

DOCUMENT RESUME

ED 361 249

SO 022 958

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 TITLE Women in Louisiana: National and Gender Comparisons.
 INSTITUTION Louisiana State Dept. of Education, Baton Rouge.
 PUB DATE 92
 NOTE 42p.
 PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC02 Plus Postage.
 DESCRIPTORS Administrators; *Citizen Participation; College Faculty; Community Services; Comparative Analysis; Elementary School Students; Elementary School Teachers; Elementary Secondary Education; *Employment; *Females; Higher Education; Males; Postsecondary Education; *Racial Differences; Secondary School Students; Secondary School Teachers; Sex; *Sex Differences; Social Science Research; Tables (Data); *Womens Education

IDENTIFIERS *Louisiana

ABSTRACT

This study focuses on the current status of women in Louisiana, making gender, national, and historical comparisons as data were readily available within the timeframe of this investigation. The research aims to identify: (1) statistical gender differences in available measures of education, employment, and other forms of social participation; (2) issues relevant to women; and (3) in-state resources for women. Utilizing statistics available through government offices, published documents, and other literature, the study is divided into sections on the general population, employment, other forms of social participation, concerns of women, resources for women, and education. The section on education is further divided into: (1) elementary and secondary school participation, (2) postsecondary school participation, and (3) teachers and administrators in public education. In the section on general population, it is found that women outnumber men in both the nation and the state in patterns that are similar. The median ages of both men and women are lower in Louisiana than the nation, with women having a higher median age than men. Women recently have had higher rates of high school completion, but, historically, have less educational attainment than men. Women recently comprise a larger proportion of enrollment in U.S. and Louisiana higher education. Female participation in employment has increased, with women, in 1989, comprising 52% of the national and 40% of the state labor force. The rate of Louisiana women in professional, technical, and managerial occupations has increased steadily to a near proportionate level. However, the rate of women in management and administration remains disproportionate. A set of resources specifically dedicated to the support of women are identified along with phone numbers of state resources. Contains 24 references. (DK)

ED 361 249

WOMEN IN LOUISIANA

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National and Gender Comparisons

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**LOUISIANA STATE DEPARTMENT OF EDUCATION
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**SEX EQUITY ASSESSMENT AND EVALUATION PROJECT
UNIVERSITY OF SOUTHWESTERN LOUISIANA**

1992

**Raymond G. Arveson
STATE SUPERINTENDENT
LOUISIANA STATE DEPARTMENT OF EDUCATION**

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WOMEN IN LOUISIANA:
National and Gender Comparisons

Prepared

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THE OFFICE OF VOCATIONAL EDUCATION

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This evaluation and assessment report is the property of the Louisiana State Department of Education. Funded by: The Carl D. Perkins Vocational and Applied Technology Education Act, P. L. 101-392, Title II, Part B, Section 222.

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FOREWORD

The Carl D. Perkins Vocational and Applied Technology Education Act of 1990 provides funding for the elimination of sex bias and sex role stereotyping as well as for single parents, displaced homemakers, and single pregnant women. But it also mandates that there be an assessment and evaluation of all programs. One of the functions of sex equity is to assess and evaluate; therefore, the Assessment and Evaluation project was funded.

This project starts with the assessment on "Women in Louisiana" and covers three important facets on women including statistical gender differences where education and employment are concerned. It also deals with issues relevant to women and indicates Louisiana resources for Louisiana women.

Dr. Margaret Hargroder is commended on her hard work in completing this comprehensive report for the State Department in such a timely manner.

Joy Dee Joseph, Administrator
Sex Equity and Single Parent Programs

INTRODUCTION

“We live in a time and in a society where equal access to education and employment has become a critical factor in the ability of all individuals to provide for themselves and their families with dignity and confidence.”

(Van Buihren, Daines, & Burner, 1990, p. 3)

The questions of the Office of Vocational Education and women’s groups represent widespread concerns about the status of women. Gender differences in every domain of the behavioral sciences are well documented. These questions focus on education, employment, and other forms of social participation:

What are the statistical gender differences in Louisiana education, employment, and other areas of social participation that may be relevant to the work of the council?

Are these observed gender differences limited to the state or are they also found nationally?

Have these gender differences changed over time?

What are projections for the future in population rates and social gender participation?

What are the issues and areas of concern of women?

What are the in-state resources that are currently dedicated, directly or indirectly, to gender equity?

In response to these questions, this study focuses on the current status of women in Louisiana—making gender, national, and historical comparisons as data were readily available within the timeframe of this investigation. It aims to identify (a) statistical gender differences in available measures of education, employment, and other forms of social participation, (b) issues relevant to women, and (c) in-state resources for women. The study utilizes statistics available through government offices, published documents, and other literature.

GENERAL POPULATION

- o Overall, women outnumber men in both the nation and the state, in patterns that are similar.

In 1990, women comprised 127.3 million or 51.2% of the national population and nearly 2.2 million or 51.9% of the state population. The female to male ratio increased each decade, except for a decline in the U. S. in 1990. In each year examined, Louisiana had a higher female to male ratio than did the U. S. Instead of a decline in 1990, as noted for the U. S., Louisiana's female ratio again increased.

- o Increases in the ages of the national and state populations apply to men and women.

As can be seen in Table 1, over a period of two decades, there have been more women than men in higher age categories. Especially notable are the overall increases in the proportion of males and females in the 65-and-over category and declines in under-age-20 groups. Additionally, over half of both men and women were from age 20 to 64 years.

Gender differences can also be noted. In each year of examination, men outnumbered women only in the under-age-5 and age-5-to-19-years categories. Also, over the decades, general increases can be observed in the proportion of males in the 20-64 age category. Although general increases, since 1970, are observed in the proportion of males age 65 and over, his age category remains the one with the reatest gender difference.

TABLE 1
Population Rates of the U. S. and Louisiana by Gender by Age Groups: 1970, 1980, and 1990

| Region/Year/Gender | Total Number | % of Total | Percent of Total Population | | | |
|----------------------|--------------|------------|-----------------------------|------|-------|------|
| | | | Age Groups in Years | | | |
| | | | Under 5 | 5-19 | 20-64 | 65 + |
| United States | | | | | | |
| 1970 Male | 100,354,000 | 48.9 | 4.3 | 15.0 | 25.3 | 4.1 |
| Female | 104,698,000 | 51.1 | 4.1 | 14.5 | 27.0 | 5.7 |
| 1980 Male | 110,888,000 | 48.7 | 3.7 | 12.6 | 27.7 | 4.5 |
| Female | 116,869,000 | 51.3 | 3.5 | 12.1 | 29.1 | 6.7 |
| 1990 Male | 121,445,000 | 48.8 | 4.0 | 12.4 | 26.9 | 4.4 |
| Female | 127,317,000 | 51.2 | 3.7 | 12.1 | 27.2 | 6.7 |
| Louisiana | | | | | | |
| 1970 Male | 1,771,484 | 48.7 | 4.9 | 16.5 | 23.8 | 3.5 |
| Female | 1,869,822 | 51.3 | 4.7 | 16.0 | 25.7 | 4.9 |
| 1980 Male | 2,039,894 | 48.5 | 4.4 | 13.8 | 26.5 | 3.9 |
| Female | 2,166,006 | 51.5 | 4.2 | 13.4 | 28.1 | 5.7 |
| 1990 Male | 2,031,386 | 48.1 | 4.0 | 12.4 | 26.9 | 4.4 |
| Female | 2,188,587 | 51.9 | 3.7 | 12.1 | 27.2 | 6.7 |

Source: Derived from U. S. Department of Commerce, Economics and Statistics Administration. (1990) 1990 Census of Population and Housing Characteristics—Louisiana. U. S. Department of Commerce, Bureau of Census. (1980). Summary Characteristics for Governmental Units and Standard Metropolitan Areas. U. S. Department of Commerce, Bureau of Census. (1980) General Population Characteristics—Louisiana. U. S. Department of Commerce, Social and Economic Statistics Administration. Bureau of Census. (1991). Statistical Abstract of the U. S.

- o **The median ages of both men and women are lower in Louisiana than that of the nation. Additionally, women have a higher median age than men.**

As might be expected from examination of the age distributions by gender, the median age for women exceeded that for men, in the nation and the state. However, the median ages of both men and women in Louisiana were lower (by about 3 years) than that of the nation. The Louisiana State Office of Planning and Budget (1992) reported Louisiana as 48th among 51 states. Table 2 shows national and state gender differences in median ages since 1970.

Racial differences were also noted in national and state median ages (not shown). The Louisiana State Office of Planning and Budget (1992) indicated a lower median age for Blacks (U. S., 28.1; Louisiana, 26.2) than Whites (U.S., 34.4; Louisiana, 26.2).

Fluctuations in national birth rates and racial/ethnic differences in birth rates may partially explain current population age group differences. According to U. S. Department of Commerce (1991) data, national birth rates decreased from 1960 to 1975, fluctuated in the early 1980's, and increased slightly in recent years. Additionally, during these periods, Black and Hispanic populations had higher birth rates than White populations. Woods and Poole Economics, Inc. (1991) attributed Louisiana's having one of the youngest median ages in the U. S. to the "influx of workers during the 1970's, a high birth rate, and the absence of attractions for retirees" (p.A17)

| Region/Gender | Year | | |
|----------------------|------|------|------|
| | 1970 | 1980 | 1989 |
| <u>United States</u> | | | |
| Male | 26.8 | 28.8 | 31.6 |
| Female | 29.3 | 31.3 | 33.8 |
| <u>Louisiana</u> | | | |
| Male | 23.7 | 26.2 | — |
| Female | 26.2 | 28.4 | — |

Note. A dash (—) indicates data missing by gender. However, 1989 Louisiana median ages by racial group were available (in text).
Source: Derived from U.S. Department of Commerce, Economics and Statistics Administration. (1990). 1990 Census of Population and Housing Characteristics—Louisiana. U. S. Department of Commerce, Bureau of Census. (1980). Summary Characteristics for Governmental Units and Standard Metropolitan Areas. U. S. Department of Commerce, Bureau of Census (1980). General Population Characteristics—Louisiana

- o **In general, more males than females are born, but males have a shorter life span.**

Examination of national birth rates (Table 29) shows a higher birth rate for males than females (for most years). This higher ratio of males to females is consistent through age categories under age 14 years. In 1990, males outnumbered females at all ages under age 18. For the population as a whole, the ratio of males to females declined for each successive age group (Table 3).

- o **Race and ethnic differences for the nation and state are noted, however, in male to female ratios.**

As can be seen in Table 3, fastest and continuing decline of the male ratio was experienced by Blacks, followed by Whites. Hispanics and other races showed an increasing male ratio through some age groups and a lower degree of decline (than for Blacks and Whites) in successive ones.

TABLE 3
The Ratio of Males to Females in the U. S. and Louisiana by Age Group, by Ethnicity: 1989/1990

| Region/Year/ Age Group | Racial/Ethnic Group | | | | | Louisiana (1990) | (All racial groups) |
|---------------------------|---------------------|-------|-------|----------|-------|-------------------|---------------------|
| | Total | White | Black | Hispanic | Other | | |
| United States (1989) | | | | | | | |
| All Ages | 95.1 | 95.8 | 90.3 | 101.3 | 95.7 | Under 14 Years | 104.0 |
| Under 14 Years | 104.9 | 105.3 | 103.3 | 104.0 | 102.7 | 14 to 24 Years | 99.7 |
| 14 to 24 Years | 102.5 | 103.1 | 98.2 | 105.7 | 107.6 | 25 to 44 Years | 94.8 |
| 25 to 44 Years | 99.0 | 101.0 | 87.0 | 106.8 | 94.0 | 45 to 64 Years | 89.0 |
| 45 to 64 Years | 92.3 | 93.8 | 81.8 | 90.3 | 85.8 | 65 Years and Over | 65.5 |
| 65 Years and Over | 68.9 | 68.9 | 67.0 | 71.4 | 76.7 | | |

Note. 1990 Louisiana racial/ethnic group data were not available
Source: U. S. Department of Commerce. (1990). 1990 Census of Population and Housing. Summary of Population and Housing Characteristics—Louisiana.

Louisiana had a slightly lower (.4) total male to female ratio than the nation. A notable decline occurred for the 14-to-24 age group—Louisiana having a greater decline (3.3 years) than the U. S. (2.4 years) when compared to the previous age group.

o National population projections indicate greater increases in the male to female ratio and in non-White populations.

TABLE 4
Projections of the Total U. S. Population By Age Group by Gender: 1990 to 2010

| Age Groups | Percent Change Per Decade | | | |
|---------------|---------------------------|--------|-------------|--------|
| | 1990 - 2000 | | 2000 - 2010 | |
| | Male | Female | Male | Female |
| Total | 7.3 | 7.0 | 5.4 | 5.2 |
| Under Age 5 | -8.1 | -8.3 | 0.1 | -0.1 |
| 5-17 Years | 7.1 | 6.9 | -6.2 | -6.4 |
| 18-24 Years | -3.4 | -3.6 | 7.7 | 7.6 |
| 25-34 Years | -15.5 | -15.4 | 1.2 | 1.1 |
| 35-44 Years | 16.8 | 14.9 | -15.3 | -15.3 |
| 45-54 Years | 47.5 | 44.7 | 17.1 | 15.0 |
| 55-64 Years | 14.4 | 11.9 | 48.6 | 44.9 |
| 65-74 Years | 0.9 | -2.0 | 17.6 | 13.5 |
| Over 74 Years | 28.9 | 24.7 | 10.8 | 9.8 |

Source: U. S. Department of Commerce, Social & Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991.) Statistical Abstract of the U. S.

Overall population increases are projected from 1990-2010 (Table 4). A greater increase is projected for the current decade (approximately 7.2%) than the next (approximately 5.3%). During both decades and for all age groups, the female to male ratio is expected to decrease.

During the current decade, the population changes that are expected vary by age groups. Declines (approximately 8.2%) are expected in the under-age-5 group. The greatest increase is projected for the 45-54 years age groups, followed by the over-74 age group.

Racial/ethnic differences are also expected in male to female ratios. For Black and White racial groups, the number of males, proportionately, is expected to increase more than the number of females, with greater increases in the current decade than the next (Table 5). Other races, particularly Hispanics (not shown), are expected to have greater increases in females than males during the current and next decades.

Nationally, the Hispanic population has increased dramatically. The U. S. Department of Labor, Women's Bureau [Women's Bureau] (August, 1989) reported a 70% increase from 1977 to 1988. Migration and high fertility rates were suggested reasons for the increases. In 1988, a greater proportion of Hispanic women, than of other races, were between the primary childbearing ages of 16 and 44. Additionally, of Hispanic women, 16 years and over, women were of Mexican (56.7%), Puerto Rican (13.3%), Cuban (6.4%), and other (22.4%) origins.

The greater projected growth of Black and other races indicate an overall decline in White population rates. Greatest population increases are projected for other races (particularly Hispanics—not shown), followed by Blacks, then Whites.

However, according to Woods and Poole Economics, Inc. (1991), Louisiana's population increases are influenced more by the state's higher proportion of Blacks than Hispanics. In 1990, Louisiana's population was 67.0% White, 31.2% Black, 2.9% Hispanic, and 1.8% other. Among all states, Louisiana has the third highest proportion of the Black population. The firm points out that Louisiana's large Black population combined with the higher birth rate of this racial group is expected to alter the state's future racial composition.

TABLE 5
Projections of the Total U. S. Population By Race by Gender: 1990 to 2010

| Age Groups | Total* | Percent Change Per Decade | |
|--------------|---------|---------------------------|-------------|
| | 1995 | 1990 - 2000 | 2000 - 2010 |
| Overall | 260,138 | 7.1 | 5.3 |
| Total Male | 127,123 | 7.3 | 5.4 |
| Total Female | 133,016 | 7.0 | 5.2 |
| White Male | 106,365 | 5.4 | 3.5 |
| White Female | 110,455 | 4.9 | 3.2 |
| Black Male | 15,840 | 13.2 | 10.9 |
| Black Female | 17,359 | 12.4 | 10.3 |
| Other Male | 4,918 | 33.3 | 26.5 |
| Other Female | 5,202 | 35.6 | 27.5 |

Source: U. S. Department of Commerce, Social & Economic Statistics Administration, Bureau of Census (1971, 1980, 1991.) *Statistical Abstract of the U. S.*



EDUCATION

Elementary and Secondary Schools

TABLE 6
U. S. Population (in thousands) by School-Age Group,
by Gender, by Race: 1989

| Race and Gender | Age Groups | | |
|-----------------|------------|-------------|-------------|
| | 5-9 Years | 10-14 Years | 15-19 Years |
| Total | 18,212 | 16,950 | 17,812 |
| Male | 9,321 | 8,689 | 9,091 |
| Female | 8,891 | 8,260 | 8,721 |
| White | 14,628 | 13,574 | 14,343 |
| Male | 7,504 | 6,973 | 7,327 |
| Female | 7,124 | 6,601 | 7,015 |
| Black | 2,802 | 2,679 | 2,758 |
| Male | 1,423 | 1,362 | 1,394 |
| Female | 1,378 | 1,318 | 1,365 |
| Other Races | 782 | 696 | 711 |
| Male | 394 | 355 | 371 |
| Female | 389 | 342 | 341 |

Source: U. S. Department of Commerce, Social & Economic Statistics Administration, Bureau of Census (1971, 1980, 1991). *Statistical Abstract of the U. S.*

School enrollments by grade and gender may be expected, in general, to parallel population differences by age group. Most of American youth enrolled in Fall 1991 in elementary and secondary education were born between 1972 and 1987, a period of fluctuating birth rates, as shown in Table 29.

Nationally, in 1989, 52.9 million youth were in the school age range of 5 to 19 years—of which, 34.4% were from age 5 to 9 years, 32.0% were from age 10 to 14 years, and 33.6% were from age 15 to 19 years. Fewer than males in all school-age groups and races (Table 6), females were 48.8% of this population.

- o **In Louisiana in 1990-91, females outnumbered males at the secondary level; whereas, males outnumbered females at the elementary level and in special education programs.**

Louisiana, also, may experience population differences in enrollment. The fluctuating birth rates, as well as migration and other factors, represent possible differences in the size of cohorts of each grade level in Louisiana. In 1990-91, females outnumbered males at the secondary level; whereas, males outnumbered females at the elementary level and in special education programs. Of the total 795,609 students enrolled in pre-kindergarten through grade 12 in public elementary and secondary schools, females comprised 48.5% of all students. Table 7 provides a breakdown of enrollment by grade level and proportion of females.

Enrollment by grade level, overall, declined as grade level increased. A marked decrease in enrollment count can be seen for grades 10 through 12. Females outnumbered males only in grade 8 and grades 10 through 12. Additionally, notably fewer females than males participated in special education.

TABLE 7
Louisiana Public School Enrollment by Grade, by Gender:
1990-1991

| Enrollment | | | | | |
|-------------|--------|----------|--------------|---------|----------|
| Grade Level | Total | % Female | Grade Level | Total | % Female |
| 1 | 68,670 | 47.8 | 9 | 61,609 | 49.2 |
| 2 | 63,613 | 48.0 | 10 | 50,672 | 50.4 |
| 3 | 64,001 | 48.6 | 11 | 42,373 | 51.8 |
| 4 | 62,902 | 48.5 | 12 | 37,618 | 52.4 |
| 5 | 62,164 | 49.1 | PRE-K | 7,343 | 48.4 |
| 6 | 62,073 | 48.5 | SPEC ED ELEM | 19,600 | 33.3 |
| 7 | 61,930 | 48.4 | SPEC ED HSCH | 9,442 | 34.4 |
| 8 | 54,975 | 50.1 | TOTAL | 795,609 | 48.5 |

Note. PRE-K=Pre-Kindergarten; SPEC ED ELEM=Special Education, Elementary; SPEC ED HSCH=Special Education, High School; % Females=Females as percent of total in the grade level.
Source: Louisiana Department of Education, (1992). *Financial and Statistical Report*.

- o Dropout rates have fluctuated by gender and ethnicity over time. However, historically and nationally, fewer women than men have completed high school.

TABLE 8
U. S. High School Dropout Status among 14-19 Year Olds by Race, by Gender: 1970, 1980, 1989

| Year/group | Percent Who Were Dropouts by Age Group | | | | | |
|------------|--|--------|-------------|--------|-------------|--------|
| | 14-15 Years | | 16-17 Years | | 18-19 Years | |
| | Male | Female | Male | Female | Male | Female |
| 1970 | | | | | | |
| Total | 1.7 | 1.9 | 7.1 | 8.9 | 6.0 | 16.3 |
| White | 1.7 | 1.8 | 6.3 | 8.4 | 13.3 | 14.8 |
| Black | 2.0 | 2.8 | 13.3 | 12.4 | 36.4 | 26.6 |
| 1980 | | | | | | |
| Total | 1.3 | 2.2 | 8.9 | 8.8 | 16.9 | 14.7 |
| White | 1.2 | 2.1 | 9.3 | 9.2 | 16.1 | 13.8 |
| Black | 1.5 | 2.5 | 7.2 | 6.6 | 22.7 | 19.8 |
| Hispanic | 3.3 | 7.9 | 18.1 | 15.0 | 43.1 | 34.6 |
| 1989 | | | | | | |
| Total | 1.1 | 2.1 | 5.9 | 5.8 | 14.6 | 13.5 |
| White | 0.9 | 2.4 | 6.4 | 5.7 | 14.4 | 12.3 |
| Black | 0.0 | 0.9 | 4.1 | 7.1 | 17.5 | 18.5 |
| Hispanic | 4.3 | 9.7 | 9.6 | 15.7 | 25.9 | 30.0 |

Source: U. S. Department of Education, Office of Educational Research & Improvement (1990). *Digest of Education Statistics*.

U. S. Department of Education (1990) data shows that of the total 1984 U. S. population, aged 18 years and over, women were 53.9% (23.8 million) of non-high school graduates. Nationally, women also dropped out at an earlier age than men. In 1984, female dropout rates exceeded those of males in the 14-to-17-years age category. Table 8 identifies differences since 1970 in the dropout status of school-age groups.

Comparing race/ethnicity, Hispanics had the highest dropout rate, followed by Blacks. Additionally, in October 1989, among these two groups, more women than men (in 14-to-19-years' categories) were dropouts.

- o In Louisiana, high school dropout has occurred more often in grades nine through eleven.

Examining Louisiana Department of Education (1992) data reveals differences in dropout by grade (not shown). In Louisiana in 1988-89, dropout status more often occurred in the ninth grade (2,462 or 27.4% of all dropouts), followed by dropout in the tenth (22.1%) and eleventh (16.8%) grades.

TABLE 9
Louisiana Public School Non-Promotions by Grade and Female Representation

| School Grade | Non-Promotions | |
|--------------|----------------|----------------|
| | Total | Percent Female |
| Total | | |
| 1 | 7,981 | 39.1 |
| 2 | 3,848 | 35.4 |
| 3 | 4,060 | 39.5 |
| 4 | 4,368 | 36.3 |
| 5 | 4,041 | 36.0 |
| 6 | 6,133 | 35.3 |
| 7 | 9,344 | 39.2 |
| 8 | 5,473 | 39.7 |

Note. Percent Female=Percent of total enrollment who were female.
Source. Louisiana State Department of Education. (1992) *Annual Financial and Statistical Report*.

Non-promotions in elementary grades show gender differences. Although females were approximately 48% of elementary enrollment in 1990-91, they were only 38% of non-promotions. (Table 9). Of 45,248 non-promotions, the largest number (9,344 or 20.7%) applied to seventh graders, followed by first graders (7,981 or 17.6%) and sixth graders (6,133 or 13.6%).

o National and state achievement data indicate better performance by males in mathematics and science areas and by females in some literary areas.

National gender differences in several academic areas at elementary and high school levels were noted by the American Association of University Women (1990). Females were noted to have lower achievement scores, particularly, in mathematics and sciences. The lower scores represented a general decline in mathematics and sciences through the grade school years. Additionally, girls were found to have lower self-esteem, less exposure to careers, and lower career aspirations.

Gender differences are also noted in outcomes of the Louisiana Educational Assessment Program (LEAP), state-administered tests designed to annually measure the academic achievements of third, fifth, seventh, and tenth/eleventh graders. Table 10 displays the percentage of correct

Table 10
Louisiana Educational Assessment Program "Graduation Exit Examination" Results by Gender: 1992

| Subjects | Percent Correct | | Subjects | Percent Correct | |
|-------------------------------------|-----------------|--------|--|-----------------|--------|
| | Male | Female | | Male | Female |
| English Language Arts | | | Written Composition | | |
| Vocabulary | 89.2 | 89.5 | Responsiveness to Assignment | 19.5 | 20.3 |
| Comprehension: Details | 91.9 | 91.7 | Support, Elaboration, and Organization | 15.7 | 16.9 |
| Comprehension: Main Ideas | 76.6 | 77.2 | Sentence Formation | 6.7 | 7.1 |
| Comprehension: Reading | 73.5 | 73.8 | Word Usage | 6.5 | 6.8 |
| Writing Mechanics | 73.0 | 80.4 | Mechanics | 6.5 | 7.1 |
| Word Usage | 65.5 | 69.6 | | | |
| Sentence Structure | 77.0 | 80.2 | Science | | |
| Study Skills | 88.4 | 89.3 | Scientific Method | 73.7 | 70.0 |
| Scaled Score | 106.1 | 106.2 | Biology/General Science | 65.6 | 60.5 |
| | | | Chemistry/Physical Science | 61.3 | 59.6 |
| Mathematics | | | Earth, Space Sciences/General Sciences | 62.2 | 54.3 |
| Whole Numbers and Operations | 77.3 | 79.3 | Physical Science | 63.0 | 53.6 |
| Decimal Numbers and Operations | 77.9 | 79.1 | | | |
| Percent, Ratio, and Proportion | 72.3 | 67.3 | Social Studies | | |
| Measurement | 68.1 | 59.5 | Understanding American History | 64.0 | 58.3 |
| Geometry | 65.5 | 66.3 | Understanding Civics | 68.0 | 66.6 |
| Graphs, Probability, and Statistics | 87.1 | 85.3 | Understanding Free Enterprise | 75.1 | 70.7 |
| Pre-Algebra | 76.3 | 75.9 | Using Social Studies Skills | 72.6 | 68.1 |
| Algebra I | 61.3 | 63.8 | | | |
| Problem-Solving Skills | 76.3 | 73.0 | | | |

Source: Louisiana State Department of Education (1992). Louisiana Educational Assessment Program: State Subgroup/Education Classification Report.

responses on the graduation exit examinations (the functional designation given to tests for the tenth and/or eleventh graders). Females had more correct responses than males in all written composition and English language arts categories, except that of *comprehension: details*. Males had more correct responses in all categories of science and social studies. Mathematics showed gender fluctuations by sub-category, with females having more correct responses in *numbers and operations, geometry, and Algebra I* and males excelling in *measurement, percent/ratio/proportion, graphs/probability/statistics, pre-algebra, and problem-solving skills*.

Examining racial differences (not shown) in the graduation exit examination revealed that, overall, Asian students had the highest percentage of correct responses, followed (in order) by Whites, Hispanics, Indians, and Blacks. Exceptions were the higher scores of Whites than Asians in vocabulary, word usage, sentence formation, and some areas of comprehension and the reversed order in scores of Hispanics and Indians in a few categories. The scores of Black students were notably lower than those of all other racial groups, (approximately ten percentage points lower than those of Whites). Additionally, it may be noted that, considering racial group size, Whites comprised 60.5% of those taking graduation exit examinations; Blacks, 35.8%.

Similar gender differences and trends, as observed in national studies and LEAP graduation exit exam scores, can also be noted in the LEAP scores of third, fifth, and seventh graders. Of third graders, females a higher percentage of correct responses than males in all language arts categories and in all mathematics categories, except *measurement* (Table 11). Of fifth graders, females were higher in all language arts categories and in all math categories, except *numeration, measurement, graphs, probability, and statistics*. Of seventh graders,

Table 11
Louisiana Educational Assessment Program Results for Third, Fifth, and Seventh Graders: April, 1992

| Subjects | Percent Correct | | | | | |
|--------------------------------------|-----------------|--------|---------------|--------|-----------------|--------|
| | Third Graders | | Fifth Graders | | Seventh Graders | |
| | Male | Female | Male | Female | Male | Female |
| Language Arts | | | | | | |
| Vocabulary | 83.6 | 86.5 | 81.0 | 83.0 | 83.7 | 83.5 |
| Comprehension | 74.5 | 78.6 | 73.7 | 76.4 | 82.6 | 85.6 |
| Writing Mechanics | 80.5 | 86.0 | 78.6 | 82.4 | 70.7 | 75.6 |
| Language Structure and Usage | 73.4 | 76.4 | 72.7 | 75.4 | 72.8 | 76.9 |
| Study Skills | 79.3 | 80.5 | 79.5 | 82.5 | 83.9 | 87.9 |
| Mathematics | | | | | | |
| Numeration | 90.9 | 91.0 | 79.3 | 76.8 | 56.1 | 56.8 |
| Whole Number Operations | 82.6 | 83.8 | 77.3 | 79.6 | 71.4 | 74.4 |
| Fractions and Operations | 84.0 | 86.5 | 82.2 | 83.7 | 58.4 | 62.6 |
| Measurement | 86.9 | 86.1 | 71.5 | 70.3 | 61.7 | 58.2 |
| Graphs, Probability, & Statistics | 90.4 | 91.9 | 85.7 | 84.5 | 69.3 | 67.7 |
| Decimal Numbers & Operations | | | 68.9 | 72.3 | 58.4 | |
| Geometry | | | 78.3 | 78.4 | 67.8 | 67.7 |
| Percent, Ratio, & Proportion | | | | | 62.5 | 63.1 |
| Pre-Algebra | | | | | 63.4 | 65.6 |
| Written Composition | | | | | | |
| | | | | | Scores | |
| Responsiveness to Assignment | | | | | 22.2 | 22.8 |
| Support, Elaboration, & Organization | | | | | 14.9 | 16.0 |
| Sentence Formation | | | | | 6.3 | 6.8 |
| Word Usage | | | | | 6.5 | 6.6 |
| Mechanics | | | | | 6.5 | 7.2 |

Note: Scores for categories under written composition had a score range as follows: responsiveness to assignment and support/elaboration/organization, a score range of 6 to 24; other categories, a score range of 2 to 8.
Source: Louisiana State Department of Education (1992) Louisiana Educational Assessment Program, State Subgroup/Education Classification Report.

females were higher in all language arts categories except *vocabulary* and in all math categories, except *measurement, graphs, probability and statistics, decimal numbers and operations, and geometry*. (It should be noted that the number of sub-categories of mathematics increase from five to seven to nine with each higher grade level and scores are of different cohorts.) Additionally, in these grade levels, racial differences were the generally higher scores for Asians, followed, in order, by Whites, Hispanics, Indians, and Blacks.

Comparison of LEAP outcomes in a random stratified (by high, moderate, low student participation) sample of parishes indicated differences between parishes in the percent correct for each subtests. The degree of gender and racial differences also varied by parish. In some categories, especially when state gender differences were smaller, the gender order of scores were reversed in some parishes.

College admission test scores also reveal gender differences. National gender differences are noted on the S.A.T., a college admissions achievement test (U. S. Department of Education, 1990). In the U. S. on the S.A.T., from 1966-70, women had higher verbal rates than men. Since 1971, men have higher verbal scores, with a steadily widening gap, going from a 2 point gap in 1971-72 to a 13 point gap in 1988-89. Additionally, men have consistently scored higher (approximately a 50 point gap) than women on the S.A.T. in mathematics.

The Enhanced A.C.T., a measure of high school achievement and the most frequently administered college entrance test in Louisiana, shows gender differences that are similar to those observed for the S.A.T. Table 12 identifies gender differences on subtests for U. S. and Louisiana populations.

TABLE 12
U. S. and Louisiana A.C.T. Scores by Subtest, by Gender: 1975, 1980, and 1991

| Region/Year/ Gender | ACT Subscores | | | | | Region/Year/ Gender | ACT Subscores | | | | |
|------------------------|---------------|------|---------|---------|------|------------------------|---------------|------|---------|---------|------|
| | Engl | Math | Soc Sci | Nat Sci | Comp | | Engl | Math | Soc Sci | Nat Sci | Comp |
| United States | | | | | | Louisiana | | | | | |
| 1975 | | | | | | 1975 | | | | | |
| Male | 17.1 | 19.3 | 18.7 | 22.4 | 19.5 | Male | 16.3 | 17.8 | 16.6 | 20.8 | 18.0 |
| Female | 18.3 | 16.2 | 16.4 | 20.0 | 17.8 | Female | 17.3 | 15.1 | 14.2 | 18.3 | 16.4 |
| 1980 | | | | | | 1980 | | | | | |
| Male | 17.3 | 18.9 | 18.3 | 22.3 | 19.3 | Male | 16.5 | 16.6 | 16.0 | 20.3 | 17.5 |
| Female | 18.2 | 16.0 | 16.4 | 20.0 | 17.8 | Female | 17.1 | 14.2 | 14.1 | 18.1 | 16.0 |
| 1991 | | | | | | 1991 | | | | | |
| Male | 19.8 | 20.6 | 21.3 | 21.3 | 20.9 | Male | 19.2 | 18.7 | 19.5 | 19.9 | 19.6 |
| Female | 20.7 | 19.4 | 21.1 | 20.1 | 20.4 | Female | 20.0 | 18.3 | 19.6 | 18.9 | 19.3 |

Note. Engl=English; Math=Mathematics; Soc Sci= Social Sciences; Nat Sci=Natural Sciences; Comp = Composite.
Source: American College Testing Program. (1991). ACT High School Profile Report.

As can be seen from the previous table, Louisiana students score almost 2 points below the national average on the A.C.T. and gender differences are apparent on subtests for both populations. Results in 1991 for Louisiana students indicated slightly higher mean scores for women, compared to men, on English and reading subtests and lower mean scores on mathematics and science subtests. Except for higher reading scores for men than women, national test results had similar gender comparisons to those of Louisiana.

The older versions of the A.C.T. in 1975 and 1980 showed higher mean scores for women than men on English subtests, and higher scores for men on mathematics, social studies, and natural science subtests. Additionally, the different scales showed wider gaps between males and females on the latter set of subtests.

- o **Women, recently, have had higher rates of high school completion, but, historically, have less educational attainment than men.**

Considering the total national population, women have less educational attainment than men. Table 13 shows the distribution of highest degree earned by gender.

TABLE 13
Highest Educational Level and Degree Earned by U. S. Persons Age 18 and Over, by Gender: 1984

| <u>Educational Level</u> | <u>Male</u> | <u>Female</u> |
|----------------------------|-------------|---------------|
| Non-high-school graduation | 25.3 | 26.7 |
| High School Graduation | 32.7 | 38.0 |
| Vocational | 1.3 | 2.3 |
| Some college, No degree | 19.1 | 16.6 |
| Associate Degree | 3.5 | 3.3 |
| Bachelor's Degree | 11.9 | 9.5 |
| Master's Degree | 3.8 | 3.0 |
| Professional Degree | 1.8 | 0.3 |
| Doctor's Degree | 0.7 | 0.2 |

Note. Each column totals 100% of the gender's U.S. population in 1984.
Source: U. S. Department of Education, Social and Economic Statistics Administration, Bureau of Census. (1990). Digest of Education Statistics.

Women, more often than men, lacked high school completion or had a high school diploma or a vocational certificate as the highest educational attainment. As can be seen in Table 13, men more often achieved a baccalaureate or higher degree than women. (Part of this may be explained by the greater number of women in the higher age groups and the lower degree attainment of older populations, seen in other distributions.) However, women are recently achieving high school graduation at higher rates than men. Data from the U. S. Department of Education (1990), show increases in women's high school completion; in 1988, of U. S. persons age 18 years and over, women were 55.6% of those having four years of high school.

Women in Louisiana, also, in recent years, have been more often recipients of high school diplomas. Of the 33,489 Louisiana high school graduates (meeting required Carnegie units) in 1990-91, 53.1% (17,771) were women (Louisiana Department of Education, 1992). This slightly higher rate for females than males has been observed in at least four of the past six years (not shown).

Among the 1990-1991 graduates, there were more black females than males. Of the female graduates, 38.0% were Black and 3.0% were other non-White race/ethnic groups. This compared to 35.6% of Blacks and 3.1% of other non-White groups among male graduates.

Postsecondary Education

- o **Women recently comprise a larger proportion of enrollment in U. S. and Louisiana higher education.**

U. S. Department of Education (1990) data reveal increases in female enrollment in higher education. Beginning in 1979, the number of women exceeded the number of men in U. S. colleges, with increasingly widening gaps. In 1988, women were 54% of national college enrollment—10 times the number of women enrolled in 1950.

Four years after high school graduation in 1980, 64.1% of women and 59.3% of men in a national sample entered postsecondary education (National Assessment of Vocational Education,

1988). However, proportionately more women than men in this sample entered two-year and vocational institutions. Examining ethnicity of this sample revealed that 62.7% of Whites, 57.3% of Blacks, and 55.3% of Hispanics entered postsecondary education. Additionally, highest rates of enrollment were noted for students from high socio-economic backgrounds, with high ability, with high educational aspirations, and/or having completed preparatory academic programs in high school.

Similar gender patterns are noted in Louisiana, according to data collected by the Louisiana Board of Regents (1988, 1992). Recently, more women than men have enrolled in Louisiana public higher education. Of the 161,356 students enrolled in Louisiana's public colleges and universities in 1990-91, 56.9% were women. Approximately one decade before, of the 21,470 Louisiana resident students entering Louisiana public undergraduate higher education on a full-time basis in Fall 1982, 51.2% were women.

o College students are more often older or part-time than in the past.

According to U. S. Department of Education (1990) data, in 1986, 42% of college enrollments consisted of students 25 years and older, with near-equal rates of each gender. Additionally, 43% of enrolled students were attending part-time—of which 58% were women. Examining enrollment status by gender, 47% of enrolled women were part-time; 39%, of men.

o Women are overcoming former disparities in baccalaureate degree completion, but still experience lower achievement than men in higher-degree attainment.

According to data from the U. S. Department of Education (1990), female rates of degree attainment have increased. In 1988, of all U. S. persons age 18 years and over, women were 47.4% of those having four years of college (a 3% increase over that of 1984). However, of those having five or more years of college, female rates were lower (39.9%, compared to 47.4% with four years). Examining cohorts of graduates, revealed that, in 1988, women earned 52.3% of all bachelor's degrees conferred. However, in 1987-88, fewer, U. S. women than men received a doctor's degree—women receiving 35.2% of doctorates that year (most of these being in the fields of education, social sciences, and humanities).

Follow-up studies of national samples provide other supporting data. Analyses by Eagle, Fitzgerald, Gifford, & Zuma (1988a, 1988b) of national samples of the senior classes of 1980 and of 1982 show proportionately more women than men receiving a baccalaureate degree within a six and four year period, respectively for each group. However, examining the same samples, the National Assessment of Vocational Education (1988) further notes higher female rates in two-year and vocational institutions than in four-year institutions. This was observed along with an overall increasing proportion of students receiving a vocational associate degree and a decreasing proportion, a baccalaureate degree. Also, of associate programs, vocational ones were increasingly more often selected than academic programs.

Recent state data on degree attainment show similar gender patterns. Louisiana's Fall 1982 full-time resident first-time freshman class, a group with documented follow-up, had gender

differences in graduation. From this class, 7,133 (approximately one-third) received an associate or baccalaureate degree within the following six year period. Of the graduates, 3,889 or 55.5% were women. Considering that women were 51.9% of that cohort, 55.5% indicates a higher degree-completion rate for women within that period.

Also, data collected by the Louisiana Board of Regents (1990) indicate that in 1989-90, women comprised 54.3% of the 18,694 students receiving academic degrees from public colleges and universities in Louisiana. More women than men received associate, baccalaureate, master's, and educational specialist degrees. However, fewer received one-year certificates, doctorates, and professional degrees. Table 14 indicates the type of degrees issued and number and rate of women earning each.

TABLE 14
Degrees Conferred in Louisiana by Type by Gender: 1989-90

| Type of Degree | Total Awards | % Female |
|------------------------|--------------|----------|
| Total | 18,694 | 54.3 |
| One-Year Certificate | 49 | 38.8 |
| Associate Degree | 1849 | 63.4 |
| Baccalaureate Degree | 13,132 | 54.2 |
| Post-Baccalaureate | 4 | 100.0 |
| Masters | 2753 | 55.7 |
| Post-Masters | 4 | 100.0 |
| Doctorate | 298 | 29.5 |
| Professional | 560 | 31.8 |
| Post-Professional | 2 | 0.0 |
| Educational Specialist | 43 | 76.7 |

Note: % Female=Females as percent of total recipients of each type of degree
Source: Louisiana Board of Regents (1990). Statewide Completions Master File (Machine Readable Data File).

o Historically, women have selected education more often than other fields of study in higher education.

According to U. S. Department of Education (1990) data, in Spring 1984, of all women holding degrees (44.2% of U. S. population), more women were in education than other fields. Approximately one-third (32.4%) of women degree earners had a degree in education, one of nine (11.9%) a degree in liberal arts and humanities, and one of ten (9.6%) in business and management—the three most frequent choices of fields for women. Of men degree holders, 22.7% had a degree in business and management, 13.6% in engineering, and 10.3% in education, the three most frequent choices for men.

o Increasingly, women are distributed among fields of degree attainment.

As the number and proportion of women earning degrees in higher education increased from 1970 to 1988, their choices of programs also changed (Table 15). In 1970, approximately 40% of all degrees conferred on women were in education; 17%, in social sciences; and 11%, in health—the three fields with highest frequency of women. In 1988, 24.6% of degrees earned by women were in business and management; 15.2%, in education; 11.3% in health; and 9.5%, in social sciences. Also, from 1970 to 1988, the number of degrees conferred on women declined only in education, English and literature, and modern foreign languages (in that order). Most notable increases for women occurred in most of the sciences, in business, health, engineering, and psychology.

Of degrees conferred on men in 1988, 30.9% were in business and management, 18.2% in engineering, and 13.4% in social sciences. These three fields, with social science and engineering in a different order, were the main fields of degree attainment for men in 1970.

TABLE 15
Degrees Conferred in U. S. Higher Education by Field by Gender: 1970, 1980, 1988

| Program/Year | Total | Percent Female | Program/Year | Total | Percent Female | Program/Year | Total | Percent Female |
|---------------------------------------|---------|----------------|--------------------------|--------|----------------|---------------------------|---------|----------------|
| Agriculture & Natural Resources | | | Engineering | | | Physical Sciences | | |
| 1970 | 12,673 | 4.2 | 1970 | 50,046 | 0.8 | 1970 | 21,412 | 13.8 |
| 1980 | 21,886 | 30.8 | 1980 | 75,000 | 10.3 | 1980 | 23,952 | 24.6 |
| 1988 | 14,222 | 31.5 | 1988 | 88,791 | 13.7 | 1988 | 17,775 | 30.4 |
| Architecture & Environmental Sciences | | | English & Literature | | | Psychology | | |
| 1970 | 5,570 | 11.9 | 1970 | 57,026 | 66.7 | 1970 | 37,880 | 44.5 |
| 1980 | 9,455 | 28.1 | 1980 | 26,006 | 62.2 | 1980 | 40,833 | 65.0 |
| 1988 | 8,606 | 38.7 | 1988 | 30,799 | 67.7 | 1988 | 44,961 | 70.0 |
| Business & Management | | | Modern Foreign Languages | | | Public Affairs & Services | | |
| 1970 | 104,404 | 9.1 | 1970 | 19,057 | 75.2 | 1970 | 6,252 | 60.2 |
| 1980 | 125,795 | 36.9 | 1980 | 10,052 | 76.1 | 1980 | 18,714 | 69.7 |
| 1988 | 129,764 | 46.7 | 1988 | 9,773 | 73.2 | 1988 | 14,232 | 68.1 |
| Communications | | | Health Professions | | | Social Sciences | | |
| 1970 | 10,802 | 35.3 | 1970 | 25,190 | 77.1 | 1970 | 155,236 | 36.8 |
| 1980 | 31,282 | 54.7 | 1980 | 63,348 | 83.5 | 1980 | 100,345 | 44.2 |
| 1988 | 46,705 | 39.8 | 1988 | 60,095 | 85.4 | 1988 | 100,270 | 43.9 |
| Computer & Information Sciences | | | Life Sciences | | | Visual & Performing Arts | | |
| 1970 | 2,388 | 13.6 | 1970 | 35,743 | 29.1 | 1970 | 30,394 | 59.7 |
| 1980 | 15,121 | 48.2 | 1980 | 43,216 | 44.1 | 1980 | 40,479 | 63.4 |
| 1988 | 34,548 | 48.0 | 1988 | 36,761 | 50.3 | 1988 | 36,600 | 61.5 |
| Education | | | Mathematics | | | | | |
| 1970 | 176,614 | 74.5 | 1970 | 24,801 | 13.8 | | | |
| 1980 | 108,309 | 75.0 | 1980 | 11,078 | 24.6 | | | |
| 1988 | 91,013 | 76.9 | 1988 | 15,888 | 30.4 | | | |

Source: National Center for Education Statistics. (1990) *Digest of Education Statistics*
U. S. Department of Education, Office of Educational Research and Improvement. NCES 91-660.

Similar patterns in academic majors are observed in Louisiana, with the exception of a notably lower rate of education majors. An examination of the previously mentioned Fall 1982 entering class revealed higher rates of women in humanities/arts and of men in mathematics/sciences. Highest rates of enrollment for White males were in mathematics/sciences; for all other groups, humanities/arts was more frequently chosen. White females were more evenly distributed among all programs than other racial gender groups.

Gender differences are also observed in post-secondary vocational program enrollment data collected by the Louisiana State Department of Education, Office of Vocational Education (1990). In 1989-90, in the state's public technical institutes and colleges and universities, females were 15.8% of technical institute and 9.6% of college enrollments in agriculture and related programs; 8.1%, 6.9% (respectively, by type of institution) of those in engineering and industrial trade/technology programs; 88.6%, 70.2%, in clerical and related programs; 69.9%, 79.8%, in home economics and related programs; and 87.9%, 80.6%, in allied health programs.

An analysis of degrees conferred in 1989-90 in Louisiana's public colleges and universities reveals similar program choices (Table 16). Overall, business was the field with the highest frequency (21.5% of all degrees), followed by education (15.4%), health (11.4%) and others. The largest number of women were in education (22.5% of all women earning degrees), followed by business (19.2%), health (15.0%) and others. Men were more frequently in business (24.3% of all men earning degrees) and engineering (14.9%).

Examination of program choices for non-traditional gender/field patterns, (most often defined in literature as fields with greater than 75% of one gender represented,) reveals that women were the non-traditional gender in engineering and industrial arts/trades; and males, in home economics, foreign languages, and education. However, a closer analysis of subcategories in these areas reveals that, even within the specified non-traditional gender/fields, program choices often paralleled traditional programs. For example, of the 34 women in industrial arts and trades, 17 or 50% were in drafting or commercial arts and 6 or 17.6% were in a flight attendants program. As another example, of the 584 males in education, 154 (26.4%) were in physical education; 52 (8.9%), in social studies; and 51 (8.7%), in educational administration—the three subcategories with the highest frequency of males.

Table 16
Degrees Conferred in Louisiana Public Higher Education
by Field by Gender: 1990

| Program | Total Awards | % Female |
|---|-----------------|----------|
| Total | 18,694 | 54.3 |
| Agriculture & Natural Resources | 322 | 25.2 |
| Architecture & Environmental Sciences | 254 | 40.9 |
| Business & Management | 4,025 | 48.5 |
| Communications | 674 | 62.9 |
| Computer & Information Sciences | 604 | 36.8 |
| Education | 2,874 | 79.7 |
| Engineering | 1,415 | 10.4 |
| English & Literature & Library Sciences | 42 ^f | 71.3 |
| Foreign Languages | 77 | 81.2 |
| General & Multi Disciplinary Studies | 1,412 | 46.4 |
| Health Professions | 2,139 | 71.4 |
| Home Economics | 436 | 90.6 |
| Industrial Arts/Trades | 176 | 19.3 |
| Life Sciences | 402 | 39.8 |
| Mathematics | 160 | 43.1 |
| Physical Sciences | 230 | 28.7 |
| Psychology | 601 | 68.7 |
| Public Affairs/Services | 1,259 | 52.2 |
| Social Sciences | 835 | 45.5 |
| Visual & Performing Arts | 374 | 57.0 |

Note. % Female = Females as percent of total recipients within each program area. Categories are based on Classification Index of Program (CIP) codes and groupings suggested in literature. Industrial Arts/Trades includes industrial arts, construction trades, mechanics and repairs, precision production, and transportation and material moving. Public Affairs/Services (in order of frequency) includes the protective services, law, public affairs, leisure, parks and recreation, funeral services, and area studies. Philosophy and religion, totaling 22 students (36.4% females), although more focused, is included in general and multidisciplinary studies. Source: Louisiana Board of Regents (1990) Statewide Completers' Master File: 1990 [Machine Readable Data File]

Teachers and Administrators in Public Education

Elementary and Secondary Education

- o Women are a majority of classroom teachers but a minority of principals, assistant principals, and other supervisory staff.**

U. S. Department of Education (1990) data indicate higher rates of female than male teachers in U. S. public and private schools (not shown). In 1987-88, women were 70.2% of all teachers in public schools and 78.1% of those in private schools. [The same source shows gender differences in highest degree earned by teachers. Female teachers had a higher rate of bachelor's degrees (55.5% compared to 44.2% for men, but lower rates of master's degrees (37.9%, 44.9%), educational specialist degrees (5.7%, 7.5%), and doctorates (.6%, 1.6%).]

TABLE 17
Principals and Full-time Teachers in Louisiana by Gender: 1980-81, 1986-87, 1990-91

| Position | Percent Female by School Year | | |
|--------------------|-------------------------------|---------|---------|
| | 1980-81 | 1986-87 | 1990-91 |
| Principals | 20.4 | 26.8 | 33.6 |
| Full-time Teachers | 80.3 | 80.9 | 81.5 |

Source: Louisiana Department of Education, (1992). *Annual Statistical Report 1990-91*. Baton Rouge: Author. University of New Orleans, Division of Business and Economic Research (1990) *Statistical Abstract of Louisiana, 1990*.

As can be seen in Table 17, female participation in Louisiana's full-time teaching and principal positions increased from 1980 to 1990. During this decade the number of classroom teachers increased from 42,613 to 45,401 and the number of principals decreased slightly from 1485 to 1448 (not shown). As more teachers were hired, a greater proportion of them were women. The proportion of female teachers went from 80.3% in 1980-81 to

81.5% in 1990-91. Also, during this same period, a larger number of women than men entered principalships—rates of female principals increasing 13% (from 20.4% in 1980-81 to 33.6% in 1990-91).

Louisiana Department of Education (1990, 1992) data also show increases in women as assistant principals and supervisory staff (Table 18). Women were 34.3% of 823 assistant principals in 1988-89 and 38.0% of 849 in 1990-91. Additionally, women were 44.0% of the 1,369 (1988-89)

TABLE 18
Louisiana Public School Personnel by Gender: 1990-91

| Positions | Total | Percent Female | Positions | Total | Percent Female |
|----------------------------|--------|----------------|-----------------------|--------|----------------|
| Superintendents | 66 | 6.1 | Part-time Teachers | 90 | 72.2 |
| Asst/Assoc Superintendents | 80 | 17.5 | Teacher Aides | 8,207 | 97.1 |
| Other Supervisors | 1381 | 49.2 | Other Professional | 5,189 | 86.7 |
| Principals | 1448 | 33.6 | Office/Clerical | 4,736 | 98.5 |
| Elementary Principals | 1002 | 41.5 | Maintenance/Operation | 23,672 | 65.9 |
| Secondary Principals | 426 | 14.8 | | | |
| Assistant Principals | 849 | 38.0 | | | |
| Full time Teachers | 76,477 | 85.0 | | | |
| Elementary Teachers | 31,076 | 90.1 | | | |
| Secondary Teachers | 45,401 | 81.5 | | | |

Note: Asst=Assistant; Assoc=Associate
Source: Louisiana State Department of Education (1992). *Annual Statistical Report*

and 45.6% of the 1527 (1990-91) supervisory personnel (superintendents, assistant superintendents, supervisors of elementary and secondary education, purchasing directors, business managers, and others).

A further breakdown of Louisiana public school personnel in 1990-91 also reveals gender differences among supervisory, teaching, and other personnel (Table 18). Of all position categories, female participation rates were highest among office/clerical staff, teacher aides, and elementary teachers (in that order). The lowest rates of female participation were (in order) for superintendent, secondary principal, and assistant/associate superintendent positions.

o Women are 21.3% of public school board members in the State.

Women are approximately one-fifth of Louisiana's public school board members (Table 19). Additionally, about 77% of all members were White; 23% were Black. Considering racial group participation, of each group, Black women had a higher rate of participation than White women.

| Race | Total | Percent Female |
|-------|-------|----------------|
| Total | 663 | 21.3 |
| White | 510 | 18.8 |
| Black | 152 | 29.6 |
| Other | 1 | 0 |

Source: Louisiana State Department of Education (1992). Annual Statistical Report.

Higher Education

o Women are less represented than men among higher education faculty and are also less likely to be tenured and to have top-coded salaries.

According to U. S. Department of Education (1990) data, women increased from 23% in 1969-70 to 33% in 1987-88 of U. S. college faculty. The increase of this time period occurred as the number of faculty in the nation nearly doubled, indicating proportionately more women than men newly employed as faculty. However, Pounder (1991) studying a national sample, noted fewer women than men having high rankings and identified that, for women professors, the salary loss due solely to gender was over \$3000 per academic term.

In Louisiana public higher education in 1990-91, women were nearly 37% of full-time faculty with contracts and 38% of administrators. Proportionately fewer women than men had

| Classification | Total Number | Percent Who Are Women |
|---|--------------|-----------------------|
| Faculty with contracts | 6796 | 36.6 |
| Full-time tenured faculty | 3557 | 25.7 |
| Full-time Tenured Faculty with "Professor" Rank | 1636 | 13.6 |
| Faculty Earning \$55,000+ | 1139 | 15.6 |
| Administrators/executives/managers | 2095 | 38.0 |
| Administrators Earning \$55,000+ | 454 | 17.8 |

Source: Louisiana Board of Regents. (1992). Higher Education Staff Information [Institutional Responses to Survey].

tenure, a professorship, and a top-coded salary (Table 20). Women were 25.7% of full-time tenured faculty, 13.6% of those top-ranked as "professors" and 15.6% of those earning \$55,000 or more. Of administrators, women were 17.8% of those earning \$55,000 and over.

EMPLOYMENT

- o **Female participation in employment has increased, with women, in 1989, comprising 52% of the national and 40% of the state labor force.**

As the national labor force increased by 78% from 1970 to 1989 (Table 21), the number of participating women more than doubled (increase of 117%). Consequently, women's rate of participation in the national labor force increased from 43% to 52% during this period.

Women in Louisiana have had lower labor participation rates than in the nation—approximately 8% lower during each period. Also, since 1970, rates increased by 8% for the nation, compared to 5% for Louisiana.

| <u>United States</u> | <u>1970</u> | <u>1980</u> | <u>1989</u> | <u>Louisiana</u> | <u>1970</u> | <u>1979</u> | <u>1991</u> |
|----------------------|-------------|-------------|-------------|------------------|-------------|-------------|-------------|
| Total | 144,393 | 198,312 | 257,344 | Total | 1,224 | 1,679 | 1,933 |
| Male | 82,308 | 103,043 | 122,581 | Male | 788 | 1,082 | 1,158 |
| Female | 62,085 | 95,269 | 134,763 | Female | 435 | 596 | 775 |
| % of Total | 43.0 | 48.0 | 52.4 | % of Total | 35.6 | 35.5 | 40.0 |

Source: U. S. Department of Labor, Bureau of Labor Statistics. (March, 1991). *Employment, Hours, and Earnings, United States, 1989-1990, Volume II, Bulletin 23, 2*. Louisiana Department of Employment and Training, Office of Employment Security (1980, 1990, 1991, 1992). *Manpower Information for Affirmative Action*. U. S. Department of Commerce, Bureau of the Census. (1970). *General Social and Economic Characteristics, Louisiana*.

- o **The increase in national female employment applied to all industries, in near equal proportions.**

An examination of national data by industry (such as service-producing, transportation and public utilities, wholesale trade, etc.) reveals that the doubling of employed females occurred across all industries (not shown). Also, the rank order of industries hiring women were the same as that for men.

- o **Gender differences in U. S. and Louisiana employment rates by occupations have lessened over the past decade(s), but are still notable.**

Several occupations have notably higher rates of participation of one gender than another. In the U. S. in 1989 (not shown), women were 45.8% of managerial and professional, 63.0% of technical, sales, and administrative support staff; 50.8% of service personnel; 8.1% of precision production (including mechanics, construction trades, etc.); 25.2% of operators, fabricators, and laborers; and 11.7% of farming, forestry, and fishing workers. The most observable change, compared to 1983, was that the female rate in managerial and professional occupations represented an approximate 5% increase (from 40.9%).

According to the Bureau of Labor Statistics (cited by the Women's Bureau, December 1989), managerial females were more likely than managerial males to be single, divorced, separated, or widowed. Additionally, women were more likely to be managers in areas where low levels were dominated by women, such as in medicine and health (61.3% of managers), personnel and labor relations (49.2%), and in education and related fields (48.9%).

TABLE 22
Louisiana's Employed Civilian Labor Force by Occupation by Gender: 1970, 1980, 1991

| Occupation | Percent of the Total Labor Force Per Year | | | | | |
|-----------------------------------|---|--------|------|--------|------|--------|
| | 1970 | | 1980 | | 1991 | |
| | Male | Female | Male | Female | Male | Female |
| Professional/Technical/Managerial | 15.3 | 7.6 | 16.9 | 8.9 | 13.1 | 9.9 |
| Sales | 4.1 | 2.7 | 3.5 | 2.8 | 5.0 | 5.2 |
| Clerical and Kindred | 4.4 | 11.1 | 3.6 | 14.3 | 3.5 | 12.2 |
| Services, incl Private Household | 5.0 | 10.3 | 5.1 | 8.5 | 5.1 | 8.6 |
| Operatives & Other Blue Collar | 19.6 | 2.8 | 14.9 | 5.4 | 16.0 | 3.1 |
| Crafts, Foremen, & Kindred | 14.0 | .5 | 12.4 | .7 | 15.0 | .8 |
| Farm labor | 3.0 | .2 | 2.4 | .5 | 2.2 | .2 |

Note. The sum of the male and female columns for each year total 100%.
Sources: U. S. Department of Commerce (1970). *General Social and Economic Characteristics, Louisiana*. U. S. Department of Commerce, Bureau of the Census. (1980). *Summary Characteristics for Governmental Units and Standard Metropolitan Areas*. Louisiana Department of Employment and Training, Office of Employment Security. (1980, 1990, 1991, 1992). *Louisiana Manpower Information for Affirmative Action Programs*.

Occupational gender differences in Louisiana, with higher rates of male employment, were greatest in operatives and other blue collar fields; crafts, foremen, and kindred; and professional/technical/managerial (in that order) (Table 22). Female participation rates most notably exceeded those of males in clerical and kindred occupations.

- o **The rate of Louisiana women in professional, technical, and managerial occupations has steadily increased to a near-proportionate level. However, the rate of women in management and administration remains disproportionate.**

A breakdown of the professional, technical, and managerial category in 1991 (not shown) reveals that women were 43.1% of the labor force of this category. They were 8.3% of engineers and natural scientists, 61.2% of medical and health workers, 75.8% of teachers, 42.2% of technologists and technicians, and 30.4% of managers and administrators.

- o **In the U. S. and Louisiana, women have higher unemployment rates than men.**

Unemployment rates in the U. S. and Louisiana differed slightly between men and women in the 1980's (Table 23). Rates fluctuated during the periods of the study, Louisiana's doing so more than those of the U. S. For most years, unemployment rates for Louisiana were higher than those of the U. S. The following table shows gender differences and changes during this decade.

Examining unemployment rates by industry for 1980 and 1989, U.S. Department of Commerce (1990) data identifies gender differences. Female unemployment rates exceeded those of males in the industries of agriculture, manufacturing, wholesale and retail trade, and finance and insurance. Males had higher unemployment rates than women in mining, construction, transportation, and services.

TABLE 23
U. S. and Louisiana Unemployment Rates (Unadjusted) by Gender:
1980 to 1991

| Region/Gender | YEAR | | | | | | | |
|---------------|------|------|------|------|------|------|------|------|
| | 1970 | 1980 | 1982 | 1985 | 1988 | 1989 | 1990 | 1991 |
| U. S. | | | | | | | | |
| Total | — | 7.1 | 9.7 | 7.2 | 5.5 | 5.3 | 5.5 | 6.7 |
| Male | 4.9 | 6.9 | 9.9 | 7.0 | 5.5 | 5.2 | — | — |
| Female | 6.3 | 7.4 | 9.4 | 7.4 | 5.6 | 5.4 | — | — |
| LA | | | | | | | | |
| Total | 5.4 | 6.7 | 10.3 | 11.5 | 10.9 | 7.9 | 6.2 | 7.1 |
| Female* | 2.2 | 7.4 | — | — | — | 9.0 | 7.1 | 8.0 |

Note: Unadjusted refers to all unemployment, without seasonal adjustments. Unemployment rates for Louisiana males were not in available reports. A dash (-) indicates missing data.
Source: U. S. Statistical Abstract (1991) U. S. Department of Commerce (1970). *General Social and Economic Characteristics*. Louisiana Department of Employment and Training (1992). *Louisiana Labor Force Summary*. Baton Rouge.

o Reasons for female unemployment differ in rate of occurrence from those of men.

U. S. Department of Commerce (1990) data reveals gender differences in reasons for unemployment. Unemployed women were more often than men reentrants and new entrants than men. Men, more often than women, identified job loss or job leaving as the reason for unemployment. For example, in 1989, of unemployed women, 36.5% were re-entrants, 33.3% were job losers, 15.7% were job leavers, and 11.5% were new entrants. That year, of unemployed men, 56.9% were job losers, 19.1% were re-entrants, 13.8% were job leavers, and 10.3% were new entrants.

Unemployment rates are also observed to decrease with higher levels of educational attainment. For example, in 1988, the unemployment rate of U. S. persons with less than 4 years of high school was 9.1% compared to 4.8% with 4 years of high school, only, and 2.3% with 4 years or more of college. Although gender differences in unemployment rates are noted to fluctuate, the previously seen gender difference in educational attainment may partially contribute to gender differences in rates.

Taeuber's (1991) data in a statistical analysis of women in America shows that 9% of each, women and men, who were not in the labor force wanted a job but experienced psychological, physical, and other constraints preventing application for employment. These are not reflected in statistics on the labor force.

o Women are part-time employees more often than men.

In a sample of the national workforce, Taeuber (1991) observed that 27% of women and 11% of men had part-time status. Examining employment status of all workers, women were 42% of full-time and 69% of part-time workers.

o In the U. S., the median weekly earnings of women are lower than those of men.

Full-time working women in the U. S. earned approximately 66.6% in 1983 and 70.1% in 1989, of the earnings of men. Although the gender gap in weekly earnings decreased proportionately,

the dollar-amount difference widened (Table 24). Additionally, racial differences occurred. White females experienced the highest percent of increase; Black males, the lowest. A greater disparity in wages occurred between White and Black males than between White and Black females.

o Gender differences in median weekly earnings of U. S. full-time workers crosses over all industries.

TABLE 24
Median Weekly Earnings of U. S. Full-time Workers by Gender, by Race: 1983, 1989

| Gender/Race | Median Weekly Earnings (Dollars) | | Increase, 1983-89 | |
|--------------|----------------------------------|------|-------------------|---------|
| | 1983 | 1989 | Dollars | Percent |
| Men | | | | |
| Total | 378 | 468 | 90 | 23.8 |
| White | 387 | 482 | 95 | 24.5 |
| Black | 293 | 348 | 55 | 18.8 |
| Women | | | | |
| Total | 252 | 328 | 76 | 30.2 |
| White | 254 | 334 | 80 | 31.5 |
| Black | 231 | 301 | 70 | 30.3 |

Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1991). *Statistical Abstract of the United States*

The average weekly earnings of men exceeded those of women in all industries (Table 25). In 1989, the technical, sales, and administrative support category, which includes clerical personnel, had the greatest disparity; in that category, women earned 66.0% of the wages of men. This rate was closely followed by that in precision production (66.3%); operators, fabricators, and laborers (68.9%), managerial/professional (488); and service (71.2%). The industry with least gender difference in earnings was that of farming, forestry, and fishing (83.7%).

TABLE 25
Median Weekly Earnings of U. S. Full-time Workers by Gender, by Industry: 1983, 1989

| Occupation | Weekly Earnings in Dollars by Year | | | |
|-------------------------|------------------------------------|--------|------|--------|
| | 1983 | | 1989 | |
| | Male | Female | Male | Female |
| Managerial/Professional | 516 | 357 | 693 | 488 |
| Tech/Sales/Adm.Support | 385 | 247 | 480 | 317 |
| Service | 255 | 173 | 306 | 218 |
| Precision Production | 387 | 256 | 469 | 311 |
| Operators/Fabricators | 308 | 204 | 366 | 252 |
| Farm/Forestry/Fishing | 200 | 169 | 252 | 211 |

Note. Tech=Technical, Adm.Support=Administrative Support (which includes clerical). Farm=Farming. Services includes private household, protective, and other services. Precision production includes mechanics and repairers and construction trades. Operators/Fabricators includes machine operators, assemblers, and inspectors, transportation and material moving, handlers, equipment, cleaners, helpers, and laborers.
Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1991). *Statistical Abstract of the United States*.

In examining gender wage differences by industry, it should be further noted that the industry with the greatest wage disparity, (technical, sales, and administrative support) was also the industry employing the largest number of women. The farming, forestry, fishing industry, on the other hand, employed the least.

o Female participation in organized labor unions has increased.

Female participation in organized labor unions has increased, despite steady declines in union membership, according to the Women's Bureau (August 1989). This increase, however, has been less than female-rate increases in the labor force. Additionally, labor organization has appealed mainly to government workers in professional, technical, clerical, and protective services. Among Whites, Blacks, and Hispanics, Black females have the highest rate of union participation.

In the later 1980's, women in unions received higher wages and more rapid wage increase than non-union women (Women's Bureau, August 1989). For example, in 1988, women in unions had a median weekly earning of \$100 higher than that of non-union women. Although the gender earning gap is lessened by union participation, women in unions, also, earn less than men—approximately \$100 less weekly.

o Women-owned businesses in the U. S. and Louisiana are increasing.

According to the Women's Bureau (December 1989), from 1980 to 1986, women's businesses in non-farm sole proprietorships increased 62.5%, reaching over 4.1 million in number and 29.9% of all similar businesses. These women-owned businesses generated 12.9% of all total business receipts in 1986. Additionally, from 1980 to 1986, women-ownership of non-traditional businesses increased; for example, 165.9% increases were realized in mining, construction, and manufacturing, and 110.9%, in agriculture, forestry, and fishing.

Louisiana ranks 26th in the U. S. in the number of women-owned businesses. In Louisiana, these businesses generated more than \$2.9 billion in sales in 1987, according to a U. S. Department of Commerce study (as cited in the State of Louisiana Minority and Women's Business Directory). From 1982 to 1987 in Louisiana, there was a 46% increase in businesses owned by women. This increase was from nearly 39,000 in 1982 to almost 56,000 in 1987. Almost 30,000 of the businesses were in service industries and 20,000 in retail trades. Demographically, over half of businesses owned by women are located in metropolitan areas of the state.

o Women are underrepresented as Louisiana public chief administrators.

As of February 1992, women less often held elected or appointed positions in Louisiana government and other public services. Table 26 identifies the participation rate of women in selected government-sponsored leadership positions.

| TABLE 26 Selected Louisiana Government Positions of Leadership by Gender: 1992 | | | |
|---|-------------------------------|------------------------------|-------------------------------|
| Position | Number/Percent Women of Total | Position | Number/Percent Women of Total |
| State elected officers | 2 or 25.0% | School Board Members | 141 or 21.4% |
| State Legislature- Total | 10 or 6.9% | Superintendents | 4 or 6.0% |
| House of Representative | 9 or 8.6% | Technical Regional Directors | 1 or 12.5% |
| Senate | 1 or 2.5% | Technical Directors | 6 or 13.4% |
| State Judiciary | 29 or 8.5% | College-System Presidents | 1 or 33.3% |
| State Supreme Court | 0 | College Presidents | 1 or 5.9% |
| Court of Appeals | 3 or 5.7% | Mayors | 32 or 10.6% |
| District Courts | 15 or 8.0% | | |
| Juvenile/Family Courts | 7 or 46.7% | | |
| Commissioners | 1 or 14.3% | | |
| City and parish courts | 3 or 4.1% | | |

Source: Government offices February-May, 1992.

o Approximately 150,000 new jobs are expected by Year 2015.

Employment projections for Louisiana to Year 2015 are made by Woods and Poole Economics, Inc. (1991). They project gradual increases from the 1.9 million jobs of 1990 to nearly 2.1 million by 2015. Most of the additional 149,000 new jobs are expected to cluster in three sectors: services, retail trade, and finance/ insurance/real estate. The leading sector, services (such as in health and business), will lead to an increase of 95,000 jobs, increasing the total to 296,000.

OTHER FORMS OF SOCIAL PARTICIPATION

Other social characteristics of significance are those that relate to family and quality of life. Marital status, birthrates, heads of households, social dependency, incarcerations, etc. are among data reported by gender and useful to an examination of the status of women.

o **Women are less often married and more often divorced and widowed than men.**

Both in the U. S. and in Louisiana, the rate of married women decreased from 1970 to 1990, and the rate of divorced women increased (Table 27). For each year, the rate of married women was lower than that of married men. Also, for each year, the rate of divorced and widowed women exceeded those of divorced and widowed men, respectively. The higher rate of widowed women than men may partially be explained in differences previously seen in life-expectancy.

TABLE 27
Marital Status for U. S. and Louisiana Population, Aged 14/15 Years and Older, by Gender: 1970, 1980, and 1990

| Region | Percent by Year | | | | | |
|---------------|-----------------|------------|------------|------------|------------|------------|
| | 1970 | | 1980 | | 1990 | |
| | Male | Female | Male | Female | Male | Female |
| U. S. | | | | | | |
| Total | 71,485,878 | 77,910,094 | 83,835,851 | 91,419,615 | 91,033,000 | 99,019,000 |
| Never Married | 28.6 | 22.6 | 30.0 | 23.0 | 30.2 | 22.9 |
| Married | 62.4 | 57.1 | 60.1 | 54.8 | 58.1 | 53.4 |
| Separated | 3.4 | 4.1 | 2.0 | 2.7 | 2.6 | 3.4 |
| Widowed | 3.0 | 12.3 | 2.6 | 12.4 | 2.5 | 11.6 |
| Divorced | 2.7 | 3.9 | 5.4 | 7.2 | 6.6 | 8.6 |
| LA | | | | | | |
| Total | 1,225,885 | 1,340,100 | 1,491,433 | 1,635,173 | 1,503,716 | 1,680,787 |
| Never Married | 30.3 | 23.2 | 30.2 | 23.2 | 30.9 | 24.4 |
| Married | 62.5 | 57.1 | 59.6 | 54.0 | 56.3 | 50.0 |
| Separated | 2.2 | 3.5 | 3.2 | 4.1 | 3.0 | 3.9 |
| Widowed | 2.9 | 12.9 | 2.7 | 12.8 | 2.8 | 12.9 |
| Divorced | 2.1 | 3.2 | 4.3 | 5.9 | 7.0 | 8.9 |

Note: Data for 1970 was for populations aged 14 years and over; other data, 15 years and over.
Source: U. S. Department of Commerce, Bureau of Census. (1970, 1980). *General Population Characteristics, Louisiana*. Washington, DC: U. S. Government Printing Office. U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census (1971, 1980, 1991). *Statistical Abstract of the U. S.* Washington, DC: U. S. Government Printing Office.

o **The number of households increased and the rates of family households decreased both in the U. S. and Louisiana.**

The number of households in 1970 have increased by approximately 50% in 1990, as can be seen in Table 28. Types of households, however, have not increased proportionately. The national and state rates of family households have decreased approximately 10% since 1970—the U. S. having a slightly lower rate than that of Louisiana. Family households were 81.5% of all U. S.

households in 1970; 73.2%, in 1980; and 71.2%, in 1990. Louisiana experienced similar decreases—from 83.0% in 1970 and 75.7% in 1980 to 72.7% in 1990.

Additionally, among family households, the proportion of those headed by married-couples decreased, Louisiana's being lower and decreasing more than those of the U. S. (Table 28). Married-couple heads of households decreased nationally from 86.7% in 1970 to 79.5% in 1990 and, in the state, from 83.0% to 72.7%.

TABLE 28
U. S. and Louisiana Households by Type: 1970, 1980, 1990

| Region and Category | Numbers and Percents by Year | | |
|---------------------------|------------------------------|------------|------------|
| | 1970 | 1980 | 1990 |
| United States | | | |
| Total heads of households | 62,875,000 | 80,389,673 | 91,538,000 |
| Family Households | 51,237,000 | 58,882,153 | 65,133,000 |
| % Married-Couple Families | 86.7 | 82.2 | 79.5 |
| % Single-Male Families | 2.4 | 3.5 | 4.2 |
| % Single-Female Families | 10.9 | 14.3 | 16.3 |
| Non-Family Households | 12,430,000 | 21,226,000 | 25,933,000 |
| Louisiana | | | |
| Total heads of households | 1,052,038 | 1,411,788 | 1,499,269 |
| Family Households | 872,772 | 1,068,835 | 1,089,882 |
| % Married-Couple Families | 83.0 | 79.7 | 73.7 |
| % Single-Male Families | 3.6 | 3.7 | 4.8 |
| % Single-Female Families | 13.4 | 16.6 | 21.5 |
| Non-Family Households | 179,266 | 342,953 | 409,387 |

Source: Louisiana Office of the Governor, Division of Administration (1992). 1990 Census of Population and Housing. U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991). Statistical Abstract of the U. S., Washington, DC: U. S. Government Printing Office.

o The rate of single females heading households has increased.

Women are more frequently the heads of households than in the past (Table 28). In Louisiana, in 1990, women headed 21.5% of family households, an increase from 11.1% in 1970 and 14.3% in 1980. Of non-family households in Louisiana, rates of women as heads of households increased from 11.2% in 1970 and 13.6% in 1980, to 26.1% in 1990.

o The rates of single parents, male and female, have increased in the U. S. and Louisiana—the state having higher rates than the nation.

As expected from the declining rates in married-couple family households, the rates of single-parent households have increased in both the U. S. and the state. Especially notable are the increases in female heads of families. As can be derived from Table 28, the U. S. had a rate increase exceeding 5% (from 10.9% in 1970 and 14.3% in 1980 to 16.3% in 1990). Louisiana has had higher rates of single parent households and greater rate increases than the U. S. Both single-male and single-female heads were proportionately higher for Louisiana than the U. S. The rate of families headed by single females increased approximately 7% in rate (from 13.4% in 1970 and 16.6% in 1980 to 21.5% in 1990). From another perspective, for each year examined, single-female heads were approximately 80% of all single-parent homes.

o The number of births has fluctuated in the nation and state.

The U. S. and Louisiana have experienced fluctuation in births in the years of this study (Table 28). Overall, in recent years, fewer children have been born annually than were born during 1960. Additionally, fluctuation in Louisiana has not necessarily paralleled the increases or decreases of the nation. Births in the state may continue declining; as can be seen from Table 29, in 1990, births in Louisiana were lower than those of the previous three decades.

Age differences are noted in births by year, showing increases in the ages of mothers (not shown). Prior to 1984, the largest number of births were to mothers age 20-24 years; since 1984, to mothers age 25-29 years. Additionally, the rate of births to mothers age 30 years and over increased slightly (approximately 2%) from 1960 to 1988. Also, during this same period, the rate of births to mothers under age 20 also decreased by 1.5%. Similar trends are noted in ages of fathers (not shown).

TABLE 29
U. S. and Louisiana Live Births (in thousands): 1960 to 1988

| Year | Region | | Year | Region | |
|------|--------|-----------|------|--------|-----------|
| | U. S. | Louisiana | | U. S. | Louisiana |
| 1960 | 4258 | — | 1984 | 3669 | 81 |
| 1965 | 3760 | 80 | 1985 | 3761 | 81 |
| 1970 | 3731 | 75 | 1986 | 3757 | 78 |
| 1975 | 3144 | 79 | 1987 | 3809 | 74 |
| 1980 | 3612 | 82 | 1988 | 3910 | 74 |
| 1982 | 3681 | 85 | 1989 | — | 73 |
| 1983 | 3639 | 82 | 1990 | — | 72 |

Note. Total are rounded off to the nearest thousand
Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991). *Statistical Abstract of the U. S.*, Washington, DC: U. S. Government Printing Office. Louisiana Department of Health and Hospitals, Public Health Statistics. (1992). [Computer print outs]. Louisiana Resident Live Births by Legitimacy Status and Race and Sex of Child, 1990 Live Births to Louisiana Residents. Louisiana Resident Live Births, 1979-90. Live Births by Place of Occurrence, Age of Mother, and by Sex and Race of Child, Louisiana, 1970.

o **Racial/ethnic differences exist in birth rates.**

Changes in birth rates have also differed by race (Table 30). The percent of all U. S. births that are Black increased from 15% in 1970 to 17% in 1988. Rates of Black births were much higher for Louisiana—37% in 1970 and increasing to 41% in 1990.

o **Rates of births to unmarried women have increased markedly.**

The rates of births to unmarried women in the U. S. and Louisiana steadily increased during the periods under examination (Table 31). In the U. S., rates increased from 10.7% in 1970 and 18.4% in 1980 to 25.7% in 1988. Rates increased even more for Louisiana—from 14.8% in 1970, 23.4% in 1980 to 36.8% in 1990.

TABLE 30
U. S. and Louisiana Live Birth Rates by Race: 1970, 1980, 1988/1990

| Year | Race | Birth Rates by Region | |
|---------|-------|-----------------------|--------------|
| | | U. S. | Louisiana |
| 1970 | Total | 3,731 | 74.6 |
| | White | 3,091 (82.8%) | 46.7 (62.6%) |
| | Black | 572 (15.3%) | 27.6 (37.0%) |
| 1980 | Total | 3,612 | 82.1 |
| | White | 2,899 (80.3%) | 50.4 (61.4%) |
| | Black | 590 (16.3%) | 30.3 (36.9%) |
| 1988/90 | Total | 3,910 | 72.1 |
| | White | 3,046 (77.9%) | 41.0 (56.9%) |
| | Black | 672 (17.2%) | 29.6 (41.1%) |

Note. U. S. data are for 1988; Louisiana, 1990. Totals are in thousands for U. S. and Louisiana.
Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991). *Statistical Abstract of the U. S.*, Washington, DC: U. S. Government Printing Office. Louisiana Department of Health and Hospitals, Public Health Statistics. (1992). [Computer print outs]. Louisiana Resident Live Births by Legitimacy Status and Race and Sex of Child, 1990 Live Births to Louisiana Residents. Louisiana Resident Live Births, 1979-90. Live Births by Place of Occurrence, Age of Mother, and by Sex and Race of Child, Louisiana, 1970.

TABLE 31
U. S. and Louisiana Live Births to Unmarried Women by Race: 1970, 1980, 1988/1990

| Year | Race | Percent of All Births | |
|----------|-------|-----------------------|-----------|
| | | U. S. | Louisiana |
| 1970 | Total | 10.7 | 14.8 |
| | White | 5.7 | 3.9 |
| | Black | 37.6 | 33.4 |
| 1980 | Total | 18.4 | 23.4 |
| | White | 11.0 | 7.1 |
| | Black | 55.2 | 51.4 |
| 1988/90* | Total | 25.7 | 36.8 |
| | White | 17.7 | 15.5 |
| | Black | 63.5 | 67.1 |

Note. U. S. data are for 1988; Louisiana, 1990.
Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991). *Statistical Abstract of the U. S.*, Washington, DC: U. S. Government Printing Office. Louisiana Department of Health and Hospitals, Public Health Statistics. (1992). [Computer print outs]. Louisiana Resident Live Births by Legitimacy Status and Race and Sex of Child, 1990 Live Births to Louisiana Residents. Louisiana Resident Live Births, 1979-90. Live Births by Place of Occurrence, Age of Mother, and by Sex and Race of Child, Louisiana, 1970.

As also can be seen in Table 31, the largest increase in births to unmarried women has occurred among the Black race, both in the U. S. and in Louisiana. Nationally, in 1970, 38% of all Black live births were to unmarried women; this increased to 63.5% in 1988. In Louisiana, illegitimacy increased from 25% of all Black live births in 1970 to 67% in 1990. Additionally, 1980 data revealed that, that year, 42% of Louisiana's unmarried women giving birth were from age 15 to 19 years and 34% were from age 20 to 24 years.

o Rate of low birth weights have increased.

| Region | Percent of Births with Low Birth Rate by Year | | | |
|-----------|---|------|---------------------------|------|
| | Total Births | | Births To Unmarried Women | |
| | 1980 | 1989 | 1980 | 1989 |
| U. S. | 6.8 | 6.9 | 18.4 | 25.7 |
| Louisiana | 8.6 | 8.8 | 23.4 | 33.5 |

Note: Low birth weight, in this context, is less than 5.5 pounds.
Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1991). *Statistical Abstract of the U. S.*

Low birth weights (less than 5.5 pounds and considered a health factor) have increased in frequency since 1980—particularly to unmarried women (Table 32). In 1989, of all births to unmarried women, 25.7% of those in the U. S. and 33.5% of those in Louisiana were classified as low birth weights. These rates were approximately four times those of the married population. Additionally, rates of low birth weight were higher for Louisiana than the nation.

o Female-headed families are the most frequent recipients of welfare.

According to the Department of Social Services (1991), one of every 15 Louisiana residents is a recipient of "welfare", Aid to Families with Dependent Children (AFDC). Most are in families headed by women. Of the 277,754 AFDC recipients, 72% are children, of which 92% are in families with a single mother. The average age of the female is 27 years and the average number of children is two. For a family size of 3, the maximum grant in an urban area is \$190 per month (\$174, non-urban) with a maximum food stamp allotment of \$292. Louisiana's average grant (\$168) is 43% of the average national grant. Approximately 9% of AFDC recipients also work, each earning gross monthly wages that average \$410.

o Women in Louisiana have lower rates of incarceration in Louisiana state penitentiaries than men.

According to the Louisiana Department of Public Safety and Corrections (1992), women were 3.6% of incarcerations in May, 1992 (Table 33). Of incarcerated women 68.5% were Black, 31.3% were white, and .2% were Japanese. Proportionately more incarcerated men were Black (75.7%).

| Gender/Race | Number | Percent of Gender/Race Group |
|-------------|--------|------------------------------|
| Total | 14,598 | 100.0 |
| Male | 14,074 | 96.4 |
| Black | 10,660 | 75.7 |
| White | 3,389 | 24.1 |
| Other | 18 | .1 |
| Female | 524 | 3.6 |
| Black | 359 | 68.5 |
| White | 164 | 31.3 |
| Other | 1 | .2 |

Source: Louisiana Department of Public Safety and Corrections (1992) *Incarcerations in State Institutions by Gender, Offense, Length of Sentence.*

Other than frequency, the incarceration of women differs from men in type of offense (not shown). In order of occurrence, offenses of women were mostly homicides (27.1%), drug offenses (24.4%), and theft (21.4%). Of incarcerated males, the leading offenses were robbery (20.1%), homicides (17.7%), burglary (17.3%), and drug offenders (17.3%).

o Women in the U. S. report a higher rate of participation in voting than do men.

TABLE 34
Reports of U. S. Voter Registration and Voting by Gender:
1980, 1988

| Category | Year | | | |
|-----------------------------------|------|--------|------|--------|
| | 1980 | | 1988 | |
| | Male | Female | Male | Female |
| Percent reporting they registered | 66.6 | 67.1 | 65.2 | 67.8 |
| Percent reporting they voted | 59.1 | 59.4 | 56.4 | 58.3 |

Source: U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of Census. (1971, 1980, 1991). *Statistical Abstract of the U. S.*

Women are not only a majority (over 52%) of the voting age population in the U. S. and Louisiana. They also may exercise voting rights more often than men. In a survey of registration and voting in 1980 and 1988, U. S. women reported higher rates of both, as shown in the following table.

o In Louisiana, females outnumber males in voter registration and voting.

The most recent available reports of registration and voting (Table 35) revealed a larger number of women registered to vote. This may be partially attributed to the larger number of women who are of voting age, as previously seen in general population data. However, not only were more women registered, but also more exercised voting rights. Over 2.0% more women than men voted in each election.

TABLE 35
Reports of Louisiana Voter Registration and Voting by Gender:
October 6, 1990 and November 16, 1991

| Category | October 6, 1990 | | November 16, 1991 | |
|--|-----------------|-----------|-------------------|-----------|
| | Male | Female | Male | Female |
| Number of persons registered to vote | 1,003,663 | 1,165,436 | 1,031,384 | 1,208,880 |
| Percent of registered voters who voted | 67.2 | 69.5 | 77.3 | 79.9 |

Note. The elections on October 6, 1990 and November 16, 1991 were major elections with reportedly high voter interest
Source: Department of Elections and Registration (1992). Verbal Report of Post-Election Statistics.

CONCERNS OF WOMEN

- o **The concerns of women span many settings and include issues with significance at many levels—national, state, and local.**

Although much has been achieved to promote equity for women in some areas, gender disparities are still evident in some settings and several topics remain areas of concern for women. The National Coalition for Women (1988) identified settings for sex bias and discrimination as key areas for social awareness and continued evaluation (Table 36).

| TABLE 36 Selected Settings/Areas of Concern to Women | |
|---|---|
| Recruitment | Selective admissions |
| Hiring, layoffs, re hiring | Job classifications |
| Assignments | Promotions |
| Benefits, salary, compensations | Pregnancy and marital status attitudes/policies |
| Health services and insurance | Physical education |
| Competitive athletics | Instructional materials, laboratories |
| Classroom activities, testing | Housing |
| Counseling, placement | Awards, scholarships, financial assistance |
| Loans, business transactions | |
| Source: The National Coalition for Women. (1988). <i>Title IX: A Practical Guide to Achieving Sex Equity in Education</i> . | |

The Institute of Applied Research (1989) in a study of women in the Missouri labor force further described employment barriers and special needs of women. They found that problems reported by women in getting or advancing in jobs clustered about seven major areas (Table 37).

| TABLE 37 Areas of Potential Barriers and Special Needs for Women |
|--|
| <p>Low self confidence.</p> <p>Perceiving deficiencies in education and experience, difficulty finding out about jobs or getting in social circles that lead to advancement.</p> <p>Family Responsibilities—experiencing work/home role conflicts, unable to satisfy all demands, difficulties in arranging childcare.</p> <p>Discrimination—perceiving gender discrimination in hiring, wages, and advancement.</p> <p>Job Benefits—inadequate health insurance and other benefits.</p> <p>Moving/Travel—experiencing problems in jobs that require travel or moving.</p> <p>Health/Transportation—experiencing difficulty getting to work due to health or transportation.</p> |
| Source: The Institute of Applied Research. (1989). <i>Working Women: Employment Barriers and Special Needs Handbook</i> . |

Greater severity of problems in these areas were reported by women who were poorer, single heads of households, younger, currently unemployed but looking for work or currently working in very low paying jobs, victims of sexual harassment and/or gender discrimination on the job. Most acute were the problems of those with several of these characteristics.

o Louisiana women identified several major goals for the state.

In Louisiana, women have expressed concerns on a wide range of topics, regarding “women’s issues as people’s issues”, a recurring theme in state meetings of women. The 1992 Governor’s Conference on Women, Louisiana Women’s Focus 2000, Part II, with approximately 1200 women participants, prepared a legislative agenda reflective of the concerns of women in Louisiana. Table 38 provides the key topics addressed by the conference and goals developed by participants.

TABLE 38
Issues and Goals Identified by Louisiana Women: March, 1992

Environmental problems (Affecting health and quality of life)

Accountability of politicians and governmental agencies, alternatives to pesticides, environmental research and public education, people-sensitivity and racial equity in waste site selections, reduction of wastes, mandatory reporting of pesticides, redefining reporting of dangerous emissions, company accountability for worker exposure, limiting coastal erosion, increased funding.

Education

Vo-tech and alternative schools, statewide local math/science academies, increased and stabilized funding, safer schools, smaller class size in K-5, teaching critical thinking, “full funding honest reporting”, strong basic curriculum in reading/writing/math, an education convention, early student assessment and interventions, systems of accountability.

Health care (State health plan, Medicaid, Charity Hospital)

Universal access to affordable quality health care (including prevention, mental health, substance abuse and holistic treatments) in a decentralized system, culturally sensitive health care services in underserved population areas, coordination of local and state services, health services and curriculum within healthful school environments, access to a full range of family planning services, training of primary care providers with expanded use of mid-level providers, regulation of health care costs through health insurance reform, comprehensive respite care, cap on malpractice liability, access to pre-natal care in first trimester for every pregnant woman, coalition of efforts to achieve reform and funds.

Day Care (Licensing and availability)

Affordable day care available to all, training for parents of children in day care, training for day care staff, designation of funds to child care, quality care with speedily enforceable standards, one day care license with appropriate regulations, collaboration of public (local, state, and federal) and private resources to support day care, individualized early assessment of children, no corporal punishment in child care facilities, parental choices of day care programs.

Women (Violence/sexual harassment)

Adequate, renewable funding to effectively maintain programs serving housing, child care, and counseling; informed responsive public, including law enforcement agencies, public officials, employers education regarding harassment and domestic violence; uniform enforcement of laws; statewide police department response to domestic violence modeled after City of Kenner; adult protective services; public awareness of women’s issues as people issues; an effectively functioning Human Relations Office; domestic abuse assistance for all; harassment-free work place; preventive education and remedial measures to combat violence and harassment; funding of advocates for victims; a sensitive court system.

Insurance (Availability and cost)

Affordable auto insurance, affordable insurance for small businesses, higher maximum driving age, mandatory driver education, quality insurance carriers with sufficient capital, ethics in insurance—sellers and buyers, fairness in courtroom, uniform law enforcement, a process with a consumer focus and not controlled by vested interests, a competent (well-funded, well-staffed) insurance commissioner’s office, required mediation before trial.

Housing

Policies to eliminate barriers and provide incentives for public and private housing alternatives, coordination of public initiatives to insure accountability, (safe, sanitary, affordable, long-term, secure) housing for all, LHFA to serve as clearing house for housing issues, consumer participation and education on available and affordable housing, removal of barriers for groups under housing discrimination.

Note. Topics and goals are direct quotes from the source, with the exception of minor changes to accommodate the format of this table or to increase brevity of statements.
 Source: Louisiana Legislative Women’s Caucus (1992). Louisiana Women’s Focus 2000: Part II.

RESOURCES FOR WOMEN

Many resources within the state directly or indirectly seek equity for women. Although service agencies and groups, as a whole, provide valuable assistance to all persons, including women, the special interest of this section is the set of resources that are specifically dedicated to the support of women. As many as could be identified within a brief search are listed below with phone numbers of state resources.

Statewide efforts:

Governor's Office for Women Services develops and implements statewide programs to meet particular needs of women. Information and referral services are also provided. Programs promote economic self-sufficiency and the overall well-being of women. (504-342-2715)

The Electro-Mechanical Training Program provides work skills and job preparation techniques for disadvantaged women in the area of electricity and electrical mechanical systems. Programs are available in New Orleans, Baton Rouge and Lake Charles.

The Family Violence Program provides emergency shelter, counseling, client advocacy, specialized children services, and information and referral services. This program is contracted with private, non-profit entities and is located in Baton Rouge, Leesville, DeRidder, Lake Charles, Houma, Lafayette, Franklin, Alexandria, Jefferson, Shreveport, Chalmette, New Iberia, Hammond and Monroe.

The Displaced Homemaker Program provides personal and job readiness counseling and informational services to former full-time homemakers, who because of loss of spousal support, need economic self-sufficiency. Program sites are New Orleans, Baton Rouge, Lafayette, Shreveport, and Lake Charles.

Teen Pregnancy Programs operate in the forms of a Teen Parent Center and Adolescent Pregnancy Prevention Program. The Teen Parent Program provides pregnant and parenting adolescents, as well as their partners and extended family, with counseling, informational, and job readiness services for eventual economic self-sufficiency. The program includes a 6-weeks' "work experience" to facilitate transition to unsubsidized jobs. The Adolescent Pregnancy Prevention Program provides, in an afterschool and summer program, various

activities for at-risk adolescents to delay sexual activity. The program focuses on self-esteem, family communication, problem-solving, educational support, recreation, and other activities. The program is operated in Baton Rouge for adolescents in two middle schools in Baton Rouge.

The State Administrator of Sex Equity, Office of Vocational Education, Louisiana State Department of Education is federally funded to seek gender equity in vocational education and employment opportunities. This person administers programs, as well as reviews state vocational education policies and activities for this purpose. A special focus of this office is the entry of women in higher paying technical fields. (504-342-3529)

The Division of Minority and Women Business Enterprise, Louisiana Department of Economic Development provides information to assist the economic development of minority- and women-owned businesses. (504-342-5373)

The Project Independence, funded through the Family Support Act of 1988 and operational in several parishes, assists AFDC recipients to be more competitive in the job market. It provides a Job Opportunities and Basic Skills (JOBS) Training Program, child care, transportation, and other supportive services, leading toward successful job placement.

Transitional Child Care and Transitional Medicaid programs, funded through the Family Support Act of 1988, assist newly employed, former AFDC recipients to make the transition from welfare to self support. (The Facts about Welfare..)

The Office of Family Support provides a child-support enforcement program to seek absent parents for the support their children.

Studies and centers for women exist in colleges and universities. Examples of these are Tulane University's (Newcomb College) Center for Research on Women and Nicholl University's Center for Women in Government.

The Louisiana Council for the Education and Employment of Women and Girls, newly formed by the Superintendent of the Louisiana State Department of Education and the Office of Vocational Education, will address issues and make recommendations related to increased access to vocational programs.

The Louisiana Task Force on Women in the Courts examines women's access to the court system, including subjects ranging from attorney's use of language and gestures and to management of domestic abuse cases.

Louisiana Small Business Development Centers provide strategies to assist women in initiating and maintaining small businesses.

Women's Breakfast, a network, focuses on issues and strategies related to gender equity.

Louisiana Women's Directory & Yellow Pages Advertising, published annually, is a state directory of resources for women. It includes suggestions and a listing of legislators, government offices, agencies and organizations, print and broadcast media, and a business directory.

Local efforts:

At local levels, many districts, municipalities, and communities have developed programs and supported organizations for women. Some have funding assistance from national, state, and/or local sources. Examples of these include Commissions on the Needs of Women, women and children shelters, rape crisis centers, YWCA's, and chapters of the League of Women Voters, Junior League, AAUW, and Delta Sigma Theta.

Local groups also have utilized the public media either or both to increase awareness of women's issues and/or provide informational services for women. An example of these is Acadiana Woman, a news publication geared to the interests and concerns of women in South Louisiana.

SUMMARY

This study identified both national and gender similarities and differences in the various forms of social participation of the women of Louisiana. In some areas, women of Louisiana have indicators of a better quality of life than men and the national population; in others, disadvantages.

Numerous efforts are ongoing to impact opportunities for women. Title IX and other legislation has brought a new surge of awareness of women's rights in society. The formation and proposed work of the Louisiana Education and Employment Council for Women and Girls is one example of such an effort. This document revealed areas for the Council's examination.

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