

MAINE STATE LEGISLATURE

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Working Women in Maine Indicators for Progress, 2008-2009

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



Women's Employment Issues Committee
Maine Jobs Council
www.maine.gov/labor/mjc



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Preface

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

Title 26: Labor and Industry

Subchapter 2: Wages and Medium of Payment

Chapter 7: Employment Practices

§628. Equal Pay

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

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

from:

Statement of Purpose, Women's Employment Issues Committee

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Note: The photographs printed in this report are not always directed related to any comments or sidebars conveying a specific woman’s story on the same page.

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, as well as their related differentials between women and men. Spotlights are updated annually to identify areas in which Maine women are not reaching the same economic status as 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 to describe the economic condition of Maine women.

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 Cara E. Pavlak and Marissa Garnett, Women's Employment Interns through the Maine State Government Summer Internship Program. Ms. Pavlak and Ms. Garnett worked at the Department of Labor under the supervision of Peaches Bass, who staffs the Women's Employment Issues Committee and managed the project that produced this report. Deidre Coleman, Economic Research Analyst, Dana Evans, State Labor Economist, and Merrill Huhtala, Sr. Economic Research Analyst, added important clarifications. This work was performed under the auspices of the Maine Department of Labor – Center for Workforce Research and Information (formerly known as Labor Market Information Services), directed by John Dorrer.

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

Terry Hathaway of the Maine Department of Labor, Bureau of Labor Standards, provided expert review of the text of 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:

Members:

Sharon Barker, Chair	Women's Resource Center University of Maine
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
Patricia Hinckley	Consultant
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
Nicole Witherbee	Maine Center for Economic Policy
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
Winnie Malia	Center for Workforce Research and Information 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

Introduction

Data Sources

The *Working Women in Maine: Indicators for Progress 2008-2009 Report* uses 2006 and 2007 data. This is the most recent data available for all indicators collectively, ensuring consistency and comparability across Spotlights.

For certain sections of this report, particularly when addressing women of color, there were no reliable data sources available. The Women's Employment Issues Committee considers this to be a serious drawback affecting our ability to cite quantitative data for the purposes of planning and policy development.

While this report may cite quantitative data in the absence of qualitative information, it leaves the state at a loss for comparing women of color to the population as a whole and presents an inconsistency in the report methodology as well as a barrier to comprehensive documentation of the status of all women in Maine.

The main quantitative data sources for the indicators are as follows:

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

The 2006 and 2007 American Community Survey (ACS) and U.S. Decennial Censuses of 1990 and 2000 were used for Spotlight #1 (Women's Earnings), Spotlight #2 (Women's Unemployment), Spotlight #3 (Women's Part-Time versus Full-Time Employment), Spotlight #5 (Women's Earnings & Participation by Occupation), Spotlight #6 (Women's Education), and Spotlight #7 (Women's Poverty Rate).

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

Local Employment Dynamics (LED)

Data from Maine's Local Employment Dynamics (LED) program were 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 (QWI) 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 sub-state level. Annual data are 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

¹ Alexander, Charles H. American Community Survey Data for Economic Analysis.

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.²

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. Most Spotlights include comparisons between men and women so as to distinguish between women's issues and employment issues as a whole. 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. Second, this report highlights time series trends. Third, this report provides interstate comparisons for most Spotlights, which allows 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

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

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. Some external factors, such as personal preferences, cannot be expressed in this data set. It is also true that within each sector there are numerous positions that can account for a difference in pay between, say, a male doctor and a female C.N.A. However, we can obtain a general picture of the occupations in which women are concentrated from this data set. 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. Rather, it 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.

Special Notes about this edition of the Report:

In order to produce this report with limited resources, the Women's Employment Issues Committee has combined its 2008 and 2009 reports in one document.

This year, the report also includes a section, "Interviews with Maine Women." The interviews were conducted in 2008 by Cara Pavlak. She also provided a discussion of the responses she received.

By the fall of 2008, it was clear that the economy in Maine and in the rest of the country was in the most serious recession since the 1930s. The poor economy resulted in many more worker layoffs, business and plant closures, and higher rates and longer periods of unemployment. The data used in this report were collected before the economic downturn emerged in full force. The 2010 report will examine the effects of the recession on Maine women.

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

The data for this Spotlight comes from the 2006 and 2007 American Community Survey (ACS) and represents the median reported earnings in 2006 from a representative sample of non-institutional population aged 16-65 years in the labor force, working full-time and year-round.

This Spotlight uses ACS tables B20017 and B20001 as primary data sources.

Data

In Maine, women's full-time, year-round earnings did not change relative to corresponding men's earnings from 2005 to 2006 and 2006 to 2007. In 2005, as well as the 2006 and 2007 data, a Maine woman earned an average of \$0.76 for every dollar a Maine man earned. As seen in Table 1A, Maine's gender wage gap was one-cent wider than the national wage gap in both 2006 and 2007. Among all other states, Maine's ranking is 25th among all other states in 2006, and 26th in 2007. (The data are limited due to lack of information on race, ethnicity, and national origin.)

We need to be aware of the huge workforce of low- and semi-skilled minority workers in agriculture, restaurants, hotels, etc. working as cooks, housekeepers, and janitors.



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

Table 1A- Gender Wage Gap for Full-Time, Year-Round Employment by State (Widest Gap to Narrowest ¹)					
State	Women's Average Earnings	Gender Wage Gap**	State	Women's Average Earnings	Gender Wage Gap**
1 Louisiana	\$27,000	\$0.66	27 Virginia	\$36,062	\$0.77
2 Wyoming	\$27,926	\$0.67	28 Minnesota	\$35,611	\$0.77
3 West Virginia	\$25,758	\$0.68	29 Delaware	\$35,506	\$0.77
4 North Dakota	\$26,583	\$0.70	30 South Carolina	\$28,696	\$0.77
5 Alabama	\$27,893	\$0.71	31 Massachusetts	\$40,174	\$0.77
6 Michigan	\$33,748	\$0.71	32 Georgia	\$31,637	\$0.78
7 Utah	\$29,623	\$0.71	33 Nebraska	\$29,467	\$0.78
8 Montana	\$26,007	\$0.71	34 New Mexico	\$28,884	\$0.78
9 New Hampshire	\$34,719	\$0.72	35 Tennessee	\$29,300	\$0.78
10 Mississippi	\$25,849	\$0.73	36 Rhode Island	\$35,510	\$0.78
11 Indiana	\$30,537	\$0.73	37 Oregon	\$32,390	\$0.78
12 Idaho	\$28,019	\$0.73	38 New Jersey	\$41,100	\$0.78
13 Kentucky	\$29,362	\$0.74	39 Vermont	\$31,763	\$0.79
14 Pennsylvania	\$32,190	\$0.74	40 Colorado	\$35,847	\$0.79
15 Wisconsin	\$31,539	\$0.74	41 Texas	\$30,954	\$0.80
16 Missouri	\$30,127	\$0.74	42 Connecticut	\$41,831	\$0.80
17 Arkansas	\$26,277	\$0.75	43 New York	\$36,769	\$0.80
18 Washington	\$36,158	\$0.75	44 South Dakota	\$28,158	\$0.81
19 Ohio	\$31,748	\$0.75	45 Hawaii	\$33,780	\$0.81
20 Iowa	\$29,824	\$0.75	46 Arizona	\$32,468	\$0.81
21 Kansas	\$30,552	\$0.75	47 Florida	\$30,896	\$0.81
22 Alaska	\$36,655	\$0.75	48 Maryland	\$41,761	\$0.81
23 Oklahoma	\$27,626	\$0.75	49 North Carolina	\$30,600	\$0.81
24 Illinois	\$35,092	\$0.75	50 California	\$37,019	\$0.82
25 Maine	\$30,338	\$0.76	51 District of Columbia	\$48,586	\$0.98
26 Nevada	\$31,915	\$0.76	United States	\$32,649	\$0.77

Data collected from the 2006 American Community Survey conducted by the U.S. Census

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

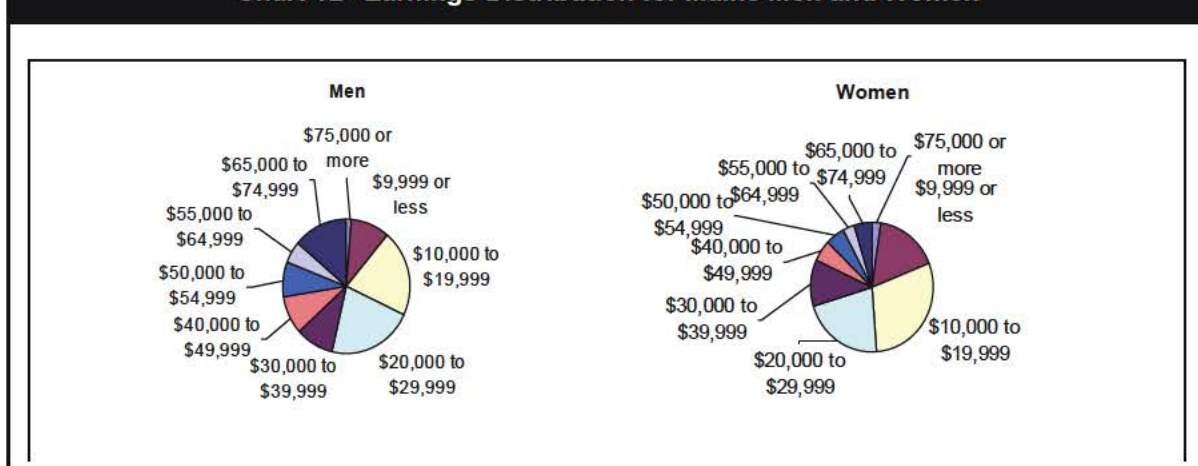
¹ States ranked at a \$0.0001 significance

In both the 2006 and 2007, a higher percentage of Maine women had lower earnings in comparison to men. For example, 63% of working Maine men earned under \$40,000 in comparison to 82% of all working Maine women in 2006. These figures dropped slightly for both Maine men and women in 2007. On the higher-end of the salary spectrum, men out-earn women if you combine the top four reported earnings brackets: \$55,000 to \$64,999, \$65,000 to \$74,999, \$75,000 to \$99,000, and \$100,000 or more. In the 2008 report, almost 19% of men fall within these brackets, while 7% of women do as well. The 2009 report finds that 21% of men fall within these brackets, in comparison to 8% of women. In proportion to their numbers for both 2008 and 2009, more than two-and-a-half-times more men than women earned \$55,000 or more. Regarding only the highest income bracket of \$100,000 or more, about 5 percent of men earn within these brackets, while just over 1 percent of women earn within this highest bracket. Nearly five times more men than women earn \$100,000 or more annually, in proportion to their numbers.

Table 1A- Gender Wage Gap for Full-Time, Year-Round Employment by State 2007

Widest Gap to Narrowest					
State	Women's Average Earnings	Gender Wage Gap	State	Women's Average Earnings	Gender Wage Gap
1 Wyoming	\$ 28,540	\$ 0.63	27 Connecticut	\$ 41,868	\$ 0.76
2 Louisiana	\$ 27,469	\$ 0.65	28 Oregon	\$ 32,538	\$ 0.77
3 West Virginia	\$ 26,719	\$ 0.67	29 Virginia	\$ 36,971	\$ 0.77
4 North Dakota	\$ 27,554	\$ 0.69	30 Tennessee	\$ 30,178	\$ 0.77
5 New Hampshire	\$ 35,722	\$ 0.70	31 New Jersey	\$ 42,221	\$ 0.77
6 Montana	\$ 26,598	\$ 0.70	32 Minnesota	\$ 36,707	\$ 0.77
7 Indiana	\$ 31,158	\$ 0.72	33 Rhode Island	\$ 37,475	\$ 0.77
8 Michigan	\$ 34,849	\$ 0.72	34 Oklahoma	\$ 29,378	\$ 0.78
9 Utah	\$ 31,001	\$ 0.72	35 Nebraska	\$ 30,406	\$ 0.78
10 Alabama	\$ 29,756	\$ 0.73	36 Massachusetts	\$ 42,062	\$ 0.78
11 Mississippi	\$ 26,838	\$ 0.73	37 New Mexico	\$ 30,188	\$ 0.79
12 Wisconsin	\$ 32,265	\$ 0.73	38 Texas	\$ 31,845	\$ 0.79
13 Idaho	\$ 28,846	\$ 0.73	39 Hawaii	\$ 35,471	\$ 0.79
14 Illinois	\$ 35,638	\$ 0.73	40 Colorado	\$ 36,827	\$ 0.80
15 South Dakota	\$ 26,965	\$ 0.73	41 Georgia	\$ 33,351	\$ 0.80
16 Arkansas	\$ 26,815	\$ 0.74	42 Nevada	\$ 34,164	\$ 0.80
17 Alaska	\$ 37,835	\$ 0.74	43 Florida	\$ 32,150	\$ 0.80
18 Ohio	\$ 32,853	\$ 0.74	44 Delaware	\$ 38,543	\$ 0.80
19 Kansas	\$ 31,145	\$ 0.74	45 North Carolina	\$ 31,738	\$ 0.80
20 Washington	\$ 37,454	\$ 0.75	46 Maryland	\$ 44,022	\$ 0.81
21 Missouri	\$ 30,827	\$ 0.75	47 Arizona	\$ 33,723	\$ 0.82
22 Pennsylvania	\$ 33,438	\$ 0.75	48 New York	\$ 38,830	\$ 0.82
23 Iowa	\$ 30,925	\$ 0.75	49 California	\$ 38,903	\$ 0.84
24 Kentucky	\$ 29,957	\$ 0.75	50 Vermont	\$ 34,341	\$ 0.84
25 South Carolina	\$ 30,124	\$ 0.75	51 District of Columbia	\$ 49,364	\$ 0.93
26 Maine	\$ 31,496	\$ 0.76	United States	\$ 34,278	\$ 0.77

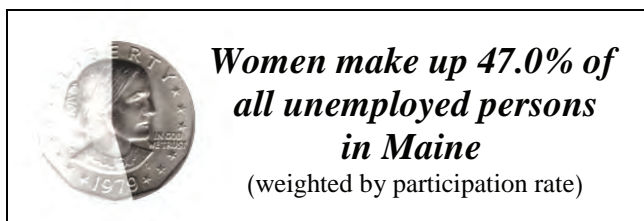
Chart 1B- Earnings Distribution for Maine Men and Women



*“You’ve got to negotiate for a good salary right up front.”—
Catherine Schwenk, mixed
materials artist in Freeport*



Spotlight #2: Women's Unemployment⁴



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.

This Spotlight uses ACS Table B23001 as a primary data source.

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 those rates experienced an increase of 1.2 percentage points. (A 'percentage point' is the unit of measure for the difference between two percentages.) (The data are limited due to lack of information on race, ethnicity, and national origin.)

The unemployment rate disparity between men and women has shifted from 1989 to 2005. 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. In 2005, we saw higher men's unemployment rates as the unemployment rate for women returned to lower than the men's rate by 0.9 percentage points.

⁴ For more information on weighting methodology, see Appendix C

In Table 2A, we see the continuation of higher men's unemployment rates in 2006, though both men's & women's unemployment rates decreased from 2005 to 2006. The decrease was twice as noticeable for men with their drop of 0.6 percentage points, in comparison to the simultaneous drop of 0.3 percentage points for women. According to Table 2A, 0.6 percentage points are also the gap between the unemployment rate of men and women, with women having the lower unemployment rate of 4.9%.

In 2006, women in Maine made up 47% of all unemployed persons in Maine. This is an increase of 1.1 percentage points from 45.9% in 2005.

In terms of labor force participation rate, we find a slight decrease for both genders from 2005 to 2007. Yet the gap of percentage points increased to 11.5, slightly higher than it was in 1999. This gap has increased steadily since 2004, which concerns us. Overall, from 2004 to 2007, women's labor force participation rates have decreased.

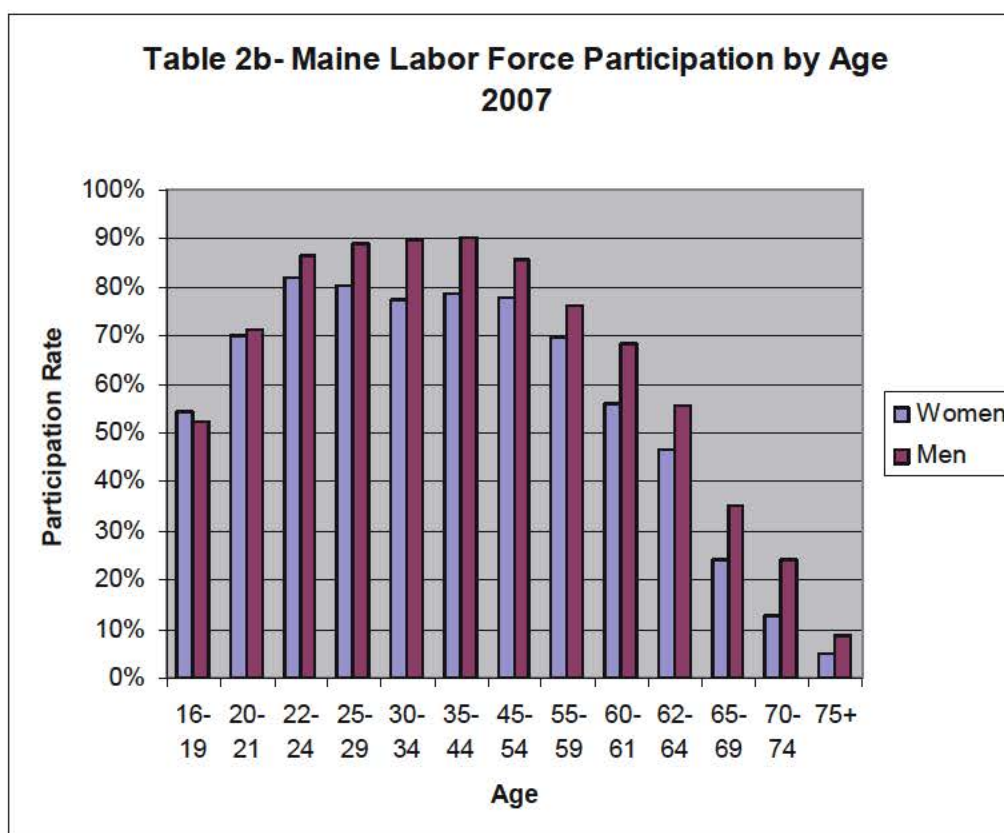
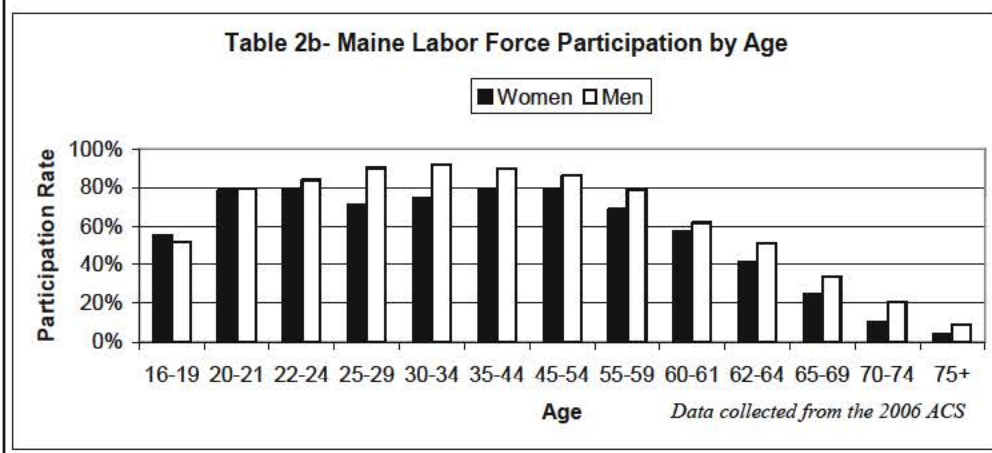
Table 2A- Historical Labor Force Participation and Unemployment Rates						
	1989	1999	2004⁵	2005	2006	2007
<u>Unemployment Rate</u>						
Men	7.0%	4.9%	4.9%	6.1%	5.5%	4.4%
Women	6.0%	4.5%	5.2%	5.2%	4.9%	3.5%
Difference (Percentage Points)	-1	-0.4	0.3	-0.9	-0.60	-0.9
<u>Labor Force Participation Rate</u>						
Men	74.4%	71.2%	72.1%	72.2%	71.5%	71.0%
Women	57.5%	59.8%	62.2%	62.0%	60.0%	60.7%
Difference (Percentage Points)	-16.9	-11.4	-9.9	-10.2	-11.5	-10.3

Data collected from the 1990 & 2000 Censuses as well as the 2004, 2005, 2006 and 2007 AC

11 out of 34, or 32% of Maine women interviewed for this report left the work force for a period of time in order to spend time raising their children. Women's responsibilities for child care can drastically impact their earnings over a lifetime

⁵ This 2004 data differs from that previously published due to the correction of a slight miscalculation

Chart 2B- Maine Labor Force Participation by Age



Before looking at Chart 2B, it is important to point out a slight change in the chart since last year's report. At the suggestion of the WEIC at the June 2008 meeting in Presque Isle it was recommended that the chart include all available data for ages above 70. As a result, this year's report includes the age brackets of ages 70-74 and that of over 75 instead of combining both brackets into one over 70 bracket.

Now, looking at Chart 2B, we find that by age group, men were most likely to participate in the labor force between the ages of 25 and 44. Women, on the other hand, had declining labor force participation rates between the age 22 and 29. This rate increased from the ages of 30 to 44, decreasing continually after the age of 54 in 2006. In 2007, however, the rate of women's labor force participation continues to decline from the ages of 30 to 34, and only starts to increase in the 35 to 44 age group. The rate, as it did in 2006, continues to decrease after the age of 54. A visible change is noticeable from 2005 to 2006; in 2006 there are significantly lower labor force participation rates for women ages 25-29. But in 2007, labor force participation rates for women rose to 80 %. As in 2005, young women joined the labor force more quickly than young men in both 2006 and 2007. This is shown by a higher women's participation rate than men's for youth between the ages of 16-19. Otherwise, gaps remained relatively consistent.



*In both 2006 and 2007, as
in 2005, young women
joined the labor force
more quickly
than young men.*

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



Construction of the Spotlight

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

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

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

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.

This Spotlight uses ACS tables B20005 and B19326 as primary data sources.

Data

It is crucial to note that in 2006, women made up 58.3% of all part-time employees in Maine, which is an increase of 0.5% from 2005. When we see the combined statistics of more women being unemployed or working part-time in 2006, it begs the question: Why? What happened to full-time jobs for women in Maine in 2006? Did the struggling economy lead to fewer full-time jobs, so women working those jobs were forced to take part-time positions in order to support themselves? But women made up 57.6% of all part-time workers in Maine in 2007, a number lower than in 2006, and even slightly lower than in 2005. Perhaps these shifts of 0.5 or 0.7 percentage points are just natural changes. Due to the economic recession, 2008's figures might show many more women working as part-time employees.

Looking below at Table 3A, we see that from 2005 to 2006 the percentage of women working part-time decreased slightly from 52.8% to 52.5%. This is the second year in a row that the percentage of women working part-time has decreased. However, this figure rose 0.5 percentage points in 2007 to levels slightly below those of 2004.

Turning to Table 3A again, we see that from 2005 to 2006 the percentage of men working part time has decreased from 38.6% in 2005 to 37.4% in 2006. This greater decrease points to troubled economic times as

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

the sectors men tend to work in have been hit harder with lay-offs. Yet the percentage of men working part time increased over 1.5 percentage points from 2006 to 2007. In sum, 2007 saw both more men and women working as part-time employees.

The gap between the percent of men and women working part-time has increased by 0.9 percentage points from 2005 to 2006. From 2006 to 2007, the gap between men and women working part-time has decreased by 1.1 percentage points. (The data are limited due to lack of information on race, ethnicity, and national origin.)

Table 3a- Full-Time and Part-Time Labor by Gender							
		1989	1999	2004	2005	2006	2007
Men	Full-Time	235,009	244,176	243,008	239,419	249,223	240,853
	Part-Time	134,758	129,809	137,924	150,434	148,741	153,917
	% Working Part-Time	36.40%	34.70%	36.20%	38.6%	37.4%	39.0%
Women	Full-Time	137,233	166,205	167,709	173,210	172,616	172,237
	Part-Time	185,006	178,488	191,521	193,961	191,125	193,929
	% Working Part-Time	57.40%	51.80%	53.30%	52.8%	52.5%	53.0%
Gap	(percentage points)	21	17.1	17.1	14.2	15.1	14

Data collected for 1989 & 1999 U.S. Censuses. Data for 2004, 2005, 2006 and 2007 from the ACS.

Table 3b- Full Time vs. Part Time Gender Wage Gaps 2006			
	Full-Time Earnings	Part-time Earnings	Part-Time Penalty
Men	\$41,350	\$15,646	62.2%
Women	\$31,125	\$10,631	65.8%
Gender Wage Gap	\$0.75	\$0.68	
2007			
	Full-Time Earnings	Part-time Earnings	Part-Time Penalty
Men	\$42,980	\$16,768	61.0%
Women	\$32,244	\$11,243	65.1%
Gender Wage Gap	\$0.75	\$0.67	

Data collected from the 2006 ACS

The gender wage gap narrowed with full-time employment. As seen 2005, women who worked full-time had a gender wage gap with full-time men of \$0.75 in both 2006 and 2007. Women working part-time had a gender wage gap with part-time men of \$0.68, which showed the part-time gender wage gap narrowing by two cents since 2005. In 2007, the part-time gap widened one cent more from 2006 to \$0.67. The part-time earnings penalty remained greater for women than for men in 2006. However, the part-time earnings penalty widened significantly for both genders in 2006, which shows progress. A man who worked part-time earned 62.2% less than a man who worked full-time, which is an increase in loss by 2.7 percentage points from 2005. A woman who worked part-time earned 65.8% less than a woman who worked full-time, which is an increase in loss of 1.7 percentage points from 2005. In 2007, the part time penalty narrowed slightly, 1.2 percentage points for men, and 0.7 percentage points for women.

Women of color are often isolated in their workplaces.

People assume they are on the housekeeping staff.



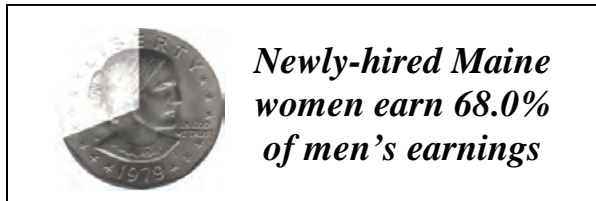
Women's share of part-time employment in Maine decreased very slightly from 56.32% in 2005 to 56.24% in 2006. In 2007, women's share of part-time employment fell further to 55.75%, continuing its consistent decrease from since 1999. However, in Table 3C we see that Maine's national rankings increased from 26th highest proportion of part-time workers who were female in 2005 to 19th in 2006, and fell one place to 20th in 2007.

Table 3C-Women's Share of Part-Time Employment – Top 10 States								
2005			2006			2007		
		% of Part-Time Workers who were Women			% of Part-Time Workers who were Women			% of Part-Time Workers who were Women
State			State			State		
1	New Hampshire	59.10%	1	New Hampshire	58.50%	1	Nebraska	57.98%
2	Rhode Island	58.66%	2	Massachusetts	58.23%	2	Rhode Island	57.78%
3	Maryland	58.12%	3	Rhode Island	57.78%	3	Massachusetts	57.58%
4	Massachusetts	58.05%	4	Maryland	57.66%	4	Maryland	57.33%
5	Connecticut	57.96%	5	Connecticut	57.36%	5	New Hampshire	57.36%
6	Kansas	57.75%	6	New Jersey	57.34%	6	District of Columbia	57.14%
7	South Carolina	57.74%	7	Wyoming	57.02%	7	New Jersey	56.76%
8	Nebraska	57.69%	8	Nebraska	56.74%	8	Connecticut	56.71%
9	Virginia	57.59%	9	South Carolina	56.70%	9	Virginia	56.61%
10	Delaware	57.40%	10	Ohio	56.64%	10	Ohio	56.25%
26	Maine	56.32%	19	Maine	56.24%	20	Maine	55.75%

Women working part-time positions rarely received important benefits such as health insurance through their employers.



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.

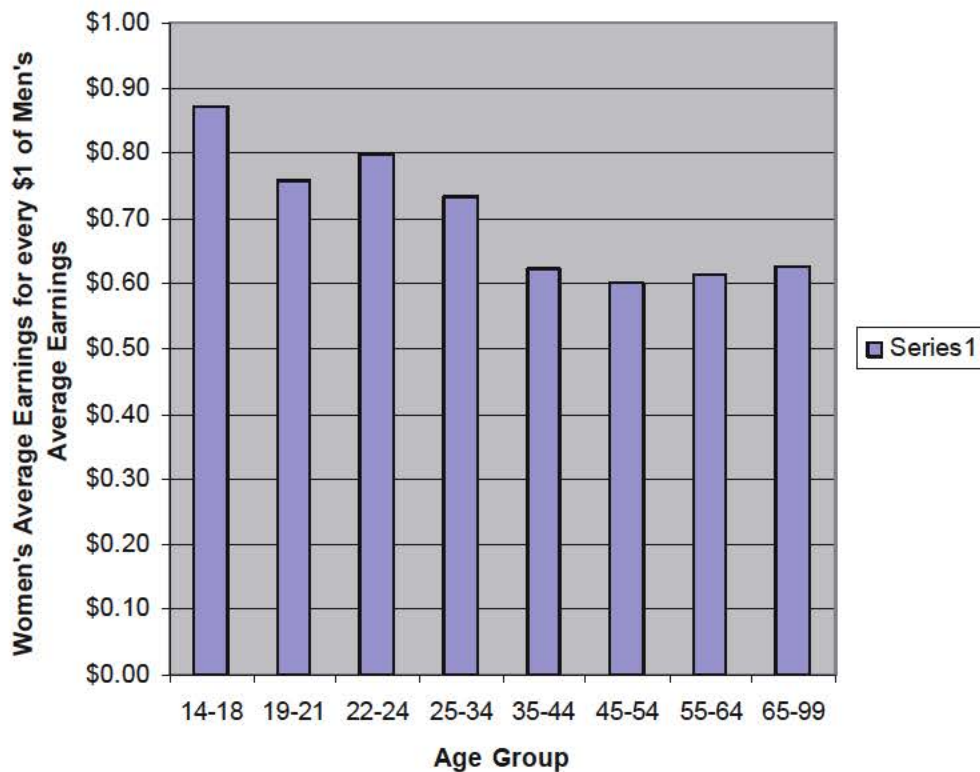
This Spotlight uses data from Maine's Local Employment Dynamics (LED) data for Quarterly Workforce Indicators (QWI) as found on their website, <http://lehd.did.census.gov/led/datatools/qwiapp.html>.

Table 4A- Average Monthly New-Hire Earnings						
	1998	2000	2004	2005	2006	2007
Men	\$1,676.00	\$1,842.00	\$1,976.75	\$2,034.25	\$2,116.25	\$2,207.00
Women	\$1,103.25	\$1,231.50	\$1,343.00	\$1,392.00	\$1,453.50	\$1,494.50
Gender Wage Gap	\$0.66	\$0.67	\$0.68	\$0.68	\$0.69	\$0.68

Data

In 2006, newly-hired Maine women earned \$0.69 for every dollar made by a newly-hired Maine man in the same position. As a whole, women's average monthly new-hire earnings rose slowly by just two cents from 1998 to 2005. In 2006, women's average monthly new hire earnings increased, and the gender wage gap narrowed by one cent from the year before. In 2007, the women's average monthly new-hire earnings increased, but the gender gap widened back to \$0.68. The narrowest gender wage gap for women's new hire earnings was seen in 2001 at \$0.71, and the widest gap was seen in 1998 at \$0.66. Unfortunately, in 2007 the gap was \$0.68, only two cents above where it was nine years ago. (The data are limited due to lack of information on race, ethnicity, and national origin.)

Chart 4B- 2007 New-Hire Gender Wage Gap by Age



Data collected from 2006 Maine LED

Looking above at Chart 4B, we see that generally, women's new-hire earnings were much closer to men's in ages 14-18 and 22-24, with a slightly larger gap in ages 19-21. After age 24, the disparity between male and female new-hires grew continually until retirement age, with the gap closing slightly. These trends are true for both 2006 and 2007, with the 2007 figures reflected in the chart above.



*From 2005 to 2007,
seven industrial
sectors narrowed
their new-hire
gender wage gaps
between ten and
twenty cents.*

Switching gears, we see in Table 4C below that the gender wage gap for newly-hired workers varied by industrial sector. The industries with the widest gap between men and women's new-hire earnings were Agriculture, Forestry, Fishing and Hunting and Finance & Insurance with gaps of \$0.55 and \$0.55 respectively. The same two industrial sectors had the largest gender gap for newly-hired workers in 2007, with gaps of \$0.54 and \$0.57 for Agriculture, Forestry, Fishing and Hunting and Financing & Insurance, respectively. On the opposite end of the spectrum, Public Administration had the narrowest new-hire gender wage gap for the two previous reports, and continues to for 2006 and 2007. Women earned \$0.88 for every dollar a man earned in the Public Administration field in 2005. The gender gap further narrowed to \$0.92 in 2006, and further still to \$0.95 in 2007.

We find a number of significant and positive changes in the data since 2005. From 2005 to 2006, the Utilities industry narrowed the gender wage gap among newly hired individuals by an impressive 11 cents. The next largest narrowing of the gender wage gap (by four cents) occurred in Construction and Public Administration. In all other industries, the gender gap narrowed by less than four cents, remained unchanged (for Administrative & Support & Waste Management & Remediation Services and Agriculture, Forestry, Fishing & Hunting) or widened. In seven of the 19 industries, the gender gap widened, by two cents to as much as six cents (in the Information industry.) For 2007, we see that things have only gotten worse. While six industries showed a narrowing of the gender gap, most notably in the Information industry, where the gender gap narrowed ten cents, two industries showed no change, and 10 of the 19 industries show a widening of the gender gap. Most concerning is the widening by eleven cents of the gender wage gap for newly hired individuals Management of Companies & Enterprises. In the Construction industry, the gender wage gap widened by seven cents, returning to levels lower than 2005.

**Table 4C – New Hire Gender Wage Gap
By Industrial Sector - 2006**

Industrial Sector	New-Hire Gender Wage Gap
Agriculture, Forestry, Fishing & Hunting	\$0.55
Finance & Insurance	\$0.55
Professional, Scientific & Technical Services	\$0.59
Arts, Entertainment & Recreation	\$0.62
Transportation & Warehousing	\$0.62
Retail Trade	\$0.63
Health Care & Social Assistance	\$0.65
Other Services (except Public Administration)	\$0.66
Information	\$0.71
Utilities	\$0.71
Manufacturing	\$0.72
Construction	\$0.73
Real Estate & Rental & Leasing	\$0.75
Educational Services	\$0.76
Wholesale Trade	\$0.76
Management of Companies & Enterprises	\$0.76
Accommodation & Food Services	\$0.83
Administrative & Support & Waste Management & Remediation Services	\$0.85
Public Administration	\$0.92

**Table 4C – New Hire Gender Wage Gap
By Industrial Sector - 2007**

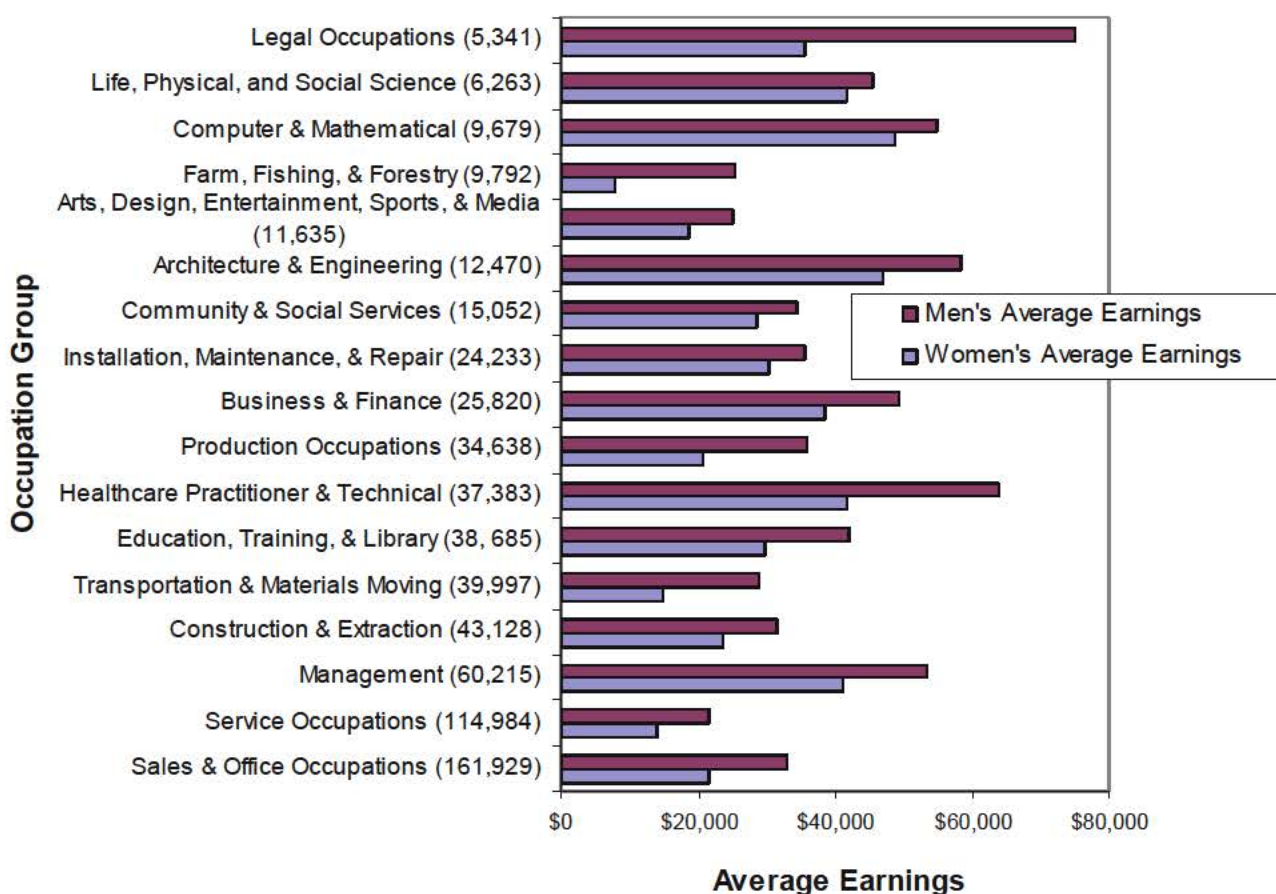
Industrial Sector	New-Hire Gender Wage Gap
Agriculture, Forestry, Fishing & Hunting	\$0.54
Finance & Insurance	\$0.57
Professional, Scientific & Technical Services	\$0.58
Arts, Entertainment & Recreation	\$0.60
Transportation & Warehousing	\$0.64
Other Services (except Public Administration)	\$0.64
Retail Trade	\$0.64
Management of Companies & Enterprises	\$0.65
Health Care & Social Assistance	\$0.65
Construction	\$0.66
Utilities	\$0.67
Manufacturing	\$0.71
Wholesale Trade	\$0.75
Educational Services	\$0.76
Real Estate & Rental & Leasing	\$0.76
Information	\$0.81
Accommodation & Food Services	\$0.82
Administrative & Support & Waste Management & Remediation Services	\$0.84
Public Administration	\$0.95

Spotlight #5: Women's Earnings and Participation by Occupation⁷

Construction of the Spotlight

The fifth Spotlight looks at the effect of occupation on women's earnings and employment. This Spotlight uses ACS Tables B24012 and B24010 as primary data sources. 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.

Chart 5A - Men's and Women's Earnings by Occupation 2007



⁷ See Appendix B for a description of the Occupational Groups

Data

The five occupational groups with the highest average earnings for women in 2006 were:

- Installation, Maintenance, & Repair (\$49,292)
- Computer & Mathematical (\$43,951)
- Healthcare Practitioner & Technical (\$40,808)
- Life, Physical & Social Science (\$39,938)
- Management (\$38,854)

The five occupational groups with the highest average earnings for women in 2007 were:

- Computer & Mathematical (\$48,841)
- Architecture & Engineering (\$46,891)
- Healthcare Practitioner & Technical (\$41,663)
- Life, Physical, and Social Science (\$41,640)
- Management (\$41,080)

(The data are limited due to lack of information on race, ethnicity, and national origin.)

First, four occupation groups experienced a decrease in the number of jobs from 2005 to 2006: Transportation & Materials Moving, Healthcare Practitioner & Technical, Installation, Maintenance & Repair, and Business & Finance. It should be noted that both Healthcare Practitioner & Technical and Business & Finance were both occupational groups with the highest average earnings for women in 2005. It appears that while the average salaries in each group increased in 2006, the number of actual jobs available in each group decreased.

From 2006 to 2007, seven industries experienced a decrease in the number of jobs: Sales & Office Occupations, Construction & Extraction, Production, Education, Training, & Library, Farm, Fishing & Forestry and Computer and Mathematical. One of these industries, Computer and Mathematical, is the industry in which women earn the highest average earnings for 2007.

In 2006, Legal Occupations and Business & Finance were replaced by Installation, Maintenance, & Repair and Life, Physical & Social Science as members of the top five occupational groups with the highest average earnings for women. The top five industries remained the same (albeit in a different order) for 2007, with the exception of Architecture & Engineering replacing Installation, Maintenance & Repair, which moved out of the top five altogether.

As we see in Charts 5A & 5B, occupations in these groups generally require higher education and more training than other groups and are in most cases scarcer. It should be noted that women were a minority in four of five occupational groups with the highest earnings for women both 2006 and 2007. Of the top five occupational groups with the highest average earnings for women in 2006, the smallest number of women found in Installation, Maintenance & Repair (2%) and Computer & Technical (29%). In 2007, the smallest number of women were found in Architecture & Engineering (13%) and Computer & Mathematical (31%) of the top five occupational groups. Women comprised around 40% of work force in 2006 (38% in 2007) in Management and Life, Physical, & Social Sciences (46% in 2007). For Healthcare Practitioner & Technical, women made up 77% (73% in 2007) of the work force in that occupational group.

Cindy Look, a nurse from Machias, says: "If this [nursing] were male-oriented, we [female nurses] would have been paid more from the beginning."



Contrary to 2005, we find that these top five occupation groups by high earnings vary the spectrum in terms of the percentage of women in each group. We have groups with few women (Installation, Maintenance & Repair) as well as the group with the highest percentage of women (Healthcare Practitioner & Technical). The range of the percentage of women in these top five occupational groups is diminished in 2007, however. Women form at least 30% of the occupational group's workers, with four of the five groups clustered in the middle of the chart, and only Healthcare Practitioner & Technical having a majority of female employees. We also find that earnings for these groups have increased in all but one group since 2005, with the extraordinary doubling of women's salaries in Installation, Maintenance, & Repair (\$24,095 in 2005 and \$49,299 in 2006)! Once again, the outcome was less optimistic for 2007. Women's average earnings decreased from 2006 to 2007 in four occupational groups, including Installation, Maintenance & Repair, by a disappointing \$18,883, yet still not falling to 2005 levels. In terms of gender wage gaps by occupational group, we find that again, all but one group experienced a narrowing of the gap in 2006. While Installation, Maintenance, & Repair jumped by \$0.74 so that women in that field make \$0.44 more than men per dollar, Computer & Mathematical decreased by \$0.16 and the other three groups increasing by now more than five cents. But for 2007, two of the five occupational groups where women's earnings were highest, the gender wage gap actually widened, by 9 cents in Computer & Mathematical, and by a whopping 24 cents in Life, Physical and Social Sciences. For the Architecture & Engineering group, however, the gender wage gap narrowed by an impressive 26 cents! The remaining two top occupational groups for women's earnings showed a narrowing of the gender gap by 9 cents (Healthcare Practitioner & Technical) and by 1 cent (Management.)

Looking towards the lower end, the five occupation groups with the lowest average earnings for women in 2006 were:

- Farm, Fishing, & Forestry (\$10,693)
- Service Occupations (\$13,377)
- Transportation & Materials Moving (\$14,078)
- Arts, Design, Entertainment, Sports, & Media (\$17,476)
- Construction & Extraction (\$19,090)

For 2007, the five occupation groups with the lowest average earnings for women were the same, with the exception of Production Occupations replacing Construction & Extraction. Additionally, the occupational group with the lowest average earnings for women (Farm, Fishing, & Forestry for both 2006 and 2007) had a lower average salary in 2007 than in 2006 at just \$7,757 annually.

In all of these fields, the gender wage gap was wider than the statewide gender wage gap. Women earned between 43% and 61% of what men earned in these fields for 2006. In 2007, the range of the gender wage gap in the five occupational groups with the lowest average earnings for women was larger; women earned 30% to 74% what men earned in these fields. In 2006, women represented at least 50% of workers in only two of these five occupations. The situation is slightly worse for 2007 as women represent at least 50% of the workers in only one of the five occupational groups. The Service Occupations are composed of 59.4% women for 2006 (61.3% in 2007) and had the narrowest gender wage gap (the second narrowest gender wage gap for 2007), but also provided the second lowest earnings of all occupational groups in 2006 and 2007.

Overall, the picture for these fields was quite bleak in 2006. Their low percentage of women workers either decreased or increased very slightly. In 2007, four of the five occupational groups experienced a decrease in women workers in 2007, by as much as 36.4% for Arts, Design, Entertainment, Sports & Media! In 2006, the earnings of all but one group decreased, while the only group experiencing increases was the lowest earning group to begin with, Farming, Fishing & Forestry. Women workers in these five lowest-average earnings occupational groups fared better in 2007. The average earnings for the five lowest average earning groups increased in four of five of the groups, by as much as \$1,627 (for Production Occupations), and decreased in Farming, Fishing & Forestry. In 2006, women in this group earned \$10,693, an extremely low figure yet above the abysmal \$7,196 from 2005, but again, in 2007, the figure dropped to \$7,757. In terms of gender wage gaps by occupation group, all but one of these lowest earnings groups experienced widening wage gaps between five and nineteen cents in 2006. Farming, Fishing, & Forestry, with the lowest gap of \$0.29 in 2005, experienced a narrowing of the gender wage gap in 2006 to a narrowed figure of \$0.43 for every dollar that a Maine man makes in that particular field. In 2007, the picture is slightly better, as three of the lowest earnings occupational groups experienced a widening of the gap, one stayed exactly the same (Transportation & Materials Moving), and one (Arts, Design, Entertainment, Sports, & Media) showed a narrowing of the gender wage gap by an impressive 19 cents. The narrowing of the gender wage gap that Farming, Fishing, & Forestry experienced from 2005 to 2006 nearly reversed itself from 2006 to 2007, where it widened to \$.30 for every dollar a Maine man made.

It is also unfortunately evident that Legal Occupations, a field with an increasing number of women, experienced both a decrease in earnings and a widening of the wage gap to make it the widest wage gap in 2006, which is even wider than the gap in Farming, Fishing, and Forestry. While earnings continued to decrease from 2006 to 2007 for Legal Occupations, the gender wage gap narrowed by 8 cents, and became the occupational group with the second to widest gender gap (as Farming, Fishing, & Forestry experienced the widest gender gap for 2007).



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

Table 5B- Women's Earnings and Participation by Occupational Group 2006			
Occupational Group	Percent of Workers who were Women	Women's Average Yearly Earnings	Gender Wage Gap
Installation, Maintenance, & Repair	2.1%	\$49,292	\$1.44
Construction & Extraction	3.5%	\$19,090	\$0.61
Farm, Fishing, & Forestry	10.3%	\$10,693	\$0.43
Architecture & Engineering	11.5%	\$36,401	\$0.63
Transportation & Materials Moving	12.3%	\$14,078	\$0.52
Production Occupations	26.0%	\$19,165	\$0.60
Computer & Mathematical	29.6%	\$43,951	\$0.86
Life, Physical, & Social Science	40.1%	\$39,938	\$0.82
Management	43.3%	\$38,854	\$0.73
Arts, Design, Entertainment, Sports, & Media	50.8%	\$17,476	\$0.55
Business & Finance	54.5%	\$36,481	\$0.70
Service Occupations	59.4%	\$13,377	\$0.66
Legal Occupations	63.4%	\$36,533	\$0.39
Sales & Office Occupations	65.2%	\$21,262	\$0.70
Community & Social Services	65.7%	\$28,693	\$0.91
Education, Training, & Library	71.2%	\$27,704	\$0.69
Healthcare Practitioner & Technical	77.1%	\$40,808	\$0.69

Data collected from 2006 ACS for full-time, part-time, and seasonal workers

Employers use the failures of an individual to judge a whole community, and this justifies not hiring any members of the community. This is especially true for women, regardless of the community or population they live in.

Table 5C – Women’s Earnings and Participation by Occupational Group 2007			
Occupational Group	Percent of Workers who were Women	Women's Average Yearly Earnings	Gender Wage Gap
Construction & Extraction	2.56%	\$23,756	\$0.75
Installation, Maintenance, & Repair	5.05%	\$30,409	\$0.86
Production Occupations	5.21%	\$20,792	\$0.58
Farm, Fishing, & Forestry	10.02%	\$7,757	\$0.30
Transportation & Materials Moving	12.27%	\$14,874	\$0.52
Architecture & Engineering	13.40%	\$46,891	\$0.80
Computer & Mathematical	30.90%	\$48,841	\$0.89
Management	38.18%	\$41,080	\$0.77
Life, Physical, and Social Science	45.59%	\$41,640	\$0.91
Arts, Design, Entertainment, Sports, & Media	47.50%	\$18,560	\$0.74
Business & Finance	59.80%	\$38,413	\$0.78
Service Occupations	61.31%	\$13,938	\$0.64
Sales & Office Occupations	65.54%	\$21,642	\$0.66
Legal Occupations	65.57%	\$35,481	\$0.47
Community & Social Services	71.71%	\$28,580	\$0.83
Healthcare Practitioner & Technical	73.04%	\$41,663	\$0.65
Education, Training, & Library	74.59%	\$29,671	\$0.70

Data collected from 2007 ACS for full-time, part-time, and seasonal workers

Employment projections⁸ by industry⁹ offer a mixed bag for the future economic situation of women in Maine. 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.¹⁰ Yet, there appear to be opportunities for women to train for nontraditional occupations (NTOs) and earn higher wages in these fields, as seen by the phenomenon in the Installation, Maintenance, & Repair field.

⁸ Maine Department of Labor’s Maine Employment Outlook to 2014.

⁹ Classified using NAICS codes as explained in Appendix A

¹⁰ Carter, Valerie J. Hot Jobs or Not So Hot: Outlook for Maine's Women Workers.

Spotlight #6: Women's Education



54.6% of Maine women over age 25 have at least some college education

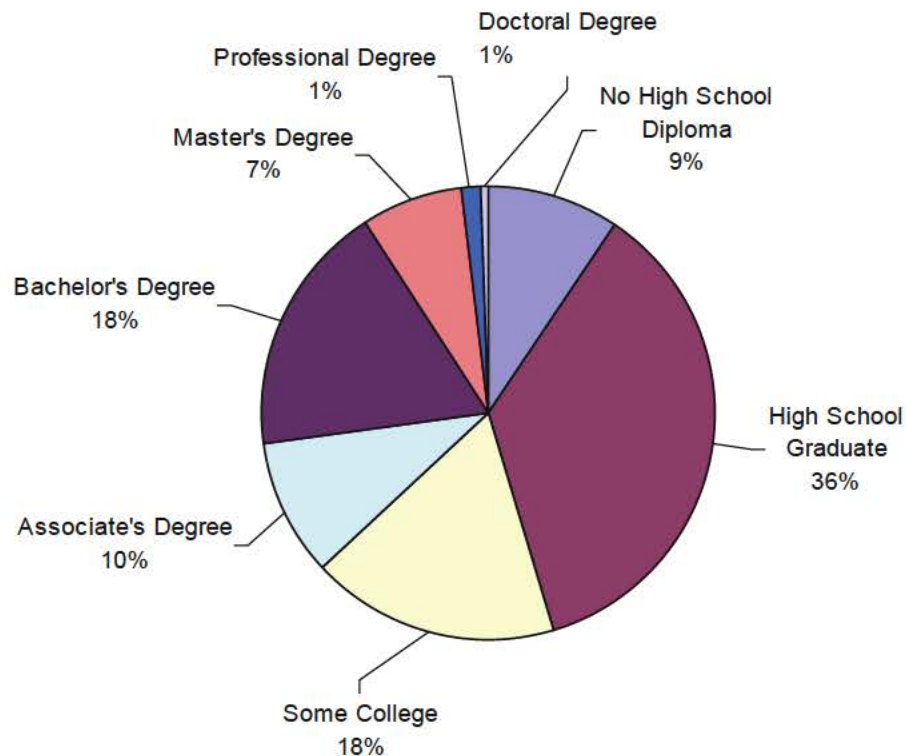
Construction of the Spotlight

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 sub-indicator. 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.

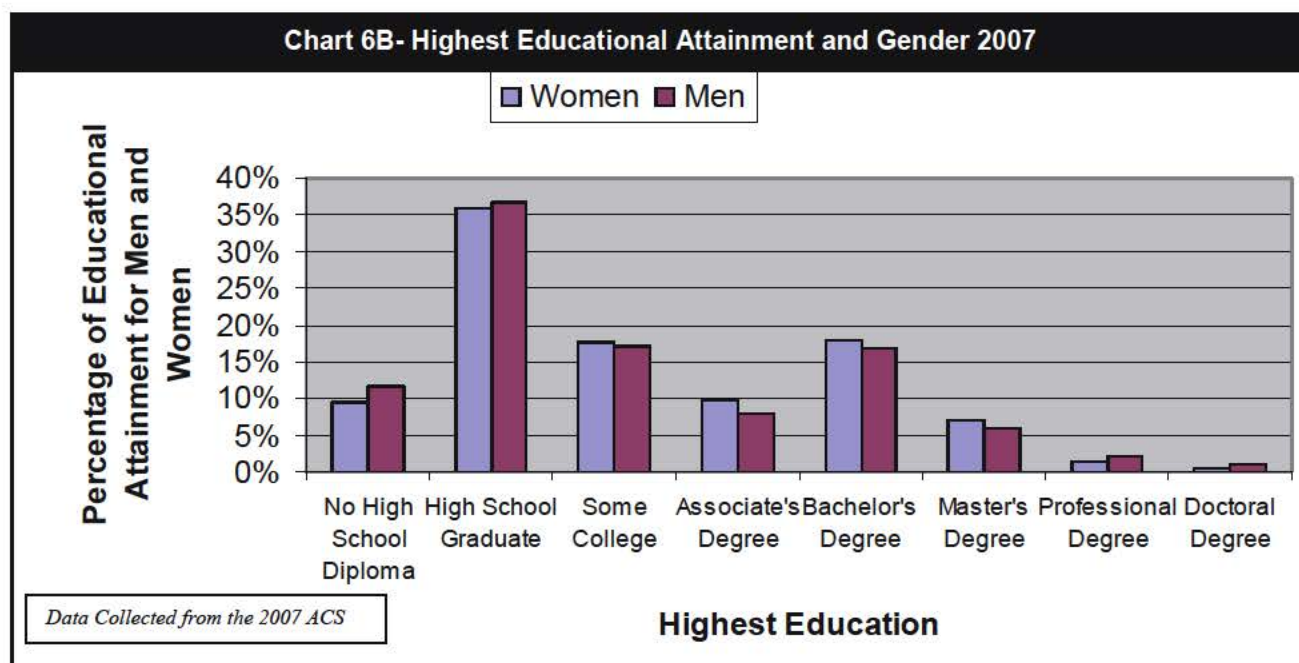
This Spotlight uses ACS Tables B15002 and B20004 as primary data sources.

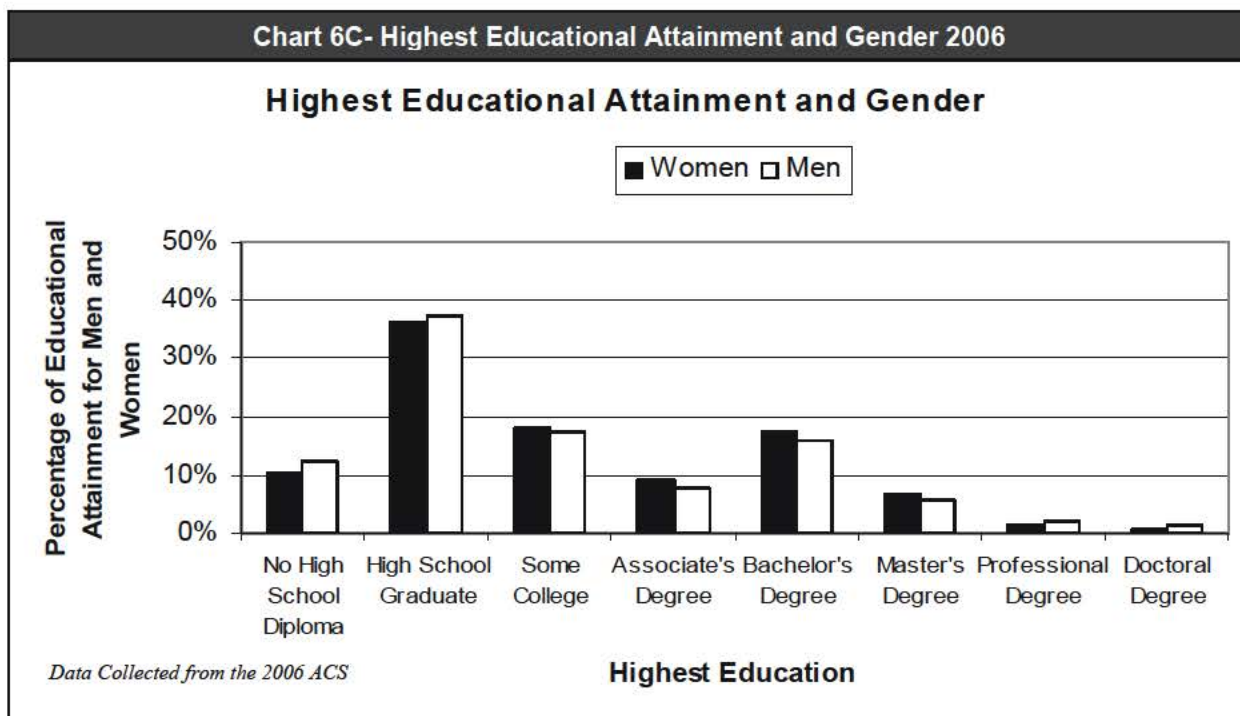
Data

2007 Chart 6A- Highest Education Achievement-Women Age 25+



In 2006 and 2007, as 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 again as in 2005, 10% of women over 25 years of age had not obtained a high school diploma (in 2007, this figure dropped to 9%). In 2005, 2006 and 2007, the percentage of women with a bachelor's degree and master's degree has remained relatively unchanged. For the three-year period, 18% of women have obtained a bachelor's degree (17% in 2005), and 7% had obtained a master's degree (6% in 2006). Yet the most noticeable difference overall is that using this chart, we find our benchmark data, showing that in 2006, 53.8% of Maine women over the age of 25 had at least some college education. This is a decrease of 0.3 percentage points from 2005. In 2007, this figure rose to 54.6%, an increase of 0.8 percentage points from 2006. (The data are limited due to lack of information on race, ethnicity, and national origin.)





Looking at Charts 6B and 6C, we see that in 2006 and 2007, as 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 was a higher percentage of Maine men than Maine women.

Turning to Table 6D, we see that the gender wage gap between men and women narrowed with higher educational attainment. Women earned \$0.59 for every \$1.00 earned by men when they both had high school diplomas, which was an increase of two cents from 2005. The gender wage gap for high school graduates narrowed two cents further in 2007. When both had college degrees, this rose to \$0.67, one cent less than 2005.

Table 6D- Earnings by Highest Educational Attainment			
	Men	Women	Gender Wage Gap
Less than High School Graduate	\$25,013	\$14,004	\$0.56
High School Graduate	\$31,044	\$18,305	\$0.59
Some College or Associate's	\$35,522	\$23,454	\$0.66
Bachelor's	\$47,295	\$31,724	\$0.67
Master's or Above	\$55,441	\$40,039	\$0.72

Data collected from the 2006 ACS for full-time, part-time, and seasonal workers

In 2007, the gender wage gap further narrowed by 1 cent for bachelor's degree holders back to the same gap as in 2005. Compared to men, women had a higher financial return to education. In 2006, the earnings increase from a high school diploma to a bachelor's degree continued to rise (over 10 percentage points), while men experienced a higher financial return too, by 3.2 percentage points. However, in 2007, while women continued to experience a higher financial return on education than men, both sexes experienced lower financial returns on both bachelor's degrees and graduate degrees than in previous years. Men experienced a nearly 8 percent drop in the earnings increase from a high school diploma to a bachelor's degree from 2006 to 2007, while women experienced over a 15 percent drop in the earnings increase from a high school diploma to a bachelor's degree in the same time period. The situation is graver for the earnings increase from a bachelor's degree to a graduate degree for women. In 2007, men with graduate degrees earned 96.6% more with a graduate degree than a bachelor's degree, an 18 percentage point increase from 2006! Women, on the other hand, experienced a 107.3% earnings increase from a bachelor's degree to a graduate degree, a drop in 11.4 percentage points from 2006.

Table 6E- Earnings by Highest Educational Attainment 2007

	Men	Women	Gender Wage Gap
Less than High School Graduate	\$23,438	\$11,214	\$0.48
High School Graduate	\$31,623	\$19,720	\$0.62
Some College or Associate's	\$39,300	\$23,857	\$0.61
Bachelor's	\$45,647	\$31,200	\$0.68
Master's or above	\$62,154	\$40,807	\$0.66

Maine Women Say:

- *“Education is #1.”-Christine Bosse, Vice-President of Private Banking, TD Banknorth, Auburn*
- *“Get your education.” –Cindy Look, nurse from Machias*
- *“Education is the best thing. I can’t stress education enough.”-Nicole Fournier, youth counselor for Aroostook County Action Program, Presque Isle.*

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 *2008 Annual Nontraditional Occupations (NTO) Report* prepared by Maine's Bureau of Employment Services, women placed in NTOs by Maine's One-Stop CareerCenters earned an average wage of \$14.20/hour. Women entering NTOs also earned \$1.23/hour *more* than men placed in NTOs (\$12.97/hour) 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 sub-indicator to monitor a population of specific need.

This Spotlight uses ACS tables B17001 and S1702 as primary data sources.

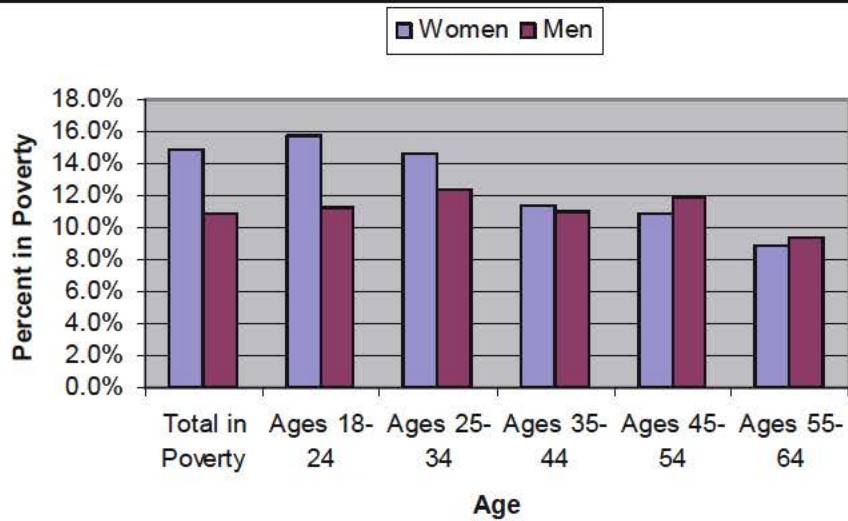
Data

Table 7A- Historic Maine Poverty Levels

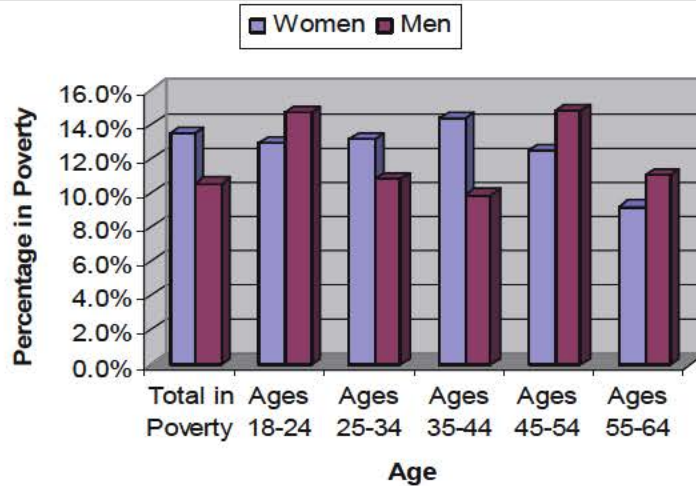
	Percentage of Men in Poverty	Percentage of Women in Poverty	Gap (Percentage Points)
1989	8.9%	12.6%	3.7
1999	9.4%	12.4%	3.0
2004	11.0%	13.6%	2.6
2005	10.8%	14.3%	3.5
2006	10.8%	14.9%	4.1
2007	10.5%	13.4%	2.9

According to Table 7A, the percentage of Maine women in poverty rose 0.6 percentage points between 2005 and 2006. During the same period, men's poverty rates remained unchanged. Women's poverty rates remained higher than men's with the gap widening 0.6 percentage points between 2005 and 2006. From 2006 to 2007, the percentage of Maine women in poverty fell a full 1.5 percentage points. Men's poverty rates fell slightly to 10.5% in 2007. Women's poverty rates remained higher than men's once again, but the gap narrowed 1.2 percentage points from 2006 to 2007. (The data are limited due to lack of information on race, ethnicity, and national origin.)

**2006 Chart 7B- Percentage of Population in Poverty
by Gender and Age**



**2007 Chart 7B- Percentage of Population in Poverty
by Gender and Age**



Data collected from the 2006 & 2007 ACS

Looking at Charts 7B we see that in some encouraging changes have occurred from 2006 to 2007. The total percent of women in poverty dropped 1.5 percentage points from 2006 to 2007. Among 18-24 year old women, poverty levels fell 2.8 percentage points, and among 25-34 year old women, poverty levels fell by 1.5 percentage points. In 2006, poverty rates gradually decreased with age for women older than 24 years. In 2007, however, we see women's poverty rates rising steadily through ages 35-44, and then starting to decline after this age bracket.

The disparity between men and women's poverty rates closed as the population ages. Women's poverty rates surpassed men's rates for individuals in every age group. In both 2006 and 2007, women's poverty rates exceed men's rates for individuals in nearly every group, with a couple of notable exceptions. In both years, men's poverty rates are higher than women's in the 45-54 and 55-64 age brackets, a gap that increased by 1.3 percentage points for both age groups from 2006 to 2007. Additionally, in 2007 we see that men's poverty rates have increased over women's in the 18-24 age group, where the gap is now 1.8 percentage points.

2007 Table 7C- Women's Poverty Levels by State									
Geography			Percentage of Women Below Poverty Level		Geography			Percentage of Women Below Poverty Level	
1	Mississippi		22.85%		27	California		13.48%	
2	Louisiana		21.21%		28	Maine		13.45%	
3	New Mexico		19.74%		29	Florida		13.35%	
4	Arkansas		19.41%		30	Colorado		13.31%	
5	Kentucky		19.10%		31	Rhode Island		13.12%	
6	Alabama		18.82%		32	Illinois		13.08%	
7	West Virginia		18.28%		33	Pennsylvania		13.06%	
8	Texas		18.09%		34	Nebraska		12.64%	
9	District of Columbia		17.92%		35	Washington		12.58%	
10	Tennessee		17.78%		36	Iowa		12.41%	
11	Oklahoma		17.54%		37	Kansas		12.18%	
12	South Carolina		16.82%		38	Nevada		12.12%	
13	North Carolina		16.12%		39	Wisconsin		11.99%	
14	Georgia		15.59%		40	Delaware		11.98%	
15	Montana		15.46%		41	Vermont		11.41%	
16	Michigan		15.41%		42	Virginia		11.32%	
17	Arizona		15.22%		43	Massachusetts		11.08%	
18	New York		15.10%		44	Utah		10.67%	
19	Ohio		14.67%		45	Minnesota		10.58%	
20	Missouri		14.47%		46	Wyoming		10.03%	
21	United States		14.35%		47	New Jersey		9.75%	
22	South Dakota		14.24%		48	Maryland		9.35%	
23	Oregon		14.13%		49	Alaska		9.06%	
24	Idaho		13.88%		50	Connecticut		8.74%	
25	North Dakota		13.80%		51	Hawaii		8.54%	
26	Indiana		13.77%		52	New Hampshire		7.64%	

In 2005, Maine women's poverty rate ranked 26th highest in the nation at 14.3%. Maine women's poverty ranked 19th highest in the nation in 2006, and fell to the 27th highest (when removing the national percentage) in the nation in 2007. The percentage of Maine women in poverty in 2006, 14.5%, was slightly above than the national average of 14.3%. In 2007, Maine's ranking is below the national average by 0.9 percentage points.

Table 7D- Single Female Household's Share of Persons in Poverty						
	1989	1999	2004	2005	2006	2007
Percentage of Mainers in Poverty that Belong to Female Households	34.5%	29.5%	35.6%	29.4%	28.6%	28.2%

Data for 1989 & 1999 collected from US Census

Data for 2004, 2005, & 2006 collected from the American Community Survey

To our left, we see that 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 29.4% in 2005, and continued to drop in both 2006 and 2007. Nearly one out of three single female households in Maine continues to earn below the poverty rate in 2006 and 2007.

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.

The federal minimum wage lower than the federal poverty threshold for a single adult and single child household.

It is possible to work full-time in America and remain in poverty.



Spotlight #8: Women's Health Insurance Coverage



73% of Maine women have employer sponsored or private health insurance coverage

Construction of the Spotlight

The eighth spotlight measures Maine women's health care coverage. The indicator for this Spotlight is the percentage of women in Maine covered by private insurance in comparison 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.

The data for this Spotlight is the Kaiser Family Foundation Fact Sheet 2005-2006 as found on their women's health website: <http://www.kff.org/womenshealth/>, with the fact sheet entitled: "Health Insurance Coverage of Women Ages 18 to 64, by State, 2005-2006," published in December 2007 (<http://www.kff.org/womenshealth/1613.cfm>).

Data

	State	Percentage of Women with Health Coverage
1	Massachusetts	92%
2	Hawaii	91%
3	Maine	90%
4	Minnesota	90%
5	Wisconsin	90%
6	District of Columbia	90%
7	Pennsylvania	89%
8	Rhode Island	89%
9	North Dakota	89%
10	Connecticut	88%
11	New Hampshire	88%
12	Vermont	88%
13	Nebraska	87%
14	South Dakota	87%
15	Delaware	87%
16	Iowa	87%
17	Ohio	87%
18	Washington	87%
19	Michigan	86%
20	Indiana	85%
21	Maryland	85%
22	New York	85%
23	Tennessee	85%

Between the periods of 1997-1999 and 2005-2007, Maine saw a large increase of 4 percentage points in the percentage of women insured. As seen in Table 8A, Maine moved from having the 24th best women's insurance rate in the nation in 1997-1999 to the 5th best (tied with three other states) in 2003-2004, returning to this rank among the top 5 states (tied with North Dakota) in 2005-2006. In 2006-2007, Maine moved up in the rankings to 3rd in the nation in the percentage of women insured. In 2006, the percentage of Maine women with private insurance increased by 5% from 68% in 2005 to 73% in 2007, according to Table 8B. (The data are limited due to lack of information on race, ethnicity, and national origin.)

*Maine moved from having the
24th best women's insurance
rate in the nation in 1997-1999
to the 3rd best in 2006-2007*

Table 8B- Women's Private/ Employer Health Insurance Coverage					
State		Percentage of Women with Private/Employer Coverage	State		Percentage of Women with Private/Employer Coverage
1	New Hampshire	84%	27	Missouri	75%
2	Hawaii	82%	28	Maine	73%
3	North Dakota	82%	29	Rhode Island	73%
4	South Dakota	81%	30	Tennessee	73%
5	Minnesota	80%	31	Alabama	73%
6	Wisconsin	80%	32	Montana	73%
7	Nebraska	80%		District of Columbia	72%
8	Virginia	80%	33	Vermont	72%
9	Pennsylvania	79%	34	Oregon	72%
10	Connecticut	79%	35	Georgia	72%
11	Maryland	79%	36	South Carolina	71%
12	Delaware	78%	37	North Carolina	71%
13	Iowa	78%	38	Alaska	71%
14	Washington	78%	39	Kentucky	70%
15	Indiana	78%	40	Florida	70%
16	Kansas	77%	41	West Virginia	69%
17	Utah	77%	42	Arkansas	69%
18	New Jersey	77%	43	Oklahoma	69%
19	Massachusetts	76%	44	New York	68%
20	Ohio	76%	45	California	68%
21	Michigan	76%	46	Louisiana	65%
22	Idaho	76%	47	Arizona	64%
23	Wyoming	76%	48	Mississippi	64%
24	Nevada	76%	49	Texas	64%
25	Colorado	75%	50	New Mexico	61%
26	Illinois	75%	51	United States	72%

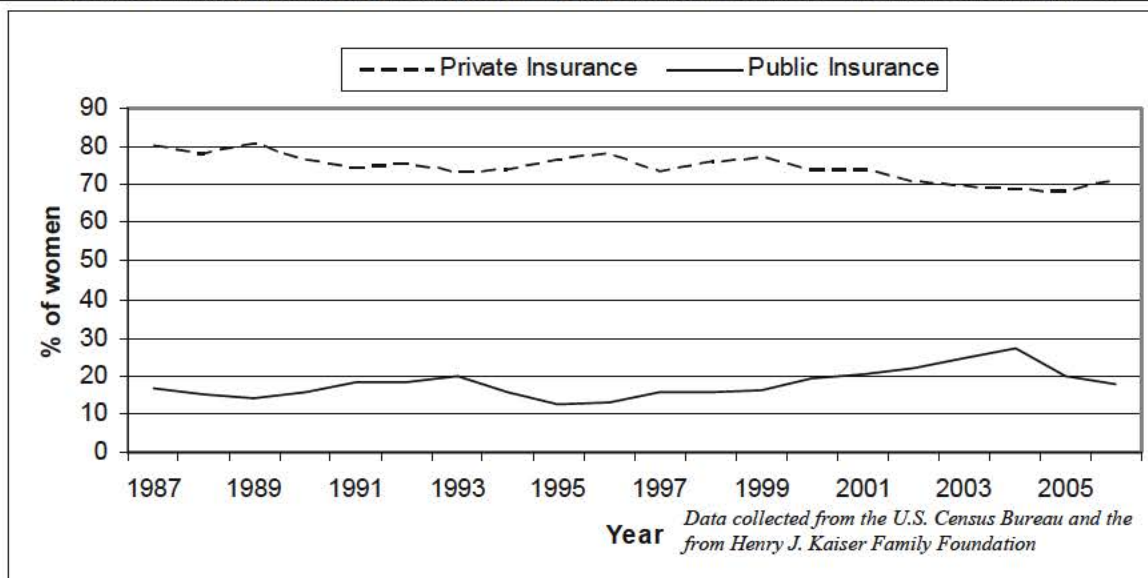
*Data collected from Henry J. Kaiser Foundation
Foundation annual updates to women's fact sheets 2006-2007.*

From 1987 to 2006, the percentage of women with public insurance increased to 20% in 2005, decreasing to 18% in 2006, and continued to fall to 17% in 2007. The percentage of women with private insurance increased from 68% in 2005 to 71% in 2006, and up to 73% in 2007, all as seen below in Chart 8C.



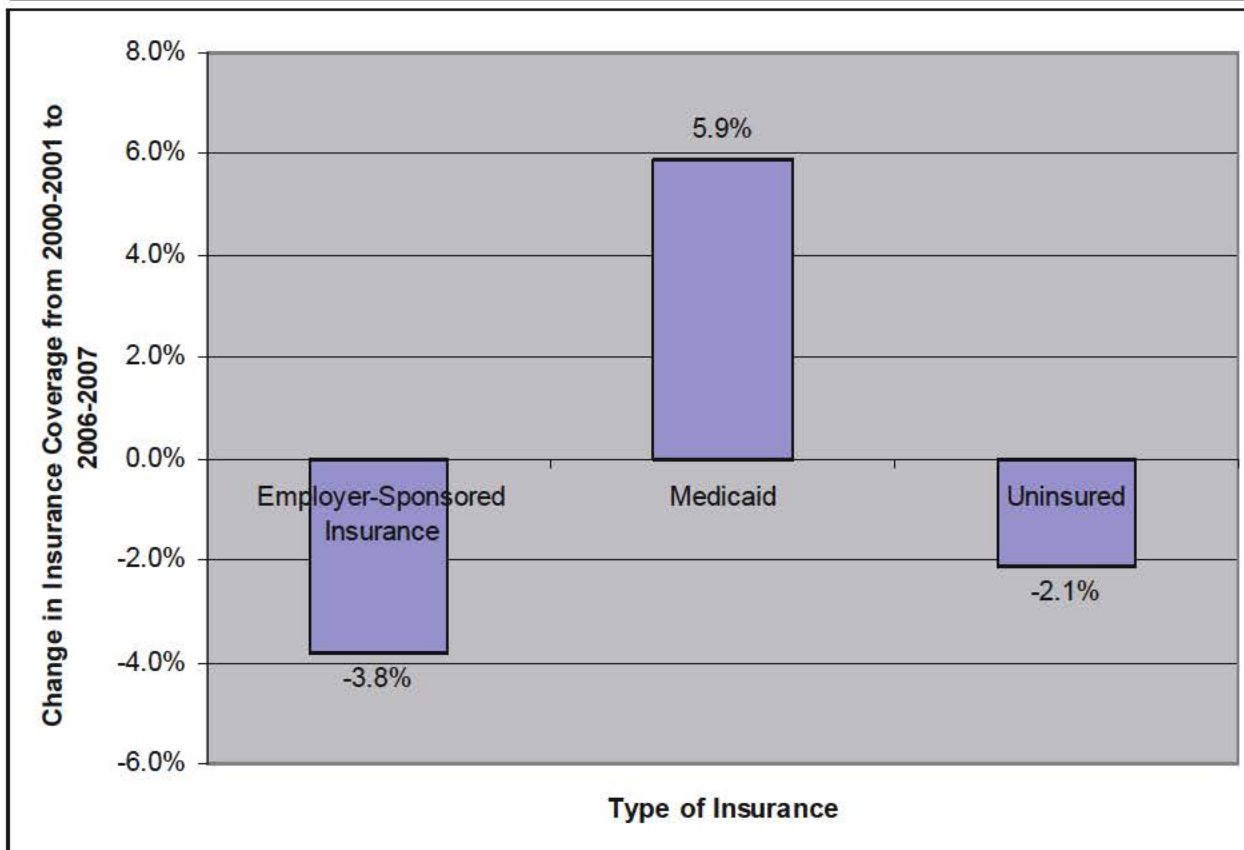
Women have benefited because Maine has made considerable progress in increasing health coverage for its low income uninsured residents.

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



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 (2006-2007)



Kaiser Family Foundation: Health Insurance Coverage of Women Ages 18-64, by state, March 2003 and December 2008 and Percentage Point Change Among Nonelderly 0-64 by Coverage, 2000-2004 statehealthfacts.org

Chart 8D shows that between 2000-2001 and 2006-2007 the number of women in Maine receiving health coverage through their employers dropped by 3.8 percentage points. MaineCare filled the gap left by this drop in coverage. The increased coverage provide through MaineCare meant that the State experience an actual decrease in its overall uninsured rate.

*Half of the women interviewed
for this report said they had
either private or public health
coverage.*

County	Gender Wage Gap (2007) ¹¹	Women's Average Monthly Earnings (2007) ¹¹	Unemployment Rate Gap (2000)	Labor Force Participation Gap (2000)	% of Part-Time Employees who are Women (2000)	New-Hire Gender Wage Gap (2007) ¹¹	Percentage in Poverty who belong to Single Female-Headed Households (2000)	Percent of Women Uninsured (2000)
Sagadahoc	\$0.55	\$2,350.25	-0.29	12.21	60.26%	\$0.56	44.09%	9.10%
Franklin	\$0.59	\$2,178.00	1.09	11.36	59.30%	\$0.59	26.18%	10.92%
Oxford	\$0.61	\$2,008.50	1.47	12.11	57.85%	\$0.63	30.16%	10.18%
Somerset	\$0.63	\$2,134.75	1.41	11.37	57.27%	\$0.62	25.23%	11.86%
Cumberland	\$0.65	\$2,610.50	0.42	10.96	59.42%	\$0.69	23.56%	5.74%
Knox	\$0.65	\$2,147.50	-1.55	13.25	55.89%	\$0.60	24.40%	8.16%
Hancock	\$0.65	\$2,226.25	-1.34	11.72	54.87%	\$0.69	23.86%	10.84%
Washington	\$0.65	\$1,948.50	1.84	11.39	54.71%	\$0.64	24.82%	15.70%
Aroostook	\$0.66	\$1,961.25	3.15	9.30	55.39%	\$0.64	23.56%	11.46%
York	\$0.67	\$2,315.50	-0.2	12.18	59.27%	\$0.69	32.13%	6.10%
Kennebec	\$0.68	\$2,387.75	-0.09	11.70	58.25%	\$0.73	31.47%	9.29%
Penobscot	\$0.70	\$2,365.00	0.73	11.40	57.93%	\$0.66	28.90%	10.06%
Androscoggin	\$0.71	\$2,606.00	0.4	12.65	57.45%	\$0.70	33.51%	8.82%
Piscataquis	\$0.71	\$1,836.75	1.53	12.55	52.09%	\$0.64	23.79%	10.89%
Waldo	\$0.75	\$2,175.50	1.35	10.30	56.08%	\$0.73	29.06%	10.80%
Lincoln	\$0.78	\$2,014.50	-0.99	9.07	57.31%	\$0.63	20.33%	8.70%
<i>Maine</i>	\$0.66	\$2,381.75	0.36	9.70	58.90%	\$0.68	35.14%	8.66%

¹¹ Data from LED Data 2007

Counties with the Narrowest Gender Wage Gaps

Note: The data are limited due to lack of information on race, ethnicity, and national origin.

Waldo County

Waldo County had by far the narrowest gender wage gap in 2006, \$0.76, which was three cents narrower than the next best county, Piscataquis. In 2007, however, Lincoln had the narrowest gender wage gap at \$0.78. Waldo County had the narrowest gender wage gap for new-hires in 2005 and 2006, but the gap has widened six cents from 2006 to 2007, and it now ties Kennebec County for the narrowest gender wage gap at \$0.73. Women and men's labor force participation rates were the closest in Waldo County. One problem area for Waldo County was a larger percentage of women uninsured than the state average.

Piscataquis County

Piscataquis County had the second narrowest gender wage gap in 2006 at \$0.73, and third narrowest gender wage gap in 2007 at \$0.71. However, in 2005 through 2007 it had the lowest average monthly earnings for women of all the counties at \$1,912 in 2006, up \$200 from 2005. (Unfortunately, the average monthly earnings for women in Piscataquis County fell by over \$75.) The county was ranked in 2006 as that with the sixth-widest new-hire gender wage gap of \$0.60. In 2007, Piscataquis County fared slightly better, as it had the eighth largest gender wage gap. Women's average monthly earnings and those of men were low in comparison to the rest of the state, so it appears that there is parity between men and women in the county in that they both share similar economic concerns, especially in their earnings.

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

Counties with the Largest Gender Wage Gaps

Sagadahoc, Oxford, and Franklin Counties

In 2006, Sagadahoc, Oxford and Franklin Counties had gender wage gaps of \$0.58 and \$0.59 (Oxford and Franklin tied) respectively, two and one cents wider than the state average, in the same range as 2005. But in 2007, Sagadahoc County had a \$0.55 gender wage gap, \$0.59 for Franklin county and \$0.61 for Oxford county. From 2006 to 2007, Sagadahoc County's gender wage gap widened, while Oxford County's narrowed. 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 above the state average (however, they cease to be in 2007), unemployment rates were not significantly different between men or women, and the labor force participation gap was not unusually large. However, all three counties had three of the largest percentages of part-time workers who were women and all three counties were in the bottom half of the state for new-hire gender wage gaps.

Sagadahoc County faces the additional problem of having had the highest 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 \$17.54/hour (down from \$17.90 in 2005) and a low unemployment rate of 4.0% (down from 4.3% in 2005).¹²

Other Counties of Note

Washington County

The percent of uninsured women in Washington County was much higher than in any other county. The 2000 Census shows that 15.7% of women in Washington County were without health insurance of any type, which is almost double the statewide average. While it wasn't the widest, Washington County still had a gender wage gap that was twelve cents wider than the state average (\$0.64 compared to \$0.76) and a new-hire gender wage gap ten cents wider than the narrowest county in the state (\$0.69 to Waldo County's \$0.79). Washington County had with low wages and high unemployment compared to the rest of the state.¹³ In this area, economic equality by gender appears to be especially fragile.

According to Amy Simpson, who grew up in Washington County, many women are not considered for better-paying jobs such as answering phones at an auto mechanic's garage because they are traditionally "male" jobs.

In addition to these county highlights, we find that Maine's state average for women's monthly earnings is \$1,590, lower than any of the counties individually. However, there are five counties that have wider new-hire wage gaps in comparison to the state, though this is not at all encouraging to see that there are counties such as Hancock where women are paid \$0.42 for every dollar of a man.

¹² Maine Department of Labor, Labor Market Information Services (LMIS), now Center for Workforce Research & Information (CWRI), at <http://maine.gov/labor/lmis/>. Merrill Huhtala provided OES data from the Maine Occupational Wages reports for the average wage. For the unemployment rate by county, see website and click the following in progression: "Labor Market Analysis", "Labor Force", "Labor Force, Employment, & Unemployment", "A Specific County", click desired county, select July of desire year and desired year itself, then click "Continue."

¹³ Maine Department of Labor: 2006 LED and Labor Market Information

Interviews of Maine Women

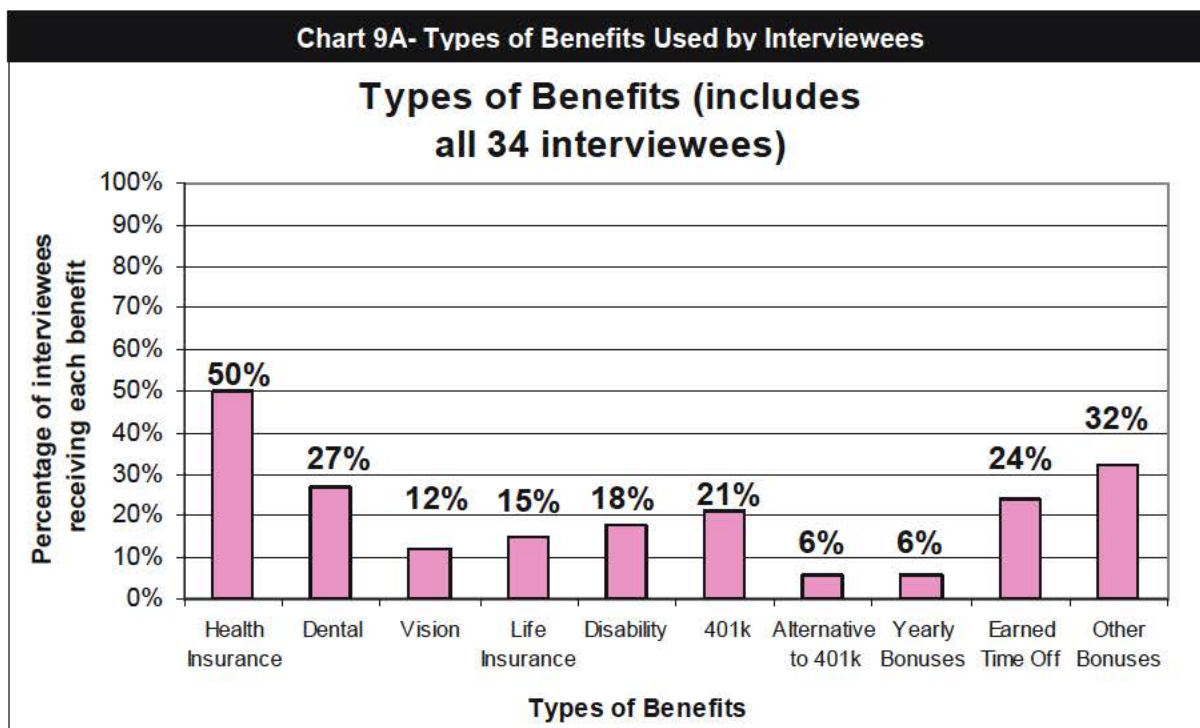
This report is the first to include data from working women throughout Maine who were interviewed in order to show the variety of experiences and opinions of Maine women, as well as to exemplify how the statistics in this report are more than just numbers and that they affect the lives of these women. The following section will provide a statistical break-down of the women interviewed.

Basic Interviewee Data and Employment Statistics:

There were 34 women interviewed for this report in the summer of 2008. Out of 34 women, 30 women provided their age. The average age of an interviewee was 47.5 years old, reflecting that the state has an older average population than the rest of the country. However, interviewees ranged from age 23 to a woman in her seventies (who asked that her specific age not be mentioned in the report). On average, the women interviewed had worked for 30 years of their lives. These women worked in six counties: Androscoggin, Aroostook, Cumberland, Penobscot, Sagadahoc, and Washington. However, these women lived in seven counties: Androscoggin, Aroostook, Cumberland, Lincoln, Oxford, Sagadahoc, and Washington.

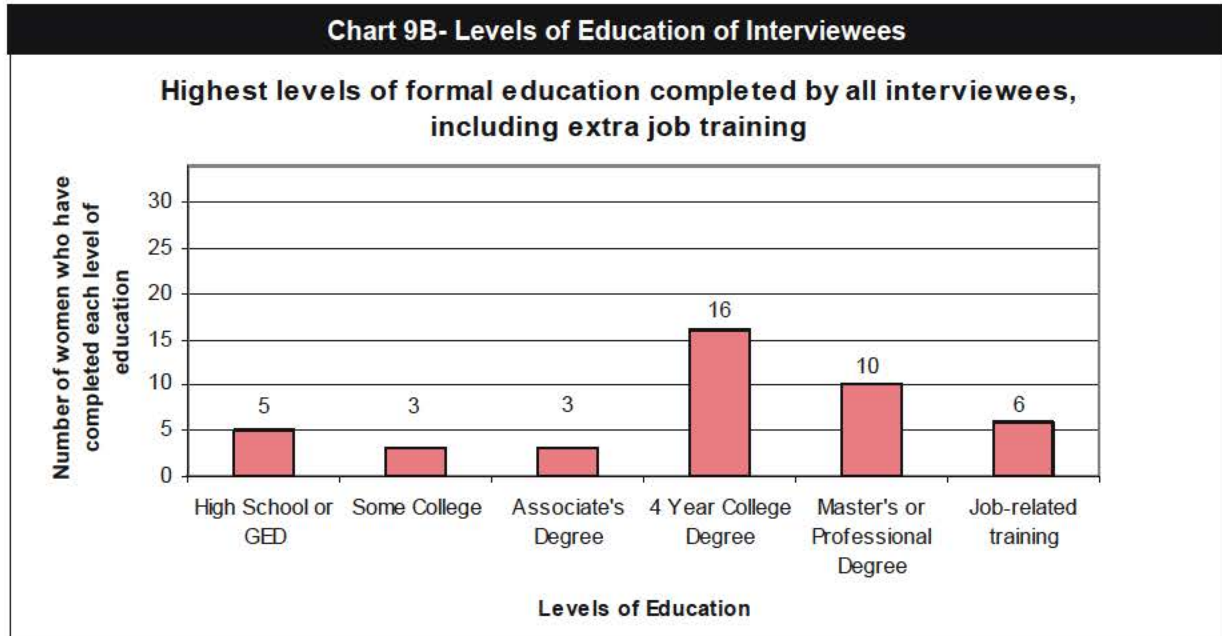
One woman out of these 34 was not employed at the time of the interview. Out of the 33 employed women, 28 (85%) were working full-time and six (18%) were working part-time. Out of the employed women, seven of them (21%) were currently working multiple jobs and the same number was also self-employed. Out of the 34 total women, five (15%) reported receiving unemployment insurance at one point in their lives and ten (30%) reported using a CareerCenter at one point in time.

All women were asked what types of benefits they received and used. Thirty-one women elaborated on their benefits, while three women either did not use any benefits or did not wish to disclose them. Out of the women with benefits, 19 received benefits from their current jobs, four used public programs such as MaineCare, and eight used their husband's benefits. Out of those eight women, two women opted to use their husband's benefits despite receiving benefits at their own jobs because their husband's benefits were more affordable. Looking below at Chart 9A, you can see the types of benefits most commonly available to the interviewees. One disturbing fact is that only half of these women reported health insurance coverage through their job.



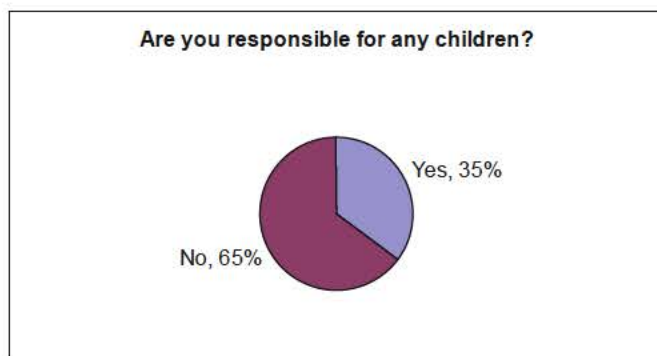
Education:

Interviewees were asked: “What is your highest level of education?” Six women, in addition to their formal education, included their job-related training in their responses. The interviewees included a higher proportion of women who had completed higher levels of education than we saw in Chart 6A, with sixteen women reporting that they had completed a bachelor’s degree and ten women reporting that they had completed a master’s degree.



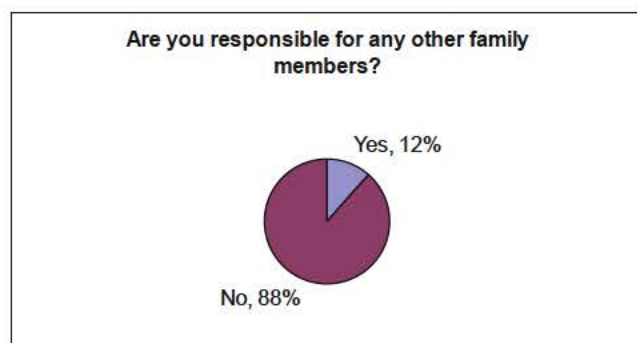
Personal Choices and Family Responsibility:

While it is not possible to measure the impacts of personal choices on a person’s work life, it is possible to describe a person’s individual and family responsibility that paints a broader picture of the lifestyles of a particular work force. In this case, these answers reflect the lifestyles of working women in Maine. One of the key issues in gender wage discrimination is the fact that many women take time off in order to raise children, which tends to be seen consciously or unconsciously as a woman’s primary responsibility in our society. Out of the women surveyed, 11 or 32% reported that they had taken time off in order to raise their children.

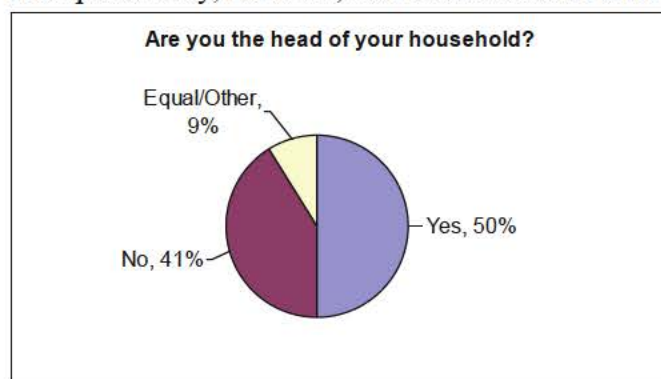


Only 12 out of the 34 women were currently responsible for any children, probably reflecting the fact that an older population of women was surveyed. Many women mentioned that they had children, but that they were grown and were not financially dependent on their parents any more.

Since Maine tends to have an older population, it was important to ask the interviewees if they were responsible for the care of any other, older family members. Elder-care can be as time-consuming as child-care and can equally affect the work life of a woman in terms of flexible hours and other needs. More data on Maine's elder population can be found in the premiere issue of the Elder Workers' Report by Katie Ferguson. Regarding the interviewees, only four women (12%) reported that they were responsible for other family members. These women elaborated to say that they were responsible for the care of their elderly parents.



The last question in this section was purposely left as a vague question: “Are you the head of your household?” This question could be viewed in relation to either finances or in terms of decision-making and relationship roles between themselves and their spouse or partner. The value of leaving the question open in this way is that we can see what types of responsibilities and roles the women believe they possess, whether it includes making the money for their family, making the decisions, or other responsibilities such as childcare. Either way, we find that half of the interviewees considered themselves the head of their households, 41% did not, and 9% reported that there was an equal sharing of responsibility, finances, and other duties in their household.

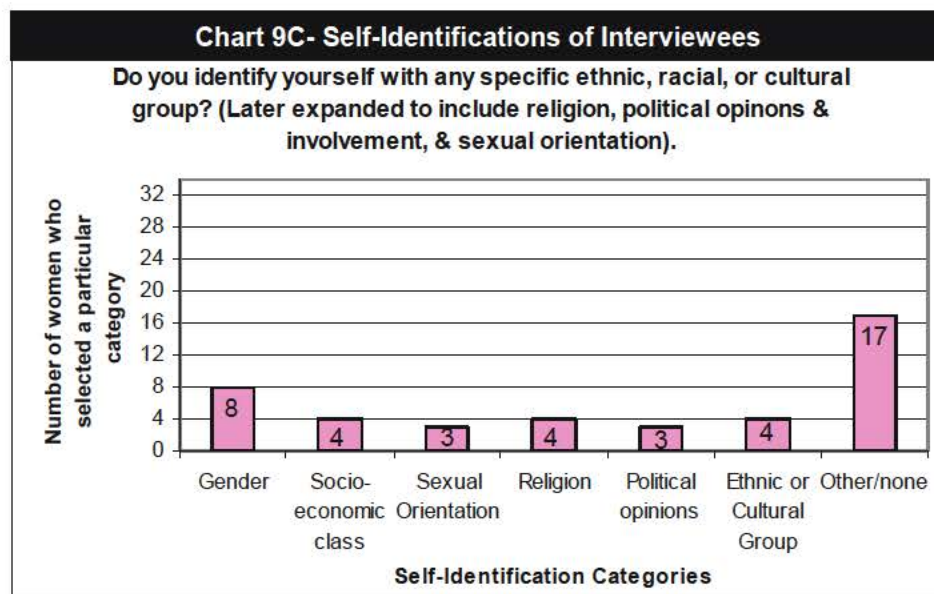


Self-Identifications:

In our society, how people perceive themselves and others plays a role in their unique experiences. Differences in gender, race, culture, socio-economic class, religion, sexual orientation, political opinions, and a variety of other characteristics affect personal and work lives. The interviewees were asked how they identify themselves in terms of characteristics that could affect their work lives. Some women gave no response while others gave multiple responses. Half of the interviewees did not identify themselves with any particular group or mentioned another factor such as motherhood as impacting their work lives.

Eight of the women (24%) mentioned their gender as a primary factor. Regarding socio-economic class, two women referred to themselves as “WASPs” (White Anglo-Saxon Protestants) and one woman felt an affiliation with “poor working women” and blue-collar workers. In terms of sexuality, one woman mentioned her heterosexuality while three others identified as lesbian. With religion, one woman

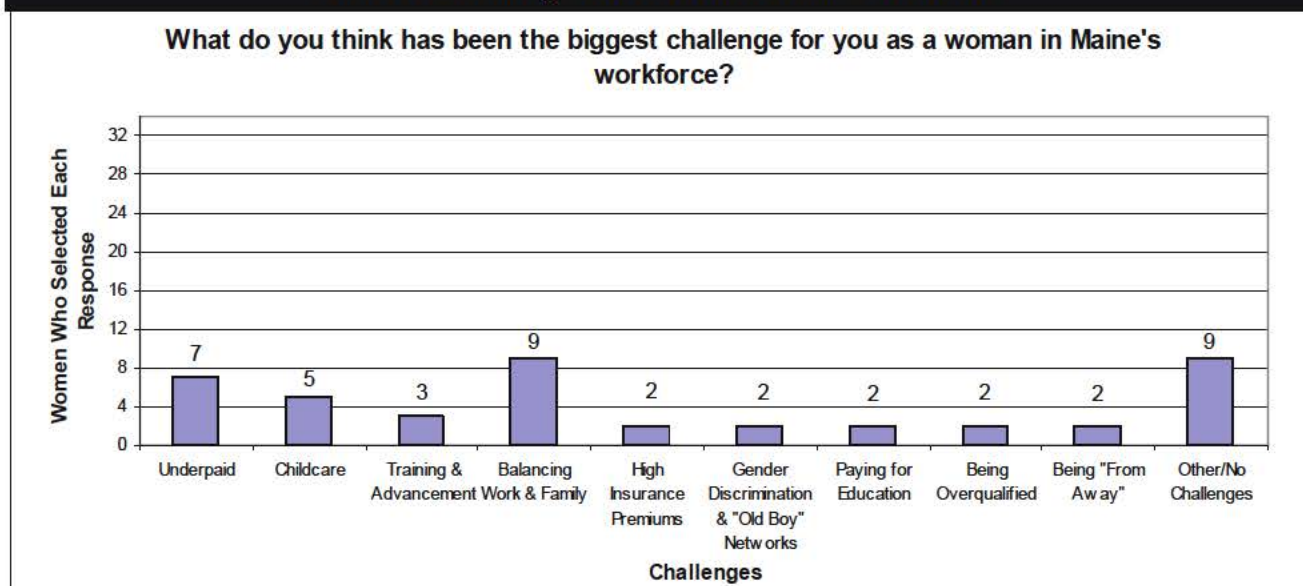
was Jewish, one Catholic, one Christian, and another a person of faith. When it came to political beliefs or activism, one woman was part of the labor movement, one was a union steward, and one professed Democratic and Green beliefs. Culturally, one woman considered herself Franco-American, two were “Indian-Irish” (referring to Native Americans), and another was Slovakian. Lastly, with respect to race, three women specifically mentioned the fact that they were Caucasian, though all of the women interviewed were Caucasian.



Challenges Unique to Maine and Perspectives on Discrimination (Unequal Pay & Sexual Harassment)

The interviewees were asked, “What do you think has been the biggest challenge for you as a woman in Maine’s workforce?” in order to discover how Maine women felt about challenges and gender inequalities specific to the state. The majority of interviewees, 21 (62%), had lived and worked outside of Maine, so it was essential to ask about their experiences specifically in Maine. This question was asked to 31 interviewees because it was suggested by Laura Fortman, the Commissioner of the Department of Labor, after three interviews had been completed. As seen below in Chart 9D, there were ten typical responses. The most common responses were that balancing work and family was the biggest challenge, with nine women (29%) saying this. However, an equal number of women replied that they either faced no challenges or they mentioned something else as being a challenge. The second and third most frequent responses were that women were underpaid and that it was difficult to find quality, consistent, and affordable childcare.

Chart 9D- Challenges for Women in Maine's Workforce



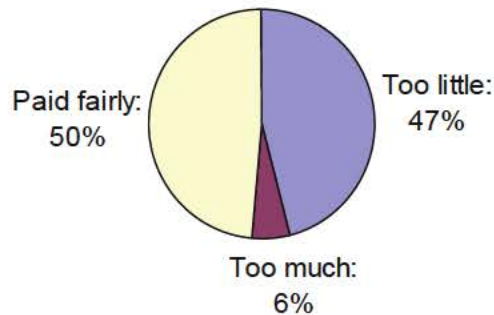
Two specific challenges facing working women throughout the nation are pay inequality and sexual harassment. Regarding pay inequality, the interviewees were asked: "Do you think you were ever paid too much or too little for a position?" Half of the women believed they had been paid fairly during their careers. Slightly less than half, 47%, said they had been paid too little, while two women reported that they had been overpaid during at least one point in their career. To be clear, one of these women reported being overpaid only at one position but said that she had been paid fairly since then, which is why the pie chart does not add up to 100%.

In terms of sexual harassment, thirteen women (38%) reported that they had experienced sexual harassment in the workplace. Twenty women (59%) reported that they had not experienced it, while one woman (6%) did not feel comfortable answering the question. While it is excellent to find that the majority of women did not experience sexual harassment in the workplace, it is still troubling because it is a relatively slim majority. Anecdotally, some of the women who had reported sexual harassment on the job wanted to clearly specify that it tended to be from customers and not fellow employees. Also, sexual harassment often seemed to be connected to age, for some of the woman had experienced harassment when they were younger and very new to the workplace.

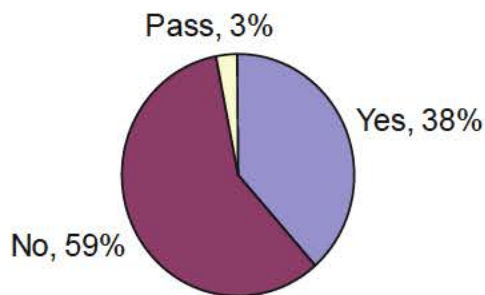
Jennifer Wood, the art teacher at St. Dominic Regional High School, speaks about sexual harassment: "It was expected...and women were expected to tolerate it." When she experienced sexual harassment on the job, she says, "I didn't know what my options were," when describing how she left that position.

Do you think you were ever paid too much or too little for a position?

Note: One woman felt overcompensated at one point in her career but feels she has been paid fairly since her promotion, which is why the chart does not add up to 100%.



Have you ever experience any form of sexual harassment in the workplace?



Future Plans and Advice to Other Working Women in Maine:

The last two questions of the interview were: “What are your career plans for the future?” and “What advice would you give to other women about being successful or satisfied with their jobs?”. Looking at future plans in Chart 9E, we can see that 14 (41%) women planned on continuing working at their current jobs, followed by 12 (35%) women who planned on continuing work at their current jobs until retirement. However, the greatest single percentage of women, 44% (15 women), said they had “Other” plans for their futures.

The question about advice for job satisfaction led to the widest variety of responses. However, a few trends seemed to be evident: 16 women, 47%, said that other women should find work that is their passion/makes them happy. The second most frequent advice offered was to be educated (formally or on the job), which was tied with a variety of other responses under the category of “other”. The third most frequent piece of advice was for women to have confidence and be assertive in the workplace.

Chart 9E-Future Career Plans of Interviewees

What are your career plans for the future?

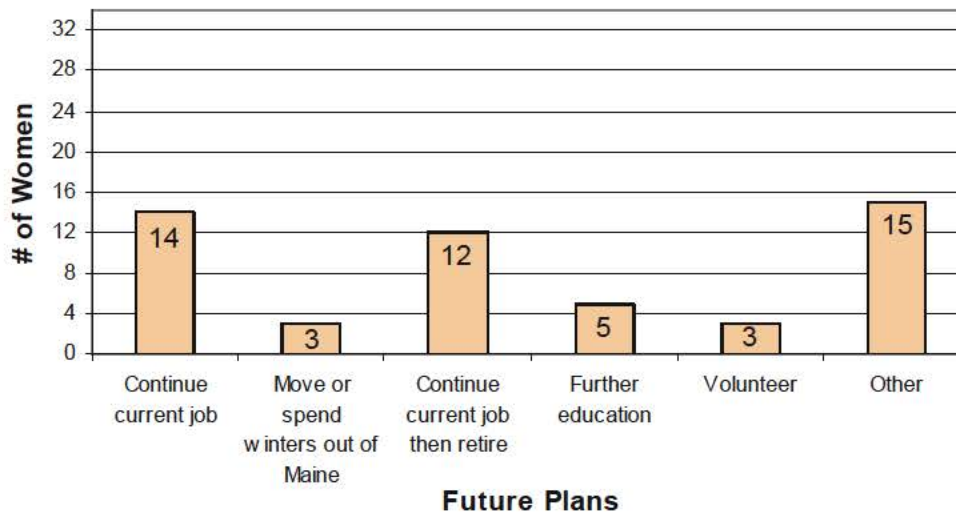
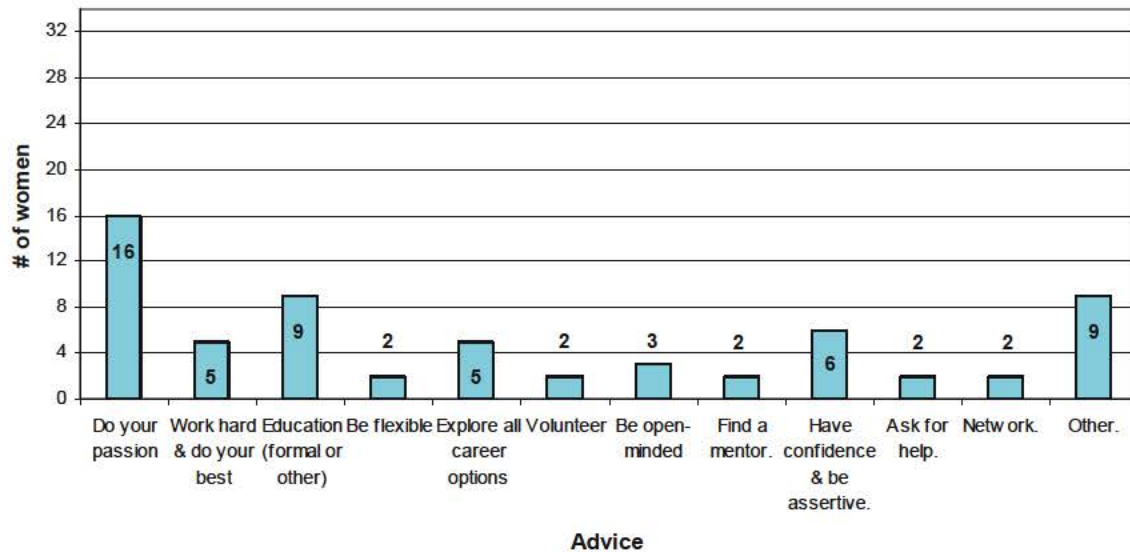


Chart 9F- Advice for Other Women

What advice would you give other women about being successful or satisfied with their jobs?



Overall, a wide variety of women were interviewed for this report, all bringing valuable viewpoints to this discussion on the status of working women in Maine. Some of these women had a lot to say about previous negative experiences, while others had less to say and had never thought of themselves as being negatively affected by being a working woman. Yet it is clear that there are challenges that these women deal with on a daily basis, whether it is a lower salary, difficulty finding a job, trouble finding childcare, or concerns over transportation with rising gas prices.

Final Thoughts From Working Women in Maine:

- *“Get as much technical experience as possible. Work on transferable skills and be flexible.”*
 - *Sandra Grant, Practice Administrator of Medical Rehabilitation Associates, Lewiston.*
- *“Don’t be afraid to advocate for yourself and don’t be afraid to start or join a union.”*
 - *Amy Simpson, Mercy Hospital eating disorder clinic, Portland*
- *“I have never felt that I have been discriminated against as a woman.”*
 - *Trina Beaulier, C.E.O. of Simply Divine Brownies, Freeport*
- *“Do something you’re passionate about.”*
 - *Cindy Look, Public Health Nurse, Machias*
- *“I don’t think I have any challenges as a woman. I have challenges as a business owner, not as a woman.”*
 - *Elizabeth Shissler, co-found of Sea Bags, Portland*
- *“Maine’s a wonderful place to be for women.”*
 - *Meggen Beaulier, President of Simply Divine Brownies, Freeport*

For the next report it would be valuable to try to interview women in the industrial sectors and counties that were not covered by this round of interviews, being sure to include all of the diverse sectors of Maine’s female work force.

Discrimination

The scale of discrimination's impact on women's wages is largely immeasurable. Discrimination can include 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 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.¹⁴

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.

In January 2009, President Obama signed the Lilly Ledbetter Fair Pay Act, which aims to undo some of the limits the *Ledbetter* ruling imposed on potential victims of pay discrimination. The Supreme Court's ruling in the *Ledbetter* case said that the 180 days (or 300 days in some states) limitation period began from the date of the first paycheck when one discovers she is a victim of pay discrimination. But under the Ledbetter Act, the statute of limitations restarts *every* time one receives a discriminatory paycheck, making it easier for employees to challenge pay discrimination. While the passage of the Ledbetter Act has not eliminated all obstacles in rectifying pay discrimination, it will ensure that employees are not additionally hindered by Title VII's already-short limitations period¹⁵.

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.

¹⁴ Women's wages in 2004. Maine Dept. of Labor, Labor Market Information Services

¹⁵ Grossman, Joanna L. 2009. "The Lilly Ledbetter Fair Pay Act of 2009." FindLaw. 13 Feb. <http://writ.news.findlaw.com/grossman/20090213.html>

Women of Color and Maine's Workforce

The 2007 edition of *Working Women in Maine* discussed the paucity of useful quantitative data on the economic and employment status of women in minority populations in the state. While there are an increasing number of reports dealing with various refugee and immigrant populations, and a small amount of data related to Maine's Native Americans, the Committee failed to find any enlightening information on African-American Mainers and other long standing indigenous people in ethnic or racial minorities here.

Furthermore, the data that are available don't provide gender breakdowns or specific insight into the circumstances, status, or experiences of minority women in particular. Given Maine's rich history of immigrant workers and reliance on migrant labor, this is a real flaw in our awareness. As noted in the *Working Women in Maine 2007*, the result is invisibility and marginalization for our minority populations, their contributions to our state, and most poignantly, for the women in those populations and cultures.

In October 2008, the Women's Employment Issues Committee met with a few representatives of ethnic and racial minority populations in Maine. This preliminary conversation was intended to be an awareness session for the Committee members. This discussion only represents the beginning of the airing of issues related to women of color in the Maine workforce.

The Committee received very candid input that helped move the conversation beyond "We have no quantitative data." It is clear that until quantitative data are available, especially data that allow comparison with so-called "non-minority" women and men, we will have to rely on qualitative, anecdotal, experiential information in order to get a snapshot of the status of women in Maine's various minority groups.

The Committee recognizes certain conditions that are fundamental to any discussion of low-income, under-represented, under-served, and minority Mainers. Many of these conditions relate to moving past denial, misunderstanding, myths, and misapprehensions that result in barriers to employment and economic security.

Much of Maine's cultural diversity is a direct result of the economics of the workforce. The profiles of many towns and cities in Maine are directly shaped by the workers who came here to work in mills and factories, on farms, on the water and waterfront, in the forests, and in motels and restaurants. This diversity not only provided initial form and stability to many of our communities, but has, in recent years, helped revitalize cities, towns and neighborhoods with new businesses and expanded arts and cultural activities. Nonetheless, stigma, disrespect, and discrimination continue to thrive in some quarters of the state.

The bias is not just racial or ethnic in nature. It is not based just on language, skin color, country of origin, or religion. There is also a tendency to distrust non-native Mainers, no matter where they originally lived.

Furthermore, there is a common and incorrect assumption about the economic contributions made to the state by unemployed individuals, regardless of their background. The word "taxpayer" is often used to separate the self-identified "hard working, native, Caucasian Mainer" from the others: those who need public assistance or other social services due to lack of resources, or disability, or new and unsettled residence. When this prejudice is applied to people in minority populations, it not only belies resentment or xenophobia, but fear.

Knowledge of workers' rights is needed. It's difficult to ask for minimum wage or adequate workplace safety if one is not documented or if the boss can easily replace one with another worker.

The “general population” is often unaware that all people pay taxes, even people who are poor or undocumented. Furthermore, the social security system is bolstered by undocumented workers who pay into the system and will never be eligible for social security payments because they are undocumented.

This is only a beginning of the Committee's analysis and discussion of women of color in Maine's workforce. In the absence of quantitative data, this Report will continue to rely on qualitative information and it will include a recommendation that even data that cannot pass a strict statistical test should be included in reports. The lack of hard numbers, no matter how small, are still significant to the conversation and important for policy and program development.

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 tend to be 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. Many women 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 \$7.50 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, 2009

- **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. As we saw in Spotlight #5, Tables 5B and 5C, nontraditional occupations in fields such as Installation, Maintenance, & Repair, can provide women with high salaries and thus economic security, so long as there are women who become trained in the field. 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.

Furthermore, the Women's Employment Issues Committee recommends that the Maine Workforce Investment Act Strategic Plan set annual goals for the training and placement of women served by the CareerCenters and the local Workforce Investment Boards in nontraditional occupations. The release of added funds under the American Recovery and Reinvestment Act of 2009 provides the opportunity to offer new, creative, and innovative programs to assist women receiving ARRA funded services in exploring better paying nontraditional occupations in energy related jobs, health care careers, and information technology occupations.

- **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 to 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 Department of Labor has determined that the statewide livable wage for a family of one adult and one child is \$16.24 an hour. The federal poverty level income set by the federal government for a family of two is \$7.00 an hour, or \$14,570 a year for full time year round work. The federal minimum wage is \$7.25, barely above poverty, and nine dollars below the livable wage. 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 should 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 Sectors¹⁶

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.

¹⁶ Updated 06/2007

Appendix B- Common Examples of Jobs within Occupational Groups¹⁷

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.

¹⁷ 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

(Men-women)/women= 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= $(17,455 * 0.08) + 17,455 = 18,903.77$

Part-Time: Men= 150,434; Women= $(193,961 * 0.06) + 193,961 = 205,942.95$

Step 4. Calculate females' share

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

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

Appendix D- For Further Reading:

At the May 2008 meeting of the Women's Employment & Issues Committee in Presque Isle, it was suggested that this report include an additional appendix providing references to other resources and reports. These references include highly specific data that may not be included directly in this report, but they are useful for those who wish to inform themselves more thoroughly on certain topics and to put what they learn into action.

Center for Workforce Research & Information (Maine Department of Labor): **<http://www.maine.gov/labor/lmis/pubs.html>**

1. An Analysis of High-Demand, High-Wage Jobs in Maine (pdf)
2. Employment and Earnings Outcomes for Recently Arrived Refugees in Portland, Maine (pdf)
3. Employment Patterns of Somali Immigrants to Lewiston from 2001 through 2006
4. Estimated Hourly Livable Wage, 2006
5. Healthcare Occupations Report, 2006 (pdf)
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