



IWPR co-sponsors “Making WIA Work for Women” Briefing

By Hannah Liepmann

On April 7, IWPR co-sponsored a Congressional Staff Briefing “Making WIA Work for Women.” Congress is likely to consider the reauthorization of the 1998 Workforce Investment Act (WIA) in the near future. WIA provides states with federal funding for local employment and training services.

In her opening remarks, Carolyn Williams, panel moderator and Director of the Human Services Department for the International Brotherhood of Electrical Workers, explained that WIA was designed to provide services for both the unemployed and the employed. WIA can help all women, especially unemployed and low-wage workers, move into careers with decent, family supporting wages. Ms. Williams said that encouraging women to train in non-traditional careers should be a priority in WIA because such jobs pay more than traditionally female careers. She explained that she herself had decided to become a jour-

neyman electrician because it provided her with the ability to support herself.

IWPR’s Ariane Hegewisch presented government data showing a substantial pay gap among men and women who used WIA services. The reason for this pay gap is not that female WIA service users are less likely to receive training, or receive less training, but due to marked gender segregation in fields of training. For example, 55.6 percent of male WIA recipients are trained in ‘installation, repair, production, transportation, and material moving skills’ occupations compared with 8.3 percent of female recipients, and 47.4 percent of female recipients are trained in ‘service, sales, and clerical’ occupations



Carolyn Williams, International Brotherhood of Electrical Workers (left), and Dr. Marie-Louise Caravatti, American Federation of Teachers, at the Briefing “Making WIA Work for Women”

compared with 13.8 percent of male recipients in those occupations.

Ms. Hegewisch challenged the notion that such occupational segregation (and the consequent gap in earnings) is due to ‘choice.’ Many women’s choices are constrained by lack of information about pay or training opportunities in higher paying ‘male’ careers, and by the lack of wel- (Cont’d on p. 3)

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Strategy Forum in Phoenix Addresses Challenges Faced by Immigrant Women

By Cynthia Hess, Ph.D.

IWPR and Arizona State University (ASU) organized a forum, “New Families, New Friends: A Strategy Forum for Organizations Working with Latina Immigrants,” in Phoenix on April 16. The event was funded by the Ford Foundation and co-sponsored by ASU’s Center for the Study of Religion and Conflict, Department of Transborder Latina/o and Chicana/o Studies, School of Social and Family Dynamics, and Women and Gender Studies program. It brought together 71 advocates, clergy, policymakers, and scholars to discuss policies affecting Latina immigrants and to strategize ways to achieve (Cont’d on p. 3)



Lydia Guzman spoke on a panel entitled “Building Communities, Pursuing Justice: Strategies for Policy Change”

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President's Message

It is my pleasure to introduce you to IWPR's new Director of Research, Robert Drago. Bob comes to us from Penn State University where he was Professor of Labor Studies and Women's Studies, and more recently from a year at the Joint Economic Committee of the US Congress. Having worked with Bob for several years on a variety of projects, Barbara Gault and I are excited to have his expertise and leadership at IWPR.

Heidi Hartmann, President

A Message from the Research Director

Greetings to the IWPR community! I cannot tell you how thrilled I am to be working with all of you, continuing the great work underway and developing new projects over time. For those of you who do not yet know me, some history may help. I received my Ph.D. in economics from U.Mass/Amherst, in 1983. At the time, no one on the faculty specialized in feminist economics, but over the course of the next decades, several of the graduates made this transition, including Randy Albelda, Nancy Folbre, June Lapidus, Juliet Schor, and myself. Nancy now teaches at U.Mass/Amherst and Randy at U.Mass/Boston.

My early research at the University of Wisconsin-Milwaukee concerned the microeconomics of work motivation, which led to my promotion to full professor in 1995. At that point, I became involved in work-family research through the Alfred P. Sloan Foundation, starting with a study of the time use of elementary school teachers, and later with an emphasis on academic faculty. Much of that research is rooted in the notion that the American workplace is not designed for employees with caregiving commitments – particularly mothers, but also involved fathers and those caring for ailing elders or disabled partners. Although not everyone in the field labels themselves as a feminist, those who did became friends and allies due to the simple fact that caregiving commitments generate gender inequality in the workplace and the home.

By the early 2000s, many had concluded that further public policy change was essential to combating this source of gender inequality. For example, even if a major corporation was willing to 'accommodate' a high-powered mother in an executive position, it still had no incentive to provide, say, paid sick days for low-income, single mothers. I approached others who shared these concerns to form the Take Care Net, an informal alliance of researchers and advocates, that could intervene in the policy process with research, petitions, report cards, and so forth. We developed the Work and Family Bill of Rights, graded candidates for na-



(from left) Dr. Robert Drago, Dr. Heidi Hartmann, and Dr. Barbara Gault.

tional election on their positions, and held several Congressional briefings around work and family issues.

Much of that work was undertaken with Dr. Hartmann and others at IWPR, including Dr. Barbara Gault, Ariane Hegewisch, and Dr. Vicky Lovell. We also worked together on the 2008 presidential elections via the Economists Policy Group for Women's Issues.

These experiences led to my recent service as a Senior Economist for the Joint Economic Committee of Congress, chaired by Representative Carolyn Maloney. There I worked on a variety of women's economic and labor market issues and work-family policy research, including estimates of coverage under the proposed Healthy Families Act.

Serving as Research Director for IWPR represents an obvious next step at this time. While working for the Congress, I co-authored a paper on employees attending work while infected with the flu during the H1N1 pandemic last fall with IWPR's Dr. Kevin Miller; continued to follow the research of Barbara, Ariane, and Heidi; became friends with IWPR's Dr. Jeff Hayes due to our shared interest in Current Population Survey data; and participated in the IWPR Roundtables on Women and the Economy.

The beauty of this position lies partly in the high level of talent, knowledge, and commitment that IWPR has and continues to attract. This is an extraordinary group indeed. In addition, the position will allow me to continue researching work-family issues, particularly around paid sick days, but with a broader lens in terms of gender inequality. IWPR has an excellent reputation regarding its work on the pay gap, Social Security, women's poverty and welfare reform, education and training, international women's issues and, most recently, women and immigration. I very much look forward to using my expertise to enhance the research of IWPR and am excited about the opportunity to explore new research terrain with the excellent staff here.

coming training programs for women. IWPR research suggests that many low-income women would have considered non-tradi-

Earnings for Male and Female Employed Adult and Dislocated Workers in Fourth Quarter After Exiting WIA Services Program



Hegewisch, Ariane and Helen Luyri. 2010. *The Workforce Investment Act and Women's Progress: Does WIA Funded Training Reinforce Sex Segregation in the Labor Market and the Gender Wage Gap?* Washington, DC: Institute for Women's Policy Research.

tional careers, had they been given better information.

Dr. Marie-Louise Caravatti of the American Federation of Teachers (AFT) also focused on women's lack of complete information. She explained that rapid economic and technological change combined with a lack of information can cause markets to fail, leading to inefficient and unsatisfactory market outcomes that require intervention. The AFL-CIO has suggested that the United States should adopt the United Kingdom's concept of 'learning representatives' to improve employees' access to information about skill requirements and training opportunities. Learning representatives are employees who, often with the help of their union, become experts on training opportunities in their sector and provide advice to their peers. In the United States such advisors could work with local WIA Boards.

Susan Rees, of Wider Opportunities for Women (WOW), said that the women who come to One-Stop-Training Centers often face multiple barriers. They might be victims of domestic violence, might have been out of the labor market for a long time, might be older women who are seen as too old to train or face other age-related discrimination, or

might be single mothers without readily available childcare or transport. One promising route into self-sufficiency is training in nontraditional fields for women, including training for "Green Jobs."

Finally, Mimi Lufkin, of the National Alliance for Partnerships in Equity, stressed that the United States will not be competitive if it continues to exclude almost half the potential talent from traditionally male occupations in science and technology. She argued that states need to be held accountable to create change on the ground. The Carl Perkins Career and Technical Education Act provides a good accountability model by requiring states to collect performance measures that include the shares of women and men who are recruited to, and who complete, non-traditional training programs. Mandating such performance measures in WIA would not require additional data collection from states: states would simply be required to run an additional formula in a computer program. Including such measures and linking them to performance goals in WIA would send important signals on the importance of non-traditional training for women to policymakers and training providers.

Strategy Forum in Phoenix Addresses Challenges Faced by Immigrant Women

(Cont'd from p. 1) policy change. The ultimate goals of the forum were to exchange information about key issues immigrant women face and the policies that exacerbate or address them, to create a space for networking among forum participants, and to gather recommendations to inform IWPR's current and future research on immigration.

Given the challenges immigrants face in Arizona, and advocates' struggles to bring comprehensive immigration reform to the center of our national political agenda, the event took place at an opportune time. The speakers and guests discussed a range of policies that significantly affect immigrant women in Arizona's current climate and context, including those related to raids and immigrant detention, violence against women, education, and access to public benefits and health services.

The day began with a morning panel on "Latina Immigrants, Family, and Policy," fol-

lowed by a second panel on "Strategies for Policy Change." During the lunch break, Representative Kyrsten Sinema from the Arizona State Legislature spoke about legislative developments affecting immigrant families. Her remarks focused on the recent passage of state legislation that requires police to check the legal status of immigrants they believe to be undocumented and allows citizens to sue police for failing to enforce immigration laws. Representative Sinema discussed the implications of this legislation for immigrant women, expressing concern that it will increase immigrant communities' distrust of law enforcement officers and discourage women who experience violence in their homes or workplaces from contacting authorities.

Jennifer Allen, Executive Director of Border Action Network in Tucson, followed with a presentation on strategies for community organizing that directly challenge the agencies, policies, and practices that



Dr. Cynthia Hess giving introductory remarks at "New Families, New Friends: A Strategy Forum for Organizations Working to Help Latina Immigrants" in Phoenix, Arizona, April 16, 2010.

deny the inherent dignity of immigrant families. The forum ended with open discussion about possible ways to build on the momentum generated by the forum through coalition-building and future research.



IWPR cleaned out ten years of accumulated materials at the old office.



IWPR President Dr. Heidi Hartmann and archival assistant Christopher Turman clean out IWPR's old library to prepare for the move.



(from left) Mary Haney, independent consultant; Dr. Heidi Hartmann, IWPR President; Dr. Lenora Cole, IWPR Board Chair and former director of the US Department of Labor's Women's Bureau; and Bonnie Grabenhofer, NOW Executive Vice President.



(from left) IWPR Development Director Ryan Koch and IWPR Board Member Emily van Agtmael attend IWPR's office warming open house on May 20.



IWPR Executive Director Barbara Gault gets to know new neighbor, Diane Straus Tucker of the Washington Monthly.



Dr. Hartmann and Dr. Cole welcome guests to IWPR's new, efficient office space.

IWPR Upgrades and Expands Its Space

By Jennifer Clark

During the months of December and January, IWPR undertook the monumental task of packing up more than 20 years of research, documents, and miscellaneous materials to relocate to a new office space a few blocks away at 1200 18th Street NW in Washington, DC. Adding to a full workload of producing impactful research on how public policies affect women, IWPR's staff vigorously combed through boxes, filing cabinets, and old desk drawers to purge volumes of unnecessary materials the Institute had accumulated over the 23 years it has been in existence. The Institute also began a project with Harvard University's Schlesinger Library at the Radcliffe Institute to archive all of the important source documents that describe IWPR's origins and accomplishments.

To celebrate this new era for the Institute, IWPR held an office warming open house on May 20, 2010. With fresh paint, new furniture, and an enhanced computer network and telephone system, IWPR began 2010 with an upgraded and expanded capacity to work on behalf of women and their families.



Open house guests from the Center for Law and Social Policy, IWPR's newest neighbors. (From left) Alexander Twyman, Angela Parker, Michelle Vinson, Zaana Hall, Josh Bone, and Emily Stivers.

Spotlight: 2010 Summer Interns



Clockwise from left: Rhea Fernandes, Kristen Craig, Divya Srinivasan, Jackie Braun, Nida Atshan, Maritza Valdez, Hannah Liepmann, Nicole Barden, Carmen Rios, and Deanna Ping.

NIDA ATSHAN

B.S. Psychology, Peace & Conflict Studies and Arabic Studies minors
Swarthmore College, 2012

Why IWPR? I was introduced to IWPR by a fellowship that I received through the Center for Progressive Leadership because of my passion for women's empowerment. I was drawn to IWPR because of the caliber of our research and policy work.

NICOLE BARDEN

M.P.P. Public Policy
UC Berkeley, 2012

Why IWPR? I wanted to get experience working in Washington, DC, at a think tank. Working at IWPR allows me to pursue policy work addressing the intersections of race, class, and gender.

JACKIE BRAUN

B.A. Sociology/Anthropology and Gender, Women, & Sexuality Studies
Gustavus Adolphus College, 2011

Why IWPR? I have worked at social justice organizations focused on the negative impacts of policies and wanted to work on affecting policy to prevent injustices.

KRISTEN CRAIG

B.A. Political Science, Gender & Sexuality Studies minor
Tulane University, 2010

Why IWPR? I have always been interested in women's issues, but I became especially interested in them after my coursework on Latin America. IWPR's project on Women, Immigration, and Religion is the perfect combination of my interests.

RHEA FERNANDES

B.S. Policy Analysis and Management, Feminist, Gender, & Sexuality Studies minor
Cornell University, 2012

Why IWPR? The research conducted by IWPR is the foundation for insightful analysis and key policy changes that affect women's lives. I wanted to be a part of our meaningful mission.

HANNAH LIEPMANN

B.S. Economics
European University Viadrina, 2010

Why IWPR? I wanted to learn more about applied economics. At IWPR, I can combine this insight with my general interest in gender issues. As a German, IWPR also provided me with an impression of current policy debates in the United States, and that has made the internship an invaluable experience!

DEANNA PING

B.S. Industrial and Labor Relations, Concentrations in Law and Society and Inequality Studies
Cornell University, 2012

Why IWPR? Public policy has the potential to make a significant difference, but without relevant statistics and data, it would be almost impossible to pinpoint what areas need reform. I came to IWPR because I wanted to learn more about the pertinent issues affecting women and how research is used to shape related policy.

CARMEN RIOS

B.A. Women's, Gender, & Sexuality Studies and Public Communication, Marketing minor
The American University, 2012

Why IWPR? I chose IWPR because it has an academic spirit. After tackling feminist activism and organizing for some time, looking at women's issues from a policy perspective allows me to experience the things I am passionate about for the first time all over again.

DIVYA SRINIVASAN

Ph.D. Public Policy & Political Economy
University of Texas at Dallas, 2013

Why IWPR? Interning at IWPR provides a wholesome experience in the midst of a heated political climate and a new era of change. IWPR is built on a strong foundation of research, and I want to learn how think tanks operate and how I could serve as a useful part of them.

MARITZA VALDEZ

M.P.S.A. Public Management & Nonprofit Management
Texas A&M University, 2010

Why IWPR? I am interested in both women's issues and nonprofit management. My development internship gives me the opportunity to develop valuable skills for the future by working in both of those areas.

Visit iwpr.org to learn more about IWPR internships and apply to intern during the spring, fall, or summer.

Recent press coverage:

- *NBC Nightly News with Brian Williams* interviewed IWPR President Heidi Hartmann, Ph.D., on how the gender wage gap affects women workers.
 - The *New York Times* quoted IWPR Study Director Ariane Hegewisch on the gender wage gap.
 - *The Wall Street Journal* quoted IWPR Senior Research Associate Jeff Hayes, Ph.D., on the gender wage gap.
 - IWPR received more than 80 press citations on Equal Pay Day, including a piece in *CNN Money* highlighting IWPR's updated fact sheet, "The Gender Wage Gap by Occupation," and additional references in *The Wall Street Journal*, *TIME Magazine*, and *Newsweek*.
- The *Associated Press* quoted IWPR Study Director Jane Henrici, Ph.D., on educational attainment and cited IWPR research on the gender wage gap.
 - *McClatchy* cited IWPR in an article highlighting the Healthy Families Act.
 - *The Nation* quoted IWPR's Kevin Miller, Ph.D., on the impact of paid sick days during a recession.
 - *USA Today* cited IWPR's research on postsecondary education for single mothers.



IWPR Receives One Million Dollar Grant to Build Supports for Student Parent College Completion

By Kevin Miller, Ph.D., and Ryan Koch

IWPR has been awarded a one million dollar, three-year grant from the Bill & Melinda Gates Foundation to improve supports that help single parents pursuing postsecondary education finish with a degree or certificate with value in the marketplace. Building on our past work, IWPR's new project will contribute to the Gates Foundation's goal of reducing poverty in the United States by doubling the number of young people who earn a postsecondary degree or certificate by the time they reach age 26.

With support from the Gates Foundation, IWPR recently completed a study of policies and practices that support low-income single parents in postsecondary settings, with a focus on child care supports; the full report of IWPR's findings will be released in 2010.

Though 13 percent of postsecondary students in the United States are single parents and 74 percent of those are women, only half of postsecondary institutions offer on-campus child care. Student parents face many demands on their time and energy—72 percent of student parents work, and single parents are more likely than married parents to work full-time—and child care and other supports are vital to ensuring that parents successfully complete their academic programs.

Over the next three years, IWPR will create and nourish a national network of researchers, service-providers, educators, and others invested in student parent success in postsecondary settings. The project and the network will continue to emphasize child care and other supports at community colleges because that is where a disproportionate

Focus on Morocco Topic Briefs from the Status of Women in the Middle East and North Africa Project

June 2010, 8 Briefing Papers produced in partnership with IFES

Child Care Support for Student Parents in Community College Is Crucial to Success, but Supply and Funding Are Inadequate

June 2010, IWPR # C375
Fact Sheet, 3 pages

More Men to Benefit from Expanded Coverage Under Healthcare Reform

June 2010, IWPR # A142
Fact Sheet, 6 pages

Social and Economic Status of Latina Immigrants in Phoenix

May 2010, IWPR # R346
Fact Sheet, 2 pages

Costs and Benefits of In-Home Supportive Services for the Elderly and Persons with Disabilities: A California Case Study

May 2010, IWPR # E512
Briefing Paper, 18 pages

Valuing Good Health in Connecticut: The Costs and Benefits of Paid Sick Days

April 2010, IWPR # B290
Report, 26 pages

The Gender Wage Gap by Occupation

April 2010, IWPR # C350a
Fact Sheet, 9 pages

Paid Sick Days Can Help Contain Health Care Costs

April 2010, IWPR # B291
Fact Sheet, 2 pages

Who are Social Security Beneficiaries?

March 2010, IWPR # D489
Fact Sheet, 2 pages

Available at iwpr.org

number of low-income, single parents begin their pursuit of a postsecondary education. IWPR will hold a series of network convenings and strategic sessions, conduct and commission research on student parent supports, and raise awareness among institutional leaders and policymakers of the need for supports and public policies that can provide resources that enable low-income parents to complete postsecondary education. IWPR will inform practice and inspire investment that helps low-income student parents obtain marketable skills and credentials.

IWPR General and Project Support

IWPR's research, education, and outreach activities are funded and supported primarily by foundations, organizations, corporations, and individuals. The Institute is grateful for the support of the following foundations: the Ford Foundation for IWPR's work on sex and race discrimination in the workplace, paid family leave and job quality, immigration and religion, and older women's economic security; the Bill & Melinda Gates Foundation and the Social Science Research Council for work on the status of women and families in the Gulf Coast affected by Hurricanes Katrina and Rita; the Bill & Melinda Gates Foundation for IWPR's work to promote higher education success for low-income single parents; the Annie E. Casey Foundation for IWPR's work on paid leave, job quality, and poverty; the Rockefeller Foundation for IWPR's work on women's economic security and Social Security; the Public Welfare Foundation for support of our paid leave and work/family research; the W.K. Kellogg Foundation, the Insight Center for Community and Economic Development, and the North Carolina Partnership for Children's Smart Start Technical Assistance Center for IWPR's work on early care and education; Women and Girls Foundation of Southwestern Pennsylvania and the Washington Area Women's Foundation for research on the status of women and girls; the World Bank and the United Kingdom Equality and Human Rights Commission for our international work on flexible work and family friendly leave policies; the Canadian International Development Agency and IFES for IWPR's work on the Status of Women in the Middle East and North Africa; the Sunrise Foundation for increasing IWPR's visibility; the Kellogg Action Lab and Fieldstone Alliance for support of our strategic planning process; the Communications Workers of America for an industry analysis; the Institute of International Education, Inc., for support of our conference in Phoenix, AZ, on work to advance the rights and economic standing of Latina immigrants; and the Ford Foundation, the Stewart R. Mott Charitable Trust, New Directions Foundation, and the Fannie & Stephen Kahn Charitable Foundation for general support.

IWPR Mourns the Loss of a Leader and a Legend

Dr. Dorothy Height at the annual Intrepid Awards Gala hosted by the National Organization for Women.



Photo courtesy of Pam Risdon, Risdon Photography

By Jennifer Clark

On April 20, 2010, the United States lost one of its heroines in Dorothy I. Height, a civil rights activist and women's advocate. As the leader of the National Council of Negro Women for 40 years, she built a strong and enduring organization that amplifies the voices of African American women. Dr. Height's passion and endeavor served as a light for other leaders and will continue as an example for us all as we work toward racial justice and gender equality.

IWPR President Dr. Heidi Hartmann spoke of her memories of Dr. Height: "Dorothy Height's life and her commitment to equality and justice are an inspiration to all

women. Her autobiography, *Open Wide the Freedom Gates: A Memoir*, will encourage anyone who reads it to stand up and speak out, just as she did all her life. We will miss this great woman."

Dr. Height was not content simply to watch history unfold; instead, she dedicated her life to ensuring that the course of history resulted in social justice for women and all races. In 1963, she witnessed President John F. Kennedy sign the Equal Pay Act. She passed away on April 20, Equal Pay Day. We honor her commitment, leadership, and unyielding passion by continuing to work to ensure that her dreams of equality and justice are realized.

In Honor/In Memory Contributions

Our members often pay tribute to important people in their lives with special gift designations. The following individuals donated to IWPR in memory of significant people:

- Barbara Gault in memory of Johanna Justin-Jinich
- Elisabeth Crum in memory of Rebecca Crum

If you would like to designate your next IWPR donation in honor or in memory of someone special, please contact Jennifer Clark via email at clark@iwpr.org or (202)785-5100.

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Support trusted research on women by becoming a member of IWPR today! The Institute's Membership program provides crucial support for expanding the reach of IWPR's work, building links among policymakers, advocates, researchers, and others concerned with policy issues that affect women, as well as providing an information network that allows members to receive the latest IWPR research findings. Benefits vary by membership level and include IWPR's newsletter, free research reports and publications, discounts for IWPR conferences, access to IWPR's Research News Reporter Online, and more! To learn more about membership, please contact Jennifer Clark at clark@iwpr.org or 202.785.5100.



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