

# MAINE STATE LEGISLATURE

The following document is provided by the  
**LAW AND LEGISLATIVE DIGITAL LIBRARY**  
at the Maine State Law and Legislative Reference Library  
<http://legislature.maine.gov/lawlib>



Reproduced from electronic originals  
(may include minor formatting differences from printed original)



# Working Women in Maine Indicators for Progress, 2007

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



Maine Jobs Council  
Women's Employment Issues Committee  
120 State House Station, Augusta, ME 04333-0120  
Web: [www.maine.gov/labor/mjc](http://www.maine.gov/labor/mjc)



John Elias Baldacci  
Governor

**MAINE JOBS COUNCIL  
120 STATE HOUSE STATION  
AUGUSTA, MAINE 04333-0120**



Philip A. Dionne  
Chair

Garret J. Oswald  
Director

## **Working Women in Maine Indicators for Progress, 2007**

### **Women's Employment Issues Committee**

Issued Winter 2007

PHONE: (207) 621-5087

TTY: 1-800-794-1110  
E-Mail: [Garret.J.Oswald@Maine.gov](mailto:Garret.J.Oswald@Maine.gov)

Augusta, Maine

FAX: (207) 287-5292

This report was produced with the assistance of the  
Center for Workforce Research and Information (formerly known as Labor Market Information Services),  
Maine Department of Labor

The Maine Department of Labor provides equal opportunity in employment and programs.  
Auxiliary aids and services are available upon request to individuals with disabilities.  
Tel: (207) 623-7900                      TTY: 1-800-794-1110                      Fax: (207) 287-5292

## 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.**

from:

Statement of Purpose, Women's Employment Issues Committee

# Table of Contents

Background.....	1
Introduction.....	5
<i>How to Use This Report</i> .....	6
<i>An Important Note on “Gender Wage Gap” Terminology</i> .....	7
<b>Spotlights</b>	
<i>#1: Women’s Earnings</i> .....	8
<i>#2: Women’s Unemployment</i> .....	10
<i>#3: Women’s Part-Time versus Full-Time Employment</i> .....	12
<i>#4: Women’s New-Hire Earnings</i> .....	14
<i>#5: Women’s Earnings and Participation by Occupation</i> .....	16
<i>#6: Women’s Education</i> .....	19
<i>#7: Women’s Poverty Rate</i> .....	21
<i>#8: Women’s Health Insurance Coverage</i> .....	24
County Highlights for Women.....	27
Discrimination.....	29
Appendix A- Common Examples of Workplaces within Industry Sectors.....	37
Appendix B- Common Examples of Jobs within Occupational Groups.....	38
Appendix C- Weighting Methodology.....	39
Literature Review.....	40
<i>Works Cited</i> .....	40
<i>For Further Reading</i> .....	41

All photos by Tabitha Nutting 2007 (with the exception of page 11)

Contact: [tnutting@meca.edu](mailto:tnutting@meca.edu)

Used by permission

Photo page 11 by Anne Cardale ©2004

Used by permission of the Southern Maine Coalition for Women in Trades and Technology

# Background

In 2005, 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, the Committee annually evaluates a series of eight spotlights. The indicators for these spotlights include information on employment, wages, education, and insurance, and their related differentials between women and men. Spotlights are updated annually to identify areas in which Maine women are not reaching the economic status of their male counterparts.

The purpose of this report is to interpret the annual spotlighting data and to offer recommendations to realize women’s economic security and parity. This information is composed of historical data, county level data, comparisons of Maine statistics with other states, and data pertaining to women in Maine’s minority communities. This report also discusses the implications of the spotlights through a presentation of policy concerns and recommendations, using both the data and other qualitative information that describes Maine women’s economic condition.

The recommendations are offered by members of the Women’s Employment Issues Committee and are endorsed by the Maine Jobs Council.

This report was researched and compiled by Alexandra H. Rallis, Wage Studies Intern through the Maine State Government Summer Internship Program; Deidre Coleman, Economic Research Analyst, added important clarifications. Both Ms. Rallis and Ms. Coleman performed their work under the auspices of the Maine Department of Labor – Center for Workforce Research and Information (formerly known as Labor Market Information Services), John Dorrer, Director.

Brenda Evans, Publications Coordinator for the Maine Department of Labor, laid out and formatted the report for publication.

Special thanks are due to Blanca Santiago of Centro Latino Maine, Lisa Sockabasin of the Maine Department of Health and Human Services, Office of Minority Health, and Lisa Pohlmann and Nicole Witherbee of the Maine Center for Economic Policy for reviewing sections of this document.

Peaches Bass staffs the Women Employment Issues Committee and managed the project that produced this report.

---

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.

## The Women's Employment Issues Committee:

### Voting Members:

Sharon Barker	Chair Women's Resource Center University of Maine
Kathy Coogan	Training & Development Corporation
Chris Hastedt	Maine Equal Justice Partners
Denise Nemeth-Greenleaf	Portsmouth Naval Shipyard International Federation of Professional and Technical Engineers, Local 4
Valerie Carter	Bureau of Labor Education University of Maine
Darylen Cote	TRiO Upward Bound University of Maine at Presque Isle
Christy Cross	Maine Department of Transportation
Annie Houle	WAGE Project
Lib Jamison	Women Unlimited
Karen Keim	Maine Educational Talent Search Programs Maine Educational Opportunity Center University of Maine
Gilda Nardone	Maine Centers for Women, Work and Community
Sarah Standiford	Executive Director, Maine Women's Lobby

### Non-voting members:

Laura Fortman, Commissioner	Maine Department of Labor
John Dorrer	Center for Workforce Research and Information Maine Department of Labor
Stephen Duval	Bureau of Employment Services Maine Department of Labor



Gene Ellis	Apprenticeship Standards Maine Department of Labor
Jane Gilbert	Deputy Commissioner Maine Department of Labor
Leslie Manning	Bureau of Labor Standards Maine Department of Labor
Ned McCann	Bureau of Employment Services Maine Department of Labor
Garret Oswald	Maine Jobs Council Maine Department of Labor
Penny Plourde	Division of Rehabilitation Services Maine Department of Labor

# Introduction

## Data Sources

The Working Women in Maine: Indicators for Progress 2007 Report uses 2005 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 and 2005 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.<sup>1</sup> 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. 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 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 are used where ACS data were 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 include most part-time earnings in the calculation of average 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.<sup>2</sup>

---

<sup>1</sup> Alexander, Charles H. American Community Survey Data for Economic Analysis.

<sup>2</sup> 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.

LED data aren't identical to ACS or Census data because of methodology differences, but they are comparable. For instance, data on the overall gender wage gap from the 2005 ACS differed from the 2005 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) were 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 are pooled over multiple years for better statistical significance.

Additional data supporting the indicators come 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 more research may be needed and further actions should be 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 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 confirm this. It is found that more Maine women attend college than Maine men, suggesting that women have more human capital in this respect. However, the data do 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, the information 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 the occupations in which women are concentrated is presented. From here, we can ask questions about equal access to training and employment in these fields.

#### **An Important Note on “Gender Wage Gap” Terminology**

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 is the common nomenclature used in literature discussing the difference between men and women's earnings.

## Spotlight #1: Women's Earnings



Maine women who work full-time year-round earn \$0.76 for every \$1 corresponding Maine men earn

### 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.<sup>3</sup> 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 2005 American Community Survey (ACS) and represents the median reported earnings in 2005 from a representative sample of noninstitutional population aged 16-65 years in the labor force, working full-time and year-round.



### Data

In Maine, women's full-time, year-round earnings decreased relative to corresponding men's earnings from 2004 to 2005. In 2004 a woman earned an average of \$0.77 for every dollar a man earned; in 2005 a woman earned an average of \$0.76 for every dollar a man earned.<sup>4</sup> Maine's gender wage gap was one-cent wider than the national wage gap and ranked 27<sup>th</sup> among all other states in 2005 (See Table 1a).

*In 2005, Maine's gender wage gap was one-cent wider than the national wage gap.*

<sup>3</sup> Gender Wage Gap= Women's Average Earnings ÷ Men's Average Earnings

<sup>4</sup> Data collected from the 2005 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 Narrowest<sup>1</sup>)

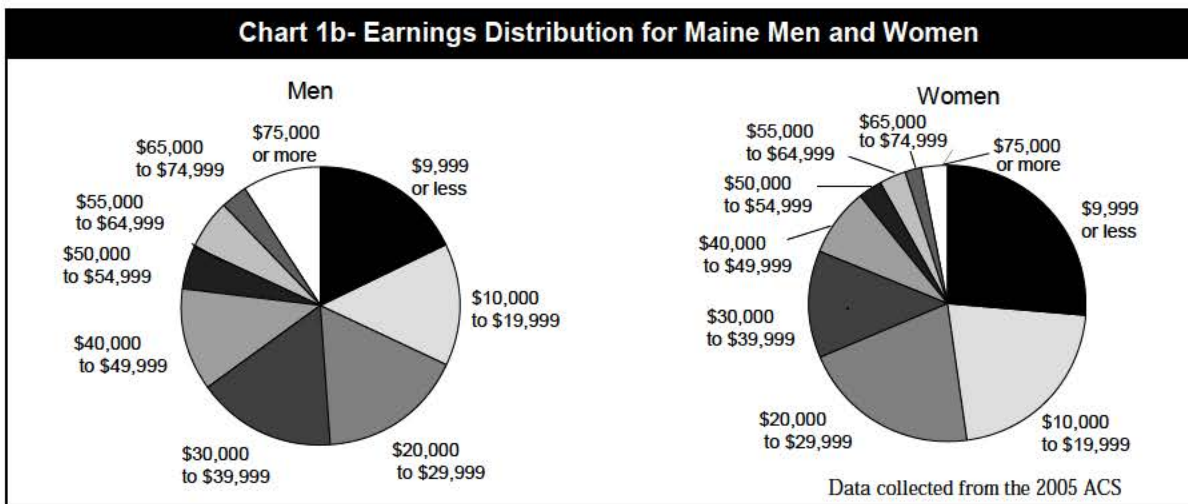
State	Women's Average Earnings	Gender Wage Gap**	State	Women's Average Earnings	Gender Wage Gap**
1 Wyoming	\$25,621	\$0.61	27 Maine	\$29,532	\$0.76
2 West Virginia	\$24,956	\$0.68	28 New Mexico	\$27,546	\$0.76
3 Louisiana	\$26,507	\$0.69	29 Virginia	\$35,254	\$0.76
4 Utah	\$28,605	\$0.69	30 New Jersey	\$40,219	\$0.76
5 Michigan	\$33,096	\$0.70	31 Oregon	\$31,427	\$0.77
6 North Dakota	\$25,878	\$0.70	32 Vermont	\$31,128	\$0.77
7 Montana	\$25,177	\$0.70	33 Mississippi	\$25,616	\$0.77
8 Alabama	\$26,534	\$0.71	34 Rhode Island	\$35,522	\$0.77
9 Missouri	\$28,880	\$0.72	35 Delaware	\$35,235	\$0.77
10 Indiana	\$29,946	\$0.72	36 Connecticut	\$40,544	\$0.77
11 South Dakota	\$25,699	\$0.73	37 Georgia	\$31,580	\$0.78
12 New Hampshire	\$34,080	\$0.73	38 Massachusetts	\$40,025	\$0.78
13 Idaho	\$26,849	\$0.73	39 Colorado	\$34,635	\$0.78
14 Kentucky	\$28,828	\$0.74	40 Nebraska	\$28,610	\$0.78
15 Pennsylvania	\$31,647	\$0.74	41 Arkansas	\$26,038	\$0.78
16 Alaska	\$37,475	\$0.74	42 Nevada	\$31,258	\$0.78
17 Ohio	\$31,458	\$0.75	43 Hawaii	\$32,305	\$0.78
18 Wisconsin	\$31,247	\$0.75	44 New York	\$36,429	\$0.79
19 Oklahoma	\$26,996	\$0.75	45 North Carolina	\$29,729	\$0.79
20 Iowa	\$29,384	\$0.75	46 Maryland	\$40,986	\$0.80
21 South Carolina	\$27,504	\$0.75	47 Texas	\$30,391	\$0.80
22 Minnesota	\$34,215	\$0.75	48 Arizona	\$32,284	\$0.81
23 Illinois	\$34,741	\$0.75	49 California	\$37,086	\$0.82
24 Washington	\$35,592	\$0.76	50 Florida	\$30,466	\$0.82
25 Tennessee	\$28,349	\$0.76	51 District of Columbia	\$46,959	\$0.91
26 Kansas	\$29,738	\$0.76	<b>United States</b>	<b>\$32,168</b>	<b>\$0.77</b>

Data collected from the 2005 American Community Survey conducted by the U.S. Census

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

<sup>1</sup> 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, nearly 50% of women earned less than \$20,000 in 2005, while only 32% of men earned less than \$20,000.



## Spotlight #2: Women's Unemployment<sup>5</sup>



### 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 over the age of 16.

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. It is possible that a large number of discouraged workers would make the unemployment rate seem artificially low, however, if so, this would be accounted for by a lower labor force participation rate.

### Data

Women's unemployment rates have fluctuated from a high of 6.0% in 1989 to a low of 4.5% in 1999. In 2004 this rate climbed to 5.3% and stayed steady at 5.2% in 2005. Men's unemployment rates have seen a steady decline between 1989 and 2004. However, between 2004 and 2005 these rates have experienced an increase of 1.2 percentage points. (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, and in 2005, returned to higher men's unemployment rates. In 1989, the women's unemployment rate was 1.0 percentage point lower than the men's rate. By 2004, the women's unemployment rate was 0.3 percentage points higher than the men's rate. Most recently, in 2005, the rate returned to lower than the men's rate by 0.9 percentage points.

*The unemployment rate disparity between men and women has shifted from higher men's unemployment rates to higher women's unemployment rates, and in 2005, returned to higher men's unemployment rates.*



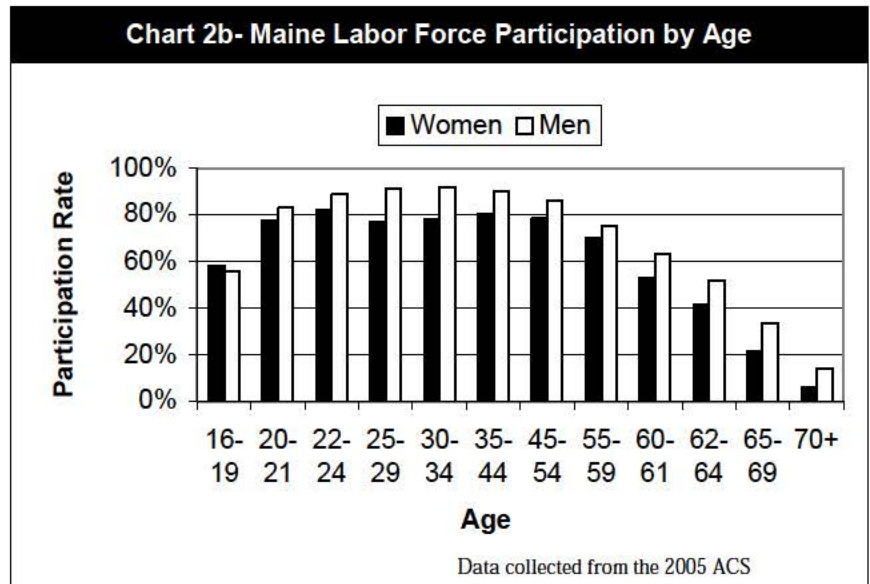
<sup>5</sup> For more information on weighting methodology, see Appendix C

Between 2004 and 2005, women’s labor force participation rates remained steady as did men’s. In 2004, the gap between the participation rates of each gender was 9.9 percentage points, with 72.1% of men in the labor force and 62.2% of women. By 2005, women’s participation rates had decreased slightly to 62.0% and the gap increased to a difference of 10.2 points (Table 2a).

	1989	1999	2004 <sup>b</sup>	2005
<b><u>Unemployment Rate</u></b>				
Men	7.0%	4.9%	4.9%	6.1%
Women	6.0%	4.5%	5.2%	5.2%
Difference (Percentage Points)	-1.0	-0.4	+0.3	-0.9
<b><u>Labor Force Participation Rate</u></b>				
Men	74.4%	71.2%	72.1%	72.2%
Women	57.5%	59.8%	62.2%	62.0%
Difference (Percentage Points)	-16.9	-11.4	-9.9	-10.2

Data collected from the 1990 & 2000 Censuses as well as the 2004 & 2005 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. This is shown by a higher women’s participation rate than men’s for youth between the ages 16-19. Otherwise, gaps remained relatively consistent (Chart 2b).



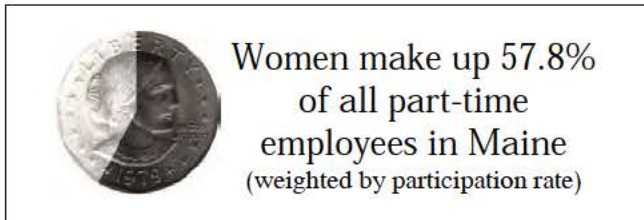
*In 2005, young women joined the labor force more quickly than young men.*

*Labor force participation rates vary based on income, and there’s active dialogue on the meaning of this data.*

<sup>6</sup> This 2004 data differs from that previously published due to the correction of a slight miscalculation



## 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.<sup>7</sup>

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.

Significantly, the data source does not separate those who work multiple jobs totaling 35 hours or more from those who achieve full time status from a single job. It's a standard flaw of research in the labor field.

### Data

From 2004 to 2005 the percentage of women working part-time decreased from 53.3% to 52.8% (Table 3a). In that same time period, the percentage of men working part-time rose to over 38%. In 2005, the proportion of women working part-time was 14.2 percentage points higher than the proportion of men working part-time.

<b>Table 3a- Full-Time and Part-Time Labor by Gender</b>					
		<b>1989</b>	<b>1999</b>	<b>2004</b>	<b>2005</b>
<b>Men</b>	Full-Time	235,009	244,176	243,008	239,419
	Part-Time	134,758	129,809	137,924	150,434
	<b>% Working Part-Time</b>	<b>36.4%</b>	<b>34.7%</b>	<b>36.2%</b>	<b>38.6%</b>
<b>Women</b>	Full-Time	137,233	166,205	167,709	173,210
	Part-Time	185,006	178,488	191,521	193,961
	<b>% Working Part-Time</b>	<b>57.4%</b>	<b>51.8%</b>	<b>53.3%</b>	<b>52.8%</b>
<b>Gap</b>	<b>(percentage points)</b>	<b>21.0</b>	<b>17.1</b>	<b>17.1</b>	<b>14.2</b>

Data collected for 1989 & 1999 from U.S. Censuses- Data for 2004 & 2005 from the ACS

<sup>7</sup> Wegner, Jeffery. "The Continuing Problems with Part-Time Jobs."

The gender wage gap narrowed with full-time employment. Women who worked full-time had a gender wage gap with full-time men of \$0.75. Women working part-time had a gender wage gap with part-time men of \$0.66. The part-time earnings penalty was greater for women than it is for men. A man who worked part-time earned 59.5% less than a man who worked full-time. A woman who worked part-time earned 64.1% less than a woman who worked full-time (Table 3b).

	<b>Full-Time Earnings</b>	<b>Part-Time Earnings</b>	<b>Part-Time Penalty</b>
<b>Men</b>	\$40,550	\$16,429	59.5 %
<b>Women</b>	\$30,231	\$10,847	64.1 %
<b>Gender Wage Gap</b>	\$0.75	\$0.66	

Data collected from the 2005 ACS

Women's share of part-time employment in Maine decreased from 57.66% of all part-time workers in 2004 to 56.32% in 2005. As a result, Maine's national ranking dropped from 24th highest proportion of part-time workers who were female in 2004 to 26<sup>th</sup> in 2005 (Table 3c).

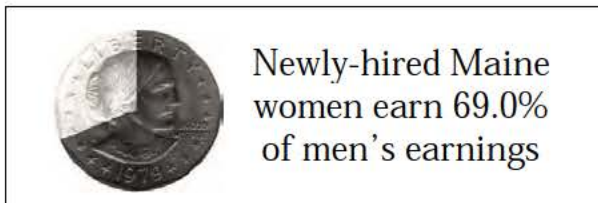
<b>1999</b>		<b>2004</b>		<b>2005</b>	
<b>State</b>	<b>% of Part-Time Workers who were Women</b>	<b>State</b>	<b>% of Part-Time Workers who were Women</b>	<b>State</b>	<b>% of Part-Time Workers who were Women</b>
1 Massachusetts	62.59%	1 Rhode Island	59.65%	1 New Hampshire	59.10%
2 New Hampshire	62.35%	2 Massachusetts	59.35%	2 Rhode Island	58.66%
3 Connecticut	61.98%	3 Connecticut	59.32%	3 Maryland	58.12%
4 Rhode Island	61.51%	4 Nebraska	59.30%	4 Massachusetts	58.05%
5 Ohio	61.03%	5 DC	59.20%	5 Connecticut	57.96%
6 Michigan	60.87%	6 Maryland	58.75%	6 Kansas	57.75%
7 Vermont	60.65%	7 New Jersey	58.62%	7 South Carolina	57.74%
8 Indiana	60.64%	8 New Hampshire	58.57%	8 Nebraska	57.69%
9 <b>Maine</b>	<b>60.56%</b>	9 Utah	58.52%	9 Virginia	57.59%
10 Pennsylvania	60.48%	10 Mississippi	58.48%	10 Delaware	57.40%
		<b>24 Maine</b>	<b>57.66%</b>	<b>26 Maine</b>	<b>56.32%</b>

Data collected for 1999 from U.S. Census  
Data for 2005 from the ACS



*The gender wage gap narrows with full-time employment.*

## Spotlight #4: Women's New-Hire Earnings



### Construction of the Spotlight

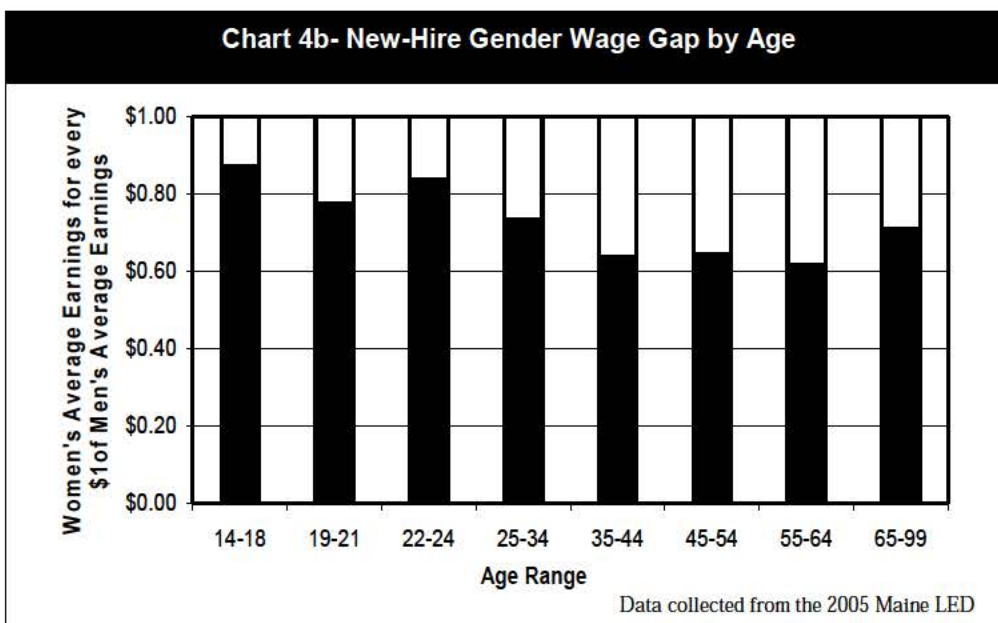
The fourth spotlight compares women and men's new-hire earnings. Measurement of the gender wage gap by new-hire earnings gauges recent progress, showing earnings for newly vacated and newly created jobs.

### Data

Women's average monthly new-hire earnings rose steadily from 1998 to 2005. Between 1998 and 2004 women's earnings did not keep pace with men's, however, in 2005 men's earnings decreased while women's earnings continued to increase. In 2005, the new-hire gender wage gap was \$0.69, three-cents narrower than in 2004 (Table 4a).

	1998	2000	2004	2005
<b>Men</b>	\$1,772.75	\$1,920.75	\$2,112.75	\$2,116.00
<b>Women</b>	\$1,167.25	\$1,278.75	\$1,419.00	\$1,459.25
<b>Gender Wage Gap</b>	\$0.66	\$0.67	\$0.67	\$0.69

Data collected from the 2005 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 (Chart 4b).

The gender wage gap for newly-hired workers varied by industrial sector (Table 4c).<sup>7</sup> The industries with the widest gap between men and women's new-hire earnings were Finance & Insurance and Agriculture, Forestry, Fishing & Hunting, with gaps of \$0.54 and \$0.55 respectively. For 2004, in Public Administration, newly hired women earned \$0.04 more on the dollar than newly hired men. However, this number changed significantly in 2005 with men making \$0.12 more on the dollar than newly-hired women. Nonetheless, Public Administration remains the industry with the narrowest new-hire gender wage gap. Other industries with narrow new-hire gender wage gaps were: Administrative & Support & Waste Management & Remediation Services (\$0.85), Accommodation & Food Services (\$0.81), and Real Estate & Rental & Leasing (\$0.79).

<b>Table 4c- New-Hire Gender Wage Gap by Industrial Sector<sup>8</sup></b>	
<b>Industrial Sector</b>	<b>New-Hire Gender Wage Gap</b>
Finance & Insurance	\$0.54
Agriculture, Forestry, Fishing & Hunting	\$0.55
Utilities	\$0.60
Retail Trade	\$0.62
Professional, Scientific, & Technical Services	\$0.62
Other Services (except Public Administration)	\$0.63
Transportation & Warehousing	\$0.64
Arts, Entertainment, & Recreation	\$0.64
Health Care & Social Assistance	\$0.68
Manufacturing	\$0.69
Construction	\$0.69
Wholesale Trade	\$0.72
Management of Companies & Enterprises	\$0.74
Information	\$0.77
Educational Services	\$0.78
Real Estate & Rental & Leasing	\$0.79
Accommodation & Food Services	\$0.81
Administrative & Support & Waste Management & Remediation Services	\$0.85
Public Administration	\$0.88

Data collected from 2005 Maine LED for full-time, part-time, and seasonal workers



*In 2005, the new-hire gender wage gap was \$0.69, three-cents narrower than in 2004.*

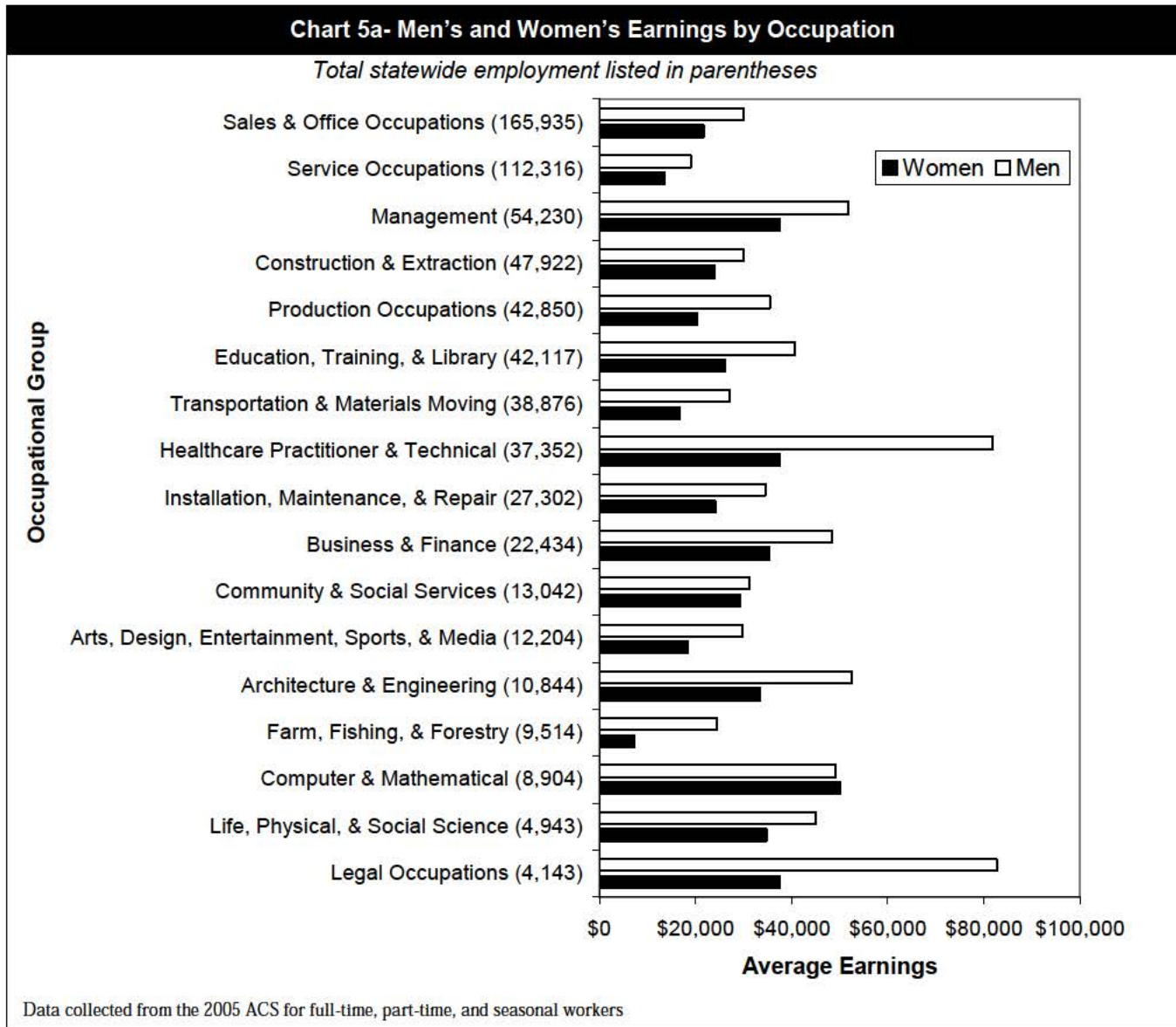
<sup>8</sup> See Appendix A for definition of industrial sectors

# Spotlight #5: Women's Earnings and Participation by Occupation<sup>9</sup>

## Construction of the Spotlight

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

## Data



<sup>9</sup> See Appendix B for a description of the Occupational Groups

The five occupational groups with the highest average earnings for women in 2005 were:

- Computer & Mathematical (\$50,149)
- Healthcare Practitioner & Technical (\$37,388)
- Management (\$37,371)
- Legal Occupations (\$37,356)
- Business & Finance (\$35,336)

Occupations in these groups generally require higher education and more training than other groups and are in most cases scarcer (Chart 5a and Table 5b). It should be noted that women were a minority in two of these occupational groups, particularly Computer & Mathematical 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 2005. Women also had high earnings in Healthcare Practitioner & Technical occupations, which are composed of 75% women. However, these high earnings were again paired with a wide gender wage gap of \$0.46. Generally, occupational groups with high women's earnings either had few women or large gender wage gaps.

The five occupation groups with the lowest average earnings for women in 2005 were:

- Production Occupations (\$20,217)
- Arts, Design, Entertainment, Sports, & Media (\$18,458)
- Transportation & Materials Moving (\$16,626)
- Service Occupations (\$13,503)
- Farm, Fishing, & Forestry (\$7,196)

In all of these fields, the gender wage gap was wider than the statewide gender wage gap. Women earned between 29% and 71% of what men earned in these fields. Women represented at least 50% of workers in only two of these five occupations. The Service Occupations are composed of 63.7% women and had a smaller gender wage gap, but also provided the second lowest earnings of all occupational groups.

*“Generally, occupational groups with high women’s earnings either had few women or large gender wage gaps.”*



<b>Table 5b- Women's Earnings and Participation by Occupational Group</b>			
Occupational Group	Percent of Workers who were Women	Women's Average Yearly Earnings	Gender Wage Gap
Installation, Maintenance, & Repair	2.2%	\$24,095	\$0.70
Construction & Extraction	3.4%	\$23,935	\$0.80
Farm, Fishing, & Forestry	9.6%	\$7,196	\$0.29
Architecture & Engineering	12.1%	\$33,472	\$0.64
Transportation & Materials Moving	14.5%	\$16,626	\$0.61
Computer & Mathematical	30.2%	\$50,149	\$1.02
Production Occupations	31.7%	\$20,217	\$0.57
Life, Physical, & Social Science	34.7%	\$34,750	\$0.77
Management	41.8%	\$37,371	\$0.72
Arts, Design, Entertainment, Sports, & Media	50.3%	\$18,458	\$0.62
Legal Occupations	52.0%	\$37,356	\$0.45
Business & Finance	59.2%	\$35,336	\$0.73
Sales & Office Occupations	63.4%	\$21,717	\$0.73
Service Occupations	63.7%	\$13,503	\$0.71
Community & Social Services	68.7%	\$29,287	\$0.94
Healthcare Practitioner & Technical	74.6%	\$37,388	\$0.46
Education, Training, & Library	75.3%	\$26,075	\$0.64

*Data collected from 2005 ACS for full-time, part-time, and seasonal workers*

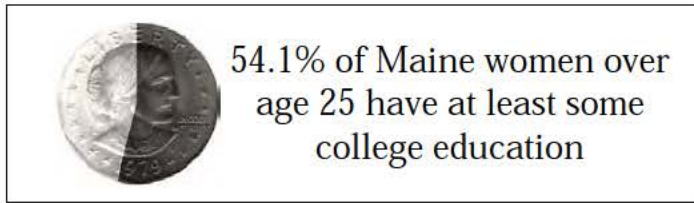
Employment projections<sup>10</sup> by industry<sup>11</sup> offer a mixed bag for the future economic situation of women in Maine. The two areas expected to see a decline in employment had labor forces of less than 30% women. These are Utilities and Manufacturing. Two sectors that employed women as a majority have anticipated employment increases of over 15%. These are Health Care & Social Assistance as well as Educational Services. Unfortunately, many of the jobs which are projected to employ the largest number of women workers offer low wages.<sup>12</sup>

<sup>10</sup> Maine Department of Labor's Maine Employment Outlook to 2014.

<sup>11</sup> Classified using NAICS codes as explained in Appendix A

<sup>12</sup> Carter, Valerie J. Hot Jobs or Not So Hot: Outlook for Maine's Women Workers.

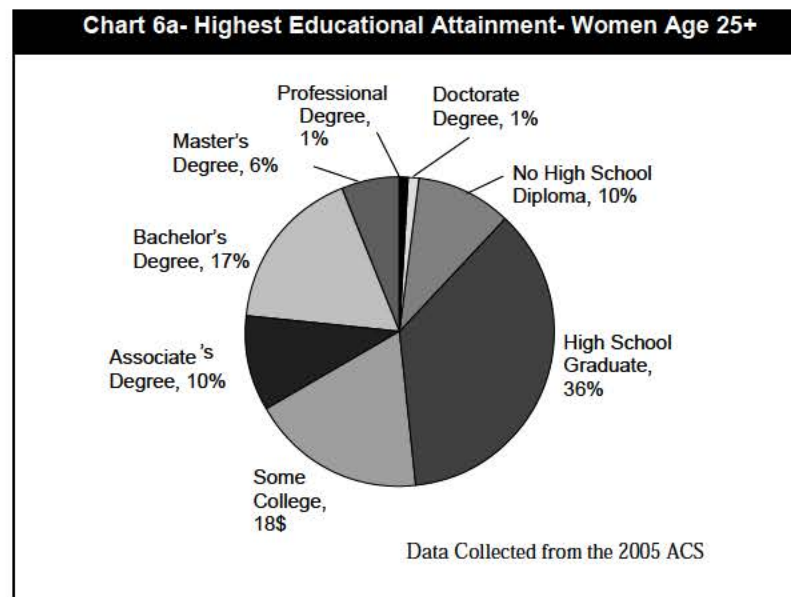
## Spotlight #6: Women's Education



### 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. The data do not contain information on an individual's field or whether she/he 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

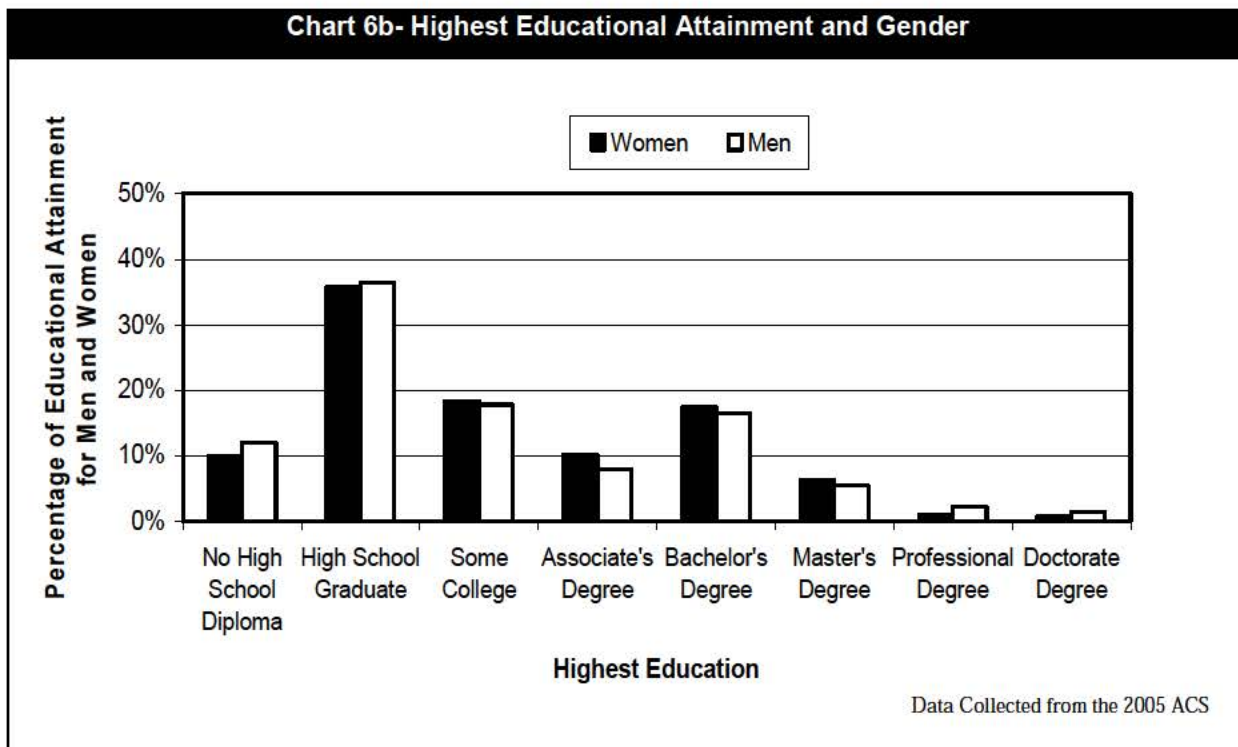


In 2005, more than half of women in Maine over the age of 25 had at least some college education (Chart 6a). Over one-third had successfully graduated with a post-secondary degree, but 10.2% of women over 25 years of age had not obtained a high school diploma.



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





In 2005, 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 (Chart 6b).

The gender wage gap between men and women narrowed with higher educational attainment (Table 6c). Women earned \$0.57 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 63.1% earnings increase from a high school diploma to a bachelor's degree and a 121.0% earnings increase from a high school diploma to a graduate degree. For men, the increases were 49.1% and 81.5% respectively.

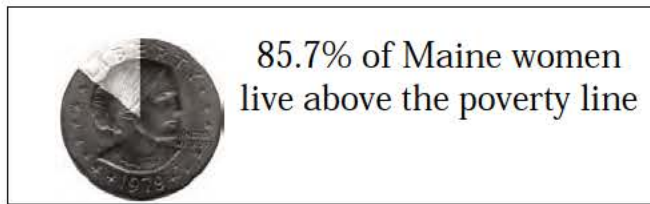
**Table 6c- Earnings by Highest Educational Attainment**

	Men	Women	Gender Wage Gap
Less than High School Graduate	\$21,007	\$11,987	\$0.57
High School Graduate	\$30,364	\$18,826	\$0.62
Some College or Associate's	\$35,610	\$23,946	\$0.67
Bachelor's	\$45,274	\$30,704	\$0.68
Master's or Above	\$55,101	\$41,607	\$0.76

Data collected from the 2005 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 2006 Annual Nontraditional Occupations (NTO) Report prepared by Maine's Bureau of Employment Services, women placed in NTOs by Maine's One-Stop Career Centers earned an average wage of \$14.54/hour, marking an increase of \$2.64 from the previous year. Women entering NTOs also earned \$3.59/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. There is more discussion of the difference between the livable wage and the poverty level in the section on Policy Recommendations.

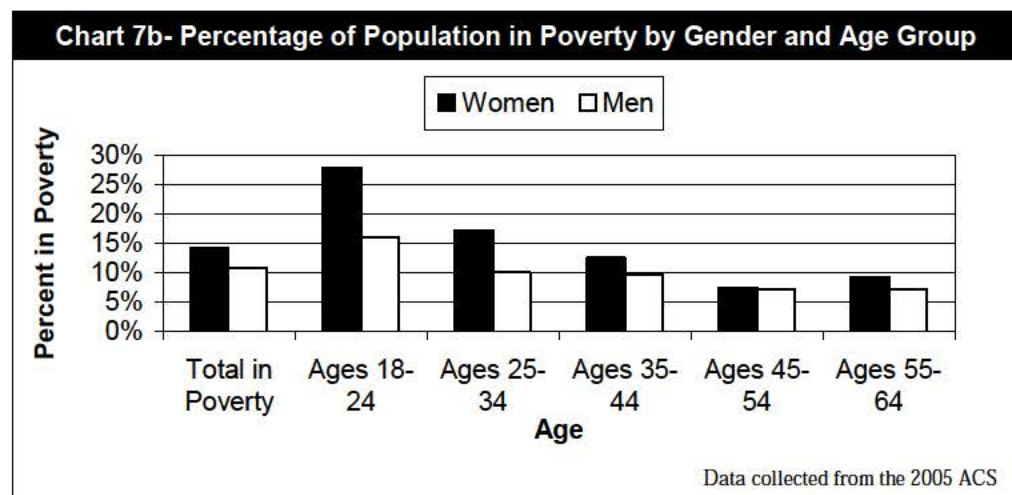
Percentages of women in poverty are measured and compared to the percentages of men. The percentage of single female households in poverty out of all households in poverty is presented as a subindicator to monitor a population of specific need.

### 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
2005	10.8%	14.3%	3.5

Data for 1989 & 1999 collected from U.S. Census  
Data for 2004 & 2005 collected from the American Community Survey

The percentage of Maine women in poverty rose .7 percentage points between 2004 and 2005 (Table 7a). During the same period, men's poverty rates faced a slight decrease of .2 percentage points. Women's poverty rates remained higher than men's with the gap widening between 2004 and 2005.



More than 25% of women 18-24 years old were living in poverty. Poverty rates gradually decreased with age for women older than 24 years until the ages of between 55 and 64 where they rose slightly.

The disparity between men and women's poverty rates closed as the population aged. Women's poverty rates surpassed men's rates for individuals in every age group (Chart 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	24.3%	28	Indiana	13.7%
2	Louisiana	22.2%	29	Pennsylvania	13.4%
3	District of Columbia	21.3%	30	Illinois	13.4%
4	West Virginia	20.0%	31	Washington	13.0%
5	New Mexico	19.9%	32	Kansas	13.0%
6	Alabama	19.5%	33	North Dakota	12.4%
7	Texas	19.2%	34	Nebraska	12.4%
8	Arkansas	19.1%	35	Nevada	12.4%
9	Kentucky	18.7%	36	Iowa	12.3%
10	Oklahoma	18.4%	37	Vermont	12.1%
11	South Carolina	17.8%	38	Colorado	12.1%
12	Tennessee	17.3%	39	Delaware	11.7%
13	North Carolina	17.0%	40	Massachusetts	11.6%
14	Georgia	16.3%	41	Utah	11.6%
15	Montana	16.1%	42	Wisconsin	11.6%
16	Arizona	15.6%	43	Alaska	11.4%
17	South Dakota	15.3%	44	Virginia	11.3%
18	Oregon	15.3%	45	Wyoming	11.1%
19	New York	15.2%	46	Hawaii	11.1%
20	Idaho	15.2%	47	Minnesota	10.3%
21	Michigan	14.6%	48	New Jersey	9.8%
22	Missouri	14.6%	49	Maryland	9.5%
23	Ohio	14.4%	50	Connecticut	9.4%
24	California	14.4%	51	New Hampshire	8.5%
25	Florida	14.3%			
26	Maine	14.3%			
27	Rhode Island	14.0%			
			<b>United States</b>		<b>14.8%</b>

Data Collected from the 2005 ACS

Maine women's poverty rate ranked 26<sup>th</sup> highest in the nation in 2005 (Table 7c). The percentage of Maine women in poverty (14.3%) was slightly less than the national average of 14.8%.

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

	1989	1999	2004	2005
Percentage of Mainers in Poverty that Belong to Female Households	34.5%	29.5%	35.6%	29.7%

Data for 1989 & 1999 collected from US Census  
 Data for 2004 & 2005 Collected from the American Community Survey

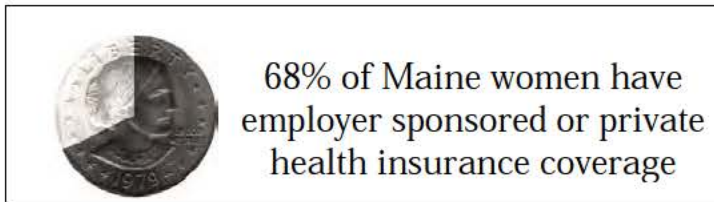
The percentage of Mainers in poverty that belonged to single female households decreased during the 1990's, but grew to 35.6% by 2004. However, this percentage dropped to 29.7% in 2005. Nearly one out of three single female households in Maine earned below the poverty rate in 2005 (Table 7d).

As we look at women in poverty, it's important to bear in mind that women living in poverty are very likely to have children, so we are often looking at families in poverty when we look at these numbers.

*Women's poverty rates surpassed men's rates for individuals in every age group.*



## Spotlight #8: Women's 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- States In Which At Least 85 Percent Of Women Have Health Insurance Coverage**

State	Percentage of Women with Health Coverage
Minnesota	91%
Hawaii	89%
North Dakota	89%
Wisconsin	89%
District of Columbia	88%
Iowa	88%
<b>Maine</b>	<b>88%</b>
Massachusetts	88%
Connecticut	87%
New Hampshire	87%
Pennsylvania	87%
Rhode Island	87%
Vermont	87%
Delaware	86%
Kansas	86%
Michigan	86%
Ohio	86%
South Dakota	86%
Nebraska	85%

Data compiled from Henry J. Kaiser Family Foundation annual updates to women's fact sheets 2004-2005.

Between the periods of 1997-1999 and 2004-2005, Maine saw a large increase in the percentage of women insured, a change of 3 percentage points. Maine moved from having the 24<sup>th</sup> best women's insurance rate in the nation in 1997-1999 to the 5<sup>th</sup> best (tied with three other states) in 2003-2004 and remained among the top 10 states in 2004-2005 (Table 8a). However, by 2005 the percentage of Maine women with private insurance fell from 77% to 68% (Table 8b).



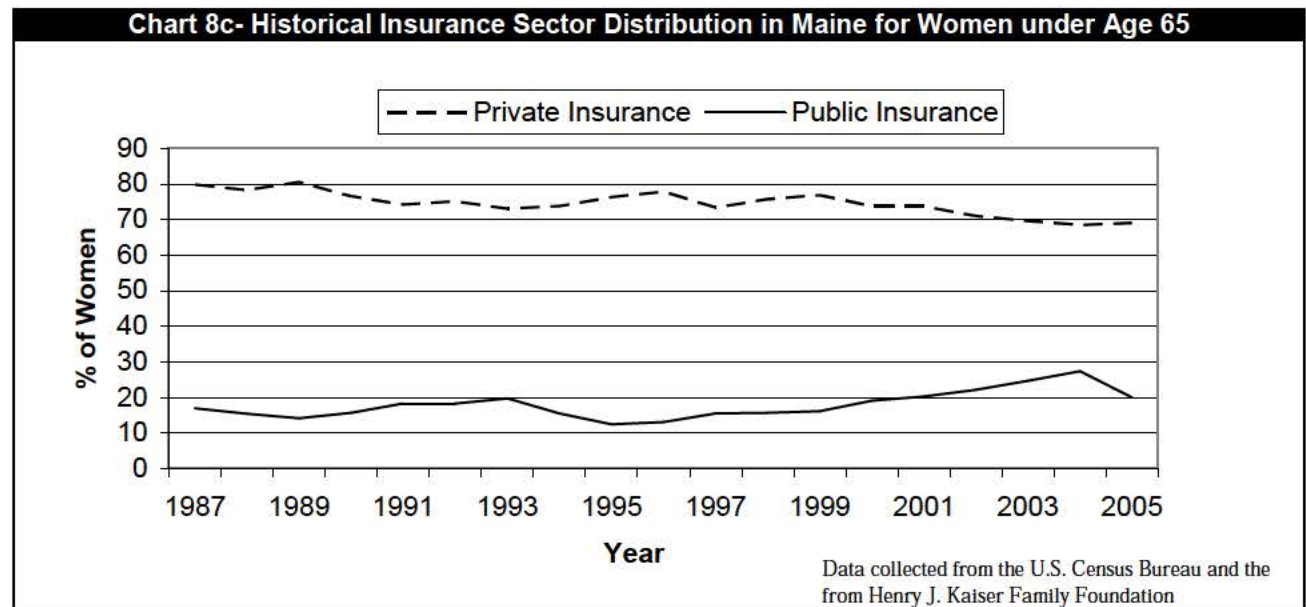
*Maine moved from having the 24<sup>th</sup> best women's insurance rate in the nation in 1997-1999 to the 5<sup>th</sup> best in 2003-2004 and remained among the top 10 states in 2004-2005.*

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
Minnesota	83%	Kentucky	73%
New Hampshire	83%	Idaho	72%
Hawaii	82%	North Carolina	72%
North Dakota	82%	Rhode Island	72%
Kansas	80%	United States	72%
Iowa	79%	Georgia	71%
Virginia	79%	Vermont	71%
Wisconsin	79%	Alabama	70%
Maryland	78%	Alaska	70%
Nebraska	78%	District of Columbia	70%
New Jersey	78%	Montana	70%
Pennsylvania	78%	Oregon	70%
South Dakota	78%	South Carolina	70%
Connecticut	77%	Oklahoma	69%
Delaware	77%	Arkansas	68%
Colorado	76%	Florida	68%
Ohio	76%	<b>Maine</b>	<b>68%</b>
Illinois	75%	New York	68%
Massachusetts	75%	Tennessee	68%
Michigan	75%	Mississippi	67%
Utah	75%	West Virginia	67%
Washington	75%	California	66%
Indiana	74%	Louisiana	65%
Missouri	74%	Texas	65%
Nevada	74%	Arizona	64%
Wyoming	74%		

Data collected from Henry J. Kaiser Family Foundation

United States	72%
---------------	-----

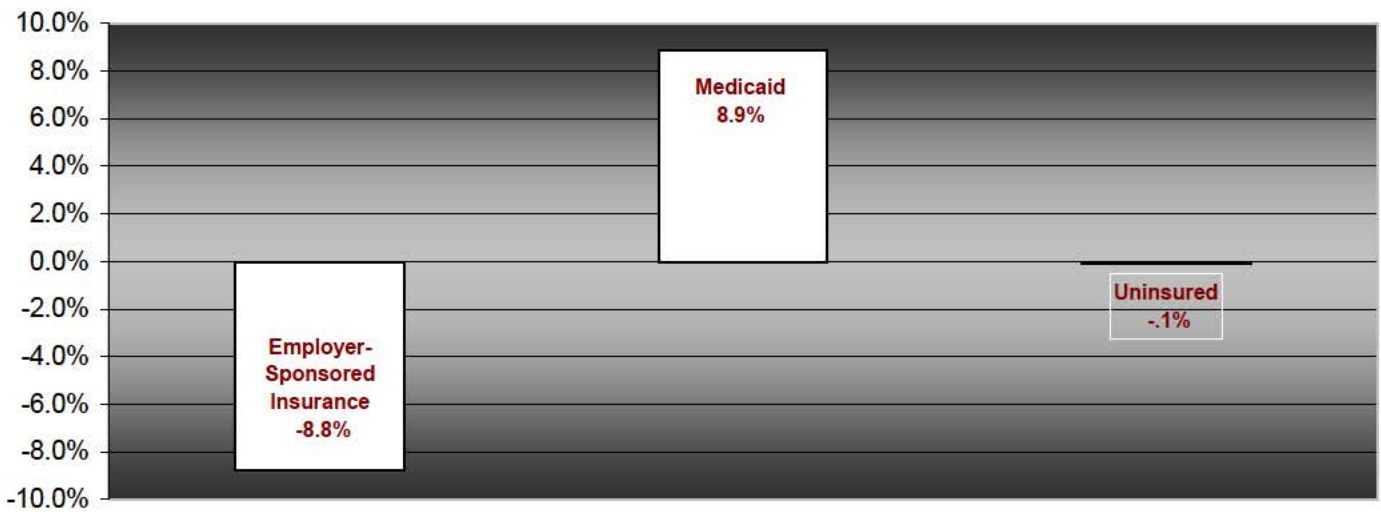
From 1987 to 2005, the percentage of women with public insurance increased to 20% while the percentage of women with private insurance decreased to 68% (Chart 8c).



The data in this spotlight reflect the fact that Maine has made considerable progress in increasing health care coverage for its low income uninsured residents, despite falling rates of employer-provided coverage that are below the national average. This is because MaineCare (Maine’s Medicaid program) has stepped in to fill the gap by providing coverage to many low income working families who would otherwise be uninsured.

**Chart 8d- Women’s (under age 65) Health Care Coverage by Type  
(2000-2001) to (2004-2005)**

**By Health Coverage Type  
(2000-2001) to (2004-2005)<sup>1</sup>**



This chart shows that between 2000-2001 and 2004-2005 the number of people receiving health coverage through their employers dropped by 8.8 percentage points. MaineCare filled the gap left by this drop in coverage. The increased coverage provided through MaineCare meant that the State experienced an actual decrease in its overall uninsured rate. Source: Kaiser Family Foundation’s Feb.2007 and March2003 publication of, *Health Insurance Coverage of Women Ages 18-64, by state*

Kaiser Family Foundation: Health Insurance Coverage of Women Ages 18-64, by state, March 2003 and February 2007 and Percentage Point Change Among Nonelderly 0-64 by Coverage, 2000-2004. [www.statehealthfacts.org](http://www.statehealthfacts.org)

*Women have benefited because Maine has made considerable progress in increasing health coverage for its low income uninsured residents.*



## County Highlights for Women

County	Gender Wage Gap (2005) <sup>1</sup>	Women's Average Monthly Earnings (2005) <sup>1</sup>	Unemployment Rate Gap (2000) <sup>2*</sup> percentage points	Labor Force Participation Gap (2000) <sup>2**</sup> percentage points	% of Part-Time Employees who are Women (2000) <sup>2</sup>	New-Hire Gender Wage Gap (2005) <sup>1</sup>	Percentage in Poverty who belong to Single Female-Headed Households (2000) <sup>2</sup>	Percent of Women Uninsured (2000) <sup>2</sup>
Sagadahoc	\$0.57	\$2,166.00	-0.29	12.21	60.26%	\$0.65	44.09%	9.10%
Franklin	\$0.58	\$1,974.75	1.09	11.36	59.30%	\$0.62	26.18%	10.92%
Oxford	\$0.59	\$1,867.25	1.47	12.11	57.85%	\$0.62	30.16%	10.18%
Somerset	\$0.63	\$1,957.00	1.41	11.37	57.27%	\$0.63	25.23%	11.86%
Cumberland	\$0.64	\$2,422.50	0.42	10.96	59.42%	\$0.71	23.56%	5.74%
Lincoln	\$0.64	\$1,874.75	-0.99	11.72	57.31%	\$0.66	20.33%	8.70%
Hancock	\$0.65	\$2,081.25	-1.34	11.39	54.87%	\$0.68	23.86%	10.84%
Washington	\$0.65	\$1,806.00	1.84	9.30	54.71%	\$0.68	24.82%	15.70%
Aroostook	\$0.65	\$1,809.25	3.15	13.25	55.39%	\$0.63	23.56%	11.46%
York	\$0.65	\$2,128.50	-0.2	12.18	59.27%	\$0.70	32.13%	6.10%
Knox	\$0.66	\$2,038.25	-1.55	11.40	55.89%	\$0.62	24.40%	8.16%
Kennebec	\$0.68	\$2,227.25	-0.09	9.07	58.25%	\$0.67	31.47%	9.29%
Penobscot	\$0.68	\$2,181.75	0.73	11.17	57.93%	\$0.68	28.90%	10.06%
Piscataquis	\$0.70	\$1,740.25	1.53	12.65	52.09%	\$0.67	23.79%	10.89%
Androscoggin	\$0.71	\$2,385.00	0.4	12.55	57.45%	\$0.70	33.51%	8.82%
Waldo	\$0.77	\$2,089.00	1.35	10.30	56.08%	\$0.75	29.06%	10.80%
Maine	\$0.65	\$2,203.75	0.36	9.70	58.9%***	\$0.69	35.14%	8.66%

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

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

\*\*\* Weighted by Labor Force Participation Rate

1 Data from Maine LED 2005

2 Data from 2000 U.S. Census for all workers. Full-time, part-time, seasonal and year-round.



## Counties with the Narrowest Gender Wage Gaps

### Waldo County

Waldo County had by far the narrowest gender wage gap in 2005, \$0.77, which was six-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 \$0.75. 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.

### Androscoggin County

Androscoggin County had the second narrowest gender wage gap in 2005 at \$0.71. Additionally, next to Cumberland County, Androscoggin County had the second highest average for women's monthly earnings. However, Androscoggin County women lagged behind in labor force participation and had the second highest percentage of those in poverty who belong to single female-headed households in the state of Maine. Therefore, while the economic situation of women comparative to men was above average in Androscoggin County, it was below average compared to Maine women statewide.<sup>13</sup>

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

## Counties with the Largest Gender Wage Gaps

### Sagadahoc and Franklin Counties

Sagadahoc and Franklin Counties had gender wage gaps of \$0.57 and \$0.58 respectively, two-cents and one-cent wider than the county with the next widest gap and almost 10-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 both were in the bottom half of the state for 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 \$17.90/hour and a low unemployment rate of 4.3%.<sup>14</sup>

## Other Counties of Note

### Aroostook County

Aroostook County stood out in two aspects during the 2005 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 analysis and data because this report looks mainly at working women in Maine. Secondly, the new-hire gender wage gap in 2004 for Aroostook County was the widest at \$0.56, but in 2005, this number narrowed to \$0.63, meaning a jump of seven-cents in the period of one year.

### Washington County

---

<sup>13</sup> Maine LED 2004

<sup>14</sup> Maine Department of Labor, Labor Market Information Services

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, almost double the statewide average.

Aroostook and Washington are counties with low wages and high unemployment compared to the rest of the state.<sup>15</sup> In these areas, economic equality by gender appears to be especially fragile.

## 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. Discrimination affects women in different ways as it is encountered individually. No two women are the same and as such, differences in their everyday lives will shape how discrimination is experienced by them.

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.<sup>16</sup>

Most recently however, the Supreme Court placed significant limits on pay disparity suits. The Supreme Court's ruling in the *Ledbetter v. Goodyear Tire & Rubber Co.*, (No. 05-1074), decided that Title VII's statute of limitation period (180 or 300 days), part of the Civil Rights Act of 1964, begins to run when each allegedly discriminatory pay decision is made and communicated to the plaintiff. This ruling significantly limits the legal options of most employees making it considerably more difficult to sue employers over unequal pay caused by discrimination.

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.

---

<sup>15</sup> Maine Department of Labor: 2004 LED and Labor Market Information

<sup>16</sup> Women's wages in 2004. Maine Dept. of Labor, Labor Market Information Services

## Minority Women in Maine

When discussing minorities in Maine, this report is sensitive to the distinction between indigenous minorities and non-indigenous minorities, realizing that the histories of these groups are unique and that these different histories significantly affect the ways in which groups operate in society.

In their efforts to obtain economic security, women face many challenges that are gender specific. These challenges are multiplied for women who are members of racial or cultural minority groups. Race has an impact on women's lives in that it serves to shape and define their various experiences. Understanding and recognizing the range of experiences which exist in the lives of women are a beginning effort to understand how plural identities and their interaction with culture affect the status of women, individually and collectively, in society. Any group which is not specifically discussed in this section was not omitted for any reason other than a lack of available data and/or information necessary to fairly describe these communities.

The Center for Women in Politics and Public Policy at the University of Massachusetts-Boston issued a fact sheet in 2006 on *Minority Women in the Healthcare Workforce in New England*. The fact sheet includes figures from the 2000 U.S. Census, which illustrates that in Maine, the presence of minority women of color ranges from zero to two percent, depending on the healthcare occupation.

These numbers echo the very small minority population in the state, and they also emphasize two problems. In areas in the state that have an increased presence of immigrants, refugees and indigenous minority residents, the profession is not compatible with the population it serves and the access to and quality of healthcare to minority patients is compromised.

Furthermore, health care is considered a high demand industry with constant job openings at all levels of the profession, and many of these jobs pay well. In the absence of similar information on other industries and occupations, it's challenging to draw any conclusions, but if healthcare is similar to other high demand, high skilled occupations with good compensation, then Maine's minority women are losing out on the best employment opportunities. The problems are many, not the least of which is a lack of reliable, current data from which to construct policies and programs to help minority women gain and maintain economic security.

The following information seeks to provide a snapshot of minority women in Maine, and in no way should it be understood as conclusive or as representative of every minority woman in the state. It is the goal of this report to help increase the visibility of minority women in Maine through presenting that information which is available, and hence, increase awareness about that information which is not yet obtainable. Since an adequate amount of information specific to minority women was not available at the time this document was prepared, this report recommends that, as a matter of policy, data collected by state agencies should be categorized and analyzed by sex, race, national origin, and ethnicity.

## Portland, Lewiston, and Bangor: Maine's Urban Minority Community

The information in this section pertains to the entire population of cited minority communities as opposed to being gender specific.

Maine's three largest cities have experienced a demographic transformation over the past two decades. Maine, the least racially diverse state in the country with a population that is approximately 97 percent white, has become the destination of many immigrants, refugees, and migrants, forcing the state to think more broadly about issues such as social inclusion, race relations, and diversity, particularly in urban

areas<sup>17</sup>. The recent resettlement of people from Africa, Asia, Eastern Europe, Central America and Latin America has redefined not only those existing cultural relations but also what a vision of economic security for all Mainers looks like.

It is evident that the minority populations here are increasing but it is not entirely certain by how much. Current Census information is based on data from 2000, and between this time and 2005 it is estimated that changes in Maine's population have undergone increases of between 39 percent and 114 percent for the four listed non-white racial groups and those of Hispanic origin<sup>18</sup>. Of interest, Hispanic or Latino is not considered a racial category by the federal government as people who identify their origin as Spanish, Hispanic, or Latino may be of any race.<sup>19</sup> Qualitative data provided by key informants cited in a forthcoming report from the Maine Center for Economic Policy indicates that this population is now the largest minority population in Maine, followed by Africans.

Looking at Portland and its total population of 64,000, this city is currently home to a significant portion of Maine's black residents. Somalis, Sudanese, and Congolese, most often as resettled refugees, have established significant communities in Portland in recent years. Additionally, 40 percent of the city's minority population is comprised of the area's Asian community. Roughly 5,000 Cambodians, most of whom have settled in the Portland area, make up slightly more than one-third of Maine's Asian population<sup>20</sup>. Since the arrival of first Cambodian refugees 20 years ago, this community has grown in numbers and many are now first generation Americans.

In Lewiston, Maine's second largest city with a total population of approximately 36,000, recent immigration has brought a large population of Somali refugees to the area. Since 2001, as many as 4,500 Somalis<sup>21</sup>, most of whom were originally resettled in Atlanta or Cleveland, have moved to Lewiston<sup>22</sup>. Historically, Lewiston's largest minority group has been ethnolinguistic and cultural as opposed to racial. Beginning in the late 19<sup>th</sup> century, French Canadians immigrated to Lewiston in search of employment in the mills. Today, 48 percent of Lewiston residents classify themselves as French or French Canadian (also described as Franco-American)<sup>23</sup>.

Bangor ranks as Maine's third largest city with a total population of 31,473. Historically, Bangor experienced a large migration of blacks to the city between 1880 and 1950. Blacks migrated to Bangor from other New England states, as well as from the Caribbean and the Canadian Maritime Provinces. Today the number of African Americans, comprising approximately one-quarter of the city's minority population, remains steady around 320<sup>24</sup>.

### Washington, Penobscot, and Aroostook County: Maine's Native American Women<sup>25</sup>

Native Americans, who have been present in the state since 10,000 BCE, represent a significant part of Maine's minority population. Over the last two decades, Maine's identified Native American population has doubled as a renewed sense of cultural awareness has developed, leading to an increase in self-identification and in tribal membership. Today there totals between 6,000 and 7,000 Native Americans living in Maine,

---

<sup>17</sup> Data collected from the 2005 American Community Survey (ACS) conducted by the U.S. Census

<sup>18</sup> Kim, Ann S. and Josie Huang. "Maine's Black Populations Doubles."

<sup>19</sup> The five racial categories standardized by the federal government include White, Black or African American, American Indian and Alaska Native, Asian, Native Hawaiian and Other Pacific Islander

<sup>20</sup> Data collected from the 2005 American Community Survey (ACS) conducted by the U.S. Census

<sup>21</sup> Qualitative data from Lewiston city officials and Maine Center for Economic Policy

<sup>22</sup> Harkavy, Jerry. "Somalis Settle in Old Mill City in Maine."

<sup>23</sup> Kim, Ann S. "The Census Shows Maine has Become Less French."

<sup>24</sup> Data collected from the 2005 American Community Survey (ACS) conducted by the U.S. Census

<sup>25</sup> All data was collected from the 2005 American Community Survey (ACS) conducted by the U.S. Census

approximately 3,000 of which are women. There exist three federally recognized tribes in the state including the Micmac, the Passamaquoddy, and the Penobscot. In addition to these tribes, there is also a presence of the Maliseet Tribe and the Abenaki Tribe in the state of Maine. The Maine counties with the largest populations of Native Americans include Washington, Penobscot, and Aroostook. These three counties are the only Maine counties in which the Native American population was equal to at least 1 percent of the total population.

Washington County has a Native American population of approximately 1,505 making it the largest in the state at 4.4 percent of its total population. Washington County is home to the Passamaquoddy Tribe of Indian Township in Princeton as well as the Passamaquoddy Tribe at Pleasant Point in Perry. In Indian Township, there is a total female population of 326, almost two thirds of which are above the age of 18. Nearly a quarter of the households, are female-headed (meaning no husband is present) and three quarters of those households have at least one child age 18 years or younger. Additionally, on the Indian Township Reservation, women age 16 years and older have a labor force participation rate of 62 percent. At Pleasant Point Reservation, there are 325 women, with a similar proportion over the age of 18. Twenty-seven percent of the households are female and 21 per cent of those households have at least one child under the age of 18. Women's labor force participation rate on the reservation is 52 percent.

Penobscot County has the second largest population of Native Americans in the State of Maine at 1,444, 1.0 percent of the county's total population. Penobscot County is home to the Penobscot Nation in Old Town. Approximately 300 women, of whom about two thirds are over the age of 18, live on this reservation. Twenty five percent of their 222 total households are 55 are female and of those, close to two thirds have at least one child under the age of 18. Women's labor force participation rate on the reservation is 49 percent.

Lastly, Aroostook County has the third largest population of Native Americans in the state with 1,005, serving as 1.4 percent of the county's total population. Aroostook County is home to the Aroostook Band of Micmac in Presque Isle and the Houlton Band of Maliseet Indians in Houlton. The Aroostook Band of Micmac are considered a Tribal designated statistical area (TDSA) which is a geographic entity delineated by Federally and State-recognized tribes without a land base, meaning the Tribe does not have reservations or trust lands. Living on the Houlton Maliseet Trust Land are 77 women, 58 percent of whom are at least 18 years of age. Forty percent of the 48 households are female. Eighty nine per cent of these households have at least one child under the age of 18. On the Houlton Reservation, women had a labor force participation rate of 51 percent.

**Table 9 - Maine Native Americans living below the poverty level on Reservations/Tribal Lands**

Poverty Status in 1999							
	Total Population for whom poverty status is determined	Population below the poverty level	% of population below the poverty level	Males below the poverty level	% of population below poverty level that are male	Females below the poverty level	% of population below poverty level that are female
Indian Township Reservation	675	166	24.59%	69	41.57%	97	58.43%
Penobscot Reservation and Off-Reservation Trust Land	581	137	23.58%	59	43.07%	78	56.93%
Pleasant Point Reservation	621	238	38.33%	92	38.66%	146	61.34%
Aroostook Band of Micmac TDSA	9,285	1,768	19.04%	597	33.77%	1,171	66.23%
Totals	11,162	2,309	20.69%	817	35.38%	1,492	64.62%

*Data collected from the 2000 US Census*

Data from the 2000 Census show the proportion of Maine’s female and male Native Americans living below the federal poverty level (Table 9). It’s important to bear in mind that this is a very small sample size, so the information must be viewed in that light. Also, the data are derived from the 2000 Census, which is now seven years old. Nonetheless, the figures are illustrative and represent the most current information available. If anything, these statistics demonstrate the need for better and more enlightening data collection, particularly about minority populations that suffer from a continuing cycle of being under-served due to lack of scientifically significant information, leading to further under-reporting caused, in part, by invisibility.

## Working Women in Maine: Policy Recommendations

Women make up over half of the Maine workforce. Their employment and compensation are a critical factor in the growth of the Maine economy. Market forces – without intervention – have simply mirrored culturally-based gender biases. Women workers continue to be segregated into jobs that, by and large, pay lower wage jobs where they are less likely to receive employer-sponsored health insurance or paid time off. They are frequently paid less than their male colleagues for similar work. They experience less lifetime earnings due to taking time out for raising children. And many face poverty in old age because of this lifelong gender wage gap. Federal and state policies, along with practices implemented by the private sector, can help to increase women’s economic security.

At the state level, recent policy initiatives will benefit women workers. These initiatives include codifying unemployment insurance benefits for part-time workers, setting the minimum wage at \$7.00 per hour, broadening availability of the minimum wage and overtime pay to more domestic service and direct care workers, and the enactment of the Competitive Skills Scholarship Fund to ensure that lower income Mainers have training, education, and the necessary support to attain good paying jobs in demand.

Of course, there are many more program and policy recommendations that are highlighted by the data in this report. This year, the Spotlights in this report call for recommendations that correspond to long standing and systemic issues contributing to the stalemate in Maine women’s economic progress.

These recommendations address actions that can be taken and outcomes that can be achieved here in Maine. They reflect the fact that progress happens not just through government and legislative action, but also through leadership in the community, in private businesses large and small, and through committed advocacy.

While these recommendations do not directly address federal policy initiatives, the Women’s Employment Issues Committee supports the efforts of organizations, businesses, and communities working to influence and improve the condition of women through United States government programs and federal statutes.

As future data inform this report in the coming years, other policies and actions will be recommended.

### Policy and Action Recommendations, 2007

- Offer and strengthen programs that educate women and girls about the opportunities available in good paying nontraditional occupations and provide training for those who are interested in these high wage jobs, in order to support a gender integrated workforce. Public and private support for agencies, education programs, and innovative projects would help change the culture. Not only would it benefit individual women, it would alleviate workforce shortages, diversify the workforces of many industries, and bring the unique skills and attributes of women workers into many jobs and trades. Past and existing models, such as registered apprenticeships, that promote women’s employment into currently nontraditional occupations need ongoing champions, funding support, and courageous leadership to ensure they are institutionalized. As women enter careers in which they are now underrepresented, wages are more likely to equalize and the workforce will more wholly reflect the population at large. In addition to the economic benefits, both young women and men will see a fuller range of life options for themselves.

- Recognize, initiate, and institutionalize child and family care services through every available avenue, and ensure that every worker who needs these services can access affordable, high quality programs that enhance their ability to hold a job. At every point in the community, public and private efforts have to be undertaken that acknowledge dependent care as a necessary component of our workforce infrastructure, as necessary as transportation, education, and any other ingredient of successful, satisfying, and secure employment. The idea that dependent care is an individual responsibility, rather than a social responsibility, must be changed. Creative, traditional, large scale, small scale, and any other type of experiment that makes dependent care obtainable and maintainable must be considered. Off hours care, sick child and adult care, respite programs, special needs care, on-site, community based, through school systems, with public support, employee benefit supported, tax credit supported, and innovative models should be implemented. Eventually, systems that institutionalize child and family care as an economic development strategy and workforce necessity will be the touchstone of financial progress for all working parents, particularly women. Children, people with disabilities, and elders will benefit immeasurably as well. In addition, affordable health insurance is an adjunct to family care that supports workers and their families.
- Educate all job seekers using Maine Department of Labor and Department of Health and Human Services programs about the dynamics of the Maine workforce, pay equity, safety standards, recourse for discrimination and sexual harassment, and negotiation rights. Additionally, provide information on all public programs that might assist their effort to achieve economic security, including Temporary Assistance for Needy Families, MaineCare, Vocational Rehabilitation, Unemployment Insurance, dislocated worker benefits (Trade Assistance/Trade Readjustment), Parents as Scholars, the Competitiveness Skills Scholarship Fund, and other resources for pursuing postsecondary education. All Mainers have a right to information about the full range of assistance and support, and statutory protections to which they are entitled and for which they are eligible. In order to ensure that this information is consistently disseminated and promoted, all state employees serving individuals seeking public services, as well as employees of government-funded private service providers should be trained to promote public assistance programs and make high quality, effective referrals.
- Adopt the state's livable wage estimates (now required annually from the Maine Department of Labor) as the standard for income security in Maine, rather than the federal poverty level. The federal poverty level is inadequate as a minimum standard for economic security. To illustrate, the Maine Center for Economic Policy has determined that the statewide livable wage for a family of one adult and one child is \$16.17 an hour. The federal poverty level income set by the federal government for a family of two is \$6.58 an hour, or \$13,690 a year for full time year round work. Livable wage estimates can be used as the minimum standard for selection of job training and placement programs for Maine participants in workforce development programs. Livable wages can also be set as the minimum pay for workers under publicly funded contracts, similar to the prevailing wage requirement for government funded construction projects. The state's workforce development system is poised to promote and advance livable wages through many job training and education programs, and to adopt this standard to ensure that the public's resources are not expended on efforts that do not lift workers off public assistance. This philosophy is especially relevant to women since they represent a larger proportion than men of Mainers living at or below the poverty level.
- Develop outcome measures, analyze, and report on the extent to which income security and workforce development programs implemented through the Maine Departments of Health and Human Services and Labor are providing equal access and assisting women to achieve economic security. It is very important that the state demonstrate through their data that women are



benefiting from workforce development programs to the same extent that men are. State programs ought to include breakdowns by gender. Furthermore, these reports and their systems ought to include relevant racial and ethnic categories. Maine's workforce is both male and female, and of all backgrounds, and our program performance should reflect this. In the future, this same data-based analysis and accountability ought to be applied to programs in the Maine Department of Education, and to economic development programs in the Maine Department of Economic and Community Development.

These recommendations are considered a starting point for improving Maine women's economic security. What these suggestions reflect is that the work is not done; in fact, it has just barely begun. There are many avenues to implement these recommendations. The Women's Employment Issues Committee encourages everyone reading this report to get involved in projects and organizations that will lead to full economic security for Maine women.

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

## Appendix A- Common Examples of Workplaces within Industry Sectors<sup>26</sup>

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 2007 NAICS definitions.

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

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

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

Arts, Entertainment, & 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 & Insurance: Credit, insurance, stocks, securities, banking, and other financial services.

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

Information: Publishing, motion pictures, recording, broadcasting, telecommunications, internet service providers, web search portals, data processing services.

Management of Companies & 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, & 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 & Rental & 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 & 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.

---

<sup>26</sup> Updated 06/2007

## Appendix B- Common Examples of Jobs within Occupational Groups<sup>27</sup>

Occupational data from the American Community Survey is organized according to the Standard Occupation Classification (SOC) system. 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, & 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.

Office Occupations: Telephone Operators, Financial Clerks, Tellers, Couriers, Dispatchers, Postal Service, Secretaries, and Computer Operators.

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

Sales: Cashiers, Retail Clerks, Insurance Agents, Travel Agents, Telemarketers.

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.

---

<sup>27</sup> Updated 06/2007

## Appendix C- Weighting Methodology

### Weighting statistics by participation rate

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

Step 1. Figure out how many men and women are in the total demographic Unemployment Data: 3

63,334 men in the labor force;

335,474 women

Part-Time Data:

389,853 men employed;

367,171 women

Step 2. Calculate the percentage of the women's figure that the men's figure is larger by

$(\text{Men-women})/\text{women} = \text{Percent increase for men}$

Unemployment:  $(63,334-335,474)/335,474 = 0.08$

Part-Time:  $(389,853-367,171)/367,171 = 0.06$

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

Unemployment: Men= 22,321; Women=  $(17,455 * .08) + 17,455 = 18,903.77$

Part-Time: Men= 150,434; Women=  $(193,961 * .06) + 193,961 = 205,942.95$

Step 4. Calculate females' share

Unemployment:  $18,903.77 / (18,903.77 + 22,321) = 0.46$

Part-Time:  $205,942.95 / (205,942.95 + 150,434) = 0.58$

# Literature Review

## Works Cited

### Table References

- Kaiser Family Foundation (KFF)
- United States Censuses: 1990 & 2000
- American Community Survey (ACS) conducted by the U.S. Census Bureau:2004
- Local Employment Dynamics (LED): 1997, 2000, 2004

### Narrative References

A Woman's Guide to Pay Equity. Maine Women's Policy Center. Hallowell, Maine, 2005.

Alexander, Charles H. American Community Survey Data for Economic Analysis. Demographic Statistical Methods Division, Bureau of the Census. October 2001.

American Association of University Women. Overview of Pay Equity Claims in State Law April 25, 2006. [www.aauw.org/laf/library/payequity\\_statelaw.cfm](http://www.aauw.org/laf/library/payequity_statelaw.cfm)

Bureau of Employment Services. Maine Department of Labor. Annual Nontraditional Occupations Report. 2005.

Carter, Valerie J. Hot Jobs or Not Hot Jobs: Outlook for Maine's Women Workers. University of Maine- Bureau of Labor Education. Orono, ME: University of Maine, 2003.

Education, Workforce, and Security Issues. General Accounting Office. Women's Earnings: Work Patterns Partially Explain Differences Between Men's and Women's Earnings. 2003.

Harkavy, Jerry. "Somalis Settle in Old Mill City in Maine." Newsday May 11, 2007. <http://www.newsday.com/news/nationworld/nation/wire/sns-ap-maine-somalis,0,1054859.story>

Kim, Ann S. "The Census Shows Maine has Become Less French." MaineToday May 22, 2002. <http://www.maintoday.com/census2000/news/020522censusfranco.shtml>

----- and Josie Huang. "Maine's Black Population Doubles." Portland Press Herald August 5, 2006. <http://pressherald.maintoday.com/news/state/060805census.shtml>

Labor Market Information Services. Department of Labor. Maine Employment Outlook to 2014. Augusta, Maine, 2006.

National Congress of American Indians. "Report Shows Status of Native Women Below the Economic, Political Average." December 6, 2004. [http://www.iwpr.org/States2004/PDFs/Press Release 12 6 04.pdf](http://www.iwpr.org/States2004/PDFs/Press%20Release%2012%206%2004.pdf)

U.S. Census Bureau. U.S. Department of Commerce. American Community Survey: A Handbook for State and Local Officials. December, 2004.

Wegner, Jeffery. "The Continuing Problems with Part-Time Jobs." Economic Policy Institute 155 (2001). [www.epinet.org/content.cfm/issuebriefs\\_ib155](http://www.epinet.org/content.cfm/issuebriefs_ib155)

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

[mainegovimages.informe.org/labor/labor\\_laws/publications/payequityreport.pdf](http://mainegovimages.informe.org/labor/labor_laws/publications/payequityreport.pdf)

## For Further Reading

### General

101 Facts on the Status of Workingwomen. The Business and Professional Women's Foundation. 2005.

"The Conundrum of the Glass Ceiling." The Economist 23 July 2005: 63-65.

Ehrenreich, Barbara. Nickel and Dimed: on (Not) Getting by in America. New York: Metropolitan Books, 2001.

Federal Reserve Bank Of Boston. "Reaching the Top: Challenges for Women Leaders." Regional Review 2005.

Caiazza, Amy, April Shaw, and Misha Werschkul. The Status of Women in the States. Institute for Women's Policy Research, 2004. [www.iwpr.org/pdf/R260.pdf](http://www.iwpr.org/pdf/R260.pdf)

Langston, Lecia P. Utah. Department of Workforce Services. Hard At Work- Women in the Utah Labor Force. Salt Lake City, 2006.

Lichtenwalter, Sara, Shannon Hughs, Ralph Bangs, Christine A. Alex, and Christopher Shorter. Women's Benchmarks Report. University of Pittsburgh. 2004.

United States. Education, Workforce, and Income Security Issues. General Accounting Office. Women and Low-Skilled Workers. 14 June 2007.

<http://jec.senate.gov/Documents/Hearings/06.14.07%20Work-Life%20Balance/GAO%20-%20Kay%20Brown%20Testimony%20--%20FINAL.pdf>

[www.bea.gov](http://www.bea.gov)

[www.bls.gov](http://www.bls.gov)

[www.now.org](http://www.now.org)

### Gender Wage Gap

2006 Maine Marks Indicators. Muskie School of Public Service. State of Maine, 2006.

[www.mainemarks.org/indicators2006/indi\\_main.htm](http://www.mainemarks.org/indicators2006/indi_main.htm)

Fighting the Wage Gap. National Network for Women's Employment. 2005.

Murphy, Evelyn. Getting Even: Why Women Don't Get Paid Like Men and What to Do About It. New York: Simon & Schuster, 2005.

Nemeth-Greenleaf, Denise, and Violet Raymond. "Equal Pay for Women Benefits All Workers." Maine Labor News.

Rose, Stephen J., and Heidi L. Harttman. Still a Man's Labor Market: the Long Term Earnings Gap. Institute for Women's Policy Research. 2004.

United States. Education, Workforce, and Income Security Issues. General Accounting Office. Women's Earnings: Work Patterns Partially Explain Difference Between Men and Women's Earnings. October 31, 2003. [www.gao.gov/new.items/d0435.pdf](http://www.gao.gov/new.items/d0435.pdf)

[www.pay-equity.org](http://www.pay-equity.org)

### Non-traditional Fields

Campbell, Patricia B., and Jennifer N. Storo. United States. Office of Educational Research and Improvement. Department of Education. Girls are... Boys are...: Myths, Stereotypes & Gender Differences. Groton, MA: Campbell-Kibler Associates, 1994.

Harrison, Kathleen. Career Options for Girls in NTOs. Central Maine Coalition for Women in Trades and Technology. 2003.

Women in the Workforce: Facts about Occupational Distribution by Sex. Center for Women and Work

Women on the Job: Making It Work for You. Maine Centers for Women, Work, and Community.

Women Roar- The Magazine about Women in Trades & Technology 2003.

[www.womenunlimited.org/](http://www.womenunlimited.org/)

### Small Business

Privately-Held, 50% or More Women-Owned Businesses. Center for Women's Business Research.

United States. Office of Advocacy,. Small Business Administration. Small Business Profile: MAINE. 2005. [www.sba.gov/advo/research/profiles/05me.pdf](http://www.sba.gov/advo/research/profiles/05me.pdf)

### Insurance

[www.ebri.org](http://www.ebri.org)

### Child Care

Hager, William, Allyson Dean, and Judy Reidt-Parker. Child Care, Money and Maine: Implications for Federal and State Policy. 2002.

Miller, Amalia R. The Effects of Motherhood Timing on Career Path. 2005.

Murphy, Daniel, Linda Hogan, and Janine Blatt. The Face of Child Care in Maine. 2002.

### Minority Women

The Center for Women in Politics and Public Policy, McCormack Graduate School of Policy Studies, University of Massachusetts Boston. Minority Women in the Healthcare Workforce in New England. 2006