

**FISCAL NOTE**  
**Requested by Legislative Council**  
**01/31/2017**

Amendment to: HB 1405

- 1 A. **State fiscal effect:** *Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.*

	2015-2017 Biennium		2017-2019 Biennium		2019-2021 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues						
Expenditures						
Appropriations						

- 1 B. **County, city, school district and township fiscal effect:** *Identify the fiscal effect on the appropriate political subdivision.*

	2015-2017 Biennium	2017-2019 Biennium	2019-2021 Biennium
Counties			
Cities			
School Districts			
Townships			

- 2 A. **Bill and fiscal impact summary:** *Provide a brief summary of the measure, including description of the provisions having fiscal impact (limited to 300 characters).*

As amended, House Bill 1405 would require the Commission on the Status of Women to provide a biannual report to the Director of the Division of Economic Development and Finance and to the Governor.

- B. **Fiscal impact sections:** *Identify and provide a brief description of the sections of the measure which have fiscal impact. Include any assumptions and comments relevant to the analysis.*

Engrossed House Bill 1405 would have no significant fiscal impact.

3. **State fiscal effect detail:** *For information shown under state fiscal effect in 1A, please:*

- A. **Revenues:** *Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.*

- B. **Expenditures:** *Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.*

- C. **Appropriations:** *Explain the appropriation amounts. Provide detail, when appropriate, for each agency and fund affected. Explain the relationship between the amounts shown for expenditures and appropriations. Indicate whether the appropriation or a part of the appropriation is included in the executive budget or relates to a continuing appropriation.*

**Name:** Justin Dever

**Agency:** Department of Commerce

**Telephone:** 701.328.7258

**Date Prepared:** 01/31/2017

**FISCAL NOTE**  
**Requested by Legislative Council**  
**01/24/2017**

Bill/Resolution No.: HB 1405

- 1 A. **State fiscal effect:** *Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.*

	2015-2017 Biennium		2017-2019 Biennium		2019-2021 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
<b>Revenues</b>						
<b>Expenditures</b>			\$25,000		\$25,000	
<b>Appropriations</b>						

- 1 B. **County, city, school district and township fiscal effect:** *Identify the fiscal effect on the appropriate political subdivision.*

	2015-2017 Biennium	2017-2019 Biennium	2019-2021 Biennium
<b>Counties</b>			
<b>Cities</b>			
<b>School Districts</b>			
<b>Townships</b>			

- 2 A. **Bill and fiscal impact summary:** *Provide a brief summary of the measure, including description of the provisions having fiscal impact (limited to 300 characters).*

HB 1405 adds additional responsibilities to the Commission on the Status of Women.

- B. **Fiscal impact sections:** *Identify and provide a brief description of the sections of the measure which have fiscal impact. Include any assumptions and comments relevant to the analysis.*

HB 1405 would require the Commission on the Status of Women to convene groups to discuss topics including pay disparities and the future economic status of women and to prepare an annual report with recommendations. These additional responsibilities would necessitate the Commission meeting at least quarterly and operating costs to plan, facilitate, coordinate and prepare the annual reports.

3. **State fiscal effect detail:** *For information shown under state fiscal effect in 1A, please:*

- A. **Revenues:** *Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.*

- B. **Expenditures:** *Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.*

It is assumed that the Commission on the Status of Women would need to meet at least quarterly, in order to fulfill the responsibilities outlined in the bill. It is estimated that the costs associated with the meetings would be about \$5,000 per year or \$10,000 per biennium.

These additional responsibilities would also require operating costs associated with planning, facilitating, coordinating and reporting. It is estimated that these costs would be about \$7,500 per year or \$15,000 per biennium.

- C. **Appropriations:** *Explain the appropriation amounts. Provide detail, when appropriate, for each agency and fund affected. Explain the relationship between the amounts shown for expenditures and appropriations. Indicate whether the appropriation or a part of the appropriation is included in the executive budget or relates to a continuing appropriation.*

There is currently no appropriations related to the Commission on the Status of Women.

**Name:** Justin Dever

**Agency:** Department of Commerce

**Telephone:** 701.328.7258

**Date Prepared:** 01/27/2017



**2017 HOUSE INDUSTRY, BUSINESS AND LABOR**

**HB 1405**

# 2017 HOUSE STANDING COMMITTEE MINUTES

Industry, Business and Labor Committee  
Peace Garden Room, State Capitol

HB 1405  
1/24/2017  
27300

☐ Subcommittee  
☐ Conference Committee

*Ellen Letang*

## Explanation or reason for introduction of bill/resolution:

Commission on the status of women.

## Minutes:

Attachment 1, 1A, 2, 3

**Chairman Keiser:** Opens the hearing of HB 1405.

**Rep Mary Schneider~District 21-Fargo:** Attachment 1 & 1A.

4:45

**Rep Lefor:** How long has that commission been around?

**Rep Schneider:** I believe that it was started by Governor Guy, so I believe for a long time.

**Rep Lefor:** Why do we need to put this in statue?

**Rep Schneider:** It potentially has that power but the commission has not been doing that. This would enact entities that already there to provide for these enquiries to give them the specific responsibilities to do that.

**Rep Laning:** Do you know what the makeup of that commission?

**Rep Schneider:** I have called the Dept of Commerce for that question & they haven't gotten back to me. I do know that the governor does appoint the four members.

**Rep Boschee:** I did find it on the web site.

**Rep Kasper:** If we already have the commission, why do we need this bill?

**Rep Schneider:** These are critical functions & they have not been included in their duties. Whether they could do them or not, it's not required.

**Rep Kasper:** Could the current commission incorporate these things in their charter or business purpose, without this bill?

**Rep Schneider:** They may possibly do that but they wouldn't be directed to. It puts additional requirements & it requires them to actively take steps.

**Rep Kasper:** I didn't see a fiscal note, was there one requested?

**Rep Schneider:** This would not have an impact on the budget.

**Chairman Keiser:** We are going to check with commerce because I have the same question.

**Rep Ruby:** Page 2, line 3, why is charging the commission to determine the factors & then lists them?

**Rep Schneider:** It's an inclusive statement, so they may be broader factors but not all the factors.

**Rep Ruby:** Page 2, line 6, I wondering why there is a belief that there is a lack of knowledge, there's access to that. What could we do to improve that & what is the intent?

**Rep Schneider:** Where it's not happening, we wanted to remove any barriers.

**Rep Ruby:** Most boards have the ability to present legislation, why does it need to be in code?

**Rep Schneider:** We have never dealt with this before, there is an action that needs to be an action. We have not seen that board do the activities that would promote change.

**Rep Beadle:** Have you looked into the labor commissioner purview instead of the commerce.

**Rep Schneider:** I do not know that for certain, but I think it originally was under the governor's office.

**Chairman Keiser:** We did look for an agency to put this in and the commerce seemed like a reasonable point. The labor commissioner provides such a regulatory function, it's difficulty to put the labor commissioner in the position into regulating something they control.

**Rep Becker:** You presented a gap of 26-29% & 22% was used a couple years ago on pay in last session. It was though that it was an injustice because the general belief, equal pay for equal work. From a bill last session & we looked in granular detail at specific citation that were given to us, how we know there is a wage gap & what it's all about.

I expected to blow that study apart, but I was wrong, it was a good study. However, the study did indicate that there is one thing that can't assessed in the study. That is the effect of men which are being more assertive & aggressive & that amount is unknown.



It also determined that when you consider all things equal, that women in their first year out of college, were at a disadvantage at %5. Then at 10 years, were at a disadvantage of 12%.

It is generally understood that possibility, of the entirety of that 5%, is because of the whole aspect that men & women are different folks. Men are more aggressive.

So, I'm asking the question, are you saying that we are at a disparity with pay at this degree, 74% of what men make based on equal work or do you accept the research that the sponsors of the bill last session provided that was more like 5%.

**Rep Schneider:** I haven't view that research but you raised good points. That study may be valid, but it's only a piece of the whole puzzle. If men are more assertive, maybe we need to look at issue that we can deal with to have more fair outcomes. It's to our advantage as citizens of our state that we allow access to equal opportunity & income to both men & women. I would love to read that study. Our statics are not totally agreed upon in our state about that issue.

**21:05**

**Rep Louser:** Looks like the description fairly general on what the commission does & what I've heard you say, what they are not doing. I'm wondering if you have approached the commission with the concern in this bill?

**Rep Schneider:** No, I haven't but people like me should be able to go to the web site & find this commission.

**Rep Ruby:** On page 2 of your handout, one thing that showed me was the percent of women registered to vote. It shows that it became worse. We don't register to vote in this state, how did they compiled that information?

**Rep Schneider:** That isn't the proper term but we see it in a lot of descriptions involving our state.

**Rep Kasper:** Looking at current law, line 16, page 1 & then you go to the bottom of page 2, it appears to me that the current law, already in the general term, allows all the things that the amendment is talking about what this current commission could do. Have you thought about expanding the commission to do a larger job base upon the fact that they already could do those things?

**Rep Schneider:** I think the particular, set out in detail, issues are needed in order for us to have an outcome that is outlined in the bill. Putting this provisions in the law would give them an important job to do. Without that, the generality that is set there is not working in this provision.

**Rep Kasper:** You talked about equal opportunities & pay. I think, we have the opportunities for everybody. But getting to the pay, would you agree it would be better to say "opportunities for equal pay" because the one thing we cannot determine or assure are the results of the

individual, whether they are man or woman or the effort of the individual whether they are man or woman to do the job. We can't legislate "effort" for an individual. Do you agree with that concept that we would want equal opportunity & opportunity for equal pay based upon the measure that would results in effort?

**Rep Schneider:** We have a lot of examples both in federal & state law that required equal pay. I would error on the side of both state & federal law of equal pay.

**Rep Boschee:** I see a lot of questions about this, which there is not really any answers. Based on questions the committee has asked alone, putting some of the duties into will help provide some of those answers.

**Renee Stromme~Executive Diretor of the ND Women's Network:** Attachment 2.

32:30

**Rep Becker:** What you have very solid understanding of exactly what is going on & the underlining reasons for the statics. What you have presented with your organization & other organizations like yours, is exactly the way to attack the problem. I question whether there's a problem, I don't question if there is a difference.

Not many women go out in the oil fields but the fact that skews that the poverty, disparity increased while our oil boom was going on. To me, that's not a problem, it's a situation. There is nothing the government can do towards that problem.

Poverty level is based on household obviously there are more men without kids than there are women with kids without a mate. There is nothing for government to do about household to step in other than educate. I think women want to be paid fairly, not equally.

I don't think there is much in paid discrimination. If we go to factors & you want to change those factors, you should through education & that's important to do that. What is it that you are hoping in this bill to actually change things in the direction that you are hoping for?

**Stromme:** I think there is a role in government in terms of bringing more people together. We have a commission that is not reporting about their progress. As well as there is a disparity & I don't think women like getting paid at a lower rate, poverty or obstacles. Some of our obstacles need government support.

**Rep Louser:** Have you attended any of the commission's meeting?

**Stromme:** I don't know if they have met for years. I have attended in the past, probably in 2010 is the last time I heard of a meeting.

**Rep Louser:** I see that there is 3 of the 5 members that were appointed in 2016. Would anything preclude you in your position from applying in this position?

**Stromme:** I've applied but not accepted & I have encouraged others to apply.



**Rep Ruby:** Last session we passed HB 1257 that updated & clarified the law related discrimination of unequal pay. We are now back again with another bill that is worried about unequal pay when we have in law, decent language making sure & in the case if it happens. What more could we be proposing as far as legislation of changing?

**Stromme:** Disparities is not entirely based on discrimination, there are a number of factors. The reality is that some of it's about negotiating & where you start or about the field of choice. This is about not necessarily changing but exploring opportunities. The government resource can bring more people together.

**Rep Ruby:** On page 2, line 5, the segregation of women, where is that taking place?

**Stromme:** I'm not the sponsor of this bill. I don't know exactly what it is in this bill.

**Waylon Hedegaard~AFL-CIO:** Attachment 3.

**46:23**

**Chairman Keiser:** Renee Stromme, would you come back up here? Have you or your organization talked to the Governor Dalrymple or Bergum about this issue?

**Stromme:** We went through a long period of time trying to activate network from the commission to move it forward. With the new governor, we haven't had that opportunity.

**Chairman Keiser:** Have you talked directly to any of the new board?

**Strommee:** I think I spent more time trying to get a meeting.

**Chairman Keiser:** Anyone else here to testify in the opposition, neutral position? Closes the hearing on HB 1405.

**Rep Ruby:** Maybe we should have a commission determine why women aren't serving in serving on this & be active. I don't see it accomplishing anything more than the battle already gaining.

**Rep Ruby:** Moves a Do Not Pass.

**Vice Chairman Sukut:** Second.

**Rep Kasper:** I applaud the sponsor & testimony because I really looked at this bill & figure out what it does in addition to current law. There is a commission that is not acting at all & we are giving them more duties that's not acting. I'm going to support the motion.

**Rep Dobervich:** I disagree. Everything is here, it appears that women have tried but they are not responsive. Yes, everything is here, they just need to act, yes after administration & attempt after attempt, they don't appear to be responsive. I feel more structure & clear goals might spur that along. If you every sat across a man in an interview & he said "it goes against

my better judgement to hire a young woman like you for this job", you will understand why this is still important. There are gaps & biases.

**Chairman Keiser:** This bill is simply going to set up a specific set of obligations for an appointed board & we have done that in other areas of the code. It is the norm not to impose standards, generally speaking. The legislature created this board & it's not operating effectively. We have a new governor to follow up on the legislative intent on this, then we should be eliminating the board. Otherwise the governor has the obligation of asking "what are we doing here, what can we do better, let's get it done", but we haven't gone to that route yet. That's the reason I'm opposing the bill, lets hold them accountable & putting it in statue is not the right solution, in my opinion.

**Rep Dobervich:** Chairman Keiser you talked about accountability, who is responsible for the accountability & in what point in time do we say, this commission is not doing, something needs to be done. How is that determination made when an ineffective committee does need to step in & say, you need to be accountable & how is that done?

**Chairman Keiser:** I don't have experience, but there are occasions when we have boards that their function is no longer needs or inappropriate. We have a bill in to terminate that board. When a board is being ineffective, but should be retained, I don't have a lot of experience with that, this is the first one. The buck stops unfortunately, at the governor's desk.

**Rep Ruby:** This is changing the whole intent of the initial intention of the board. The original language, the commission shall coordinate activities & services as an advisory group. The commission for information focus on career, they are not doing that & it would be good information to have if they were doing that. I see this as a complete expansion of the intent.

**Rep Boschee:** Should we resist the initial motion & come back with some amendments to just the reporting function to require a report of this commission to the entity that is laid out in this bill. I will be resisting the motion.

**Rep Ruby:** With draws my motion.

**Vice Chairman Sukut:** Withdraws his second.

**Chairman Keiser:** I would like a fiscal note is this bill passes, even though there is no impact.

**Rep Bosch:** Could we have a representative of the commission.

**Chairman Keiser:** Excellent suggestion.



# 2017 HOUSE STANDING COMMITTEE MINUTES

## Industry, Business and Labor Committee Peace Garden Room, State Capitol

HB 1405  
1/25/2017  
27413

- ☐ Subcommittee  
☐ Conference Committee

*Eileen Stang*

### Explanation or reason for introduction of bill/resolution:

Commission on the status of women.

### Minutes:

Attachment 1

**Chairman Keiser:** Reopens the hearing of HB 1405.

**Rep Boschee:** Attachment 1, amendment 17.0885.02000. The amendments essentially deleting everything except for the last section which calls for reporting structure.

**Rep Louser:** I think it spurred that commission into better action. It's a good amendment.

**Rep Becker:** I wondering on page 2, line 23, would it lose value to not specifically talk about proposed legislation but give it's finding & recommendations?

**Rep Boschee:** As long as the commission has that authority to have the conversation with the governor's office, the rest of the legislators it's fine.

**Chairman Keiser:** It is standard; they report to the governor. If there is a report, they shouldn't be submitting proposed legislation, it should be going through the governor's office, then the governor's budget. This indicates that they should go around that process. I would concur with Rep Becker; it would be better not to have that language in there because that is their job.

**Rep Ruby:** Should it be a biannual report?

**Rep Boschee:** Adopt amendment 17.0885.02000 & further amend, on line 20, page 2, provide a biannual report by September & then on line 22, after commission, have a period & strike the rest.

**Rep Ruby:** Get rid of the "each year".

**Chairman Keiser:** We have a motion to adopt the amendment as modified. Is there a second?



**Rep Becker:** Second.

**Voice vote – motion passed.**

**Chairman Keiser:** Further discussion? What are the wishes of the committee?

**Rep Boschee:** Moves a Do Pass as Amended.

**Rep Dobervich:** Second.

**Chairman Keiser:** I agree that this should be put in code, I support this.

**Chairman Keiser:** Further discussion?

**Roll call was taken on HB 1405 for a Do Pass as Amended with 14 yes, 0 no, 0 absent & Rep Beadle is the carrier.**

1/26/17 DO

17.0885.02001  
Title.03000

Adopted by the Industry, Business and Labor  
Committee

January 26, 2017

PROPOSED AMENDMENTS TO HOUSE BILL NO. 1405

Page 1, line 20, remove "Bring together representatives of business, labor, education, and other groups"

Page 1, remove lines 21 and 22

Page 2, remove lines 1 through 19

Page 2, line 20, remove "d."

Page 2, line 20, replace "an annual" with "a biennial"

Page 2, line 20, after "each" insert "even-numbered"

Page 2, line 24, replace "e." with "c."

Renumber accordingly

Date: Jan 25, 2017Roll Call Vote #: 1

## 2017 HOUSE STANDING COMMITTEE

## ROLL CALL VOTES

BILL/RESOLUTION NO. HB 1405

House \_\_\_\_\_ Industry, Business and Labor \_\_\_\_\_ Committee

☐ SubcommitteeAmendment LC# or  
Description:17.0885.02001

## Recommendation

☒ Adopt Amendment☐ Do Pass ☐ Do Not Pass☐ Without Committee Recommendation☐ As Amended☐ Rerefer to Appropriations☐ Place on Consent Calendar

Other Actions

☐ Reconsider☐ \_\_\_\_\_

Motion Made By

Rep Boschee

Seconded By

Rep Becker

Representatives	Yes	No	Representatives	Yes	No
Chairman Keiser			Rep Laning		
Vice Chairman Sukut			Rep Lefor		
Rep Beadle			Rep Louser		
Rep R Becker			Rep O'Brien		
Rep Bosch			Rep Ruby		
Rep C Johnson			Rep Boschee		
Rep Kasper			Rep Dobervich		

Total (Yes) \_\_\_\_\_ No \_\_\_\_\_

Absent \_\_\_\_\_

Floor  
Assignment

Voice vote ~ Motion carried

Date: Jan 25, 2017Roll Call Vote #: 2

## 2017 HOUSE STANDING COMMITTEE

## ROLL CALL VOTES

BILL/RESOLUTION NO. HB 1405

House \_\_\_\_\_ Industry, Business and Labor \_\_\_\_\_ Committee

☐ SubcommitteeAmendment LC# or  
Description: \_\_\_\_\_

## Recommendation

☐ Adopt Amendment☒ Do Pass ☐ Do Not Pass☐ Without Committee Recommendation☒ As Amended☐ Rerefer to Appropriations☐ Place on Consent Calendar

## Other Actions

☐ Reconsider☐ \_\_\_\_\_

Motion Made By

Rep Boschee

Seconded By

Rep Dobervich

Representatives	Yes	No	Representatives	Yes	No
Chairman Keiser	X		Rep Laning	X	
Vice Chairman Sukut	X		Rep Lefor	X	
Rep Beadle	X		Rep Louser	X	
Rep R Becker	X		Rep O'Brien	X	
Rep Bosch	X		Rep Ruby	X	
Rep C Johnson	X		Rep Boschee	X	
Rep Kasper	X		Rep Dobervich	X	

Total (Yes) 14 No 0Absent 0Floor  
Assignment Rep Beadle

**REPORT OF STANDING COMMITTEE**

**HB 1405: Industry, Business and Labor Committee (Rep. Keiser, Chairman)**  
recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends  
**DO PASS** (14 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). HB 1405 was placed  
on the Sixth order on the calendar.

Page 1, line 20, remove "Bring together representatives of business, labor, education, and other groups"

Page 1, remove lines 21 and 22

Page 2, remove lines 1 through 19

Page 2, line 20, remove "d."

Page 2, line 20, replace "an annual" with "a biennial"

Page 2, line 20, after "each" insert "even-numbered"

Page 2, line 24, replace "e." with "c."

Renumber accordingly

**2017 SENATE INDUSTRY, BUSINESS, AND LABOR**

**HB 1405**



# 2017 SENATE STANDING COMMITTEE MINUTES

**Industry, Business and Labor Committee**  
Roosevelt Park Room, State Capitol

HB 1405  
3/6/2017  
Job Number 28728

☐ Subcommittee  
☐ Conference Committee

Committee Clerk Signature

*Eva Liebelt*

## Explanation or reason for introduction of bill/resolution:

Relating to the commission on the status of women.

## Minutes:

3 Attachments

**Chairman Klein:** Called the committee back to order.

**Representative Schneider:** Introduced the bill. Written testimony, see attachment #1. (:30-3:44)

**Renee Stromme, Executive Director of the North Dakota Women's Network:** In support. She said she felt this was a transparency issue and a way to build upon what each other is doing. Written testimony, see attachment #2. (4:32-5:34)

**Waylon Hedegaard, President of the North Dakota AFL-CIO:** In support. Written testimony, see attachment #3. (5:50-9:48)

**Chairman Klein:** I think you hit on a couple of issues. The one with all the parents wanting their kids to have a four-year degree. He also commented that the kids that go to Wahpeton most of them are placed well before they graduate from college. Closed the hearing.

**Senator Campbell** moved a do pass.

**Senator Poolman** seconded the motion.

Roll Call Vote: Yes-6 No-0 Absent-1

**Senator Campbell will carry the bill.**

**2017 SENATE STANDING COMMITTEE  
ROLL CALL VOTES  
BILL/RESOLUTION NO. 1405**

Senate Industry, Business and Labor Committee

☐ Subcommittee

Amendment LC# or Description: \_\_\_\_\_

Recommendation: ☐ Adopt Amendment  
☒ Do Pass ☐ Do Not Pass ☐ Without Committee Recommendation  
☐ As Amended ☐ Rerefer to Appropriations  
☐ Place on Consent Calendar  
Other Actions: ☐ Reconsider ☐ \_\_\_\_\_

Motion Made By Senator Campbell Seconded By Senator Poolman

Senators	Yes	No	Senators	Yes	No
Chairman Klein	x		Senator Marcellais	x	
Vice Chairman Campbell	x				
Senator Roers	x				
Senator Burckhard	A				
Senator Casper	x				
Senator Poolman	x				

Total (Yes) 6 No 0

Absent 1

Floor Assignment Senator Campbell

If the vote is on an amendment, briefly indicate intent:



**REPORT OF STANDING COMMITTEE**

HB 1405, as engrossed: Industry, Business and Labor Committee (Sen. Klein, Chairman) recommends **DO PASS** (6 YEAS, 0 NAYS, 1 ABSENT AND NOT VOTING). Engrossed HB 1405 was placed on the Fourteenth order on the calendar.

**2017 TESTIMONY**

**HB 1405**

## Presentation of House Bill 1405

January 24, 2017

Rep. Mary Schneider

Good morning Chairman Kaiser and Members of the Industry, Business and Labor Committee. I am Representative Mary Schneider, and I represent District 21--the Heart of Fargo. I am here today to present and endorse HB 1405 which would add to the duties of the Commission on the Status of Women.

House Bill 1405 will utilize the existing vehicle of the Commission to bring together representatives of business, labor, education, and other groups and individuals who have experience and expertise that we can use to address the differences in pay between men and women in our state, and, hopefully, the root causes for those differences.

Women are not doing as well in North Dakota as they could be, as they should be, and as we would like them to.

They have earned between 71 and 74% of what men have in recent years. They are in poverty at far higher rates than men, a compelling statistic when they are often single parents for our children, too. They have serious barriers to earnings and employment that need to be addressed, and 1405 would be a positive first step to scrutinizing those. (Review terms of bill.)

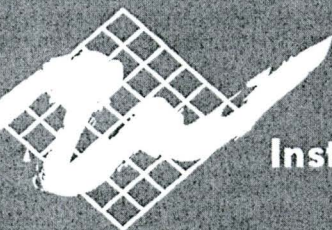
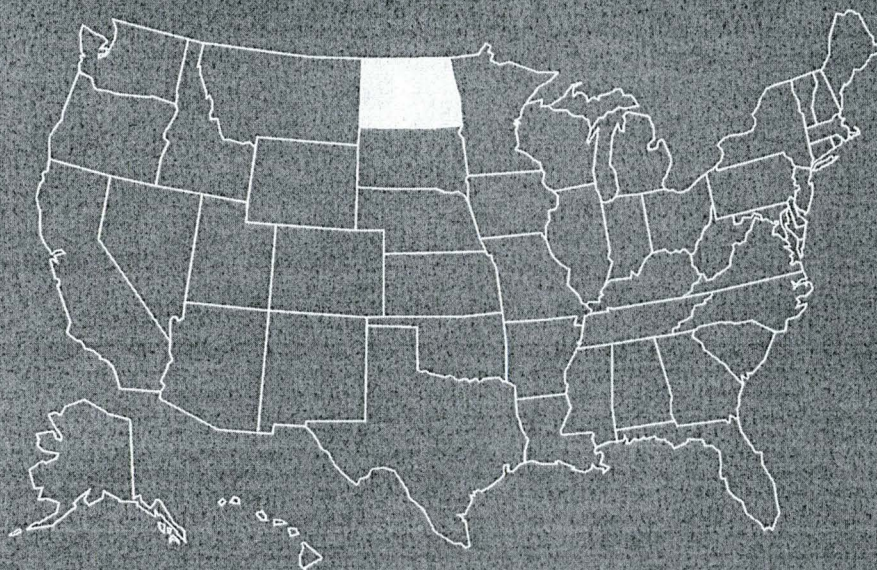
In the statistics and information I have provided for you, and the materials you will receive from other witnesses, you will see that we have a long way to go to economic health and equity for North Dakota women. (Review statistics.)

HB 1405 is a first step in that regard that I hope you will be willing to take.



# THE STATUS OF WOMEN IN NORTH DAKOTA

POLITICS ♦ ECONOMICS ♦ HEALTH ♦ RIGHTS ♦ DEMOGRAPHICS



Institute for Women's Policy Research

1A  
NORTH DAKOTA



**Table 1. How North Dakota Ranks on Key Indicators of Women's Status**

	2004 Report	2015 Report	Progress?	2015 Rankings and Grades		
				National Rank	Regional Rank	Grade
<b>Political Participation Composite Rank</b>	<b>21</b>	<b>21</b>	<b>No</b>	<b>21</b>	<b>4</b>	<b>C-</b>
Percent of Women Registered to Vote	91.1%	73.7%	No	6	1	
Percent of Women Who Voted	63.3%	58.2%	No	13	4	
Women in Elected Office Index (score)	1.30	2.09	Yes	21	2	
Women's Institutional Resources Index (score)	1.00	0.00	No	51	7	
<b>Employment &amp; Earnings Composite Rank</b>	<b>27</b>	<b>25</b>	<b>Yes</b>	<b>25</b>	<b>3</b>	<b>C</b>
Women's Median Annual Earnings for Full-Time, Year-Round Workers	\$28,106	\$35,000	Yes	27	2	
Ratio of Women's to Men's Earnings	67.0%	75.8%	Yes	41	6	
Women's Labor Force Participation	65.5%	65.3%	No	4	3	
Percent of All Employed Women in Managerial/Professional Occupations	30.1%	38.4%	Yes	30	4	
<b>Work &amp; Family Composite Rank</b>	<b>n/a</b>	<b>42</b>	<b>n/a</b>	<b>42</b>	<b>7</b>	<b>D</b>
Paid Leave Legislation Index (score)	n/a	0.00	n/a	12	7	
Elder and Dependent Care Index (score)	n/a	0.81	n/a	27	6	
Child Care Index (score)	n/a	0.63	n/a	44	7	
Percentage Point Gap in Parents' Labor Force Participation Rate (fathers' labor force participation rate minus mothers' labor force participation rate)	n/a	25.9	n/a	27	6	
<b>Poverty &amp; Opportunity Composite Rank</b>	<b>37</b>	<b>26</b>	<b>Yes</b>	<b>26</b>	<b>3</b>	<b>C-</b>
Percent of Nonelderly Women with Health Insurance	87.6%	87.6%	No	12	3	
Percent of Women with a Bachelor's Degree or Higher	21.9%	28.2%	Yes	29	3	
Percent of Businesses Owned by Women	22.5%	24.7%	Yes	47	6	
Percent of Women Above Poverty	86.1%	86.4%	Yes	18	3	
<b>Reproductive Rights Composite Rank</b>	<b>49</b>	<b>33</b>	<b>Yes</b>	<b>33</b>	<b>3</b>	<b>C-</b>
<b>Health &amp; Well-Being Composite Rank</b>	<b>4</b>	<b>3</b>	<b>Yes</b>	<b>3</b>	<b>2</b>	<b>B+</b>

Notes: See Appendices A1–A6 in *The Status of Women in the States: 2015* for methodology and sources. Earnings are in 2013 dollars and compare 2000 Decennial Census data with 2013 American Community Survey data. Health insurance data are for 2013, prior to the full implementation of the Affordable Care Act. The regional rankings are of a maximum of seven and refer to the states in West North Central region (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota). n/a=not available. All indicators are defined so that a higher rate translates into higher rankings and letter grades. **Calculated by the Institute for Women's Policy Research.**



**Table 2. Overview of the Status of Women of Color in North Dakota**

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
<b>Political Participation</b>						
Number of Women in Statewide Elected Executive Office, 2015 (out of 13 offices)	3	0	0	0	0	0
Number of Women in U.S. Congress, 2015 (out of 3 offices)	1	0	0	0	0	0
<b>Employment &amp; Earnings</b>						
Women's Median Annual Earnings (Full-Time, Year-Round), 2011–2013	\$34,600	n/a	n/a	n/a	\$30,439	n/a
Ratio of Women's to White Men's Earnings, 2011–2013	72.6%	n/a	n/a	n/a	63.8%	n/a
Women's Labor Force Participation, 2011–2013	64.7%	n/a	n/a	n/a	53.3%	n/a
Percent of All Employed Women in Managerial or Professional Occupations, 2011–2013	38.4%	n/a	n/a	n/a	30.5%	n/a
<b>Poverty &amp; Opportunity</b>						
Percent of Nonelderly Women with Health Insurance, 2011–2013	89.4%	65.7%	n/a	n/a	63.0%	77.7%
Percent of Women with a Bachelor's Degree or Higher, 2011–2013	29.5%	32.8%	n/a	n/a	17.4%	n/a
Percent of Women Above Poverty, 2011–2013	88.6%	80.8%	n/a	n/a	65.0%	89.2%
<b>Reproductive Rights</b>						
Infant Mortality Rate (deaths of infants under age one per 1,000 live births), 2010–2012	5.7	n/a	n/a	n/a	14.8	n/a
Percent of Low Birth Weight Babies, 2013	6.1	5.7	10.4	n/a	n/a	n/a
<b>Health &amp; Well-Being</b>						
Female Heart Disease Mortality Rate, per 100,000, 2011–2013	113.6	n/a	n/a	n/a	184.3	n/a
Female Lung Cancer Mortality Rate, per 100,000, 2011–2013	31.4	n/a	n/a	n/a	n/a	n/a
Female Breast Cancer Mortality Rate, per 100,000, 2011–2013	17.3	n/a	n/a	n/a	n/a	n/a
Average Number of Days per Month on Which Mental Health is Not Good, 2011–2013	3.1	4.4	3.8	2.3	4.3	4.1
Average Number of Days per Month on Which Activities Are Limited by Health Status, 2011–2013	3.4	3.2	6.6	1.7	4.2	4.5

Notes: n/a=not available. Data on statewide elected executive office include the governorship. Earnings are in 2013 dollars.

Health insurance data are for 2013, prior to the full implementation of the Affordable Care Act. See Appendices A1–A2 and A4–A6 of *The Status of Women in the States: 2015* for sources and a description of how race and ethnicity are defined in the data presented here. Calculated by the Institute for Women's Policy Research.



**Table 3. North Dakota State Laws**

Provide the Right to Earn Paid Sick Days	No
Adopted the Medicaid Expansion under the ACA or State Medicaid Family Planning Services Eligibility Expansion	Yes
Recognize Same-Sex Marriage and/or Allow Second-Parent Adoption	No
Allow Women to Obtain an Abortion without a Mandatory Waiting Period	No
Bar Gun Possession for Individuals Convicted of Misdemeanor Domestic Violence Crimes	No

Notes: Data are current as of April 2015, except for the bar on gun possession, which is current as of June 2014. See Appendices A3, A5, and A7 of *The Status of Women in the States: 2015* for sources.

Compiled by the Institute for Women's Policy Research.

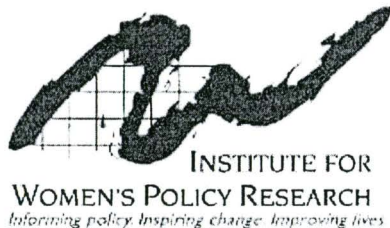
**Table 4. Basic Demographic Statistics for North Dakota**

Total Population, 2013	723,393
Number of Women and Girls, All Ages, 2013	354,742
Proportion of Women Aged 65 and Older, 2013	15.9%
Proportion of Women Who Are Immigrants, All Ages, 2013	3.1%
Number of Female Same-Sex Partner Households, 2011–2013	351
Percent of All Households Headed by Single Mothers with Children Under Age 18, 2013	5.4%

Note: See Appendix B8 in *The Status of Women in the States: 2015* for additional demographic information.

Sources: IWPR analysis of American Community Survey microdata.

## About the Status of Women in the States



*The Status of Women in the States* is an ongoing research project conducted by the Institute for Women's Policy Research (IWPR) to measure and track the status of women in all 50 states and the District of Columbia. IWPR appreciates the support of the Ford Foundation, the American Federation of Teachers, and the Women's Funding Network for the production of this fact sheet.



The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. The Institute's research strives to give voice to the needs of

women from diverse ethnic and racial backgrounds across the income spectrum and to ensure that their perspectives enter the public debate on ending discrimination and inequality, improving opportunity, and increasing economic security for women and families. The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research and to build a diverse network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the women's studies and public policy and public administration programs at The George Washington University.



### 3. Employment and Earnings

This section surveys several aspects of women's economic status: women's earnings, the female/male earnings ratio, women's labor force participation, and the occupations in which women work. Women in North Dakota rank 27th in the nation and 5th of the seven states in the West North Central region on the employment and earnings composite index. The state receives a grade of C on the employment and earnings index (Chart 1).

#### Women's Earnings

North Dakota women working full-time, year-round have much lower median annual earnings than women in the United States as a whole (\$25,600 and \$30,100, respectively; Chart 1 and Appendix IV; see Appendix II for details on the methodology used for the Current Population Survey data presented in this report). Median annual earnings for men in North Dakota are also lower than in the United States as a whole (Appendix IV; \$31,800 and \$39,500, respectively).

Median annual earnings for women in North Dakota rank 42nd in the nation. Women in the District of Columbia rank the highest, with earnings of \$37,800. Regionally, North Dakota ranks 6th for women's earn-

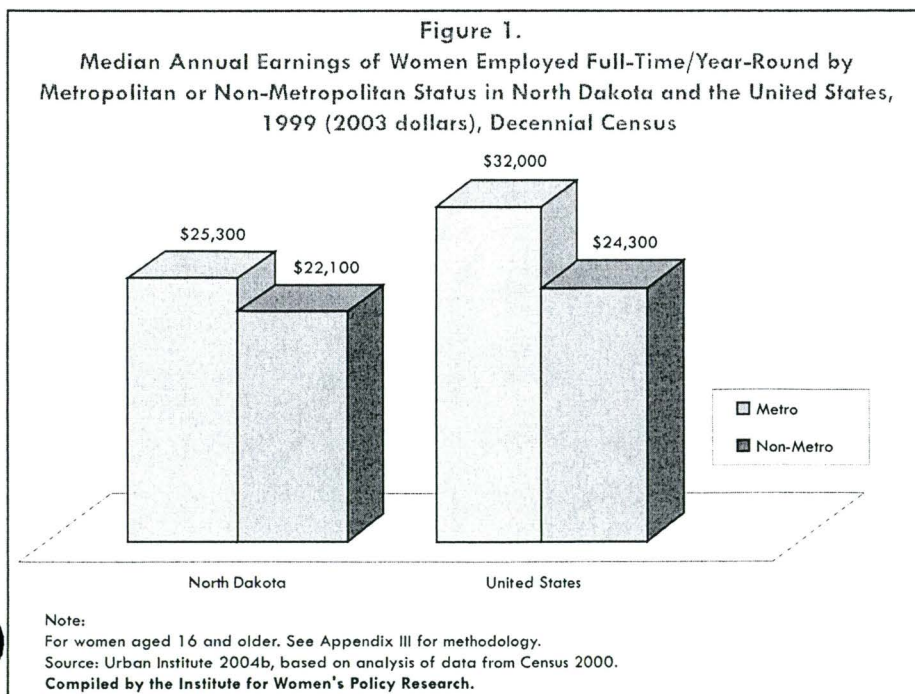
ings (ahead of only South Dakota, where median earnings are \$24,400).

Wages in North Dakota and the nation as a whole differ considerably between rural and urban areas. Among women living in metropolitan areas in North Dakota, wages were \$25,300 in 1999, compared with \$22,100 among women in non-metropolitan areas (Figure 1; the source of these data is the 2000 Census, which differs from the Current Population Survey data presented in Chart 1). These differences are similar to national trends, in which women in metropolitan areas earn more than women in non-metropolitan areas, although the difference between urban and rural women is much smaller in North Dakota than in the nation as a whole.

#### The Wage Gap

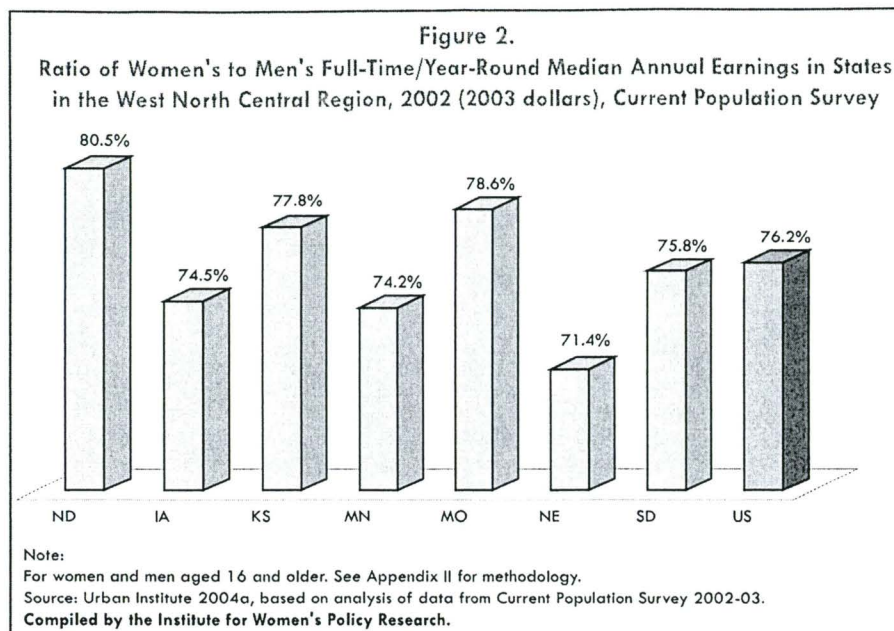
##### The Wage Gap and Women's Relative Earnings

In the United States, women's wages continue to lag behind men's. In 2002, the median wages of women who worked full-time, year-round were only 76.2 percent of men's (Urban Institute 2004a). In other words, women earned about 76 cents for every dollar earned by men.



In North Dakota, a state in which both women and men have low wages relative to the nation, women earned 80.5 percent of what men earned in 2002. Compared with the earnings ratio for the nation as whole, North Dakota women's earnings are much closer to equality with men's (Figure 2), largely because men's relative earnings are even lower than women's (North Dakota's men rank 50th—only Arkansas men have lower earnings, while North Dakota's women rank 42nd; Appendix Table 4f). North Dakota ranks 5th in the nation for the





ratio of women's to men's earnings for full-time, year-round work. The District of Columbia, a jurisdiction with relatively high earnings for both women and men, has the highest earnings ratio at 92.4 percent. Compared with the other states in the West North Central region, North Dakota ranks 1st. (Note: these figures are based on analysis of the Current Population Surveys from 2002-03.)

#### Earnings and Earnings Ratios by Educational Levels

Between 1979 and 1999, women with higher levels of education in the United States saw their median annual earnings increase more than women with lower levels of educational attainment. As Table 4 shows, only women at the highest level of education experienced an earnings increase in North Dakota. Only women with graduate training saw an increase in their median annual earnings, with a growth of 9.5 percent. Among all

other women, median annual earnings decreased between 0.6 percent (in constant dollars) for women with less than a high school diploma and 6.4 percent for those with a two- or four-year college education. The earnings of women who had some college decreased by 1.8 percent, and those of women with a high school education decreased by 4.4 percent.

North Dakota women at the middle levels of education experienced the greatest narrowing of the wage gap. Women with some college education and women with a college degree saw their earnings ratios increase the most, at 5.4 percent and 1.9 percent, respectively. In contrast, women with a high school diploma only or less than high school saw their wage ratios worsen by 2.4 percent and 3.3 percent, respectively. Women with graduate education saw a decrease of 12.9 percent in the ratio of women's to men's earnings. Thus, women at the highest level of education were not moving toward closing the wage gap, because men's earnings at the highest education level were growing even faster than women's.

#### Labor Force Participation

Between 1965 and 2002, women's labor force participation increased from 39 to 60 percent (these data reflect the proportion of the civilian noninstitutional population aged 16 and older who are employed or looking for work; U.S. Department of Labor, Bureau of Labor

**Table 4.**  
**Women's Earnings and the Earnings Ratio in North Dakota by Educational Attainment, 1979 and 1999 (2003 dollars)**

Educational Attainment	Women's Median Annual Earnings, 1999 <sup>a</sup>	Percent Change in Real Earnings, 1979 <sup>b</sup> and 1999 <sup>a</sup>	Female/Male Earnings Ratio, 1999 <sup>a</sup>	Percent Change in Earnings Ratio, 1979 <sup>b</sup> and 1999 <sup>a</sup>
Less Than 12th Grade	\$16,600	-0.6%	63.8%	-3.3%
High School Only	\$19,400	-4.4%	65.1%	-2.4%
Some College	\$22,100	-1.8%	69.1%	+5.4%
College (two- or four year degree)	\$26,500	-6.4%	68.5%	+1.9%
College Plus	\$40,300	+9.5%	70.2%	-12.9%

Source: <sup>a</sup>Urban Institute 2004b; <sup>b</sup>IWPR 1995.  
Compiled by the Institute for Women's Policy Research.



## Wages and the Wage Ratio by Race and Ethnicity

Wages vary strikingly by race and ethnicity in the nation as a whole. Nationally, African American, Hispanic, and Native American women have much lower wages than white and Asian American women (Table 5; the source of these data is the 2000 Census, which differs from the Current Population Survey data presented elsewhere in this report). In North Dakota, the gap between white and Native American women's earnings is not as wide as it is nationally, partly because white women's earnings are relatively low compared with the national level. Nevertheless, Native women have earnings well below white women's. North Dakota ranks last of 43 states for the wages of Native American women (not all states are included in these rankings due to small sample sizes; data unavailable for the earnings of Hispanic, Asian American, and African American women in North Dakota due to small sample sizes).

Earnings inequality becomes particularly striking when illustrated by the earnings ratios between women of different races and ethnicities, on the one hand, and white men, on the other. Nationally, the wage ratio between white women and white men in 1999 was 70.0 percent. The wage ratio between Asian American women and white men was even higher, at 75.0 percent nationally. In contrast, the wage ratio between African American women and white men was 62.5 percent nationally, and the ratio between Hispanic women and white men was 52.5 percent nationally. The ratio between Native American women and white men was 57.8 percent nationally. In North Dakota, the wage ratio between Native American women and white men was 60.0 percent, compared with a ratio of 67.3 percent between white women and white men. Thus, the wage ratio between Native American women and white men in North Dakota is better than it is nationally but still lower than that between white women and white men in the state. Based on these numbers, North Dakota ranks 27th of 43 states for the wage ratio for Native American women.

Table 5.  
Women's Median Annual Earnings and the Earnings Ratio Between Women and White Men in North Dakota and the United States, by Race and Ethnicity, 1999 (2003 dollars), Decennial Census

Race and Ethnicity	North Dakota				United States	
	Women's Median Annual Earnings		Earnings Ratio		Women's Median Annual Earnings	Earnings Ratio
	State Figure	National Rank	State Figure	National Rank		
All	\$22,100	50 of 51	66.7%	34 of 51	\$29,800	67.5%
White	\$22,300	50 of 51	67.3%	43 of 51	\$30,900	70.0%
African American	N/A	N/A	N/A	N/A	\$27,600	62.5%
Hispanic	N/A	N/A	N/A	N/A	\$23,200	52.5%
Asian American	N/A	N/A	N/A	N/A	\$33,100	75.0%
Native American	\$19,900	43 of 43	60.0%	27 of 43	\$25,500	57.8%
Other/Two or More	N/A	N/A	N/A	N/A	\$28,400	64.3%

Notes:

N/A = Not Available.

For full-time, full-year workers aged 16 and older. See Appendix III for methodology.

Not all states are included in the rankings because of insufficient samples sizes in some states for some population groups.

The numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ from those based on the 2003 Current Population Survey data (for the year 2002) presented in Chart 1 and Figure 2. The earnings ratios in this table are also calculated differently from those in Chart 1 and Figure 2, which are between all women and all men; this table compares women's wages by race and ethnicity to white men only.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: Urban Institute 2004b, based on analysis of data from Census 2000.

Compiled by the Institute for Women's Policy Research.



Statistics 2001 and 2004b). In 2002, 65.5 percent of women in North Dakota were in the labor force, compared with 59.6 percent of women in the United States, earning North Dakota the rank of 8th in the nation and 5th in the West North Central region, a region with generally high labor force participation for women (Chart 1 and Appendix IV). Men's labor force participation rate in North Dakota was only slightly higher than the rate for men in the United States as a whole, at 75.5 versus 74.1 percent (data not shown; U.S. Department of Labor, Bureau of Labor Statistics 2004a).

Unemployment rates in North Dakota were much lower than they were nationally in 2002. Nationally, unemployment rates were 5.9 percent for men and 5.6 percent for women aged 16 and over. In North Dakota, unemployment rates were 4.6 percent for men and 3.4 percent for women (data not shown; U.S. Department of Labor, Bureau of Labor Statistics 2004a).

### Employment and Unemployment Among Women by Race and Ethnicity

According to analysis of data from the 2000 Census, 63.8 percent of all women aged 16 and older in North Dakota were in the labor force in 2000, a higher rate than the 58.3 percent in the United States as a whole (Table 6; these data differ from the figures above, which are based on the 2002-03 Current Population Survey). White, Hispanic, and Asian American women's labor force participation rates were also substantially higher in North Dakota than in the United States as a whole. Labor force participation rates for white women were 64.1 percent in North Dakota and 58.8 percent nationally. Hispanic women participated in the North Dakota labor force at a rate of 67.0 percent, compared with 53.0 percent nationally, and for Asian American women the participation rate was 77.3 percent, compared with 56.5 percent nationally. Only Native American women in North Dakota participated in the labor force at a slightly lower rate than nationally, at 57.4 percent compared with 57.9 percent, respectively. Data for African American women in North Dakota are not available due to small sample sizes, but in the United States as a whole, African American women were in the workforce at rates higher than those of any

**Table 6.**  
**Labor Force Participation Rates Among Women in North Dakota and the United States, by Race and Ethnicity, 2000, Decennial Census**

Race and Ethnicity	North Dakota		United States	
	Number of Women in Labor Force	Percent in Labor Force	Number of Women in Labor Force	Percent in Labor Force
All	154,600	63.8%	63,429,400	58.3%
White	144,700	64.1%	45,759,200	58.8%
African American	N/A	N/A	7,664,300	60.4%
Hispanic	1,400	67.0%	6,153,100	53.0%
Asian American	1,200	77.3%	2,391,300	56.5%
Native American	5,600	57.4%	433,100	57.9%
Other/Two or More	1,200	56.4%	1,028,300	59.6%

**Notes:**

N/A = Not Available.

For women aged 16 and older. See Appendix III for methodology.

The numbers and percentages in this table are based on 2000 Census data; they differ slightly from official labor force participation rates published by the U.S. Department of Labor, Bureau of Labor Statistics, for 2000 based on the Current Population Survey.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: Urban Institute 2004b, based on analysis of data from Census 2000.

Compiled by the Institute for Women's Policy Research.

other group of women in 2000.

Unemployment rates also vary significantly by race. Nationally, unemployment rates were 9.8 percent among African American women, 8.0 percent among Hispanic women, and 5.7 percent among Asian American women, compared with 4.9 percent among white women, in 2002 (national data are not available for Native American women; these data for African American, Asian American, and white women include Hispanics; state-by-state data on unemployment among women of color not available for North Dakota; U.S. Department of Labor, Bureau of Labor Statistics 2004a and b).

### Labor Force Participation of Women with Children

Mothers' labor force participation has grown tremendously in recent decades. In 2002, 55 percent of women with children under age one were in the labor force, compared with 31 percent in 1976 (U.S. Department of Commerce, Bureau of the Census 2003b). In general, the workforce participation rate for women with children in the United States tends to be higher than the rate for all women (64.2 percent versus 58.3 percent in 2000). This is partially explained by the fact that the overall labor force participation rate is for all women aged 16 and older; thus, both teenagers and retirement-age women are included in the statistics,



even though they have relatively low labor force participation rates. Mothers, in contrast, tend to be in age groups with higher labor force participation rates.

In North Dakota, 75.6 percent of women with children under age 18 are in the workforce, compared with 63.8 percent of all women in North Dakota in 2000 (Tables 6 and 7). Like all women in North Dakota, women with children are more likely to engage in labor market activity in the state than in the United States as a whole (75.6 percent versus 64.2 percent), but the difference between North Dakota and the United States is even greater for mothers than for all women. Likewise, women with children under the age of six are much more likely to be in the labor force in North Dakota than in the United States (73.8 percent versus 59.9 percent).

## Managerial and Professional Occupations

Women in North Dakota are less likely to work in managerial and professional specialty occupations

**Table 7.**  
**Labor Force Participation of Women with Children in North Dakota and the United States, 2000, Decennial Census**

	North Dakota		United States	
	Number of Women in Labor Force	Percent in Labor Force	Number of Women in Labor Force	Percent in Labor Force
With Children				
Under Age 18	73,000	75.6%	30,538,600	64.2%
Under Age 6	27,300	73.8%	12,389,200	59.9%

**Notes:**

For women aged 16 and older. See Appendix III for methodology.

Children under age 6 are also included in children under 18.

Source: Urban Institute 2004b, based on analysis of data from Census 2000.

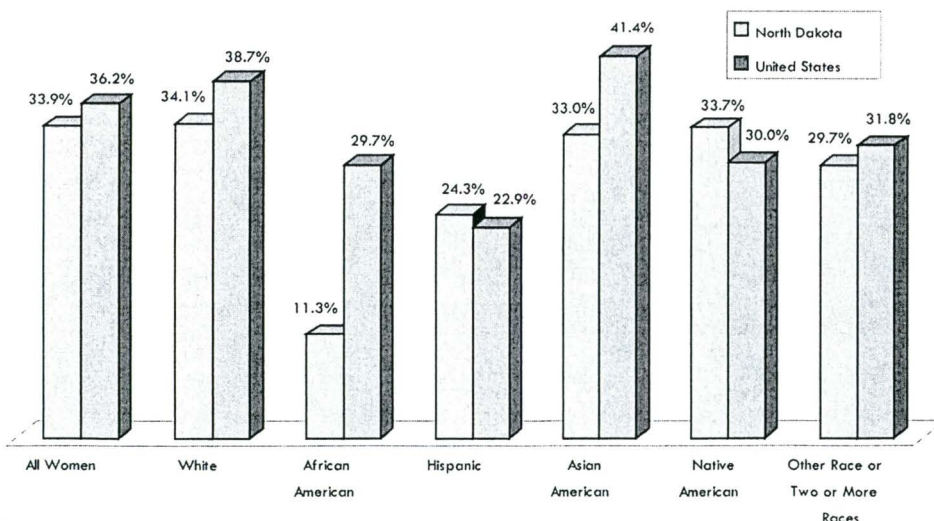
Compiled by the Institute for Women's Policy Research.

than are women in the United States as a whole (30.1 percent versus 33.2 percent). North Dakota ranks 39th in the nation and 5th in its region for the proportion of its female labor force employed in professional and managerial occupations (Chart 1).

As in the rest of the country, white and Asian American women in North Dakota are more likely to work in managerial and professional positions than are African American or Hispanic women (Figure 3). While 34.1 percent of white women and 33.0 percent of Asian American women in North Dakota work in professional jobs, only 11.3 percent of African

American and 24.3 percent of Hispanic women do. Native American women in North Dakota have unusually high representation in professional and managerial jobs, at 33.7 percent, higher than the share for Asian Americans and higher than the national share for Native Americans. Hispanics in North Dakota also do better than Hispanics nationally, but their share in these high-level occupations is still low relative to white women.

**Figure 3.**  
**Percent of Women in Professional and Managerial Occupations in North Dakota and the United States, by Race and Ethnicity, 2000, Decennial Census**



**Notes:**

For women aged 16 and older. See Appendix III for methodology. The numbers and rankings presented here are based on 2000 Census data. They differ from those in Chart 1, which are based on 2002-03 Current Population Survey data (for calendar years 2001-02). In addition to the difference in data source and year, the 2000 Census relied on a new system for classifying occupations; thus, the category "managerial and professional occupations" now encompasses a larger group of jobs.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: U.S. Department of Commerce, Bureau of the Census 2004j

Compiled by the Institute for Women's Policy Research.



## 4. Social and Economic Autonomy

This section highlights several topics important to women's social and economic autonomy: health insurance coverage, educational attainment, business ownership, and poverty. At 37th nationally and 7th regionally for indicators of social and economic autonomy, North Dakota women face serious obstacles in this category. North Dakota's problems guaranteeing women's social and economic autonomy are reflected in the state's grade of D+ (Chart 1).

### Access to Health Insurance

Women in North Dakota are more likely than women in the nation as a whole to have health insurance. In North Dakota, 12.4 percent of women, compared with 17.7 percent of women in the United States, are not insured (Table 8). North Dakota ranks 13th in the nation and 4th regionally for the proportion of women with health insurance.

The Indian Health Service (IHS) provides health care to many Native Americans. Unfortunately, access to health care from these sources is not included in the available federal data on which this indicator is based (Henry J. Kaiser Family Foundation 2004b) so this indicator likely understates the extent of access to health care. At the same time, the IHS is severely underfunded and spends only \$1,914 per patient per year, compared with the \$5,065 that is spent on the average American (Washington Post 2004).

In North Dakota, rates of insurance through Medicaid are lower among women than U.S. rates (7.7 percent in North Dakota and 8.6 percent in the United States for women). On average, women in North Dakota have more access to private and other (non-Medicaid) forms of health insurance than women in the rest of the country. Among low-income women, rates of Medicaid insurance are about the same in North Dakota as in the United States as a whole. Low-income women both in North Dakota and nationally are uninsured at extremely high rates, at 23.8 percent and 35.2 percent, respectively, although these women are much less likely to lack insurance in North Dakota than they do nationally.

### Education

In the United States, the percent of women aged 25 and older with four or more years of college almost doubled between 1980 and 2002, from 13.6 percent to 25.1 percent (compared with 28.5 percent of men in 2002; U.S. Department of Commerce, Bureau of the Census, 2003d). North Dakota ranks 27th in the nation and 4th in the West North Central region for the proportion of women with four or more years of college in 2000. In 2000, 21.9 percent of women in North Dakota had a four-year college education, compared with 22.8 percent of women in the United States (Figure 4). A lower proportion of women had also not completed high school in North Dakota than nationally (15.3 percent and 19.3 percent, respectively). The

proportion of women with a high school education or some college in North Dakota was 62.8 percent, 4.9 percentage points higher than the national average.

Educational attainment varies by race across the United States and within North Dakota. As Figure 5 shows, women of "other" or two or more races in North Dakota have two- or

**Table 8.**  
**Percent of Women Aged 18 to 64 without Health Insurance and with Different Sources of Health Insurance in North Dakota and the United States, 2001-02**

	North Dakota		United States	
	Women	Low-Income Women	Women	Low-Income Women
Percent Uninsured	12.4%	23.8%	17.7%	35.2%
Percent with Medicaid	7.7%	22.4%	8.6%	22.3%
Percent with Private/Other Insurance	79.9%	53.7%	73.7%	42.6%

**Notes:**

Low-income is defined as less than 200 percent of the federal poverty line, or \$30,040 for a family of three in 2002.

Private/Other category includes employer-based coverage, other private insurance, and other public insurance, such as Medicare and military-related coverage.

Source: Henry J. Kaiser Family Foundation 2004a.

Compiled by the Institute for Women's Policy Research.

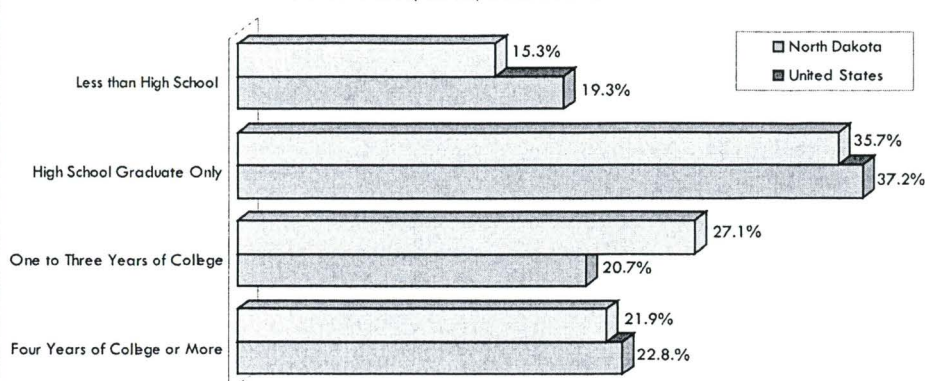


four-year college degrees at the highest rate, 34.2 percent. Hispanic women have the next highest rate, at 33.4 percent, more than double the national rate for Hispanics (15.5 percent). In North Dakota, 32.2 percent of white women have college education, just slightly higher than their national rate of 31.9 percent. The figure for Native American women, 22.4 percent, is lower than that for all other racial/ethnic groups in the state but higher than the national rate for Native women, 19.8 percent. Far fewer Asian American women have college degrees in North Dakota than the national average, at 27.6 percent and 46.9 percent, respectively (data for African American women in North Dakota are not available due to small sample sizes).

### Women Business Owners

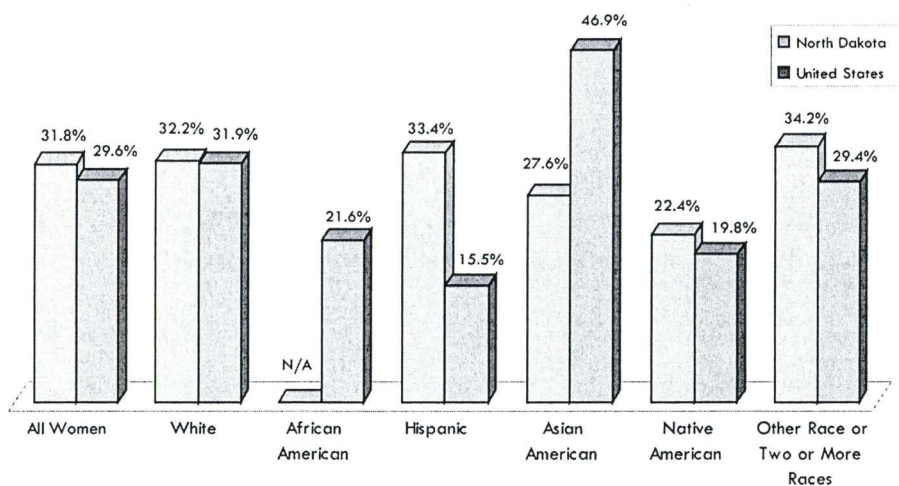
According to the U.S. Bureau of the Census, women owned more than 5.4 million firms nationwide in 1997, employing just under 7.1 million persons and generating \$938.5 billion in business revenues (U.S. Department of Commerce, Bureau of the Census 2001b). By 1997, women owned 12,417, or 22.5 percent, of firms in North Dakota, less than the national average of 26.0 percent (Table 9). Women-owned firms in the state employed 13,482 people and generated \$1.3 billion in

**Figure 4.**  
Educational Attainment of Women Aged 25 and Older in North Dakota and the United States, 2000, Decennial Census



Source: U.S. Department of Commerce, Bureau of the Census 2003c, based on analysis of data from Census 2000.  
Compiled by the Institute for Women's Policy Research.

**Figure 5.**  
Percent of Women with College Education in North Dakota and the United States, by Race and Ethnicity, 2000, Decennial Census



Notes:

N/A = Not Available. For women aged 25 and older. These data come from a different source than those in Figure 4 and include women with a two-year or four-year degree.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics. Source: Urban Institute 2004b, based on analysis of data from Census 2000.

Compiled by the Institute for Women's Policy Research.

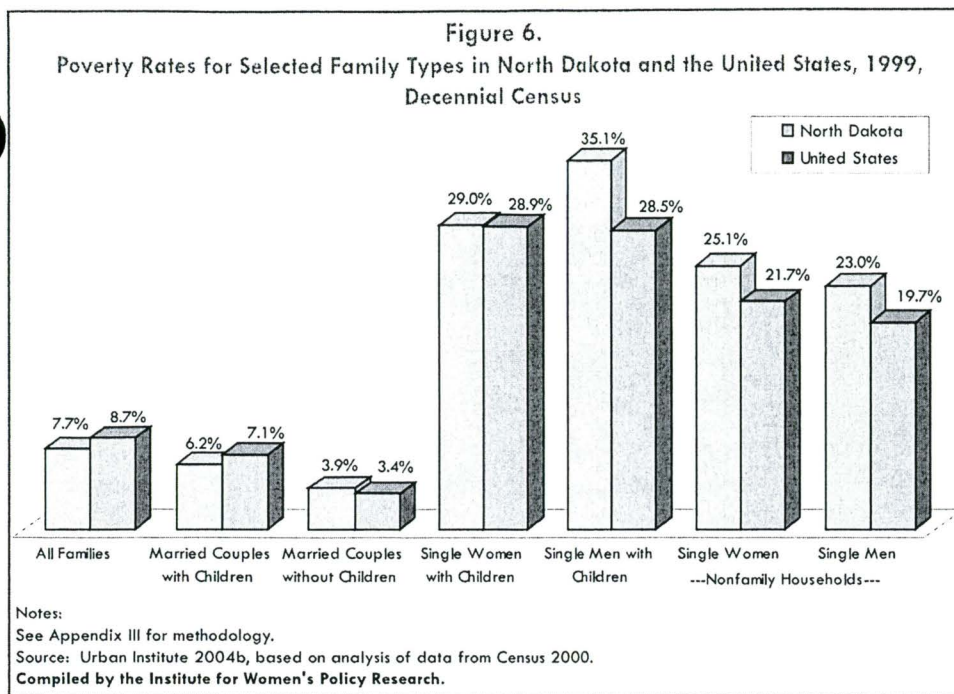
**Table 9.**  
Women-Owned Firms in North Dakota and the United States, 1997

	North Dakota	United States
Number of Women-Owned Firms	12,417	5,417,034
Percent of All Firms That Are Women-Owned	22.5%	26.0%
Total Sales and Receipts (in billions, 2003 dollars)	\$1.3	\$938.5
Number Employed by Women-Owned Firms	13,482	7,076,081

Source: U.S. Department of Commerce, Bureau of the Census 2001b.

Compiled by the Institute for Women's Policy Research.





total sales and receipts (in 2003 dollars; Census data on women-owned businesses do not include farms but do account for firms working within industries such as agricultural services, forestry, fishing, and mining). North Dakota ranks 49th in the country and 6th regionally for the proportion of businesses owned by women.

## Women's Economic Security and Poverty

Women bear substantial responsibility for their families' economic well-being, and factors such as the wage gap and women's prevalence in low-paid, female-dominated occupations impede their ability to ensure their families' financial security, particularly for single mothers. The proportion of women aged 16 and older in poverty in 2002 was larger in North Dakota than in the United States (13.9 percent and 12.1 percent, respectively). North Dakota ranks 37th in the nation and 7th of the seven states in its region for women living above poverty (Chart 1 and Appendix IV). North Dakota's low score on women's poverty does

not extend to men: the rate of poverty among men in North Dakota is equal to men's rates nationally, 8.7 percent (Appendix IV; Urban Institute 2004a).

As Figure 6 shows, poverty rates for all family types except married couples with children are at least slightly higher in North Dakota than in the nation as a whole (with the greatest difference for single men with children, whose poverty rate is 35.1 percent in North Dakota, compared with 28.5 percent nationally).

North Dakota's poverty rate for single-mother families is nearly equal to the national rate (29.0 percent and 28.9 percent, respectively).

These rates of poverty, both nationally and in North Dakota, probably understate the degree of hardship among women. Although the poverty line is the federal standard of hardship in the United States, it was created to measure the minimum amount of income needed for survival by calculating minimum food expenses and multiplying them by three (Fisher 1992). Other alternatives, including those developed by Wider Opportunities for Women and the Economic Policy Institute, calculate the cost of every major budget item a family needs—including housing, child care, health care, transportation, food, and taxes—based on family composition and where the family resides (Bernstein, Brocht, and Spade-Aguilar 2000; Boushey et al. 2001; Pearce and Brooks 2003). According to the Economic Policy Institute, more than two and a half times as many people live below its "basic family budget" level than fall below the official poverty level (Boushey et al. 2001).



## Poverty by Race and Ethnicity

Women of color of all races and ethnicities are more likely to live in poverty than white women. Nationally, 75.0 percent of Native American women, 75.9 percent of African American women, and 77.5 percent of Hispanic women aged 16 and older were living above the poverty line in 1999. This compares with 91.0 percent of white women and 87.6 percent of Asian American women (Table 10; note that the source of these data is the 2000 Census, which differs from the Current Population Survey data for poverty used to rank the states in Chart 1; Urban Institute 2004b). In North Dakota, only 55.6 percent of Native American women live above the poverty line, almost 20 percentage points worse than the national rate of 75.0 percent for Native women (due to small sample sizes, data are not available for Asian, Hispanic, and African American women). In other words, almost one of every two Native women in the state lives in poverty—compared with about one in ten white women. Based on these figures, North Dakota ranks 43rd of 44 states for poverty among Native American women.

Nationally, poverty rates are high among all single-mother families, but they are much higher for African American (35.4 percent), Native American (37.8 percent), and Hispanic (36.3 percent) single-mother families than for white (22.1 percent) and Asian American (22.4 percent) ones (Figure 7). Although data for women from most racial and ethnic categories are not available for North Dakota, the poverty rate for Native American single-mother families is 51.5 percent, more than double the rate for white single-mother families in North Dakota, and about one-third higher than the rate for Native American single-mother families nationally.

**Table 10.**  
Percent of Women Living Above the Poverty Line in North Dakota and the United States, by Race and Ethnicity, 1999, Decennial Census

Race and Ethnicity	North Dakota		United States
	Percent	National Rank	Percent
All Women	87.4%	29 of 51	87.4%
White	88.9%	39 of 51	91.0%
African American	N/A	N/A	75.9%
Hispanic	N/A	N/A	77.5%
Asian American	N/A	N/A	87.6%
Native American	55.6%	43 of 44	75.0%
Other/Two or More	N/A	N/A	82.5%

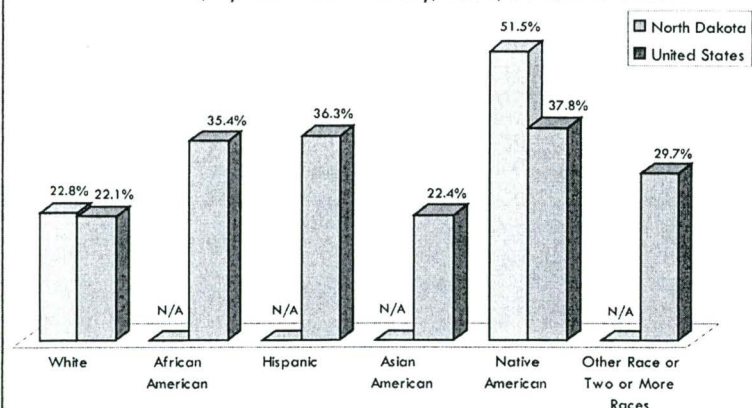
**Notes:**

For women aged 16 and older. See Appendix III for methodology. These poverty rates are from 2000 Census data and differ from those presented in Chart 1, based on the Current Population Survey. Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: Urban Institute 2004b, based on analysis of data from Census 2000.

Compiled by the Institute for Women's Policy Research.

**Figure 7.**  
Poverty Rates Among Single-Mother Families in North Dakota and the United States, by Race and Ethnicity, 1999, Decennial Census



**Notes:**

N/A = Not Available. See Appendix III for methodology.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.





House Industry, Business, and Labor Committee  
HB 1405  
January 24, 2017

Chairman Keiser and members of the House Industry, Business, and Labor Committee, my name is Renee Stromme and I am the Executive Director of the North Dakota Women's Network. The Women's Network is a membership organization working to improve the lives of North Dakota women. The membership of the Women's Network has long been interested in seeing a more active Commission on the Status of Women. Thank you for the opportunity to testify in support of House Bill 1405.

The Women's Network strongly supports House Bill 1405 which would further define activities of the state Commission on the Status of Women. Currently the Commission is charged with building women's economic development. NDWN feels the work would be well served to better define the parameters of that effort.

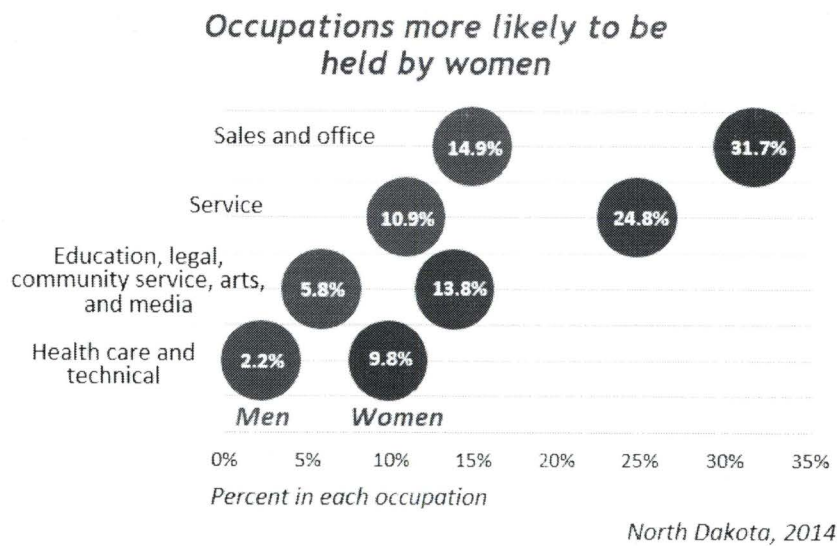
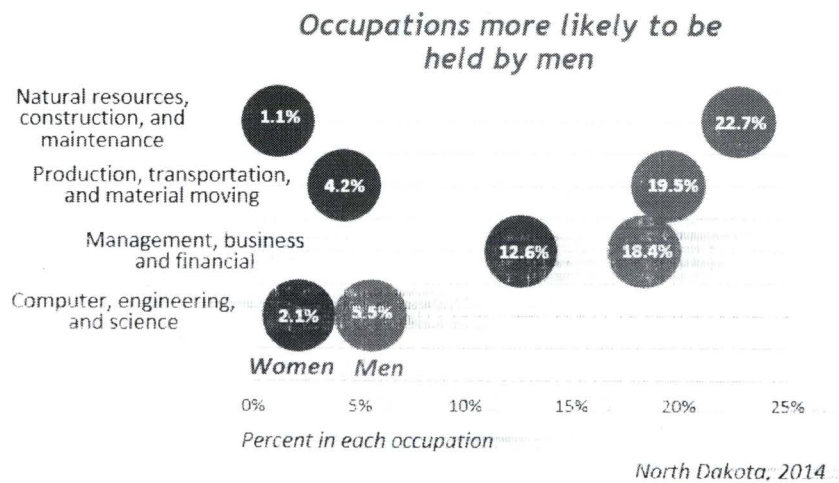
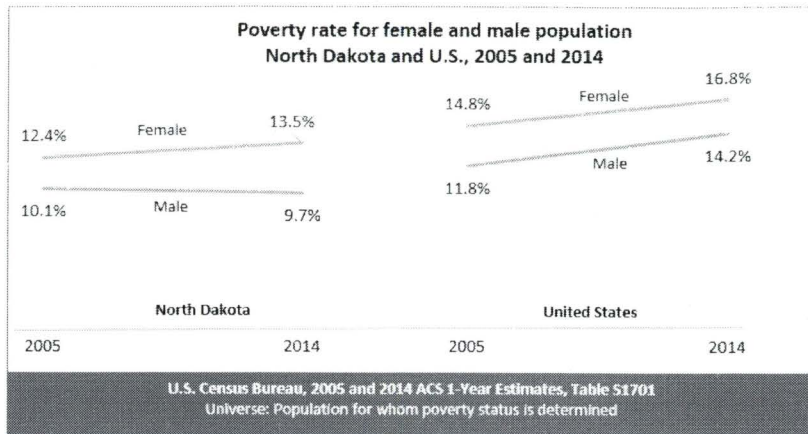
Deepening the focused study of the Commission would help thread together the multiple economic needs women's lives. It would be invaluable to have together the breadth of interested parties examining and proposing ideas for improving women's economic status. As the state grapples with solutions to these items, a strong Commission could be instrumental in creating forward momentum for women's economic independence.

Recently NDWN commissioned ND Compass to develop a compilation of data on the status of women in the state (which can be found here: <http://ndwomen.org/our-focus/2016-status-of-nd-women/>). As an example on how study can assist in developing innovative solutions, within this data we found women's poverty rates increased from 2004 to 2014 while men's decreased. Looking further into that, we can surmise it is partially because women are underrepresented in fields that predominately benefited from the oil boom. (See the next page for the graphs.) Seeing these clear numbers gives us the opportunity to address the inequity by encouraging more women to enter into male dominated fields, such as the natural resources field. This is just one example where more study can lead to innovative solutions.

It is our belief that a Commission on the Status of Women would be well placed to serve in an advisory capacity to various state agencies, political subdivisions, private agencies, business and industry regarding the concerns of women with focused study on specific aspects of women's economic status.

Thank you for the opportunity to speak in support of this bill. We urge a do pass to House Bill 1405. I will answer any questions.

Renee Stromme  
Executive Director





**Testimony for 2017 House Bill 1405**  
**House Industry, Business and Labor Committee**  
**Presented by Waylon Hedegaard**  
**President of the North Dakota AFL-CIO**  
**January 24th.**

Mr. Chairman, Members of the Committee:

My name is Waylon Hedegaard, President of the North Dakota AFL-CIO. I am here to testify in support of House Bill 1405.

Issues addressed by this bill are issues close both my organization and myself. Having the Commission on Women specifically study the effects of gender pay inequity and attempt to find solutions for it could benefit North Dakota in many ways, but I would like to focus on just two.

First, finding positive ways to address the lower pay of women would obviously help our families across the state by reducing poverty, and this would certainly reduce the pressure on the state's social services.

I believe this completely, but I'd like to approach this from a different angle. Previous to my position at the AFL-CIO and along with my construction duties, I was the head instructor and director of training for our local's Boilermaker apprenticeship, and I held this position for five years. Standing in front of those classes, it was hard not to notice part of the cause for the unequal pay. Understand, workers in the Building Trades, in our industrial facilities, and in construction in general get paid a wage well above North Dakota average. These are highly skilled trades and occupations, and they are compensated well enough. However regardless of the pay, looking out on those classes of new apprentices, one sees few women, young or old. Women seldom apply.

At the same time, in the shadow of decades of overwhelming emphasis on getting a four year degree, it is getting harder and harder to find people to taking these crucial positions. The Building Trades self-fund their own apprenticeship meaning that when someone is accepted into our program, we will pay for their training. Along with that, we offer

per-hour pay scales from the high twenties to the mid thirties, and we still have trouble getting enough people to sign up.

I don't mean to suggest that I have all the answers to the gender pay inequity issue because I do not. There are dozens of other factors involved, but I do see a lot of low hanging fruit here. There are high paying jobs in North Dakota that are going wanting, and there are thousands of women across this state stuck in low paying jobs. These are women who have never considered these careers as an option or never thought themselves capable of doing them. That is the sad part.

We are in an ironic position in this state and nation where the vast majority of families, Republican or Democrat, conservative or liberal, fully believe that their daughters can grow up to be very successful doctors and lawyers, but no matter how open minded we consider ourselves, very few of us have ever thought about their daughters swinging a hammer for a living, or welding tanks together or hanging structural steel. Our biases are working against us.

If we want to reduce our, ironically named, "manpower shortages", we have to find ways of encouraging half of our species to seriously consider these occupations. In doing so, we can measurably decrease the poverty of women and families in this state, and I believe we can do this with a small but thoughtful use of resources.

So I urge this committee to vote yes on House Bill 1405, and solve two of our major problems at once, and solve them cheaply, and painlessly and without undue government interference.

Thank you. I would stand for any questions.

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Prepared by Legislative Intern 8  
January 24, 2017

**PROPOSED AMENDMENT TO HOUSE BILL NO. 1405**

Page 1, remove lines 20 through 22

Page 2, remove lines 1 through 19

Page 2, line 20, replace "d." with "b."

Page 2, line 24, replace "e." with "c."

further amend  
Even years



**Presentation of House Bill 1405****March 6, 2017****Rep. Mary Schneider**

Good morning Chairman Klein and Members of the Senate Industry, Business and Labor Committee. I am Representative Mary Schneider, and I represent District 21--the Heart of Fargo. I am here today to present and endorse HB 1405 which would basically add a reporting requirement to the Commission on the Status of Women.

House Bill 1405 in its original form would have brought together representatives of business, labor, education, and other groups and individuals who have experience and expertise to address the differences in pay between men and women in our state and worked on the root causes for those differences.

Women are not doing as well in North Dakota as they could be, as they should be, and as we would like them to.

They have earned between 71 and 74% of what men have in recent years. They are in poverty at far higher rates than men, a compelling statistic when they are often single parents for our children, too. They have serious barriers to earnings and employment that need to be addressed.

HB 1405 is a first step in that regard that I hope you will be willing to take. It will activate the Commission on the Status of Women, created decades ago, that has been inactive in recent years, and require a report to the Governor and Commerce to document their activities.

This Commission has had significant achievements in the past and has important potential work now. Please pass 1405.

## Senate Industry, Business, and Labor Committee

HB 1405

March 6, 2017

Chairman Klein and members of the Senate Industry, Business, and Labor Committee, my name is Renee Stromme and I am the Executive Director of the North Dakota Women's Network. The Women's Network is a membership organization working to improve the lives of North Dakota women. The membership of the Women's Network has long been interested in seeing a more transparency of Commission on the Status of Women. Thank you for the opportunity to testify in support of House Bill 1405.

The Women's Network strongly supports House Bill 1405 which would require a biennial report from the state Commission on the Status of Women. Currently the Commission is charged with building women's economic development, but we are not able to easily locate any information on activities on that front.

Requiring a biennial report of the Commission would help inform citizens of the work of the commission. In addition, it would assist organizations like ours in working collaboratively and avoid duplicative activities. It would be invaluable to for any citizen to have access to the work so that interested parties exploring similar issues has a true sense of the resources already put toward the efforts.

It is our belief that a Commission on the Status of Women would be well placed to serve in an advisory capacity to various state agencies, political subdivisions, private agencies, business and industry regarding the concerns of women but we need to have access to the work in order to accomplish that.

Thank you for the opportunity to speak in support of this bill. We urge a do pass to House Bill 1405. I will answer any questions.

Renee Stromme  
Executive Director

**Testimony for 2017 House Bill 1405  
Senate Industry, Business and Labor Committee  
Presented by Waylon Hedegaard  
President of the North Dakota AFL-CIO  
March 6<sup>th</sup> 2017.**

Chair, Members of the Committee:

My name is Waylon Hedegaard, President of the North Dakota AFL-CIO. I am here to testify in support of House Bill 1405.

The AFL-CIO is very interested in economic issues affecting us all including income disparities between North Dakota men and women. As we see it, jump-starting the Commission on Women would be a good step towards minimizing this disparity.

Previous to my position at the AFL-CIO and along with my construction duties, I was the head instructor and director of training for our local's Boilermaker apprenticeship, a position I held for five years. Standing in front of those classes, it was impossible not to notice part of the cause for that unequal pay. Understand, workers in the Building Trades, in our industrial facilities, and in construction in general get paid a wage well above North Dakota average. These are highly skilled trades and occupations, and they are compensated well. However, regardless of the pay in these fields, looking out on those classes of new apprentices, one sees few women, young or old. For a multitude of reasons, few women apply.

At the same time, in the shadow of decades of overwhelming emphasis on getting a four-year degree, it is getting harder to find people to taking these crucial positions. The Building Trades self-fund their own apprenticeships so when someone is accepted into our program, we will pay for all of their training. Along with that, we offer high pay scales and excellent benefits right out the gate, and we still have trouble getting enough people to sign up.

I don't mean to suggest that I have all the answers to the gender pay inequity issue because I do not. There are dozens of other



factors involved, but I do see a lot of low hanging fruit here for this commission to consider. There are high paying jobs in North Dakota that are going wanting right now, and there are thousands of women across this state stuck in low paying jobs. These are often women who have never considered these careers as an option or never thought themselves capable of doing them.

We are in an ironic position in this state and nation where the vast majority of families, Republican or Democrat, conservative or liberal, fully believe that their daughters can grow up to be very successful doctors and lawyers, but no matter how open minded we consider ourselves, very few of us have ever thought about our daughters swinging a hammer for a living, or welding tanks together or hanging structural steel. Our biases are working against us, but they are also working against our daughters.

If we want to reduce our, ironically named, "manpower shortages", we have to find ways of encouraging more women to consider these high paying occupations. In doing so, we could measurably decrease the poverty of women and families in this state, and I believe we can do this with a small but thoughtful use of resources.

So I urge this committee to vote yes on House Bill 1405 to jump-start this commission and then listen to what they have to say. In doing so, we could help solve two problems at once, and solve them cheaply, and painlessly and without undue government interference.

Thank you. I would stand for any questions.