

Legislative Commission on the Economic Status of Women

Newsletter #180
85 State Office Building, St. Paul, MN 55155

January 1993
(612) 296-8590 or 1-800-657-3949

1993 LEGISLATIVE AGENDA

The Commission will be following the issues and supporting the goals listed below during the legislative session that runs from January to May of this year.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

The Commission is mandated to study: the economic security of homemakers and women in the labor force; opportunities for educational and vocational training; employment opportunities and contributions of women to the economy; women's access to benefits and services in Minnesota; and barriers to full participation in the economy.

The Commission publishes: a monthly newsletter which provides data relating to the status of women; several brochures explaining women's legal rights; and several in-depth reports.

The Commission staff provides information and analysis on a variety of legislative issues related to the economic status of women. The Commission staff complement is 2.75 employees.

GOAL OF LEGISLATION

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

VIOLENCE AGAINST WOMEN

Escalating episodes of violence against women in Minnesota in recent years prompted the 1992 legislature to pass landmark legislation not only to increase penalties for offenders but to create new programs that may help prevent violence in our society. This balance of punishment and prevention needs to continue as state policy develops to address this problem.

Violence Prevention Grants

In 1992, two grant programs were developed to help communities and schools begin to address violence prevention. The state's Office of Drug Policy was expanded to include violence prevention responsibilities and renamed the Office of Drug Policy and Violence Prevention. This office in collaboration with the Departments of Education,

Human Services and Health, awarded violence prevention grants totaling \$1.45 million to 80 school districts for such projects as curriculum development, parent education and community collaboration. More school districts should be able to participate in this grant program. Another \$250,000 in grants have been awarded to 52 community groups to identify needs and develop services and collaborative efforts to prevent violence at the local level. This grant program should be continued.

Juvenile Treatment

One way to address the prevalence of violent crime among adults is to identify and treat violent behavior in juveniles. Juvenile perpetrators of violence may have their own history of abuse. Early treatment is shown to be effective, whereas delaying treatment until adulthood is far less promising.

Stalking and harassment

Minnesota law has addressed the problem of "stalking" since 1987 under trespassing and harassment provisions and has recently strengthened penalties for repeat offenses. Stalking includes willful, malicious and repeated following or harassing of another. Although

stalking affects a variety of people, it frequently involves women as victims. Existing state laws need to be expanded to include more specific behaviors that constitute harassment and to increase penalties for repeat violations. Perpetrators should be required to undergo mental health assessment and treatment.

GOALS OF LEGISLATION

1. Continue the collaboration between the Departments of Education, Human Services, Health and Public Safety in awarding school and community violence prevention grants.

2. Continue funding grants for violence prevention programs in the schools and for local communities.

Continued on next page

4. Evaluate and, where appropriate, expand treatment programs for juvenile sex offenders.
5. Strengthen laws addressing the problem of stalking and similar harassment.

BATTERED WOMEN

In Minnesota, an estimated 383,000 to 566,000 women may be battered--experiencing violence at the hands of a husband, partner or family member. Over 11,000 Orders for Protection against abusers were filed in 1990.

Minnesota funds a network of 17 battered women's shelters, advocacy programs and domestic abuse intervention projects. These services provide a safe place for women and their children and provide advocacy and support to victims throughout the judicial process.

Currently, programs specifically for battered women receive \$3.4 million in state funding. County, federal and private funding also support these programs. In 1991, 4,800 women and 6,000 children were sheltered. More than half of the requests for shelter were denied because of lack of space. In total, 18,000 women received some kind of help through the battered women's network. Fifty-one of Minnesota's 87 counties have no advocacy or shelter services.

The 1992 legislature required the development of arrest policies to be used by law enforcement units in establishing procedures for domestic abuse arrests. Training is needed to ensure that each unit properly implements its own policy.

GOALS OF LEGISLATION

1. Increase state funding for battered women's shelters and advocacy services.
2. Continue funding for domestic abuse intervention projects.
3. Fund training for law enforcement officers to implement arrest policies.

SEXUAL ASSAULT

Sexual assault is a violent crime. It includes forced sexual activity--rape, same-sex sexual assault, child sex abuse and incest. In 1991, 1,791 rapes were reported in Minnesota and another 1,273 arrests for sexual assault were made. Currently 40 programs for sexual assault victims receive state funding. These programs helped an estimated 43,380 victims in 1991. Programs provide services to victims including crisis intervention, medical and legal information and support groups. Current state funding for sexual assault programs and other crime victim programs totals just less than \$1 million. Not all areas of the state are being served with this level of funding.

GOALS OF LEGISLATION

1. Expand funding of programs for victims of sexual assault to serve all areas of the state.

CHILD CARE

For many women access to affordable child care services may mean the difference between welfare dependency and economic self-sufficiency. The state has helped with child care fees for low-income families and AFDC recipients since 1976.

The combination of federal, state and local spending on child care subsidies in 'FY 93 is expected to serve about 28 percent of the families who are eligible. Waiting lists statewide include about 5,000 low-income working families. Fully funding the Basic Sliding Fee program should be the ultimate goal of the legislature.

AFDC participants in the STRIDE program have all their work or training child care costs paid. Some AFDC recipients who are ineligible for STRIDE can get child care assistance through the ACCESS program, but only 2,000 families statewide can be enrolled at any given time. Both groups are entitled to one year of "transition" assistance after leaving AFDC. These former AFDC recipients face losing their child care when their year is up if they are put on the waiting list for Basic Sliding Fee assistance.

In the 1991-92 school year, 1,367 students in Minnesota's post-secondary schools received child care assistance through a \$5 million fund administered by the Higher Education Coordinating Board (HECB). More students should be served in this program.

Another \$150,000 program administered by HECB provides grants to child care programs serving post-secondary students in an innovative way. Grants have not produced new models for providing child care and the program has become duplicative of other child care programs. The \$300,000 biennial appropriation for this program would better serve post-secondary students by being put into the post-secondary child care subsidy fund.

GOALS OF LEGISLATION

1. Fully fund the Basic Sliding Fee program so all eligible families can be served.
2. Ensure that all former AFDC clients who have received transition year child care subsidies continue to receive child care subsidy assistance after their 1-year of guaranteed subsidy if they are income eligible.
3. Increase the \$5 million child care subsidy fund administered by the Higher Education Coordinating Board to serve more eligible post-secondary students.
4. Eliminate the Child Care Innovative Grants program administered by the Higher Education Coordinating Board and transfer the funds to the post-secondary child care subsidy fund.

CHILD SUPPORT

More than half of female-headed families with young children live in poverty. Two-fifths of female-headed families with

children in Minnesota live in poverty. Many of these families live in poverty, many because they receive inadequate or no support from the absent father.

A Minnesota study showed child support was ordered in 76 percent of divorces and the median child support award was \$195.50 monthly. In 32 percent of the cases the court deviated downward from the state's guidelines. The study also showed almost half of custodial mothers received an average of \$25.75 less a week than was ordered. The children of divorced families would be better off economically if Minnesota's child support guidelines were strictly followed. However, even if the guidelines were strictly followed the children are not likely to have adequate income. The Minnesota child support guidelines do not take into account the custodial parent's work-related child care costs or children's extraordinary medical expenses not covered by insurance. In addition, the guidelines are used by the court as a *maximum* amount rather than the *minimum* to be awarded.

The most recent Census Bureau report on child support shows little progress is being made in attempts to have child support ordered and enforced. In 1988, 59 percent of women with custody were awarded child support. Of these women, only 51 percent received the full amount awarded, 25 percent received less than they were due and 24 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, establish paternity or inability of the father to pay.

State educational grants for post-secondary education can be denied if the applicant owes past due child support. Applicants should be allowed to appeal these denials.

GOALS OF LEGISLATION

1. Revise the Minnesota Child Support Guidelines to improve the adequacy of income available to custodial parents and their children and include the health care and work-related child care costs.
2. Improve enforcement procedures to enhance collections of court-ordered child support.
3. Establish an appeal procedure for cases when education grants are discontinued because of non-payment of child support.

PATERNITY

Nearly one-third of children living in single-parent families are living with a parent who has never been married. It is estimated paternity is established for only 1 in 3 out-of-wedlock births.

Both the child and the mother benefit from the establishment of paternity and the potential support of the child by both parents. Currently the process for establishing paternity is cumbersome, requiring the use of the courts even when there is no contest. A court action for paternity can be intimidating,

expensive and time-consuming and may seem like a criminal proceeding.

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.

AFDC

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

Minnesota AFDC payment levels have fallen further and further below the rate of inflation. AFDC has not increased since 1986. In 1976, AFDC and food stamps combined provided a family income of approximately 99 percent of the poverty level. Today families receiving AFDC and food stamps live at 75 percent of the poverty level.

Welfare Reform

The Minnesota Family Investment Plan will allow families on AFDC to retain more income if they become employed. A test of this concept will begin in 7 counties in 1994.

Housing Subsidies

A study in 1989 by the Legislative Auditor showed some AFDC families can rise above the poverty level if they receive a housing subsidy. Housing subsidies are in short supply and waiting lists are often as long as two years. At the time of the Auditor's study only 38 percent of AFDC families lived in subsidized housing.

Under Federal law, AFDC families can own a car valued at no more than \$1,500. In today's market, this cannot provide a family with reliable transportation that can help them find and keep employment and transport children to child care.

GOALS OF LEGISLATION

1. Increase income for AFDC families.
2. Seek federal waivers to allow increased value of a car in determining AFDC eligibility.
3. Fund MFIP adequately to provide all the services in the plan.
4. Insure that public assistance electronic benefit transfer programs protect client rights.

MINIMUM WAGE

Minimum wage in Minnesota is \$4 an hour for smaller companies and \$4.25 for larger companies. At the \$4.25 rate, an employee working full-time, year-round would make a

gross annual income of \$8,840 and for two persons is \$9,190. A minimum wage worker with one child, therefore, lives below the poverty level.

GOAL OF LEGISLATION

1. Increase the state's minimum wage.

TAXES

Minnesota has a Working Family Tax Credit that provides a refundable income tax credit for low-income wage earners who are heads of households. The credit lowers the tax liability of these families and provides a refund if they owe no taxes. The credit, ranging from \$18 to \$202 per year, is available to families earning less than \$21,250 annually and with at least one child. The credit is the same regardless of the number of children in the family.

GOAL OF LEGISLATION

1. Expand Minnesota's Working Family Tax Credit.

DISPLACED HOMEMAKER PROGRAMS

An estimated 207,000 full-time homemakers live in Minnesota. These are women who are not in the paid labor force, but who provide child care and household management services for their families. Each year, many of these women lose their jobs as homemakers because of the death or disability of their spouse or because of divorce. These women have difficulty finding employment because of inadequate training, lack of recent paid work experience, and age and sex discrimination.

Twelve Displaced Homemaker Programs currently operate throughout Minnesota. Four counties have no program serving their area. Services offered by the programs include career exploration, counseling, testing, support, referral and placement. Funding for fiscal year 1993 is \$1.36 million.

GOAL OF LEGISLATION

1. Provide continued funding for displaced homemaker programs throughout the state.

ECONOMIC DEVELOPMENT

Women are often faced with a lack of opportunities to participate in the mainstream economy. The options of self-employment and entrepreneurship are critical additions to current employment and training choices. Business ownership offers women the potential for economic independence.

Economic development efforts in the state have not provided a noticeable benefit to women or women-owned businesses. It is virtually impossible to monitor the effect of economic development efforts of the Department of Trade and Economic Development. Access to capitol is a major concern of women who historically have had limited access to bank loans.

GOAL OF LEGISLATION 1. Insure that state economic development capitol access funds and seed capitol are available to women on an equitable basis.

HEALTH CARE

Women's access and ability to afford health insurance has been limited in the past by gender-based insurance ratings. In 1992, the legislature enacted MinnesotaCare (formerly HealthRight), which will ultimately eliminate gender discrimination in insurance and provide affordable health insurance to underinsured families and individuals.

GOAL OF LEGISLATION

1. Support the implementation of MinnesotaCare to benefit women.

EDUCATION

Learning Readiness; Headstart; ECFE

The state funds an \$8 million Learning Readiness Program that offers health, education and social services to eligible four-year-olds through local school districts. Priority is given to developmentally disadvantaged or other children who may be at risk of not being prepared for success in kindergarten. With 365 school districts participating, an average of \$130 is spent per child. This program should serve more children.

In Minnesota, 34 percent of children eligible for Head Start are actually receiving services. Head Start, primarily funded by the federal government, is for low-income families and offers education, social services, health, nutrition and transportation services. Minnesota spends \$18 million for Head Start programs in the state. The cost for full-day, full-year Head Start is \$5,000 per child. More eligible families should be served in this program.

Minnesota's Early Childhood Family Education (ECFE) program provides education and support to parents and young children from birth to kindergarten. Parents learn how to support their child's learning and development. ECFE is run by school districts which have community education programs. Currently 398 districts offer the program to any parents in their districts and 230,668 parents and children were served in 1992.

GOALS OF LEGISLATION

1. Expand funding, school aids and the levy authority of school districts in order to serve more families and children in Learning Readiness, ECFE and other early childhood programs.
2. Increase state funding to allow Head Start to serve a greater share of the eligible families.

FAMILY PLANNING

Women's health, including the timing and number of pregnancies, is directly linked to their socioeconomic status. Subsidized family planning method services are available to low income women who are at high risk of unintended pregnancy in 68 of the state's 87 counties through several funding sources.

Since 1978 the Minnesota Legislature has funded Family Planning Special Projects to provide family planning services grants. During the current biennium slightly more than \$4.2 million in grants were awarded to 43 agencies including cities, counties and non-profit corporations. These monies also fund a statewide family planning hotline operated by the Department of Health.

Minnesota receives funds from the federal Maternal and Child Health Block Grant. Of this grant, \$3.2 million for family planning is allocated to 37 local community health boards. Funds are also used at the state level for a family planning consultant and a nurse consultant. They provide technical assistance and training throughout the state.

GOAL OF LEGISLATION

1. Continue state supported family planning services and expand the Family Planning Special Projects program to meet the needs of unserved women.

WOMEN, INFANT, CHILDREN (WIC)

The supplemental Food Program for Women, Infants and Children (WIC) provides nutritious foods and nutrition education to low-income, nutritionally-at-risk pregnant and post-partum women, infants and children under age 5. A 1991 federal study including Minnesota's WIC program found that for every \$1 spent during pregnancy, \$4.21 was saved in lower Medicaid expenses as a result of fewer premature births and increased birthweights of babies.

In 1992, Minnesota received \$36.5 million in federal dollars. The legislature appropriated \$850,000 of state revenues each year of this biennium.

WIC is available on a priority basis to eligible applicants. The total monthly caseload in 1992 was about 82,000. The monthly waiting list averaged 3,000.

GOAL OF LEGISLATION

1. Continue and increase funding for the WIC program.

CAREGIVER SUPPORT SERVICES

A caregiver provides daily care that enables a person to remain at home despite illness or disability. This frequently avoids or postpones costly institutionalization. Eighty percent of care for the elderly in the community comes from family members - mainly their wives and daughters.

There are 23 caregiver support projects funded with state dollars. Eight are coordinated through SAIL (Senior Agenda for Independent Living) and 15 are independent projects. Two-thirds of Minnesota counties have a caregiver project.

GOAL OF LEGISLATION

1. Continue funding to maintain and expand caregiver support services.

ADOLESCENT HEALTH AND WELLNESS

Adolescent health needs are changing as society and teen's lives change. Behavioral and environmental factors affect health. Poverty affects children's health and the number of children living in poverty continues to increase. Also, unhealthy sexual behaviors pose a significant threat. Health programs for adolescents need to focus on prevention and early intervention. One way to provide both is through school-based health care centers. These programs include assessment, diagnosis and treatment, especially for students who might not otherwise receive it. In addition, they can provide health education, counseling, referral and information.

Adolescent health can also be enhanced by school health and wellness programs using parents, students, community leaders and organizations to develop programs to promote healthy physical, mental and social development.

Teen pregnancies are another health concern in Minnesota's schools. Half of all teens who give birth drop out of school before graduating. Pregnant teens and teen parents need to be supported to stay in school during a pregnancy or be helped to return to school after delivery.

GOALS OF LEGISLATION

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

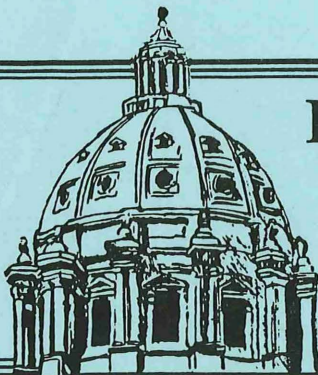
EQUITY IN EDUCATION

Schools have reflected and reinforced societal stereotypes about appropriate roles for women and men. Instruction, counseling and staff assignments have been based on traditional views of female and male roles.

Over the past several decades there have been a number of initiatives to address sex equity. However, recent studies of school staff, textbooks, student enrollment and achievement confirm that bias and stereotyping continue. The Minnesota Board of Education has passed a rule requiring school districts to develop inclusive education plans.

GOALS OF LEGISLATION

1. Support efforts to increase the representation of women in K-12 administration.
2. Support funding for model projects to implement the Inclusive Education Rule of the Minnesota Board of Education.



Legislative Commission on the Economic Status of Women

Newsletter #181
85 State Office Building, St. Paul, MN 55155

February 1993
(612) 296-8590 or 1-800-657-3949

Commission members:

Senators

Linda Berglin, Minneapolis
Kevin Chandler, White Bear Lake
Janet Johnson, North Branch,
Vice Chair
Sheila Kiscaden, Rochester
Pat Piper, Austin

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

IN THIS ISSUE

LOW WAGE EARNERS

Much has been written recently about the overall decline in average earnings of U.S. workers. Several studies indicate that this trend began roughly in 1987, before the current economic recession, and has worsened since that year for all but a few select groups of workers. The sharpest declines have been among new entrants to the labor force, those ages 18 to 24, as entry level pay has declined and job availability has changed. Groups whose average wages have not declined in recent years include college-educated women and men with education beyond college.

This newsletter gives an overview of several recent studies of low wage workers--those earning below \$12,195 in 1990. Examined here are such factors as age, education and family status and their affect on personal earnings. In all groups, women remain more likely than men to have low earnings. Sources include U.S. Bureau of the Census, "Workers with Low Earnings: 1964 to 1990; Wider Opportunities for Women, Women in Poverty Project; the Economic Policy Institute; the U.S. Department of Labor; and the Center for Budget Priorities.

ANNOUNCEMENTS

NEW BROCHURES

The Commission has recently updated two brochures which can be ordered by calling the Commission office. "Women and Finances" gives an overview of credit laws, insurance and pension information. "Employment Rights for Women" discusses employment law in the areas of discrimination, minimum wage and other workplace issues.

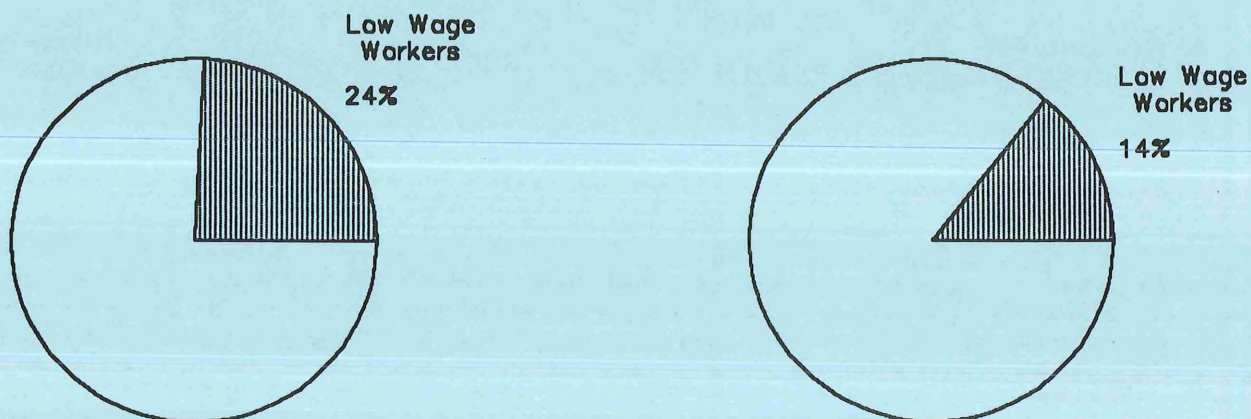
NEW COMMISSION MEMBERS

New Senators appointed to the Commission are Kevin Chandler, White Bear Lake, and Sheila Kiscaden, Rochester. Appointments from the House have not yet been made.

GENDER DIFFERENCES AMONG LOW WAGE WORKERS

In 1990 low wage earners, as defined by the U.S. Bureau of the Census, are workers with annual earnings of \$12,195. This is less than the 1990 poverty level for a four-person family. Although the percentage of men who are working at low wages has increased substantially since 1979, women remain more likely than men to be in low wage jobs. In 1979, 8 percent of males were low wage earners, compared to 14 percent in 1990. In 1979, 20 percent of females were low wage earners, compared to 24 percent in 1990.

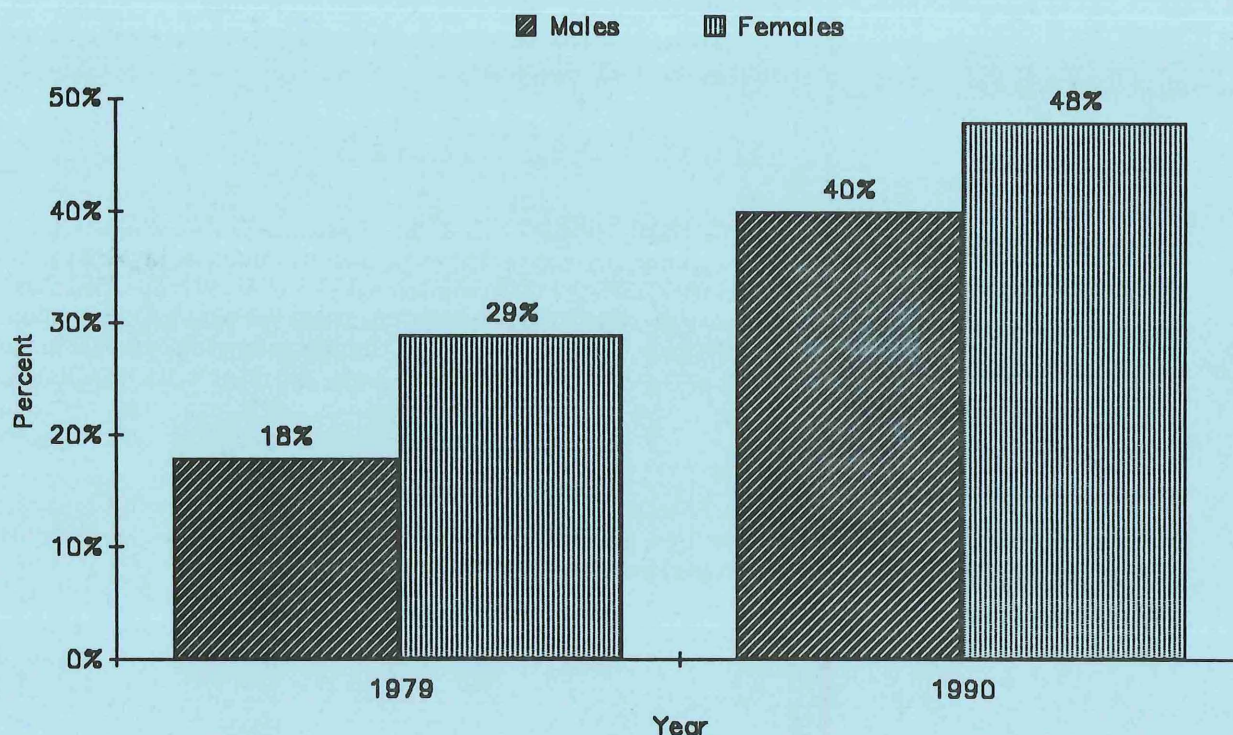
Low Wage Earners Among Men and Women Workers, U.S. 1990



AGE OF LOW WAGE WORKERS

The number of workers earning low wages has increased for all age groups under age 65, but the increase has been especially sharp among workers under age 25. In 1979, 23 percent of young full-time, year-round workers earned low wages, compared to 43 percent in 1990. For males under age 25, the rate of low earnings was 18 percent in 1979 and in 1990 it was 40 percent. For females in this age group, 29 percent were paid low wages in 1979. By 1990, that percent rose to 48 percent for women.

Low Wage Workers Under Age 25
U.S. 1979 and 1990



With more experience, higher education, greater job stability and increased likelihood of living with another worker, the possibility of earning low wages declines as workers age until they reach retirement age when it rises again.

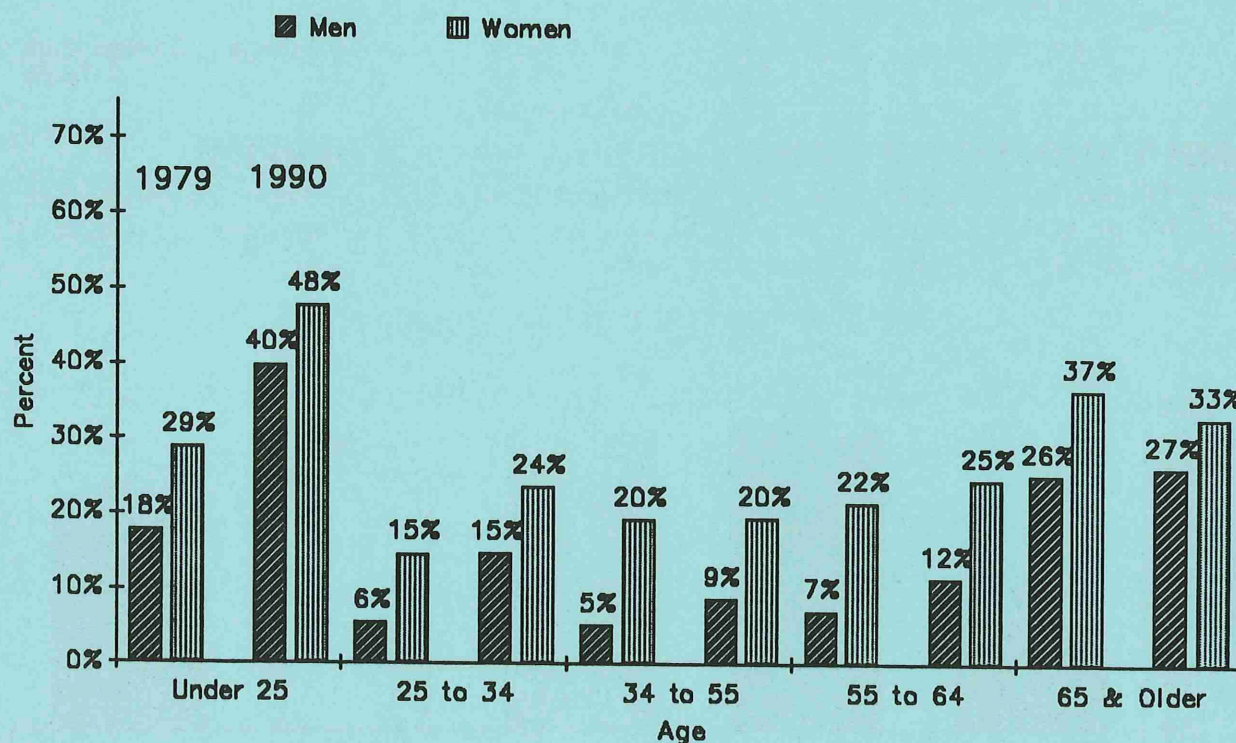
The 25 to 34 age group is the second largest group of low wage earners. The percentage of low wage earners in this age group has more than doubled, from 9 percent in 1979 to 18 percent in 1990. For women in this group, 24 percent earned low wages, compared to 15 percent for men.

Workers ages 35 to 54 in 1990 were the least likely to earn low wages, but the rate is double for women than for men. For men in this age group, 9 percent earned low wages, compared to 20 percent for women. For those age 65 and older, the likelihood of low wage earnings increased again, but in both 1979 and 1990 29 percent of this age group worked at low wages. This rate was 27 percent for men and 33 percent for women in 1990.

The difference in women's and men's likelihood of earning low wages was smallest among the under 25 age group, while women were twice as likely as men to be earning low wages until they reach age 65..

The chart below shows the percentage of workers earning low wages in various age groups.

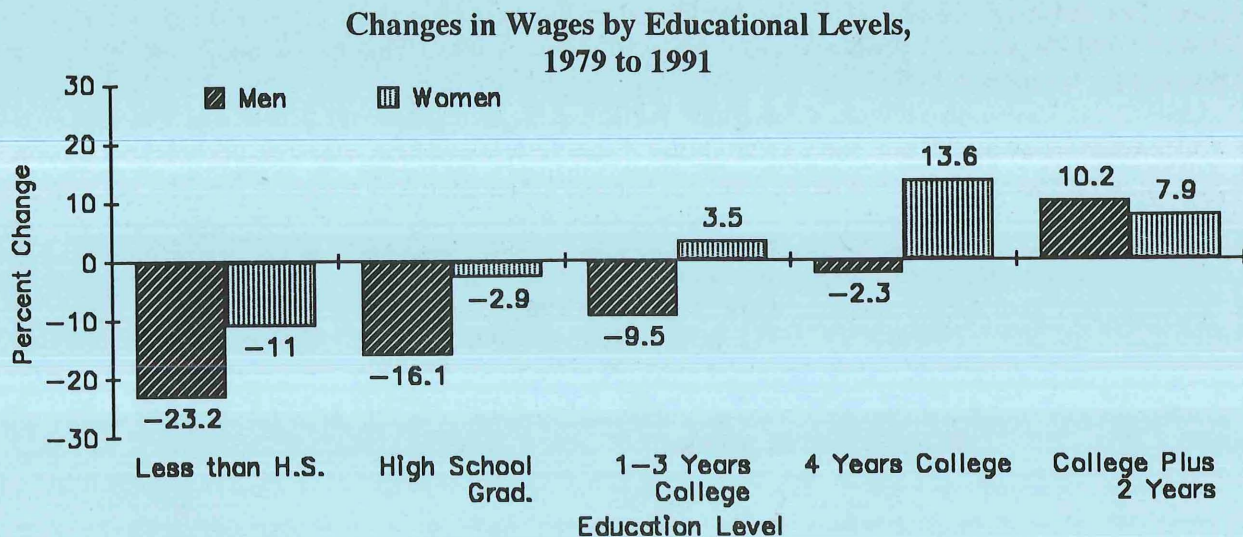
**Low Wage Earners by Age,
U.S. 1979 and 1990**



EDUCATIONAL ATTAINMENT

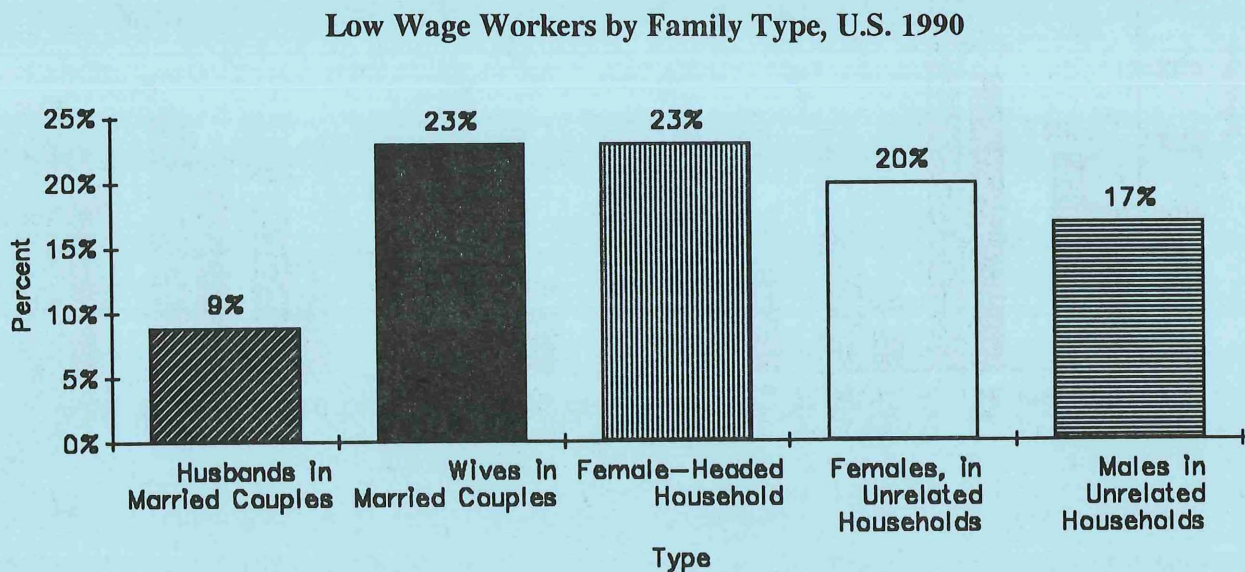
Educational levels affect the likelihood of workers earning low wages. Workers with higher educational levels are less likely to be low wage earners, yet a college degree is not a guarantee against becoming a low wage earner.

In a national study by the Economic Policy Institute, women's average wages have increased since 1979 for those who have had at least some college, while among men wages have increased only for those who have had education beyond the traditional four years of college. For all other groups of workers, wages have steadily declined, with much of the decline happening in just the three years from 1989 to 1991.



FAMILY AND MARITAL STATUS OF LOW WAGE WORKERS

Among full-time year round workers, 16 percent of those in married couple families worked at low wages. For the husbands, 9 percent were in low wage employment and for the wives, 22 percent. For female householders, 23 percent worked at low wages.



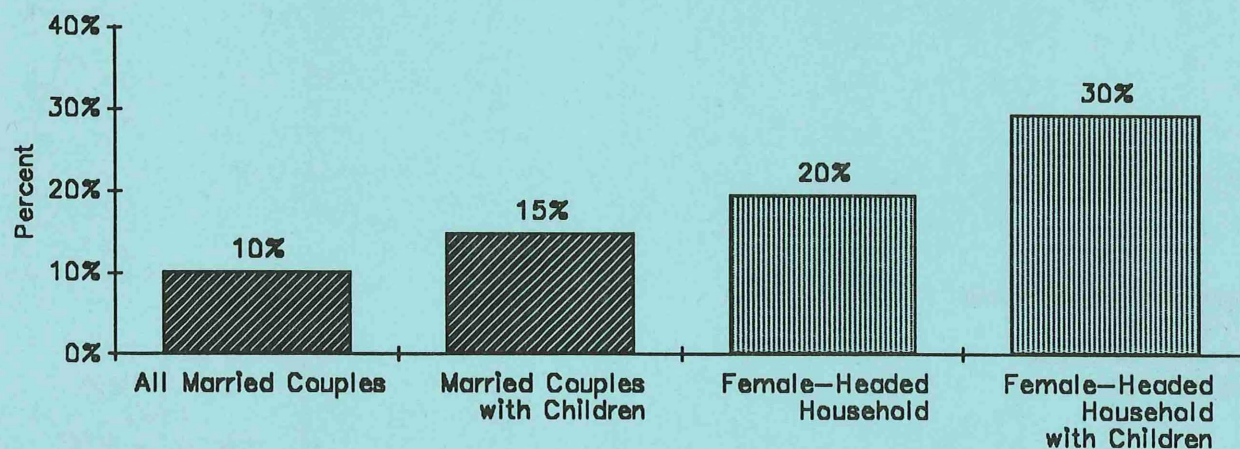
LOW WAGE WORKERS LIVING IN POVERTY

Of 54.4 million families with at least one participant in the labor force for more than half of 1990, 3.5 million experienced incomes below poverty level. The majority of these families, 1.9 million, were married couple families. Of the remaining families, 1.4 million were maintained by women and 205,000 families were maintained by men. Families maintained by women experienced the highest poverty rates while married couple families experienced the lowest poverty rates.

Most full-time, year-round workers with low annual earnings are not in poverty because other family members contribute to household income. Among low wage workers 13 percent were in poverty in 1990. Single women with low earnings were more likely to be in poverty than married women with low earnings. For female heads of families, 28 percent of those working at low wages were in poverty. Fourteen percent of women in non-family households lived in poverty. Twenty-one percent of married men working at low wages were in poverty, while 5 percent of married women working at low wages were in poverty. The wives were more likely to benefit from the higher wages of a spouse.

The presence of children also affects the likelihood of low wage workers living in poverty. For both married couple families and female-headed households with low wage earners, those with children were more likely to live in poverty. However, the poverty rate of these low wage households was double that female-headed households as for married couple households.

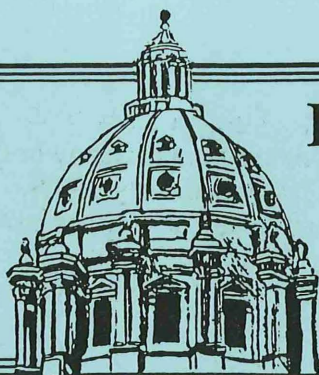
Poverty of Low Wage Workers by Family Type, U.S. 1990



PERIODS OF LOW WAGE EMPLOYMENT

The experience of working in low-wage employment is substantially different between men and women. Women were more likely than men to experience low wage employment that did not serve as a temporary transition to better paying employment. According to a study of workers' experience in low-wage jobs by the Poverty Project of Wider Opportunities for Women, 18 percent of women did not return to higher paid employment after working at low wages during an employment setback. Only 5 percent of men had this same experience. For another 14 percent of women, low wage employment continued indefinitely, compared to 7 percent of the men.

Men were much more likely to experience a low wage job as temporary before returning to a medium/high wage job. For 46 percent of men and 21 percent of women low wage employment was a temporary setback and their experience in a low wage job led to their return to medium/high wage employment. For the remaining workers, the proportion who either lost low wage employment altogether or used low wage employment as a first step toward higher waged employment was about the same for men and women.



Legislative Commission on the Economic Status of Women

Newsletter #182

85 State Office Building, St. Paul, MN 55155

March 1993

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

Commission members:

Senators

Linda Berglin, Minneapolis
Kevin Chandler, White Bear Lake
Janet Johnson, North Branch
Sheila Kiscaden, Rochester
Pat Piper, Austin

Representatives

Karen Clark, Minneapolis
Tim Commers, Mendota Heights
Becky Lourey, Kerrick
Steve Kelley, Hopkins
Betty McCollum, North St. Paul

Staff

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

ANNOUNCEMENTS

Five new members have been appointed to serve two-year terms on the Commission. House members are appointed to a two-year term and senators serve four-year terms. New members from the House are Representatives Tim Commers, IR-Mendota Heights; Steve Kelley, DFL-Hopkins; and Betty McCollum, DFL-North St. Paul. New Senate members are Kevin Chandler, DFL-White Bear Lake, and Sheila Kiscaden, IR-Rochester.

They join returning members Representatives Karen Clark and Becky Lourey and Senators Linda Berglin, Janet Johnson and Pat Piper. The new Commission will elect its chair and vice chair at a March 16 meeting.

Departing members are Representatives Alice Hausman, Connie Morrison and Katy Olson and Senators Terry Johnston and Judy Traub.

IN THIS ISSUE

Selected vital statistics with data from the Minnesota Department of Health. The department gathers vital statistics annually on the state's population including data on births, deaths, fertility, marriage and divorce. Data are obtained from birth and death certificates and, for marriage and divorce, from summary report forms and worksheets submitted to the department from county court administrators. For marriage dissolution data, the Health Department explains that data is not as complete as it should be. The table below summarizes key vital statistics for 1991.

SELECTED VITAL STATISTICS, MINNESOTA 1991

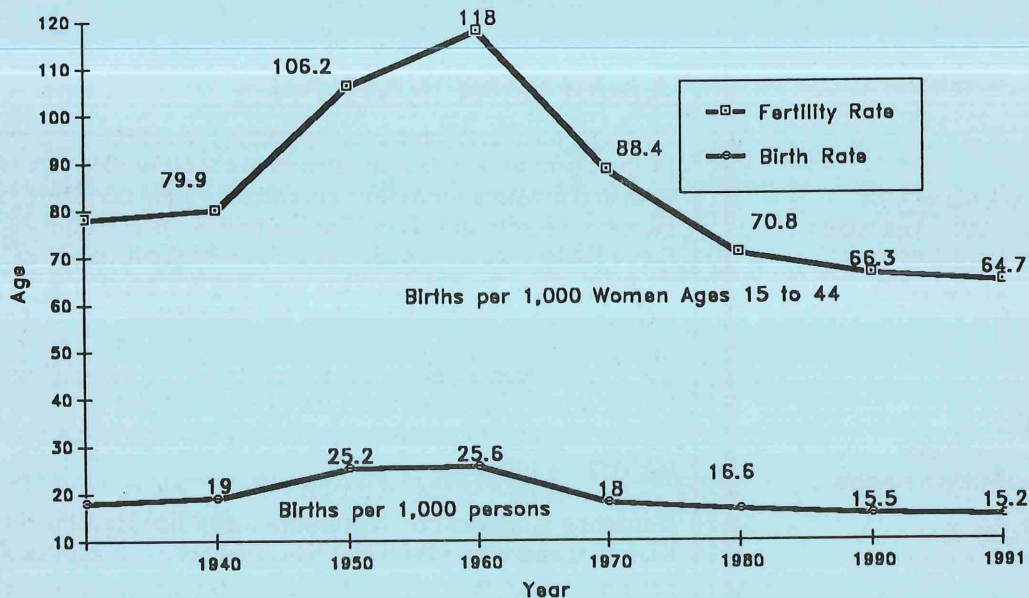
State's Population	4,416,292
# of Women of Child-bearing Age (15 to 44)	1,036,146
# of Births	67,037
Birth Rate(per 1,000 population)	15.2
Fertility Rate (per 1,000 women of child-bearing age)	64.7
Percent Births to Unmarried Women	22.3
# of Marriages	32,841
# of Divorces/Annulments	16,075

FERTILITY AND BIRTH RATES

Fertility rates, the number of births per 1,000 women of child-bearing age, declined dramatically in the 1960s and 1970s. The rates continued to decline but at a slower pace in the 1980s and early 1990s. While the fertility rate in 1970 was 88.4 births per 1,000 women of child-bearing age, it dropped to 64.7 in 1991. Fertility rates control for population size and are helpful in giving an indication of average family size. The average number of children a woman will have in a lifetime was 1.9 in 1990, the same as for 1980.

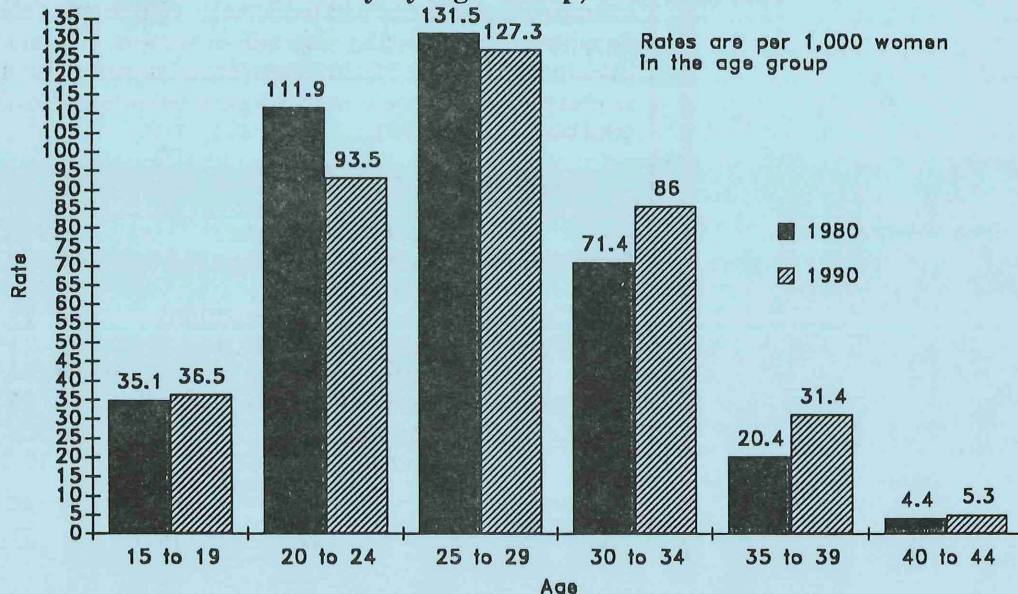
The birth rate, which measures births among the entire population, declined slightly but steadily in the past two decades. In 1970 the birth rate was 18 per 1,000 people and in 1991 that rate was 15.2. The chart below shows fertility and birth rates since 1940 in Minnesota.

Fertility and Birth Rates in Minnesota, 1940 to 1991



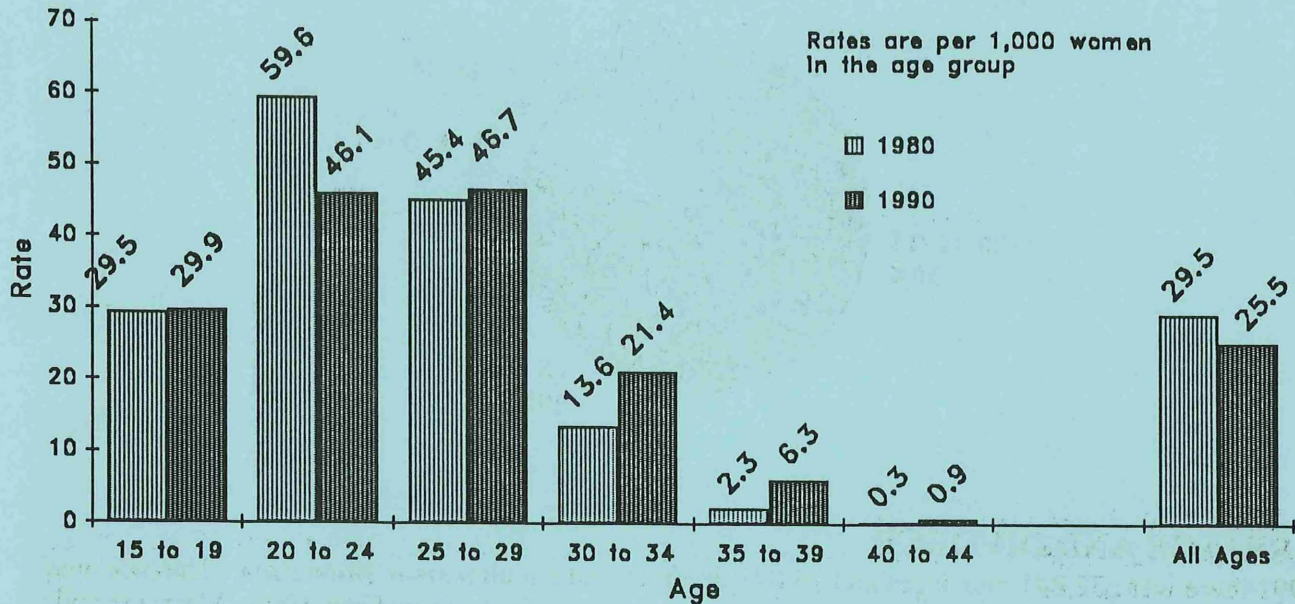
An examination of various age groups of women shows a decline in the past decade in fertility of women in their 20s and an increase for those in their 30s. Rates increased substantially in the 30 to 34 and the 35 to 39 age groups. Even among women over 40, rates increased slightly. There was also a slight increase for young women in the 15 to 19 age group. The chart below shows fertility rates per 1,000 women in each age group.

Fertility by Age Group, 1980 and 1990



The age at which women first have a child has also changed. In 1980 the first-birth rate among 20 to 24 year olds was 59.6 per 1,000 women. This dropped significantly to 46.1 by 1990, while the rate for the 30 to 34 year olds increased substantially, from 13.6 to 21.4. Even among 40 to 44 years olds, the rate increased slightly. In 1980, the overall rate of first births was 29.5, but by 1990 had decreased to 25.5.

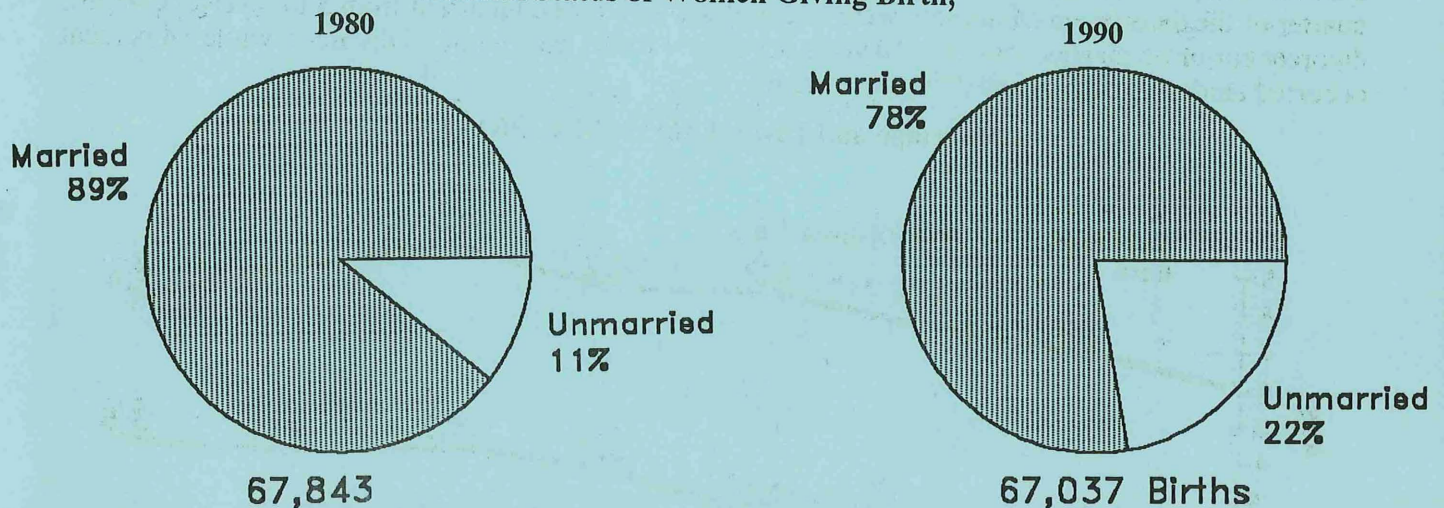
First Birth Rates By Age Group, 1980 to 1990



BIRTHS TO UNMARRIED WOMEN

Among the 67,037 babies born in Minnesota in 1991, 14,982 were born to women who were not married, accounting for 22 percent of all births. Births to unmarried women rose between 1990 and 1991 by 6.7 percent.

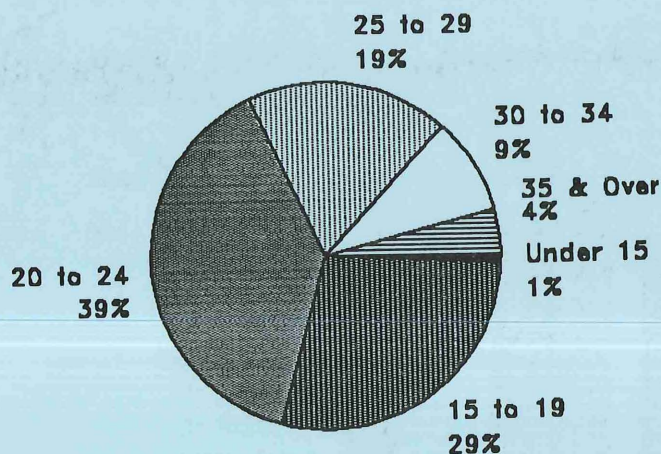
Marital Status of Women Giving Birth,



The percentage of births in the state to unmarried women has risen substantially throughout the 1980s. In 1980, 11 percent of births were to unmarried women, but by 1985 the percentage was 15. In 1990, 22 percent of all births were to unmarried women.

Among the 14,982 births to unmarried women, 29 percent were to those ages 15 to 19 and another 1 percent was to those under age 15. The largest share, 39 percent, were to unmarried women ages 20 to 24. The chart below shows the distribution of births to unmarried women by age.

Births to Unmarried Women By Age, 1991

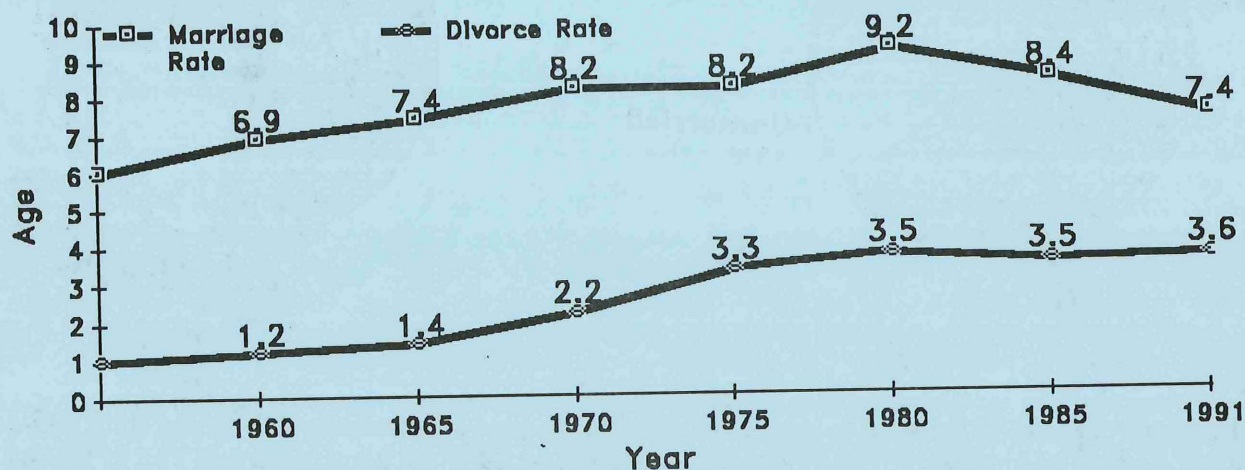


MARRIAGE AND DIVORCE

In 1991 there were 32,841 marriages and 16,075 divorces and annulments in Minnesota. This was just under a 3 percent decrease in marriages and a 3 percent increase in divorces from 1990. Marriage and divorce rates are the number of marriages per 1,000 population. The marriage rate for 1991 was 7.4 and the divorce rate was 3.6. This compares to national rates of 9.4 for marriages and 4.7 for the divorces. Marriage rates have declined over the last decade, while divorce rates have been nearly level since 1980.

Divorces are most likely to occur between five years and 10 years of marriage. Slightly more than one quarter of the divorces in Minnesota were to couples who had been married from 5 to 9 years. Overall, divorces for those married less than 10 years accounted for 37 percent of all divorces, while 14 percent occurred among those married 20 years or more.

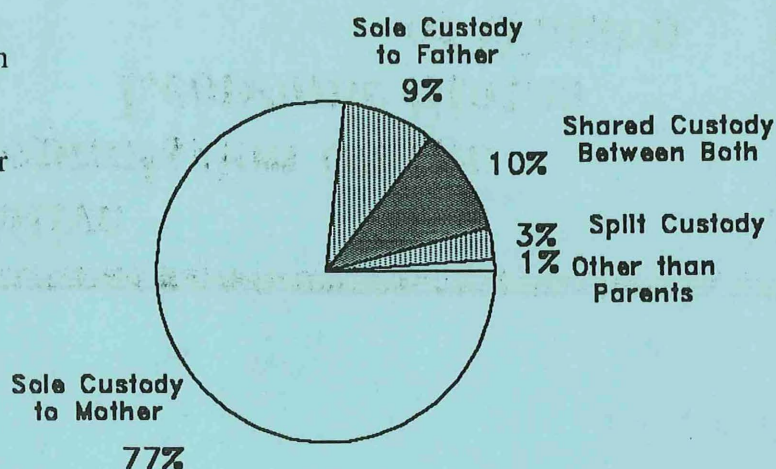
Marriage and Divorce Rates, MN 1960 - 1991



DIVORCE AND CHILDREN

Among the 16,075 divorces and annulments recorded in 1991 in Minnesota, 7,634 involved children. In those cases, custody of the children was awarded to only the mother in 77 percent of the dissolutions. The father received sole custody in 9 percent of the cases and the mother and father shared custody for 10 percent of the cases. For 3 percent of the divorces with children, custody of the children was split between the mother and father, meaning one parent received one or more children and the other received the remaining children. The chart at right shows the distribution of dissolutions by custody arrangements.

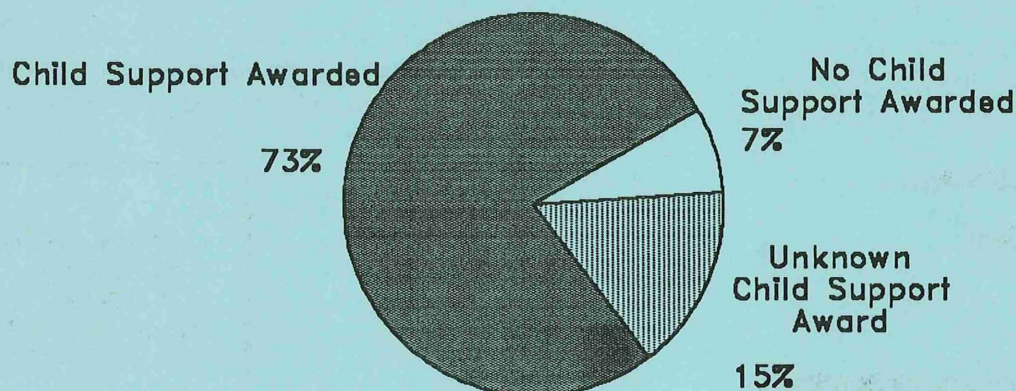
Custody of Children, MN Divorces 1991



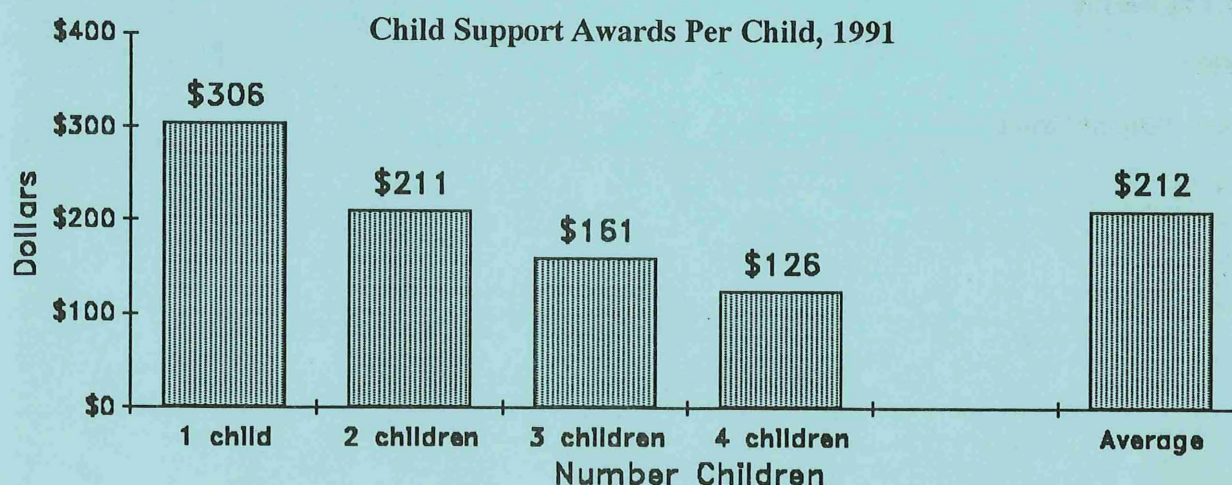
CHILD SUPPORT AWARDS

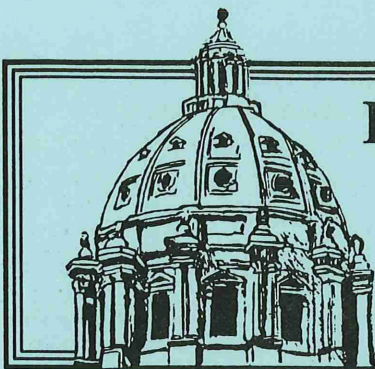
In divorces involving children, child support was ordered in 73 percent of the cases and 7 percent were not awarded child support. The chart below shows the status of child support awards for the 7,634 divorces where a child support order was established.

Child Support Awards in Divorces with Children, MN 1991



In the 7,634 cases where the amount of child support ordered was known, the average amount per child was \$212 per month. However, as the number of children in a family increases, the average amount of child support ordered per month for each child decreases. The chart below shows average child support amounts awarded per child.





Legislative Commission on the Economic Status of Women

Newsletter #183

85 State Office Building, St. Paul, MN 55155

April 1993

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

Commission members:

Senators

Linda Berglin, Minneapolis
Kevin Chandler, White Bear Lake
Janet Johnson, North Branch,
Chair

Sheila Kiscaden, Rochester
Pat Piper, Austin

Representatives

Karen Clark, Minneapolis
Tim Commers, Mendota Heights
Becky Lourey, Kerrick
Steve Kelley, Hopkins
Betty McCollum, North St. Paul,
Vice Chair

Staff

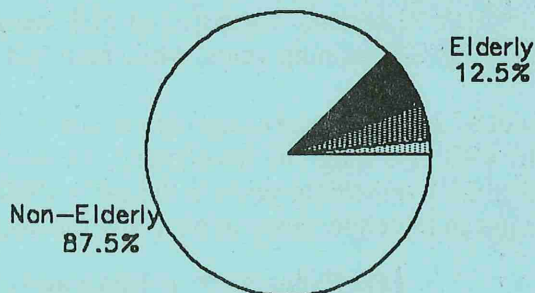
Aviva Breen, Director
Chris Halvorson, Asst. Director
Cheryl Hoiium, Asst. Director

IN THIS NEWSLETTER

This newsletter presents information on the elderly in Minnesota and the United States. Data are from the U.S. Census Bureau publication "Sixty-five Plus in America," and from the 1990 census of Minnesota. In this newsletter, the elderly are defined as those over age 65.

In 1991, elderly Minnesotans made up just under 13 percent of the state's population. This is about the same proportion as the U.S. average. Of the state's total population, 6.7 percent were ages 65 to 74; 4.2 percent were ages 75 to 84 and 1.6 percent were ages 85 and over.

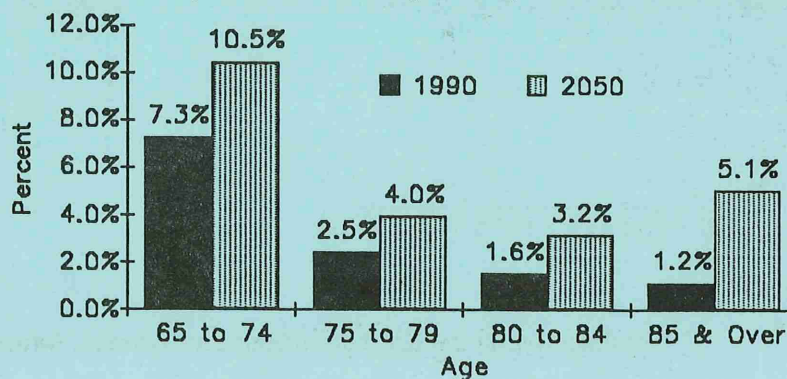
Elderly's Share of MN Population, 1990



GROWING POPULATION OF ELDERLY

The number of elderly persons in the United States is growing steadily and will continue to grow well into the next century, when the elderly will be a larger share of the population. The U.S. Census Bureau estimates the number of people age 65 and older will more than double by the middle of the next century, from 31.1 million in 1990 to almost 69 million in 2050.

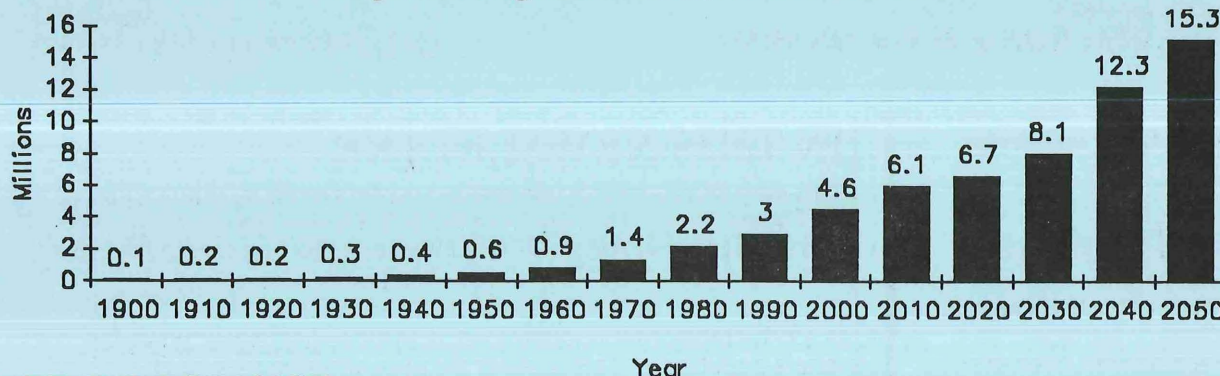
Elderly Share of U.S. Population, 1990 and 2050



While those age 65 to 74 were 7 percent of the overall population in 1990, they will be nearly 11 percent in the year 2050. The growth of the oldest of the elderly population will be dramatic. From just 3 million U.S. citizens in this age group in 1990, 15.3 million will be this age in the year 2050. The chart below shows this growth from the beginning of this century. Those age 85 and over are only 1 percent of the 1990 population, but will be 5 percent of the population in 2050.

Increased birth rates from 1946 to 1964 (the "Baby Boom" generation) and improvements in life-sustaining medical technology are the major reasons for this future growth of the elderly population. Also, infant and maternal deaths have substantially decreased during this century, along with reductions in early deaths from infectious and parasitic diseases.

Population Age 85 & Older, U.S. 1990 to 2050

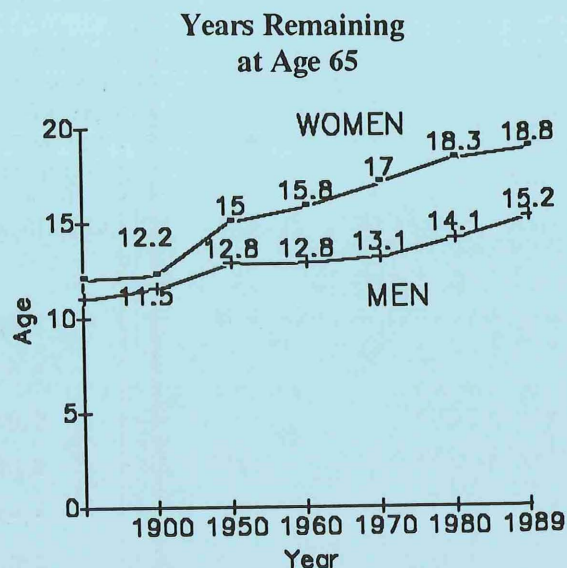
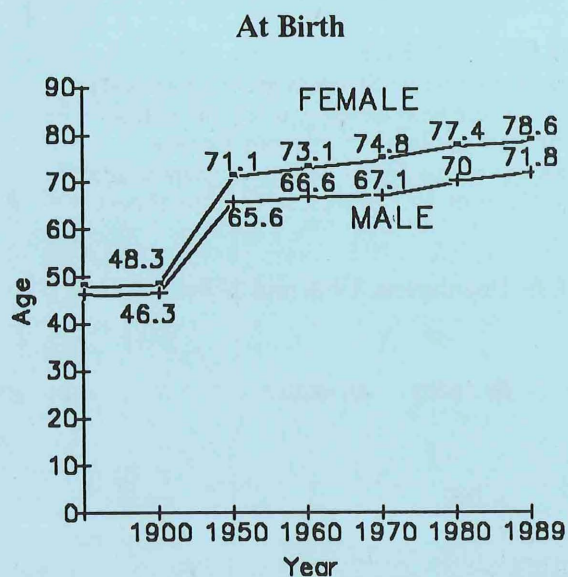


LIFE EXPECTANCY

Life expectancy for persons born in 1989 in the U.S. reached a record high average of 75.3 years. Women have had higher life expectancy than men throughout this century. The gap between males and females increased steadily until the last 20 years when it has narrowed slightly. Females born in 1989 had a life expectancy of 78.6 years, compared to 71.8 years for men. At age 65 in 1989, women could expect an average of 18.8 remaining years, while men had 15.2 years remaining.

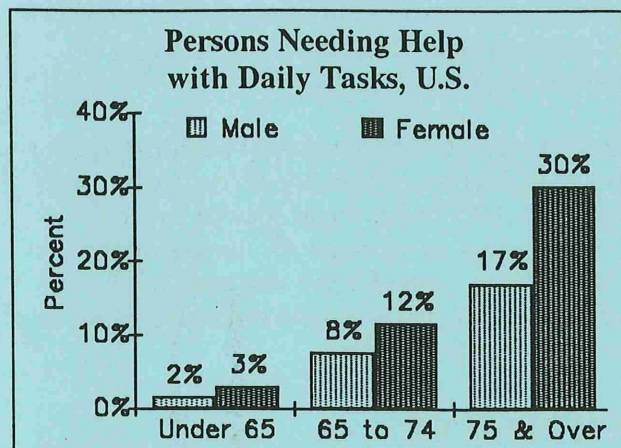
In 1990, 80 percent of newborns were expected to survive to age 65. In 1900, only 41 percent of newborns actually lived that long. In this century, the average lifespan for those age 65 years increased by 42 percent, from 11.9 remaining years in the early 1900s to 16.9 remaining years in 1989. The charts below show changes in life expectancy at birth and the average remaining years at age 65 in 1990.

Life Expectancy at Birth and at Age 65, 1990 U.S.



HEALTH NEEDS OF THE ELDERLY

Heart disease is the leading cause of death among the elderly. Heart disease, cancer or stroke cause three of every 4 elderly deaths. Chronic illnesses increase with age and are more common among women than men. Men tend to get illnesses that kill them, while women get illnesses that medical advances have made manageable, but may result in chronic conditions or disabilities requiring assistance with daily living.



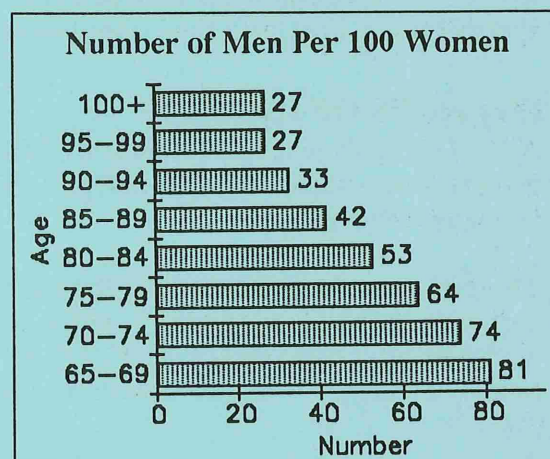
At all ages, elderly women are more likely to need assistance with daily living tasks than men. Three-fifths (61 percent) of elderly males who need assistance lived with their spouse, while only 24 percent of elderly women did. For those age 85 or older, 36 percent of men lived with their spouse, while only 4 percent of women did. The largest share, 38 percent, of elderly women live alone. These factors contribute to the increased likelihood of women needing institutional care earlier in life than men and for longer periods of time.

In an early 1980s study of women over age 80, 70 percent of them lived with two or more common chronic conditions, such as arthritis, visual or hearing impairment or hypertension, while only 53 percent of the men had two or more of these conditions.

OLDER WOMEN AND OLDER MEN

Because women on average outlive men, elderly women outnumber elderly men by three to two. In 1991, women were 60 percent of the elderly population, compared to 40 percent of men. (31.7 million women vs. 18.9 million men). Women's share of the elderly population is 68 percent for those age 80 and over.

This age differential can be seen by comparing the number of men for each 100 women in the same age group. The chart below shows that at ages 65 to 69 there are 81 men for each 100 women, while at ages 85 to 89, this number is cut in half to 42 men for each 100 women. At age 100 or older there are only 27 men for every 100 women.



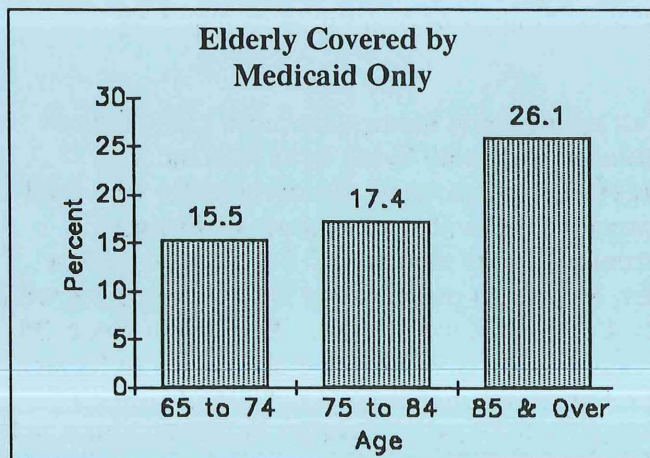
THE BABY BOOM EFFECT

In the year 2011, the "Baby Boom" generation will begin to reach age 65. Seventy-five million babies were born in the United States between 1946 and 1964, 70 percent more than in the previous two decades. The 1970s saw a return to lower birth rates, while the 1980s produced a slight "Baby Boom Echo" as the baby boom generation had babies of their own. The result will be a growing elderly population followed by a shrinking younger generation.

From the years 2010 to 2030 the number of elderly will grow 73 percent, while those under age 65 will decrease 3 percent. By 2040, the nation could have more elderly people than people under age 20, a marked change from the beginning of this century. The oldest of the old, age 80 and older, are currently only 1.3 percent of the total population, but projections are that this group will grow substantially. In 1990, 6.9 million people in the U.S. were age 80 and older. This could grow to over 25 million by 2050. In 1990, one in 35 people were 80 or older and by the year 2050, this could be one in 12.

HEALTH INSURANCE COVERAGE

Nearly all elderly people are covered by Medicaid, the federal health insurance program covering most medical costs. In addition to Medicaid, 74 percent of persons ages 65 to 84 were also covered by private medical insurance, while among those over 85, 65 percent also had private insurance. The oldest old are more likely to be covered only by Medicaid. Private insurance provides coverage for health care expenditures not covered by the Medicaid program.



A 1987 study showed that annual health care costs average \$5,360 per person age 65 and older. This ranges from \$3,728 for those ages 65 to 69 to \$9,178 for persons over age 85. In paying the \$5,360 average costs, \$3,356 was paid by Medicaid and \$2,004 was paid through private insurance or individuals.

LABOR FORCE PARTICIPATION AND RETIREMENT

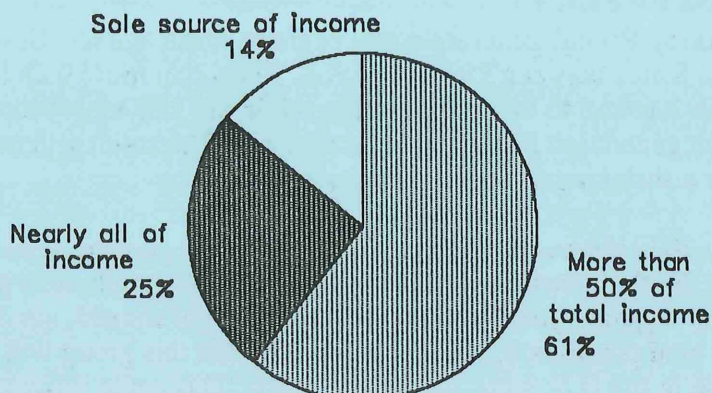
Few elderly are in the labor force. In 1990, only 16 percent of elderly men and nine percent of elderly women were in the labor force. Men are retiring earlier than they have in previous decades. In 1950, 46 percent of men were still in the labor force after age 65. Women are becoming a larger share of the elderly workforce than they have been in recent past. Women age 55 and older are 43 percent of all workers in the age group, compared to just 23 percent in 1950. Overall the elderly make up approximately 4 percent of the labor force.

SOURCES OF INCOME

A 1987 study showed that 64 percent of female workers were covered by a pension plan and that 40 percent were actually vested in that plan. This compares to 69 percent of men covered and 49 percent vested in that plan.

The primary source of income for the elderly is Social Security benefits. In 1987, Social Security was the major source of income for 61 percent of those receiving benefits. For 25 percent receiving benefits, Social Security made up at least 90 percent of income and for another 14 percent, it was their sole source of income. Other sources of income for the elderly include property income, earnings and pensions.

Social Security as Share of Elderly's Income

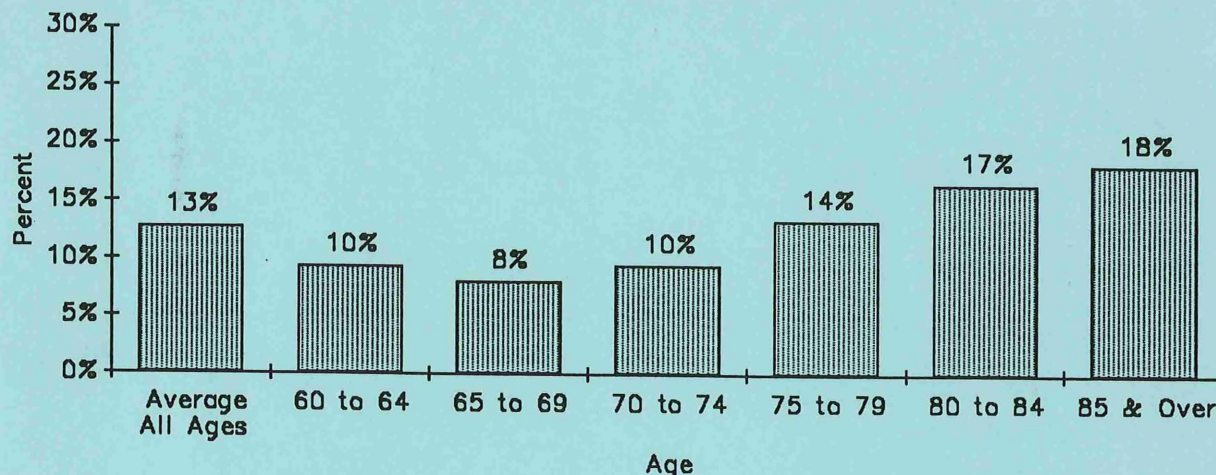


POVERTY AMONG THE ELDERLY

Women are a majority of the poor elderly. Twelve percent of all elderly are poor, but 15 percent of women are in poverty, compared to nearly 8 percent of men. In 1990, women were 59 percent of the elderly, but 74 percent of the poor elderly.

In Minnesota in 1990, elderly women age 75 & older had poverty rates of 21 percent, compared to 11 percent for men. For women ages 65 to 74, 11 percent were in poverty, compared to six percent of men the same age. Among the elderly, poverty rates increase with age, from 8 percent for ages 65 to 69 to 18 percent for those age 85 and older.

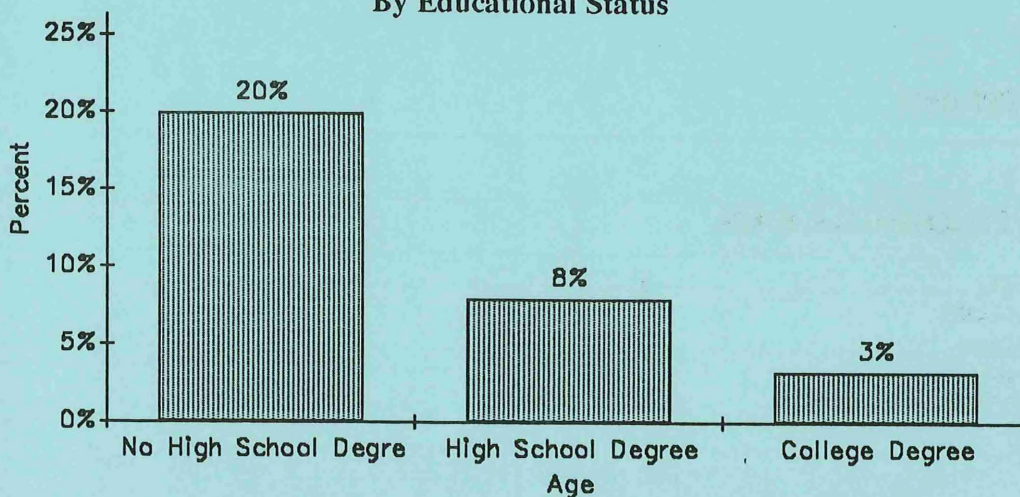
Poverty Rates U.S., 1990



EDUCATIONAL LEVELS

Education is a factor in the economic status of the elderly. Like other members of the population, elderly persons with low educational attainment are more likely to live in or nearly in poverty than those with higher levels. In 1990, 20 percent of those without a high school diploma were poor, compared to 8 percent with a high school diploma and 3 percent with a college degree. In 1989, 55 percent of elderly had high school diplomas, compared to 82 percent of those age 25 to 64. Nearly 30 percent of elderly had no high school degree, compared to 8 percent of person ages 25 to 64. Projections are that these rates will be improved in the future because proportionately more of today's younger population attained higher educational levels than their elderly counterparts.

Elderly Persons in Poverty
By Educational Status





Legislative Commission on the Economic Status of Women

Newsletter #184

85 State Office Building, St. Paul, MN 55155

June 1993

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

Commission members:

Senators

Linda Berglin, Minneapolis
Kevin Chandler, White Bear Lake
Janet Johnson, North Branch,
Chair
Sheila Kiscaden, Rochester
Pat Piper, Austin

Representatives

Karen Clark, Minneapolis
Tim Commers, Mendota Heights
Becky Lourey, Kerrick
Steve Kelley, Hopkins
Betty McCollum, North St. Paul,
Vice Chair

Staff

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

IN THIS ISSUE

This issue summarizes legislation passed during the 1993 legislative session that ended May 17 and during a one-day special session May 27. Included are issues the Commission had on its legislative agenda and related legislation of interest to women.

ANNOUNCEMENTS

A May newsletter was not published.

The Commission will be holding public hearings around the state and would like to hear from you if your community is interested in hosting a hearing. Hearings can cover a specific topic or can be open discussions of the status of women and how state policy can affect it. Please call the Commission office if you have hearing suggestions.

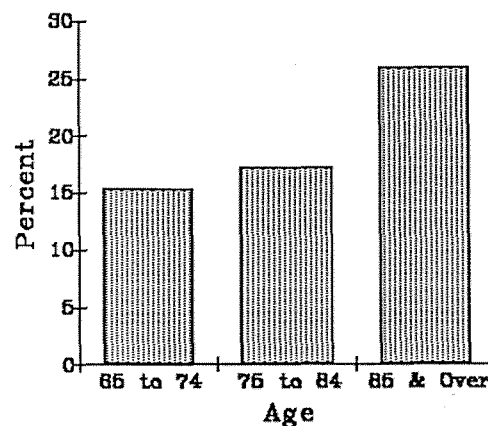
CORRECTION

In the April newsletter on the elderly in Minnesota and the U.S., a chart and the text incorrectly stated that most elderly are covered by the federal Medicaid program. Correctly, most elderly are covered by the federal *Medicare* program. Thank you to our faithful readers who pointed out this error.

The corrected text and chart follow. Data are from "Sixty-Five Plus in America," a publication of the U.S. Bureau of the Census.

Nearly all elderly people are covered by Medicare, the federal health insurance program covering most medical expenses for persons over 65. In addition to Medicare, 74 percent of persons ages 65 to 84 are also covered by private medical insurance, although this is less likely as persons get older. Private insurance covers some or all medical expenses not covered by the Medicare program.

Elderly Covered by Medicare Only



Legislation Approved in 1993

The chapter number indicated at the end of the sections below indicate where the legislation will appear in the publication of the session laws. The notation SS indicates the legislation was passed during the one-day special session.

PROGRAMS FOR WOMEN

Commission on the Economic Status of Women

Appropriates \$355,000 for the Legislative Commission on the Economic Status of Women. **CHAP 192**

Battered women's programs

Appropriates \$400,000 for additional battered women's shelters.

Appropriates \$1.3 million for operation of the existing battered women's programs and shelters. **CHAP 146**

FAMILY LAW

Appropriates \$1.6 million to improve access of low income clients to legal representation in family law matters. **CHAP 192**

Provides for withholding of income tax refunds for delinquent spousal maintenance. Allows occupational licenses to be reviewed for suspension in cases of delinquency on spousal maintenance. Responsibilities for medical and dental insurance and uninsured costs must be assigned in child support. Provides for notices to be included in all court orders relating to child support, spousal maintenance, custody and visitation. The notices relate to payment methods, visitation violations, laws governing payments, parental rights of each party, change of addresses, late payment notices and judgments and medical and dental insurance requirements.

Requires district court clerks to make forms for applying for a cost-of-living adjustment in spousal maintenance and/or child support available. **CHAP 322**

VIOLENCE PREVENTION

Stalking and harassment

Expands the definition of harassment to outlaw "targeted residential picketing" and attending events after being told that it is harassment. Residential picketing includes activities aimed at affecting the safety, security or privacy of the residence or preventing access to or egress from the resident by the occupant. Violations are a misdemeanor

punishable by imprisonment up to 90 days or fine up to \$700. Repeat violations become gross misdemeanors punished by one year imprisonment or a fine up to \$3,000 or both.

Expands harassment definition to include conduct that would cause a person to feel oppressed, persecuted or intimidated. These activities include: purposely injuring the personal property or rights of another; stalking, following or pursuing; trespassing on property; repeated telephoning; or repeated mailings or deliveries to the victim. These actions become a felony if: the victim's race, color, religion, sex, sexual orientation, disability, age or national origin was a factor; a weapon is used; or the victim is under age 18. This law became effective June 1, 1993. **CHAP 326**

Allows owners registering motor vehicles with the state to keep their residence address private for safety purposes by written request. These owners must agree to have all motor vehicle correspondence sent to a separate mailing address that will be kept confidential.

Post-secondary training

Appropriates \$400,000 to the Higher Education Coordinating Board (HECB) to design a program for training students on violence issues. Students in teaching, school administration, law enforcement, medical and mental health, social work, guidance counseling or other education and human service programs are included. **CHAP 326**

Creates a higher education center on violence and abuse at one public or private post-secondary school chosen by HECB. The center will provide curriculum and other violence resources and educational opportunities for faculty, students and staff. The center may fund pilot projects to develop violence prevention curricula. The center will convene task forces of various professional fields to review regulations, licensing and accreditation standards to determine if professionals are adequately prepared and updated on violence and abuse issues. **CHAP 326**

Violence prevention grants

Appropriates \$400,000 for community violence prevention councils and \$1 million for violence prevention grants that can be used for curriculum development in the schools. Appropriates an additional \$3 million for violence prevention education grants. **CHAPS 224 & 326**

Judicial education

Adds harassment and stalking laws to the Supreme Court's judicial education program of ongoing training for district

court judges. Requires training for county and city attorneys. These provisions take effect the day after the bill is enacted. **CHAP 326**

CHILD CARE

Appropriates an additional \$3.5 million for the Basic Sliding Fee Child Care program.

Re-allocates \$600,000 of federal child care funds to counties with insufficient Basic Sliding Fee child care funds to serve all enrolled families. This is a one time shift to remedy a problem caused by changing the allocation formula. **SS CHAP 1**

Makes public certain data regarding criminal convictions of applicants for family child care or child care center licenses. Licensees can be disqualified because of previous crimes. Licensees can ask for a reconsideration. **CHAP 171**

Prohibits smoking during hours of operation in family child care homes licensed by the state of Minnesota effective March 1994. **CHAP 14**

Appropriates \$54,000 from the Early Childhood Care & Education Council to be used for a pilot child care workers training program, including an apprenticeship component. Child care workers will be trained to qualify as assistant teachers, teachers and in-service trainers or mentors. **SS CHAP 1**

Provides funding to the Higher Education Coordinating Board to provide technical support to post-secondary schools in providing innovative child care options for students.

Appropriates \$7.1 million to the post-secondary child care program which subsidizes child care costs of students during school hours. **SS CHAP 2**

Allows jurors in court to be reimbursed for any additional child care expenses incurred as a result of jury duty, at rates determined by the Supreme Court. **CHAP 192**

PATERNITY

Allows the paternity of a child born to unmarried parents to be established by signing a "recognition of parentage" form, rather than having to go to court. The recognition of parentage is witnessed by a notary public and filed with the state registrar of vital statistics. This recognition can be the basis for awarding custody or visitation to either parent or establishing child support or other legal obligations. The Department of Human Services must prepare the form and provide educational materials to help the mother and father make the decision to establish paternity. Hospitals will

distribute these materials to new parents and make the parentage forms available. **SS CHAP 2**

AFDC

Allows the state to seek permission from the federal government to raise the maximum allowable value of a car to \$4,500 in determining eligibility for AFDC. The state may also seek permission to allow dependent children and minor caretakers attending school at least half-time in AFDC families to save any earned income without disqualifying the family from assistance.

Appropriates \$200,000 for supplementary grants to AFDC recipients to cover such expenses as major home and appliance repair, utilities, supplementary dietary needs or furniture or appliance replacement. **SS CHAP 1**

CHILD SUPPORT

Income withholding

Allows for automatic income withholding for child support payments to occur at the written request of the obligor or by the custodial parent's motion in court. Creates a \$15 monthly fee to the child support enforcement office for obligors if their income is being withheld but they are not using other collection services of the child support enforcement offices.

Describes the distribution of withheld income for child support when there is more than one withholding order for the same employee. **SS CHAP 1**

Medical and child care expenses

Requires that any new child support and maintenance orders require obligors to keep the public authority informed of their current employer and whether any employment-related health insurance coverage is available. **SS CHAP 1**

Requires the parent with the best available medical insurance to provide coverage for the child. If the employer is self-insured and does not offer dependent coverage, an obligor is required to obtain dependent coverage. If insurance is not available to either parent, the court can require the obligor to pay \$50 or more per month toward the children's medical and dental expenses or toward insurance. Medical and dental expenses include orthodontia and eye care. If each parent has the ability to pay, courts may apportion medical and dental expenses between them. Medical providers must reimburse the parent for any pre-payments if covered by insurance and mail any information about the child's coverage to both parents.

Requires employers to ask new employees if they are under court order to provide medical coverage. Employers are

already required to ask about child support. Employers who wilfully fail to comply with withholding orders are liable for any dependent medical expenses and may be subject to contempt charges and required to pay a fine.

Requires the court to review the work and education-related child care costs for a custodial parent and apportion these between the parents based on their incomes, unless this would be substantially unfair to either parent. Allows modification of child support awards if child care expenses change or if there are extraordinary medical expenses not provided for in the original court order.

Guidelines

Raises the minimum income used in establishing child support from \$400 to \$550 per month and raises the maximum income to which guidelines are applied from \$4,000 to \$5,000 per month. This upper limit will rise every two years with the cost of living.

Prohibits courts from deviating downward from the guidelines when the custodial parent is on AFDC, unless it poses an extreme hardship for the obligor.

Penalties for non-payment

Strengthens penalties for wilful failure to pay child support and changes felony non-payment of support to a gross misdemeanor with a penalty of one year in prison or a fine of \$3,000. Provides that interest will accrue on unpaid child support at the same rate as other judgments, plus two percent, but not to exceed 18 percent annually.

County child support enforcement offices

Expands authority of counties to obtain information to locate absent parents, to establish paternity or child support or to enforce a child support order. Information can be obtained from insurance companies, financial institutions, utility companies, employers and labor associations.

Provides financial incentives to counties for establishing paternity and for reviewing and obtaining necessary adjustments to child support orders.

Collections at the state level

Creates an arrearage collection project in the Department of Revenue for child support that is more than \$100 and 90 days past due. The department can use all available tax collection remedies and use tax return information to collect.

Requires the Department of Human Services to study the feasibility of:

- allowing employers to pay wage withholding for all employees to one agency with one check;
- creating one depository for child support payments, rather than the individual counties;

- converting from current child support guidelines to an "income shares" formula;
- establishing guidelines or formulas for child support in joint or split custody cases;
- simplifying and streamlining the administrative process for child support to make it more informal, uniform and accessible statewide. **CHAP 340**

Appropriates \$5.8 million for a child support restructuring initiative in the Department of Human Services. Includes funding for Project Fair Share which provides job training and support services for non-custodial parents who owe back child support. **SS CHAP 1**

EDUCATION

Appropriates \$400,000 for a statewide Children's Data Base.

Appropriates \$130,000 for staff for the Legislative Commission on Children, Youth & Families.

Appropriates \$4.47 million for a grant program that will fund projects designed to increase local collaboration among counties, school districts and social service organizations. An additional \$3.5 million is appropriated to these grants in SS CHAP 1, the Health and Human Services bill.

Appropriates \$18.9 million to the Learning Readiness program, a pre-kindergarten program for four-year olds.

Appropriates \$950,000 to the Way to Grow programs. **CHAP 224**

Appropriates \$23 million to HeadStart programs statewide, a \$6 million increase. **CHAP 369**

Appropriates \$1 million to establish a youth apprenticeship program. Requires any program to actively encourage women and minority students to participate. **CHAP 335**

WORKPLACE ISSUES

Unemployment Compensation

Requires the Dept. of Jobs & Training to develop and implement a policy regarding employees forced to leave work due to domestic abuse and to study problems of employees leaving work because of child care or domestic abuse problems. **CHAP 270**

Economic development

Appropriates \$380,000 to Women Venture, Inc., a non-profit organization based in St. Paul helping women start and maintain small businesses. **CHAP 369**

HOUSING

Appropriates \$880,000 to the transitional housing program, providing temporary shelter for homeless persons and families.

Appropriates \$1.2 million for the food shelf program.

Appropriates \$400,000 for youth employment and housing for the homeless through the Youthbuild program.

Appropriates \$1.1 million for acquisition, rehabilitation or construction of transitional housing units.

Appropriates \$3 million for rent assistance in the family stabilization program.

Appropriates \$3.8 million for the family homeless prevention and assistance program. Provides grants to counties for programs that will prevent homelessness and secure permanent or transitional housing for homeless families. Grants can be used to build emergency shelters, transitional housing or permanent housing.

Appropriates \$366,000 for an emergency mortgage foreclosure prevention and emergency rental assistance program. Provides assistance to low or moderate income persons in danger of losing their housing because of circumstances beyond their control. **CHAP 369**

HEALTH CARE

Appropriates \$500,000 for grants to nursing programs to recruit persons of color and to provide grants to students who are persons of color and seeking a degree as registered nurses. **SS CHAP 2**

Appropriates an additional \$4.2 million to the WIC program in the Department of Health.

Appropriates an additional \$3.6 million to the family planning grants administered by the Department of Health in the Maternal and Child Health program. **SS CHAP 1**

OTHER

Taxes

Expands the Working Family Tax credit from 10 percent to 15 percent of the allowable federal Earned Income Tax Credit. **CHAP 375**

Women in athletics

Appropriates \$30,000 for an international ringette (a type of hockey played by women) tournament in St. Paul and Rosemount in 1994.

Appropriates \$300,000 for promoting the Women's Final Four basketball tournament in 1995. **CHAP 369**

Appropriates \$30,000 to the Amateur Sports Commission to promote women's sports. **CHAP 192**

Requires the state High School League to adopt rules and policy requiring the equal employment of women as referees for high school activities and sports contests.

Requires the High School League to analyze opportunities for women to train and serve as referees. **CHAP 224**

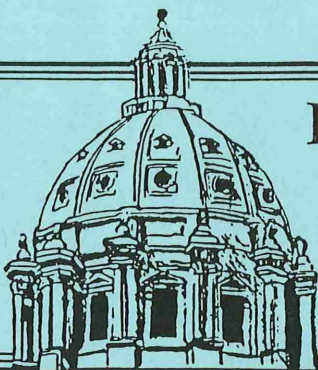
Nurse veterans statue

Appropriates \$50,000 for a nurse statue to be located in the Veterans Affairs Medical Center in Minneapolis. **CHAP 369**

LEGISLATION VETOED BY GOVERNOR

Gender balance on boards HF31/SF17

Required gender balance in multi-member state agency appointments; recommended racial, ethnic, geographic and socioeconomic diversity in these appointments.



Legislative Commission on the Economic Status of Women

Newsletter #185

July 1993
(612) 296-8590 or 1-800-657-3949

Commission members:

Senators

Linda Berglin, Minneapolis
Kevin Chandler, White Bear Lake
Janet Johnson, North Branch,

Chair

Sheila Kiscaden, Rochester
Pat Piper, Austin

Representatives

Karen Clark, Minneapolis
Tim Commers, Mendota Heights
Steve Kelley, Hopkins
Becky Lourey, Kerrick
Betty McCollum, North St. Paul,
Vice Chair

Staff

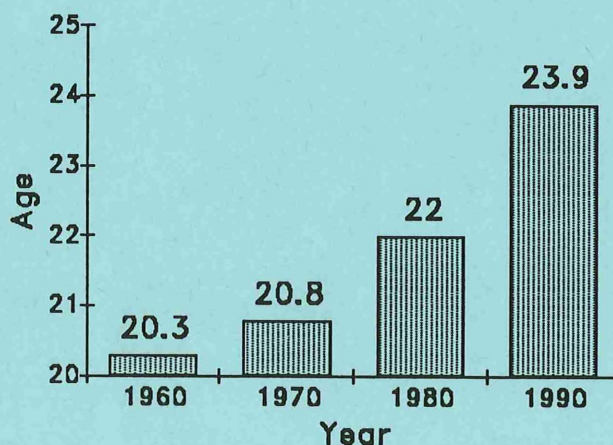
Aviva Breen, Director
Chris Halvorson, Asst. Director
Cheryl Hoium, Asst. Director

IN THIS ISSUE

Marriage, divorce, remarriage and families, with data from two special studies of the U.S. Bureau of the Census. Data are from "Households, Families and Children: A 30-Year Perspective" and "Marriage, Divorce and Remarriage in the 1990's."

Women's increased educational and work experiences in recent years have resulted in a relatively increased average age at first marriage, and therefore delayed or lower fertility. Delayed marriage can contribute to the likelihood of single parenthood and the creation of one-parent families. Since 1960, the age at which women first get married has steadily increased to today's median of 23.9 years. Similarly, the percentage of women age 18 and older who have never married has also increased, from 14 percent in 1970 to 19 percent in 1990.

Median Age at Women's First Marriage



DIVORCE TRENDS

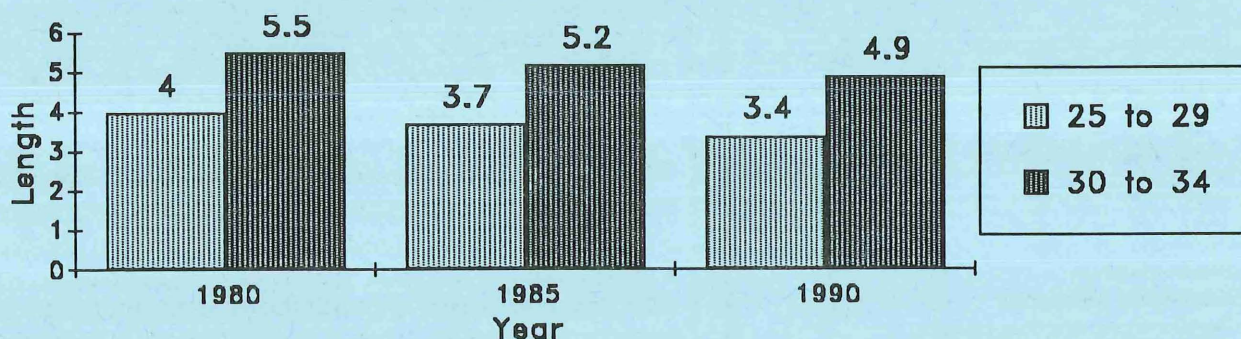
Divorce rates measure the number of divorces per 1,000 marriages. This rate steadily increased beginning in the early 1960s, but has recently seen a slight but steady decline. Still, half of all marriages occurring since 1970 could end in divorce. The percentage of U.S. marriages ending in divorce is among the highest worldwide.

Among all women who had ever been married, 28 percent have been divorced. Five percent of ever-married women have been divorced twice.

Length of marriages

Among all divorced women ages 20 to 54 in 1990, the median length of marriage was 6.3 years. Marriage duration among those in their 20s and 30s is shorter. For those age 25 to 29, median length of marriage was 3.4 years in 1990, compared to 4 years in 1980. For those age 30 to 34, median length of marriage was 4.9 years in 1990, compared to 5.5 in 1980. For divorced women ages 40 to 44, median length of marriage was 7.6 years in 1990, compared to 9.7 in 1980.

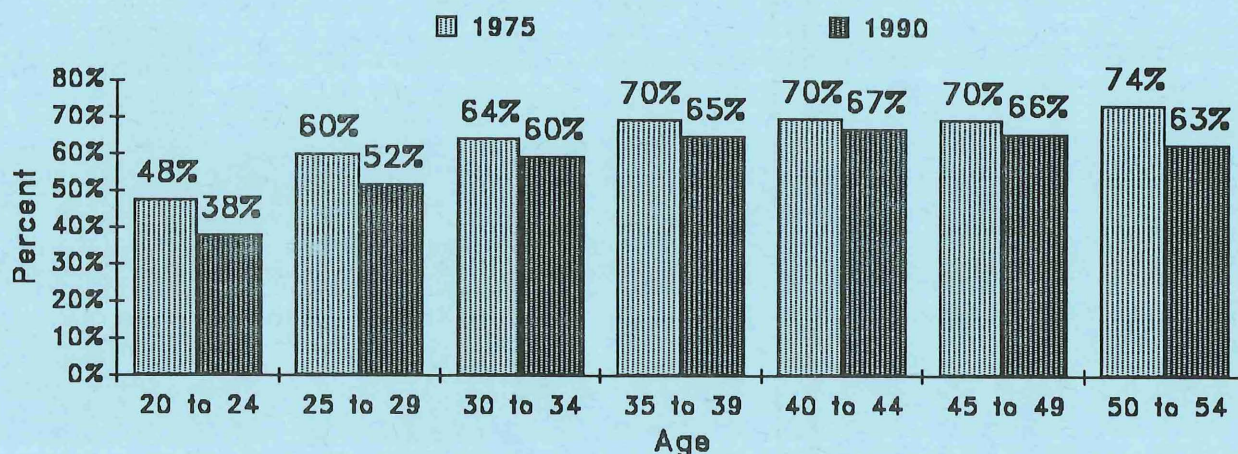
Duration of Marriages of Divorced Women, by Age Group



REMARRIAGE AFTER DIVORCE

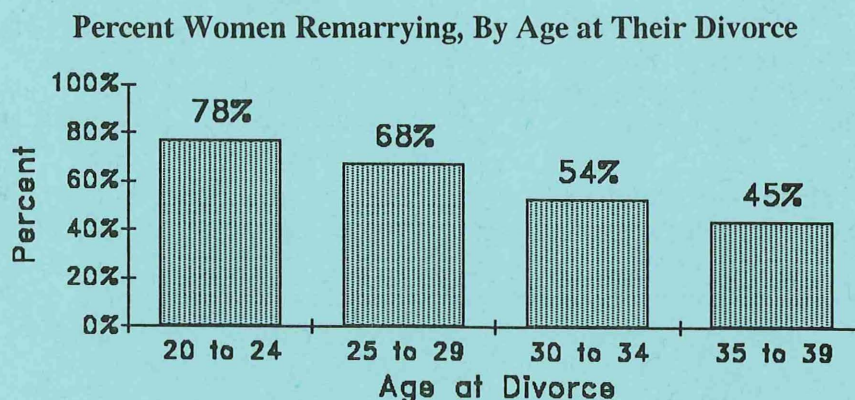
Remarriage after divorce is relatively common, but trends indicate a recent decline in the likelihood of remarriage. Currently more than 4 of 10 U.S. marriages involve a second marriage or more for either the bride or groom or both. While 70 percent of 40 to 44-year-old divorced women had been remarried in 1975, 67 percent had in 1990. While 74 percent of 50 to 54-year-olds had remarried in 1975, in 1990 the percentage was only 63.

Percent of Women Remarrying After Divorce by Age, 1975 to 1990



Previous studies have indicated that second marriages are more likely to end in divorce than first marriages. However, available data does not show this. With 29 percent of remarried women eventually divorcing, their divorce rate is similar to that of all ever-married women at 27 percent. If a second marriage ends in divorce, it is more likely to end after fewer years than the first marriage.

Remarriage after a divorce is more likely among women divorced young and who had been divorced a short-time. Eight of 10 divorces occur to women in their 20s and 30s. Three of 4 women divorced in their early 20s were remarried, compared to less than half of those divorced in their late 30s. The chart below shows the percentage of women remarrying by the age when they divorced.



For divorced women who remarried, 2.5 years was the median length of years between marriages. Among those who remarried, one-quarter married within one year and three-quarters married within 5 years. The likelihood of remarriage decreases the longer a woman remains single after a divorce.

FACTORS IN DIVORCE AND REMARRIAGE

The likelihood of divorce and remarriage seems to be linked to several factors: age at marriage and divorce, educational attainment, premarital pregnancy and the presence of children.

Age

Women who married before age 20 were significantly more likely to divorce than women first married at a later age. Similarly, women who married at age 30 or older had lower divorce rates than women marrying younger. Among women ages 50 to 54, one-third of those married while still in their teens eventually divorced, while only 15 percent of those married after age 30 had divorced. The chart below includes women age 35 to 39 and the percentage of them who are divorced in various age groups.

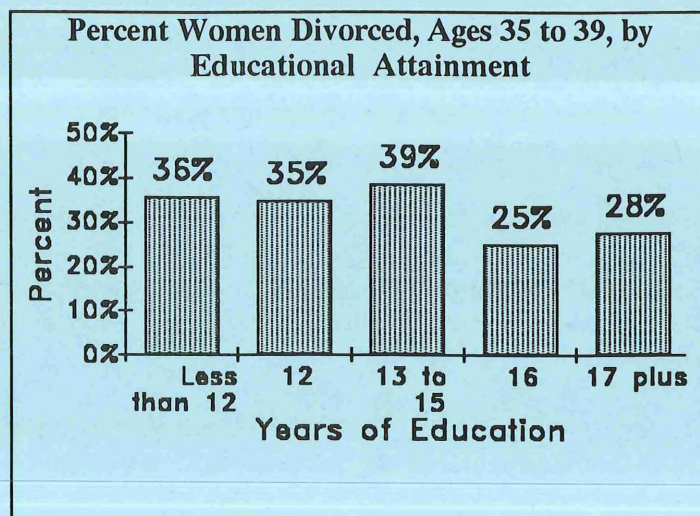


Education

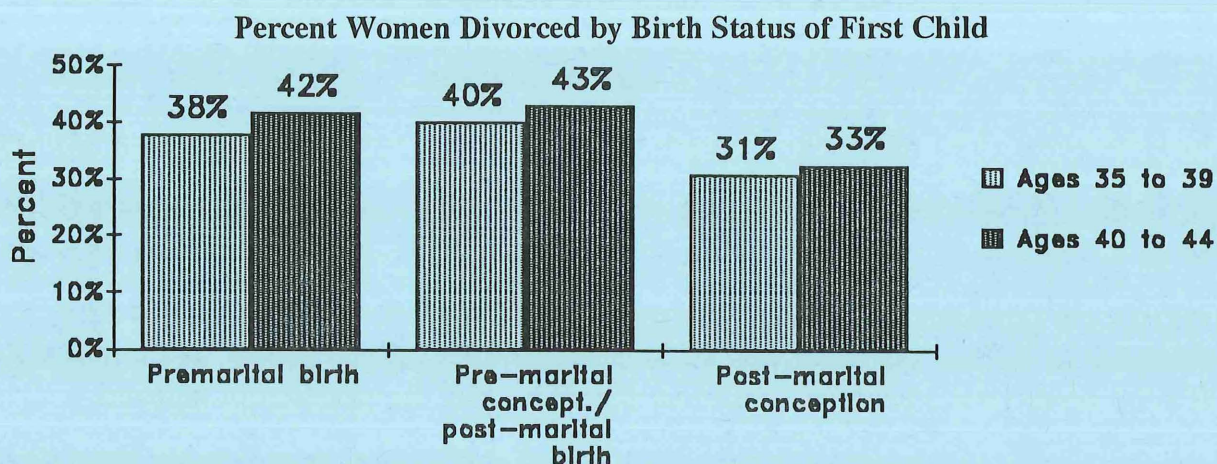
Divorce is more likely among women who have not received a high school diploma or who have begun a post-secondary program but not received the degree. Those with a diploma or who completed a post-secondary program are less likely to be divorced. Also, the greater number of years of schooling, the smaller the percentage of divorced women.

Children

Women who gave birth before marriage have a greater likelihood of divorce. The same is true for those who become pregnant before marriage but give birth after marriage.



Women give birth before marriage more frequently than 20 years ago. In 1990, 29 percent of all first births to women ages 15 to 35 were to unmarried women. From 1960 to 1964, births to unmarried women were 13 percent of all first births.

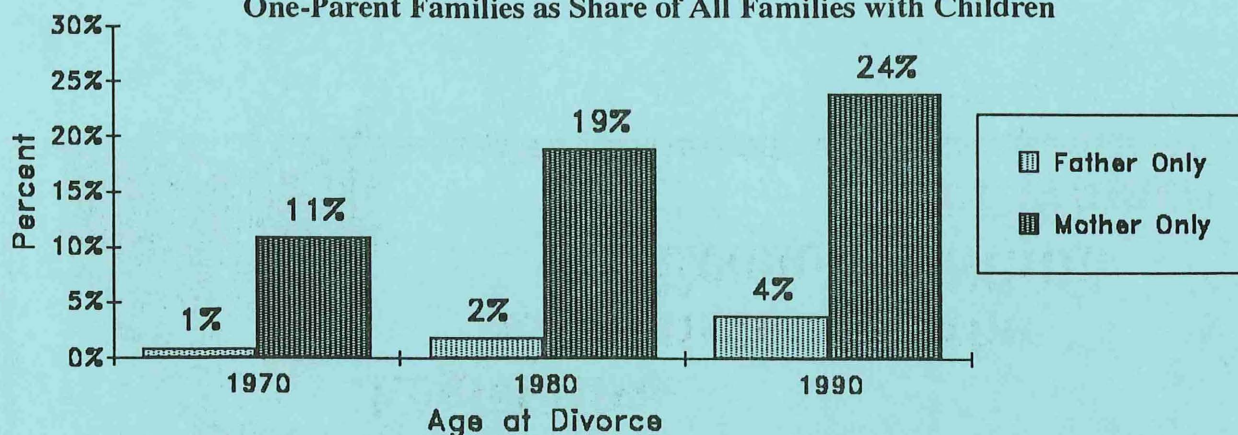


MARRIAGE AND DIVORCE TRENDS AFFECTING FAMILIES

Trends in marriage and divorce affect the creation of families and the living arrangements of children. Nearly 20 percent of children are not living in a "traditional" family consisting of a father, mother and children. Between 1980 and 1990, one parent family groups increased by 41 percent, while the percent of two-parent families remained nearly the same. The decade between 1970 and 1980 saw a similar change in families.

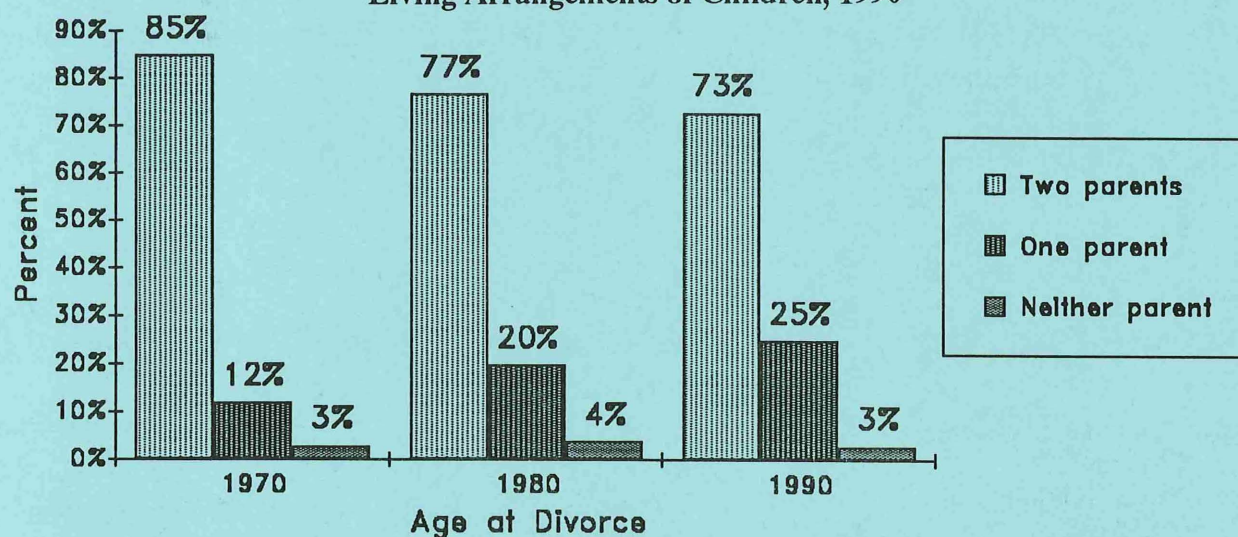
Because of pre-marital child-bearing, separation and divorce, today 3 in 10 families are one-parent families. In 1970, one of 10 were. Since 1970, one-parent families with fathers increased from 393,000 to nearly 1.4 million. The number of one-parent families headed by women rose from 3.4 million in 1970 to 8.4 million in 1990. These female-headed families accounted for 86 percent of one-parent families in 1990.

One-Parent Families as Share of All Families with Children



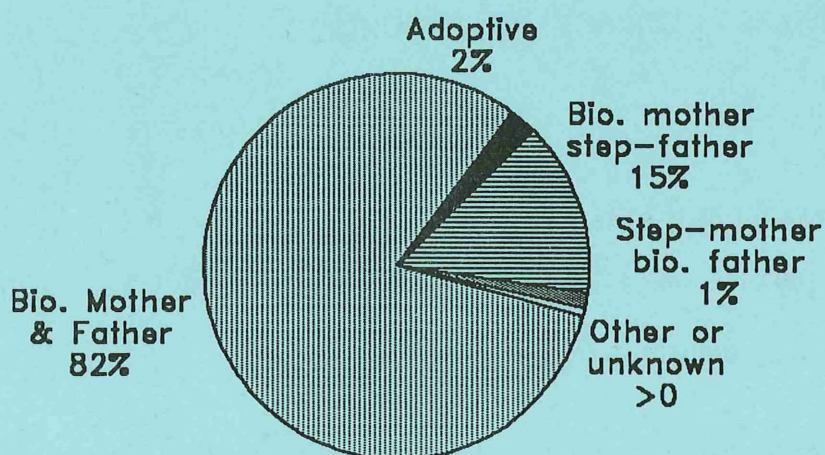
In 1990, 73 percent of all children lived in some kind of two-parent family, compared to 77 percent in 1980 and 85 percent in 1970. One-quarter of children live in single-parent families in 1990, nearly double the 1970 percentage of 12 percent.

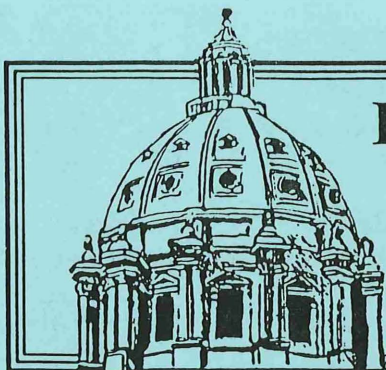
Living Arrangements of Children, 1990



Among children in two-parent families, 82 percent lived with both their biological mother and father. This type of family has decreased by nearly 3 percent since 1980, while families consisting of a biological mother and a step-father have increased by 3 percent during that same time period.

Children in Two-Parent Families, by Type of Family, 1990





Legislative Commission on the Economic Status of Women

Newsletter #186
85 State Office Building, St. Paul, MN 55155

August 1993
(612) 296-8590 or 1-800-657-3949

Commission members:

Senators

Linda Berglin, Minneapolis
Kevin Chandler, White Bear Lake
Janet Johnson, North Branch, Chair
Sheila Kiscaden, Rochester
Pat Piper, Austin

Representatives

Karen Clark, Minneapolis
Tim Commers, Mendota Heights
Becky Lourey, Kerrick
Steve Kelley, Hopkins
Betty McCollum, North St. Paul, Vice Chair

Staff

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

IN THIS ISSUE

Education, Income and Jobs, with data from the U.S. Census Bureau, U.S. Department of Labor and a special report, "Declining Wages for High School and College Graduates", from the Economic Policy Institute.

ANNOUNCEMENTS

The Commission has published a poster, "Are You Entitled to Family Leave?," comparing the new federal Family and Medical Leave Act that went into effect August 5 with Minnesota's own Parental Leave law that has been in effect since 1987.

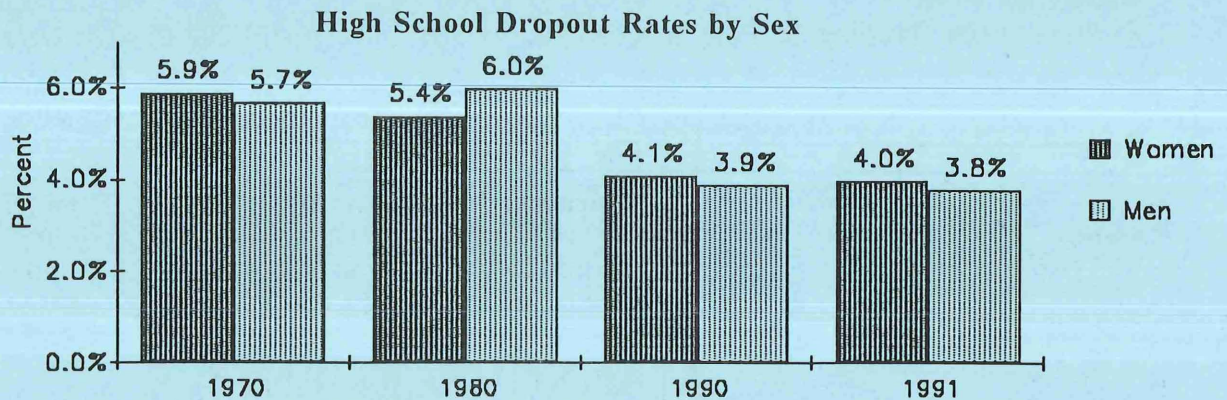
Workers in companies with more than 50 employees are now entitled to 12 weeks of unpaid leave for the birth or adoption of a child, or when a family member or the employee has a serious medical condition. Workers are guaranteed their job or a comparable job when they return from leave.

For copies of the family leave poster, call or write the Commission office.

HIGH SCHOOL DROPOUT RATES

High school dropout rates have fallen consistently since the late 1960s. In 1991, 4 percent of U.S. high school students dropped out of school, compared to 5 percent in 1967 and 6.7 percent in 1979.

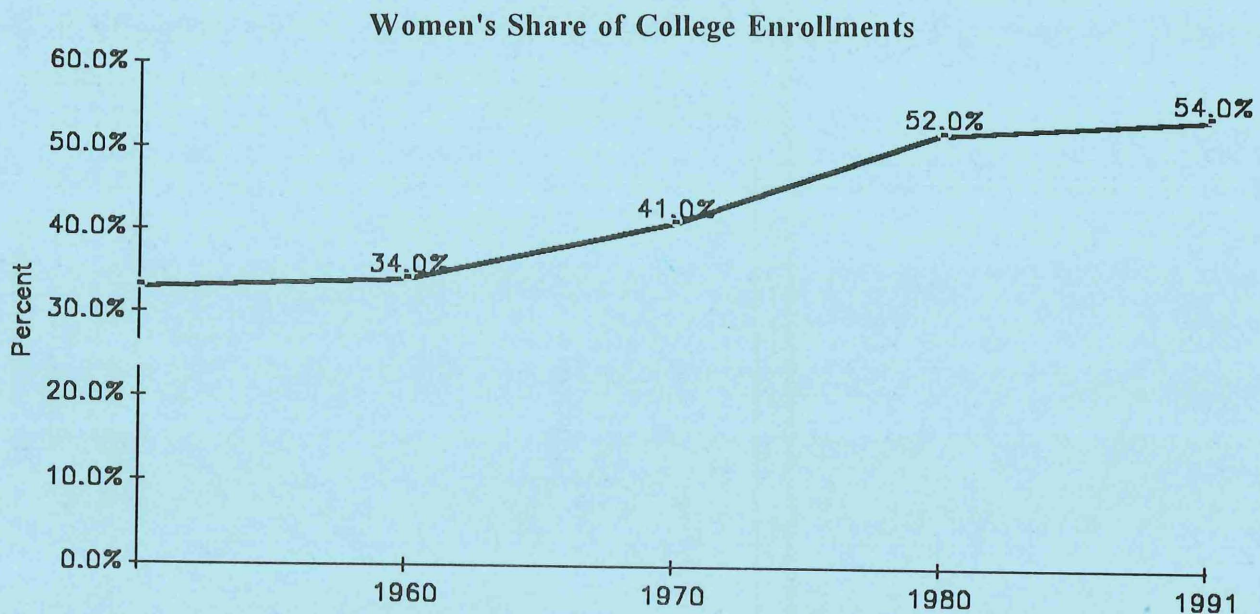
In 1991, 3.8 percent of male students dropped out compared to 4.3 percent of female students. The rate among boys and girls has varied only slightly since 1970. In 1990, among persons 18 to 24 years old, 14 percent were high school dropouts, compared to 16 percent in 1980.



POST-SECONDARY EDUCATIONAL ACTIVITY

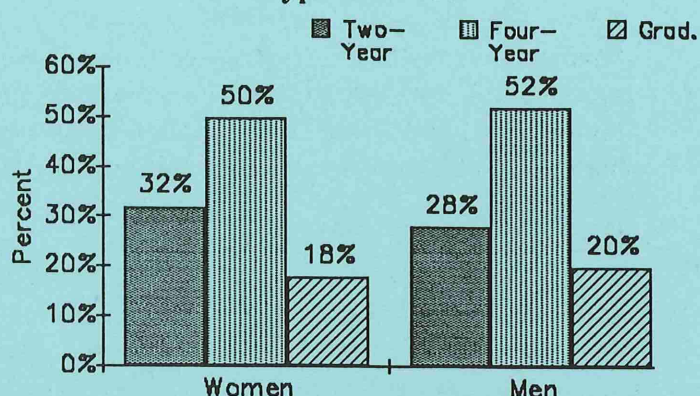
In the fall of 1991, there were approximately 14 million U.S. students attending post-secondary institutions. This included 33 percent of all college-age males and 34 percent of all college-age females. Among adults age 15 and older, 7 percent of men and 8 percent of women were enrolled in a post-secondary program.

Women have been the majority of college students since 1979. In 1991, women were 54 percent of all college students, compared to 41 percent in 1970. Women were two-thirds of the students age 35 and over.



Although women have been the majority of students in post-secondary institutions since the late 1970s, their areas of study, types of school attended and degrees attained vary considerably from their male counterparts. As shown at right, women are more likely than men to attend a two-year institution and are slightly less likely to attend a four-year institution or graduate school.

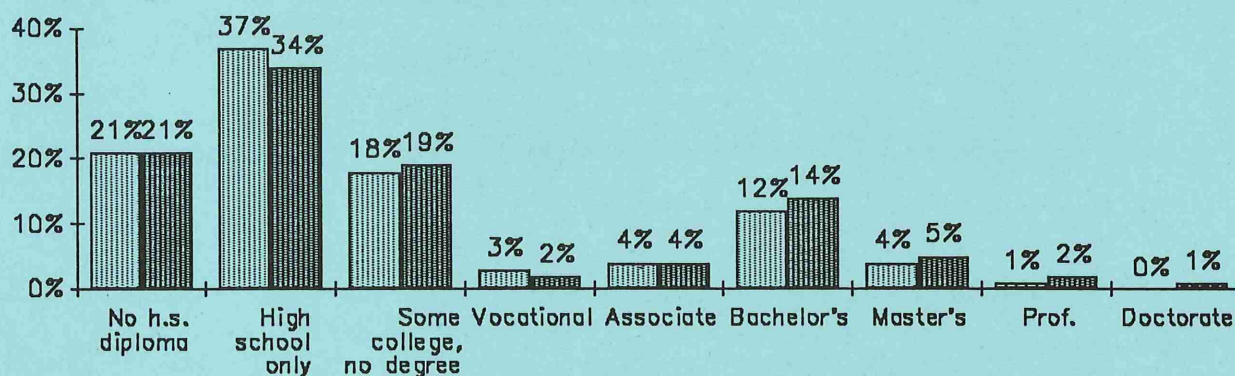
Post-secondary Enrollments by Sex & Type of School



EDUCATIONAL ATTAINMENT

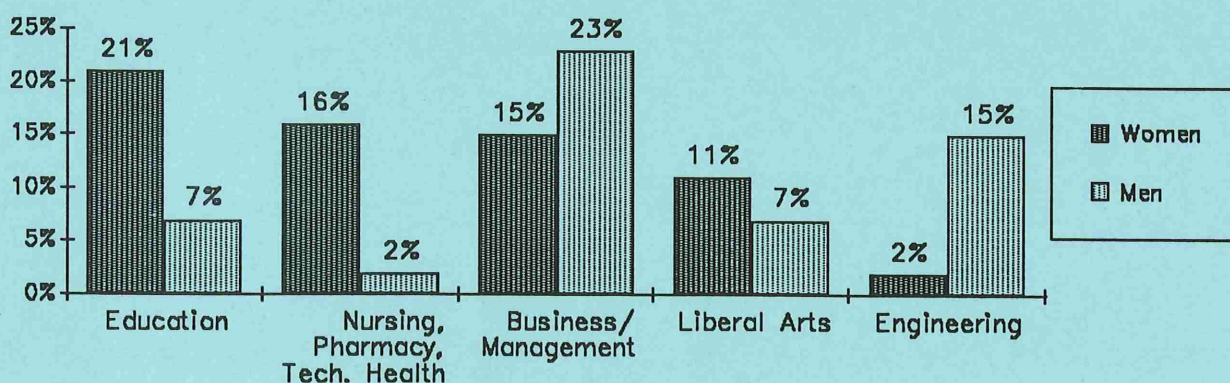
Women have different educational levels than men. Women and men are equally likely to have not completed high school or to have an associate degree. Women are more likely than men to have a high school degree only and are slightly more likely than men to have completed vocational training. Women are slightly less likely than men to have some college and higher degrees.

Distribution of Men and Women by Degrees



Women study different subjects than men. While men are the majority of students in fields such as business and engineering, women are the majority in fields such as education, nursing, pharmacy, technical, health and liberal arts. Even in fields such as education, where women predominate, men earn a greater number of the higher level degrees.

Undergraduate Enrollments by Selected Fields, U.S. 1990



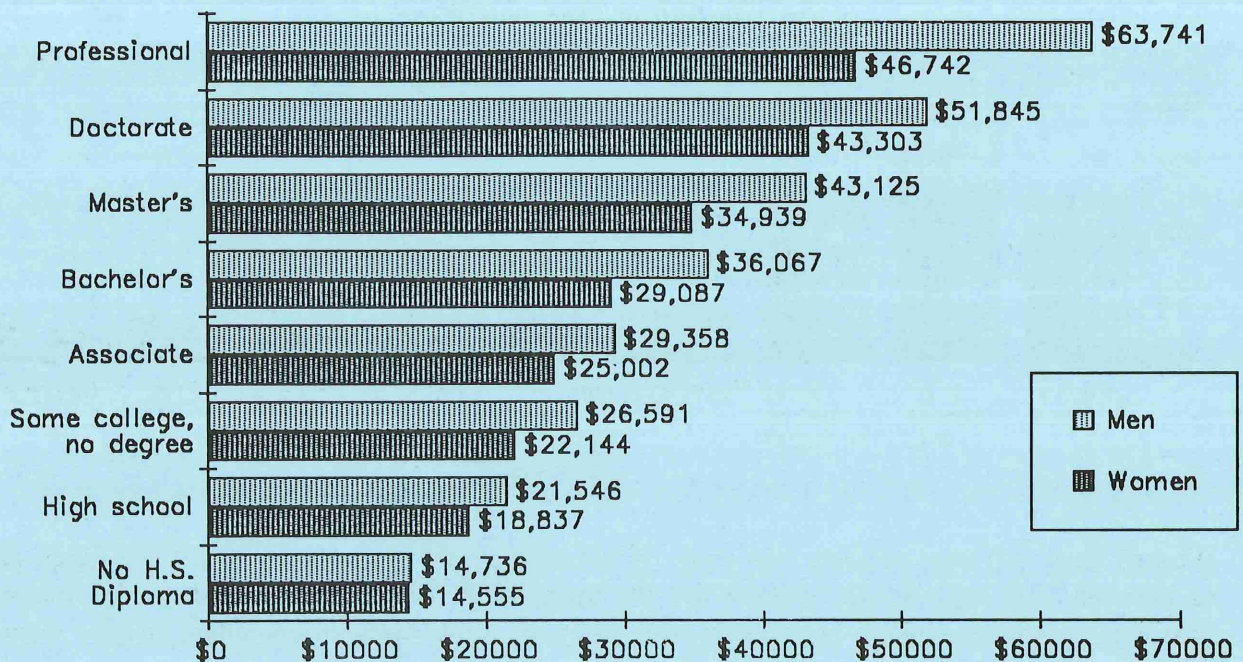
WORK ACTIVITY AND GENDER

"Work activity" is measured both by number of jobs held and average number of weeks worked. Women have fewer jobs and fewer hours of work at every educational level except doctoral and professional. The largest disparity in average number of weeks worked occurs between male and female high school dropouts, although this disparity decreases with education. By age 27, male high school dropouts have worked an average of 200 weeks more than their female counterparts.

INCOME BY DEGREE LEVELS

Increased educational attainment is associated with higher income. The income gap between those without or with only a high school diploma is particularly large, with women's incomes half of their male counterparts. However, at every education level, there are substantial differences in income between males and females, with females receiving less income. The usual measure of the wage gap, earnings for full-time year-round workers, is not available by sex and educational level.

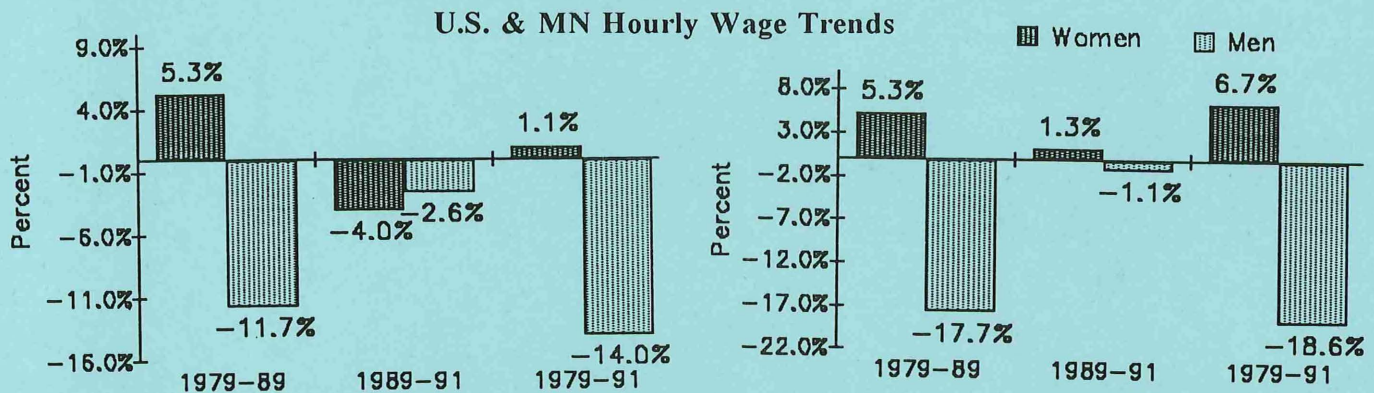
Annual Income by Educational Level,
U.S. 1990



HOURLY WAGE TRENDS

Average hourly wages for some groups of workers declined throughout the 1980s. These groups included those with only a high school diploma, blue-collar workers and men. However, groups that gained in the earlier 1980s began to experience falling wages in 1987. These groups included college graduates, white collar workers and women. These recent falling wages have eroded the wage gains these groups made earlier in the decade.

According to the Economic Policy Institute, women's wages gained 5 percent overall during the 1980s, but the period between 1989 and 1991 brought a 4 percent decline. Men's average wages dropped a total of nearly 12 percent during the 1980s, with a 3 percent drop just since 1989. The hourly wage gap in 1991 was 70 percent, compared to 60 percent 1980. Minnesota wage trends during the 1980s differed slightly from U.S. trends. Women gained more in average hourly wages than the national average and men lost more.



Hourly wages for U.S. women without a high school diploma fell 11 percent and for high school graduates wages fell 3 percent during the 1980s. These women are 54 percent of all women in the workforce. Hourly wages of women with higher educational attainment rose during this period, until about 1989 through 1991. Men with education at least two years beyond college and women with at least some college gained in real wages since 1979, but all other groups declined. Hourly wages declined more for workers with less experience than other workers. Among high school graduates with one to five years experience in the labor force, wages fell by 22 percent from 1979 to 1991.

Percent Change in Real Hourly Wages, Selected Times Periods						
Educational Level	'79-'89		'89-'91		'79-'91	
	F	M	F	M	F	M
No high school diploma	-12.0	-18.2	1.2	-6.2	-11	-23.2
High school	+2.9	-12.7	.1	-3.8	-2.9	-16.1
1 to 3 years college	+4.3	-8.3	-.8	-1.4	3.5	-9.5
4 years college	12.5	.3	.8	-2.6	13.6	-2.3
College, plus two years	12.5	9.8	.6	.3	13.2	10.2

Over the last 12 years, the earning power of workers at most levels of education, male and female, has eroded as the nature of the U.S. economy has changed. Jobs that generally provide middle income earnings have eroded or been restructured, while the availability of lower paying jobs has grown.



Legislative Commission on the Economic Status of Women

Newsletter # 187

85 State Office Building, St. Paul, MN 55155

September 1993

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

Commission members:

Senators

Linda Berglin, Minneapolis
Kevin Chandler, White Bear Lake
Janet Johnson, North Branch,

Chair

Sheila Kiscaden, Rochester
Pat Piper, Austin

Representatives

Karen Clark, Minneapolis
Tim Commers, Mendota Heights
Steve Kelley, Hopkins
Becky Lourey, Kerrick
Betty McCollum, North St. Paul,
Vice Chair

Staff

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

IN THIS ISSUE

Fertility of U.S. Women, with data from the U.S. Bureau of the Census and Minnesota Department of Health. Labor force participation rates are from 1990 census data for the U.S. and Minnesota.

FAMILY LEAVE POSTER AVAILABLE

In August the new federal Family and Medical Leave Act went into effect for workers in companies with 50 or more employees. The act provides for up to 12 weeks unpaid leave for the birth or adoption of a child, the employee's illness, or to care for the employee's seriously ill child or other family member.

Employees returning from leave are able to return to their former job or a comparable position. Health benefits must be continued at the same level during leave.

The Family and Medical Leave Act differs from Minnesota's parental leave law which allows for up to six weeks of unpaid time off only for the birth or adoption of a child. However, Minnesota's law applies to workers in smaller companies, those with 21 to 49 employees.

In cooperation with the regional office of the U.S. Dept. of Labor, the Commission has produced a poster called "Are you entitled to Family Leave?" The poster compares the federal and state laws. For copies of the poster, call the Commission office.

HEARINGS

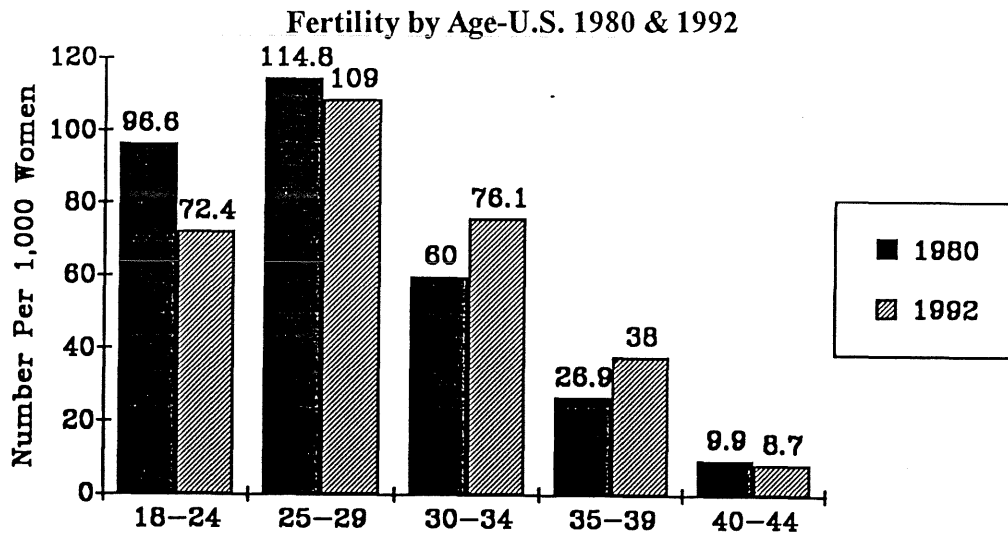
The Commission will hold a public hearing Sept. 30 at 7 p.m. in the Assembly Room of the Brainerd-Staples Technical College.

FERTILITY RATES

Fertility rates are determined by the number of women who give birth in the previous year for each 1,000 women of child-bearing age. Usual child-bearing age is considered ages 15 to 44 for women. In general, fertility rates have declined slightly in the last decade, but the rates vary among age groups and by other factors.

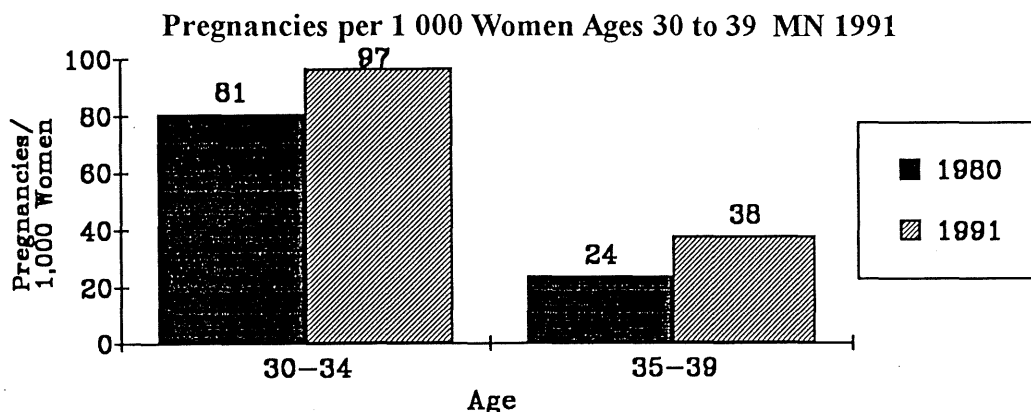
The U.S. fertility rate for the year ending in June 1992 was 63 births per 1,000 women ages 15 to 44. This compares to a rate of 71 births per 1,000 women ages 18 to 44 in 1980. (Surveys in 1980 did not include women under age 18.) First births accounted for 39 percent of all births in 1992 and 29 percent of all births in 1980.

In 1980, 10 percent of all births in Minnesota were to women age 19 and under. Every day in 1991, Minnesota experienced 184 births, with an average of 15 or about 8 percent of these to women age 19 and under.



Women's fertility rates decline with age, but the last decade has shown a decrease in fertility among younger women and an increase among older women. In 1992, the fertility rate for women ages 30 to 34 was 76 births per 1,000 women, up from a rate of 60 in 1980. For women ages 35 to 39 years old, fertility rates rose to 38 births per 1,000 in 1992, up from 27 in 1980. Since 1976, only women in their 30s have shown significant increase in fertility, but in the last two years those rates have stabilized.

Older women in Minnesota have followed national patterns of increased pregnancies in later child-bearing years. According to the Minnesota Department of Health, the pregnancy rate for Minnesota women ages 30 to 34 was 81 per 1,000 women in 1980, compared to 97 in 1991. (Pregnancy rates differ from fertility rates in that the pregnancy may not have resulted in a live birth.) Minnesota women ages 35 to 39 had 24 pregnancies per 1,000 women in 1980, compared to 38 in 1991.

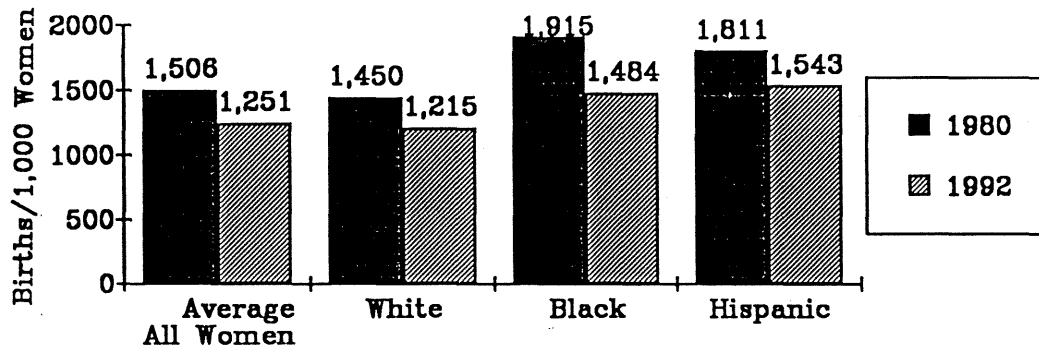


MARITAL STATUS & RACE

The number of births throughout a woman's lifetime varies substantially among different racial groups and according to the woman's marital status. In 1992, an average of 1,251 children were born to each 1,000 women of child-bearing age regardless of their marital status, compared to 1,506 children in 1980. Among women who had ever been married, the rate was 1,768 children in 1992, compared to 1,965 children in 1980.

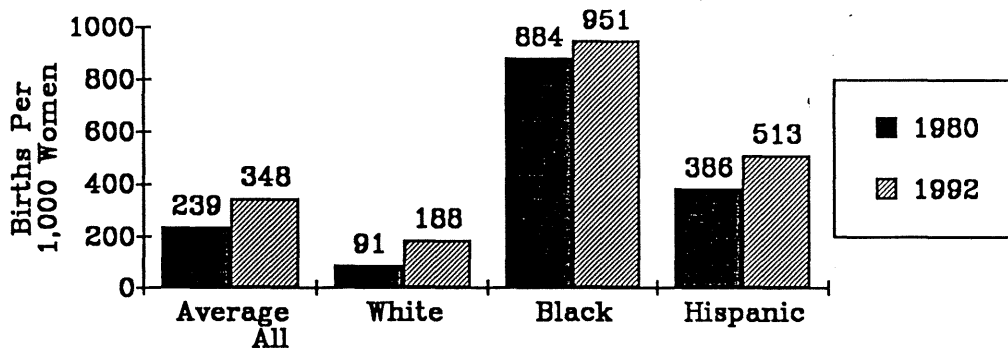
The chart below shows the differences among selected racial groups of all women. Births decreased to all groups an average 255 per 1,000 women. The rate of decrease was greatest among black women.

Lifetime Births per 1 000 Women by Race U.S. 1992 and 1980



Births to never married women in all groups rose substantially during the 1980s, from 239 births per 1,000 women in 1980 to 348 in 1992. The average among all never married women is 109 births per 1,000 women. Black women had the highest rates of births to never married women, but their rate of increase during the 1980s was lowest among all groups, with a 67 per 1,000 increase. Births to never married Hispanic women increased the most, by 127 per 1,000 women.

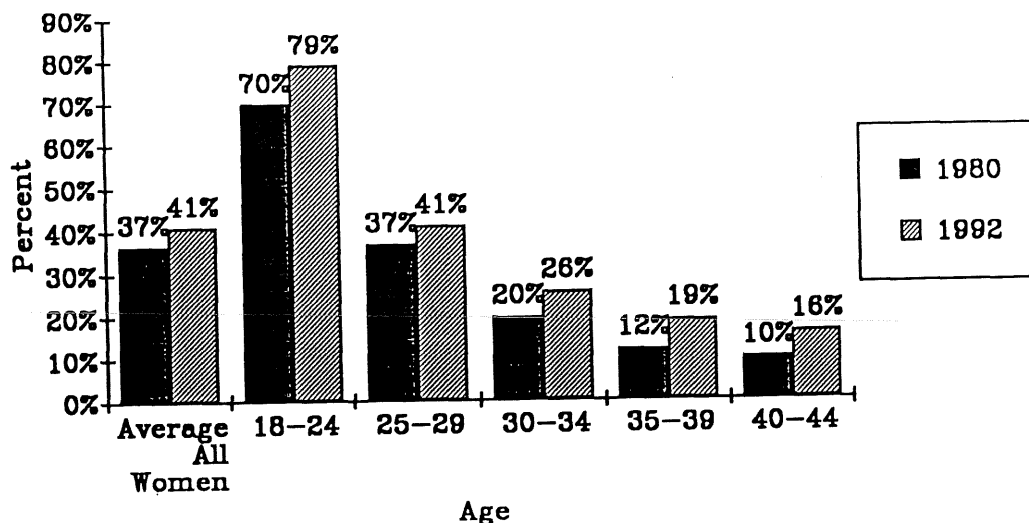
Lifetime Births Never Married Women by Race U.S. 1992 and 1980



CHILDLESSNESS AND BIRTH EXPECTATIONS

In June of 1992, 41 percent of women ages 15 to 44 were childless. Both childlessness and the percent of women reporting they expected to have no children increased during the 1980s. Women ages 40 to 44 in June 1992 completed their childbearing years with childlessness levels of 16 percent, up from the 1980 level of 10 percent.

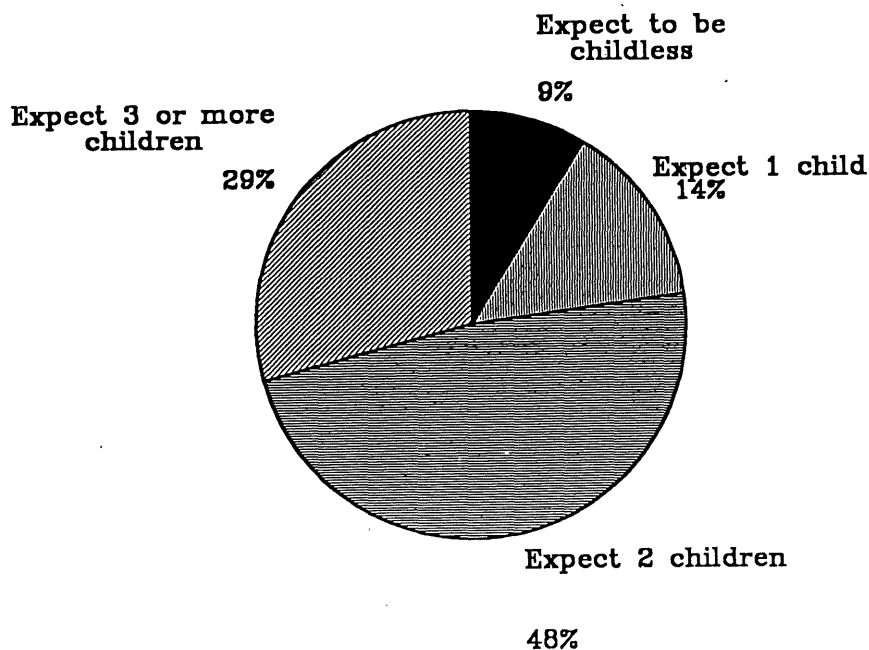
Childless Women by Age U.S. 1980 & 1992



BIRTH EXPECTATIONS

The majority, 48 percent, of women ages 18 to 34 in 1992 expected to have an average of two children in their lifetimes, a number just above the replacement level of fertility. Twenty-nine percent expected to have three or more children.

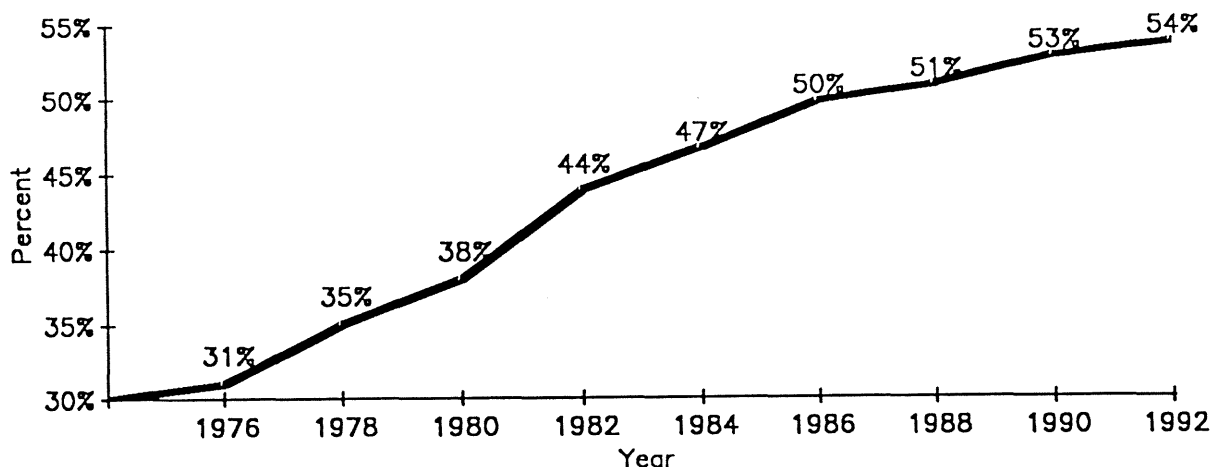
Birth Expectations of Women
Ages 18 to 34—US. 1992



LABOR FORCE CHARACTERISTICS OF MOTHERS WITH NEWBORN CHILDREN

While labor force participation rates have risen significantly among all women, it is particularly marked in mothers of newborns. These rates vary by level of education, age of the mother, the number of children she has and how long she has been in the work force.

**Women Ages 18-44 with Newborns, Percent
in Labor Force U.S. 1976-1992**



Among college-educated women with newborn children, labor force participation is higher than for women with a high school or less than high school education. For women ages 15 to 44 who had a birth between July 1991 and June 1992 and had a graduate or professional degree, 72 percent were in the labor force. However, only 30 percent of recent mothers with a high school education or less participated in the labor force.

In 1992, among women age 15 and older who had their first child in the preceding year, labor force participation rates were 60 percent, compared to 50 percent for women who had given birth that year but already had other children. Younger women with recent births were less likely to be in the labor force. Among women ages 15 to 19, 35 percent were in the labor force, compared to about 60 percent of women ages 30 to 44. Many of these younger women were of school age, however, and more likely to be in school than in the workforce. These differences may result from the greater degree of work experience both before and during pregnancy of older women or their ability to purchase child care services.

WOMEN IN MINNESOTA'S LABOR FORCE

Women with children are more likely to be working than women without children. Three-quarters of women with children are in the labor force in Minnesota. This represents a substantial change from 1980, when only 60 percent of these women were in the labor force. Among women with no children, only 56 percent were working in 1990. These figures would include older women beyond child-bearing years.

Women with younger children were only slightly less likely than those with older children to be in the labor force. Seventy-one percent of Minnesota mothers with children only under age 6 were in the labor force. Among women who had children only ages 6 to 17, 82 percent were in the labor force. The labor force participation rate for women with children was lowest for those with children in both age groups. Only 67 percent of these mothers participated in the labor force.



Legislative Commission on the Economic Status of Women

Newsletter # 188

85 State Office Building, St. Paul, MN 55155

October 1993

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

IN THIS ISSUE

Employment and Occupational Segregation in Minnesota, with 1990 data from the U.S. Bureau of the Census, equal employment opportunity file. The U.S. Census uses six general occupational categories, each with each own list of specific jobs. There are 512 specific occupations.

MINNESOTA AND U.S. COMPARISONS

Minnesota's labor force, like that of the nation, has always been highly segregated by sex. Workforce changes between 1980 and 1990 have only slightly diminished this occupational sex segregation in the state. Minnesota women's share of each of the six major occupational groups is consistent with national trends. Only in service occupations are Minnesota women a greater share than their national counterparts.

Women's Share of Occupational Groups, Minnesota and U.S. 1990

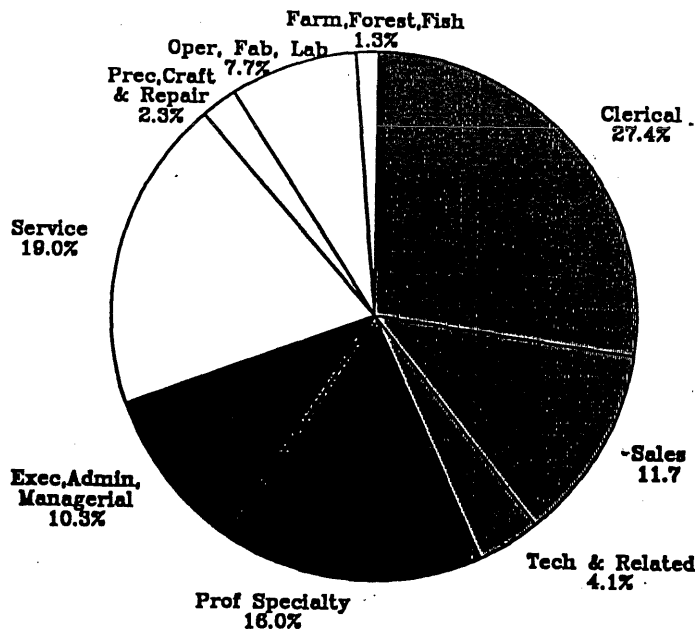
Occupation	Minnesota		United States	
	Total Number	Percent Female	Total Number (000)	Percent Female
TOTAL EMPLOYED PERSONS	2,303,132	46.3%	122,474	45.7%
Mang. & Professional Specialty	586,058	48.0%	31,267	48.3%
Tech., Sales, & Admin. Support	734,219	62.8%	38,526	63.2%
Service	319,303	63.6%	16,568	58.2%
Farming, Forestry, Fishing	87,829	15.9%	3,105	16.4%
Prec. Prod. , Craft & Repair	239,421	10.4%	14,031	9.5%
Op., Fabricators, & Laborers	336,302	24.5%	18,977	26.3%

WHERE WOMEN WORK

Minnesota's labor force, like that of the nation, has always been highly segregated by sex. Workforce changes between 1980 and 1990 have only slightly diminished this occupational sex segregation in the state. Clerical work is the largest occupational group for women in Minnesota, accounting for 27 percent of employed women. This represents a slight decrease from 1980, when 30 percent of employed Minnesota women had clerical jobs. There are few men in the occupations of secretaries, stenographers and typists. Only 1,757 men work in these jobs, compared to 86,075 women.

Service work is the second most common work for women, accounting for 19 percent of all employed women in Minnesota and 17 percent nationally. This proportion did not change significantly in the last decade. Some 10,644 women are licensed practical nurses (LPNs), compared to 443 men. Only 296 women are employed as auto mechanics and repairers, compared to 29,254 men in the state. The proportion of women employed in professional specialty jobs increased from 14 to 16 percent during the 1980s. Women in executive, administrative and managerial jobs increased from 7 to 10 percent.

Distribution of Employed Women, Minnesota 1990



MINNESOTA WOMEN 1980-90

The greatest change in women's employment occurred in management and professional specialty occupations with an increase of 9 percentage points between 1980 and 1990.

Occupation	Minnesota 1990		Minnesota 1980	
	# of Employees	% Female	# of Employees	% Female
Total Employed Persons	2,303,132	46.3	1,987,409	42.9
Mang., Prof. Specialty	586,058	48.0	441,610	39.5
Tech., Sales & Admin. Support	734,219	62.8	584,068	64.7
Service	319,303	63.6	278,503	64.1
Farming, Forestry, Fishing	87,829	15.9	111,286	14.6
Prec. Prod., Craft & Repair	239,421	10.4	233,173	8.3
Operators, Fabricators & Laborers	336,302	24.5	338,769	25.5

GEOGRAPHICAL DIFFERENCES

Women hold a slightly greater share, 50 percent, of the managerial and professional specialty occupations in the outstate areas of the state than the 7-county metro area. However, metro area women hold a greater share of the managerial jobs in this category, while the non-metro women hold a greater share of the professional specialty jobs. In the non-metro area, women hold a greater share of all jobs in the occupational group of technical, sales and administrative support. The field which is most female-dominated is administrative support, including clerical occupations, in both areas of the state. The greatest difference between the metro and outstate regions occurs in the service area, with 69 percent female in the non-metro area and 58 percent in the metro area. Regional differences are nearly non-existent in four of the 12 occupational subcategories.

Selected Occupations of Women, Metro & Outstate Minnesota 1990

Occupation	Minnesota		Metro Area		Greater Minnesota	
	Total Number	Percent Female	Total Number	Percent Female	Total Number	Percent Female
TOTAL EMPLOYED PERSONS	2,303,132	46.3	1,299,129	47.1	1,004,003	45.3
Mang. & Prof. Specialty	586,058	48.0	382,336	47.1	203,722	49.8
Exec., Admin. & Mang.	267,650	41.2	185,250	42	82,400	39.4
Prof. Specialty	318,408	53.7	197,086	51.8	121,322	56.8
Tech. Sales, & Admin. Support	734,219	62.8	464,528	61.3	269,691	65.5
Tech. & Related Support	93,375	46.9	59,723	41.9	33,652	55.8
Sales	269,477	46.3	167,117	45.3	102,360	48.1
Admin. Support, Incl. Clerical	371,367	78.8	237,688	77.4	133,679	81.2
Service	319,303	63.6	161,108	58.4	158,195	68.9
Farming, Forestry, Fishing	87,829	15.9	10,889	20.8	76,940	15.2
Prec. Prod., Craft & Repair	239,421	10.4	119,974	10.3	119,447	10.5
Mechanics & Repairers	72,808	3.7	35,675	4.7	37,133	2.6
Construction Trades	82,864	2.7	40,188	2.4	42,676	3.0
Extractive Occupations	1,253	4.2	144	4.9	1,109	4.1
Precision Production	82,496	24.2	43,967	22.1	38,529	26.6
Operators, Fabricators, & Laborers	336,302	24.5	160,294	24.4	176,008	24.6
Machine Operators, Assemblers, & Inspect.	153,697	37.0	77,183	35.9	76,514	38
Transp. & Material Moving	91,864	7.3	40,737	8.3	51,127	6.5
Handlers & Equip. Cleaners, Helpers & Laborers	90,741	20.8	42,374	18.8	48,367	22.5

JOB SEGREGATION

Forty-four percent of all persons in the state labor force in 1990 were in jobs which were either predominantly male (80 percent or more men) or predominantly female (80 percent or more female). This proportion has decreased slightly from 49 percent in 1980. At this rate of change, the labor force would become fully integrated, with no employees in "male" or "female" jobs, in 112 years.

Under this definition, there are 204 "male" occupations and 60 "female" occupations in the state. Together these segregated jobs account for more than half of all occupations in the state. Forty percent of women work in "female" jobs, while 4 percent work in "male" jobs and 56 percent work in jobs more evenly balanced by sex.

The U.S. Census Bureau defines 512 occupations. In Minnesota almost half of employed women (47 percent) work in just 21 occupations. These jobs are almost all predominantly female. The five most common jobs for Minnesota women are secretary, elementary teacher, registered nurse, cashier, and bookkeeping clerk.

Women are under-represented in three occupational groups. They account for only about one in six workers in farming, forestry, and fishing; only one in 10 workers in production, craft and repair work; and less than one in four operators, fabricators, and laborers. These three groups together account for 29 percent of Minnesota jobs.

There are four occupations which are more than 98 percent female and which have at least 1,000 employees statewide. They are dental hygienist, family child care provider, dental assistant, and secretary. There are relatively few occupations which are all-male and none of these has a significant number of employees. However, there are 12 occupations with more than 5,000 employees in which less than 5 percent of employees are women. These are auto mechanic; bus mechanic; miscellaneous construction supervisor; carpenter; electrician; plumber, pipefitter, steamfitter; operating engineer; mechanic (unspecified); machinist; welder; truck driver; and construction laborer.

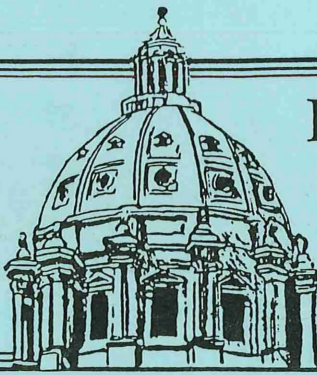
GAINS IN MALE-DOMINATED JOBS

During the 1980s, Minnesota women increased their representation in many predominantly male occupations. In the table of selected occupations below, the greatest gain for women has been as lawyers and judges, an increase of 9 percent since 1980. They also significantly increased their share of architect jobs, from 8 percent to 15 percent in 1990. They more than doubled their representation as police and firefighters, from 4 percent to 10 percent. Women gained in construction trades occupations, even though there was a decline in such jobs over the decade. Women gained only slightly in motor vehicle operators and construction laborers, even though these occupations experienced growth during the decade.

The proportion of women has decreased in some predominantly female occupations: from 99 to 96 percent of licensed practical nurses and from 70 to 64 percent of food service occupations.

SELECTED OCCUPATIONS	Minnesota 1990		Minnesota 1980	
	Total Number	Percent Female	Total Number	Percent Female
Architects	2,715	15.0	1,982	7.6
Engineers	28,789	8.1	18,170	4.8
Teacher, elem. & sec.	85,453	69.3	68,357	63.9
Lawyers & judges	12,678	24.1	8,918	14.5
Licensed practical nurses	11,087	95.6	10,356	98.7
Cashiers	45,862	79.1	29,819	74.9
Computer equip. operators	11,649	63.5	6,796	61.3
Secretaries, stenographers & typists	87,832	98.2	89,761	98.5
Bookkeepers, accounting & audit. clerks	40,153	89.6	42,147	90.6
Police & firefighters	9,114	10.0	8,456	4.1
Food service	116,470	63.9	108,237	69.9
Health service	50,546	87.7	40,491	88.9
Auto mechanics & repairers	29,550	1.1	27,988	.7
Carpenters	23,666	1.7	28,196	1.6
Const. trades, exc. carpenters	47,622	3.4	45,973	2.5
Motor vehicle operators	70,813	8.5	64,190	7.2
Construction laborers	16,145	3.5	14,792	2.6

21 most common occupations for MN women			
Occupation	Number Female Employees in MN 1990	Percent Female	Percent of employed women
Secretary	72,879	98.8%	7.1%
Elementary teacher	41,031	71.8%	3.8%
Registered nurse	37,638	94.7%	3.5%
Cashier	36,276	79.1%	3.4%
Bookkeeper, accounting or auditing clerk	35,962	89.6%	3.4%
Nursing aide, orderly, attendant	35,519	87.4%	3.3%
Waitress	28,817	88.6%	2.7%
Sales worker, unspec commodities	22,733	67.0%	2.1%
Cook	20,803	52.0%	2.0%
General office clerk	19,724	82.8%	1.8%
Assembler	18,416	82.8%	1.7%
Family child care provider	18,081	99.2%	1.7%
Receptionist	17,544	95.6%	1.6%
Accountant or auditor	16,021	51.5%	1.5%
Janitor or cleaner	13,482	27.0%	1.3%
Data entry keyer	13,083	87.5%	1.2%
Typist	12,249	96.0%	1.1%
Hairdresser or cosmetologist	11,761	92.9%	1.1%
Maid	10,748	85.7%	1.0%
Licensed practical nurse	10,602	95.6%	1.0%
Social work	10,463	70.0%	1.0%
TOTAL - selected occupations	503,832	76.1%	47.2%



Legislative Commission on the Economic Status of Women

Newsletter # 189

85 State Office Building, St. Paul, MN 55155

November 1993

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

Commission members:

Senators

Linda Berglin, Minneapolis
Kevin Chandler, White Bear Lake
Janet Johnson, North Branch,

Chair

Sheila Kiscaden, Rochester
Pat Piper, Austin

Representatives

Karen Clark, Minneapolis
Tim Commers, Mendota Heights
Steve Kelley, Hopkins
Becky Lourey, Kerrick
Betty McCollum, North St. Paul,
Vice Chair

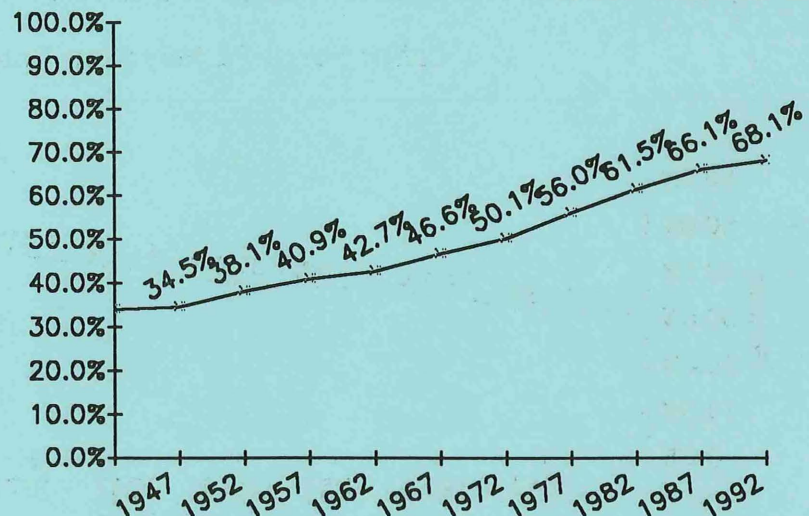
Staff

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

IN THIS ISSUE

Women in the U.S. Labor Force provides an overview of women's current place in the country's work force and gives a historical perspective back to 1947, the earliest year for which these data were kept. Data are from annual averages in the U.S. Dept. of Labor publication "Employment and Earnings," January 1992, from "Facts on Working Women," January 1992, from the Women's Bureau of the U.S. Dept. of Labor, and unpublished data from the U.S. Dept. of Labor. Historical data are from "Labor Force Statistics Derived from the Current Population Survey, 1948-87" and "Handbook of Labor Statistics 1978," both publications of the U.S. Dept. of Labor.

Labor Force Participation of Women Ages 16 to 64, 1947-1992



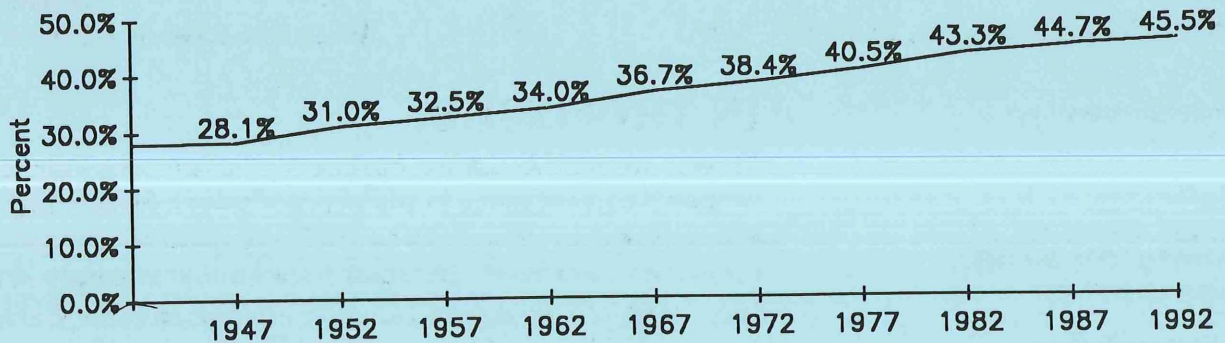
WELFARE REFORM HEARING

The Commission will be holding its second public hearing on welfare reform issues in December. Please contact the Commission office for more information.

WOMEN'S SHARE OF THE LABOR FORCE

In 1992, the latest year for which data are available, women accounted for just over 45 percent of the U.S. labor force. This is a significant difference from 45 years ago, when women were only 28 percent of the total work force. Their participation rates have increased consistently throughout that period.

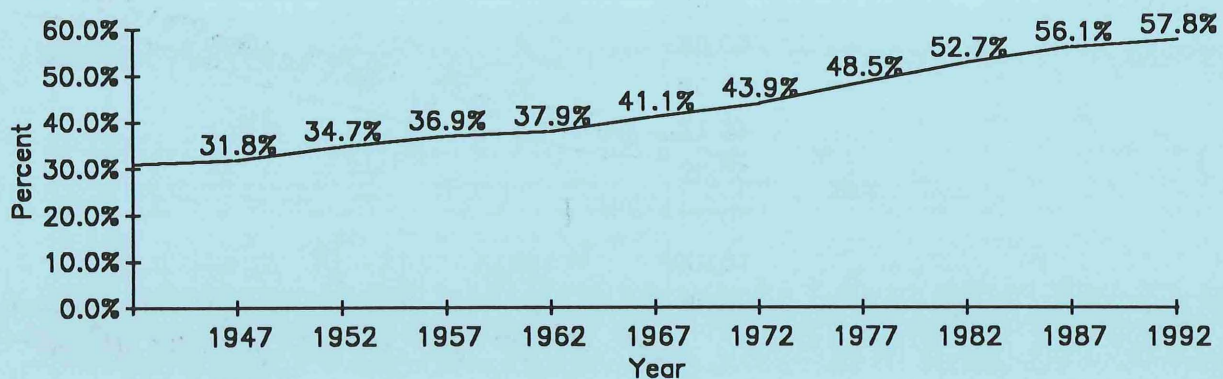
Women's Share of the Labor Force 1947-1992



WOMEN'S PARTICIPATION RATES

Just after World War II only 32 percent of all women ages 16 and over were in the paid labor force. By 1992, 58 percent of women were working outside the home. For women ages 16 to 64, the usual working ages, the rate was 68 percent. Although women's participation has been increasing steadily throughout these years, the rate of increase was greatest in the years 1972 to 1987.

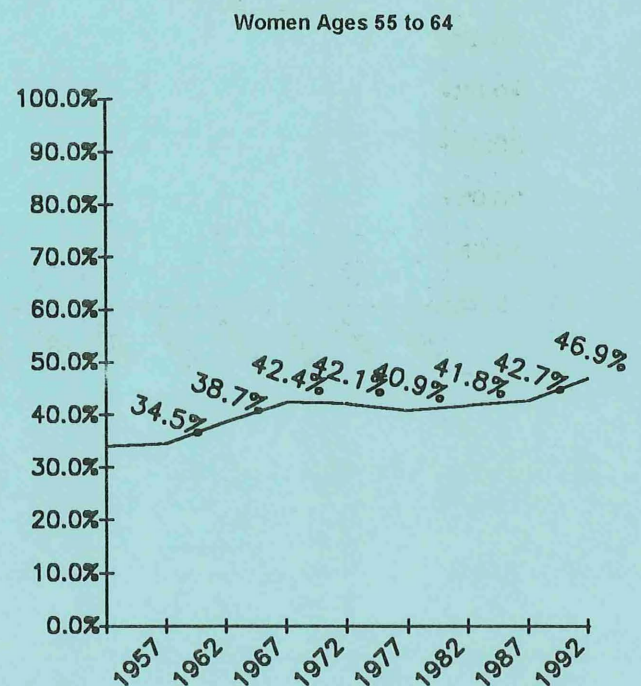
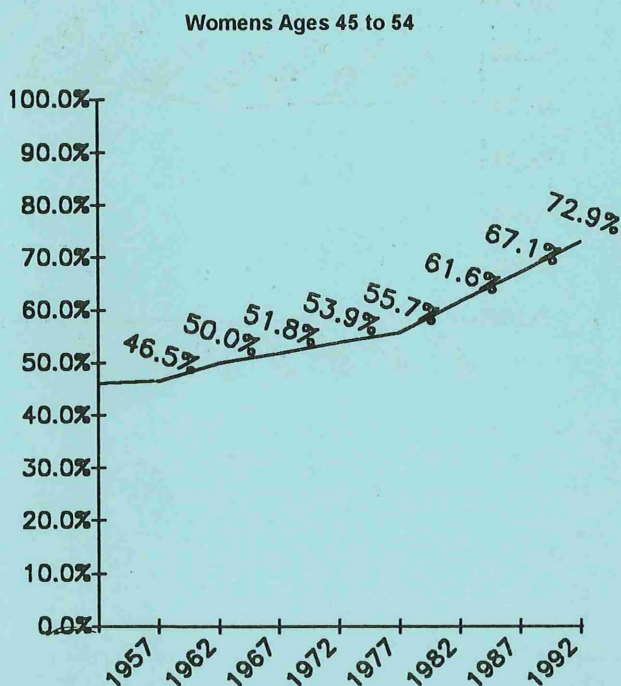
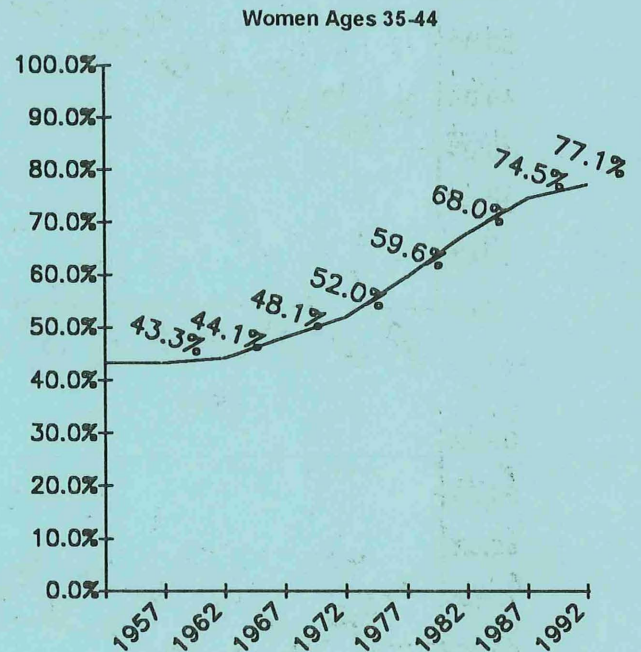
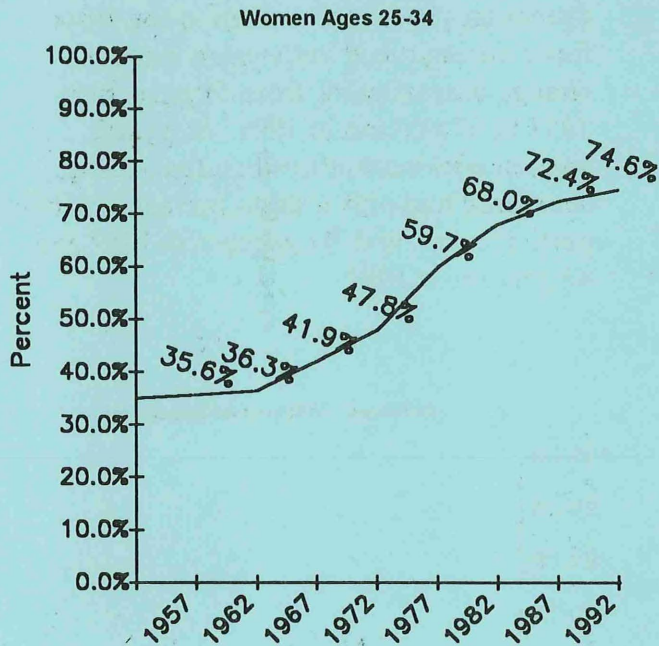
Labor Force Participation Rates 1947-1992



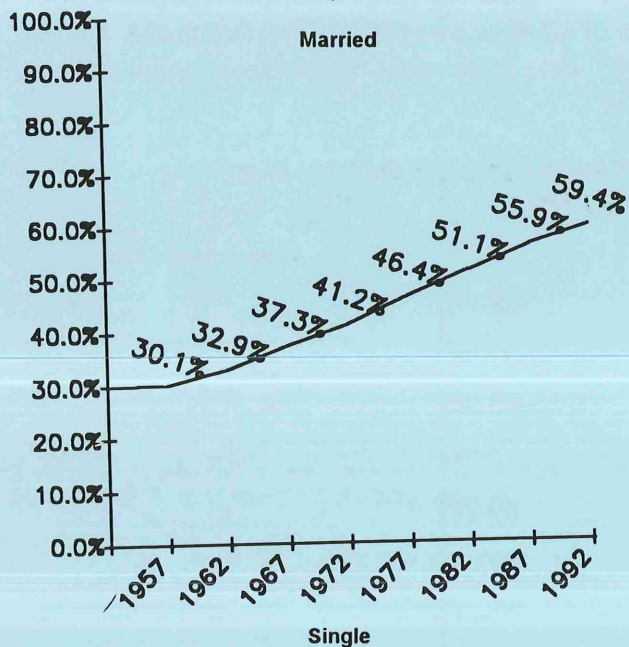
LABOR FORCE PARTICIPATION BY AGE

Although the labor force participation rate for all women over age 16 was 58 percent, the rates are much higher for the younger age groups. While 47 percent of women ages 55 to 64 were in the labor force, 75 percent of women ages 25 to 34 were working. The difference in participation rates by age is much greater now than 30 years ago, when women of all ages had rates that were more similar. For example, 36 percent of women ages 25 to 34 in 1957 were in the paid work force, while 35 percent of women age 55 to 64 had paid employment that year.

Women's Labor Force Participation Rates by Age,
1957 to 1992

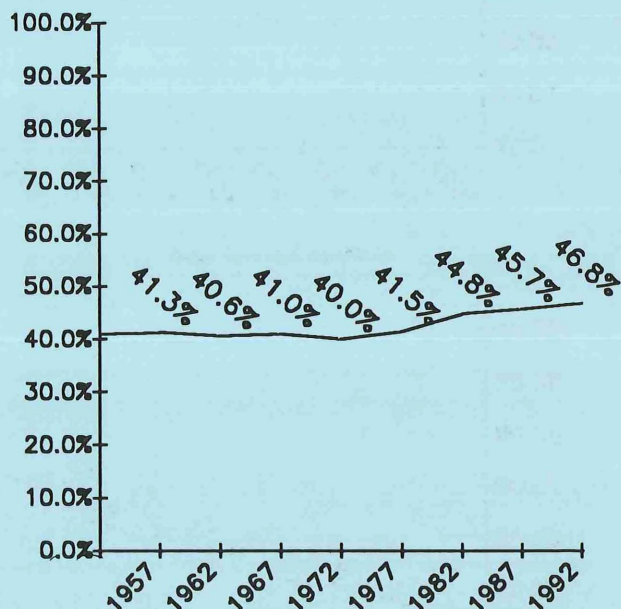
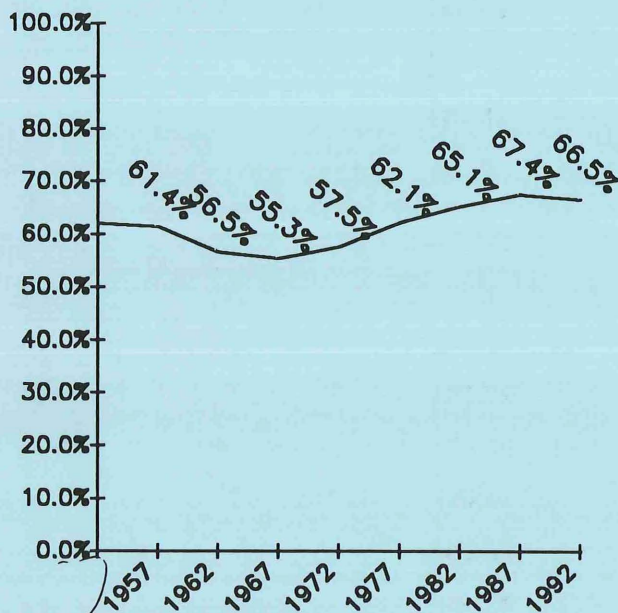


Women's Labor Force Participation by Marital Status, 1957 to 1992



LABOR FORCE PARTICIPATION BY MARITAL STATUS

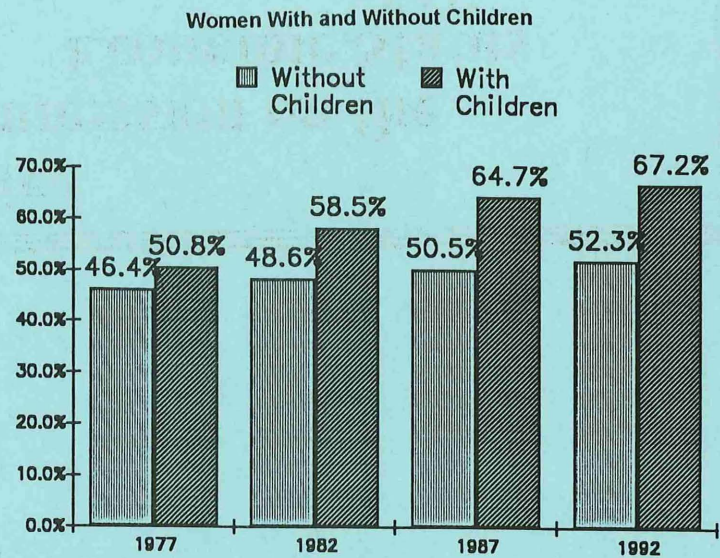
Married women have increased their labor force participation substantially since 1957, compared to single (never married) or divorced or separated women. While only 30 percent of married women were in the work force in 1957, 35 years later 59 percent had paid employment. The percentage of single women in the labor force during those same years did not change dramatically, from 61 percent in 1957 to 67 percent in 1991. Similarly, women who were widowed, divorced or separated had only a slight increase in their participation, with 41 percent in 1957 and 47 percent in 1992.



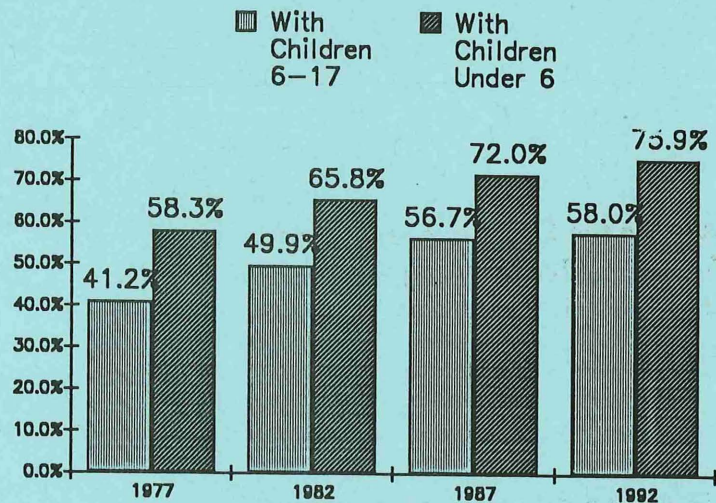
LABOR FORCE PARTICIPATION BY PARENTAL STATUS

While the labor force participation of women without children has risen slowly over the last 10 years, the rate for women with children has substantially increased. Half of all mothers had paid employment in 1977. By 1992, two-thirds of women with children had paid work. As children grow older, labor force participation of the mother increases. However, even these distinctions are diminishing. For mothers of children under 6, the rates have grown from 41 percent in 1977 to 58 percent in 1992. Among mothers of preschoolers ages 3 to 5, 63 percent are in the paid labor force.

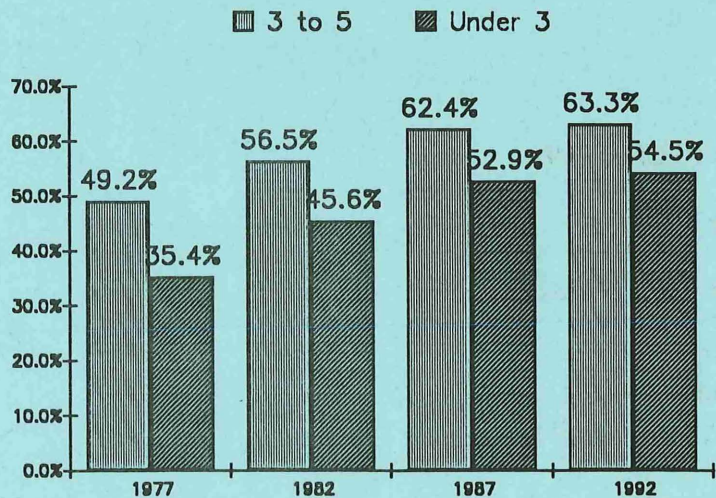
Women's Labor Force Participation, 1977 to 1992

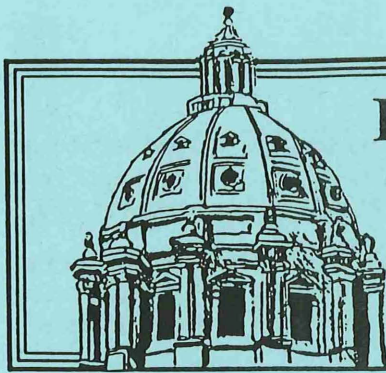


Women with School-Age and Pre-School Age Children



Women with Pre-School Age Children





Legislative Commission on the Economic Status of Women

Newsletter # 190
85 State Office Building, St. Paul, MN 55155

December 1993
(612) 296-8590 or 1-800-657-3949

Commission members:

Senators

Linda Berglin, Minneapolis
Kevin Chandler, White Bear Lake
Janet Johnson, North Branch,
Vice Chair
Sheila Kiscaden, Rochester
Pat Piper, Austin

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 Holum, Asst. Director

IN THIS ISSUE

Child Support Collections in Minnesota, with data from the 1993 annual report of the Child Support Enforcement Office, Minnesota Department of Human Services.

Child Support Enforcement Activities from County IV-D* Offices State Fiscal Year 1993	
Amount of current and past due child support due to families seeking enforcement services as of July 1993	\$463 million
Amount collected in Minnesota of past due and current child support for all families	\$221 million
Amount collected for AFDC families	\$59 million
Amount collected for non-AFDC families	\$162 million
Amount collected for foster care**	\$ 500,000
Minnesota average yearly collection per case	\$1,288
U.S. average yearly collection per case	\$ 524
Cost of collecting child support in Minnesota	\$49 million
Average amount collected in Minnesota for each dollar spent on collection services	\$4.50
Number of families served by IV-D offices statewide	176,000
Number of AFDC families	73,000
Number of AFDC arrearage only cases	17,000
Number of non-AFDC families	84,000
Number of foster care cases	2,000
Average increase in caseloads statewide from FY'92 to FY '93	7 percent
AFDC cases in Minnesota closed because of increased child support collected	7,800
Percent of Minnesota cases in IV-D with no court order	27 percent
Number of paternities established for IV-D cases in Minnesota	3,500

* IV-D refers to Title IV-D of the Social Security Act. Child support enforcement offices operate under this law. law

**Children placed in foster care may have absent parents who should pay child support.

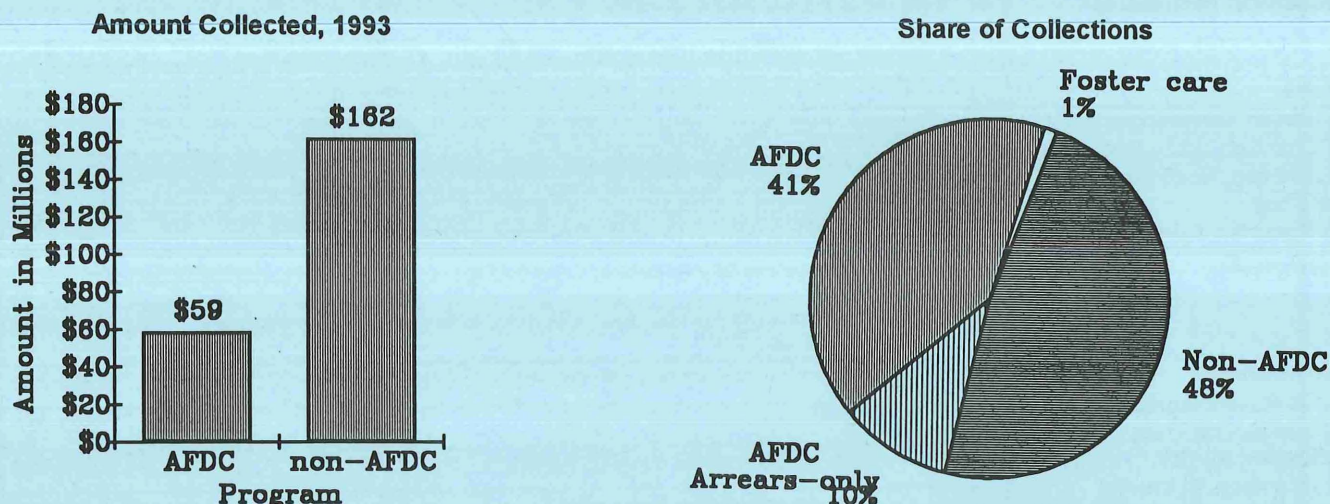
CHILD SUPPORT COLLECTIONS STATEWIDE

As of July 1993, \$463 million in child support was owed to families who have sought help from the child support enforcement offices of Minnesota's 87 counties. The offices provide enforcement services to AFDC and non-AFDC families under Title IV-D of the federal Social Security Act. These offices collected \$221 million in child support during state fiscal year 1993.

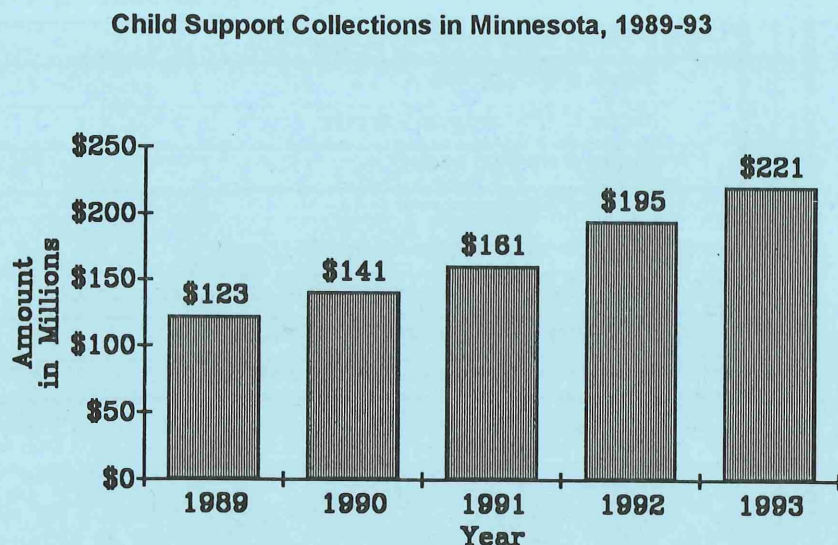
States began child support collection activities in 1975, when Congress first required states with AFDC programs to create enforcement programs to reduce public assistance expenditures. In 1984, collection services were expanded to include all children and families, not just those on public assistance. Under the federal Family Support Act of 1988, the program was expanded again to strengthen all child support enforcement procedures.

In FY'93, \$59 million was collected for AFDC families and \$162 million for non-AFDC families, according to the 1993 annual report of Minnesota's Department of Human Services. Another \$500,000 was collected for children who were in foster care.

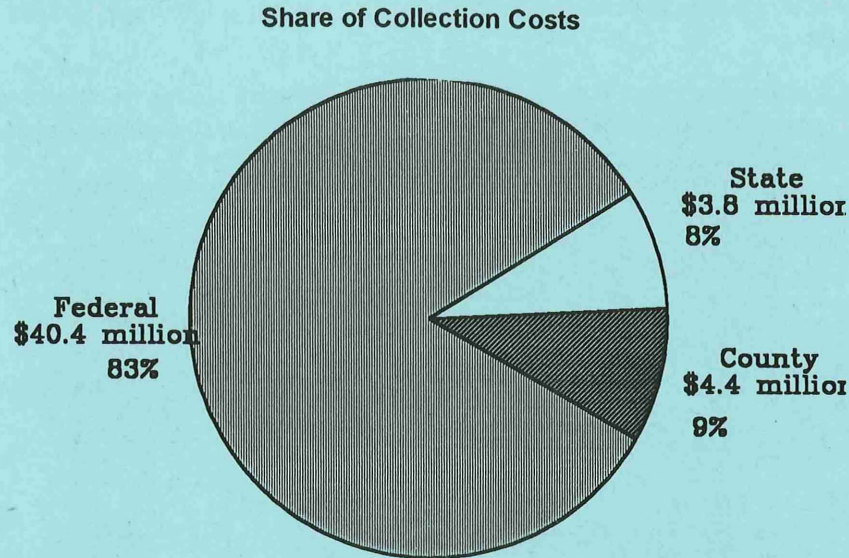
The charts below show the amounts collected and the share of collections for each type of family.



The amount of child support collected by the state has steadily increased since 1989. Collections for non-AFDC families have made up the majority of the increased collections.



It cost \$48.7 million to collect past due and current child support in 1993. In addition to state funds, counties and the federal government contributed tax dollars towards these services. The chart below shows the share of dollars by each unit of government.



CHILD SUPPORT ENFORCEMENT SERVICES

Families not receiving AFDC but seeking help collecting past due child support pay a \$25 fee to the county child support offices. Families receiving AFDC must assign their right to collect any child support owed them in order to continue receiving AFDC. Services include: locating the non-custodial parent; establishing paternity when necessary; establishing a child support and/or medical support order in court; enforcing existing court orders; and collecting and distributing support.

The offices collect support through tools established in Minnesota or federal law. These tools include automatic income withholding, which requires employers to withhold child support amounts from the paychecks of their employees, and intercepting state or federal income tax refunds. Child support may also be withheld from unemployment benefits and state lottery winnings over \$600. Child support offices can report past due amounts over \$1,000 to credit bureaus, and occupational or professional licenses can be revoked or suspended when child support is past due. Child support enforcement offices also periodically review existing support orders and can seek adjustment in support amounts. A statewide computer system and central registry for inter-state cases are used in these support efforts.

CHILD SUPPORT COLLECTIONS BY COUNTY

Overall 69 percent of all child support owed was collected by the date of the report. This figure ranged from a low of 46 percent in Mahnomen county to a high of 82 percent in Stevens County. Counties with a large share of clients who come to the county without an established court order range from a high of 46 percent in Mahnomen county to a low of 7 percent in Cook and Waseca counties.

The table below shows the amount collected for each \$1 spent by the county child support enforcement offices. The average amount collected per \$1 spent was \$4.50 statewide, ranging from a high of \$11.58 in Rice county to a low of \$2.57 in Clearwater county.

Cost Collection Ratios			
10 Highest Counties		10 Lowest Counties	
County	Amount Collected Per \$1 Spent	County	Amount Collected Per \$1 Spent
Rice	\$11.58	Clearwater	\$2.57
Goodhue	\$10.32	Lake of the Woods	\$2.72
McLeod	\$9.75	Cass	\$2.97
Steele	\$9.97	Cook	\$2.89
Pine	\$8.14	Grant	\$3.09
Sibley	\$8.50	Yellow Medicine	\$3.25
Waseca	\$8.93	Red Lake	\$3.29
Wright	\$8.36	Todd	\$3.39
Houston	\$9.34	Renville	\$3.47
Wabasha	\$7.88	Pope	\$3.73

COLLECTIONS PER FAMILY

The average amount collected for families seeking help from the counties is \$1,288 per year, ranging from a high of \$2,214 in Goodhue county to a low of \$330 in Mahnomen County.

10 Highest Counties		10 Lowest Counties	
County	Yearly Average Amount	County	Yearly Average Amount
Goodhue	\$2,214	Mahnomen	\$ 330
Waseca	\$2,094	Clearwater	\$ 656
McLeod	\$2,055	Cottonwood	\$ 811
Brown	\$2,018	Beltrami	\$ 826
Scott	\$2,010	Cass	\$ 835
Nicollet	\$1,993	Ramsey	\$ 854
Red Lake	\$1,986	Polk	\$ 856
Lac Qui Parle	\$1,974	Traverse	\$ 951
Lake	\$1,969	Pennington	\$ 998
Carver	\$1,955	Crow Wing	\$1,026

COLLECTIONS BY COUNTY

Hennepin County, because of its population also has the highest amount of AFDC and non-AFDC collections. In 1993, the county collected \$11.7 million in child support for AFDC families. Six of the top 10 counties in collections are in the 7-county metropolitan area. The outstate counties with high collections for AFDC families include Olmstead, Stearns, Clay and Blue Earth counties. The counties with the lowest collections are all outstate counties and tend to be among the poorest counties in the state. Cook, Mahnomon, Red Lake and Lake of the Woods all collected \$500,000 or less for AFDC families in 1993.

Amount Collected for AFDC & Foster Families			
10 Highest Counties		10 Lowest Counties	
County	Amount	County	Amount
Hennepin	\$11.7 million	Cook	\$ 25,769
Ramsey	7.7 million	Mahnomen	40,697
St. Louis	3.8 million	Red Lake	50,000
Anoka	3.7 million	Lake of the Woods	50,838
Dakota	2.7 million	Traverse	54,838
Washington	1.3 million	Norman	64,883
Olmsted	1.2 million	Big Stone	90,068
Stearns	1.2 million	Wilken	94,018
Clay	1million	Swift	96,492
Blue Earth	.\$ 830,614	Stevens	97,232

Collections by County for Non-AFDC families			
10 Highest Counties		10 Lowest Counties	
County	Amount Collected	County	Amount Collected
Hennepin	\$44.6 million	Mahnomen	\$47,774
Ramsey	\$14.8 million	Lake of the Woods	70,196
Anoka	\$12.1 million	Cook	71,369
St. Louis	9.2million	Kittson	86,557
Dakota	9.1 million	Traverse	104,395
Washington	4.5 million	Red Lake	112,863
Olmsted	3.6 million	Norman	141,865
Stearns	3.2 million	Big Stone	149,192
Scott	2.5 million	Stevens	205,633
Goodhue	2.4 million	Pope	226,839

ESTABLISHING PATERNITY

Among the families seeking help from the county's enforcement offices, 59 percent have paternity established by the county. This includes 47 percent of those on AFDC and 71 percent of those who are not receiving public assistance. Among cases that are arrearages only, 94 percent had paternities established. Paternity establishments range from a high of 90 percent in Becker County to a low of 39 percent in Meeker county.