

Commission ON THE Economic Status OF Women

Newsletter #212
Room 85 State Office Building, St. Paul, MN 55155

February/March 1996
(612) 296-8432 or 1-800-657-3949

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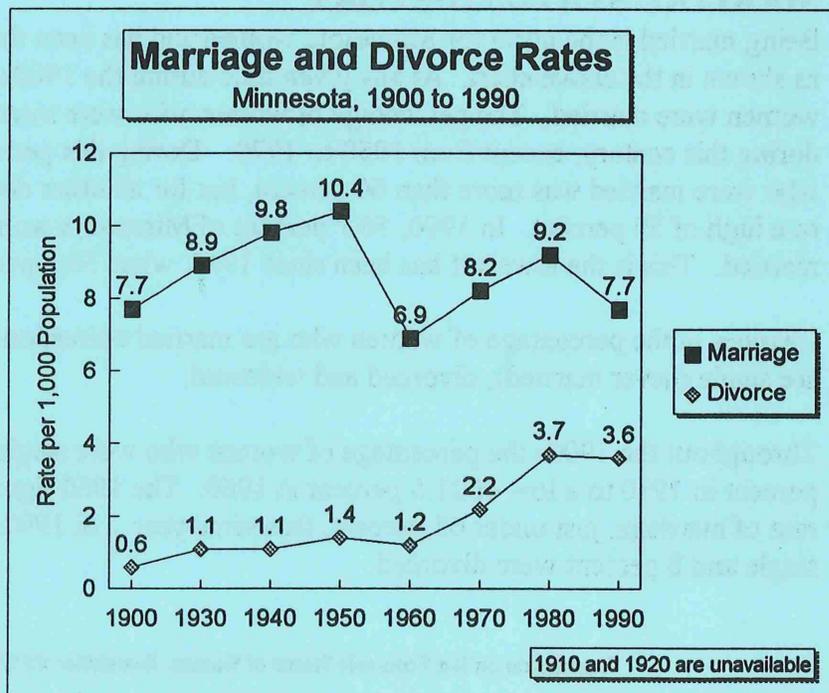
ANNOUNCEMENTS

Please check your mailing label. If you live in the 56xxx zip code, you must call the Commission office by April 10 in order to continue receiving this newsletter.

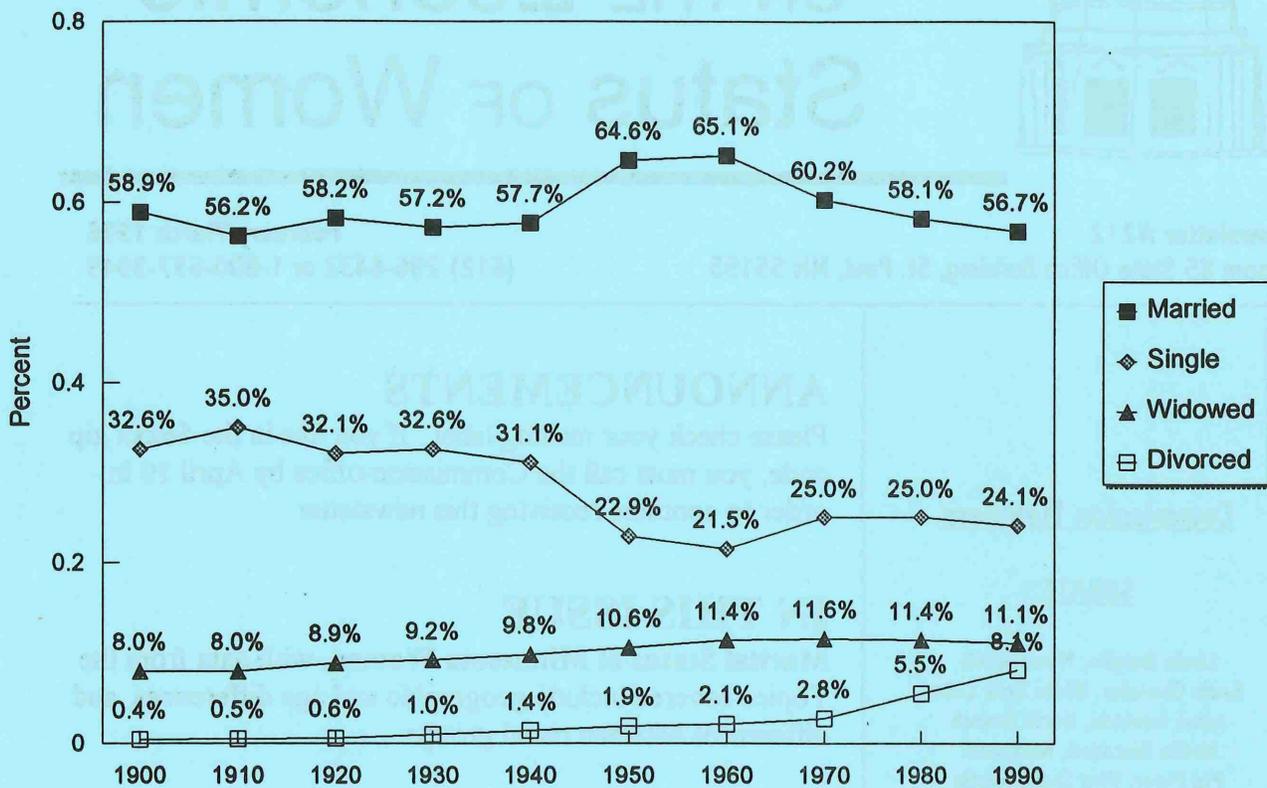
IN THIS ISSUE

Marital Status of Minnesota Women, with data from the Topics covered include geographic and age differences, and differences between racial groups.

The chart below shows the rates of marriage and divorce among Minnesotans throughout the twentieth century.



Marital Status of Minnesota Women 1900-1990



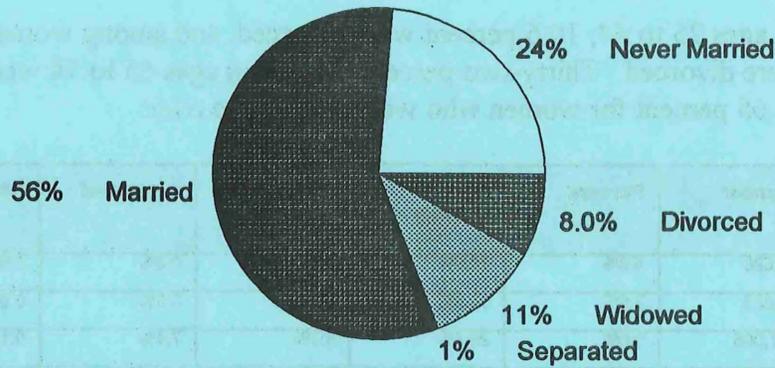
MARITAL STATUS HISTORY

Being married is the norm for Minnesota women and has been throughout the twentieth century, as shown in the above chart. At any given time during the 1900s, nearly three-fifths of Minnesota women were married. The percentage of women who were married has remained relatively stable during this century, except from 1950 to 1970. During this period, the percentage of women who were married was more than 60 percent, but for all other decades it ranged from a low of 56 to a high of 59 percent. In 1990, 56.7 percent of Minnesota women age 15 and older were married. This is the lowest it has been since 1910, when 56.2 percent of women were married.

Changes in the percentage of women who are married correspond to changes in the shares who are single (never married), divorced and widowed.

Throughout the 1900s the percentage of women who were single ranged from a high of 35 percent in 1910 to a low of 21.5 percent in 1960. The 1960 figure corresponds with the higher rate of marriage, just under 65 percent, that same year. In 1990, 24.1 percent of women were single and 8 percent were divorced.

**Marital Status of Women
Minnesota 1990**

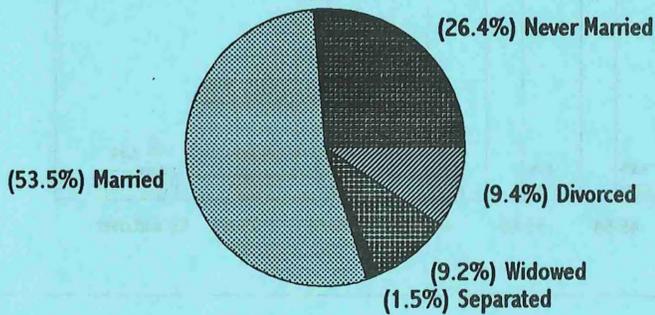


The percentage of divorced women rose dramatically from less than 1 percent in 1900 to 8 percent in 1990. The percentage of women who were widowed has ranged from 8 percent to 11 percent throughout the century. The chart below shows the marital status distribution of Minnesota women age 15 and over in 1990.

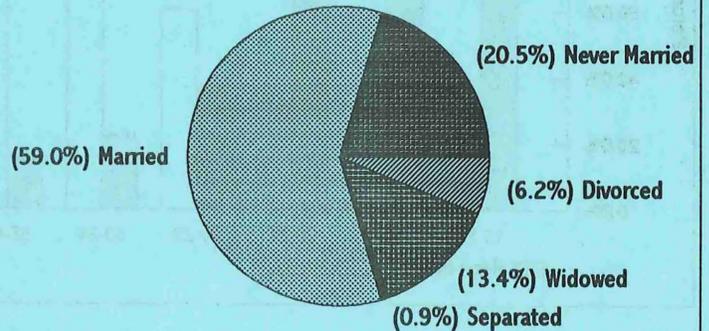
GEOGRAPHIC DIFFERENCES IN MARITAL STATUS

While the metropolitan areas of Minnesota had a higher percentage of women who were never married in 1990, Greater Minnesota had a higher percentage of women who were married. The percentage of women who were widows in 1990 was slightly higher in Greater Minnesota than the metro areas, while the percentage of those who were divorced was slightly higher in metropolitan Minnesota.

**Metro MN Women
1990**



**Greater MN Women
1990**

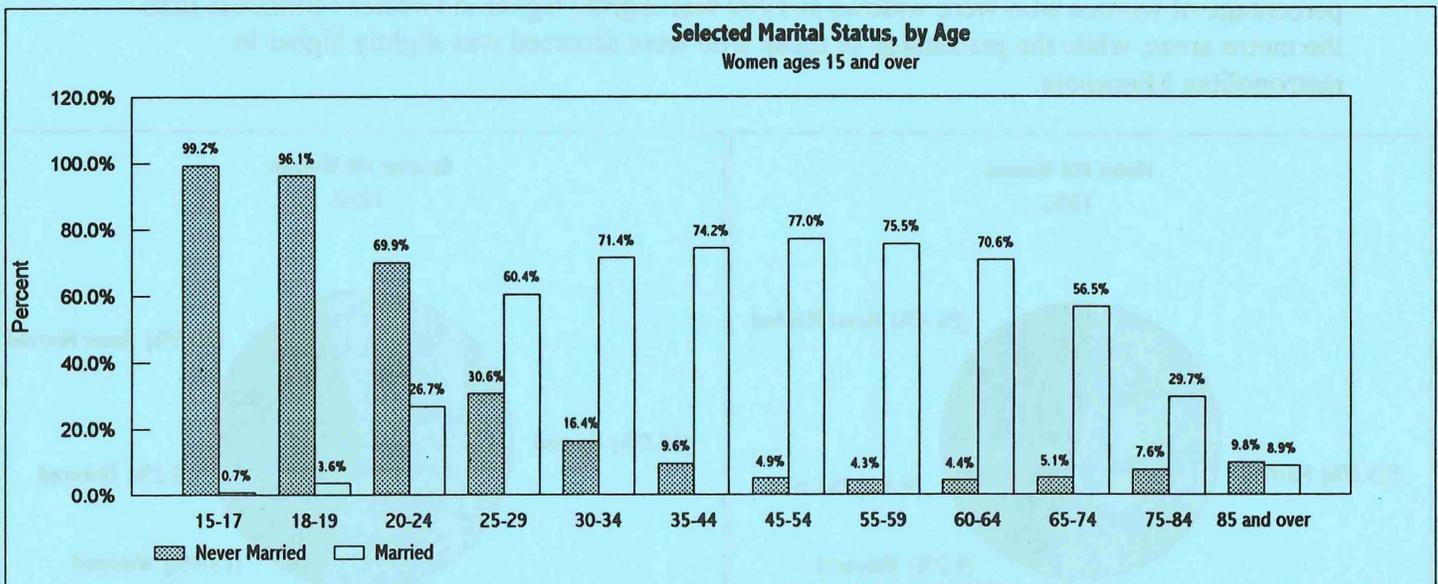


MARITAL STATUS BY AGE

In 1990, 17 percent of women ages 25 to 44 were never married and among the age group over age 75, only 8.3 percent of women age 75 had never been married.

Among women ages 25 to 44, 10.6 percent were divorced, and among women ages 45 to 64, 11.3 percent were divorced. Thirty-two percent of women ages 65 to 74 were widowed in 1990 and this rose to 65 percent for women who were age 75 and over.

Females	Number	Percent	Never Married	Married	Separated	Widowed	Divorced
16-17	83,626	4.8%	20.0%	0.1%	0.2%	0.0%	0.0%
18-19	62,023	3.6%	14.3%	0.2%	0.6%	0.0%	0.1%
20-24	157,008	9.0%	26.4%	4.3%	7.4%	0.1%	2.6%
25-29	189,724	10.9%	14.0%	11.8%	16.9%	0.2%	9.3%
30-34	201,933	11.6%	8.0%	14.8%	18.9%	0.4%	14.2%
35-44	331,131	19.0%	7.6%	25.2%	28.7%	1.7%	31.7%
45-54	216,207	12.4%	2.5%	17.1%	15.3%	3.9%	20.5%
55-59	87,664	5.0%	.9%	6.8%	3.8%	4.2%	6.3%
60-64	89,276	5.1%	.9%	6.5%	2.9%	7.5%	5.2%
65-74	162,978	9.3%	2.0%	9.4%	4.0%	27.3%	6.6%
75-84	115,046	6.6%	2.1%	3.5%	1.2%	35.2%	2.9%
85 & over	47,618	2.7%	1.1%	0.4%	.0%	19.5%	0.7%
Total	1,744,234	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

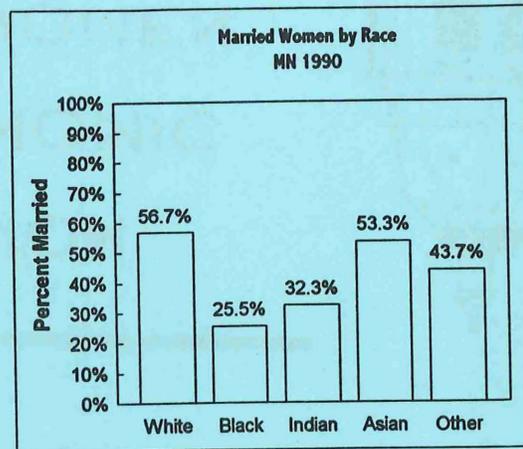


MARITAL STATUS BY RACE

The percentage of women who were married was highest among white women than any other racial group in 1990, as the chart at right indicates.

Race and Age

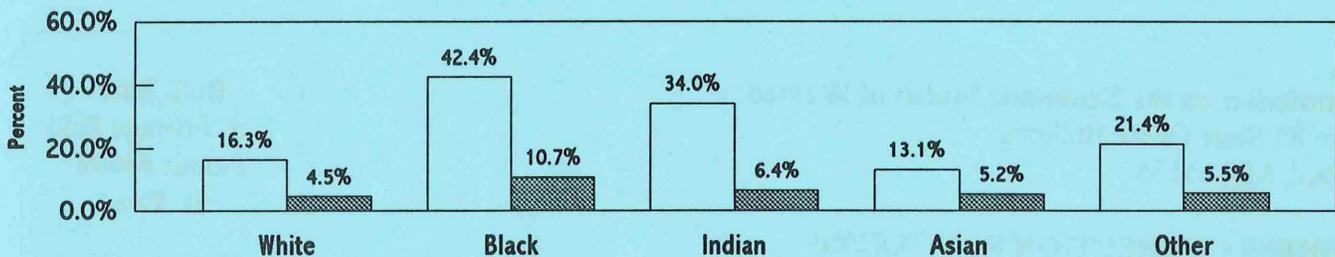
Among women ages 25 to 64, 70.9 percent of white women ages 25 to 44 and 76 percent of those ages 45 to 64 were married. Among black women 32.8 percent of those ages 25 to 44 were married and 36.6 percent of those age 45 to 64. For American Indian women 38.3 and 51 percent were married in the 25 to 44 and 45 to 64 ages groups respectively.



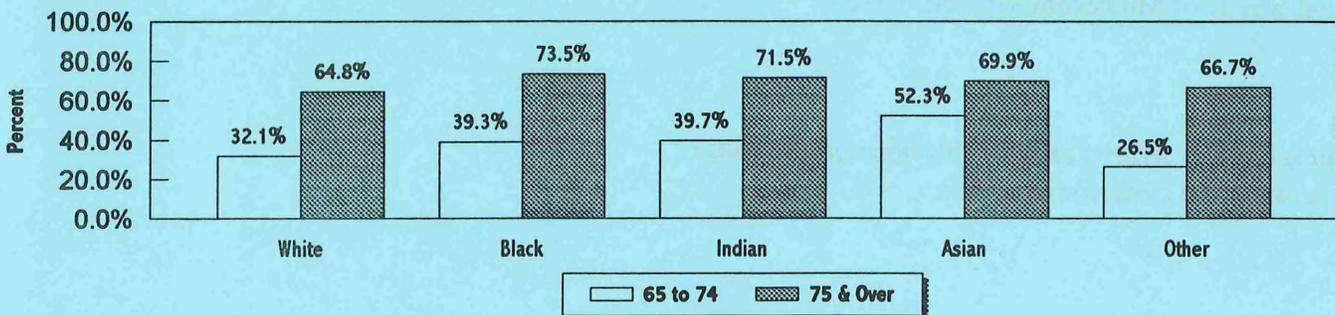
Black and Indian women were more likely to be single, and Asian women were less likely than white women to be single in the 25 to 44 age group. Among women ages 45 to 64, no significant differences exist between racial groups, except that a greater share, 10.7 percent, of black women were single.

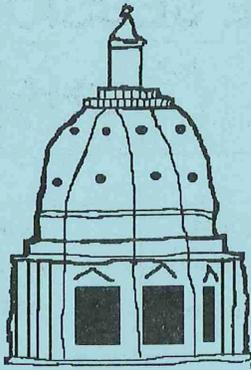
The highest percentage of widowed Minnesota women age 65 and over were Asian women. Among those ages 65 to 74, 52.3 percent were widowed. Seventy-percent of Asian women ages 75 and over were widowed. White women had the lowest widowhood rates among both age groups.

**Never Married Women by Race
1990**



**Widowed Women by Race
MN 1990**





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COMMISSION NOTES

The Commission was established 20 years ago - May 1, 1976. Beginning July 1st, the Commission will assume the responsibilities of the Commission on Children, Youth and Their Families, which will get out of existence on June 30th.

IN THIS ISSUE

This issue features a summary of selected legislation that was considered during the 1996 legislative session, which ended April 4. Included are bills that have been signed into law, bills that were considered but not passed by the legislature, and bills that were vetoed by the governor.

The legislature will convene again on January 7, 1997.

INTERIM HEARINGS

The Commission may be holding interim hearings this summer. If you are interested in having a hearing in your community, please let us know.

SUMMARY OF THE 1996 LEGISLATIVE SESSION		
TOPIC	DESCRIPTION	CHAP. #
CHILD CARE		
Child Care Assistance	Appropriates \$5 million to the Basic Sliding Fee program which helps families pay for child care costs while they are working or in school.	465
Insurance for Providers	Improves the ability of in-home family child care providers to obtain homeowners insurance. Claims arising from the child care business would have to be specifically covered in the policy or by rider.	326
PUBLIC ASSISTANCE PROGRAMS		
MN JOBS	Creates the MN JOBS program which allows counties to require AFDC recipients to participate in an immediate job search. The Department of Human Services must approve the county program. Employers, non-profit organizations, educational and social service agencies, labor unions and community-based organizations must be involved in administering the MN JOBS program. Requires the commissioner to request all necessary waivers.	465
Relationship to STRIDE	MN JOBS will supersede STRIDE in the counties that adopt it. Individuals on the STRIDE waiting list or those eligible for STRIDE will be given priority. Current STRIDE participants making progress on their approved educational development plan will not be required to participate in MN JOBS, but may volunteer.	
Job search requirements	MN JOBS participants will be required to attend an orientation, have an assessment, develop an employability plan, conduct an intensive job search for 30 hours per week for four weeks and accept suitable employment. If no job is found, the individual may continue the job search or may be assigned to job training, community work experience, adult basic education, or college or community college programs for up to 2 years.	
Exemptions	Those not required to participate in MN JOBS are: AFDC caretakers under age 20 who do not have a high school education and are working toward a diploma; individuals age 60 or older; ill or incapacitated individuals; pregnant women; caretakers caring for an ill or incapacitated person in their home or who have a child under age 3; and AFDC recipients working at least 30 hours per week or those who would have to commute to employment more than 2 hours. Individuals experiencing a personal or family crisis making them incapable of participating may be exempted by the county. Others exempt from the job search requirement may include: those within two years of completing an educational program leading to employment; individuals in chemical dependency treatment; those whose English skills may be a barrier to employment; and those needing refresher courses to obtain professional certification or licensing. Exempt caretakers may volunteer for MN JOBS.	
Future welfare initiatives	The Department of Human Services must prepare a 1997 welfare proposal which sets goals and plans to evaluate existing welfare reform efforts. Several state departments must also develop a proposal by December 1, 1996 to allow counties to merge services and funding.	
Casinos/restrictions on electronic benefits	Disallows AFDC checks from being cashed or AFDC cash cards from being used at gambling establishments. If ATM overpays on an electronic benefits transfer, the county may immediately require repayment from the individual.	
Two-parent families	Two-parent AFDC families may be required to develop a Family Support Agreement by the seventh month of assistance if one parent is proficient in English. The caregiver is exempt from the job search if he or she is enrolled in an educational program of one year or less.	
Residency requirement of 30 days	Establishes a 30-day residency requirement for persons applying for public assistance programs. Exceptions to this requirement include if the caretaker applying for assistance or the children in the family: were born in Minnesota; lived in Minnesota at some time for at least one year; are joining a close relative who has lived in Minnesota at least one year; or came to Minnesota to accept a job offer. Counties will be allowed to waive the 30-day requirements in cases of emergency or hardship.	

Family Law		
Child Custody/Visitation	Allows a law enforcement officer or other appropriate person to accompany someone trying to enforce or comply with child custody visitation. Requires visitation orders to contain a specific visitation schedule if either party requests it and it is practical.	391
	Provides a form for individuals to use on their own to make a motion in court to resolve visitation disputes. The courts must provide instructions for serving and filing the court motion.	
	Allows courts, in resolving visitation disputes, to impose civil penalties up to \$500 and require posting bonds. Provides that unwarranted denial of or interference with visitation may constitute contempt of court and may result in custody being reversed.	
	Allows parents or the court to request appointment of a visitation expeditor. One party may be required to pay the expeditor costs and neither party would be required to participate if unable to pay.	
	Allows judicial districts to establish a mandatory visitation dispute resolution program, which requires the parties to use a visitation expeditor before going to court. The agreement or expeditor's decision is binding. Exemptions to mandatory dispute resolution would be cases where a party has an Order for Protection or if one party is unable to pay the costs.	
CHILD SUPPORT		
Withholding Financial Aid	Improves the process relating to withholding state financial aid grants for nonpayment of child support.	398
Interest on Child Support Arrearages	Allows courts to discontinue interest accrual on past due child support if the child support obligor has paid both current and past due child support in full and on time for 3 years. The interest accrual will resume if the obligor fails to make complete and timely payments.	391
CHILDREN'S PROGRAMS		
Crisis Nurseries	Appropriates an additional \$250,000 to fund crisis nurseries which offer temporary care: to abused or neglected children or those at high risk of abuse or neglect; and for children in families receiving child protective services.	408
Public Health Home Visiting	Appropriates \$250,000 for public health home visiting programs designed to prevent child abuse and neglect. Grants will be awarded by the Department of Health to programs that target at-risk families.	
Kindergarten, Extended-day and After-school Programs	Appropriates \$3.5 million for grants to ensure that students are ready to read and succeed in school. Grants are allocated to specified geographic areas. Programs may be for either full-day daily programs for five-year-olds or half-day programs for four-year-olds. Districts participating must provide extended-day services. Allows compensatory education revenue to be used for all-day kindergarten and extended-day and extended school-year programs. Allocates \$1 million for grants to incorporate technology in after-school programs.	398
HEALTH CARE		
Hospital Stay for Newborns and New Mothers	Requires health plans which cover maternity benefits to provide insurance coverage for a minimum of 48 hours of in-patient care for both the mother and the newborn child following a vaginal delivery and a minimum of 96 hours following a cesarean. Compensation or other incentives for the patients to leave in-patient care before the minimum duration of stay may not be offered. Health plans must also provide coverage for in-home post-delivery care for both mother and newborn if they stay less than the minimum. In-home care includes parent education, assistance in breast and bottle feeding, and clinical tests. The home visits must be conducted within four days following discharge from the hospital. Law is in effect.	335
WORKPLACE ISSUES		
Parental Leave	Effective July 1, employees no longer have to have worked for their employer for 12 months to be eligible to take up to 16 hours leave during a 12-month period to attend school conferences or classroom activities.	341

HOUSING & ENERGY ASSISTANCE		
Family Homeless Prevention	Appropriates \$300,000 to the Housing Finance Agency for grants to programs which will assist families who are homeless or at risk of being homeless. The grants are targeted to areas with a significant number or a significant increase in the number of homeless families.	452
Transitional Housing	Appropriates \$450,000 for transitional housing programs which provide independent living to persons or families with rents at 25 percent of the family income, up to 24 months.	
Energy Assistance	Appropriates \$750,00 for energy assistance, \$60,000 for energy-related repairs and \$90,000 for weatherization for low income persons.	
DOMESTIC ABUSE/VIOLENCE PREVENTION		
Violence Prevention	Appropriates \$75,000 for the Higher Education Center on Violence and Abuse.	408
Battered Women	Appropriates \$4,000 for the international women's shelter in Rochester to prepare and translate brochures on laws concerning violence against women and children into various languages. Topics to be covered will include, but are not limited to, child abuse, female genital mutilation and domestic abuse.	
Domestic Abuse	Requires the prosecutor to present relevant information regarding the victim's account of the alleged crime to the judge in determining the release on bail of a person arrested for domestic assault or harassment.	380
	Requires notification of a battered women's program, at the request of a victim, when the arrested person is about to be released. Also requires notice to the victim of a bail hearing for release from pretrial detention.	
	Changes the penalties for conviction of gross misdemeanor or felony domestic assault. Allows a sentence to be stayed if the person completes anger therapy or counseling but revokes the stay if the person fails to attend or complete the programs. Requires a minimum period of incarceration in each case.	
	Requires a domestic abuse assessment and a report to the court when a defendant is convicted of domestic abuse or another offense arising out of the same circumstances. The assessment must be conducted by an assessor approved by the court or the corrections department. The convicted person must be ordered to pay an assessment fee unless the court finds the person is indigent or payment of the fee would create a hardship.	
	The report must contain an evaluation of the defendant, circumstances of the offense, impact on the victim, prior record, history of chemical use and amenability to domestic abuse counseling, as well as recommendations on contact with the victim, counseling or aftercare, chemical dependency evaluation or other appropriate remedial action.	
	A person may be prohibited from possessing a firearm if the person is convicted of violating an order for protection and a firearm was used during the commission of the violation.	
	Establishes a state goal of zero tolerance for violence. For victims of violence the goal includes: crisis intervention services; safe housing; counseling and support services; and assistance in pursuing legal remedies and medical care. For child victims or witnesses to abuse the goal includes access to: crisis child care; safe supervised child visitation; appropriate counseling and support; and assistance with legal remedies, medical care and social services.	
Creates a crime victims services roundtable to be convened by the commissioner of the Department of Administration to discuss methods for improving delivery of and increased funding for victims services and to present initiatives to the legislature.		
	The roundtable will include representatives from: the departments of Health, Human Services, Children Families and Learning, Corrections, Public Safety, Planning, and Attorney General; Office of Crime Victim Ombudsman and Office of Dispute Resolution; Supreme Court; county attorneys association; and the councils for Indian Affairs, Latinos/Chicanos, Asian/Pacific and Black Minnesotans.	
Insurance for Battered Women	Disallows life or health insurance carriers from: refusing to offer, sell or renew coverage; limiting coverage; or charging a rate different from the normal rate because the insured has been or is a victim of domestic abuse.	278

BONDING		
Youth Initiative Grants	Authorizes \$16 million in bonds for youth initiative grants for after-school, evening, week-end and school vacation enrichment programs in parks and recreation or school buildings that provide equal access and programming for girls. Requires an assessment of programming needs in the community. Dollars are targeted to specific neighborhoods in Minneapolis and St. Paul and to other areas with high concentrations of low income children.	463
Youth Programs	Authorizes \$3.5 million in bonds for Head Start, early childhood learning programs, crisis nurseries, child visitation centers or facilities to serve homeless youth	
Housing	Authorizes \$2.5 million for transition housing loans for homeless youth, homeless families and battered women.	
MISCELLANEOUS		
Woman's Suffrage Memorial	Appropriates \$250,000 for construction of the Minnesota Women's Suffrage Memorial Garden on the capitol grounds. \$50,000 of the appropriation must be matched by non-state funds.	390
Women's Athletics	Allows athletic events to be restricted to one sex if the restriction would preserve the unique character of the team, program or event and would not reduce the number of athletic opportunities available to the other sex.	431
Bias Crimes	Allows a civil cause of action against a person who has committed a bias offense and allows recovery of damages, including punitive damages, or injunctive relief.	468
Human Rights Enforcement	Requires the commissioner of Human Rights to consult with representatives of groups affected by the Human Rights Act to develop a plan to eliminate the case backlog and to process cases in a manner that complies with statutory time deadlines. The plan must be submitted to the legislature by January 1, 1997.	390
Nuisance	Allows a neighborhood organization or a resident to request a prosecuting attorney to bring a nuisance action when there is evidence of two or more separate incidents or convictions within 12 months. Nuisance actions include prostitution. A prevailing individual or neighborhood organization may receive actual damages or \$500. It is a defense to the action if the individual alleged to be a nuisance was coerced or if the basis of the prosecution was discrimination. The law sunsets 8/1/99.	453
NOT PASSED		
Dependent Care	Would have required employers with 100 or more employees to offer Dependent Care Pre-Tax Accounts. Would have increased the amount of the Dependent Care Tax Credit to a maximum of \$5,000 for 1 child and \$10,000 for 2 or more children, up to 30 percent of out-of-pocket child care expenses. Would have increased the income level for obtaining the maximum credit from \$13,350 to \$30,000 annually.	HF 2540
Child Care Licensing	Would have directed a comprehensive study of child care licensing by the Institute of Early Childhood Professional Development. The study would have considered in-service training of child care staff and licensing child care workers rather than child care programs.	HF 2248
Women Veteran's Memorial	Would have provided for a memorial plaque recognizing Minnesota women veterans of all wars in the Court of Honor on the State Capitol grounds.	SF 2419
VETOED		
MNCare	Would have extended coverage under this state health insurance plan for the uninsured to single adults whose income is up to 150 percent of the federal poverty level. Currently income limit is 125 percent of poverty.	
Minimum Wage	Would have raised the state's minimum wage from \$4.25 per hour to \$5 per hour beginning Sept. 1, 1996 and \$5.10 per hour beginning September 1, 1997.	Vetoed
Livable Wage	Would have required certain companies which receive economic development assistance from the state of Minnesota to pay their full-time employees a wage (including health and dental coverage) at least equal to the federal poverty level for a family of four.	Vetoed
Loan Forgiveness for Law Students	Would have provided loan repayment assistance to reimburse graduates of Minnesota law schools working full-time for an agency serving economically disadvantaged persons.	Vetoed

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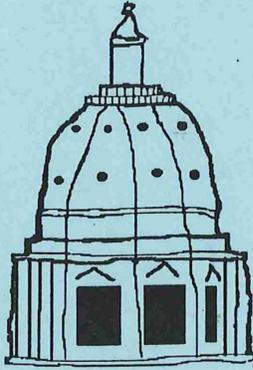
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COMMISSION NOTES

Beginning July 1, 1996 Deanna Zachary, currently the coordinator of the Legislative Commission on Children, Youth and Their Families, will join the CESW staff to work on the additional responsibilities assigned to CESW.

NEW PUBLICATIONS

The Commission has published three new sets of detailed information on women from the 1990 census of Minnesota. Topics are age, marital status and educational attainment. To order the tables, call or write the commission office.

COMMISSION WEBSITE

A site on the World Wide Web is being developed for the Commission by the University of Minnesota's Children, Youth and Families Consortium. The URL for this site is <http://www.cyfc.umn.edu>.

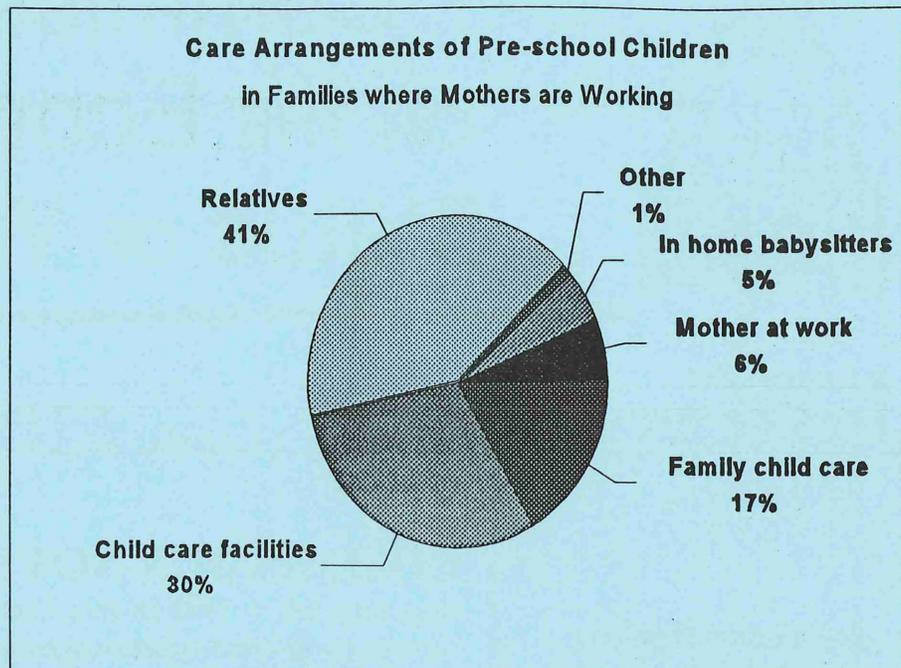
IN THIS ISSUE

This issue features national data regarding child care costs and expenditures for working families. Data from Minnesota's Department of Human Services is also included.

CHILD CARE NEEDS AND ARRANGEMENTS

In its report *"What Does it Cost to Mind Our Preschoolers"*, the U.S. Census Bureau reported 9.9 million children under age 5 needed child care while their mothers were at work in 1993.

According to another U.S. Census report, the percentage of families using child care centers or nursery school arrangements has increased dramatically since 1977, from 13 percent in 1977 to 30 percent in 1993.



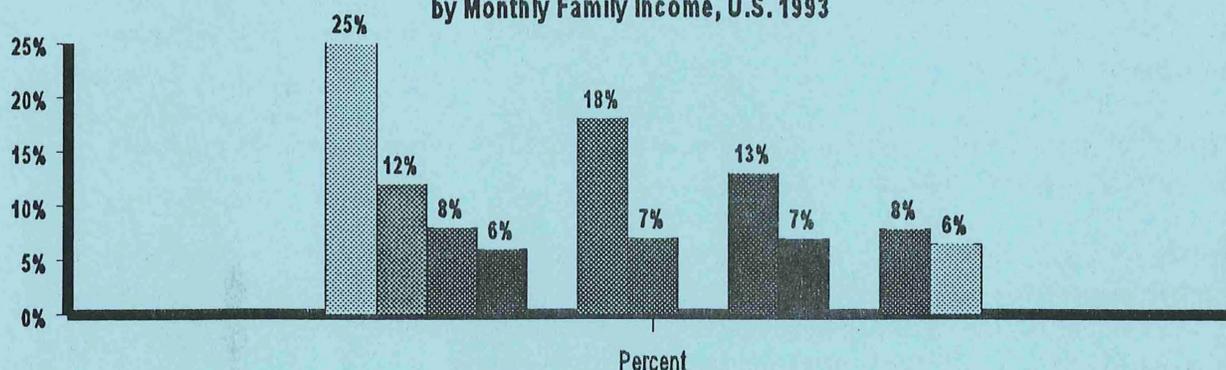
Care by relatives was the most common type of care parents chose. Child care for children under age 5 was provided by relatives in 41 percent of families with employed mothers and preschoolers.* The chart above shows the child care arrangements of pre-school children of employed mothers. Among children with employed mothers, 54 percent of infants (children under 1 year) were in paid child care, compared to 59 percent of older, preschool children.

Pre-school children who were in paid child care arrangements spent an average of 30 hours per week in such care. The chart below shows average weekly costs of child care in the U.S. and the average amount of time spent in child care arrangements.

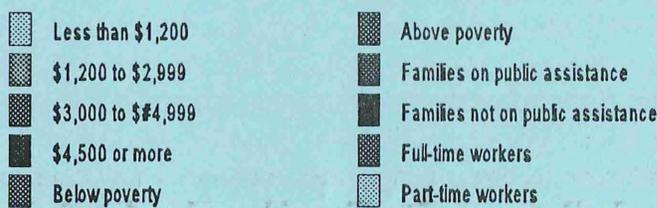
Age of Child	Average Number of Hours in Care	Average Costs per Week
Less than 1	30.49	\$66.39
1	30.64	\$61.35
2	30.07	\$59.35
3	28.96	\$56.50
4	27.72	\$59.43

* Pre-school is defined as children age 4 years or less.

Share of Income Spent on Child Care
by Monthly Family Income, U.S. 1993



Families by Type



CHILD CARE PROGRAMS IN MINNESOTA

In FY '96 (July 1, 1995 to June 30, 1996) the state of Minnesota appropriated approximately \$15.5 million to help pay the child care costs of low-income working families with the Basic Sliding Fee (BSF) program. Another \$16.3 million in federal funding and \$7.8 million in local funding was spent in this program. According to KidsCount, a report of the Children's Defense Fund of Minnesota, 58,777 families were eligible for BSF and needed help with child care expenses during 1994, yet only 7,201 families were served. In the 1994-95 school year, another \$3.5 million in state funding was spent to help 2,388 post-secondary students pay the child care costs for their dependent children while in school.

The BSF child care subsidy program is available to families who earn 75 percent or less of the state's median income. The BSF program pays a share of the family's child care costs for child care of the family's choosing. The largest share of families, 26 percent, have their children cared for in licensed family child care homes. The largest share of BSF families, 26 percent, had children ages 4 to 5 in 1993.

The sliding fee payment for a three-person household begins with family incomes of \$12,591 annually. This family pays \$19 toward their child care costs. Eligibility ends at \$30,758, with a co-pay of \$441 per month. Two-thirds of families who received BSF assistance are in the program for two years or less.

COSTS OF CHILD CARE

Weekly child care costs for all preschoolers averaged \$60 in 1993 in the U.S. This figure is about \$15 more per week than it cost in 1986 (in constant dollars).

Weekly costs varied by type of care: Average weekly costs were \$65 for those who used in-home babysitters or organized child care facilities. Family child care cost an average of \$52 per week. Relatives cost \$42 per week.

Costs varied by age of child: Average cost for paid child care for an infant was \$66 per week, while for older pre-school children it was \$59 per week.

Costs varied by age of child: The cost of child care varies by location and is most expensive in the Northeast part of the U.S. and in metropolitan areas of the country. Child care costs about \$85 per week in the Northeast, compared to \$70 in the Midwest. In metropolitan areas it cost \$80 per week, compared to \$55 per week in non-metropolitan areas.

SHARE OF INCOME SPENT ON CHILD CARE

Fifty-six percent of all families with pre-schoolers who used paid child care spent 8 percent of their monthly income. Families with two or more preschool children paid about \$110 per week or about 7 percent of their income. Married couple families spent about \$78 per week on child care, which was \$15 more per week than single parent families. Married couple families spent 7 percent of their income on child care, while single parent families paid 12 percent of their income.

Share of income varies by age of mother: Families with older mothers paid about \$14 more per week on child care than those with younger mothers. Younger mothers, ages 15 to 24, spent about 10 percent of their family income on child care, compared to mothers ages 35 and older, who spent 7 percent of their income on child care.

Share of income spent varies by mother's education: Child care costs amounted to 10 percent of a family's budget in families whose mother had less than a high school education, while it took 7 percent of the monthly income for mothers who were college-educated.

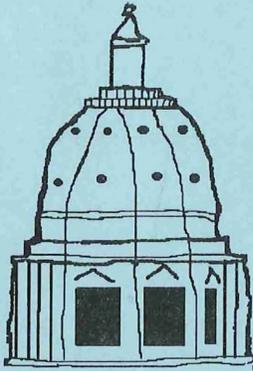
Share of income varies by employment status: Full-time workers spent 7.9 percent of their income on child care, while part-time workers spent 6.4 percent.

Share of income varies by poverty status of families: Thirty-seven percent of families in poverty paid for child care, compared to 58 percent of non-poor families. Poor families paid \$50 per week, compared to \$76 for non-poor families. Poor families spent about 18 percent of their income on child care, compared to non-poor families who spent about 7 percent of their income. Among families receiving public assistance (AFDC, Food Stamps, or WIC), 46 percent paid for child care, compared to 57 percent of families not on public assistance. Families in at least one of these assistance programs spent \$50 per week, while other families spent \$78 per week. Child care consumed 13 percent of the income of those on public assistance, compared to 7 percent of those not on public assistance.

In addition to the Basic Sliding Fee program for working families, the state pays a share of the child care expenses for families in the AFDC public assistance program. Total AFDC child care expenditures were projected at \$17 million in state and \$21 million in federal funding for Fiscal Year 1996. Child care costs for AFDC families are fully paid when the parents are working or in training or school through the STRIDE, ACCESS, and MFIP programs. Transition Year helps with child care costs for one year after a family leaves the AFDC program because of work.

The chart below gives an overview of child care in Minnesota.

Number of children in licensed child care in Minnesota in 1992	236,294		
Percent of population of children ages 0 to 12 in child care in 1992	24%		
Estimated number of children of child caring age (12 and under) in 1990	868,673		
Percent of MN women in the labor force with children under age 6	71%		
Percent of MN women in the labor force with children ages 6 to 17	82%		
Number of children in child care receiving BSF assistance in 1995	14,480		
Average amount spent in BSF child care assistance per family in FY '95	\$4,800		
Number of children of AFDC families receiving AFDC child care entitlements in 1985	11,747		
Estimated percent of children eligible for BSF but not receiving it	70%		
Cost of child care--Selected Minnesota sites			
Average costs per month in full-time child care	Hennepin County	Beltrami County	LeSeur County
Family child care*			
Infant	\$460	\$340	\$380
Preschool	\$375	\$340	\$350
Center			
Infant	\$652	\$460	\$470
Preschool	\$476	\$380	\$440
*Rates are determined for Family Child Care at the market hourly rate, times 10 hours per day and 20 days per month.			



Commission ON THE Economic Status OF Women

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IN THIS ISSUE

Women-owned businesses in the U.S. and Minnesota, with data from a 1992 Bureau of the Census report, the National Foundation of Women Business Owners, and the Minnesota Department of Trade and Economic Development. Complete source citations are listed at the end of this newsletter.

Women-Owned Businesses in Brief

Number of women-owned firms in the U.S. in 1992	6.4 million
Women-owned firms as a percentage of all U.S. firms in 1992.	30 percent
Revenues generated by U.S. women-owned businesses in 1992	\$1.6 trillion
Employees of women-owned firms in U.S. in 1992	13.2 million
<hr/>	
Number of businesses in Minnesota 1992	358,921
Number of women-owned firms in Minnesota in 1992 (Non-C Corporations)	124,143
Women-owned firms as a percentage of all MN firms in 1992 (Non-C Corporations)	35%
Number of women-owned firms in MN which had paid employees in 1992	16,108
Total number of employees in women-owned, non-C firms in MN in 1992	120,827
Average number employees of women-owned firms in Minnesota in 1992	6
Average number of employees in men-owned firms in Minnesota in 1992	19
Sales & receipts of women-owned businesses in Minnesota in 1992	\$11.8 billion
Growth in number of women-owned firms in Minnesota, 1982-1992	97%
Growth in sales in women-owned firms, MN, 1982-1992	467%
Growth in number of employees in women-owned firms in Minnesota in 1982-1992	320%

DEFINITIONS:

Women-owned: firms in which a majority interest or 51 percent of the business was owned by a woman.

Individual proprietorship: an unincorporated business owned by an individual, including self-employed persons.

Partnership: An unincorporated business owned by two or more persons.

Subchapter S Corporation: A legally incorporated business under state laws. Must have 35 or fewer shareholders who are taxed as individuals.

WOMEN-OWNED BUSINESSES IN THE U.S.

In 1992 there were 6.4 million women-owned businesses in the United States. Women-owned businesses were nearly one-third of all U.S. businesses and they employed 13.2 million people. Women-owned businesses generated \$1.6 trillion in business revenue in 1992.

LEGAL INCORPORATION**Sole Proprietorships, Partnerships and Sub-chapter S (Non-C Firms)**

Women, like men, were more likely to own sole proprietorships, partnerships and Sub-chapter S (Non-C) businesses than the larger firms known as C Corporations (see definitions above). In 1992, women owned 5.9 million non-C firms, nearly one-third (34 percent) of these kinds of firms in the U.S. In 1987, women owned 4.1 million of these kinds of firms. These women-owned businesses accounted for 6.3 million U.S. employees in 1992 and payrolls totaling nearly \$105 billion annually.

While the overall number of Non-C firms grew by 26 percent from 1987 to 1992, the rate of growth for women-owned Non-C firms was 43 percent. Receipts among all Non-C, women-owned businesses more than doubled from \$278 million in 1987 to \$642 million in 1992, a 131 percent increase.

C Corporations

Women owned 26 percent of the C Corporations in the U.S. in 1992, amounting to 518,000 of the 2 million such firms in the country. However, their share of employees and revenues was much smaller than those of firms owned by men. Women-owned C Corporations employed 11 percent of the nation's workers in these kinds of firms. Women-owned C Corporation generated 9 percent of all C Corporation revenue in the country, a total of \$923 million.

INDUSTRIES OF WOMEN-OWNED BUSINESSES

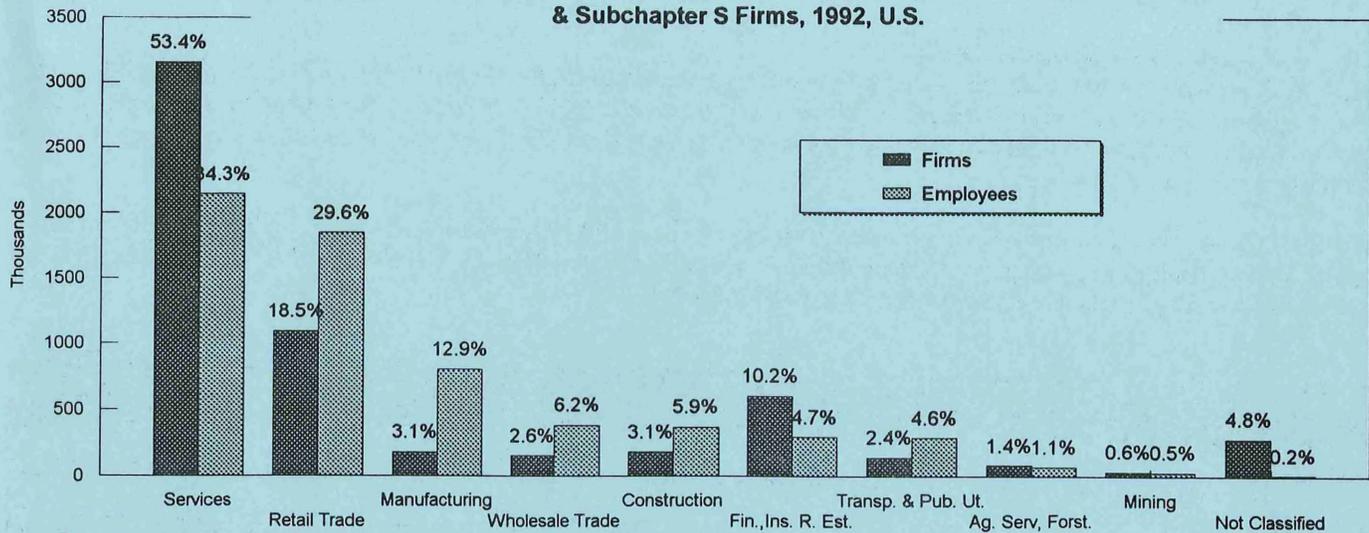
The service and retail trade industries attract the largest share of women business owners. Nearly three-quarters (72%) of non-C corporations owned by women were in the retail and service industries. Just over half (54%) were in the service industry and 19 percent were in retail trade. Of the non-C firms in the retail and service industries, 40 percent were owned by women.

Service and retail trade firms account for the largest share of women-owned C Corporations. Among these corporations, 29 percent were in service and 22 percent were in retail trade. The next largest shares were in the finance, insurance and real estate industries, accounting for 13 percent of all women-owned C Corporations. . Women owned .7 percent of mining, 8 percent of manufacturing firms and 31 percent of retail trade firms.

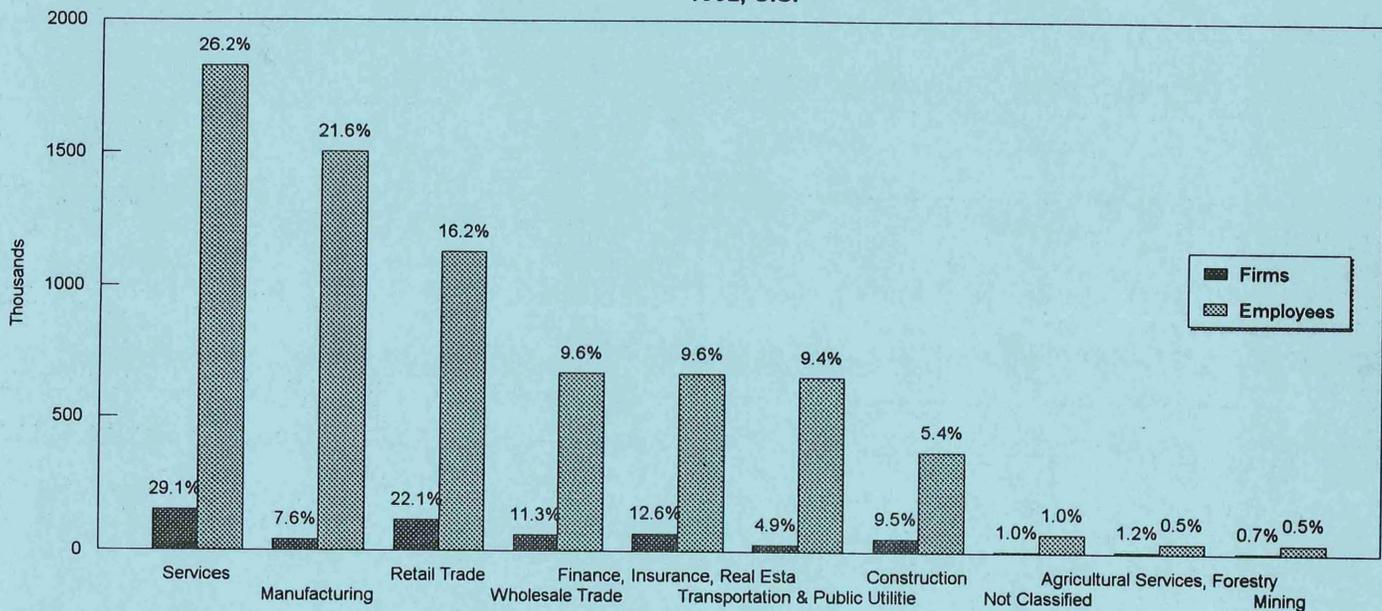
A 1994 study by National Federation of Women Business Owners (NFWBO) showed a continued growth in the service industry, particularly businesses and personal services and other services such as legal, educational, social and engineering services. Professional women were also increasingly moving into private practice in such occupations as doctors, lawyers and accountants, for example, and such services as beauty shops, personal care, financial and tax services.

NFWBO's 1994 survey and analysis of 8.5 million firms, including 800,000 owned by women, showed that women have been increasing their representation in wholesale trade, agriculture, manufacturing and transportation/communications industries. The growth rate of women-owned firms in these industries had out-paced the average growth rate for all types of firms. For example, the number of women-owned construction-related firms grew by 50 percent and wholesale trade grew by 85 percent from 1987 to 1992, according to NFWBO. Construction and manufacturing grew by 19.2 percent and 13.4 percent respectively between 1991 and 1994.

Number of Women-Owned Firms & Employees in Sole Proprietorships, Partnerships
& Subchapter S Firms, 1992, U.S.



Number of Women-Owned Firms & Employees in "C" Corporations
1992, U.S.



EMPLOYEES OF WOMEN-OWNED BUSINESSES

Most businesses in the U.S. are quite small, employing fewer than 10 persons and women-owned firms are somewhat smaller than the average for all firms. NFWBO reported that 87 percent of women-owned firms had 10 or fewer employees, compared to 81 percent of firms overall. However, the rate of growth in the number of employees in women-owned firms has out-paced that for firms in general. According to the NFWBO report, employment in women-owned firms grew more rapidly than in firms overall between 1991 and 1994. Among all firms, employment growth was 5.3 percent, while women-owned firms grew by 11.6 percent. Growth in employment in women-owned firms was highest during this period in the region of the country that includes Minnesota (West North Central), according to NFWBO. Employment growth for women-owned firms from 1991 to 1994 was 23.5 percent in this region, the highest in the nation. Average growth for all firms during that time period was 3.1 percent.

Although women-owned firms with more than 100 employees are less than 1 percent of the business population, their growth rate was 18.3 percent, compared to 8.6 percent for all firms with 100 or more employees from 1991 to 1994, according to the NFWBO study. Similarly, the number of employees grew by 32.5 percent for women-owned firms with more than 100 employees, compared to 5.3 percent for those large firms overall.

The largest share of employees in women-owned Non-C firms were working in the service and retail trade industries. Thirty-four percent of employees of women-owned firms work in the service industry and 30 percent were in retail trade. The next largest share of non-C firm employees, however, were working in manufacturing firms, accounting for 13 percent of the total employees who were employed in these women-owned firms.

Of the 7 million employees working in C Corporations in 1992, with 26 percent were in the service industry and 22 percent were in manufacturing. Sixteen percent of employees were in the retail trade.

How Fiscally Sound Are Women-owned Firms?

The 1995 NFWBO report showed that women-owned firms are no greater credit risks than firms on the average--their failure rates and financial records are similar. Obtaining financing, however, was cited as one of the biggest obstacles faced by women business owners. Lending institutions consider several factors that may indicate a firm's potential credit risk, including length of time in business, size of the company and number of employees.

Women-owned firms were more likely to have remained in business in the past three years than the average U.S. firm. Nearly three-quarters of women-owned firms operating in 1991 were still in business in 1994, compared to just 67 percent of all firms in the U.S. The average age of a women-owned business is approaching that of all businesses.

Age of Firm	Women Owned	Average for all firms
0 to 4 years	35%	39%
5 to 8 years	25%	25%
9 to 11 years	12%	10%
Over 12 years	28%	30%

WOMEN-OWNED BUSINESSES IN MINNESOTA

	1982	1987	Change 1982-1987	1992	Change 1987-1992
Number of women-owned firms	63,098	88,137	40%	124,143	41%
Gross sales-billions	\$1.8	4.3	138%	11.8	137%
Employment	28,796	65,034	126%	120,827	86%

In Minnesota in 1992, women-owned firms were 34.6 percent of all firms in the state. There were 124,143 women-owned firms (non-C only) compared to 88,137 in 1987, a 41 percent increase. Fourteen states had a higher percentage of women-owned firms than Minnesota. New Mexico had the highest percentage with 37.8 percent of all that state's firms.

Minnesota's women-owned firms experienced a 137 percent increase in business receipts from 1987 to 1992, compared to a 96 percent increase in firms overall during that five-year period.

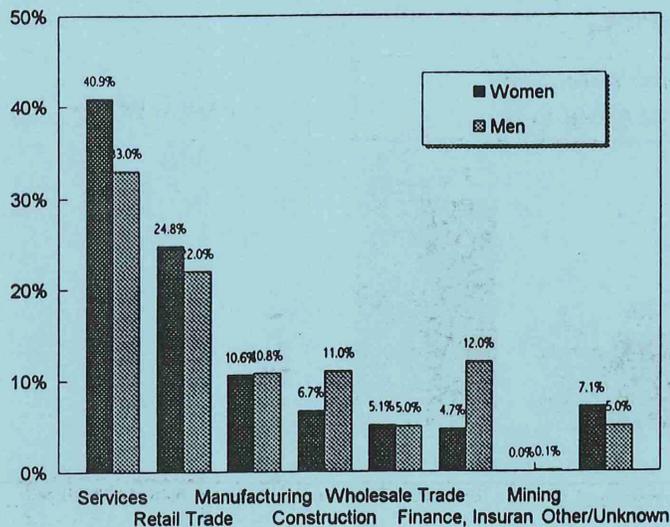
Sales and receipts of women-owned firms in Minnesota amounted to \$11.8 billion in 1992 (including C Corporations) or 2 percent of the \$642 billion in sales from all firms in the state that year. Minnesota women-owned businesses accounted for 2 percent of the nation's women-owned businesses.

In a survey conducted by the state's Department of Trade and Economic Development, women business owners in Minnesota in 1994 were most commonly owners of sole proprietorships and more than two-thirds were in the retail and service industries. However, women and men owned nearly the same number of manufacturing and wholesale trade businesses in the state.

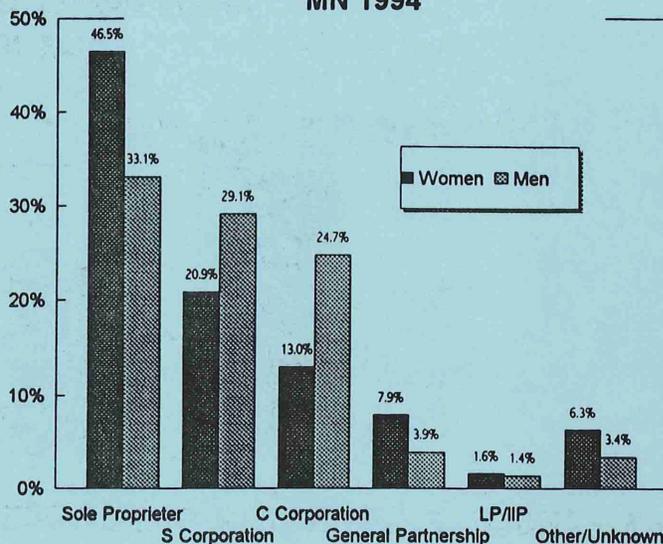
Women business owners in Minnesota in 1994 had similar educational levels to men business owners. They were more likely than men to start businesses from scratch, rather than purchasing existing businesses and were less likely to seek financing from traditional lending institutions than men business owners. When they sought loans, the amount they intended to borrow was less than for men. Women business owners in Minnesota had fewer years of experience than men and had lower incomes.

Between 1977 and 1987, the last year for which detailed information on Minnesota is available, the number of employees of women-owned firms in the state more than tripled, growing by 14 percent. The fastest growing industries for employee growth were manufacturing (21.7%) and finance, insurance and real estate (15.7%).

**Distribution by Sex
MN 1994**

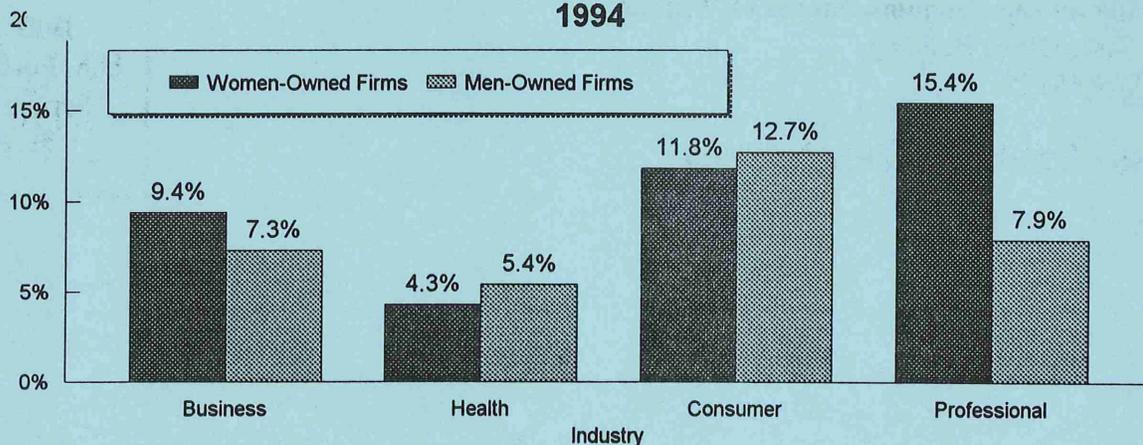


**Distribution by Type of Ownership
MN 1994**



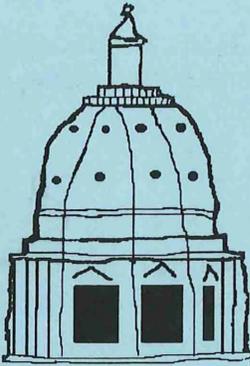
In the service industry, the 1994 survey of Minnesota found that most women business owners had firms in professional services such as legal, engineering and management consulting. They were also more likely than men to own business service firms such as advertising and computer programming. Consumer services such as laundries and beauty shops, which have traditionally been associated with women ownership, had a smaller percentage of women owners than men.

**Types of Service Industry Firms Owned by Men and Women in Minnesota
1994**



Sales in women-owned firms were less than sales in men-owned firms in the state in 1994. Less than 10 percent of women-owned firms reported sales above \$1 million, while about one-quarter of firms owned by men reported sales of more than \$1 million. Women owned firms in Minnesota reported being in business an average of 14 years, while 20 years was the average age of firms owned by men.

(Continued on back page)



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IN THIS ISSUE

THE VALUE OF POST-SECONDARY EDUCATION

One in four (27 percent) of adults over age 25 in the U.S. held an educational degree beyond high school in 1993, compared to 21 percent in 1984. Men were only slightly more likely to have a degree than women. Twenty-eight percent of men and 26 percent of women had a post-secondary degree in 1993. This information includes those who report have degrees in 1990 and were employed full-time in 1993. Sources are listed at the end of this report.

Education has a major impact on the income earned over a lifetime. In general, each degree level has higher earnings than the one below it. Median monthly earnings among those with post-secondary degrees ranged from \$1,375 for persons with vocational/technical degrees, to \$5,067 for those with professional degrees. There were substantial variations by the sex, age, field of study, degree level and occupation of those with post-secondary degrees.

A bachelor's degree, for example, does not guarantee higher earnings for an individual than for someone without a college degree. Among recent college graduates, highest earnings were for those with degrees in engineering, the health fields, computer and information services, and the physical sciences. Lowest earnings were among those with degrees in education, psychology and the humanities.

Career choice as determined by college major is an important factor in determining earnings differences between men and women. Women choose fields leading to high earnings occupation less often than men do. For example, only 1.5 percent of women college graduates majored in engineering in 1990, while 13.3 percent of men did. In education, 23.7 percent of women majored in the field compared to 6.4 percent of men.

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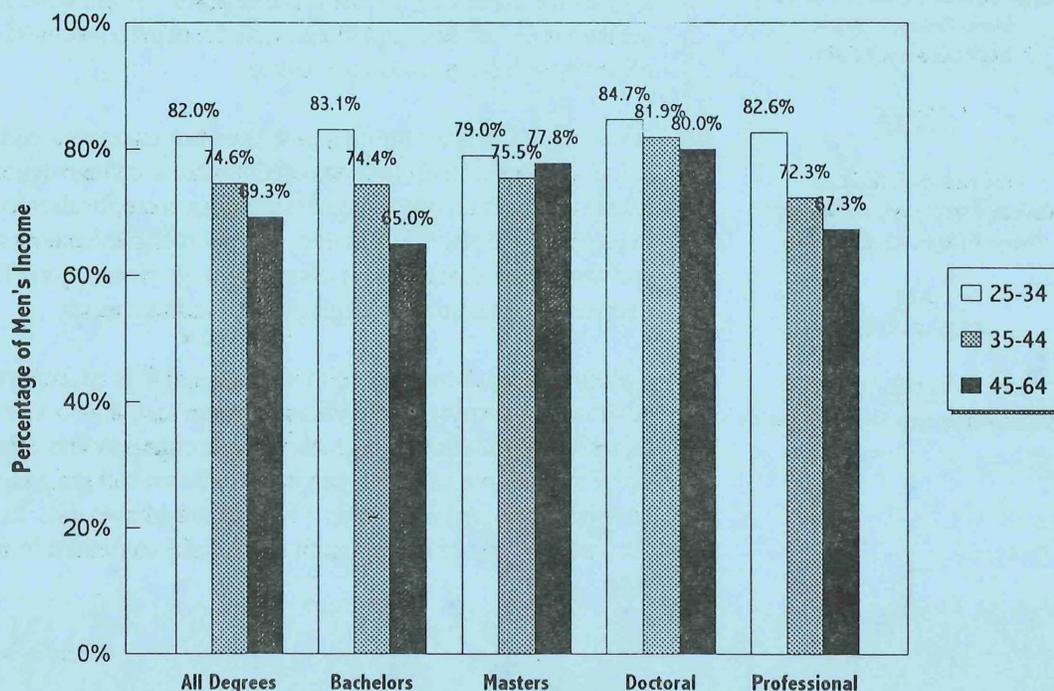
This study includes those who report having degrees in 1990 and among those employed full-time in 1993. Recent data from 1995 is included by degree level and gender only. This report examines 31 major fields of study and 34 occupations or occupational groups.

THE EARNINGS GAP BY DEGREE LEVEL

Earnings increase with degree level and with age, yet at every age and degree level, men earn substantially more than women. These gaps increased between 1993 and 1995, with all female college graduates making only 69.6 percent of male college graduates earnings compared to 73.3 percent in 1993. The high levels and low levels of earnings among women were especially dramatic, which was mirrored to a lesser extent among men.

Earnings Gap Between Men and Women Among Full-time, Year-Round Workers, Age 25 to 64, by Educational Degree					
	Average All Degrees	Bachelor's Degree	Master's Degree	Professional Degree	Doctorate Degree
1995					
Men 25 to 64	\$48,010	\$42,531	\$52,082	\$75,271	\$61,826
Women 25 to 64	\$33,438	\$30,824	\$38,590	\$48,537	\$42,360
1993					
Men 25 to 64	\$46,505	\$42,448	\$49,412	\$80,400	\$57,659
Women 25 to 64	\$34,082	\$31,120	\$37,898	\$54,200	\$45,860
Earnings Gap--Women's Earnings As a Percent of Men's					
1993	73.3	73.2	76.7	67.4	79.5
1995	69.6	72.5	74.1	64.5	68.5

Women's Earnings as a Percentage of Men's 1993
by Age and Degree

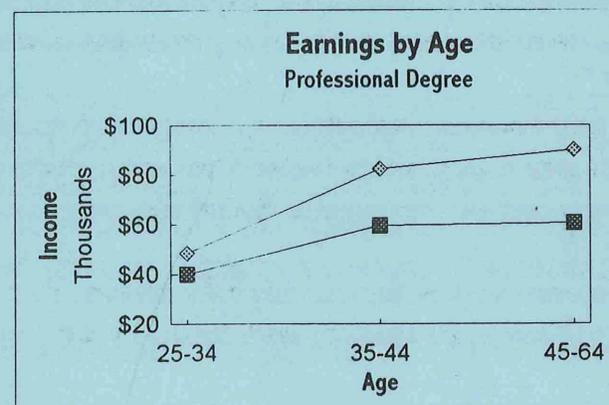
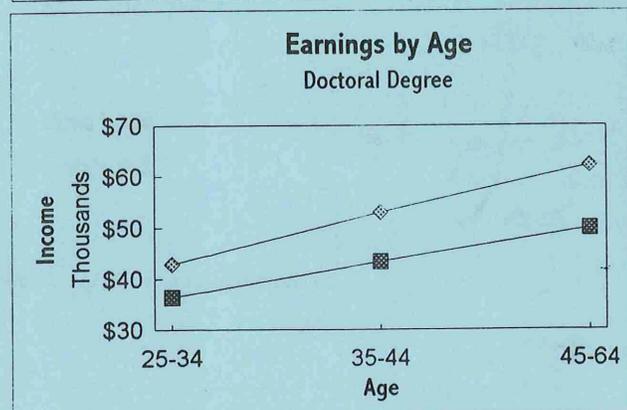
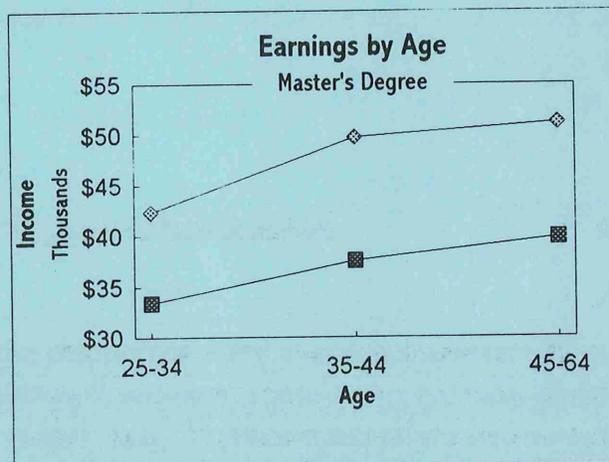
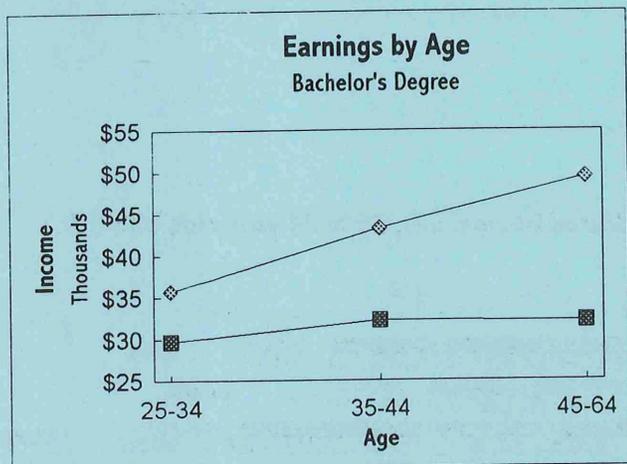
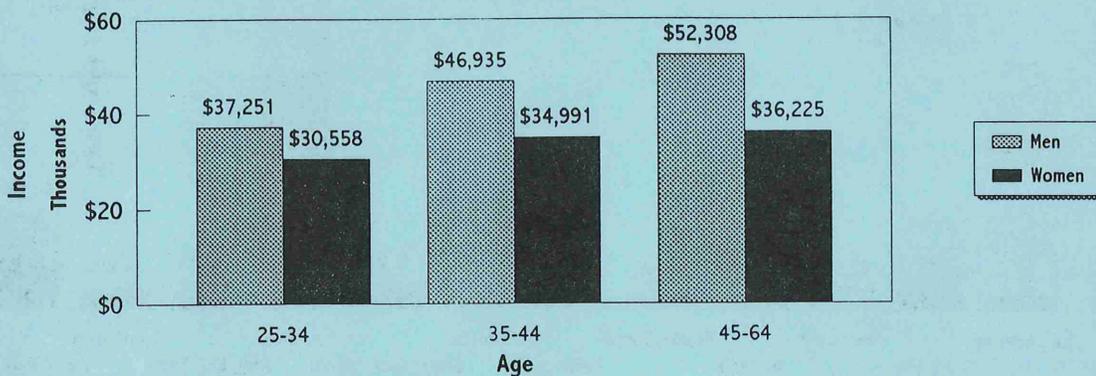


EARNINGS DIFFERENCES

Earnings increase with age, more for men than for women. The earnings gap between men and women was generally less for younger workers than for older workers. Still, among those who are age 25 to 34, men's earnings were 20 percent higher than women's. This had mainly to do with the concentration of women in the lowest paid occupations within those fields and the much larger concentration of men in the higher paid occupations. In the highest paying fields, however, women's earnings were very close to those of men, especially in engineering and mathematics, where the differences were 1 to 5 percent. Among young workers, women had higher earnings than men in only one of the major fields of study: linguistics/foreign languages and literature. For midcareer women ages 35 to 44, higher earnings than men existed only in the architecture/environmental design field and for older women, earnings exceeded men's in philosophy, religion and theology.

Earnings by Age, 1993

All Degrees



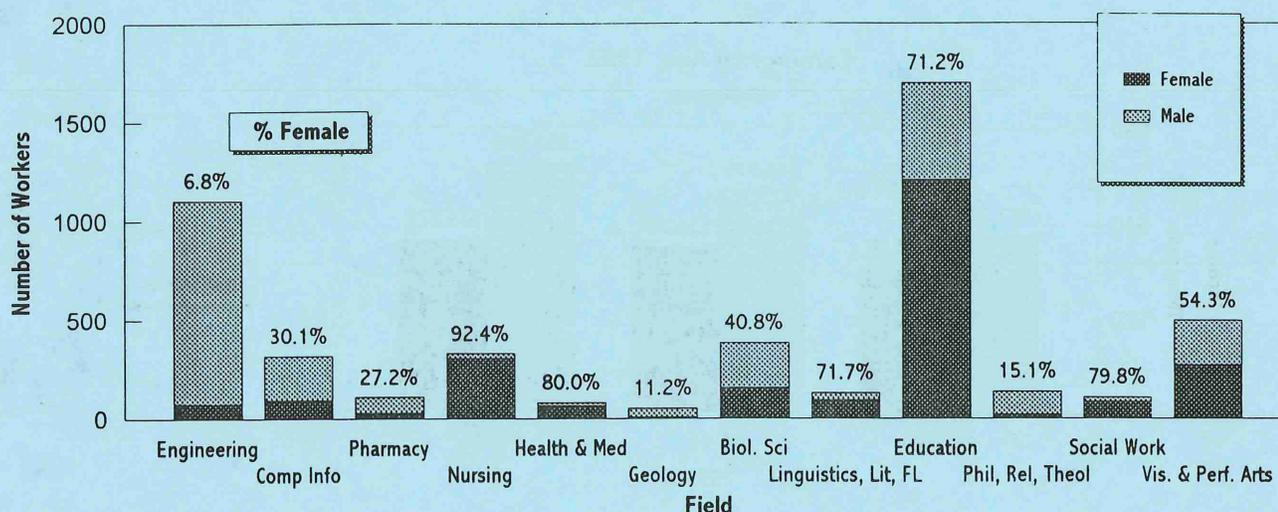
EARNINGS GAP BY AGE AND FIELD OF STUDY

Philosophy, religion, theology, social work, visual and performing arts, linguistics, foreign languages, literature and education were among the fields in which graduates earned the least. Earnings in most liberal arts fields were below the average for all fields.

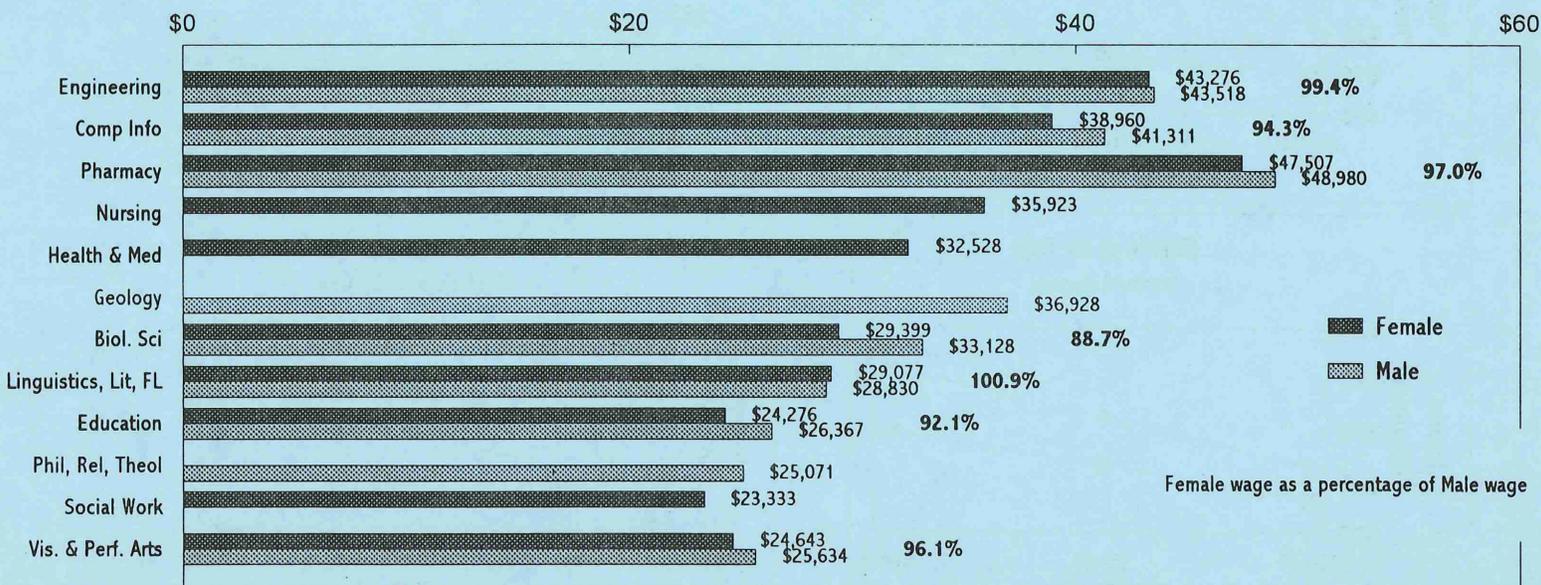
Among 25 to 34 year-olds, women account for just 6.8 percent of workers in the engineering field, 11.2 percent in geology and 15 percent in philosophy, religion and theology. Gender is more balanced in the fields of biological sciences (41 percent female) and visual and performing arts (54 percent female). Women were 92 percent of employees in nursing, 80 percent of health and medical workers and social work.

Employees in Selected Fields

25-34 year olds with a BA, 1993



Median Annual Earnings, 1993, Selected Occupations, 25 to 34 year-olds with B.A.'s

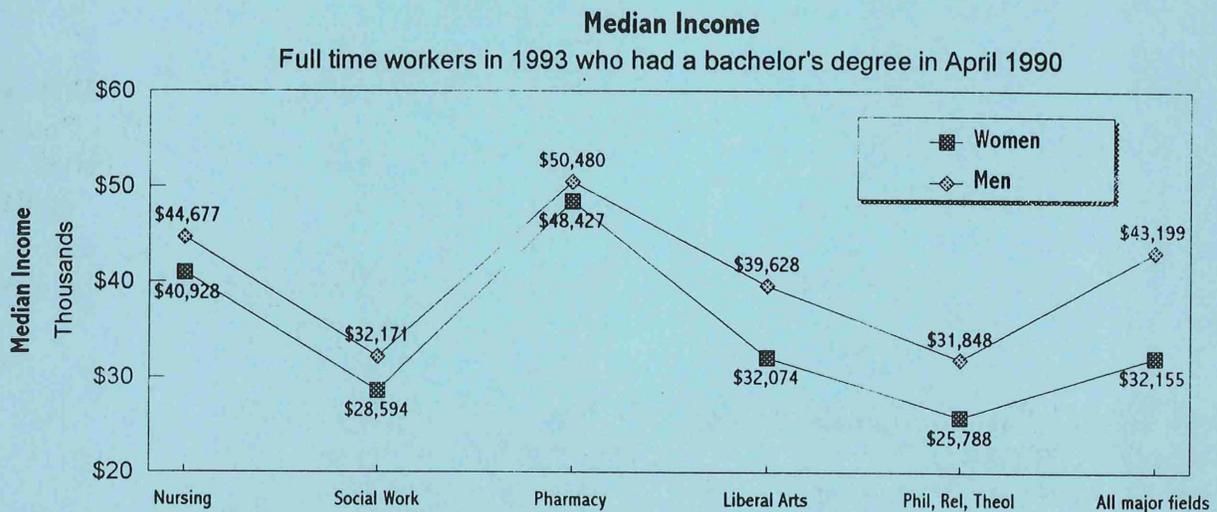


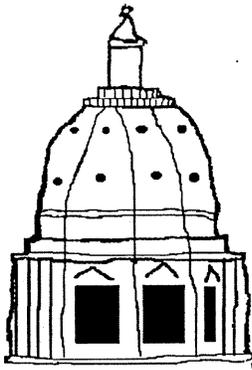
Income gaps exist within every age group and for every degree. Among the youngest workers, the gap is always smaller than those in the older age groups. Among those with a doctoral degree, however, the gap for those age 45 to 64 is 80 percent, the best among the four degree types shown below. The worst gap for the younger groups is among those with master's degrees at 80 percent, but is best among those with doctoral degrees in the 45 to 64 age group. The difference between age groups is most marked within the Bachelor's degrees and least among those with master's degrees.

Men in the 35 to 44 age group earned an average of 34 percent more than women in the same age group and this gap widens further for those in the 45 to 64 age group, where men earned 54 percent more than women. The highest median earnings among men age 35 to 44 were \$53,286 for men who majored in engineering, 23 percent higher than for the median for all midcareer men, at \$43,199.

Midcareer women with economics majors and engineering majors earned \$49,170 and \$49,070 respectively, which was 23 percent above the median for all midcareer women at \$32,155. By ages 45 to 64, men earned an average of 38 percent more than those age 25 to 34. The earnings gain for women over the same age period is only 8 percent. Occupation is a significant factor in these age differences. Other major fields of study with earnings higher than median earnings include pharmacy, architecture, computer and information sciences, nursing, physical therapy and other rehabilitative/therapeutic services and accounting. Median earnings of business administration graduates, which was the largest field of study for men and second largest for women, were above average earnings for both groups.

Women had lower incomes than men in all selected fields listed on this chart, with average income for women at \$32,155 and for men \$43,199, a 74 percent gap.





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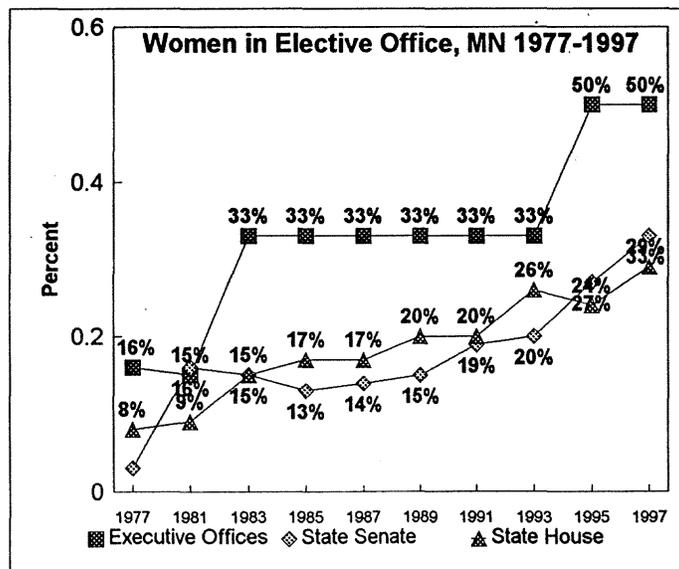
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THIS ISSUE: WOMEN IN ELECTIVE OFFICE

Data for this issue were provided by the League of Minnesota Cities, the Association of Minnesota Counties, the Minnesota State School Boards Association and the Center for the American Woman in Politics.

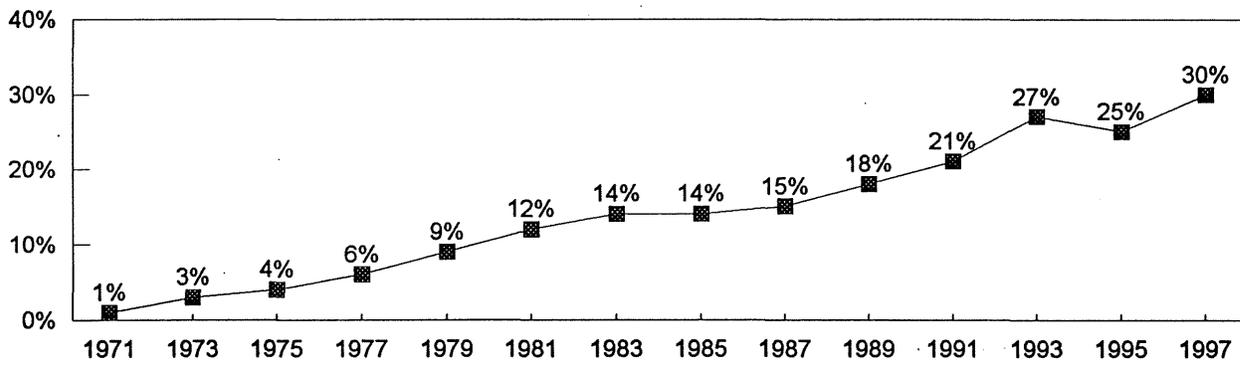
Although the number of women serving in elective offices has increased steadily in recent years, women remain under-represented at all levels of national, state and local offices. The percentage of women serving in the legislature in 1997 will be at its highest level. The legislature will be 30 percent female, up from 25 percent in 1995. The Minnesota Supreme Court has 3 women of 7 justices, but for a brief time the state had the only Supreme Court in the nation with a majority of women, 4 of the 7 seats. The chart below shows the changes in women's representation in Minnesota's elective offices since 1977.



MINNESOTA LEGISLATURE

When it re-convenes in January, the Minnesota legislature will have 61 women serving in the 201 seats of the state House and Senate, accounting for 30 percent of the 201 legislative members. This is higher than the national average of 21 percent for women in state legislatures. This is 11 more women than served at the beginning of the 1995-96 term. All seats in the Senate and House were up for re-election this year and 105 women were candidates for the 201 seats. In 15 races two women opposed each other in the general election. Women make up the entire legislative delegation (1 senator and two representatives) in 4 legislative districts.

**Women in the Minnesota Legislature
1971-1997**



While women have historically held a smaller share of Senate seats than House seats, the Senate surpassed the House for the first time in 1993. The Senate will consist of 22 women, an increase of four from 1995. Two new women senators had served in the House. The Senate is 33 per cent female, higher than the House and up from 27 percent last term. This year, four new women were elected, but two of those had served as representatives in the state House.

The House will have 39 women in 1997, up from 32 women in 1995. This represents 29 percent of the 134 seats in the House, up from 24 percent in 1995. Of the women in the House, 9 are newly elected and 30 are incumbents. However two new women representatives served in the house two terms ago.

HOUSE			
Hilda Bettermann	R	Gail Skare	DFL
Lynda Boudreau	R	Nora Slawik	DFL
Sherry Broecker	R	Barbara Sykora	R
Karen Clark	DFL	Kathy Tingelstad	R
Roxann Daggett	R	Eileen Tompkins	R
Geri Evans	DFL	Barb Vickerman	R
Betty Folliard	DFL	Jean Wagenius	DFL
Edwina Garcia	DFL	Linda Wejeman	DFL
Mindy Greiling	DFL	SENATE	
Elaine Harder	R	Ellen Anderson	DFL
Kris Hasskamp	DFL	Linda Berglin	DFL
Alice Hausman	DFL	Michelle Fischbach	R
Alice Johnson	DFL	Carol Flynn	DFL
Ruth Johnson	DFL	Paula Hanson	DFL
Phyllis Kahn	DFL	Linda Higgins	DFL
Becky Kelso	DFL	Janet Johnson	DFL
Luanne Koskinen	DFL	Sheila Kiscaden	R
Peg Larsen	R	Jane Krentz	DFL
Peggy Leppik	R	Arlene Lesewski	R
Dee Long	DFL	Becky Lourey	DFL
Darlene Luther	DFL	Gen Olson	R
Sharon Marko	DFL	Sandra Pappas	DFL
Betty McCollum	DFL	Pat Pariseau	R
Mary Jo McGuire	DFL	Pat Piper	DFL
Carol Molnau	R	Jane Ranum	DFL
Mary Murphy	DFL	Ember Reichgott Junge	DFL
Ann Rest	DFL	Martha Robertson	R
Michelle Rifenberg	R	Claire Robling	R
Leslie Schumacher	DFL	Linda Runbeck	R
Alice Seagren	R	Linda Scheid	DFL
Kathleen Sekhon	DFL	Deanna Wiener	DFL

The majority of women serving in the legislature are members of the Democratic-Farmer-Labor Party (DFL). The 1997 legislature will have 39 DFL women and 22 Republican (R) women, an increase from 1995 when it was 30 DFL and 20 R. Among the women, 36 percent are Republican and 64 percent are Democrat. The chart at left lists women legislators alphabetically, followed by their party designation.

MINNESOTA EXECUTIVE OFFICES

Of the 6 statewide elected offices in Minnesota (governor, lieutenant governor, secretary of state, state auditor, treasurer, attorney general) 3 or 50 percent are held by women. This remains unchanged since the last election. Joanne Benson is the state's third female lieutenant governor. Secretary of State Joan Grove, who has served since 1975, is the second woman in state history to have held this office. Judy Dutcher, elected state auditor in 1994, is the first woman to serve in that post. No woman has ever been governor, attorney general or state treasurer in Minnesota.

WOMEN IN LOCAL GOVERNMENT

Minnesota County Boards of Commissioners

The number of elected women is increasing at the local level. In 1997, women will hold 66 of the 447 county commissioner positions (15 percent). This is an increase of three women over 1995.

Minnesota School Boards

Women hold 780 of the 2,593 school board seats in the state. This represents 30 percent of total seats, up slightly from 28 percent in 1992.

Minnesota's Mayors and City Councils

As of 1995, there were 107 women serving among the 856 city mayors in the state, representing 13 percent of the total. This is a substantial increase from 1993 when 81 women served. Women are 23 percent of the city council members across the state, holding 790 of the 3,477 council seats. In 1994, women were 19 percent of city council members statewide.

MINNESOTA'S CONGRESSIONAL DELEGATION

There are no women in the state's ten-member delegation to the U.S. Congress. Minnesota holds two seats in the U.S. Senate and 8 seats in the U.S. House of Representatives. Only one woman has ever been elected to Congress from Minnesota and that was Coya Knutson in 1954. In 1978, Muriel Humphrey was appointed to fill an unexpired term in the U.S. Senate after the death of her

husband. She did not run for election at the end of the appointed term.

APPOINTED POSITIONS IN MINNESOTA

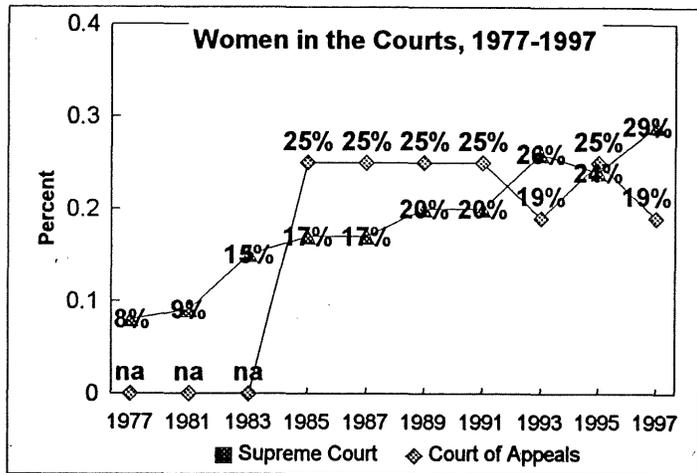
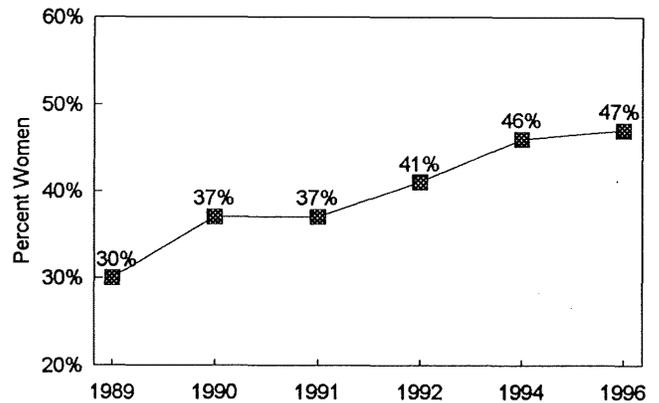
In Minnesota, hundreds of statewide positions on task forces, advisory boards, councils and commissions are filled by appointment of the governor. Anyone may apply for these appointments if they meet qualifications. In November 1996, 746 women served out of a possible 1,597 seats, accounting for 47 percent of the open appointments. In 1992, they were 41 percent. Representation by women has increased steadily in recent years as shown in the chart below.

MINNESOTA COURTS

Women are 23 percent of the judges serving at the various court levels in the state. They are 43 percent of the judges serving on Minnesota's Supreme Court, holding 3 of the 7 seats. The Supreme Court had a majority of women, 4 of 7 judges, for two terms ending in 1994 and had the distinction of being the only state Supreme Court in the country dominated by women. When Chief Justice Rosalie Wahl, the first woman appointed to the Supreme Court in 1977, retired in 1994, her vacant seat was filled by a man.

Minnesota's Court of Appeals, with 16 seats, has 3 women serving, amounting to 19 percent of that court.

Open Appointments of Women by the Governor



Women are 23 percent of the judges who serve on the bench in Minnesota's 10 judicial districts. Of the 252 seats, women hold 58 seats as of the fall elections. The percentage of seats held by women ranges from a low of 5 percent in the Ninth District and a high of 40 percent in the Fourth District. When vacancies on these courts occur between elections, open seats are filled by the governor. Judicial candidates must be lawyers.

WOMEN IN ELECTED OFFICE--- UNITED STATES

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Women in the U.S. Senate

As a result of the November elections, women will hold a record number of seats in Congress. In the U.S. Senate, 9 of the 100 seats will be held by women, up from 8 elected in 1994. The women include six Democrats and three Republicans, up from 5 Democrats and 3 Republicans in 1994. There were 9 women candidates for senate in 1996 and of those, 4 won seats.

Women in the U.S. House of Representatives

Women will hold 51 or 12 percent of the 435 seats in the House of Representatives, which represents a gain of 4 seats from the 1995 term. Of these 51 women, 35 are Democrats and 16 are Republicans. Two out of four non-voting delegates to Congress are women. Eleanor Holmes Norton represents Washington D.C. and Donna Christian-Green is the first woman to represent the U.S. Virgin Islands in Congress. There were 120 women candidates for seats in the House of Representatives in 1996 and a total of 51 won.

State Legislatures

Women will comprise one-fifth or 21 percent of all state legislators across the country in 1997, the same share they held in 1995. The total number of women serving in state legislatures or assemblies in 1997 will be 1,581 of the 7,425 available seats. This number represents a slight increase from 1995 when women held 1,533 seats nationwide.

Women Governors in the U.S.

Six women ran for governor in November. Only one won, Democrat Jeanne Shabean in New Hampshire. She will be that state's first female governor. Christine Todd Whitman (R-NJ) will be the only other woman in the country serving as governor.

Statewide Elective Offices

There are 19 female lieutenant governors in the country. Unlike Minnesota, lieutenant governors are elected separate from the governor in some states. Women serve as Attorney General in 9 states, Secretary of State in 12 states, State Treasurer in 13 states and State Auditor in four states. In addition, 11 states have a woman elected as the chief education official, an elected position Minnesota does not have. Three women are State Comptrollers, three are Commissioners of Insurance, 4 are Public Service Commissioners, three are Corporation Commissioners. One woman serves as Commissioner of Public Lands, Railroad Commissioner, and Commissioner of Labor.