

MARYLAND WOMEN



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A Commission of the Department of Human Resources

WOMEN AND EMPLOYMENT

A REFLECTION ON THE 70'S . . . A PROSPECTUS FOR THE 80'S

The myth is dispelled. Women do not enter the work force for "pin money." Women work for the same reasons as men—to provide income for themselves and their families, to pay for food, shelter, clothing and other basic needs.

Between 1950 and 1979, women accounted for 60% of the steady growth in the work force. The number of women entering the work place has averaged over one million each year since 1972. They are single women, heads of households and married women re-entering the labor force.

By 1979, according to Department of Labor statistics, 43 million women, or 51% of all women 16 years of age or older, were in the labor force. During this same time period, there was an increase of 17% in labor force participation among the younger women aged 25 to 34, 62% of this age group in the work force. This parallels the fact that 70% of the women in this age group are married, live with their husband, and have children under 18 at home.

It has been further noted that 40% of all women with pre-school children worked outside the home in 1978. To plan for the care of their children these 5.8 million women had to vie for slots among the one million day care spaces currently available in licensed day care programs.

Alexis M. Herman, director of the Women's Bureau, U.S. Department of Labor, in citing this unprecedented change in the workplace during the 1970's, noted that, for the first time:

- more women worked than stayed at home;
- the educational attainment of women workers reached the level of their male counterparts;
- the government set goals and timetables to increase the participation of women in apprenticeships and construction work;
- Title VII of the Civil Rights Act of 1964 was amended to prohibit sex discrimination based on pregnancy;
- the Comprehensive Employment and Training Act was revised, and included a number of provisions to improve the status of disadvantaged women;
- a national policy was established to expand opportunities for women entrepreneurs;
- the Equal Rights Amendment, which had been introduced into Congress since 1923, was passed by both houses and sent to the States for ratification; Congress also extended the March 1979 ratification deadline to June 1982.

And yet, with this unprecedented change in the 1970's the following facts remain:

1. Women are still concentrated in low-paying clerical and service occupations. Of the 440 occupations listed in **CENSUS OCCUPATIONAL CLASSIFICATION SYSTEM** most women in the United States are clustered in only 20 of those occupational categories. Even with extensive non-traditional training programs and employment efforts by individual private industries, the government and women's organizations, women continue to enter the employment in traditional occupations, i.e., clerical and services, including teaching and nursing.

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2. The earnings gap between men and women is not decreasing—in fact, it continues to increase. Currently, women earn 59¢ for every dollar earned by a man.
3. Women with the same educational attainment as men continue to have lower earnings at every level. In 1977, women with four years of college had lower incomes than men who had completed only the eighth grade. High school graduates earned less income than men who had not completed the sixth grade. According to the U.S. Department of Labor, at the end of the decade women received nearly one out of every two master's and doctoral degrees. If women continue to receive advanced degrees at the existing rate they may be able in the 1980's to pursue careers in which high levels of education are required for job selection and advancement.
4. Women's interrupted employment patterns continue to work against them. Decisions related to marriage, childbirth, job harassment, continuous low pay, and other concerns have resulted in women entering the work force, leaving it, and re-entering later. These interrupted work patterns continue to adversely affect women's upward mobility, training, earning power, pensions, and social security, a guaranteeing, under current policy, poverty in their later years.
5. With continued wage disparity, more families have been maintained by women who were separated, divorced, widowed or never married during the 70's. As the decade began, one in every ten households had a female with primary responsibility. By 1980, the statistics changed to one in seven.
6. The phenomenon of the two-earner family has become prominent over the decade causing reflections and studies regarding the family, child care, social patterns, the changing roles of men and women and the needs of the family unit.
7. Recent studies show however, that as women enter the workplace in record numbers, working full-time rather than part-time, the work and responsibilities of the home remain the same for women.

As the decade closed with a record number of women in the work force, serious questions surfaced regarding the disparity in the woman's pay check, reflecting a need to work ten hours to make what a man earns in six hours, was no less than it was in 1949.

This disparity has begun to be analyzed seriously and will certainly be one of the major employment issues of the 1980's. As noted in the Women's Equity Action League's **WASHINGTON REPORT**, "Even when economists have juggled the figures and made adjustments for education, occupation and continuity of work experience, earnings are still lower than men of comparable status. It is here that the computers stop, and the statisticians cough imperceptibly, shrug and acknowledge that the remaining gap is probably due to discrimination.

Since 1963, when the Equal Pay Act was enacted, it has been illegal to pay lower wages for equal work based on gender. This Act and Title VII of the 1964 Civil Rights Act have been cited as the two laws enacted to assist women in the pursuit of pay equity. The Equal Pay Act prohibits disparity in wages of individuals performing the same work. However, since most employers, in both public and private sectors, have sex-segregated job structures, most women are employed in categories where they cannot claim the protection of the Equal Pay Act.

Since the Equal Pay Act does not touch most employed women, Title VII is being tested in the courts to determine if this section of the 1964 Civil Rights Act is broad enough to reach a segregated job structure in which women are paid less for work that is different from male employees, but is of COMPARABLE VALUE to the employer.

There is increased awareness that wage discrimination may be the basis for the general salary discrepancies. This realization has evolved slowly, in light of the fact that women have pursued education, non-traditional employment, training and all the traditional rules for upward mobility.

Statistics reflect women continue to enter and remain in traditional occupations, therefore more emphasis is being focused in the area of comparable worth, that is, paying equal salaries for work of equal value.

A State of Washington study of comparable worth in the public sector assigned points to jobs by rating working conditions, knowledge, skills, mental demands, education requirements and responsibility. The study found that clerk typists earned far less than warehouse workers, though both had the same points, and that traffic guides with half as many points as licensed practical nurses still earned \$1,000 more per year.

Decisions as the result of litigation on the issue of comparable value are few at this time. The concepts involved in comparable value—job segregation, devaluation of wages, biased job evaluations—are complex and will not be remedied easily through the courts. However, the following recent decisions are cited frequently as having a bearing on this issue through the 80's:

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LEMON V. CITY AND COUNTY OF DENVER—a case in which Denver nurses challenged wage scales which paid them less than tree trimmers, sign painters, and tire servicemen. The Federal district judge, in ruling against the challenge, stated that this case was "pregnant with the possibility of disrupting the entire economic system of the United States of America."

CHRISTENSON V. STATE OF IOWA—a case in which secretaries charged they were paid less than physical plant employees when the existing work scale placed both functions in the same labor grade. The court decided against the secretaries in accepting the university's explanation by stating: "we do not interpret Title VII as requiring an employer to ignore the market in setting wage rates for genuinely different work classifications."

I.U.E. V. WESTINGHOUSE—a case in which the I.U.E. claimed under Title VII that women were being discriminated against not only in remuneration, but also in tenure, classification, promotions and other employment practices based on 1938 company policies regarding women. The court granted summary judgement to Westinghouse when the I.U.E. conceded it was not pressing for an "equal pay for equal work decision under the Equal Pay Act." The court held that the Equal Pay Act requirements must be met to prove wage discrimination claims under Title VII. This case is now on appeal.

GUNTHER V. COUNTY OF WASHINGTON—a case in which matrons of a county jail charged that they were not equally compensated for doing work similar to male guards and further, that even with some differences in duties their pay was less primarily on the basis of sex discrimination. This decision, in favor of Gunther, did not determine that pay difference was based on discrimination, but did state that Title VII could be applied without first proving the requirements of the Equal Pay Act.

This last decision has been interpreted as a step forward in the litigation on issues of comparable worth and wage discrimination. It can be anticipated that attempted resolution of this issue will be one of the prominent employment issues of the 1980's.

According to Donald Elisberg, Assistant Secretary of Labor, pay equity is an issue whose time has come. "The bottom line," he states, "is that pay equity is an issue long overdue for resolution. We are long past the days when patronizing comments implied that women should be home, barefoot and pregnant. Today, millions of women are putting on their shoes every morning and going to work, many as breadwinners and heads of households. And just like men, they demand and deserve fair wages for a day's work."

The Maryland Commission for Women will be reporting extensively on the issue of pay equity in **MARYLAND WOMEN** over the next year. To obtain more background information on women and employment, you may want to obtain the following publications which were used in the development of the above article:

U.S. Department of Labor Reports:

A Working Woman's Guide to Her Job Rights, U.S. Department of Labor, Women's Bureau, December 1978.

The Employment of Women: General Diagnosis of Developments and Issues, U.S. Department of Labor, Women's Bureau, April 1980.

The Socioeconomic Status of Households Headed by Women, U.S. Department of Labor, Employment and Training Administration, R & D Monograph 72.

Facts About Women Heads of Households and Heads of Families, U.S. Department of Labor, Women's Bureau, December 1979.

The Earnings Gap Between Women and Men, U.S. Department of Labor, Women's Bureau, 1979.

Working Mothers and Their Children, U.S. Department of Labor, Women's Bureau, 1977.

"Economic Responsibilities of Working Women," U.S. Department of Labor, Women's Bureau.

Mature Women Workers: A Profile, U.S. Department of Labor, Women's Bureau, 1976.

"Twenty Facts on Women Workers," U.S. Department of Labor, Women's Bureau, 1979.

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Most women work because of economic need

Women in the Labor Force, March 1978

Source: Prepared by the Women's Bureau, Office of the Secretary, from data published by the Bureau of Labor Statistics, U.S. Department of Labor

August 1979

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WOMEN EMPLOYED IN MARYLAND STATE GOVERNMENT IN 1979

The Maryland Commission for Women has completed its annual report entitled "Women Employed in Maryland State Government in 1979." A copy may be obtained by writing or calling the Commission's office. The report notes that:

- Approximately half (51.3%) of the 51,587 full-time State employees were women.
- Women were disproportionately found in the lower paying jobs. More than two-thirds (69.8%) of all men were in the highest paying job categories (officials/administrators, professionals, protective service workers, and technicians) while almost two-thirds (65.9%) of all women were in the four lowest paying job categories (skilled craft workers, paraprofessionals, office/clerical workers, and service/maintenance workers).
- The average salary of all full-time female employees was \$12,545. This was \$3,709 less than the average salary among male employees.
- Women were largely concentrated in lower-paid, non-supervisory, dead-end positions. Over half (53.3%) were in the service/maintenance and office/clerical job categories, compared to only 18.7% of all male employees. At the other end of the job spectrum, only 26% of the total female work force worked as officials/administrators or professionals compared to 41% of the total male work force. This inequity is further magnified when only the category of officials/administrators is examined.
- At the highest level of State government employment, there were 1,370 officials/administrators of whom only 160 (12%) were women. These 160 employees comprised 0.6% of the total female full-time work force. The 1,210 male officials and administrators represented 4.8% of the total male full-time work force.
- From 1976 to 1979, there existed a sustained earnings differential between men and women. In 1976 the salary gap (i.e., a male's average salary minus a female's average salary) was \$3,038; in 1979, it was \$3,709. The average woman in State employ still earns about 77 cents for every dollar earned by her male counterpart.

HIGHLIGHTING MARYLAND WOMEN

The Maryland Commission for Women extends warmest congratulations to the following Maryland Women:

TRIDENT SCHOLAR

ELIZABETH BELZER, of Westminster, was the highest ranking of 55 women in the first coeducational graduating class in the history of the U.S. Naval Academy, the class of 1980. She was also the first woman regimental commander during plebe summer in July, 1979, and the first woman Trident Scholar, chosen from among the top 10 percent of the junior class to conduct independent research during the senior year.

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WOMAN MANAGER OF THE YEAR

LOUISE E. KIER, of Baltimore County, was awarded the title of "Woman Manager of the Year" at the Second Annual Women in State Service Conference. At the time of her selection, Ms. Kier was Executive Director of the Governor's Committee on Employment of the Handicapped. She is currently employed as Manager, Employee Relations, Chessie Systems and recently received her M.B.A. from Loyola College.

Among the finalists for the "Woman Manager of the Year" award were: *NANCY B. BURKEHEIMER*, Deputy Commissioner of Labor and Industry, Department of Licensing and Regulation; *BARBARA M. GARNER*, Supervisor of Programming, Department of Natural Resources; *REBA E. GOSLEE*, Director of Nursing, Department of Health and Mental Hygiene; *SANDRA C. HARRELL*, Assistant Executive Director, Department of Licensing and Regulation; DR. *VELMA R. SPEIGHT*, Administrator, Division of CUSP, Department of Education.

SAVE THE DATE

Tuesday, September 30, 1980

9:00 AM to 4:30 PM

for

"TODAY'S VOLUNTEER IN TOMORROW'S WORLD"

to be held at

The Baltimore Hebrew Congregation
7401 Park Heights Avenue
Baltimore, Maryland

Sponsored by: The Maryland Volunteer Network in cooperation with the Maryland Commission for Women.

For further information, contact: Mona Wood, Conference Coordinator, 363-1335.

SEXUAL HARASSMENT IN THE WORKPLACE

Recognizing that sexual harassment on the job is one of the most explosive issues facing working women, regardless of occupation, appearance, age, race, marital status or socio-economic background, the Maryland Commission for Women has embarked on a study of the problem.

QUESTIONNAIRE

In an effort to determine the extent of sexual harassment within state agencies, as well as the use of available remedies, a questionnaire was developed jointly by the Maryland Commission for Women and the State Department of Personnel. The survey questionnaire appeared in the Spring 1980 edition of **THE MARYLANDER** and was distributed to all state employees. The results will be tabulated and compiled into a written report, which will be used to develop seminars and training sessions for employees and employers throughout the state. The findings may also affect current State policies and regulations.

SURVEY

The Commission has also surveyed major private employers in the Baltimore metropolitan area to determine whether they have stated policies and procedures concerning sexual harassment.

CONFERENCE

In addition to the surveys, the Maryland Commission for Women co-sponsored, with the Maryland Human Relations Commission, a conference on "Sexual Harassment in the Workplace," March 22, at Catonsville Community College. The first workshop, "Sexual Harassment — Does it Happen to Me?," focused on sexual harassment situations. The second workshop, "Sexual Harassment — What Can I Do?," considered remedies available in the workplace and through the courts. This conference format is being used by the Federal Executive Network as a model for supervisory training.

MID-DECADE CONFERENCE

In 1975, the United Nations designated 1976-1985 as the Decade for Women. The convening of the World Conference of the United Nations Decade for Women in Copenhagen, Denmark, July 14-30, 1980 marks the mid-point of the decade.

In preparation for the World Conference, the U.S. Department of State has established the U.S. Secretariat for the World Conference of the UN Decade for Women 1980 to coordinate American participation.

In conjunction with other federal government departments and agencies, the U.S. Secretariat sponsored a series of conferences throughout the country as part of its national outreach mandate. One of the conferences in the series, "American Women: Issues and Progress in the UN Decade for Women 1976-1985," was held in Philadelphia on May 9 and 10. *JO-ANN ORLINSKY*, chairwoman of the MCW, and *CONSTANCE BEIMS*, executive director, attended the Philadelphia Regional Conference, which focused on employment issues as they relate to women. The U.S. Secretariat will compile a report of conference proceedings for distribution in the U.S. and at the Copenhagen conference.

MID-DECADE FORUM

During the conference in Copenhagen, a parallel activity — the Mid-Decade Forum — will take place at the Amager Campus of the University of Copenhagen. The Forum, sponsored by the Conference of Non-Governmental Organizations of the United Nations in consultation with the Government of Denmark, will be held July 14 to 24.

The purpose of the Forum is to enable women and men from all parts of the world to exchange information and perspectives on the situations of women around the world, with particular emphasis on the areas under discussion at the World Conference: health, education and employment. The aims of the Decade for Women — Equality, Development and Peace — will also be discussed.

SPOTLIGHT ON LOCAL COMMISSIONS AND COUNCILS IN MARYLAND

SPOTLIGHT ON THE ANNE ARUNDEL COUNTY COMMISSION FOR WOMEN

The Anne Arundel County Commission for Women was established in 1975 to expand the number of opportunities for women in Anne Arundel County and to eliminate barriers which keep women from realizing their full potential.

The Commission is composed of sixteen members appointed to two-year terms by the County Executive. In addition, an Associate Commission of community resource persons offers services and expertise toward the attainment of the Commission's goals. A staff of two provides administrative support and additional services to the community.

The Commission, in pursuit of its goals, performs several essential functions, including: striving to create positive images and open attitudes toward the roles and responsibilities of women; providing information and referral services; sponsoring resource and support programs; and establishing coalitions to address the concerns of women in the County.

In its role as an advocate for women, the Commission has worked extensively in a number of areas, including: employment, child care, education, legislation, treatment of sexual offense crimes, and volunteerism. Its efforts in the past have included: a report by the Commission's Task Force on Sexual Assault which resulted in the establishment of a Sexual Offense Crisis Center; a successful effort to open a child care facility at Anne Arundel Community College; the development of a Sexual Offense Trial Monitoring Program to conduct research of sexual offense cases in Anne Arundel County; a report on alternative work plans, such as part-time and flex-time options; assistance in evaluating police physical agility tests used as a prerequisite to employment in order to ensure equality of opportunity.

This year, two priority issues have been — and continue to be — domestic violence and education equity. A nine-member Battered Spouse Task Force was created to assess the needs of victims of domestic violence and provide recommendations to the County on areas where the provision of necessary services to battered women can be coordinated or supplemented. A preliminary report on the findings of the task force was issued in March, its final report is scheduled for mid-summer. In 1979 the Commission established the Anne Arundel County Coalition Against Domestic Violence, a group of 25 community agencies and organizations which meet regularly to share information and resources and which serves as a lobbying body on the concerns of battered women.

The Commission's Education Committee, in an effort to educate the public on the benefits of Title IX, created a 12-panel freestanding display module, "Sex Equity in Education," which provides information on Title IX, vocational/technical education, athletic scholarship opportunities, and sex-role stereotyping. The module has been displayed in local libraries and public office buildings and will be touring county primary and secondary schools in the coming year. On June 6 the Commission sponsored a panel discussion on educational equity issues and Title IX in Anne Arundel County public schools. Panelists included county educators and administrators.

The Anne Arundel County Commission for Women is located at 2972 Solomons Island Road, Edgewater, Maryland 21037. Office hours are from 8:30 AM - 4:00 PM, Monday through Friday. (301) 956-4200.

MARQUE SU CALENDARIO

El Sabado, 13 de Septiembre de 1980

9:30 de la Manana A 3:00 de la Tarde

PARA UNA CONFERENCIA

"LA MUJER HISPANA: SU FAMILIA, SUS DERECHOS Y RESPONSABILIDADES"

Que tendra lugar en El Colegio Comunitario de Montgomery en
Takoma Park, Maryland

Patrocinada por La Comision de Maryland para Mujeres y La Comision del Gobernador de Maryland para Asuntos Hispanos, y en cooperacion con ostras organizaciones estatales Hispanas y de Mujeres. Para mas informacion, por favor llame a: LA COMISION DE MARYLAND PARA MUJERES, Telefono: En Baltimore, (301) 383-5608.



MARYLAND COMMISSION FOR WOMEN

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