



# *Office on the Economic Status of Women*

Monthly Newsletter  
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Lake Minnetonka via Adobe Images, by MelissaMN

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## PAID LEAVE BEGINS JANUARY 1ST

Minnesota's new Paid Leave law will go into effect on **January 1<sup>st</sup>, 2026**, and allow for anyone employed in Minnesota to take up to 20 weeks of paid leave for a variety of reasons such as healing after surgery, taking care of a family member or bonding with a new baby.

For detailed information about what qualifies, how to take paid leave, and how much is paid, visit the Minnesota Department of Employment and Economic Development's resources listed below.

### Employer?

Check out the [Employer's Toolkit here](#).

### Employee?

Check out the full [Paid Leave FAQ](#)

## GENDER DISPARITIES IN CAREGIVING

November is [National Family Caregivers month](#), which aims to bring appreciation and awareness towards the formal and informal caregivers across the country caring for friends and family members. The caregiving of children is something we discuss often, especially lately, but caregiving for parents is another large part of the care work puzzle that affects millions of Americans every year. Like with childcare, caregiving of parents is a responsibility that disproportionately affects women.

The current American workforce is made up of a specific cohort of adults with a unique situation related to caregiving; the "Sandwich Generation". As of 2023, over **37 million** Americans who are in the workforce are also providing unpaid eldercare to someone 65 or older, according to [Forbes](#). Of those 37 million, **7.8 million** are providing both elder care and childcare to someone under 18 living in their home. According to Pew Research Center, the Sandwich Generation makes up **27%** of adults in their 30's, **54%** of adults in their 40s, and **36%** of adults in their 50's.

The expectation of caregiving, similarly to childcare, tends to fall primarily on women. [A 2017 study](#) by Dr. Angelina Grigoryeva found a significant gap in the amount of time men and women spend on providing eldercare when comparing siblings. This research found that on average, daughters provide 13.6 hours of care per month, while sons provide 5.9 hours. In families with multiple siblings, the discrepancy increases when looked at between all daughters and all sons in a family. While all daughters combined contribute an average of 15.4 hours, all sons combined provide 6.4 hours. According to Grigoryeva's findings, "Sisters may actually draw brothers into caregiving by coordinating care provision in the family persuading brothers to provide more assistance, or serving as role models... In other words, just as mothers pull fathers into childcare, sisters may pull brothers into parent care, so that sons with sisters will provide more care."

Unfortunately, there is a lack of research since 2017 to show whether or not these patterns have changed over the last 8 years.

While caring for aging parents is a responsibility that many people are happy to take on and find it fulfilling, it can also be challenging, both for caregivers and workplaces interested in supporting their employees. [Studies](#) have found discrimination bias in the hiring process against people who have eldercare responsibilities, finding that these individuals are less likely to be hired and are recommended for lower salaries than applicants without caregiving responsibilities. Those juggling both childcare and eldercare were ranked lowest on commitment and availability, despite having equal qualifications.

Paid leave and other employer efforts can ease the strain on their caregiving employees, and promote a more equitable distribution of caregiving responsibilities. Thank you to all of the formal and informal caregivers across our state for your work, care and commitment!

## SPOTLIGHT ISSUES OF THE MONTH

### Native American Heritage Month

November is Native American Heritage Month! The name "Minnesota" originates from a Dakota phrase; Mni Sota Makoce, the "land where the waters reflect the clouds". Minnesota is the homeland of the Dakota and Anishinaabe people:

[Cansa'yapi / Lower Sioux Indian Community](#)  
[Gaa-waabaabiganikaag / White Earth Nation](#)  
[Gaa-zaagaskwaajimekaag / Leech Lake Band of Ojibwe](#)  
[Gichi – Onigaming / Grand Portage Band of Lake Superior Chippewa](#)  
[Mdewakanton / Shakopee Mdewakanton Sioux Community](#)  
[Misi-zaaga'iganiing / Millie Lacs Band of Ojibwe](#)  
[Miskwaagamiwi-Zaagaiganing / Red Lake Nation](#)  
[Nah-gah-chi-wa-nong / Fond du Lac Band of Lake Superior Chippewa](#)  
[Pezihutazizi / Oyate \(Upper Sioux Community\)](#)  
[Tinta Wita / Prairie Island Indian Community](#)  
[Zagaakwaandagowininwag / Bois Forte Band of Chippewa](#)



One of many Native American women who have shaped Minnesota's history is Winona LaDuke of White Earth Nation. LaDuke holds a degree in rural economic development from Harvard University and a Masters in community economic development from Antioch University. She established and co-chaired the Indigenous Women's Network in 1985 and founded the White Earth Land Recovery Project in 1989. She was named in Time Magazine's Fifty Leaders for the Future in 1994 and Ms. Magazine's Woman of the Year in 1998. She was also awarded an honorary doctorate from Minnesota's Augsburg College and the Alice and Clifford Spendlove Prize in Social Justice, Diplomacy and Tolerance from the University of California.



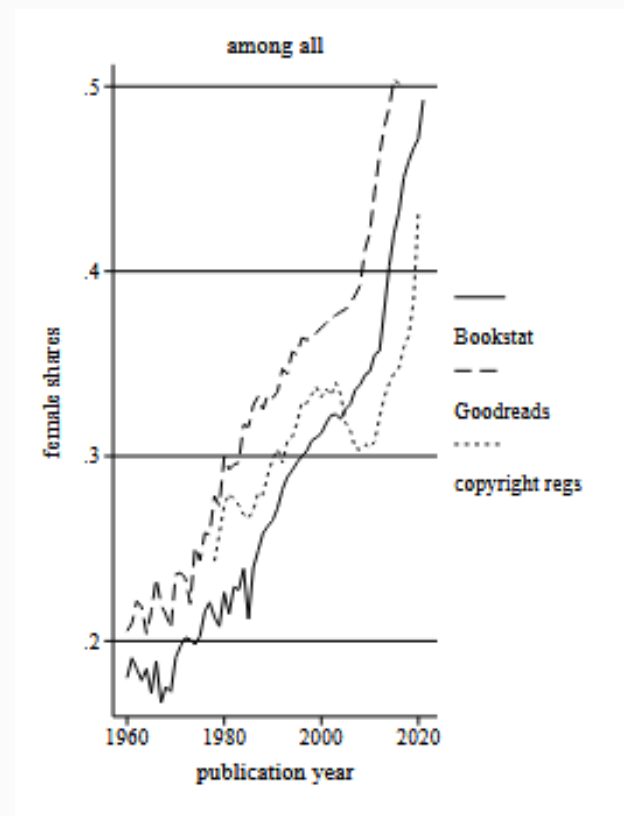
Photo courtesy of the [Office of the Governor](#)

Currently, LaDuke supports the local economy through Winona's Hemp & Heritage Farm in partnership with Ashinaabe Agricultural Institute, which works to "restore foodways, rematriate seeds, and make a new economy; one based on local food, energy and fiber." Read more about their mission and shop local products at [their website](#).

## National Novel Writing Month

Women novelists have been publishing their writing for hundreds of years now, often facing a significant uphill battle and backlash, causing them to write under vague or deliberately masculine pseudonyms. Though women's literary tradition dates back thousands of years to the likes of Enheduanna (2295 BCE), Sappho (600 BCE), Murasaki Shikibu (973 AD) and many more, Aphra Behn is often credited as the first woman novelist, and the first woman to make a living exclusively through writing.

Virginia Woolf once wrote in *A Room of One's Own* that "*All women together ought to let flowers fall on the tomb of Aphra Behn... for it is she who earned them the right to speak their minds.*"





Aphra Behn engraving by B. Cole and John Riley, mid 18<sup>th</sup> century, courtesy of the [National Portrait Gallery](#).

In 2020, 332 years after Behn wrote what some suggest is one of the first true novels in the English language, [a study out of the University of Minnesota](#) found that women were publishing more books than men for the first time in history.

Since the 19<sup>th</sup> century, women authors have gone from 10% of published authors, to 18% in 1960, to over 50% in 2020. The study found that women are writing the majority of **all new books**, both fiction and nonfiction.

In memory of Aphra Behn and all of the women novelists who have paved the way, happy Novel Writing Month!

## READING LIST

[Garrison: When women seek medical help for menopause, they often feel dismissed](#)

[The Gender Policy Report: Menstruation and Menopause Policies](#)

[Meet the Minnesota farm girl opening for Stevie Nicks](#)

[World Bank: Promoting Women's Leadership](#)

[Represent Women: 2025 Gender Parity Report](#)

[How Control Perpetuates Gender Based Violence](#)

[Minnesota is already a hub for volleyball](#)

## SMALL BUSINESS SPOTLIGHT

Nadia Cakes is owned by Abby Jimenez, with locations in Woodbury and Maple Grove. Abby started learning how to bake while pregnant with her third baby and went on to become the winner of Food Network's Cupcake Wars and a USA Today Bestselling Author. Nadia Cakes has been repeatedly voted best cupcakes by a variety of outlets, and has been featured on BuzzFeed, and TLC.

Check out their incredible menu, including spiked pumpkin, puppy chow, egg nog, rosemary lavender, and so much more [at their website](#)



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