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## Inform - A Quarterly Newsletter for Maine Women (Feb-March 1986)

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*The Maine Commission for Women*

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# Inform

Published by The Maine Commission for Women

## “WOMEN’S ECONOMIC DEVELOPMENT WOMEN’S ECONOMIC POWER” CONFERENCE A SUCCESS

Over 150 participants from New England attended the “Women’s Economic Development—Women’s Economic Power” Conference hosted by the Maine Commission for Women and the Displaced Homemakers Project on October 24, 25, 26, in Portland. Celeste Branham, Chair of the Maine Commission for Women, welcomed members of the New England Commissions for Women and Wider Opportunities for Women to the conference.

“The issues of economic viability and enhancement of the economic status of women are the most preeminent concerns facing us today. The Maine Commission for Women has as a top priority women’s economic development and economic power. This past fall we released statistics identifying the feminization of poverty in Maine: 95,000 people, 16 or over, have incomes below the poverty level; 62% are women, 15.8% are children; however, 48% of children living in single headed households live in poverty; women are seven times more likely than men to be single heads of households; \$7,618 is the median income of a man with an 8th grade education; for women, \$7,739 is the median income with four years of college education.

Women’s economic needs can only be met by programs and policies that address women’s needs as wage earners and family members.

A general upturn in the economy cannot help women who are locked into low paying, low strata positions in the work force. Unless women’s economic prospects are specifically analyzed and unless women’s economic needs are directly addressed, the impoverishment of women will only increase. Hence the reasons for this conference.”

This issue of INFORM contains the highlights of keynote addresses and workshops given at the conference.

The challenge of economic development is still before us. We are far from achieving economic equity, but we are beginning. As Representative Merle Nelson said in welcoming participants, “Together we can go forward . . . and we will.”



*Women’s Economic Development, Women’s Economic Power Conference, Portland, Maine.*

## COMMISSIONER PETITE OPENS NEW ENGLAND CONFERENCE

The Commissioner asserted that women’s entrance into the work force and all of its implications will go down with civil rights as the two most profound changes in the twentieth century. He noted that as a society, however, we have failed to deal with the implications of working families, particularly working mothers. Our institutions—the areas of law, social services, health, government, and the workplace have not adapted to the realities of today’s family. As a result, millions of Americans are suffering—especially children.

The way to respond to the changing realities, according to Petite, is to call for more government intervention, particularly for families who work, but for whom the market place does not reward adequately. This means instituting national health insurance; increasing tax deductions; and giving food stamps, fuel stamps and housing allowances to people who can’t provide these things, even when they are working.

The key to the creation of these programs is political will. As a political strategy that will move these issues forward, Petite recommended that we wrap these issues in kids’ issues, (“the only way to deal with low income kids is to deal with low income mothers”), that we defeat key legislators, elect more women and “not be too polite in doing it.”

### IN THIS ISSUE

Women’s Economic Division . . . . .	1
Commissioner Petite Opens . . . . .	1
Women’s Economic Program . . . . .	2
NEACW . . . . .	2
Women in the Workforce . . . . .	3
Economic Revolution . . . . .	4
Looking for New Members . . . . .	6
Workshop . . . . .	7
Women Event Calendar . . . . .	7

## WOMEN'S ECONOMIC PROGRESS: A WASHINGTON UPDATE BY PAT REUSS

*Pat Reuss is the Director of the Legislative Office of the Women's Equity Action League (WEAL) in Washington, D.C.*

Reuss began the address by congratulating Maine women and the Maine congressional delegation for the good work we are doing. She spoke of the frustration we all face in developing successful political strategies: First we were told to do better research, get more facts; then, we were told that our facts and research made us too pushy. So now we do it all ways—we get our facts, we blend in and we play politics.

This year the top priority for women's groups in Washington is passage of the Economic Equity Act (EEA). These groups have packaged the EEA not as what radical feminists want, but as the agenda for children, for families, and for all people.

"Things that are good for women are good for everyone. The women's movement is going after things that help women and if they help men, too thank goodness because we're married to them, they are our fathers, our brothers, our sons, and we work with them."

As a result of "packaging," according to Reuss, the Economic Equity Act is making great progress.

- \*\* Two male senators introduced a private pension act: 99% of it is Geraldine Ferraro's VIP bill that is section one of the EEA.
- \*\* Child Care was "snuck" into a public housing bill.
- \*\* Non-discrimination in insurance is just resting nationally, but there is movement in every state in America. Even the private insurance companies are beginning to change their tune.
- \*\* Sen. Kennedy, Sen. Stark put in the Budget Reconciliation Act what was the Health Insurance Continuation Act of (EEA) that says every widow or divorcee can stay on group health insurance after the death or divorce of his/her spouse if he/she pays for it.
- \*\* Pay equity study of federal workers has passed in the House.
- \*\* There will be hearings in January to amend the Equal Credit Act for commercial credit to help women business owners.

Despite progress on the economic front, Reuss warned of something that is happening that would undermine all the work we do, and that is the linkage of our civil rights with our reproductive rights. Conservative

## NEW ENGLAND ASSOCIATION OF COMMISSION FOR WOMEN (NEACW) MEET

Representatives from every New England state (except Rhode Island) and the City of Cambridge gathered in Portland for a very productive NEACW meeting on Saturday, October 25, 1985.

We heard from each Commission about their particular projects and issues. The Maine Commissioners were particularly interested in learning about Vermont's campaign to pass an ERA in the fall of 1986.

Connie Woodruff, President of the National Association of Commissions for Women, reported on the national convention in California, NACW's plans to open a permanent office in Washington, D.C.

and the status of other Commissions around the country.

This year's national convention will be held in Chicago in June. The New England Commissions have agreed to meet in March to prepare for the national convention and to help Connecticut plan for the next New England regional meeting to be held in the Fall of 1986.

The day was highlighted by a presentation from the discussion with U.S. Representative John "Jock" McKernan. We had a stimulating discussion about the political challenges facing women and the women's movement since last year's election. McKernan also gave us an update on national legislation, including the Civil Rights Restoration Act, the Economic Equity Act and child care legislation and promised continued support of these issues.



U.S. Representative John McKernan addresses NE Association of Commission for Women.

forces have determined that they can win any bill if they attach anti-abortion language to it and force 70-80 Representatives to make a choice between abortion and other fundamental issues. She sees a primary goal of the women's movement is to keep this issue from undermining all our work.

Political success, Reuss noted, will depend on what we do as women. She urged us to find a balance of being too pushy, and not pushy enough; too political, not political enough, determine where our limited time and research will go.

"Remember what your principles are and what your bottom line is," Reuss said. "Take it to the ballot box."

### Many Thanks

It takes many people to put a conference together. Many thanks to all of those who helped with this conference. Especially we would like to thank: Sally Rose, Peg Ricker, Audrey Daigle, Betsy Sweet, Gilda Nardone and the following organizations: Displaced Homemakers Project; Maine Commission for Women; Wider Opportunities for Women; Community Services Administration; Welfare Education, Employment and Training; U.S. Department of Labor, Women's Bureau.

If you would like to borrow the cassettes with the full texts of these speeches, please contact the Maine Commission for Women, Station #93, Augusta, Maine 04333. Phone 289-3417.

## WOMEN IN THE WORKFORCE: A STATISTICAL ANALYSIS

Revolutionary things are happening for women in terms of their economic status and participation in the workforce. The numbers and information presented herein which document the changes for women are taken from the U.S. Census Bureau, Bureau of Labor and the State Planning Office. Generally when statistics about women are compiled and presented by women somehow they are seen as feminist opinion not factual information. In fact, the statistics that follow describe an economic reality that is sometimes depressing, sometimes frightening, but which offers us some incredible opportunities.

Since World War II, there have been two countervailing trends in the economy that have had special significance for women: Women now represent two out of three entrants into the labor market, and, there has been a dramatic growth in the number of women and children who are falling below the poverty line. If the system was working correctly, these trends would not be occurring simultaneously. Obviously, working does not necessarily mean economic prosperity or self-sufficiency for women.

### WOMEN IN THE WORKFORCE

- Women are now 2/3 of new entrants into labor force.
- Women comprise 47% of Maine's labor force; 52% of the national labor force (compared with 30% only 30 years ago).
- Women workers are still concentrated in low-paying, dead-end jobs. 66% of Maine women are employed in clerical and service sector jobs. (Those jobs are the lowest paying, with the least benefits. Also, the economy is expected to grow rapidly in these areas).
- Out of 420 job categories listed by the U.S. Dept. of Labor women are significantly represented in 20 of them.
- Women working year round, full-time, still earn only 59.9¢ for every dollar men earn. (Male \$13,606 per year—female \$8,695 per year).
- The median income for women with a four year college education is equal to the median income of a male with an 8th grade education.

- As women enter traditionally "higher paying" jobs in large numbers, the financial rewards decrease. For every 1% increase in the number of women in the workforce, median salaries decrease by \$400. (e.g. middle bank management, real estate, insurance).
- Only one in five women receive any kind of pension to supplement social security. Those who do receive pensions receive \$223 monthly. (Half of what men receive).

### SOCIAL TRENDS

The work place statistics are compounded by major social factors:

- Between 1972 and 1982 the number of women in the labor force with children increased by 82%.
- In 1982 59% of women with children under the age of 18 were in the labor force.
- 50% of women with children under six were in the labor force.
- There is a dramatic rise in the number of single-headed households. According to the U.S. Census, nearly one-half of the children born in 1980 will live in single parent families before they turn 18.
- Women are seven times as likely as men to run a single parent household with children under age six.
- 47% of marriages in Maine end in divorce. When men get divorced their standard of living increases by 42%. Women and children experience a 75% drop in theirs.
- Workforce benefits are by and large, still based on the family with a male worker, woman at home caring for children. That model represents only 17% of American families.

### THE RESULTS:

#### WOMEN IN POVERTY

The combination of our workforce participation and social trends has had dire results.

- 13 million women, nationally, live in poverty. Five million have become poor in the last eight years.
- 62,000 women in Maine live below the poverty level.
- Over 15.8% of all children live in poverty. In female single heads of households, 48% of children live in poverty.

## LEGISLATIVE SESSION UNDERWAY

The second regular session of the 112th Legislative Session is now underway. This is an "emergency session," lasting only fifty legislative days and dealing only with emergency legislation.

The bills the Maine Commission will provide information and testimony on this year include:

- LD 1793 AN ACT to Create a Rape Crisis Center in Augusta.
- LD 1826 AN ACT to Increase the Maine Child Deduction Under the State Income Tax.
- LD 1864 AN ACT to Encourage Employers to Assist their Employees in Meeting their Child Care Needs and Expenses.
- LD 1872 AN ACT to Change Martin Luther King Day from a Special Observance Day to a State Holiday.
- LD 1876 AN ACT to Insure Training and Employment Opportunities for all AFDC Recipients.
- LD 1888 AN ACT to Fund a Long Term Care Budget for Maine's Elderly, Handicapped and at Risk Citizens Who Need Sup-

port and Health Services.

- LD 1896 AN ACT to Increase AFDC Payments by 10%.
- LD 1907 AN ACT to Improve Access to Child Care Services.
- LD 2003 AN ACT to Establish a Toll-Free Hotline for Victims of Rape, Incest and Battering.
- LD 1966 AN ACT to Provide Community Education and Family Health Services.
- \*\* AN ACT to Guarantee Insurance Coverage for Child Care Centers and Family Day Care Providers Licensed by the State of Maine.

If you are interested in the hearing schedule or more information, contact the Maine Commission for Women office (289-3417) or "legislative information" (289-1692).

Again this year the Women's Legislative Agenda Coalition will put forward a legislative package. That Coalition is now 25 organizations strong (up from 19 last year) and is looking forward to a very successful year.

\*\* L.D. numbers have not been assigned.

## **"ECONOMIC DEVELOPMENT AS IF WOMEN MATTERED"**

*Excerpts from Gould and Keeley's Keynote Address*

Kathy Keeley, President of Women's Economic Development Corporation in Minnesota, and Sarah Gould, Director of Programs, HUB Program for Women's Enterprise in New York City, were keynote speakers at the conference. Both offered a feminist perspective on economic development.

Ms. Keeley opened by strongly disagreeing with Commissioner Petit's suggestion that women's economic issues should be wrapped in children's issues as typical. "They send the Commissioner of Human Services to talk to us about social services and day care and they don't send us the guys who talk about industrial development, who talk about job creation, who happen to have more of the money than they'll ever have in Human Services. So we're not going to wrap our issues in kids issues and we're going to talk about real, powerful women."

The term economic development is used to mean many things. It encompasses tax incentives and abatements, financing mechanisms ranging from debt to equity, and public and private job training programs. The term includes trade missions that seek out prosperous companies and innovative technologies from locations overseas or as close as the next state. Witness the latest competition for General Motor's new Saturn plant, in which at least twenty-three states offered financing, lower taxes, training dollars, and other fringe benefits. Economic development can also mean supporting small business development, as well as retraining programs aimed at dislocated workers in maturing industries such as mining, steel, and the automobile industry.

For women and men working to expand women's economic opportunity, economic development is too often misunderstood and ignored. The term conjures up an image of men in top-level positions engaged in a mysterious and secretive process. We believe that outspoken women must assert themselves in this process, raising crucial issues, broadening the scope, and insuring that women and minorities are not once more forgotten. Women need an economic agenda that goes beyond income maintenance and comparable worth. We must begin to address job creation and economic development policy.

Why should women be concerned with these issues? Researchers predict two important trends. The first is that male and female labor force participation rates will be equal in the near future. If current trends

continue, in fact, almost one million new women will enter the workforce each year through the 1980's, and they will comprise two out of three new labor force entrants.

The second trend is that individuals and firms in the United States will create 25 million new jobs in the next five to eight years. While maturing industries such as steel and textiles lay off employees, new technology and service industries will create the new jobs. Since two out of three of these jobs may be filled by women, we need to influence the kinds of jobs created, the wages paid, and the working conditions. Our daughters will continue to suffer from poverty unless we intervene now in the economic development process.

### **WOMEN AND THE ECONOMY**

How does the United States deal with women's economic issues? They are generally relegated to a social service framework. The U.S. has one set of economic policies and programs aimed at improving and protecting the health of the mainstream economy—which has meant mostly white men—and another set of income maintenance, social services and training programs to take care of those who are not able to support themselves in the mainstream economy—which has meant mostly women and people of color. But this separation has become a barrier—social service, income maintenance and training programs are rarely designed to increase job and income opportunities, while jobs resulting from "economic development" rarely trickle down to those who need them most.

The number of women who are the sole support of themselves and their families has doubled in the last decade. Fifty-five percent of women maintaining families, however, who were employed at any time during 1980, were also poor. The comparable rate for men was 14 percent. Almost a quarter of female-headed households with the household head working full-time have incomes that fall below the poverty level. The worst conditions are experienced by women of color: While 28.4 percent of white women heads of households fell below the poverty line in 1981, the figure was 46.5 percent for Native American women, 55.8 percent for Black women, and 54 percent for women of Spanish origin.

Poverty threatens many older women as well. A full 35 percent of working women 55 years of age or older live on incomes below the poverty line. This economic fact leads to another: At age 65 and over, 28 percent of women who live alone or with non-relatives live in poverty; for Black women, the rate is 61 percent.

There are two main reasons that women can work at full-time jobs and still live below the poverty level. The first is occupational segregation. Most women workers are employed in 20 out of the 420 occupational categories listed by the Bureau of Labor Statistics. This has remained remarkably



*Kathy Keeley, President of Women's Economic Development Corporation in Minnesota.*

consistent since the entry of substantial numbers of women into the paid labor force. In 1960, for example, 52 percent of women in the labor force were employed in just four occupations: Clerks, saleswomen, waitresses, and hairdressers. In 1982, 46 percent of all working women were still found in these categories. Most women entering the paid labor force today will be employed in other traditionally female, low-paying jobs—those of secretaries, typists, cashiers, food service workers, and health service workers. What this means for women has been well-documented in a research project undertaken by the Southeast Women's Employment Coalition. They write:

"In the midst of all the hubbub over "high tech," capital flight, and a new industrial policy, almost no attention has been focused on the jobs and workers who represent the great bulk of current and projected growth in the labor force: Women in low-wage, traditionally female ghettos. Eight of the top ten growth occupations between now and 1990 are "women's jobs" in food service, health care, office work, and retail sales. Those familiar with the wages, working conditions, and advancement opportunities on these jobs do not automatically view their expansion as good news."

The second reason that women working full-time outside the home still live in poverty is the gap, across occupations, between men's and women's wages. In 1981, women workers earned an average of 59.7 percent of men's earnings, which represented a drop from 60.2 percent in 1955.

continued on page 5



Women face a crucial challenge if we are to reverse the continuing decline in our economic status. We must gain recognition as a key constituency in the process of economic development.

The commonly-accepted distinction between the primary and secondary labor markets is useful in understanding this point. In their booklet, **Women and Children: Alone and in Poverty**, Diane Pearce and Harriet McAdoo describe the primary and secondary labor markets. The primary labor market is characterized by higher salaries, unionization, benefits, such as insurance and unemployment compensation, and primarily full-time work. In contrast, the secondary labor market is characterized by part-time work, low wages, no benefits, few unions, and welfare as a "privilege for the truly needy." Applied to this two-tiered framework, economic development programs aim to strengthen the primary labor market, while the various income transfer programs known as welfare create a so-called "safety net" under the secondary labor market.

Because women most often participate in the second tier, we are not considered constituents of economic development policy. The time has come to merge this dual system through policies and programs that increase women's access to productive, well-paying, and stable economic activity. This new economic development must be on behalf of all women, especially poor women, working poor women, and women of color. It must focus on the kinds of jobs created, what those jobs pay, and the particular needs that many women must have met in order to take part in job creation efforts. Included among these needs are day care and job training. Issues such as access to and control of capital and other economic development resources must be addressed. Finally, women's economic development must emphasize capacity building—building both the capacity of women to get, keep, or create jobs, and the capacity of organizations to undertake job-creation activities on behalf of women.

### **Creating Support Services for Women**

One category of economic development activities must include programs to provide the support services women need in order to take part in job creation efforts. Included in this category are job training programs, child care and transportation services, and assistance for women re-entering the labor force after a period of not working. States and localities are much more active participants in designing and funding these kinds of programs for women. For example, Private Industry Councils fund women's non-traditional training programs with Job Training Partnership Act (JTPA) monies, and many states support displaced homemaker programs.

### **Training for Non-traditional Jobs**

Education and training programs have been widely used in this country for

decades. They are based on the "human capital" theory that holds that long-term unemployment and poverty result from an individual's lack of marketable skills. Recent research, however, including a longitudinal study of 5,000 families conducted by the University of Michigan, indicates that while training and education can lead to higher income and earnings for white men, they are not as effective tools for increasing the incomes of people of color and women. Occupational segregation and discrimination tend to box women and people of color into low-paying, dead-end jobs.

In general, the most effective training programs for women equip them to take "non-traditional" jobs that pay a good wage, and offer good benefits and upward mobility. The most effective programs for women also build-in job-securing or job-creating mechanisms, because women, and particularly women of color, face entry barriers to certain jobs even if they have the necessary skills.

### **Entrepreneurial Training**

A job training and creation strategy is entrepreneurial training; programs designed to give people the necessary skills to take their ideas to the market place and create viable businesses that employ themselves and others.

Studies indicate that the most effective entrepreneurial training programs stress decision-making, goal-assessment, and planning skills. Entrepreneurs possess an additional quality, however—they are comfortable taking a measured amount of risk in their business endeavors. Developing this quality must be considered in designing entrepreneurial training programs for women, who are generally socialized to be low risk takers.

Entrepreneurial training programs are incomplete without mechanisms to assist participants in obtaining business financing and to provide ongoing technical support. The Women's Association for Women's Alternatives (WAWA) in Delaware County, PA, for example, involved the Philadelphia Citywide Development Corporation (PCDC) in the design of its Self-Employment Project for low-income, single mothers in Philadelphia. Eleven Black women are now enrolled in the first cycle of the project's training program. In addition to working with WAWA to create a loan pool for financing the participants' businesses, PCDC is counseling each participant as she develops her business plan.

### **Day Care**

To take part in a training program, or to take a job, however, many women have a pressing need for low-cost day care. The absence of affordable day care means that low-income parents, and especially single mothers, cannot participate in the paid labor market. Because of its importance, day care provision is a key part of economic development planning.

Day care can also be a job training and job creation strategy. The Peralta Service Corporation in Oakland, California, has successfully combined training for Aid to Families with Dependent Children (AFDC) recipients with provision of child-care services for low-income mothers and their children. The non-profit organization employs AFDC recipients as trainees in its child-care and infant-care centers, partially subsidizing their wages through the use of "grant diversion." The trainee receives a small portion of her AFDC grant directly, while the remainder is diverted to the organization to pay her salary. The program not only creates jobs for AFDC recipients, but also provides badly-needed infant-care services to teenage AFDC mothers while they pursue educational programs. Both groups of AFDC recipients—mothers and workers—receive the support services they need to move into the working world.

### **Increasing Public Awareness of Women's Economic Plight**

The third category of economic development activities includes educational programs that aim at increasing the public's and the legislative awareness of the economic plight of women. Two examples are described here. While each incorporates public education to a different degree, both of them have raised the public's awareness of women's economic status and their economic development needs.

### **Commissions on the Status of Women**

Two-thirds of the states and a growing number of localities have formed Commissions on the Status of Women. At the state level, these commissions may be appointed by the Governor, they may be independently formed and funded, they may be administrative staff or line agencies, or they may be legislative commissions.

continued on page 6



*Sarah Gould, Director of Programs, HUB Program for Women Enterprise, addresses conference.*

Depending on their structure, they may monitor legislation, serve as a liaison to actors outside of the government, or they may run service and training programs aimed at women. In almost all cases, the commissions' main focus is on the economic plight of women. They serve an important public education role—in fact, many state-level commissions are sponsoring or co-sponsoring conferences to draw attention to and discuss the particular economic development needs of women.

#### State Offices of Women Business Owners

A growing number of states, including Michigan, Ohio, Louisiana, and North Carolina, are establishing offices of women's business ownership. Such offices typically refer women-owned businesses across the state to appropriate providers of training and technical assistance. In addition, they often bring greater visibility to both public institutions and private corporations that operate minority purchasing quota programs.

Many state-level offices have compiled directories of women-owned businesses in their states. These and other data collection activities focus public attention on the contributions that women-owned businesses make to an economy, and help attract resources to further their development.

#### CONCLUSION: PLANNING FOR WOMEN'S ECONOMIC DEVELOPMENT

There are programs which attempt to expand women's economic opportunity by merging the two-tiered system of economic development and social service delivery. Women-serving organizations and community-based organizations with large numbers of women constituents are taking the lead in this process so far; planning programs, and then raising the resources—

both public and private—to support these programs.

But we have to do more. We have to begin to participate in economic development policy planning, and that must be done at local, state, and national levels.

The general upheaval and specific shifts in the economy provide us with a historic opportunity to provide leadership and impact the feminization of poverty.

We suggest the following recommendations as action steps for women and men concerned with expanding women's economic opportunity. We know that they are just the first steps. Specifically, we need to:

1. *Become knowledgeable about the changes now transforming the national and world economies, and about their effects on the personal and working lives of women. Women's organizations need to conduct "sector specific" research on changes in those sectors that are having the greatest impact on women, either through job loss or growth opportunities.*
2. *Participate in the economic development planning process at local, state, and federal levels. This participation starts with local- and state-level organizing to focus attention on women as a key constituency of economic development programs. It involves bringing women's accomplishments and needs to the attention of state-level commerce and development departments, and participating on task forces, planning committees and advisory groups to local and state officials.*
3. *Question the costs and benefits of local- and state-level industrial development projects. Access to jobs,*

*good wages, child care, and health benefits are all important considerations for working women. Does a proposed project create any jobs for women, and will they be entry-level as well as upper-level? Do they have established career ladders leading to advancement?*

4. *Initiate local- and state-level job creation programs aimed at women, particularly women who are the sole economic providers for their households. These programs should provide the technical support and seed capital women need to create their own jobs, and must be supported with both private and public funds. Existing resources such as Job Training Partnership Act funds must be used more creatively, and new resources must be created.*
5. *Experiment with programs to allow recipients to use transfer payment programs as a transition to self-sufficiency. Europe provides some interesting examples of transfer payment investment programs that encourage recipients to create their own jobs. Creative programs must be attempted, so that women have choices and an alternative to welfare.*
6. *Increase women's access to financial resources, ranging from seed to venture capital and debt to equity financing. Women have very limited access to capital, and women in low-income communities lack even the traditional resources of family, friends and associates.*

## LOOKING FOR NEW MEMBERS

The Maine State Health Coordinating Council is a 29 member body appointed by the Governor to conduct state level health planning for the people of Maine. The Council, composed of consumers and providers of health care, works with the staff of the Maine Office of Health Planning and Development to produce the **State Health Plan**. This document covers all aspects of health care and is pertinent for both the private and public sectors.

The Council is currently seeking candidates for membership to recommend to the Governor in early February. At this time, the Council would like to receive resumes from individuals in these or similar fields: Law, clergy, labor, personnel management, city/town management, psychiatric social work, physical therapy, and primary medical care (practicing physicians). If you are interested or would like more information, please call Pam Eckstein, Council staff, at 289-2716. We look forward to hearing from you.



Participants gather at "Promoting Women's Economic Development" workshop.

## WORKSHOPS:

Nine workshops were held over the course of the day, ranging from "The Future of the Workplace" to "Sexual Harassment on the Job." Each workshop presented the latest information on issues and explored avenues for action. The workshops are briefly summarized below:

**Promoting Women's Economic Development**—Presenter: Kathy Keeley, WEDCO.

This highly spirited workshop focused on increasing all women's access to state and local economic development programs. Participants also discussed their experiences in trying to become involved in economic development and the obstacles encountered.

**Future of the Workplace and Its Impact on Women**—Presenter: Judy Beck, WOW.

By the year 2000 will all those living in poverty be women and children or will the work place have been revolutionized? Participants discussed the need for retraining on the worksite, the relationship of women to high technology, where the new jobs (and money) will be and how to provide women access to those fields.

**Sexual Harassment in the Workplace**—Presenters: Patricia Ryan, Me. Human Rights Commission, and Mary Lou Dyer, Me. Attorney General's Office.

This workshop was devoted to a discussion of sexual harassment in employment. Explored were such questions as what is sexual harassment, how serious and widespread is it in the workplace, what are its legal implications, and what practical remedies for its prevention and elimination exist for employers and employees. Participants stated their personal experiences.

**Income Generation by Non-Profit Organizations**—Presenter: Sara Gould, The HUB Program for Women's Enterprise.

Sara Gould presented a process for women's social service organizations to use in assessing their potential for undertaking income-generating projects. The process examined key organizational questions that often arise in planning and implementing income-generating activities. Discussion focused on a methodology for doing preliminary feasibility analysis to determine whether particular income-generating ideas have merit. The process and methodology were based on the experiences of many women's social service organizations that have undertaken both successful and unsuccessful income-generating projects. Workshop participants discussed their own experiences and ideas.

**Self Employment Resources and Service**—Presenter: Kathy Keeley, WEDCO.

Self-employment or creating your own job is an option for many women. In this workshop some innovative models were presented that assist women to start a small business. Also explored were what resources were necessary to start a successful project.

**Child Care**—Presenters: Sabra Burdick, Dept. of Human Services; Faith McMuellen, USM Child Care; Don Sedenka, Maine Medical Center Employee Benefits.

This workshop featured a round-table discussion on child care. Discussion focused on the reasons adequate attention has not been paid to child care, the current business incentives to provide child care and the desperate need faced in the workforce.

**Models for Community Economic Development**—Presenter: Sara Gould, The HUB Program for Women's Enterprise.

This workshop offered a definition of community-based economic development, differentiating it from both social service activity and other methods of economic development. Workshop leaders and participants discussed key organizational issues that social service groups need to consider as they undertake development projects and activities. Models of successful community economic development projects were shared.

**Job Training Opportunities for Women**—Presenter: Vikki Gregory, WOW.

This workshop discussed the job training opportunities for women today, how effectively women are being served and new developments on the horizon. The workshop offered a survey of the opportunities and barriers for women within the JTPA, vocational education and welfare to work systems. Program models and regional perspectives were shared.

**Pay Equity**—Presenters: Roberta DeAraujo, Chief Council for the Me. State Employee Association and Lynn Heglund, Executive Director of the Vermont Commission for Women.

Denounced by the Civil Rights Commission as "looney tunes," pay equity or comparable worth is one of the most critical and controversial issues facing women. Despite gains we have made in other areas, economic equality is still a distant vision. We discussed pay classification systems, their origin and what has taken place, to date, in Maine and New Hampshire. Also discussed was the point factor evaluation system of classification and how to utilize them to achieve pay equity.

## Women's

## Events

## Calendar

SPONSORING ORGANIZATION	EVENT TITLE	DATE AND TIME	LOCATION	COST	FOR FURTHER INFO. CALL
University of Maine at Augusta	Celebration of Maine Women	March 1, 1986 9:00-3:30	UMA, Jewett Hall	-0-	Carol Young 622-7131 ext. 332
University of Maine at Augusta	Heroine's Ball	March 7, 1986 8:00 PM	Holiday Inn at Augusta	to be decided	Carol Young 622-7131 ext. 332
Maine Council on Family Relations and Maine Home Economics Association	Work and the Family	March 11, 1986 9:00 - 4:00	Neville Hall, UMO	\$15—Members \$25—Non-Members \$10—Students	Judy Hanscom (581-3149) Robert Milardo (581-3126)
United Church of Christ	New England Women's Celebration II	March 14-16, 1986	Holiday Inn By The Bay, Portland	\$30.00	Sally Bradley (401) 437-1188 (401) 433-2039



## ADDRESS CHANGE OR ADDITION? PLEASE LET US KNOW!

- ☐ Change of address  
☐ Please send Inform to person listed below

Name \_\_\_\_\_

Address \_\_\_\_\_

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## MAINE COMMISSION FOR WOMEN

### January 1986

F. Celeste Branham, Lewiston  
Yolanda Bulley, Millinocket  
Patti Bourgoin, Augusta  
Gena Canning, Portland  
Kristina Caraganis-Gordon, Waterville  
Mary Cathcart, Bangor  
Joanne D'Arcangelo, Portland  
Joanne Clarey, Portland  
Gwen Gatcomb, Winthrop  
Caroline Gentile, Presque Isle  
Evelyn Greenlaw, Lewiston  
Stephanie Irvine, Blue Hill  
Ruth Joseph, Waterville  
Wendy Kindred, Fort Kent  
Stephanie Locke, Dover-Foxcroft  
Julie Motherwell, Falmouth

## EVENTS CALENDAR

If your organization is planning an event, of particular interest to women, send us a sheet containing the information listed below. All information received 4 weeks prior to publication of Inform, will be printed in each issue.

**ALSO**, while planning an event, if you want to check a date to avoid conflicting with other happenings, call the MCW at 289-3417.

**DATE** (list first, please), Event, sponsoring organization, who/where to call/write for further information and no more than three standard lines of event description.

### Inform Staff:

Betsy Sweet  
Peg Ricker  
Sally Rose

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