
COUNCIL on the ECONOMIC STATUS of WOMEN

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NEWSLETTER #60

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IN THIS ISSUE

PAY EQUITY, a summary of a new Council report on comparable worth and state government employment.

SEXUAL HARASSMENT, summary of a new Council report on this issue.

LEGISLATION 1982, with information about action on proposals endorsed by the Council.

ANNOUNCEMENTS

In April and May, Council members will travel to two rural locations to conduct public hearings:

WEDNESDAY, APRIL 28. Sand's Restaurant, Albany, Minnesota. 1:30 PM - 4:00 PM.

THURSDAY, MAY 6. Civic Center, Belle Plaine, Minnesota. 2:00 PM - 4:30 PM.

Both hearings are open to testimony on any topic related to the economic status of rural women. Individuals as well as organizations are invited to attend, either as participants or observers.

All meetings and hearings of the Council are open to the public. For more information, or if you would like to testify, call the Council at 296-8590 (Twin Cities), or 1-800-652-9747 (toll-free).

Pay Equity

A new publication from the Council, PAY EQUITY & PUBLIC EMPLOYMENT, examines the issue of comparable worth and its implications for women employed by the State of Minnesota. This newsletter issue summarizes that report. Copies of the full report are available from the Council office, although supply is limited.

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Despite years of attention to the earnings gap, women continue to earn far less than men. Although the law requires "equal pay for equal work," women and men rarely do the same (equal) work in today's society. The vast majority of employed women are clerical workers or service workers, while men are administrators, craft workers, professional workers, and laborers.

The idea of "pay equity" is that jobs which require the same amount of skill, effort, and responsibility should be paid the same -- even if the job duties are different. Pay equity is sometimes called "equal pay for work of equal value" or "equal pay for jobs of comparable worth."

Pay equity has received considerable attention in the courts. Two cases, *International Union of Electrical Workers v. Westinghouse and Gunther v. County of Washington*, were considered by the U.S. Supreme Court last year. In both cases, the court found that pay equity charges may be filed under Title VII of the federal Civil Rights Act of 1964.

The job of DELIVERY VAN DRIVER is "worth" 117 points, and all employees in this class are men. MONTHLY PAY: \$1,382

The job of CLERK TYPIST 2 is "worth" 117 points, and 99 percent of employees in this class are women. MONTHLY PAY: \$1,115

The Task Force reviewed information about the status of state-employed women over a five-year period. In that time, there had been some improvement in the numbers of women holding managerial and professional jobs. However, the overall status of state-employed women had changed very little.

Two-thirds of state-employed women in 1981, as in 1976, held either clerical or service jobs. Women were still under-represented among managers, professionals, technical workers, craft workers, operatives, and laborers. In addition, the earnings gap had increased.

In 1976, the average female state employee earned \$9,480 compared with \$13,670 for the average male state employee -- a difference of \$4,190. In 1981, the woman earned \$13,874 while her male counterpart earned \$18,803 -- a difference of \$4,929.

In 1979, the State of Minnesota received the results of a study conducted by Hay Associates, a management consulting firm. The Hay study included a job evaluation method for state job classes, in which points were assigned to each job based on the amount of "know-how," "problem-solving," "accountability," and "working conditions" required.

