



10 Years Later: Minnesota's Women's Economic Security Act in Numbers 2014-2024



Increasing Women's Labor Force Participation

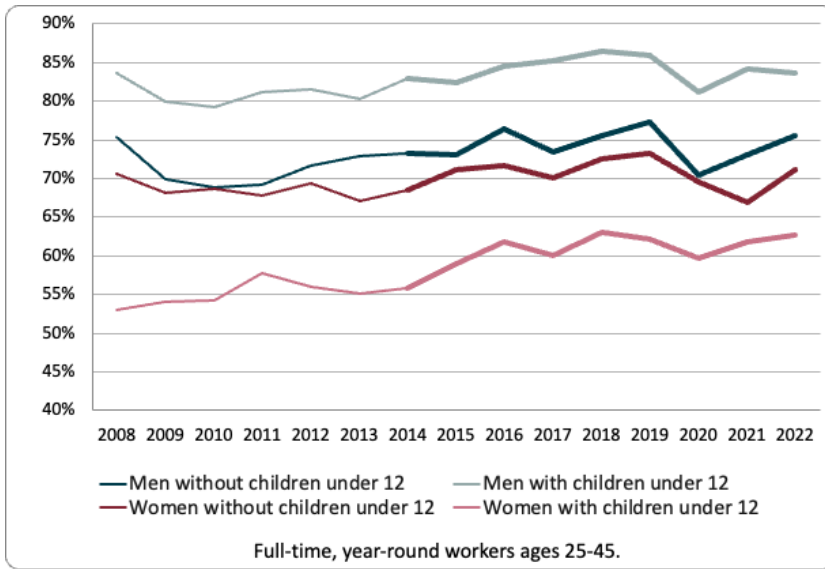


WESA expanded family leave, provided reasonable accommodations for pregnant and nursing employees, and allowed more flexible use of sick and safe time to care for children and elders.

The result: Minnesota women with children increased their working hours.

Full-Time Labor Force Participation

by Gender & Parenthood



3.5%

Minnesota women with children under 6 increased their working hours 3.5% as a result of WESA compared to South Dakota which has no similar policies.

Based on a difference-in-difference comparison to South Dakota, post- 2016 to 2022. The same comparison with Nebraska, which has policies similar to WESA, shows no difference and similar growth in working hours.



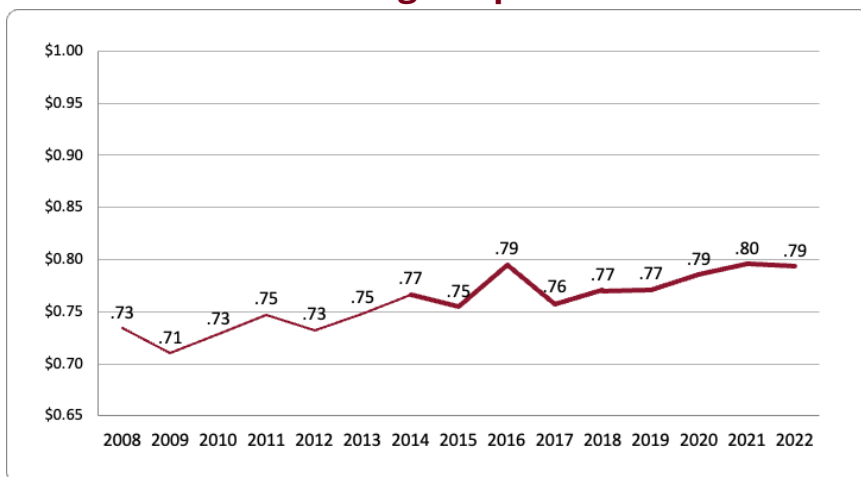
Reducing the Gender Wage Gap



WESA sought to narrow the gender wage gap by raising the minimum wage; offering apprenticeships and training in high-wage, high-demand occupations; and increasing enforcement of equal pay laws.

The gender wage gap decreased slightly, but it's not clear WESA was the primary cause.

Gender Wage Gap 2008-2022



Average women's wage for every \$1 earned by men (all women, all men). Full-time, year round workers.

Women's Earnings by Race & Ethnicity

Compared to \$1 earned by a white man.

Race / Ethnicity	2014	2022
White	\$0.75	\$0.79
Asian American	\$0.72	\$0.71
Black	\$0.56	\$0.57
Native American	\$0.44	\$0.56
Latina	\$0.51	\$0.54

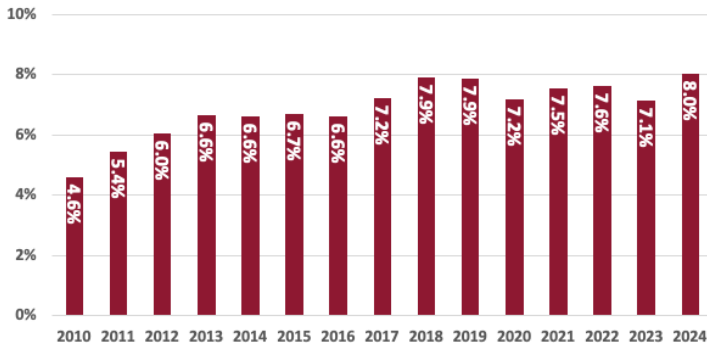
Average for full-time, year-round workers.

Strategies to Address the Gender Wage Gap

High-Wage, High-Demand Job Training



Women's Apprenticeship Participation



% of total active apprentices, as of March 31, 2024

Source: Minnesota Department of Labor and Industry

Women's Job Training

Fiscal Years	Women Served	Credentialed	Avg Wage Increase
2020 + 2021	163	112	N.D.
2022 + 2023	284	173	19%
Total	447	285	

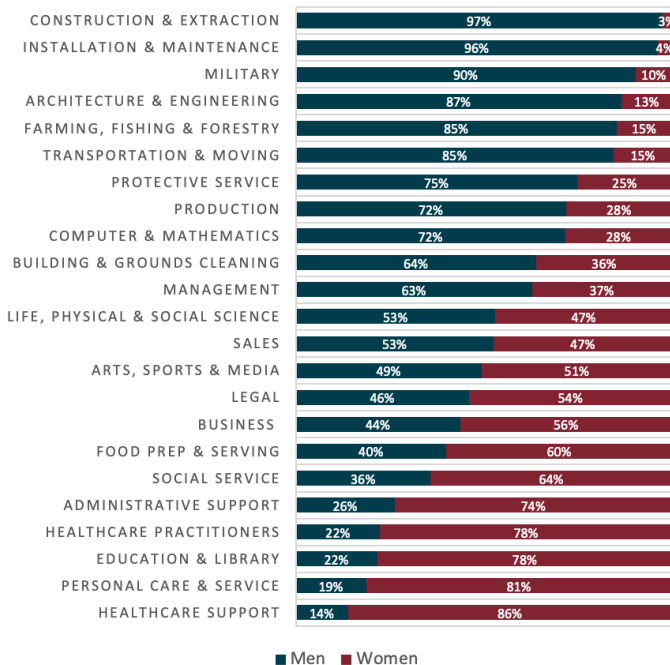
Source: DEED WESA Reports 2020-2023



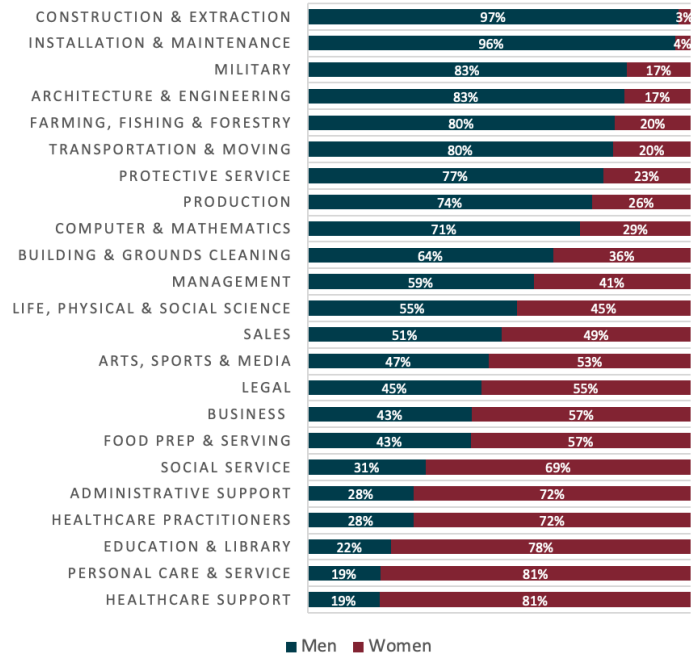
Occupational Segregation



2010-2014



2018-2022



Enforcement

WESA Complaints July 2014- August 2023

Complaint type	Complaints Filed	Complaints Closed	Violations Found
Wage Disclosure Protection	32	27	10
Pregnancy Accommodations	28	29	11
Pregnancy and Parenting Leave	38	37	5
Nursing Mothers	39	40	22
Sick Leave Benefits; Care of Relatives	18	16	0
Total	155	149	48

Source: Minnesota Department of Labor and Industry

Higher Minimum Wage

WESA mandated a state minimum wage increase. Today it is \$10.85 for large firms.

Of those that earn the state minimum wage, **56%** are women.

In Greater MN, **58%** are women.

Source: DEED Quarterly Employment Demographics Data, 2022

