

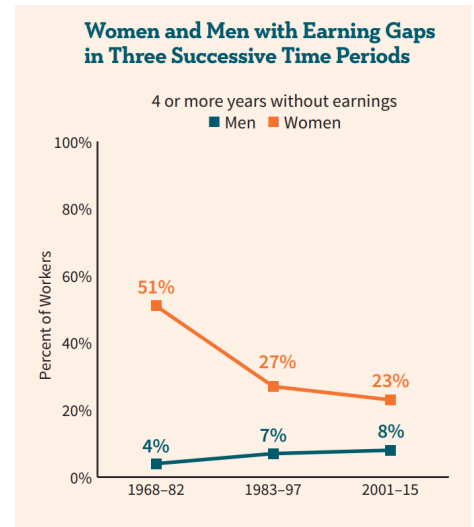
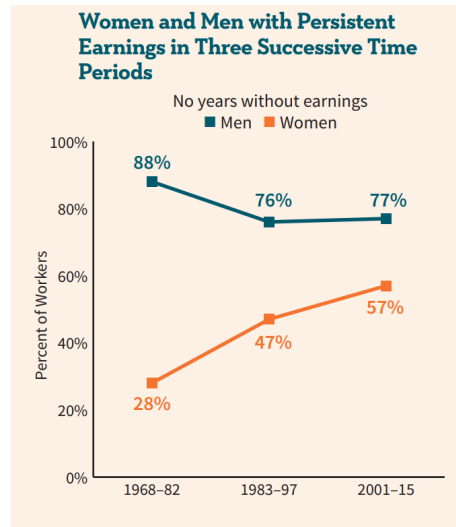


Groundbreaking Study Reveals Women Earn Just Half of What Men Earn Over 15 Years

By Jeff Hayes

An updated report from IWPR released in November, *Still a Man's Labor Market: The Slowly Narrowing Gender Wage Gap*, demonstrates that the commonly used figure to describe the gender wage ratio for full-time, year-round workers underestimates the economic vulnerability of working women and their families. The new report, authored by economists Stephen J. Rose and Heidi I. Hartmann, argues that a multi-year analysis of work and earnings provides a more comprehensive picture of the gender wage gap and presents a more accurate measure of the income women actually bring home to support themselves and their families.

The report looks at work and earnings for women and men between 1968 and 2015 using the longitudinal Panel Study of Income Dynamics and divides the 45-year span into three 15-year time periods to examine changes in work patterns. In the most recent period, from 2001 to 2015, women earned just 49 cents to the typical men's dollar, much less than the 80 cents usually reported. This gap is an improvement, however, over the earliest period, 1968 to 1982, when women earned 19 cents to the typical men's dollar.



Source: Authors' calculations based on the Panel Study on Income Dynamics 1968-2015

The report documents that the penalties of taking time out of the labor force are high—and increasing. For those who took just one year off from work, women's annual earnings were 39 percent lower than women who worked all 15 years between 2001 and 2015, a much higher cost than women faced in the time period beginning in 1968, when one year out of work resulted in a 12 percent cut in earnings. While men are also penalized for time out of the workforce, women's earnings losses for time out are almost always greater than men's.

Over the study period, women's attachment to the labor force, hours of work, and wages have all increased on average. While most men remain strongly attached to the labor force and average more annual hours per year than women, their real earnings have been stagnant or even fallen over the last 45 years.

With high penalties for weak labor force attachment, achieving higher

lifetime earnings for women will require strengthening women's attachment to the labor force. Research has shown that such policies as paid family and medical leave and affordable child care, can increase women's labor force participation and encourage men to share more of the unpaid time workers spend on family care.

Strengthening enforcement of equal employment opportunity policies and Title IX in education is also crucial to narrowing the gender wage gap further. Improved enforcement will help women enter higher paying fields that are now, despite decades of progress, still too often off-limits to women.

The report's findings were widely covered, with articles in *The Atlantic*, *Vox*, *The Nation*, *CNBC*, and other print and online outlets, while *CBS Evening News*, *CBS This Morning*, and other televised channels featured segments digging into the findings.

TABLE OF CONTENTS

Still A Man's Labor Market	1
President's Message	2
Dreams Deferred	3
Pathways to Gender Equality	4
Media Highlights	6
Donor Thank You	7

BOARD OF DIRECTORS

Loretta Johnson, *Chair*
 Martha Darling, *Vice Chair*
 Hilary Doe
 Beth Grupp
 Mary Hansen
 Kai-yan Lee
 Esmeralda O. Lyn
 Joan Marsh
 William Rodgers, III
 Kristin Rowe-Finkbeiner
 Elizabeth Shuler
 Marci B. Sternheim
 Sheila W. Wellington
 Marcia Worthing

STAFF

Heidi Hartmann, Ph.D., President
 Barbara Gault, Ph.D., Executive Vice President

Research

Cynthia Hess, Ph.D., Associate Director of Research
 Jeffrey Hayes, Ph.D., Program Director, Job Quality and Income Security
 Ariane Hegewisch, Program Director, Employment and Earnings
 Kelly Jones, Ph.D., Senior Research Economist
 Jessica Milli, Ph.D., Study Director
 Chandra Childers, Ph.D., Study Director
 Lindsey Reichlin Cruse, Study Director
 Elyse Shaw, Study Director
 Federiga Bindi, Ph.D., Senior Fellow
 Roberto Spalter-Roth, Ph.D., Senior Fellow
 Anna Bernstein, Research Associate
 Susana Contreras-Mendez, Research Associate
 Erika Jauregui, Research Program Coordinator
 Tessa Holtzman, Research Assistant
 Adiam Tesfaselassie, MKC Fellow

Administration

Irene Wairimu, Senior Director of Finance and Human Resources
 Erin Thorp, Manager, IT and Business Operations
 Yodit Churnet, Special Assistant to the President
 Marilyn Figueroa, Administrative Coordinator

Development

Ryan Koch, Director of Development
 Allison Lewis, Development Manager

Communications

Jennifer Clark, Director of Communications
 Nicolas Martinez, Communications Associate

AFFILIATED RESEARCHERS

Kimberlé Crenshaw, J.D., Columbia University
 Cynthia Deitch, Ph.D.,
 The George Washington University
 Maria S. Floro, Ph.D., American University
 Cynthia Harrison, Ph.D.,
 The George Washington University
 Jane Henrici, Ph.D.,
 The George Washington University
 Avis Jones-DeWeever, Ph.D.,
 President and CEO, Incite Unlimited
 Sunhwa Lee, Ph.D., Asian Development Bank
 Jennifer Lucas, Ph.D., St. Anselm College
 Mieke Meurs, Ph.D., American University
 Gwendolyn Mink, Ph.D.,
 Senior Consulting Political Scientist
 Liz Noll, Ph.D., University of Pennsylvania
 Becki Scola, Ph.D., Saint Joseph's University
 Melody Valdini, Ph.D., Portland State University
 Mildred Warner, Ph.D., Cornell University

Institute for Women's Policy Research

1200 18th Street, NW, Suite 301 | Washington, DC 20036
 Tel: 202/785-5100 Fax: 202/833-4362
 iwpr.org | Blog: iwpr.org/blog | @IWPRresearch

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

Message from the President

A highlight for me since my last message a few months ago was the November release of a new update of one of my favorite studies, *Still a Man's Labor Market*. Stephen Rose and I found that women today earn just 49 cents to the typical men's dollar, much less than the 80 cents usually reported (see page 1). In 2018, IWPR researchers also updated gender wage gap projections by race and ethnicity, which yielded projections of 100 years for Black Women and 200 years for Latinas to reach pay equity with White men. And in March of this year, we released a weekly earnings wage gap analysis that shows that women's median weekly earnings fell in 2018 compared with 2017 (adjusted for inflation).

With the addition of our newest research hub, the Center on Equity in Higher Education, IWPR continues to grow. The Center strengthens our work on independent students and student parents, especially single mothers and women of color, and raises awareness of nontraditional students in scholarly and policy debates. In one study, the new Center explores ways to link systems of early child care and education with higher education.

In a first-of-its-kind study, the Economic Security for Survivors Project released *Dreams Deferred: A Survey on the Impact of Intimate Partner Violence on Survivors' Education, Careers, and Economic Security*. The study illuminates the high costs associated with domestic and sexual violence and their long-lasting and far-reaching effects, and was cited in media ranging from *Refinery29* and *Rewire News* to *NBC News* and *Pacific Standard* among others (see page 3).



Chet Susslin/National Journal

In the center-fold spread of this newsletter is a photo narrative of our highly successful AU-IWPR conference, "Pathways to Gender Equality," held at American University in early November. This aspect of our growing partnership with the Program on Gender Analysis in Economics, in the AU Department of Economics, attracted more than 400 economists, students, policy analysts, advocates, and policymakers to presentations and discussions over two days of panels and roundtables (see pages 4-5).

We have a historic number of women in public office this year and, as we move into the primaries and then the general election of 2020, issues important to women will continue to move to the forefront of the national debate. The current political environment provides new openings for the impact of IWPR's research to make a difference. We are confident that in the current political climate, high-quality research analyzing the impacts of public policies—using a gendered lens with an intersectional perspective—will make a difference in the lives of women everywhere.

In closing, I want to recognize the work of IWPR's first retiree, Janet Mullen, who made a substantial difference in *our* lives every day. Janet is our now-retired Senior Director of Finance, Administration, and Human Resources. From computers to pay, Janet kept IWPR humming. Thank you, Janet, and enjoy your days of increased leisure.

Heidi Hartmann

Survey Results Show Intimate Partner Violence is Harmful to Economic Security

By Cynthia Hess

In October, the Economic Security for Survivors (ESS) Project released *Dreams Deferred: A Survey on the Impact of Intimate Partner Violence on Survivors' Education, Careers, and Economic Security*. The report presents findings from a national survey of 164 intimate partner violence (IPV) survivors in shelters, transitional housing programs, and other domestic violence programs about the educational, career, and economic effects of abuse.

The survey reveals how the economic dimensions of IPV permeate survivors' lives, creating a complex set of needs that make it difficult to exit abusive relationships and move forward in recovery. Sixty-six percent of respondents said an abusive partner had disrupted their ability to complete education or training. An even larger share (83 percent) said their partner had disrupted their ability to work. Four in ten said they had a partner who tried to get them pregnant against their will or stopped them from using birth control; among these survivors, 84 percent became pregnant as a result.

Survey responses point to additional ways that abusive relationships financially affected survivors and made it difficult for them to build economic security. For example, 82 percent of respondents said they had an abusive partner who damaged,

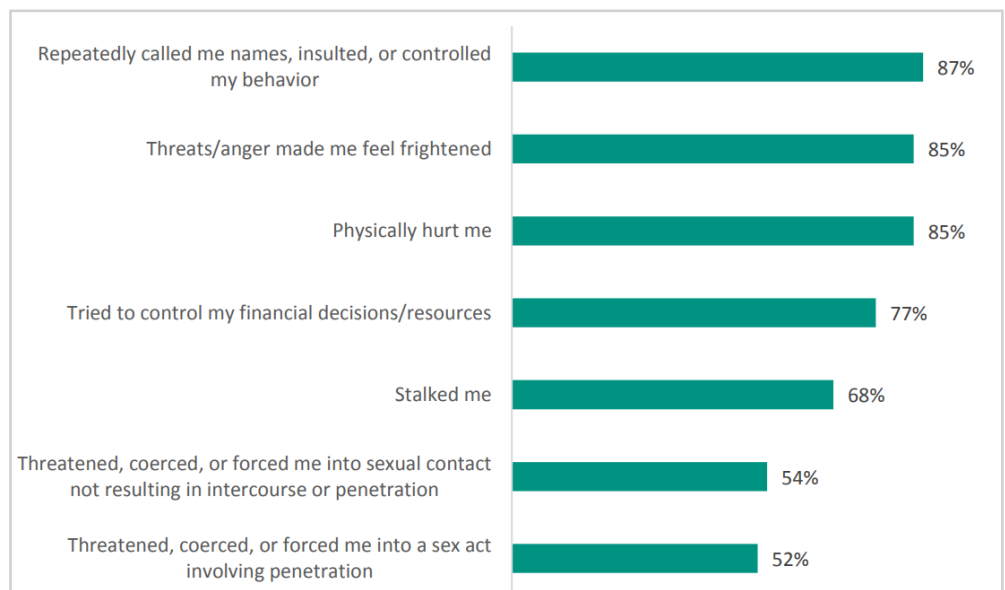
destroyed, or took their personal property, and 59 percent said their abuser harmed their credit score. Among those who had their credit score harmed, 66 percent said it prevented them from getting a loan, 63 percent said it prevented them from getting housing, and 21 percent said it prevented them from getting a job.

Sixty percent of respondents received help in addressing the negative economic effects of abuse, most often from victim advocates, community service providers, and family and friends. Yet, just 13 percent received all the help they needed; respondents identified multiple types of financial help they could use moving forward, with credit repair and debt management

services the most commonly mentioned.

Changes to policy and practice can help increase survivors' access to resources that enable them to break free from abusive relationships and establish economic security. Proposed changes include, among others, enacting policies that enable survivors to take the time off work they need to address the effects of abuse without placing their jobs at risk, establishing targeted initiatives to provide financial services such as credit repair and debt remediation, and ensuring that employers, educational institutions, and job training programs adopt trauma-informed policies and practices to help survivors complete their education and maintain employment.

Respondents' Experiences with Different Forms of Abuse



Notes: N=164. Respondents could select more than one answer.
Source: IWPR Survey on the Economic Effects of IPV

IWPR and American University Host Overflow Conference, “Pathways to Gender Equality”

By Kelly Jones

Photos by Sylvia Johnson



Sylvia Burwell, President, American University, giving opening remarks.

On November 2 and 3, IWPR and American University (AU) jointly hosted the conference, “Pathways to Gender Equality: Economic Gender Analysis Addressing Current and Future Challenges.” The conference brought together scholars, practitioners, and advocates to discuss gender-based inequalities and barriers to success from an economic perspective. Highlights of the event included opening and

closing plenary sessions featuring panels of renowned economists working in the gender space, as well as the presentation of new research on key topics of interest.

The opening plenary session highlighted an issue of growing focus for the economics profession: low representation of women and people of color in the field. The panel of experts included Janet Yellen (Brookings Institution), Nancy Folbre (University of Massachusetts, Amherst), Lee Badgett (University of Massachusetts, Amherst), Bina Agarwal (University of Manchester), and Maria Floro (American University), and was moderated by Cecilia Conrad (MacArthur Foundation). The experts highlighted the reasons why lack of diversity is problematic for the discipline of economics and its policy relevance. They also discussed the professional norms within economics that act



Janet Yellen, Distinguished Fellow in Residence, The Brookings Institution, speaking on diversifying the discipline of Economics.

as barriers to increasing diversity and the growing body of evidence that outright discrimination exists in the realms of publishing, promotion, and tenure.

The research presented at the conference covered a wide range of topics relevant to women’s economic success. Several sessions focused on discrimination in the workplace and women’s underrepresentation in certain professional sectors, such as banking and STEM-based fields. Additional research presented focused on the earnings and wealth gaps. Another popular area of research was the set of issues—including family leave policies, the motherhood wage penalty, and issues of intra-household balance—linking motherhood to economics, with additional sessions focusing on the care economy more broadly. New research documented women’s increased exposure to risk, reduced access to capital and credit, and their additional burdens of debt. Other topics of interest included



Speaking on the Opening Plenary: Diversifying the Discipline of Economics (left to right) Bina Agarwal, University of Manchester; Nancy Folbre, University of Massachusetts, Amherst; Cecilia Conrad, MacArthur Foundation; Janet Yellen, The Brookings Institution; Maria S. Floro, American University; and Lee Badgett, University of Massachusetts, Amherst.



Challenges and Opportunities for Closing Women’s Wealth Gap Roundtable speakers (left to right) Amy Castro Baker, University of Pennsylvania; Jhumpa Battacharya, Insight Institute for Community Development; Karen Murrell, Asset Funders Network.

immediate next steps for advancing gender-sensitive policies. The panel included Caren Grown (World Bank), Shahra Razavi (UN Women), John Schmitt (Economic Policy Institute), and Kate Bahn (Center for Equitable Growth), and was moderated by Heidi Hartmann (Institute for Women’s Policy Research). Key takeaways from the panel included the importance of improving social protection, public services, infrastructure, and financial inclusion in low-income countries, all of which are critical



Conference attendee Ashaki Binta, State of Maryland, posing a question to the Plenary Panel.

gender-based violence, women in low-income countries, women in nontraditional occupations, and issues of intersectionality. A series of roundtables were held on topics such as union organizing for women, the women’s wealth gap, non-traditional occupations, city-level policy solutions to fight gender inequality, sexual harassment in the workplace, the future of care work and technology, and job discrimination.

The closing plenary session featured economists from research institutions and international organizations who discussed the



American University’s Mieke Meurs welcoming the attendees on the first day of the Pathways to Gender Equality conference.

for changing women’s economic empowerment and opportunities. In the United States, specific strategies that were highlighted included an expansion of collective bargaining and strategic framing of policy priorities for maximum success in the political sphere.

Conference participants from NGOs, government bodies, think tanks, and universities enjoyed the opportunity to gather and discuss issues of common interest and great importance. Many expressed gratitude to AU and IWPR for hosting the event and hope that it will be continued annually.



Conference speakers and participants (left to right) Mieke Meurs, American University; Heidi Hartmann, IWPR; Janet Yellen, The Brookings Institution; Sylvia Burwell, American University; Bina Agarwal, University of Manchester; Cecelia Conrad, MacArthur Foundation; Lee Budget, University of Massachusetts, Amherst; Maria S. Floro, American University; and Peter Starr, American University.

Media Highlights

Pay Equity & Discrimination

MarketWatch “Baby boomers ruined America, according to this Generation X author” October 27, 2018

CNN “The gender gap isn't about what you make. It's about what you do” October 5, 2018

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

Wall Street Journal “For black and Hispanic women, it's a pay chasm, not a gap” October 23, 2018

Rewire News “The Case for Talking Salary With Coworkers” November 27, 2018

CNN International “The hidden costs of commuting while female” November 28, 2018

HuffPost “The Gender Wage Gap Is Even Worse Than You Thought” November 28, 2018

The Atlantic “Women May Earn Just 49 Cents on the Dollar” November 28, 2018

Vox “You've heard that women make 80 cents to men's dollar. A new report says it's much worse than that.” November 28, 2018

CBS News “Shortchanged: Women earn less than half of men's income” November 28, 2018

Reuters “Real-life gender pay gap far bigger than thought, U.S. economists say” November 29, 2018

Axios “The real wage gap for women” December 2, 2018

CNN “In high-paying jobs, the wage gap can cost women millions” December 19, 2018

Vox “Planned Parenthood is facing criticism for its treatment of pregnant workers” December 21, 2018

CNN “How race affects salary negotiations” December 26, 2019

MarketWatch “Are venture capitalists really biased against women? A new experiment yields surprising results” January 14, 2019

Fast Company “Citigroup says men earn 29% more than women at the company” January 16, 2019

Rewire News “The Supreme Court Considers a Case That Could Gut the Equal Pay Act” January 18, 2019

Reuters “Is this the year U.S. Congress passes equal pay law for women?” January 31, 2019

The Atlantic “The U.S. Teaching Population Is Getting Bigger, and More Female” February 20, 2019

USA Today “Pharmacists, lawyers, CEOs: A look at the highest paying jobs for women” February 20, 2019

The Hill “Women at State Dept. fear incentive program contributes to gender pay gap” February 25, 2019

CNN “Layoffs hit women and minorities hardest. Here's why” February 26, 2019

The Atlantic “The U.S. National Women's Soccer Team Makes a Really Good Case for Equal Pay” March 19, 2019

CNN Business “Some industries are still overwhelmingly male-dominated. Here's how women can get in” March 8, 2019

Higher Education Equity

Inside Higher Ed “Student parents complete degrees slower, drop out due to 'time poverty'” October 2, 2018

Education Dive “Time crunch causes students with preschoolers to slow studies, drop out” October 3, 2018

Inside Higher Ed “Advice for supporting student parents and other caregivers (opinion)” November 30, 2018

Washington Post “Higher education moon shot remains stuck in lower orbit” January 13, 2019

The Baltimore Sun “With help of federal grant, Anne Arundel Community College offers free childcare to low-income students” January 25, 2019

MarketWatch “The Class of 2019 are more likely to be older and have children” February 4, 2019

The Daily Texan “It's nonstop: School as a single mom” February 11, 2019

Education Dive “New York wants to pilot free child care at community colleges” February 26, 2019

CNN Business “The secret to closing the nation's skills gap: moms” March 6, 2019

Violence & Safety

The Guardian “Women aren't a monolith – and the white women supporting Kavanaugh prove it” October 9, 2018

Refinery29 “The Hidden Cost Of Intimate Partner Violence That No One Talks About” October 24, 2018

Rewire News “Reproductive Coercion 'Much More Prevalent' Than Once Thought” October 24, 2018

ThinkProgress “Man shoots and kills ex-fiancee, police officer, and pharmacy technician at hospital” November 20, 2018

Mic “The killing of Dr. Tamara O'Neal reflects the alarming stats about black women and domestic violence” November 20, 2018

Romper “Searches About Sexual Harassment & Assault Increased After #MeToo, Study Finds” December 10, 2018

Vice “Surviving R. Kelly' Revealed Black Women's Roadblocks to Exposing Abuse” January 8, 2019

The Atlantic “R. Kelly and the Cost of Black Protectionism” January 11, 2019

MarketWatch “Mandy Moore is reportedly one of many people whose career was hurt by an abusive relationship” February 15, 2019

The New York Times “‘You're Not Supposed to Betray Your Race': The Challenge Faced by Black Women Accusing Black Men” March 22, 2019

Reproductive Rights

Teen Vogue “Kavanaugh's Supreme Court Appointment Could Mean the Return of Bigoted Abortion Bans” November 14, 2018

Morning Edition NPR “Rethinking Bed Rest For Pregnancy” November 26, 2018

Status of Women in States

Miami Herald “Women in Florida earn less and have fewer top jobs than women in lots of other states” December 28, 2018

Thank you...

IWPR General and Project Support / Major Funders

American University
Annie E. Casey Foundation
ECMC Foundation
Ford Foundation
Google.org Charitable Giving Fund / Tides Foundation
IMPAQ International and U.S. Department of Labor
JP Morgan Chase Foundation
Kresge Foundation
NoVo Foundation
Sarah Peter
Robert Wood Johnson Foundation
U.S. Department of Justice, Office on Violence Against Women
William & Flora Hewlett Foundation

Additional General Support

American Federation of Teachers
Borrego Foundation
Chambers Family Fund
Fairfield County's Community Foundation
Fannie & Stephen Kahn Charitable Foundation
Greater Washington Community Foundation
New Directions Foundation
Salesforce.com Foundation

Additional Project Support

American Enterprise Institute
American Institutes for Research
Aspen Institute
AT&T
Center for American Progress
Chicago Women in Trades
District Alliance for Safe Housing
Domestic Violence Legal Empowerment and Appeals Project, GWU
European Commission
Florida Philanthropic Network / Florida Women's Funding Alliance
Ford Family Foundation
Jacksonville Women's Leadership Initiative /

Support IWPR!

Visit our website iwpr.org to donate online or contact our Development Department with any inquiries about supporting IWPR at development@iwpr.org or call 202-785-5100

IWPR Staff Thanks You for your support!



Community Foundation of Northeast Florida
Jewish Foundation for Education of Women
March of Dimes, Center for Social Science Research / EMD Serono
North Carolina Council on Women and Youth
Peter G. Peterson Foundation
Portland State University
Qualcomm
Texas Women's Foundation
USAID
Women's Foundation of Central Ohio
Women's Fund of Greater Chattanooga
YWCA of Utah

IWPR Information Network Support

AFL-CIO
AFSCME
American Federation of Government Employees
Cengage Learning
IATSE
International Association of Bridge, Structural, Ornamental and Reinforcing Iron
International Association of Machinist and Aerospace Workers
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
International Union of Bricklayers and Allied Craftworkers
International Union of Painters and Allied Trades
National Association of Letter Carriers
Service Employees International Union
United Food and Commercial Workers International Union
United Mine Workers of America
United Steelworkers of America

Women's Business Center
YWCA of Rochester and Monroe County

In Honor and Memorial

Maria Floro made a gift in memory of her mother, Teodora Lim Floro
Cynthia Richmond made a gift in memory of Mary Margaret Meadows
Ruth Needleman made a gift in honor of Mayan Levin for her future
Sue Schlichtemeier-Nutzman made a gift in honor of LaVera Schlichtemeier for her 96th Birthday
Carolyn Spencer made a gift in honor of single mothers everywhere
Roslyn Feldberg made a gift in honor of Deborah Silverstein for new songs
Kate Edgar made a gift in honor of Heidi Hartmann
Geraldine Goldberg made a gift in memory of Jewel Bellush
James Sherman made a gift in honor of Doreen Cannon
Eric Schroer made a gift in honor of Susan, Brian, and Kristen Schroer for Christmas
Connie Ashbrook made a gift in honor of Ariane Hegewisch
William Rodgers made a gift in honor of Venora Rodgers
Rosemary Batt made a gift in memory of Lois Spier Gray
Cordelia Reimers made a gift in honor of Charlotte Muller Schoenberg, a pioneer in women's health economics
Barbara Reskin made a gift in honor of Heidi Hartmann
Anthony Sarmiento made a gift in honor of Ronni Bennett and their friendship
Donna Carty made a gift in honor of Karen Clegg, a tireless supporter and advocate for equity for women and girls

Generous support of individual contributions including participants in the Combined Federal Campaign and those participating in IWPR's AmazonSmile.

Institute for Women's Policy Research

1200 18th St. NW, Suite 301
Washington, DC 20036
(202) 785-5100 | fax (202) 833-4362
www.iwpr.org

Non Profit Org.
US Postage Paid
Permit No. 3976
Washington, DC

ADDRESS SERVICE REQUESTED

FPO



Recent IWPR Publications

Reports

Dreams Deferred: A Survey on the Impact of Intimate Partner Violence on Survivors' Education, Careers, and Economic Security, #C475, October 2018

Still a Man's Labor Market: The Slowly Narrowing Gender Wage Gap, #C474, November 2018

Women, Automation, and the Future of Work, #C476, March 2019

Women, Automation, and the Future of Work (Executive Summary), #C477, March 2019

Fact Sheets

Women's Median Earnings as a Percent of Men's, 1984-2017 (Full-time, Year-Round Workers) with Projections for Pay Equity, by Race/Ethnicity, #Q075, October 2018

The Gender Wage Gap: 2018 Earnings Differences by Race and Ethnicity, #C478, March 2019

Women Gain Jobs in Construction Trades but Remain Underrepresented in the Field, #C479, March 2019

Publications available online

Newsletter Produced By:
Allison Lewis, Development Manager
Nicolas Martinez, Communications Associate