

Women's Policy Research

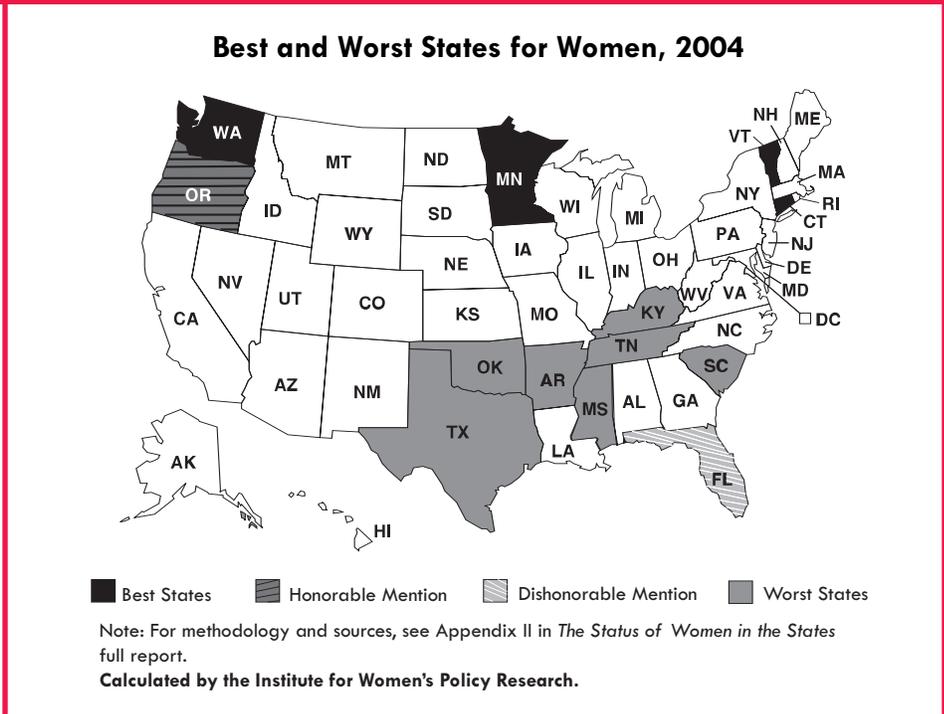
Tools for Action:

The Status of Women in the States

Jody Herman and April Shaw

On November 16th, IWPR released a new set of *Status of Women in the States* reports, including eleven new state-level reports and an updated national overview of women's status across the country. These reports show both progress and deterioration in women's rights and well-being in the areas of political participation, employment and earnings, social and economic autonomy, reproductive rights, and health and well-being. New data available for this round of reports allowed IWPR to provide specific information on the status of women of color. Of particular focus in 2004 was the status of Native American women, who are relatively well represented in many of the states analyzed for the 2004 series.

IWPR's analysis reveals some good news in the struggle to achieve women's equality and well-being in the United States:



The Best and Worst States for Women-2004, from the *Status of Women in the States* report.

■ Between the fall of 1996 and the fall of 2004, the number of women governors jumped from one to nine, the number of women in the U.S. Senate grew from nine to 14, and the number of women in the

U.S. House increased from 49 to 60. (Since the November 2004 election, women's numbers have increased further.)
 ■ Between 1995 and 2002, women's poverty fell in all but eleven (*cont'd on p. 4*)

TABLE OF CONTENTS

President's Message	2
IWPR Conference	3
Congressional Briefing on Older Women's Economic Security	3
New Toolkit on Status of Women at the County-Level	4
Status of Early Care and Education Reports	4
New Releases	5
Unemployment and Job Loss	5
IWPR Board Member	
Irasema Garza	6
General and Project Support	6
Recent Trends in Women's Holiday Giving	6
Media Highlights	7

New IWPR Study Pinpoints Work Supports That Promote Job Retention

Barbara Gault, Ph.D. and Sunhwa Lee, Ph.D.

A new IWPR study finds that regular child care arrangements, good wages, and employer-provided health insurance are key factors leading to longer job tenure among women at all income levels. The study uses data from the Census Bureau's Survey of Income and Program Participation for 1996-2000 to compare the relative importance of a number of employment and personal characteristics in predicting job retention and advancement among women with children. With all other personal and job characteris-

tics being equal, low-income women with employer-provided health insurance are nearly three times as likely to stay on the job compared with women with no insurance or another type of insurance. (*cont'd on p. 7*)

SAVE THE DATE!

IWPR's Eighth International Women's Policy Research Conference, *When Women Gain, So Does the World* will be held June 19-21, 2005, in Washington, DC.

For more information, see page 3.

I W P R

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President's Message

vention of violence against women, and women's equality under the law were not discussed enough during the campaign. Appointing women to leadership positions was also not given enough attention according to majorities of both younger and older women and married and unmarried women.

Does it seem to you that discussion of the gender gap, women's issues, or women voters was generally less prominent in the media in this recently completed election cycle than previously? It certainly does to me. For at least a year, in cooperation with the National Council of Women's Organizations, the Communications Consortium Media Center and other groups, we worked to increase media attention on issues important to women in this most recent election cycle. But, we often felt our efforts were falling on deaf ears.

We plugged many of the issues we have worked on for years, including the importance of reducing the wage gap, increasing the minimum wage, enhancing public support for child care and pre-kindergarten, expanding educational opportunities for low-income women, providing paid family care and sick leave, strengthening the safety net for poor women and children, and protecting the social insurance aspects of Social Security which are so important to women. We also tracked women's unemployment and their job growth or lack thereof during the recession and its aftermath (see page 5.)

Last April, we released part of our work on the status of women in the states earlier than usual so that state-by-state data on women's wages, poverty, and business ownership would be available to all the candidates. Findings from *Women's Economic Status in the States: Wide Disparities by Race, Ethnicity, and Region*, were carried in hundreds of media outlets and used by several campaigns. In October, we released state-based information on early care and education (see page 4).

Despite our efforts, and those of many other organizations, women of both parties overwhelmingly reported that the candidates did not talk enough about issues important to them. According to recent polling by Celinda Lake of Lake, Snell, Perry & Associates, majorities of Republican, Democratic, and Independent women said that equal pay, pre-

And as we know from exit polls, the gender gap, while still significant at 7 percentage points, fell compared with the 10 percentage point gender gap in 2000. The failure of John Kerry to capture as large a share of women's votes as Al Gore had probably cost him the election. Using exit poll data, IWPR calculated that had John Kerry won 53 percent of the women's vote in Ohio (Gore's share in 2000), rather than the 50 percent he actually got (and had Nader's 2000 vote been split evenly between Kerry and Bush in 2004), Kerry would have won Ohio by more than 100,000 votes. Had he maintained the same share of women's votes as Gore, he also would have won the national popular vote total by 1.5 million votes. The Republicans set a goal of moving two percent of women to their column and they more than achieved their goal.

What about women candidates? According to the Center for American Women in Politics, fewer women ran than previously for most offices. The House of Representatives was the one exception. A record 141 women candidates ran in the general election (after the primaries), and the House will have five new women members. For Senate, Governor, and state legislatures, slightly fewer women ran than in several recent years. The Senate will have the same number of women, but there will be fewer women governors (7 rather than 9).

In releasing our 2004 *Status of Women in the States* reports, we calculated that it will take nearly 100 years for women to gain equality with men in the U.S. Congress, at the rate of progress we've experienced since 1989.

Can American women and our country afford to wait that long?

Increasing political debate about issues important to women and encouraging more women to run for office must become a priority for all of us.

A handwritten signature in black ink that reads "Heidi Hartmann". The signature is written in a cursive, flowing style.

Get Ready for IWPR's Eighth International Women's Policy Research Conference!

Liz Mandeville

Planning for IWPR's 2005 Eighth International Women's Policy Research Conference, *When Women Gain, So Does the World*, is in full swing. Co-sponsored by the Women's Studies Program at The George Washington University and the Friedrich Ebert Foundation Washington Office, the conference will take place at the historic Omni Shoreham Hotel in Washington, DC, on June 19-21, 2005.

In 2003, our Seventh International Conference, *Women Working to Make a Difference*, brought more than 650 presenters and attendees from around the world to Washington, DC, culminating in three days of engaging and inspiring presentation, discussion, and debate. Our 2005 theme, *When Women Gain, So Does the World*, centers around the reality that investing in women's status globally is important not only for women themselves, but is critical to the economic and social well-being of entire communities, institutions, and nations. IWPR invites policymakers, advocates, researchers, and practitioners from academia, labor unions, business, government, non-profits and NGOs, and the media to our international conference to share information and discuss policy strategy that can be used to improve the programs and policies around the world that protect and promote women and girls.

Paper submissions address women's issues in five main topic areas: Labor, Trade, Business, and the Economy; Health, Human Security, and Women's Rights; Poverty and Income Security; Women's Leadership, Civic Engagement, and Social Change; and Family, Culture, and Population. The 2005 conference will feature outstanding and up-to-date research and information from diverse experts.

In addition to the plenaries and panels organized by IWPR, one particularly exciting aspect of this year's conference will be the inclusion of the Research Network on Gender, Politics, and the State's (RNGS) annual meeting in our conference events. This meeting's major goal is to bring scholars, practitioners, and political leaders together to discuss the possibilities that partnerships between advocates for women

inside and outside of government have for improving gender equality in North America and Western Europe. At the center of the RNGS sessions will be a presentation of the findings of a ten-year study that compares the impact of women's movements and governmental women's policy offices on public policy in 14 European and North American countries since the 1970s. The RNGS sessions are open to all IWPR conference registrants.

Participants should also note that the International Association for Feminist Eco-

nomics (IAFFE) will be hosting its 14th Annual Conference on Feminist Economics in Washington, DC, on June 17-19, 2005, at the George Washington University. See www.iaffe.org for more information. A discount of \$25 off each registration fee is available to individuals who register for both conferences.

Registration information is now available at IWPR's website, www.iwpr.org, where attendees can also find more information about conference scholarships, travel, accommodations, sponsorship, and advertising and exhibiting opportunities. For more information, please contact IWPR's conference fellow, Elizabeth Mandeville, at conference@iwpr.org, or (202) 785-5100.



Congressional Briefing on Older Women's Economic Security. (L-R) Alma Morales Riojas, MANA, A National Latina Organization; Laurie Young, Older Women's League; Kim Gandy, National Organization for Women; Pat Humphlett, Women's Institute for a Secure Retirement; and Heidi Hartmann, IWPR.

Congressional Briefing Brings Attention to Older Women's Economic Security

Lara Hinz

The Institute for Women's Policy Research was pleased to participate in a congressional briefing on Capitol Hill this past October. Hosted by the National Council of Women's Organizations (NCWO), the briefing focused on older women's economic security and included an impressive panel of experts who highlighted the many economic challenges that women face as they grow older. The economic realities for older women are discouraging: According to IWPR's study, *Gender and Economic Retirement Security* (May 2003), older women are more likely to face poverty than older men, and women who are unmarried and who live alone are especially likely to be poor in old age.

Key topics addressed included social security, pensions and Medicare, as well as a discussion about how current policies have a particularly adverse affect on Latina and minority women. Panelists called for

strengthening, not privatizing, social security, which is the largest part of most women's retirement income and the single most important factor in decreasing older women's poverty. In addition, policymakers and advocates were encouraged to take action to close the wage gap; create universal, comprehensive and affordable healthcare options for all Americans; and provide education for women about investing and saving for retirement, especially for Latina and minority women.

Moderated by Kim Gandy, President of the National Organization for Women, the panel included Dr. Heidi Hartmann, President of IWPR, Pat Humphlett, Program Director at the Women's Institute for a Secure Retirement (WISER), Laurie Young, Executive Director of the Older Women's League (OWL), and Alma Morales Riojas, President and CEO of MANA, A National Latina Organization. To view this briefing online, please visit NCWO's website, www.womensorganizations.org.

Building Capacity in the States: A New Toolkit on the Status of Women at the County-Level

Misha Werschkul

IWPR has created a tool to build capacity among local level groups by helping them assess the status of women in their counties. IWPR's new toolkit, *The Status of Women in Your County: A Community Research Tool*, provides user-friendly, clear directions on how to write a county-level report on the status of women for use by community-based organizations around the country. Just as the state-level analysis in *The Status of Women in the States* project has informed state policies and programs, county-level analysis can inform local policy by identifying areas of need and providing a context for local policy agendas.

The toolkit, funded by the James A. and Faith Knight Foundation of Michigan, is also accompanied by a manual for researchers and advocates to assist them in writing a county-level report on the status of women. These two products use IWPR's expertise

and experience to take readers step-by-step through the process of planning a report, collecting and interpreting data, writing the report, presenting the data, and disseminating and using the report and its findings. Similar to *The Status of Women in the States* reports, the county-level data are organized in five topic areas: women's political participation, employment and earnings, social and economic autonomy, reproductive rights, and health and well-being.

The toolkit was jointly released with the 2004 *Status of Women in the States* reports on November 16, 2004. Dr. Heidi Hartmann traveled to Michigan in early November to present highlights of *The Status of Women in Michigan* report and to discuss the new toolkit at Wayne State University and at the 2004 Council of Michigan Foundations Conference. To view the toolkit and manual online, please visit www.iwpr.org/Stater2004.

IWPR Releases Report

Erica Williams

The growth in mothers' labor force participation has required families to seek new ways to balance work and family. Early care and education has emerged as a critical work support for families, and has an important developmental influence on preschool aged children. This Fall, IWPR produced three reports as part of its *Status of Women in the States* project that address the need for expanded early care and education. The *Status of Early Care and Education in the United States: A State-by-State Overview*, the *Status of Early Care and Education in New Mexico*, and the *Status of Early Care and Education in Wisconsin* all underline the growing demand for high quality and affordable early care and education arrangements, as well as the potential benefits of such programs for children's development.

The reports compile state-by-state data from a variety of sources on the availability

Tools for Action: *The Status of Women in the States*

(cont'd from p. 1) states; nationally, it dropped from 13.7 percent to 12.1 percent.

- Women saw a decrease in their average annual mortality rate from suicide, from 4.4 deaths per 100,000 in 1998 to 4.0 deaths per 100,000 in 2001.
- The average annual mortality rate from breast cancer also decreased, from 28.8 per 100,000 in 1998 to 26.5 in 2001. African American women saw an especially large decline in this rate, falling from 37.8 deaths per 100,000 in 1998 to 35.4 deaths per 100,000 in 2001.
- Ten states jumped by more than ten places on the reproductive rights composite index between 1996 and 2004. Nevada saw the largest increase, jumping from 35th in 1996 to 13th in 2004.

While these advances are encouraging, there is still much to be done to improve the status of women in the United States. In some areas, women's status has worsened or stood still:

- The number of women of color serving in the U.S. House fell from 21 in 2002 to 18

in 2004. No women of color currently serve in the U.S. Senate, and no woman of color has served as governor of any state.

- In eleven states, women's poverty actually increased between 1995 and 2002, and in another seven states, it fell by less than 1.0 percentage point (compared with 1.6 percentage points nationally).
- Racial disparities in AIDS remain wide: in 1999, the rate of AIDS incidence per 100,000 women was 49.0 for African American women, 14.9 for Hispanic women, and 5.0 for Native American women, compared with 1.4 for Asian American women and 2.3 for white women.
- In 1996, 14 states had waiting periods for women seeking abortions; by 2004, this number increased to 25 states.
- The number of states requiring parental consent or notification for abortion has jumped from 35 in 1995 to 44 in 2004.

Through *The Status of Women in the States* reports, IWPR provides a way for policymakers, community leaders, researchers and advocates to assess how women in the United

States are faring and the problems that need to be addressed to advance women's equality and well-being. Over the past decade, IWPR has produced a state-level report in each of the fifty states and the District of Columbia. State policymakers and advocates have utilized these reports to draw attention to and organize around the problems and inequalities that women face in their state. In Wisconsin, for example, Lt. Governor Barbara Lawton organized the "Wisconsin Women = Prosperity" initiative in response to *The Status of Women in Wisconsin* report. This program is improving the lives of Wisconsin women through the work of task forces on Health, Safety and Well Being; Economic Sufficiency; Educational Awareness; and Leadership and Political Participation.

IWPR's *The Status of Women in the States* reports provide evidence that the work being done to improve the status of women is creating positive results across the country. Yet there is still much more to accomplish, and these reports will continue to be a valuable tool for those working toward women's equality and well-being.

ty and quality of early care and education, the current level of state investments, and women's labor force participation. More than half of all women with children under the age of 6 are in the labor force in the United States as a whole and in New Mexico, and a striking 70.6 percent are in the labor force in Wisconsin. Despite these high labor force participation rates, nationwide only 14.8 percent of four-year-olds participate in state-funded pre-kindergarten programs and only 18.3 percent of children eligible for Child Care and Development Fund child care subsidies actually receive them. In addition to limited access, few preschool aged children are in high quality arrangements. Only 14 states and the District of Columbia require that child care teachers in licensed centers have pre-service training or experience in early care and education. Only 21 states require their pre-kindergarten teachers to have a B.A. and

only 29 states require pre-kindergarten teachers to have specialized training in early care and education.

The reports recommend that the federal government increase federal funding for existing programs, create a federal-to-state grant program that allows for experimentation with new, high quality early care and education arrangements, and that both states and the federal government work to set standards for quality child care and teacher qualifications while providing the financial incentives that will encourage providers to meet them.

IWPR produced these reports as part of a joint effort with People for the American Way to help make early care and education a priority among policymakers. The Rockefeller Family Fund, the Annie E. Casey Foundation, and the John D. and Catherine T. MacArthur Foundation provided support for IWPR's work.

Recent Trends in Women's Unemployment and Job Loss

Misha Werschkul

A host of employment indicators, including women's unemployment, wages, and labor force participation show that women are struggling in the current economic downturn. As IWPR's new Briefing Paper highlights, women's labor market outcomes are distinct from those of men, and vulnerable populations of women, including female-headed households and women of color, face additional difficulties. Highlights from the new Briefing Paper include:

The last three years, beginning with the recession of March to November 2001 constitute the only period of sustained job loss for women since the 1960's. If job growth for women had continued at the average pace of the 1991 to 2001 period, a total of 4 million more jobs would now be available for women.

Since March 2001, the information industry lost 347,000 jobs for women, the

retail industry lost 367,000 jobs for women, and the manufacturing industry lost over 1 million jobs for women.

Some groups of women have much higher unemployment than others. Black women's unemployment was 8.9 percent in September and Hispanic women's unemployment was 7.6 percent, compared to white women's at a 4.0 percent rate.

The female-male wage gap is now 24.5 percent or, in dollar terms, the median woman worker earns \$9,944 less than the median male worker for full-time, year-round work (2003 data from the Current Population Survey).

Information on women's economic status in the current labor market is summarized in a new IWPR Briefing Paper, *Women and the Economy: Recent Trends in Job Loss, Labor Force Participation, and Wages*. To view this document online, please visit www.iwpr.org/pdf/B245.pdf.

Reports

The Status of Women in the States (2004 series) by Amy Caiazza, Ph.D. and April Shaw, eds. The fifth round of the series includes a national report and 11 state-level reports. November 2004. States include Alaska, Idaho, Michigan, Montana, Nevada, North Dakota, Oklahoma, South Dakota, Utah, Wisconsin, and Wyoming. National report: R266. ISBN 1-933161-02-7, 83 pages. Each report is \$20.00. National report order form on back cover.

Reports

The Status of Early Care and Education in the United States by Erica Williams and Anne W. Mitchell; *The Status of Early Care and Education in New Mexico* by Erica Williams and Anne W. Mitchell; and *The Status of Early Care and Education in Wisconsin* by Jeannine Love, Erica Williams, and Anne W. Mitchell. October 2004. National report: R264. ISBN 1-878428-99-3, 20 pages, \$15.00. New Mexico report: R263. ISBN 1-878428-98-5, 21 pages, \$15.00. Wisconsin report: R262. ISBN 1-878428-97-7, 21 pages, \$10.00. National report order form on back cover.

Toolkit and Manual

The Status of Women in Your County: A Community Research Tool and *Assessing the Status of Women at the County Level: A Manual for Researchers and Advocates* by Misha Werschkul, Barbara Gault, Ph.D., and Heidi Hartmann, Ph.D. November 2004. Toolkit: R301. ISBN 1-933161-03-5, 24 pages, \$5.00. Manual: R300. ISBN 1-933161-04-3, 30 pages, \$10.00. Available at www.iwpr.org/States2004 or see order form on back cover.

Briefing Paper

Women & the Economy: Recent Trends in Job Loss, Labor Force Participation, and Wages by Heidi Hartmann, Ph.D., Vicky Lovell, Ph.D., and Misha Werschkul. October 2004. Available at www.iwpr.org/pdf/B245.pdf or contact IWPR.

Briefing Paper

Women's Work Supports, Job Retention, and Job Mobility: Child Care and Employer-Provided Health Insurance Help Women Stay on Jobs by Sunhwa Lee, Ph.D. November 2004. Available at www.iwpr.org/pdf/B244.pdf or contact IWPR.



Board Member Irasema Garza

Karli Swift

Irasema Garza has spent much of her adult life fighting for women's equality. First, as an attorney, then as director of the Women's Bureau during the Clinton administration and currently as the director of the Women's Rights Department at the American Federation of State, County and Municipal Employees (AFSCME).

As one of the newer members of IWPR's board of directors, Ms. Garza brings with her a fresh perspective on the impacts of work and labor issues on the lives of women. Her work at the Women's Rights Department at AFSCME complements the research and commentary that IWPR consistently makes on issues affecting the lives of women and their families. Ms. Garza believes that, "working in the labor movement (gives me) the opportunity to concentrate on women's issues in the workplace and make sure that women are at the center of what's important to unions."

Ms. Garza not only champions an increased presence of women in the labor movement, but is also interested in the role of women as organizers and leaders. "It is my responsibility," she says, "to make sure women are aware and prepared to deal with organizing, political issues and leadership." Dr. Heidi Hartmann, President of IWPR, said, "We are delighted to have Irasema on our board representing AFSCME and working women. Irasema understands what women need to do to gain power and exercise it."

So what does Ms. Garza hope to accomplish during her tenure on the board? "IWPR is doing a fine job of highlighting issues of importance to women. I hope to contribute to the overall mission (and) make sure that IWPR continues to be a strong organization that reaches all women."

IWPR General and Project Support

Support for IWPR's research, education, and outreach activities is funded primarily by foundations, organizations, and individuals. We are able to fulfill our mission of providing information about economic indicators, social trends, and the effects of public policies on women and their families with the generous support of: Ford Foundation and Sister Fund for a project to raise awareness of women's involvement in faith-based organizing; Annie E. Casey and Ford Foundations for work on job quality, paid leave, welfare programs, and work supports; John S. and James L. Knight Foundation for a study on home-based child care; AARP for research on older women's poverty; John D. and Catherine T. MacArthur Foundation and David and Lucile Packard Foundation for research on universal pre-kindergarten; Ford Foundation, Levi Strauss Foundation,

Rockefeller Family Foundation, Otto Bremer Foundation, Women's Foundation of Minnesota, Women's Foundation of Montana, Women's Foundation of Oklahoma, Women's Fund of the Greater Milwaukee Foundation, and Wyoming Women's Foundation for *The Status of Women in the States* project; American Association of University Women for research on the educational status of women; James A. and Faith Knight Foundation for the production of a Status of Women county tool kit; Nokomis Foundation for funding *The Status of Women in Michigan* report; and New Prospect Foundation and Stewart R. Mott Charitable Trust for general support funding.

As always, IWPR is grateful for the generous and loyal support of our members and donors. Without you, the Institute's accomplishments would not be possible.

Brighten the Futures of All Women and Their Families this Holiday Season

Regan Chemski

This year, please consider giving an IWPR gift membership to those who are important in your life. An IWPR gift membership will not only provide someone you care about with reliable information about important issues affecting women and their families today, but will also support research that will brighten the futures of *all* women and their families. And remember, your gift is completely tax-deductible!

In memory of and/or *In honor of* contributions are another thoughtful way to memorialize or celebrate special people or events in your life. When you make an *In memory of* and/or *In honor of* gift, the recipient will be acknowledged in our upcoming newsletter and receive a card notifying them of your thoughtful gesture.

As a member of IWPR, we thank you for all you have done for the Institute, and most importantly, for all that you continue to do. Please affirm your commitment to women and their families by making a generous year-end, tax-deductible contribution. With your support, IWPR will continue to bring issues that affect all women and their families to the forefront of public policy debates.

New IWPR Study Pinpoints Work Supports That Promote Job Retention

(cont'd from p. 1)

Very few receive such coverage, however, with only 34 percent of low-income working mothers receiving health insurance from their employers, compared with 52 percent of higher-income working mothers. It isn't surprising, then, that having any type of health problem is a critical barrier to maintaining employment among low-income women in the sample.

Higher wages are also associated with retention: the more mothers earn per hour the less likely they are to leave their jobs. For both low and high-income mothers, having a regular child care arrangement is associated with longer job tenure.

The study also examined factors associated with career advancement. Among low-income women who switched jobs during the three-year survey period, about 40 percent switched to lower-paying jobs, 40 percent switched to higher-paying jobs (a 10 percent or more increase in hourly wages), and 20 percent stayed in jobs that paid about the same. Controlling for previous wages and a set of personal characteristics, education and previous occupation are the primary predictors of whether low-income mothers move to better jobs. Mothers with more education and those who work in the health sector are the most likely to move up. And having at least some college significantly improves the likelihood that mothers will move to jobs with substantial increases in pay (a 25% or more wage increase).

These findings have important implications for both public and private-sector policies affecting low-income women. Most important, employers can substantially reduce their turnover costs by paying higher hourly wages. Broader health insurance coverage of low-wage workers by private employers would not only lead to better employment outcomes, but would reduce the financial burden on the public caused by employers who offer substandard benefits.

Finally, this research adds to growing evidence that low-income mothers would gain long-term benefits from the opportunity to improve skills and pursue college while they are receiving welfare benefits.

MEDIA HIGHLIGHTS

Jean Sinzduk

In the past few months, IWPR staff have been quoted widely on issues related to women and the elections. Dr. Amy Caiazza was quoted in an AP story on diversity in the Senate, and the topic of women in elected office was addressed by both Dr. Avis Jones-DeWeever who appeared on the internationally syndicated BBC show, *The World*, and Dr. Barbara Gault who was quoted in Bloomberg news. In October, Dr. Heidi Hartmann was a featured speaker at a press event on women's economic priorities, sponsored by the Communications Consortium Media Center and held at the National Press Club in Washington, DC. Dr. Hartmann detailed the current status of women's employment, wages, health care, and retirement. As a result, Dr. Hartmann was featured on the CNN Financial Network show, *The FlipSide*, discussing issues important to women voters.

Dr. Vicky Lovell was quoted in several articles about business women's priorities based on a Business and Professional Women's Foundation survey analyzed by IWPR. The story ran in the *Boston Globe*, the *Orlando Business Journal*, the *Atlanta Business Journal*, the *Greensboro Business Journal* (NC), the *Birmingham Business Journal*, and the *Kansas City Star*, and Dr. Lovell participated in an audio press conference to release the report. Dr. Lovell was also quoted in *The New York Times* on work-family balance, as well as in *USA Today*, the *Pittsburgh Post-Gazette*, and the *Las Vegas Sun* about the most recent Census report on poverty and income.

Reporting on portions of IWPR's *Status of Women in the States* series released in April and October appeared in *Black Enterprise*, the *Nashville Tennessean*, *The State*

(Columbia, SC), the *Salt Lake Tribune*, the *Ukiah Daily Journal* (CA), the *Wisconsin Courier-Press*, the *La Crosse Tribune*, the *Times Record* (Fort Smith, AR), and *Salt Lake City Weekly*. We will report on coverage of the 2004 *Status of Women in the States* reports in our next newsletter.

IWPR's report on paid sick leave, *No Time To Be Sick: Why Everyone Suffers When Workers Don't Have Paid Sick Leave*, also garnered interest from the press. Statistics from the report and quotes from Dr. Lovell were published in the *Boston Globe*, *Occupational Health and Safety Magazine*, *Employee Benefit News*, the *Journal Review* (Crawfordsville, IN), the *Milwaukee Journal Sentinel*, and *American Prospect Magazine*.

Dr. Hartmann's report on the long-term earnings gap, co-authored by Dr. Stephen Rose of ORC Macro, continues to receive wide press attention around the country. New articles citing the report appeared in the *Chicago Tribune*, the *Herald Press* (CT), the *Fairfield Citizen-News* (CT), the *Mississippi Business Journal*, the *Wilkes-Barre Times Leader* (PA), the *St. Louis Post Dispatch*, the *Dominion Post* (WV), *Business Monthly* (Columbia, MD), the *Napa Valley Register*, the *Journal Standard* (Freeport, IL), the *Daily Gazette* (Schenectady, NY), the *Dayton Weekly News*, the *Lancaster New Era* (PA), the *Asheville Citizen-Times* (NC), the *Bradenton Sunday Herald* (FL), and the *Standard Journal* (ID), among many others.

Dr. Gault appeared on PRI's nationally syndicated Marketplace, speaking about the recently released *Status of Early Care and Education in the States*. Dr. Gault also participated in press events on the need for early care and education, held in Wisconsin and New Mexico with Lieutenant Governors of each state as featured speakers.



Higher education not only improves earnings and job tenure, but it also has cumulative effects on later opportunities for advancement.

This study is summarized in the recently-released *Research in Brief, Women's Work*

Supports, Job Retention, and Job Mobility: Child Care and Employer-Provided Health Insurance Help Women Stay on Jobs. This project was funded by the Joyce Foundation. The RIB and full report are available at www.iwpr.org.

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