IWPR Meets with Leaders in Beirut on the Status of Women in the Middle East and North Africa

by Jane Henrici, Ph.D.

In May IWPR and the International Federation of Electoral Systems (IFES) staff met with advisors from Lebanon, Morocco, and Yemen in Beirut to receive input on their joint study of the status of women in the Middle East and North Africa. During the two days of meetings, IWPR Study Director Dr. Jane Henrici described IWPR’s methods of 1) participatory research in developing survey social indicators and 2) analyzing statistics concerning the status of women in the United States. The regional advisors presented current data about women and girls in their respective nations. IFES and IWPR shared the results of a preliminary survey conducted with regional NGOs that help women and girls identify their advocacy priorities and research needs, which included IWPR Leaders for Democracy Fellow Intisar Alhadi on her work as Secretary General of the organization All Girls Society for Development. IFES researchers and IWPR (cont’d on p. 4)

IWPR Study Director Jane Henrici and Sabria Al-Thawr, Gender and Development Advisor for the Youth Leadership Development Foundation of Yemen, in Beirut (Photo: Ambar Zobairi)
Saving Social Security again? Wait, didn’t we win this battle?

Wasn’t President’s Bush effort to privatize Social Security defeated?

Ah, yes it was, but that was then. Unfortunately, that’s not the only threat to Social Security likely to re-emerge. The Peter G. Peterson Foundation has launched a full-scale campaign against bedrock programs for seniors like Social Security and Medicare. The Foundation’s website and its many programs and activities are designed to convince one and all that there is a looming fiscal crisis in the United States and that we cannot afford to continue to spend so generously on our seniors.

The first thing we might point out, with our devotion to facts here at IWPR, is that US programs to help seniors are not particularly generous by international standards. Our retirees’ benefits are low compared with most of Europe and our medical benefits are uneven. Not only are drug costs between $2,700 and $6,154 annually (the well-known donut hole) not covered unless the Medicare participant buys an additional insurance policy, but, and even more costly, long-term care is excluded from coverage, except for care that is recuperative or rehabilitative.

The second thing we might point out is that long term projections of Social Security program costs do not show those costs as out-of-control, an ever increasing share of GDP. Far from it, a modest bump up in Social Security costs as a percentage of GDP occurs because of the growth of the elderly population with the aging of the baby boomers, but that percentage partially recedes and then remains constant at less than 6 percent of GDP. This can easily be sustained by a large, advanced economy that generates substantial wealth, especially once it returns to steady growth. Indeed, the United States enjoys the luxury of having a relatively young and growing population, compared with our counterparts in Europe and especially in Japan, which has a much older population—yet Japan has recently guaranteed long term care to all its elders.

The third thing worth noting is that Social Security does not face an immediate threat of inadequate funding. According to the latest report of the system’s Trustees, the Status of the Social Security and Medicare Programs, the Social Security Administration can pay all retirement benefits promised in current law fully through 2037. It will do so by spending down the Trust Fund that is purposely being built up to help support the baby boomers’ retirement. The last major adjustments to Social Security’s revenue and expenditure streams were made in 1983 when the retirement age was scheduled to be raised and Social Security benefits above a threshold were subjected to federal income tax. The gradual increase in the age required to receive full benefits, from 65 to 67 years, which will be complete by 2027, amounts to a very large benefit cut. The boomers are paying for their retirement in two ways, by paying more taxes and by getting lower benefits. When these changes were made to the program in 1983 the system was very near running out of money to pay benefits.

By the Trustees’ own calculations this time around that day of shortfall is some 28 years off, and whether that shortfall ever occurs is largely dependent on how the economy functions for the next few decades, a future we are notoriously incapable of predicting. The Trustees are, however, legally required to project forward 75 years. They have usually done so conservatively—that is, they have consistently underestimated the long-term strength of the economy.

Much in the economy is subject to change and to public policy. For one example, the Economic Policy Institute has estimated that the distribution of wage income remained as it had been in 1983, rather than becoming substantially more unequal, a large portion of the future shortfall projected by the Trustees would have been avoided. Moreover, removing the cap on taxable earnings altogether so that those with the highest earnings would pay more than they do now would eliminate the rest of the projected shortfall through the 75-year time horizon. In other words, more equal economic growth, a return to "shared prosperity" instead of the lopsided prosperity we had experienced recently, coupled with a broader sharing of the burden, would solve the problem of funding Social Security.

I am concerned that some members of the Obama Administration believe we should cut Social Security benefits so as to bring the system into “balance.” It’s time for the women’s movement to say, no you don’t, not over our naked bodies—marching down Pennsylvania Avenue toward Capitol Hill at one end and the White House at the other. The change we really need in Social Security is higher benefits to improve the well-being of the many older women whose benefits are currently too low to lift them above poverty.
When news of the swine flu first began to spread, the Centers for Disease Control and Prevention and President Obama urged people to stay home if they felt sick. IWPR research, however, has found that staying home from work when they or their family members are ill is not a realistic option for many Americans.

Over 59 million Americans do not have paid sick days and many cannot afford to take unpaid time off. While staying home might serve larger public health goals, it can lead to financial hardships for those who cannot receive pay while staying home from work. In New York City, where advocates and lawmakers are considering a law requiring employers to provide paid sick days, the H1N1 outbreak has prompted a proposed requirement that paid sick days be usable when schools or workplaces close due to a public health emergency. The outbreak has helped make it clear that this important, basic workplace benefit is also critical for securing the health of the entire nation in the event of a pandemic.

IWPR’s message about the lack of paid sick days as a severe public health risk has been covered by media sources including The Christian Science Monitor, The Huffington Post, The Argus Observer, The Denver Daily News, and multiple blogs. IWPR continues to produce research materials used by paid sick days advocates and lawmakers around the country, including cost-benefit analyses and other reports.

Federal Employees May Receive Paid Parental Leave

by Kevin Miller, Ph.D.

Ask someone about what it’s like to be a federal employee and you’ll almost certainly hear the phrase “job security.” You’ll also probably hear “great benefits.” While the federal government provides a healthy amount of paid vacation and sick leave, many people would be surprised to learn that the federal government does not offer any paid parental leave to its employees. Though Congressional staffers frequently have access to paid parental leave, and it is part of the benefits package for military personnel, civilian employees of federal agencies do not have paid parental leave.

Congress is currently considering the Federal Employees Paid Parental Leave Act (FEPPLA), which would provide four weeks of paid parental leave to federal employees that could be used within the first year after the birth, adoption, or foster placement of a new child. Both mothers and fathers would have access to four weeks of leave under this leave.

In September, IWPR released a report entitled, Preparing for a Changing Federal Workforce: The Role of the Federal Employees Paid Parental Leave Act. The report presents evidence that expanding federal employee benefits to include paid parental leave will help the government to compete effectively for top employees in order to secure its workforce against a looming wave of baby boomer retirements.

A recent report released by the Joint Economic Committee of the U.S. Congress found that most Fortune 100 companies now provide paid parental leave in addition to other forms of paid leave. Increasingly, companies seeking to recruit educated, skilled workers do so by offering generous benefits and flexible workplaces. Research and anecdotal evidence both suggest that younger workers in particular are looking for flexible workplaces with generous leave policies. The federal workforce faces a retirement crisis as its workers – who are both older and better educated on average than workers in the private sector – reach retirement age and retire at an accelerating rate, making the recruitment and retention of younger workers a key issue.

Younger federal workers are especially likely to find current leave policies insufficient. They are more likely than older employees to have children, but it takes a new federal worker about 4.2 years to accrue enough sick leave to receive pay during the 12 weeks of guaranteed job leave promised by the Family and Medical Leave Act. Paid leaves are associated with a variety of positive outcomes for families, including better mental and physical health among new mothers, extended duration of breastfeeding, reduced infant mortality, and better child health and development. The provision of four weeks of parental leave for federal employees would make it easier for them to take a full 12 weeks of leave.

Paid parental leave would also help reduce turnover among federal employees, especially women. IWPR analysis of Office of Personnel Management data shows that women of childbearing age are 31 percent more likely to quit the federal government than men of the same age – a disparity that disappears among older workers. Paid parental leave is expected to reduce this gap by increasing retention of female employees after childbirth. IWPR has found that this may save the government as much as $50 million per year in costs associated with employee turnover.

The adoption of paid parental leave for federal workers would not change the United States’ position as one of only two industrialized countries without universal paid maternity leave. It would help set the standard by which employers are judged, however, and the Federal Employees Paid Parental Leave Act is a step forward.

(Cont’d on p. 4)
IWPR released a fact sheet in April that reveals that women earn less than men not only within the labor market as a whole but also within virtually all occupations. These findings indicate that women’s employment within lower-paying sectors of the economy can only partly explain the gender wage gap. The largest wage gaps occur among physicians/surgeons and marketing/sales managers, where men’s median weekly earnings are almost twice those of women. The gender wage gap is present within the ten most common occupations for women - including clerical work, teaching, and nursing - which employ 28.9 percent of the female working population of the United States, as well as the ten most common occupations for men, the ten lowest paying occupations for women, and even the ten highest paying occupations for women. Indeed, in fewer than 5 out of 500 occupations do women equal or exceed their male counterparts in earnings. More information about the IWPR’s analysis of the gender wage gap by occupation, developed using 2008 data from the Bureau of Labor statistics, can be found on the IWPR website at www.iwpr.org.

Table 1: The Wage Gap in the Ten Most Common Occupations* for Women (Full-Time Workers Only, 2008)

<table>
<thead>
<tr>
<th></th>
<th>Women’s Median Weekly Earnings</th>
<th>Men’s Median Weekly Earnings</th>
<th>Women's Earnings as % of Men's</th>
<th>Share of Workers in Occupation that are Female</th>
<th>Share of Female Workers in Occupation as a % of All Female Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Female Full-Time Workers (47,209,000)</td>
<td>$638</td>
<td>$798</td>
<td>79.9%</td>
<td>44.3%</td>
<td>100%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ten Most Common Occupations for Women</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretaries and Administrative Assistants</td>
<td>$614</td>
<td>$736</td>
<td>83.4%</td>
<td>96.5%</td>
<td>5.3%</td>
</tr>
<tr>
<td>Elementary and Middle School Teachers</td>
<td>$871</td>
<td>$994</td>
<td>87.6%</td>
<td>81.0%</td>
<td>4.5%</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>$1,011</td>
<td>$1,168</td>
<td>86.6%</td>
<td>90.1%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Nursing, Psychiatric, and Home Health Aides</td>
<td>$424</td>
<td>$485</td>
<td>87.4%</td>
<td>87.7%</td>
<td>2.5%</td>
</tr>
<tr>
<td>First-line Supervisors/Managers of Retail Sales Workers</td>
<td>$556</td>
<td>$781</td>
<td>71.2%</td>
<td>43.2%</td>
<td>2.2%</td>
</tr>
<tr>
<td>First-line Supervisors/Managers of Office and Administrative Support Workers</td>
<td>$688</td>
<td>$848</td>
<td>81.1%</td>
<td>68.6%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Cashiers</td>
<td>$349</td>
<td>$399</td>
<td>87.5%</td>
<td>74.0%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Customer Service Representatives</td>
<td>$568</td>
<td>$607</td>
<td>93.6%</td>
<td>67.2%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Accountants and Auditors</td>
<td>$908</td>
<td>$1,178</td>
<td>77.1%</td>
<td>60.5%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Receptionists and Information Clerks</td>
<td>$502</td>
<td>$537</td>
<td>93.5%</td>
<td>93.3%</td>
<td>1.9%</td>
</tr>
</tbody>
</table>

*Data are only made available where there are an estimated minimum of 50,000 workers in an occupation.

Attention all Federal Employees!

Select Institute for Women’s Policy Research for the Combined Federal Campaign

Select #10208

For state and local employees, select by searching Institute for Women’s Policy Research
In Memory: Johanna Justin-Jinich

by Sarah Catherine Williams

The life of a promising, young scholar was cut tragically short just before she was to begin a research internship with IWPR in May. Johanna Justin-Jinich, a rising senior at Wesleyan University in Connecticut, was shot and killed on May 6, 2009 while working at the Red and Black Café on Wesleyan campus. The perpetrator had been in a summer class with her at New York University in 2007, where he began sending her threatening emails, and continued this harassment after the summer program ended.

Justin-Jinich was a double major at Wesleyan University in the College of Letters (an interdisciplinary major in history, philosophy, and literature) and Iberian studies. An avid supporter of improving women’s access to health care and preserving reproductive rights, she was very active within the local community, putting her passion about women’s health issues to work. Justin-Jinich volunteered as an escort at a local abortion clinic, and as a translator in the obstetrics wing for Spanish-speaking patients at Meriden Health Center. She also worked on a project surveying new mothers at Meridian about their need for information on breast-feeding techniques. She intended to pursue graduate studies in international women’s health at Columbia University.

At a memorial service on the Wesleyan campus, Justin-Jinich’s friends honored her by reading the work of some of her favorite poets, including Federico Garcia Lorca and Pablo Neruda. So deep was her passion for romantic poetry, Justin-Jinich intended to write her senior thesis on the poets of Lorca’s era.

For the 2009 class of IWPR summer interns, Johanna’s life—and the joy and exuberance with which she approached her work and her friendships—have served as an inspiration to put everything they can into achieving lasting change for women. For all of them, the quest to end violence against women in all its forms has taken on a greater meaning with a shared dedication to do justice to Johanna’s memory.

IWPR Report Discusses the Impact of ‘Flexible Working’ Policies on Fathers’ Increased Family Involvement

by Shirley Adelstein

On June 19, the Obama administration announced a new public service campaign promoting responsible fatherhood. A recently released report by IWPR Study Director Ariane Hegewisch reviews the effects of ‘flexible working’ policies in high-income countries; the findings suggest that such policies are an important component of efforts to promote responsible fatherhood. Fatherhood and motherhood alike take time, and flexible working policies make it easier for parents to play an active role at home and at work.

The report, Flexible Working Policies: A Comparative Review, was commissioned by the United Kingdom Equality and Human Rights Commission. Since 2003, parents of preschool children (and since 2009, of children under 16) in the United Kingdom and elsewhere have been associated with increased flexible working among men as well as women, although women everywhere make more use of such options. In Germany, for example, the introduction of the right to work part-time during parental leave (for up to two years) has been associated with a tripling in the proportion of fathers taking parental leave. Evidence from countries such as the United Kingdom and Norway suggests that fathers who take parental leave or adjust working hours for family-care reasons become more involved in domestic work overall, rendering flexible working policies potentially transformative in relation to the traditional gendered division of labor.

In principle, all work-family policies reviewed for the report apply equally to men and women, but in practice access is often harder for men. Inadequate enforcement mechanisms and organizational cultures that continue to value long hours and work intensification also contribute to uneven access and use of flexible working options.

The report concludes by noting that flexible working policies are only part of the solution for reconciling work-family conflict. Making child care available and decreasing of financial disincentives for taking leave or reducing hours are also important. IWPR’s research demonstrates that flexible working policies have the potential to improve work-life balance and promote fathers’ involvement in care-giving and domestic work. In the absence of strong policies, however, barriers to responsible fatherhood will remain.
On April 2 “Achieving Equity for Women: Policy Alternatives for the New Administration,” brought key policy makers and leading researchers together to address critical issues facing American women: retirement, Social Security, and aging; women in the economic recovery; early care and education; and health care quality, cost, and access. Over 200 guests attended the symposium held at the Henry J. Kaiser Family Foundation Barbara Jordan Conference Center in Washington, D.C.

Organized by IWPR and the Wellesley Centers for Women, the conference featured expert perspectives and creative solutions from a dynamic line-up of speakers. Keynoters included Rosa DeLauro, U.S. Representative, Connecticut 3rd District; Jared Bernstein, Chief Economist, Office of the Vice President of the United States; Rebecca Blank, then at the Brookings Institution and later appointed Under Secretary of Commerce for Economic Affairs; The Honorable Hilda Solis, U.S. Secretary of Labor; Tina Tchen, Deputy Assistant to the President of the United States and Executive Director of the White House Council on Women and Girls; and Carolyn Maloney, U.S. Representative, New York 14th District.

Speakers at the Symposium presented both analysis of the issues and policy recommendations. Dr. Bernstein addressed the need to increase economic security for middle class families, while Dr. Blank pointed to specific needs such as broadening unemployment...
Researchers Tackle Issues on Women and the Economy

insurance further, expanding preschool options and the Earned Income Tax Credit, and decreasing age and gender discrimination in employment. Both expected the stimulus package passed by the new administration to move the economy in the right direction. Dr. Heidi Hartmann, IWPR President, and Kathy Olson, Staff Director, Subcommittee on Social Security for the House Ways and Means Committee, addressed the importance of strengthening and improving Social Security to decrease poverty among older women especially women of color. Dr. Teresa Ghilarducci, Irene and Bernard L. Schwartz Professor of Economic Policy Analysis at the New School University, and Dr. Maya Rockeymoore, President and CEO of Global Policy Solutions, discussed the importance of developing personal wealth and proposed Guaranteed Retirement Accounts and other means for enhancing women’s retirement security. Dr. Nancy Marshall, Senior Research Scientist and Associate Director, Wellesley Centers for Women; Professor Mildred Warner, Department of City and Regional Planning, Cornell University; and Danielle Ewen, Director of Child Care and Early Education Policy, Center for Law and Social Policy, provided recommendations for increasing quality in early care and education that would improve a child’s well-being, support family financial needs, and improve local economic development. Dr. Dora Hughes, Counselor for Public Health and Science, U.S. Department of Health and Human Services; Dr. Alina Salganicoff, Vice President and Director of Women’s Health Policy, Henry J. Kaiser Family Foundation; and Dr. Cathy Schoen, Senior Vice President for Research and Evaluation, Commonwealth Fund, spoke on the importance of including women’s needs in health care reform and proposed that reform including public and private options would be accessible, affordable, and beneficial for women. Moderators included Linda Wertheimer, Senior National Correspondent, National Public Radio; Barbara Kennelly, President and CEO, National Committee to Preserve Medicare and Social Security; Charles Kolb, President, Committee for Economic Development; and Dr. Vivian Pinn, Director, Office of Research on Women’s Health, National Institutes of Health.

To learn more about the symposium and view videos of the panels and power point presentations: http://www.iwpr.org/Conferences/Conferences.htm.

Symposium co-host Dr. Susan McGee Bailey, Wellesley Centers for Women, and keynote speaker Tina Tchen, Executive Director of the White House Council on Women and Girls.

Congresswoman Rosa DeLauro of Connecticut opened the symposium with a morning keynote.

Jared Bernstein, Chief Economist, Office of the Vice President of the United States, spoke on the opening panel focusing on women and the economic recovery.

The Honorable Hilda Solis, Secretary of Labor, gave the luncheon keynote.
IWPR Works to Strengthen Social Security for Low Income Women and Women of Color

by Lakshmi Kannan and Ashley English

IWPR has recently completed an important collection of papers on the retirement security of older women. Based on an authors’ workshop held at the Russell Sage Foundation, the articles published in a special double issue of the Journal of Women, Politics & Policy (Volume 30, nos. 2-3, September 2009), entitled “Women in the Retirement Years: New Sources of Diversity,” make the case that the retirement experience of women will change fundamentally as the US population continues to increase in diversity, not only in terms of race and ethnicity, but also in how women have lived their lives. Compared to today’s retired women, the soon-to-retire baby boom genera-

IWPR Consent Decree Project Studies First U-Visa Use in Sexual Harassment Case

by Chanelle Pearson

IWPR and the WAGE Project are concluding the research phase of a multi-year project on the impact of consent decrees issued in sex and race discrimination cases covered by Title VII of the Civil Rights Act. A consent decree is a court-sanctioned agreement between two parties mandating monetary relief for victims of discrimination, changes in company policies and practices, or both.

The project analyzes the types of remedies imposed, the role of key players in negotiating and implementing decrees, and their perceived long-term effectiveness in five cases. One case involved the Equal Employment Opportunity Commission who brought the lawsuit on behalf of undocumented migrant women. These women had suffered systematic and on-going sexual assault by supervisors in an agricultural plant in rural Iowa. The lawsuit was the first time U-Visas, a federal visa for noncitizen victims of crime, were used in a sexual harassment case to protect undocumented workers from deportation.

IWPR presented initial findings from the study to panels at the annual meeting of the American Sociological Association and the Society for the Study of Social Problems 2009 Conference, an advisory panel of legal scholars, attorneys, and sociologists in San Francisco in August.

For more highlights from IWPR in the news, please visit www.iwpr.org
Spotlight:

2009 Summer Interns

A talented group of interns from around the country worked at IWPR during the summer of 2009. Their contributions to IWPR’s research and communications efforts provided invaluable support. The following provides a brief background on these accomplished young women:

Shirley Adelstein, Ph.D. Government, Georgetown University, 2013
Why IWPR? Over the course of my education, I have become especially interested in public policy research that focuses on the needs of women, while recognizing differences among them. IWPR is a perfect fit for me because its mission aligns with my own interests.

Julia Bates, B.A. Sociology, Sarah Lawrence College, 2010
Why IWPR? I became interested in women’s issues through my coursework in International Development. At IWPR, I’m working on the Women, Immigration, and Religion project, which allows me to further study the effects of globalization on women.

Adrienne Greenwald, B.A. International Studies, Wheeling Jesuit University, 2011
Why IWPR? My interest in women’s issues developed fairly recently. As an intern in the Communications Department, I get to see how IWPR is making strides for women in many different areas.

Lakshmi Kannan, B.A. Economics, Gender Studies, Connecticut College, 2010
Why IWPR? I became interested in women’s issues primarily through work with survivors of religious violence in India, particularly sexual violence. The experience at IWPR is crucial to understanding how policy makers and researchers work together on women’s issues.

Amanda Milstein, M.P.A. Nonprofit and Public Management & Policy, New York University, 2011
Why IWPR? My interest in women’s issues stems from my commitment to social justice, particularly for communities of color and victims of gender violence. At IWPR, I am working on the consent decree project, which helps analyze the impact of court-mandated remedies for sex and race discrimination cases.

Sarah Catherine Williams, M.S.W, University of Georgia, 2010
Why IWPR? I became interested in women’s issues while in the Peace Corps in Nicaragua. When I had the chance to research empowerment among Latina women at IWPR, I knew I found a good fit.

Natalie Young, B.A. Anthropology, Government, Dartmouth College, 2010
Why IWPR? The difficulties I observed my mother (a university professor and research scientist) encounter within a conservative community dominated by stay-at-home moms, and the questions my sister and I received regarding my mother’s deviance from the norm first got me interested in women’s issues. An internship at IWPR was thus a terrific opportunity for me to combine my intellectual interests with the pursuit of greater social equality and justice.

Why IWPR? My interest in women’s issues stems from my commitment to social justice, particularly for communities of color and victims of gender violence. At IWPR, I am working on the consent decree project, which helps analyze the impact of court-mandated remedies for sex and race discrimination cases.

Compiled by Julia Bates

If you would like more information on internships, fellowships, and other opportunities at IWPR, please visit our employment page at www.iwpr.org
Eleanor Roosevelt Policy Council Members
(based on giving from Jan 2008 to the present)

President's Council
Mariam K. Chamberlain
Carolyn Hopley
Katrina vanden Heuvel
Marcia L. Worthing
Cynthia Fuchs Epstein
Stephen Rose & Christina Cerna
Martha A. Darling
Yvonne Jackson
Emily van Agtmael
Susan Scanlan
Women's Network, UFCW, Paulette Fialkoff-Amodeo, Chair
United Food and Commercial Workers Union, Joseph T. Hansen, International President
AFSCME, Gerald W. McEntee, President
National Education Association, Fialkoff-Amodeo, Chair

Leadership Council
Dr. Kay Lehman Schlozman
David M. & Robin Wells
Heidi I. Hartmann
Lynn R. Gitlitz
Sheila W. Wellington
Cynthia Lloyd
National Association of Letter Carriers, William Young, President
International Brotherhood of Teamsters, James P. Hoffa, Jr., President
United Auto Workers, Ron Gettelfinger, President
Avon Products, Inc.
Bloomingdale's, Inc.
Covington & Burling LLP

Institute Council
Margery Abbott
Robert Cherry
Heidi Gottfried & David Fasenfest
Holly Fechner
Jacquelyn Hoffman-Zehner
Frank Roosevelt
Clara G. Schiffer
Ellen Delany
Esmeralda Lyn
Lenora Cole
Susan Meade
David Goslin
Carol Greene
Susie Johnson, United Methodist Church, Women's Division
American Federation of Teachers, AFL-CIO, Randi Weingarten, President
International Brotherhood of Electrical Workers, Edwin D. Hill, President
United Mine Workers of America, Cecil E. Roberts, President

Community Council
Rebecca M. Blank
Elizabeth T. Boris
Sally Bould
Mona J.E. Danner
Paul Jackson
Christopher Jencks
Amy Kronick
Ann Markusen
Martha T. Mednick
Alice M. O'Connor
Evan Stark
Susan & Paul Stern
Barrie Thorne
John Varick Wells
Carol Baney Martin
The late Barbara Bick
Reverend Christie Cozad Neuger
Barbara Reskin
Ellen Ross
Andrew Shue
Nancy Wells & the late A. Judson Wells
United American Nurses, Walter Frederickson, National Executive Director

Social Security
(Cont'd from p. 8)

tion has had more education, worked more over their lifetimes, had fewer children, married less, and experienced more divorce. On balance, for some women, these changes will lead to increased poverty in the retirement years, since income from husbands will be less or nonexistent, and own earnings will not be sufficient to offset such a loss. Many African American women, especially, will enter retirement not married or widowed and not having had a ten-year marriage in the past (the length of marriage that currently entitles a divorced person to benefits based on their former spouse's lifetime earnings record). IWPR is grateful to the AARP Foundation and the Russell Sage Foundation for their support of the collected volume.

IWPR is also continuing its work to inform policymakers and women leaders of the needs of older women and to propose alternative policy solutions that can increase financial security in old age. With the support of the Ford Foundation, IWPR is currently completing a series of interviews with policymakers and experts to assess which solutions might be received most favorably. IWPR also continues to produce fact sheets and briefing papers on older women's economic situation. With new support from the Rockefeller Foundation for a project entitled “Making Social Security More Secure for Low-Income Women and People of Color,” IWPR will continue and expand its work to inform and shape policy debates on Social Security reform and improve retirement security for disadvantaged populations. As part of the project, in addition to continuing to provide data analysis on new policy options for Social Security, producing policy briefs and materials, and briefing policymakers and their staffs on a range of issues and policy options in women's retirement, IWPR will coordinate a Working Group on Women and the Economy that will meet regularly for the next several years. IWPR also anticipates conducting a survey to assess how the economic downturn is affecting women, men, and their families.
Support accurate, timely research on women by becoming a member of IWPR today! The Institute’s Membership program is an information network that provides a vehicle for publicizing and disseminating research findings, serving as a liaison among and between policymakers, advocates, researchers, and others concerned with policy issues that affect women. Benefits vary by membership level and include IWPR's newsletter, free research reports and other publications, discounts for IWPR’s conferences, access to IWPR’s Research News Reporter Online, and more! For more information, visit http://www.iwpr.org/About/Membership.htm

From the staff and interns at IWPR...

THANK YOU for your support!

IWPR General and Project Support

IWPR’s research, education, and outreach activities are funded and supported primarily by foundations, organizations, corporations, and individuals. The Institute is grateful for the support of the following foundations: the Ford Foundation for IWPR’s work on sex and race discrimination in the workplace, paid family leave and job quality, immigration and religion, and older women’s economic security; the Bill & Melinda Gates Foundation and the Social Science Research Council for work on the status of women and families in the Gulf Coast affected by Hurricanes Katrina and Rita; the Bill & Melinda Gates Foundation for IWPR’s work to promote higher education access for low-income single mothers; the Annie E. Casey Foundation for IWPR’s work on paid leave, job quality, and poverty; the Rockefeller Foundation for IWPR’s work on women’s economic security and Social Security; the Public Welfare Foundation, Women Employed, and the W.K. Kellogg Foundation for support of our paid leave and work/family research; the W.K. Kellogg Foundation, Insight Center, the North Carolina Partnership for Children, and Smart Start’s Technical Assistance Center for IWPR’s work on early care and education; the Black Women for Black Girls Giving Circle of the 21st Century Foundation for research on the challenges and resilience of black girls in New York City; Women and Girls Foundation of Southwestern Pennsylvania for Research on the impact of the recession on women and girls in Southwest Pennsylvania; the World Bank and the United Kingdom Equality and Human Rights Commission for our international work on flexible work and family friendly leave policies; the Canadian International Development Agency and IFES for IWPR’s work on the status of Women in the Middle East and North Africa; the Sunrise Foundation for increasing IWPR’s visibility; and the Ford Foundation, the Stewart R. Mott Charitable Trust, the Spencer Foundation, New Directions Foundation, and the Fannie & Stephen Kahn Charitable Foundation for general support.

Become a member of IWPR

Support accurate, timely research on women by becoming a member of IWPR today! The Institute’s Membership program is an information network that provides a vehicle for publicizing and disseminating research findings, serving as a liaison among and between policymakers, advocates, researchers, and others concerned with policy issues that affect women. Benefits vary by membership level and include IWPR’s newsletter, free research reports and other publications, discounts for IWPR’s conferences, access to IWPR’s Research News Reporter Online, and more! For more information, visit http://www.iwpr.org/About/Membership.htm

New Releases

Unemployment Among Single Mother Families
September 2009, IWPR No. C369
Fact Sheet, 4 pages

The Gender Wage Gap: 2008
Updated September 2009, IWPR No. C350
Fact Sheet, 2 pages

Restoring Equal Opportunity in Education: An Analysis of Arguments for and Against the Bush Administration Single-Sex Education Regulations
July 2009, IWPR No. C368
Briefing Paper, 39 pages

Valuing Good Health in North Carolina/Illinois: The Costs and Benefits of Paid Sick Days
May, 2009 IWPR Nos. B270 (NC) and B274 (IL)
Report, 24 pages

Parents as Child Care Providers: A Menu of Parental Leave Models
May 2009, IWPR No. A136
Briefing Paper, 5 pages

An Estimate of Program Cost under Oregon Senate Bill 966, the Family Leave Benefits Insurance Act
April 2009, IWPR No. A139
Briefing Paper, 7 pages

The Gender Wage Gap by Occupation
Updated April 2009, IWPR No. C350a
Fact Sheet, 6 pages

Flexible Working Policies: A Comparative Review
April 2009
Report, published by UK Equality and Human Rights Commission, 96 pages

visit www.iwpr.org to download PDF copies of the above reports and to view our latest press releases and publications

publication order form on back cover
PUBLICATION ORDER FORM

Purchase IWPR publications at www.iwpr.org

NAME
ORGANIZATION
ADDRESS
CITY     STATE     ZIP
PHONE     FAX     EMAIL

SUBTOTAL $________ PLUS SHIPPING & HANDLING $________ = TOTAL $________

I AM ENCLOSING A CHECK FOR: $________ (ADD 5.75% SALES TAX FOR DC RESIDENTS.)

PLEASE CHARGE MY:  VISA  MASTERCARD NO.: ___________________________

SIGNATURE     EXP. DATE

IWPR members get a 20% discount on all publication orders.

Mail or fax payment to:
Institute for Women’s Policy Research • 1707 L Street NW, Suite 750 • Washington, DC 20036
(202) 785-5100 • fax (202) 833-4362

Call for priority rates and bulk orders.