



Hiring Disparities in Minnesota

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Quick Overview

- Occupational Clustering
- Wage and Earnings
- EEOC and Harassment
- Women and Green Jobs



Leading Occupations for Women

- Secretaries and administrative assistants
- Registered nurses
- Elementary and middle school teachers
- Cashiers
- Nursing, psychiatric, and home health aides
- Retail salespersons
- First-line supervisors/managers of retail sales workers
- Waiters and waitresses
- Maids and housekeeping cleaners
- Customer service representatives





"Three-fourths of a penny for your thoughts..."



Median Income

For Full-Time Year Round Workers:

- US:
 - Women: \$35,207 (77.6%)
 - Men: \$45,363
- MN:
 - Women: 37,569 (76.7%)
 - Men: \$48,969



Sample Industries

- Health Care and Social Assistance:
79.5% female
 - Median Wage Women: \$29,377
 - Median Wage Men: \$42,527

- Finance: 55.8%
 - Median Wage Women: \$37,357
 - Median Wage Men: \$58,983



EEOC Charges & Women

EEOC Tracks Several Charge Areas Directly Impacting Women

- Equal Pay Act
- Harassment
- Pregnancy Discrimination
- Sex-Based Charges
- Sexual Harassment Charges

FMLA violations are also an area to watch because it addresses caregivers, of which a high percentage are female.



Harassment

-According to the EEOC, There were just over 12,000 sexual harassment charges in 2009, 16% were filed by men

-In 2009, the Minnesota Department of Human Rights conducted a study of 700 Minnesotan working women and found almost **50 percent** of female supervisors had been sexually harassed on the job, while only one-third of women who were not supervisors had reported harassment. [

Making Green Jobs Work for Women

- Create a Robust Pipeline
- Maintain Fair, Equitable, Accessible Workplaces
- Consider the Economic Advantage
- Greening of Small Business and Women



RESOURCES

- Occupation Listings: United States Department of Labor Women's Bureau. [Quick Stats on Women Workers](#)
- Salary and Wage Data: [2005-2009 American Community Survey 5-Year Estimates](#) (Minnesota S2403. Industry by Sex and Median Earnings in the Past 12 Months (In 2009 Inflation-Adjusted Dollars) for the Civilian Employed Population 16 Years and Over)
- EEOC Charges and Women:
http://www.eeoc.gov/eeoc/statistics/enforcement/sexual_harassment.cfm
- Study on women and management and harassment:
http://www.humanrights.state.mn.us/education/articles/rs09_3mclaughlin.html
- Women and Green Jobs in Minnesota:
<http://www.commissions.leg.state.mn.us/oesw/fs/WomenGreenJobsMN2010.pdf>
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