



Women's Policy Research

Welfare, Poverty, and Marriage: What Does the Research Say?

by Heidi Hartmann, Ph.D., and M. K. Tally

With the reauthorization of the 1996 welfare reform law approaching in November, public debate turns to the ambiguous links between welfare, poverty, and marriage. Is marriage really a sound alternative to welfare for poor women? Despite the lack of objective support, a strong movement to create marriage programs with welfare funds exists. In fact, several states are already doing so under the current law, which allows states a great deal of flexibility in their spending of federal monies. Oklahoma, Arizona, and West Virginia have all created programs to encourage marriage.

Research shows the programs most successful in helping women leave welfare focus on placing women in jobs that provide good wages, full benefits, and opportunities for upward mobility. People usually earn more when educated, trained, and able to work full time. For single mothers, working full time requires accessing affordable child care and transportation. Subsidized child care and other supportive services are often provided by these successful programs, while families make the transition from welfare to work.

President Bush's proposed budget allocates up to \$300 million per year to untested programs that encourage marriage, ranging from school-based marriage education programs, marriage mentoring programs, and pro-marriage counseling during pregnancy to public advertising campaigns and community-wide policies encouraging marriage. Basically, the Bush administration proposes to replace the "illegitimacy" bonus, a program largely considered a failure, with another untried program, also likely to fail. That money is sorely needed to fund child care, job training, and education, all of which are areas where the President has proposed no budget increases.

Why isn't marriage promotion likely to end poverty for poor single mothers?

First, marriage doesn't necessarily end poverty. How many poor single moms are likely to meet men who earn enough to raise the family out of poverty? The lack of marriage in these families may be due to their extreme poverty. It's difficult enough to sustain a relationship between (*cont'd on p. 4*)



Marriage Promotion and Welfare Reform Friday Forum

IWPR's Friday Forum series, in collaboration with George Washington University, hosted panelists (left to right in picture) Wendy Mink, Ph.D. (Professor of Political Science, UCSC); Heidi Hartmann, Ph.D. (moderator); Cynthia Harrison, Ph.D. (Professor of Women's Studies & History, GWU); Leslie Watson (Executive Director, Campaign for Access & Reproductive Equity); and Jackie Payne (Policy Attorney, NOW Legal Defense & Education Fund) on December 7, 2001. The group discussed the implications of marriage promotion policies and the need for meaningful income supports for low-income women.

The complete, video-taped forum can be viewed online at www.iwpr.org.

TABLE OF CONTENTS

President's Message	2
IWPR General & Project Support ..	3
Media Notes	3
Effective Job Training Reduces Poverty	4
Reporting Back: Impacts of the Status of the Women in the States Reports	6
Unemployment Watch—How are Women and Families Faring in the Recession?	7
Signing Off on Women's Rights ...	8
New Releases	9
Book Review: <i>America's Childcare Problem</i>	10
IWPR Board Member Profile ...	10
Calendar	11

**SPECIAL DOUBLE ISSUE
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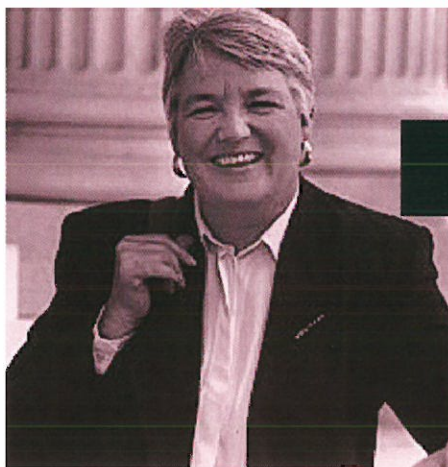
Linda Silberg, Director of Communications
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Newsletter

Marc Molino, Editor

Institute for Women's Policy Research

1707 L Street NW, Suite 750
Washington, DC 20036
Tel: 202/785-5100
Fax: 202/833-4362
www.iwpr.org



President's Message

extend the five-year time limits built into the current TANF program.

Unfortunately, unemployment insurance doesn't provide much of a safety net to recent entrants, low earners, or those who work part-time, most of whom are women. In most states, they don't earn enough to qualify for benefits even though their employers have paid the unemployment insurance premiums on their earnings.

In general, the problem is, of course, that on top of the large tax cuts passed last spring, the increased military spending to fight the war on terrorism (in whose name every weapon system known to man seems to be justifiable) means that there are no public funds to meet this and many other urgent needs.

Nevertheless, despite his dipping into the "Social Security surplus" to finance his military wish list, the President continues to campaign across the nation for Social Security privatization, a very expensive reform that is likely to hurt women and other low earners. The good news is that the President's Commission on Social Security, all of whose members were chosen because they advocate privatization, couldn't agree on a single approach to privatization when they issued their report in December 2001. The bad news is that the President, the Cato Institute, and many other conservative groups continue their aggressive campaign to privatize this last remaining federal safety net. IWPR's research, showing that privatization would generally harm women (who have lower earnings than men yet live longer), is in-demand by advocates, journalists, and others who want to present the facts fairly and accurately.

Another high-demand area for IWPR staff is our recent briefing paper on terrorism and women (circulated to our members in the previous newsletter). It is being widely used and requested, as are our fact sheets showing how women in leadership contribute to progressive social change.

Meanwhile, our states project gears up for the release of nine additional state reports in November 2002. Already, members of the advisory committees are responding to press inquiries in their states.

During the last six months, many issues have become increasingly critical and require daily monitoring for their impact on women—welfare reauthorization, the federal budget, unemployment and the recession, social security reform proposals, the war on terrorism, and women's roles in nation-building in Afghanistan. Others, such as the status of women in the states, paid family leave, child care, and the pension gap between women and men, require our continued persistence as we work toward long-term improvements.

Because of the anticipated reauthorization of TANF (Temporary Assistance to Needy Families, which replaced AFDC, as a result of "welfare reform" in 1996) later this year, we have increased our work to monitor its impact on women and to provide research that can assist advocates working for improvements during the Congressional debates. The administration proposes diverting up to \$300 million of TANF funds toward marriage encouragement and preservation. While we at IWPR are certainly not opposed to marriage, we don't think unproven marriage promotion programs are a wise use of scarce government funds—funds that are sorely needed for child care, job training, and cash assistance. As anticipated, the President's proposed budget for 2003 includes no increase for the TANF or child care block grants, while various education and employment and training programs that could aid women are substantially cut or even zeroed out. As the tax cuts continue to reduce state revenues and unemployment is expected to remain high even after the economy turns around, the lack of proposed increase in federal funds for needy families seems unconscionable. At the very least, high unemployment should

This level and intensity of activity is perhaps to be expected in this our 15th year of operation. Our staff has grown to more than 30 people. Even with this number, we find it difficult to respond to all the requests for assistance we receive or to anticipate all the issues so important to women that we know could benefit from additional research attention.

We thank you for your support in our first 15 years and ask you to continue for the next 15 years (and beyond)!



IWPR General and Project Support

IWPR depends upon foundations, organizations, and individuals to support its research, education, and outreach activities. We are able to fulfill our mission of providing information about economic indicators, social trends, and the effects of significant public policies on women through the generous support of: the Ford Foundation for institutional support and work on paid family leave, women and welfare, and our Status of Women in the States report series; the Open Society Institute for institutional support and work on women, reproductive health, and Social Security; the John D. and Catherine T. MacArthur Foundation and the A. L. Mailman Family Foundation for our research on child care issues; the John S. and James L. Knight Foundation for our research on child care issues and a study on gender and civic participation; the David and Lucile Packard Foundation for research on paid family leave, child care issues, and families and the future of welfare reform; the Charles Stewart Mott Foundation for our work on women and the future of welfare; the Ms. Foundation for Women, supporting our research on marriage promotion and family formation policies in welfare reform; the Annie E. Casey Foundation for our work on paid family leave, unemployment insurance, and welfare issues; the Rockefeller Family Fund provides support for PuLSE (Policy Listserv and Strategy Exchange); and the Retirement Research Foundation and AARP for funding projects

In December, IWPR had two op-ed placements. Dr. Heidi Hartmann's op-ed on November unemployment figures and the effect of a shrinking job market on women and families ran in the *Chicago Tribune* on December 12. Another, on training and education for welfare recipients, written by Danielle Hayot and M.K. Tally from our Research Department, ran in *The Washington Post* on Sunday, December 16.

The changing economic climate has made IWPR's research and opinions even more pertinent. We're on the phone several times a week with print and broadcast reporters from *The Washington Post*, *The New York Times*, *Wall Street Journal*, *San Francisco Chronicle*, *Boston Globe*, *Connecticut Post*, *Los Angeles Times*, *Washington Times*, *Philadelphia Enquirer*, *Christian Science Monitor*, *ABC World News Report with Peter Jennings*, *Fox News*, *CBS Marketwatch*, *American Demographics*, *American Prospect*, *Ladies Home Journal*, *Nation*, *Insight*, *Essence*, and *Time Magazine* to name a few.

In February, IWPR co-hosted a joint press conference with the United Food and Commercial Workers (UFCW) International Union during the ALF-CIO Executive Board Meeting in New Orleans to release a new IWPR report, titled, *The Benefits of Unionization for Workers in the Retail Food Industry*.



on issues of importance to older Americans. The Marjorie Cook Family Foundation, the Stewart R. Mott Charitable Trust, and Compaq, Inc. provide general support for the Institute's research.

We are grateful to the Women's Fund of the Greater Milwaukee Foundation, the Rhode Island Foundation, the Brico Fund, and the Women's Fund of the Community Foundation for the Fox Valley Region to support publication and dissemination costs for our upcoming Status of Women in the States 2002 report series.

Articles on poverty and work in *The Washington Post* have featured quotes from various members of our staff. *The Washington Times* has quoted us in several of their articles on the role of marriage promotion in welfare reform and, in March, Dr. Hartmann wrote the "con" to Wade Horn's "pro" on this issue. Dr. Vicky Lovell has been quoted in articles about census data showing fewer mothers in the workforce for numerous media outlets, including the *San Francisco Chronicle*, the *Los Angeles Times*, the *Fort Worth Star-Telegram* and the *Minneapolis Star Tribune*. M.K. Tally talked about TANF Reauthorization on *Free Speech Radio*, and Dr. Barbara Gault, IWPR's Director of Research, was interviewed by *The Atlanta Journal-Constitution*.

Dr. Hartmann was interviewed on NPR's *Marketplace* about privatizing social security and how it would affect women and was quoted in *The New York Times* about women in executive positions. Dr. Hartmann appeared on Washington, D.C.'s Channel 7 evening news in January to respond to the General Accounting Office report showing an increasing wage gap between men and women workers. The *Christian Science Monitor* interviewed Dr. Hartmann on the gender wage gap. And, her prediction on what she sees as the emerging issues of 2002 ran in *The Washington Post* on New Years Day.

We also thank the following labor unions for providing general support: the AFL-CIO; AFSCME; Communications Workers of America; UNITE!; the Service Employees International Union; and the United Food and Commercial Workers Union.

IWPR thanks go to David Witty for his pro bono, website computer programming assistance.

And a special note of thanks to all our members and donors. We are proud and honored to have your loyal and generous support.

Effective Job Training Reduces Poverty

by M. K. Tally



Low wages, employment instability, and little or no advancement opportunity characterize the low-skilled labor market. The Employment Policies Institute (EPI) reports that individuals with minimal skills will qualify for only 10 percent of all new jobs generated between now and 2006. Job training and education, always important to welfare recipients and other low-skilled labor to achieve long-term economic stability, is vitally important in today's labor market. The reauthorization of the federal Temporary Assistance to Needy Families (TANF) Block Grant could be an opportunity to make job training and education a central focus of welfare reform, if we retreat from original legislation limiting education and training to 30 percent of a state's caseload.

Limitations on education and training in the Personal Responsibility and Work Opportunity Act (PRWORA) of 1996 grew out of the general idea that the only thing blocking a welfare recipient from economic self-sufficiency was a job. Many welfare experts know, however, that education and training plays a key role in preparing welfare recipients for long-term economic stability. Before and after welfare reform,

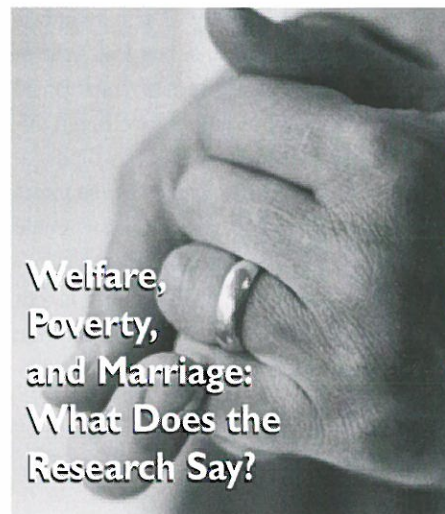
numerous studies show the positive impact job training and education have on welfare recipients. On the other hand, recent research (since TANF) consistently finds the majority of "welfare leavers" get jobs with low wages, no benefits, and little, if any chance for advancement.

Programs using a mix of strategies—including education, job search and job-specific skills training, and basic education—have successfully prepared welfare recipients, with limited education and skills, for jobs with above-average earnings, benefits, and opportunities for advancement. Moreover, studies show that post-secondary education has positive impacts on earnings and employment stability. One program in particular, Maine's Parents as Scholars, demonstrates the success of post-secondary education in improving welfare families' chances for economic security.

Research suggests an individualized approach to determining the best option for welfare recipients holds great promise for improving long-term economic stability. Repealing the limitations on education and training activities, expanding the definition of a work activity, and rewarding states for investing in human capital development are policy changes that would help the states attain this goal.

Job Training and Education Resources

- *Utilizing Workforce Investment Act Programs and TANF to Provide Education and Training Opportunities to Reduce Poverty Among Low-Income Women*, Congressional Testimony by Barbara Gault, Ph.D. Available at www.iwpr.org.
- *Job Training and Education Fight Poverty*, Fact Sheet by M. K. Tally. Available at <http://www.iwpr.org/pdf>.
- *Education and Job Training Build Strong Families*, Fact Sheet by Deanna Lyter. Available at <http://www.iwpr.org/pdf>.



(cont'd from p. 1) two adults under the best of circumstances. Poverty only exacerbates the problems. Increased income and earnings lead to marriage, not the other way around.

Second, being single doesn't necessarily cause poverty. According to the Census Bureau, of all single mothers, 64 percent earn incomes above the poverty level; of all single fathers, 85 percent earn incomes above the poverty level (March 2000 Current Population Survey). Clearly, many single parents are able to sustain themselves and their families above poverty.

Third, marriage might not be a realistic option for many of these women. Some women might have wanted to marry their child's father but found him unwilling or unable to marry. Others may have real economic and emotional concerns—falling or stagnating real wages for many men, especially those at the low end of the income scale; the increased possibility of long-term unemployment; the possibility of ill-health or injury or accident; the increased household involved in caring for a man; the potential for increased domestic violence or exposure to other crime; and so on.

Fourth, some marriages can actually be physically dangerous for women. Depending on the study, up to 30 percent of women on welfare report being recent victims of domestic violence. Grossly inadequate screening mechanisms for domestic violence as welfare offices fail to provide families with a safe haven. Women who become economically dependent on men are much less able to leave violent relationships.

Getting the Word Out

Fifth, targeting the poor with marriage policies, and only the poor, inherently compromises freedom and choice for everyone. It undermines the historically protected and private nature of decisions about personal relationships. If our government is so convinced that marriage is good for us, why not have the government encourage marriage through all its programs? How about no social security checks except to those who are married, no student loans for the unmarried, no mortgage interest deduction in the federal income tax for the nonmarried? Many adults today are choosing single parenthood, nonmarried cohabitation, same sex partnerships, or group living arrangements. These alternatives to traditional marriage must remain available to the poor.

The strongest links to economic success are education and training; affordable child care; adequate and affordable transportation; health care; good wages; steady employment; and jobs with promotion opportunities. These links warrant the federal government's solid investment. In reauthorizing welfare reform, too many policymakers are unwilling to capitalize on what we have learned and to fund programs proven to reduce poverty. They are too eager to spend money on untried programs designed to marry welfare recipients off. If our government is determined to go in this direction, than it should set aside "experimental" funds—not take taxpayers' dollars away from policies that are proven to reduce welfare rolls and poverty. And it should apply the experiment to everyone, not just the poor. Marriage everyone?

Speak at IWPR!

Going to be in DC for a meeting or lecture? IWPR hosts monthly "Brain Bag" sessions, where guests speak on various topics to IWPR staff. Present research-in-progress or finished work, share your expertise with IWPR, and get quality feedback from our staff. Staff and speakers share brown bag lunches and discuss everything from research methodology to the latest unemployment statistics. To schedule a session, contact Vanessa Melamede (call 202/785-5100 or e-mail vanessa@iwpr.org).



Jared Bernstein and Bill Spriggs with Dr. Heidi Hartmann at a joint press conference to discuss October 2001 unemployment figures and their impact on women, particularly African American women.



IWPR's Danielle Hayot (second from right) and Dr. Barbara Gault (right) joined fellow panelists for "Getting IT Across: The Counselor's Guide to Information Technology Careers" at the 2001 Women Work! Conference held November 8-10 in Washington, DC.



After presenting her Briefing Paper, "Why Gender Matters in Understanding September 11: Women, Militarism, and Violence," during the "Exploring the Gender Roots of Terrorism" panel at the International Center for Research on Women (ICRW) November 19, 2001, Dr. Amy Caiazza (center) speaks with co-panelists Karen Colvard, Senior Program Officer of The Harry Frank Guggenheim Foundation (left); and Geeta Rao Gupta, President of ICRW (right).



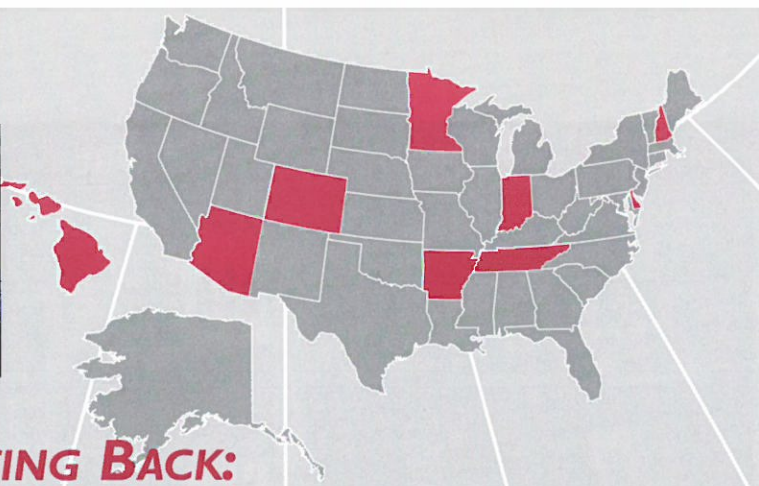
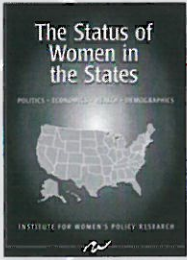
Drs. Heidi Hartmann and Vicky Lovell present findings from IWPR's report, *The Benefits of Unionization for Workers in the Retail Food Industry*, at a press conference co-hosted by IWPR and the United Food and Commercial Workers International Union during the AFL-CIO Executive Board Meeting in New Orleans, February 27, 2002.



Dr. Vicky Lovell (center) participated in the "Key Issues for the 21st Century: Women, Work, and Family—Americans and Australians Share Ideas" panel held at the Australian Embassy, Washington, DC, March 8, 2002.



On March 12, 2002, Dr. Barbara Gault (right) presented testimony, "Utilizing Workforce Investment Act Programs and TANF to Provide Education and Training Opportunities to Reduce Poverty Among Low-Income Women," before the U.S. House Education and the Workforce Committee.



REPORTING BACK: Impacts of the Status of Women in the States Reports

State-based Advisory Committees remain at the heart of IWPR's *Status of Women in the States* project. The dynamic and committed group of women and men who serve on these committees continue to use the *States* reports to promote policy changes in their states. Past and current committees report back to us as they continue to forge ahead:

The Women's Foundation of Colorado, Chair of the Advisory Committee for *The Status of Women in Colorado* (2000), held its first Status Project Symposium on November 30, 2001. More than 60 community leaders took part in a discussion on girls' and women's issues impacting the region. *The Status Project: Women & Girls in Colorado* continues to travel throughout the state, working with communities to stimulate change and foster more opportunities for women and girls. In particular, *The Status Project* asks these questions: How can communities use this information to stimulate change and foster more opportunities for women and girls, and what are the resources for community organizations to assist in these efforts? The multi-faceted project works with communities to find their own answers and solutions. The basis for the project is three reports released by the Women's Foundation in the last year: *The Status of Women in Colorado* (released in partnership with IWPR); *The Status of Girls in Colorado: Our Daughters, Our Future*; and *The Women in Technology Report*.

Also in November, Kentucky Governor Paul E. Patton appointed the Governor's

Task Force on the Economic Status of Kentucky's Women. Inspired in part by *The Status of Women in Kentucky* (1998), the mission of the Task Force is to examine the issues that are obstacles to the economic progress of Kentucky women, identify solutions, and develop a plan of action. Members are appointed for a 12-month term. At the press conference announcing the appointment of the Task Force, the Kentucky Commission on Women, which will manage the Task Force, formally released a report of eight town meetings held throughout the state in April and May of 2001. This report, outlining the issues of concern to participants from 35 Kentucky counties, will serve as the starting point for the Task Force.

More information on various state activities is in *Models for Action: Making Research Work for Women*, a resource compiled and printed by IWPR. The PDF version of the report can be found on IWPR's website. IWPR presents this resource as a way of helping state-based advocates, researchers, and policymakers utilize *The Status of Women in the States* reports to further their policy agendas by drawing attention to the issues critical to the status of women in their states.

**We want to hear what is happening
with the report in your state!**

Please share your news with us and
contact Jean Sinzduk (202/785-5100;
E-mail: sinzduk@iwpr.org).

State Advisory Committee Section Added to IWPR Website

IWPR has recently added a new section to its website dedicated to its state partners on *The Status of Women in the States* project. This dynamic addition serves as a resource for the public, the advisory committees, and anyone interested in using research toward advocacy efforts. Updated information will include committee contacts, as well as news and online publications. Because of the hard work of the individuals and organizations on these committees, women's commissions, women's legislative agendas, new programs for women and girls, new research initiatives on the status of women, and more have been initiated and achieved. For more information on the committees in your or other states, visit <http://www.iwpr.org/states/SAC/sac.html>.

IWPR Democracy & Society Program Advisory Meeting



(Left to right) Mark Schmitt (Open Society Institute), Dr. Barbara Gault (IWPR), Kathy Hurwit (from Congresswoman Jan Shakowsky's office), and Dr. Heidi Hartmann (IWPR).

On February 22, 2002, IWPR held a meeting of its Democracy and Society Program Area Advisory Committee at IWPR's offices in Washington, DC. At the meeting, leading researchers and practitioners concerned with women's political participation, civic engagement, and representation discussed recent research in the area as well as potential projects for IWPR to pursue. Based on the meeting, IWPR will be developing new research projects and proposals designed to expand its research projects and its ties with advocates concerned with women's political and civic engagement.

Unemployment Watch — How are Women and Families Faring in the Recession?

by Vicky Lovell, Ph.D.,
and Heidi Hartmann, Ph.D.

Economic downturns and rising unemployment are always serious matters for workers and their families. The National



Bureau of Economic Research, the official arbiter of the business cycle in the United States, pronounced that a recession began in March of 2001. Thus, the U.S. economy has been in

recession for about a year. Many observers are optimistic that this recession will be relatively shallow and short, with a quick recovery. Others, however, believe a brief recovery now could be superseded by another, possibly deeper recession. Employment usually recovers more slowly than economic production, and some analysts warn that unemployment rates as high as 6 or 6.5 percent could last for more than a year after production begins to climb.

Historically, women's employment has been less sensitive to the business cycle than men's—men tend to work in more cyclically sensitive areas, like manufacturing and construction, while women tend to work more in white collar work and in services, which are generally more resistant to downturns in a recession. This pattern seems to have changed somewhat over the last few business cycles. Some service industries with high female employment, like hotels, restaurants, and the temporary help industry, are sensitive to changes in the business cycle. These industries were particularly hard hit after the terrorist attack September 11th. Employment in education, health services, and government increased from January 2001 to February 2002, however. This is good news for women as these industries have large female workforces.

As the accompanying table shows, men's and women's unemployment has generally been pretty similar in this recession. One year ago, in January 2001, unemployment rates for all women, all men, and all workers were virtually identical; they were also

quite similar in September, October, and December 2001 and February 2002. Women's and men's unemployment rates diverged in November 2001 and January 2002, with men's exceeding women's by about half a percentage point. There's a much bigger difference between whites and Blacks—Black unemployment is generally twice as high as whites'. Hispanic unemployment is substantially higher than whites' but not quite as high as Blacks'.

Changes in the unemployment rates from September to October were extremely large for a single month and probably reflect the impact of the attacks. (The September unemployment data was collected before September 11.) The single biggest impact was experienced by Black women, who saw their unemployment shoot up from 7.7 percent to 8.5 percent. Women who maintain families, whose unemployment had been creeping up over the year, saw a very large monthly increase from October to November. In February, their unemployment rate was 8.0 percent, substantially above that of all women at 5.5 percent. The number of workers who are part-time, but would prefer full-time work, rose to 940,000 in February 2002, indicating that unemployment rates don't tell the whole story about the recession's impact on workers.

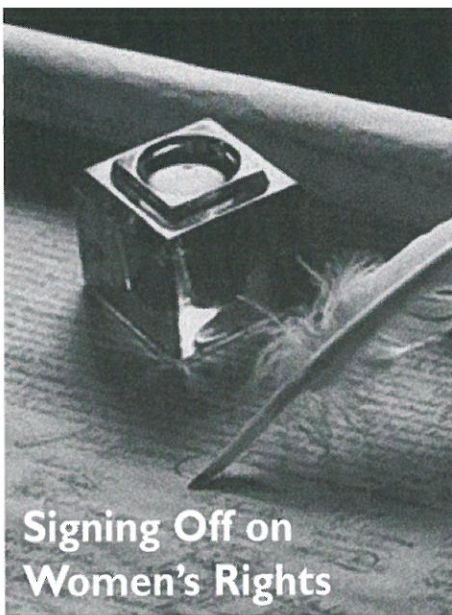
Unemployment Rates

	Jan 2001	Sept 2001	Oct 2001	Nov 2001	Dec 2002	Jan 2002	Feb 2002
All workers	4.2	5.0	5.4	5.6	5.8	5.6	5.5
All women	4.1	5.0	5.3	5.4	5.8	5.4	5.5
Adult white women	3.0	3.8	4.1	4.2	4.5	4.2	4.4
Adult black women	6.9	7.7	8.5	8.4	8.7	8.4	8.5
Women who maintain families	6.4	7.1	6.8	8.0	8.0	7.9	8.0
All men	4.2	5.0	5.5	5.9	5.8	5.8	5.6
Adult white men	3.1	3.8	4.4	4.7	4.6	4.7	4.4
Adult black men	7.0	7.8	8.2	8.7	9.1	8.9	8.7
All blacks	8.2	8.8	9.6	9.9	10.2	9.8	9.6
All whites	3.6	4.3	4.7	5.0	5.1	5.0	4.9
All Hispanics	5.9	6.5	7.1	7.4	7.9	8.1	7.1

"Adults" are aged 20 years and older; "all workers" includes 16- to 19-year-olds. Data from Bureau of Labor Statistics, U.S. Department of Labor, Current Population Survey of the civilian noninstitutional population.

Hispanics may be of any race. Unemployment rate data are not available by sex or age for Hispanics.

All unemployment rate data are seasonally adjusted.



by Marc W. Molino

Women's rights took center stage as the Taliban was forced out of Afghanistan. The Afghan Women's Summit for Democracy, held in Brussels in December, gave new voice to the feminist struggle and renewed faith in the possibility of progress. Even as the spotlight dims, efforts continue around the world to ensure that women's rights are basic human rights protected by law.

Internationally, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) serves as a global bill of rights for women. Adopted in 1979 by the United Nations (UN) General Assembly, the Convention defines discrimination as "... any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." Nations who commit themselves to the Convention are legally bound to enact its provisions. To push for worldwide ratification, CEDAW is mobilizing citizens with its *Human Rights for All* booklet, which details the Convention's background and practices. (For a nominal shipping and handling fee, copies are available—please call Kit Cosby at 202/833-8990 or Sarah Albert at 202/347-3168.)

Although the United States is one of the 97 parties that signed CEDAW (as of June 2001), it has not joined the 168 nations who have officially ratified the Convention. In

March, Sen. Joseph R. Biden announced that hearings would be held on the ratification of CEDAW sometime between March 31 and May 12, 2002 with Sen. Barbara Boxer chairing the hearings. CEDAW encourages U.S. citizens to contact their representatives in order to secure enough votes to support ratification of the Convention.

While the United States begins to address international women's rights, much work remains to be done at home. One group making recent progress is the Equal Rights Amendment (ERA) Network, a dedicated group of individuals and organizations across the country battling to achieve ratification of the ERA to the U.S. Constitution.

The ERA would constitutionally guarantee equal rights on the basis of sex. Alice Paul first drafted the ERA in 1923; rewriting it in 1943 to reflect the 15th and 19th Amendments. Introduced in every session of Congress, it was passed in 1972 as such: "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex." Thus far, only 35 of the 38 states needed to ratify the Amendment have done so, and this is where the ERA Campaign Network is in full swing.

Although Congress set a time limit on ratification (which has expired), these activists believe that the deadline can be set aside. Adopting a "3-state" strategy, the Network is close to hitting the mandatory three-fourths mark that would add the ERA to the U.S. Constitution. Missouri, Florida, Virginia, and Illinois seem closest to ratifying the ERA and all out grassroots activity is creating momentum. Spreading the word, lobbying Congress, collaborating with women's studies departments, creating speakers' bureaus, and activating other groups through the National Council of Women's Organizations (NCWO) are all part of the Network's strategy.

Last fall, in collaboration with NCWO, results of a survey, "Views of the American People on Equal Rights for Male and Female Citizens," were released. Copies are available by contacting the Network (ERA-Campaign@aol.com; Phone: 609/799-0378; Fax: 609/275-3810; a \$1.00 contribution is requested per copy). NCWO's Women's Congressional Equality and Action Summit Day (April 8-9, 2000) continued to mount

pressure on Congress and mobilize the Network's members.

The combined efforts of CEDAW and the ERA Campaign Network promise much for women's rights, but they still need support, volunteers, and new members. To find out more and get involved, visit the resources below.

RESOURCES

CEDAW

United Nations WomenWatch Project

www.un.org/womenwatch/

Convention on the Elimination of All Forms of Discrimination Against Women

www.un.org/womenwatch/daw/cedaw/

TAKE ACTION:

- Contact your U.S. Senator
www.senate.gov
- Amnesty International's CEDAW page
<http://amnestyusa.org/cedaw/index.html>
- The Baha'i Faith's CEDAW page
www.us.bahai.org/extaffairs/cedaw/cedaw_index.html

ERA

ERA Campaign Network

www.ERACampaign.net

ERA Campaign Speakers:

- for Women Studies Programs contact co-founder Doris W. Rothman, Ed.D. at 609/ 882-6815
- for other events contact Dr. Jennifer Macleod, National Coordinator, at 609/799-0378

Women's Congressional Equality & Action Summit Day – www.feminist.org/summit/



IWPR's Peter Bullen (left) and Katie O'Neill (right) proudly present a quilt to fellow staff member Pegi Brooks (center). As a show of support during Pegi's battle against breast cancer, IWPR staff donated personal T-shirts, which were then sewn into a quilt by Drs. Heidi Hartmann and Stacie Golin, assisted by Heidi's mom, Heidi Hertzson.

NEW RELEASES

INSTITUTE FOR WOMEN'S POLICY RESEARCH

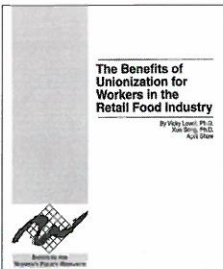
Research-in-Brief

Research-in-Brief, **The Benefits of Unionization for Workers in the Retail Food Industry—Highlights**, by Vicky Lovell, Ph.D., and Eliane Kim. This RIB summarizes the report (see below) on the benefits of unionization in the retail food industry with a particular look at the effects on women.

INSTITUTE FOR WOMEN'S POLICY RESEARCH

Testimony

Testimony, **Utilizing Workforce Investment Act Programs and TANF to Provide Education and Training Opportunities to Reduce Poverty Among Low-Income Women**, by Barbara Gault, Ph.D. Testifying before the U.S. House Education and The Workforce Committee, IWPR's Director of Research delivered testimony on effective use of education and job training to reduce poverty.



Report, **The Benefits of Unionization for Workers in the Retail Food Industry**, by Vicky Lovell, Ph.D., Xue Song, Ph.D., and April Shaw. As part

of a larger project examining worker well-being in a number of industries and occupations, this report takes a close look at how unionization in the retail food industry benefits workers, especially women. Based on data from the Current Population Survey, this revealing report is on sale for \$10.00. Order form on back cover.

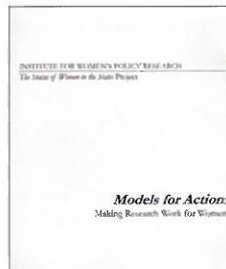


Speech Pamphlet, **Come Together: Progressives After 9-11**, by Katrina vanden Heuvel, Editor of *The Nation*. Based on the speech delivered at the Fourth Annual Economic Analysis Research Network (EARN) Conference (October 2001), this edited version documents a spirited call-to-action by Ms. vanden Heuvel and is on sale for \$5.00. Order form on back cover.

INSTITUTE FOR WOMEN'S POLICY RESEARCH

Briefing Paper

Briefing Paper, **New Welfare Proposals Would Require Mothers Receiving Assistance to Work More than the Average American Mom; Child Care Inadequate**, by Deanna Lyter, Gi-Taik Oh, and Vicky Lovell, Ph.D. This Briefing Paper looks at how recent welfare reform proposals would make mothers receiving assistance work harder than ever without providing adequate child care.



Resource Book, **Models for Action: Making Research Work for Women**, compiled by Jean Sinzidak. This resource is aimed at helping state-based advocates, researchers, and policymakers utilize *The Status of Women in the States* reports to further policy agendas for women. Sections on outreach, publicity, political participation, coalition-building, and more outline ways research can be used for advocacy that makes a difference in women's lives.

INSTITUTE FOR WOMEN'S POLICY RESEARCH

Briefing Paper

Briefing Paper, **Why Gender Matters in Understanding September 11: Women, Militarism, and Violence**, by Amy Caiazza, Ph.D. This Briefing Paper reveals the important roles women play in supporting and stopping violence and terrorism, while examining the cultural and societal dynamics affecting these roles.

INSTITUTE FOR WOMEN'S POLICY RESEARCH

Briefing Paper

Briefing Paper, **Feminist Perspectives on TANF Reauthorization: An Introduction to Key Issues for the Future of Welfare Reform**, by Janice Peterson, Ph.D. This Briefing Paper serves as an in-depth primer on welfare reform and its future. The issues involved, as well as the policies being used, are given due consideration.

INSTITUTE FOR WOMEN'S POLICY RESEARCH

Fact Sheet

Fact Sheet, **Job Training and Education Fight Poverty**, by M.K. Tally. This Fact Sheet illustrates the types of education and training programs that have been successful in producing higher earnings, better benefits, and greater economic stability among welfare recipients.

INSTITUTE FOR WOMEN'S POLICY RESEARCH

Fact Sheet

Fact Sheet, **Education and Job Training Build Strong Families**, by Deanna M. Lyter. This Fact Sheet highlights research and programs supporting education and job training as a solution to poverty.

See www.iwpr.org/pdf.html for all IWPR New Releases

IWPR Web Update

Keep on top of important issues with IWPR Speaks Out—featured on IWPR's homepage (www.iwpr.org), this section features IWPR's reaction to today's news. Unemployment statistics, welfare reform, and much more—see what IWPR has to say about the issues affecting all of us.

IWPR continues to improve the content and accessibility of our website. Our library of publications has been redesigned for easier navigation — visit www.iwpr.org/pdf.html to see the latest research.

Book Review

by Stacie Golin, Ph.D.

America's Childcare Problem: The Way Out

by Suzanne W. Helburn

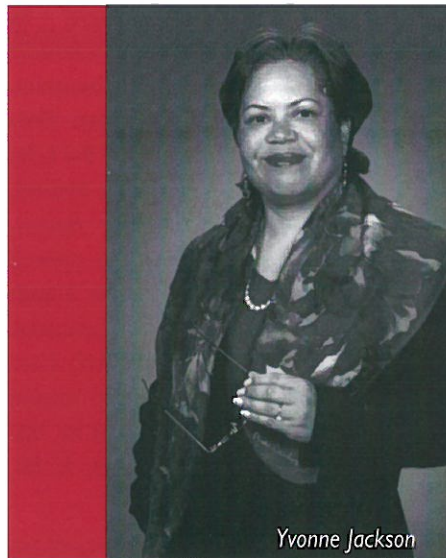
and Barbara R. Bergmann

Palgrave Press 272 pp. \$32.95

In a political climate that encourages all issues pertaining to working families be addressed solely at the state level, Suzanne Helburn and Barbara Bergmann's new book, *America's Childcare Problem: The Way Out*, is a refreshing and thought provoking examination of what should be done to help working families find better quality child care.

The authors, both of whom are economists and recognized child care experts, clearly detail the major issues impacting the inability of families to pay the real cost of good child care, and the fact that what they pay for now is of mediocre quality. They provide cogent arguments for government assistance in financing the child care market and why this intervention will help families buy better care. The logical solution to the child care problem, the authors argue, is a large increase in the federal government's commitment to providing child care subsidies, at the cost of approximately \$50 billion, an increase of \$30 billion a year in federal spending. This would allow most families to pay no more than 20 percent of their income above the poverty level toward their child care costs, while those below the poverty level would be fully subsidized. This, in combination with increased oversight and support for professional development, would encourage programs to increase their quality because they would not have to worry that families could not pay the added costs the providers would most likely incur.

This book is a must read for all, from parents to policymakers. It provides the justification for the above argument in convincing detail and includes a helpful analysis of the supply and demand for child care and the ways researchers have assessed the quality of nonparental care in the United States. It also includes a section on the child care workforce. The book is published through Palgrave for St. Martin's Press.



Yvonne Jackson

IWPR Board Member Profile

Yvonne Jackson is Senior Vice President, Human Resources, Organization, and Environment for Compaq Computer Corporation and a highly regarded member of IWPR's Board of Directors. Yvonne joined IWPR's Board because, she says, "I have a lot of respect for all the work that IWPR does on the grassroots level."

During her professional career, Yvonne has held high-level positions at Burger King, Avon, and Sears. But, her successful career started in the challenging Watts neighborhood of south central Los Angeles. Yvonne was about to start her senior year of high school when the 1965 riots devastated her community. Caring teachers made the difference for Yvonne, and, along with experience, taught her the value of mentorship. She continued her education at Spelman College in Atlanta, Georgia. Today, she is a member of the Spelman Board of Trustees and is playing a key role in Spelman's search for its next president.

Her human resources career began through personnel management at Sears, Roebuck and Company. At Avon, she met fellow IWPR Board Member Marcia Worthing — another important mentor and friend who "has always broadened my horizons," says Yvonne. Next, Yvonne became Senior VP of Worldwide Human Resources for Burger King. There, she played a key role in managing the corpora-

tion's 300,000 employees during a massive restructuring process. In her present position at Compaq, she is responsible for managing and implementing human resource strategies, organizational effectiveness, development, safety, security, and environmental policies and procedures for Compaq on a worldwide basis.

Yvonne has long devoted her spare time to education. Today, she volunteers locally for Junior Achievement, teaching elementary school children about free enterprise, business, and economics in order to improve their lives. "I love watching my fourth graders when the light bulb goes on and they understand a new concept," she says. In this work, Yvonne is following in the footsteps of her mother and grandmother, who were both teachers.

Yvonne keeps her involvement in non-profits very focused. When Marcia Worthing told her about IWPR, Yvonne became interested in serving on the Board because, she says, "I know of issues that dramatically affect women — but having worked in corporate America for so long, I have felt very removed from the real issues that women, who don't make \$100,000 a year, are facing."

*"IWPR is a unique organization
that does research on issues that
matter to mainstream women."*

—Yvonne Jackson

IWPR Benefit Come Join Us!

Please join IWPR on May 16th from 6-8 p.m. at the Harvard Club of New York City, 27 West 44th Street, for a cocktail reception to benefit The Mariam K. Chamberlain Fellowship in Women and Public Policy. We are proud to establish this fellowship in honor of Dr. Chamberlain's inspiring work on behalf of women throughout the world. If you would like to join us in celebrating her impressive life and ensuring that her legacy continues, please call Noris Weiss Malvey or Rebecca Sager at 202/785-5100 to R.S.V.P. or inquire about additional information.

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of his parents Marie and Charles McCarthy
Michel Bitritto in memory of Jennie B. Bitritto
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Anonymous Gift Announcement

Recently IWPR received an anonymous private donation of \$25,000. We are inspired daily by the generosity of our members. Thank you!!

If you would like to make a gift in honor or memory of someone please contact rebecca@iwpr.org or use the enclosed donation envelope. The person honored will be notified of your gift.

National Calendar

May

28-31 National Sexual Violence Prevention Conference, Chicago Marriott Downtown, Chicago, IL. Organized by The Illinois Coalition Against Sexual Assault, this year's conference is titled, *Research and Practice in Sexual violence Prevention: Enhancing the Dialogue*. Sessions and speakers will focus on the latest strategies used in decreasing and preventing sexual violence. To find out more, call 217/753-4117 or e-mail jwheaton@cdc.gov.

30-June | National Council for Research on Women Annual Conference, Roosevelt Hotel, New York, NY. This year's conference, *Facing Global Crises: Women Define Human Security*, features guest speakers, workshops, and panels discussing religion and violence, women rebuilding Afghanistan, local activism, international feminism, and more. For more details, call 212/785-7335 or visit www.ncrw.org/events/2002annconf.htm.

31-June | National Association of Female Executives 30th Anniversary National Conference, Crowne Plaza Times Square Manhattan Hotel, New York, NY. This year's conference, *Women @ Work: Celebrating 30 Years of Women's Business Success*, will feature Sen. Hillary Clinton as the invited keynote speaker, along with various workshops, panels, and networking opportunities related to women in the business world. For more details, call 800/634-NAFE or visit www.nafe.com/02conference.html.

June

13-16 National Women's Studies Association Annual Conference, Las Vegas, NV. Co-hosted by the National Women's Studies Association (NWSA) and the University of Nevada's Women's Studies Department, this year's event features an "embedded conference," titled, *Deconstructing Sin City*, which will explore the dynamics behind Las Vegas's historic exploitation of women and its high percentage of female political officeholders. The usual array of workshops, forums, and symposiums will cover various aspects of women's studies. To learn more, call 301/403-0525 or visit www.nwsa.org/nwsa2002/index.htm.

July

12-14 11th Annual Conference on Feminist Economics, Occidental College, Los Angeles, CA. Sponsored by the International Association for Feminist Economics, this year's conference will cover family policy and the welfare state; an analysis of the "care sector" of the economy; feminist contributions to international anti-sweatshop and pro-living wage campaigns; women and the border economy—Mexico, immigration and economic integration; and more. For further details, visit www.iaffe.org or call 570/577-3637.

August

4-7 NCADV 10th National Domestic Violence Conference, Hyatt Orlando, Kissimmee, FL. Hosted by the National Coalition Against Domestic Violence, this year's conference, *The "Herstory" of Our Future: Creating Social Change*, will feature more than 100 workshops with half of them focusing on sexual assault. For more details, call 303/839-1852 x109 or visit www.ncadv.org/conference/conference.htm.

For a complete list of IWPR Speaking Engagements and events, visit www.iwpr.org/new.html

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