

Selected information about women, work and wages in Minnesota:**Minnesota women have the highest labor force participation rate in the nation.**

- ◆ In Minnesota, two-thirds (66.0%) of women age 16 years and over were in the labor force compared to 57.5 percent of U.S. women in 2000.

Minnesota women with children under age six years have the fifth highest rate of labor force participation in the nation.

- ◆ Nearly three-fourths (72.4%) of women with children under six years were in the labor force in Minnesota compared to just over three-fifths (61.9%) of U.S. women with young children in 2000.

Minnesota women earn more than the national average.

- ◆ Median annual earnings of Minnesota female full-time, year-round workers age 16 years and over were \$28,708 compared to median earnings of \$27,194 for U.S. female workers in 2000.

The earnings gap is greater in Minnesota than at the national level.

- ◆ The earnings gap (ratio of female-to-male median earnings of full-time, year-round workers) was 72.9 percent in Minnesota compared to the U.S. earnings gap of 73.4 percent in 2000.

Minnesota's experience shows that pay equity can be implemented successfully at a reasonable cost.

- ◆ By establishing "equal pay for work of equal value", pay equity corrects the historical practice of paying less for work performed by women. For more than two decades Minnesota has led pay equity efforts in the nation. Minnesota was the first state to provide pay equity for state government employees and the first to require pay equity for local government employees.
- ◆ The total cost for implementation of pay equity for state employees was 3.7 percent of payroll.
- ◆ From 1982 to 2002, the female-to-male average wage ratio of Minnesota state employees increased from 74 percent to 97 percent.

Data Sources:

U.S. Census Bureau, 2000 Census SF3

Pay Equity: The Minnesota Experience, 5th edition. Legislative Commission on the Economic Status of Women
Faith Zwemke, Pay Equity Coordinator of the Minnesota Department of Employee Relations