
COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155
NEWSLETTER #122

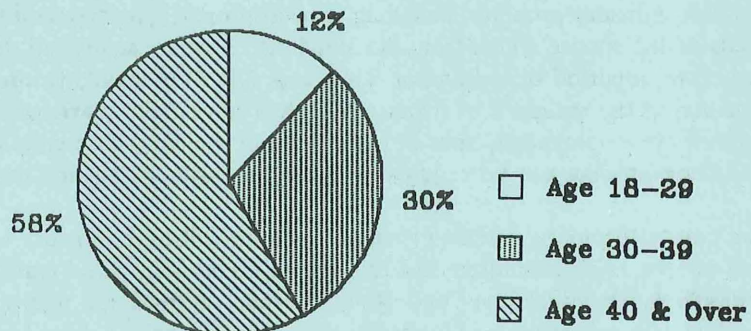
(612)296-8590
January, 1988

IN THIS ISSUE

NARDINI VS. NARDINI, a landmark case for permanent maintenance in divorce settlements, was decided in October. The commission and several other organizations followed this case and participated in filing "friend of the court" briefs when it went to the Supreme Court.

Also, this issue contains information on maintenance awards and property settlements in U.S. divorces from the U.S. Census Bureau.

Divorced Women



DIVORCE AND WOMEN

The divorce rate in the United States has been increasing over the last 15 years, but has experienced a slight leveling off in the 1980s. This increase can be seen by comparing the number of currently divorced people with the number of currently married people. In 1977, there were 47 divorced people for every 1000 married people. In 1985, the ratio of divorced people to married people was 128 to 1000.

Even though the divorce rate has increased, 76 percent of woman who have ever been married have not been divorced. In the U.S., 8.2 percent of all women are divorced. Two thirds of divorced women have children.

The median income of all divorced women was \$10,667 in 1985. Nineteen percent of all divorced women had incomes below the poverty level. Almost half of the divorced women in poverty are age 40 or over.

Ninety percent of women with children continue to have primary custodial care of them following a divorce.

WOMEN'S ECONOMIC STATUS AFTER DIVORCE

Several major studies have shown that women experience a "downward mobility" following a divorce--their economic status declines. A 1981 study showed that in the first year following a divorce, the wife's standard of living fell 73 percent, while the husband's rose 42 percent. A study recently completed in Alaska shows a smaller gap, but women still experienced a 33 percent decline in per capita income after divorce and men experienced a 17 percent rise in per capita income.

For middle and upper income women, the disparity between their married standard of living and their divorced standard of living is greater than for lower income women. This per capita income gap reflects the lower wages women earn, their concentration in lower paying jobs, their increased financial responsibilities and the economic impact of continuing to be the primary caretakers of children after a divorce.

MAINTENANCE IN MINNESOTA

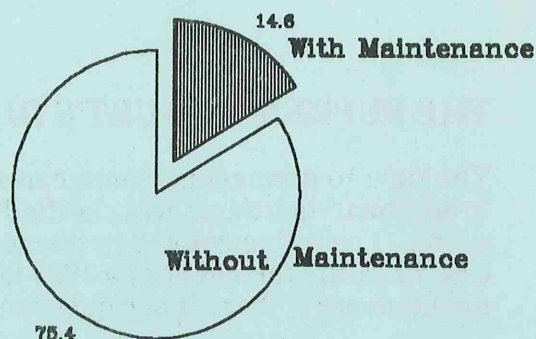
Maintenance: payments from the future income or earnings of one spouse for the support and maintenance of the other. The court will not consider marital misconduct of either spouse when determining the maintenance award. Under Minnesota law, maintenance can be awarded to either the husband or the wife if he or she:

1) lacks sufficient property, including marital property apportioned to the spouse, to provide for reasonable needs of the spouse considering the standard of living established during the marriage, especially, but not limited to, a period of training or education, OR 2) is unable to provide adequate self-support after considering the standard of living established during the marriage and all relevant circumstances, through appropriate employment, or is the custodian of a child whose condition or circumstances make it appropriate that the custodian not be required to seek employment outside the home.

The courts recognize certain groups of women will have barriers to self-sufficiency. These include women who will be raising children and this responsibility may affect earnings capabilities; women who have given up employment or educational opportunities while married and may need "transitional" support to regain employment, education and/or training; and older women who were "traditional" homemakers and have irretrievably lost employment or earnings capabilities. The court determines the amount of maintenance and whether it will be permanent or temporary. The newest section of the law prohibits the court from awarding temporary maintenance over permanent maintenance if there is some question about the spouse's ability to become self-sufficient.

MAINTENANCE (ALIMONY)

In 1985, 15 percent of all divorced women had maintenance awards. The average annual maintenance paid to women in 1985 was \$3730. For those women who had maintenance awards as part of their divorce settlements, 73 percent received some part of the amount ordered by the court.

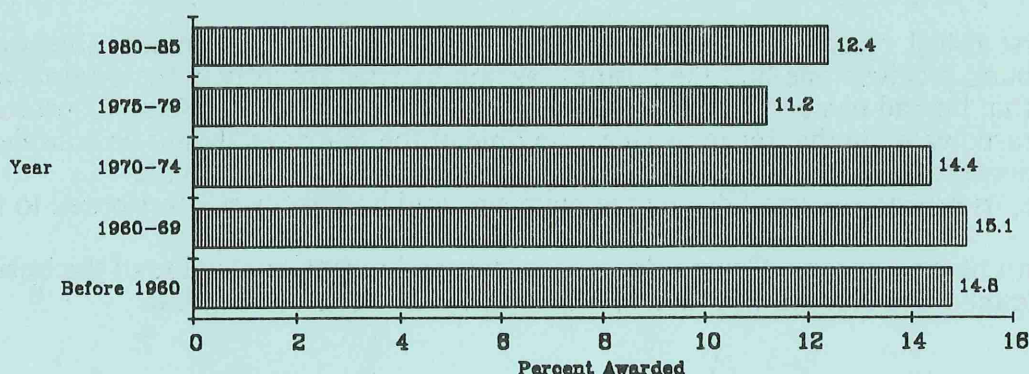


Maintenance awards are not requested in most divorce settlements. A recent study of divorces in Alaska showed that a request for maintenance was made in only 11 percent of the divorce cases. For those cases, 87 percent received maintenance in the final settlement.

Alimony (now called maintenance) was a concept originally created to compensate women who were losing their only means of support--their husbands--at a time when being wives and mothers was virtually the only roles for women. Traditional divorce law required one spouse to prove the other spouse guilty of some wrongdoing before divorce was granted. Alimony awards, at times, were set to punish or reward one spouse over the other.

During the 1970s, "no fault" divorce laws were introduced in the U.S. and spousal maintenance awards became based on financial need and the idea that women can become economically self-sufficient. Although the number of women receiving maintenance awards under no fault laws is slightly less than those under traditional laws, no more than 15 percent of all women received maintenance under either system in the last 30 years or more.

**Percent of Divorced Women
With Maintenance Awards**



U.S. Census Bureau

* Older women receive maintenance awards more often than younger women. Nineteen percent of women age 40 or older have maintenance awards, while only 8 percent of women 18 to 29 receive maintenance.

* Sixty-five percent of all divorced women have children. Women without children have maintenance awards more often than women with children.

* Women working full-time receive maintenance awards that are a smaller share of their total incomes than women who are not working.

THE SUPREME COURT'S DECISION ON PERMANENT MAINTENANCE

The right to permanent maintenance (alimony) for some divorcing women in long-term, "traditional" marriages was clarified recently in an October 1987 Minnesota Supreme Court ruling. The ruling granted permanent maintenance to Marguerite Nardini and was the first case to clarify the intent of a 1985 law which directs the courts to award permanent maintenance if there is any question about the spouse's ability to become self-supporting.

In 1985, Nardini was awarded a temporary maintenance settlement of \$1200 per month for five years. The district court determined that she was a "an able-bodied woman capable of employment and training for employment" and therefore was not entitled to permanent maintenance.

However, the Supreme Court's decision stated, "Being capable of employment and being appropriately employed are not synonymous." Justice Jean Coyne, in the court's written opinion, said that the labor market rarely recognizes the special skills required in homemaking and volunteering, to which Nardini devoted her attention.

During her 32-year marriage, Nardini occasionally worked part-time as a bookkeeper in the business she jointly owned with her husband, but spent the majority of her time as a mother, homemaker and an active participant in civic and volunteer activities. Nardini's attorneys said that the original temporary award virtually "condemned her to poverty in her early 60s, while her ex-husband earned \$90,000 annually."

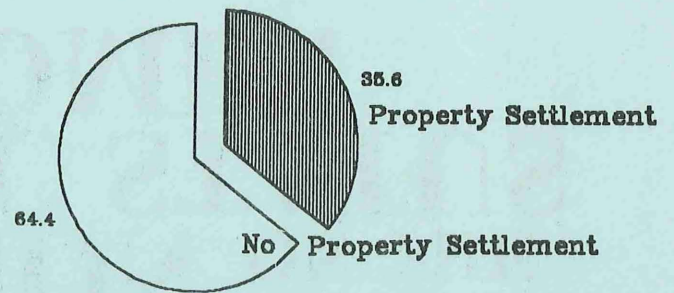
The Supreme Court also said that Nardini was entitled to a greater share of the family business than she was originally awarded and ordered a redetermination of the business's value.

In the first award, Nardini received only \$62,500 or 23 percent of the total business value. Her husband received one-half the business as non-marital property in the original award after arguing that he had owned it prior to the marriage. However, the Supreme Court said that the increased value in that business since the time of the marriage should be considered marital property because the business was worth relatively little before the marriage, its growth occurred during the marriage, and both spouses contributed to its success.

As a result of the Supreme Court's decision, a "fair and reasonable" value of the business will be determined and Nardini will then receive nearly half of this new value.

PROPERTY SETTLEMENTS

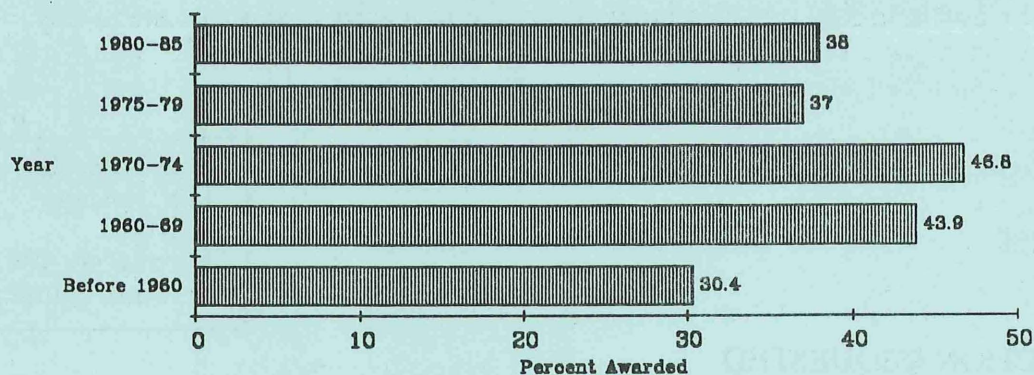
Nearly two-thirds of all divorced women received no property settlements in their divorce and this has been true for the last 20 years. Of the one-third who received property settlements, six percent also received a maintenance award.



Under Minnesota law, it is presumed that each spouse made a substantial contribution to the acquisition of income and property during the marriage. Some property may remain non-marital property and therefore does not have to be divided. This includes property acquired before the marriage or which is a result of a gift or inheritance to one spouse but not the other.

Divorce studies also have shown that the primary assets accumulated during a marriage continue to be viewed as belonging to the primary wage earner--most often the husband. These assets include salary, pensions, benefits, individual insurance, educational degrees, businesses, professional licenses and future earnings. States recognize these assets as marital property to varying extents. Divorce studies have shown that despite "equitable distribution" laws, these and other assets such as real estate, cars, homes and businesses are not necessarily equally divided when the marriage ends.

Percent of Divorced Women With Property Settlements



U.S. Census Bureau

* In 1985, property awards were more likely part of the divorce settlements for older women than for younger women. Thirty-seven percent of women age 40 and older received property settlements, while 25 percent of women age 18-29 received property awards.

* Women who received property settlements got property, not cash, in 74 percent of the awards. Four percent received property and cash and 22 percent received cash only.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155
NEWSLETTER #123

(612)296-8590
February 1988

IN THIS ISSUE

A SUMMARY OF THE COMMISSION'S 1988 legislative program is included in this newsletter. For a copy of the complete Legislative Program please call the Commission.

The Commission has also reprinted its "Pay Equity: Experience" report. A Commission task force is currently discussing present policy issues regarding pay equity. A summary of the policy issues is included.

ANNOUNCEMENTS

The Commission has just printed a new report entitled "Women and Child Care" with national and state statistics on child care costs, availability, funding programs, workplace issues and child care workers' salaries. For a copy of the report, call the Commission.

LEGISLATIVE PROGRAM SUMMARY 1988

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

PROGRAMS FOR WOMEN

Displaced Homemaker Programs: Provide a stable funding source for the displaced homemaker programs.

Provide additional funding to the displaced homemaker programs to allow current programs to expand and serve a larger number of displaced homemakers.

HEALTH

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

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

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 in-service 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 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 schools which develop in-service programs for staff development.

Teen 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.

CHILD CARE

Sliding Fee Program: Encourage the efficient use of the child care sliding fee program in order to serve the greatest proportion of eligible clients.

Resource and Referral: Expand the resource and referral program to serve residents of more Minnesota counties.

Tax Credits: Continue to provide a refundable child care tax credit targeted to lower income taxpayers in Minnesota.

Government Initiatives: Provide tax credits and other incentives to employers who pay for or subsidize licensed child care services for employees.

Wages for Child Care Workers: Require local governments to amend pay equity studies to add newly created positions as they occur.

Support enforcement mechanisms for the 1987 law which pays higher reimbursement rates through the state sliding fee program 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.

Grants and Loans: Fund small business loan and grant programs to help expand the number of licensed child care providers.

WORKPLACE ISSUES

Pay Equity: Establish means to enforce the reporting requirements and implementation of local government pay equity.

Economic Development: Increase access of women to economic development opportunities provided by the state.

Ensure that economic development funds are expended in an equitable and fair manner, specifically with respect to the treatment of women.

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.

Marriage Dissolution: Require automatic cost of living increases in maintenance awards.

OTHER ISSUES

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.

PAY EQUITY UPDATE

The Commission has reprinted "Pay Equity: The Minnesota Experience." The report includes information about local government pay equity compliance, as well as a history of the pay equity process in Minnesota.

Implementation of pay equity for approximately 35,000 state employees was completed in 1986. A 1984 law requires local governments (cities, schools, counties and others) to undertake job studies to determine comparable work value. Local governments were required to submit a pay equity report to the state by Oct. 1, 1985 and to develop a plan for correcting any identified inequities.

As of October 1, 1987, 1426 reports from local governments had been received, amounting to 90 percent of those covered by the local government pay equity law. Those reporting include 100 percent of school districts, 86 percent of counties, and 79 percent of cities.

As a result of testimony at a hearing in November 1987, the Commission has convened a task force to examine policy issues and ways to insure full compliance with the local government pay equity law.

PAY EQUITY FACTS

State Level

- * Total cost to implement pay equity for state employees was 3.7 percent of total payroll and amounted to \$22.2 million. It was phased in over four years at a rate of about 1 percent of payroll per year.
- * The major groups affected were clerical workers and health care workers. Ten percent of those receiving increases were male.
- * Approximately 9000 employees in 150 female-dominated jobs received pay equity increases. The estimated average increase per employee was \$2,200 over the four years.

Local Governments

- * An estimated 163,000 employees work in 1600 local government units in Minnesota. Approximately half of those employees are women.
- * An estimated 43 percent of local government units used the state's job match evaluation system for their own studies; 44 percent used a consultant's system and 13 percent used another system.
- * All studies showed similar results and the cost of correcting inequities was similar.
- * The average pay equity increase is estimated at \$246 per employee per month.
- * Most of those eligible for pay equity adjustments are school aides, city clerks, clerical, food service, library, social service, courthouse and liquor store workers.
- * On average, local governments estimate the cost of pay equity at 2.6 percent of payroll. This breaks down to 1.7 percent for schools, 4.1 percent for cities, and 3.8 percent for counties.

POLICY ISSUES FOR DISCUSSION

- 1) Current law has no mechanism for tracking the actual implementation of pay equity plans at the local level.
- 2) The only enforcement mechanism for the local units not submitting pay equity reports or not implementing pay equity plans is legal action by employees.
- 3) Some pay equity reports do not meet technical requirements.
- 4) Some reports meet technical requirements, but not the intent of the law.
- 5) Despite pay equity efforts, some groups of low-paid, female-dominated jobs may not benefit. These include women in jobs rated so low that comparison with other classes was not possible; women in female-dominated jobs created after the pay equity study; women working in female-dominated organizations such as regional libraries, which have no significant number of male employees to use for comparison purposes; and female-dominated jobs in the private sector which employs 70 percent of all Minnesota women.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155
NEWSLETTER #124

(612)296-8590
March 1988

IN THIS ISSUE

WOMEN AND HEALTH INSURANCE COVERAGE,
with data from the U.S. Census Bureau Current
Population Survey 1985, the U.S. Dept. of Labor
and Minnesota State Planning.

ANNOUNCEMENTS

The Commission is assisting the Minnesota Supreme Court Task Force for Gender Fairness in the Courts with its first public hearings. Twin Cities area hearings will be March 29 and April 19 at the St. Paul Technical Institute at 6:30 PM. Hearings in Greater Minnesota will be held in late April, May and June. The task force was appointed in June 1987 to determine whether men and women are being treated equally in the state court system.

For more information call the Commission at 296-8590 or toll free 1-800-652-9747, or contact Mary Grau, (612) 297-4029.

WOMEN AND HEALTH INSURANCE COVERAGE

Currently an estimated 17 percent of U.S. citizens are without health insurance of any kind. The number of uninsured individuals has risen from approximately 13 percent in the early 1970s.

An estimated 11 percent of Minnesotans in 1985 had no health insurance for at least some part of the year. In 1987, 23% of all Minnesota residents with incomes below the poverty level had no health insurance.

Women are at greater risk than men of losing their health insurance or not being covered by an employer-sponsored group health plan. Homemakers and married women in the workforce often rely on a spouse's insurance through employment. These women may eventually lose that coverage through the unemployment or death of their spouse, or through divorce. Women predominate in lower-paying, non-union and part-time jobs which frequently do not offer this fringe benefit. In 1980, one-half of all women in the workforce held part-time jobs.

U.S. data are available only on women in the 15 to 44 age group. While 17 percent of all women age 15 to 44 do not have health insurance, the percentage increases with certain other characteristics. For single women, the rate is 23 percent. Women ages 20 to 24 have the highest rate at 27 percent. However, only 8 percent of women employed full-time have no insurance.

In a 1985 study in Minnesota, 39 percent of uninsured women were in the lowest-income category. Women age 25 to 54 were most likely not to have health insurance coverage of any kind. Two-thirds of the uninsured women were unmarried.

**U.S. WOMEN WITHOUT HEALTH INSURANCE
BY CERTAIN CHARACTERISTICS:1985**



Source: Current Population Survey 1985 and U.S. Bureau of Labor

(Commission on the Economic Status of Women, Newsletter #124, March 1988)

HEALTH INSURANCE COVERAGE

Insurance coverage and the amount the patient must pay varies depending upon the type of medical care. National studies of gender-based discrimination in insurance have shown that women often pay more for medical insurance than men.

In 1982, 28 cents of every \$1 spent on health care in the U.S. was paid by the patients themselves. The table below shows average costs of medical care and the percent of costs paid by the patient in Minnesota in 1985.

	Cost	Patient Pays
Hospital Admissions	\$ 3,456	11%
Outpatient Doctor Contacts	46	46%
Dental	72	80%
Non-Doctor Contacts	33	50%
Prescribed Medicine	13	80%
Equipment and Supplies	90	76%

Source: Minnesota State Planning

The same study showed that while women may have been charged less for some typical services, their insurance required higher out-of-pocket expenditures than men paid for the same service.

	Average Charge	Out-of-pocket
Outpatient		
Male	\$ 44.69	\$ 18.91
Female	46.53	22.92
Hospital Admissions		
Male	\$3,555.59	\$ 367.08
Female	3,402.36	386.32
Prescribed Medicines		
Male	\$ 12.58	\$ 9.95
Female	12.87	10.39
Dental		
Male	\$ 73.96	\$ 56.97
Female	69.71	56.92
Non-Doctor Contacts		
Male	\$ 35.65	\$ 17.04
Female	31.72	16.47
Equipment & Supplies		
Male	\$ 125.51	\$ 97.14
Female	57.46	42.44

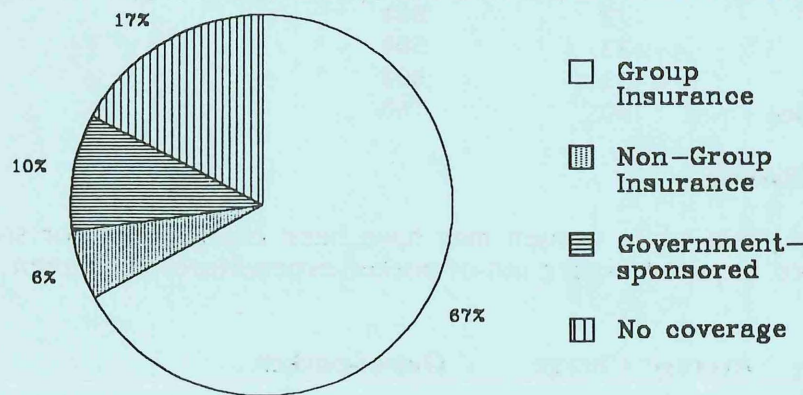
Source: Minnesota State Planning

TYPES OF HEALTH INSURANCE

Most women with insurance are covered by employee group plans. Group insurance is the least expensive type. Ten percent of women age 15-44 are covered by policies they bought themselves, instead of within a group. These individual policies cost more than group policies. Six percent of women in the 15 to 44 age group are covered by a government-sponsored health care program such as Medical Assistance.

In the U.S. in 1986, the average cost of a health insurance policy that was not a group plan was about \$2,400. Employees participating in a group plan paid an average of about \$156 annually for single coverage and \$490 for family coverage. Uninsured women include those with incomes too high to qualify for a government-sponsored health care program, but too low to afford health insurance on their own and no access to employer-sponsored plans.

TYPE OF HEALTH INSURANCE-U.S. WOMEN AGES 15-44:1985

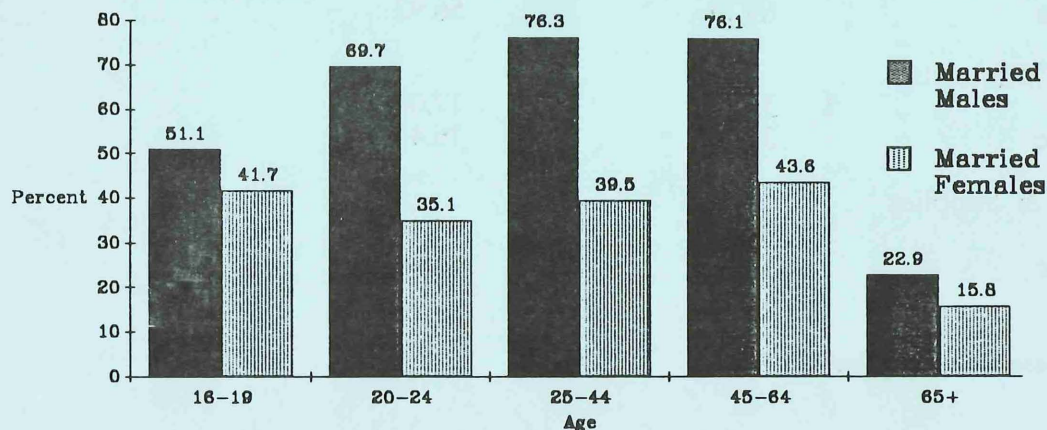


Source: Current Population Survey 1985 and U.S. Dept. of Labor

Not all employers have group plans. Recent studies show the number of working people without health insurance is rising as the costs of insurance rises and employers become reluctant to offer this benefit. This is especially true for jobs in the service industry, the fastest growing segment of the economy and one which is predominately female.

The chart below compares the number of married men to the number of married women with group health plans available through their employer. Married women are less likely to have group health plans through an employer. However, single women are more likely than single men to have employer sponsored group health plans.

MARRIED INDIVIDUALS WITH GROUP HEALTH PLANS THROUGH EMPLOYERS:1985



Source: Minnesota State Planning

MATERNITY COSTS AND COVERAGE

Pre-natal and maternity health care costs are of special concern to women. The typical U.S. woman who gives birth is in her 20s, is married, has an annual family income of just under \$20,000, has at least a high school education and is employed or married to a man who is employed full-time. However, 4 in 10 women having babies are unemployed or work only part-time. More than one-quarter are poor and 4 in 10 have family incomes of less than \$15,000 a year.

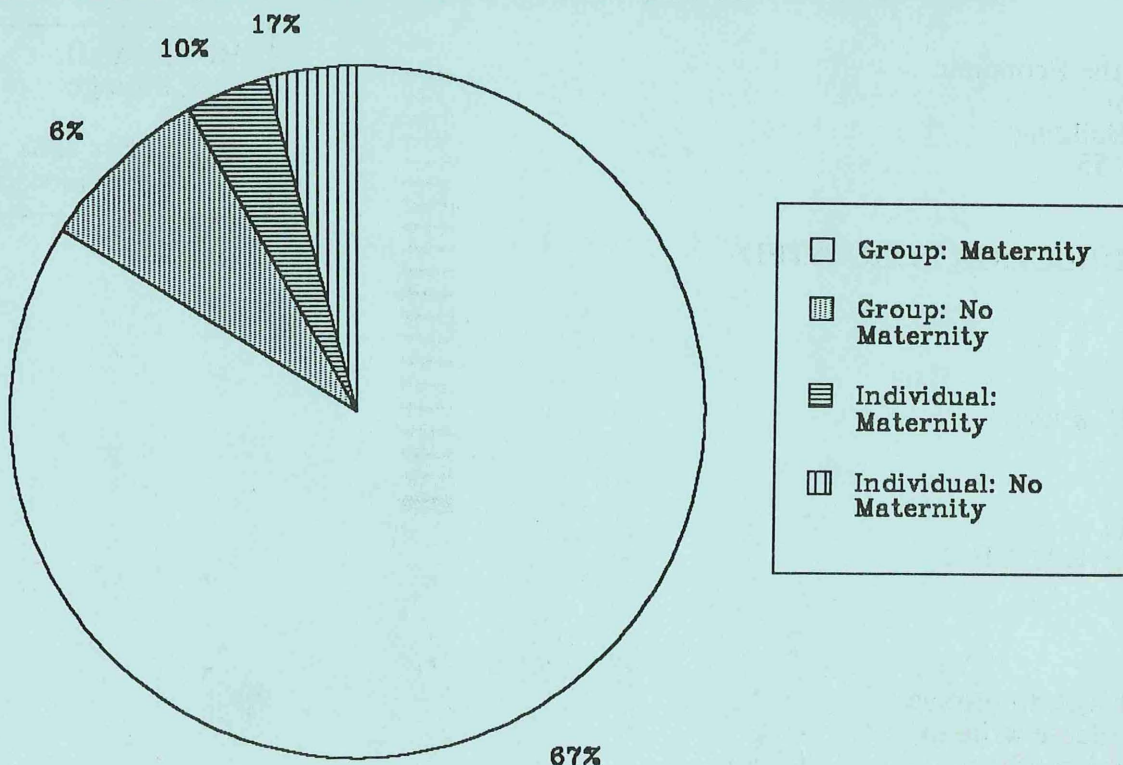
The average cost of pre-natal care of an expectant mother is estimated at \$700 to \$1,000 in the U.S. A normal delivery for a healthy mother and child can cost \$2,900. If the delivery is cesarean, the baby premature or there are other complications, the costs rise substantially.

The federal Pregnancy Discrimination Act of 1978 requires employment related health insurance policies to cover maternity care as they do other medical expenses, but this does not extend to non-group insurance plans.

Minnesota law requires group and non-group policies to provide the same maternity benefits to unmarried women and female dependents as the policies do for married women. Other states may not require comparable benefits for unmarried or dependent women in insurance policies.

In 1985, 64 percent of women giving birth in the U.S. had group or individual insurance plans which paid at least part of the maternity costs. However, 9 percent of women ages 15 to 44 had insurance which did not cover maternity care.

MATERNITY COVERAGE WITHIN NON-GROUP AND GROUP INSURANCE: U.S. 1985



Source: Current Population Survey 1985 and U.S. Dept. of Labor

(Commission on the Economic Status of Women, Newsletter #124, March 1988)

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155
Newsletter #125

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IN THIS ISSUE

WOMEN TODAY, a series of updated information on women's marital, family, income and poverty status, and labor force participation rates from the most recent national information available from the U.S. Census Bureau and the U.S. Department of Labor.

ANNOUNCEMENTS

The Commission is assisting the Minnesota Supreme Court Task Force for Gender Fairness in the Courts with its public hearings. Two hearings have been held in St. Paul. The next hearing is 6:30 to 9:30 p.m., April 26 in Rochester. The remaining hearings are May 10 in Duluth, May 24 in Marshall, and June 7 in Moorhead. The task force was appointed in June 1987 to determine whether men and women are being treated equally in the state court system. For more information call the Commission at 296-8590 or toll free 1-800-652-9747, or contact Mary Grau, (612) 297-4029.

U. S. WOMEN TODAY: HOUSEHOLD & FAMILY STATUS

Compiled from reports of the U.S. Bureau of the Census and the Bureau of Labor Statistics.

Households*

The proportion of households maintained by a married-couple family has declined. These couples represented 58 percent of all households in 1986, down from 71 percent in 1970.

In contrast, the number of households maintained by women with no husband present grew by 66 percent between 1970 and 1986. Currently 11 percent of all households consist of families headed by women, with an additional 16 percent of households consisting of non-family (people unrelated by blood, marriage or adoption) households headed by women.

Non-family households represented over 28 percent of all households in 1986, increasing by 96 percent since 1970 when they represented less than one-fifth of all households.

Nearly one-quarter of all households in 1986 consisted of one person living alone. Two-thirds of these single-person households are women.

Unmarried Couples

There were four times as many unmarried couples living together in 1986 than in 1970. Such households still constitute less than 2 percent of all households.

Families

The proportion of married-couple families has declined from 87 percent of all families in 1970 to 80 percent in 1986. Female-headed families have increased 77 percent during this time period, from 11 percent of all families in 1970 to 16 percent in 1986. The percent of male-headed families has changed little, increasing from 2 percent of all families in 1970 to 4 percent in 1986.

Families With Children

Fewer households have children in them. In 1970, 45 percent of all households contained children. In 1986, only 36 percent of households had children.

One-parent families accounted for 26 percent of all families with children under 18 in 1986, compared with 22 percent in 1980 and 13 percent in 1970.

A decreasing proportion of children live in two-parent families. In 1986, about 74 percent of children under 18 lived with both parents, down from 85 percent of children in 1970. An additional 21 percent of children live with their mother, 2.5 percent live with their father and about 2.5 percent of all children live with neither parent.

** A household consists of all persons who occupy a housing unit. A family household consists of persons related by blood, marriage or adoption; a non-family household consists of all others including persons living alone.*

U.S. WOMEN TODAY: MARITAL AND FAMILY STATUS

Marital Age

There is an increasing tendency among younger persons to remain single or to marry at a later age. The median age at first marriage for women increased from 20.8 years in 1970 to 23.1 years in 1986. Men marry at an average age of 25.7.

Nearly two-thirds of all women age 20 to 24 were single (never married) in 1986, up from just over one-third of women in 1970. The proportion of women age 25 to 29 remaining single rose from 11 percent in 1970 to 28 percent in 1986.

Birth Rates and Expectations

Birth rates are declining, as women postpone childbearing. Nationally, there were 70.3 births for every 1,000 women age 18 to 44. This amounted to 3.6 million births in 1986. Women age 18-34 said they expected to have an average of 2.1 children, down from 2.5 in 1970 and 3.7 in the late 1950s. One quarter of women in this age group currently had no children, but only 10 percent said they expected to remain childless.

Half of the women who gave birth in 1986 were in the labor force, compared to 31 percent of women who gave birth in 1976.

The only age group which experienced an increase in fertility between 1980 and 1986 was women age 30 to 34. In 1986, the fertility rate for these women was 78.9 per 1,000, up from 60 in 1980.

About 17 percent of all women age 18 to 44 who had a child in 1986 were unmarried (single, widowed or divorced). Of those

who were not married, 30 percent were age 18 to 24.

Among married women age 30 to 34, 16 percent were still childless as compared with 8 percent in 1970.

Divorce and Widowhood

The divorce ratio continues to rise. The ratio of divorced to married women rose from 60 per 1,000 in 1970 to 157 per 1,000 in 1986. Divorce ratios are higher for women than men since men are more likely to remarry. In 1986, there were 106 divorced men for every 1,000 married men.

There were more than 5 times as many widowed women as there are widowed men. Nearly 12 percent of all women were widowed, compared to just 2 percent of men.

Age and Life Expectancy

Life expectancy from birth for both men and women has increased since 1970. From 1970 to 1986 life expectancy increased from 74.7 years to 78.2 years for women. For men life expectancy increased from 67.1 years in 1970 to 71.2 years in 1986.

The number of women age 85 and over nearly doubled between 1970 and 1985, the largest percentage increase of any population group. The number of women above age 75 grew by 62 percent from 1970 to 1985. The number of all women over age 65 grew 73 percent from 1970 to 1985.

U.S. WOMEN TODAY: INCOME AND POVERTY

Annual Earnings of Women and Men

Median annual earnings for all women in 1986 were \$10,016 and for men were \$18,782. For full-time, year-round workers, median weekly earnings of women in 1986 were \$290 and for men were \$419.

Annual Income of Women and Men

The median income for full-time year-round workers in 1986 amounted to \$16,843 for women and \$25,894 for men.

Income and Educational Level

For both men and women, income increases with higher levels of educational attainment. However, the median income of full-time year-round women workers with four years of college was \$24,482 in 1986, while men with four years of college earned \$36,665 annually.

Income and Marital Status

The median income for married-couple families in which both spouses worked in 1986 was \$38,346, compared with \$25,803 for families where the wife was not in the labor force.

The median income for divorced women was \$12,556 in 1986. It was \$17,257 for divorced men.

In 1986 there were approximately 8.8 million single-parent mothers. Income for single-parent mothers declines with the number of children. In 1985, single-parent mothers with one child earned \$12,844. Those with two children earned \$10,506 and with three children annual income to-

taled \$7,982. Only 37 percent of all single-parent mothers received some child support from the father in 1986.

Women and Poverty

Of the nearly 33 million Americans who lived in poverty in 1986, 77 percent were women and children.

Eleven 11 percent of all U.S. families lived in poverty in 1986. Of these, more than half were maintained by women with no husband present. The poverty rate for such families was 35 percent, compared with 6 percent for married-couple families and 11 percent for families with a male householder.

Poverty rates are highest among female-headed families with children at home. Nearly half of female-headed families with children under 18 are poor. The poverty rate rises for families with younger children. Two-thirds of female-headed families with children under age 6 were in poverty in 1986.

More than half (53.6 percent) of all children in female-headed families lived in poverty.

Older Women in Poverty

Poverty rates are higher for older women than for older men. Nearly 16 percent of women age 65 and above are poor, compared to 8.5 percent of their male counterparts. Because older women outnumber older men, there are two and a half times as many older women in poverty as there are older men who are poor.

U.S. WOMEN TODAY: LABOR FORCE PARTICIPATION

Labor force participation rates for women continue to climb. In 1986, most women had paid employment and women made up 44 percent of the total workforce, compared to 33 percent in 1960.

Of all women, 55.3 percent were in the labor force in 1986, compared to 38 percent in 1960 and 43 percent in 1970. For women of usual working age, 18 to 64, the labor force participation rate increased to 64 percent and in the prime working age, 25 to 54, nearly 70 percent.

Mothers in the Workforce

The entrance of women into the labor force is also true of women with children. Labor force participation rates increase with the age of the child, but even for mothers of children under 6, labor force participation is 54 percent, compared to 19 percent in 1960.

Half of married mothers with a child age 1 or younger were in the labor force in 1986. By the time the youngest child is 3 years old, the labor force participation rates of married mothers in 1986 was 56 percent.

The rates of married women whose children were all ages 6 to 17 increased from 39 percent in 1960 to 68 percent in 1986.

In 1986, 71 percent of employed mothers with children under 18 worked full-time.

Employment and Marital Status

More than half of women in the labor force in 1986 were married, 25 percent were single (never married) and another 20 percent were either divorced, widowed or separated.

While labor force rates for women have increased, those for men have declined. In 1986, women constituted 44 percent of all workers, up from 33 percent in 1960. Men's participation has declined from 67 percent in 1960 to 56 percent in 1986.

Full-time and Part-time Employment

Women continue to be less likely than men to work full-time year-round. In 1986, 68 percent of women worked full-time, while 86 percent of men in the labor force worked full-time.

Occupation

Women workers continue to be concentrated in clerical and service work. Nearly half of all women in the workforce are in the technical, sales and administration field (including clerical). Nearly one-quarter now work in managerial or professional jobs and 18 percent are service workers.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

Commission on the Economic
Status of Women
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St. Paul, MN 55155

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NEWLETTER #125
APRIL 1988

WOMEN TODAY

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COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155
Newsletter #125

(612) 296-8590
May 1988

IN THIS ISSUE

SESSION '88: LEGISLATIVE UPDATE, a review of the legislation passed during the 1988 session, which ended April 26.

ANNOUNCEMENTS

The Commission is assisting the Minnesota Supreme Court Task Force for Gender Fairness in the Courts with its public hearings. The final hearings will be 6:30 to 9:30 p.m., May 24 in Marshall and June 7 in Moorhead. The task force was appointed in June 1987 to determine whether men and women are being treated equally in the state court system. For more information call the Commission at 296-8590 or toll free 1-800-652-9747, or contact Mary Grau, task force staff, (612) 297-4029.

SESSION '88: LEGISLATIVE SUMMARY

Commission-endorsed legislation:

CHILD CARE

Child Care Facilities and Training Grants: Appropriates \$150,000 for child care training and facilities. Grants can be used for facility improvements, interim financing, resource and referral programs and staff training expenses. Grants must be allocated among the 12 development regions in the state in proportion to the number of children needing child care in each region. Grants will be awarded by the Department of Human Services based on the recommendation of the grant review advisory task force, which will include parents, providers and others. (HF 2126/Chapter 686)

Child Care Sliding Fee Program: Appropriates an additional \$450,000 to the 1987 appropriation of \$12 million to the sliding fee child care fund. The fund subsidizes child care expenses for families based on their income. (HF 2126/Chapter 686)

Child Care Subsidy for AFDC Recipients: Extends the eligibility guidelines for Aid to Families With Dependent Children (AFDC) recipients and other low income people who receive subsidies to pay for child care expenses. Former AFDC recipients can continue to receive federal subsidies until they begin receiving assistance from the sliding fee program. (HF 2126/Chapter 686)

Extended Day Programs: Allows schools, through community education, to offer programs to extend learning opportunities for children in kindergarten through grade 6. Programs must have supervision, parental involvement, partnership with other K-12 programs and involvement of secondary students. Districts may charge a sliding fee based on income for these programs and they can be funded with outside resources. (HF 2245/Chapter 718)

Early Childhood Innovation/Pre-kindergarten Child Development Grants: Appropriates \$500,000 for grants to school districts for developmentally appropriate early childhood programs for low-income children. Districts may contract with community programs. Grants are awarded by the State Board of Education. (HF 2245/Chapter 718)

PAY EQUITY

Pay Equity in Local Governments: Provides penalties for cities and counties, with more than 10 employees, which do not comply with the pay equity reporting requirements by October 1, 1988. Requires implementation of plans by Dec. 31, 1991 unless another date has already been established and provides a 5 percent reduction in local government aid for failure to implement. (SF 1963/Chapter 702)

Pay Equity in School Districts: Requires school districts to implement their pay equity plans by Dec. 31, 1991 or a date approved by the Commissioner of Employee Relations. Provides a penalty for failure to comply of 5 percent of the district's administrative costs for the 1990-91 school year. (HF 2245/Chapter 718)

CHILD SUPPORT AND MAINTENANCE

Child Support Enforcement: Allows child support enforcement agencies to locate individuals owing support by verifying information with employers and utility companies. Makes it easier for a non-AFDC recipient to intercept state income tax refunds for unpaid child support. Requires that court orders awarding maintenance must provide for a biennial cost of living adjustment. (SF 2009/Chapter 668)

Pension Rights In Marriage Dissolution: Clarifies pension rights of parties in a marriage dissolution. (SF 2009/Chapter 668)

OTHER

Gender Neutral Statutes: Repeals a section of the law which required public bathrooms for women but not for men. (HF 320/Chapter 429)

Battered Women's Shelter for American Indian Women: Provides funding for a battered women's shelter and services for American Indian women. (HF 2126/Chapter 689)

AFDC Eligibility: Changes AFDC eligibility requirements to allow the entire equity value of a motor vehicle if it is required for the operation of a self-owned business. (HF 2126/Chapter 689)

Child care task forces, reports, and demonstration projects:

Child Care in Higher Education: Creates a task force on child care in higher education. Membership includes one student and one faculty or administrator from each system member of the higher education advisory council. Recommendations are due to the legislature on Jan. 15, 1989. (HF 1989/Chapter 439)

Child Care Task Force: Creates a task force to study hindrances to establishing child care facilities in rural Minnesota and report its findings and recommendations by Jan 1, 1989. Membership includes representatives from building and fire code inspectors, licensing units, providers, consumers, advocacy groups and the departments of administration, human services and public safety. (HF 1895/Chapter 608).

Child Care for Post-Secondary Students: Requires a report and recommendations to the finance and appropriation committees by Jan. 1, 1989 on the effects of child care legislation on the needs of post-secondary students. (SF 2569/Chapter 703)

Community Initiatives for Children: Provides one grant of \$150,000 for a demonstration project offering services such as child care, parenting education, counseling and recreation. (HF 2126/Chapter 689)

Child Care in State Office Space: Allows the Commissioner of Administration to prepare a day care site for the capitol complex in state office space which is leased, purchased or remodeled. (HF 2344/Chapter 686)

Building Codes for Group Family Child Care: Establishes a task force to study occupancy standards for family and group family day care homes and lifts the current standards regarding handicapped access, additional exits and fire and safety codes until the task force study is complete. (HF 1795/Chapter 608)

Other legislation related to the economic status of women:

HEALTH

Divorced Spouse Coverage: Requires Health Maintenance Organizations (HMOs) to continue coverage of a divorced spouse until the spouse becomes covered under another group plan or Medicare and limits the fee that can be charged for the coverage. (SF 1861/Chapter 434)

Dependent Children Coverage: Requires that health insurance plans and HMOs allow dependent children not living with the covered employee to be covered on the same basis as if they did live with the employee. The amount of child support paid by the employee cannot be used as a factor to exclude or limit coverage or payment for the dependent children. (HF 2126/Chapter 689)

Insurance Coverage for Mammograms and Pap Smears: Requires all health insurance policies to cover services provided by nurse-practitioners and to provide coverage for mammograms or pap smears when ordered or performed by a physician. (HF 1853/Chapter 441)

MARRIAGE DISSOLUTION AND CHILD SUPPORT

Child Support Collections: Makes each failed payment of child support a judgement by operation of law. This eliminates a step in the process of establishing and collecting a judgement. Will be automatically repealed if Health and Human Services grants a waiver from this provision, which is required by federal law. (HF 1582/Chapter 593)

Property Valuation in Marriage Dissolutions: Provides for the valuing of marital property in a marriage dissolution on a specific date, usually the day the petition is filed. Contains conditions for determining a different date. Creates a legal duty to preserve the value of marital assets in any transaction involving those assets. (SF 462/Chapter 590)

Marriage Dissolution: Clarifies that a person who is appointed as an expert witness to value pension benefits or rights in a marriage dissolution must be experienced in that field. (SF 948/Chapter 619)

Automatic Income Withholding for Child Support: Provides that automatic income withholding (AIW) applies only to initial child support orders, not to modifications. In modifications where it has been applied, the parties may agree to ask the court to terminate the automatic income withholding. For modifications coming before the court after this law goes into effect, the court may grant a request for AIW if the obligor has been 10 days late twice in the previous three months.

In new child support or maintenance orders the court can stay the AIW if the obligor establishes an escrow account of two months child support or maintenance. The account must allow only the Child Support Enforcement Office (IV-D) to withdraw funds from the escrow account. The funds must be released to the office three days after the obligee notifies the office that child support is 10 days late. Requires IV-D office to give the funds to the obligee within three days after receiving them from the bank. Includes provisions for notice to the obligor and a hearing if requested. Anyone with an AIW order may terminate AIW by establishing an escrow account under the terms now in the law. (HF 2341/Chapter 693)

Other issues of special interest to women:

Marital Status Discrimination: Clarifies the definition of marital status under the Human Rights Act to prohibit discrimination against one spouse based on the actions or beliefs of the other or former spouse. (SF 1769/Chapter 660)

Affirmative Action in Metro Agencies: Requires the Metropolitan Council and metropolitan agencies to develop affirmative action plans, adopt written sexual, racial and disability harassment policies and grievance procedures and report to the Commissioner of Employee Relations by Jan. 1, 1989 and yearly after that. Establishes standards for compliance with set-aside laws by metropolitan agencies. (HF 2596/Chapter 680)

Criminal Sexual Conduct: Changes the definition of consent under the criminal sexual conduct statute so that consent at some other time can not be used to show consent in this case. (HF 1740/Chapter 413)

Criminal Sexual Conduct: Establishes the crime of Fifth Degree Criminal Sexual Conduct, which is unconsented sexual contact excluding intentional touching of the clothing covering the buttocks (fanny patting). (SF 1018/Chapter 529)

Women Athletes: Requires the Amateur Sports Commission to make a concentrated effort to recruit women athletes and athletic events for women to its facilities. (HF 2344/Chapter 686)

Nurse Midwives: Allows a certified nurse midwife to prescribe and administer medications. (HF 1784/Chapter 440)

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

Commission on the Economic
Status of Women
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St. Paul, MN 55155

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NEWSLETTER #126
MAY 1988

SESSION '88:
LEGISLATIVE
SUMMARY

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COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155
Newsletter #127

(612)296-8560
June 1988

IN THIS ISSUE

HISTORICAL DATA about Minnesota women including labor force participation, age and educational attainment, marital and household status. Data are from the U.S. Census Bureau, the U.S. Department of Labor and the Minnesota Health Department.

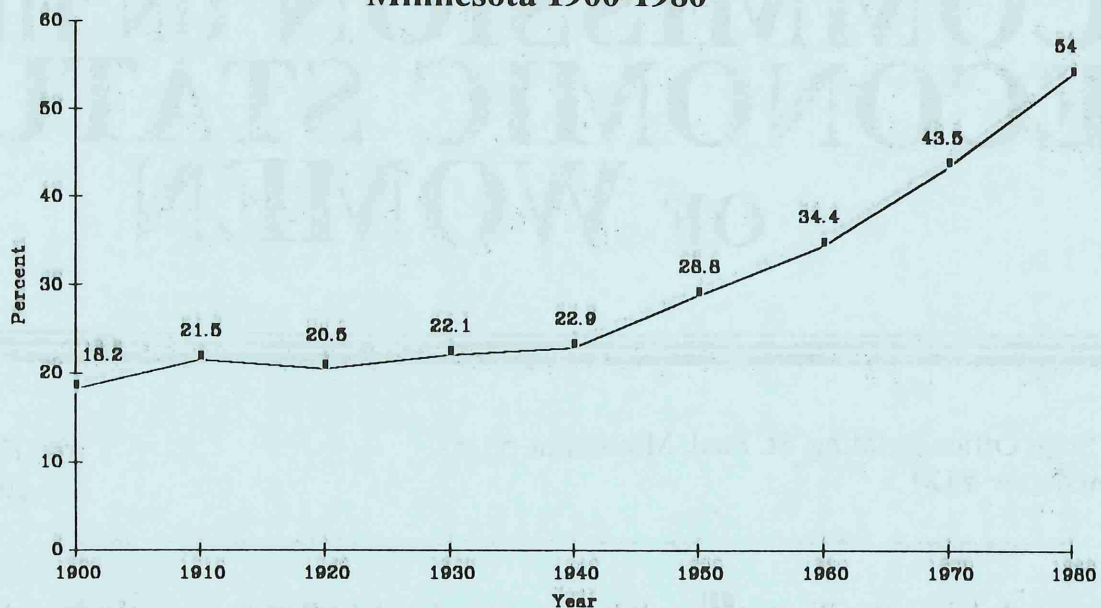
ADDITIONAL LEGISLATION: SESSION '88

The May newsletter featured a summary of legislation affecting women that was passed in the last session. The items below should also be noted:

(HF 2344/Chapter 686) Requires the state department of Military Affairs to use its cash bonus and tuition reimbursement incentive programs to specifically recruit and retain women and minority groups into the Minnesota National Guard.

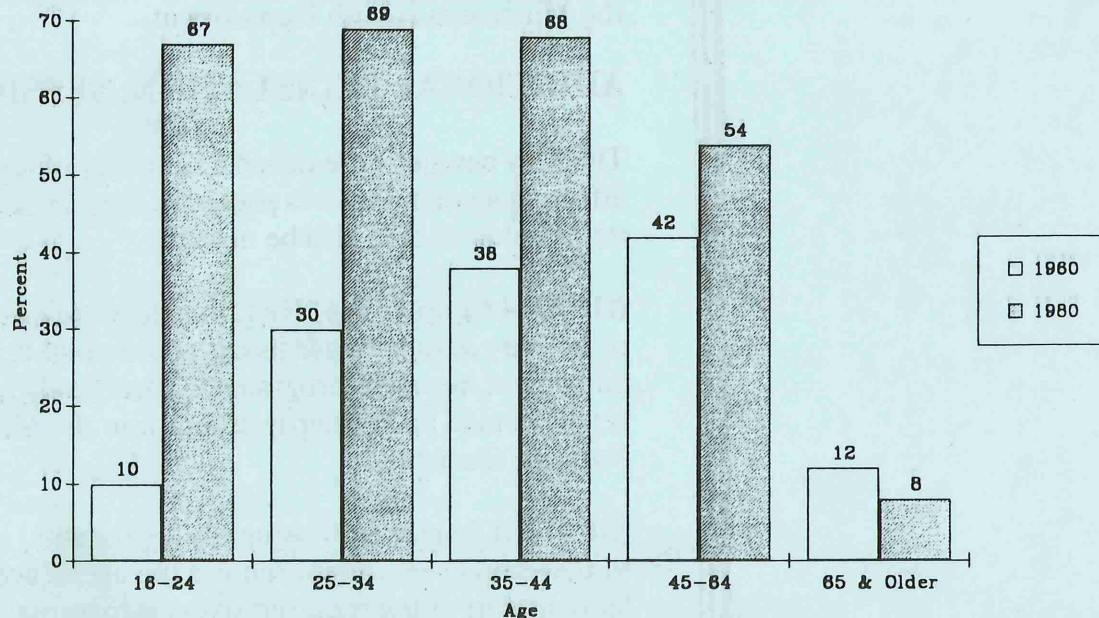
(SF 1721/Chapter 659) Amends the parental leave law so that employers cannot require the use of accrued sick leave as part of the required six-week parental leave.

LABOR FORCE PARTICIPATION Minnesota 1900-1980



The entrance of women into the labor force is one of the most significant social changes of this century, from just under one-fifth of all women in 1900 to more than half joining the paid workforce in 1980. The increase since 1900 has been steady, with an accelerated rate of increase since 1960. Minnesota women participate in the labor force at a slightly higher rate than the national average.

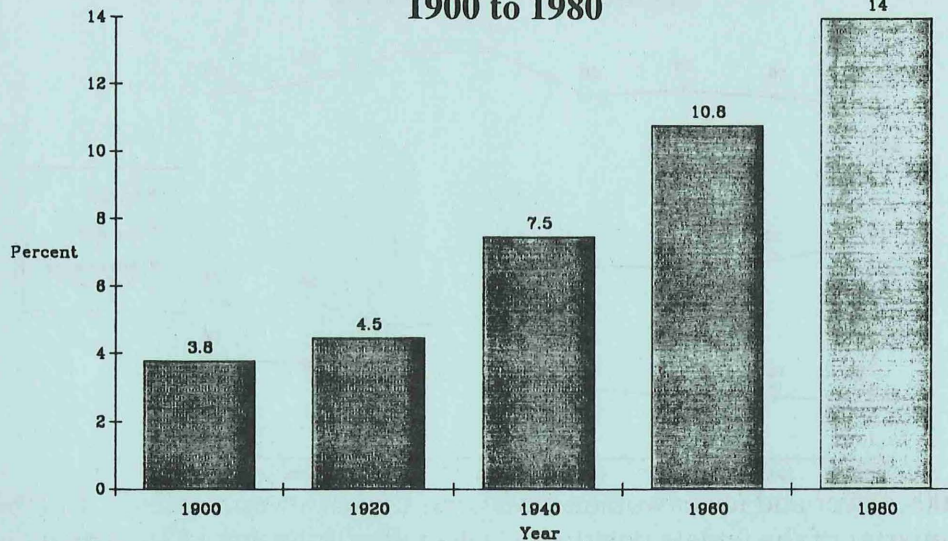
LABOR FORCE PARTICIPATION BY AGE Minnesota 1960 and 1980



In the past, the labor force participation rate of women of child-bearing years was lower than for younger or middle age women. Now women in the 25 to 34 age group have surpassed all other age groups in labor force participation. This has contributed to another major social change in the last 20 years-the entrance of mothers of young children into the labor force.

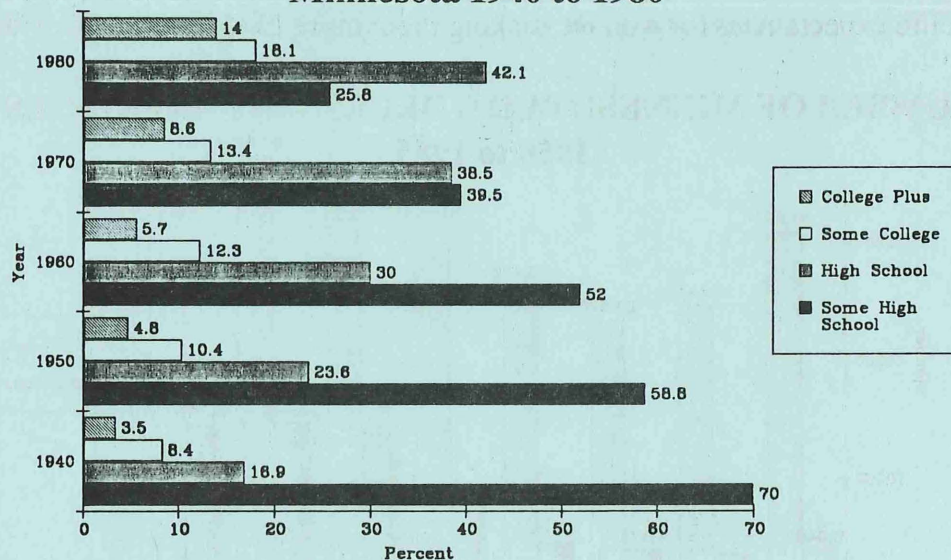
(Commission on the Economic Status of Women, Newsletter #127, June 1988)

PERCENT OF MINNESOTA WOMEN AGE 65 & ABOVE 1900 to 1980



The percent of the female population which is age 65 and over has doubled since 1940. In 1980, women this age made up 14 percent of all women, while in 1940 they represented only 7.5 percent. This corresponds to an increase in life expectancy for both women and men, although in 1980 men in this age group accounted for only 10 percent of the total male population in Minnesota.

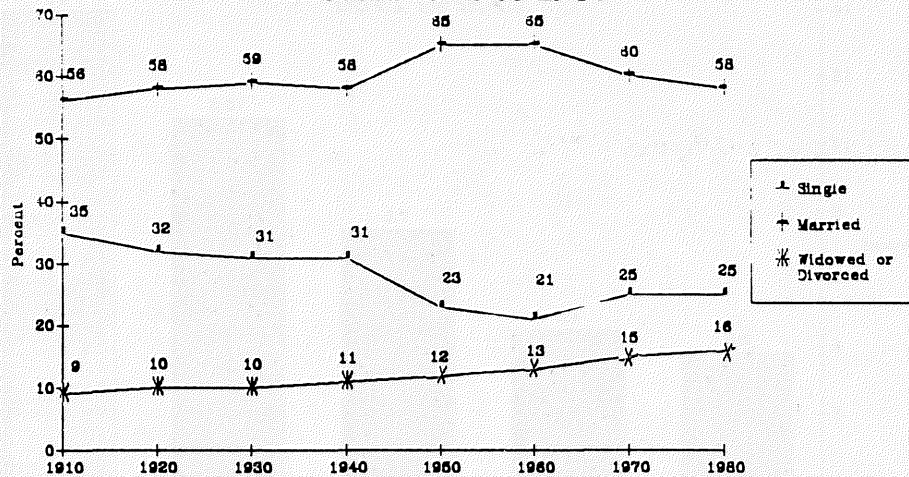
EDUCATIONAL ATTAINMENT OF WOMEN Minnesota 1940 to 1980



Since 1940, Minnesota women have consistently increased their educational levels. Two-thirds of women in 1940 had less than a high school education, while in 1980, this percentage decreased to only one-quarter of all women. The decade from 1960 to 1970 saw the most dramatic increase in female high school graduations and the rate of increase leveled off from 1970 to 1980. More women are completing high school and getting college or advanced degrees. The percent of women with some college experience has increased steadily and experienced its greatest jump in the decade between 1970 and 1980. In 1940, only 4.8 percent of all Minnesota women had a college degree or more, while 14 percent of women in 1980 had at least a college degree.

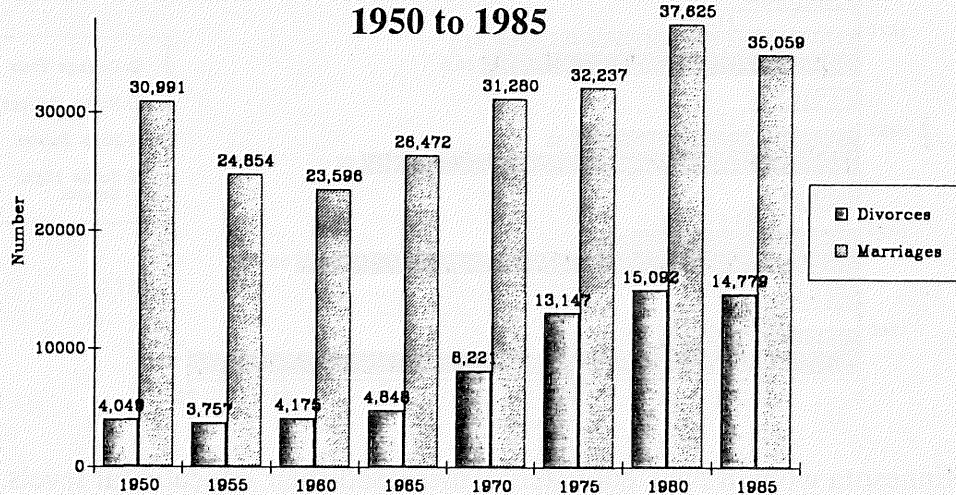
(Commission on the Economic Status of Women, Newsletter #127, June 1988)

MARITAL STATUS OF WOMEN Minnesota 1910 to 1980



Since the early 1900s, fewer and fewer women have been single (never married). In 1980, single women were one-quarter of the female population, while they represented 35 percent in 1910. In the decade immediately following World War II, the percentage of single women dropped substantially. The decline since then has been steady, but leveled off between 1970 and 1980. The percentage of women who were married peaked during that same decade, but has also declined since 1970, corresponding to the increase in single women. At the start of this century, only 1 percent of all Minnesota women had been divorced, while in 1980, divorced women made up 5 percent of the female population. The percentage of women either widowed or divorced was 16 percent in 1980, compared to 9 percent in 1910. The increase can be attributed both to the increased divorce rate and to extended life expectancies for women, making them more likely to become widowed.

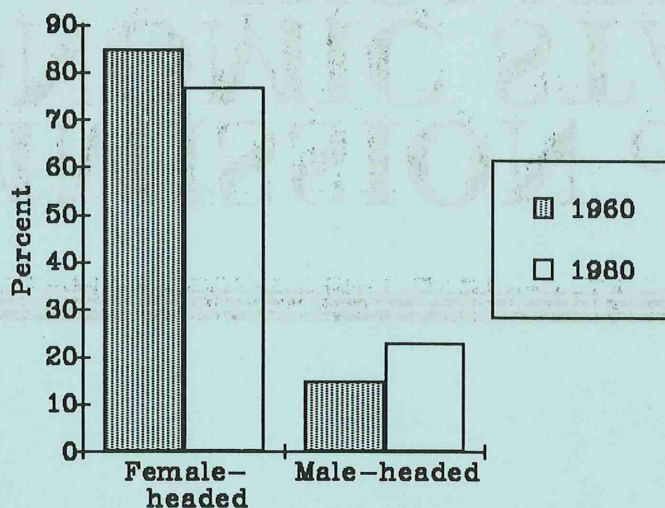
NUMBER OF MINNESOTA DIVORCES AND MARRIAGES 1950 to 1985



The ratio of divorces to marriages since 1950 has increased substantially in Minnesota. In 1950, there were 30,991 marriages or 7.6 times more than the number of divorces. In 1980, the number of marriages was only 2.3 times the number of divorces. The number of Minnesota marriages again reflects an increase in the years immediately following World War II and subsequent decline in the late 1950s and early 1960s. The number of marriages declined slightly from 1980 to 1985. Divorces more than doubled from 1965 to 1975, but increased at a slower rate from 1970 to 1980 and even declined from 1980 to 1985.

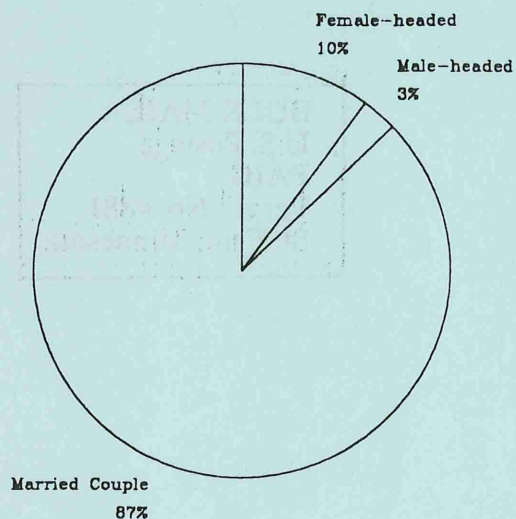
(Commission on the Economic Status of Women, Newsletter #127, June 1988)

NUMBER OF SINGLE PARENT FAMILIES WITH CHILDREN Minnesota 1960 & 1980

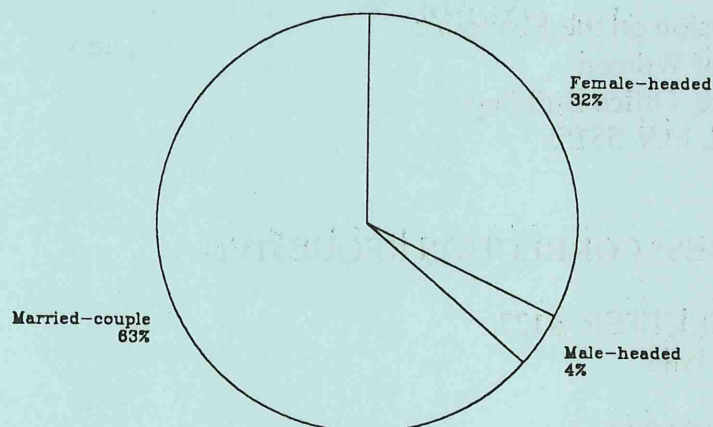


The vast majority of single-parent families are headed by women, although this percentage declined between 1960 and 1980. In 1960, 85 percent of single parent families were female-headed, while 77 percent were headed by a women in 1980.

HOUSEHOLDS BY TYPE Minnesota 1980



HOUSEHOLDS WITH INCOME UNDER \$5,000 BY TYPE Minnesota 1980



Without considering children, 10 percent of all Minnesota households are female-headed. However, of those households with incomes under \$5,000 annually, female-headed make up 32 percent. For households with incomes under \$5,000 and with children under age 18, female-headed households account for 49 percent, surpassing the number of married couple households in this category.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155
Newsletter #128

(612) 296-8590
July 1988

IN THIS ISSUE

HISTORICAL DATA on poverty in Minnesota and earnings based on education in the U. S. A map of displaced homemaker programs, sexual assault programs, battered women's programs and women's resource centers across the state is on page 4.

ANNOUNCEMENTS

The Commission will hold a public hearing on the implementation of pay equity at 1:30 p.m., August 2 in the basement hearing room of the State Office Building. Call the Commission if you would like to testify.

POVERTY IN MINNESOTA

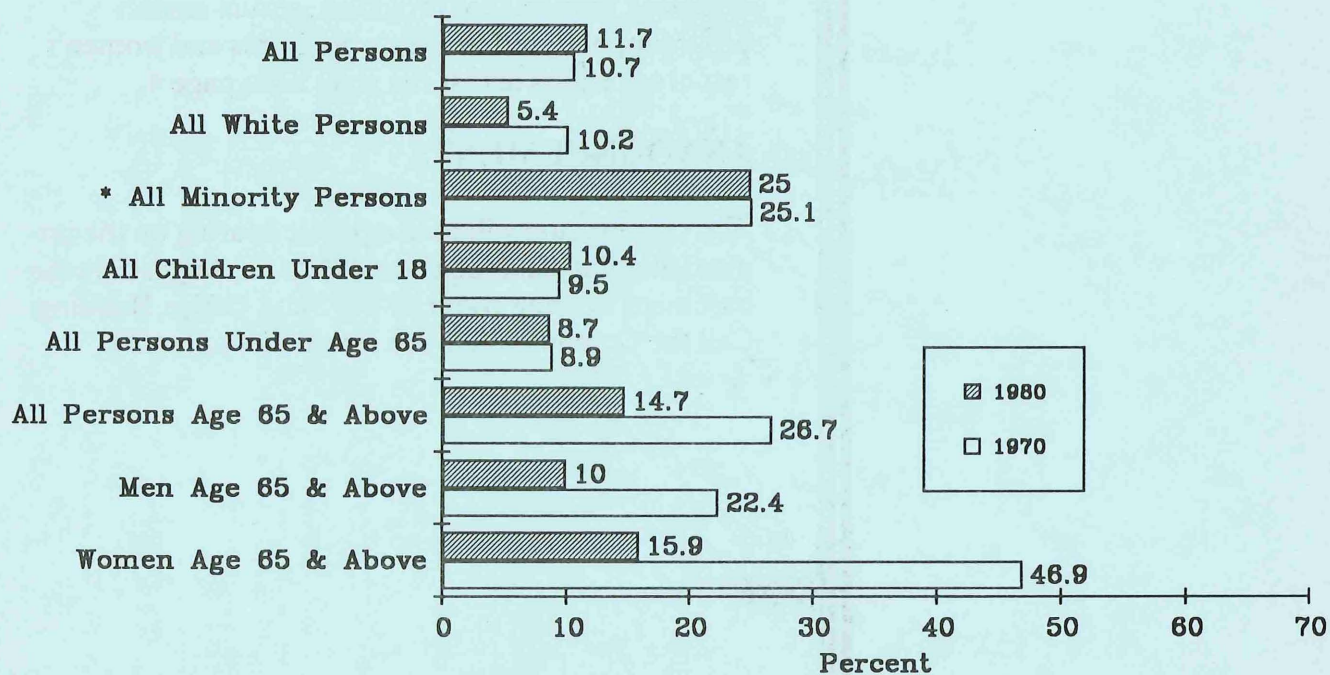
In the decade between 1970 and 1980, the overall number of Minnesotans in poverty declined, but some persons and families experienced an increase, according to the U.S. Census Bureau. More recent numbers are not available from the Census Bureau. However, the Governor's Commission on Poverty estimates that there has been an increase in the number of Minnesotans living in poverty since the 1980 census, reversing the decline of the 1970s. This is consistent with national trends during that same period. Minnesota continues to rank below the national average poverty rate.

Children and older adults have higher poverty rates than other age groups and those under age 18 experienced a slight increase during this decade.

The poverty rate for older Minnesotans improved substantially during this time. The percentage of women age 65 and over in poverty declined by 31 percent, while men in the same age group declined 12.4 percent. However, older women are still more likely than older men to live in poverty and the poverty rate for all older Minnesotans is higher than for the average of all persons.

The poverty rate for white persons was cut in half while minority persons made no gains during the 1970-80 decade.

**POVERTY IN MINNESOTA
BY SELECTED CHARACTERISTICS
1970 & 1980**

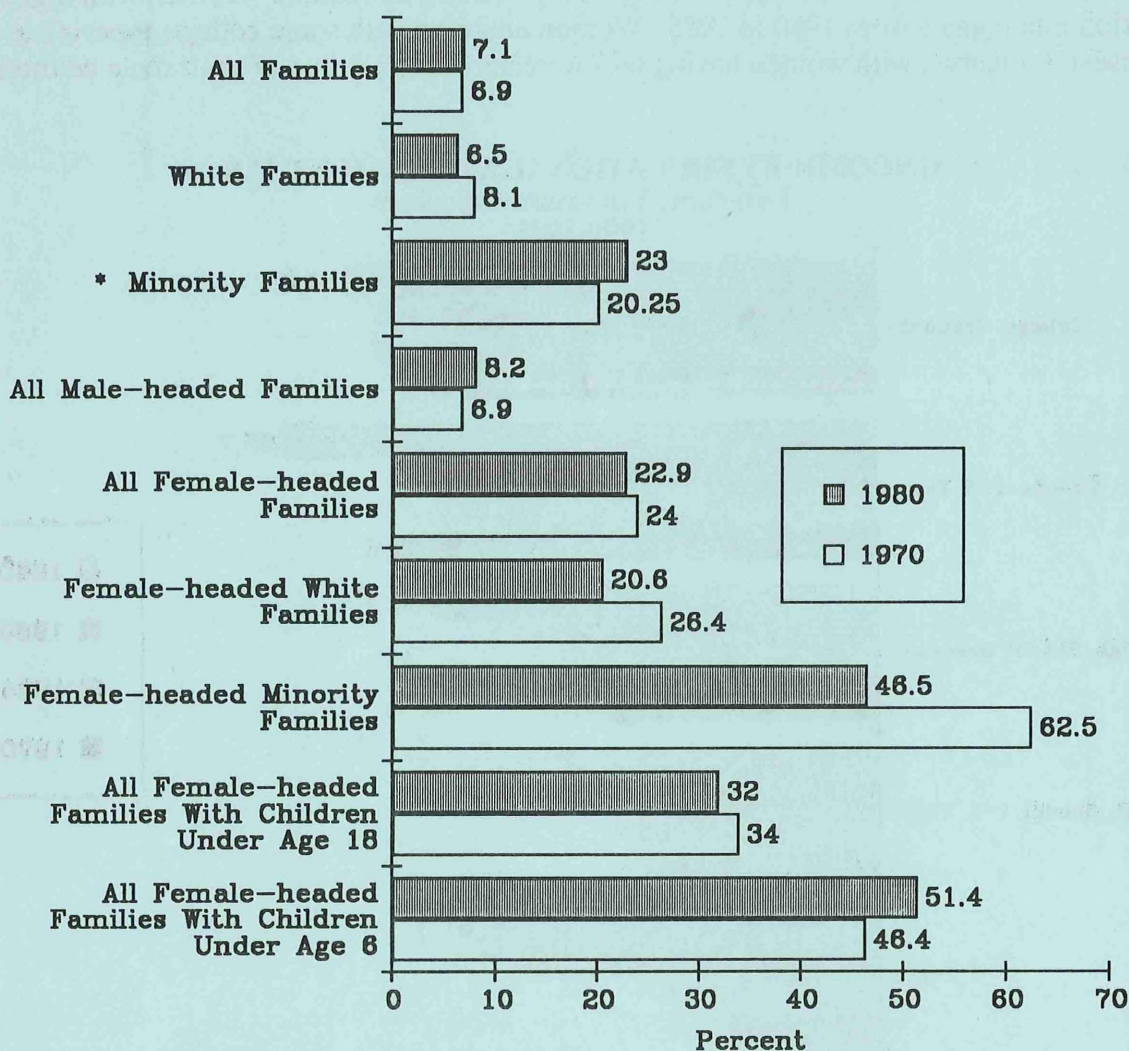


* All minority persons are together because the 1970 Census data for Minnesota distinguishes only Black, Hispanic and All Minority persons.

FAMILIES IN POVERTY

Female-headed families are among the poorest families in Minnesota and their poverty is compounded by the presence of younger children and/or minority status. While 8.2 percent of male-headed families are in poverty, 22.9 percent of female-headed families are poor. While one-fifth of female-headed white families are in poverty, nearly half of female-headed minority families are in poverty. Both groups experienced a decrease since 1970. While 34 percent of all female-headed families with children under 18 are in poverty, the rate gets higher for such families with children under age 6. Nearly half of these families are in poverty.

MINNESOTA FAMILIES IN POVERTY
1970 & 1980



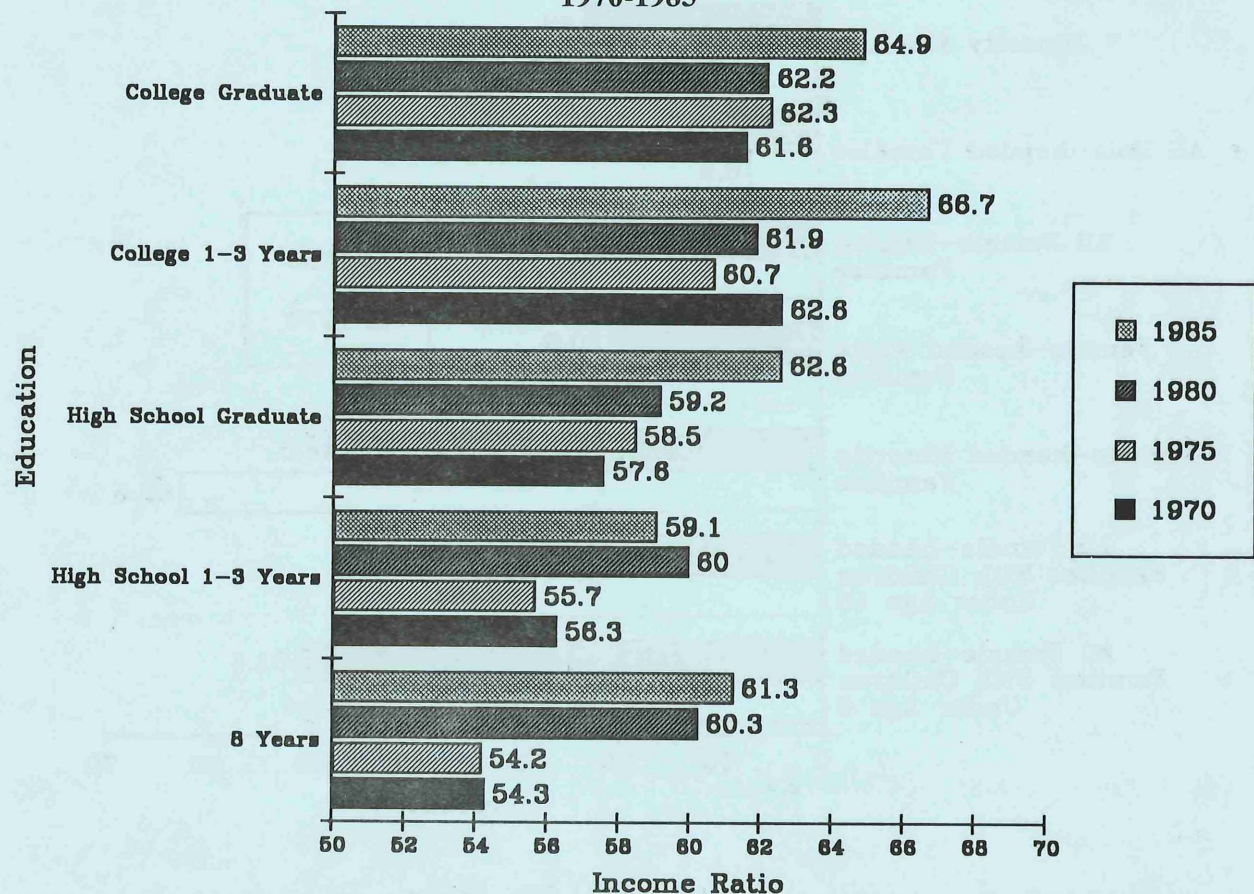
* All minority families are together because the 1970 Census data for Minnesota distinguishes only between Black, Hispanic and All Minority families.

INCOME AND EDUCATION

For the last 15 years, women's income has been nearly one-half to one-third less than men's income. Although the gap is closed somewhat for women with higher levels of education, women with the greatest amount of education still have incomes only 65 percent of their male counterparts. In 1970, women with four years of college had the same income as men with an eighth grade education. By 1985, women's income had increased, but only to the point where those with four years of college had incomes comparable to males with only a high school degree.

From 1970 to 1975, women with less than a high school degree had incomes only half of men at the same educational level. Between 1975 and 1980, the income gap closed substantially between men and women with less than a high school education. Women with higher education made gains from 1980 to 1985. Women and men with some college experience are closest in income, with women having 66.7 percent of the income of their male counterparts.

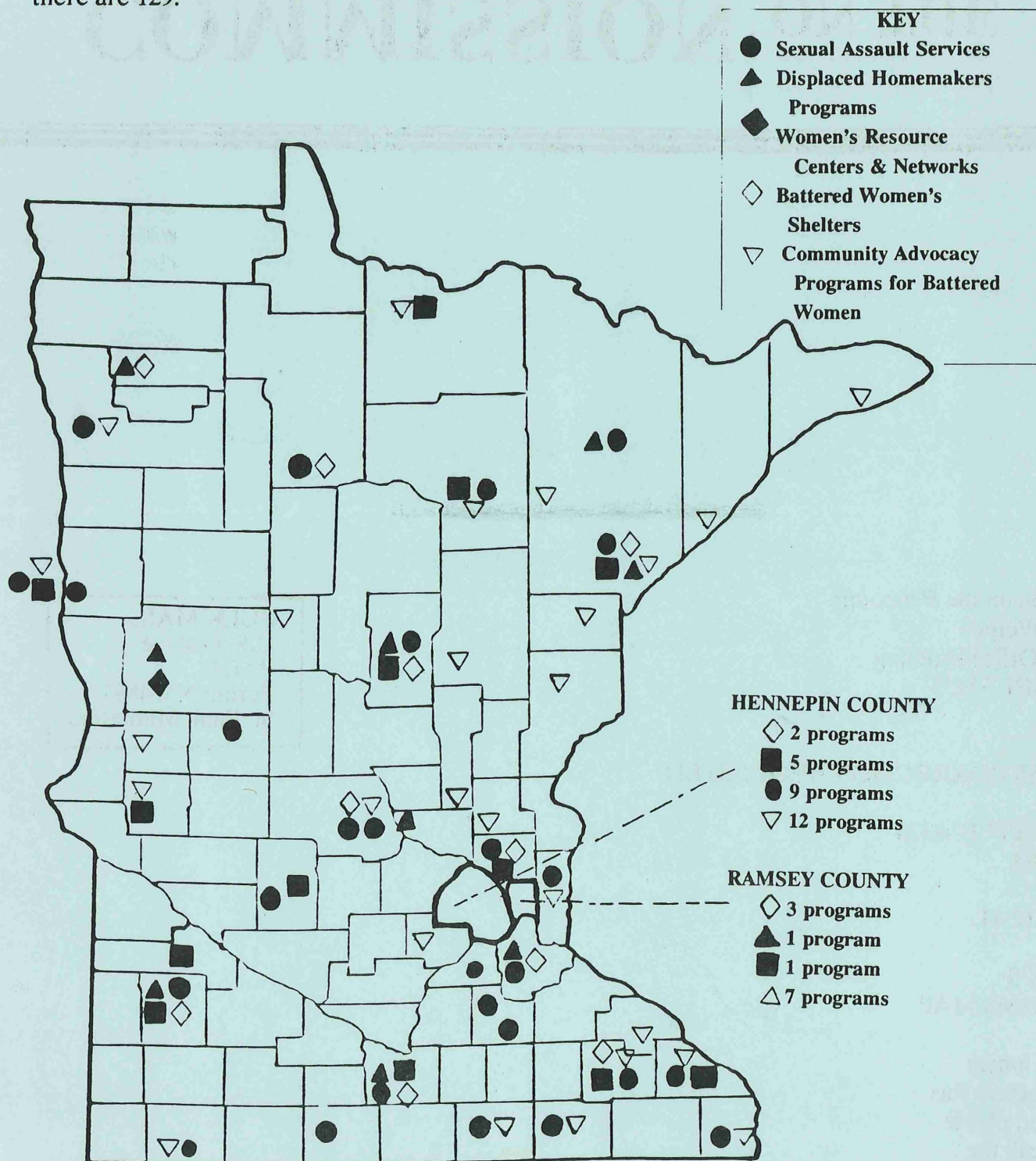
***INCOME BY EDUCATIONAL ATTAINMENT, U.S.**
Full-time, Year-round Workers
1970-1985



*Income includes money wages or salary, income from self-employment and other types of income.

WOMEN'S PROGRAMS IN MINNESOTA

Women's programs have grown substantially since the Commission first published this map in 1981. Included below are displaced homemaker programs, sexual assault programs, women's resource centers and networks, battered women's shelters and community advocacy programs for battered women. In 1981, 59 programs were listed on the map. Today there are 129.



COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155
Newsletter #128

(612) 296-8590
August 1988

IN THIS ISSUE

**WOMEN PUBLIC SCHOOL ADMINISTRATORS
IN MINNESOTA**, a summary of a new Commission
report based on a 1987 survey of women in educa-
tional administration positions. The full 13-page
report with text, charts and quotes from these
women is available by calling the Commission.

ANNOUNCEMENTS

The Commission will hold another public hearing on
the subject of implementing pay equity at 1:30 p.m.,
August 30 in the basement hearing room of the State
Office Building. Call the Commission if you would
like to testify.

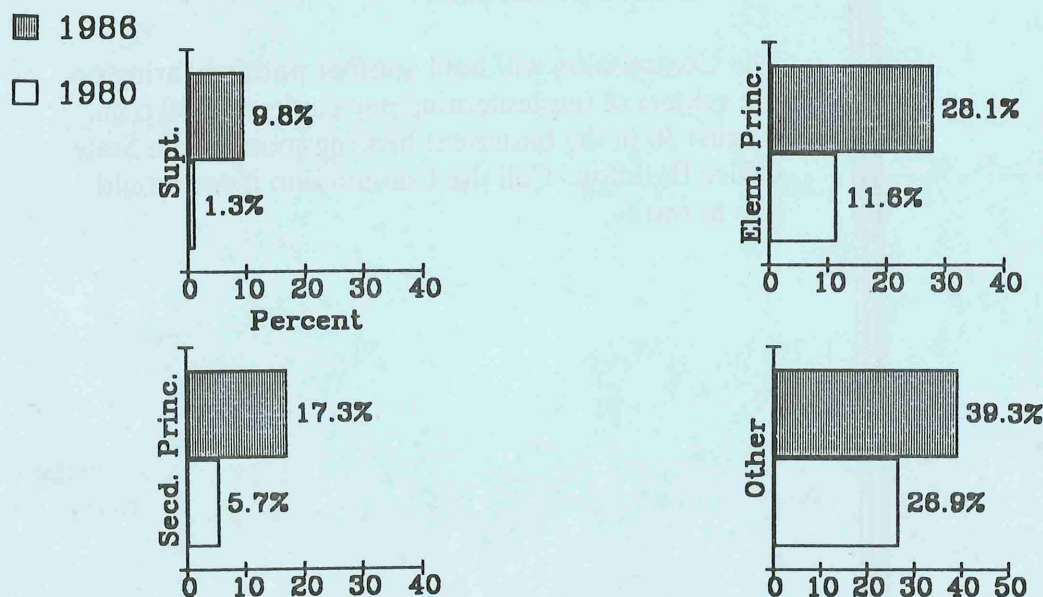
Women Public School Administrators in Minnesota

The following is a summary of the Commission's new report "A Survey of Women Public School Administrators in Minnesota," based on a questionnaire sent to women administrators in Minnesota public schools in February of 1987. The survey was done with the cooperation of the Equal Educational Opportunities (EEO) Section of the Minnesota Department of Education and with assistance from the Minnesota Coalition of Organizations for Sex Equity in Education (MCOSEE) and Administrative Women in Education (AWE).

Surveys were sent to 222 women administrators in February of 1987 from a list compiled by the EEO at the beginning of that school year. The list included superintendents, secondary and elementary principals, directors and coordinators. Responses were received from 149 women or 67 percent. Respondents include 8 superintendents, 4 assistant superintendents, 18 secondary principals, 1 assistant principal, 85 elementary principals, 18 director/coordinators of various programs, 11 multiple-position administrators and 4 in other types of administrative positions.

Minnesota women have higher participation rates in public school administration than the national average, according to data from the Minnesota Department of Education and the Office of Minority Affairs of the American Association of School Administrators. The chart below indicates the percent of women at selected administrative levels and their rate of increase since 1981. Women have made gains at all levels, particularly as superintendents, but they continue to be severely under-represented despite educational levels, experience and licensure that indicates they are qualified for those positions.

Female Participation Rate-Minnesota Education Administration

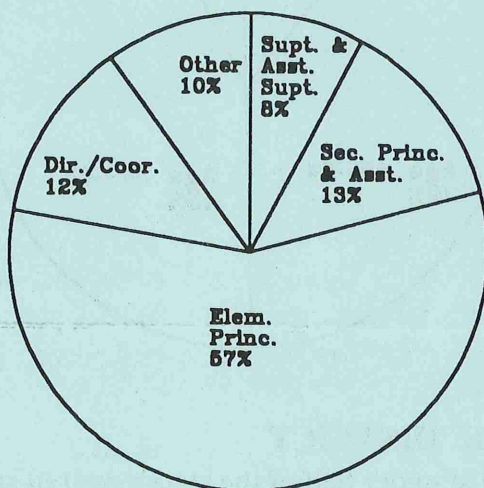


Survey Results

CURRENT POSITION AND TENURE

Eight percent of respondents are superintendents or assistant superintendents. Thirteen percent are secondary principals or assistant principals. Over one-half of respondents are elementary principals. Twelve percent are directors or coordinators. Ten percent hold other administrative level positions or multiple-title positions such as principal/curriculum coordinator, superintendent/principal, or principal of K-12. Nearly 39 percent of respondents have held their current position for over five years and 34 percent for one to three years. Twelve percent have been in their current position three to five years and nearly 15 percent have had their job for one year or less.

Survey Respondents by Position



DEGREES HELD

One-quarter of the respondents have a doctoral degree. Over half of the respondents have a specialist degree. Slightly more than one-fifth have a master's degree. Four respondents have bachelor's degrees as their highest degree. They include two elementary principals, a director/coordinator and a multiple-position administrator.

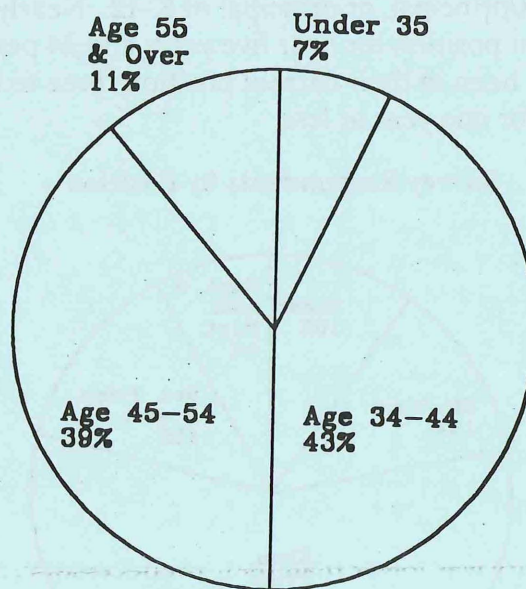
LICENSURE

Although only 5 percent of all respondents are in superintendent positions, half of those in other administrative positions also hold the superintendent's license. All assistant superintendents responding hold a superintendents' license. Three-quarters of secondary principals and one-third of elementary principals have the superintendency license. Half of the director/coordinators have this license. Half of other administrators and more than two-thirds of the multiple-position administrators hold this license.

AGE

The largest age group of respondents, 43 percent, are those age 35-44. Another 39 percent are age 45 to 54. All women in the positions of superintendent and assistant superintendent, secondary principal and secondary assistant principal, and those holding more than one administrative title were in these two age groups.

Survey Respondents by Age



LOCATION AND SIZE OF DISTRICT

The metro area accounts for just under half of the state's overall student population. Sixty percent of the survey respondents are in the metro area. However, nearly all the multiple-position administrators are in Greater Minnesota.

Over two-thirds of the survey respondents are in districts of 1,500 or more students. This includes 37 percent in districts of 1,500 to 10,000 and 31 percent in districts over 10,000 students. Smaller school districts are more likely to have administrators who hold more than one position. Nearly three-fourths of administrators in multiple-positions are in districts with a student population under 1,500. About three-fourths of secondary principals, elementary principals and director/coordinator administrators are in districts over 1,500.

PREVIOUS POSITION

The greatest percentage of administrators (31 percent) were teachers just prior to obtaining their current positions. Another 30 percent were either principals or assistant principals at the elementary or secondary level. The remainder came to administration from a wide variety of other educational positions, although a small number came from outside of education. The survey respondents were nearly equally divided between those who held previous positions within the district and those who came from other districts. Fifty-one percent had worked in their current district and 49 percent came from another district.

PLACEMENTS

The largest number of survey respondents, 28 percent, found their jobs when contacted by the employers. Another 24 percent learned of the openings through a job posting. College placement offices helped 12 percent of respondents and nearly 10 percent heard of the vacancies through friends or colleagues. The remainder found the opening through a professional organization, a job listing service or a combination of these methods.

VACANCIES

The administrative jobs filled by these women opened because of retirements in about two-fifths of the cases. Resignations created another 27 percent of the position openings and 15 percent of the respondents filled newly created jobs. The remainder gave a wide variety of reasons for the openings.

Three-quarters of the women responding to the survey succeeded males in the positions. Of those persons leaving a position, the greatest share, 43 percent, took another school administration position and 38 percent retired upon leaving their jobs.

SALARIES AND RESPONSIBILITIES

Salaries for the female administrators are lower than those of their predecessors for 47 percent of the respondents. Sixteen percent received higher salaries and 21 percent received the same salary as their predecessors.

Of those who said their salary was lower than their predecessors', 59 percent said their lower level of experience or lower degree was the reason. Twelve respondents gave no explanation for their lower salaries. The reasons given by the remaining respondents varied widely. One said the reason her salary was lower than her predecessor's was "too painful to describe."

For respondents who said they had higher salaries than their predecessors', most said their higher degrees or certificates, or higher educational levels were the reason. All respondents supervise other workers: 34 percent supervise 11 to 30 employees; 28 percent supervise 41 to 60 employees; and 7 percent supervise more than 71 employees.

CAREER ADVANCEMENT AND SUPPORT

More than half, 57 percent, of respondents said they would be willing to relocate to obtain positions in advanced educational administration.

More than three-quarters of the administrators said that a mentor encouraged them in their careers. Sixty-nine percent said those mentors were male.

Support systems that helped the respondents enter school administration varied. Many said friends, colleagues and family members encouraged them. Several said it was their own desire that helped.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155
Newsletter #130

(612) 296-8590
September 1988

IN THIS ISSUE

NURSING AND HEALTH CARE OCCUPATIONS,
with data from the U.S. Census Bureau, the Bureau
of Labor Statistics, the Minnesota Board of Nursing,
the Minnesota Nursing Association, the Minnesota
Salary Survey and the American Association of
Retired Persons.

ANNOUNCEMENTS

The Commission will hold a meeting on pay equity
Sept. 27, 1:30 p.m. in the basement hearing room of the
State Office Building. Commission members will dis-
cuss the information presented at two public hearings
held on the topic in August. Call the Commission for
more information.

THE NURSING SHORTAGE

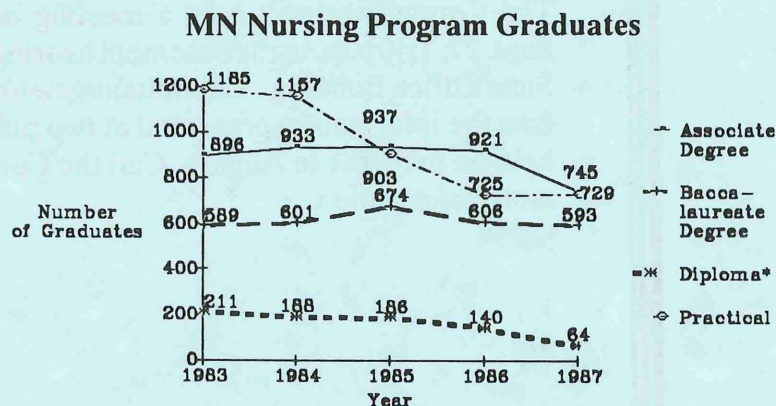
Nursing positions are going unfilled because of a lack of qualified applicants statewide, according to the Minnesota Department of Jobs and Training. The shortage includes registered nurses (RNs), licensed practical nurses (LPNs) and health aides. The shortage exists in every area of the state except central Minnesota.

According to the Minnesota Nurses Association (MNA), unfilled registered nurse positions in hospitals have doubled since 1985 and one-quarter of hospitals have an RN vacancy rate of 15 percent or more. A Hospital Association survey of Minnesota showed that one-third of Minnesota hospitals have full-time RN vacancies and 71 percent are unable to fill part-time vacancies. Administrators estimated that vacancies have doubled in just the past year.

Minnesota has approximately 40,000 registered nurses. Approximately 22,000 are currently working as RNs. Less than 50 percent of those working are employed full-time.

The MNA attributes the shortage to several factors within the health care industry and within society as a whole. These include the fact that fewer women, who are the majority of the nursing and health care labor force, are choosing nursing as a career. In 1986, more women entering college indicated medical doctor as a career goal than nursing. Other factors cited include the increased use of technology in medicine, the increasing elderly population needing nursing care, and the higher level of care required by those in nursing homes and hospitals. Increased paperwork required of third party pay programs may be taking nursing expertise away from direct patient care. Finally, MNA suggests that the salaries and "salary compression" in the nursing field are not attracting young people. Salary compression places nurses at the top of available pay scales 7 to 10 years after entering the field.

By 1990, a nationwide shortage of some 734,000 nurses with baccalaureate or graduate degrees is predicted. Meanwhile enrollments in these programs are declining. Registered nursing programs in Minnesota report a 23 to 50 percent or greater decline in applicants for 1986. The table below shows the number of graduates in each type of nursing program over the last five years.




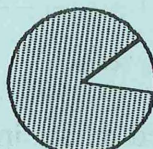
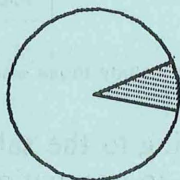
* As of 1988, diploma programs based in hospitals are no longer operating in Minnesota

** Associate, Baccalaureate and Diploma graduates are eligible to apply for an RN license. Practical program graduates apply for an LPN license.

(Commission on the Economic Status of Women, Newsletter #130, September 1988)

WOMEN IN NURSING AND HEALTH CARE

The 1980 U.S. Census showed that registered nurse ranked fifth as the most common occupation of women. Nursing aides, attendants and orderlies ranked sixth. Among women with five or more years of college, RN ranks third most popular. The chart below indicates the percent of women in the various health care occupations based on 1980 U.S. Census data for Minnesota.

Percent Female , Health Care Occupations Minnesota 1980		
Health Services	Health Assessment & Treatment	Health Diagnosing
89 Percent Female	87 Percent Female	9 Percent Female
		
Women are: 98% of dental assistants 87% of health aides 88% of nursing aides/orderlies	Women are: 95% of registered nurses 24% of pharmacists 92% of dieticians 29% of physician's assistants 73% of therapists	Women are: 10% of physicians 7% of dentists 12% of veterinarians 5% of optometrists

More recent data from the U.S. Bureau of Labor Statistics show that while women are gaining a greater share of the job market in the traditionally male-dominated health care occupations, they continue to be over-represented in the jobs with much lower pay and lower prestige, which have traditionally been seen as "women's work." Men are not joining these groups of health care workers.

Percent Female, Health Care Occupations, U.S. 1987		
Dental Hygienist 97% Dental Assistant 97% Health Aides 84 Nursing Aides/Orderlies 90%	RNs 95% Pharmacists 31% Therapists 76% Technicians & Technologists 79% LPNs 97%	Physicians 20% Dentists 9% Managers, Medicine & Health 60%

Source: U. S. Bureau of Labor Statistics

(Commission on the Economic Status of Women, Newsletter #130, September 1988)

WHAT DO NURSES EARN?

Registered nursing ranks in the top half of occupations by median earnings and is one of few female-dominated occupations, along with librarians and teachers. The table below shows RN, LPN and Home Health Aide median monthly salaries on a statewide basis and by selected areas of the state. Nursing salaries in southeast Minnesota are higher than the average because of the competitive health care community in Rochester.

Median Monthly Salaries, Statewide Salary Survey 1987*

Occupation	Statewide	Metro Area	SE MN	Central MN
RN	\$2002	\$1959	\$2187	\$1881
LPN	\$1343	\$1352	\$1511	\$1189
Home Health Aide	\$ 965	\$1083	\$1038	\$ 901

*Does not include those working in hospitals and nursing homes.

According to the salary survey, registered nurses in the state have monthly earnings comparable to occupations such as accountant, auto body repairer, chemist, heavy equipment operator, utility meter reader, medical technologist, truck drivers and writers. Those who make substantially more than registered nurses include architects, carpenters, concrete finishers, building inspectors, all types of engineers, painters, and systems analysts. Factors such as work environment, unionization, geography, education and age of the workforce all influence the statewide earnings of these varied occupations.

Since 1984, monthly median earnings for RNs and LPNs have increased from by 14 to 20 percent except in nursing homes where the rate of increase is only 6 to 8 percent.

Nurses working for the state of Minnesota, primarily in the Regional Treatment Centers, Corrections and the Health Department, earn wages comparable to those indicated in the statewide salary survey, which does not include state government. LPNs working for the state earn slightly higher than the statewide average.

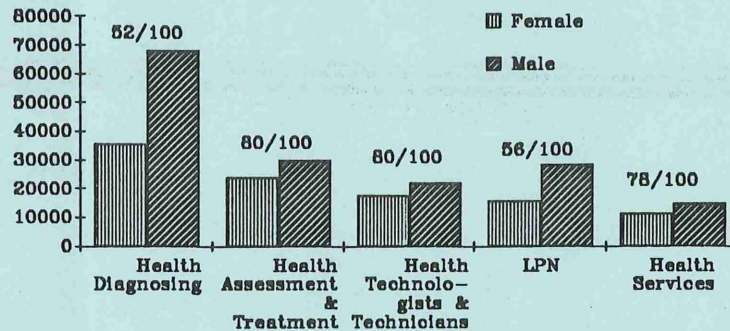
Job Classification	Min. & Max. Monthly	Min. & Max. Yearly
AFSCME Contracts:		
LPN1	\$1636-\$2050	\$19,627-\$24,597
LPN2	\$1808-\$2199	\$21,694-\$26,392
MNA & PHN Association Contracts:		
Clinical Nurse Specialist	\$2688-\$3619	\$32,260-\$43,430
Public Health Nurse	\$2669-\$3568	\$24,826-\$30,819
RN	\$2004-\$2662	\$24,054-\$31,946

(Commission on the Economic Status of Women, Newsletter #130, September 1988)

THE WAGE GAP AND OCCUPATIONAL SEGREGATION

Women in the U.S. labor force overall earn 64 cents to every dollar earned by male workers. In professional specialty occupations, which include nursing, the wage gap is slightly improved, with 71 cents for every dollar earned by a male in 1986. The wage gap is better only in some labor and service occupations and construction jobs.

Female/Male Wage Ratios in Health Care Occupations



For nursing specifically, the wage gap is only 93 cents, which ranks it third best among 40 top occupations. However, even though males are by far the minority in the nursing profession, those who are working still earn an average of 7 cents more than their female counterparts. The chart below shows relative rankings within the health care professions compared with other selected occupations similar in earnings and/or gender representation.

Health Care Occupations and Selected Occupations by Earnings and Sex Segregation

Occupation	Median Weekly Earnings	Earnings Ranking	Percent Female	Ranking of % Female	Female/Male Earnings Ratio
Physicians	\$653	3rd	27%	30th	.69
Registered Nurses	\$460	15th	92%	2nd	.93
Nursing Aids/Orderlies	\$206	37th	88%	12th	.80
Lawyers	\$767	1st	43%	31st	.77
Engineers	\$682	2nd	6%	38th	.84
Secretaries	\$287	29th	98%	1st	.89
Teachers	\$437	17th	71%	13th	.82
Librarians	\$425	19th	82%	8th	.77
Postal Clerks	\$479	12th	40%	24th	.96
Bank Tellers	\$231	34th	90%	33rd	.86

PROJECTIONS

Trends indicate that jobs in the health care industry will grow faster than the rate for all jobs from 1986 to the year 2000. Average growth for that time period is projected at 13 to 23 percent. The growth rate predicted for registered nurses is 17 to 26 percent, while the LPN field will grow by 29 to 38 percent.

(Commission on the Economic Status of Women, Newsletter #130, September 1988)

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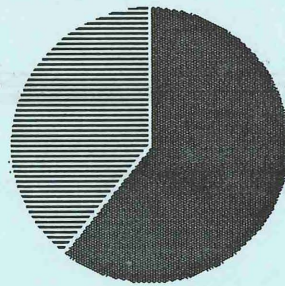
CHILD SUPPORT IN THE UNITED STATES,
with data from U.S. Census Bureau reports "Child
Support and Alimony," Series P-23, Nos. 112, 140,
141, 148, and 152. Award status, recipient status,
average award amounts, and variations by marital
status and number of children are examined.

CHILD SUPPORT AWARDS

In 1985, 8.8 million women in the U.S. were living with children under age 21 whose fathers were not living in the household, according to the U.S. Census Bureau. Nearly two-thirds or 61 percent of these women have been awarded child support payments.

Child Support in U.S., 1985*

No Child Support
Awarded 39%



Awarded 61%

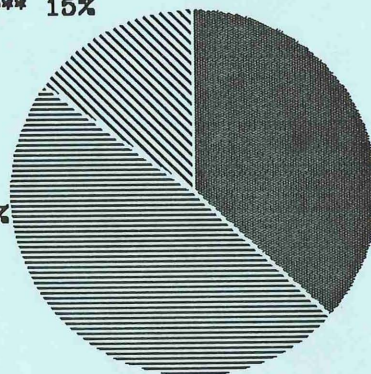
* For all women with children under age 21 whose fathers were not living in the household

Of the women without child support awards, nearly half, 48 percent, requested support but could not obtain it because of an inability to locate the father, establish paternity or some other reason. Another 37 percent did not seek child support at all. The remaining 15 percent did not have child support awards for a variety of reasons, including a pending settlement, receiving property instead of child support, or joint custody arrangements. Women with four or more years of college are most likely to say the reason they have no child support award is that they didn't want it. Still, 31 percent of these were unable to get an award when it was sought.

Reasons No Child Support Awarded

Other** 15%

Requested but
not obtained 48%



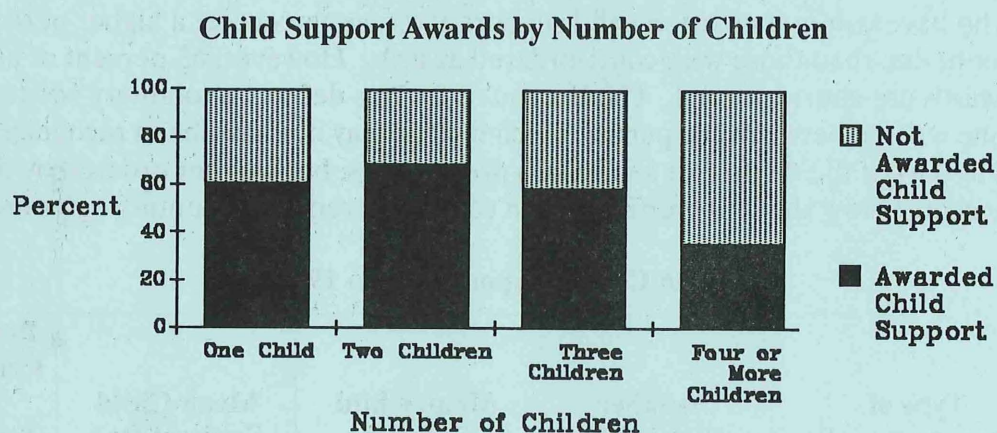
Did not want 37%

MARITAL STATUS

Of all women with children whose fathers are not in the household, 26 percent are remarried, 36 percent are divorced, 15 percent are separated and 23 percent never married. Never married women are more likely not ever to have had child support awarded. While 18 percent of remarried and divorced women were not awarded child support, 81 percent of those never married are without child support awards. Never married women are an increasing share of those receiving child support. In 1978 they represented 19 percent of recipients and in 1985 they were 23 percent of recipients.

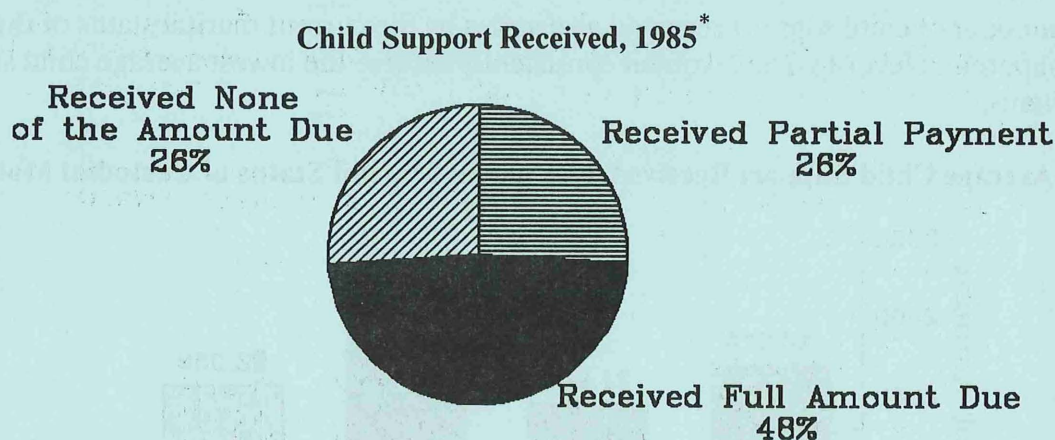
NUMBER OF CHILDREN

The number of children has an effect on whether or not child support is awarded. Most women receiving child support have only one child. Women with two children are slightly more likely to have obtained a child support award and those with three children are slightly less likely. While 40 percent of women with one child did not receive a child support award, that rises to 65 percent for women who have four or more children. Women with more children and no award are more likely to report they sought child support, but were unable to get it.



CHILD SUPPORT RECEIVED

Of the 5.4 million women awarded child support, 4.3 million women were due child support in 1985. Of those due payments, 48 percent received the full amount due, 26 percent received partial payments and 26 percent received no child support payments. Nearly one third, 32 percent, of women with children whose fathers are absent live in poverty. Of that third, only 40 percent were awarded child support payments. Of those in poverty, 68 percent actually received full or partial payments. For all child support awarded, 71 percent of the amount due was received.



* This pie only includes child support that was due in 1985.

AVERAGE CHILD SUPPORT AWARDS

Child support payments amount to \$139 per month (\$1,679 annually) if there is one child in the household. For two children, the amount is \$108 per child per month or \$2,597 annually. For three or more children, the average payment is \$78 per child per month or \$2,800 annually. Average annual child support awards for women with four or more children are \$3,799. For women living below the poverty level, the average annual amount of child support received was \$1,383.

Women who have voluntary written child support agreements receive a higher percentage of the amount due than those with court-ordered awards. However, 63 percent of all child support awards are court-ordered. The Bureau of Census defines a voluntary written agreement as one written between the parties which may or may not have been recognized by the courts as part of the divorce or separation proceedings, but was not ordered by the court. The chart below shows the difference in court-ordered and voluntary agreements.

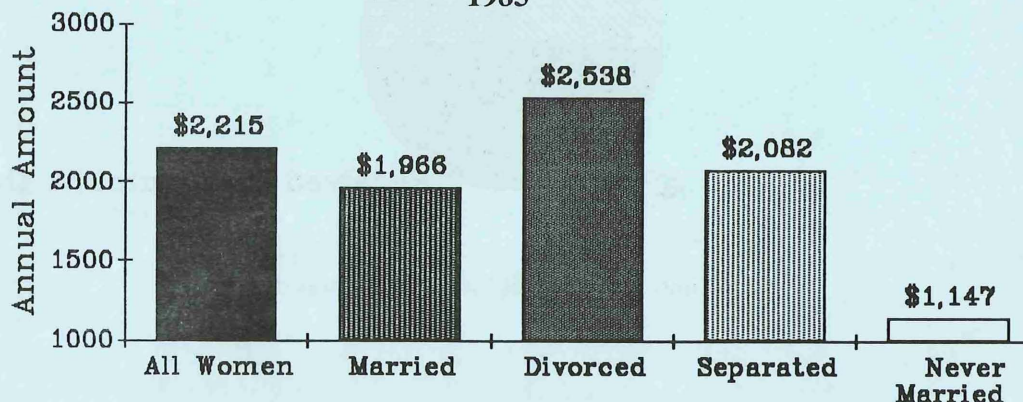
Mean Child Support* due in 1985

Type of Arrangement	Number (thousands)	Mean Child Support Received	Mean Child Support Due	Percent Received of Amount Due
All Payments	4,381	\$1,640	\$2,495	71%
Court Ordered	2,751	\$1,345	\$2,393	56%
Voluntary	1,441	\$2,590	\$2,960	81%

Mean amount based on all women due payments, whether or not payments were received.

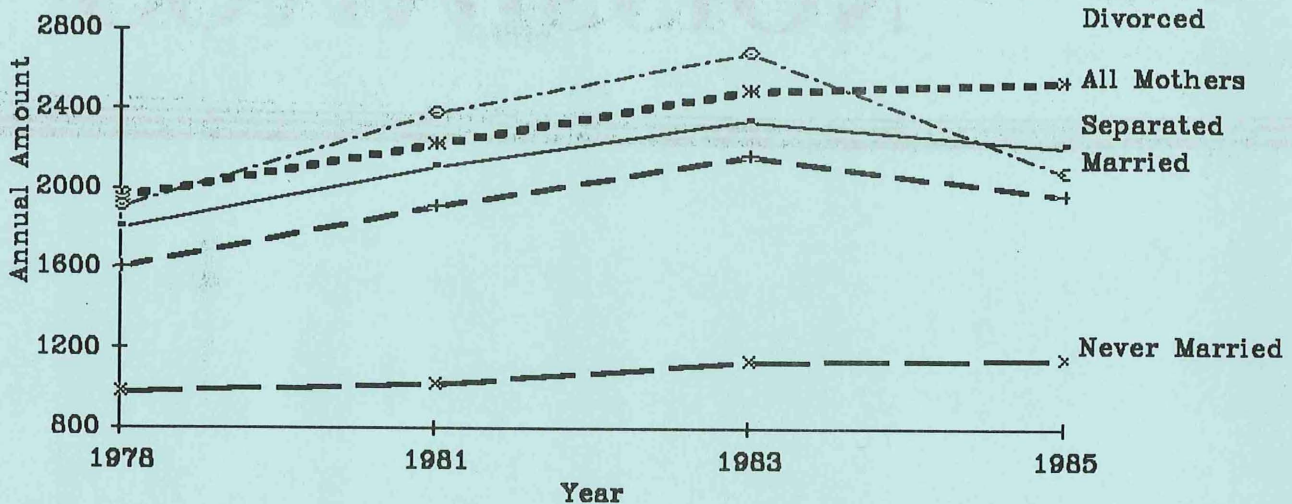
The amount of child support received also varies by the current marital status of the custodial parent. Never married women consistently receive the lowest average child support payments.

Average Child Support Received, by Current Marital Status of Custodial Mothers 1985



Average child support payments increased at a faster pace from 1978 to 1983 than from 1983 to 1985. For some groups of women, average child support payments actually declined. The chart below shows the trends in average child support payments. This chart is based on current dollars for that year, so the effect of inflation is not taken into account.

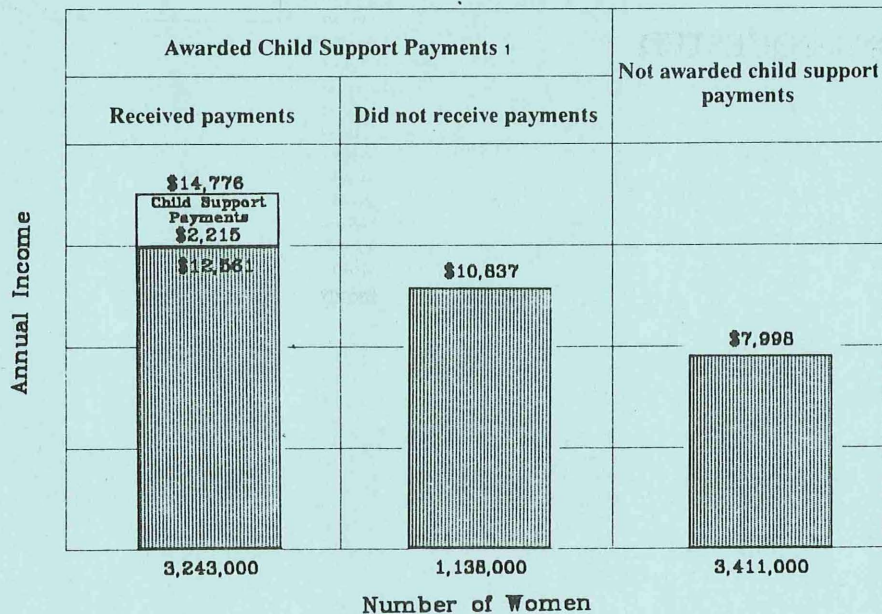
Average Child Support Awards, 1978-1985



Generally, child support amounts to 12 to 16 percent of a mother's total income. For a woman below the poverty level, however, child support is as much as 27 percent of her income.

In general women who receive child support for their children tend to be better off financially than women who do not receive payments. On average the total money income of women due payments but not receiving them (\$10,837) was below the mean income of women receiving payments (\$14,776).

Mean Income of Custodial Mothers



(Commission on the Economic Status of Women, Newsletter #131, October 1988)

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

85 State Office Building, St. Paul, Minnesota 55155
Newsletter #132

(612) 296-8590
November 1988

IN THIS ISSUE

SINGLE PARENTS, with data on labor force participation, income and poverty rates from Minnesota 1980 census data. This the most recent and comprehensive data on this topic. More recent national data are from the U.S. Census Bureau.

CORRECTION

Because of an error in one of our sources, the Commission's September newsletter, #130 on Nursing and Health Care Occupations incorrectly stated that 43 percent of all lawyers are women. The correct percentage is 25 percent. The error is in the table "Health Care Occupations and Selected Occupations by Earnings and Sex Segregation" on page 3. Also, all data for this table represent the usual weekly earnings of full-time wage and salary workers, excluding those working part-time or who are self-employed. Therefore, the newsletter table differs from the U.S. Department of Labor's published data for the same year.

ANNOUNCEMENTS

Five new women were elected to the Minnesota House of Representatives and one female senator was elected November 8. When the legislature convenes Jan. 3, the House will be 19 percent female and the Senate will be 15 percent female. Newly elected female representatives were: Kris Hasskamp, DFL-Crosby; Diane Wray Williams, DFL-Moorehead; Teresa Lynch, IR-Andover; Mary Jo McGuire, DFL-Falcon Heights and Joyce Henry, IR-Bloomington. Elected senator was Patricia Pariseau, IR-Farmington. One incumbent female representative, Lona Minne, did not seek re-election.

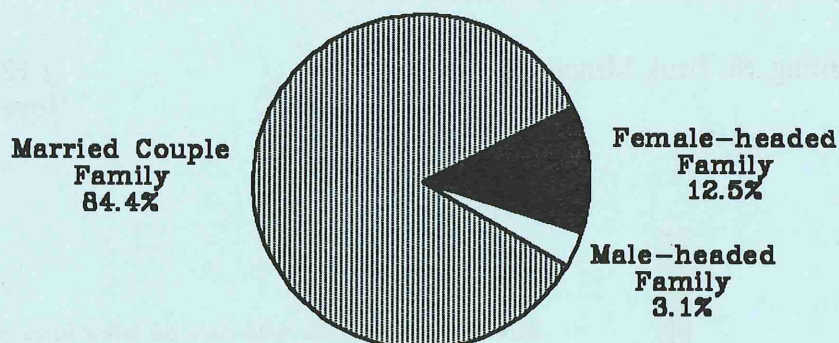
COMMISSION MEETINGS: The commission has tentatively scheduled two meetings to review its 1989 legislative proposals on November 29 and Dec. 6. Call the commission for more information.

*Add more
to the
Goodie
Basket*

FAMILY HOUSEHOLDS

Families headed by married couples made up the majority of family households in Minnesota, according to 1980 census data, but 16 percent of family households were not married couple families. Female-headed families made up 13 percent of all families.* In the U.S. in 1980, 15 percent of families were headed by women. In 1986, the most recent year for which data are available, 16 percent of all families were female-headed and four percent were male-headed.

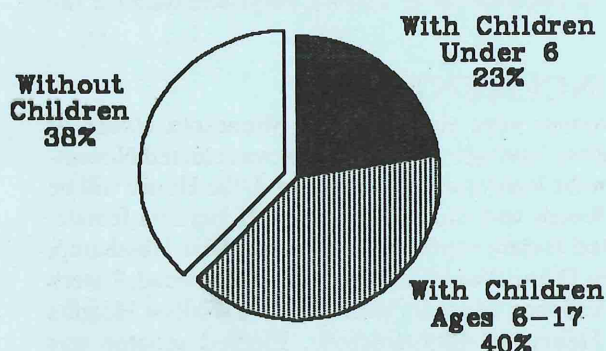
Family Households by Type-Minnesota 1980



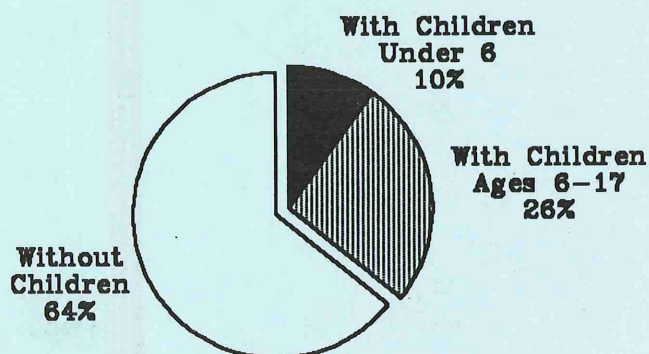
SINGLE PARENT HOUSEHOLDS

In 1980, there were far fewer families headed by men than by women and male-headed families were much less likely to include children. While nearly two-thirds of the female-headed families in Minnesota had children, just under two-thirds of male-headed families did not. Both types of households were more likely to have children who were age 6 to 17 only. In 1986, 60 percent of U.S. families headed by women had children, while only 38 percent of families headed by men had children.

Female Households-MN 1980



Male Households-MN 1980



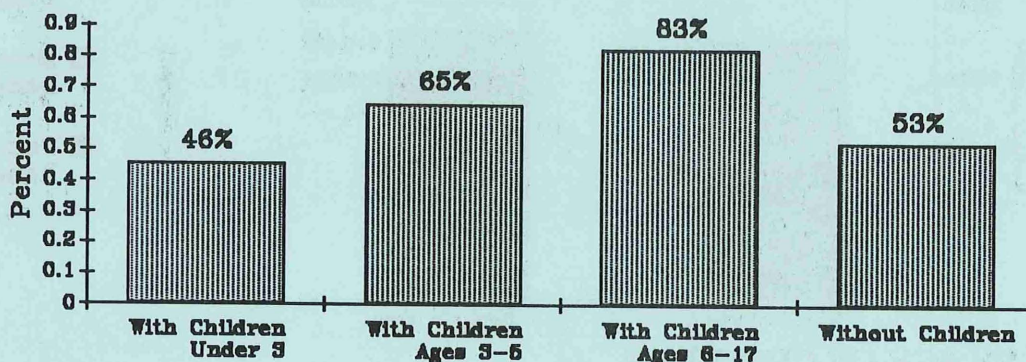
*A family household includes two or more related persons living together. Male-headed or female-headed households include those with no spouse of the householder living in the household.

LABOR FORCE PARTICIPATION OF SINGLE PARENTS

Women who were not married* and had children had high rates of labor force participation in 1980. The average labor force participation for all women in Minnesota in 1980 was 54 percent. This number is affected by the large population of older women who generally had very low labor force participation rates. The rate for women of normal working age (16 to 64) was 64 percent.

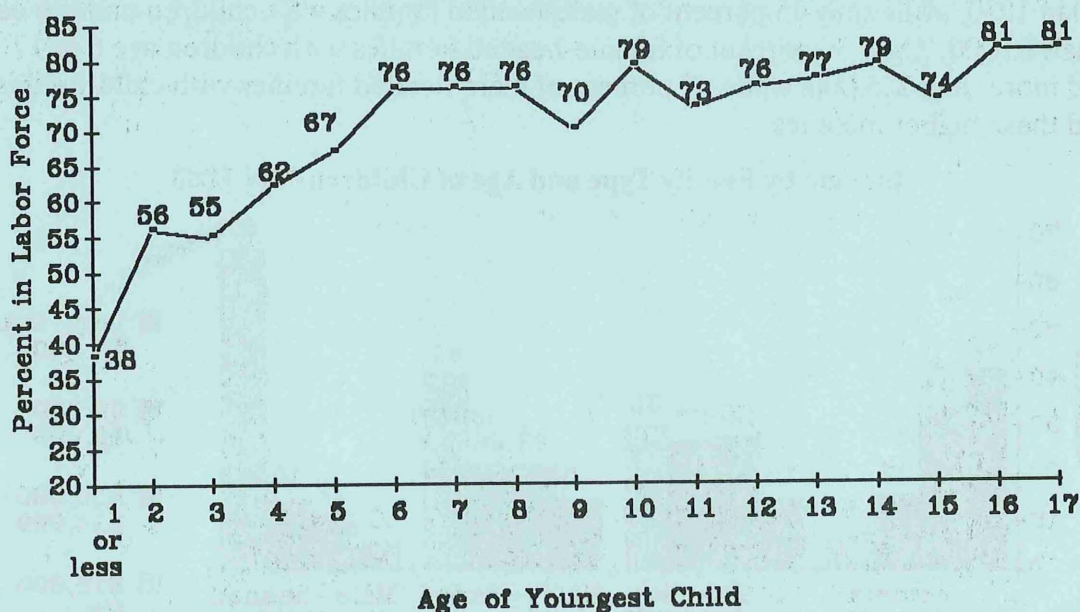
In 1980, 72 percent of all Minnesota women who were not married and had children were working. This group was less likely to be in the labor force if their children were under age three, but with children age six to 17, the rate rose to 83 percent in the workforce.

Percent Labor Force Participation, Women Maintaining Families-MN 1980



Minnesota women have higher labor force participation rates than their U.S. counterparts. In 1985, 45 percent of U.S. women with children under three were working and 77 percent of those with children ages 6 to 17 were in the labor force.

Percent Labor Force Participation, Women Maintaining Families-U.S. 1985

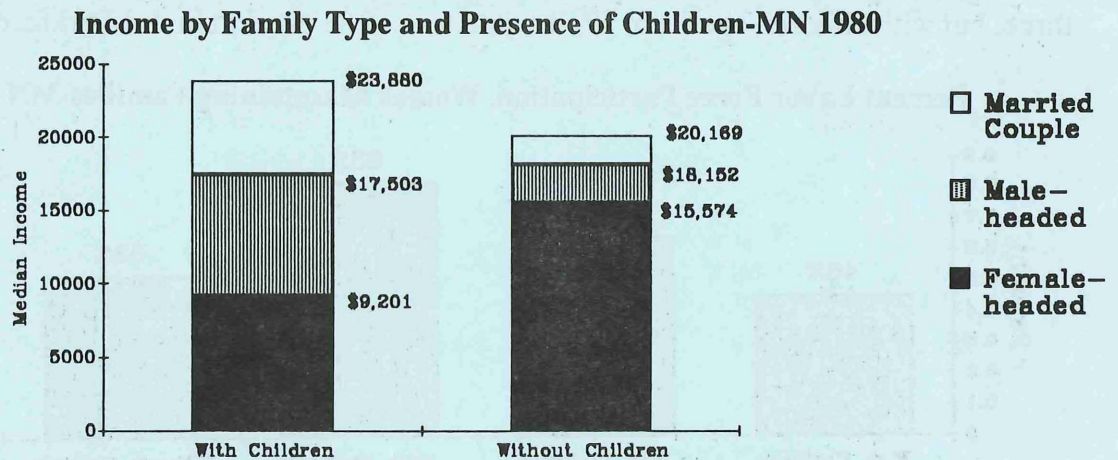


* Not married includes women who were never married and those who are widowed, divorced or separated.

(Commission on the Economic Status of Women, Newsletter #132, November 1988)

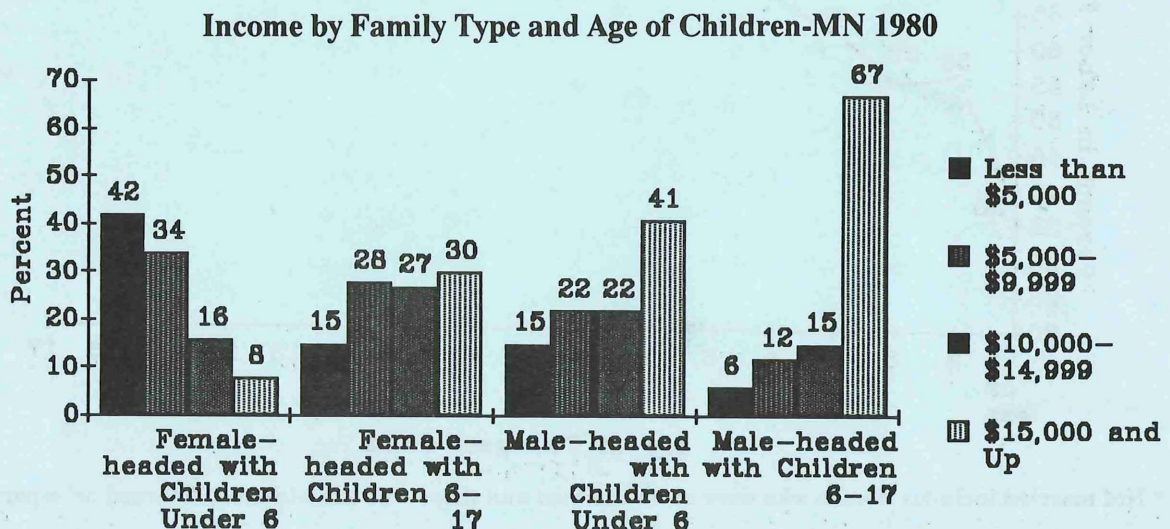
INCOME OF SINGLE PARENT FAMILIES

Minnesota families headed by women had much smaller incomes than families headed by men and married couple families in 1980. Also, unmarried women with children had much smaller incomes than those without children. Female-headed families with children had incomes which were only 37 percent of the average income of married couple families with children, 53 percent of male-headed families with children, and 59 percent of female-headed families without children. In the U.S., 1986 income for female-headed families with children was \$10,161, compared to \$34,337 for male-headed families with children.



INCOME BY AGE OF CHILDREN

Income also varied by the age of the children in families. Unmarried Minnesota women with younger children had smaller family incomes than unmarried women with older children. This was also true of male-headed families and married couple families, but the gap between those with children and those without children was smaller for these groups. For families headed by women with children under 6, 42 percent had incomes of less than \$5,000 in 1980, while only 15 percent of male-headed families with children under 6 earned less than \$5,000. Only 30 percent of female-headed families with children age 6 to 17 earned more than \$15,000, while 67 percent of male-headed families with children this age earned these higher incomes.



(Commission on the Economic Status of Women, Newsletter #132, November 1988)

POVERTY RATES OF SINGLE PARENT FAMILIES

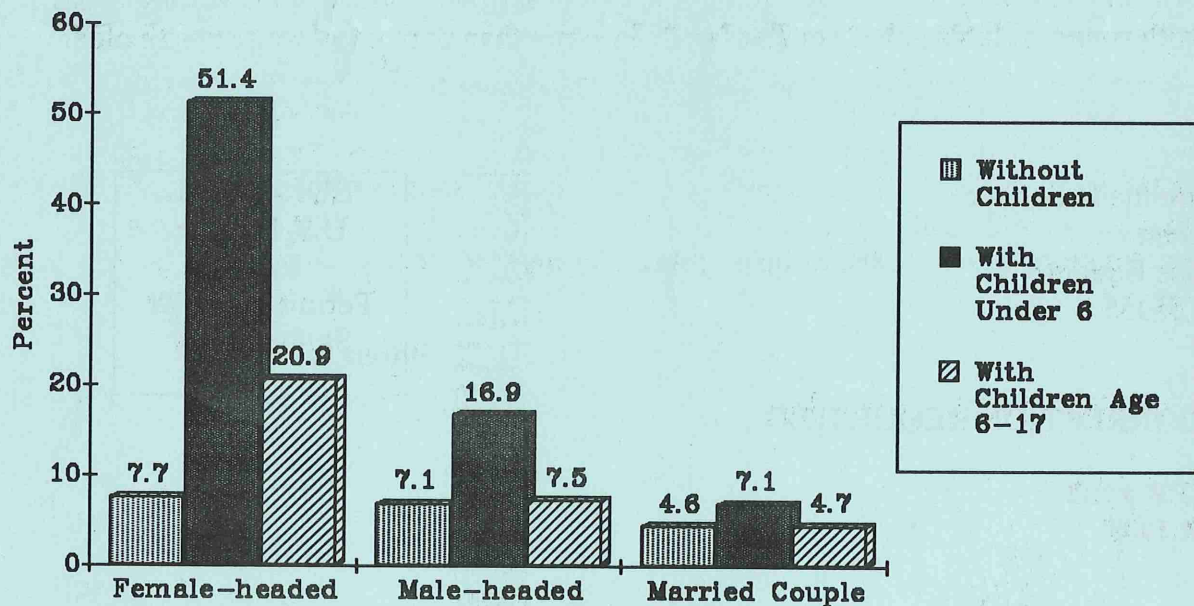
Minnesota's 1980 poverty rates were higher for single parent families than for all other types of families. For female-headed families, poverty rates were higher than for male-headed families, and these rates increase with the presence of children.

While 7.1 percent of all Minnesota families were in poverty in 1980, the poverty rate for female-headed families was 23 percent, compared to 8.2 percent for male-headed families. In 1986, U.S. census data show that 33 percent of female-headed families were in poverty, compared to 11 percent of male-headed families and 6 percent of married couple families.

Female-headed families without children were closer to the all-family average with a poverty rate of 7.7 in Minnesota. Married couple families without children had the lowest poverty rate of all families. Half of all families headed by women with children under age 6 in Minnesota were in poverty, while 21 percent of those with children ages 6 to 17 were in poverty. Comparatively, families headed by men with children under age 6 had a 17 percent poverty rate, and those with children ages 6 to 17 had a 7.5 percent poverty rate.

The U.S. 1986 poverty rate for families headed by women with children under age 6 was 60.2 percent, and for those with children 6 to 17 was 36.6 percent.

Poverty Rates, by Family Type-MN 1980



COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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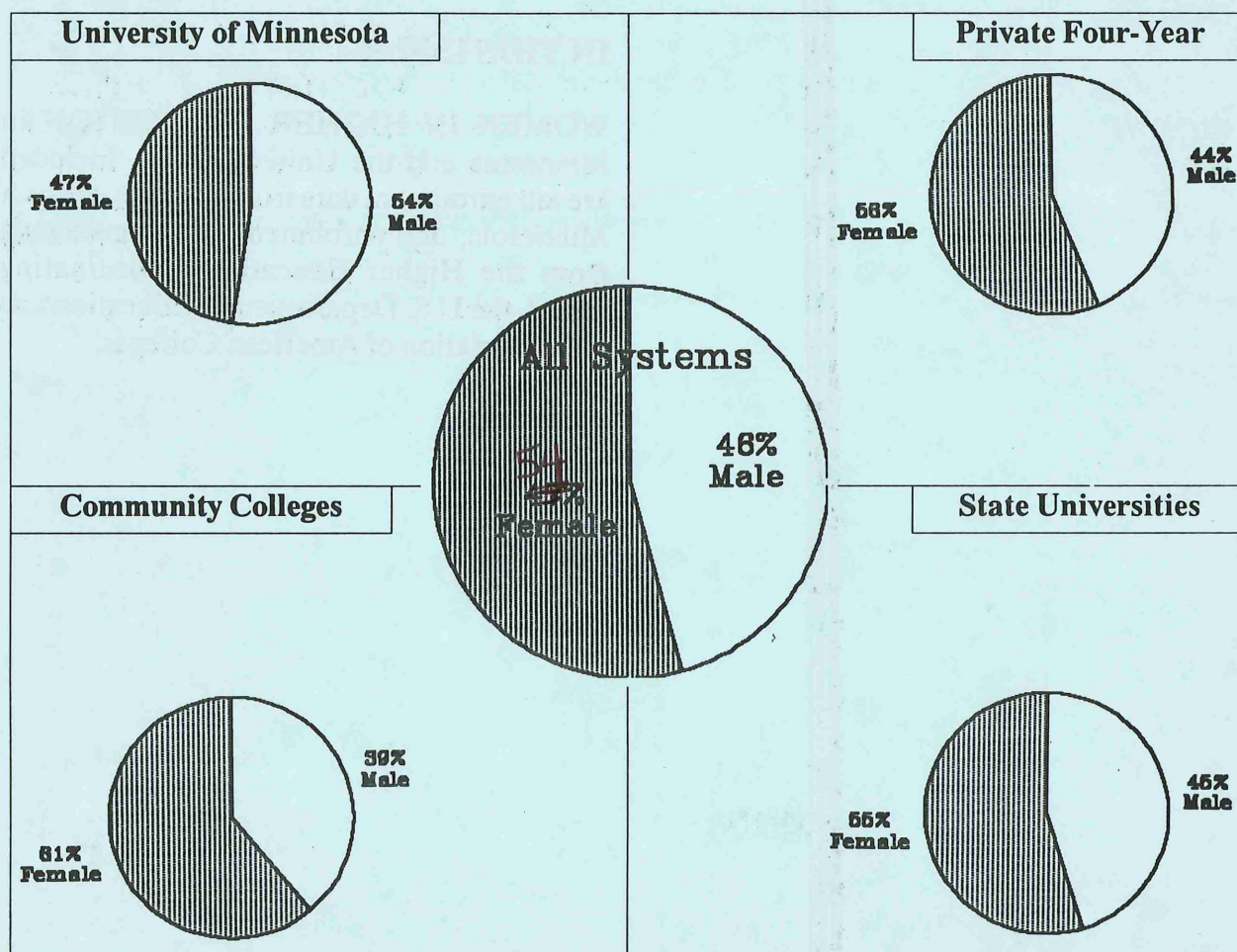
WOMEN IN HIGHER EDUCATION in Minnesota and the United States. Included are fall enrollment data from the University of Minnesota, and enrollment and degree data from the Higher Education Coordinating Board, the U.S. Department of Education and the Association of American Colleges.

INTRODUCTION

Since 1940, Minnesota women have consistently increased their educational levels. The number of women earning college or advanced degrees has increased steadily and experienced a dramatic increase from 1970 to 1980. In 1940, only 4.8 percent of all Minnesota women age 25 and over had a college degree or more. By 1980, this had increased to 14 percent. While enrollment and degree data from Minnesota's higher educational institutions show that women are entering non-traditional fields of study in unprecedented numbers, their progress is slow, especially at the master's and doctor's degree levels.

HIGHER EDUCATION ENROLLMENTS 1987

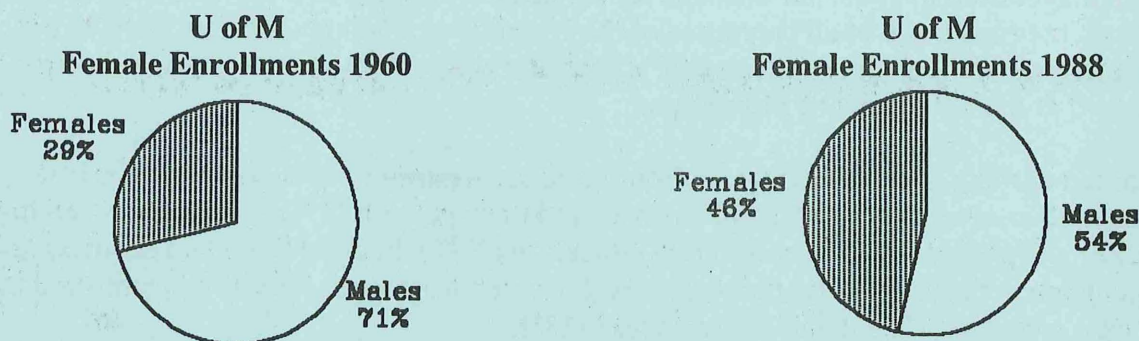
In 1987, women outnumbered men in enrollments in the four major higher educational systems in Minnesota except for the University of Minnesota. Men and women are nearly equally represented as full-time students, but women are by far the majority of part-time students in all four systems. Women are 70 percent of the part-time students enrolled in four-year programs at the state's 17 private colleges.



(Commission on the Economic Status of Women, Newsletter #133, December 1988)

UNIVERSITY OF MINNESOTA ENROLLMENTS-FALL 1988

Women are 46 percent of the fall enrollments at the University of Minnesota's Twin Cities campuses in 1988. In 1960, they represented only 29 percent of the total enrollments.



The fields experiencing the greatest gains from 1960 to 1988 are veterinary medicine, pharmacy and business administration/management. While in 1960 there were only 7 fields of study in which women were the majority, in 1988 they are the majority in 11 out of 20 different schools. In seven of the university's schools, women were virtually non-existent in 1960. These included dentistry, law, business administration/management, medical school, institute of technology, the Mayo graduate school of medicine and veterinary medicine. In only one of these programs, veterinary medicine, women have now become the majority of enrollees.

Women are nearing equal representation in the university's schools of law, and business administration and management. Women are the least represented in the institute of technology, where they earn degrees in such fields as aerospace engineering, architecture, chemical engineering, chemistry, engineering, computer science, earth sciences, mathematics, physics and astronomy. Four health care areas which have always been heavily female-dominated have lost some students since 1960, but remain female-dominated. These are dental hygiene, medical technology, nursing and occupational therapy.

1988 U of M Enrollments by School

School	% Female		School	% Female	
	1960	1980		1960	1980
Veterinary Medicine	2.4	55.1	Graduate School	16.2	42.5
Pharmacy	14.1	63.8	Institute of Technology	1.2	18.7
Business Admin/Mgmt	2.1	45.2	Public Health	52.4	68.2
Law	1.3	42.3	College of Liberal Arts	39.2	52.8
Medical School	5.3	30.3	Education	69	69.3
Dentistry	0	29.1	U College	58.1	54.5
Ag/Forrestry/Home Ec.	35.6	62.9	Dental Hygiene	100	96.1
General College	21.7	45.3	Nursing	98.4	92.2
Mortuary Science	*	27.5	Occ. & Phys. Therapy	90.5	83.6
Bio. Sciences	*	45.7	Medical Technology	94.1	68.4

*Not Available

(Commission on the Economic Status of Women, Newsletter #133, December 1988)

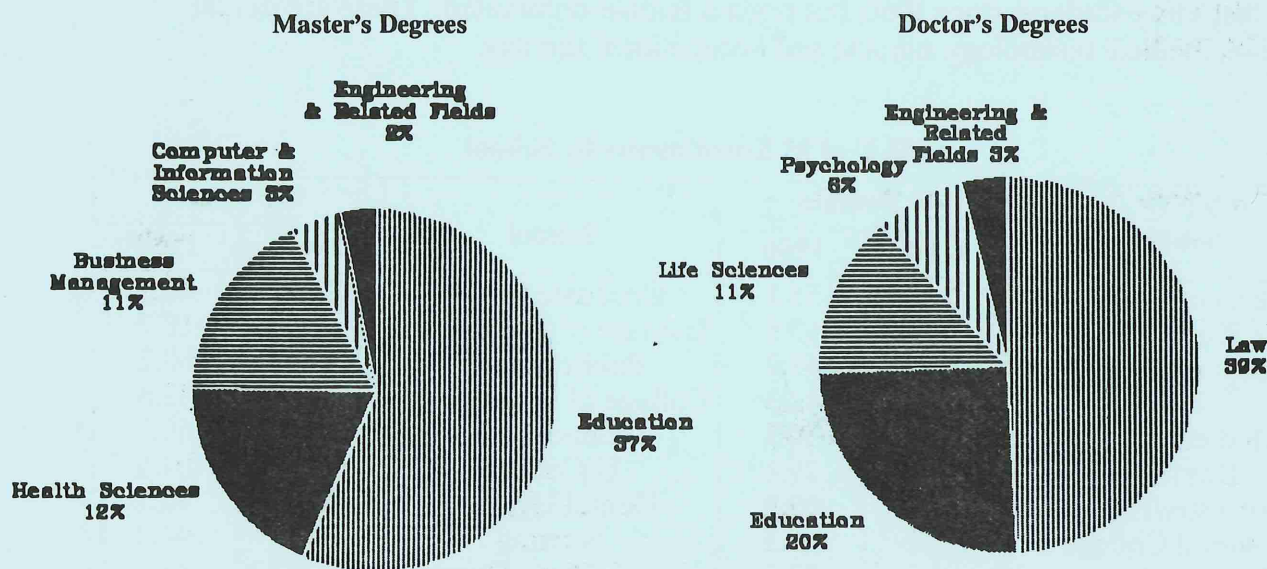
HIGHER EDUCATION DEGREES AWARDED 1986

Women earned 51 percent of the bachelor's degrees, 53 percent of the master's degrees and nearly one-third of the doctor's degrees at the University of Minnesota and the seven state universities in 1986. At the state universities, women were 55 percent of the bachelor degree recipients and at all campuses of the University of Minnesota they were 47 percent. Women were 50 percent of the master's degree recipients at the state universities and 52 percent at the University of Minnesota.

Women earning bachelor's degrees from these universities in 1986 were heavily concentrated in education (17%) and business and management (17%). Women receiving master's degrees were concentrated in education (37%), health (12%) and business and management (11%). At the doctorate level, women were most heavily concentrated in law (39%), education (20%) and life sciences (11%).

Of 34 different fields of study, women were the majority of enrollees in 17 programs or half of the bachelor's degree programs offered. They also dominated in half of the 30 master's degree programs and were the majority in only three or 13 percent of the 23 available doctor's degree programs. At the doctorate level, women were no longer the majority in degree programs such as health sciences, area and ethnic studies, multi-interdisciplinary studies, public affairs, and visual and performing arts. Some degree programs women dominate in at the bachelor's degree level were not offered at the master's or doctorate level within these school systems. These included marketing and distribution, and vocational home economics.

**Distribution of Females
University of Minnesota and State Universities 1986**



U.S. TRENDS

The increased participation of women in Minnesota's higher educational programs is consistent with U.S. trends. During the 10 years between 1973 and 1983 the enrollment of women in all higher education institutions increased by 52.2 percent, while men's enrollment increased by only 12.2 percent. Also during that same time span, students age 35 and older increased their enrollments by 90 percent and part-time students increased by 52.5 percent. Women predominate in these two student groups.

Women outnumbered men in U.S. higher education enrollments for the first time in 1979. In 1982, women received more bachelor's degrees than men for the first time since 1944, 1945 and 1946, when World War II and its aftermath drew more women into the nation's colleges and universities. In 1981, women also surpassed men in master's degrees conferred with 50.3 percent. Again, only during the war years had this ever happened. Though women were only one-third of all doctor's degree recipients in the U.S., they received three times as many doctor's degrees in 1982 than they had 20 years earlier. In 1983, enrollments in the nation's graduate programs were nearly equally divided, with 677,329 men and 662,808 women.

Percent Female Recipients by Degree Program, U.S.			
Year	Bachelor's	Master's	Doctor's
1950	24	29	9
1955	50	33	9
1960	35	32	10
1965	41	30	11
1970	42	40	13
1975	44	45	21
1980	47	49	30
1985	49	50	34

Source: Digest of
Education Statistics,
U.S. Dept. of Education

The growth in women's higher education participation is largely due to their continued presence in traditionally female-dominated fields such as education, nursing, languages and the arts. Although their entrance into non-traditional fields of study such as business, engineering, law and medicine is unprecedented, there is still a long way to go toward gender balanced participation. And while women increase their participation in non-traditional fields, their participation drops substantially at the higher degree levels. The fields of study experiencing the greatest drop in female participation at the higher degree levels are the health care fields.

Degrees Awarded-U.S. 1982-83

Field	B.A.	M.A.	Ph.D.	Field	B.A.	M.A.	Ph.D.
All Disciplines	50.5	50	33.1	Allied Health	82.5	72.8	43.4
Ag. Sciences	39.4	29.4	13.9	Health Sciences	84.6	9.2	43.8
Business & Mgmt.	41.1	28.8	16.8	Home Economics	94.9	65.6	68.4
Computer & Info.				Law	58.4	23.3	23.2
Sciences	36.3	28.3	12.9	Life Sciences	46	43.5	32.1
Education	75.8	72.6	50.1	Mathematics	43.8	34.5	16.6
Engineering	13.2	9.2	4.4	Physical Sciences	27.3	21.4	14
Foreign Languages	74.3	65.6	56.9	Psychology	67.5	61.3	47.8
				Social Sciences	44.5	37.7	30.3

Source: "Project on the
Status and Education of
Women," Association of
American Colleges.
January 1987.

(Commission on the Economic Status of Women, Newsletter #133, December 1988)