



Women's Policy Research

Groundbreaking New Data on Status of Women in Middle East

By Layla Moughari

In June, IWPR staff presented key findings from a national survey of the political, economic, social and legal status of women in Morocco, part of the larger Status of Women in the Middle East and North Africa (SWMENA) project. Study Director Jane Henrici and Senior Research Associate Jeffrey Hayes joined International Foundation for Electoral Systems (IFES) staff in Rabat to present “topic briefs” to a group of government agency and parliament representatives, advisors and NGO participants. The workshop was exceptionally well-received by participants and the event received both international and domestic press, including coverage from *The Atlantic Monthly*.

Survey results indicate that there is a gender gap in voter participation in Morocco. Women's participation in Morocco's municipal elections in June 2009 was lower than men's, with less than 45 percent of the women surveyed reporting having cast a

vote compared with 57 percent of men. The majority of Moroccan women (54 percent) did not participate in the June 2009 municipal elections. The survey also found relatively high support for the system of gender quotas that is currently in effect in Parliament, with 7 in 10 women and 6 in 10 men

favoring the gender quota system. Over a third of men are opposed to the system of gender quotas compared with only 17 percent of women. The survey, however, indicated that knowledge of gender quotas remains significantly low among ordinary Moroccan citizens at large. (Cont'd on p. 3)

IWPR President Heidi Hartmann Receives Women's Rights Award from the American Federation of Teachers



Source: American Federation of Teachers

IWPR President Heidi Hartmann is congratulated by Foster Stringer, Human Rights and Community Relations Director of the American Federation of Teachers (AFT) at the annual convention.

By Jocelyn Fischer

On July 11th in Seattle, IWPR President Heidi Hartmann was honored with the annual Women's Rights Award from the American Federation of Teachers (AFT). The Women's Rights Award is given to a woman whose work, vision, and leadership have greatly contributed to the advancement of women's leadership and education. Dr. Hartmann was awarded this honor because of her achievements in the study of equal pay and women's economic security, as well as in the effective communication of her research to policymakers and the public in pursuit of

women's economic justice and well-being.

The award was presented to Dr. Hartmann at AFT's Women's Rights Breakfast, where she also gave the event's keynote address on women's economic security in the labor market and in retirement. In a thank you note to Dr. Hartmann, Foster J. Stringer, Director of AFT's Human Rights and Community Relations Department, wrote, “Your remarks at the Women's Rights

Breakfast on July 11 clearly demonstrated the creative vision and leadership that characterize our Women's Rights Awardees.” The Women's Rights Award is especially significant because the AFT, an affiliate of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), represents a significant segment of the labor force. The AFT has 1.5 million members and represents pre-K through 12th-grade teachers, higher education faculty and professional staff, the civil service, and nurses and other health care professional staff.

TABLE OF CONTENTS

President's Message	2
Work/Family Policies	4
Gender Wage Gap	5
New Releases	6
Media Highlights	6
Gifts of Tribute	6
Board Member: Holly Fechner	7
Become a Member	7

I W P R

BOARD OF DIRECTORS

Lenora Cole, Chair
Esmeralda O. Lyn, Vice Chair
Carol Greene, Treasurer
Cynthia Lloyd, Secretary
Heidi Hartmann, President (ex officio)
William Baer
Mariam K. Chamberlain
Robert J. Corti
Ellen Delany
Holly Fechner
Lynn Gitlitz
David A. Goslin
Ellen Karp
Susan Meade
Emily van Agtmael
Sheila W. Wellington
Marcia Worthing

STAFF

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

Research

Robert Drago, Ph.D., Director of Research
Ariane Hegewisch, Study Director
Jane Henrici, Ph.D., Study Director
Cynthia Hess, Ph.D., Study Director
Jeffrey Hayes, Ph.D., Senior Research Associate
Kevin Miller, Ph.D., Senior Research Associate
Tiffany Boiman, Senior Outreach and Policy Associate
Layla Moughari, Policy Analyst
Claudia Williams, Research Analyst
Allison Helmuth, Research Assistant
Youngmin Yi, Mariam K. Chamberlain Fellow

Administration

Janet Mullen, Director of Finance and Human Resources
Jocelyn Fischer, Special Assistant to the President
Elisa Garcia, Office/Program Assistant
Anne Kuh, Consulting Accountant

Communications and Development

Ryan Koch, Director of Development
Jennifer Clark, Development Coordinator
Caroline Dobuzinskis, Communications Manager
Mallory Mpare, Communications Fellow

Newsletter Editors

Caroline Dobuzinskis, Communications Manager
Mallory Mpare, Communications Fellow
Jocelyn Fischer, Special Assistant to the President

AFFILIATED RESEARCHERS

Cynthia Deitch, Ph.D.,
The George Washington University
Cynthia Harrison, Ph.D.,
The George Washington University
Avis Jones-DeWeever, Ph.D.,
National Council of Negro Women
Sunhwa Lee, Ph.D., Asian Development Bank
Gwendolyn Mink, Ph.D.,
Senior Consulting Political Scientist
Lois Shaw, Ph.D., Senior Consulting Economist

Institute for Women's Policy Research

1200 18th Street NW, Suite 301
Washington, DC 20036

www.iwpr.org



President's Message

tions are eclipsing the U.S. in graduation from college, for example, and many have such transportation advances as high-speed rail.

Unfortunately all three of the debt commissions seem to be recommending artificial limits to the size of the federal government, regardless of the nations' needs or its citizens' desires. None seem to be considering several alternative forms of taxation that could raise substantial revenues, such as a tax on Wall Street transactions or a carbon tax. And all three seem to be recommending that Social Security benefits be cut, even though Social Security does not contribute to annual deficits or the accumulated debt, since it is not allowed to borrow to pay benefits. Each one-year increase in the retirement age amounts to a 7 percent cut in benefits.

To prepare for the retirement of the baby boom, the Social Security system has accumulated a surplus of \$2.6 trillion (in 2010) in its Trust Fund, which is expected to grow to \$4.2 trillion by 2025. Through 2037 Social Security is projected to be able to pay all benefits in full. At that time, the Trust Fund is expected to be exhausted, if no changes are made in Social Security, and benefits would have to be reduced to about 75 to 78 percent of current law benefits. This long term funding gap in Social Security should be addressed, in order to ensure that benefits can continue to be paid in full.

Yet the commissions are recommending cuts in benefits rather than sufficient revenue increases. The revenue enhancer most popular with the American people is removing the cap on the amount of wages subject to the payroll tax (currently set at \$106,800). Depending on how this proposal is implemented, enough funds can be generated to *increase*, not decrease, benefits.

Social Security should be off the table when the budget deficit is being discussed. A serious conversation about the long-term budget situation is needed, but it should be one that prioritizes getting our economy back on track and making the investments we need to maintain our productivity in the long run.

What to do about the deficit and the debt? These are issues swirling about Washington this fall as three commissions, including a bipartisan commission appointed by President Obama, are releasing their reports and seeking the attention of both policymakers and the public.

The large annual deficits the federal government has been running since 2001 result from tax cuts for the wealthy, the waging of two wars, and the recession, which resulted in massive job loss and lost revenues to governments at all levels. The best cure for the short-term deficit would be restoring jobs and economic growth—the federal government should *increase* its borrowing in the short term in order to stimulate the economy further and generate more jobs. This course and strong economic growth will reduce the deficit faster, and with fewer ill effects, than any other course of action.

But there is still a looming long-term problem, in which expected expenditures will outpace expected future revenues according to Congressional Budget Office projections. Chief among the reasons for long-term growth in expenditures is the high and rising cost of health care in the United States. Relative to other countries we pay twice as much per capita but have worse health outcomes. By including several provisions to contain costs, the recently enacted health care reform clearly moves us in the right direction, but more could be done. Allowing the federal government to negotiate with drug companies is one obvious improvement; another suggested by the Center for Economic and Policy Research would be to recognize that most research leading to new drugs is heavily subsidized by the federal government and thus patent protection for drugs should be severely limited.

Another long-term problem that should be addressed is our continuing underinvestment in the nation's infrastructure needs, both in human capital and physical capital. Other na-

IWPR, an independent, non-profit, scientific research organization, works in affiliation with the graduate programs in public policy & women's studies at The George Washington University.

IWPR Presents Findings on the Status of Women in Morocco

(Cont'd from p. 1)

Women showed much higher support than men for the Family Law (Moudawana) which provides a set of guarantees and assurances to women (85 percent of women versus 59 percent of men support the law). Most men who oppose the Moudawana believe the law negatively impacts them, exaggerates the spouse's demands, and opposes their religious beliefs. The top two reasons women gave for their dissatisfaction with the law involve their disappointment with the practice and enforcement of the Family Law and the feeling that its slow implementation does not do enough for the rights of women.

Women in Morocco have much lower educational attainment than men, with 48 percent of women, and 23 percent of men, having received no formal education. Women are also much less likely than men to participate in the paid labor force, with 69 percent of men and 10 percent of women reporting having worked for pay in the previous week.

Although women are more likely than men in Morocco to report receiving medical care, access to medical care varies tremendously by education and income levels, with only 16 percent of low-income women having access to a formal health care provider.

Restricted movement, defined as a limited ability to leave one's house without permission, remains an issue for a substantial portion of women in Morocco. Thirty percent of women report living under conditions of restricted movement. Restricted movement is greater for young women (44 percent of 18-24 year olds) than older women (18 percent of those aged 55 and older), as well as for women who do not work for pay (31 percent) compared with women who do work for pay (15 percent). Although relatively fewer women work for pay (10 percent) than men (69 percent), the wages paid to women and men are virtually the same.

Men are more than three times as likely as women to believe that it is acceptable for a woman to be beaten by her husband (30 percent of men and 9 percent of women), and more than one-third of men and women feel that domestic violence is at least sometimes justified when a wife "is disobedient or did not follow [her husband's] orders" or "if she went out without telling her husband."

At the end of the Rabat workshop, participants issued numerous recommendations that included the creation of targeted public awareness campaigns to inform women about new or existing laws, urging women's advocacy NGOs to use media as a tool to reach out to women; and combating illiteracy by working to make education more inclusive and accessible to women. Additional recommendations will be included in the



Study Director Jane Henrici presenting her findings on Moroccan women in Rabat.

comprehensive country report to be issued in 2011.

The SWMENA project seeks to propel the efforts of local nonprofits working to improve the standing of women in the Middle East and North African region. The project has collected scientific survey data in Lebanon, Morocco, and Yemen to identify and address the areas of greatest need for women.

Please find these briefs and all other SWMENA related items on IWPR's website: http://www.iwpr.org/Democracy/Research_democracy.htm#SWMENA.

IWPR Finds Public Assistance Not Reaching Poor Women during the Recession

By Allison Helmuth

Analysis of 2008 American Community Survey data from the U.S. Census Bureau reveals that 15.5 million women live in poverty, but the number receiving public assistance is much smaller. Further, the distribution of supports varies a great deal depending on the region and the state, so that poor women in some parts of the country are much less likely to get help than in others. Those state-by-state data on the percent of poor women receiving health coverage, nutritional support (Food Stamps now called SNAP), and cash assis-

tance was released in IWPR's recent Briefing Paper, "Women and Poverty during the Great Recession."

The largest observed gap in assistance relates to the cash assistance program (TANF): 88 percent of impoverished women with dependent children are going without this support. Health insurance coverage (mostly Medicaid) and food stamps reach more women in poverty than TANF, but still leave many uncovered. Nationwide, nearly one-third of women in poverty are without either public or private health insurance and 62 per-

cent of poor women do not receive food stamps. The variation across the states is much greater in health insurance than in nutritional support.

"Especially during an economic downturn, the social safety net needs to be stronger to help prevent families in poverty from sinking even further," states Dr. Jane Henrici, IWPR Study Director. "During these hard economic times, public assistance programs should support poor women and their families, but too many are not receiving any kind of help at all."

Work/Family Policies and their Impact on Women's Employment and Business Success

By Ariane Hegewisch

As part of its “Doing Business: Gender” program, the World Bank commissioned IWPR’s Ariane Hegewisch and Janet Gornick from the City University of New York (CUNY) to review research of work family policies, to identify best practice designs and draw out possible lessons for developing countries. Most countries in the world provide some form of work family supports including paid maternity leave (the United States now is one of only four countries in the world where women lack this right) assistance with child care, and the increasingly common option of flexible work arrangements. The designs of such policies vary substantially between countries, providing the

opportunity to examine the effects of different policy designs on women’s economic prospects and on businesses. The results of such comparisons are of increasing interest to policymakers in high-income countries; as populations age, societies can ill afford to lose the skills and labor of women who are pushed out of the labor force because of care giving responsibilities.

The policy lessons for high-income countries are fairly well-established and show the beneficial impacts of leave, childcare support, and access to workplace flexibility both for women, who benefit from greater labor force attachment, and the economy, which benefits from a greater pool of experienced (and tax-paying) workers. Based on the ex-

periences of high-income countries, the beneficial impact may disappear or become adverse when leave is too long, when mandates result in substantial costs for employers, or when workplace flexibility means fewer rights for part-time workers rather than more manageable working hours for all employees. The question is whether, and how, these results translate to lower income countries with substantial informal labor markets, underdeveloped social insurance and taxation systems, and substantial labor surplus rather than labor shortages. Perhaps the most prominent finding of this research review is the lack of policy attention — and research evaluation — given to the impact of work family supports for women, in spite of the fact that gender equality is now recognized as an important policy goal for development. IWPR and CUNY are working with the World Bank on next steps.



IWPR Executive Director and Vice President, Barbara Gault, presents findings at the October launch of the 2010 Portrait of Women and Girls in the Washington Metropolitan Area Report.

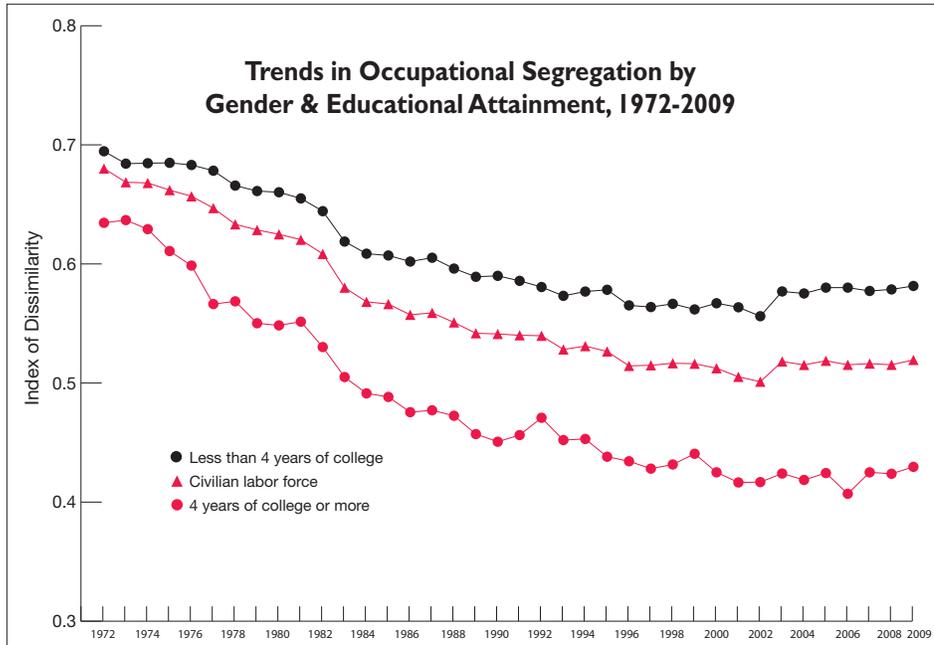


At the 90th Anniversary Celebration of the Women's Bureau of the U.S. Department of Labor (DOL), Lenora Cole (center—IWPR Board Chair, and Head of the U.S. DOL Women's Bureau in the Reagan administration) is congratulated by IWPR alumnae Irasema Garza (previous IWPR board member and herself a former Women's Bureau Director in the Clinton Administration) and Avis Jones-DeWeever, President, National Council for Negro Women, and IWPR Affiliated Researcher.

Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap

By Jeffrey Hayes, PhD

A new briefing paper on the gender segregation of occupations shows that, after a steady trend towards a more even distribution of men and women across occupations during the 1970s and 1980s, there has been no further progress since the mid 1990s. Segregation is typically lower for workers with at least four years of college and higher for workers with lower levels of education. Until the late 1990s segregation fell faster for highly educated workers than for other workers.



Source: IWPR compilations are based on the Current Population Survey, Annual Social and Economic Supplement (IPUMS-CPS, Minnesota Population Center). Occupations are classified according to the 1990 Census occupational classification. The analysis is restricted to the civilian labor force and to the adult civilian population, aged 25 to 64, as it is reasonable to expect that persons in this age group have largely completed their schooling and have not yet retired.

Median Weekly Earnings in Occupations by Skill Level and Gender Composition, 2009

	Male-dominated occupations (25 percent or less female) (1)	Mixed occupations (25.1 to 74.9 percent female) (2)	Female-dominated occupations (75 percent or more female) (3)	Female/Male Earnings Ratio=(3)/(1) (4)
Low-skilled Occupations	\$553	\$435	\$408	73.8%
Medium-skilled Occupations	\$752	\$735	\$600	79.8%
High-skilled Occupations	\$1,424	\$1,160	\$953	66.9

Notes: Data refer to full-time workers aged 16 and older. Earnings data represent weighted averages of median weekly earnings in occupations; data are made available by the BLS only for occupations with an estimated minimum of 50,000 workers. Source: IWPR compilation of Bureau of Labor Statistics data.

Occupational segregation matters because these patterns reflect barriers to entry to occupations and artificially restrict the movement of the most qualified and motivated people into occupations that would suit them best, exacerbate skill shortages, and reduce economic growth. Occupational segregation also matters because our analysis shows that there is a systematic link between the share of women working in an occupation and median weekly earnings for full-time work. The higher the share of women in an occupation, the lower median earnings at each of three broad skill levels identified in the analysis.

Archiving Project Reveals Evolution of IWPR

By Aliza Leventhal

In January, IWPR began work on an archiving project to sort through and organize documents from the Institute's 23-year history. Over the last 4 months, the project reviewed over 300 boxes and sent approximately 75 to the Arthur and Elizabeth Schlesinger Library on the History of Women in America at Harvard University. The contents of these boxes range in age from before IWPR's inception in 1987 to the present. Some boxes contained old Survey of Income and Program Participation (SIPP) data, doodles on napkins, and even a tongue-in-cheek ode to our well-known Status of Women in the States project produced for an IWPR holiday party: "The Status of Women in the North Pole."

The contents of these boxes show IWPR's passion and intensity for the issues it has diligently researched for almost 25 years. These boxes contained a lot more than IWPR's research; they provided an in-depth look into IWPR and its staff members' personalities. The correspondence and notes across the years show the gradual development of IWPR into the organization it is today.

Editor's note: IWPR appreciates Aliza's outstanding effort in organizing our materials for the archives. She worked tirelessly for four months to see this project through completion. We are pleased that Aliza's work for IWPR facilitated her decision to pursue a master's dual degree in the History and Archives Management Program at Simmons College in Boston.

Media Highlights

- 5/13/2010 NPR referenced IWPR's statistics on the gender wage gap.
- 5/15/2010 *The New York Times* quoted IWPR Study Director Ariane Hegewisch on the reasons for the gender wage gap.
- 5/30/2010 *The Chicago Tribune* quoted IWPR Study Director Ariane Hegewisch on women in nontraditional jobs.
- 6/10/2010 WAMU 88.5 profiled IWPR's collaborative effort with the Washington Area Women's Foundation to update the Portrait Project, which analyzes the status of women in the DC area.
- 6/27/2010 *The Chronicle of Higher Education* profiled the arrival of new IWPR Director of Research Robert Drago.
- 8/11/2010 *The Huffington Post* cited IWPR research on the gender wage gap.
- 8/31/2010 *Essence Magazine* highlighted IWPR's new research on women in post-Katrina New Orleans.
- 9/03/2010 *Mother Jones* cited IWPR's briefing paper Women in Poverty During the Great Recession
- 9/03/2010 *The Huffington Post* cited IWPR's research on paid sick days.
- 9/09/2010 *The National Journal* quoted Heidi Hartmann on women in the workforce.
- 10/07/2010 *NBC Nightly News* with Brian Williams featured an interview with IWPR Director of Research Robert Drago.
- 10/21/2010 *The New York Times* quoted IWPR President Heidi Hartmann.

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 parents; the Annie E. Casey Foundation for IWPR's work on paid leave, job quality, and poverty; the Communications Workers of America for an analysis of communications workers' earnings by race, ethnicity, gender, union status, and occupation and industry; the Rockefeller Foundation for IWPR's work on women's economic security and Social Security; the Public Welfare Foundation for support of our paid leave and work/family research; the W.K. Kellogg Foundation, the Insight Center for Community and Economic Development, and the North Carolina Partnership for Children's Smart Start Technical Assistance Center for IWPR's work on early care and education; Women and Girls Foundation of Southwestern Pennsylvania, the Washington Area Women's Foundation, and the Wisconsin Women's Council for research

on the status on women and girls; 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 International Federation of Electoral Services for IWPR's work on the Status of Women in the Middle East and North Africa; the Sunrise Foundation for increasing IWPR's visibility; the Kellogg Action Lab and Fieldstone Alliance for support of our strategic planning process; the Communications Workers of America for an industry analysis; the Institute of International Education, Inc. for support of our conference in Phoenix, AZ, on work to advance the rights and economic standing of Latina immigrants; American Federation of State, County, and Municipal Employees, the International Brotherhood of Electrical Workers, the United Food and Commercial Workers International Union, the United Methodist Church-Women's Division, the American Federation of Teachers, the American Psychological Association, the Ms. Foundation for Women, Bill Baer, Mariam Chamberlain, Martha Darling, Lenora Cole, Esmeralda Lyn, Holly Fechner, Paul Jackson, Ellen Delany, Christi Cozad Neuger, Susan Stern, Martha Mednick, and Barbara Reskin for major support of the IWPR Information Network; and the Ford Foundation, the Stewart R. Mott Charitable Trust, New Directions Foundation, and the Fannie & Stephen Kahn Charitable Foundation for general support.

New Releases

2010 Portrait of Women and Girls in the Washington Metropolitan Area

IWPR in Collaboration with the Washington Area Women's Foundation, Urban Institute, Trinity University, and the Girl Scout Council of the Nation's Capital
October 2010 Report, 112 pages

Women in Poverty During the Great Recession

September 2010, IWPR #D493
Briefing Paper, 13 pages

Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap

September 2010, IWPR #C377
Briefing Paper, 16 pages

Women in New Orleans: Race, Poverty, and Hurricane Katrina

August 2010, IWPR #D490
Fact Sheet, 4 pages

Mounting Losses: Women and Public Housing after Hurricane Katrina

August 2010, IWPR #D491
Fact Sheet, 6 pages

Women, Disasters, and Hurricane Katrina

August 2010, #D492
Fact Sheet, 4 pages

Child Care Support for Student Parents in Community College Is Crucial to Success, but Supply and Funding Are Inadequate

June 2010, IWPR #C375
Fact Sheet, 3 pages

Available at iwpr.org

Gifts of tribute

As of August 2010

- In Honor of Johanna Justin-Jinich
- In Honor of Rebecca Crum from her daughter Elisabeth
- In Honor of Sandra S. Tangri from Martha Mednick



IWPR's work is also supported by our individual and organizational members and donors.

Women Still Especially Vulnerable, Five Years After Katrina

By Caroline Dobuzinskis and Jocelyn Fischer

Three new IWPR fact sheets, focusing on race, housing issues, and the impact of disasters on women, reflect the diverse range of data that IWPR has been collecting and analyzing since Hurricane Katrina hit. Immediately after the 2005 disaster struck, IWPR began conducting research along the Gulf Coast to determine the storm's effect on the lives of women, and assess how post-disaster conditions for women and families might be improved.

The first factsheet, "Women in New Orleans: Race, Poverty, and Hurricane Katrina," shows that fewer women and girls, especially African American women and girls, now live in the metropolitan area after Hurricane Katrina. U.S. Census data reveal also that rates of poverty among girls and women have decreased in the metropolitan area, especially among African American women. This suggests that particularly vulnerable women have not been able to return.

IWPR's second fact sheet, "Mounting Losses: Women and Public Housing after Hurricane Katrina," discusses housing policy and the redevelopment of New Orleans' "Big Four" public housing units. Affordable housing is important for low-income women and their families, but in New Orleans the old public housing apartments have been nearly all removed. Many new mixed-income units remain under construction and do not provide the units lost. For example, in the redesign of one complex, 1,550 public housing units that existed prior to Katrina are to be replaced with 740 units of mixed-income housing.

The third fact sheet examines how women often suffer disproportionately in the wake of disasters. The fact sheet describes some of the factors that lead to this result: women are more likely to be living in poverty, may have increased childcare responsibilities, and may encounter violence.

A new IWPR report, based on a four-year project with more than 200 ethnographic interviews conducted in Baton Rouge, Houston, and New Orleans with women who were residents of New Orleans public housing at the time of Hurricane Katrina, will be released in 2011. IWPR's earlier reports released in 2005, 2006, and 2008 can be found at IWPR's website, www.iwpr.org.

Board Member Spotlight: Holly Fechner



By Jennifer Clark

From her college thesis on Mary Wollstonecraft to her current pro bono legal work in addressing the needs of women, IWPR board member Holly Fechner has dedicated her academic and professional pursuits to help ensure that women's issues are front and center. As the co-chair of IWPR's Communications and Marketing Committee, Holly helps encourage discussion about how IWPR can expand its outreach and visibility to policymakers and wider audiences. "IWPR has always been a first-rate think tank," she says, "but not everyone knows that." Often the only woman in the room during meetings, she uses these experiences to inform her role on IWPR's Board, bringing passion and expertise to ensure that women have access to equal opportunities.

Currently an attorney at Covington & Burling, Holly's familiarity with IWPR's research traces back to the beginning of her career in public policy. After law school and a graduate program in women's studies, Holly worked on the Family and Medical Leave Act the year before it was signed into law, which eventually landed her on Capitol Hill as an advisor to the late Senator Edward Kennedy.

It was during her time on Senator Kennedy's staff that she became what she

calls "a professional consumer of IWPR's work." She spent eight years with the Senator, advising him on policies related to the economy, health care, and education. She worked closely with IWPR on paid sick days and equal pay legislation. Once Holly transitioned from public service to private practice in 2007, she was asked to join IWPR's Board of Directors and contribute the wealth of her career experience to advising IWPR on how its research can reach different audiences that have a stake in improving public policies affecting women. She gladly accepted the invitation to join. For her, "It was a natural extension of my many years of policy work on women's issues."

During her tenure as co-chair, the Communications and Marketing Committee has tackled strategic questions about how best to expand IWPR's reach and has provided invaluable guidance on the forthcoming redesign of IWPR's website. Holly describes IWPR's role as "the preeminent think tank on women's issues in the United States today." She considers her position as co-chair a rewarding experience which requires "giving great thought to how we can ensure that more people know about IWPR and its tremendous work."

Become a Member of IWPR

Support trusted research on women by becoming a member of IWPR today! The Institute's Membership program provides crucial support for expanding the reach of IWPR's work, building links among policymakers, advocates, researchers, and others concerned with policy issues that affect women, as well as providing an information network that allows members to receive the latest IWPR research findings. Benefits vary by membership level and include IWPR's newsletter, free research reports and publications, discounts for IWPR conferences, access to IWPR's Research News Reporter Online, and more! To learn more about membership, please contact Jennifer Clark at clark@iwpr.org or 202.785.5100.



Institute for Women's Policy Research

1200 18th Street NW, Suite 301
Washington, DC 20036
202/785-5100 fax 202/833-4362

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

ADDRESS SERVICE REQUESTED



Printed on recycled paper using vegetable-based inks and 100% wind power.

PUBLICATION ORDER FORM

Purchase IWPR publications at www.iwpr.org

PUBLICATIONS

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 _____

- Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap*
C377, Briefing Paper, September 2010, 16 pages.
\$10.00 Quantity: _____
- Women in Poverty During the Great Recession*
D493, Briefing Paper, September 2010, 8 pages. \$5.00 Quantity: _____
- Are Women Now Half the Labor Force? The Truth about Women and Equal Participation in the Labor Force*
C374, Briefing Paper, April 2010, 8 pages. \$5.00 Quantity: _____
- Women and Social Security: Benefit Types and Eligibility*
D488, Briefing Paper, March 2010, 9 pages. \$5.00 Quantity: _____
- Women's and Men's Employment and Unemployment in the Great Recession*
C373, Briefing Paper, Feb 2010, 67 pages. \$10.00 Quantity: _____

SHIPPING AND HANDLING RATES

Total		
\$10.00-\$24.99	\$4.25	
\$25.00 - \$49.99	\$5.75	
\$50.00-\$99.99	\$7.75	

Call for priority rates and bulk orders.

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

MAIL or fax payment to:
Institute for Women's Policy Research ■ 1200 18th Street NW, Suite 301 ■ Washington, DC 20036
202/785-5100 ■ fax 202/833-4362