Center for American Woman and Politics. The survey was distributed to 161 countries, 73 of which responded.

Ten countries (13.6 percent of the respondents) had women holding at least 20 percent of the seats in their national legislatures. Fourteen responding countries (19.2 percent) had women in 10 to 20 percent of the available legislative seats. And in 65.8 percent of those countries women held fewer than 10 percent of legislative positions.

Four responding countries: Romania, Norway, Sweden and Finland had women holding at least 30 percent of legislative seats. Of the countries that had women in their national legislatures, five countries (South Africa, Ecuador, Fiji, Brazil and Malta) had women in less than two percent of legislative seats. Ten countries had no women in their national assemblies.

Women are significantly underrepresented in high government positions such as cabinet, ministerial or other national executive offices. In most cases when women do have responsibility for a major governmental division, it is one related to traditional women's roles, such as, cultural affairs, education, social welfare, health or women's rights. In only four countries do women fill at least 20 percent of cabinet or ministerial positions. Of these, only Norway's government has a substantially higher percentage of women, 44 percent. In 94.5 percent of the responding countries, women fill less than 20 percent of high government offices.

The four countries with women holding more than 20 percent of government positions are: Norway (44 percent), Grenada (25 percent), Sweden (25 percent) and Greece (22 percent). In six countries women hold less than 5 percent of government positions. They are: Fiji, Israel, Mauritius, Poland, Sri Lanka and Tunisia. There are an additional 17 countries with no women in high government positions.

Five countries (Kuwait, Lebanon, Morocco, Nigeria and United Arab Emirates) reported there were no women in any government office.



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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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85 State Office Building, St. Paul, Minnesota 55155

(612)296-8590

NEWSLETTER #115

JUNE 1987

## IN THIS ISSUE

LEGISLATION 1987, summarizing action on Commission-endorsed legislative proposals during the 1987 legislative session.

### ANNOUNCEMENTS

The Commission is beginning to plan for its summer hearings. Each summer the Commission holds 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.



# *Legislative Summary 1987*

## COMMISSION ENDORSED LEGISLATION WHICH PASSED

### PROGRAMS FOR WOMEN

Commission on the Economic Status of Women: Provides funds for the Commission for the 1988-89 Biennium. (HF 1315)

Battered Women's Programs: Provides \$5.3 million for the biennium for continued support for the 17 battered women's shelters in Minnesota. (HF 243)

Displaced Homemaker Programs: Provides continued support for the state's displaced homemaker programs. Funds for this program will continue to come from the marriage license fees. Projected funds from this source are \$2 million for the biennium. (HF 243)

Sexual Assault Programs: Provides \$1.3 million for the Sexual Assault Services Program which provides training, develops materials and provides state coordination, administration and grants to local communities for sexual assault program. (HF 243)

### HEALTH

Family Planning: Provides approximately \$1.1 million to the Minnesota Department of Health for family planning special projects under the Community Health Services Act. (HF 243)

Sliding Fee Health Insurance: Beginning July 1, 1988 families with incomes below 185 percent of the poverty level will be eligible for very low cost prenatal care and comprehensive outpatient coverage for children up to age 6. (HF 243)

Women, Infants and Children Food Program (WIC): Provides \$1 million in state funds to supplement the federal appropriation for the WIC supplemental food program. (HF 243)

### TAXES

Taxes - Single Heads of Households: A new tax bracket for single heads of households with dependents is created which taxes single parents at a more favorable rate than single individuals with no dependents. In previous years single heads of households were taxed at the same rate as single individuals. (Chapter 268)

Taxes - Dependent Care Tax Credit: The refundable child care tax credit has been retained and will continue to be targeted to lower income taxpayers. It will appear on both the Minnesota short and long income tax forms. (Chapter 268)

### EDUCATION

Part-Time Student Aid: Appropriates \$2 million per year for the continuation of the Part-Time Grant Program for students of post-secondary institutions. (SF 1515)



Child Care in Post Secondary Education: Authorizes the state to sell bonds to finance the construction of child care centers at state higher education institutions. Eight community colleges (Brainerd, Inver Hills, Hibbing, Itasca, Mesabi, Normandale, Nothland and Rochester) and 10 AVTIs (Anoka, Austin, Faribault, Hibbing, Mankato, Moorhead, Pine City, St. Paul, Thief River Falls and Wadena) will be building or expanding child care centers during the biennium. In addition, Willmar AVTI and Willmar Community College will construct a shared child care center. Two AVTIs, Hennepin Technical Center and St. Cloud, were given authority to use existing local funds for child care facilities. (HF 919)

#### CHILD CARE

Child Care Sliding Fee Program: Increases funding for the sliding fee program to \$26 million for the biennium. A portion of the sliding fee fund is set aside for targeted AFDC recipients as part Minnesota's welfare reform initiatives and a portion is set aside for students in post-secondary institutions. (HF 243)

Child Care Resource and Referral: \$250,000 of the sliding fee appropriation will be available for new or expanding child care resource and referral services. This is the first state appropriation for resource and referral programs and 80 percent is targeted to rural Minnesota. (HF 243)

Child Care Grants and Loans: \$250,000 of the sliding fee appropriation will be available through the Department of Human Services to provide grants to assist in the development of licensed child care providers. (HF 243)

Child Care for Public Members of State Boards: Allows public members of state boards and commissions to be reimbursed for child care expenses associated with participation on the board/commission. (Chapter 354)

Child Care Workers' Wages: Provides higher reimbursement rates through the state sliding fee program to child care centers and family day care providers that pay wages that are 110 percent or more of the county average wage for child care workers. (Chapter 290)

#### WORKPLACE ISSUES

Pay Equity: Requires school districts with more than 10 employees that did not submit a pay equity report to submit a pay equity report to the Commissioner of Employee Relations by October 1, 1987. The report must include an implementation plan to be completed no later than December 31, 1991. Any district that does not submit a plan by October 1, 1987 will be required to have a total administrative cost freeze. (Chapter 398)

Commercial Credit: Amends the Human Rights Act to prohibit discrimination in the granting of commercial credit on the basis of sex or marital status. (Chapter 245)

Unemployment Compensation for Part-Time Workers: Changes the method of computing eligibility for unemployment compensation. Permanent part-time low income workers will have sufficient wages to become eligible for unemployment compensation. (Chapter 362)



Parental Leave: Parents employed in companies with 21 or more employees, who work at least 20 hours a week and have been on the job for at least one year, are entitled to take up to six weeks of unpaid leave when a child is born or adopted. At the end of the leave the employee is entitled to return to her/his old position or a position of comparable duties, number of hours and pay. (Chapter 359)

Pensions: Requires pension funds to give information regarding rights and benefits of pension plan members to a party to a dissolution action or to a former spouse who is entitled to pension rights or benefits as part of a marriage dissolution action. Also requires direct payment to a former spouse. Describes how a pension plan is to pay out surviving spouse benefits when there is more than one surviving spouse. Requires the court to try to offset future pension benefits or rights against liquid or readily liquidated marital property. (Chapter 157)

#### FAMILY LAW

Child Support: Automatic wage withholding for new or existing child support orders will be tested in a five county two year pilot program. Results of the pilot program will be reported to the legislature in 1989 and the benefit of making the program statewide will be evaluated. Income withholding will be easier to implement when child support is 30 days in arrears, it will no longer be necessary to return to court. (HF 243)

Domestic Abuse Act: Prohibits the court from vacating an Order for Protection in a temporary hearing in a marriage dissolution unless there has been a motion made in court and notice given to both parties. Admittance of the excluded party into the residence does not void an Order for Protection. A provision is added to the notice given to the party to be restrained that the Order for Protection is not voided if the residence is entered even if the person is invited into the residence. (Chapter 237)

Requires that when a judge releases from custody a person who has committed a domestic assault the conditions of release must be written and given to the agency having custody of the person and to the person being released. Failure to give the order to the arrested person does not invalidate the conditions of release. (Chapter 115)

Shelters for Battered Women will be able to receive general assistance payments on behalf of residents directly from the county. The shelter will also have the right to appeal a denial of funds directly to the Commissioner of Human Services. (Chapter 270)

Requires that the court consider the effect of domestic abuse when making a custody determination after there has been a finding that domestic abuse has occurred. (Chapter 106)

#### HUMAN SERVICES

Aid to Families with Dependent Children: Appropriated \$500,000 to pursue federal waivers necessary for the AFDC entrepreneurship project and to implement the project. (HF 243)



## OTHER ISSUES RELATED TO THE ECONOMIC STATUS OF WOMEN

Gender Bias in the Courts Study: Appropriates \$50,000 to the Supreme Court to conduct a study of gender bias in the Minnesota judicial system. (HF 1315)

Gender Revision of Minnesota Statutes: Continues to remove nonsubstantive gender specific language from the Minnesota Statutes. (Chapters 39 and 49)

### COMMISSION ENDORSED LEGISLATION WHICH DID NOT PASS

Respite Care for Caregivers: Provide funding to develop a system of coordinated services at the county level to support caregivers. (HF 562; SF 400)

Osteoporosis: Appropriate funds to conduct pilot programs to reduce risk conditions related to osteoporosis. (HF 178; SF 212)

Government Initiatives to Encourage Child Care Benefits: Provides a grant program for employer child care services. (HF 825; SF 817)

Women's History Center: Provides funding in the capital budget to be used for planning the Minnesota Women's History Center. (In original bonding proposal)

### OTHER LEGISLATION RELATED TO THE ECONOMIC STATUS OF WOMEN

Insurance: Requires group contracts for health insurance and hmo contracts to include maternity benefits as standard unless the policy is only for a specific disease.

Requires that health insurance policies which cover dependents continue to cover the surviving spouse and dependents after the death of the insured until the date the coverage would have terminated or until the surviving spouse becomes covered under another group health plan. The surviving spouse can be required to pay, but the fee may not exceed 102 percent of the cost for the same period for other spouses and dependents.

Accident and health insurance policies which provide hospital or medical expense coverage and which cover the spouse and dependent children of an insured must permit the spouse and children to continue coverage when the insured becomes enrolled in Medicare.

Termination of insurance coverage to a spouse solely as a result of marriage dissolution is prohibited. Coverage must be continued until the insured's former spouse becomes covered under another group health plan. The insured is required to pay any monthly premium but the premium may not exceed 102 percent of the cost to the plan for other spouses and dependent children where there has not been a marriage dissolution. (Chapter 337)

Set-Aside: Eliminates the 5 year disqualification for minority and women businesses that have been participating in the state set-aside program. (HF 1138)

Sexual Assault: Creates a higher standard of proof and narrows the circumstances under which evidence of a victim's previous sexual conduct may be admitted as evidence in a prosecution for criminal sexual conduct. Requires 3 days notice of the intent to present such evidence. (Chapter 114)



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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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Commission on the Economic  
Status of Women  
85 State Office Building  
St. Paul, MN 55155

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NEWSLETTER #115

LEGISLATIVE SUMMARY

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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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85 State Office Building, St. Paul, Minnesota 55155  
NEWSLETTER #116

(612)296-8590  
JULY 1987

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## IN THIS ISSUE

**WOMEN OFFENDERS IN MINNESOTA**, with information from the Minnesota Department of Correction report, The Woman Offender in Minnesota: Profile, Needs and Future Directions. Copies of the complete report are available from the Minnesota Department of Corrections.

## ANNOUNCEMENTS

The Commission will be holding a hearing at the State Capitol on Tuesday, July 21, 1987 at 10 A.M. The Commission will discuss the 1988 legislative agenda and plan for future hearings. If you would like additional information on the hearing please contact the Commission Office.

## PUBLICATIONS

The Commission has just revised two of its informational brochures to reflect changes in the law passed during the 1987 legislative session. **PARENTAL LEAVE AND THE LEGAL RIGHTS OF PREGNANT EMPLOYEES** and **EMPLOYMENT RIGHTS FOR WOMEN** are available from the Commission.



## The Woman Offender in Minnesota

On June 9, 1987 the Commission met and information on the woman offender in Minnesota was presented. The following summarizes the information from that meeting.

Women continue to represent a small proportion of the corrections population. This is one of the reasons why women are frequently overlooked. They commit fewer crimes and are far less likely to be involved in violent crimes. Despite this there has been a gradual recognition of the need for comprehensive planning for the woman offender in Minnesota. As part of the comprehensive planning process the Department of Corrections conducted a needs assessment to: profile the woman offender; inventory the resources and services available to the woman offender; and to identify the staff development and training needs of corrections staff.

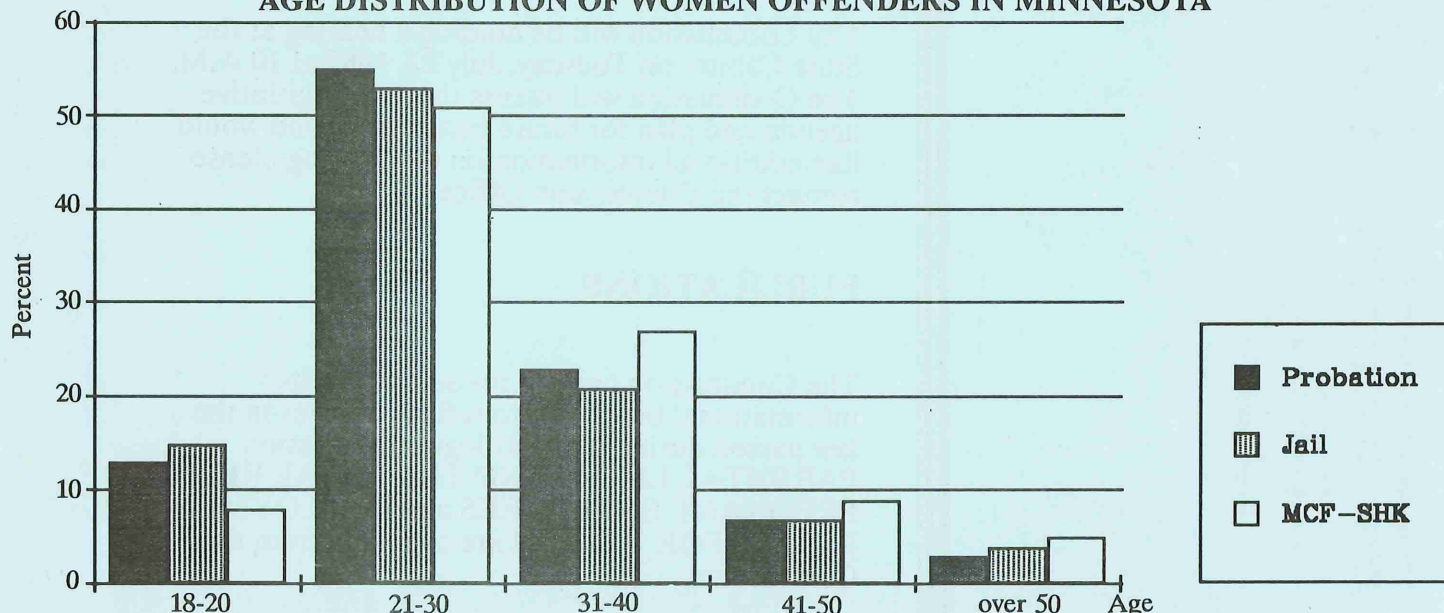
Although women offenders are as multidimensional as any group of women, certain shared profile factors exist. The woman offender tends to be a young woman who is either single or divorced/separated. Her educational level is not significantly different than that of the general population, however, she probably lacks work skills and is dependent on public assistance. If she is a minority, she might be over-represented in the woman offender profile. Her offenses will tend to be property offenses. There is a high probability that she experienced physical and/or sexual abuse and that she has a history of chemical abuse.

The county social service agency is the primary resource for services to the woman offender. Few recreational resources are available to the woman offender.

### Age

The woman offender in Minnesota tends to be younger than the population as a whole, with the majority of women between the ages of 21 and 30. Almost two-thirds of the women in Minnesota's jails are under age 30 and close to 60 percent of the women at the Minnesota Correctional Facility at Shakopee (MCF-SHK) are under age 30.

**AGE DISTRIBUTION OF WOMEN OFFENDERS IN MINNESOTA**



(Throughout this report data for women on probation and women in jails is for calendar year 1984, selected counties. Data for women at MCF-SHK is for January 1986.)



## Education

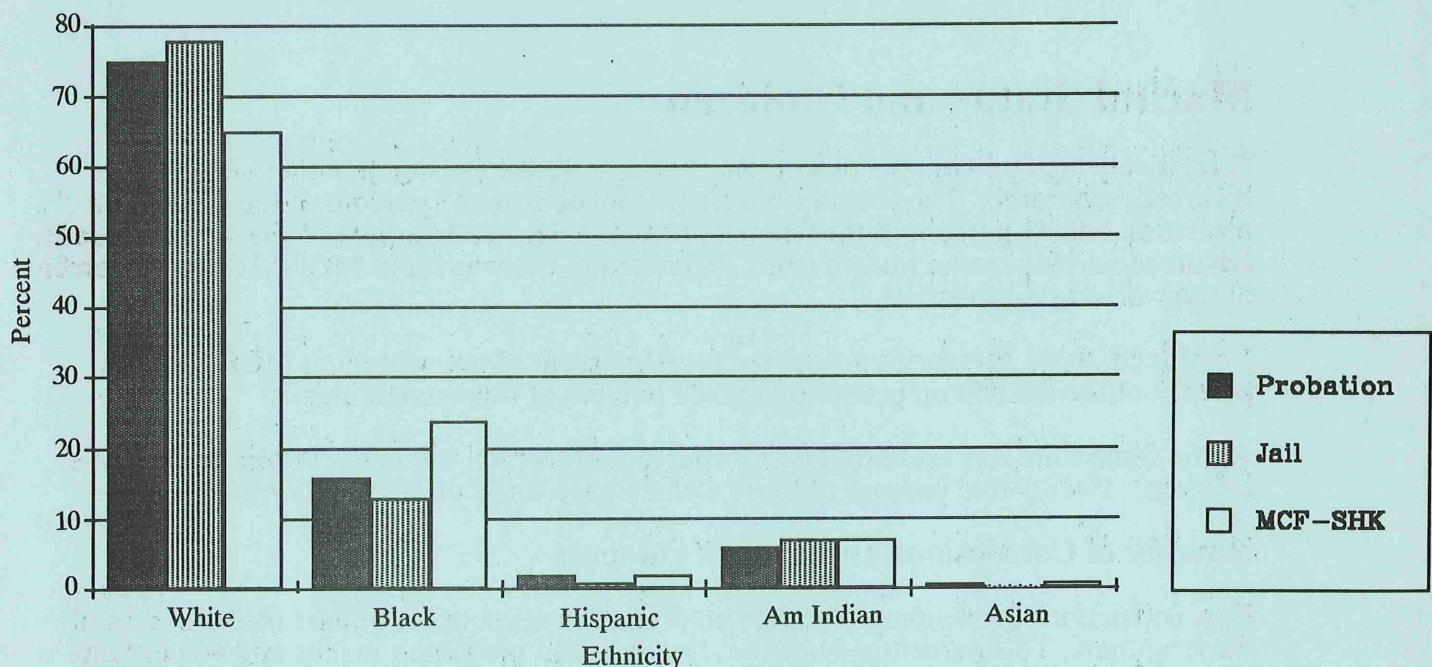
Eighteen percent of women in jails and 25 percent of women at MCF-SHK had not completed high school or received a GED. For women on probation 36 percent had not completed high school. Five percent of the women at MCF-SHK were college graduates, while 7 percent of women in jails and 3 percent of women on probation had college degrees.

## Ethnicity

The majority of women in the corrections system in Minnesota are White. For women on probation and women in jail between 75 and 78 percent were White. While at MCF-SHK, 65 percent were White. Twenty-four percent of the women at MCF-SHK's were Black and seven percent were American Indian. In jails, where one third of the female population was minority, seven percent were American Indians.

A closer look at individual county caseloads showed a wide variation among counties. Although most counties outside of the Twin Cities metropolitan area have proportionately very small minority woman offender populations, there are exceptions. For example, data show that in Beltrami and Cass counties the American Indian representation is particularly high. In all categories of women offenders, minorities were over-represented compared to the population as a whole.

ETHNICITY OF WOMEN OFFENDERS IN MINNESOTA

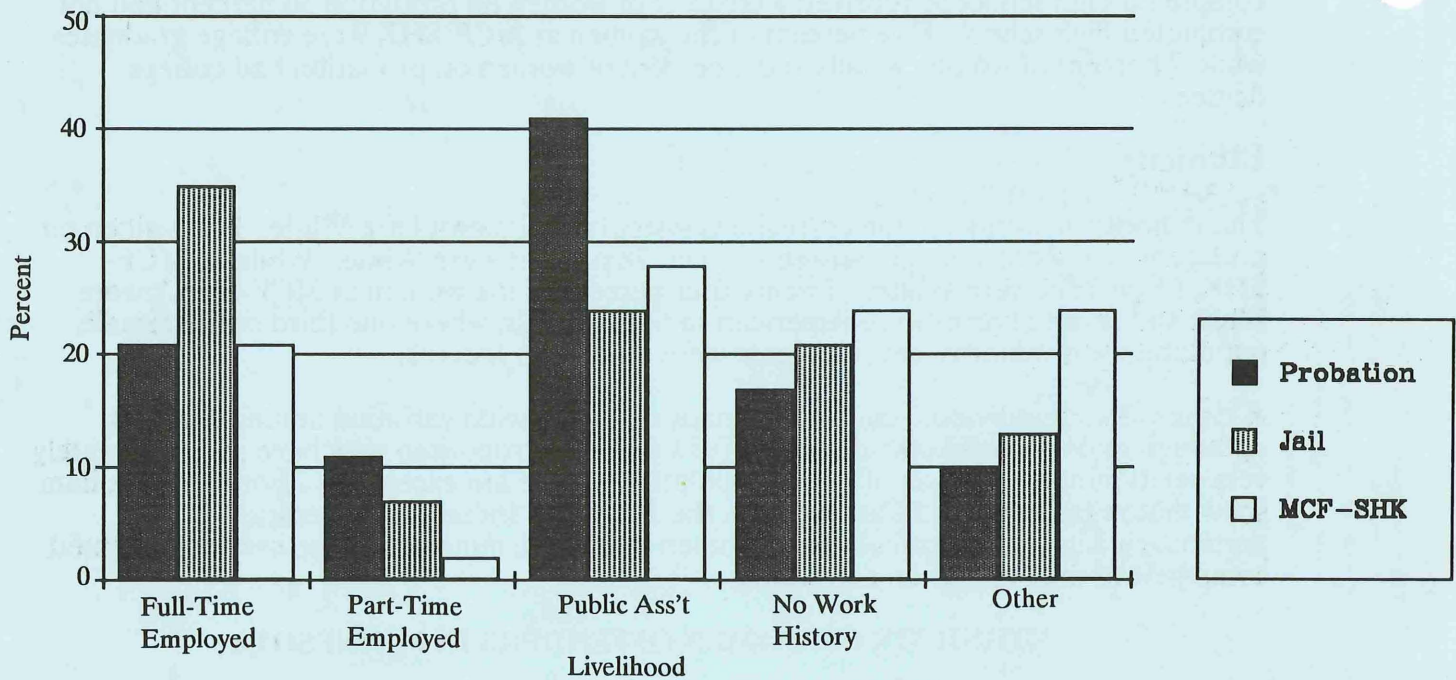


## Livelihood At the Time of Arrest

There is a high level of economic dependency in all groups of women offenders. This includes those on probation, those in jail facilities and those at MCF-SHK. The data show that when the percentage of those receiving public assistance was combined with those with no work history and with "other including unemployed" it varied anywhere from 58 percent of women in jails to 76 percent of women at MCF-SHK.



## LIVELIHOOD AT TIME OF ARREST



## Marital Status and Children

A relatively high percentage of women offenders were found to be either single or divorced/separated. Those who were single ranged from 41 percent of the women on probation and 41 percent of the women at MCF-SHK to 59 percent of the women in jails. Divorced and separated ranged from 20 percent of the women at MCF-SHK to 36 percent of the women on probation.

Combined, these categories accounted for 61 percent of the women at MCF-SHK, 77 percent of the women on probation and 81 percent of the women in jails.

At the same time it is estimated that 72 percent of women offenders in Minnesota have children. Twenty-one percent of these women have three or more children.

## Number of Convictions and Type of Offenses

First convictions for women offenders on probation account for almost three-fourths of these women. This percentage declines to about half of women in jails and 40 percent of women at MCF-SHK. Twenty-eight percent of women on probation and 49 percent of women in jails had two or three convictions, while one-third of women at MCF-SHK had two or three convictions. No women on probation or in jail had four or more convictions while 28 percent of the women at MCF-SHK had four or more convictions.

For women on probation, both felons and misdemeanants tended to be on probation for property offenses rather than person offenses. It is striking to note that 59 percent of the women in jail facilities were incarcerated because of a DWI or DWI-related offense.



TYPE OF OFFENSE			
Type of Offense	Women on Probation Percent	Women in Jail Percent	Women at MCF-SHK Percent
DWI or DWI Related	9	59	--
Fraud	31	4	1
Larceny	20	8	30
Forgery	10	3	18
Narcotics	4	3	8
Prostitution	--	5	--
Burglary	2	1	4
Criminal Sexual Conduct	--	1	13
Assault	10	1	6
Other	14	13	19

The 'other' category for women at MCF-SHK included the following crimes: homicide, robbery, kidnapping, conspiracy and arson.

### Chemical Abuse, Mental Illness and Victimization

The study had difficulty determining the extent of chemical abuse and mental illness among women offenders. However, a small sample gave some evidence of the dimension of the problem. In a sample of 12 non-metropolitan area counties it was found that 38 percent of the women on probation for felonies had a history of chemical abuse and 12 percent had a history of mental illness. Of the women at MCF-SHK on January 1, 1986, 81 percent had a history of chemical abuse and 8 percent had a history of mental illness.

It was also difficult to gather sufficient data to profile the extent of victimization among women offenders. In a survey of victimization of women felons on probation in 43 counties the history of victimization was unknown for 80 percent of these women. For the 20 percent of the women for which data was available 44 percent had been victims of sexual abuse as children. This was followed by the following types of victimization: physical abuse as adults (27 percent), physical abuse as children (22 percent) and sexual abuse as adults (7 percent).

For women at MCF-SHK the following types of victimization were reported: physical abuse as adults (68 percent), sexual abuse as adults (44 percent) and sexual abuse as children (25 percent). Eighteen percent of the women had experienced no abuse. (The percentages add to a number greater than 100 indicating that more than one type of abuse was reported by many of the women).



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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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85 State Office Building, St. Paul, Minnesota 55155

(612)296-8590

NEWSLETTER #117

August 1987

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## IN THIS ISSUE

**WOMEN IN MINNESOTA**, with 1985 survey data on age, marital status, educational attainment, family income and occupation. Data are from the Current Population Survey.

## ANNOUNCEMENTS

The Commission has scheduled two hearing in greater Minnesota for early fall. The Commission will be in Marshall and Jackson on September 22 and in Virginia on October 1. These hearings will be open hearings on the economic status of women. If you would like additional information on the hearing please contact the Commission office.

## PUBLICATIONS

The Commission has just revised two of its informational brochures to reflect changes in the law passed during the 1987 legislative session. **PARENTAL LEAVE AND THE LEGAL RIGHTS OF PREGNANT EMPLOYEES** and **EMPLOYMENT RIGHTS FOR WOMEN** are available from the Commission office.



## WOMEN IN MINNESOTA 1985

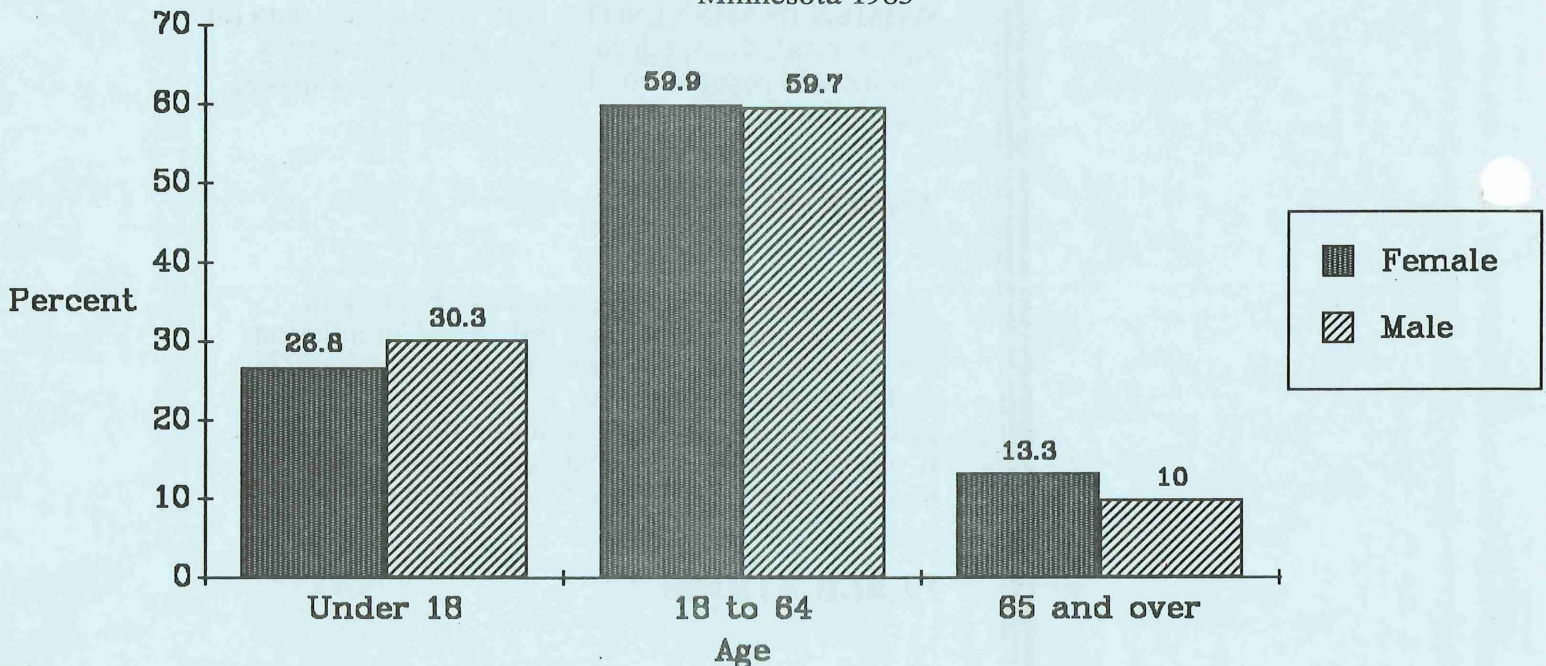
Data in this newsletter are from the Current Population Survey (CPS), March 1985, conducted by the Bureau of the Census. It is a sample designed to produce national estimates of selected demographic characteristics. State data, therefore, are not as reliable as national data. These data may reflect a higher metro area bias in the survey sample. Data from the CPS and census data (contained in Women in Minnesota) are not entirely comparable due to differing survey procedures. Technical information about the source and reliability of the estimates is available at the Commission office.

### AGE

In 1985 there were roughly 4.2 million people living in Minnesota, with men and women each representing about half of the state's population. Women have longer life expectancy than men and this is reflected in Women's higher median age -- 31.4 years for women and 28.2 years for men.

The proportion of women and men in the 18 to 64 age group is about the same -- approximately 60 percent. There is a higher proportion of women over 65 years of age (13 percent of women compared with 10 percent of men) and a lower proportion of women under age 18 (27 percent of women compared with 30 percent of men).

AGE DISTRIBUTION BY SEX  
Minnesota 1985



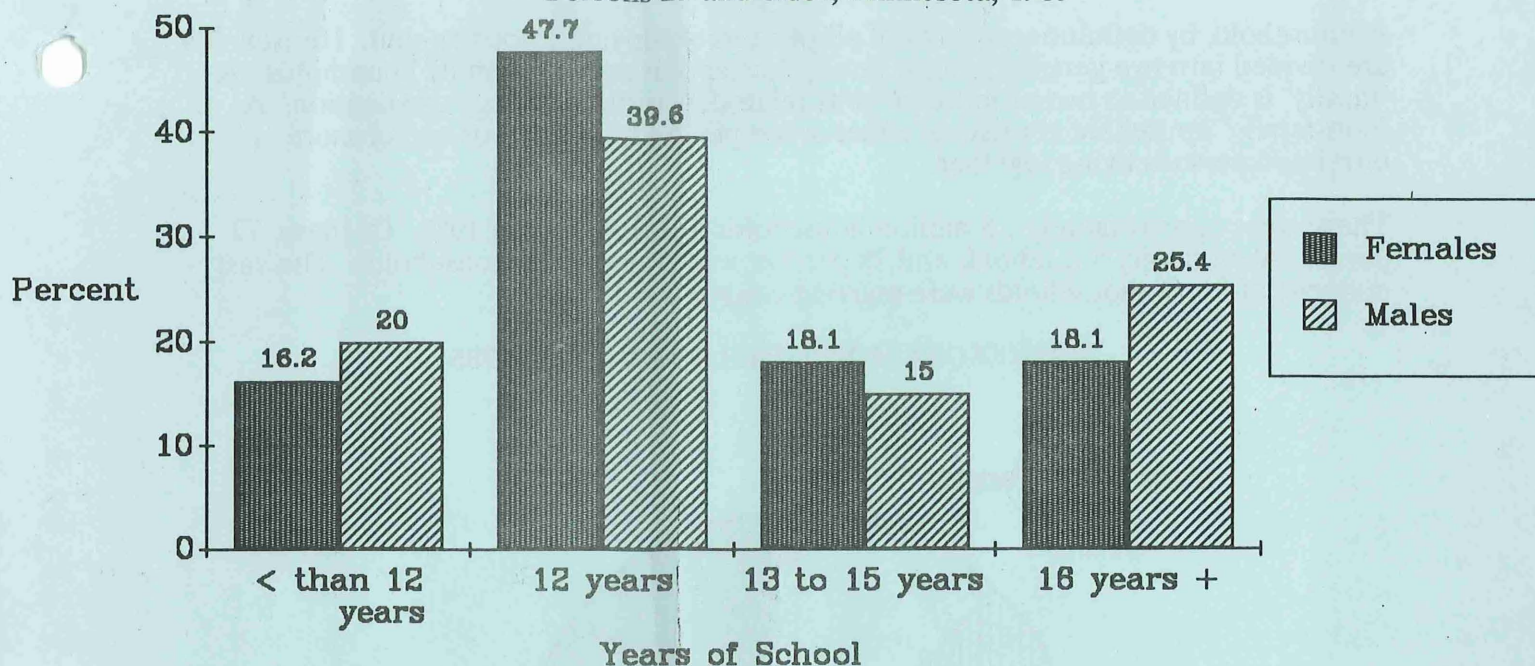
### EDUCATIONAL ATTAINMENT

Both men and women are pursuing higher levels of education than in the past, and there is some evidence that differences in educational attainment continue to decrease. Among persons over age 25, forty percent of men compared with thirty-six percent of women, have some post-secondary education. In addition, the number of persons with less than a high school degree is decreasing rapidly. While 16 percent of women 25 and over have less than a high school degree, only 2 percent of women age 25 to 44 have not received a high school diploma or GED. For men the contrast is as startling, with 20 percent of men over 25 not having a high school education while only five percent of men 25 to 44 have not completed high school.



### EDUCATIONAL ATTAINMENT BY SEX

Persons 25 and older, Minnesota, 1985

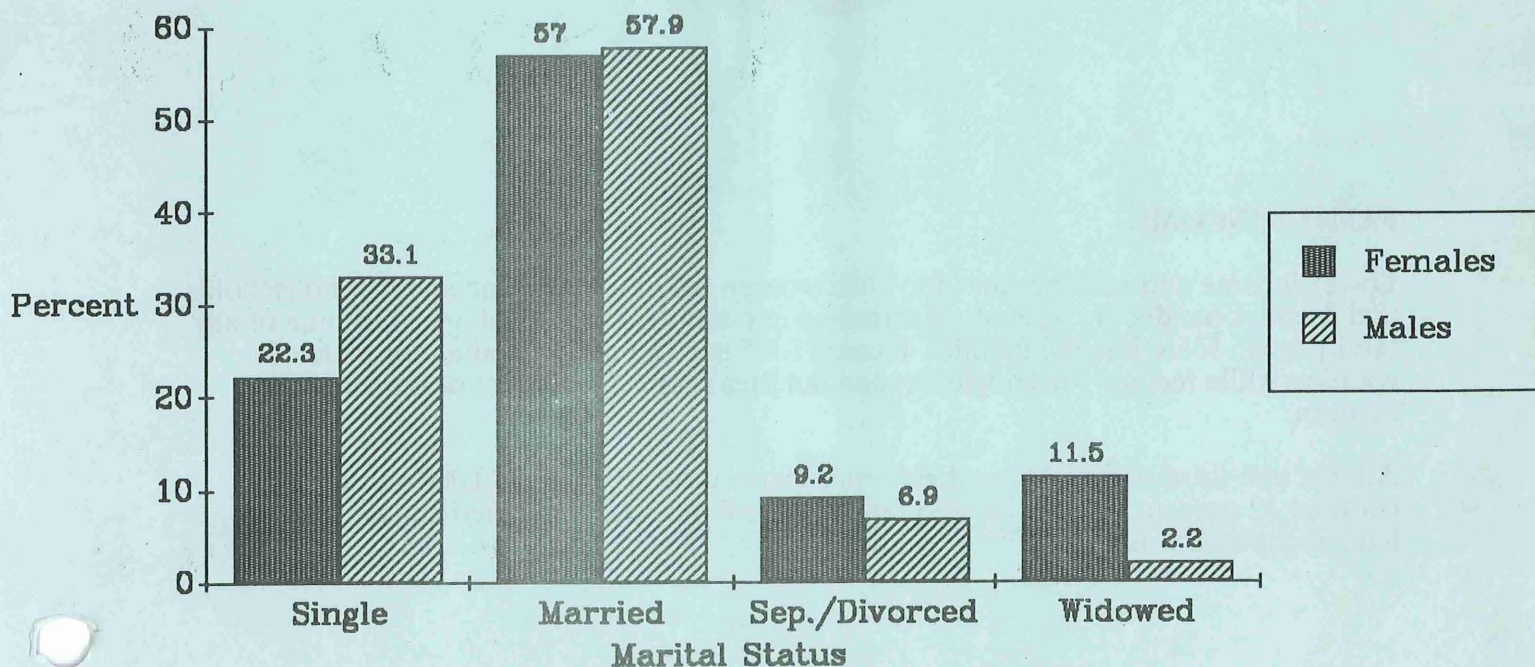


### MARITAL STATUS

Marital status patterns have changed little the substantial majority of women are married and living with their husbands. Men are more likely than women to be single or married and less likely to be divorced or widowed. This is largely a function of age difference. Since men generally have a shorter life span, a larger proportion are in the younger never-married group and a smaller proportion are in the older widowed group. Men are more likely to be married because, among other reasons, they are more likely than women to remarry after divorce or widowhood.

### MARITAL STATUS BY SEX

Persons 15 and older, Minnesota 1985



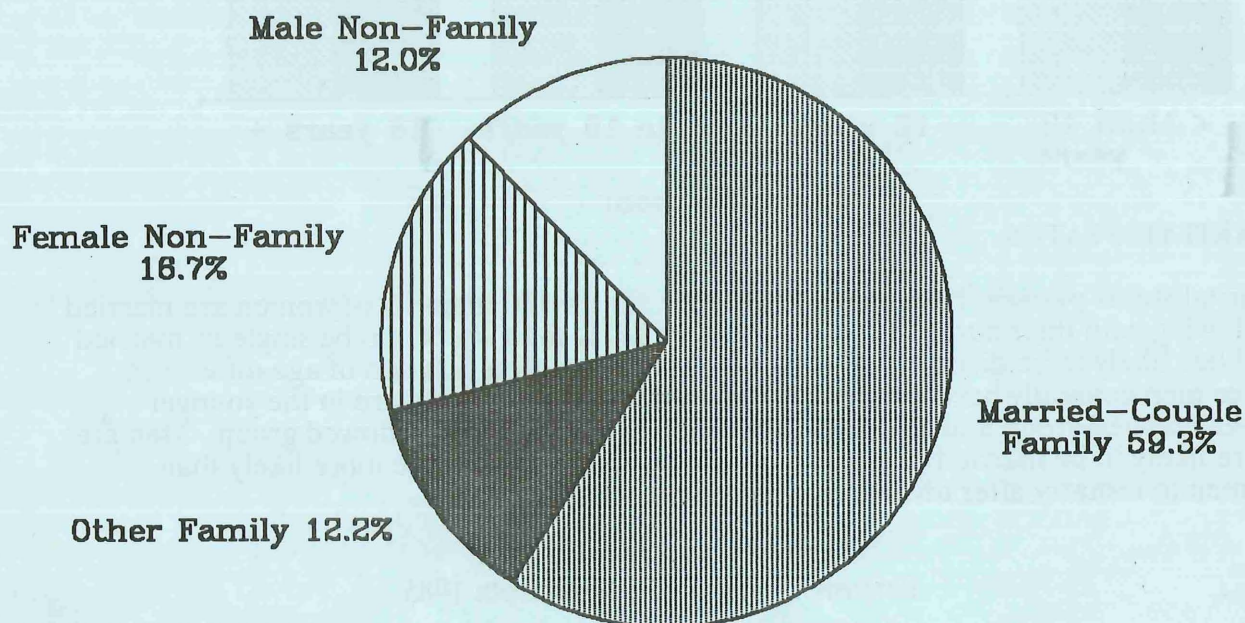


## HOUSEHOLD CHARACTERISTICS

A household, by definition, consists of all persons occupying a housing unit. Households are divided into two general groups: family households and non-family households. A "family" is defined as two or more persons related by birth, marriage or adoption. A "non-family" household consists of either a one-person household or two or more unrelated persons living together.

There were approximately 1.5 million households in Minnesota in 1985. Of these, 72 percent were family households and 28 percent were non-family households. The vast majority of family households were married-couple families.

**MINNESOTA HOUSEHOLDS BY TYPE, 1985**



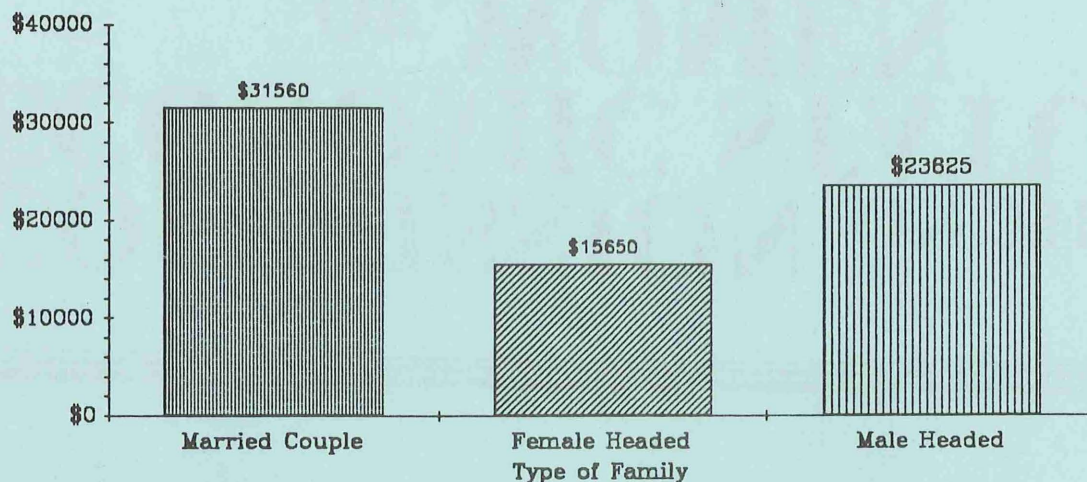
## FAMILY INCOME

Lower income and earnings for individual women result in lower incomes for households and families headed by women. Married-couple families have the highest income of any family type. Male-headed families' income is 75 percent of the median for married couples, while income for female-headed families is only 50 percent of the married median.

Almost one-third of female-headed families have income under \$10,000 a year. By contrast 12 percent of male-headed families and 6 percent of married-couple families have incomes this low.



## MEDIAN INCOME BY FAMILY TYPE Minnesota, 1985

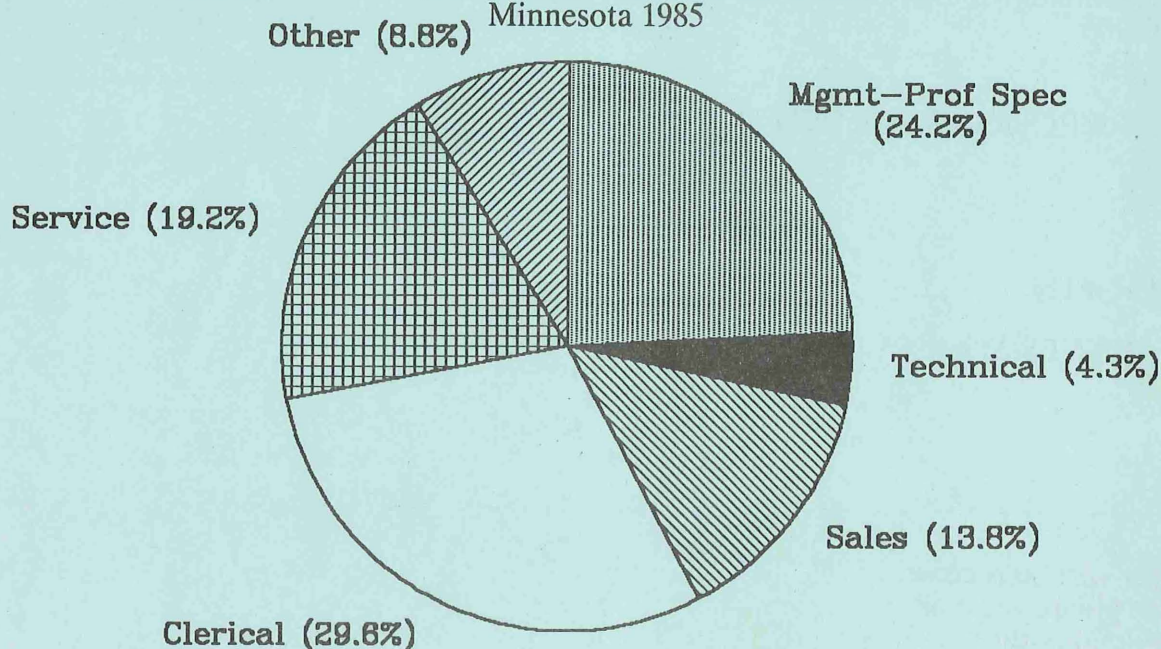


## LABOR FORCE PARTICIPATION AND OCCUPATION

Minnesota has a higher than average labor force participation rate for women. A survey released by Bureau of Labor Statistics found that Minnesota had the third highest labor force participation rate in the nation with 63 percent of Minnesota women over the age of 16 in the labor force. The CPS data for the same year show 62 percent of Minnesota women in the labor force.

Despite the large number of women in the labor force in Minnesota, women continue to be employed in predominately female occupations. The largest proportion of women are performing clerical or service work. Although one-fourth of women are in "management and professional specialty" occupations, the majority of women working in professional specialty occupations are nurses or non-college teachers. Only nine percent of women are employed in occupations such as production, crafts, repair work, farming, forestry or fishing.

## EMPLOYED WOMEN IN MINNESOTA BY OCCUPATION Minnesota 1985





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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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85 State Office Building, St. Paul, Minnesota 55155

(612)296-8590

NEWSLETTER #118

September 1987

## IN THIS ISSUE

**CHILD CARE**, with data on employed women and their children and information on child care arrangements and costs.

## ANNOUNCEMENTS

Lisa Cohen, assistant director, is leaving the Commission to take a position with the West Hennepin Human Services Board. We wish Lisa well in her new position. The hiring process for her replacement is underway.

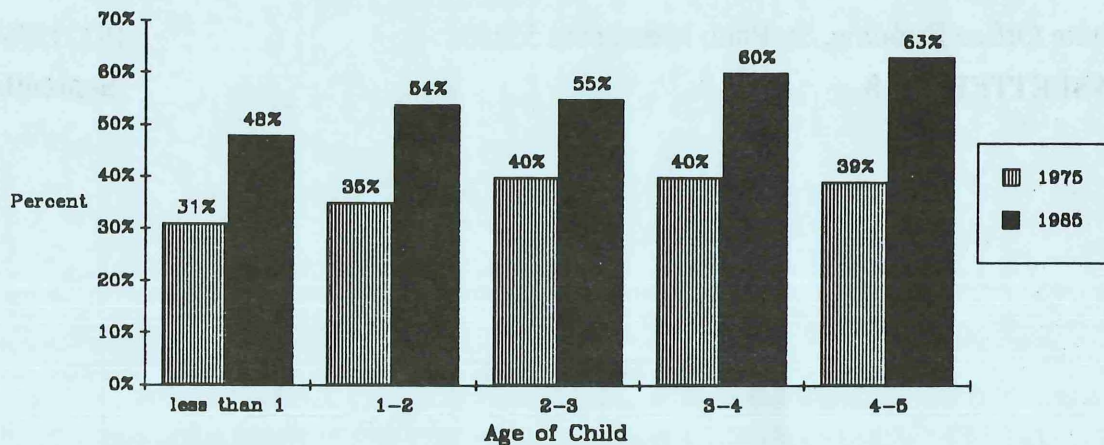
The Commission will be hold a public hearing on Thursday, October 1st, at 2 PM at the Holiday Inn in Eveleth . If you would like additional information on the hearing, please contact the Commission office.



## EMPLOYED MOTHERS WITH YOUNG CHILDREN

The most remarkable trend in the U.S. labor force over the past three decades has been the entrance of more and more young mothers. In 1985, 54 percent of women with children under age 6 were working -- four times the 1950 level. All of these mothers, whether they are single parents or part of a married couple, face a similar dilemma: how to care for their children.

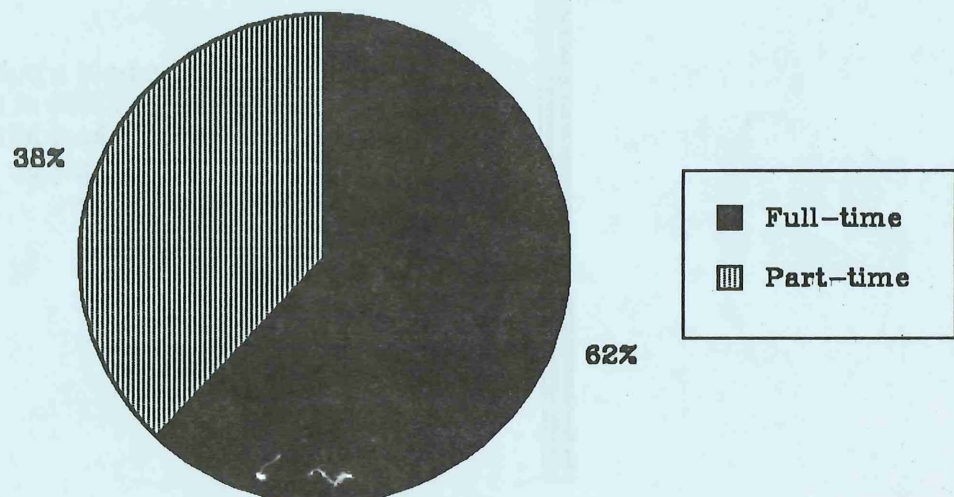
Women in the Labor Force with Young Children  
U.S. 1975 and 1985



## YOUNG CHILDREN OF EMPLOYED MOTHERS

The number of young children of working women needing care while their mothers are at work is not only an important issue for the social development of children, but is a major concern of parents, employers and policy makers whose responsibilities include the welfare of children. The majority of the mothers of these children are employed full-time.

Children Under 5 by Employment Status of Mother  
Winter, 1984-85





## TYPES OF CHILD CARE

There are a variety of types of child care programs. The following is a short glossary of child care terms.

Day or Child Care Center: Care for ten or more children, usually located in public or private buildings. License required.

Family Day Care: Care for one to five children and two school-age children in the caregiver's home. License required.

Group Family Day Care: Care for up to ten children plus two school-age children in the caregiver's home. License required.

Child Care Cooperative Center: Similar to day care centers with more parental involvement. License required.

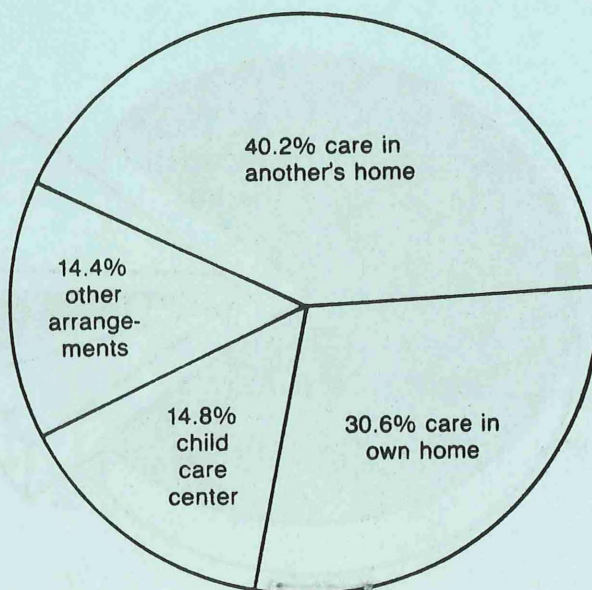
Latch Key: Care for school-age children, often available in schools and community programs in addition to the above types of care.

Child care is also provided through in-home care and babysitting cooperatives. In addition, there are early childhood programs, such as nursery schools and play groups, which provide educational and socialization programs for pre-school children.

## CHILD CARE ARRANGEMENTS

In 1982, over half of all employed women chose care outside their homes for their children under age 5. The rest chose care in their own homes or had other arrangements.

Type of Care of Children Under Age 5  
U.S. 1982





## COST OF CHILD CARE IN MINNESOTA

Child care is expensive, making it a major household budget item. Assistance is available in the form of tax credits and subsidies such as the sliding fee program.

### AVERAGE LICENSED WEEKLY DAY CARE FEES IN MINNESOTA

	Metro Area 1987	Large Cities Outside Metro Area 1987	Rural 1987
<b>INFANT</b>			
Day Care Home	66	58	55
Day Care Center	100	74	61
<b>TODDLER</b>			
Day Care Home	63	57	55
Day Care Center	83	63	57
<b>PRESCHOOL</b>			
Day Care Home	61	56	55
Day Care Center	73	59	55

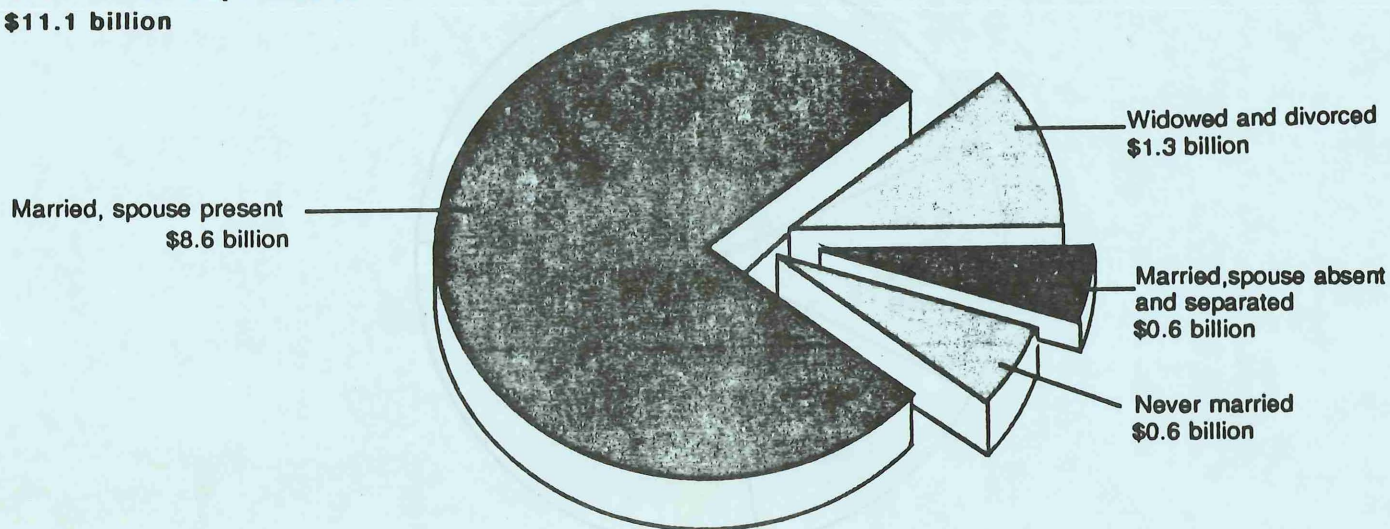
Source: Minnesota Department of Human Services

## NATIONAL CHILD CARE EXPENDITURES

The child care industry is a small but growing segment of the service sector of the American economy.

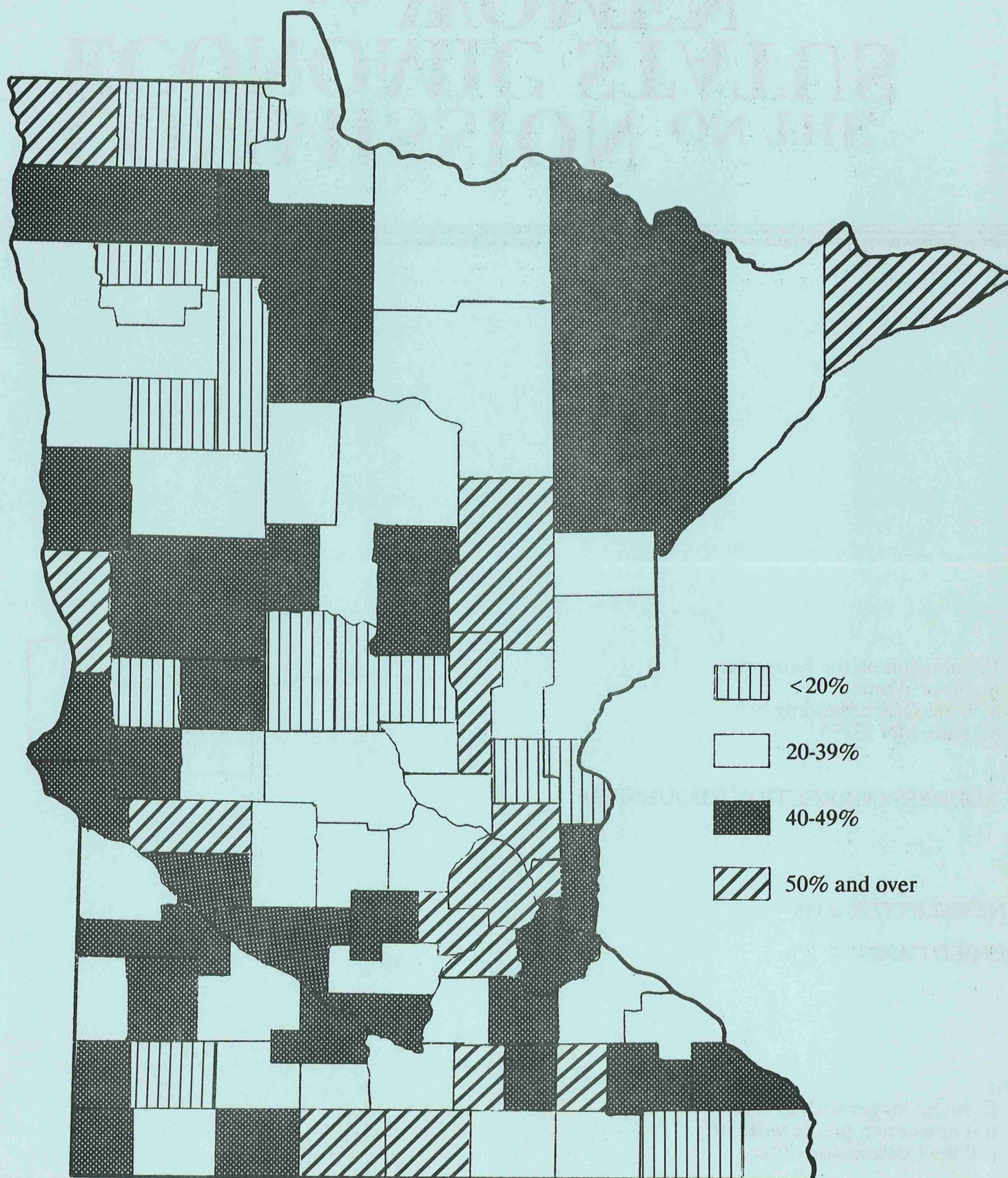
### ANNUAL U.S. CHILD CARE EXPENSES Winter 1984-85

**Total Annual Expenditures**  
**\$11.1 billion**





**CHILD CARE DEMAND IN MINNESOTA**  
**Ratio of Licensed Day Care Slots/100 Children Under age 6**



Source: Child Care Works



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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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85 State Office Building, St. Paul, Minnesota 55155  
NEWSLETTER #119

(612)296-8590  
October 1987

## IN THIS ISSUE

**OLDER WOMEN**, with U.S. census data on women 65 and older, including information on life expectancy, marital status, living arrangements, and income and poverty.

## ANNOUNCEMENTS

Christine Halvorson is the new assistant director of the Commission. She has been a communications specialist with Lutheran Social Services and an assistant editor at Augsburg Publishing House.

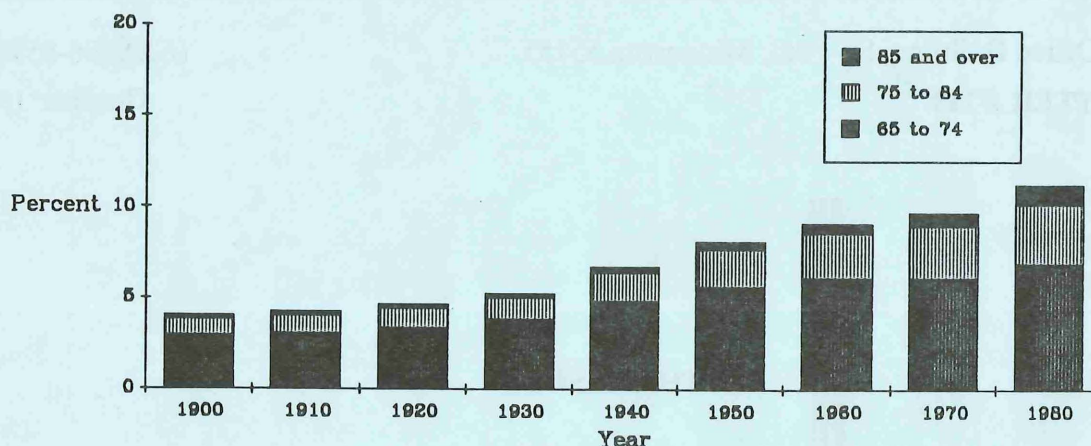
The Commission will be hold a public hearing in December in Eden Prairie. The hearing will focus on employment issues. If you would like additional information on the hearing, please contact the Commission office.



## INCREASING NUMBERS OF OLDER PERSONS

One of the most significant demographic trends in the U.S. population in this century has been the increase in the number of persons age 65 and older. Both the number and percentage increases were the greatest for the oldest population - those 85 and older.

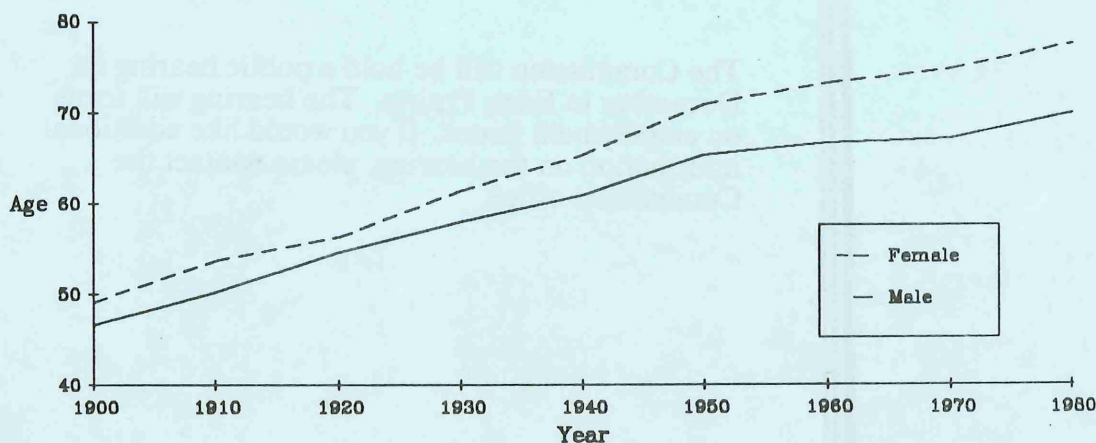
PERCENTAGE OF THE POPULATION 65 AND OLDER  
U.S. 1900 to 1980



## LIFE EXPECTANCY

Males outnumber females slightly at birth and in younger age groups. Beginning at age 30 the age groups become increasingly female. Six out of 10 people over age 65 are female and by age 85 the proportion has increased to seven of every ten. Differences in mortality rates and life expectancy contribute to the greater number of females in the older population.

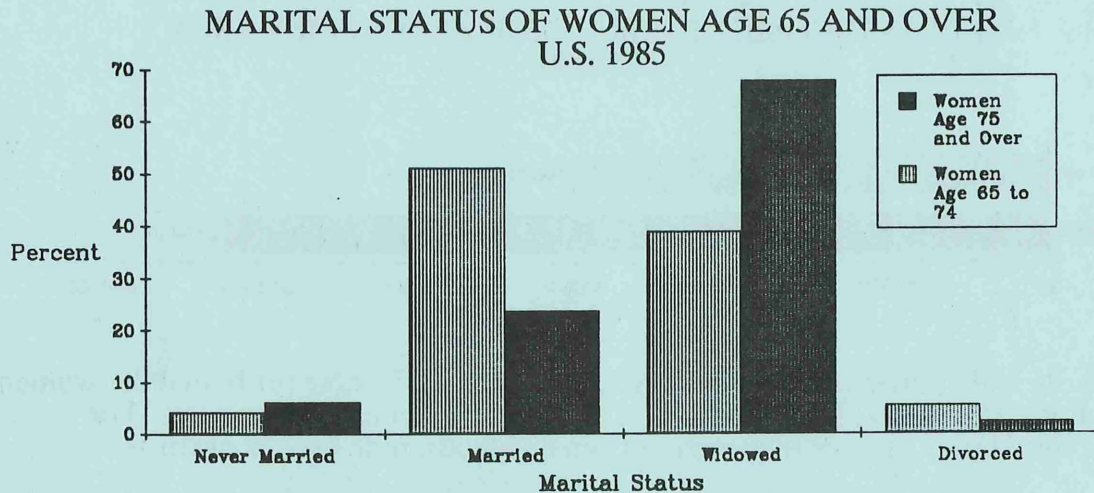
LIFE EXPECTANCIES AT BIRTH BY SEX  
U.S. 1900 to 1980





## MARITAL STATUS

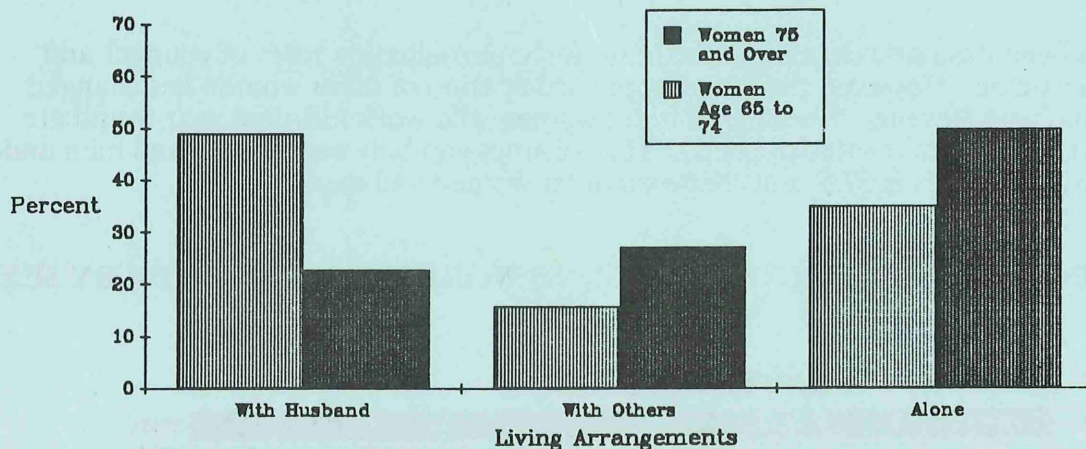
Older women are typically married or widowed. Higher male mortality rates and the tendency of men to marry younger women contribute to the rise in the rates of widowhood of older women. Seven of every ten men age 75 and older are living with a spouse, while nearly seven of every ten women in the same age group are widows.



## LIVING ARRANGEMENTS

Marital status clearly has an impact on where and how people live. Older women living with their husbands represent only about 40 percent of all elderly females. Another 40 percent live alone. About 20 percent live with other people. Among women over 75, the percentage living with husbands drops to less than one-fourth and the percentage living alone increases to nearly one-half. Only a small number of all (non-institutional and institutional) older women - 6.6 percent - live in an institution. However, older women are about twice as likely to be living in an institution as their male counterparts. Females account for nearly three-fourths of older persons living in institutions such as nursing homes.

## LIVING ARRANGEMENTS OF WOMEN AGE 65 AND OLDER

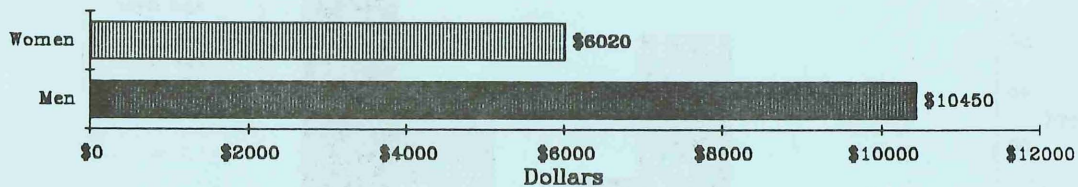
  
U.S. 1985




## INCOME OF OLDER WOMEN

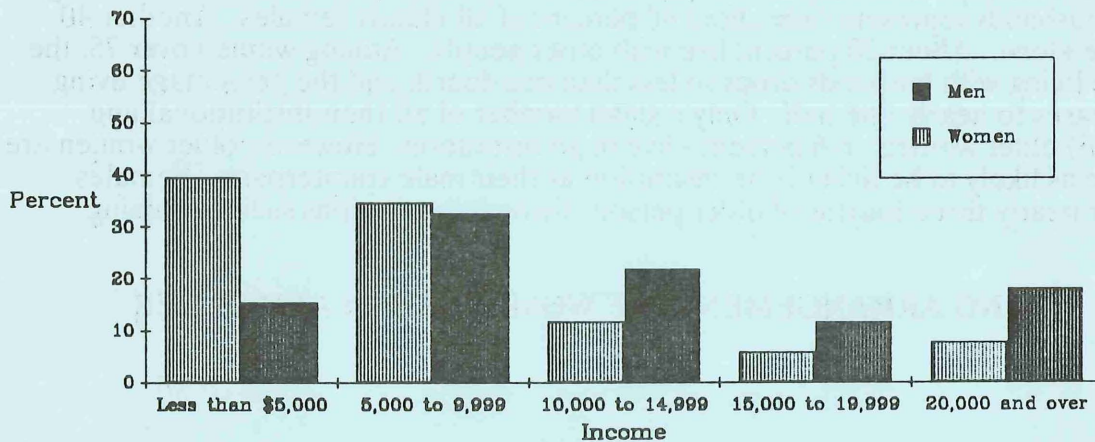
Throughout their lives women on average have incomes and earnings less than those of men. This continues as they age. Older women are less likely than men to have been in the labor force. Those who have had paid employment have had lower average earnings than men and are less likely to have a private pension.

MEDIAN INCOME OF PERSONS 65 AND OVER BY SEX  
U.S. 1984



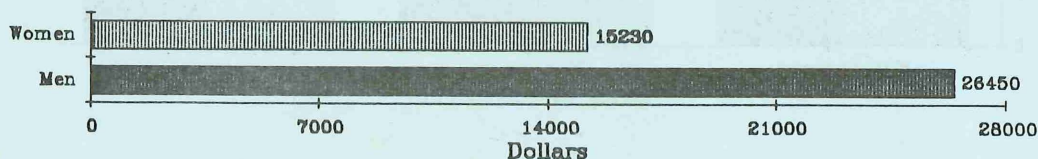
Social Security and interest are the most common sources of income for both older women and men. For men the next highest source of income is pensions and annuities. For women the third largest source of income is from dividends, rent, estates or trusts.

TOTAL MONEY INCOME FOR PERSONS 65 AND OLDER BY SEX  
U.S. 1984



There have been dramatic changes in the labor force participation rates of younger and middle-age women. However, the labor force participation of older women has changed little over the past 30 years. Earnings of older women who work full-time year-round are lower than those of women under age 65. The earnings gap between women and men under age 65 is 63.5 cents, but is 57.5 cents between older women and men.

EARNINGS OF FULL-TIME YEAR-ROUND WORKERS 65 AND OVER BY SEX  
U.S. 1984

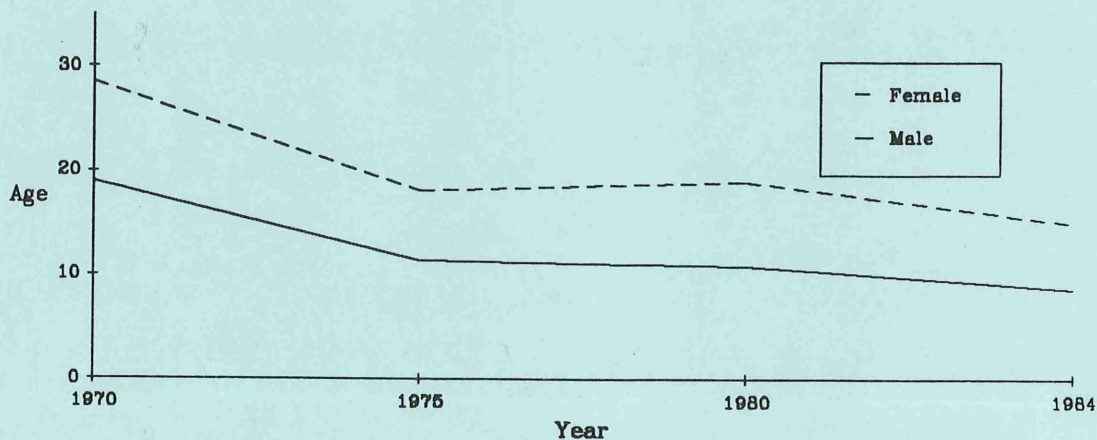




## POVERTY STATUS OF OLDER WOMEN

Many persons face poverty for the first time in their lives when they are older. Poverty is disproportionately high among older women. Poverty rates of the elderly have dropped substantially since the early 1970s due primarily to changes in the Social Security program. However, the poverty rate for older women has remained higher than that of their male counterparts.

POVERTY RATES OF PERSONS AGE 65 AND OVER BY SEX  
U.S. 1970 to 1984



## SELECTED CHARACTERISTICS OF OLDER WOMEN

### LABOR FORCE PARTICIPATION

The labor force participation rates of older women are less than half of that of their male counterparts, 7.8% to 17.4%. (U.S. 1983).

Marital status is clearly related to labor force participation. Never married women have the highest participation rate of older women - 12 percent. The rate of older women who are widowed, separated or divorced is 8.6 percent. The lowest rate is for married women living with their spouse - 7.2 percent. (U.S. 1980).

### EDUCATION

Today's older population is better educated than those of the past. However, there is not a great difference between the educational attainment of older women and men.

HIGHEST EDUCATIONAL LEVEL OF OLDER PERSONS BY SEX  
U.S. 1980

	Eighth Grade	High School	College	5 Years or More
Females	41.1	42.8	13.9	2.2
Males	43.0	38.0	13.9	5.2



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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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85 State Office Building, St. Paul, Minnesota 55155  
**NEWSLETTER #120**

(612)296-8590  
**November 1987**

## IN THIS ISSUE

**EARNINGS GAP**, with data on earnings and income of employed women, including information on annual, weekly and hourly earnings, and comparison of women with their male counterparts. Data are from the Census Bureau of the U.S. Department of Commerce and the Bureau of Labor Statistics of the U.S. Department of Labor.

## ANNOUNCEMENTS

The Commission will hold a public hearing December 10 at 7 PM in the Center Auditorium of the South Hennepin Technical Center in Eden Prairie. The hearing will focus on employment issues. For more information call the Commission office.



## EARNINGS OF FULL-TIME YEAR-ROUND WORKERS

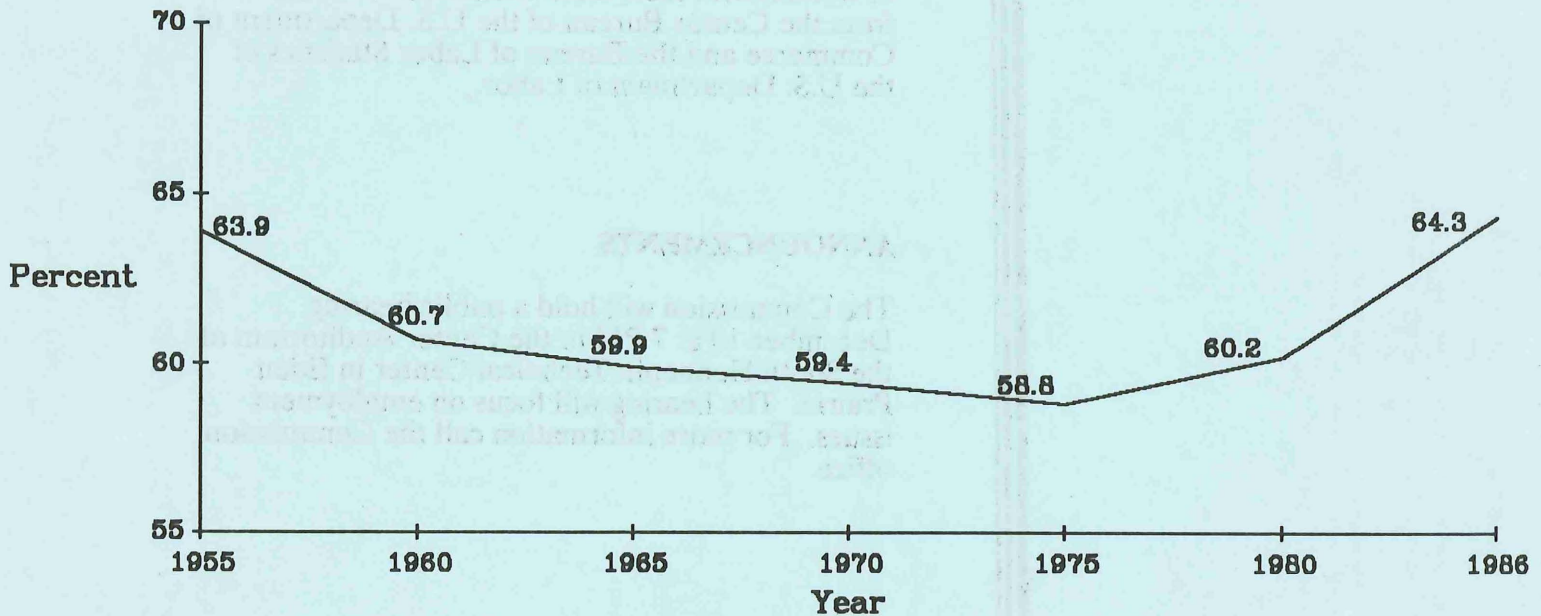
Annual earnings data are generally used to describe changes over time. They have been available longer than weekly or hourly earnings and are the more familiar data used to discuss female-male wage ratios.

Earnings include total wage and salary income and any net self-employment income. Median earnings represent the point at which one-half of the earnings are above and one-half are below.

There has been a slight narrowing of the wage gap between women and men in the past few years. However, the ratio of women's earnings to men's has changed little over time. It has hovered around the 60 percent level. Since 1955 the ratio has fluctuated between a low of 56.6 percent in 1973 to a high of 64.6 in 1985.

Three-fourths of the decrease in the earnings gap in the 1980s is due to growth in women's earnings. The remainder is due to a decline in men's earnings, largely due to declining employment in high-wage industries.

**Ratio of Median Annual Earnings  
of Full-Time Year-Round Workers  
U.S. 1955 to 1986**



Source: U.S. Census Bureau

(Commission on the Economic Status of Women, Newsletter 120, November 1987)

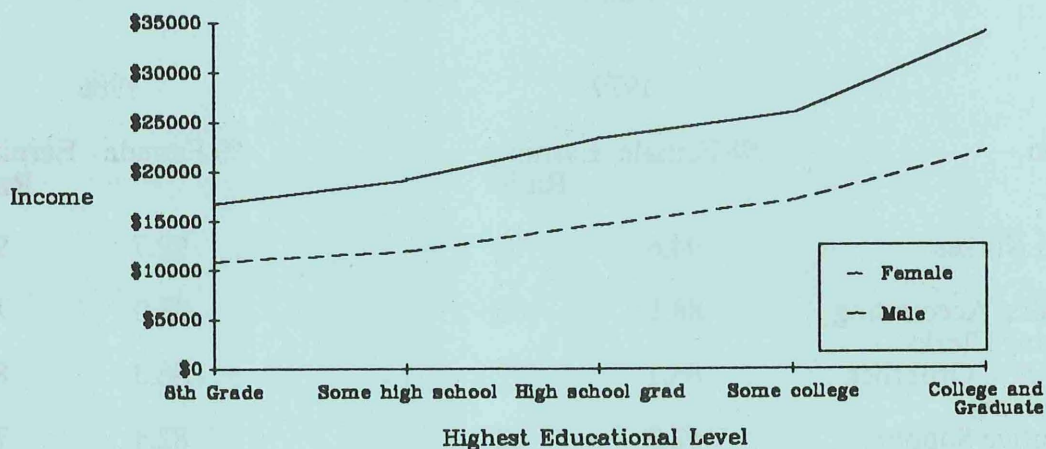


## EDUCATIONAL ATTAINMENT AND INCOME

Earnings by educational level are not available. However, data are available for income and educational level. Income includes the total income received from all sources before deductions. The major portion of income is earnings.

There is a strong correlation between education and economic status. There are substantial differences between the incomes of women and men at every degree level. Income for females is always lower than that of their male counterparts.

**Median Income of Full-Time Year-Round Workers By Educational Level**  
U.S. 1984



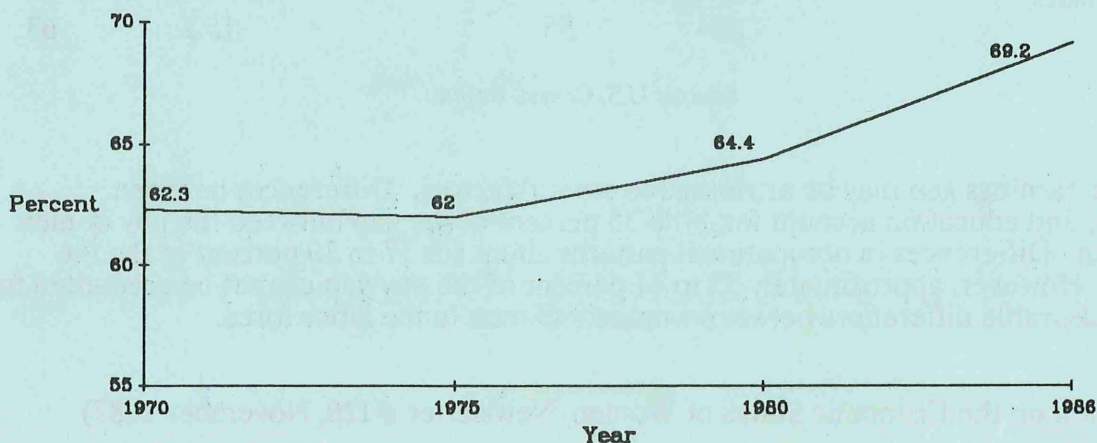
Source: U.S. Census Bureau

## WEEKLY EARNINGS

The weekly female-male wage ratio is generally higher than the annual ratio from the earnings of full-time year-round workers. In the 1970s, the weekly ratio was virtually stable at around 61 and 62 percent. Since 1980 there have been increases in this rate.

Weekly earnings are based on average hourly wages during a workweek. They reflect fluctuations in the workweek, such as the effects of temporary, seasonal, part-time and overtime work.

**Ratio of Median Weekly Earnings**  
**of Full-Time Year-Round Workers**  
U.S. 1970 to 1986



Source: Bureau of Labor Statistics



## HOURLY EARNINGS

Data are available which compare female participation and mean hourly earnings for women and men in particular occupations. Mean earnings are total earnings divided by the number of individuals. Mean earnings are higher than median earnings.

### Mean Hourly Earnings Ratio of Full-Time Workers U.S. 1979 and 1986

Occupation	1979		1986	
	% Female	Earnings Ratio	% Female	Earnings Ratio
Registered Nurses	94.6	82	92.7	91
Bookkeepers, Accounting & Auditing Clerks	88.1	66	93.0	74
Nursing Aides, Orderlies & Attendants	85.1	72	88.3	81
Administrative Support Occupations	62.9	62	82.4	70
Social Workers	60.6	83	60.0	73
Computer Operators	56.6	69	63.8	73
Food Preparation & Service Occupations Supervisors	41.6	72	48.2	67
Secondary School Teachers	39.7	83	49.1	86
Accountants & Auditors	34.0	60	44.7	72
Computer Programmers	28.0	80	39.7	81
Janitors & Cleaners	15.3	74	21.0	69
Productions Occupations Supervisors	12.9	62	15.1	67
Lawyers	10.4	55	15.2	63

Source: U.S. Census Bureau

Part of the earnings gap may be attributed to several factors. Differences between experience and education account for 14 to 35 percent of the gap between the pay of men and women. Differences in occupational patterns about for 17 to 30 percent of the wage gap. However, approximately 35 to 41 percent of the pay gap cannot be accounted for by any measurable differences between women and men in the labor force.

(Commission on the Economic Status of Women, Newsletter #120, November 1987)



## TESTIMONY FROM COMMISSION INTERIM HEARINGS

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. 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 governor. During the past several months the Commission has traveled to Alexandria, Jackson, Marshall and Eveleth. Here are some excerpts from the testimony at those hearings:

"Today there are no typical farm women. We are talking about women who are professional farmers. In business dealings, farm women are not treated equally. It's a buddy system in the rural area, whether it's legal or banking."

"There are many barriers any woman must deal with in striving for self-sufficiency, but rural women face unique barriers that metropolitan women seldom encounter. This is partially due to the socio-culture of the rural area, the distances between home and work or resources, and the stale economic climate of rural Minnesota."

"Welfare rules are made by people who don't know what it's like to raise two kids on \$500 a month."

"I wonder what is harder: to take a beating from a violent man or to take a beating from the system."

"I have been a single parent for 10 years and have had to struggle to raise 4 children. I was on AFDC for 4 months last year, and it was a terrible experience. For me, it was devastating, degrading, demoralizing, and depressing. In addition to having to struggle through forms which were fairly complicated, at a time in which I was upset, I was made to feel inept, inadequate, and ignorant for asking for help on some of the questions. Before that time, I had considered myself to be a fairly intelligent and competent person. I am aware of the heavy workloads of social services case workers, but there is no excuse for their scorn, disrespect, and downright rudeness. Contrary to popular opinion, AFDC recipients are not all shiftless, lazy, and content to stay on the system and be supported by the taxpayers of the nation! At present, I am not on AFDC and hope never to have to be on it again."

"The problem is how older women are perceived: grandmas with bottomless cookie jars, chatty canasta players, lonely widows, bag ladies, women with the best part of their lives already lived. Nothing is wrong with these images, they do exist. But there are now newer images -- unexpected but startling."

"If a divorced woman gets the house and can't keep it up, she is shackled to an albatross."

"Women earn less, live longer, and can't depend on a man for long term security."

"It's a struggle, it's a battle, but I'm going to beat it."

"Schools need to teach good decision-making skills; cooking didn't save my marriage and I know it didn't wreck it."

(Commission on the Economic Status of Women, Newsletter #120, November 1987)



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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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85 State Office Building, St. Paul, Minnesota 55155  
NEWSLETTER #121

(612)296-8590  
December 1987

## IN THIS ISSUE

**CLERICAL WORKERS,** with data on employment rates, sex segregation, earnings, the wage gap within the field, state pay equity adjustments and the future of the occupation. Data are from the Minnesota Salary Survey, Census Bureau of the U.S. Department of Commerce, the Bureau of Labor Statistics of the U.S. Department of Labor, and "Pay Equity: The Minnesota Experience," a publication of the Commission.

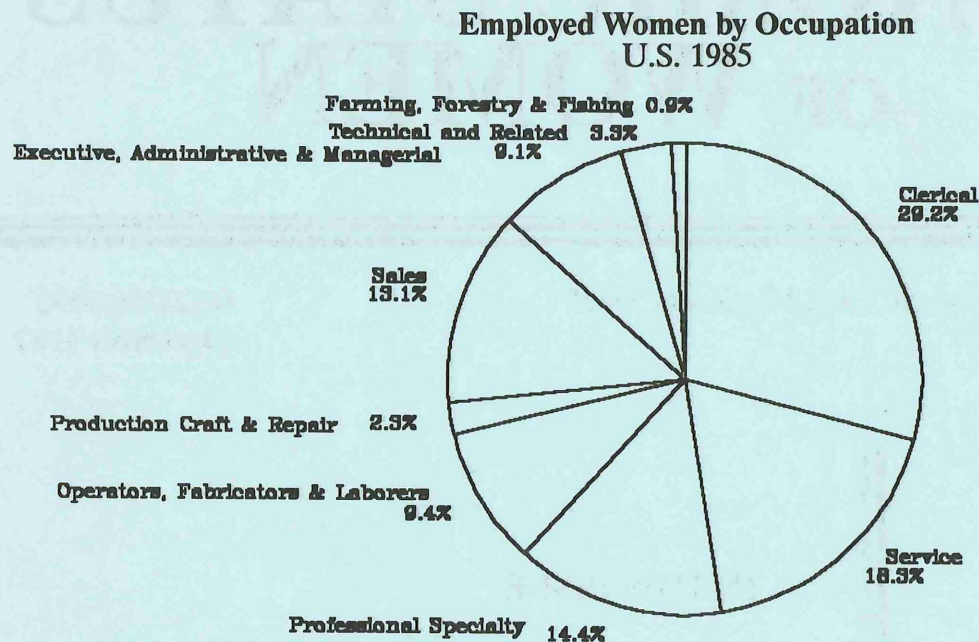
## ANNOUNCEMENTS

The Commission is planning a meeting tentatively scheduled for the week of January 18 to discuss 1988 legislative proposals. For more information, call the Commission.



## WOMEN'S PARTICIPATION IN THE CLERICAL FIELD

In 1985, 53.7 percent of all women in the U.S. were in the labor force. Of these, 29.2 percent were working in clerical jobs. This is the largest, single concentration of women in any job category.



Source: U.S. Census Bureau

## HISTORY OF TOP OCCUPATIONS FOR WOMEN

Clerical work has been the largest area of women's employment since the 1950s, when "stenographers, typists and secretaries" surpassed "servants" as the number one occupation. In the 1980s, five of the top 10 occupations employing women are in sales and clerical work: secretaries, bookkeepers, cashiers, salesworkers (except apparel) and typists.

1870	1890	1910	1930	1950	1980
Domestic Servants	Servants	Other Servants	Other Servants	Steno., Typists, Secretaries	Secretaries
Agricul. Laborers	Agricul. Laborers	Home Farm Laborers	School Teachers	Other Clerical Workers	Bkps, Acct. Clerks
Tailoress, Seamstress	Dressmakers	Laundresses	Steno., Typists	Saleswomen	Mgr., Admin.
Milliners, Dress & Mantua Makers	Teachers	School Teachers	Other clerks (except in stores)	Private Household Workers	Office Clerks
Teachers	Farmers, Planters, Overseers	Dressmakers, Seamstresses	Saleswomen	Teachers (Elem. School)	Registered Nurses
Cotton-Mill Operatives	Laundresses	Farm Laborers (working out)	Farm Laborers	Waitresses	Nursing Aides, Attendants
Laundresses	Seamstresses	Cooks	Bookkeepers, Cashiers	Bookkeepers	Assemblers
Woolen-Mill Operatives	Cotton-Mill Operatives	Stenographers & Typists	Laundresses	Sewers & Stitchers in manufacturing	Cashiers
Farmers, Planters	Housekeepers, Stewards	Farmers	Trained Nurses	Nurses, Registered	Textile Sewing
Nurses	Clerks, Copyists	Saleswomen (stores)	Other Cooks	Telephone Operators	Teachers, Elementary

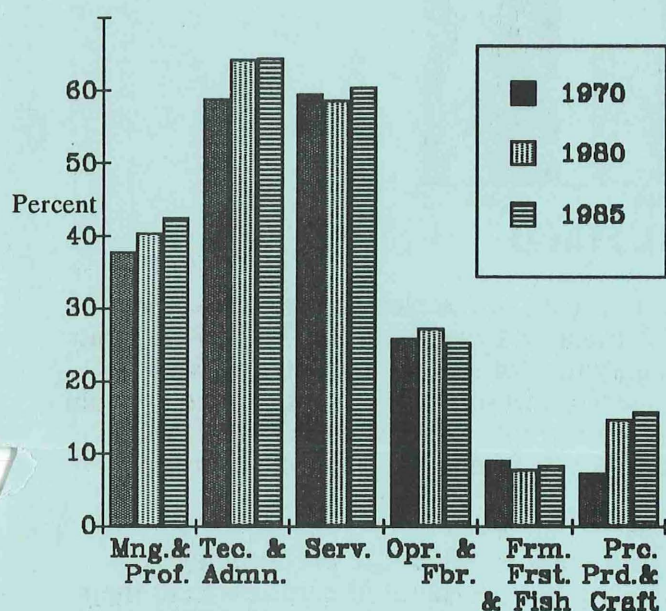


## OCCUPATIONAL SEGREGATION BY SEX

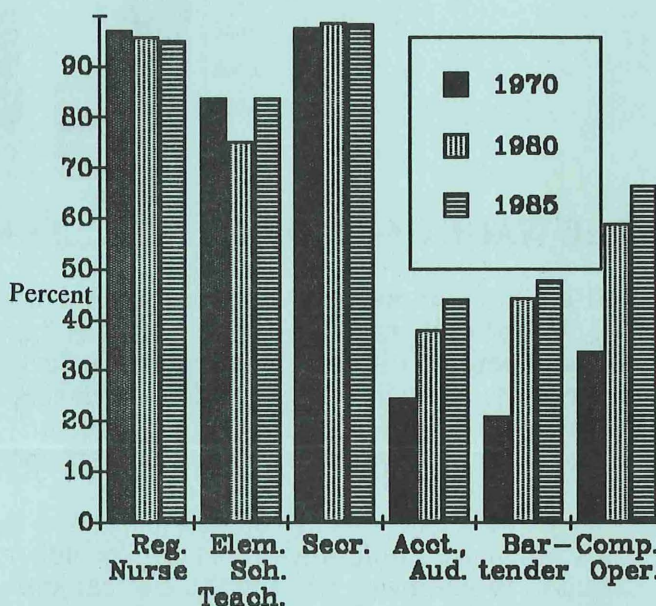
Although record numbers of women are entering the labor force each year, the proportion of women entering clerical work has slowed. Women are making some gains in other job fields that historically were not open to them, but men are not moving into traditionally "female dominated" jobs. Overall, the labor market remains sharply segregated by sex.

The tables below show changes in the percentage of women in general job categories and in selected occupations from 1970 to 1985.

**General Job Categories**



**Selected Occupations**



U.S. Census Bureau

## MINNESOTA EARNINGS

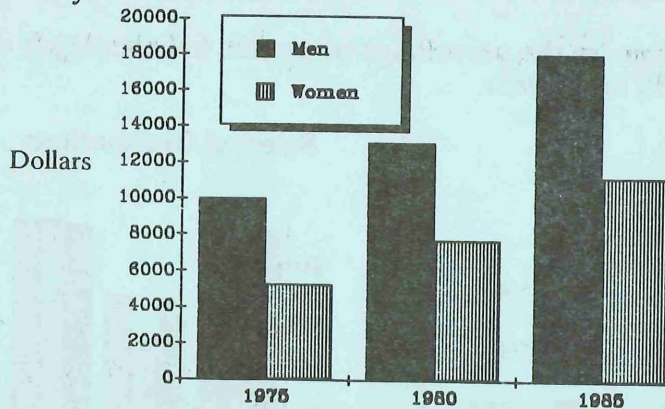
Below are median monthly salaries for selected occupations from the Minnesota Salary Survey.

Clerical Positions	1983	1985	Clerical Positions	1983	1985
Bookkeeper	\$1,100	\$1,213	Secretary-Medical	1,250	1,462
Cashier or Teller	850	800	Secretary-Legal	1,387	1,529
Clerk II	1,040	1,203	Receptionist	936	997
Clerk, Accounting	1,062	1,167	Stenographer II	1,160	1,288
Clerk, Payroll	1,179	1,258	Stock Clerk	1,023	953
Data Entry-Op. I	953	998	Typist I	917	1,067
Data Entry-Op. II	1,102	1,210	Word Proc. Mach. Op.	1,125	1,213



## EARNINGS OF CLERICAL WORKERS IN U.S.

In 1985, the U.S. median annual earnings of all women in the work force were \$15,624 and for men were \$24,195. Women in the clerical field earned \$11,310 and men in the same category earned \$18,127 annually.

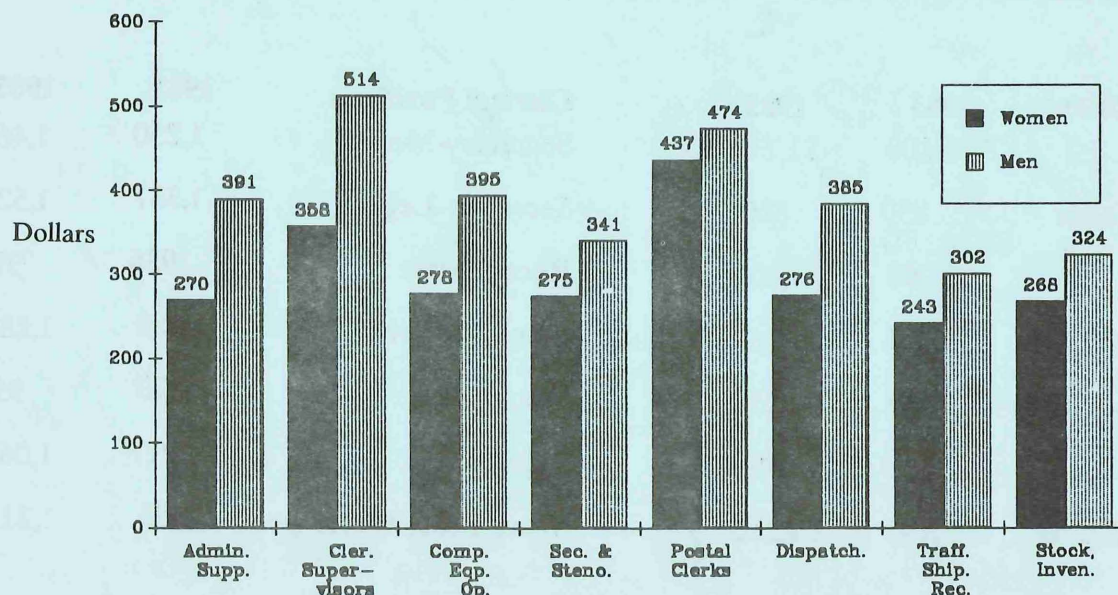


## THE WAGE GAP WITHIN THE CLERICAL FIELD

In 1985, women made up 77.7 percent and men 22.3 percent of the clerical work force. Within the clerical field, men and women remain sharply segregated by type of job. Women are from 81 to 98 percent of the workers in the clerical job categories of cashier, bank teller, file clerks, data entry keyers, payroll and timekeeping clerks, and secretaries. Men make up from 44 to 86 percent of clerical job categories such as shipping and receiving clerks, stock and inventory clerks, dispatchers, mail carriers and postal service, and postal clerks other than mail carriers.

Jobs which are predominately male pay higher wages than jobs which are predominately female. Women who work in the clerical jobs which are male dominated earn less than their male counterparts. Men working in the clerical field in 1985 earned an average of \$391 per week, while women in the same occupations earned an average of \$270 a week. This created a wage gap of 69.1 percent.

Weekly Earnings-Selected Clerical Jobs  
U.S. 1985





## CLERICAL WORKERS AND STATE PAY EQUITY EFFORTS

Clerical workers were the major beneficiaries of the state of Minnesota's recent pay equity adjustments. All state clerical workers received pay adjustments beginning in 1983 and ending in mid-1987. The average pay increase for clerical workers was \$2,200 annually. All other workers affected by pay equity also received an average of \$2,200 annually. The pay increases given to clerical workers amounted to 50 percent of the total \$26 million allocated for pay equity adjustments at the state level.

## AGE, RACE AND MARITAL STATUS

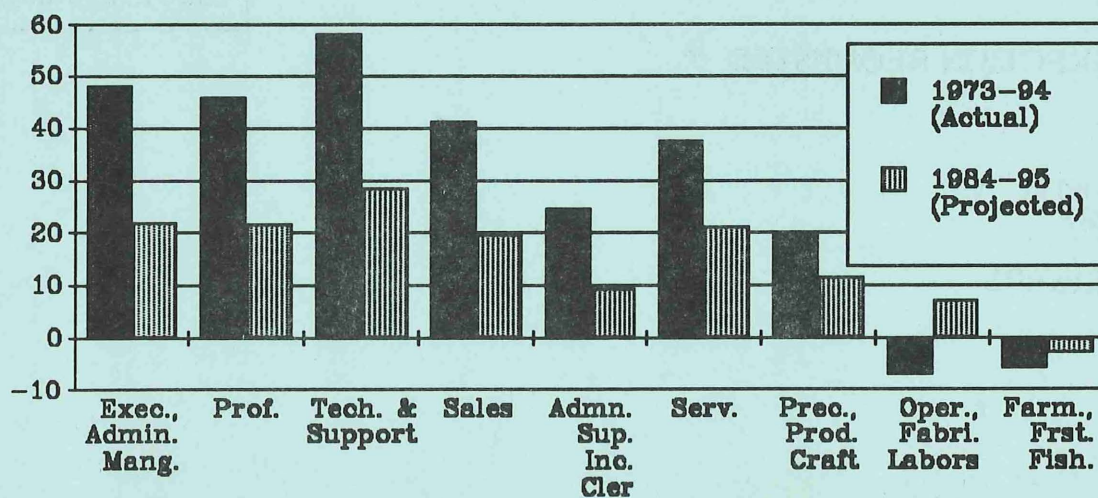
Women in the clerical field are equally likely to be married, divorced, separated or single. However, trends indicate that never-married women are choosing professional or blue collar jobs over clerical jobs more frequently than in the past. Women who have been married, divorced, or widowed, however, are moving into the clerical field in greater numbers than their never-married counterparts.

For white women, age does not play a significant factor in whether or not they work in the clerical field. Thirty-eight percent of white women age 16 to 34 and 32 percent of women age 35 and over are clerical workers. However, only 20 percent of older minority women are in clerical jobs. Minority women age 35 and older are most heavily concentrated in service jobs, accounting for 27.5 percent. Only 19.5 percent of minority women age 16 to 34 work in service jobs. This age group enters the clerical field at a rate comparable to young white women.

## FUTURE OF THE OCCUPATION

The Bureau of Labor Statistics projects that the number of clerical workers is expected to continue increasing, but because of office automation the number of such jobs will not increase as fast as it has in the past. It is anticipated that receptionists will be the fastest growing clerical occupation. Secretarial jobs, however, will experience only average growth because of technological changes.

Job Growth-U.S.



U. S. Department of Labor