For 51 years, Wider Opportunities for Women (WOW) was a pioneer in promoting women’s economic security through policy and practice. WOW’s work on women in nontraditional jobs and the economic security of families, elders, and survivors led to lasting policy and program change benefiting women around the country. As WOW completes the process of winding down its operations, IWPR is committed to carrying this important legacy forward.

As of June 1, 2016, the Economic Security for Survivors (ESS) Project, established by WOW, will be housed at IWPR, along with many of WOW’s informational resources. IWPR has partnered closely with WOW for decades and has long admired the high quality of its research and technical assistance and the dedication of its staff and board. Although IWPR staff, like so many in our professional community, are sad to see WOW come to an end, we are honored to be entrusted with several of its ongoing projects and resources. IWPR will strive, along with other organizations focused on economic equity, to carry on its path-breaking legacy.

The ESS project seeks to build, protect, and restore the economic security of survivors of intimate partner violence, sexual violence, and stalking so that they may be safe and free of abuse. To accomplish this project goal, the ESS project works to identify barriers that threaten survivor economic security and safety and offers solutions based on data and evidence-based practices. For example, the project team, including Director Sarah Gonzalez Bocinski and Associate Director Malore Dusenbery, provides justice system professionals and community organizations with strategies, tools, education, and training to improve the way policies and programs address the economic consequences of abuse and support survivors’ economic security.

The project also strives to illuminate the many factors that impact a survivor’s ability to leave an abusive relationship or to recover from abuse. These factors include survivor’s access to employment and educational opportunities; access to paid sick and

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**ESS by the Numbers**

23 best practice guides, curricula, briefs, and factsheets produced

2,200 workshops presented at national, state, and local conferences and summits

advocates, victim service specialists, and criminal justice professionals received resources and training to support the efforts to address survivor economic security

25 Partners in 15 States & DC received technical assistance and trainings

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Summer 2016
Message from the President

The first half of 2016 has been full of growth and expansion for the Institute for Women’s Policy Research. While we continue to do the same in-depth analysis and rigorous research we have done for almost three decades, we have also broadened our expertise to include some additional areas that shed light on the status of women in the United States and beyond. IWPR is honored to carry on the legacy of Wider Opportunities for Women (WOW), through the Economic Security for Survivors (ESS), a project that seeks to build the economic security of survivors of intimate partner violence, and the Basic Economic Security Tables Index, which is used by ESS and others to determine how much income workers and their families need to meet basic needs. We are excited to welcome new staff, Sarah Gonzalez Bocinski and Malore Dusenberg from WOW, to carry these initiatives forward. You can read more about these projects on page one.

IWPR has had several notable releases so far this year. Following the momentum of last year’s release of our national Status of Women in the States analysis, the Status of Women in the South report, published online in February, is the first of its kind to provide in-depth analysis of the status of women in the southern states, with a particular focus on women of color. Throughout the fall of this year, IWPR will release a number of publications focusing on women of color, which we hope will inform public debate and help mobilize voters.

In March, IWPR published Pathways to Equity: Narrowing the Wage Gap by Improving Women’s Access to Good Middle-Skill Jobs and launched an accompanying website womenandgoodjobs.org to help women find and obtain good middle-skill jobs that align with their skills and education (read more about this project and findings on page four).

Many of these good jobs, which are typically done by men, are reportedly experiencing skills shortages. Many women have many of the required skills but are in lower paying “women’s jobs.” Because half of the gender wage gap is due to women working in different occupations and industries than men, a phenomenon known as sex segregation in the labor market, it is important for women to have the tools to help them move to the higher paying “men’s jobs.”

IWPR also explored a relatively new area of research for the Institute, women and patents. The analysis was detailed in a July briefing paper, “The Gender Patenting Gap,” which found that women will not reach parity in patenting until 2092. A full report provides a closer look at women’s experiences—their challenges and successes—in the patenting system.

All of these issues—and many more—are key as we look forward to the November election. From paid family leave and child care for student parents to the gender wage gap, candidates are highlighting issues we have worked on for years and drawing national attention to critical topics of importance to women all across the country. Now more than ever it is essential to realize the significance this election has for the status of women in the United States. The way you can show politicians what issues are important to you is by turning out at the polls and voting for candidates who support policies that improve your life and your community. See you at the ballot box on November 8!
Lauren Talbourdet, Research Intern for the Student Parent Success Initiative and the Job Training Success Project. Dual Masters Student, Public Policy and Gender/Cultural Studies, Simmons College; BA in Sociology with a Letter in Social Welfare/Social Work, University of Massachusetts Amherst; BS in Psychology, University of Massachusetts Amherst.

“Interning at IWPR has given me the invaluable experience of working on and learning about all realms of policy that have an impact on women. I have been given the opportunity to understand multiple steps of conducting high-caliber research from assisting in literature searches for grant proposals to editing and fact checking papers prior to publication. Furthermore, being able to participate in the Student Parent Policy Working Group calls has enabled me to understand how researchers, program administrators, and advocates can come together to inspire policy change. My internship at IWPR has been an opportunity for me to grow my knowledge and skillset related to research, all while working alongside some amazing people with similar passions.”

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Crystal Agoncillo, Research Intern for the Job Training Success Initiative and the Economic Security for Survivors project. Current MPA candidate with a social policy concentration at the Evans School of Public Policy and Governance, University of Washington; BS in Psychology, University of California, San Diego.

“It is my most compelling desire to influence public policy on behalf of gender parity, economic justice, and intimate partner violence. IWPR has given me the invaluable opportunity to learn how to advocate for more equitable policies using qualitative research. My impactful experience at IWPR has solidified my desire to contribute to the public sector by illuminating the economic and institutional barriers impacting students and working families, as well as shaping policy discourse using a gender lens.”

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Meika R. Berlan, Research Intern. Ph.D. Candidate, Public Policy, University of North Carolina Charlotte; MA Nonprofit Management, BA Organizational Communications, University of Central Florida.

“I have appreciated the opportunity to work on a range of research projects, which has allowed me to apply my analytical skills across several different issue areas. It has been rewarding to contribute to IWPR’s efforts and produce well-respected research. This experience has provided great insights and opportunities to participate in the dialogue around women’s issues and bring attention to public policies that can facilitate the empowerment of women.”

Meika R. Berlan, Research Intern. Ph.D. Candidate, Public Policy, University of North Carolina Charlotte; MA Nonprofit Management, BA Organizational Communications, University of Central Florida.

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Left to right: Meika R. Berlan, Henna Rustami, Lauren Talbourdet, and Crystal Agoncillo
For nearly 30 years, IWPR has analyzed and charted women’s experiences in the workforce and recently launched two projects aimed at examining strategies to continue to encourage, recruit, and retain women in jobs that provide family-sustaining wages. One project, Pathways to Equity, focuses on improving women’s access to good middle-skill jobs in three sectors of the economy, while Job Training Success, examines how socioeconomic supports, such as child care and transportation subsidies, can lead to success in job training programs, particularly for women participants.

In Narrowing the Wage Gap by Improving Women’s Access to Good Middle-Skill Jobs, funded by the JPMorgan Chase Foundation’s New Skills at Work initiative, IWPR examined 473 occupations looking for opportunities to advance women into higher paying male-dominated, middle-skill jobs. Middle-skill jobs—occupations that require more than a high school education, but not a college degree—often pay a living wage and can act as a stepping stone to a higher paying career.

Manufacturing, IT, and Transportation jobs are projected to grow in the next decade, but employers report they are finding it difficult to fill these middle-skill positions. While women make up only 7 percent of workers in the manufacturing field, 533,000 good middle-skill jobs will become available over the next decade. These numbers are similar in both IT (women 29%, 240,000 available jobs) and transportation (women 9%, 1.3 million available jobs). If just 10 percent of women moved into similar but higher paying middle-skill jobs, often the sectors they are already working, their median incomes would increase by more than 50 percent.

The lack of women in these higher paying male-dominated occupations is due, in part, to conventional belief about gender roles and superficial differences in the skills necessary to succeed in certain jobs. For example, a Library Assistant could embark on the traditional path of attaining a college and master’s degree through a six year program to become a Librarian. Or, a Library Assistant can choose to become an IT Support Specialist, which requires less than half the years of education and would provide earnings that are about the same as a Librarian. IWPR’s report offers steps employers can take to reduce industry shortages of skilled labor and close the gap between women and men in good middle-skill jobs. For example, employers can provide more training and mentoring, flexible workplace policies, and provide a safe and welcoming work environment for women.

In addition to the report, IWPR launched a website, womenandgoodjobs.org, which helps users identify pools of skilled

“While women are over half of the total middle-skill workforce, they make up only a third of middle-skill workers who make at least $35,000 per year.”

- From JPMC report Narrowing the Wage Gap by Improving Women’s access to Good Middle-Skill Jobs
Examining Supports for Job Training Success

In February 2016, IWPR launched its Job Training Success Project with the release of the report, Supportive Services in Job Training and Education, funded by the Walmart Foundation. The report presents a summary of research findings on the importance, effectiveness, and availability of support services for job training program participants in the United States. The report also provides recommendations on funding sources available to combat the common barriers to employment and training, such as lack of access to child care, transportation, and stable housing.

Job training programs offer individuals access to opportunities that prepare them for good jobs with family-sustaining wages. Challenges that hinder completion of these programs point to the need for better access to supportive services; however, few studies have researched the need or impact of these services on job training outcomes. The examination of which supportive services are available to job training participants and the evidence of these services leading to better outcomes are detailed in this 60 page in-depth report, which can be found on iwpr.org.

Previous research shows that 69 percent of low-income parents in education and training programs have children younger than six years old. Although 36 percent of organizations provided financial literacy or counseling and 48 percent provided transportation assistance, only 6 percent provided child care assistance.

“More than three in ten women receiving job training through a WIA-funded program in 2013 did not complete the program, most likely due to the low percentage (18%) who received support services.”

- From report Supportive Services in Job Training and Education

Available funding for support services is decreasing every year. Integrated case management helps provide participants support and guidance as they navigate the various systems provide support services. Strengthening partnerships between organizations can maximize resources to provide the support services needed for individuals to complete their programs. An effective job training system that provides women with the necessary support to improve their options in the labor market is critical, and while this research takes a first step toward closing the information gap, further research is needed.
... continued from page 1

Media Highlights

Women in the Workforce and the Gender Gap

FastCompany "Dissecting the Patent Gap" July 22, 2016

The Atlantic "Why Do Women Inventors Hold So Few Patents?" July 21, 2016


Seventeen "This 17-Year-Old Was Fired After Asking for Equal Pay at Her Summer Job" June 21, 2016


Elle "Women Don't Make Less Because of Their 'choices'" April 12, 2016

Vox "The Gender Wage Gap Isn't About Women's Choices. It's About How We Value Their Work." April 12, 2016


Marketwatch "Gender Wage Gap Widens in 2015" March 8, 2016

The Nation "80 Percent of Patents Belong Solely to Men' August 12, 2016

Status of Women in the South

AL.com "Equal voice, equal pay: It's time for women to vote with their wallets" March 14, 2016

The Tennessean "Tennessee women still experience pay inequality" March 8, 2016

The Atlantic "Why gender inequality is more acute for women in the South" February 25, 2016

Paid Leave and Paid Sick Days


Slate "Here's Why It Will Be Harder for States Beyond New York to Pass Paid Family Leave" April 4, 2016


Higher Education and Student Parents


The Atlantic "Strollers on Campus" March 21, 2016

Retirement Security

New York Times "For Many Women, Adequate Pensions are Still a Far Reach" June 3, 2016

The Washington Post "It's a retirement account but for pregnancy" April 20, 2016

Women in Leadership and Politics

Vox "The research is clear: electing more women changes how government works" July 27, 2016

Think Progress "Hillary Is The First Female Presidential Nominee And The Most Qualified Ever. It's Not A Coincidence" July 28, 2016

Politico "How Cracked Is the Glass Ceiling, Really?" July 28, 2016

Vox "Why Aren’t There More Women in Congress?" August 16, 2016

IWPR Experts on Current Events


The New York Times' Room for Debate "Women Need Equal Opportunities for Job Advancement" by IWPR President Heidi Hartmann, August 15, 2016

PBS NewsHour "A Massachusetts Law is the Most Promising Step Yet Toward Equal Pay" by IWPR Program Director, Employment and Earnings, Ariane Hegewisch

... continued from page 1

safe leave and quality childcare; and whether they experience poverty. Early this fall, the project team will host a webinar to orient participants to the data available on IWPR’s Status of Women in the States Project website (statusofwomendata.org). Speakers will share insights into how to use the site to understand the economic climate of each of the 50 states and DC, how policies impact opportunities for survivors to achieve safety, and how to differentiate the unique economic factors facing different populations of women. More information about the ESS Project, including associated resources, is available on IWPR’s website: iwpr.org.

In addition to the ESS project, IWPR will also host WOW’s Basic Economic Security Tables (BEST) Index, which is a measure of the income that workers and their families need to meet basic needs and develop savings that promote life-long and intergenerational security. As of August, the website can be accessed at basiceconomicsecurity.org. While IWPR will serve as a repository for many of WOW’s past online reports, documents, and program information related to Family Economic Security and Nontraditional Jobs for Women, additional WOW reports and resources can currently be found on its website, wowonline.org.
Thank You...

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Connecticut Department of Labor
Ergon International
European Commission
Florida Philanthropic Network / Florida Women’s Funding Alliance
Domestic Violence Legal Empowerment and Appeals Project, The George Washington University
Lumina Foundation
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National Domestic Workers Alliance
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Elena Ong made a gift in honor of Heidi Hartmann

Informing policy. Inspiring change. Improving lives.
The Institute for Women’s Policy Research and the Women’s Research and Resource Center at Spelman College held an event to release the first ever Status of Women in the South report in February 2016. The report and event focused on the economic and political power of women in 14 southern states, with a particular focus on women of color. The event panel addressed the broad themes of power and diversity, and reflected on the pace of progress, the implications of the data for varying sectors of society, and how leaders and the public can catalyze change. Speakers included Dr. Beverly Guy-Sheftall, Women’s Research and Resource Center, Spelman College; Chandra Childers, Ph.D., Institute for Women’s Policy Research; Rose Scott, Closer Look, WABE 90.1 FM; Stephanie Davis, Community Activist; Sharmen Gowens, YWCA of Greater Atlanta; Maria Azuri, LMSW, Welcoming Atlanta, Mayor’s Office of Immigrant Affairs; Charmaine Davis, 9to5 Georgia; Georgia State Senator Nan Orrock; Barbara Gault, Ph.D., Institute for Women’s Policy Research.

Recent IWPR Publications

**Reports**
- Pathways to Equity: Narrowing the Wage Gap by Improving Women’s Access to Good Middle-Skill Jobs
  IWPR #C438
- Status of Women in the South
  IWPR #R462
- Supportive Services in Job Training and Education: A Research Review
  IWPR #C434

**Briefing Papers**
- The Gender Patenting Gap
  IWPR #C441, July 2016
- Paid Sick Days Benefit Employers, Workers, and the Economy
  IWPR #B361, July 2016
- Access to Paid Sick Time in Duluth, Minnesota
  IWPR #B359, July 2016
- Poverty, Gender, and Public Policies
  IWPR #D305, February 2016
- The Need for Support for Working Families
  IWPR #B357, February 2016

The Gender Wage Gap and Public Policy
IWPR #C435, February 2016

**Fact Sheets**
- Paid Sick Time Access in Michigan Varies by County of Residence
  IWPR #B360, April 2016
- The Gender Wage Gap by Occupation 2015 and by Race and Ethnicity
  IWPR #C440, April 2016
- The Gender Wage Gap: 2015; Earnings Differences by Race and Ethnicity
  IWPR #C437, March 2016
- The Role of the Federal Child Care Access Means Parents in School (CCAMPIS) Program in Supporting Student Parent Success
  IWPR #C436, February 2016

**Quick Figures**
- Strong Job Gains Continue with 255,000 Jobs Added in July
  IWPR #Q052, August 2016
- Student Parents’ Access to Campus Child Care Continued to Decline in 2015
  IWPR #Q051, July 2016

Publications available online