This special 25th anniversary edition of the newsletter presents a review of IWPR’s policy research since our founding in 1987. Produced by IWPR staff members, affiliated scholars, and interns, who pored over more than 600 IWPR publications, this summary and accompanying photographs aim to convey the importance and impact of our work by noting the topics it addresses, the methods it uses, and the audiences it informs. The review also highlights our many organizational partners and funders across the years.

On our 25th anniversary, I wish to express my personal gratitude to all our funders (including many individuals as well as foundations, organizations, government agencies, and corporations), board members, staff, affiliated scholars, fellows, advisors, consultants, interns, and partners who have made this work possible.

To assist in producing this summary, we identified the most significant lines of work IWPR has conducted and determined a Top 25 list of publications, which also appears here as well as on the IWPR website in a more complete form (the longer literature reviews that are excerpted here can also be found on the website). Some of the items on the list are single reports; others are groups of related reports or publications. For example, IWPR’s extensive series of national, state, regional, and local reports on the status of women appears together as number one. The rankings among the top 25 were assigned based on our combined knowledge of the impact of the work, either in the policy arena or in the research world, which was informed by media and academic citation search tools as well as by our collective memory. For that reason, much of our recent work appears toward the end of the list, since we expect its impact to grow.

At IWPR’s 25th anniversary celebration, held in Washington, DC, on May 22, 2013, I had the opportunity to share several of the lessons I’ve learned over the years. As an economist, I’ve always understood the importance of economics to women’s equality. Working in our nation’s capital, I have only slowly come to understand the critical importance of women’s leadership, especially in the political arena. At the symposium that preceded our celebratory reception, we presented two panels, Achieving Economic Equality and Achieving Political Equality. These panels made it clear that to propose and implement public policies that can improve the lives of women and their families, we need more women leaders. Nearly 100 years after women earned the right to vote, we still lag behind in holding the reins of government. The same can be said for women’s leadership in the private sector—despite the progress made, we have a long way to go before we achieve parity with men. While many men and women have worked diligently to improve the lives of women and girls, our combined efforts have not yet been sufficient to ensure women in the United States or around the globe the equal pursuit of happiness.

As we reviewed our research products, we noticed that our most significant effort across the past 25 years is in our Democracy and Society program area. In this area, we include studies of the barriers to and successes of women’s leadership as well as numerous reports and fact sheets on the status of women, including for the Middle East and Northern Africa. Poverty and Income Security is the second area of intensive work. This priority reflects our understanding that policies that help the most vulnerable help all of us and demonstrates our commitment to studying ways society’s gains can be increased and shared more broadly.

In the past ten years, the Work and Family area has grown substantially, a growth that reflects a widespread understanding that the lack of family-friendly policies impedes women’s (cont’d on p. 22)

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**TABLE OF CONTENTS**

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top 25 Publications</td>
<td>2</td>
</tr>
<tr>
<td>Income Insecurity</td>
<td>3</td>
</tr>
<tr>
<td>Women in the Labor Market</td>
<td>7</td>
</tr>
<tr>
<td>Child Care, Education, and Training</td>
<td>11</td>
</tr>
<tr>
<td>Mariam K. Chamberlain Fellowship</td>
<td>15</td>
</tr>
<tr>
<td>25th Anniversary Celebration</td>
<td>16</td>
</tr>
<tr>
<td>IWPR Across the Years</td>
<td>18</td>
</tr>
<tr>
<td>Work and Family</td>
<td>19</td>
</tr>
<tr>
<td>IWPR Board of Directors</td>
<td>22</td>
</tr>
<tr>
<td>Health and Safety</td>
<td>23</td>
</tr>
<tr>
<td>Status of Women</td>
<td>27</td>
</tr>
</tbody>
</table>

*SPRING/SUMMER 2013*
1. The Status of Women in the States Series

Between 1996 and 2004, IWPR produced at least one report for each state in the nation including the District of Columbia as well as five editions of a national overview report on the status of women in the states (1996, 1998, 2000, 2002, and 2004). Since 2005, IWPR has produced many customized reports for various foundations and government agencies in New York, West Virginia, North Carolina, and Colorado, as well as in metropolitan areas such as New Haven; Pittsburgh; Milwaukee; and the Washington-DC metropolitan area. IWPR recently redesigned the reports for use in third-world countries. Sample reports:


2. Job Guaranteed Family and Medical Leave

Since its establishment, IWPR has produced research that shows that family and medical leave is a critical element of job security for workers.

- “Costs to Women and Their Families of Childbirth and Lack of Parental Leave” (R. Spalter-Roth and H. Hartmann, Testimony # A107, 1987)
- “Unnecessary Losses to African American Workers” (R. Spalter-Roth and H. Hartmann, Research-in-Brief # A105a, 1990)
- “Unnecessary Losses: Costs to Americans of the Lack of Family and Medical Leave” (R. Spalter-Roth and H. Hartmann, Report # A101, 1990)

3. Poverty and Economic Security

A series of ten reports over 15 years changed the debate in several policy areas by emphasizing the substantial effort low-income mothers expend to combine income sources to support their families and the specific barriers they face. Selected reports:


4. The Gender Wage Gap

IWPR researches the long-term negative effects of the gender wage gap on families, methods for closing the gap, and the powerful impact that closing the wage gap has on reducing poverty.

- Pay Equity and Women’s Wage Increases: Success in the States, a Model for the Nation (H. Hartmann and S. Aaronson, Report # C331, 1995)

5. Paid Family Leave and Paid Sick Days

IWPR produces research on the economic benefits and costs of paid family leave and paid sick days and provides countless advocates and policymakers in cities and states across the United States with information and analysis.

- No Time to Be Sick: Why Everyone Suffers When Workers Don’t have Paid Sick Leave (V. Lovell, Briefing Paper # B242, 2004)
- Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits (K. Miller, C. Williams, and Y. Yi, Report # B301, 2011)

6. Hurricane Katrina

After Hurricane Katrina, IWPR produced several publications analyzing the devastation of the disaster with a gendered lens, materials that were widely used on the Gulf Coast.

- Women in the Wake of the Storm: Examining the Post-Katrina Realities of the Women of New Orleans and the Gulf Coast (A. Jones-DeWeever, Report # D481, 2008)
- “Mounting Losses: Women and Public Housing After Hurricane Katrina” (J. Henrici, A. Suppan Helmuth, and R. Fernandes, Fact Sheet # D491, 2010)

7. Economic Security and Retirement

The Institute conducts in-depth research regarding economic security and retirement, including in the wave of the Great Recession of 2007-2009.

- Retirement on the Edge: Women, Men, and Economic Insecurity After the Great Recession (C. Hess, J. Hayes, and H. Hartmann, Report # D500, 2011)

8. Job Training after the 1996 Welfare Reform

Jointly produced with the NOW Legal Defense and Education Fund (now Legal Momentum), this report helped shed light on the
The Gendered Dynamics of Income Security

By Courtney Kishbaugh and Jeffrey Hayes, Ph.D.

The Institute for Women’s Policy Research (IWPR) addressed issues of women, poverty, and income security from its beginnings. IWPR’s first publication on these topics, Low-Wage Jobs and Workers: Trends and Options for Change (1989), finds a growing share of adults working in low-wage jobs and a growing share of families relying on low-wage work for a major share of family income. It also finds that women and people of color are far more likely to work in low-wage jobs than white males. Federal or federally-funded data sets analyzed for the study included the Survey of Income and Program Participation (SIPP) and the Panel Study on Income Dynamics (PSID). Low-Wage Jobs and Workers, a report funded by the U.S. Department of Labor and jointly disseminated with the non-profit Women Work! (then the National Displaced Homemakers Network), became the first of many influential policy pieces centered on poverty and income security. Since then, IWPR has continued to expand its research on poverty issues, focusing primarily on the topics of Social Security and older women’s economic security, welfare reform and its impact on women and children, the impact of unemployment on low-income women and their families, and the aftermath of Hurricane Katrina in the Gulf Coast region (see Health Safety, Violence, and Disaster, p.23). IWPR’s work has shed light on the experiences and needs of particularly vulnerable and underserved communities, inspired national and international conversations about these issues, and informed policy change.

Social Security and Retirement

Since discussion of the proposed privatization of Social Security heated up in the late 1990s, IWPR’s research on women’s stake in Social Security has been at the forefront of policy discussion surrounding retirement security and the popular public social insurance system. Women are more likely to rely on Social Security in older years as they have fewer alternative sources of income than men, have a longer life expectancy than men, tend to leave the labor force to rear children, and are more likely to be left alone when their spouses die or become disabled. Women of color are especially disadvantaged in retirement. Both they and their spouses have lower lifetime earnings than white men, are more likely to have worked in jobs with no pension benefits, and, therefore, have both lower Social Security benefits and lower pension income.

One year after the creation of the Older Women’s Economic Security Task Force (OWES), formed in 1998 to inform policymakers and educate women leaders about women’s special stake in Social Security, IWPR addressed strengthening Social Security by convening a two-day conference at Airlie House in the Virginia countryside attended by more than sixty experts and policymakers. The Washington Post described the meeting as “an historic event.” Out of this conference (funded by the John D. and Catherine T. MacArthur Foundation, the Open Society Institute, the Retirement Research Foundation, the Rockefeller Family Fund, and the AARP) came the report Strengthening Social Security for Women, a statement describing sustainable ways to bolster Social Security for women. One of the report’s proposals, adding earnings credits for caregivers to Social Security, became a plank in Vice President Al Gore’s presidential campaign.

To respond to suggestions to privatize Social Security, IWPR published Why Privatizing Social Security Would Hurt Women, which detailed the substantial negative affects surrounding a change from public social insurance to private savings accounts. The report discusses the importance of Social Security to women, as well as the high costs and risks of transitioning to a private system. IWPR followed up in 2003 with Gender and Economic Security in Retirement, a report providing a comprehensive review of the economic challenges women face during retirement. It finds that older women are less likely than men to receive income from sources other than Social Security, such as pensions, and that unmarried women are four times more likely than married women to fall below the poverty line.

In 2009, the peer-reviewed Journal of Women, Politics & Policy published a special issue presenting a series of papers on the ways older women experience retirement. The papers were the culmination of a multi-year study undertaken by IWPR, with funding from the AARP Foundation and the Russell Sage Foundation, that addresses such topics as racial and ethnic differences in women’s retirement security, how changes
in marriage and employment patterns are affecting women’s pensions, retirement benefits, and time use, and women’s health and long-term care needs.

In 2011, Social Security: Especially Vital to Women and People of Color, Men Increasingly Reliant brought national attention to the impact of Social Security benefits. This study, funded by the Annie E. Casey, Ford, and Rockefeller foundations, finds that between 1999 and 2009, Social Security became increasingly important to the economic security of older Americans because of the recession’s impact: income from assets fell across the ten years of the study so Social Security had to do more. Social Security lifts up 14 million economically vulnerable seniors above the poverty line. According to the report, 50 percent of older women and 40 percent of older men would be in poverty without Social Security. The report gained national media attention from Business Insider and AARP The Magazine. At a Capitol Hill briefing covered by C-SPAN, IWPR President Heidi Hartmann presented the findings of the report.

Welfare and Poverty

IWPR’s involvement in research on policy changes in the U.S. safety net began in IWPR’s earliest years. Its 1989 report on Low-Wage Jobs and Workers was soon followed by an extensive series of reports using the SIPP and other data sets to analyze the lives of welfare recipients, beginning with Combining Work and Welfare in 1992. In 1993, IWPR sponsored “Women and Welfare Reform,” an all-day conference to educate President Bill Clinton’s administration on women’s concerns about poverty and policy. The conference was chaired by the late Congresswoman Patsy Mink and co-chaired by Congresswomen Lynn Woolsey and Maxine Waters and Congressman Ed Pastor. IWPR’s Women and Welfare Reform, a publication of the conference proceedings, brought to the forefront the realities of low-income mothers, especially those trying to make ends meet as lone heads of households. Overall, the conference brought a much-needed focus on the economic security of recipients to the welfare reform debate.

Dr. Roberta Spalter-Roth, then IWPR’s Research Director, presented findings from Welfare that Works: the Working Lives of AFDC Recipients (1995) before the U.S. House Subcommittee on Human Resources. They were also presented to the President’s Interagency Task Force on Welfare Reform during the Clinton Administration. This widely-cited study uses the SIPP to examine the labor force participation patterns of cash welfare recipients during a five-year period (1984–1989). The study finds that women who receive cash welfare benefits often have wage work, but typically have jobs that pay too little to provide household economic security. Consequently, true welfare reform needs to address the employment prospects for poorer parents, especially for single mothers. The study also finds that a white woman who had not completed high school and had no job training or experience, who lived in an area with an average unemployment rate and had no disability, had only an 11 percent chance of rising out of poverty. The study goes on to explore factors that increase women’s opportunities for economic self-sufficiency, such as having job training and union coverage.

Through the early 2000s IWPR maintained a strong focus on welfare policy and reform, publishing a series of studies such as Food Stamps and AFDC: A Double Life-Line for Low-Income Working Single Mothers (1996); Before and After Welfare Reform: The Work and Well-Being of Single Parent Families (2003); Survival at the Bottom: The Income Packages of Low-Income Families with Children (2003); and The Children Left Behind: Deeper Poverty, Fewer Supports (2004). Funders of this series of reports include the Annie E. Casey Foundation, the Ford Foundation, the Charles Stewart Mott Foundation, the David and Lucile Packard Foundation, the Russell Sage Foundation, and the Food and Consumer Service of the Department of Agriculture. These publications look at the effects of the “work-first” framework of the Personal Responsibility and Work Opportunity Act (PRWORA) of 1996. IWPR analyses find that PRWORA had a negative impact on the economic security of low-income families, and that instead of moving out of poverty, as some did, other recipients became stuck in deep poverty, with incomes below 50 percent of the federal poverty line. IWPR’s reports indicate that having states count time spent on attaining higher education as work would improve mothers’ long-term employment prospects, and argue that poverty reduction, not immediate work...
participation, should be the ultimate goal of welfare policy. In addition, access to health insurance and child care greatly improves families’ chances of rising out of poverty.

IWPR returned to the subject of welfare in a 2008 study entitled Resilient and Reaching for More: Challenges and Benefits of Higher Education for Welfare Recipients and Their Children. Current welfare regulations do not count time spent attaining higher education as work, hindering recipients’ efforts to obtain the education necessary to achieve greater economic security. This study finds that educational degrees not only provide increased opportunity to earn higher wages, but that degree-holders also have a better sense of self-esteem and become more involved in their communities post-graduation. The study points to Maine’s Parents as Scholars program, in which participants receive child care, transportation assistance, books, and supplies, as exemplary of educational support for welfare recipients.

The Great Recession and Poverty

IWPR has been at the forefront of researching the effects of the Great Recession (2007–2009) has had on America’s most vulnerable populations. The IWPR/Rockefeller Survey of Economic Security of 2,700 Americans in the fall of 2010 brought greater visibility to the challenges faced every day by these groups and provided data for two reports and several fact sheets. Women and Men Living on the Edge: Economic Insecurity After the Great Recession (2011) found that women—and minority women in particular—have been the population hardest hit by the recession. Though the common conception holds that the early job loss revealed a ‘mancession,’ the IWPR/Rockefeller Survey shows that women’s economic security was more severely affected than men’s, with a higher share of women reporting having to use coping methods such as skipping visits to the doctor, reducing use of household utilities, or borrowing money from a friend or relative. In Retirement on the Edge: Women, Men, and Economic Security After the Great Recession (2011), researchers found the Great Recession greatly shook people’s expectations of their current and future economic security. Many seniors express concern over whether their savings will last through retirement, and many workers report they are not saving enough for retirement. Moreover, a majority of Americans are willing to pay more to ensure Social Security benefits continue. Bloomberg Businessweek, CNN, and The New York Times cited the survey, with particular praise of the study’s focus on the family, not just the individual. The survey asked, for example, how many other people in the household were unemployed and whether they had “doubled up,”—had taken in family members or friends or moved in with others themselves to attain shelter.

In the fall of 2011, IWPR’s Hartmann presented testimony about older Americans and the recession to the Senate Committee on Health, Education, Labor, and Pensions’ Subcommittee on Primary Health and Aging which detailed the economic status of the elderly in the wake of the economic downturn. She reported that the recession caused many older Americans to withdraw money from retirement accounts, experience a decrease in assets due to the stock market crash and the plunge in housing values, and go without medical prescriptions or sufficient food. Overall, however, the elderly did not experience an increase in poverty, as officially measured, during these years, likely due to the reliable income provided by Social Security.

In 2012, IWPR published a Fact Sheet entitled “A Clearer View of Poverty: How the Supplemental Poverty Measure Changes our Perceptions of Who is Living in Poverty.” This Fact Sheet details the difference between the official poverty measure and the new Supplemental Poverty Measure, both of which are produced by the U.S. Census Bureau. The Supplemental Poverty Measure provides a more accurate account of a household’s cost of living and its income sources because it takes into consideration the costs of health care and child care as well as the receipt of government benefits, such as tax credits for the working poor. Overall, the new measure shows a more equal distribution of poverty between single mothers and married couples, between people of color and whites, and between other groups, though it still shows greater disadvantages for single mothers and people of color.

Microenterprise

In 1994, IWPR asked the question: if microenterprise could help diminish poverty in a third-world country, could it also work for low-income women in the United States? In a report entitled Micro-Enterprise and Women: Findings on the Viability of Self-Employment as a Strategy for Alleviating Poverty, funded by the Charles Stewart Mott Foundation and the John D. and Catherine T. MacArthur Foundation, IWPR researchers find that, even with a high failure rate for small businesses and the fear of government benefits loss, microenterprise is still a viable strategy for moving families out of poverty. Encouraging microenterprise training increases the entrepreneurial experience of women, leading to greater accumulation of social capital. In addition, the fear of loss of benefits can be addressed through income packaging: at the time of its publication, many states allowed for receipt of welfare even while working or participating in microenterprise efforts. Combining income streams in this manner gives women a higher chance of moving out of poverty.

Unemployment Insurance

One of IWPR’s earliest publications on women and unemployment insurance was Income Insecurity: The Failure of Unemployment Insurance to Reach Working AFDC Mothers, published in 1994, as a result of IWPR’s investigation of the work lives of AFDC recipients. Many working mothers failed to receive unemployment insurance benefits when they left work despite working about 1,000 hours per year; instead they relied on welfare between jobs. This major new finding led to the development of many proposals to make unemployment insurance more available to women and low-wage workers who typically move in
and out of the labor force. This report was followed by Unemployment Insurance: Barri-
ers to Access for Women and Part-Time Workers (1995), funded by the National Com-mission for Employment Policy. High quarter earnings requirements (rather than total earnings across a full year) were found to disqualify many women from receiving benefits because their wages are often low.

In 1999, IWPR and the National Employment Law Project co-sponsored a strategy forum aimed at addressing unemployment insurance policies towards women and low-wage workers. “Unem-
ployment Insurance Reform for the New Workforce,” funded by the Annie E. Casey, Joyce, and Charles Stewart Mott foundations, brought together more than 50 advocates, researchers, and policy-
makers for two days to discuss ways to improve unemployment insurance. The conference, summarized in a report, successfully facilitated an exchange of strategies and challenges in the effort to improve unemployment insurance. The conference, summarized in a report, successfully facilitated an exchange of strategies and challenges in the effort to improve unemployment insurance through the development of state and national legislation.

IWPR continued its commitment to unemployment insurance research for the next several years. In late 2000, IWPR published a Research-in-Brief titled “Unemployment Insurance and Welfare Reform: Fair Access to Economic Support for Low-Income Working Women.” Since unemployment insurance was originally designed as a temporary support for the full-time breadwinner of the family, its eligibility requirements often do not support those with low wages or intermit-
tent work in the same way. In addition, in many states unemployment insurance is not accessible to women who leave their job due to sexual harassment, child care problems, or family responsibilities. The topic of unemployment insurance and the benefit eligibility of women workers has become increasingly important as wom-

Conclusion
IWPR research has demonstrated how women experience poverty and economic insecurity across the life course and the kinds of solutions that can aid them in rising above poverty. IWPR’s work addresses both specific anti-poverty pro-
grams and universal programs, such as Social Security, that help all Americans but are especially important to the most vulnerable groups. IWPR’s proposals aim to address specific challenges posed by demographic shifts, such as an aging population and an increase in the share of children raised by mothers alone, and by economic changes, such as unemploy-
ment and rising inequality, or by disasters that devastate entire communities. As the nation continues to recover from a severe recession, IWPR will continue to analyze the impact of policies designed to improve our social safety net and provide evidence to policymakers for the effectiveness of anti-poverty programs.

For more information on poverty, wel-
fare, and income security please see the full Research-in-Brief, “The Gendered Dynamics of Income Security: How Social Science Research Can Identify Pathways Out of Poverty and Toward Economic Security,” visit:


Quantifying Women’s Labor Market Experiences

by Maxwell Mattie, Ariane Hegewisch, and Youngmin Yi

From the outset, IWPR has highlighted the wage gap as a key indicator of women’s economic security and gender (in) equality in the workplace. Fact sheets on the overall gender wage gap were published in IWPR’s first years and document how much the earnings ratio between men and women changed over time, as well as how earnings for different groups of women varied over this period of time. From 1996 onwards, the Institute’s research program on the Status of Women in the States has made these data available on a state-by-state basis, including in the report Women’s Economic Status in the States: Wide Disparities by Race, Ethnicity, and Region (2004).

IWPR’s research has also linked trends in the wage gap to policy developments, changes in the economy, and ongoing changes in women’s lives. Such trends as later marriage, reduced fertility, gains in education, the growth of low-wage jobs and contingent work in the U.S. economy, and changes in the minimum wage, equal employment opportunity enforcement, and collective bargaining all affect women’s opportunities in the labor market, including their labor force participation and the amount of sex segregation they face in employment.

The Great Recession and Recovery

The Great Recession, though devastating across the board for the U.S. economy, has affected women and men very differently both during the recession and since, during the long recovery. IWPR highlights these trends and differences in a variety of ways, producing both larger research studies of labor market experiences as well as quick digestible snapshots of employment trends that have garnered substantial public interest and informed policymakers and advocates. An IWPR Briefing Paper published in 2010, “Women and Men’s Employment and Unemployment in the Great Recession,” provided insight on changes in employment among women and men and went beyond the focus on men’s job loss that was being so heavily discussed in the popular press. In a major study comparing the Great Recession to all recessions in the past several decades, the analysis revealed that the Great Recession was the first in the United States in many decades in which women workers lost a sizeable number of jobs. IWPR’s work on employment and unemployment in the Great Recession and recovery also includes quick turn-around pieces that allow policymakers and advocates to track monthly jobs trends with a gendered analysis. Study Director Jeffrey Hayes, Ph.D., designed a chart, published as an IWPR “Quick Figures,” to visually capture differences in the way the 2007–2009 recession was affecting women’s and men’s job loss and recovery. The figure, widely cited by the media, shows that the timing of the recession was earlier for men, who experienced the vast majority of job loss early on, and later for women, who continued to lose jobs for several months after men had started to regain jobs.

In addition to tracking labor market trends since the Great Recession, IWPR has been contributing to policy discussions and informing policymakers on proposed ways to accelerate the country’s economic recovery. IWPR’s Hartmann collaborated with other members of the Women Scholars Forum to put forth a series of specific “Recommendations for Improving Women’s Employment in the Recovery” in 2011. These recommendations included a wide array of tools to boost women’s employment, including federal transfers to state and local governments, increased funding for child care subsidies, expansion of unemployment insurance benefits for workers who have been forced to reduce their work hours for economic and noneconomic reasons, and quality job creation in human infrastructure and care occupations, which are predominantly held by women. The recommendations formed the basis for a memo sent to the Director of the National Economic Council for consideration by the White House in developing the proposed American Jobs Act, and were cited by the Administration’s materials and fact sheets surrounding President Barack Obama’s speech on jobs and the economy on September 9, 2011.

The Ford, the Annie E. Casey, and the Rockefeller foundations and the many organizations and individuals who provide general support to IWPR funded these quick-response projects.

Closing the Wage Gap

IWPR’s 1995 Briefing Paper (updated in 1997), “The Wage Gap: Women’s and Men’s Earnings,” provides a comprehensive look at the wage gap as it varies by race and ethnicity, education, occupation, and age, as well as across time. It shows that the wage gap between women and men, which had remained virtually constant from 1955 through the 1970s at about 40 percent, began to decline in the 1980s, as the ratio of women’s annual earnings to men’s for full-time year-round workers increased gradually over the 1980s and 1990s (reaching 72 percent in 1994 for a wage gap of 28 percent). The study also reveals that nearly three-quarters of the reduction in the gender wage gap was due to the decline in the real earnings of men, and only one-quarter to rising real wages for women. Subsequent fact sheets show that the annual earnings ratio reached a peak of 77 percent in 2001, 2009, and again in 2011, reflecting a general slowdown in the rate of progress in closing the wage gap. IWPR’s most recent update of its projection for closing the gender gap, based on earnings trends between 1960 and 2011, finds that pay
equity has become one year more remote and will not occur until 2057.

IWPR’s research has highlighted a number of factors that contribute to the narrowing of the wage gap and women’s economic advancement, including occupational integration, proactive workforce development, increased unionization, higher minimum wages, and more effective enforcement of anti-discrimination laws. IWPR research also recommends tackling the elimination of the undervaluation of work traditionally done by women.

The Undervaluation of Women’s Work

In 1989, with 20 states having implemented programs to raise the wages of workers in female-dominated job classes in their state civil services, IWPR saw an opportunity to expand its work on pay equity. In collaboration with the Urban Institute, and with funding from the Ford Foundation, IWPR embarked on a project to examine how much difference these pay equity programs made for women. The study, “Pay Equity and Women’s Wage Increases: Success in the States, A Model for the Nation” (1994), finds that all 20 states were successful in narrowing the female/male wage gap without substantial negative effects, such as decreased employment. Further, the extent to which the states succeeded depended on many factors, including how much money was spent, the proportion of women affected, and the standard to which female wages were raised. Programs that focused on funding wage increases for employees in female-dominated job classes and that spread the reform over a longer period of time were more likely to raise women’s wages with significantly smaller disruptions to employment. Overall, progress was made by most of the 20 states toward raising women’s wages to levels that are freer from discrimination or cultural devaluation.

In 1989, IWPR published High Skill and Low Pay: The Economics of Childcare Work, which brought to light the disparities between skill level and pay that child care workers face. This report finds that while child care workers have above average education levels, their wages were about 55 percent of what an average worker earned and are even paid poorly compared to women with similar education levels in other female-dominated occupations. The report finds that certain settings, such as schools, government, or unionized workplaces, are associated with higher wages and longer job tenure and, therefore, recommends the organization or unionization of child care professionals as one way to increase pay and decrease turnover. Public subsidies are also mentioned as a way to increase wages among child care workers, without increasing the cost of child care for parents.

Low Pay as a Gender Issue

Also in its early years, IWPR released Low-Wage Jobs and Workers: Trends and Options for Change (1989), a report funded by the U.S. Department of Labor (DOL) that focuses on the prevalence of low-wage employment among women and minorities, as well as the factors that decrease the likelihood of low-wage work and increase the opportunity for higher-wage employment. The report finds that low-wage employment increased from 1975 through 1984 as a share of all jobs, and that the increase in low-wage work occurred disproportionately among women (especially mothers) and people of color. The researchers argue that race and gender discrimination must be included in explaining disparities in the distribution of low-wage work, especially because women of color are four times more likely, white women three times more likely, and men of color 1.6 times more likely than white men to be low-wage workers, when controlling for factors such as the workers’ human capital (i.e. education and work experience) and structural differences in jobs and industries (i.e. firm size and occupation).

IWPR also studied temporary work for the DOL’s Commission on Workforce Quality and Labor Market Efficiency, collaborating with June Lapidus (now at Roosevelt University). This report was included in a volume published by the DOL in 1989, Investing in People: A Strategy to Address America’s Workforce Crisis, and examined the demographics and other characteristics of the contingent workforce and the firms that employ them, finding that women are disproportionately hired as temporary employees. These positions, which tend to pay less and tend not to offer important fringe benefits, such as access to group health insurance and retirement plans, leave these workers vulnerable and economically insecure.

Partnering with EPI, IWPR examined the broader phenomenon of contingent work and identified some alarming trends about changes in the workforce, that the contingent or temporary workforce was growing more rapidly than overall employment and that most of the growth in contingent employment occurred among workers who would have chosen full-time employment instead, if it had been available to them. This report, Contingent Work: A Chart Book on Part-Time and Temporary Employment (1991) provides an overview of these trends and the nature of temporary employment and also makes policy recommendations for improving job and income security for contingent workers through regulation of temporary work and the firms that employ these workers, as well as the expansion and strengthening of the safety net for contingent workers.

The Gender Wage Gap as a Family Issue

In 1999, IWPR worked on a joint research project with the AFL-CIO to combine three strands of investigation: low pay, the gender wage gap, and the undervaluation of typical female work. The study, Equal Pay for Working Families, reveals that both men and women face serious inequity when they work in female-dominated jobs, defined in the study as jobs in which women are 70 percent or more of the workers. It shows that the 25.6 million women who work in these jobs lose an average of $3,446 per year, and the 4.0 million men who work in the predominately female occupations lose an average of $6,259 each year for a whopping $114 billion loss (in 1999 dollars) for women and men in predominately-female jobs. The project also finds that paying working women the wages of comparably-educated
The Lifetime Wage Gap

In one of its most widely quoted and cited studies, Still a Man’s Labor Market: The Long-Term Earnings Gap, authors Stephen J. Rose (now at the Georgetown University Center on Education and the Workforce) and IWPR’s Hartmann used 15 years of data from a longitudinal study, the Panel Study of Income Dynamics, to examine gender differences in earnings and present the gender wage gap in a new way. The study, released in 2004, shows that women earned 38 percent of what men earned across the 15 years, or only 38 cents for every dollar men earned, leaving a gap of 62 cents per male dollar earned. This figure is more than twice the conventional measure of the pay gap based on year-round earnings of full-time workers for a single year, which stood at 23 percent, or 77 cents for every male dollar earned. The new measure includes not only the fact that women earn less per hour worked than men but also work fewer hours than men (on average). The conventional measure compares only those women and men who work full-time year-round, which leaves about half of women workers out of the comparison. In absolute terms, these researchers found that the average woman earned only $273,592 across a 15-year period, while the average man earned $722,693, representing a career earnings gap for women of $449,101.

Workforce Development and Occupational Segregation

Attacking Gender-Based Segregation

A 2010 Briefing Paper, “Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap,” examines the overall gender segregation trends in the U.S. labor market between 1973 and 2009, revealing that, after a considerable move towards more gender-integrated occupations in the 1970s and 1980s, progress stalled from the mid 1990s onwards for all age groups, including younger women. The analysis shows that, at each of three levels of skill and education (low, medium, and high), female-dominated occupations pay less than male-dominated ones, most strongly so at college-level occupations.

IWPR’s review of more than 40 state-level workforce reports on the potential of green jobs finds the great majority of states fail to note, let alone address as a policy concern, the stark underrepresentation of women in high-paying and growing green job fields.

The Role of Unions in Increasing Women’s Employment Opportunities

IWPR’s 2006 study, Solving the Nursing Shortage Through Higher Wages, is the most comprehensive occupational study IWPR has done of the effect of unions on women’s employment opportunities. IWPR’s analysis points to collusion between hospitals as a likely cause of depressed nurse wages in spite of a “nursing shortage.” The study, supported by the SEIU, examines how nurses’ pay and working conditions affect hospitals’ ability to meet their staffing needs, arguing that most analyses of the nurse workforce overlook the critical link between pay and nurse supply. While most economists view the link between wages and the number of workers seeking jobs as the key driver in labor markets, of the 49 studies of the nursing shortage examined for the research, only 11 propose increasing wages in order to attract more nurses. The study findings helped make the case for thousands of nurses in Albany when Northeast Health agreed to a $1.25 million settlement to raise the wages of nurses after SEIU filed a law suit alleging collusion.

While women are a growing share of
In August 2008, IWPR was recognized by the United Food and Commercial Workers for its “dedicated services and commitment to working families” after the release of I Knew I Could Do This Work, a guide encouraging women’s leadership in unions.

union members, they tend to lag behind in leadership positions. With support from the Berger Marks Foundation, IWPR has published two guides to help encourage women’s engagement and advancement in their unions: I Knew I Could Do This Work: Seven Strategies That Promote Women’s Activism and Leadership in Unions (2007) and The Next Generation: A Handbook for Mentoring Future Union Leaders (2012). The United Food and Commercial Workers International Union (UFCW) distributed I Knew I Could Do This Work to more than 150 international advisory board and executive council members to educate union organizers and to advocate for women’s leadership within the union. The Next Generation handbook has generated substantial interest in mentoring among union leaders and members; it has been distributed and discussed at numerous conferences and meetings, including those organized by the American Federation of Teachers (AFT), the AFL-CIO, the International Brotherhood of Electrical Workers (IBEW), the Labor Council for Latin American Advancement, and the United Association for Labor Education (UALE).

a consent decree (defined as a negotiated and court-supervised pre-trial settlement). In employment discrimination cases, these consent decrees typically include “injunctive relief” in the form of changes to human resource management policies and practices. The IWPR report, Ending Sex and Race Discrimination at Work: Legal Interventions that Push the Envelope (2011), is based on the analysis of more than 500 consent decrees that were negotiated by the U.S. Equal Employment Opportunity Commission (EEOC), the U.S. Department of Justice (DOJ), or private law firms; and four case studies of the negotiation and implementation of sex discrimination consent decrees, including two concerned with pay discrimination and two with sexual harassment. The study finds that injunctive relief is a critical but underutilized feature of Title VII of the U.S. Civil Rights Act, and that, while private class action consent decrees typically are informed by the latest research on organizational science, consent decrees negotiated by the EEOC and the DOJ typically adopted a much more limited approach. Following the release of the report, the Workplace Class Action blog stated, “the IWPR report should be required reading for any corporate counsel facing workplace class action litigation...employers should expect plaintiff’s lawyers to view this report as a play book on the specific injunctive relief which they should request in any settlement of an employment discrimination class action.” Furthermore, the EEOC General Counsel, the Chair of the EEOC, and the Director of the Office for Federal Contract Compliance Programs requested meetings with IWPR staff to discuss the report. Moreover, the report formed the basis for an amicus brief filed by IWPR in January 2011 in the Walmart Stores, Inc. vs. Dukes et al. Supreme Court case.

The research on legal cases claiming pay discrimination shows the type of employment practices that perpetuate the gender wage gap. IWPR’s 2011 Fact Sheet, “Pay Secrecy and Wage Discrimination,” based on an original survey of 2,700 Americans, highlights why pay discrimination cases are relatively rare: although the Equal Pay Act of 1963 and Title VII of the Civil Rights Act prohibit discrimination in all aspects of compensation, in practice, employer policies regarding pay secrecy, including threat of retaliation, make it difficult for women to discover pay discrimination and effectively use these rights.

Conclusion

IWPR’s research has not only highlighted gender disparities in compensation, employment, and work experiences, but continues to inform the national debate on these problems and explore ways to eradicate them. With the increase in women’s participation in the labor force over the last decades and the revitalized discourse on women’s economic advancement and changing roles in society, IWPR’s work on issues such as sex segregation in the workforce, the minimum wage, anti-discrimination policy, unionization, and occupation- and industry-specific trends in employment is sure to expand in coming years.

For the full Research-in-Brief, “The Truth in the Data: How Quantifying Women’s Labor Market Experiences Changes the Conversation about the Economy,” visit:


Child Care, Education, and Job Training

By Holly Firlein, Barbara Gault, Ph.D., and Bethany Nelson

Recognizing that education is the gateway to opportunity, the Institute for Women’s Policy Research (IWPR) has been a significant source of research on education and training, including work on early care and education, girls’ experiences in the K–12 system, high quality workforce development opportunities, and postsecondary attainment. Its work has explored the importance of education for improving women’s earnings, the importance of access to quality early care and education for mothers’ labor force outcomes, methods for improving job quality among early care and education providers, the importance of low-income women’s access to postsecondary education as a poverty reduction tool, strategies for increasing the success of student parents in college through providing child care and other supports, and increasing women’s representation in higher paying, traditionally male careers such as in Science, Technology, Engineering, and Mathematics (STEM) fields.

Early Care and Education (ECE)

Access to Child Care

IWPR has conducted research on the importance of expanding access to quality early care and education (ECE) since its founding in 1987. In 1988 testimony before the Subcommittee on Human Resources of the Committee on Education and Labor, The Economic Realities of Childcare, IWPR’s Hartmann used economic theory to examine market failures in the child care industry. Dr. Hartmann reported that public subsidies provide five desirable outcomes: 1) improving the operation of child care markets; 2) increasing the quality of child care; 3) reducing the burden of child care costs on families; 4) helping families achieve economic security; 5) and reaping long-term benefits from increased investments in children. This testimony and others provided by IWPR staff members were among those used in the debate on the Act for Better Child Care (ABC). Following that debate, President George Herbert Walker Bush signed the Child Care and Development Block Grant Act into law, which was the first comprehensive federal child care legislation since Richard Nixon vetoed a major bill in 1971.

In 2004, IWPR prepared a series of reports on the Status of Early Care and Education in the States with support from the Rockefeller Family Fund, as a part of an experiment to assess how information about child care might affect women’s propensity to vote. IWPR published reports for Wisconsin, New Mexico, and the United States that presented data on indicators of child care and preschool access and quality. In partnership with People for the American Way (PFAW), IWPR participated in release events in each of the two states and in a national press conference. PFAW conducted testing by polling citizens in each of the two target states to gauge their interest in voting, both before and after they received information with IWPR’s research on ECE quality and access. The surveys found that receiving the information substantially increased survey participants’ interest in voting if a candidate who supported child care expansions would be on the ballot. In 2005, with funding from the John S. and James L. Knight Foundation, IWPR published a promising practice report on improving quality in Family, Friend, and Neighbor early care and education set-tings, entitled In Our Own Backyards, which was the first report of its kind, and which provided recommendations on innovative models for engaging home-based providers in community-based child care quality efforts.

Research Technical Assistance on Preschool Expansions

In 2000, with funding from the John D. and Catherine T. MacArthur Foundation, IWPR hosted a strategy session in Washington, D.C., to identify key research needs among the early care and education advocacy community. After a day of considering possible options, the group agreed that the most pressing need was to develop a reliable tool for estimating the costs of preschool expansions at the state and local level. Working with national early care expert Dr. Anne Mitchell of Early Childhood Policy Research, IWPR developed a cost estimate tool that it utilized to inform preschool expansion efforts in a number of states, including California, Illinois, Kansas, and Virginia. The cost estimation model helped to inform leaders around the country who were working to expand state-funded preschool education for three, four, and five-year-olds.

In 2007, IWPR conducted cost estimates for a ten-year early childhood education program expansion in Kansas with a statewide working group. IWPR Vice President and Executive Director Barbara Gault presented estimates to then Governor of Kansas Kathleen Sebelius along with members of the Kansas School Readiness Coalition and administrators of existing programs. The governor expand-
ed early care and education funding in the state by $14.1 million during the legislative session. IWPR also produced estimates of the cost of expanding pre-K programs for disadvantaged children in the state of Virginia, leading to a proposed $75 million expansion for pre-K services by then Governor of Virginia, Timothy M. Kaine, that closely mirrored the parameters of the estimates produced by IWPR.

In 2008, IWPR published a national report arising from these efforts, Meaningful Investments in Pre-K: Estimating the Per-Child Costs of Quality Programs, with support from the Pew Charitable Trusts. The report provided policymakers, school administrators, and program directors with per-child cost estimates of preschool programs of varying levels of quality. Through literature reviews and a detailed cost analysis of pre-K programs, the authors quantified the costs of quality interventions such as decreases in class size and increases in teacher credentials.

**Improving ECE Quality Through Workforce Interventions**

IWPR has conducted a number of studies focused on improving the quality of ECE jobs, both to improve working conditions and incomes for the ECE workforce and to improve the quality of education for preschool-age children. Building a Stronger Child Care Workforce: A Review of Studies of the Effectiveness of Public Compensation Initiatives (2002) reviewed evaluations from seven different programs aimed at improving the salaries of child care workers through tiered compensation initiatives. IWPR found that compensation initiatives can improve early child care workforce education and retention—two key elements of a quality child care program. The report also recommends that programs pursue one or more of the following strategies to ensure a quality child care workforce: increasing starting salaries; establishing minimum education and training requirements for workers; linking professional development activities to bonuses or pay increases; providing access to credits toward a college degree; and sustaining programs through multiple funding streams. The report was supported by the A.L. Mailman Foundation.

**Postsecondary Education (PSE) and Job Training**

**Increasing Low-Income Women’s Access**

The 1996 welfare reform law includes a number of components that incentivize women to pursue low-wage work instead of pursuing higher education or job training. IWPR published several briefing papers and reports demonstrating that quality education and job training leads to long-term earnings gains that alleviate poverty and improve child outcomes. In coordination with the Center for Community Change and with funding from the Annie E. Casey Foundation, IWPR published a series of fact sheets and briefing papers summarizing studies on increased earnings among welfare recipients who receive quality postsecondary education and training. This work helped to inform expansions in access to education and training incorporated in the Balanced Budget Act of 1997.

In 2001, IWPR published the results of a major study entitled Working First But Working Poor: The Need for Education & Training Following Welfare Reform. Relying on original IWPR surveys of job training recipients and workforce development professionals conducted in seven states, IWPR researchers established that, while women were receiving lower quality training and education experiences than men, case managers underestimated women’s interests in nontraditional fields they were qualified to pursue, such as work in computer information technology (IT) fields. The report recommends interventions to increase women’s likelihood of workforce success by improving access to nontraditional jobs, increasing supports at community colleges, extending training times allowable under TANF, and allowing enrollment in programs outside of community colleges for women who had not received a GED or high school diploma. The study was funded by a foundation that wished to remain anonymous, and IWPR worked in partnership with Legal Momentum (formerly NOW Legal Defense and Education Fund) to disseminate the report’s findings. In 2002, IWPR Vice President and Executive Director Barbara Gault testified before the House Education and Workforce Committee on how Workforce Investment Act Programs and TANF could be coordinated to provide education and training opportunities to reduce poverty among low-income women supporting families.

IWPR’s 2006 report, Resilient and Reaching for More: Challenges and Benefits of Higher Education for Welfare Participants and Their Children, examines the challenges and payoffs of acquiring higher education under the constraints of welfare reform. The study used interviews, focus groups, and survey data gathered from current and former student parents who sought postsecondary education while receiving welfare in California. The research finds that while the benefits of education are considerable, student parents experience barriers to access, including lack of knowledge about how to access education due to limitations and requirements imposed on welfare recipients, as well as a lack of support and assistance from caseworkers. Degree-holders had higher hourly wages than degree-seekers, were more likely to experience better job opportunities, and had greater financial resources and improved personal relationships. Communities also benefited from student parents earning higher education credentials, as most degree holders stayed in and increased their involvement with their community.

**Shifting the College Environment to Accommodate Students with Children**

In 2010, with substantial support from the Bill & Melinda Gates Foundation, IWPR launched the Student Parent
Success Initiative (SPSI), to raise awareness about student parents and increase knowledge-sharing about how to provide student parents with greater access to support services and resources. The SPSI project’s research found that approximately 25 percent of college students in the United States, or 4 million students, have dependent children, and the proportion is even higher among low-income students. Many colleges and universities are unaware of both the high proportion of their students who are parenting and their need for child care and other supportive services.

The 2011 report, Improving Child Care Access to Promote Postsecondary Success Among Low-Income Parents, uses information gathered from a literature review, interviews with campus child care experts, interviews with child care center and program administrators, and analyses of postsecondary education data to assess the demand for and adequacy of existing child care and to examine the characteristics of successful campus child care programs. The report finds that while, in 2008, one in four college students were parents, only five percent of student parents who needed child care supports had access to on-campus child care, and the proportion of campuses with child care centers is declining.

To help campuses expand resources for student parents, IWPR published Tools for Student Parent Success: Varieties of Campus Child Care in 2012. This toolkit, the first in a series, provides an overview of options for universities and colleges looking to start, improve, or expand child care program offerings for students and faculty.

To release the findings of its research, and to build a community of individuals attuned to the needs of student parents, the SPSI project has hosted webinars on topics such as integrated service delivery at community colleges, student parents and online learning, financing campus child care, federal programs that encourage education among young mothers (including the Pregnancy Assistance Fund, a provision of the Affordable Care Act), and bridges to college for pregnant and parenting teens. It has also distributed a monthly e-mail newsletter on research, programs, and policies affecting student parent success. The network of agencies, organizations, colleges, and students involved with the SPSI project has grown to more than 1,000. Research from the project has been featured in multiple news and media outlets, including The Chronicle of Higher Education, American Prospect, The Christian Science Monitor, and CNN.

Improving Access to Education in STEM Fields

Women in STEM occupations in the United States have higher median annual earnings than women working in other fields, but they continue to be underrepresented in these jobs, as well as in many STEM education programs. IWPR research on STEM education has focused on various points along the educational pipeline, including an evaluation of a Girl Scouts of the USA program to engage under-represented minority girls in STEM through informal education, funded by the National Science Foundation. While significant scholarship has focused on increasing women’s access to STEM education at the bachelor’s degree level and higher, little research has explored women’s education in STEM fields at
the community college level. A 2012 IWPR Fact Sheet, “Gender Segregation in Fields of Study at Community Colleges and Implications for Future Earnings,” demonstrates that women are dramatically underrepresented in a number of fields of study in community colleges, such as in computer IT, where women make up only 25 percent of graduates. Since community colleges have higher proportions of women, low-income students, and student parents compared with four-year institutions, they could play a vital role in helping these students gain credentials in STEM fields. In 2012, IWPR published Increasing Opportunities for Low-Income Women and Student Parents in Science, Technology, Engineering, and Math at Community Colleges. The report reviews research on the factors affecting women’s decisions not to choose STEM careers including: lack of female role models, a need for more varied pedagogical approaches, and lack of recruiting and providing STEM programming at younger ages. IWPR analysis finds that women are substantially under-represented in community college STEM programs, and that the share of women in computer IT programs has actually been declining. The report profiles seven programs at community colleges around the United States that are working to engage women in STEM education. Recommendations in the report include: strengthening STEM programs in community colleges; conducting more research on women, STEM, programs in community colleges; and strengthening the share of women in computer IT programs has actually been declining. The report profiles seven programs at community colleges around the United States that are working to engage women in STEM education. Recommendations in the report include: strengthening STEM programs in community colleges; conducting more research on women, STEM, and community colleges; and strengthening the report includes seven programs at community colleges around the United States that are working to engage women in STEM education. Recommendations in the report include: strengthening STEM programs in community colleges; conducting more research on women, STEM, and community colleges; and strengthening the federal policy for STEM education in community colleges.

The Educational Status of Women and Girls in the States

In 2004, with funding from and in collaboration with the American Association of University Women (AAUW), IWPR produced a series of projects on The Educational Status of Women in the States, which included reports on women’s educational status in California, Texas, Georgia, and Michigan. The reports find that women earn less than men at every educational level, and that women need higher credentials to earn wages that are comparable to those earned by men at lower education levels. The reports point out that, although women participate in postsecondary education at higher rates than men, women require more higher education than men to approach the family-sustaining wages men often earn, even with less education.

A number of recent IWPR reports have addressed girls’ experiences in schools. IWPR reports on the Status of Women and Girls, such as those prepared for New Haven, Connecticut (2012), and the Washington D.C. metropolitan area (2010), each provide data on girls’ standardized test performance in math and reading as compared to boys. In some regions, data are available to describe school experiences in more depth. For example, the Status of Girls in Minnesota (2008) report finds that while girls spend more time studying than boys, they also spend more time working for pay, performing chores around the house, and caring for siblings. These factors could affect the time that they have available for extracurricular activities, play, or even sleep. In 2009, IWPR worked with Black Women for Black Girls Giving Circle to produce a report providing in-depth examination into the lives of black girls living in New York City by pairing original data from surveys and focus groups with a review of existing literature. Faith, family, and racial identity are all found to be protective and supporting factors in the lives of black girls. The report closes with policy recommendations for reducing poverty and violence in black communities, better meeting the educational needs of black girls, and building alliances among organizations striving to address the challenges faced by black girls in New York City. A recent article, “Improving Outcomes for Marginalized Girls in the Secondary Education and Workforce Development Systems,” discusses how girls’ experiences with factors such as sexual harassment and abuse, teen pregnancy, and gender segregation in career preparation can affect girls’ educational trajectories. The article makes recommendations for program development, service coordination, and policies that can help to ensure that marginalized girls have strong educational opportunities that can promote their future economic success and well-being.

Conclusion

IWPR’s 25 years of research and technical assistance on education, from early education to postsecondary degree attainment, has helped to inform policies at the state and national level that have improved opportunities for both working parents and their children. Through this line of work, IWPR has been able to draw important connections between how early education affects employment and higher educational outcomes, as well as how teacher job quality influences the effectiveness of education and student preparation in early, secondary, and postsecondary educational settings.


IWPR Receives Match Grant to Advance the Dr. Mariam K. Chamberlain Fellowship

Dr. Mariam K. Chamberlain (1919–2013), a founding member and long-serving board member of the Institute for Women's Policy Research and the founding president of the National Council for Research on Women, was the driving force behind the cultivation and sustainability of the women's studies field of academic research. Throughout her life, Dr. Chamberlain fought discrimination, established new roles for women, and championed the economic analysis of women’s issues.

In memory of Dr. Chamberlain and her 95th birthday this year, IWPR has received a generous $95,000 challenge grant from Mary Rubin and the Borrego Foundation to expand funding for the fellowship at IWPR named in her honor.

Since 2001, IWPR has offered the Mariam K. Chamberlain Fellowship for Women in Public Policy, which prepares recent college graduates for successful careers in research. To date, 15 young women have gained valuable economic research experience as MKC Fellows at IWPR. Rhiana Gunn-Wright, an MKC Fellow, has been named a Rhodes Scholar. She will attend Oxford University in 2013–2014 to study comparative social policy.

“IWPR inspired me a lot. It was the first time I had seen the way policy gets made, hands on. More than anything I saw the effect of laws that really take into account people’s well being, and how trying to address their needs really does impact their lives. The research that I intend to do [as a Rhodes Scholar] is going to look at welfare from an intersectional perspective, how welfare policies are designed to meet the needs of people who are at the intersections of multiple identities of the disadvantaged. Gender will always be in my analysis.”

–Rhiana Gunn-Wright, Mariam K. Chamberlain Fellow (Fall 2011-Winter 2013)

By contributing to the Fellowship fund in 2013–2015, you not only double your gift with the Borrego Foundation, but you help advance Dr. Chamberlain’s legacy and provide fellowship opportunities to additional young scholars, strengthening the corps of policy experts in women’s issues.

To help us advance Dr. Chamberlain’s legacy and contribute to the Mariam K. Chamberlain Fellowship fund, you may send a check, with “MKC Fund” in the memo line, to:

Institute for Women’s Policy Research
Attn: Development Department
1200 18th St NW, Suite 301,
Washington, DC 20036

You may also donate online at http://bit.ly/IWPRMKC. Include “MKC Fund” in the comments section.

For more information about the MKC Fellowship, see website: http://www.iwpr.org/about/fellowships
Making Research Count FOR Women

Launching the Next 25 Years

The Institute for Women’s Policy Research (IWPR) celebrated its first 25 years of making research count for women on May 22, 2013, at the AFL-CIO in Washington, DC. The event included an afternoon symposium with two keynote addresses and two panels on the current and future status of women in the United States and abroad, and was followed by the evening keynote address by Acting U.S. Secretary of Commerce Rebecca Blank.

“At every rung on the ladder, the odds of advancement for women are about half of that of men...But companies are beginning to realize that investing in women isn’t just the right thing to do, it’s also the smart business decision.”
---Acting U.S. Secretary of Commerce Rebecca Blank

“Often women are discounted before they have even started. I think we should talk about [that] more because, when you talk about prejudice, then you can change people’s minds.”
---Karen Peetz, President of the Bank of New York Mellon

“Having women in leadership roles armed with the comprehensive research that gets done at IWPR and sister organizations has helped to change that economic agenda for women in Washington.”
---Connecticut Congresswoman Rosa DeLauro

Informing Policy.

Connecticut Congresswoman Rosa DeLauro, Bryce Covert (Think Progress), and Avis Jones-Deweever, host of Focus Point with Avis Jones-DeWeever on NPR.

District of Columbia Congresswoman Eleanor Holmes Norton toasts IWPR at the evening reception.

Keynote Speaker Acting Secretary of Commerce Rebecca Blank (left) and IWPR Founder and President Heidi Hartmann (right).

Members of IWPR Board of Directors (from left): Ellen Delany, Esmeralda Lyn, Holly Fechner, Kai Lee, Lynn Gitlitz, and Susan Meade.

page 16
IWPR Senior Policy and Outreach Associate Tiffany Boiman and Special Assistant to the President Elyse Shaw discuss symposium.

Michael Laracy (right), Director of Public Policy and Advocacy, Annie E. Casey Foundation, speaks with colleagues Juli Kelly (left) and Jessica Compton (center).


IWPR Study Director Ariane Hegewisch speaks with Inkyung Yi (center) and Insu Yi (right) at the reception.


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Barbara Gault receiving National Council for Research on Women award on behalf of IWPR in March 2006 in New York City.

Heidi Hartmann, IWPR and Betty Friedan, author of The Feminine Mystique, speak at the Fifth Women’s Policy Research Conference, Women’s Progress: Perspectives on the Past, Blueprint for the Future.

Then IWPR Study Director Catherine Hill speaks at the Women & Social Security Summit convened by the National Council of Women’s Organizations in 2001 in Washington, DC.

IWPR Staff at the 2012 NOW Conference.

IWPR Interns show off t-shirts from the 2005 conference, When Women Gain, So Does the World.

In 2009, IWPR and the Wellesley Centers for Women co-hosted the symposium, Achieving Equity For Women: Policy Alternatives for the New Administration at the Henry J. Kaiser Family Foundation in Washington, DC.

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Former staff members Young-Hee Yoon and Joyce Wando (now Agunbiade) and former Research Director Roberta Spalter-Roth celebrate IWPR’s expanded office space, 1995.

Former IWPR board chair Martha Blaxall (left), Shinae Chun, then-Director of the U.S. Department of Labor’s Women’s Bureau (center), and IWPR President Heidi Hartmann at the Sixth Women’s Policy Research Conference, The Status of Women: Facing the Facts, Forging the Future, in 2001.

IWPR board chair Esmeralda Lyn and Communications Manager Jennifer Clark discuss the agenda at IWPR’s 25th anniversary symposium in May 2013.
Balancing Work and Family

By Maureen Sarna, Ariane Hegewisch, and Heidi Hartmann, Ph.D.

From its inception, research on work and family has been a core component of IWPR’s work. IWPR has examined important policies in allowing workers, particularly women who do the majority of family care, to balance employment with care giving responsibilities, including family and medical leave and paid sick days, child care, and workplace flexibility. By identifying and estimating the costs and benefits of a wide range of workplace policies to both workers and their families, as well as to employers and society as a whole, IWPR has provided strong evidence against claims that these policies harm businesses and the economy. IWPR’s work has been highly influential in the passage of most of the nation’s leave policies, including the federal Family and Medical Leave Act of 1993, California’s Paid Family Leave, New Jersey’s Family Leave Insurance Program, Rhode Island’s Temporary Caregiver Insurance, and paid sick days legislation in San Francisco, the District of Columbia, Milwaukee (subsequently overturned by the state government), Connecticut, Seattle, and New York City.

Family and Medical Leave

With the support of the Ford Foundation, IWPR initiated its first research project in 1987, the findings of which were published in one of its first reports, Unnecessary Losses: Costs to Americans of the Lack of Family and Medical Leave (1990). By estimating the costs of the lack of a federal parental and medical leave policy to workers and society, this research changed the terms of the policy debate, which at the time was focused almost exclusively on the costs of family and medical leave legislation to businesses. Using data from the Panel Study of Income Dynamics, the study found that the costs to workers and society of lack of leave, in the form of lost earnings and publicly provided income assistance, totaled more than $715 million annually, far exceeding the potential costs to businesses. The project also uncovered the disparate impact that the absence of a family leave policy has on women, especially low-income women and minorities. Women without family leave lost 86 percent of their pre-birth earnings, compared with 51 percent for women with employer-provided family leave, measured over the course of three years—from the pre-birth year through the second year after birth. Black women and men who spent time out of the workforce due to illness had higher earnings losses than similar white women and men due to longer periods out of the labor market or looking for work. These findings were included in oral and written testimony to the U.S. Senate in October 1987 and reported in The Wall Street Journal. IWPR followed this national estimate with state level estimates in Unnecessary Losses: Costs to Americans in the States of the Lack of Family and Medical Leave (1989), contributing to the passage of the federal Family and Medical Leave Act (FMLA) in February 1993.

Not discriminating against pregnant women could be viewed as the first step in accommodating the needs of parents in the workforce. The Pregnancy Discrimination Act (PDA), passed in 1978, clarifies that Title VII of the Civil Rights Act protects pregnant women. The legislation requires employers who provide sick leave or temporary disability benefits for other conditions to extend those benefits to female employees affected by pregnancy and childbirth. Improving Employment Opportunities for Women Workers: An Assessment of the Ten Year Economic and Legal Impact of the Pregnancy Discrimination Act of 1978 (1990), shows that the PDA did not significantly increase costs for businesses but—to the contrary—likely benefitted employers by reducing employee turnover rates and, consequently, hiring and retraining costs. Women with disability coverage were found to earn more than comparable women without coverage. The benefits of the PDA to working-women far exceeded the costs borne by businesses.

While the FMLA is important in providing workers with job protection when they have their own illness or caregiving needs, it applies to only about 60 percent of all workers and does not require any wage replacement. The limitations of the FMLA and the positive impact of the PDA led IWPR, once again with the support of the Ford Foundation, to examine the economic feasibility of providing paid family leave by extending and enhancing Temporary Disability Insurance (TDI) in the United States. A report presented at the Annual Meeting of the American Economic Association, Temporary Disability Insurance: A Model to Provide Income Security for Women Over the Life Cycle (1995), discusses the failure of the American social welfare system to adapt to the needs of the modern American worker with family responsibilities. The authors concluded that TDI, already mandatory for all employers in five states (California, Hawaii, New Jersey, New York, and Rhode Island), provides an excellent model for the delivery of paid family leave by addressing the unique needs of women who use TDI for pregnancy and childbirth. The study found that expanding the program to include a component for family leave would be economically feasible and would benefit women, their families, and society by increasing women’s lifetime earnings, family income, and retirement benefits while reducing their use of other social programs, such as welfare and unemployment.

In 1995, Stephanie Aaronson, then an IWPR research associate, testified at a hearing of the California Paid Family Leave Commission held in San Francisco. California extended its TDI system to include up to six weeks of paid family leave in 2002. IWPR’s cost estimates were used to inform the analysis of a bill introduced in New Jersey several years later that would have expanded its TDI program to include paid family care leave. A variation of this bill eventually passed in 2008, making New Jersey the second state in the nation to implement a paid family leave policy. IWPR’s cost estimates were again used in 2013 in Rhode Island when it became the third state to add paid...
family-care leave to its TDI system.

In conjunction with the Labor Resource Center at the University of Massachusetts–Boston, IWPR refined its cost-benefit analysis by developing a flexible econometric model for estimating the costs and benefits of paid family and medical leave insurance proposals. The IWPR/LRC Family and Medical Leave Cost Simulation Model uses data from the U.S. Department of Labor’s 2000 FMLA Survey and the March Current Population Survey, and incorporates the unique features of various proposed programs, from differences in waiting periods to eligibility criteria. This model was first used in 2006 to estimate the costs and benefits of proposed paid family leave legislation in Massachusetts and has been used to analyze the costs and benefits of proposals in Illinois, Maine, Maryland, Minnesota, New Mexico, Rhode Island, and Washington. By making the full range of costs and benefits of paid family and medical leave visible, IWPR has assisted advocates and policymakers in these states and cities, providing information and analyses in the form of technical assistance to policymakers, from differences in waiting periods to eligibility criteria. This model was first used in 2006 to estimate the costs and benefits of proposed paid family leave legislation in Massachusetts and has been used to analyze the costs and benefits of proposals in Illinois, Maine, Maryland, Minnesota, New Mexico, Rhode Island, and Washington. By making the full range of costs and benefits of paid family and medical leave visible, IWPR has assisted advocates and policymakers with new information with which they can develop and support new legislation.

**Paid Sick Days**

Over the past decade, IWPR has provided technical assistance to policymakers, government agencies, and paid sick days advocates across the country, in the form of cost-benefit analyses, targeted publications, testimony requested by policymakers, responses to requests for information, and participation in press briefings. Much of this work has been supported by the Ford and Annie E. Casey foundations and the Rockefeller Family Fund. In a 2000 meeting with Senator Edward Kennedy’s staff, IWPR suggested the idea of a new labor standard requiring a minimum number of paid sick days for all workers. Subsequently, Senator Kennedy and his staff developed the Healthy Families Act, which was first introduced in 2004, but died in committee that year. IWPR released the report, *Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act*, at a press conference announcing the introduction of the Healthy Families Act (HFA) in Congress in 2005. The report compares the costs and benefits of the HFA and concludes that the net savings to employers, workers and their families, and taxpayers would be positive—almost $8.2 billion per year. The methodology developed in the *Valuing Good Health* report has served as a model for cost-benefit analyses done by IWPR for proposed paid sick leave ordinances in 17 states and 14 cities (and counties). IWPR has provided extensive technical assistance to paid sick days advocates and policymakers in these states and cities, providing information and analyses in debates that led to successful outcomes in San Francisco; Washington, DC; Milwaukee (where paid sick days was initially passed by referendum, but then overturned by the state legislature); Connecticut; and, most recently, Seattle and New York City. IWPR is currently assisting advocates and policymakers in Philadelphia, Maryland, Oregon, and Vermont.

In addition to contributing to the passage of new paid sick days ordinances through providing research, IWPR has also played a key role in evaluating the impact of these laws. For example, IWPR evaluated the effects of San Francisco’s ordinance, which allows all workers in the city to earn five to nine paid sick days (depending upon firm size) per year, after three months of work, to care for themselves or their family members, and which was the first paid sick leave policy passed in the United States. In 2011, IWPR released a report on its comprehensive analysis of the city’s paid sick days law, *San Francisco’s Paid Sick Leave Ordinance: Outcomes for Employers and Employees*, based on surveys of 727 employers and almost 1,200 employees. Funded by the Ford, Annie E. Casey, and the Public Welfare foundations, the report finds that 50 percent of employees in San Francisco had benefitted from the city’s paid sick days ordinance, with the greatest benefit realized by Black, Latino, and low-wage workers. While many workers benefitted from the law, the average worker used just three paid sick days per year and 25 percent used no paid sick days at all. Six of seven employers reported no negative effect on profitability after the law’s implementation. The report was quoted in several major news outlets across the country, including the Los Angeles Times, The Christian Science Monitor, The Philadelphia Inquirer, The Huffington Post, and National Public Radio. The report remains one of the most widely-cited statements of employer and employee views of, and responses to, a paid sick days law. IWPR’s research on paid sick days has also included exploring access to leave and evaluating the full economic costs of the lack of paid sick leave. In 2004, with the support of the Ford and the Annie E. Casey foundations, IWPR completed *No Time to Be Sick: Why Everyone Suffers When Workers Don’t Have Paid Sick Leave*, a report that examines existing evidence on the costs of the lack of paid sick leave to workers, their families, employers, and society. Using data provided by the Bureau of Labor Statistics, the report also
explores the job characteristics that are associated with having paid sick leave and finds that access to paid sick days is far greater among full-time, public sector, and white collar workers, workers covered by collective bargaining agreements, and those in the top three wage quartiles. Paid sick days are least likely to be found in the construction and accommodation and food service industries. The report highlights that just 30 percent of all workers with access to paid sick leave are allowed to use their leave to care for sick children. IWPR’s 2011 study, Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits, supported by the Open Society Foundation in addition to IWPR’s other funders in this area, evaluates selected costs to the health care system of a lack of paid sick leave. The authors find that access to paid sick days improves self-reported health status, reduces delays in obtaining medical care, and reduces preventable emergency department visits by 1.3 million visits per year.

**Child Care and Health Care**

IWPR’s research on job stability has found that work supports, particularly access to reliable child care and employer-provided health care, increase job retention among lower income women, leading to the accumulation of work experience and skills, career advancement, and—ultimately—higher earnings and retirement benefits. Child care is a key component in the work-family infrastructure.

*Keeping Moms on the Job: The Impacts of Health Insurance and Child Care on Job Retention and Mobility Among Low-Income Mothers* (2007), funded by the Joyce Foundation, analyzes panel data to examine the impact of child care and access to health insurance on women’s advancement. The report shows that low-income working mothers are much less likely than their higher income peers to have employer-provided health insurance in their own name (34 percent compared with 52 percent) and that mothers with employer-provided health insurance are almost three times more likely to stay on the job than other mothers. As a telling indictment of the lack of support for child care, the number of women receiving child care subsidies was too small to estimate the impact of subsidies on job retention. The report has been an important resource for job quality advocates seeking evidence that worker supports make a difference in labor market outcomes.

Because good quality child care is such a key component of family infrastructure and brings benefits to children as well as working parents, IWPR has maintained focus on the quality of child care and the importance of public funding across its 25 years. In one of IWPR’s first reports, *High Skill and Low Pay: The Economics of Child Care Work*, the authors make the case for the importance of public subsidies in improving child care quality. The percentage of eligible low income children receiving child care subsidies was tracked in IWPR’s *Status of Women in the States* reports (1996-2004). IWPR worked with Early Childhood Policy Research to take these insights further by supporting efforts to expand child care and preschool education through providing detailed estimates of the costs and benefits for states and localities considering investing in quality pre-Kindergarten programs.

Health care coverage is also a key component of *IWPR’s Status of Women in the States* reports; the state rankings show differences between states and additionally highlight the importance of race and ethnicity as determinants of whether a woman has access to basic health care coverage. As noted above, health coverage through employment helps to keep women on the job and increases their lifetime earnings.

**Workplace Flexibility**

Apart from quality child care, access to health insurance, leave benefits, and other work supports, employees—particularly those with care giving responsibilities—need access to quality flexible work options. In an early study sponsored by the DOL’s Women’s Bureau, *Exploring the Characteristics of Self-Employment and Part-Time Work Among Women* (1993), IWPR staff analyzed the availability of jobs with different work schedules and employment statuses to understand the degree to which alternative employment options meet women’s financial and caregiving needs. The authors found that women are less likely than men to work in conventional jobs (full-time, full-year, with a single employer) or to be self-employed full-time, full-year, and are more likely than men to work in part-time, full-year positions with a single employer or to hold multiple wage and salary jobs.

In the late 1990s, with support from the Sloan Foundation, IWPR undertook a three-year research project evaluating flexible work opportunities for professionals and managers. This project culminated in the 2000 report, *Part-Time Opportunities for Professionals and Managers: Where Are They, Who Uses Them and Why?*. The authors investigated the demographic composition of professionals and managers employed part time, examined the distribution of these workers by occupational category and the quality of compensation in those categories, and discussed the policy implications of their findings. For the 12 percent of professionals and managers employed part time, most of whom are women, the vast majority have poor pay and few, if any, have employer-provided benefits. The study finds that compensation (in terms of both hourly earnings and health care benefits and pensions) is comparable to, or better than, that of full-time employees in only three occupational categories: nurses in the public sector or large, private firms; scientists (including engineers, mathematicians, and computer and natural scientists) in large, private firms; and special education teachers. These jobs account for just 13 percent of all professional and managerial jobs, and the people in these jobs tend to be more highly educated and have greater income from family assets. The authors conclude that in most occupations, part-time work requires a huge sacrifice in terms of pay and benefits. Any movement toward equitable pay for part-time work will either require the federal government to implement new labor standards requiring equal pay and pro-rated benefits for part-time
work, and/or a change in employer attitudes and policies towards part-time workers.

IWPR continued its work on job quality through an examination of statutory employment laws on workplace flexibility in twenty high-income countries and the United States through a partnership with the Luxembourg Income Study. The study, *Statutory Routes to Workplace Flexibility in Cross-National Perspective*, shows that statutes providing access to workplace flexibility for parents, family caregivers, employees pursuing vocational training or education, and employees seeking gradual retirement, are commonplace across high-income nations and cause few costs to employers while generating broad economic benefits.

A separate study focusing specifically on the Right to Request Flexible Working Law in the United Kingdom, conducted for the U.K. Equality and Human Rights Commission, shows that broader framing of flexible working rights has increased men’s requests for flexible work arrangements, suggesting progress toward gender equality, and that the law has benefited women across a spectrum of jobs, including women already working in lower quality, part-time jobs.

Throughout the past 25 years, IWPR’s research has shown the benefits to women, families, employers, and the economy from having a reliable work-family infrastructure.

Just in time for our 25th anniversary, IWPR’s board and staff created our first tag line, a short-hand way to communicate our mission: informing policy, inspiring change, improving lives. Please join us for our next 25 years as we continue to inform policy, inspire change, and improve lives. And thank you again for your commitment and support during our first 25 years.
IWPR’s women’s health and safety efforts highlight the social and economic aspects of health, safety, and security issues. Over the past quarter century, the Institute has addressed women’s access to health insurance, the costs and benefits of preventive health services, reproductive health and rights, including the economic benefits of reproductive freedom, and the link between women’s socioeconomic status and health. IWPR’s examinations of safety issues have drawn attention to domestic violence as well as the effects of terrorism and disasters on women’s well-being. Its research has informed policy decisions by identifying both the limitations on access to health care services and ways to expand access, as well as the gender and racial/ethnic disparities in health outcomes. The Institute’s reports and resources have addressed a range of policy issues such as access to paid sick days including analyses of the health benefits of providing paid sick-days, breastfeeding protections under the Affordable Care Act, and in-home services for the elderly and others who need long-term care.

Violence, Safety, and Security

Intimate Partner Violence

One of the Institute’s important early studies is Measuring The Costs of Domestic Violence against Women and the Cost-Effectiveness of Interventions (1996), conducted with support from the Rockefeller Foundation. That effort reviewed existing data and research, presented the findings at a full-day roundtable, confirmed that domestic violence imposes both direct and indirect costs on society in a variety of ways, identified significant gaps in existing knowledge, and stimulated additional research to provide more reliable cost estimates. A 1997 Research-in-Brief, “In Harm’s Way? Domestic Violence, AFDC Receipt and Welfare Reform,” summarizes the findings of a Massachusetts survey of women receiving welfare and reveals that large shares of these women experience domestic violence. Research such as this contributed to advocates winning an exemption to the time limits on lifetime benefit receipt enacted in the 1996 welfare reform law for women who have been victims of domestic violence.

IWPR’s 2012 report, The Status of Women and Girls in New Haven, Connecticut, expands upon previous work on domestic violence among adult women to look at violence among girls in the city of New Haven. The report finds that a lack of consistent and reliable data on domestic violence in the city continues to be an issue, but that large numbers of domestic violence-related court cases and records of calls to the regional domestic violence hotline show that prevalence of this form of abuse remains very high. An examination of the Student Health and Behavior Survey from the New Haven Public School Social Development Department and of the Youth Risk Behavior Survey from the Centers for Disease Control and Prevention (CDC) indicates that, among middle school and high school-aged youth, dating violence and violence more generally are also serious public health concerns in New Haven. Analysis of data from the New Haven’s public school system finds that nearly half of girls in seventh and eighth grade have initiated fistfights or shoving matches, and just under one-fifth of girls in those grades report having hurt someone badly in a physical fight. In addition, approximately one-quarter of girls and boys in ninth through twelfth grades had been harassed or bullied on school property in 2010, more than 20 percent of girls in this age range had experienced verbal or emotional abuse at the hands of a significant other, and eight percent of girls had been forced to have sexual intercourse when they did not want to do so. Though these data present an alarming picture of the status of girls’ public health and safety, increased awareness of the situation at the local level helps to inform policy and programmatic solutions, and interventions to address these issues.

Terrorism

A 2001 Briefing Paper, “Why Gender Matters in Understanding September 11: Women, Militarism and Violence,” explores the evidence that physical, political, and economic violence against women is a harbinger of other forms of violence in a society. Where institutionalized violence and terrorism are found, women often are singled out as targets. For example, in modern ethnic and religious conflicts, male fighters and soldiers have used rape as a form of genocide and a method of terror. Even in relatively peaceful societies, women are targets of violence such as rape and domestic violence. Although these acts are sometimes considered private matters, in fact, this form of violence has important political ramifications: it inhibits women from becoming involved in their communities by reinforcing the idea that they are second-class citizens. These actions also suggest that such violence is an acceptable strategy for obtaining or maintaining political, social, and economic power. Since violence against women and other forms of violence appear to be “inextricably linked,” the report suggests the United States adopt policy approaches that oppose violence against women and regimes that condone it, include women as equal partners in development and international aid programs, and give priority to international programs that encourage economic and political development to address some of the root causes of terrorism.

Safety in Disasters

Natural disasters in the past decade, particularly Hurricane Katrina, motivated examination of the disparities among those hurt when such crises occur. Prior research shows that women tend to suffer disproportionately in comparison to most men, while the elderly and people in poverty are more vulnerable to disasters than others. Shortly after Hurricane Katrina, IWPR initiated a study that resulted in
several reports and work is still on-going. An early Briefing Paper, “The Women of New Orleans and the Gulf Coast: Multiple Disadvantages and Key Assets for Recovery Part 1,” published in October 2005, focused on documenting demographic characteristics of the communities in New Orleans and the Gulf Coast region, looking specifically at the intensity of poverty among women, particularly women of color. The second paper in the series, published in 2006, examined the effects of race, gender, and class in the labor market. In addition, each paper suggested a series of policies to address both immediate reconstruction needs of women and new strategies to improve the longer-term status of women in the South Central Region and nationwide. Hurricanes Katrina and Rita exposed the deeply-rooted inequality by gender, race, ethnicity, and class in the Gulf Coast as well as much of the South, and the need to address these inequalities in plans for rebuilding.

IWPR’s research examined data on women’s experiences in the labor market, before and after the storm. These findings indicate that prior to the storms, Gulf Coast labor markets were segregated by gender, race, and ethnicity. The storms led to widespread displacement, but also to new opportunities for economic development and growth. IWPR’s reports suggest helping women and their families recover requires ensuring the availability of affordable housing to those displaced by the storms; rebuilding basic educational, social, and health services; providing employment with living wages; increasing job training opportunities; and including women at all levels in the rebuilding effort.

The 2008 report Women in the Wake of the Storm: Examining the Post-Katrina Realities of the Women of New Orleans and the Gulf Coast and several 2010 fact sheets document the continuing problems of poor women in the region. These women were less likely to be able to flee New Orleans prior to the storm due to limited mobility and care-taking responsibilities. They faced higher risk of gender-related violence, both at the time of the disaster and for years afterward. For example, sexual assault and domestic violence incidents in Mississippi rose from 4.6 per 100,000 per day immediately prior to the hurricane to 16.3 per 100,000 per day a year later, when many women who were displaced from their homes were still living in temporary shelters and trailers. A shortage of housing, particularly public housing, remains a problem, as was reported in another 2010 IWPR Fact Sheet, “Mounting Losses: Women and Public Housing After Hurri-

Women’s Access to Health Care

The Benefits and Cost-Effectiveness of Preventive Health Services for Women

In 1994, with funding from the Nathan Cummings Foundation, IWPR produced a series of research-in-brief reports that were combined into “Preventive Health Services for Women: Benefits and Cost Effectiveness a Resource and Resource Kit.” The kit was designed to provide advocates and policymakers with an overview of the benefits and cost-effectiveness of eight different preventive health services for women including screening for breast and cervical cancer, family planning and abortion services, diagnosis and treatment of mental health conditions, and domestic violence prevention. The study finds that, under many conditions, the preventive health services reviewed either produce net savings or are cost-effective when compared with other commonly-accepted medical interventions. Among the findings, the services that result in net savings include prenatal care, preconception care for diabetic women, family planning, screening for sexually-transmitted diseases in high-risk populations, screening for both breast and cervical cancer in high-risk populations, and diagnosing and treating patients with multiple personality disorders. The study was used by advo-
cates to make the case for including these preventive services in health insurance plans, thus increasing women’s access to these services.

**Women’s Access to Health Insurance**
A second 1994 report, funded by the Henry F. Kaiser Family Foundation, addressed *Women’s Access to Health Insurance*. Findings from this study informed testimony given by the authors before the U.S. Senate Committee on Finance. The testimony discussed a paradox uncovered in the report’s research: Although women have more overall access to sources of health insurance than men, they are much more vulnerable to life cycle events (such as divorce, a spouse’s retirement or job loss, or widowhood) because they are more likely to rely on indirect coverage through family members. Women were also found to use health care services more often than men and pay more for them, and carry more of the responsibility in caring for and ensuring their family’s health. The report, based on analysis of U.S. Census Bureau data, argues that due to changes in family structure, women increasingly slip through the cracks of the traditional system, in which many obtained insurance indirectly through their husbands. A related Briefing Paper, “Women of Color and Access to Health Care,” examines the disparities in access to health insurance and the barriers women of color encounter in the health care system.

**The Relationship of Women’s Socio-Economic Status and Health**
In 2001, with the support of the Commonwealth Fund, IWPR completed a paper, “Socioeconomic Status and Women’s Health: The Influence of Income, Education, and Work Status on Women’s Well-Being” that shows that women’s income levels, educational attainment, and employment status are all factors in predicting women’s ability to access important health care resources such as health insurance and preventive care. The study also found that socioeconomic status significantly influences how women use the health care system and, consequently, affects their overall health. Women with low educational attainment or those living in poverty experience more health problems and have greater need for health services than their more affluent counterparts, and women who are most in need of care face greater difficulty in accessing necessary services and treatment.

**Comparing Women’s Reproductive Rights and Health Across the States**
IWPR’s *Status of Women in the States* (SWS) reports have included analyses of health care access, including insurance coverage and access to reproductive rights since their inception in 1996. A reproductive rights index incorporated each state’s score on nine component indicators (e.g., contraceptive coverage, infant mortality rate, and percent of mothers beginning prenatal care in the first trimester of pregnancy), finding that most states show a mixed commitment to reproductive rights. The 2004 SWS report added analyses of these indicators across racial and ethnic groups and shed light on how discrimination and disparities in access to health resources seriously impair the reproductive health of women of color.

The health and well-being composite index, added to the SWS reports in 2000, includes states’ scores on nine indicators of women’s health status, including women’s average annual mortality rates from heart disease, breast cancer, incidence rates of HIV/AIDS, and poor mental health. States’ scores vary widely, and in all states, disparities in health status based on race and ethnicity are wide. For example, mortality rates from heart disease and breast cancer and incidence of HIV/AIDS are much higher among African American women than women in all other race/ethnic groups. Women of color are two to three times more likely than white women to develop type-2 diabetes. These differences in health outcomes are likely to be at least partially related to disparities in health insurance coverage. To reduce these disparities, states and the federal government need to develop policies that reduce barriers to minority women’s access to health resources, including preventive care.

**Informing Health Care Policy**

**Paid Sick Days**
IWPR’s research on job quality has examined access to paid family and medical leave, paid sick days, and employer-provided health insurance across the past decade. A number of IWPR’s recent studies on paid sick days focus on health and safety outcomes. A February 2010 Briefing Paper on the role of paid sick days (PSD) in reducing transmission of the H1N1 virus or “swine flu” shows that employees...
coming to work ill cause contagion and negatively affect public health. The authors estimate that employees who went to work while infected with the H1N1 virus may have infected as many as seven million co-workers. Private sector workers, who are substantially less likely to have paid sick leave than their counterparts in the public sector, took less time off when infected than public sector workers, despite admonitions not to go to work if sick, suggesting they felt it was necessary to work when ill. After the peak month of the H1N1 outbreak, absences fell dramatically for public sector workers but not for private sector workers, suggesting that not having paid sick days leads to more contagion and more illness and may have lengthened the outbreak in the private sector. This research points to severe public health effects of the lack of paid sick days for more than 40 million workers in the United States. State and local advocates across the country have cited this research in their efforts to advance new paid sick days policies.

A 2011 report, *Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits* examines the effect of current levels of coverage among private sector employees on self-reported health status, delays in accessing medical care, and emergency department visits. The study finds that 1.3 million hospital emergency department visits could be prevented in the United States each year by providing paid sick days to workers who currently lack access, reducing medical costs by $1.1 billion annually, with more than $500 million in savings for public health insurance programs.

**Breastfeeding**

The 2010 Affordable Care Act (ACA) includes breastfeeding protections that establish the rights of new mothers who are nonexempt employees to reasonable break times and private space to express breast milk at work until a child is one year of age. IWPR’s 2010 report, *Better Health for Mothers and Children: Breastfeeding Accommodations under the Affordable Care Act,* estimates that provisions in the ACA will increase the proportion of working mothers who breastfeed their children up to the age of six months from 43.5 to 47.5 percent. Consequently, across six years one million additional mothers and their children will benefit from health gains due to increased breastfeeding, such as protection from childhood leukemia and diabetes. IWPR researchers presented these findings at the Third Annual Breastfeeding Summit in June 2011. Additional IWPR research on breastfeeding, with support from the W.K. Kellogg Foundation, examines the cost structure of the Women, Infants, and Children (WIC) program, analyzing how food package costs to the program would be affected by increases in breastfeeding rates among participating mothers. The analysis finds that attainment of the “Healthy People 2020” targets for higher breastfeeding rates in the United States would likely result in a reduction in WIC food package costs; these findings were published in an IWPR report and as an article in the October 2011 issue of *Breastfeeding Medicine*, a journal of the Academy of Breastfeeding Medicine.

**Elder and Long-Term Care: The Costs and Benefits of In-Home Supportive Services**

IWPR, in partnership with the Paraprofessionals Health Institute (PHI) published “Costs and Benefits of In-Home Supportive Services for the Elderly and Persons with Disabilities: A California Case Study” (2010), which informed California state policymakers on policy alternatives for care of the elderly and others requiring in-home care. The Briefing Paper summarizes the conclusions of the California Legislative Analyst’s Office (LAO) report from January 2010, which argued that the in-home support services (IHSS) program is just barely cost-ef-

**Conclusion**

IWPR’s treatment of a large range of issues related to health and safety will likely grow in the years to come as awareness of these issues’ impact on women and girls increases around the world. Sexual assault and intimate partner violence are increasingly met with global outrage and mass action targeted at changing policies and practices that allow it to occur. Public health advances in developing countries and the Affordable Care Act in the United States are also changing the health care environment, and research will be needed to learn how women are faring and where gaps remain. As awareness of the importance of such issues as workplace safety, sexual harassment, and supports for mothers in the workplace continues to expand, and a world-wide focus on the reproductive health of women is renewed, demographic and societal trends will also play a role in shaping policy discourse and identifying new and continuing research needs.
**Enhancing the Status of Women**

By Elyse Shaw, Drew McCormick, Heidi Hartmann, Ph.D., and Barbara Gault, Ph.D.

The Institute for Women’s Policy Research has been at the forefront of research on issues and policies that affect women’s continued participation and leadership in society and politics. The research done by IWPR in the area of democracy and society across the years has shown the ways in which American society benefits from the advancement of women in leadership positions and women’s increased civic and political engagement. IWPR's research also highlights policy changes that would help women achieve greater equity. IWPR continues to work both internationally and domestically to provide relevant data on issues of importance to women's lives and has disseminated its research through various conferences to ensure that advocates and policymakers alike have the tools to enable them to participate in making policy changes that benefit women and their families.

**Early Work**

IWPR is headquartered in the nation’s capital, where the organization has helped foster partnerships with many other nonprofit organizations and contributed testimony on national policy issues since its earliest years. In 1988, IWPR’s first research study related to women’s status, *The 35 Million: A Preliminary Report on the Status of Young Women*, was prepared in conjunction with IWPR’s Young Women’s Conference and helped to form the Young Women’s Project (YWP) led by a young IWPR staff member. The YWP, an independent nonprofit organization, continues its work to this day, supporting teen and girl leaders in the District of Columbia metropolitan area in improving their lives and communities through civic engagement.

**Women and Immigration to the United States**

Organizations Working with Latina Immigrants: Resources and Strategies for Change, produced with funding from the Ford Foundation and released in 2011, examines the roles of religious communities and nonprofit organizations in addressing the needs of low-income Latina immigrants in three new-destination metropolitan areas. IWPR’s research shows that the issues faced by immigrant women cannot be resolved by the limited services and resources nonprofit organizations are able to provide. In moving forward, the authors argue that an advocacy movement concentrated more on the concerns specific to immigrant women could be particularly effective in working for policy change.

This focus can change the way policymakers and the public respond to issues of immigration, particularly those faced by women and children. In 2012, IWPR released *New Families, New Friends: Organizations Working With Latina Immigrants*, a summary of the presentations made at a strategy forum held in Arizona as part of the larger two-year project.

In 2013, IWPR released two reports based on expert interviews and analysis of U.S. Census data, in partnership with the Caring Across Generations (CAG) campaign. *Improving Career Opportunities for Immigrant Women In-Home Care Workers*, focuses on ways to improve labor conditions for immigrant women in-home care workers, addressing the lack of employment options. The report also provides examples of existing coursework, training, and career programs aimed at the unique needs of immigrant women domestic care workers. A companion report, *Increasing Pathways to Legal Status for Immigrant In-Home Care Workers*, explores how the paths to legal status could be expanded for immigrant in-home care workers. The report shows how improved paths to legalization would benefit immigrant in-home care workers and the elderly and disabled people for whom they care. Both reports, funded by the Ms. Foundation and the Open Society Foundations were provided to CAG advocates and distributed among members of Congress.

**Women in Leadership**

A 2005 report, *The Ties That Bind: Women’s Public Vision for Politics, Religion, and Civil Society* is based on 75 in-depth, qualitative interviews with women working within nonprofit faith-based groups focused on social justice issues, who expressed their unique visions for American politics and society. The report highlights that relationship-building among women within such social justice organizations can spark policy change. IWPR further explored social justice activism among women within non-profit faith-based groups in a 2006 report, *Called to Speak: Six Strategies That Encourage Women’s Political Activism*. The research highlights the strategies used by interfaith community groups to encourage women’s political activism and leadership. In 2008, *The Challenge to Act: How Progressive Women Activists Reframe American Democracy* explored the interrelated factors that influence women’s vision for politics and society through analysis of more than 120 in-depth interviews with women activists involved in progressive movements for change. The report highlights the ways in which feminist organizations can strengthen their grassroots appeal and
increase the diversity of their membership as well as the ways groups can become more fully involved in organizing to transform American democracy to make it more inclusive, responsive, and innovative. This series of reports was funded by the Ford Foundation.

In 2013, IWPR's Achieving Parity Study for the Hunt Alternatives Fund explores the barriers to women running for and winning higher office. IWPR's report, Building Women's Political Careers: Strengthening the Pipeline to Higher Office, finds that the political pipeline whereby women campaign for and build long-term political careers is gendered and continues to have significant gaps and barriers for women. The participants interviewed for the study—which included 60 women candidates, officeholders, legislators, young elected officials, and congressional staffers—provide a number of concrete ideas for negotiating the gaps and barriers women face when running for office or seeking higher office.

The Status of Women and Girls

The Status of Women in the United States

Overview of the Status of Women in the States (SWS) Project

The Status of Women in the States reports have made the Institute for Women's Policy Research (IWPR) the leading source for timely and policy relevant information on the economic, social, and political progress of women throughout the United States. Initiated to address the need for state-level data on women, the first set of reports was released in 1996, and included biennial releases through 2004, when separate reports had been published for all 50 states and the District of Columbia, as well as biannual national reports summarizing results for all the states and the nation as a whole. The 1996–2004 series presented data for each state based on 30 composite indicators and five composite indices in order to rank the states in five categories: 1) Political Participation, 2) Employment and Earnings, 3) Economic Autonomy, 4) Reproductive Rights, and 5) Health and Well-Being (the nine indicators used in the health and well-being composite were added in 2000). Since 2004, in collaboration with other organizations, IWPR has published a number of state, local, and regional reports often including additional topics.

Using participatory research methods, the reports provide an informational tool for residents to learn about the status of women within their state and throughout the country. The reports and accompanying state-by-state fact sheets are used to highlight women's progress and the obstacles they continue to face, and to encourage policy and program changes that can improve women's opportunities. For the 1996–2004 series, each set of reports was released at a news conference at the National Press Club and in states around the country, typically conducted all on the same day. With each successive release, media interest grew, with hundreds of stories on women's status in major national papers, such as The Washington Post, The New York Times, and USA Today, and in state media outlets around the country. The reports were funded by the Ford Foundation and a large number of local, state, and regional funders. IWPR learned more and enhanced the reports as the series progressed. In 2000, IWPR assigned, for the first time, a letter grade to each state for each of the composite indicators of women's status. The top ranked state on a component might earn only a B or less if it was still far from equity, despite being the best in the nation. In 2000, IWPR also added "focus boxes" to the reports, written by state partners, on topics of interest, for which there were generally no national data available on a state-by-state basis. The 2004 reports, including the national report, provided data disaggregated by race and ethnicity, including breakdowns within the Hispanic and Asian American groups. Microdata from the 2000 Census became available then and provided a large enough data set to be able to tabulate information for Native Americans. Early in 2004, the economic data for all races and ethnic groups were summarized in an additional national report, Women's Economic Status in the States: Wide Disparities by Race, Ethnicity, and Region.

Customized State and Local-Level Reports

Since 2004, IWPR has released state- and local-level reports for a number of areas including Wisconsin, Michigan, New York, the Washington DC Metropolitan Area, Minnesota, New York City, and New Haven (Connecticut), when requested by women's organizations or government agencies. These state and local reports include extensive analysis of state and local data sources on topics such as access to public benefits and housing, girls' health, and gender-based violence. Recent IWPR SWS reports have included extensive

(from left) Former IWPR Study Director Amy Caiazza; Eleanor Smeal, President Feminist Majority; Linda Chavez-Thompson, then Executive Vice President AFL-CIO; and District of Columbia Congresswoman Eleanor Holmes Norton speak on a panel at the release of the 2000 Status of Women in the States at the National Press Club in Washington, DC.
trend information and detailed county-by-county breakdowns in addition to state and national data. In 2013, IWPR released *The Status of Women in North Carolina, The Status of Women and Girls in West Virginia, and The Status of Women and Girls in Colorado*. To help identify areas of progress and places where additional improvements are needed for women in these states, the reports also tracked women’s progress over the last two decades and examined differences in the status of women across various sub-state regions.

**Findings from the SWS Reports**

Some patterns in women's status compared to men's have been consistent throughout each of the SWS reports. Women's median earnings have consistently been lower than men's throughout the United States, and more women than men live in poverty. Throughout the series, women in the United States typically have had higher voter registration rates than men nationally and in nearly all states. Women are also more likely to vote than men. At the same time, while variation among the states on female representation in state delegations and in Congress has been high, representation of women has not reached equity in any state, and the reports consistently point to a need for more equitable representation in the state and national legislatures.

Analyses of women's reproductive rights in the 1996–2004 series showed that rights varied greatly across all the states, with some states, such as Vermont and Hawaii, typically ranking well on most components and other states, such as Mississippi and South Dakota, ranking poorly across the range of indicators. As the series of reports progressed, in all states across the country women’s reproductive rights and access to reproductive choices were increasingly challenged and often limited.

State rankings on women’s health also vary widely, but one strikingly consistent set of findings is the poor health outcomes experienced by women of color compared with white women. For example, the 2000 Indiana report found that African American women in the state had a mortality rate 38 percent higher than that found among white women. The death rates for young African American women (aged 15–34) were more than double the rates for white women in the same age range.

The 1996–2004 reports also show some notable shifts in women’s status over the period. For example, the gender wage gap narrowed during the time covered by the reports (the ratio of women's to men's earnings grew from 68.5 percent in 1989 to 77 percent in 2001). The number of women in elected office climbed steadily over the period, and the proportion of women employed in professional or managerial occupations grew (from 28.7 percent in 1994 to 35.5 percent in 2002). The percent of women with four years or more of college education increased substantially (from 17.6 percent in 1989 to 26.5 percent in 2001). The proportion of women living above the poverty line also increased, but much more moderately (from 86.8 percent in 1989 to 87.3 percent in 2001).

Customized state and local reports have revealed findings in topic areas not initially covered by the first series of reports. For example, IWPR’s *Black Girls in New York City* report finds safety to be an intense concern for survey respondents, with 60 percent of girls stating they worry about their personal safety due to drug activity, violence, gang activity, and fights at school.

**Participatory Research Methods, Tools, and Outcomes**

Over the course of the Status of Women in the States project, IWPR developed and honed participatory research methods that maximized the involvement of a large number of state and local partners, who often served on advisory committees. Especially during the years when IWPR released groups of reports at the same time, ensuring inclusion required a highly organized and systematic approach to inviting and incorporating feedback, as well as helping committees to communicate findings effectively and prepare their media and outreach strategies. IWPR developed a series of tools that it distributed over the course of the project, including *The Status of Women in Your County: A Community Research Tool, Assessing the Status of Women at the County Level: A Manual for Researchers and Advocates, and Models for Ac-

**The Status of Women Around the Globe**

IWPR has increasingly brought a global lens to its work. IWPR’s conferences have included participants and attendees from all over the world, incorporating international perspectives into these events as well as subsequent publications. Additionally, IWPR has taken on various comparative projects, such as a research review highlighting the features of work-family policies globally that are most likely to help women succeed in the labor market.

In 2009, the Status of Women in the Middle East and North Africa (SWME-NA) project was begun in partnership...
IWPR Extends Status of Women Research Overseas

Women’s Policy Research Conferences

Since its founding, IWPR has brought together researchers, activists, advocates, and policymakers in order to better inform individuals, organizations, and governments about the most pertinent policy issues for women and to build a community of those who use and those who produce research and policy analysis. In this way IWPR’s conferences strengthen women’s civic and political engagement. IWPR held its first Women’s Policy Research Conference in 1989 and continued to host policy research conferences on a variety of topics on an annual or biennial basis through 2005. Each conference brought together a wide variety of advocates, activists, academics, and policymakers from around the world to discuss complex issues pertaining to women and families. In 2008, IWPR partnered with NOW and the National Council of Negro Women to host an economic summit for women in Atlanta and, in 2009, IWPR partnered with the Wellesley Centers on Women to present a policy agenda to the incoming Obama Administration. Most recently, IWPR hosted a symposium in celebration of its 25th anniversary on May 22, 2013, “Making Research Count for Women: Launching the Next 25 Years,” which focused not only on what IWPR has learned over the past 25 years about achieving economic and political equality for women, but also discussed the shape of women’s lives in the next 25 years and new directions for policy to achieve equity.

Conclusion

IWPR has been committed since its inception to working toward equity for women in all areas of their lives. Through its research in the field of democracy and society, IWPR has provided both clear analysis of women’s status and recommendations that can increase women’s civic and political engagement and leadership, improve the lives of immigrants, and advance women globally. The Institute has brought this research to a broad audience through its events and conferences, with the goal of continuing to inform social and policy changes in the United States and around the world.
Top 25 Publications Continued...

barriers faced by low-income people seeking training in well-paid occupations of interest to them.


9. Unemployment Insurance

IWPR examines the barriers that prevent women and low-wage workers from receiving benefits under unemployment insurance, supporting the case for on-going reforms to the system.


10. Nurses’ Wages

IWPR conducts many studies of wages and working conditions in specific industries and occupations. Its comprehensive report on nursing is the most widely used of these studies and helped make the case for wage increases for women.

- Solving the Nursing Shortage through Higher Wages (V. Lovell, Report # C363, 2006)

11. Terrorism

The attacks on 9/11/2001 shocked the nation. In the vacuum of that shock IWPR produced an influential analysis of the event using a gendered lens.

- “Why Gender Matters in Understanding September 11: Women, Militarism, and Violence” (A. Caiazza, Briefing Paper # 1908, 2001)

12. Early Child Care and Education

IWPR has conducted several studies focused on improving the quality of early care and education (ECE) jobs, both to illuminate the case for improving working conditions and incomes for the ECE workforce and for improving the quality of education for pre-school age children.


13. Work Supports

Interest in supports that help low-wage workers maintain employment or maintain income and return to work when jobs are lost is increasing.

- Keeping Moms on the Job: The Impacts of Health Insurance and Child Care on Job Retention and Mobility among Low-Income Mothers (S. Lee, Report # C360, 2007)


As a further response to welfare reform, IWPR investigates the ways in which higher education helps both parents and children, and through its Student Parent Success Initiative (SPSI), launched in 2010, provides informational resources to a large network of educational administrators, policymakers, and advocates.


- Financing Child Care for College Student Success (T. Boresoff, Report # G719, 2013)

15. The Feminization of Poverty Revisited

In this early report, then IWPR researcher Diana Pearce, who coined the term “the feminization of poverty” to emphasize the ways women who head families alone were being left behind in poverty, revisits the issue.


16. The Role of Labor Unions and Women’s Leadership

Unionized jobs support many single mothers and their children well above the poverty level. IWPR has developed two handbooks to foster women’s engagement and advancement in their unions.

- I Knew I Could Do This Work: Seven Strategies That Promote Women’s Activism and Leadership in Unions (A. Caiazza, Report # 1917 2007)


17. Domestic Violence

IWPR, recognizing the importance of intimate-partner violence in the lives of women, has sought to measure its prevalence and costs. The model developed by IWPR working with Victim Services in New York City, has been used to measure the costs of domestic violence in several other countries.

- Measuring the Costs of Domestic Violence Against Women and the Cost-Effectiveness of Interventions (H. Hartmann, L. Lawrence, R. Spalter-Roth, and D. Zuckerman, Report # B223, 1997)

18. Flexible Schedules and Work-Time Reduction

IWPR’s research makes the case for more equitable workplace policies that support the dramatic changes in women’s labor force participation that have occurred across the past 60 years.

- Statutory Routes to Workplace Flexibility in Cross-National Perspective (A. Hegewisch and J. C. Cornick, Report # B258, 2008)

19. Employment Discrimination

IWPR’s work on employment discrimination seeks to illuminate understudied areas.

- Ending Sex and Race Discrimination in the Workplace: Legal Interventions That Push the Envelope (A. Hegewisch, C. Deitch, and E. Murphy, Report # C379, 2011)

20. The Great Recession

IWPR takes a gendered look at the Great Recession (2007-2009) and the on-going recovery to track differences in the rate and timing of men’s and women’s job losses and gains and to monitor the well-being of women, men, and their families.


- “The Job Loss Tsunami of the Great Recession: Wave Recedes for Men, Not Women” (IWPR Quick Figures #008, July 2011)

- “Women and Men Living on the Edge: Economic Inscurity After the Great Recession” (J. Hayes and H. Hartmann, Report # C386, 2011)

21. Strengthening Women’s Advocacy and Leadership

IWPR has produced a series of reports promoting increased female voice in advocacy efforts on all levels of organizing.


22. Immigration

IWPR’s research addresses the situation of women immigrants and provides a much-needed gender lens to policy discussions.

- Organizations Working with Latina Immigrants: Resources and Strategies for Change (C. Hess, J. Henrici, and C. Williams, Report # 1922, 2011)

- Increasing Pathways to Legal Status for Immigrant In-Home Care Workers (C. Hess and J. Henrici, Report # 1924, 2013)

- Improving Career Opportunities for Immigrant Women In-Home Care Workers (J. Henrici, Report # 1925, 2013)

23. Women in Science Technology Engineering and Mathematics (STEM)

IWPR recognizes the importance of expanded access to STEM education and careers for women as these careers have the potential to improve women’s earnings and the well-being of their families.


24. Green Jobs

IWPR has begun a new initiative to study women’s participation in the growing green economy.


25. Health Care

IWPR regards access to health care and preventive health services as an essential aspect of women’s well-being.


- How Increasing Breastfeeding Rates Will Affect WIC Expenditures: Saving Money While Meeting the Goals of Healthy People 2020 (H. Hartmann, 2001)
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