

MAINE STATE LEGISLATURE

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Working Women in Maine Initial Indicators for Progress Report, 2006

A report of the Women's Employment Issues Committee of the Maine Jobs Council



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Working Women in Maine Initial Indicators for Progress, 2006

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Preface

To resolve the issue of pay discrimination, the United States Congress passed the Equal Pay Act of 1963, requiring equal wages for men and women doing equal work. A national leader in women's issues, the State of Maine put forth its own legislation in 1965 to expand on the federal law by mandating comparable pay for men and women performing comparable labor. Since 1965, eleven other states have joined Maine in raising the national standard by using "comparative" terminology to appropriately address situations in which women earn less than men in jobs of *comparable* skill, effort and responsibility. The most recent amended form of Maine's Equal Pay statute is as follows:

Title 26: Labor and Industry

Subchapter 2: Wages and Medium of Payment

Chapter 7: Employment Practices

§628. Equal Pay

An Employer may not discriminate between employees in the same establishment on the basis of sex by paying wages to any employee in any occupation in this State at a rate less than the rate at which the employer pays any employee of the opposite sex for comparable work on jobs that have comparable requirements relating to skill, effort, and responsibility. Differentials that are paid pursuant to established seniority systems or merit increase systems or difference in the shift or time of the day worked that do not discriminate on the basis of sex are not within this prohibition. An employer may not discharge or discriminate against any employee by reason of any action taken by such employee to invoke or assist in any manner the enforcement of this section. [2001, c. 304, §2 (amd).]

***When Maine women are economically secure, their families,
their communities and the state as a whole benefit***

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Background

The Women's Employment Issues Committee of the Maine Jobs Council established the Women's Benchmarking Project to track progress in attaining economic security for women in Maine. To achieve this aim, the Committee will annually evaluate a series of eight spotlights. The indicators for these spotlights include information on employment, wages, education, and insurance, and their related differentials between men and women. Spotlights will be updated annually to identify areas in which Maine women are not reaching the economic status of their male counterparts.

The purpose of this extended report is to provide background information to aid in the interpretation of the annual spotlighting data. This information is made up of historical data, county level data, and comparisons of Maine statistics with other states. This report also discusses the implications of the spotlights, using both the data and other qualitative information that describes Maine women's economic condition.

A Report Subcommittee was established in July 2005 to identify relevant spotlights and to oversee the development of the report. The Subcommittee membership includes Valerie Carter, Jane Gilbert, Winnie Malia, Leslie Manning, Lisa Pohlmann, Sarah Standiford, and Suzanne Thivierge. Additional assistance was provided by Christy Cross. Peaches Bass staffed the Subcommittee.

This report was researched and compiled by Amanda M. Michaud, Wage Studies Intern through the Maine State Government Summer Internship Program; David Welch, Economic Research Analyst, added important clarifications. Both Ms. Michaud and Mr. Welch performed their work under the auspices of the Maine Department of Labor - Labor Market Information Services, John Dorrer, Director.

Special thanks are due to the Maine Center for Economic Policy, and in particular, Policy Analyst Ed Cervone and Assistant Director Lisa Pohlmann, for editing this document.

The Women's Employment Issues Committee fosters action on current factors affecting women's participation in the workforce. It is one of four statutorily defined standing committees of the Maine Jobs Council.

The Committee highlights women's employment issues, develops recommendations to the Maine Jobs Council, and supports initiatives that remove barriers preventing women in Maine from attaining complete economic success and security.

The Committee proposes and promotes policies, programs, and legislation that provide full economic opportunity for all Maine women. Through 2010, the Committee will use these quantifiable spotlights to measure, monitor, and annually evaluate Maine's progress in achieving equal economic opportunity and security for all Maine women.

Introduction

Data Sources

The *Working Women in Maine: Initial Indicators for Progress 2006 Report* uses 2004 data. This is the most recent data available for all indicators collectively, and ensures consistency and comparability across spotlights. The main data sources for the indicators are as follows:

American Community Survey (ACS) and U.S. Decennial Censuses

The 2004 American Community Survey (ACS) and U.S. Decennial Censuses of 1990 and 2000 were used for the following Spotlights: #1-Women's Earnings, #2- Women's Unemployment, #3- Women's Part-Time versus Full-Time Employment, #5- Women's Earnings and Participation by Occupation, #6- Women's Education, and #7- Women's Poverty Rate.

The ACS is an annual survey conducted by the U.S. Census Bureau and is similar in content and methodology to the U.S. Decennial Censuses. This establishes continuity in comparison over time and makes these sources of data particularly useful for monitoring progress. The ACS does differ from the 10-year U.S. Census in that the ACS has a smaller sample size than the U.S. Census: one out of 48 U.S. addresses surveyed versus 1 out of 6. The ACS also currently lacks county data for Maine. The estimates provided by the ACS for states are statistically significant at the 90% level, ensuring adequate validity of the data for the purpose of this report.¹ However, it is important to remember that whenever point estimates are used, there is always a confidence interval associated with the estimate. It should be noted that selected households are required by law to respond to either survey.

Local Employment Dynamics (LED)

Data from Maine's Local Employment Dynamics (LED) program was used for Spotlight #4: Women's New Hire Earnings. This data is not included in the ACS or Decennial Censuses. The LED provides data for Quarterly Workforce Indicators through a partnership between the Maine Department of Labor and U.S. Census Bureau. The LED combines data from the U.S. Census, Social Security Administration, and wage records for Maine workers collected under provisions of the Maine Employment Security Law.

A significant advantage of the LED is timely information at the substate level. Annual data is available from the LED by county and gender, so it is also used for county-level analysis in this report. Here, LED data is used where ACS data was used for state level indicators in the report, so figures may differ. Cross county analysis does use consistent data and county level trends remain valid. An additional advantage of the LED is the availability of data for newly hired workers in addition to established workers.

A consideration when using LED data is that it only includes employment covered under the Maine Employment Security Law, although approximately 96% of Maine payroll employment is included. Employment not considered includes: state and federal workers, independent contractors, and the self-employed. The data includes most part-time earnings in the calculation of average

¹ Alexander, Charles H. [American Community Survey Data for Economic Analysis](#).

monthly wage, and will be skewed if a greater proportion of one gender is employed in the lower-earning part-time sector or has less education or experience.²

LED data isn't identical to ACS or Census data because of methodology differences, but is comparable. For instance, data on the overall gender wage gap from the 2004 ACS differed from the 2004 LED by only \$0.0025. Therefore, the data sources can be used jointly in creating a full economic picture for working women in Maine.

Kaiser Family Foundation (KFF)

Data from the Kaiser Family Foundation (KFF) was used for Spotlight #8: Women's Health Insurance Coverage. The above sources did not provide information on private health insurance coverage for each gender. State-level figures are calculated by combining information from the Urban Institute and Kaiser Commission on Medicaid and the Uninsured with pooled estimates from two years of Current Population Surveys (CPS). The state-level CPS data is pooled over multiple years for better statistical significance.

Additional data supporting the indicators comes from other academic and governmental sources and are cited as they appear.

How to Use This Report

A statistic is a useful way to quantify an abstract idea and track changes over time. This project uses statistics to monitor women's economic issues in Maine through a series of indicators. While these indicators rely on statistically significant averages and medians, no statistic can be accepted as a general rule. An average cannot predict conditions for any one woman because many outside factors have great influence. This report aims to shed some light on women's overall economic security and progress in Maine by looking at several factors affecting that security.

What this report can do:

First, this report takes into consideration Maine's changing economic climate. To distinguish between women's issues and employment issues as a whole, most spotlights include comparisons between men and women. The men act as a control group by showing changes over time as the overall economic climate in Maine changes. For instance, it is important to view rising unemployment for women in the context of rising unemployment in the state as a whole. Gender comparisons also indicate if one group is more adversely affected by statewide changes than the other. Secondly, this report highlights time series trends. Third, this report provides interstate comparisons for most Spotlights which allow the reader to gauge where Maine women stand compared to the rest of the nation in terms of problem areas and degree of progress.

Lastly, this report serves as a starting point to isolate areas of concern that should be examined more carefully. It is designed to provoke the question, "Why?". If the indicators raise red-flags, then further research may be needed and actions taken to provide better economic security for the women of Maine.

What this report can't do:

This report cannot fully account for the effect of preferences and *human capital* on women's economic security. Human capital consists of such things as education, training, personal productivity, experience and skills. If a disproportionate amount of human capital exists in either

² For detailed econometric analysis on the effect of these variables on wages, refer to *Women's Earnings*, a publication of the U.S. General Accounting Office in 2003.

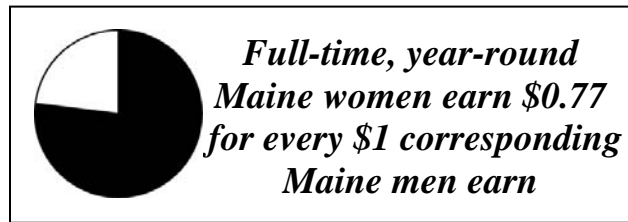
gender, the data will be appropriately skewed. However, some features of this report give insight into certain areas of human capital:

- **Spotlight #6: Women's Education:** It is widely accepted that higher education is generally positively correlated with higher wages except in some occupations requiring unique skill sets. Indeed, the ACS data used in this report confirms this. It is found that more Maine women graduate high school and attend college than Maine men, suggesting that women have more human capital in this respect. However, the data does not show whether women are obtaining an education in subjects with similar earnings potential as men or whether women are fully utilizing their education in their careers. So, while the data cannot account for personal choices, it can give insight into whether or not men and women have equal access to human capital building resources.
- **Spotlight #5: Women's Earnings and Participation by Occupation:** Separating earnings data by occupation allows comparison between individuals that have similar skills sets and training. Again, some external factors, especially preferences, will elude this set, but a general picture of what occupations women are concentrated in is presented. From here, questions about equal access to training and employment in these fields may be asked.

An Important Note on “Gender Wage Gap” Terminology

The reader may find the term “gender wage gap” as misleading. The gender wage gap does not explicitly state the gap between men and women's earnings but instead presents a ratio. For instance, a gender wage gap of \$0.80 does not mean that there is a difference of 80-cents per dollar between men's and women's earnings. Instead, it means that women earn 80-cents for every dollar a man earns. It can also be correctly interpreted as women earn 80% of men's earnings. This somewhat confusing terminology appears in this report because it is the common nomenclature used in literature discussing the difference between men and women's earnings.

Spotlight #1: Women's Earnings



Construction of the Spotlight

The first spotlight examines women's earnings. An indicator called the "gender wage gap" compares full-time, year-round women's earnings to full-time, year-round men's earnings. The gender wage gap is a ratio that measures women's average earnings for every dollar of men's average earnings.³ The higher the gender wage gap number, the closer women's earnings are to men's earnings. For example, a gender wage gap of \$0.50 means women earn 50-cents for every dollar men earn; a gender wage gap of \$0.80 means women earn 80-cents for every dollar men earn.

The data for this spotlight comes from the 2004 American Community Survey (ACS) and represents the median reported earnings in 2004 from a representative sample of noninstitutional population aged 16-65 years in the labor force, working full-time and year-round.



Data

In Maine, full-time, year-round women's earnings increased relative to corresponding men's earnings from 2000 to 2004. In 2000 a woman earned an average of \$0.76 for every dollar a man earned; in 2004 a woman earned an average of \$0.77 for every dollar a man earned⁴. Maine's gender wage gap was one-half cent narrower than the national wage gap and ranked 34th among all other states in 2004 (See Table 1a).

"In 2004, Maine's gender wage gap was one-half cent narrower than the national wage gap."

³ Gender Wage Gap= Women's Average Earnings ÷ Men's Average Earnings

⁴ Data collected from the 2004 American Community Survey (ACS) conducted by the U.S. Census

Table 1a- Gender Wage Gap for Full-Time, Year-Round Employment by State
(Widest Gap to Narrowest¹)

State	Women's Average Earnings	Gender wage gap**	State	Women's Average Earnings	Gender wage gap**
1 Montana	\$24,254	\$0.68	27 New Mexico	\$27,380	\$0.75
2 Louisiana	\$25,809	\$0.68	28 Delaware	\$34,952	\$0.75
3 Michigan	\$32,528	\$0.69	29 Massachusetts	\$38,825	\$0.76
4 Utah	\$28,475	\$0.69	30 Minnesota	\$34,586	\$0.76
5 West Virginia	\$25,731	\$0.69	31 Virginia	\$34,462	\$0.76
6 South Carolina	\$28,009	\$0.70	32 New Jersey	\$40,808	\$0.77
7 North Dakota	\$25,913	\$0.70	33 South Dakota	\$25,781	\$0.77
8 Indiana	\$28,983	\$0.70	34 Maine	\$30,318	\$0.77
9 Wyoming	\$29,416	\$0.71	35 Oklahoma	\$27,556	\$0.77
10 Mississippi	\$25,132	\$0.72	36 Georgia	\$31,212	\$0.77
11 New Hampshire	\$33,980	\$0.72	37 Texas	\$30,690	\$0.77
12 Alabama	\$27,593	\$0.73	38 Colorado	\$35,072	\$0.78
13 Ohio	\$30,881	\$0.73	39 New York	\$35,752	\$0.79
14 Idaho	\$27,631	\$0.73	40 Connecticut	\$41,610	\$0.79
15 Alaska	\$36,654	\$0.73	41 Arizona	\$30,740	\$0.79
16 Kansas	\$29,143	\$0.73	42 North Carolina	\$29,489	\$0.79
17 Wisconsin	\$30,656	\$0.73	43 Oregon	\$32,290	\$0.79
18 Arkansas	\$25,332	\$0.74	44 Hawaii	\$33,118	\$0.80
19 Iowa	\$28,087	\$0.74	45 Rhode Island	\$34,514	\$0.81
20 Nebraska	\$28,458	\$0.74	46 Florida	\$30,193	\$0.81
21 Tennessee	\$27,750	\$0.75	47 Nevada	\$31,674	\$0.81
22 Pennsylvania	\$31,870	\$0.75	48 Maryland	\$40,403	\$0.81
23 Kentucky	\$27,924	\$0.75	49 Vermont	\$31,589	\$0.82
24 Missouri	\$30,243	\$0.75	50 California	\$36,897	\$0.83
25 Washington	\$36,278	\$0.75	51 District of Columbia	\$46,817	\$0.91
26 Illinois	\$34,380	\$0.75	United States	\$32,042	\$0.76

Data collected from the 2004 American Community Survey conducted by the U.S. Census

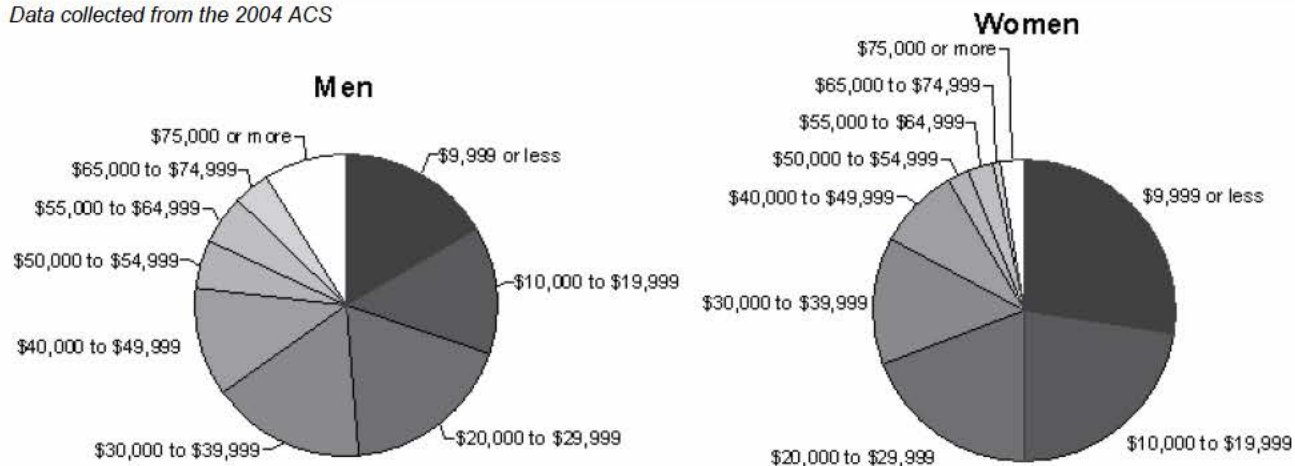
**Gender wage gap= women's average earnings for every dollar of men's average earnings

¹ States ranked at a \$0.0001 significance

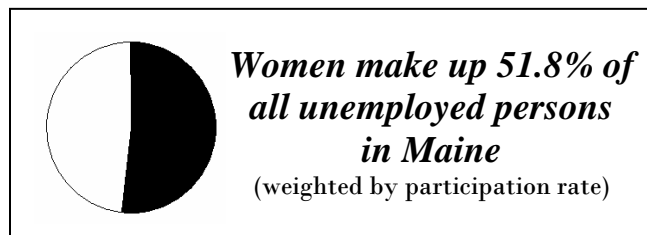
Chart 1b shows the earnings distribution for both men and women. A higher percentage of women had lower earnings compared to men. For instance, 50% of women earned less than \$20,000 in 2004, while only 30% of men earned less than \$20,000.

Chart 1b- Earnings Distribution for Maine Women and Men

Data collected from the 2004 ACS



Spotlight #2: Women's Unemployment⁵



Construction of the Spotlight

The indicator used for this spotlight is the *unemployment rate*. The unemployment rate is the number of unemployed actively seeking work as a percentage of the labor force.

An important sub-indicator is the *labor force participation rate*. The labor force participation rate is the number of people employed or seeking employment as a percentage of the civilian non-institutional population between the ages 16 to 65.

These two indicators must be considered together in order to account for the number of *discouraged workers*. Discouraged workers are unemployed persons who withdraw from the labor force because their extensive employment search has been unsuccessful. A large number of discouraged workers makes the unemployment rate seem artificially low, but will be captured in a lower labor force participation rate.

Data

Between 1989 and 2004, unemployment rates for women fluctuated from a high of 5.97% in 1989 to a low of 4.49% in 1999 and climbed again to 5.26% in 2004. Men's unemployment rates, on the other hand, have seen a steady decline.

The unemployment rate *disparity* between men and women has shifted from higher men's unemployment rates to higher women's unemployment rates. In 1989, women's unemployment rate was 1 percentage point *lower* than men's rate. By 2004, women's unemployment rate was .36 percentage points *higher* than the men's rate. (A 'percentage point' is the unit of measure for the difference between two percentages.)

“The unemployment rate disparity between men and women has shifted from higher men's unemployment rates to higher women's unemployment rates.”



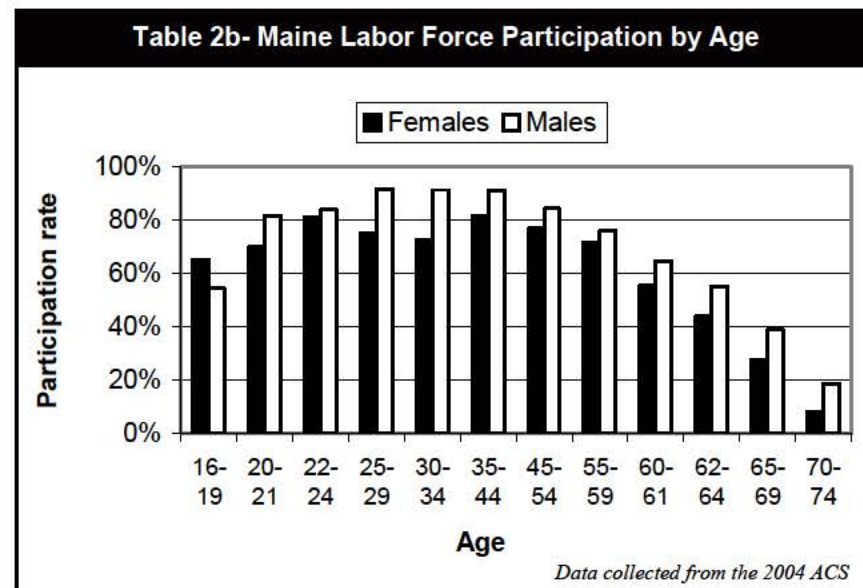
⁵ For more information on weighting methodology, see Appendix C

Between 1989 and 2004, women's labor force participation rates increased while men's dropped or remained steady. In 1989 the gap between the participation rates of each gender was 16.89 percentage points, with 74.4% of men in the labor force and 57.5% of women. By 2004 women's participation rates had increased to 61.9% and the gap was reduced to a difference of 9.7 points. (Table 2a).

Table 2a- Historical Labor Force Participation and Unemployment Rates			
	1989	1999	2004
<u>Unemployment Rate</u>			
Men	7.0%	4.9%	4.9%
Women	6.0%	4.5%	5.3%
Difference (Percentage Points)	-1.0	-0.4	+0.4
<u>Labor Force Participation Rate</u>			
Men	74.4%	71.2%	71.6%
Women	57.5%	59.8%	61.9%
Difference (Percentage Points)	-16.9	-11.4	-9.7

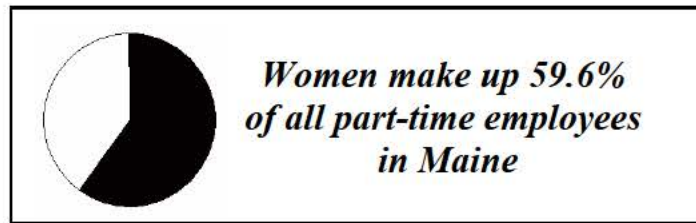
Data collected from the 1990 & 2000 Censuses as well as the 2004 ACS

By age group, men were most likely to participate in the labor force when they were between the ages of 25 and 44. Women, on the other hand, had declining labor force participation rates between the ages of 25 and 34. Young women joined the labor force more quickly than young men, shown by a higher women's participation rate than men's for youth between the ages 16-19. Otherwise, gaps remained relatively consistent. (Table 2b)



“Women have declining labor force participation rates between the ages of 25 and 35.”

Spotlight #3: Women's Part-Time versus Full-Time Employment



Construction of the Spotlight

The third spotlight compares the level of part-time and full-time employment in Maine by gender. Full-time employment covers all employees working 35 or more hours per week, 50 or more weeks per year, including salaried workers. All other employment is considered part-time.

The indicator for this spotlight is a comparison of the percentage of women employed part-time to the percentage of men employed part-time. Part-time jobs tend to pay less, offer fewer benefits, and have less potential for advancement.⁶

Two subindicators measure the impact of part-time employment: the *part-time gender wage gap* and the *part-time earnings penalty*. The part-time gender wage gap measures part-time women's average earnings for every dollar of part-time men's average earnings. The part-time earnings penalty measures how much less women working part-time earn compared to women working full-time. For example, if the part-time earnings penalty is 30%, a woman working part-time earns 30% less on average than a woman working full-time.

Data

From 1989 to 2004 the percentage of women working part-time decreased from 57.4% to 53.3% (Table 3a). In that same time period the percentage of men working part-time remained just over 36%. In 2004 the proportion of women working part-time was 17.1 percentage points higher than the proportion of men working part-time.

Table 3a- Full-Time and Part-Time Labor by Gender				
		1989	1999	2004
Men	Full-Time	235,009	244,176	243,008
	Part-Time	134,758	129,809	137,924
	% Working Part-Time	36.4%	34.7%	36.2%
Women	Full-Time	137,233	166,205	167,709
	Part-Time	185,006	178,488	191,521
	% Working Part-Time	57.4%	51.8%	53.3%
Gap (percentage points)		21.0	17.1	17.1

⁶ Wegner, Jeffery. "The Continuing Problems with Part-Time Jobs."

The gender wage gap closed with full-time employment. Women who worked full-time had a gender wage gap with full-time men of \$0.77. Women working part-time had a gender wage gap with part-time men of \$0.68. The part-time earnings penalty was greater for women than it is for men. A man who worked part-time earned 61.0% less than a man who worked full-time. A woman who worked part-time earned 65.7% less than a woman who worked full-time. (Table 3b).

Table 3b- Full-Time vs. Part-Time Gender Wage Gaps			
	Full-Time Earnings	Part-Time Earnings	Part-Time Penalty
Men	\$39,441	\$15,375	61.0 %
Women	\$30,318	\$10,414	65.7%
Gender Wage Gap	\$0.77	\$0.68	

Data collected from the 2004 ACS

Women's share of part-time employment in Maine decreased from 61.43% of all part-time workers in 1989 to 57.66% in 2004. As a result, Maine's national ranking dropped from 3rd highest proportion of part-time workers who were female in 1989 to 24th in 2004. (Table 3c)

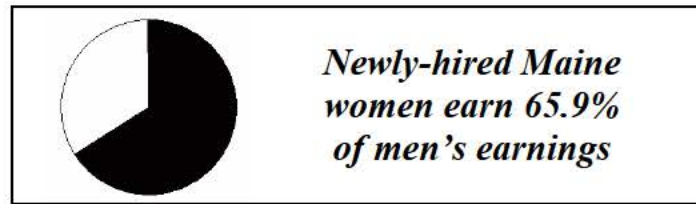
Table 3c- Women's Share of Part-Time Employment- Top 10 States					
1989		1999		2004	
State	% of Part-Time Workers who were Women	State	% of Part-Time Workers who were Women	State	% of Part-Time Workers who were Women
1 New Hampshire	62.24%	1 Massachusetts	62.59%	1 Rhode Island	59.65%
2 Connecticut	61.63%	2 New Hampshire	62.35%	2 Massachusetts	59.35%
3 Maine	61.43%	3 Connecticut	61.98%	3 Connecticut	59.32%
4 Wisconsin	61.33%	4 Rhode Island	61.51%	4 Nebraska	59.30%
5 Nebraska	61.22%	5 Ohio	61.03%	5 DC	59.20%
6 Rhode Island	60.94%	6 Michigan	60.87%	6 Maryland	58.75%
7 Massachusetts	60.72%	7 Vermont	60.65%	7 New Jersey	58.62%
8 Delaware	60.68%	8 Indiana	60.64%	8 New Hampshire	58.57%
9 Vermont	60.63%	9 Maine	60.56%	9 Utah	58.52%
10 New Jersey	60.39%	10 Pennsylvania	60.48%	10 Mississippi	58.48%
				24 Maine	57.66%

Data collected for 1989 & 1999 from U.S. Censuses- Data for 2004 from the ACS



“The gender wage gap closes with full-time employment.”

Spotlight #4: Women's New Hire Earnings



Construction of the Spotlight

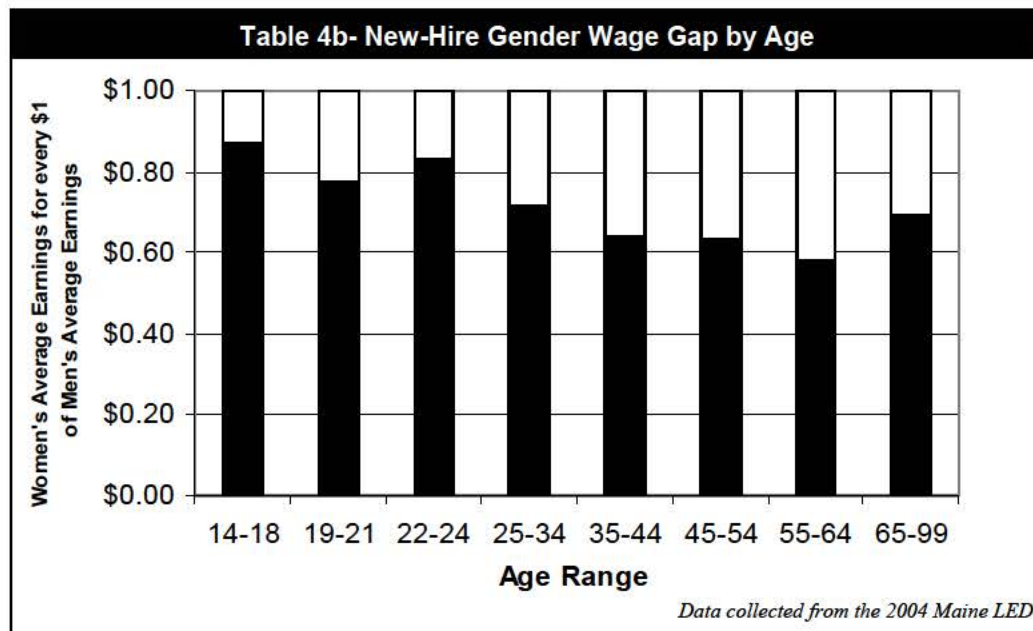
The fourth spotlight compares women and men's new-hire earnings. Measurement of the gender wage gap by new-hire earnings gauges recent progress, showing earnings for newly vacated and newly created jobs.

Data

Women's average monthly new-hire earnings rose steadily from 1997 to 2004, but did not keep pace with men's. In 2004 the new-hire gender wage gap was \$0.659, slightly wider than it was in 1997. (Table 4a)

Table 4a- Average Monthly New-Hire Earnings			
	1997	2000	2004
Men	\$1777.67	\$1937.75	\$2153.25
Women	\$1180.33	\$1274.75	\$1418.75
Gender Wage gap	\$0.664	\$0.658	\$0.659

Data collected from the 2004 Maine LED, for full-time, part-time, and seasonal workers



Women's new-hire earnings were much closer to men's for individuals 24 years and younger. After this age, the disparity grew continually until retirement age where the gap closed slightly. (Table 4b)

The gender wage gap for newly-hired workers varied by industrial sector.⁷ (Table 4c). The industries with the widest gap between men and women's new-hire earnings were Finance and Insurance and Other Services, with gaps of \$0.54 and \$0.58 respectively. In Public Administration, newly hired women earned \$0.04 more on the dollar than newly hired men. Other industries with narrow new-hire gender wage gaps were: Administration and Support & Waste Management and Remediation Services (\$0.82), Accommodation and Food Services (\$0.80), and in Educational Services (\$0.79).

Table 4c- New-Hire Gender Wage Gap by Industrial Sector ⁷	
Industrial Sector	New-Hire Gender Wage Gap
Finance & Insurance	\$0.54
Other Services (except Public Administration)	\$0.58
Professional, Scientific, & Technical Services	\$0.60
Transportation & Warehousing	\$0.61
Agriculture, Forestry, Fishing & Hunting	\$0.62
Health Care & Social Assistance	\$0.63
Retail Trade	\$0.64
Manufacturing	\$0.66
Arts, Entertainment & Recreation	\$0.67
Construction	\$0.68
Wholesale Trade	\$0.70
Real Estate Rental & Leasing	\$0.71
Utilities	\$0.72
Information	\$0.74
Management of Companies & Enterprises	\$0.78
Educational Services	\$0.79
Accommodation & Food Services	\$0.80
Administrative, Support, Waste Management & Remediation Services	\$0.82
Public Administration	\$1.04

Data collected from 2004 Maine LED for full-time, part-time, and seasonal workers



“Women’s average monthly new-hire earnings have risen steadily during the period of 1997 to 2004, but have not kept pace with increases in men’s new-hire earnings.”

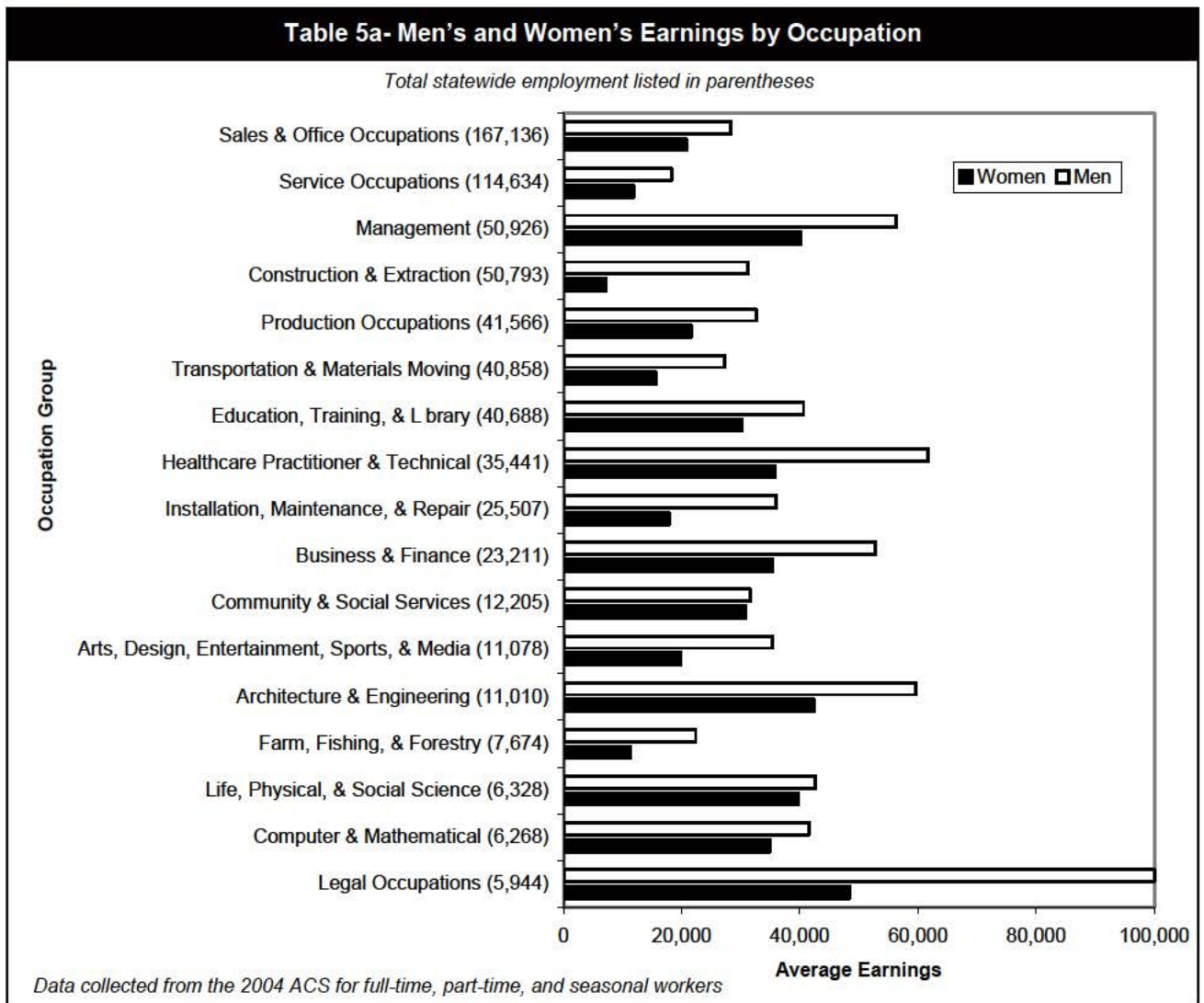
⁷ See Appendix A for definition of industrial sectors

Spotlight #5: Women's Earnings and Participation by Occupation⁸

Construction of the Spotlight

The fifth spotlight looks at the effect of occupation on women's earnings and employment. For this spotlight, several indicators must be jointly considered. First, high earnings occupation groups must be identified. Second, the proportion of women workers in each occupation group must be measured. This information shows whether women are concentrated in high, average, or low-earnings sectors. Lastly, the gender wage gap must be calculated for each occupation group to see whether women are getting the full economic advantage of working in high-earnings sectors.

Data



⁸ See Appendix B for a description of the Occupation Groups

The five occupation groups with the highest average earnings for women in 2004 were:

- Legal (\$48,427)
- Architecture & Engineering (\$42,397)
- Management (\$40,250)
- Life, Physical, and Social Science (\$39,782)
- Healthcare Practitioner & Technical (\$35,769)

Occupations in these groups generally require higher education and training than other groups and are scarcer (Table 5a and 5b). It should be noted that women were a minority in four of these occupation groups, particularly Architecture & Engineering occupations. Women and men were equally represented in the Legal Occupations, but Maine women earned less than half as much as men in that field in 2004. Women also had high earnings in Healthcare Practitioner & Technical occupations, which are 80% women. However, these high earnings were again paired with a wide gender wage gap of \$0.58. Generally, occupation groups with high women's earnings either had few women or large gender wage gaps. Life, Physical, and Social Science occupations were an exception.

The five occupation groups with the lowest average earnings for women in 2004 were:

- Installation, Maintenance, & Repair (\$17,827)
- Transportation & Materials Moving (\$15,604)
- Service Occupations (\$11,836)
- Farm, Fishing, & Forestry (\$11,295)
- Construction & Extraction (\$7,153)

In all of these fields, the gender wage gap was wider than the statewide gender wage gap. Women earned between 23% and 65% of what men earned in these fields. With the exception of the Service Occupations, women made up just 3% to 13% of the workforce in these occupations. The Service Occupations employed many women and had a smaller gender wage gap, but also provided the third lowest earnings of all occupation groups.

“Generally, industries with high women’s wages either have few women or large wage gaps.”



Table 5b- Women's Earnings and Participation by Occupation Group			
Occupation Group	Percent of Workers Who Were Women	Women's Average Yearly Earnings	Gender wage gap
Installation, Maintenance, & Repair	2.9%	\$17,827	\$0.50
Farm, Fishing, & Forestry	6.2%	\$11,295	\$0.50
Construction & Extraction	6.5%	\$7,153	\$0.23
Transportation & Materials Moving	13.3%	\$15,604	\$0.57
Computer & Mathematical	15.8%	\$34,927	\$0.84
Architecture & Engineering	18.6%	\$42,397	\$0.71
Production Occupations	30.0%	\$21,581	\$0.66
Management	38.7%	\$40,250	\$0.71
Life, Physical, & Social Science	45.5%	\$39,782	\$0.93
Legal Occupations	48.9%	\$48,427	<\$0.50*
Arts, Design, Entertainment, Sports, & Media	54.2%	\$19,825	\$0.56
Community & Social Services	55.5%	\$30,838	\$0.98
Business & Finance	58.4%	\$35,396	\$0.67
Service Occupations	62.6%	\$11,836	\$0.65
Sales & Office Occupations	65.0%	\$20,712	\$0.73
Education, Training, & Library	68.9%	\$30,185	\$0.74
Healthcare Practitioner & Technical	80.1%	\$35,769	\$0.58

*Men's Earnings listed as \$100,000+, Women's as \$48,472

Data collected from 2004 ACS for full-time, part-time, and seasonal workers

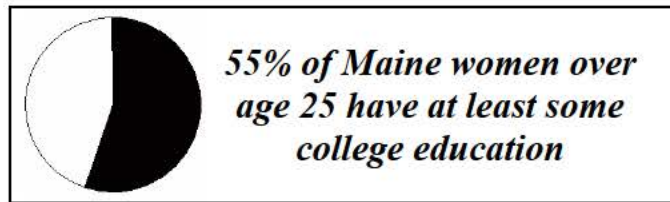
Employment projections⁹ by industry¹⁰ offer a mixed bag for the future economic situation of women in Maine. Three of the four areas expected to see a decline in employment had labor forces of less than 30% women. These are Mining, Utilities, and Manufacturing. Three sectors that employed women as a majority have anticipated employment increases of over 15%. These are Health Care and Social Services; Educational Services; and a category of “Other Services”. Unfortunately, many of the jobs in the sectors dominated by women that are expected to grow offer low wages.¹¹

⁹ Maine Department of Labor's “Maine Employment Outlook to 2012”

¹⁰ Classified using NAICS codes as explained in Appendix A

¹¹ Carter, Valerie J. Hot Jobs or Not Hot Jobs: Outlook for Maine's Women Workers.

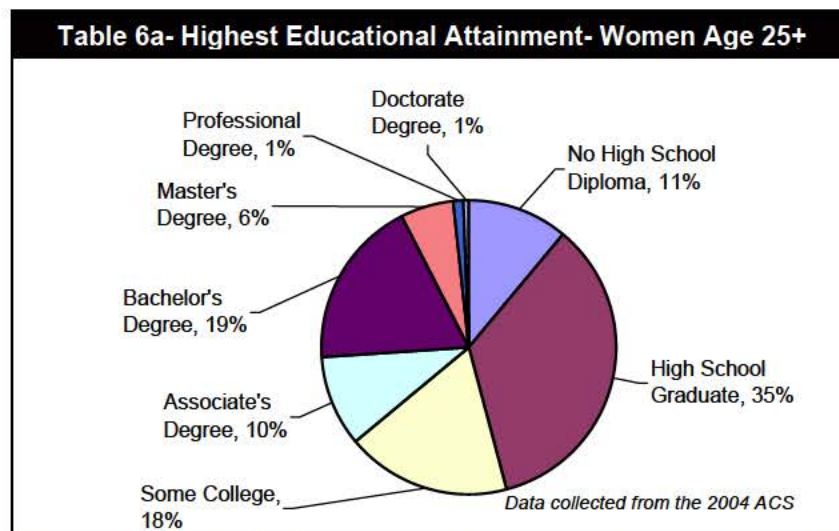
Spotlight #6: Women's Education



Construction of the Spotlight

The sixth spotlight monitors women's education. The indicator for this spotlight is the percentage of women over age 25 that complete different levels of post-secondary education as compared to men. The effect of education on earnings is also presented as a subindicator. This data does not contain information on an individual's field or whether he/she is employed in that field. At each level of education there is a wide range of earnings potential based on the type of educational course taken. For instance, Engineering majors commonly report greater earnings than Elementary Education majors. Nonetheless, the indicators create an accurate and viable picture of educational attainment as it relates to the economic security of women.

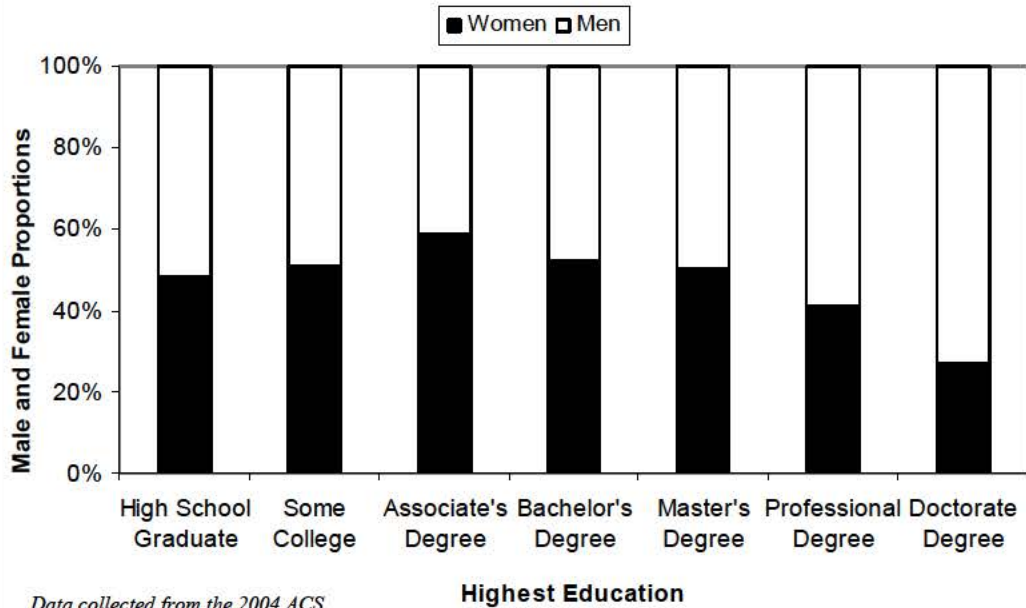
Data



In 2004, more than half of women in Maine over the age of 25 had at least some college education. (Table 6a). Over one-third had successfully graduated with a post-secondary degree, but 11% of women over 25 years of age had not obtained a high school diploma.



“Over one-third of Maine women over 25 have successfully graduated with a post-secondary degree.”

Table 6b- Highest Educational Attainment and Gender

In 2004, a greater percentage of Maine women than Maine men had attained educational levels of some college, an associate's degree, a bachelor's degree or a master's degree. The trend switched for professional and doctoral degree attainment where there were a higher percentage of Maine men than Maine women. (Table 6b).

The gender wage gap between men and women narrowed with higher educational attainment (Table 6c). Women earned \$0.60 for every \$1.00 earned by men when they both had high school degrees. When both had college degrees, this rose to \$0.68. Compared to men, women had a higher financial return to education. They experienced a 66.6% earnings increase from a high school diploma to a bachelor's degree and a 108.7% earnings increase from a high school diploma to a graduate degree. For men, the increases were 46.4% and 91.9% respectively.

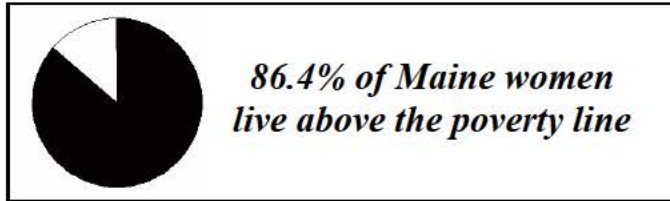
Table 6c- Earnings by Highest Education Attainment

	Men	Women	Gender Wage Gap
Less than High School Graduate	\$23,699	\$12,484	\$0.53
High School Graduate	\$31,316	\$18,737	\$0.60
Some College or Associate's	\$33,598	\$22,741	\$0.68
Bachelor's	\$45,834	\$31,212	\$0.68
Master's or Above	\$60,081	\$39,095	\$0.65

Data collected from the 2004 ACS for full-time, part-time, and seasonal workers

In addition to standard post-secondary education, initiatives such as on the job training, apprenticeships, and other programs may help women advance their pay. According to the *2004 Annual Nontraditional Occupations (NTO) Report* published by Maine's Bureau of Employment Services, women placed in NTOs by Maine's One-Stop Career Centers earned an average wage of \$11.79/hour compared to women's overall average placement wage of \$9.80/hour. Women entering NTOs also earned \$0.76/ hour *more* than men placed in NTOs through the CareerCenters.

Spotlight #7: Women's Poverty Rate



Construction of the Spotlight

The seventh spotlight measures women's poverty rates. It should be noted that the poverty line is considered to be below Maine's livable wage. Thus, this measure likely underestimates the number of Maine women who are not earning enough to meet their basic needs. Percentages of women in poverty are measured and compared to the percentages of men. The percentage of single female households in poverty out of all households in poverty is presented as a subindicator to monitor a population of specific need.

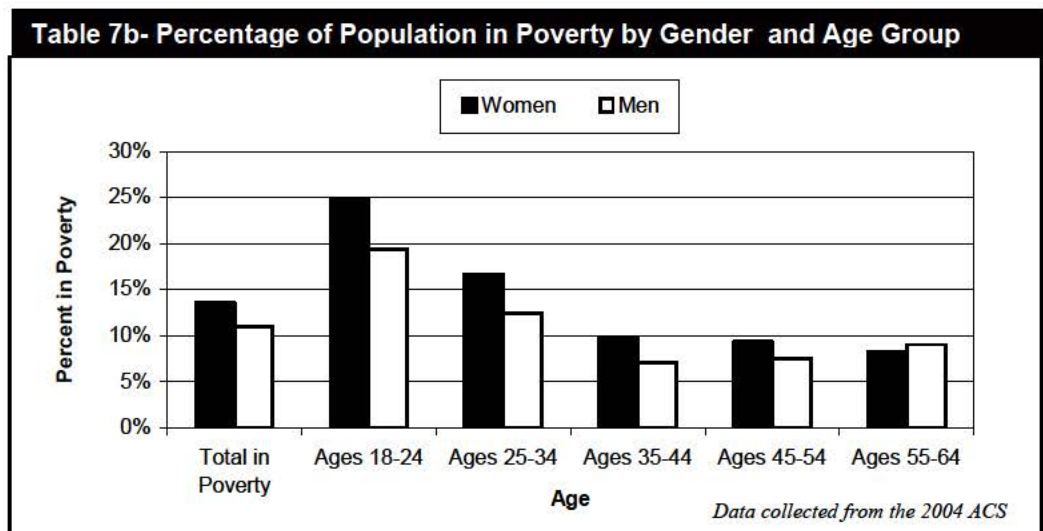
Data

	Percentage of Men in Poverty	Percentage of Women in Poverty	Gap (Percentage Points)
1989	8.9%	12.6%	3.7
1999	9.4%	12.4%	3.0
2004	11.0%	13.6%	2.6

Data for 1989 & 1999 collected from U.S. Census

Data for 2004 collected from the American Community Survey

The percentage of Maine women in poverty rose one percentage point between 1989 and 2004 (Table 7a). During the same period, men's poverty rates faced a sharper increase of 2.1 percentage points. Women's poverty rates remained higher than men's, but the gap between the two is narrowing.



Almost 25% of women 18-24 years old were living in poverty. Poverty rates gradually decreased with age for women older than 24 years. The disparity between men and women's poverty rates closed as the population ages. Men's poverty rates surpassed women's rates for individuals 55-64 years old (Table 7b).

Table 7c- Women's Poverty Levels By State

Geography		Percentage of Women Below Poverty Level	Geography		Percentage of Women Below Poverty Level
1	Mississippi	24.6%	28	Maine	13.6%
2	Louisiana	22.1%	29	Missouri	13.3%
3	New Mexico	21.2%	30	Illinois	13.1%
4	District of Columbia	20.8%	31	Pennsylvania	13.1%
5	Arkansas	20.1%	32	Wyoming	12.5%
6	West Virginia	19.4%	33	Indiana	12.5%
7	Kentucky	19.4%	34	Colorado	12.2%
8	Texas	18.2%	35	Kansas	12.2%
9	Alabama	18.1%	36	Wisconsin	12.1%
10	South Carolina	17.7%	37	Utah	11.8%
11	North Carolina	17.4%	38	Nebraska	11.8%
12	Georgia	17.1%	39	Hawaii	11.7%
13	Oklahoma	16.8%	40	South Dakota	11.6%
14	Tennessee	16.6%	41	Iowa	11.5%
15	Montana	15.6%	42	Delaware	11.1%
16	New York	15.6%	43	Virginia	10.7%
17	Idaho	15.5%	44	Massachusetts	10.5%
18	Oregon	15.0%	45	Vermont	10.4%
19	Arizona	15.0%	46	New Jersey	9.9%
20	Rhode Island	14.8%	47	Maryland	9.6%
21	California	14.4%	48	Minnesota	9.4%
22	Ohio	14.0%	49	New Hampshire	8.6%
23	Nevada	13.9%	50	Alaska	8.6%
24	Washington	13.8%	51	Connecticut	8.2%
25	North Dakota	13.8%			
26	Michigan	13.7%			
27	Florida	13.7%			
			United States		14.5%

Data Collected from the 2004 ACS

Maine women's poverty rate ranked 28th highest in the nation in 2004 (Table 7c). The percentage of Maine women in poverty (13.6%) was slightly less than the national average of 14.5%.

Table 7d- Single Female Household's Share of Persons in Poverty

	1989	1999	2004
Percentage of Mainers in Poverty that Belong to Female Households	34.5%	29.5%	35.1%

Data for 1989 & 1999 collected from US Census

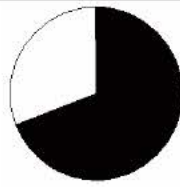
Data for 2004 Collected from the American Community Survey

The percentage of Mainers in poverty that belonged to single female households decreased during the 1990's, but grew to 35.1% by 2004. Over one out of three single female households in Maine earned below the poverty rate in 2004 (Table 7d).

"Women's poverty rates remain higher than men's, but the gap between the two is narrowing."



Spotlight #8: Women's Health Insurance Coverage



69% of Maine women have employer sponsored or private health insurance coverage

Construction of the Spotlight

Spotlight eight measures Maine women's health care coverage. The indicator for this spotlight is the percentage of women in Maine covered by private insurance compared to the rest of the nation. To get an overall picture of women's general health coverage, the percentage of women without private or public health insurance is also included. "Private coverage" includes independent plans and employer sponsored plans regardless of whether the individual is the primary plan holder or a dependent. "Public coverage" includes government sponsored care such as Medicaid.

Data

Table 8a- Top 10 States For Women's Health Insurance Coverage		
State		Percentage of Women with Health Coverage
1	Minnesota	90.9%
2	Hawaii	88.8%
3	Wisconsin	88.1%
4	North Dakota	88.0%
5	Massachusetts	87.9%
6	Maine	87.9%
7	Connecticut	87.8%
8	Iowa	87.7%
9	Vermont	87.5%
10	Rhode Island	87.3%

Data compiled from Henry J. Kaiser Family Foundation annual updates to women's fact sheets 2003-2004.

Between the periods of 1997-1999 and 2003-2004, Maine saw a large increase in the percentage of women insured, a change of 3.3 percentage points. Maine moved from having the 24th best women's insurance rate of the nation in 1997-1999 to the 6th best in 2003-2004. (Table 8a). However, by 2004 the percentage of Maine women with private insurance fell from 77.2% to 69.1% (Table 8b).

"Maine moved from having the 24th best women's insurance rate of the nation in 1997-1999 to the 6th best in 2003-2004."



Table 8b- Women's Private/ Employer Health Insurance Coverage

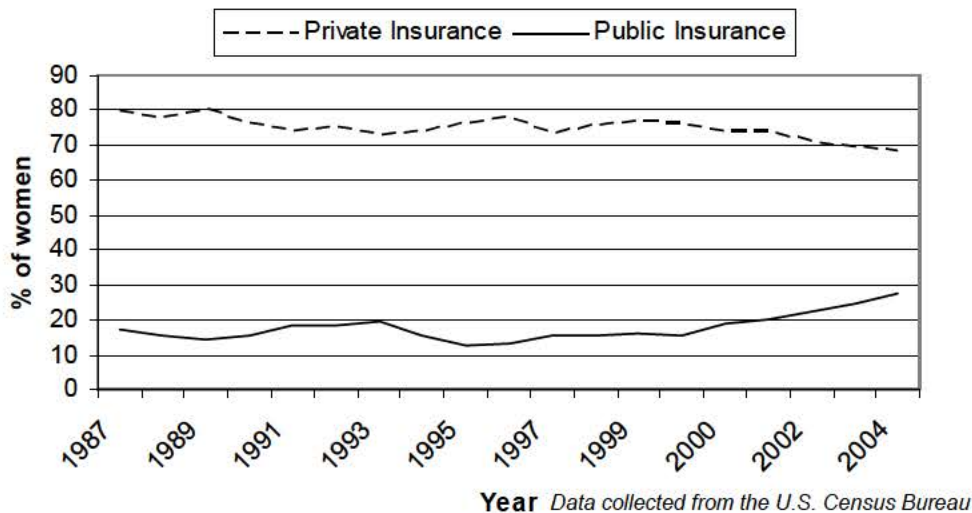
State	Percentage of women with private/ employer coverage	State	Percentage of women with private/ employer coverage
1 Minnesota	83.4%	27 Nevada	73.2%
2 New Hampshire	82.8%	28 Georgia	73.1%
3 Hawaii	81.0%	29 North Carolina	73.0%
4 North Dakota	80.7%	30 Washington	73.0%
5 Iowa	80.2%	31 Alabama	72.7%
6 Virginia	79.0%	32 Idaho	72.1%
7 Maryland	78.8%	33 Oregon	71.5%
8 Kansas	78.7%	34 South Carolina	71.5%
9 Nebraska	78.5%	35 Kentucky	71.4%
10 Wisconsin	78.5%	36 Alaska	70.7%
11 South Dakota	78.0%	37 District of Columbia	69.8%
12 Utah	77.8%	38 Florida	69.8%
13 New Jersey	77.5%	39 Tennessee	69.6%
14 Connecticut	77.4%	40 Oklahoma	69.3%
15 Delaware	77.4%	41 Maine	69.1%
16 Pennsylvania	77.0%	42 Montana	68.9%
17 Massachusetts	76.4%	43 New York	68.8%
18 Ohio	76.4%	44 Arizona	68.5%
19 Michigan	76.2%	45 West Virginia	68.2%
20 Illinois	76.1%	46 California	66.8%
21 Missouri	75.8%	47 Mississippi	66.8%
22 Colorado	75.2%	48 Arkansas	66.6%
23 Indiana	74.9%	49 Louisiana	64.6%
24 Wyoming	74.6%	50 Texas	63.8%
25 Rhode Island	73.4%	51 New Mexico	61.8%
26 Vermont	73.3%		

Data collected from 2000 U.S. Census

United States 72%

From 1987 to 2004, the percentage of women with public insurance increased to 27.4% while the percentage of women with private insurance decreased to 69.1% (Table 8c).

Table 8c- Historical Insurance Sector Distribution in Maine for Women under Age 65



County Highlights for Women

County	Gender Wage Gap (2004) ¹	Women's Average Monthly Earnings (2004) ¹	Unemployment Rate Gap (2000) ^{2**} percentage points	Labor Force Participation Gap (2000) ^{2*} percentage points	% of Part-Time Employees who are Women (2000) ²	New Hire Gender wage gap (2004) ¹	Percentage in Poverty who belong to Single Female-Headed Households (2000) ²	Percent of Women Uninsured (2000) ²
Franklin	\$0.56	\$1,911.75	1.09	11.36	59.30%	\$0.60	26.18%	10.92%
Sagadahoc	\$0.56	\$2,103.50	-0.29	12.21	60.26%	\$0.61	44.09%	9.10%
Oxford	\$0.61	\$1,836.75	1.47	12.11	57.85%	\$0.72	30.16%	10.18%
Lincoln	\$0.63	\$1,844.75	-0.99	11.72	57.31%	\$0.66	20.33%	8.70%
Cumberland	\$0.65	\$2,417.00	0.42	10.96	59.42%	\$0.69	34.04%	5.74%
Somerset	\$0.65	\$1,940.25	1.41	11.37	57.27%	\$0.68	25.23%	11.86%
Aroostook	\$0.65	\$1,746.00	3.15	13.25	55.39%	\$0.56	23.56%	11.46%
Hancock	\$0.65	\$2,011.75	-1.34	11.39	54.87%	\$0.69	23.86%	10.84%
Washington	\$0.66	\$1,761.25	1.84	9.3	54.71%	\$0.63	24.82%	15.70%
Knox	\$0.66	\$2,011.50	-1.55	11.4	55.89%	\$0.71	24.40%	8.16%
York	\$0.67	\$2,102.00	-0.2	12.18	59.27%	\$0.70	32.13%	6.10%
Androscoggin	\$0.67	\$2,190.25	0.4	12.55	57.45%	\$0.67	33.51%	8.82%
Kennebec	\$0.68	\$2,175.00	-0.09	9.07	58.25%	\$0.74	31.47%	9.29%
Penobscot	\$0.68	\$2,119.75	0.73	11.17	57.93%	\$0.65	28.90%	10.06%
Piscataquis	\$0.72	\$1,675.00	1.53	12.65	52.09%	\$0.66	23.79%	10.89%
Waldo	\$0.78	\$2,030.50	1.35	10.3	56.08%	\$0.79	29.06%	10.80%
Maine	\$0.6534	\$2,155.00	0.36	9.7	58.9%***	\$0.67	35.14%	8.66%

*Labor Force Participation Gap= Men's Participation Rate- Women's Participation Rate

**Unemployment Rate Gap= Men's Unemployment rate- Women's Unemployment Rate

*** Weighted by Labor force Participation Rate

1 Data from Maine LED 2004

2 Data from 2000 U.S. Census

Counties with the Narrowest Gender Wage Gaps

Waldo County

Waldo County had by far the narrowest gender wage gap in 2004, \$0.78, which was five cents narrower than the next best county. Average women's earnings were in the top half for the state and the new-hire gender wage gap was also by far the narrowest in the state at \$0.79. Women and men's labor force participation rates were the closest in Waldo County. One problem area for Waldo County was a larger percentage of women uninsured than the state average.

Piscataquis County

Piscataquis County had the second narrowest gender wage gap in 2004 at \$0.72. Additionally, Piscataquis County had the most equal proportion of men and women in part-time employment, with women occupied in 52.09% of all part-time jobs. However, Piscataquis County women lagged behind in labor force participation and had the lowest average monthly earnings for women in the state of Maine. Therefore, while the economic situation of women comparative to men was above average in Piscataquis County, it was below average compares to Maine women statewide.¹²

The differences in average monthly earnings and women's labor force participation rates between Waldo and Piscataquis Counties show that narrower gender wage gaps can occur in areas with different economic conditions.

Counties with the Largest Gender Wage Gaps

Franklin and Sagadahoc Counties

Franklin and Sagadahoc Counties had gender wage gaps of about \$0.56, five-cents wider than the county with the next widest gap and almost ten-cents wider than the state average. In fact, the gender wage gap in Sagadahoc County actually grew between 2000 and 2004. These statistics may seem surprising because women's average monthly earnings were just below the state average, unemployment rates were not significantly different between men or women, and the labor force participation gap was not unusually large. However, these counties had two of the largest percentages of part-time workers who were women and two of the widest new-hire gender wage gaps.

Sagadahoc County faces the additional problem of having had a high proportion of people in poverty belonging to single female-headed households, 44.09% compared to the state average of 35.14%. This is true despite the fact that Sagadahoc had one of the better economic pictures in the state with an average wage of \$17.51/hour and a low unemployment rate of 3.7%.¹³

Other Counties of Note

Aroostook County

Aroostook County stood out in two aspects during the 2004 spotlighting. First, it had the lowest amount of women participating in the labor force relative to men with a participation gap of 13.25 percentage points. This means that more Aroostook County women were excluded from the

¹² Maine LED 2004

¹³ Maine Dept. of Labor, Labor Market Information Services

analysis and data because this report looks mainly at *working* women in Maine. Secondly, the new higher gender wage gap in Aroostook County was the widest at \$0.56.

Washington County

The percent of uninsured women in Washington County was much higher than in any other county. In 2004, 15.7% of women in Washington County were without health insurance of any type, more than double the statewide average.

Aroostook and Washington are counties with low wages and high unemployment compared to the rest of the state.¹⁴ In these areas, economic equality by gender appears to be especially fragile.

Trends & Implications of the Spotlighting

Although progress towards economic security has been made, Maine's gender wage gap remains wider than the national average. The indicators of this report illuminate some reasons why the earnings disparity between men and women remain so wide. Analysis of these indicators, taken as a whole, may serve to direct future action to close the gender wage gap.

Education seems to be the factor influencing earnings in which women have the most advantages. Women outnumber men at every tier of post-secondary education in Maine, except for doctoral and professional degrees. Still, the gender wage gap remains high even for well-educated women. One possible explanation for this is that women are not using their training as well as men. This could be a result of not choosing the highest paying job for their educational background or choosing a field of study that lacks potential for high wage occupations. However, data from the National Center for Educational Statistics' *Integrated Postsecondary Education Data System Completions Survey* shows that on the national level women earned 50% of science and engineering degrees in 2001, indicating that field choice is not necessarily a cause of the gender wage gap.

Another factor limiting women's opportunities in Maine is employment in part-time instead of full-time occupations. Many economic studies show that, when controlling for all other factors, part-time employees earn less per hour than their full-time counterparts. Although the proportion of part-time employees who are women has decreased since 1989 when Maine had the 3rd largest figure in the country, it still remains above the median. It is true some women make the personal choice to work part-time, yet those women see an even larger pay gap between themselves and part-time men than the gap between full-time women and men. Additionally, for every woman who chooses to work part-time, there are women who are forced into part-time work because of traditional family roles or a lack of available child care.

The labor force participation rate is a further limitation on the number of hours women work compared to men. Of particular note is the expanded labor force participation rate gap between the genders for individuals in the 25-35 age range. This is the age when most mothers give birth to their children.¹⁵ Steps to stabilize participation rates during this decade of a woman's life include flexible work schedules, maternity leave, and a sharing of the child rearing process by both partners.

Women who take time off from work lose not only wages for the time taken, but also lose potential future earnings from missed promotions. A woman's decreased likelihood of promotion may come from an inability to return to the same job or find employment of equal stature. Still, women who remain hard working, faithful employees of the same firm for many years may still find

¹⁴ Maine Department of Labor: 2004 LED and Labor Market Information

¹⁵ 2000 U.S. Census

themselves being passed up for promotions in favor of equally or lesser qualified men. In this case, the culprit is wage discrimination, discussed in the following section.

Equality also means that men and women should share the results from periods of economic growth as well as economic tension. The time period of 2000 to 2004 saw higher rates of unemployment for women than men for the first time. Additionally, the gender wage gap between newly hired men and women has remained consistently high. It is clear higher paying job vacancies are being more often filled by men than women. One important trend for women is the decline of industry sectors dominated by men and the rise of many occupations that women dominate.¹⁶ However, there are larger pay gaps for the highest paying sectors in which women make up the majority. Although classically male industries, like manufacturing, are declining, these areas do offer some of the highest salaries and openings available today.¹⁷

Maine is ahead of the nation in its narrow proportion of men and women in poverty and widespread health insurance coverage for women. The proportion of women in poverty in the state of Maine remains below the national average and the disparity between men and women in poverty is ever closing. However, poverty rates in the state as a whole are rising. As for health insurance coverage, Maine had the 6th highest coverage rate of women in the nation in 2004, but also saw a waning of employer-sponsored health insurance coverage for women. This figure can be reduced by a) placing women in better jobs, including full-time instead of part-time, where their employers offer affordable coverage and b) containing the cost to employers of providing health care coverage.

Discrimination

The scale of discrimination's impact on women's wages is largely immeasurable. Discrimination can involve failure to be promoted despite equal qualifications, failure to earn a comparable wage for comparable work, or failure to be hired in the first place. Sexual harassment and hostile working conditions can hurt women's productivity and also dissuade women from seeking employment in higher-paying, male-dominated sectors.

Maine first established equal pay legislation in 1949, preceding federal equal pay laws. Since that date, much progress has been made towards strengthening the law and additional initiatives to narrow the gender wage gap have been established. For example, in 1974 the courts ruled employers couldn't pay women less money simply because the "going rate" for women was less than wages for which men were willing to work. And in 1981, the Supreme Court ruled that Title VII of the Civil Rights Act prohibits wage discrimination even when jobs are not identical.¹⁸

For Equal Pay legislation to be effective, women must first be well aware of their rights under the law, how to document an infringement of those rights, and who to contact to file a complaint. Secondly, the negative repercussions of bringing legal action in a wage discrimination case must be minimized. This means ensuring that women will maintain a comparable position of employment throughout the legal process and following the conclusion of the case. Settlements must also be substantial enough so that there is not a financial loss to the woman for undertaking such action.

¹⁶ Maine Dept. of Labor, Labor Market Information Services- Occupational Outlook

¹⁷ Carter, Valerie J. Hot Jobs or Not Hot Jobs: Outlook for Maine's Women Workers

¹⁸ Women's wages in 2004. Maine Dept. of Labor, Labor Market Information Services

Appendix A- Common Examples of Workplaces within Industry Sectors

Industry data from the Maine Local Employment Database (LED) is organized according to the North American Industry Classification System (NAICS). The following contains examples of primary functions for workplaces under the U.S. Census Bureau's 2002 NAICS definitions.

Accommodation and Food Services: Hotels, camps, boarding houses, restaurants, snack bars, bars.

Administrative and Support and Waste Management and Remediation Services: Office administration, employment services, facilities support, travel agencies, security, etc.

Agriculture, Forestry, Fishing, and Hunting: Crop and animal production, trapping, hunting, fishing.

Arts, Entertainment, and Recreation: Performing arts, spectator sports, museums, historical sights, amusement, gambling, recreating, promoters, writers.

Construction: Construction of buildings, streets, bridges, and utilities. Also land subdivision.

Educational Services: Includes schools, colleges, universities, and training centers and may be public or private.

Finance and Insurance: Credit, insurance, stocks, securities, banking, and other financial services.

Health Care and Social Assistance: Hospitals, ambulance services, nursing, residential care, social assistance, day care, vocational rehabilitation, etc.

Information: Publishing, motion pictures, recording, broadcasting, telecommunications. Does not include internet mediums.

Management of Companies and Enterprises: owning or managing companies.

Manufacturing: Manufacturing of food, textiles, paper, chemicals, electronics, furniture as well as printing and metal fabrication. Can occur in factories (ex: paper mill), shops (ex: bakery), or in the home (ex: tailoring).

Other Services (except Public Administration): Repair and maintenance, personal services, laundry, religious services, grant writing, advocacy, nannies, private cooks, etc.

Professional, Scientific, and Technical Services: Legal services, accounting, bookkeeping, architecture, engineering, computer systems design and maintenance, consulting, research, development, advertising.

Public Administration: Federal, state, and local government agencies.

Real Estate and Rental and Leasing: Real Estate agencies and private brokers; leasing, etc.

Retail Trade: Selling merchandise to consumers. Includes: stores, gasoline stations, vending machine operations, and electronic shopping services.

Transportation and Warehousing: Transportation of passengers, tourists or cargo; warehousing and storage for goods; support activities related to modes of transportation. Also includes pipeline transportation and postal or courier services.

Utilities: Providing electric power, natural gas, steam supply or water supply; and sewage removal.

Wholesale Trade: Distribution of merchandise to companies or retailers.

Appendix B- Common Examples of Jobs within Occupational Groups

Occupational data from the American Community Survey is organized according to the Standard Occupation Classification system (SOC). The following contains examples of occupations included in the SOC categories referenced in this report.

Architecture & Engineering: Architects, Surveyors, Engineers, Cartographers, and related Technicians.

Arts, Design, Entertainment, Sports, & Media: Artists, Floral Designers, Graphic Designers, Interior Designers, Actors, Producers, Directors, Athletes, Coaches, Sports Officials, Dancers, Musicians, News Correspondents, Public Relations Specialists, Writers, Broadcast Technicians, and Photographers.

Business & Finance: Talent Agents, Buyers, Claims Adjustors, Human Resource Personnel, Management Analysts, Accountants, Auditors, Financial Analysts, Tax Preparers and Examiners.

Community & Social Services: Councilors, Social Workers, Probation Officers, Health Educators, and the Clergy.

Computer & Mathematical: Computer Scientists, Programmers, Software Engineers, Support Specialists, Database Administrators, Actuaries, Mathematicians, and Statisticians.

Construction & Extraction: Boilermakers, Masons, Carpenters, Floor Layers, Construction Laborers, Equipment Operators, Electricians, Glaziers, Pipe fitters, Highway Maintenance Workers, Miners, and Helpers.

Education, Training, & Library: Teachers at all levels, Special Education Teachers, Vocational Teachers, Archivists, Curators, and Librarians.

Farming, Fishing, & Forestry: Agricultural Inspectors, Animal Breeders, Agricultural Workers, Graders, Sorters, Fishers, Trappers, Hunters, Forest and Conservation Workers, and Loggers.

Healthcare Practitioners & Technical: Chiropractors, Dentists, Pharmacists, Dieticians, Optometrists, Physicians, Registered Nurses, Therapists, Veterinarians, Lab Technicians, Hygienists, Emergency Medical Technicians, Records Technicians, Athletic Trainers.

Installation, Maintenance, & Repair: Mechanic and Electrical Repairers, Aircraft Technicians, Automotive Technicians, Appliance Installers, Machinists, Line Installers, Commercial Drivers, and Locksmiths.

Legal Occupations: Lawyers, Judges, Arbitrators, Paralegals, and Law Clerks.

Life, Physical, and Social Science: Scientists, Foresters, Astronomers, Chemists, Economists, Research Analysts, Psychologists, Urban Planners, and related Technicians.

Management: Chief Executives, Legislators, Advertisers, Marketers, Public Relations Specialists, Sales Managers, Administrators, General Managers, and Directors.

Production Occupations: Assemblers, Fabricators, Bakers, Butchers, Production Machine Operators, Welders, Printing Workers, Laundry Workers, Tailors, Woodworkers, Inspectors, Jewelers, and Painters.

Sales & Office Occupations: Cashiers, Retail Clerks, Insurance Agents, Travel Agents, Telemarketers, Telephone Operators, Financial Clerks, Tellers, Couriers, Dispatchers, Postal Service, Secretaries, and Computer Operators.

Service Occupations: Gaming Workers, Animal Care Workers, Ushers, Funeral Service Workers, Hairdressers, Flight Attendants, Child Care Workers, Personal and Home Care Aides, and Fitness Trainers.

Transportation & Materials Moving: Pilots, Air Traffic Controllers, Ambulance Drivers, Bus Drivers, Locomotive Engineers, Rail Workers, Sailors, Parking Lot Attendants, Crane Operators, Movers, Refuse and Recyclable Collectors, and Pump Operators.

Appendix C- Weighting Methodology

Weighting statistics by participation rate

Since women make up less than half of the labor force, it is necessary to weight statistics to get a fair estimate of the proportion of part-time workers that are women and the proportion of unemployed people who are women. If these statistics were not adjusted, they would underestimate the status of women in these groups.

Step 1: Figure out how many men and women are in the total demographic

Unemployment Data: 330,794 women; 355,308 men in the labor force

Part-Time Data: 380,932 men employed; 359,230 women employed

Step 2: Calculate the percentage of the women's figure that the men's figure is larger by
(Male-female)/female= percent increase for males

Unemployment= $(355,308 - 330,794) / 330,794 = 0.0741$

Part-Time= $(380,932 - 359,230) / 359,230 = 0.0604$

Step 3: Adjust key statistics by this offsetting factor from Step 2

Unemployment: Males= 17,425; Females= $(17,405 * 0.0741) + 17,405 = 18,694.7105$

Part-Time: Males= 137,924; Females= $(191,521 * 0.0604) + 191,521 = 203,088.8684$

Step 4: Calculate females' share

Unemployment: $18,694.7105 / (18,694.7105 + 17,425) = 0.5176$

Part-Time: $203,088.8684 / (203,088.8684 + 137,924) = 0.5955$

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