

# Legislative Commission on the Economic Status of Women

## Newsletter #170

85 State Office Building, St. Paul, MN 55155

January 1992

(612) 296-8590 or 1-800-652-9747

### Commission members:

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## IN THIS ISSUE

**The Commission's 1992 Legislative Program**, featuring the issues the Commission will work on during the legislative session that will end in April or May. The full report is available by calling the Commission office.

## ANNOUNCEMENT

The fifth edition of "A Woman's Place: A Guide to Women's Legal and Economic Rights" will be printed within the next month. The booklet contains answers to commonly asked legal questions and a resource directory of women's organizations in the state. To order a copy, please call the Commission office.

## DATA BRIEF

- Married couple families with children represented only 26 percent of all households in the U.S. in 1990, compared to 40 percent in 1970. The percentage of persons living alone and single-parent families grew in that 20-year period.
- In all families with children, 72 percent are married couple families, 24 percent are single mother households and 4 percent are single father households. In 1970, single mother households were only 11.5 percent of families with children, while married couple families were 87 percent.
- In 60 percent of married couple families with children, both the mother and father are working. Both parents are working in 54 percent of families with children under age 6 and 68 percent of families with children ages 6 to 17.



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## VIOLENCE AGAINST WOMEN

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The recent escalation of violence against women in Minnesota requires a renewed look at how to prevent it. Especially troubling is the increased rate of violent crimes committed by juveniles. In 1990 in Hennepin County children as young as age 9 were charged and prosecuted for criminal sexual conduct. Children under age 13 are the victims in the majority of criminal sexual conduct cases.

A high percentage of people committing sexual violence against women were victims of abuse themselves. Many adult offenders had juvenile criminal backgrounds that were good predictors of their future criminal actions. The one treatment program available for juvenile sex offenders in Hennepin County has an outstanding rate of success. The success rate for adult offenders is far less promising.

Some states mandate anti-violence education. Several violence prevention educational curricula are available to counter the strong messages children receive about violence.

### Goals of legislation

1. Expand the availability of treatment for juvenile sex offenders and increase sexual assault treatment availability for juveniles.
2. Increase funding to insure that domestic abuse and sexual assault advocacy services are available in each Minnesota county.
3. Develop a violence prevention program in each school district, including training for teachers and other school personnel.
4. Create a resource center for violence prevention curriculum in the Department of Education.
5. Assist communities in developing violence prevention strategies.

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## DOMESTIC VIOLENCE

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Minnesota has some of the nation's most progressive domestic abuse laws. It also has experienced advocates in the public and private sectors to help enforce those laws. Nevertheless, Minnesota's Supreme Court Task Force on Gender Fairness in the Courts in 1989 concluded that many domestic

abuse victims do not receive the support services or enforcement of those laws that the legislature intended. Where advocacy and domestic abuse intervention projects exist, the services to battered women and the prosecution of domestic assault cases proceeds far more satisfactorily. Not every county in the state is served by these programs. An estimated \$14 million for the next biennium would provide minimal advocacy in every county.

In any case of domestic violence, both civil and criminal actions can be taken. The Domestic Abuse Act allows a victim of domestic abuse to obtain an Order for Protection (OFP) in civil court. The victim decides whether to go into civil court to petition for an OFP. Only a prosecutor may decide whether to pursue a case in criminal court. Many times the prosecutor does not have sufficient information regarding the offender's prior violations of OFPs. Collection of additional information about offenders would aid the prosecution. However, a victim's privacy and safety must be considered in gathering such data.

### Goals of legislation

1. Increase state funding for the hiring and training of domestic abuse advocates to make advocacy services available in every county.
2. Create a statewide computerized data base which contains information on domestic assaults and violations of domestic abuse Orders for Protection to increase the protection of victims of abuse.

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## CHILD SUPPORT

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By 1990, single-parent, female-headed families comprised 16 percent of all families in Minnesota. These families are economically vulnerable. Almost half of these families with children under six live in poverty. Many of these would not live in poverty if they were receiving child support from the absent father.

After a divorce, the standard of living of most men improves, but it plummets for the women and children involved.

### Adequacy of child support awards

A recent Minnesota study showed that in Minnesota, women received custody in more than three-quarters of divorces involving children. In the remaining



cases, 9 percent of husbands received custody, 10 percent shared custody and custody was split in 3 percent of the cases. Child support was ordered in 76 percent of the divorces and the median child support award was \$195.50 monthly. The study also showed that almost half of custodial mothers received an average of \$25.75 less a week than was ordered. In 32 percent of the cases the court deviated downward from the state's guidelines in awarding support.

Divorced families would be better off economically if Minnesota's child support guidelines were strictly followed. However, in 1989 the Supreme Court Task Force on Gender Fairness in the Courts found that the Minnesota child support guidelines, even if followed, were too low to adequately support children.

In addition, the Task Force found that the guidelines are used by the court as a maximum amount rather than the minimum to be awarded. The Task Force recommended that Minnesota adopt an approach to establishing child support levels that reduces the disparity after divorce between the standard of living of custodial parents and children and non-custodial parents. Of the various methods of calculating child support this might be accomplished best by using a method which includes consideration of the income of both parents.

### **Enforcement**

The most recent Census Bureau report on child support shows that little progress is being made in attempts to have child support ordered and enforced. In 1989, 58 percent of U.S. women with custody were awarded child support. Of these women, only half received the full amount awarded, 24 percent received less than they were due and 25 percent received no child support payments. Of the women without child support awards, 64 percent wanted support but were unable to obtain it because of an inability to locate the father or establish paternity, or the inability of the father to pay.

### **Goals of legislation**

1. Revise the Minnesota Child Support Guidelines to improve the adequacy of income available to custodial parents and their children.
2. Improve enforcement procedures to enhance the ability to collect court-ordered child support.

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## **PATERNITY**

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Unmarried mothers and their children are the fastest growing type of family in the United States. The number of births to unmarried girls and women has been increasing as a percentage of all births. Nearly one-third of children living in single-parent families are living with a parent who has never been married. Female-headed families with children are more often in poverty than their male counterparts.

Women who receive child support for their children are better off financially than women who do not receive payments. The Child Support and Collections Office in each county is the designated agency to help locate absent fathers, establish paternity, establish support, enforce support or collect support. It is estimated that paternity is adjudicated for 1 in 3 out-of-wedlock births.

Both the child and the mother will benefit from the establishment of paternity and the potential support of the child by both parents. Currently the process for establishing paternity is not understood. The process is cumbersome, requiring the use of the courts even when the parties agree. A court action for paternity can be intimidating, expensive, time-consuming and may seem like a criminal proceeding.

The interests of families and children would be better served if paternity cases could be resolved in a more expeditious manner when the parties are in agreement.

### **Goal of legislation**

1. Create a method of establishing paternity which protects the interests of alleged fathers and does not require a court action when paternity is not contested.

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## **AFDC**

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Aid to Families with Dependent Children (AFDC) is the primary program providing financial assistance to needy children and their caretakers. Eighty-six percent of these caretakers in Minnesota are women.

### **Grant levels**

To establish AFDC eligibility, each state sets a "standard of need" based on a realistic assessment of the minimum monthly cash amount a family needs for shelter, food, clothing, utilities and other necessities. To be eligible for AFDC a family's net



monthly income must be less than the standard of need. States are not required to provide AFDC grants equal to need or equal to the federally established poverty level. Minnesota has set its standard of need and its payment level at 70 percent of the poverty level. This means that AFDC families are living 30 percent below the poverty level. Also, Minnesota AFDC payment levels have fallen behind the rate of inflation. Since 1985 the AFDC standard of need increased by only 2 percent. At one time, AFDC and food stamps combined provided families with a poverty-level income. By 1986 AFDC and food stamps combined provided only 80 percent of a poverty-level income.

### **Housing subsidies**

A study in 1989 by the Legislative Auditor showed that families receiving AFDC and a housing subsidy do better than those families who just receive AFDC and must pay high market rates for their housing. Some families in subsidized housing were able to live above the poverty level. At the time of the Auditor's study only 38 percent of AFDC families lived in subsidized housing. Housing subsidies are in short supply and waiting lists are often as long as two years.

### **Goals of legislation**

1. Increase AFDC grants.
2. Provide a supplemental benefit to AFDC families who are unable to obtain a housing subsidy and who must pay more than 50 percent of their income for housing.

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## **CHILD CARE**

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### **Child Care Basic Sliding Fee**

For many women access to affordable child care services may mean the difference between welfare dependency and economic self-sufficiency. Since 1976, the state legislature has funded two child care subsidy programs to help low-income families pay some or all of the costs of child care.

Child care can cost \$6,000 for an infant in a full-time, year-round licensed child care setting in Minnesota. In 1991, about 5,400 families with 8,640 children were served by the Basic Sliding Fee program which subsidizes costs for low-income

working families. Estimates are that with new federal funding coming to the state, 7,200 families will be served. However, the combination of federal, state and local spending on child care subsidies is expected to be about half of what is actually needed. The state should continue to maintain its appropriation to the Basic Sliding Fee program and expand the fund as needs grow, regardless of the level of federal funding.

### **Child care assistance for AFDC recipients**

AFDC recipients are not eligible for any child care help unless they are enrolled in the STRIDE program, which helps families attend school or training to leave the AFDC program. Some AFDC recipients, however, are attending school to enhance their job skills without participating in the STRIDE program. These students also have child care costs. All AFDC recipients should have access to child care subsidies, regardless of whether or not they are enrolled in STRIDE.

### **Child care assistance for post-secondary students**

The Higher Education Coordinating Board oversees a \$5 million fund which provides child care help to low-income higher education students with dependent children. Each participating school receives a yearly allocation. The program served only 1,166 students among all post-secondary campuses combined.

### **Goals of legislation**

1. Fully fund the Basic Sliding Fee program so that all eligible families can be served.
2. Ensure that all AFDC recipients attending school have access to child care subsidies regardless of whether or not they are in the STRIDE program.
3. Improve administration of STRIDE child care funds to ensure they are spent efficiently.
4. Expand the \$5 million child care fund administered by the Higher Education Coordinating Board for post-secondary students to serve more eligible students.



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## ADOLESCENT HEALTH

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Adolescent health needs are changing as society and teens' lives change. Many infectious diseases that once plagued childhood have been eliminated, but chronic disease has taken over. Poverty affects children's health and the number of children living in poverty continues to increase. Also, sexually transmitted diseases pose a significant threat to adolescent health.

School-based health care centers are providing assessment, diagnosis and treatment for students who might not otherwise receive it. These centers also provide health education, counseling and referral.

Adolescent health can also be enhanced by school health and wellness programs. Schools, parents, students and communities can work together to promote the health of students.

Teen pregnancies are a major health concern in Minnesota's schools. Half of all teens who give birth drop out of school before graduating. Early pregnancy and motherhood often result in long-term economic disaster for the young woman and her children.

### Goals of legislation

1. Support the establishment of school-based health care centers in Minnesota's junior and senior high schools.
2. Support the development of comprehensive school/community health and wellness programs.
3. Continue the availability of alternative education for pregnant girls to insure that they can stay in school while pregnant and return to school after a pregnancy.

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## HEALTH INSURANCE

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Health care and health care insurance are expensive and the numbers of people doing without both are increasing. Without insurance, health care is delayed, resulting in the higher costs of more advanced medical problems.

Women have less access than men to health care insurance for several major reasons. One is the lower economic status of women, which can limit or preclude the purchase of health insurance. Insurance coverage is generally organized and sold based on

employment or marital status. Also, the costs of childbearing are assessed solely on women, resulting in higher insurance premiums for women.

Eight percent of Minnesotans (342,000 people) are uninsured at any one time. Nearly 6 percent (246,000) are uninsured all year. Another 5 percent (209,000) are uninsured for part of the year.

Insurance companies in Minnesota are no longer allowed to discriminate on the basis of race when setting the price and availability of their insurance. However, discrimination on the basis of age and gender is still allowed. Reform of underwriting and rating based on age and sex would help to more fairly redistribute the costs of health care among all insurance consumers.

### Goals of legislation

1. Support the establishment of a program to provide universal access to health insurance.
2. Support the elimination of gender- and age-based insurance rates.

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## ECONOMIC DEVELOPMENT

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Women are finding that self-employment can be a faster route to their economic independence and life satisfaction. Between 1977 and 1987 the number of women-owned businesses in the state increased by 87 percent and they now comprise one-third of all businesses in Minnesota.

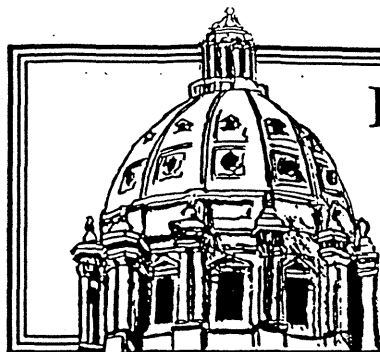
Programs that help women develop business plans, learn business skills and acquire financing and gain access to capital are crucial to the success of their businesses.

Without a data base it is virtually impossible to determine whether economic development efforts in the state have provided a noticeable benefit to women or women-owned businesses.

### Goal of legislation

1. Develop a state data base with information about women-owned businesses.





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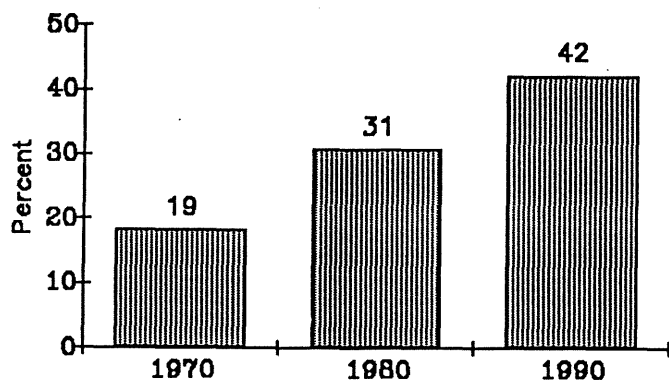
Throughout the 1980s, women increased their share of the labor force and expanded their presence in formerly male-dominated professions, including business management. However, despite women's increased experience in management, they have not moved into the highest ranking positions in U.S. corporations. They remain concentrated in the types of middle management jobs that do not lead to these positions. When they do reach the executive ranks, they do so in fields where women pre-dominate in the other jobs, such as education, health and medicine. Boards of directors governing these corporations also include few women.

## WOMEN IN MANAGEMENT

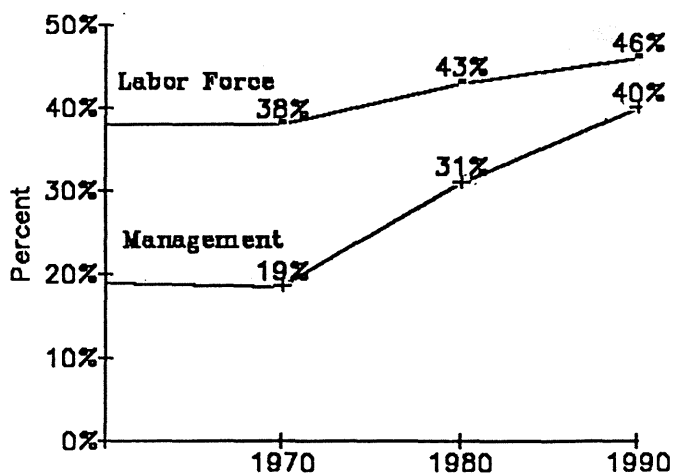
In 1990, women constituted 42 percent of managerial and professional specialty occupations, compared to just 31 percent in 1980 and 19 percent in 1970. Professional specialty jobs, along with middle management, are the "pipelines" to most senior management positions. Among all working women in 1990, 11 percent held executive, administrative or managerial jobs and another 15 percent were in professional specialty occupations such as teaching, medicine and law.

From 1970 to 1980, women increased their share of the overall labor force from 38 to 43 percent. They are now 46 percent of the workforce. In the past two decades women went from 19 percent of the management jobs to 40 percent in 1990. The chart below shows the percent of the labor force which is women and the percent of management jobs held by women over the last 20 years.

Women in Management & Professional Specialty Occupations, U.S.



Women in the Labor Force and in Management Positions, U.S.



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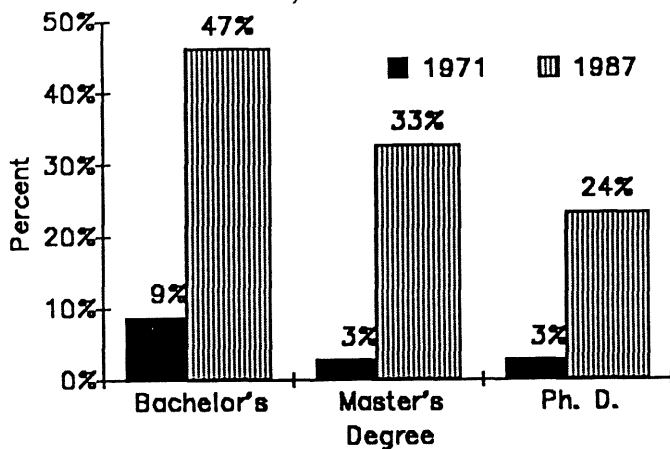


## FACTORS CONTRIBUTING TO INCREASED WOMEN IN MANAGEMENT

Women's increased participation in management positions is not only due to their increased presence in the work force. They have also increased their levels of education and higher education is usually required for management positions. They are earning business/management degrees in greater numbers. In addition, women are delaying or deciding against marriage and/or child-bearing, which often resulted in work interruptions. They are gaining enough experience in the lower ranks to be in position for promotions.

In 1971, only 9 percent of U.S. bachelor's degrees in business and management were awarded to women, compared to 47 percent in 1987. In 1971, women were 3 percent of master's degrees recipients and 33 percent in 1987. They were 3 percent of business and management doctoral degree recipients in 1971 and 24 percent in 1987.

**Business & Management Degrees Earned by Women, U.S. 1971 & 1987**

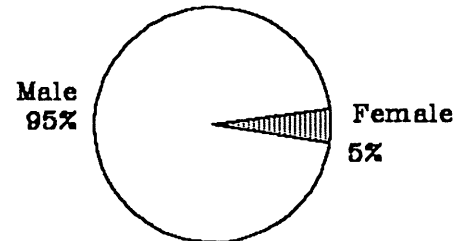


## WOMEN IN THE EXECUTIVE RANKS

In 1990, the U.S. Dept. of Labor reviewed 94 of the largest U.S. firms and found that of 4,491 executives (vice president and up) only 7 percent were women. The department reported that 17 percent of employees at lower management levels were women and overall women were 37 percent of their workforce.

Even fewer women are represented among executives in certain industries. In 1990, *Forbes Magazine* reported that only 19 of 4,012 women in the 799 largest U.S. industrial and service companies were among the highest paid executives and directors. In another 255 U.S. companies, women were only 5 percent or 465 of 9,300 total corporate executives.

**Women as Corporate Executives, 255 U.S. Companies, 1990**



## OCCUPATIONAL SEGREGATION

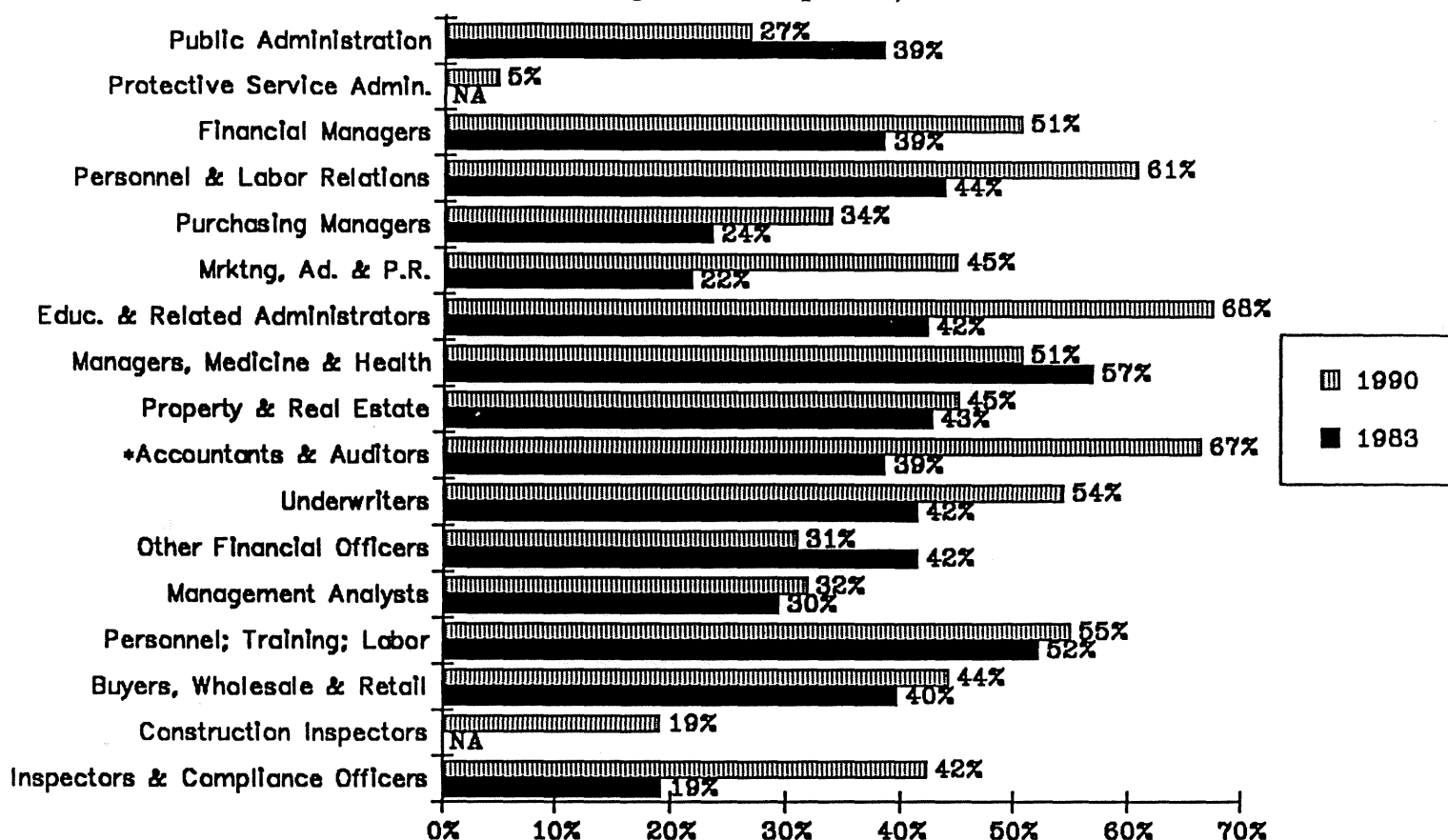
Women hold higher percentages of management jobs in the fields in which women have a larger share of the jobs below the managerial level. These areas include medicine and health, personnel management, education and some financial services occupations.

Women hold 68 percent of the administrative and management jobs in educational and related fields and 67 percent of management jobs as accountants and auditors. In the fields of protective services (police, fire) they hold only 5 percent of administrative jobs, a reflection of their lower representation in this field at the lower ranks. Women hold only 19 percent of the management jobs in construction occupations.

The chart on the next page shows women's share of management positions within specific occupations. Data are not available for 1983 in protective service and construction inspector occupations because there were too few women to be statistically significant.



### Women's Share of Management Occupations, U.S. 1983 and 1990



### THE WAGE GAP IN MANAGEMENT

Weekly earnings of women in managerial occupations have been increasing slightly faster than those of managerial men in recent years, a phenomenon that is also true in the overall workforce. Overall, the weekly earnings of women in executive, administrative and managerial positions in 1990 amounted to 65 percent of men in those categories. This compares to 72 percent as the average for all workers. (Weekly earnings are higher than average annual earnings, a better measure of the earnings gap. In annual average

wages, the wage gap is 71 cents.) The gap is smallest between men and women in public administration and educational positions, two areas where women have been well-represented in the lower ranks. The gap is largest in the fields of underwriting and other financial officers, two occupations where women have made gains only in recent years. In the chart below, some average wage data is not available in occupations where women's participation is very low such as protective services and construction inspectors.

Weekly Wage Gap, Management Occupations, U.S. 1990

Managerial Occupation	Male Weekly (\$)	Female Weekly (\$)	Wage Gap (%)	Managerial Occupation	Male Weekly (\$)	Female Weekly (\$)	Wage Gap (%)
Public Administration	710	549	77	Underwriters	741	483	65
Protective Service Admin.	NA	NA		Other Financial Officers	741	483	65
Financial Managers	837	558	67	Management Analysts	868	NA	NA
Personnel & Labor Relations	881	604	69	Personnel; Training; Labor	695	508	73
Purchasing Managers	789	NA	69	Buyers, Wholesale & Retail	581	393	68
Marketing, Ad. & P.R.	902	616	68	Construction Inspectors	587	NA	NA
Educ. & Related Admin.	819	588	77	Inspectors & Compliance Officers	605	NA	NA
Managers, Medicine & Health	788	592	75				
Property & Real Estate	517	383	74				
Accountants & Auditors	644	480	73				



## THE GLASS CEILING

In 1991, the U.S. Department of Labor issued its first-ever report about the "glass ceiling," the phenomenon of women being stuck in middle management positions without advancing to the executive ranks of the country's largest companies. The survey found that all companies it surveyed had a level beyond which women did not advance. The Dept. of Labor also found that the barrier existed not just at the very top positions, but at a much lower level of management. The department concluded that women's progress in these corporations "is affected by more than their qualifications and career choices."

The Dept. of Labor report included only nine companies that were under contract with the federal government and required to comply with federal affirmative action and equal employment laws. The companies reviewed had not had any previous violations of these laws. The survey was to include an analysis of female and minority employees at the highest ranks in the companies. When very few women and minorities were found at the top ranks, the surveyed shifted to employees in the companies' lower ranks and in line for promotion.

The Dept. of Labor report found problems in a number of areas including the way these companies: recruited female and minority employees; provided them with on-going or in-service training or development experiences; evaluated them; provided them with non-salary compensation; or placed them within the firm upon hiring. These problems, the report said, ultimately created the barriers to promotion to the highest levels.

According to a *New York Times* article some larger companies in 1988 had already begun looking for ways to remove the barriers that keep women from the upper management ranks. One company formed women's councils to advise its branch offices and upper management, created new benefit plans that helped with family responsibilities and increased opportunities for lower ranking women to work with women in upper management. Senior managers who did not promote qualified women were penalized.

## WOMEN IN MINNESOTA

The national trend for women to seek higher education in business is also true in Minnesota. At the University of Minnesota, enrollments of women at the graduate school of Business Administration and Management

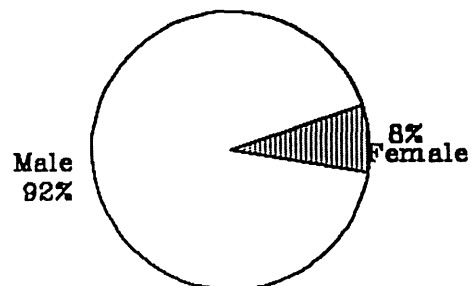
increased from only 2 percent female in 1960 to 47 percent female in 1988. That percentage and the number of women enrolled has increased steadily throughout those three decades, with the fastest growth occurring in the early 1970s. The number of women enrolled has decreased slightly each year beginning in 1986, but women's percentage of total business enrollments has remained the same.

According to a 1988 *U.S. News & World Report* article, 25 percent of employed women in the Minneapolis-St. Paul area held managerial or professional specialty jobs. While Minneapolis-St. Paul ranked second among the 50 largest U.S. metropolitan areas in percentage of women employed, it ranked exactly in the middle in percentages of women in managerial professional jobs. Highest ranking was Washington D.C. with 36 percent of its employed women in management jobs.

Dick Youngblood, a *Star Tribune* business columnist, recently surveyed 24 of Minnesota's largest companies and found that of 120 of the highest paid corporate officers in 1990, only 1 was a woman. Of 1,109 corporate staff officers listed in annual reports only 84 or 8 percent were female. Some of the largest companies listed no women at all among these ranks.

Some companies, particularly financial institutions, have an over-abundance of people listed as vice president or assistant vice president. They may not have policy-making responsibilities. When eliminating vice president positions, women constitute only 6 percent of the total executives of Minnesota's firms, according to Youngblood.

**Women as Corporate Executives, 1990 MN--  
120 Corporate Officers in 24 Companies**





In no more than 12 of these Minnesota companies did women occupy "line" or "operating" positions that tend to lead to the executive ranks because they more directly affect the company's bottom line. Rather the majority of these women held "staff" positions that were less likely to lead to senior management such as communications, legal staff and human resources.

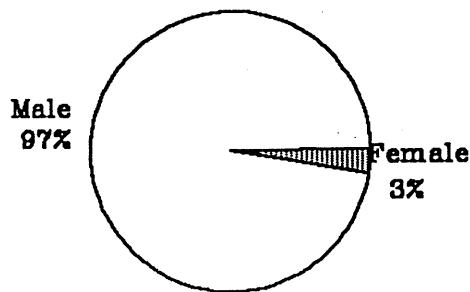
Companies explained these imbalances, Youngblood reports, by pointing out that management ranks have decreased steadily in recent years thereby reducing the chances of women getting promoted. Also, they said women have not been in the lower management ranks long enough to have gained the necessary experience for senior management. Some companies claimed that training for senior management positions took as much as 25 years. Others said training took 5 to 10 years. Companies admitted not having recruited enough women early enough to be ready for senior management yet.

### CORPORATE BOARDS, U.S. & MINNESOTA

In addition to being underrepresented in the executive ranks of corporations, women are also not represented on the boards of directors that govern corporations that are publicly held.

According to a 1988 news article of the *Star Tribune*, women are only 3 percent of the directors sitting on these boards. Of the 47,002 board members for 6,678 public boards nationwide, only 1,594 were women. Women were actually represented on only 22 of these boards, meaning that 78 percent of these boards had no women at all.

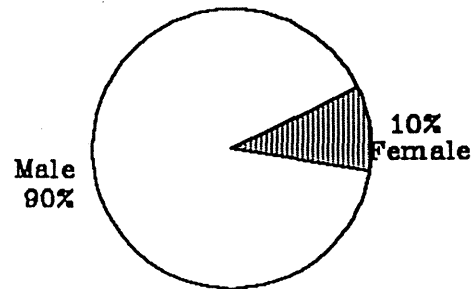
### Women on Publicly Held Corporate Boards, U.S. 1988 --49,002 Board Members



In Minnesota, women are poorly represented on the boards of the directors of publicly held corporations.

Of 278 directors in 24 companies in his survey, Youngblood found that only 28, or 10 percent, were women. Five of the 24 companies had no women at all on their boards.

### MN Women on Publicly Held Corporate Boards 1990--278 Directors



### EFFECTS OF THE GLASS CEILING

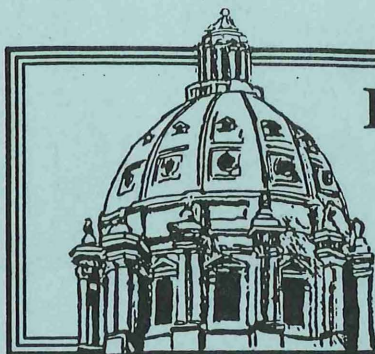
Some analysts believe the rise in female-owned businesses during the 1980s was at least partly a result of experienced female managers coming up against their company's glass ceiling and deciding to leave. From 1982 to 1987, women-owned businesses grew from 2.6 million in the U.S. to 4.1 million, four times faster than the rate for all businesses.

Turnover rates for corporate women and minorities are higher than for white men. In companies that have been studied, women frequently reported they left because they felt they would not be promoted. Recruitment, career development and "mentoring" by other women are suggested to stop this turnover.

### SOURCES FOR THIS REPORT:

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- National Research Council, "Summary Report 1988: Doctorate Recipients from U.S. Universities.
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- "Women in Corporate Management: Results of a Catalyst Survey," Catalyst, New York, New York, 1990.
- "Women in the Job Market," *U.S. News and World Report*, Aug. 22, 1988





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## **IN THIS ISSUE**

Poverty in the U.S., with data from the U.S. Bureau of the Census "Poverty in the United States: 1990;" the Joint Center for Political and Economic Studies "Poverty, Inequality and the Crisis of Social Policy;" and the United States General Accounting Office "Mother-only Families."

Most data in this newsletter are from 1990. The table below shows the federal poverty guidelines, based on family size and income, for 1990. This poverty level is adjusted by the federal government each year. The 1992 poverty guidelines, also included below, have just recently been released.

1990 Federal Poverty Guidelines	
Size of Family	Income Level
1	\$6,652
2	\$8,509
3	\$10,419
4	\$13,359
5	\$15,792
6	\$17,839
7	\$20,241

1992 Federal Poverty Guidelines	
Size of Family	Income Level
1	\$6,810
2	\$9,190
3	\$11,570
4	\$13,950
5	\$16,330
6	\$18,710
7	\$21,090

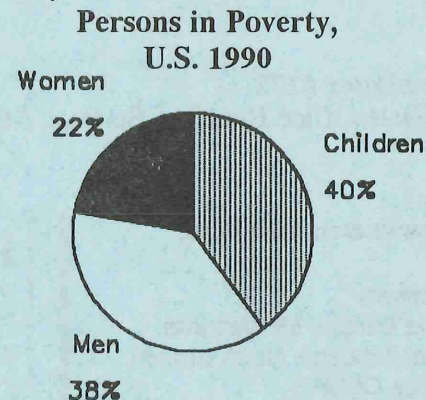


## POVERTY IN THE U.S.

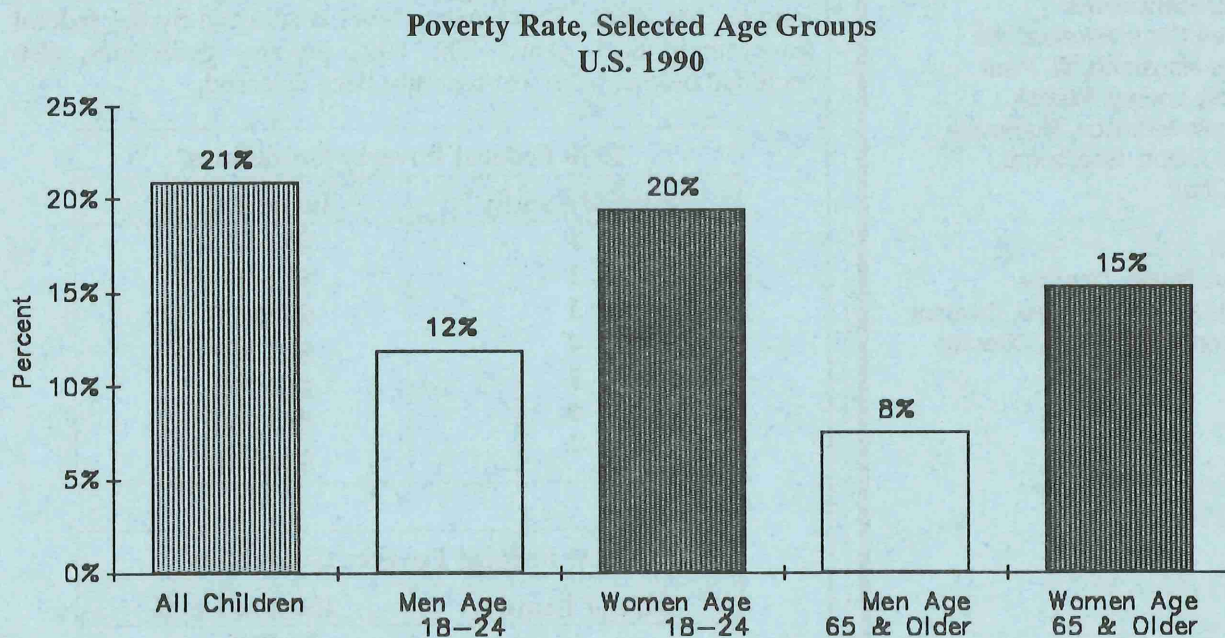
In 1990, approximately 33.6 million persons in the United States lived in poverty, accounting for 13.5 percent of the population. The poverty rate increased by just under one percent from 1989, to 12.8 percent. The most recent peak of 15.2 percent occurred in 1983. In 1990, 12 percent of Minnesotans lived in poverty, compared to 11.2 percent in 1989. More detailed poverty data from the 1990 census in Minnesota is not yet available.

The federal government establishes an official poverty threshold based on the number of persons in a family and the family income level. It is based a 1964 Social Security Administration definition using an "economy food plan" that estimated a family spends one-third of its income on food. The poverty level is set at three times the cost of the economy food plan.

Over three-quarters of the nation's poor in 1990 were either children age 18 and under or women, while men constituted 22 percent of the nation's poor. The chart at right shows the percentage of children, women and men in poverty.



For both men and women, the youngest adults (age 18 to 24) have the highest poverty rates. Women age 65 and over had poverty rates double the poverty rate for men in the same age group, 15 percent compared to nearly 8 percent. Children have the highest poverty rate 21 percent, regardless of gender. The chart below reflects the poverty rates of persons in 1990 by age and sex.



## FAMILIES AND POVERTY

The poverty rate in 1990 for families was 10.7 percent. Married couple families have the lowest poverty rate at 5.7 percent, followed by male-headed families at 12 percent. Female-headed families have the highest rate at 33.4 percent.

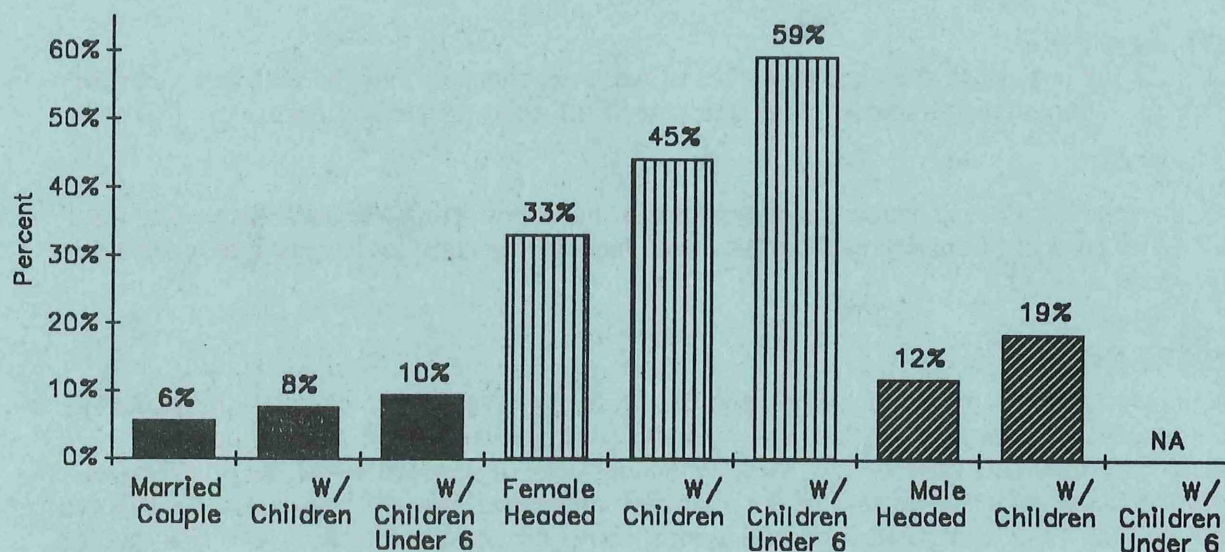
Female-headed families represented 12.7 percent of non-poor families but over half of poor families. Thirty years ago these families accounted for just under one-fourth of all poor families.



Poverty rates vary depending on family type. Female-headed families have the highest poverty rate while married couple families have the lowest poverty rate. The presence of children in a family increases the likelihood that a family will be poor.

The average amount of annual income needed to raise each poor family above the poverty level was \$5,192 per year.

**Poverty Rates by Type of Family, U.S. 1990**



## POVERTY AND EMPLOYMENT

People living in poverty include a substantial number of persons who are working. Of all poor persons 15 years and over, 9 percent worked full-time, year-round and 31 percent worked part-time.

Fifteen percent of poor family householders worked full-time, year-round in 1990 and 35 percent worked part-time. Of all poor female heading families, 8 percent worked full-time, year-round and 36 percent worked part-time.

### Number of workers

Two-fifths of poor families have no workers, nearly two-fifths have one working member, and the remaining one-fifth have two or more wage earners. The number of workers in poor families has a dramatic impact on the poverty rate. Poverty rates are lower in families with more than one worker. In families with no workers, the poverty rate is 29.9 percent, compared with 2.1 percent for families with three or more workers.

## POVERTY AND EDUCATION

Poverty rates decrease significantly as the years of school completed by the householder increases. The poverty rate for householders who have not completed high school is 22 percent, compared to 9.3 percent for high school graduates, 5.8 percent for those with some college and 2.2 percent for those with 4 or more years of college.

Workers with low levels of education are more likely to live in poverty. In 1990, nearly 17 percent of working poor householders age 25 and over had not completed eighth grade. Half of poor family householders 25 years of age and older are high school graduates. Eleven percent had some college education and 5 percent had completed college or more.



## SINGLE MOTHERS AND POVERTY

According to a 1991 report of the federal General Accounting Office, female-headed families with children continue to face barriers to employment that reduce their chances of rising above the poverty level. These barriers include:

### Low Levels of education

Nearly half of the poor single mothers studied had not finished high school, compared with 17 percent of single mothers who were not poor.

### Lack of work experience

Young mothers living in poverty averaged two years of work experience compared with five years for non-poor mothers. More than half had less than one year of full-time work experience.

### Child care costs

Child care costs consume 21 to 25 percent of the income of those low-income households paying for child care. Twenty percent of unemployed mothers cited lack of child care as the reason they were not searching for work.

## HEALTH INSURANCE

Lack of health insurance is a problem for many people. Of the 34.6 million Americans without health insurance, 28 percent are poor people. Persons in poverty are more likely to be without medical insurance than those above the poverty line. Despite the existence of such federal health programs as Medicaid and Medicare, nearly 30 percent of the poor have no medical insurance of any kind. This can be contrasted with the 12 percent of persons with income above the poverty threshold who lack medical insurance.

## FEDERAL PROGRAMS FOR POOR FAMILIES

Several programs exist to help poor families including Aid to Families with Dependent Children (AFDC), Food Stamps, Housing Assistance and free or reduced price school lunches. Female-headed households are more likely to receive assistance from such programs than married couple families. For all families, those with children under 6 are more likely to be receiving assistance from these programs. The extent to which these programs alleviate poverty varies widely from state to state.

The chart below reflects the percentage of households in poverty receiving AFDC, Food Stamps, Housing Assistance and free or reduced price school lunches.

Type of Household in Poverty	Percent of Households Receiving Assistance			
	AFDC	Food Stamps	Housing Assistance	School Lunches
<b>Married Couple Families</b>	16	36	9	42
W/Children Under 18	22	45	9	62
With Children Under 6	25	49	10	52
<b>Female-Headed Families</b>	59	71	35	60
W/ Children Under 18	64	74	37	66
Wi/Children Under 6	72	78	40	52



## POVERTY IN THE UNITED STATES: A WORLDWIDE COMPARISON

In a study conducted by the Joint Center for Political and Economic Studies, the dimensions of poverty in the U.S. were compared to seven other countries: Canada, France, West Germany, Italy, the Netherlands, Sweden, and the United Kingdom. Although the U.S. experienced steady growth and lower unemployment in the 1980s compared with most European countries, the U.S. poverty rate was double that of every continental European country in 1985. During the 1980s, the poverty rate in the U.S. was greater in incidence, duration and severity compared with the other countries studied.

### Incidence

The U.S. had the highest poverty rate for every non-elderly group studied. In the second half of the 1980s, one-fifth of non-elderly households in the U.S. were poor, one-quarter of young households in the U.S. were poor and over half of households headed by a lone parent were poor.

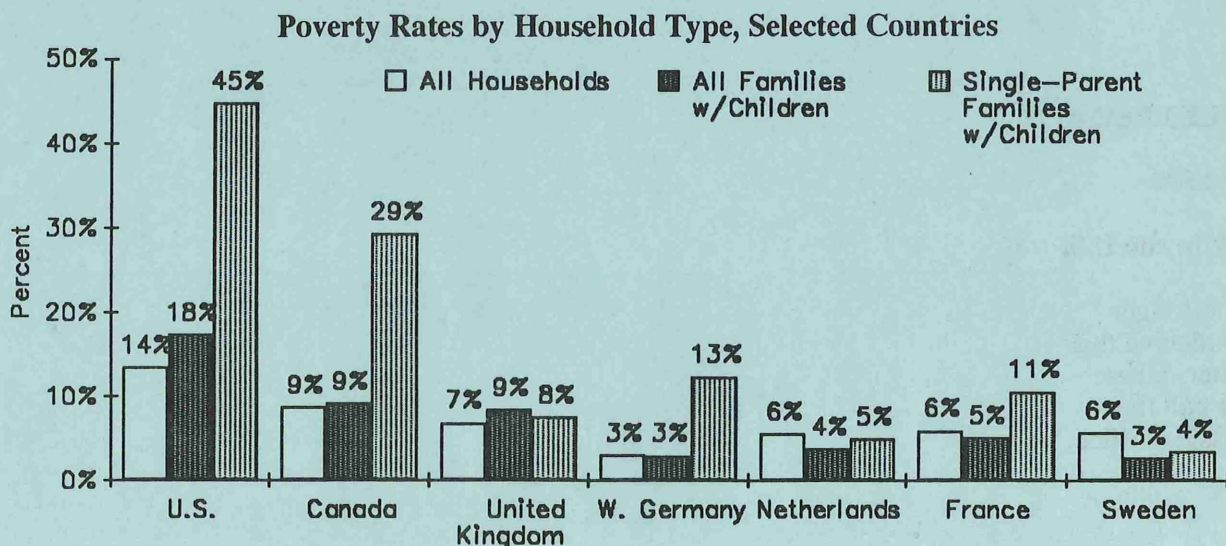
### Duration

The American poor were less likely to escape from poverty than the poor in Europe. As a result, a greater percentage of households with children remained poor for an extended period in the 1980s compared to the European countries studied. The chart below reflects the percentage of households with children that were poor every year of a three-year study in the mid-1980s.

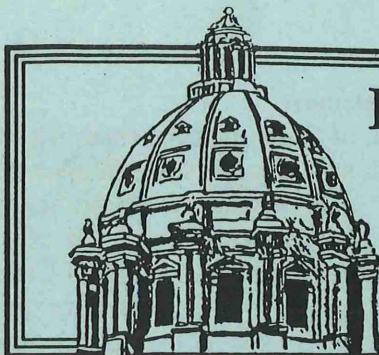


### Severity

Compared with the European countries studied, the U.S. had higher rates of severe poverty for all kinds of households than all the other countries studied. More severe poverty is defined as household income of less than 40 percent of the national adjusted median income. In the U.S., most poor families fall far below the poverty line while a large percentage of the European poor are closer to the poverty line. The chart below reflects the percentage of households in more severe poverty in the mid-1980s, by nation and household structure.







# Legislative Commission on the Economic Status of Women

## Newsletter #173

85 State Office Building, St. Paul, MN 55155

May 1992

(612) 296-8590 or 1-800-652-9747

### Commission members:

#### Senators

Linda Berglin, Minneapolis  
Janet Johnson, North Branch,  
*Vice Chair*

Terry Johnston, Prior Lake  
Pat Piper, Austin  
Judy Traub, Minnetonka

#### Representatives

Karen Clark, Minneapolis  
Alice Hausman, St. Paul  
Becky Lourey, Kerrick  
Connie Morrison, Burnsville  
Katy Olson, Sherburne,  
*Chair*

#### Staff

Aviva Breen, Director  
Chris Halvorson, Asst. Director  
Cheryl Hoium, Asst. Director

## ANNOUNCEMENTS

The Commission will hold public hearings in the next few months. If you are interested in the Commission visiting your community, please contact the Commission office.

## LEGISLATIVE SUMMARY 1992

This issue summarizes the legislation passed related to women during the 1992 legislative session that ended April 17.

### VIOLENCE AGAINST WOMEN

The Commission's agenda focused on the prevention of violence against women, including educational programs, funding for existing victim programs and treatment of juvenile offenders. The following provisions are contained in Chapter 571, the omnibus crime bill.

#### Violence prevention and education

Requires that public and private post-secondary institutions and requests that the University of Minnesota, adopt sexual harassment and anti-violence policies which inform victims of their rights and include provisions relating to sexual assault cases.

Appropriates \$1.5 million to the Dept. of Education to help school districts develop and implement violence prevention programs which can be integrated into the curricula of grades K-12 and for violence prevention in-service training for school staff and board members.

Appropriates \$250,000 to the Dept. of Education for grants for cities, counties and school boards to establish community violence prevention councils to identify community needs and resources.

Violence, continued on next page



### **Violence, continued from front page**

Appropriates \$500,000 to the Dept. of Education Early Childhood Family Education program to train parent educators and to expand home visiting services to include prevention of child abuse and neglect.

Expands the duties of the Office of Drug Policy to include violence prevention education, training and developing a statewide strategy.

Requires Supreme Court education programs for district court judges to focus on domestic abuse laws and related civil and criminal court issues.

### **Battered women's programs**

Appropriates an additional \$500,000 to the Dept. of Corrections for battered women's shelters and services.

Allocates \$300,000 to the Dept. of Corrections for domestic abuse advocacy programs in every judicial assignment district by July 1, 1995.

### **Sexual assault programs**

Appropriates \$400,000 to the Dept. of Corrections for programs for sexual assault victim services.

### **Domestic abuse law enforcement and prosecution**

Requires domestic abuse prosecution plans in each city and county by June 1, 1994. The plans must include written policies for arrest procedures in domestic abuse incidents and procedures which encourage prosecution of all domestic abuse cases if a crime can be proven.

Requires law enforcement agencies to develop, adopt and implement written policies regarding arrest procedures in domestic abuse incidents. The policies must be developed in consultation with domestic abuse advocates, community organizations and other law enforcement agencies with expertise in domestic abuse incidents. Requires the development of a model policy.

Expands the rights of petitioners for Orders For Protection (OFP) and clarifies that advance notice to the alleged abuser is not required. Strengthens penalties for violating an OFP to include a mandatory three-day sentence for the first offense and ten days for the second. Requires treatment of domestic abusers if the court stays imposition or execution of the three-day sentence. Allows a petitioner for an OFP to seek restitution.

### **Sex offender treatment**

Requires the Dept. of Corrections to establish statewide standards for adult and juvenile sex offender treatment programs by July 1, 1994, and assess the need for sex offender treatment of persons convicted of criminal sexual conduct. Also requires the Dept. of Corrections to provide for a range of sex offender treatment programs, including intensive sex offender programs.

Gives priority in funding to juvenile sex offender treatment programs.

Expands mandatory assessment of juvenile sex offenders to those convicted of fifth degree criminal sexual conduct involving interferences with privacy such as obscene or harassing telephone calls or indecent exposure.

Establishes a sex offender treatment fund for community-based treatment for adult and juvenile sex offenders to be administered by the Dept. of Human Services. Grants will be given to develop new treatment services and methods, educate courts and correctional personnel, address special treatment needs in a county and for programs.

### ***The following crime legislation is contained in various other bills.***

(Chap. 452) Establishes a state policy of "zero tolerance for violence," stating that every person in Minnesota has the right to live free of violence. Requires the legislature and all state agencies to adopt a similar statement. Agencies are encouraged to develop plans that eliminate the potential for violence in the workplace. The workplace plans may include eliminating sexual harassment and making sure the physical environment is safe.

(Chap. 499--education bill) Requires public schools to conspicuously post their sexual harassment and sexual violence policies throughout the school and to develop a process for discussing the policies with students and school employees.

(Chap. 558--bonding bill) Authorizes \$1 million in bonding to the Housing Finance Agency for grants up to \$200,000 for the construction or rehabilitation of shelters for battered women or other facilities serving crime victims.

**Other crime provisions are listed in the box on the next page.**



## **OTHER LEGISLATION RELATING TO VIOLENCE**

**In addition to prevention efforts and additional funding for existing services, the following provisions were passed in response to recent cases of domestic abuse, sexual assault and murder of women in Minnesota. All provisions are contained in Chap. 571 (the omnibus crime bill) unless otherwise noted.**

(Chap. 537) Increases the penalty for repeat misdemeanor assault and fifth degree assault.

Requires law enforcement to take possession of a firearm if it was used during a domestic assault. The firearm is returned if no conviction for family or household violence occurs within three years.

Prohibits the possession of a pistol after a second fifth degree assault conviction within three years.

(Chap. 571) Establishes a testing program for an electronic monitoring system of offenders to determine if it can protect the safety of domestic abuse victims with OFPs.

Strengthens penalties for the crime of repeated following or pursuit of another (stalking).

Increases prison terms for serious crimes involving forcible criminal sexual conduct and repeat criminal sex offenders.

Institutes a minimum supervised release period of five years for all sex offenders, with ten years for repeat offenders.

### **Definitions**

Expands the definition of a "heinous crime" to include third degree criminal sexual conduct committed with force or violence.

Expands the definition of "domestic abuse" under the first degree murder statute to include fifth degree assault, felony-level criminal sexual conduct crimes and terroristic threats.

### **Prostitution crimes**

Increases criminal penalties for promoting or receiving profit from the prostitution of a minor under the age of 16.

### **Crime victims**

Expands the court's responsibility to provide separate waiting rooms and courthouse security for crime victims and the alleged criminal, requiring vic-

tim escorts and increased bailiff surveillance.

Appropriates \$30,000 to the Dept. of Public Safety to establish a 24-hour statewide toll-free telephone line to provide referrals for crime victim services.

Allocates \$200,000 to the Dept. of Corrections for crime victim center grants, with priority for regions of the state with no or insufficient programs and services.

### **Sex offender sentencing**

Makes all sex offenders ineligible for intensive community supervision, an alternative to prison or supervised release.

Extends probation from one to two years for persons convicted of certain misdemeanor sexual misconduct violations.

Removes eligibility for conditional release from prison for patterned sex offenders based on their progress in sexual offender treatment. The court is now required to double the sentence for patterned sex offenders, resulting in more total prison time than under current law. (A patterned sex offender is defined as a person who commits a sexual crime as part of a predatory pattern of behavior, who is a danger to

## **CHILD CARE**

(Chap. 513) Creates a \$6 million fund to help AFDC recipients who are not participating in the STRIDE jobs and training program pay for child care to look for work or participate in education and training. The child care costs will be subsidized by state and federal dollars.

## **CHILD SUPPORT**

(Chap. 513) Raises the fee for using county child support collection services from \$5 to \$25.

Establishes various fees for filing motions or answers to motions for modifications of child support.

## **HEALTH CARE ACCESS**

"HealthRight", a health care access and insurance reform bill, contains many provisions directly affecting the economic status of women, including the elimination of sexual discrimination practices in

health insurance. These highlights are noted below. All provisions are contained in Chap. 549.

### **Small employer health insurance policies**

Prohibits rating based on gender as of July 1, 1993.

Limits discrimination based on age as of July 1, 1993.

Requires a report by Dec 1, 1994 on the possibility of ending all rating practices based on risk by July 1, 1997.

### **Individual health insurance policies**

Prohibits rating based on gender in policies as of July 1, 1993.

Requires community rating for all Medicare-related coverage by January 1, 1993.

Requires a report by December 15, 1992 on the individual health insurance policy market, including the elimination of rating practices based on risk.



Provides that gender cannot be used to deny coverage as of July 1, 1993.

Requires that Medicare supplemental plans be issued without an exclusion for pre-existing conditions during a person's first six months of eligibility for Medicare as of July 30, 1992.

#### **Nurses**

Establishes a loan forgiveness program for nurses who agree to practice in a nursing home.

Authorizes the establishment of a competitive grant program to develop continuing education programs for nurses working in rural areas.

#### **Obstetrical Access**

Requires a study of access to obstetrical services in Minnesota by January 1, 1993.

**Other health care provisions are listed in the box below.**

### **PARENTAL LEAVE**

(Chap. 438) Allows employees to take unpaid leave up to 16 hours in a calendar year to attend their child's child care, pre-school or special education program. The leave may be used to attend a conference or activity related to the employee's child or to observe the program when these activities can not be scheduled

during non-work hours. This provision applies to all employers. Parents of children in K-12 education are already covered by this provision.

Gives the Dept. of Labor and Industry the responsibility to receive complaints against employers regarding the parental leave law. The department can investigate informally whether the employer is in violation, attempt to resolve complaints by informing employees and employers of the law and direct employers to comply. The department must make an annual report to the legislature including the type and number of complaints, resolutions and the rate of repeat complaints. The department must also develop a poster featuring employees rights under the parental leave law and make the poster available for posting in the workplace.

### **OTHER**

#### **Learning Readiness**

(Chap. 499) Directs the Dept. of Education to determine a formula for Learning Readiness aid and make a report to the legislature in 1993.

#### **Ice sports for girls**

Requires school districts operating ice arenas to prove to the Dept. of Education that they will offer equal opportunities for male and female students using the ice arena, particularly in prime practice time, team support, junior varsity and programs for younger girls.

#### **HealthRight**

**The following provisions of the HealthRight bill will affect access to health care and what is paid for health care services and insurance. A major provision is to create a new insurance program designed to serve currently uninsured Minnesotans.**

##### **Insurance programs**

The HealthRight insurance plan will build on the existing Children's Health Plan to provide a subsidized insurance plan for the uninsured, with premiums based on income. Coverage will initially include primary and preventive care, but will expand to hospital services July 1, 1993. Low income families with children whose family incomes are 185 percent of poverty will be eligible as of October 1, 1992. The program will expand to other families with children with incomes up to 275 percent of poverty as of January 1, 1993 then to

single adults and households without children with incomes up to 275 percent of poverty as of January 1, 1995.

The state will establish a new Private Employer's Insurance Program (PEIP) to provide small employers with access to cheaper rates through the purchasing power of a large pool. Coverage begins July 1, 1993.

##### **Cost containment**

A major goal of the legislation is to control rising health care costs.

Data on health care spending will be collected. Statewide and regional limits on growth in spending will be developed. Guidelines will be established for treatment of certain medical conditions. Centers will be established for high-cost and specialized procedures, with minimum standards for those procedures. Consumer and health education programs will be imple-

mented. Uniform billing forms and procedures will be developed.

A 25-member health care commission will be appointed to make recommendations on controlling growth in health care costs. Gender balance is required in the appointments to the commission.

##### **Rural health**

The legislation includes provisions designed to improve the delivery of health care in rural areas. There are incentives for the education financing of health professionals who agree to practice in rural areas as well as assistance with their recruitment and retention. Grants will be provided to assist community hospitals. Financial assistance will be available to hospitals that would close as a result of the new hospital tax financing the HealthRight legislation. Health care clinics will be developed in medically under-served parts of the state.



### **Parental involvement in curriculum**

Requires the Dept. of Education to develop guidelines and model plans for parental involvement programs that will encourage parents to actively participate in their districts' curriculum advisory committee. The model program must be multicultural, gender fair and disability sensitive.

### **Headstart**

(Chap. 558) Authorizes \$2 million in bonding to the Dept. of Jobs and Training for constructing or rehabilitating Headstart or other early education facilities. Grants will not exceed \$200,000 and must be distributed according to need.

(Chap. 499) Appropriates \$2 million to the Dept. of Jobs and Training to serve 650 more children in Headstart programs.

### **Women, Infants and Children Program**

(Chap. 513) Appropriates \$40,000 to the Women, Infant and Children (WIC) food program in the Dept. of Health, to purchase food for women and children who are homeless or living in temporary or emergency shelters.

### **Video display terminals**

(Chap. 546) Requires the Dept. of Labor and Industry to study occupational health problems associated with use of video display terminals. The study must include recommendations and identify any savings to employers if they reduce the health risks.

### **Child care**

(Chap. 513) Requires the Dept. of Human Services to study whether or not family or group family child care can be prohibited in certain property use agreements.

(Chap. 499) Allows school districts with extended day programs to levy for any additional costs of providing that service to children with disabilities.

### **Higher education**

(Chap. 513) Allows students enrolled for 6 to 7 credits to be eligible for full-time state grants while the full- and part-time grant programs are being combined.

Requires that financial aid be prorated on a credit basis for students attending less than full-time.

### **Welfare reform**

(Chap. 513) Appropriates \$800,000 to the Dept. of Human Service to complete planning for the Minnesota Family Investment Program (MFIP). It will begin as a

pilot project in 1994 and allow employed AFDC families to keep more of their income before AFDC is reduced.

### **Chemical abuse**

(Chap. 571) Authorizes the Dept. of Human Services to begin chemical dependency treatment programs for pregnant women and women with children.

### **Children's Safety Centers**

Appropriates \$200,000 to the Dept. Human Services for grants up to \$50,000 for local non-profit organizations to establish pilot children's safety centers in existing facilities. The centers will provide security for children during visitation when the parents are separated or divorced or the children are in foster care and there is a history of domestic violence or abuse.

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## **BILLS NOT PASSED**

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### **SF 2000/HF 1687 Child Support**

Would have made changes in child support guidelines, provided for sharing of work-related child care expenses and extraordinary medical expenses, made employers liable for failure to comply with income withholding orders, expanded the court's contempt powers and provided more funds for county child support collections.

### **SF 2229/HF 2193 Paternity**

Would have simplified the process for establishing paternity by creating a document called Recognition of Parenthood which, when signed by both parents, notarized, acknowledged under oath and filed with the Registrar of Vital Statistics, would establish paternity without the need for court action. Required the Dept. of Human Services to prepare educational materials for new and prospective parents to be distributed by hospitals which provide obstetrical services.

### **SF 450/HF 607 Adolescent health care centers**

Would have required junior and senior high schools to establish adolescent health care centers to provide comprehensive primary health care services.

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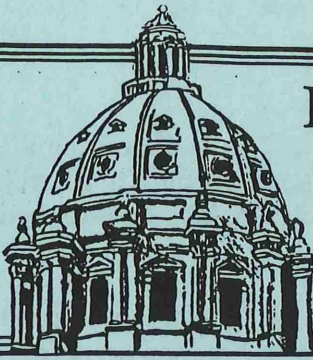
## **BILLS VETOED BY THE GOVERNOR**

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### **SF 768 /HF 1114 Gender balance in appointments**

Provided for gender balance on state boards and councils. If one sex is under-represented as members, new members must be of the other sex until balance is achieved. Exceptions would be made for boards concerned with gender-defined populations or qualified or willing appointees are not available.





# Legislative Commission on the Economic Status of Women

Newsletter #174

85 State Office Building, St. Paul, MN 55155

June 1992

(612) 296-8590 or 1-800-652-9747

## Commission members:

### Senators

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Connie Morrison, Burnsville  
Katy Olson, Sherburne,  
*Chair*

### Staff

Aviva Breen, Director  
Chris Halvorson, Asst. Director  
Cheryl Hoium, Asst. Director

## IN THIS ISSUE

**Household and Family Characteristics** with data from the U.S. Bureau of the Census, March 1991.

## ANNOUNCEMENTS

The Commission will hold public hearings in the next few months and would like suggestions regarding which communities to visit. If you are interested in the Commission visiting your community for a public hearing, please contact the Commission office at the above address or phone.

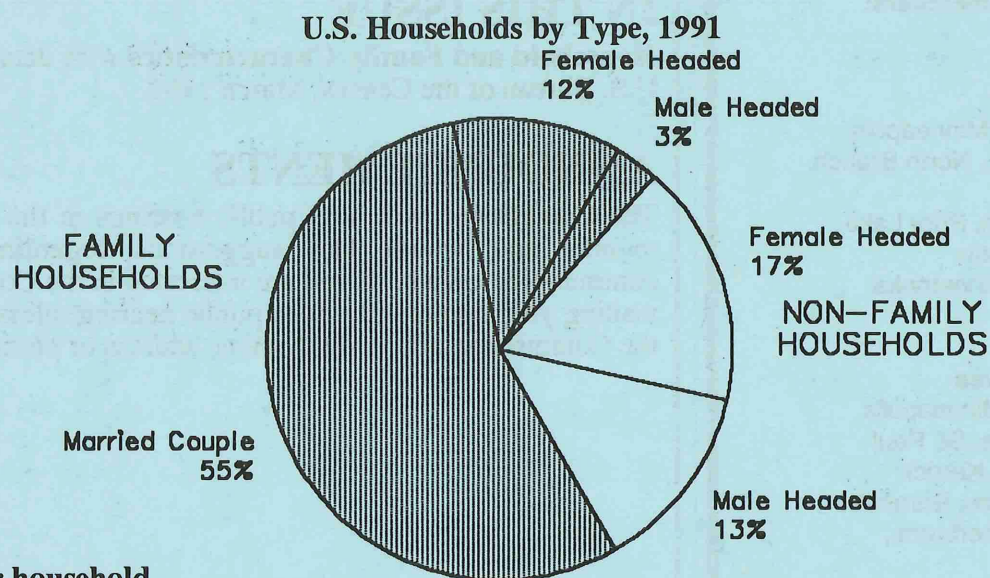


A household includes all persons in one housing unit. Households are either family or non-family. Most households are family households, persons related to each other by marriage, birth or adoption. Family households may or may not include children. Non-family households include unrelated persons living together and persons living alone.

In 1991 there were 94 million households in the nation, an increase of almost 1 million since 1990. The number of households has steadily increased throughout the 1980s by about 1.2 million per year. However, this represents a decline in the growth rate which averaged 1.7 million each year during the 1970s.

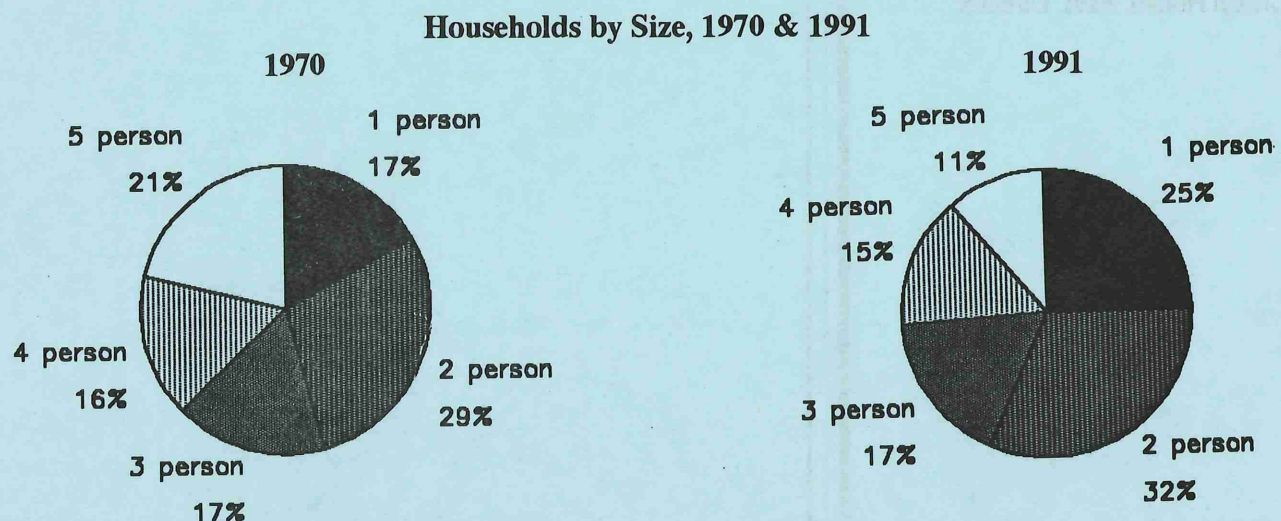
## HOUSEHOLDS BY TYPE

In 1991 52 million of the 94 million U.S. households were married couple family households, 11 million were female headed families and 3 million were male headed families. The distribution of all households by type is shown in the chart below.



## Persons per household

The number of persons per household has been declining steadily over the past two decades but seems to have leveled off somewhat since 1989. In 1991, average household size was 2.63 persons. In 1970, household size was 3.14 and in 1980 it was 2.76 persons.



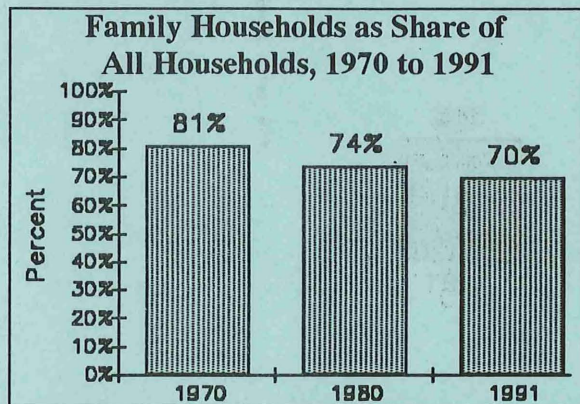


The decline in household size since 1970 is due to the decline in the average number of children in each household and the increase in one person households. In 1970, the average number of children per household was 1.09 compared to .69 in 1991, a decline of nearly 37 percent over 20 years.

Household size varies considerably depending upon the type of household. The largest households are married couple families, with an average of 3.26 persons per household, while the smallest households of more than one person are male non-family households with an average of 1.32 persons. Female headed families include an average of 3.12 persons.

### Persons living alone

Today one quarter of all households are persons living alone, compared with only 17 percent in 1970. These households account for 84 percent of non-family households. Among persons living alone, 60 percent are women. Women living alone constitute 15 percent of household types and males living alone account for 10 percent. In 1970, women living alone were 17 percent of households and men living alone were 7 percent.



### FAMILY HOUSEHOLDS

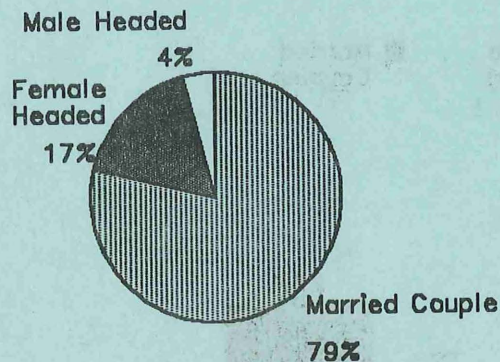
Families are the majority of household types constituting 66 million households or 70 percent. However, in 1980 they were 74 percent and in 1970 they were 81 percent.

Family households, by the Census Bureau definition, come in three types: married couple, male headed or female headed. Families may or may not include children. The share of persons living within families has declined somewhat over the past 20 years. In

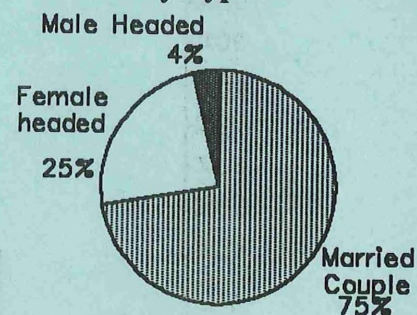
1991, 86 percent of all persons lived in a family household, compared to 93 percent in 1970.

Married couple families are by far the most common type. Of the 66 million family households, 52 million are married couple, 11 million are female headed and 3 million are male headed. Today married couple families account for 79 percent of family households, down from 83 percent in 1980 and 87 percent in 1970.

### Family Households by Type



### Family Households with Children by Type



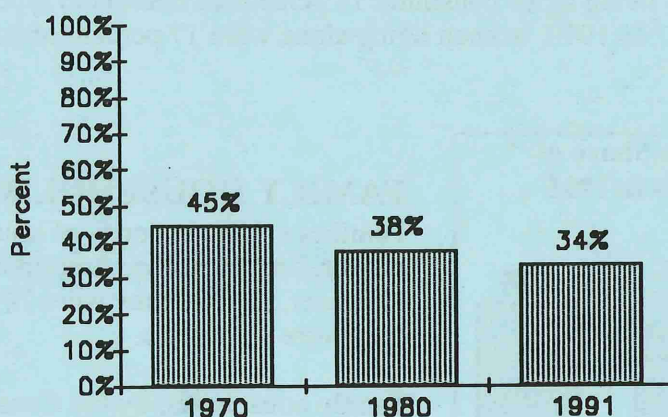


## HOUSEHOLDS WITH CHILDREN

The number of households with children under 18 has steadily declined over the last 20 years, but most of that decline occurred in the 1970s. In 1970, households with children accounted for 45 percent of all households, compared to 38 percent in 1980 and 34 percent in 1990.

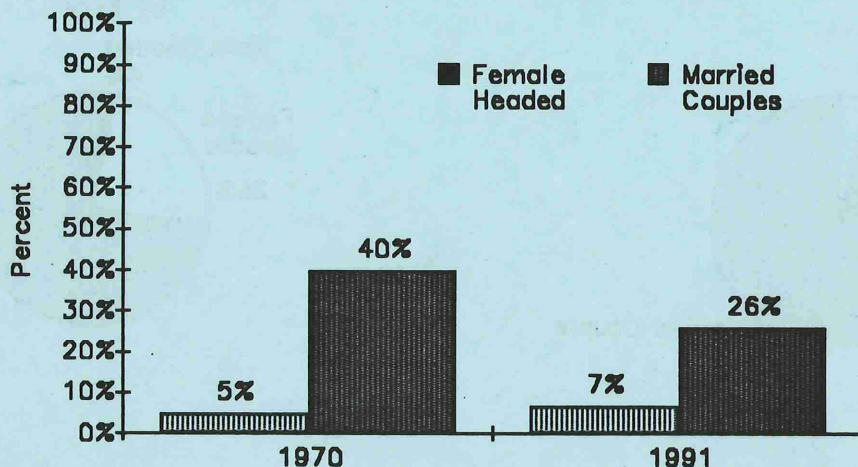
Fewer households include children, and those that have children have fewer children than families of 20 years ago. In 1970, 17 percent of households included families of 3 or more children, compared to just 7 percent of households today.

**Households with Children  
as Share of All Households, 1991**



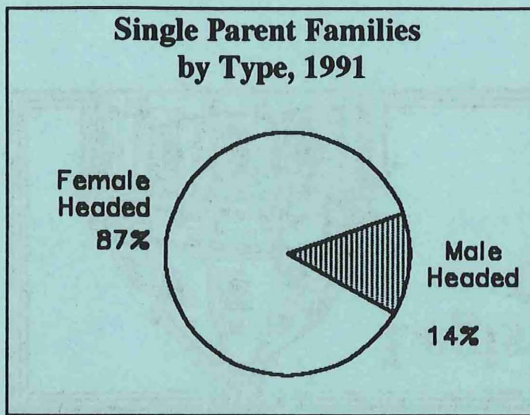
Among households with children, those headed by a married couple constitute a declining share. In 1970, married couple households with children were 40 percent of all households, compared to 26 percent in 1991. Half (49 percent) of married couple families include children. Female headed households increased their share, as shown in the chart below.

**Married Couple and Female-Headed Families with Children  
as Share of All Households, 1991**





**Single Parent Families  
by Type, 1991**



## **SINGLE PARENT HOUSEHOLDS**

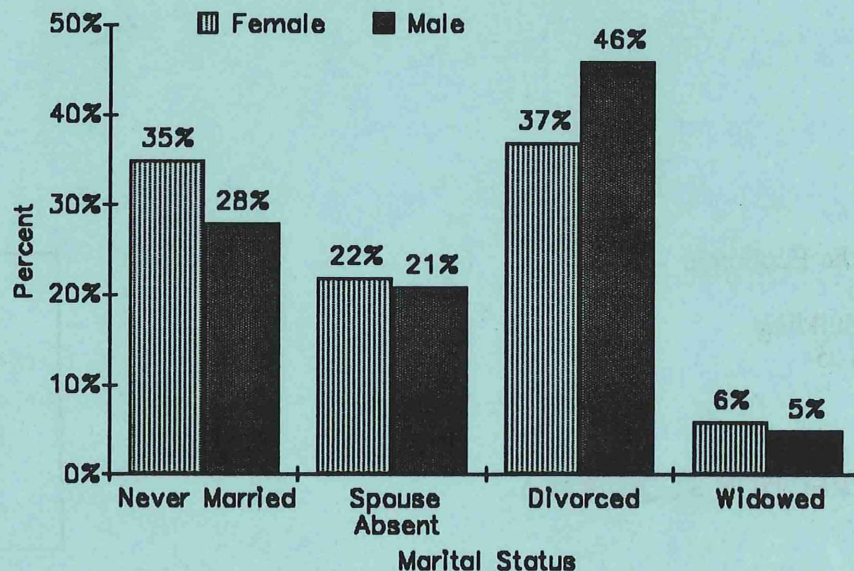
Single parent households are created by divorce, a spouse's absence such as separation, the death of one parent and births or adoptions by a single person.

Single parent families are most commonly headed by females. Eighty-seven percent are female headed and 13 percent are male-headed. Men's share of single parent families has increased slightly over the past 20 years. In both 1970 and 1980, women headed 90 percent of single parent families and men headed 10 percent.

Single parent households are an increasing share of all family households. In 1970, single parent households were 11 percent of families, compared to 15 percent in 1991.

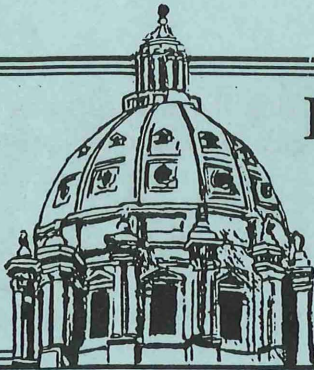
Of all single parent households, divorced and never married persons account for 73 percent of household heads, those who are married with absent spouses are 22 percent and those who are widowed account for only 6 percent.

**Single Parent Householders by Marital Status, 1991**



Nearly half of female headed, single parent families have only one child in the household. Another one-third have 2 children and 13 percent had three children. Only 6 percent of these families had 4 or more children in the household. Ninety percent of male headed, single parent families have two or fewer children.





# Legislative Commission on the Economic Status of Women

Newsletter #174  
85 State Office Building, St. Paul, MN 55155

July 1992  
(612) 296-8590 or 1-800-652-9747

## Commission members:

### Senators

Linda Berglin, Minneapolis  
Janet Johnson, North Branch,  
*Vice Chair*  
Terry Johnston, Prior Lake  
Pat Piper, Austin  
Judy Traub, Minnetonka

### Representatives

Karen Clark, Minneapolis  
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Becky Lourey, Kerrick  
Connie Morrison, Burnsville  
Katy Olson, Sherburne,  
*Chair*

### Staff

Aviva Breen, Director  
Chris Halvorson, Asst. Director  
Cheryl Hoium, Asst. Director

## ANNOUNCEMENTS

The Commission has reprinted its brochure "Parental Leave and the Legal Rights of Pregnant Employees" to reflect changes made to the law in 1992. For copies of the brochure contact the Commission office.

## IN THIS ISSUE

**Child Care in Minnesota**, with data from the Department of Human Services, Resources for Child Caring-St. Paul and the U.S. Bureau of Labor Statistics.

## THE NEED FOR CHILD CARE

In 1970, only 42 percent of all women age 16 and over were in the labor force, compared to 58 percent in 1990. Among women age 29 to 33 (prime child bearing years), 62 percent were in the labor force in 1978, compared to 89 percent by 1988. Women are not choosing part-time work over full-time work to accommodate their child care responsibilities. In 1978, 31 percent of working women worked part-time. By 1988 that percentage shrank slightly to 28 percent, despite an overall increase in the number of part-time jobs during the 1980s.

Today it is estimated only 1 in 3 mothers stays at home to provide full-time care for her young children. Half of all preschoolers spend at least part of a day in care provided by someone other than their parents. In 1970, 29 percent of mothers of children under age 6 worked outside the home, compared to 58 percent in 1990. Among mothers of children under age 1, 54 percent are in the labor force.

Continued on next page



## THE SUPPLY OF CHILD CARE

Throughout the 1980s, the rapid increase in the number of mothers entering the workforce or remaining in the workforce after having children created periodic shortages of child care slots in Minnesota and the nation.

Licensed child care slots expanded 250 percent during the 1980s in Minnesota. Family child care homes alone expanded by 400 percent. Family child care accounts for two-thirds of all licensed child care slots in Minnesota. It is estimated there is one unlicensed family child care home for every two licensed homes.

The need for child care is expected to nearly level off during the 1990s because there are fewer children in the age groups needing care and young women's participation in the labor force is plateauing at a level nearly equal to young men's.

Type of Licensed Child Care	Facilities	Total Spaces
Family Child Care	12,047	124,533
Full Day Center	658	41,743
Half Day Program	460	12,821
Headstart	317	7,771*
<b>TOTAL</b>	<b>13,482</b>	<b>186,868</b>

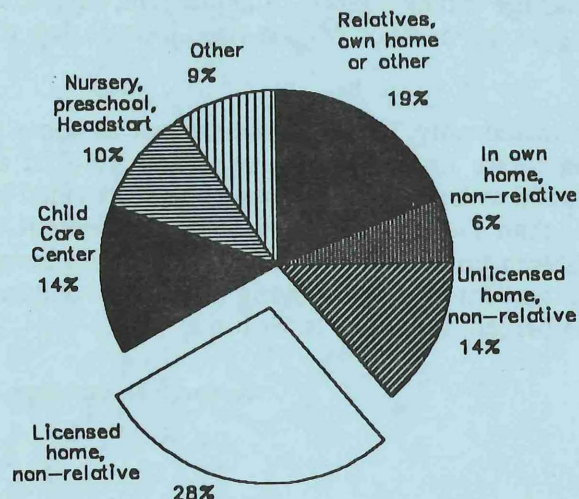
\*Will be expanding because of increased federal appropriation

## CHILD CARE ARRANGEMENTS

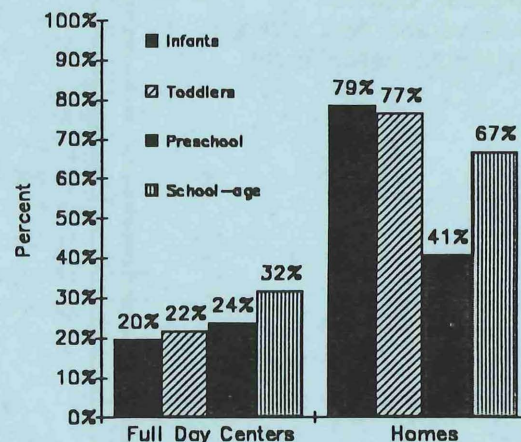
In Minnesota in 1990, the majority of children of working mothers, 52 percent, are cared for in licensed child care, Headstart or other pre-school program. The largest share of children, 28 percent, are in licensed child care homes. Nationally, care by relatives is the most common type of arrangement. Forty percent of working families have children cared for by relatives. However, in Minnesota the percentage is only 19 percent.

Among the children in licensed child care, family child care is the preferred method for all age groups. The chart below shows the percentage by age group of children in licensed child care.

Child Care Arrangements, MN 1990



Children in Licensed Care, MN 1990





## SCHOOL-AGE CHILD CARE IN MINNESOTA

School-age child care programs for those ages 5 to 12, especially those associated with a school district, have increased considerably in Minnesota. However, in 1990, only 139 of 411 districts offered such programs, caring for 17,000 school-age children. More than three-quarters of these programs are located in the Twin Cities metro area.

In a June 1991 survey for the Minnesota Department of Education, parents of school-age children reported that only 23 percent are enrolled in organized child care programs. Three-fifths of school-age children are cared for before and after school by parents or other relatives and 12 percent are at home by themselves. The chart below shows the type of care school age children are in by age.

**Child Care Arrangements of School-Age Children, Minnesota**

Age of Child	Percent Cared for by Parent	Percent enrolled in School Program	Percent in Child Care Centers	Percent at Home by Themselves
Age 5	39	20	7	2
Age 8	52	18	4	4
Age 11	51	3	0	23

## CHILD CARE COSTS

Child care costs in Minnesota vary considerably by type of care and geographic area. Infant care is the most expensive. Child care centers cost more than family homes. The Twin Cities metropolitan area is more expensive than greater Minnesota. In the metro area center care is 23 to 50 percent more costly than family care. In non-metro areas centers are 19 to 28 percent more expensive than family child care homes.

In Minnesota in 1990, average costs for licensed care ranged from a low of \$2,558 annually for a pre-school age child enrolled in a family child care home in Big Stone County, to a high of \$7,108 for an infant enrolled at a licensed child care center in Hennepin County. The chart below shows the costs of care according to the age of children in care.

Licensed Care for Age of Children	Yearly Cost Family Care Metro	Yearly Cost Family Care Non-metro	Yearly Cost Center Care Metro *
Infant	\$4,474	\$3,952	\$6,702
Toddler	\$4,100	\$3,848	\$5,473
Preschool	\$3,904	\$3,822	\$4,816

\*\*Center Care data for all non-metro centers is unavailable. Data on school-age care is available only in average hourly costs.



## CHILD CARE PROVIDERS

While costs to Minnesota families for child care have generally risen faster than the annual Consumer Price Index, providers of child care still have relatively low wages compared to professions with similar skills and training. In a center operating full-time (full day), a teacher earns an average of \$6.03 per hour. While estimating annual income of family care providers is difficult, estimated gross income in 1990 was \$16,000, with net income estimated at \$10,000 annually in Minnesota. Based on a 10-hour work day (children in full time care generally stay about 10 hours and family providers usually have no other staff), the net wage averages \$4 per hour.

Type of Care	Teacher Start	Teacher High	Asst. Teacher Start	Asst. Teacher High	Aide Start	Aide High
All full day centers	\$6.03	\$7.40	\$4.94	\$5.55	\$4.33	\$4.75
Full day non-profit	\$6.31	\$7.79	\$5.04	\$5.66	\$4.30	\$4.78
Full day for profit	\$5.70	\$6.93	\$4.83	\$5.42	\$4.37	\$4.70
Full day accredited	\$7.32	\$9.73	\$5.52	\$6.55	\$4.61	\$5.24

## PROBLEMS IN THE WORKPLACE

The shortages and the high cost of child care have been barriers for some working families. In a 1986 survey by the U.S. Department of Labor, 1.1 million mothers reported that the reason they did not seek employment outside the home was a lack of child care. Another study in 1986 showed that older married mothers were more likely to report they had been absent from work because of child care problems than younger single mothers. Also, mothers with family incomes higher than \$50,000 annually reported more absences than mothers with family incomes of \$15,000 or less. Researchers said these differences could be the result of the older married mother with a longer work history being in more flexible work environments, rather than showing the lack of child care problems for the younger, single mothers.

## EMPLOYEE CHILD CARE BENEFITS

Despite the rapid expansion of child care availability throughout the 1980s, employer-based child care centers--administered by a company on-site for its own employees--have not increased substantially. Currently only 19 companies in Minnesota have on-site child care centers. Of these, 14 are in the Twin Cities metropolitan area, two are in Duluth and 4 are in the outstate cities of Blackduck, Mankato, St. Cloud and Rochester. Of the 19 centers, 10 are run by nursing home or hospital facilities, reflecting the greater need for child care among workers who are predominately female and who work in facilities which operate 24 hours a day.

Employers are more likely to offer child care benefits other than on-site centers, including: flexible work schedules; vouchers or subsidies for child care elsewhere; help in locating child care; or a dependent care account which allows employees to pay for child care expenses with pre-tax dollars. In 1989, 23 percent of medium to large U.S. employers offered dependent care accounts.



## STATE SPENDING ON CHILD CARE

The state of Minnesota has been helping families pay for child care costs for more than a decade primarily through programs that subsidize the costs of child care for low-income families. New federal child care appropriations, the Child Care Development Block Grant and the At-Risk Child Care Program, arrived in Minnesota initially in late 1991 and have resulted in the creation of several new programs and increased funding to existing ones. The chart below shows the various programs and total appropriations from federal, state and county sources for fiscal year 1992.

NAME OF PROGRAM	ALL FUNDING FY '92	ELIGIBILITY/PURPOSE OF THE PROGRAM		
Basic Sliding Fee	\$21.8 Million	Families with incomes up to 75 percent of the state median income,		
HECB Fund	\$2.5 Million	Post-secondary students for child care during school hours.		
STRIDE Child Care	\$15.7 Million	STRIDE training/education programs for: 1) families on AFDC 3 years or more; or 2) those under age 24 with no high school diploma		
ACCESS Child Care	\$6 Million	AFDC families who are not in STRIDE but have an educational/training plan approved by their county.		
Transition Child Care	\$4.7 Million	Families who have left AFDC to take a job; assistance is 1 year.		
Service Development	\$500,000	Grants to improve child care facilities and train workers.		
Resource & Referral	\$1 Million	Grants to counties for developing new child care services.		
County Grants	\$725,000	Funds programs to help parents find child care and other services.		
Accreditation, Certification, Training	\$410,600	Funds collaborative efforts to accredit more child care centers and certify family providers.		
Special Needs	\$235,000	Funds special needs coordinators to increase slots and improve child care for children with special needs.		
Innovative Grants	\$150,000	Grants to programs serving post-secondary students.		
School Age Programs	\$450,000	To develop new and expand existing programs.		
Mentorship Grants	\$500,000	To develop cultural diversity and special needs in school-age programs		
Early Childhood Care & Education Council	\$90,000	Funds a state-level council to coordinate Minnesota's early childhood system.		
<b>TOTAL SPENDING</b>	<b>\$54.8 MILLION</b>	<b>FEDERAL SHARE</b>	<b>STATE SHARE</b>	<b>COUNTY SHARE</b>
		<b>\$26.4 Million</b>	<b>\$26.4 Million</b>	<b>\$ 2 Million</b>

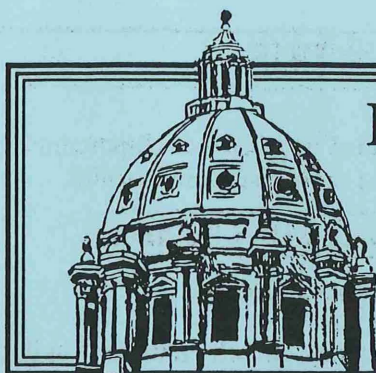
Chart adapted from Minnesota Children's Defense Fund "Funding Minnesota's Child Care System, March 1992.

## PARENTAL LEAVE

Parental leave at the workplace--time off after the birth or adoption of a child--affects a family's child care decisions because licensed care in Minnesota cannot take infants until they are six weeks old. Minnesota law requires unpaid parental leave of 6 weeks after the birth or adoption of a child for employees of companies with 21 or more employees. Only 17 states have any sort of parental, family and/or medical leaves required of employers.

Very few employees nationally have parental leave and even fewer have paid leave. In a 1990 survey 37 percent of full-time workers in medium to large employers had some maternity leave and 18 percent had paternity leave. In smaller companies, 17 percent had maternity leave and 8 percent had paternity leave benefits. Only 3 percent of workers for medium to large companies had some kind of paid maternity leave available, and only 2 percent in small firms. The average duration of maternity leaves was 13 weeks. Paid paternity leave was available to one percent of workers in medium to large companies and to less than 1 percent in small companies.





# Legislative Commission on the Economic Status of Women

Newsletter #1750  
85 State Office Building, St. Paul, MN 55155

August 1992  
(612) 296-8590 or 1-800-652-9747

## Commission members:

### Senators

Linda Berglin, Minneapolis  
Janet Johnson, North Branch,

#### *Vice Chair*

Terry Johnston, Prior Lake  
Pat Piper, Austin  
Judy Traub, Minnetonka

### Representatives

Karen Clark, Minneapolis  
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Becky Lourey, Kerrick  
Connie Morrison, Burnsville  
Katy Olson, Sherburne,

#### *Chair*

### Staff

Aviva Breen, Director  
Chris Halvorson, Asst. Director  
Cheryl Hoium, Asst. Director

## IN THIS ISSUE

***Just the facts,*** an overview of various data about U.S. women from the most recent surveys available. Categories include household and family status, marital status and fertility, income and poverty, age and life expectancy and labor force participation.

The data are from the years 1990 and 1991 and vary because some detailed data are not yet available for 1991. Data come primarily from sources such as the U.S. Bureau of the Census--Current Population Reports, the U.S. Department of Labor--Bureau of Labor Statistics and the National Center for Health Statistics.

## ANNOUNCEMENTS

### New brochures

The Commission has recently updated two of its brochures, "The Legal Right to Child Support" and "Parental Leave and the Legal Rights of Pregnant Employees." For copies of the brochures call the Commission office.

### Public hearing

The Commission will be having a public hearing in Alexandria in September. The date is not yet set but persons interested in testifying may call the Commission office.



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## HOUSEHOLD AND FAMILY STATUS

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### Households\*

#### *Household size has declined.*

The average number of persons per household in 1991 was 2.63, a decline from 2.76 in 1980 and 3.14 in 1970.

One-quarter of households in 1991 consisted of one person living alone. Sixty percent of these single-person households are women.

In 1990, 15 percent of women lived alone, compared to 12 percent in 1970.

#### *The number of married couple households has declined, while the number of single parent households and persons living alone has increased.*

Married couple households constituted 55 percent of households in 1991. In 1970, married couple households were 71 percent of all households.

The number of unmarried-couple households grew by 80 percent during the 1980s, from 1.6 million in 1980 to 2.9 million in 1990. In 1990, these households still constituted less than 3 percent of all households.

Non-family households represented over 30 percent of all households in 1991. They were less than one-fifth of all households in 1970.

In 1991, 29 percent of households were maintained by women, compared to 21 percent in 1970.

In 1991, 17 percent of all households were non-family households headed by women up from 12 percent in 1970.

### Families\*

#### *Fewer families are likely to be married couple families.*

Seventy-nine percent of family households in 1991 were married couple families. In 1970, married couple families were 87 percent of all families.

In 1991, female-headed families comprised 12 percent of all families, compared with 9 percent in 1970.

In 1991, male-headed families were 4 percent of all families, compared with 2 percent in 1970.

### Families with Children

#### *Fewer families contain children.*

In 1991, 34 percent of all families included children. In 1970, the percentage was 45 percent.

Married couple families without children increased from 43 percent in 1970 to 53 percent in 1991.

#### *Children are more likely to live in female-headed families than they were 20 years ago.*

In 1990, 73 percent of children under 18 lived with two parents, though not necessarily both their biological parents. This compares to 85 percent in 1980.

The percentage of children living in female-headed families doubled in the previous 20 years, from 11 percent in 1970 to 22 percent in 1991.

In 1990, 22 percent of children lived only with their mother. Three percent of children lived with their father and 3 percent lived with neither parent.

#### *More families are headed by only one parent.*

In 1991, 25 percent of families with children were one-parent families, compared with 11 percent in 1970.

Of all families with children, 75 percent were married couple families, compared to 89 percent in 1970.

In 1991, 21 percent of families with children were female-headed families, up from 10 percent in 1970.

Male-headed families increased from 1 percent to 4 percent of families with children from 1970 to 1991.

\*\*Households" consist of all persons who occupy a housing unit. Households are classified as either family and non-family. A "family" has at least two persons related by marriage or birth and adoption.



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## MARITAL STATUS AND FERTILITY

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*Today more women are likely to be single, widowed or divorced than they were 20 years ago.*

In 1990, 57 percent of women ages 15 and older were married, compared to 65 percent in 1970.

The percentage of women who were widowed grew dramatically from 3 percent in 1970 to 12 percent in 1990.

There were more than 5 times as many widowed women as there were widowed men in 1990. Nearly 12 percent of all women were widowed, compared to just 2 percent of men.

The percentage of divorced women increased from 7 percent in 1970 to 9 percent in 1990.

The percentage of single (never married) women declined from 25 percent in 1970 to 23 percent in 1990.

For women ages 20 to 24, 64 percent were single in 1991, compared to 36 percent in 1970. For women ages 25 to 29, 32 percent were single in 1991, compared to only 11 percent in 1970.

*Women and men are marrying at later ages than they have in the recent past.*

The median age for women at first marriage in 1991 was 24.1, compared to 20.8 in 1970. For men the average age was 26.3 in 1991, compared to 23.2 percent in 1970.

### Divorce

*The divorce rate leveled off in recent years after two decades of growth.*

In 1991, there were 4.7 divorced persons for every 1,000 people, compared with 5.2 in 1980 and 3.5 in 1970.

### Birth Rates

*Birth rates for women have remained relatively unchanged over the past 20-year period, but are significantly lower than 30 years ago.*

For every 1,000 women ages 15 to 44 (the prime child-bearing years), 67 gave birth in 1990. This rate has fluctuated only slightly since 1975. In 1960, the birth rate was 118 per 1,000 women.

*Women are having children later in life.*

Women ages 30 to 34 had a birth rate of 80.4 births per 1,000 women in 1990. In 1976 the birth rate for women in this age group was 56.4 per 1,000 women.

Women ages 35 to 39 had birth rates of 37.3 per 1,000 women in 1990, compared to 22.6 per 1,000 in 1976 and 26.9 per 1,000 in 1980.

Birth rates among women over age 40 remain low. Only 2 percent of all births in 1990 were to women over age 40.

In surveying women's intentions for bearing children, those ages 18 to 34 said they would have 2.1 children, compared with 2.5 children in 1980 and 3.7 in the late 1950s.

*Births to unmarried women are decreasing among teenagers and increasing among older age groups.*

Twenty-three percent of births in 1990 were to unmarried women, compared to 11 percent in 1970.

Thirty-nine percent of births to unmarried women were to those ages 20 to 24 in 1990. Twenty percent were ages 25 to 29 and 16 percent were ages 30 to 44.

In 1990, 25 percent of unmarried women giving birth were age 15 to 19, compared to 48 percent in 1970.



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## AGE AND LIFE EXPECTANCY

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### *Women continue to live longer than men.*

Girls born in 1990 can expect to live 79 years, compared to boys who will live 72 years.

Girls born in 1970 could expect to live 74.7 years and boys 67.1 years. It is expected that by the year

2010, women's life expectancy will be 81.3 years and men's will be 74.4 years.

In 1991, 14 percent of females were age 65 and older, while 10.4 percent of males were in this age group.

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## INCOME AND POVERTY

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### *Women earn 71 cents for every dollar earned by men.*

Median annual earnings\* for full-time, year-round workers in 1990 were \$19,816 for women and \$27,866 for men.

Women's median annual income was \$10,070 and men's median annual income was \$20,29 in 1990.

### *The income gap between men and women exists regardless of their educational levels.*

The median income of full-time, year-round women workers with 4 years of college was \$20,363 in 1990, while men with four years of college had incomes of \$35,181 annually.

### *Married couple families have the highest incomes of all types of families.*

Married couple families with both spouses working had incomes of \$39,865 in 1990, while those with just the husband employed had incomes of \$27,600 annually.

The median income for divorced women was \$15,639 in 1990, compared with \$20,588 for divorced men.

### Families with Children

### *Income is affected by the number of children in a family.*

In 1990, married couple families with no children had a median income of \$38,254. Married couple families with all children under 6 had a median income of \$37,789. Married couple families with some children under 6 and some 6 to 17 had a median income of \$37,545. And married couple

families with all children 6 to 17 had a median income of \$45,056 annually.

Single mothers had an average annual income of \$13,092 in 1990. For those with children only under age 6, family income was \$9,647 while those with children age 6 to 17 only had incomes of \$16,673 annually.

### Poverty

### *Women are more likely than men to be poor; children are the most likely to be poor.*

In the U.S. in 1990, 13.5 percent of the population lived in poverty.

Over three-quarters of the 33.6 million Americans living in poverty in 1990 were women and children.

### *The percentage of children in poverty has risen.*

The poverty rate for all children in 1990 was 21 percent, the highest percentage of any age group, compared to 15 percent for 1970. In 1980 it was 18 percent.

The poverty rate of children in all families was 20 percent in 1990, but for children in female-headed families 53 percent were poor.

### *The presence of children increases the likelihood of a family living in poverty.*

In 1990, one-fifth of all families with children were in poverty. For those with children under age 6 the rate was 23 percent.

\* "Earnings" are defined as wage or salary income and net self-employment income. "Income" includes earnings, unemployment compensation, Social Security, public assistance, veteran's benefits, pensions, interest and any other income.



***Families headed by women have the highest poverty rates.***

For female-headed families, 33 percent lived in poverty. In 1990, 6 percent of married couple families and 12 percent of male-headed families lived in poverty.

In 1990, 60 percent of female-headed families with children under age 6 were in poverty.

In 1990, 20 percent of families with children under 18 and 23 percent with children under age 6 were in poverty.

***Older women are more likely to be poor than their male counterparts.***

Of all poor people, 11 percent were ages 65 and over. Women over 65 accounted for 8 percent of the poverty population in 1990, while men in this age group were only 3 percent of the poverty population.

***Older persons living in families were less likely to be poor than those not part of a family.***

The poverty rate for women ages 65 and older living in families in 1990 was 15 percent for women, compared to 8 percent for men in the same group. For those living in non-family situations, 27 percent of the women and 17 percent of the men were in poverty.

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## **LABOR FORCE PARTICIPATION**

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***Labor force participation among women has grown dramatically, especially among certain age groups.***

Of women age 16 and over, 57 percent were employed in 1990, compared to 41 percent in 1970.

In 1991, the age group of women with the highest labor force participation rate was those ages 40 to 44, with 79 percent of these women working. In contrast, 93 percent of men in this age group are in the labor force.

***While women's share of the labor force has increased while men's share has declined.***

In 1990, women constituted 45 percent of all workers, up from 33 percent in 1960. Men's share has declined from 67 percent in 1960 to 55 percent in 1990. By the year 2005 women will make up an estimated 47 percent of the labor force.

***Most women in the labor force are working full-time, regardless of their marital status.***

Only 24 percent of working women worked part-time in 1991.

Seventy-three percent of married women, 80 percent of divorced, widowed or separated women and 67 percent of single women worked full-time, year-round in 1991.

***Most married women are working.***

Of all married women, 60 percent were employed in 1991. For working married women, 86 percent of their husbands were employed, 5 percent were unemployed and 8 percent had husbands not in the labor force.

***In 1990, nearly 40 percent of the women in the labor force were mothers.***

Sixty-seven percent of married women with children were in the labor force in 1990, compared to only 30 percent in 1970.

Fifty-three percent of mothers of newborn children were in the labor force in 1990, compared to 38 percent in 1980 and 31 percent in 1976.

Fifty-four percent of married women with children 1 year or under were in the labor force.

Fifty-eight percent of married women with children age 6 and under were in the labor force in 1989.

Seventy-four percent of married women with children ages 6 to 17 were in the labor force in 1989, compared to only 49 percent in 1970.

***Women are the majority of minimum wage workers.***

Sixty-three percent of all workers earning minimum wage or less are women.





# Legislative Commission on the Economic Status of Women

Newsletter #176\*

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September 1992

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Cheryl Hoium, Asst. Director

## IN THIS ISSUE

*Minnesota Women 1990*, including detailed 1990 census data regarding women's participation in the labor force. This is the first detailed information available regarding women's labor force status and is the first in a series of newsletters the Commission will produce from the census data. Included here are labor force participation by parental status, age of children, geographic location, race, disability and participation in the armed forces.

Labor force participation is defined by the Census as full- or part-time employment and includes those who are considered unemployed but looking for work.

## ANNOUNCEMENTS

The Commission's current toll-free number, listed at the top of this page, will be changed in November. The new number is not yet available. Please check the October newsletter's announcements for the new toll-free number.



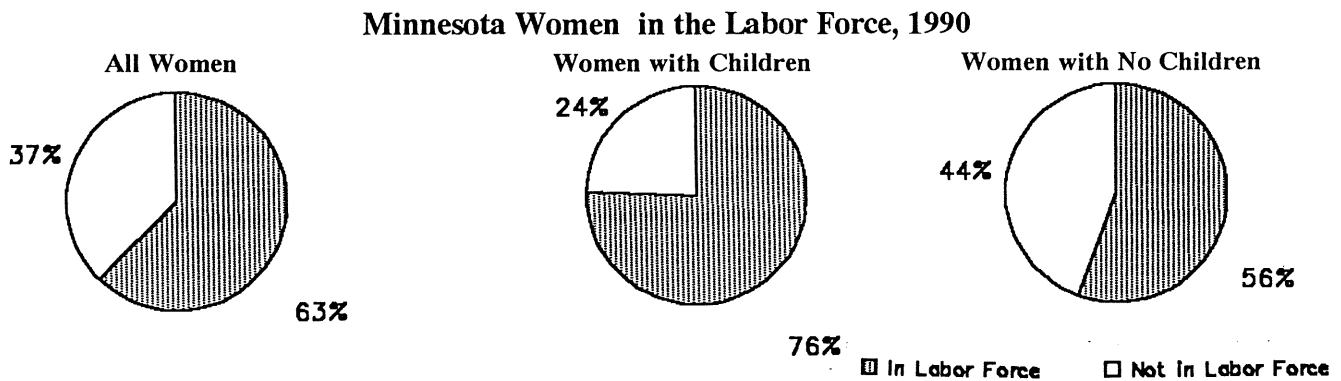
## WOMEN IN THE LABOR FORCE

In 1990 in Minnesota, 63 percent of all women ages 16 and over are in the paid labor force, up from 54 percent in 1980. This represents 1.2 million women in the state.

Labor force participation rates among women vary substantially between the 7-county metropolitan area and Greater Minnesota. In the metropolitan area, 68 percent of all women are in the labor force, compared to 57 percent of women in Greater Minnesota. Among women who are not considered part of the labor force, 55 percent are in Greater Minnesota and 45 percent are in the 7-county metro area.

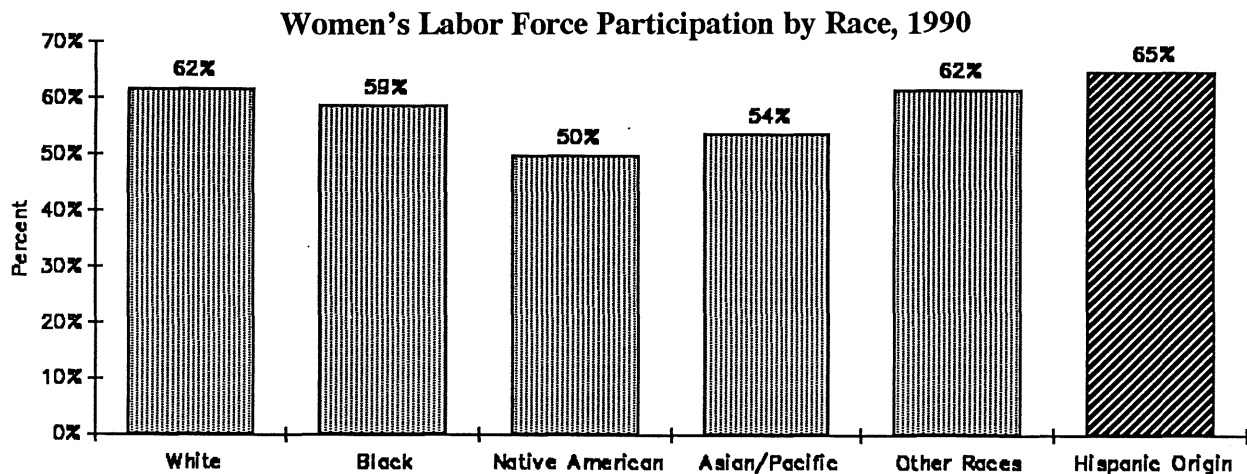
In the metro area, 64 percent of women without children are in the labor force, compared to 47 percent in the non-metropolitan area. Non-metro area women without children are less likely to be working than their metropolitan counterparts.

## LABOR FORCE PARTICIPATION BY RACE



Labor force participation rates vary among women of different races and ethnic backgrounds. Women of Hispanic background (any race) had the highest rates, with 65 percent of these women in the labor force. Native American women had the lowest rates with only 50 percent in the labor force. White women had a labor force participation rate of 62 percent, compared to 59 percent of black women. Asian/Pacific women had rates of 54 percent and women of all other races (multi-racial, multi-ethnic, inter-racial for example) had a 62 percent participation rate. The chart below shows the percentage of labor force participation of women by race.

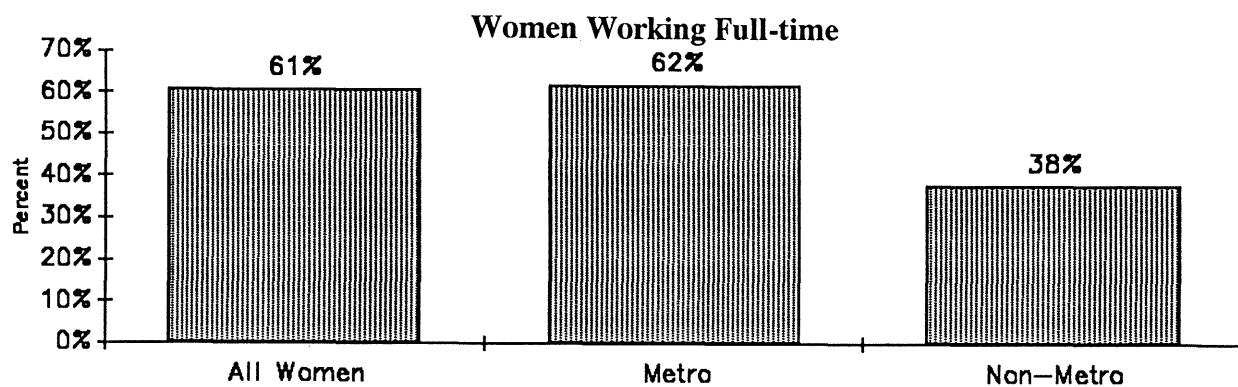
The labor force of women in Minnesota is 96 percent white, 2 percent black, 1 percent Asian, 1 percent Indian. All other racial and ethnic groups each represent less than one percent of the women in the labor force. People of Hispanic origin (any race) account for less than 1 percent of all women in the labor force.





## PART-TIME VS. FULL-TIME EMPLOYMENT FOR WOMEN

Among all women ages 16 and over in the labor force, 43 percent are working full-time, year-round and an additional 18 percent work full-time at least part of the year. Metro area women are far more likely than their outstate counterparts to be working full-time. In the metro area, 47 percent are working full-time, year-round, while only 37 percent of outstate women work full-time.



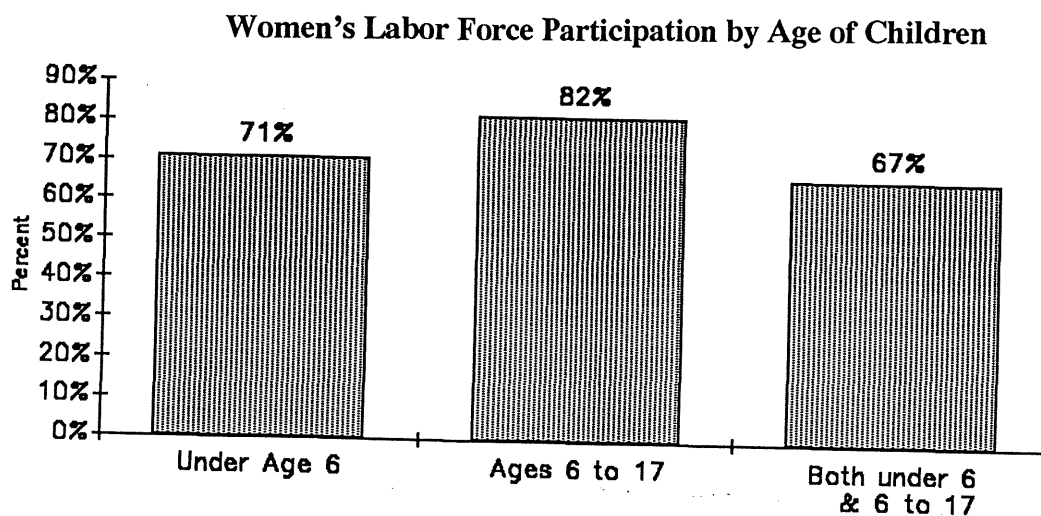
## LABOR FORCE PARTICIPATION BY AGE OF CHILDREN

Women with children are more likely to be working than women without children. Three-quarters of women with children are in the labor force. This represents a substantial change from 1980, when only 60 percent of women with children were in the paid labor force. Among women with no children, only 56 percent are working in 1990.

Women with younger children were only slightly less likely than those with older children to be in the labor force. Seventy-one percent of mothers with children only under age 6 were in the labor force, compared to just 50 percent in 1980.

Among women who had children only ages 6 to 17, 82 percent are in the labor force. The labor force participation rate for women with children is lowest for those with children in both age groups. Only 67 percent of these mothers participated in the labor force.

Among women with children, labor force participation rates are nearly the same in the metro area and the 80 counties of outstate Minnesota. In both areas, 71 percent of those with children only under age 6 are working. Among women with children only age 6 to 17, 82 percent are working in both the metro area and the non-metro area. For those with children in both age groups, a slightly higher percentage, 69 percent, of women in Greater Minnesota are in the labor force, compared to 66 percent in the metro area.





## LABOR FORCE STATUS OF PARENTS

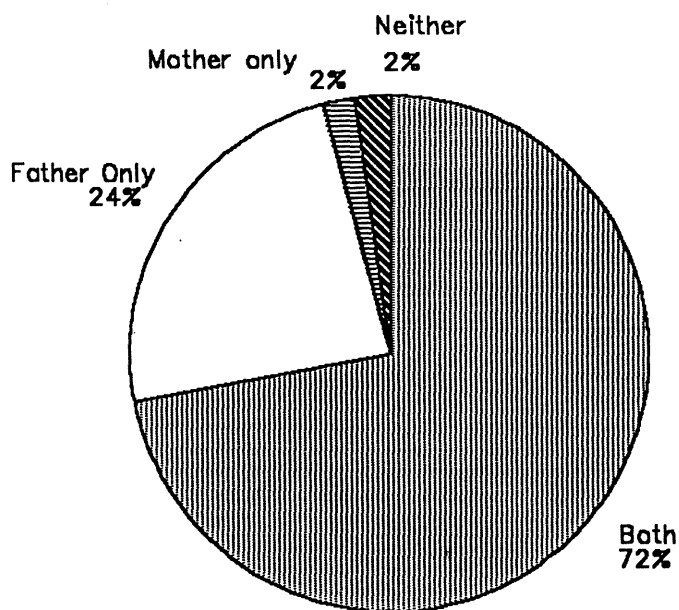
Most children lived in households with two parents (not necessarily both biological parents) and both parents were in the labor force. The two parents may not. Eighty-three percent of the 1.1 million children in Minnesota lived in two-parent families in 1990. Fourteen percent lived with their mothers only and three percent lived with fathers only.

Among children living with both parents, 72 percent had both parents in the labor force. Another 24 percent of these households had just the fathers working. Only two percent had mothers only working and another two percent had neither parent in the labor force.

In mother-only households, 67 percent of mothers participated in the labor force. In father-only households, 89 percent of fathers were in the labor force.

Among children under age 6, 67 percent of those living with both parents had both parents in the labor force, 30 percent had fathers only working and 2 percent had mothers only at work. For another 2 percent of these children, neither parent is in the labor force.

**Children in Two-Parent Families,  
Labor Force Participation of Parents, 1990**



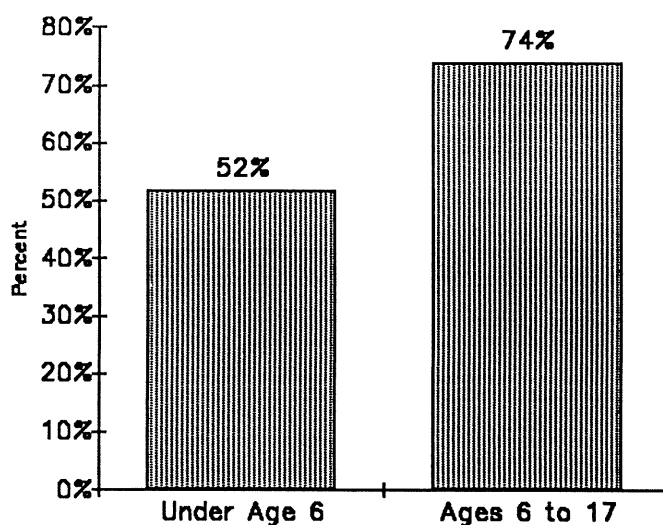


In mother-only households, 52 percent of children under age 6 had mothers in the labor force. Mothers are in the paid labor force for 55 percent of these children living only with their mothers in Greater Minnesota, compared to 51 percent in the metro area. In father-only households, 88 percent of fathers with children under 6 worked. These rates are only slightly higher for metropolitan children than those in Greater Minnesota.

For children ages 6 to 17 living with both parents, three-quarters had both parents in the labor force. Fathers were the sole workers in only 22 percent of these two-parent households. Two percent of these families had only the mothers in the labor force and another two percent had neither parent in the labor force.

In mother-only households with children age 6 to 17, 74 percent of mothers were in the labor force. In father-only households with children ages 6 to 17, 90 percent of fathers are in the labor force.

**Children in Female-Headed,  
Labor Force Participation of Parents, 1990**



## **WOMEN IN THE ARMED FORCES**

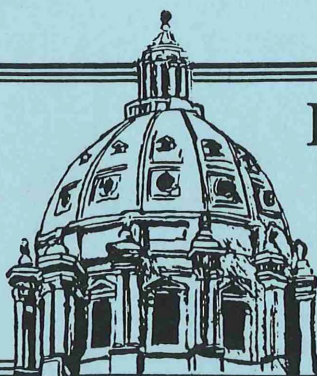
Of the 1.7 million women age 16 to 64 in the labor force in Minnesota, 381 were members of the armed forces. In addition, there are nearly 16,000 women who were veterans. About one-third of these veterans are over age 65.

## **WOMEN AND DISABILITY**

Just over 10 percent of all women ages 16 and over have a work disability and half of these women were over age 65. Four percent of employed women have a work disability. A work disability is defined as a health condition that lasted for 6 or more months and limited the kind or amount of work an individual could do.

Of women ages 16 to 64 with a work disability, 44 percent were employed. Among women with work disabilities who were not employed, three-quarters were prevented from working because of their disability.





# Legislative Commission on the Economic Status of Women

Newsletter #177<sup>8</sup>

85 State Office Building, St. Paul, MN 55155

October 1992

(612) 296-8590 or 1-800-657-3949

## Commission members:

### Senators

Linda Berglin, Minneapolis  
Janet Johnson, North Branch,

*Vice Chair*

Terry Johnston, Prior Lake

Pat Piper, Austin

Judy Traub, Minnetonka

### Representatives

Karen Clark, Minneapolis

Alice Hausman, St. Paul

Becky Lourey, Kerrick

Connie Morrison, Burnsville

Katy Olson, Sherburne,

*Chair*

### Staff

Aviva Breen, Director

Chris Halvorson, Asst. Director

Cheryl Hoium, Asst. Director

## ANNOUNCEMENTS

### New brochures

The Commission has reprinted two of its brochures.

"Marriage Dissolution and the Law" reviews the legal aspects of divorce in Minnesota and "The Commission on the Economic Status of Women" gives an overview of the Commission's mission, members and publications.

### New toll-free telephone number

The Commission's toll-free number for outstate callers has been changed to 1-800-657-3949. Please make a note of it.

## IN THIS ISSUE

**Household and family characteristics** from the 1990 Census of Minnesota. This data, including family types, the living arrangements of children and women's marital status, only recently became available from the census taken two years ago.



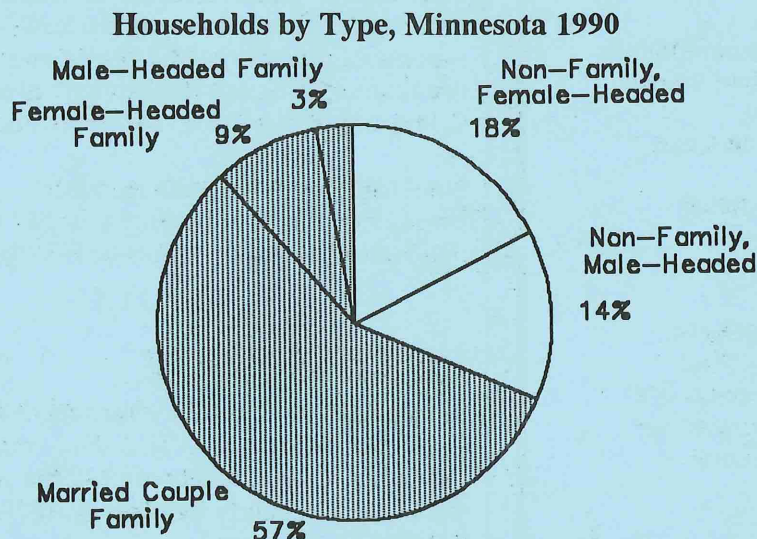
## HOUSEHOLDS BY TYPE

In the Census Bureau definition, a household consists of all persons occupying a housing unit. Households are classified as family or non-family. Families are two or more people living together who are related by birth, marriage or adoption.

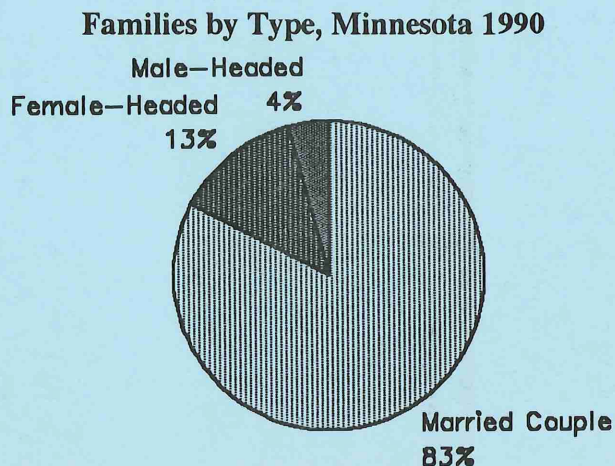
## FAMILY HOUSEHOLDS

Family households remain the most common type of household in Minnesota, but they represent a declining share from 10 years ago. In 1990 family households were 69 percent of the 1.6 million households in the state, compared to 72 percent of the 1.4 million households in 1980. Nationally, the percentage of family households was 71 percent.

Greater Minnesota had a slightly higher percentage of families than the 7-county metropolitan area in 1990. The 7-county area in the census includes Anoka, Carver, Dakota, Hennepin, Ramsey, Scott and Washington counties. The remainder of the state is referred to here as greater Minnesota, outstate Minnesota or the non-metropolitan area. In the metro area, 67 percent of all households were families, while they were 71 percent of households in greater Minnesota. The chart below shows Minnesota households by type for 1990.



Married couple families were overwhelmingly the most common form of family household in 1990, accounting for 83 percent of families. This was down only slightly from 84 percent in 1980. Families headed by women were 13 percent of all family households and this share is the same as in 1980. Families headed by men were only four percent of all family households, up from 3 percent in 1980. The chart below shows family households by type.





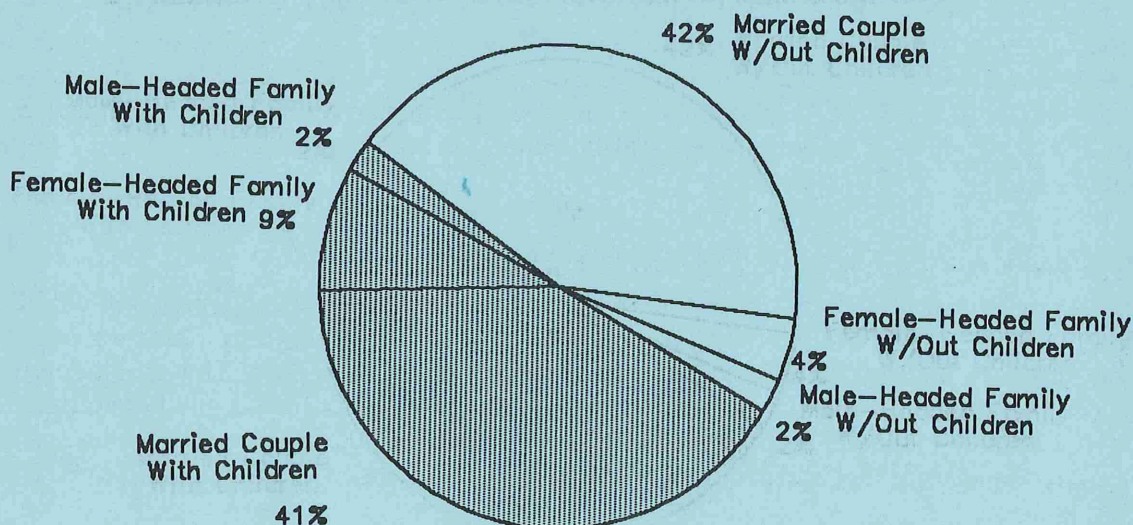
Overall, 81 percent of all persons in Minnesota lived in families in 1990. The average family household size in 1990 was 3.13 persons in Minnesota, down slightly from 3.29 persons in 1980. In 1990, average family household size in the U.S. was 3.17 persons.

Eighty-five percent of family households consist of 2 to 4 people. Two-person families made up the largest share of families in both metro and non-metro areas of the state. The metro area had a higher percentage of families of 3 to 4 persons, while the percentage of families of 6 or more persons was slightly higher in greater Minnesota. Four percent of all families in the 7-country metro area were six or more persons and 5 percent of all non-metro families were this size.

### FAMILY HOUSEHOLDS WITH CHILDREN

Families with children accounted for 52 percent of all families, compared to 54 percent in 1980. Nationally, 49 percent of families contained children in 1990. Families with children were 36 percent of all household types in Minnesota.

Families by Type and Presence of Children, Minnesota 1990



The percentage of married couples with children has declined slightly over the last decade. In 1990, half of married couple families had children and half did not, compared to 54 percent who did and 46 percent who did not in 1980. For female-headed families, however, the percentage with children increased. In 1990, 68 percent of these families had children, compared to 62 percent in 1980. An increasing share of male-headed families had children in 1990, when half had children and half did not. In 1980, only 36 percent of male-headed families had children.

Among family households with children, 80 percent were married couples, 16 percent were female-headed and 4 percent were male-headed. One in five families with children were single-parent families. Among single-parent families, four-fifths were female-headed. Nationally, nearly one in four families with children were single-parent families and female-headed families accounted for 85 percent of these families.

Greater Minnesota had a slightly higher percentage of married couple families and a slightly lower percentage of female-headed families with children than the state's metropolitan area.



## NON-FAMILY HOUSEHOLDS

Non-family households, unrelated individuals living together or single persons, account for a greater share of households than they did 10 years ago. In 1990, 31 percent of households in Minnesota were non-family, while they were 28 percent in 1980.

In fact, one-quarter of all households in the U.S. and in Minnesota consist of persons living alone. In 1980, persons living alone made up 23 percent of all households in 1980. Fully 80 percent of non-family households consisted of only one person.

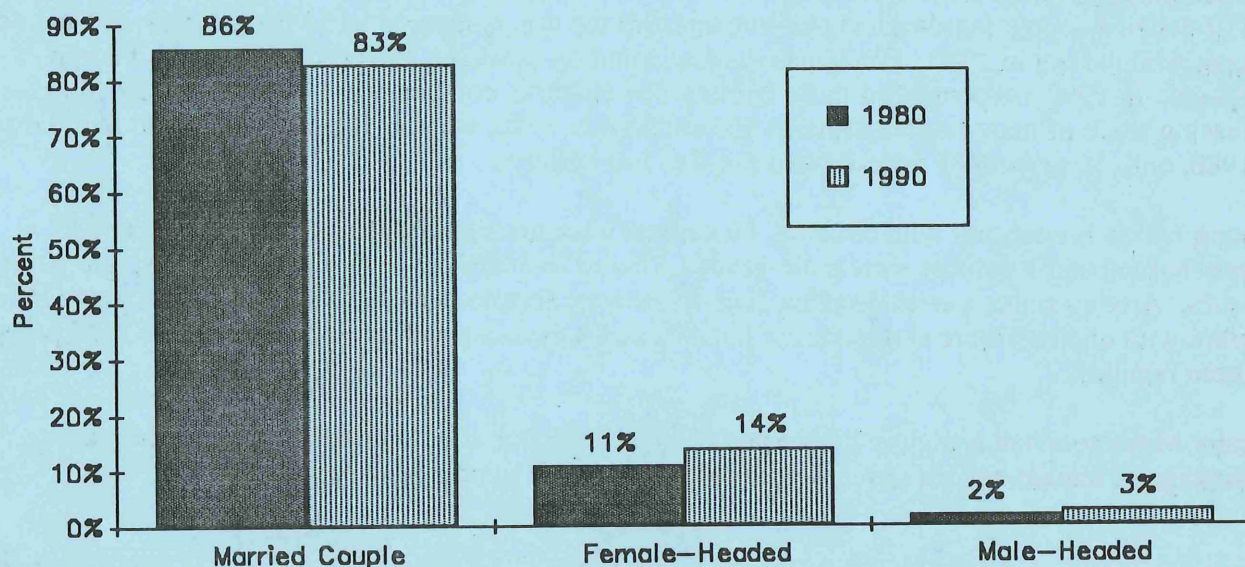
One-third of non-family households in Minnesota were men living alone and 48 percent were women living alone. Of persons living alone, 32 percent were women over age 65 and 8 percent were men over age 65. Of the persons age 65 and older living alone, 79 percent were women and 21 percent were men.

While persons living alone were slightly more likely to live in the metro area than outstate Minnesota, (54 percent vs. 46 percent), even greater differences exist by age and sex. Younger women were a greater share of metropolitan households and older women constituted a greater share of outstate area households. Among females under age 65 living alone, 66 percent are in the 7-county region, while 57 percent of women over 65 living alone were in greater Minnesota. Three-fifths of younger men living alone are in the metro area, while 63 percent of men over age 65 and living alone are in greater Minnesota. Fifty-eight percent were in the greater Minnesota and 42 percent were in the 7-county metropolitan area.

## LIVING ARRANGEMENTS OF CHILDREN

Another way to look at household characteristics is to review the living arrangements of children. The vast majority (83 percent) of children in Minnesota lived in families headed by a married couple, with 14 percent in female-headed families and 3 percent in male-headed families. This varies somewhat from national data which show that 75 percent of children lived in married couple families and 22 percent lived in female-headed families in 1990. There is little variation in family type by age of the children. Among Minnesota children living in single-parent families, 82 percent were in families headed by women.

Living Arrangements of Children by Type of Household, Minnesota 1990





While children in married couple families are fairly evenly distributed throughout the state, those in female-headed families are more likely to live in the metro area. Three-fifths of these children living only with their mothers are in the metro area. Younger children are more likely to live in the metro area, while older children are more likely to be in greater Minnesota.

Seventeen percent of children in the metro area are in female-headed families, compared to 11 percent of children in outstate Minnesota. Among children in greater Minnesota, 86 percent live in a married couple family compared to 80 percent of those in the metro area.

## MARITAL STATUS OF WOMEN

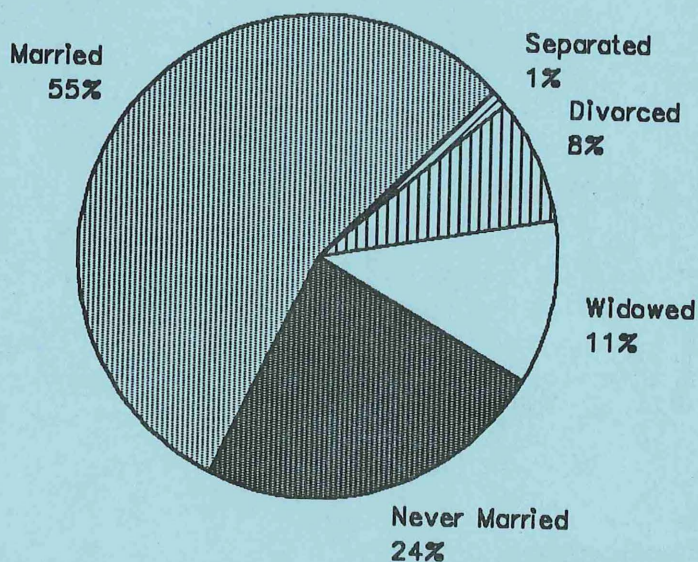
In 1990, just over half of Minnesota women age 15 and older were married and the remainder were single, divorced, separated or widowed. Fifty-five percent of Minnesota women were married, compared to 53 percent in the U.S. In 1980, 57 percent of Minnesota women were married.

Nearly one-quarter (24 percent) of Minnesota women were single (never married) in 1990. This was virtually unchanged from 1980 when 25 percent of women were single. In 1990, over 9 percent of women said they were divorced or separated, up from just under 7 percent in 1980. The percentage of Minnesota women who were widowed has remained unchanged from 1980 at 11 percent.

The geographic distribution of women by marital status varies. Among women who were single, separated or divorced, three-fifths lived in the metro area in 1990, while 56 percent of widowed women lived in greater Minnesota. Married women were evenly distributed between the metro and non-metro areas of the state.

While 27 percent of metro area women were single (never married) in 1990, 21 percent of greater Minnesota women were single. In the metro area, 52 percent of women were married, compared to 59 percent in greater Minnesota. Only 9 percent of women in the metro area were widowed, compared to 13 percent in the outstate areas.

Marital Status of Women, Minnesota 1990



## Marital Status by Age

By age 25 to 34, 23 percent of women had never married, and in the 35 to 44 age group 10 percent had never married. By the age of 45 and over, however, 95 percent of women had been married at least once. Among all women who have not married, 61 percent are age 15 to 24, 22 percent are age 25 to 34, 8 percent are ages 35 to 44 and 10 percent are age 45 and older.





# Legislative Commission on the Economic Status of Women

Newsletter #179

85 State Office Building, St. Paul, MN 55155

November 1992

(612) 296-8590 or 1-800-657-3949

## Commission members:

### Senators

Linda Berglin, Minneapolis  
Janet Johnson, North Branch,  
*Vice Chair*  
Terry Johnston, Prior Lake  
Pat Piper, Austin  
Judy Traub, Minnetonka

### Representatives

Karen Clark, Minneapolis  
Alice Hausman, St. Paul  
Becky Lourey, Kerrick  
Connie Morrison, Burnsville  
Katy Olson, Sherburne,  
*Chair*

### Staff

Aviva Breen, Director  
Chris Halvorson, Asst. Director  
Cheryl Hoium, Asst. Director

## ANNOUNCEMENTS

Please note that the Commission has a different toll-free number. As of November 1, the number is 1-800-657-3949.

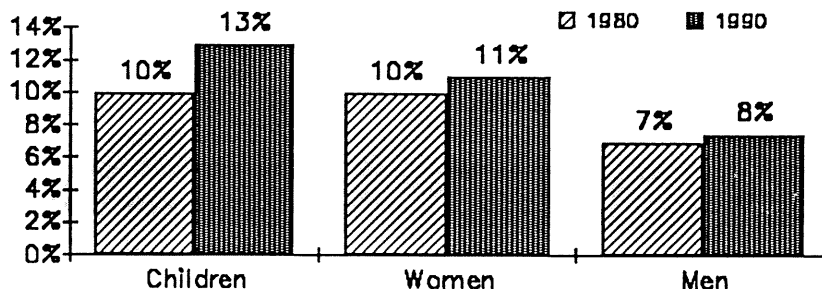
## IN THIS ISSUE

**Poverty in Minnesota 1990**, featuring data from the 1990 Census of the state.

## POVERTY OF PERSONS

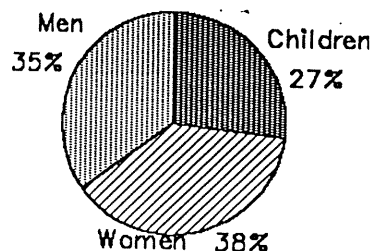
In Minnesota in 1990, 10 percent of all people were living below the poverty level established by the federal government. This compares to 14 percent of all people in the U.S. that same year. In 1980, 9 percent of Minnesotans lived in poverty.

Poverty Rates of Children,  
Women & Men, MN 1980 & 1990



Of the persons in poverty, 38 percent were women, 35 percent were men and 27 percent were children.

Distribution of People  
in Poverty, MN 1990





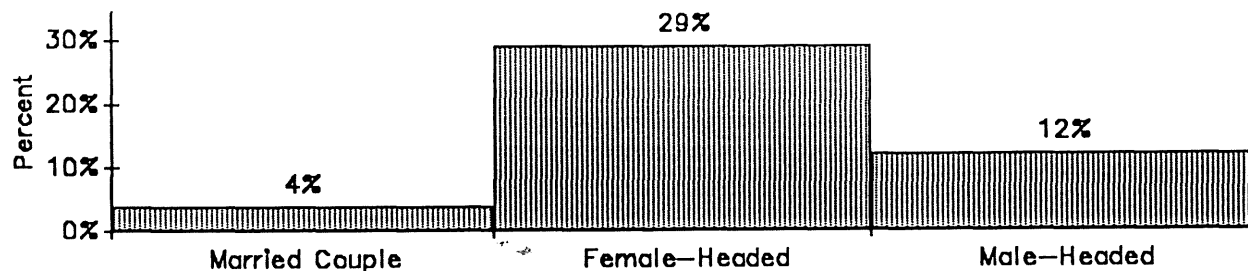
## POVERTY IN FAMILIES

Seven percent of Minnesota families lived in poverty in 1990, the same as 1980. In the U.S., 12 percent of families were poor in 1990. The rate varies substantially by the type of family and whether or not the family includes children.

Married couple families are 46 percent of poor families, while female-headed families are 48 percent and male-headed families are 7 percent.

Married couple families are least likely to be in poverty. In 1990, only 4 percent of these lived below the poverty level, while 29 percent of female-headed families were in poverty. In 1980, 23 percent of female-headed families were in poverty. The chart below shows poverty rates by type of family.

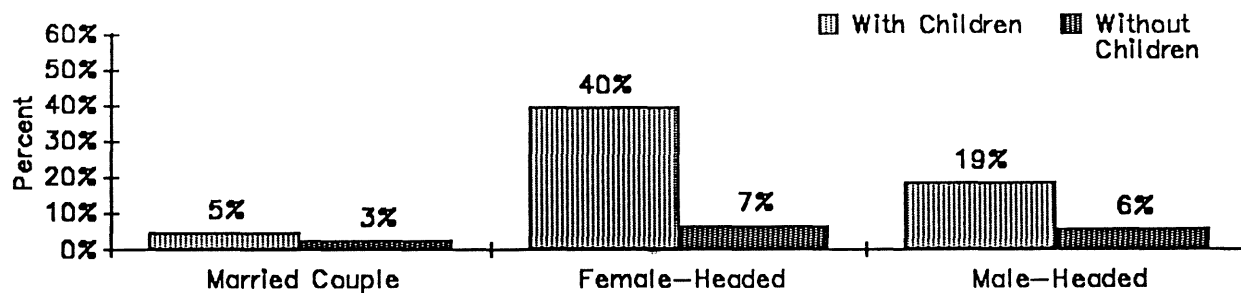
**Poverty Rates by Family Type, MN 1990**



### Families with Children

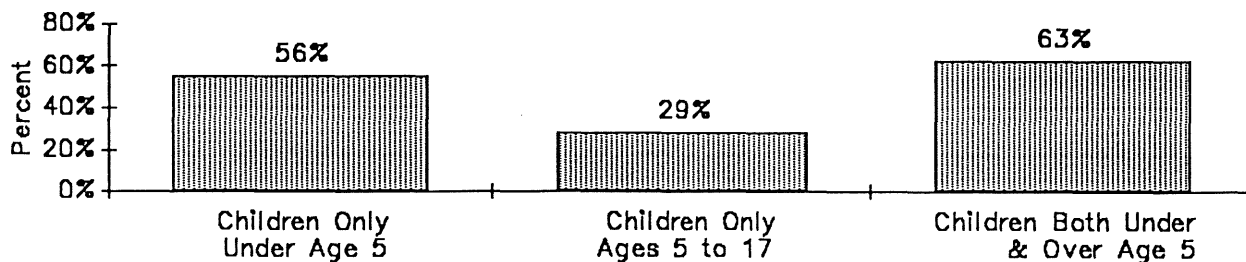
The presence of children increases the likelihood of a family living in poverty. In Minnesota in 1990, 4 percent of families without children were in poverty, compared to 11 percent of those with children. Female-headed families with children had the highest poverty rates with two-fifths in poverty. In 1980, 32 percent of female-headed families with children were poor. Only 7 percent of female-headed families without children lived in poverty in 1990. The chart below shows poverty rates by type of family and presence of children.

**Poverty Rates of Families by Presence of Children, MN 1990**



Poverty rates are highest for families with children both younger and older than age 5. Female-headed families with children in both age groups have a poverty rate of 63 percent. The chart below shows poverty rates of female-headed families by the age of their children.

**Poverty Rates for Female-Headed Families with Children, MN 1990**

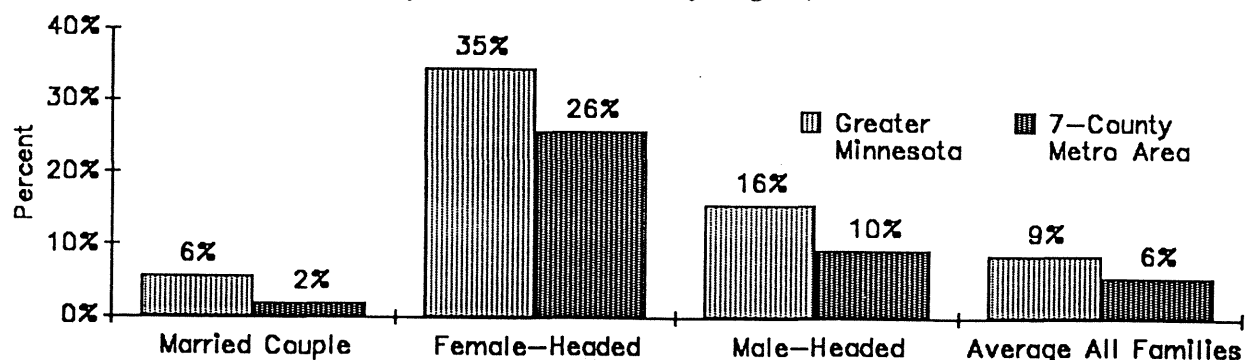




## FAMILIES IN POVERTY BY REGION

Families of all types are less likely to live in poverty in the metropolitan area of Minnesota than the remainder of the state. The poverty rate for all families in the 7-county metropolitan area was 6 percent, compared to 9 percent for non-metro areas. The chart below shows the poverty rate of families by type for the metro area and the rest of the state.

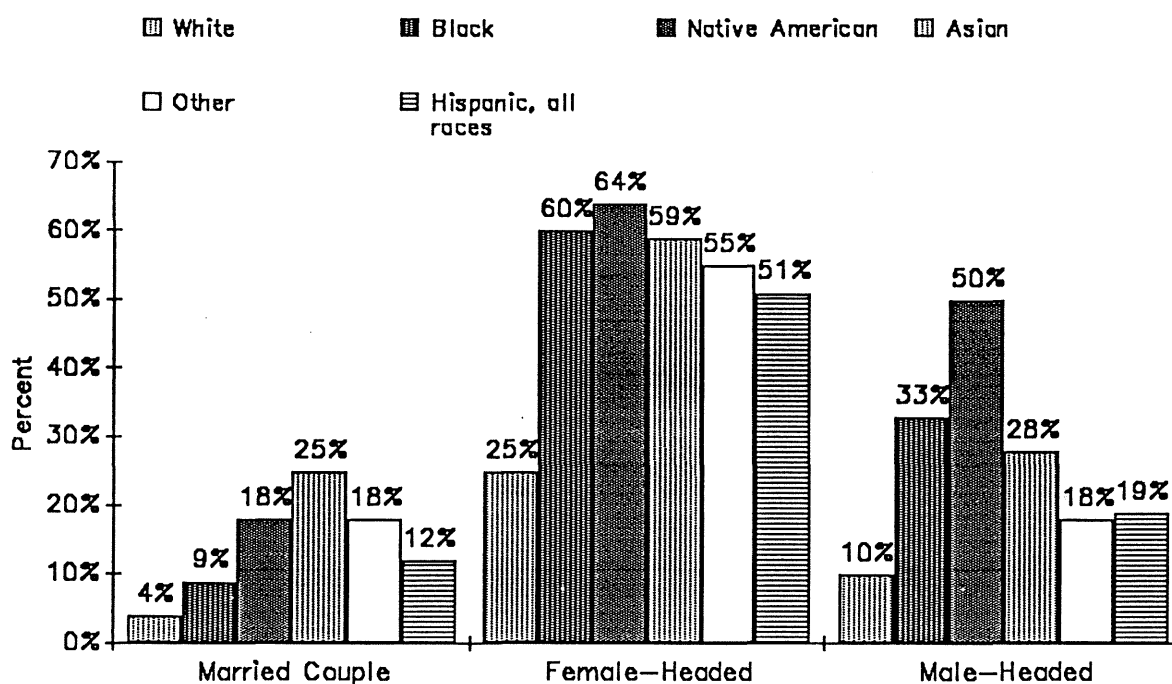
Poverty Rates of Families by Region, MN 1990



## POVERTY RATES OF FAMILIES BY RACE

Married couple families have the lowest poverty rate among all racial groups, but it is more than double for black (African-American) families as white (4 to 9 percent) and over six times the rate for Asian married couple families, 25 percent. Female-headed families are the poorest among all racial groups, but the poverty rates range from a low of 25 percent for white female-headed families to a high of 64 percent for Indian (Native American) families.

Poverty of Families by Race, MN 1990





## POVERTY BY SEX AND AGE

Poverty rates vary substantially by sex and age. While 11 percent of all adult women lived in poverty, under 8 percent of men in Minnesota lived below the poverty level.

Among both women and men, the highest poverty rate is for those age 75 and over. Slightly more than one-fifth (21 percent) of these women lived below the poverty rate, compared with 11 percent of men in this age group. Eleven percent of women ages 65 to 74 were in poverty, compared to 6 percent of their male counterparts. Overall, women are 61 percent of all adults in poverty--almost twice the share of men who live in poverty.

Poverty Rates by Age and Sex, MN 1990

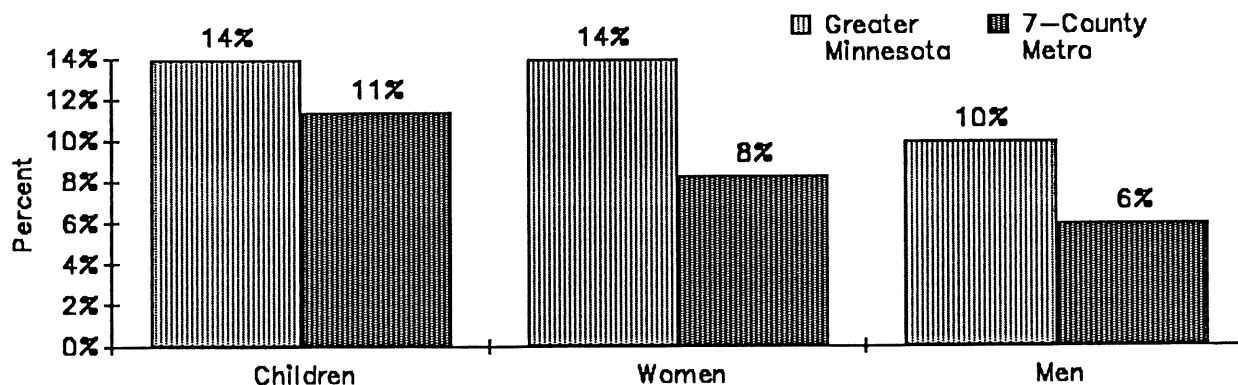


## POVERTY BY REGION

Poverty rates vary by region of the state. While 10 percent of all Minnesotans were in poverty in 1990, the rate was 8 percent for those who lived in the 7-county metropolitan area of Minnesota and 13 percent for those in the remainder of the state.

Of adults over age 75 in the metro area, women were 84 percent of those in poverty, substantially higher than the 74 percent share they have in outstate Minnesota. Women over age 75 in Greater Minnesota have poverty rates nearly two times that of their metro counterparts, 26 percent to 14 percent.

Poverty Rates of Children, Women and Men by Region, MN 1990

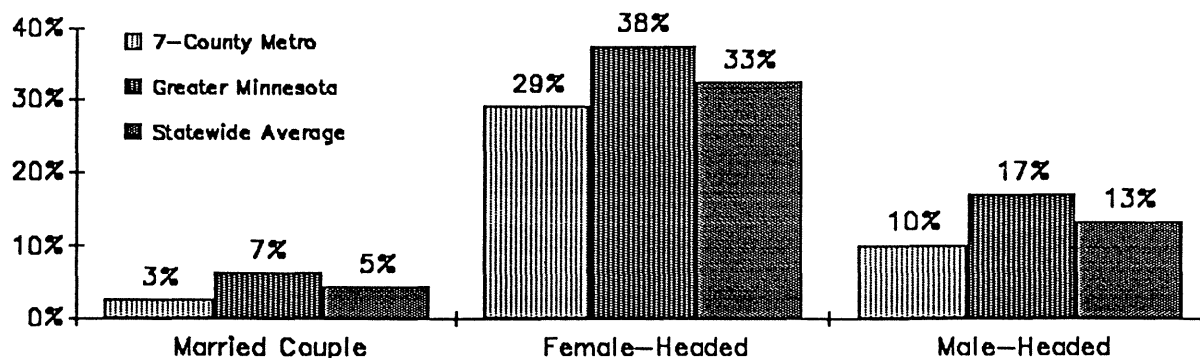




## POVERTY OF PERSONS IN FAMILIES

People over age 15 living in female-headed families have the highest poverty rates of all persons in families. In Minnesota in 1990, 33 percent of those in female-headed families lived below the poverty level, compared to 13 percent of those in male-headed families and 5 percent of those in married couple families.

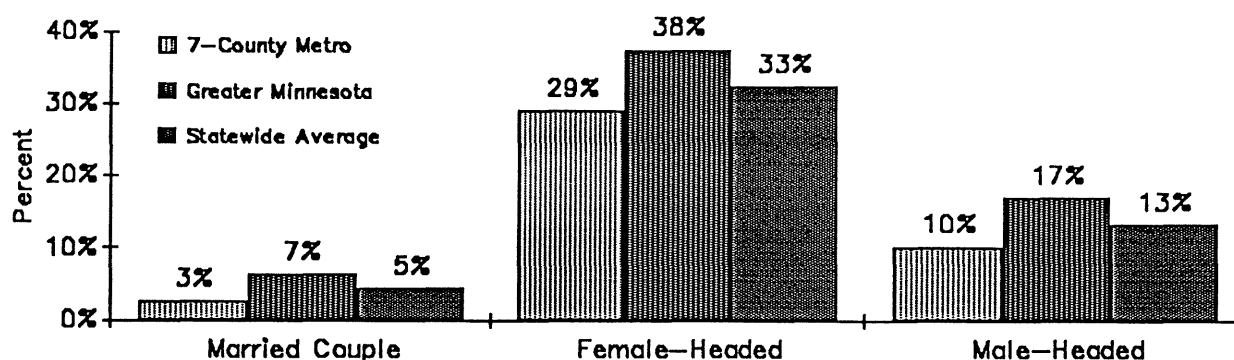
**Poverty Rates of Persons in Families by Type of Family, MN 1990**



## PERSONS IN FAMILIES BY REGION

Poverty rates for persons age 15 and over in families were higher in the non-metro areas of the state. While 29 percent of those in female-headed families in the 7-county metro area lived in poverty, 38 percent of those outstate did so. The chart below shows the poverty rates of persons age 15 and older in families by family type and geography.

**Poverty Rates of Persons in Families by Region, MN 1990**



## POVERTY AND CHILDREN

The poverty rate for all children was 12 percent, up from 10 percent in 1980. The poverty rate for children was 11 percent in the metro area and 14 percent in greater Minnesota. Younger children were more likely to live in poverty than older children. Among children age 5 and under, 15 percent were in poverty, compared to 11 percent for ages 12 to 17.

Among children living in poverty, 52 percent were from families headed by women, 43 percent lived in married couple families and 5 percent were part of male-headed families. Poverty rates among young children living in female-headed families were extremely high, with nearly two-thirds of children under age 5 living below the poverty level. Children this age in married couple families had a poverty rate of 7 percent. Average poverty rates of all children in female-headed families was 46 percent, while those in married couple families had rates of 6 percent and male-headed families was 22 percent.





# Legislative Commission on the Economic Status of Women

Newsletter #179  
85 State Office Building, St. Paul, MN 55155

December 1992  
(612) 296-8590 or 1-800-657-3949

## Commission members:

### Senators

Linda Berglin, Minneapolis  
Janet Johnson, North Branch,  
*Vice Chair*  
Terry Johnston, Prior Lake  
Pat Piper, Austin  
Judy Traub, Minnetonka

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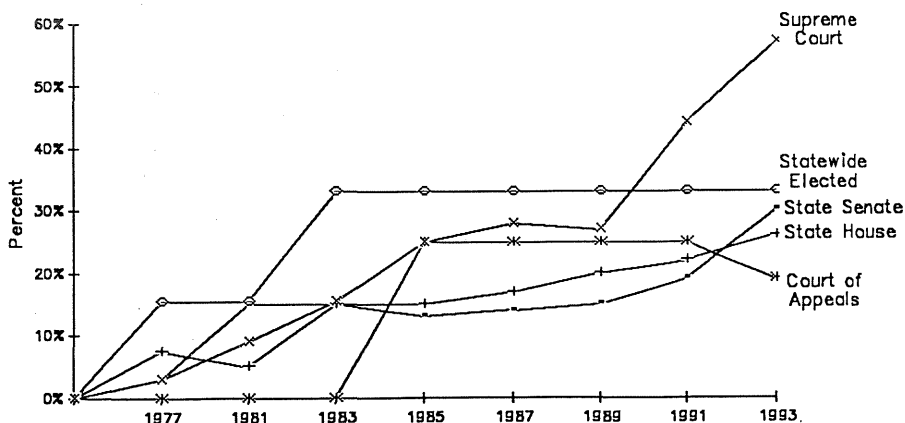
### Staff

Aviva Breen, Director  
Chris Halvorson, Asst. Director  
Cheryl Hoium, Asst. Director

## WOMEN IN ELECTIVE OFFICE

The number of women serving in all kinds of elective offices has increased steadily in recent years, but women remain under-represented at all levels of national, state and local elective office. In Minnesota the Supreme Court has a majority of women. Women are 4 of the 7 justices serving on this court and it is the only state supreme court in the nation with a female majority. The chart below shows the changes in women's representation since 1977 in Minnesota.

Women in Elected Office  
MN 1977-1993

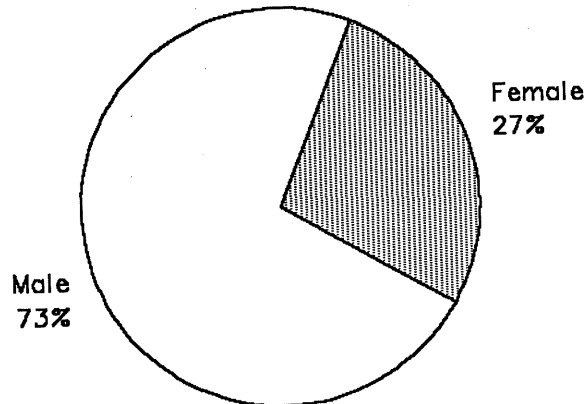




## MN LEGISLATURE

The Minnesota legislature will have a record number of women when it convenes in January. Of the 112 women candidates in the November election, a total of 55 won seats. This is an increase of 12 women over the 1991 term. The Senate will consist of 20 women, an increase of 6 over the 1990 election. In the House, a total of 35 women will serve, also an increase of 6 women over the 1990 election. Women will be 27 percent of the legislature as a whole. The Senate will be 30 percent women and the House will be 26 percent. This is the first time the percentage of women has been greater in the Senate than in the House. Of the women in the House, 8 are newly elected and in the Senate there are 11 new members. One of the new Senators was a House member last term.

**Women in the Minnesota Legislature 1993**



The majority of women serving in the legislature are members of the Democratic-Farmer-Labor Party (DFL), with 25 from the House and 12 in the Senate. The Independent Republicans (IR) have ten women members in the House and eight in the Senate.

### Women in the 1993 Minnesota Legislature

#### SENATE

Betty A. Adkins, DFL  
 \*Ellen Anderson, DFL  
 Joanne Benson, IR  
 Linda Berglin, DFL  
 Carol Flynn, DFL  
 \*Paula E. Hanson, DFL  
 Janet B. Johnson, DFL  
 Terry D. Johnston, IR  
 \*Sheila Kiscaden, IR  
 \*Jane Krentz, DFL  
 \*Arlene J. Lesewski, IR  
 Gen Olson, IR  
 Sandra L. Pappas, DFL  
 Pat Pariseau, IR  
 Pat Piper, DFL  
 Jane Ranum, DFL  
 Ember Reichgott, DFL  
 \*Martha Robertson, IR  
 \*Linda Runbeck, IR  
 \*Deanna Wiener, DFL

#### HOUSE

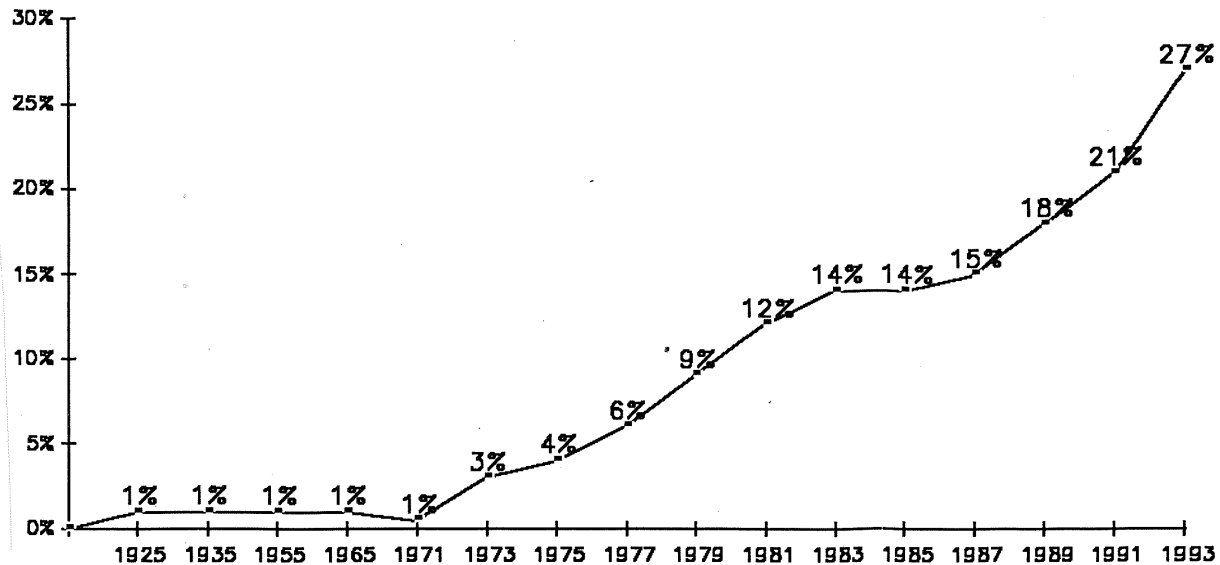
Hilda Bettermann, IR  
 Kathleen A. Blatz, IR  
 \*Kay Brown, DFL  
 Karen Clark, DFL  
 \*Geri Evans, DFL  
 Edwina Garcia, DFL  
 \*Mindy Greiling, DFL  
 Kris Hasskamp, DFL  
 Alice Hausman, DFL  
 Alice M. Johnson, DFL  
 Phyllis Kahn, DFL  
 Becky Kelso, DFL  
 \*Stephanie Klinzing, DFL  
 Peggy Leppik, IR  
 Dee Long, DFL  
 Becky Lourey, DFL  
 \*Darlene Luther, DFL  
 Teresa Lynch, IR

\*Betty McCollum, DFL  
 Mary Jo McGuire, DFL  
 \*Carol Molnau, IR  
 Connie Morrison, IR  
 Mary Murphy, DFL  
 \*Pamela Neary, DFL  
 Katy Olson, DFL  
 Sidney Pauly, IR  
 Ann H. Rest, DFL  
 \*Alice Seagren, IR  
 Gloria Segal, DFL  
 \*Kathleen Sekhon, DFL  
 Eileen Tompkins, IR  
 Kathleen Vellenga, DFL  
 \*Barb Vickerman, IR  
 Jean Wagenius, DFL  
 Linda Wejcman, DFL

*\*new members*



### Women in the Minnesota Legislature 1925-1993



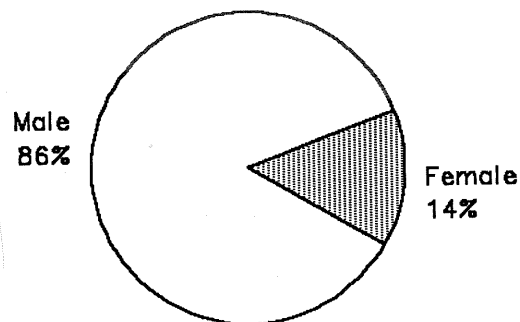
### MN EXECUTIVE OFFICES

Of the six statewide executive offices in Minnesota (governor, lieutenant governor, secretary of state, state auditor, state treasurer, attorney general), two are held by women (33 percent). Joanell Dyrstad is the state's second female lieutenant governor and Secretary of State Joan Grove is the second woman in state history to have held this office.

### MN COUNTY GOVERNING BOARDS

The number of elected women is also increasing at the local level. In 1993 women will hold 60 of the 438 county commissioner positions (14 percent). This is an increase of six women over 1991. Seven counties elected women for the first time. Nationwide in 1988 (the most recent data available) women were 9 percent of county governing boards.

### Women on County Boards in Minnesota, 1993



### MN SCHOOL BOARDS

Women hold 780 of the 2,741 school board seats in the state. This represents 28 percent, the same percentage as in 1990.

### MN CONGRESS

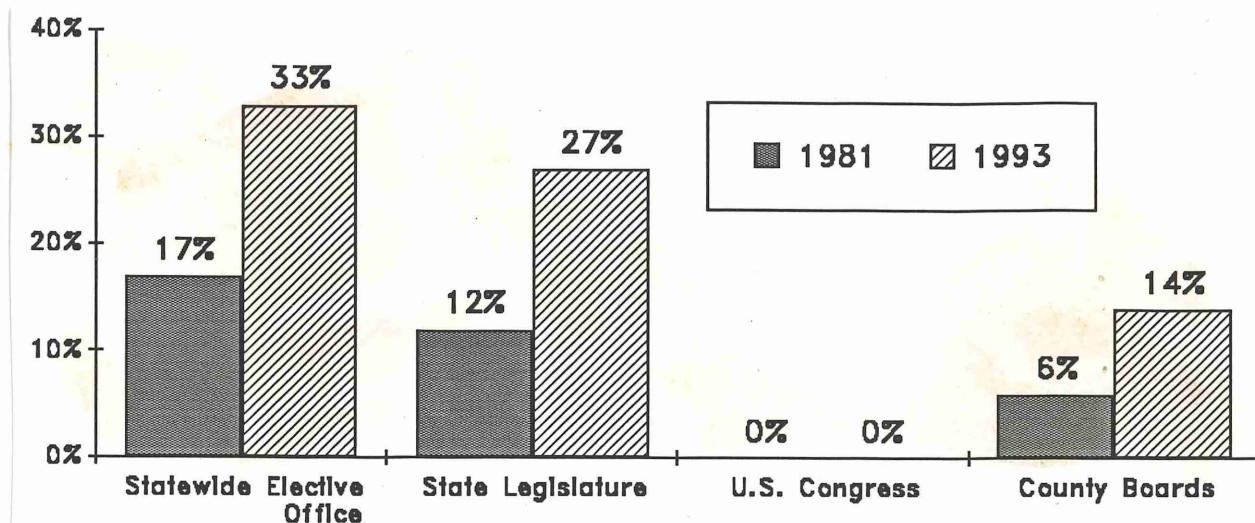
There are no Minnesota women representatives in the state's ten-member delegation to the U.S. Congress. In 1954, Coya Knutson became the only woman in the state's history to be elected as a representative. In 1978, Muriel Humphrey was appointed to fill an unexpired term in the U.S. Senate after the death of her husband. She did not run for election at the end of the term.



## MN COURTS

Women are the 57 percent of the judges serving on Minnesota's Supreme Court, holding 4 of the 7 seats. Minnesota is the only state supreme court in the nation with a majority of female justices. On the state's Court of Appeals, women are 3 of the 16 justices or 19 percent. Women are 41 of the 242 seats on the state's district courts. This number has not changed since the 1991 election.

**Women in Elective Office  
1981-1993**



## WOMEN IN THE U.S. SENATE

In the November election women won an unprecedented number of seats in the U.S. Senate, increasing their membership from two to six. The women include five Democrats and one Republican, representing six percent of the 100-member body. The total number of women to ever serve in the U.S. Senate is 21. The new term will also include the first African-American woman to serve in Congress, Carol Mosley Braun, a Democrat from Illinois.

## WOMEN IN THE U.S. HOUSE OF REPRESENTATIVES

Women will hold 47 or 11 percent of the 435 seats in the House of Representatives. Of the 47 women from 27 states, 35 are Democrats and 12 are Republicans. Twelve are women of color. Of these women, 23 are incumbents and 24 are newly elected.

## STATE LEGISLATURES

In 1993 women will comprise one-fifth or 20 percent of all state legislators. This is an all time high and an increase over the previous high of 18 percent in 1992. At least one woman will be serving the state senate in each state and a minimum of five women in each house of representatives. A record number of 2,376 women were candidates and 1,362 or 57 percent won legislative seats. In addition to the 141 incumbents, the total number of women serving in state legislature will be 1,503. The state with the highest percentage of women serving is Washington with 38 percent. (This percentage could change pending the results of a recount in that state.) In contrast, Kentucky is the state with the least amount of women serving with only 4 percent.



## STATEWIDE ELECTIVE EXECUTIVE OFFICES

Women have also set a new record in statewide elected executive offices. Women will now hold 72 or 22 percent of these positions among the 50 states. Only 3 governors are women. Eleven women serve as lieutenant governor and 11 as secretary of state. There are 16 women state treasurers and 9 attorneys general. Women hold another 22 state elected positions such as auditor general, comptroller, commissioner of education and labor.

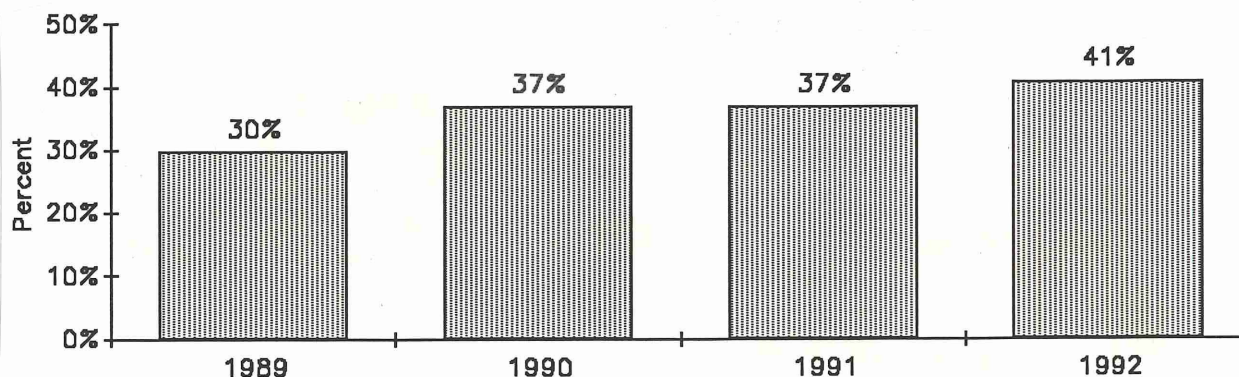
## WOMEN AS MAYORS

No current data are available on the number of women serving on city councils and as mayors across the U.S. Minnesota data are also not yet available. According to the U.S. Conference of Mayors, women are 16 percent of the 126 mayors of cities with populations over 30,000. Women serve as mayors in three of the 24 cities with populations over 500,000. These are San Jose, California; San Diego, California and Washington D.C.

## APPOINTED POSITIONS-MINNESOTA

In Minnesota, hundreds of statewide positions on task forces, boards, councils and commissions are filled by appointment of the governor. Many vacancies for judgeships at the various court levels are filled by the governor until an election is held. Judge candidates must be lawyers. Anyone may apply for appointments to the various state boards and task forces. Applications are filed with the Secretary of State. For fiscal year 1992 gubernatorial appointments included 382 males, 297 females and 53 applicants who did not specify gender. (On the application, gender specification is an optional category for statistical analysis.) This represents a two percent increase of appointed women from fiscal year 1991. Representation by women has increased steadily in recent years as shown in the chart below.

**Minnesota Women in Public Appointments**



## APPOINTED POSITIONS--FEDERAL

Women have been underrepresented in cabinet appointments made by the president. So far only 11 women have held such positions. Eight executive positions still have never been headed by a woman: State, Treasury, Defense, Justice, Interior, Agriculture, Energy and Veterans Affairs.

Women are also appointed by the president to senate-confirmed positions. Under Carter, (1977-1981) women made up 124 of the 919 total number of appointments, or 14 percent. During the Reagan administration, this declined to 12 percent when 277 women made up 2,349 of the total number of appointees. The percentage rose to 20 percent under Bush when women represented 191 of the 903 total appointees.