



IWPR Launches Roundtable Series on Women and the Economy



(from left) Terry O'Neill, President, National Organization for Women; U.S. Representative Judy Chu, California 32nd District, and IWPR President Heidi Hartmann, Ph.D.

By Elisabeth Crum and Ashley English

IWPR recently launched a new monthly discussion group, the Roundtable on Women and the Economy, to serve advocates, researchers, and policymakers alike. The Roundtables bring together staff and leaders from the executive and legislative branches with university and think-tank based researchers and activists from a wide range of organizations to discuss current policy issues and their impacts on women and to propose and debate new policy approaches. The overall goal is to inform each other, support each other's efforts, and move the work forward.

Approximately 40 leaders representing women's organizations, aging organizations, and Congressional offices attended the first meeting held October 8 at the National Committee to Preserve Social Security and Medicare (NCPSSM), hosted by Barbara Kennelly, former Congresswoman and President of NCPSSM. The meeting covered two topics: how other countries' (Cont'd on p. 4)

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Identifying Milestones on the Road to Equality

By Heidi Hartmann, Ph.D.

This essay was published as part of the Center for American Progress' and Maria Shriver's report: "The Shriver Report: A Woman's Nation Changes Everything," available at www.americanprogress.org. Dr. Hartmann's essay was written in response to requests for submissions on what a 'woman's nation' would look like.

When Will We Know?

We will have a woman's nation when women and men have equal opportunity to develop and use their skills and talents and equal responsibility to rear the next generation and sustain all generations. In such a nation, a newborn girl would have the same chances in life as a newborn boy—the same opportunity to strive to leave their mark on our collective

human society and identity—by discovering a star, building a bridge, writing a play.

Too many women today still do not have these opportunities. Women still do the lion's share of the care for children and for adults. Women have subsidized the economy and subsidized the government for far too long. How? Well, for one, women's unpaid labor keeps families humming and keeps state budgets down. If women were not providing child care and long-term care to elderly family members at home then taxes and public spending would be much higher.

In the paid economy, women's lower wages keep profits high, too. Women earn less than men and women's jobs pay (Cont'd on p. 2)

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President's Message

They do so because women want more opportunities to contribute to the human endeavor in their wider communities and because, like men, many need to support themselves and their families. Women also want men to take more responsibility in the family arena, to share in the responsibility and joy of, for example, raising the next Einstein or Curie. So we will have a woman's nation when:

- Women have an equal share of the leadership positions in society: in business, in government, in religion, in the military, in the non-profit sector
- Men take an equal amount of time away from paid work to participate in hands-on care of family members
- Our laws, public policies, and social institutions make it possible for women and men to move readily between these two realms

Only then we will have a nation built on the principle that the work women have done for millennia is every bit as important to the survival and advancement of the human race as the work men have done.

This is the path our nation is on. This is the path that will provide more joy, more health, and more accomplishment to girls and boys, women and men, mothers and fathers, and their mothers and fathers.

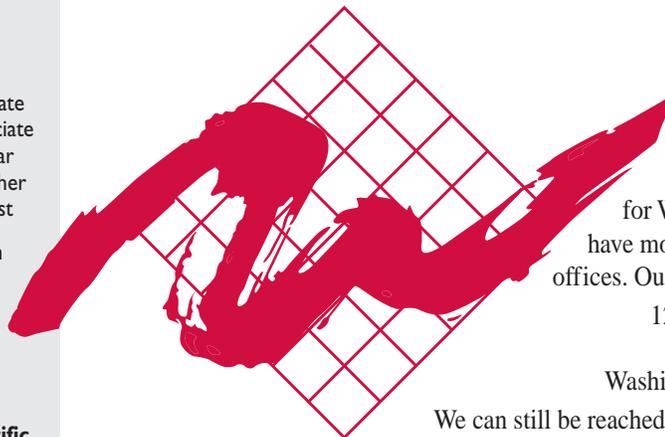
When Will We Know?

(Cont'd from p. 1)

less than comparable men's jobs. If women were paid what they were worth, some of those profits would be redirected to women. Let's face it: Business owners and political leaders have been getting a free ride on the backs of women, taking advantage of their unpaid and underpaid labor.

In my view this is what the women's movement is all about—stopping the free ride and getting women their due by unleashing their talents, honing their skills, and enabling them to contribute to society far beyond their families.

Women have been voting with their feet, moving away from the family and into the marketplace. It is not that women do not want to raise children and nurture families. Of course they do. The human goal is about raising and providing for future generations and building a better place for all of us. But the reality is women today spend less time married, less time rearing children, and more time getting educations and job skills—more time working than earlier generations of women did.



We've Moved!

As of January 31, the Institute for Women's Policy Research will have moved on to bigger and better offices. Our new address is:
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Suite 301
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We can still be reached at 202.785.5100 and our office email is still iwpr@iwpr.org. Find us online at www.iwpr.org.

IWPR Board Member, Cynthia Lloyd, Presents Report on the Importance of Educating Adolescent Girls in Developing Countries



*IWPR Board Member Cynthia Lloyd, Ph.D. answers questions following the briefing on her new report, *New Lessons: The Power of Educating Adolescent Girls*.*

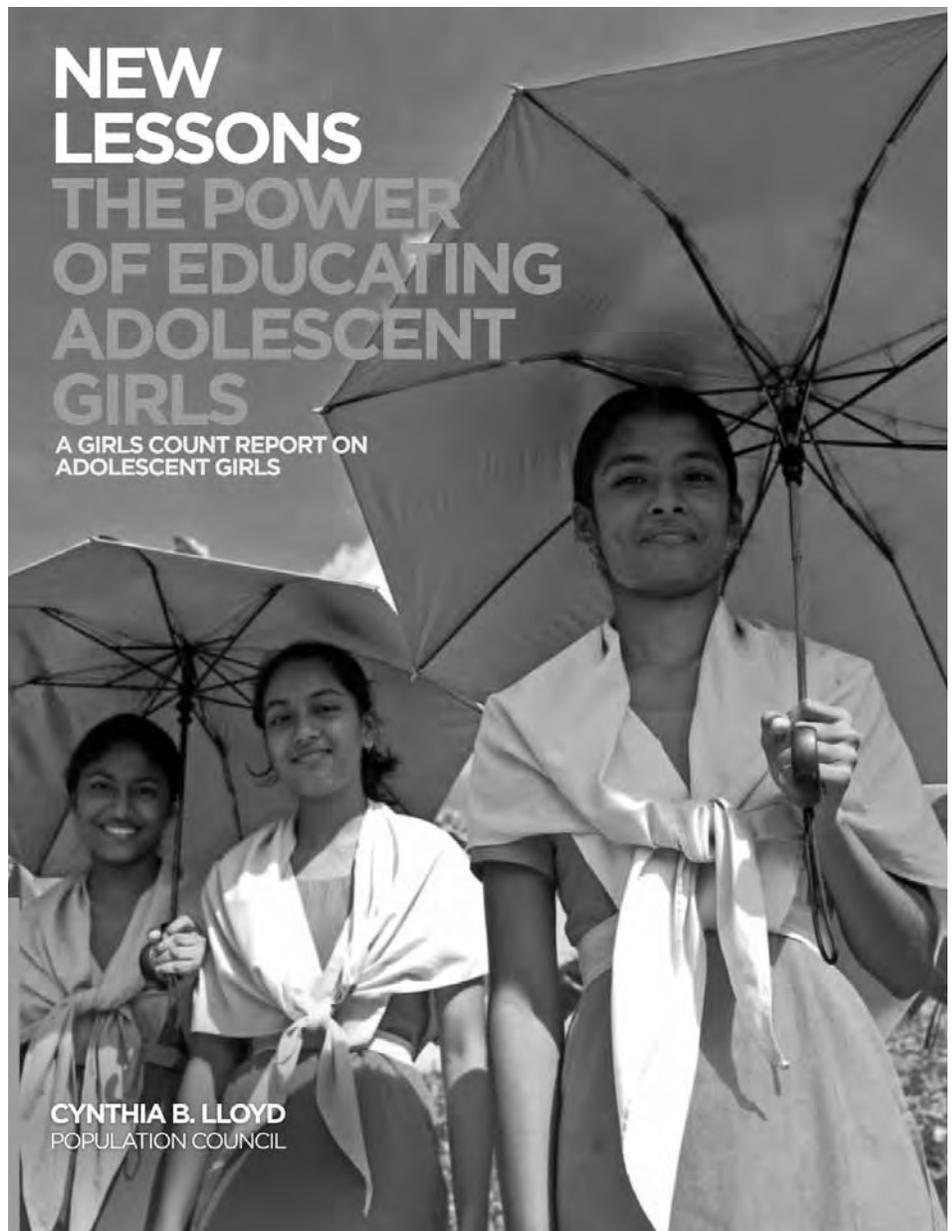
By Layla Moughari

Cynthia Lloyd, Consulting Senior Associate at the Population Council and IWPR board member, presented findings of her new report, *New Lessons: The Power of Educating Adolescent Girls* at a luncheon briefing at the United Nations Foundation on December 8. *New Lessons*, published by the Population Council with funding from the United Nations Foundation and the Nike Foundation, builds on the premise that educating adolescent girls in the developing world improves the lives of women and girls in myriad ways, some extensively documented over the past 15 years (including more remunerative employment, improved health for themselves and their children, and smaller families) and some only more recently documented including greater gender equity during the teen years as well as better reproductive health and more respected and protected social status.

Sarah Bouche, Director of Girls and Basic Education at CARE, also presented findings on CARE's recently released report on girls' leadership, *The Power to Lead*. Their two presentations were followed by a panel discussion with Nicholas Burnett, Ph.D., Principal and Managing Director of the Education Group at Research for Development, Elizabeth King, Ph.D., Director of Education for the Human Development Network at the World Bank, and Katherine Blakeslee, Director of Women in Development at U.S.AID.

New Lessons supplements the Coalition for Adolescent Girls' global action agenda released in the 2008 *Girls Count* report and includes information on more than 300 education programs for adolescent girls in the developing world. Additionally, the report advises governments, education ministries, donors, NGOs and corporations with ten action steps that will improve girls' education with an emphasis on expanding opportunities for girls to attend secondary school and developing "relevant" curricula designed to cultivate marketable skills.

Lloyd noted during the briefing that data should be collected on non-formal education programs through national surveys and censuses. While the number of NGO-funded non-formal schools has grown, no data are being collected on participation in these programs, the learning outcomes or social and economic returns for girls who enroll in the programs. To address the lack of information on education programs serving adolescent girls, a global database that uses this report's program and project compendium as a model is needed. The full report can be found here, http://www.population-council.org/pdfs/2009PGY_NewLessons.pdf.



IWPR Launches Roundtable Series on Women and the Economy



Diana Farrell, Deputy Director National Economic Council in the White House.

(Cont'd from p. 1) public pension systems use caregiving credits, presented by Elaine Fultz, formerly with the ILO and the Ways and Means Committee staff, who prepared the paper for IWPR; and the current state of play on Capitol Hill regarding health care reform and women's stake in it, presented by Cathy Hurwit, chief of staff to Representative Jan Schakowsky, and Judy Waxman, Vice President, National Women's Law Center.

The November meeting addressed three topics: women and consumer credit regulation, paid leave tax credits as an economic stimulus, and paid sick days and the Swine Flu. Heather Booth, Executive Director, Americans for Financial Reform; Heather McGhee, Director of Demos' Washington, DC, Office; Elizabeth Vale, Senior Advisor to the Secretary of Commerce and Executive Director of the White House Business Council; and Diana Farrell, Deputy Director National Economic Council in the White House, discussed the proposed consumer protection legislation and its impact on women. Dean Baker, Co-Director, Center for Economic and Policy Research, presented his proposal for encouraging employers to give more paid time off via tax credits, and Kevin Miller, Senior Research Associate at IWPR, discussed research on paid parental leave for federal employees as well as federal and local level initiatives to require employers to provide paid sick days to employees.

In December, a capacity crowd of Roundtable participants discussed abortion rights in health care legislation with U.S. Representa-

tive Judy Chu, California 32nd District; Kathy Bonk, Executive Director, Communications Consortium Media Center; and Vicki Saporta, President, National Abortion Federation. Two additional presentations focused on Social Security. Heather Boushey, Senior Economist, Center for American Progress, delivered her proposal for using Social Security to provide paid parental care leaves. Nancy Altman, author of *Battle for Social Security*; Eric Kingson, Syracuse University Maxwell School, Center for Public Policy;

and Debra Whitman, Majority Staff Director, Senate Special Committee on Aging all discussed the potential danger of a fast track commission on the public debt to cut essential public benefits for women (and men).

For the first year, many of the topics are expected to revolve around women's economic security, especially the economic security of older women. If you would like to learn more about the Roundtables, please email Elisabeth Crum, Communications Associate, at crum@iwpr.org.

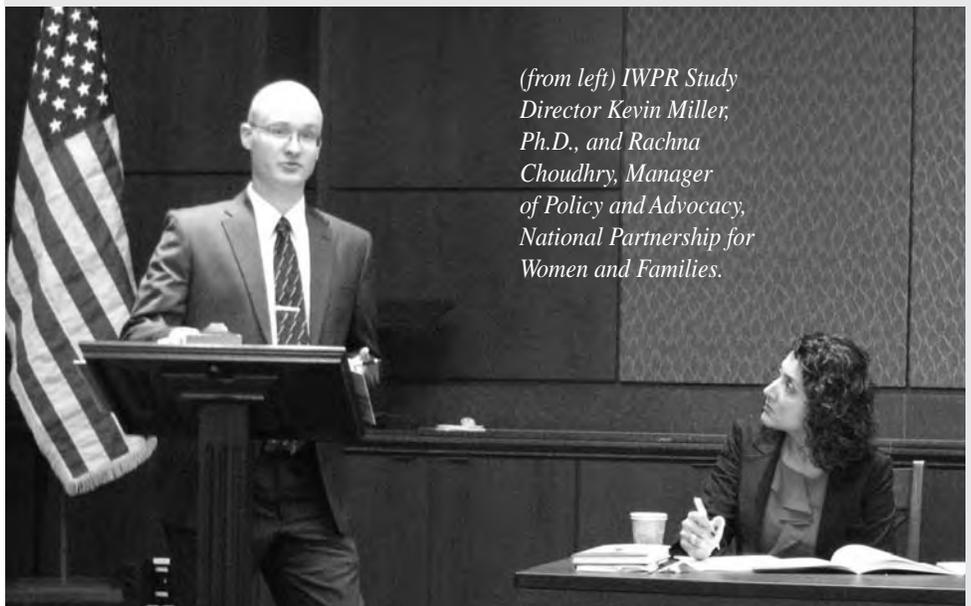
Key Appearances on Capitol Hill Inform Congress on Women's Employment Issues

By Elisabeth Crum

On November 23rd, IWPR Senior Research Associate Dr. Kevin Miller presented IWPR's research on the Federal Employees Paid Parental Leave Act (FEPLA) at a Capitol Hill Briefing sponsored by the National Partnership for Women and Families, National Fatherhood Initiative, Business and Professional Women's Foundation, American Association of University Women (AAUW), National Treasury Employees Union (NTEU), Partnership for Public Service, Federally Employed Women (FEW), American Federation of Government Employees (AFGE), and American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME). FEPLA would bring four weeks of paid leave for federal workers who adopt, foster, or have a child. IWPR's report,

The Need for Paid Parental Leave for Federal Employees: Adapting to a Changing Workforce, found that although the federal government is the largest single employer in the United States, federal employees are significantly older with higher retirement rates leading to an increased need for recruitment and retention of younger workers. Top private sector firms offer more paid parental leave to improve recruitment and retention of employees, and younger workers in all sectors expect more job flexibility. Paid parental leave for federal government employees would improve the federal government's ability to compete with the private sector for younger workers, to retain workers with children, and reduce the costs of turnover.

Dr. Miller's report is available at <http://iwpr.org/pdf/FEPLAA141.pdf>.



(from left) IWPR Study Director Kevin Miller, Ph.D., and Rachna Choudhry, Manager of Policy and Advocacy, National Partnership for Women and Families.

IWPR Co-Sponsors Briefing on Women's Leadership and Tackles Strategies for Improving Women's Representation



(from left) Heather McGhee, Director of Demos' Washington, DC, Office; Senator Mary Landrieu of Louisiana; and U.S. Representative Rosa DeLauro, Connecticut 3rd District.

By Elisabeth Crum

The Institute for Women's Policy Research, Demos, the National Council of Women's Organizations, and the Women's Research and Education Institute co-sponsored a briefing entitled "Women's Leadership: Achieving Critical Mass to Gain Benefits for All" on October 8 at the Capitol Visitor Center. Demos Senior Fellow Linda Tarr-Whelan discussed her new book *Women Lead the Way: Your Guide to Stepping up to Leadership and Changing the World*, followed by a panel of women leaders including Heather McGhee, Director of Demos' Washington, DC, Office; Senator Mary Landrieu of Louisiana; U.S. Representative Rosa DeLauro, Connecticut 3rd District; and Ambassador for Global Women's Issues Melanne Vermeer. Speakers addressed several strategies for improving women's leadership in government and other industries, such as encouraging more women to run for office, passing legislation to improve workplace flexibility, and providing education and training for women in non-traditional jobs. A portion of U.S. Representative DeLauro's speech featuring a discussion of the Paycheck Fairness Act can be viewed on the IWPR website at www.iwpr.org.

IWPR Co-sponsors DC Summit on Linking Child Care and Economic Development

By Elisa Garcia

Child care experts, practitioners, and funders from across the country came together on November 12th and 13th for a conference hosted by the W.K. Kellogg Foundation and the Partners in Childhood and Economic Development, which includes the Institute for Women's Policy Research. Six panels addressed issues such as leveraging public and private resources, strengthening market-based early care for low-income children, financing early care and education facilities, and the sustainability of high quality early care. IWPR President Heidi Hartmann, Ph.D., made remarks on the links between work/life and child care advocacy issues and introduced the keynote speaker, Joan Lombardi, Deputy Assistant Secretary and Inter-Departmental Liaison for Early Childhood Development of the Administration for Children and Families. IWPR Executive Director Barbara Gault, Ph.D., moderated the final panel, which was on taking early care and ed-

ucation forward, a reflection on successes and opportunities for growth in the early care and education community, and which included

Shannon Rudisill, the new head of the U.S. Department of Health and Human Services Child Care Bureau.



(from left) John Williams, Senior Consultant, DCA Inc; Shannon Rudisill, Associate Director, Department of Health and Human Services Administration for Children and Families Child Care Bureau; and Danielle Ewen, Director of Child Care and Early Education Policy, the Center for Law and Social Policy.

During 2009, IWPR published and distributed several dozen publications, including reports, fact sheets, and briefing papers, as well as press releases and an online paid sick days toolkit. IWPR hosted or co-hosted 13 events, and staff presented findings at more than 56 conferences, meetings, workshops, news conferences, and other venues. IWPR was cited in more than 530 stories in newspapers, journals, magazines, on-line sources, television, and radio news stories including *The Financial Times*, *The New York Times*, *The Wall Street Journal*, *Ms. Magazine*, *The Christian Science Monitor*, *Huffington Post*, *Smart Money*, *Voice of America*, *NBC Nightly News*, ABC and CNN. The IWPR web-site had an average of 61,529 visitors per month. IWPR also initiated our Facebook and Twitter presence as another means to disseminate our research and analysis. IWPR's communications team also worked to track the policy and other outcomes of our work. For example, IWPR's report, *Solving the Nursing Shortage through Higher Wages* (2006), helped make the case for thousands of nurses in Albany earlier this year when Northeast Health agreed to a \$1.25 million settlement to raise the wages of nurses.



IWPR President, Heidi Hartmann, Ph.D., comments on the status of women in the United States on NBC.

Recent press coverage includes the following:

Women, the Economy, and the Workforce

- *NBC Nightly News* interviewed Dr. Heidi Hartmann about women's role in the workforce and the gender wage gap.
- *MarketWatch* quoted Dr. Heidi Hartmann on women's spending habits during the recession.
- *USA Today* quoted IWPR President Heidi Hartmann in a front page article focusing on the shift toward equal labor force participation among men and women workers.
- *ABC News*, CNN, and Telemundo also ran pieces highlighting IWPR staffs' perspectives on recent employment statistics showing the number of women in the U.S. workforce positioned to equal the number of men.
- International attention on the shift in the gender makeup of U.S. job market led to coverage in Italy's *La Repubblica*, Spain's *La Vanguardia*, and Germany's ZDF channel. All featured interviews with IWPR President Heidi Hartmann.
- The *Huffington Post* highlighted Dr. Heidi Hartmann's essay in *A Woman's Nation*.

Paid Leave

- *ABC News*, the *Christian Science Monitor*, and *Women's eNews* cited IWPR research on paid sick leave.
- The *Boston Globe* quoted Study Director Ariane Hegewisch on IWPR's paid sick days research.
- *Ms. Magazine* cited IWPR research on paid sick days and included a special thanks to IWPR for assisting in providing information for the article.

Other:

- The *Atlanta Journal-Constitution* cited IWPR research on children's school attendance in relation to paid sick days.
- The New Old Age Blog from *The New York Times* mentioned IWPR's report stating that "years after parents split, their children may wind up helping to sustain two households instead of just one...further, unmarried women (whether single, widowed, or divorced) face significantly higher poverty rates in middle and old age."
- *The Today Show*, *The New York Times*, and the *Associated Press* quoted Heidi Hartmann on access to abortion in reaction to the ongoing health care reform debate.

New Releases

The Female Face of Poverty and Economic Insecurity: The Impact of the Recession in Pennsylvania and Pittsburgh MSA

February 2010, IWPR No. R345
Briefing Paper, 6 pages

Women's And Men's Employment and Unemployment in the Great Recession

January 2010, IWPR No. C373
Briefing Paper, 50 pages

The Workforce Investment Act and Women's Progress: Does WIA Funded Training Reinforce Sex Segregation in the Labor Market and the Gender Wage Gap?

January 2010, IWPR No. C372
Briefing Paper, 6 pages

Achieving Equity for Women: Policy Alternatives for the New Administration

December 2009, IWPR No. P09
Symposium Report, 24 pages, \$10

The Need for Paid Parental Leave for Federal Employees: Adapting to a Changing Workforce

November 2009, IWPR No. A141
Report, 18 pages, \$10

Valuing Good Health in New Hampshire/New York City/Maine: The Costs and Benefits of Paid Sick Days

October 2009 IWPR Nos. B276 (NH Report), B277 (NH Executive Summary), B278 (NYC Report), B279 (NYC Executive Summary), B281 (ME Report), and B282 (ME Executive Summary)

Available at iwpr.org

Gifts of Tribute

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

- In memory of Johanna Justin-Jinich
 - Elaine Reuben
 - Barbara Gault
- An anonymous gift dedicated to Linda Heasley
- Donation from Dr. Martha Mednick in memory Sandra S. Tangri.

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 x36.

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 access for low-income single mothers; the Annie E. Casey Foundation for IWPR's work on paid leave, job quality, and poverty; the Rockefeller Foundation for work on women's economic security and Social Security; the Public Welfare Foundation and the Rockefeller Family Fund for support of our paid leave and work/family research; the W.K. Kellogg Foundation, Insight Center, the North Carolina Partnership for Children, and Smart Start's Technical Assistance Center for IWPR's work on early care and education; Women and Girls Foundation of Southwestern Pennsylvania for Research and the Washington Area Women's Foundation on the status on women and girls; the World Bank and the United Kingdom Equality and Human Rights Commission for our work on international flexible work and family friendly leave policies; the Canadian International Development Agency and IFES for 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 for support of our strategic planning process; the Russell Sage Foundation, AFSCME, United Mine Workers, National Education Association, American Federation of Teachers, and United Food and Commercial Workers for support of our *Achieving Equity for Women* symposium; and the Ford Foundation, the Stewart R. Mott Charitable Trust, New Directions Foundation, and the Fannie & Stephen Kahn Charitable Foundation for general support.

IWPR's New Board Chair: Dr. Lenora Cole

By Elisabeth Crum

IWPR is proud to announce the election of Dr. Lenora Cole as the new Chair of the IWPR Board of Directors. As an educator, administrator, and community volunteer, Dr. Cole has held leadership positions in the federal government and higher education. In the Reagan administration, she served as the Director of the Women's Bureau at the U.S. Department of Labor, where she helped develop policies to advance working women and served as the chief Federal government spokesperson for employed women. In addition to serving as a member of the U.S. Delegation to the 1985 United Nations Decade for Women Conference held in Nairobi, Kenya, Dr. Cole also represented the United States to the Organization for Economic Cooperation and Development Working Party on the Role of Women in the Economy in Paris, France. Dr. Cole served as a vice president at American University in Washington, DC, and the University of the District of Columbia, as a distinguished visiting professor of Public Administration at George Mason University in Virginia, and as an Adjunct Professor at the University of Maryland University College. She regularly consults for a number of federal, state, and local government agencies, including the Department of State and the U.S. Agency for International Development. In addition to her service on the Board of IWPR, Dr. Cole has served on the boards of a number of other organizations, including: the McAuley Institute, a women's housing foundation; the Woodley House, a mental health community center; the former District of Columbia Rental Accommodations Commission; and the Washington, DC, Board of Elections and Ethics. In the ed-



(from left) IWPR Board Chair Lenora Cole, Ph.D., with IWPR Board Vice Chair Esmeralda Lyn, Ph.D.

ucation arena, Dr. Cole chaired the Board of the Foundation for Exceptional Children and has also served on a number of commissions and committees including the American Council on Education and the National Association of Student Personnel Administrators.

Dr. Cole holds a Ph.D. and Masters of Education degree in Educational Administration from the State University of New York at Buffalo, and a Bachelor of Science degree in Elementary Education from Buffalo State College, New York. She has received numerous honors and awards, including Distinguished Alumni Awards from each of her alma maters, recognition from many women's organizations, and is acknowledged in Who's Who and Who's Who of American Women, Who's Who of Contemporary Achievement, and Who's Who Among Black Americans. IWPR is excited to welcome Dr. Cole to the Chair position and looks forward to continuing to expand our capacity and networks with her guidance and leadership.

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Support accurate, timely research on women by becoming a member of IWPR today! The Institute's Membership program provides crucial support for IWPR's work and builds links among policy makers, advocates, researchers, and others concerned with policy issues that affect women while 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 other publications, discounts for IWPR's conferences, access to IWPR's Research News Reporter Online, and more!



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