INSTITUTE for Women's Policy Research
QUARTERLY NEWSLETTER

Technology and Automation are Changing the Labor Market for Women

By Nicolas Martinez

Sarita Gupta, Jobs with Justice, speaking at Future of Work lecture series.

Professor Jerry Jacobs, University of Pennsylvania, speaking at Future of Work lecture series.

Ariane Hegewisch, Institute for Women's Policy Research, speaking at Future of Work lecture series.

In the coming years, developments in artificial intelligence, computerization, and automation are likely to impact most jobs. This summer, IWPR held a panel discussion with Professor Jerry Jacobs, Sarita Gupta, and Morgan Higgins to discuss how AI and computerization may change jobs in elder care and how public policy can improve the quality of care jobs. This discussion was part of the Institute for Women's Policy Research's Women & the Future of Work lecture series, supported by the JPMorgan Chase Foundation.

The U.S. market for care workers is adapting slowly to the increasing need for elder care and the unmet need for child care, according to a report released by IWPR in June titled, *The Shifting Supply and Demand of Care Work: The Growing Role of People of Color and Immigrants*. The number of care workers grew 19 percent from 2005 to 2015, but low wages and poor working conditions in the care workforce threaten the quality and availability of care.

Care workers are predominantly female and the industry has become more diverse over the past decade, with especially large increases in the share of male workers, Hispanic and multiracial workers, and naturalized citizens and foreign-born non-citizens. Care workers have growing levels of education attainment, but the percent of care workers who were poor or near poor remained relatively unchanged between 2005 and 2015, especially among women. Overall, care workers have experienced stagnant, or in many cases declining, wages over the past decade. IWPR contextualized the research into the broader policy landscape in a one-pager, "Care workers in the United States: Where are we and where are we going?" The analysis was featured in *Home Health Care News*, "Care Workforce is More Educated, But Wages Remain Stagnant."

Automation may cause jobs to disappear, but new technologies could give rise to an entirely different outcome. Computerization of some aspects of the job could lead to greater transparency and safety for care workers. As the labor market continues to evolve, IWPR will continue to provide high quality data analysis and provide policy recommendations.

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IWPR, an independent, non-profit, scientific research organization, works in collaboration with the Program on Gender Analysis in Economics at American University.

Message from the President

Chet Susslin/National Journal

In the past few months at IWPR, we have expanded long-standing research areas and developed several new ones.

We have amplified our work on student parents, especially single mothers and women of color. The administration and Congress passed a budget that allocated greater than expected funding for the Child Care Access Means Parents in School (CCAMPIS) grant program, a first step in helping more low-income student parents access affordable care. With new funding from the ECMC and Kresge Foundations our Student Parent Success Initiative will expand this area of research at IWPR, where our findings brought greater recognition to the special barriers confronting single mothers combining work, higher education, and parenting.

IWPR has also added two new research hubs. The Center on the Economics of Reproductive Health is directed by Kelly Jones, a Senior Research Economist. With support from the William and Flora Hewlett Foundation, the new Center will identify the causal, economic impacts of reproductive health policies and raise awareness of reproductive health as an economic issue on scholarly and policy debates on such topics as postsecondary education, workforce development, economic growth, community economic development, family poverty, workplace benefits, and public support programs. As part of IWPR's partnership with American University's Program on Gender Analysis in Economics, Dr. Jones has also joined AU as an Assistant Professor of Economics.

Our second new hub, The Work-Family Supports and Health Research Hub, is funded by the Robert Wood Johnson Foundation. IWPR researchers partnered with Professor Will Dow and his colleagues at the University of California at Berkeley. Professor Dow, is a health economist interested in examining evidence for the health effects of family support policies such as paid family and medical leave, the Earned Income Tax Credit, child care, and minimum wages. IWPR will now add to our studies of health effects as well, focusing on the health impacts of paid family and medical leave. The new Hub is part of the RWJF's Policy for Action research program.

You will also find articles on two other new areas of work at IWPR, the paucity of women patent holders and how it may play an important role in making it more difficult for women entrepreneurs to access capital, and the way automation is likely to affect women differently from men since the majority of both women and men still work in different occupations. Another article discusses new developments in our work on the status of women in the states, reports we have been producing since 1996: satisfying the need for more local, county, and regional emphases as well as urban-rural differences.

A historic surge of women is stepping up and running for office this year, and, in a variety of offices across the country, the numbers of women will increase. IWPR is preparing an agenda of actionable economic policy solutions for civic leaders and policymakers, a menu that they can prepare even before they take office. Analyzing the impact of policies from an intersectional perspective is more important to the advancement of human progress than ever before. Please join us!

Heidi Hartmann

Improving Access for Women in Business and Innovation

By Jessica Milli

From left to right: Susie Armstrong, Qualcomm; Jessica Milli, IWPR; Elyse Shaw, IWPR; and Erin Kelly, AWIS presenting on Capitol Hill.

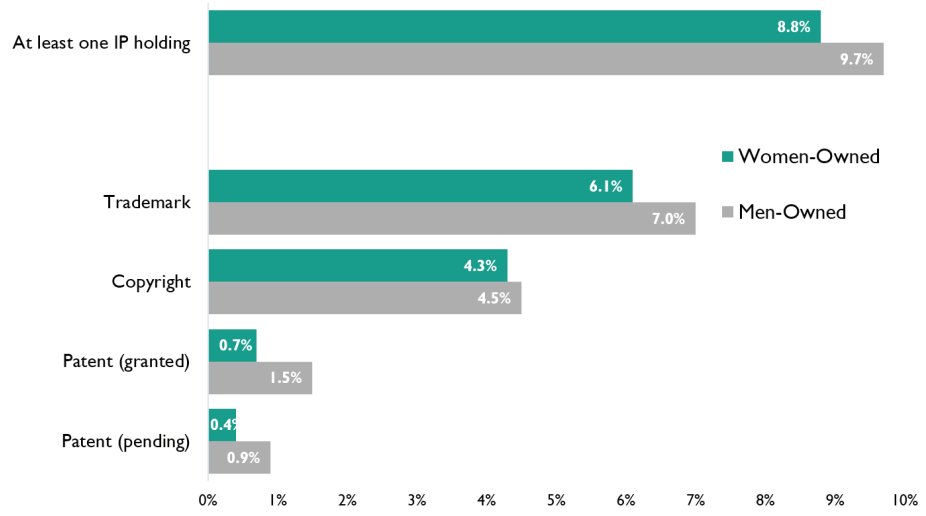
Previous IWPR research has indicated that fewer than 20 percent of all U.S. patents have at least one woman listed as an inventor. In July, IWPR released two new reports which built on this earlier work, examining the gap in innovative activities more broadly among businesses owned by women and men and the implications for business outcomes, and profiling programs aimed at promoting women's greater participation in patenting and entrepreneurship.

Entrepreneurship has become increasingly common among women. The number of businesses owned by women grew at nearly four times the rate of men between 1997 and 2015, and this growth was driven almost entirely by women of color. Yet despite these gains, women-owned businesses still lag behind men. Previous research has shown that intellectual property rights are associated with greater success in raising start-up capital as well as increased market value, yet women-owned businesses are less likely to hold intellectual property and engage in research and development activities. Women-owned businesses, for example, are only half as likely to hold a patent as men.

Recognizing the gender gap in innovation and its economic and social consequences, a number of programs across the country have been developed to address women's underrepresentation. Among them, IWPR identified seven promising programs and conducted in-depth interviews with program leaders and participants to learn more about how they operated in different settings, served different audiences, and tackled the barriers women face from a variety of angles. The interviews highlighted the importance of education about patenting and commercialization, network building and mentorship, and working with stakeholders in local communities.

Both reports highlight the importance of promoting greater diversity in the innovative ecosystem. Diverse groups of people experience the world differently and encounter different challenges, and when those groups don't have a seat at the table, problems can easily be overlooked, and the solutions developed may not work for everyone.

Share of Women- and Men-Owned Businesses with Intellectual Property Holdings, 2015



Source: Emma Williams-Baron, Jessica Mili, Ph.D., Barbara Gault, Ph.D., *Innovation and Intellectual Property among Women Entrepreneurs*, Washington, D.C., IWPR, 2018.

County-Level Data on Women's Status Sparks Local Debates around the Country

By Jennifer Clark

IWPR's signature Status of Women in the States project continues to provide needed data to advocates, policymakers, and researchers working to advance women's status in their states.

Sparking Renewed Activism in Tennessee

In February, the Chattanooga Mayor's Council for Women in Tennessee hosted a conference that brought together community leaders from across the state to discuss Tennessee's state grades on women's status. After learning that Tennessee ranked 49 out of the 50 states and DC on IWPR's Status of Women in the States list of best and worst states, the Women's Fund of Chattanooga launched the "49 to 1" advocacy campaign to make meaningful advances that could improve the status of women in Tennessee. Erin O'Donnell, the executive director of the Fund told the Chattanooga Times Free Press about the effort, "For us to be 49th says a lot about how our men and children are faring also. You can't have a state where women are 49th and men and children are thriving. When women aren't doing well the whole society isn't doing well."

> "Creating change in these areas is why we are here and why our Council For Women matters. I hope you'll get involved!"
>
> ***- Chattanooga Mayor Andy Berke***

Shaping the Conversation in Dallas, Texas

In March, IWPR released 51 new fact sheets on women's economic security in each state and the District of Columbia. The fact sheets provide updated data and state grades from IWPR's Employment & Earnings Index and the Poverty & Opportunity Index.

IWPR also worked with state partners to produce customized reports on women's status in specific geographic areas. With the Dallas Women's Foundation, IWPR produced a briefing paper with data on women's economic security for three Texas counties—Dallas, Denton, and Collin. The findings sparked conversations in the Dallas community around economic disparities among women of different racial and ethnic backgrounds, including an editorial from the Dallas Morning News. Noting the earnings gap for Hispanic women in the area, the Editorial Board wrote: "The bottom line we draw from the top line of this report is that North Texas is facing a challenging set of economic trends. Allowing a system to go on that offers lower earnings to half the population and meager sums to large swaths of Hispanic and African American women perpetuates poverty. When women fully share in the region's prosperity, we will all be better off."

Informing Public Dialogue in Florida

In partnership with Florida Philanthropic Network (FPN) and Florida Women's Funding Alliance (FWFA), IWPR released the Status of Women in Florida by County: Health & Well-Being in May. The report found that women in Florida have higher rates of AIDS and diabetes, slightly more days per month of poor mental health, and lower access to health insurance coverage than women in the United States overall. The findings informed coverage of the Senate campaign in Florida, as one candidate, current Governor Rick Scott, had to defend his administration's decision not to expand Medicaid in the state following the passage of the Affordable Care Act. Noting the discouraging data on women's mental health in Florida, IWPR Senior Research Associate Julie Anderson told *Politico*, "If those without health insurance are only seeking help for acute issues, at places like an urgent care center or ED [emergency department], they are unlikely to get help for mental health concerns unless they are in a psychiatric crisis."

North Carolina Secretary of Administration Machelle Sanders presents policy recommendations informed by IWPR's Status of Women in North Carolina: Employment & Earnings report at Alamance Community College in June 2018.

continued on page 5...

... *Status of Women from page 4*

Engaging Communities in Efforts to Advance Women's Status in North Carolina

In June, IWPR released the *Status of Women in North Carolina by County: Employment and Earnings* report in collaboration with the NC Council on Women & Youth Involvement. IWPR staff joined the NC Council and NC Department of Administration Secretary Machelle Sanders to release the report at three events across the state. The locations of the events were chosen by the NC Council for their initiatives to improve women's earnings and employment opportunities. Dress for Success in Charlotte empowers women to achieve economic independence by providing a network of support, professional attire and development tools to help women thrive in work and in life. Alamance Community College and Fayetteville State University both have on-campus child care centers, which allow student mothers and fathers to have quality child care for their children while they attend college.

College Degrees Bring Significant Benefits to Single Mothers and Society; New Investments in Child Care are Likely to Promote Single Mothers' Success

By Lindsey Reichlin Cruse

Earning a college degree can make a life-changing difference in a single mothers' ability to establish economic security. According to new analysis featured in IWPR's report, *Investing in Single Mothers' Higher Education: Costs and Benefits to Individuals, Families, and Society*, single mothers stand to gain substantially from earning a college degree.

Single mothers who earn associate degrees and work full-time, full-year earn more than $330,000 across their lifetimes over what they would have earned with only a high school diploma; with a bachelor's degree, they earn a $610,000 more. These earnings gains mean that, for every dollar a single mother invests in her college education, she gets back $8.50-16.50—significantly reducing her likelihood of living in poverty and improving her potential for long-term economic security.

Staff from IWPR and the NC Council on Women and Youth Involvement toured on-campus child care facilities at Fayetteville State University in Fayetteville, NC, as part of the statewide release tour for the Status of Women in North Carolina report in June 2018.

Society stands to benefit as well. As single mother graduates earn more, they pay more in taxes. For all expected single mother graduates combined, total lifetime tax contributions are estimated at nearly $8 billion more than had they only earned high school diplomas. Single mothers' reliance on public benefits also declines. IWPR estimates that each single mother graduate saves society over $1,800 in public benefits spending for herself and her family over the four years following graduation, for a total of $309 million across all single mother graduates.

Single student mothers face substantial obstacles to college completion, and just eight percent graduate with a college degree within six years of enrollment, compared with nearly half of their peers without children. Access to affordable child care could substantially improve their ability to remain enrolled and graduate. IWPR's analysis of data from Monroe Community College (MCC) in Rochester, NY, for example, finds that student parents who used MCC's campus child care center were more than three times as likely to graduate on time as student parents who did not use the center.

Newly increased federal funding for the Child Care Access Means Parents in School (CCAMPIS) grant program is a first step in helping more low-income student parents access affordable care. CCAMPIS recently saw its first funding increase since the program's inception: the omnibus bill passed by Congress in March included $50 million for CCAMPIS for Fiscal Year 2018, more than tripling its funding levels from the past 15 years. This boost in funding will allow the program to fund hundreds more schools than it has in the past, dramatically improving its ability to promote student parents' postsecondary success.

Media Highlights

Pay Equity and Discrimination

Marketwatch "Women's unpaid work is the backbone of the American economy" April 9, 2018

TIME Money "Here Is the Gender Pay Gap in Every U.S. State — and What Could Be Behind It" April 9, 2018

ABC News "Equal Pay Day 2018: Stunning studies reveal highest paid women face the greatest gender wage gap" April 9, 2018

CNBC "How to convince a skeptic the pay gap is real" April 9, 2018

TIME "5 of Modern History's Most Persistent Myths About the Gender Wage Gap" April 9, 2018

Teen Vogue "Equal Pay Day 2018: How to Negotiate at Your First Job" April 9, 2018

The Washington Post "Court: Employers can't pay women less because of their salary history" April 9, 2018

The New York Times "How Boston Is Trying to Close the Gender Pay Gap" May 26, 2018

Bloomberg "The Company Where Everybody Knows What You Make" June 6, 2018

Huffington Post "The War on Women is Already Here" June 30, 2018

MarketWatch "Even side hustles pay men more than women—including driving for Uber" June 26, 2018

Full Frontal with Samantha Bee (TBS) "Pregnancy Discrimination" August 8, 2018

TIME "Despite Progress, Black Women Are Paid Only 62.5% of What Men Make. Here's How to Fix That" August 6, 2018

Vox "Today is Black Women's Equal Pay Day. Here's what you should know about the gap." August 7, 2018

Marketwatch "Married men earn more than everyone else (including single men)" September 30, 2018

The Guardian "Women aren't a monolith – and the white women supporting Kavanaugh prove it" October 6, 2018

College Equity

The Chronicle of Higher Education "Women of Color in Academe Make 67 Cents for Every Dollar Paid to White Men" June 11, 2018

Marketwatch "Single mothers who graduate college earn $600,000 more over their lifetimes" June 8, 2018

Diverse Issues in Higher Ed "Campus Child Care Critical in Raising Single Mothers' Graduation Rates" June 6, 2018

US News "What to Know About Child Care Access in College" May 16, 2018

Inside Higher Ed "More Aid for Student Parents" April 6, 2018

The Atlantic "Single Moms in College Spend 9 Hours a Day on Housework" May 11, 2018

NPR "Single Mothers Balance Care And Coursework; New High School Ranking" May 12, 2018

Women and Innovation

MarketWatch "Dana Scully from 'The X-Files' inspired real-life female scientists" April 19, 2018

Bloomberg "Black and Hispanic Women Are Less Likely to Get Patents Than Whites" July 24, 2018

TechCrunch "There's a new, $100 million fund expressly for women founders of color" July 7, 2018

Inside Higher Ed "Helping College Student-Parents" August 2, 2018

Diverse Issues in Higher Ed "Single Moms with College Degrees Less Likely to Experience Poverty" August 3, 2018

Education Dive "Child care centers, 60% subsidies helping U of Houston students graduate" August 3, 2018

Diverse Issues in Higher Education "Gender Pay Gap Wide Among Graduates of Elite Schools" August 16, 2018

The Chronicle of Higher Education "Student Debt is Worse for Women" August 20, 2018

Access to Good Jobs

Slate "Let's Get Our Mothers Something Truly Special" May 11, 2018

The Atlantic "There's a Shortage of Welders. Will More Women Fill the Gap?" August 12, 2018

Entrepreneur.com "Women Can Use These Simple Strategies to Save Enough for Retirement" August 21, 2018

Forbes "How You Can Encourage More Women Into Your Workforce" September 1, 2018

Inside Higher Ed "New data on gender gaps in benefits of nondegree credentials" September 16, 2018

Fast Company "This is how getting fired is more financially devastating for women" October 18, 2018

The Washington Post "Blue-collar men are riding America's economic wave. Women? Not so much." October 23, 2018

Paid Leave and Paid Sick Days

Dallas Observer "Here's Who Paid Sick Leave in Dallas Would Help" May 11, 2018

Business Insider "Here's what maternity leave looks like around the world" May 15, 2018

Texas Observer "Activists Take Paid Sick Leave Fight to San Antonio with 144,000 Signatures" May 24, 2018

San Antonio Express-News "Paid sick leave proposal draws crowd to City Hall" August 8, 2018

Associated Press "Microsoft to require contractors to give new parents paid leave" August 30, 2018

Christian Science Monitor "Cities battle their states over paid sick leave policy" September, 25, 2018

Violence and Safety

Mic "Activists at March for Black Women call for the reauthorization of the Violence Against Women Act" October 1, 2018

Pacific Standard "The Economic Implications of Domestic Abuse" October 24, 2018

Refinery 29 "The Hidden Cost of Intimate Partner Violence That No One Talks About" October 24, 2018

Rewire "Reproductive Coercion 'Much More Prevalent' Than Once Thought" October 24, 2018

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IWPR #C472, July 2018

Closing the Gender Gap in Patenting, Innovation, and Commercialization: Programs Promoting Equity and Inclusion
IWPR #C471, July 2018

The Shifting Supply and Demand of Care Work: The Growing Role of People of Color and Immigrants
IWPR #C470, June 2018

The Status of Women in North Carolina: Employment & Earnings
IWPR #R536, June 2018

Investing in Single Mothers' Higher Education: Costs and Benefits to Individuals, Families, and Society
IWPR #C469, June 2018

The Status of Women in Florida by County: Health & Well-Being
IWPR #R476, May 2018

Briefing Papers

Sexual Harassment and Assault at Work: Understanding the Costs
IWPR #B376, October 2018

Time Demands of Single Mother College Students and the Role of Child Care in their Postsecondary Success
IWPR #C468, May 2018

Access to Paid Sick Time in Dallas, Texas
IWPR #B373, May 2018

Access to Paid Sick Time in San Antonio, Texas
IWPR #B374, May 2018

Fact Sheets

The Gender Wage Gap: 2017; Earnings Differences by Gender, Race, and Ethnicity
IWPR #C473, September 2018

Basic Economic Security in the United States: How Much Income Do Working Adults Need in Each State?
IWPR #R590, October 2018

Basic Economic Security in the States and DC (51 Fact Sheets)
IWPR #R539-#R589, September 2018

The Well-Being of Women in Utah in 2018
IWPR #R537, August 2018

The Economic Status of Women in Collin, Dallas, & Denton Counties, Texas
IWPR #R523, May 2018

Quick Figures

Women's Median Earnings as a Percent of Men's Median Earnings, 1960-2017 (Full-time, Year-round Workers) with Projection for Pay Equity in 2059
IWPR #Q073, September 2018

Single Mothers with College Degrees Much Less Likely to Live in Poverty
IWPR #Q072, July 2018

In June, Women Add 153,000 Payroll Jobs, or 72%, and Men Add 60,000: Unemployment Increases to 4.0 Percent, But Black and Hispanic Women Have Seen Declines in Past Year
IWPR #Q071, July 2018

Publications available online

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