by Jeff Hayes and Jane Henrici

An increasing number of women and girls in Yemen are interested in pursuing education, according to research from IWPR. The same research also shows that education can lead to expanded freedoms and opportunities—giving women the opportunity to earn a living, potentially increasing their ability to leave the house and access outside resources. As revolutions and uprisings in the Middle East have ushered in new governments, the collection of this type of data becomes increasingly critical in order to assess societal changes—but can be more challenging to acquire during the chaos of transition.

The findings were part of an IWPR and International Foundation for Electoral Systems (IFES) survey on the status of women in Yemen as part of a project on “The Status of Women in the Middle East and North Africa” (SWMENA), with funding from the Canadian International Development Agency (CIDA). Survey data were collected from 1,993 women and 508 men in Yemen.

In December 2010, Dr. Jane Henrici, Study Director, and Dr. Jeff Hayes, Senior Research Associate, traveled to Cairo, Egypt, to present the original survey findings on Yemen to representatives from the country’s non-governmental organizations (NGOs).

Ironically, the survey results were presented in Cairo because of concern about Yemen’s stability. Since that time, a revolt in Egypt has caused the ouster of President Hosni Mubarak, and a popular movement in Yemen is working hard to force President Ali Abdullah Saleh from office.

As the international attention focuses on unrest in the Middle East, IWPR's data sheds light into the lives of women in the region. In January, while Secretary of State Hillary Clinton visited Yemen, Dr. Henrici was interviewed and featured in a call-in discussion on the report on WBAI-NY Radio about IWPR's work in that nation. Clinton's visit was made out of an “urgent concern” about Al-Qaeda activities in the region, and followed an outbreak of fighting by Houthi rebels in December. The following month, pro-reform demonstrations in the city of Sanaa would result in the deaths (Cont’d on p. 4)

Lauren Serpe, International Federation for Electoral Systems, and Dr. Jane Henrici, IWPR, with Egyptian girls in Cairo for the Yemen data workshop.

IWPR Helps Inform Historic Vote to Legislate Paid Sick Days in Connecticut

by Caroline Dobuzinskis

On June 4, Connecticut became the first state to pass a paid sick days law. IWPR's report, San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees, shows that two-thirds of the city's businesses support providing paid time off to workers who fall ill or need to care for sick family members. IWPR research also finds that Latinos and blacks are more likely to lack access to paid sick days. For a fact sheet released in April, IWPR’s Kevin Miller and Claudia Williams analyzed the costs of paid sick days in Connecticut, determining that the overall benefits outweigh the costs. Miller also presented on paid sick days research at events in the state houses of both Massachusetts and Connecticut this past year.

IWPR's research on paid sick days continues to inform news reports as several states, cities, and municipalities consider similar legislation. Philadelphia, Seattle, and Denver are expecting action on paid sick days measures in the coming months. In several states, including Massachusetts, Georgia, and California, support continues to grow.
As we go to press, the federal budget remains on the top of the agenda in Washington. Women’s groups, antipoverty organizations, and others are raising the alarm that low-income Americans will bear the brunt of proposed cuts. In past budget deals most programs that assist poor and near poor recipients of federal aid were exempted—yes exempted—from automatic budget cuts (1985 and 1987 Gramm-Rudman-Hollings laws, 1990 Budget Enforcement Act, 1993 Deficit Reduction Act, 1997 Balanced Budget Act, 2010 pay-as-you-go statute). In the current political climate, taking away benefits from poor people seems to be acceptable, as it is happening in many states as they struggle to balance their budgets.

The Older Women’s Economic Security Task Force, which I co-chair, held a press conference to protest the exclusion of women from Vice President Biden’s negotiating team. In June OWES members were able to express their concerns to the lead negotiators in the White House, including Gene Sperling, Director of the National Economic Council, and Jacob (Jack) Lew, Director of the Office of Management and Budget, as well as other senior members of the White House team, including Tina Tchen, Executive Director of the White House Council on Women and Girls, Stephanie Cutter, Deputy Senior Advisor, and Bruce Reed, Chief of Staff to the Vice President. The White House has many able women at all levels and several, such as Nancy-Ann DeParle, Deputy Chief of Staff, who joined the meeting briefly, are participating in the discussions that precede negotiating sessions, but none has been in the room with the Vice President and Congressional leaders.

In addition to requesting that women be present in negotiations, women leaders argued that job creation measures and protecting the vulnerable from cuts should be requirements of any deal. They noted that women have not gained their fair share of jobs in the recovery to date (see IWPR’s May 2011 Quick Figures, IWPR publication # Q005, which shows that women have recovered 14 percent of the jobs they lost compared with 24 percent for men) and that women are a disproportionate share of the vulnerable (women are the majority of adults who benefit from Medicare, Medicaid, and Social Security, for example). They also noted that through their membership groups they would be working to put a female face on the federal programs on which many women rely (see IWPR’s Social Security: Especially Vital to Women and People of Color, Men Increasingly Reliant). Over the next month or two we’ll see how well these issues are resolved as the negotiations proceed under the President’s leadership.

In other matters of major import for women, the Supreme Court by a narrow 5-4 majority disallowed the women suing Wal-Mart for employment discrimination from proceeding as a class, seeming to argue that Wal-Mart is too big to sue. Congress will likely need to revisit this issue to re-establish the legitimacy of class action suits. Based on its recent research on settlements of discrimination suits, IWPR filed an amicus brief in the case supporting the plaintiffs’ class action claim.

Finally, I would like to mention that the First Lady of the Gabonese Republic raised my consciousness about the worldwide plight of widows when she visited IWPR in June and asked me to present statistics on their situation on June 23 at the United Nations. Widows are economically disadvantaged in every country, but their situation is especially dire in several regions of the world where they cannot inherit property, remarry, or work to support themselves. I was honored to share the platform with Sylvia Bongo Ondimba as well as with Cherie Blair, Michelle Bachelet, Ban Soon Taek, wife of Secretary-General of the United Nations Ban Ki-moon, and other leaders on this issue as well as on so many other issues critical to women around the world.
For many, the highlight of the event was hearing from current student parents, such as panelist Lauren Des Londe, who spoke movingly about the difficulty of completing school without adequate child care. Panelists and event attendees alike expressed their excitement to use IWPR’s unique research in their advocacy work.

Other initiative activities have met with similarly positive response. In December, IWPR officially launched the SPSI Network, an affiliation of more than 150 researchers, advocates, practitioners (e.g., community college administrators), and other stakeholders with a demonstrated interest in improving outcomes for low-income student parents. The response has been overwhelmingly positive and the network continues to grow.

On March 23, SPSI released Improving Child Care Access to Promote Postsecondary Success Among Low-Income Parents, a report by Kevin Miller, Ph.D., Barbara Gault, and Abby Thorman, Ph.D. The luncheon event in Washington, DC, brought together an engaged audience. Prominent speakers included Joan Lombardi, Ph.D., Deputy Assistant Secretary and Inter-Departmental Liaison for Early Childhood Development, Administration for Children and Families, U.S. Department of Health and Human Services (HHS); and Sherrill Mosee, President and Founder of Family Care Solutions, Inc. Participants traveled from Philadelphia, Boston, and Berkeley, CA, to attend the event. At the event, IWPR’s Dr. Kevin Miller presented findings from the report, highlighting that it is the first to quantify the gap between need and supply of campus child care centers for student parents. Keynote speaker Dr. Joan Lombardi helped contextualize this disparity, noting that children score significantly higher in reading and math proficiency and motor skills when their parents have a college degree.
Paid Sick Days Legislation Gaining Momentum

by Claudia Williams

The Institute for Women’s Policy Research (IWPR) continues to lead research in the costs, benefits, and impacts of paid sick days across the country. In February, IWPR released a study that investigates how well San Francisco’s Paid Sick Leave Ordinance is working.

The study, co-authored by IWPR Research Director Dr. Robert Drago and former IWPR staffer Dr. Vicky Lovell, includes the results of a survey of almost 1,200 workers and about 700 employers in San Francisco. The report, San Francisco’s Paid Sick Leave Ordinance: Outcomes for Employers and Employees, shows that workers’ ability to take time away from work to care for their own health and the health of family members has increased at little or no cost to employers.

According to the study, half of San Francisco workers benefited directly from the Paid Sick Leave Ordinance (PSLO). They gained the ability to use paid sick days either for themselves or to care for a sick child or family member. While workers can use a maximum of nine days if they are employed in large firms (ten or more employees) or five if they are employed in small businesses (fewer than ten employees), the survey findings show more than one-third of workers said they did not use any paid sick days in the previous year.

San Francisco’s policy helped parents, workers with chronic diseases, low-wage workers, and others, with minimal impact on employers,” said Lovell. “The Paid Sick Leave Ordinance serves as a model for the rest of the country.”

Six of seven surveyed employers say that San Francisco’s PSLO does not negatively affect their profitability and two-thirds said they fully support the PSLO.

San Francisco is one of the few cities in the United States in which all employers are mandated by law to provide paid sick days to workers. IWPR’s new study shows that, contrary to what opponents claimed, giving workers paid sick days is good for workers and good for businesses.

With many state legislatures and city councils considering paid sick days laws for employers, the issue has gained attention in the press. Much of the excitement for the report centered on its being the first to analyze the real life effects of paid sick days legislation on a community.

Middle East and North Africa (Cont’d from page 1)

of an estimated 50 protestors. The IFES-IWPR data on Yemen illustrate that, in addition to the wider limitations on citizens, Yemeni women in particular face many obstacles to achieving day-to-day freedom.

Earning money to bring home to the family can help women to access resources outside of the home. Women who work for pay in Yemen are somewhat less likely to be forbidden to leave the house by their fathers, husbands, or other family authorities, and have greater financial savings and access to credit. But labor force participation among Yemeni women is extremely low, particularly when compared to that of men: only 7 percent of women work for pay, compared to 61 percent of men.

“Women in Yemen are working hard to gain opportunities, along with men, to help their families and communities,” said Henrici. “More Yemeni women are getting formal educations than in the past and this seems to help with other opportunities.”

Yemeni labor force participation is substantially higher among more educated women (21 percent of those with secondary degrees, and 48 percent of those with a university degree or higher), but 86 percent of women and 60 percent of men report they have less than a secondary-level education.

Significantly, the survey also found that many women are gaining interest in obtaining education, particularly younger women in urban areas. Most young adults would like to have additional schooling.

Only three in ten young men and under one-quarter of young women (23 percent) have all the education they would like.

Unrest continues in many Middle Eastern nations, and a state of emergency has been imposed in Yemen while protesters still call for the President’s ouster. As revolutions continue to take place in the Middle East, staff members at IWPR have corresponded with contacts in the region. We look forward to working more with them as opportunities for women unfold in their countries.

Studying Nations in the Middle

The larger IFES-IWPR SWMENA project surveyed citizens in Lebanon, Morocco, and Yemen, and provides data relevant to work of advocates working to advance women’s rights in those countries.

In all three nations, the survey data provide an important reminder to advocates and policymakers that targeted efforts are still needed to need to ensure gender equality. Even where laws and programs exist that affirm equality along financial, educational, and political lines, equality has yet to be achieved.

“San Francisco's policy helped parents, workers with chronic diseases, low-wage workers, and others, with minimal impact on employers,” said Lovell. “The Paid Sick Leave Ordinance serves as a model for the rest of the country.”

East Leads to Greater Awareness

Responses to survey questions on gender quotas in the Moroccan Parliament and about the debate in Yemen concerning the marriageable age for girls influenced advocacy groups to pursue information campaigns to raise awareness on these issues. Data showing accepting attitudes toward wife and daughter beating among younger Lebanese men stirred that nation’s advocates to rethink its youth outreach. In Yemen, data on maternal health among women provide a useful tool for NGO activists in their efforts to improve women’s health.
by Youngmin Yi

IWPR analysis of 2009 data from the Census Bureau reveals key data from the Center for Disease Control and Prevention has found that the Affordable Care Act’s (ACA) breastfeeding protections are well-targeted and likely to reduce existing employment barriers to breastfeeding. According to IWPR’s report, Better Health for Mothers and Children: Breastfeeding Accommodations under the Affordable Care Act, an estimated 19 million women are covered by the provisions, which apply to female employees who are not exempt from the Fair Labor Standards Act minimum wage and overtime provisions (that is, most hourly workers). An even greater number are likely to be affected as salaried working women are also likely to benefit from the new workplace requirements that apply to hourly workers. IWPR estimates that the national breastfeeding rate at six months will increase from 43.5 to 47.5 percent, meaning that more than one million additional mothers and their children will breastfeed over the next six years.

While these first-ever projections under the ACA provisions still leave the United States far below the Healthy People (HP) 2010 initiative’s target breastfeeding rate at six months (50 percent), and even farther below the HP2020 goal (60.5 percent), the findings suggest that the provisions will help increase breastfeeding. High rates of ACA coverage among mothers who have historically breastfed at much lower rates show that the provisions are appropriately targeted. In 2006, mothers with family income less than 100 percent of the poverty line, with less than a high school-level education, African American mothers, and mothers under the age of 20 were least likely to breastfeed. IWPR’s estimates show that these are the same groups that have the highest rates of coverage under the ACA breast-

White House Releases Groundbreaking Report on Status of Women

In a panel aired on C-SPAN, Barbara Gault speaks with staff from the Administration and researchers.

by Caroline Dobuzinskis

This spring, the White House released data on the status of women in the United States for the first time since 1963 when Eleanor Roosevelt chaired the Commission on the Status of Women.

This year’s White House report is directed to policymakers, journalists, and researchers and charts the progress of women in the United States over time. The report’s findings point to advancements for women in education, but lingering inequalities in income, supports for working women, and positions of political power.

Barbara Gault, Ph.D., IWPR Executive Director, spoke at an event held at the Center for American Progress (CAP) to discuss the report with a group of noted researchers and support people from the Administration: Preet Basal, Senior Policy Director with the Office of Management and Budget; Rebecca Blank, Acting Deputy Secretary with the Department of Commerce; Heather Boushey, Senior Economist with CAP; Ana Harvey, Director of the U.S. Small Business Administration’s Office of Women’s Business Ownership; Avis Jones-DeWeever, Executive Director of the National Council of Negro Women; Lynn Rosenthal, Advisor to the White House on Violence Against Women; and Christina Tchen, Executive Director of the White House Council on Women and Girls.

In a March 4 episode of the nationally broadcast television program, “To The Contrary,” Gault commented on the findings of the report, particularly the comparative standing of women in the United States in an international context. “The U.S. is quite different from other developed nations—its counterparts in the industrialized world—in that we do not have paid parental leave policies,” said Gault. “Some of the basic, very fundamental things that working women need to succeed in the economy, in the world of work, we just don’t have.”
by Layla Moughari

Last fall, the Washington Area Women’s Foundation, with IWPR and the Urban Institute, launched the report, 2010 Portrait of Women & Girls in the Washington Metropolitan Area, at the Foundation’s annual luncheon. The report addresses women’s economic security, education, employment and earnings, work supports, housing, health, violence and safety, and leadership and philanthropy in the District of Columbia and five neighboring counties.

The findings describe a population with a diverse demographic and socioeconomic profile with varied levels of educational attainment and health outcomes. The report finds poverty rates for women and girls rose in 2009 to 9.3 percent from 8.4 percent in 2008, due to the lingering effects of the recession. Men in the region also saw an increase in poverty rates in 2009 from the previous year, to 7.7 percent from 7.1 percent. Although women in the region fared better than women nationwide, there was considerable variation within the region and across subgroups of women. One in five women residing in DC (19 percent) lives below the poverty line, compared with 5.2 percent of women living in Fairfax County, VA. In the Washington region, female-headed households with children (21 percent) are almost six times as likely as married couples with children (3.7 percent) to live in poverty.

Women in the region are almost twice as likely to have graduated from college as women in the U.S. overall. Yet stark disparities in educational attainment by race and ethnicity remain. A substantial portion of women have only a high school diploma or less, and Latinas and black women are especially likely to have low educational attainment: almost six in ten (57 percent) Latinas and four in ten (39 percent) black women have a high school diploma or less.

Health was another indicator with mixed outcomes, especially by race and ethnicity. Women in our region enjoy high rates of health insurance coverage, ranging from 94 percent in DC to 87 percent in Prince George’s County, MD (national rate was 82 percent). Yet the rates are lower for women of color. Likewise, communities of color have higher rates of heart disease, cancer, obesity and HIV/AIDS. In the region, more than one in four women is obese. Black women experience even higher rates of obesity: more than one in three black women aged 18–64 is obese. HIV/AIDS rates for women in DC are almost 12 times higher than the national rate.

The portrait provides a comprehensive picture of the status of women and girls in our region. The conclusions point to gaps in resources and the value of targeted policies that address the needs of women and girls.

Since the launch of the report, the Washington Area Women’s Foundation has been using the findings to shape the conversation about women’s needs in our community. To date, WAWF has held three listening sessions with the White House Council on Women and Girls. These sessions are intended to increase engagement among local groups and the administration, including the most recent on older women’s economic security. Five additional sessions are scheduled in the coming months that will cover a range of topics, including health and safety, issues facing immigrants, and issues facing the LGBTQ community.

In addition, the report contributed to the convening, “Philanthropy in Action: Charting a course for Social Change,” sponsored by Washington Grantmakers. WAWF president, Nicky Goren, addressed how data can be used to shift the public focus to women and girls.

The 2010 Portrait report is a great addition to IWPR’s Status of Women in States series. And it is yet another example of how IWPR research can be used to effect change.

Telling the Truth About Social Security

by Cynthia Hess

In December 2010 IWPR launched the Social Security Media Watch Project to monitor, analyze, and respond to inaccurate statements in the media about Social Security. IWPR’s Media Watch examines articles, opinion pieces, blogs, and editorials from sources such as The New York Times, The Washington Post, The Denver Post, and The Kansas City Star. Through blog posts and media charts, Media Watch tracks misleading claims in the news and provides correct information. The blog even comments on riffs by late-night television hosts. Two common misperceptions have been the focus of the Media Watch’s responses: the notion that Social Security contributes to the federal deficit and the idea that the program is in crisis.

In January, two events held in Washington, DC, on older women’s economic security featured IWPR speakers and research. Working with the Older Women’s Economic Security Task Force (OWES) of the National Council for Women’s Organizations (NCWO), IWPR co-hosted well-attended briefing, “Challenges and Opportunities in the 112th Congress: Women’s Economic Security” and a webinar, “Getting the Truth about Social Security.” The blog even comments on riffs by late-night television hosts. Two common misperceptions have been the focus of the Media Watch’s responses: the notion that Social Security contributes to the federal deficit and the idea that the program is in crisis.
Stepping in To Fill the Gap: Organizations Providing Immigrants with Services, But Advocacy Lacking

by Mallory Mpare and Caroline Dobuzinskis

An IWPR report finds that nonprofit community and religious organizations have stepped in to assist Latina immigrants who face challenges such as lack of health care and violence at home or in the workplace. The efforts of these groups to meet the full needs of immigrant women, however, may be limited by funding, as well as immigration enforcement and legislation.

“Comprehensive immigration reform is part of winning the future,” said Director of U.S. Department of Labor’s (U.S. DOL) Women’s Bureau Director Sara Manzano-Diaz at a launch event for the report on March 25.

The report, Organizations Working with Latina Immigrants: Resources and Strategies for Change, is the result of a survey of 280 organizations in immigrant communities in Phoenix, AZ, Atlanta, GA, and Northern Virginia. Of these, 120 are involved in some type of advocacy to advance the rights of immigrant women.

At the report’s launch event held at the Woodrow Wilson Center in Washington, DC, co-author and Study Director Dr. Cynthia Hess outlined the range of services nonprofit organizations offer to immigrant women such as English classes, child care, health services, and access to affordable transportation. In many cases, religious groups have stepped in to provide services when the government has not.

Hess discussed the climate of fear—for both documented and undocumented immigrants—that may prevent Latina immigrants from seeking help and support. Immigrant women face challenges such as disproportionate levels of violence at home and in the workplace, and can feel unable to seek assistance from legal authorities. Immigrants may even avoid driving and be forced to seek public transportation for fear of being pulled over. Some survey respondents said authorities had waited outside religious congregations, typically considered safe havens for immigrants to meet.

Other speakers and panelists at the launch event included Sonya Michel, Director of the United States Studies program at the Wilson Center; Patricia Foxen, Associate Director of Research at the National Council of La Raza (NCLR); Pierluigi Mancini, Executive Director of CETPA (professional mental health counseling services for the Latino community); Jen Smyers, Associate for Immigration and Refugee Policy with Church World Service; and Cecilia Menjívar, Cowden Distinguished Professor of Sociology at Arizona State University.

(Con't from previous page) Security.” To an audience of Capitol Hill staffers, media, and peers, Dr. Heidi Hartmann spoke about economic growth and the national debt. Leaders from other women’s organizations addressed topics such as Social Security, health care reform, taxes and the national budget, and equal pay.

Later in January, IWPR released its latest report in the area, Social Security Especially Vital to Women and People of Color, Men Increasingly Reliant, at the National Press Club. Dr. Hartmann presented the key finding, a dramatic increase in the number of Americans relying on Social Security. IWPR was joined by other experts: Dr. Gary Burtless, Senior Fellow, Economic Studies, Brookings Institution; Virginia Reno, Vice President for Income Security, NASI; and, Dr. Maya Rockeymoore, President and CEO, Global Policy Solutions.

“This [report] is a valuable contribution to our knowledge of how many older people, and particularly different population groups among the aged, depend on Social Security,” said Dr. Burtless. “It’s the most important source for the great majority of the elderly. Cutting it would have serious repercussions for the most vulnerable of the aged.”

Social Security Update

IWPR continues to work with OWES to ensure that women’s voices are heard in the budget debates. A letter to President Barack Obama objecting to the lack of women on Vice President Joseph Biden’s budget team resulted in a meeting for women leaders with senior advisors from the White House on June 7. Women leaders made the case for revenue enhancement, job creation, and putting a women’s face on the essential services government provides.
Reports

Pension Crediting for Caregivers: Policies in Finland, France, Germany, Canada, and Japan
June 2011, IWPR #D497
38 pages

Ending Sex and Race Discrimination in the Workplace: Legal Interventions That Push the Envelope
March 2011, IWPR #C379
176 pages

Organizations Working with Latina Immigrants: Resources and Strategies for Change
March 2011, IWPR #I922
108 pages

Improving Child Care Access to Promote Postsecondary Success Among Low-Income Parents
March 2011, IWPR #C378
64 pages

San Francisco’s Paid Sick Leave Ordinance: Outcomes for Employers and Employees
February 2011, IWPR #A138
44 pages

Social Security Especially Vital to Women and People of Color, Men Increasingly Reliant
January 2011, IWPR #D494
32 pages

Fact Sheets

Pay Secrecy and Wage Discrimination
June 2011, #C382
Fact Sheet, 4 pages

Black Women and Social Security
May 2011, IWPR #D496
Fact Sheet, 6 pages

Quick Figures

Monthly Number of Women and Men on Payrolls (Seasonally Adjusted), Dec 2007–April 2011
May 2011, IWPR #Q005 updated

Paid Sick Day Access Rates by Gender and Race/Ethnicity, 2010
March 2011, IWPR #Q006

Visit www.iwpr.org for IWPR's latest fact sheets, quick figures, and reports.

A publications form is available on the back cover.
The Institute launched a redesigned website this spring in order to make information and resources more visible and accessible. The site aims to provide visitors with information about IWPR’s research at a glance—to increase its impact. For example, the homepage features a list of “Hot Topics” in order to keep website visitors informed on recent findings and reports—as well as research that can be applied to a greater understanding of current events.

In addition, the new website gives IWPR a more engaging online presence. It can be easily navigated with IWPR’s initiatives, publications, media resources, and general information available at the click of the mouse. The site also includes links to IWPR’s two blogs, FemChat and the Social Security Media Watch Project, directly on the homepage. A new social media page guides visitors to connect with IWPR through Facebook and Twitter in order to share links and post comments. The press room prominently features news stories citing IWPR research as well as our latest press releases.

IWPR will continue to update the website with new content and features. Bookmark our website to keep the latest data and information on women at your fingertips!

Equal Pay
- NBC Nightly News featured an IWPR Quick Figures chart showing that women would not reach pay parity until 2056 (released March 2011).

Economy
- The AARP Bulletin quoted Dr. Heidi Hartmann and Jeff Hayes on job recovery disparity between men and women (March 3, 2011).
- The Christian Science Monitor and The Baltimore Sun also quoted Dr. Hartmann for articles on this issue.

Social Security
- The AARP Bulletin, the Sacramento Bee, the Kansas City Star, and Mother Jones cited IWPR’s report, Social Security Especially Vital to Women and People of Color, Men Increasingly Reliant (released January 2011).
- IWPR President Heidi Hartmann was featured on a C-SPAN, a panel on retirement and Social Security on February 22, 2011.

Pay Secrecy
- IWPR research on pay secrecy (released April 2011) was cited on ABC News, as well as in The New York Times Economix blog, The Wall Street Journal, BNet, the Daily Kos, and Women’s eNews.

Paid Sick Days
- IWPR’s publication was also featured in radio reports from NPR, Q-KED San Francisco, WBAA-FM New York City, and News10 ABC Sacramento.

Breastfeeding
- IWPR’s report on breastfeeding, Better Health for Mothers and Children: Breastfeeding Accommodations under the Affordable Care Act (released December 2010) was cited in The Los Angeles Times, The Chicago Tribune, and The Minneapolis Post.

Portrait Project
- IWPR Executive Director and Vice President Barbara Gault was featured on C-SPAN for the “Women in America Conference” and release of the White House report on the status of women (March 4, 2011).
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 Rockefeller Foundation for IWPR’s work on women’s economic security and Social Security; the National Academy of Social Insurance, The Advocacy Fund, and Social Security Works for their support of the Institute’s initiative to ensure accurate coverage by the media on Social Security and how it affects women; 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; the Communications Workers of America for an analysis of communications workers’ earnings by race, ethnicity, gender, union status, and occupation and industry; Community Works of Connecticut for research on the impact of paid sick days legislation in Connecticut; the Ms. Foundation for Women for work on building career ladders for care workers; 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 Heinrich Böll Foundation of North America and the Woodrow Wilson International Center for Scholars for co-sponsoring events addressing improving access to resources and civic engagement of recent immigrants; the World Bank for the opportunity to work on their development report on gender and development; 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 improvement of the Institute’s outreach and communications; the Salesforce.com Foundation for enhanced constituent management capacity; AFSCME, the American Federation of Teachers, the American Psychological Association, Communications Workers of America, the Dallas Women’s Foundation, the International Brotherhood of Electrical Workers, the Ms. Foundation for Women, the National Association of Letter Carriers, National Education Association, the United Food and Commercial Workers International Union, and the United Methodist Church—Women’s Division for major support of the IWPR Information Network; and the Ford Foundation, New Directions Foundation, and the Fannie & Stephen Kahn Charitable Foundation for general support.

Recent Events

Panelists participate in the “Roundtable on 14th Amendment Attacks” sponsored by the Latina Institute for Reproductive Health, (from left) Christine Soyoung Harley, National Asian Pacific American Women’s Forum; Jane Henrici, Ph.D., IWPR; and Ai-Jen Poo, National Domestic Worker’s Alliance.

IWPR President Dr. Heidi Hartmann (far right) at the April 2011 IWPR Roundtable on Women and the Economy speaking with Pat Reuss, consultant (far left), and Bonnie Grabenhaufer, National Organization for Women.

Avis Jones-DeWeever, Ph.D. (right) IWPR affiliated scholar and Executive Director of the National Council of Negro Women, speaks at the January 21 Capitol Hill Briefing on women and the economy. Also pictured (from left) Joan Kuriansky, Wider Opportunities for Women, and Joan Entmacher, National Women’s Law Center.
Early on in her life, Sara Manzano-Díaz became an advocate for her family and those experiences would guide her to become an advocate for women and families throughout the United States. Ms. Manzano-Díaz is now the Director of the U.S. Women’s Bureau at the Department of Labor (DOL) where she serves to represent 72 million working women.

Ms. Manzano-Díaz developed her dedication and drive at an extraordinarily young age. Growing up in Puerto Rico, she became the family translator and wanted to be a lawyer from the age of five. She went on to earn a degree in public relations and communications from Boston University and a degree in law from Rutgers University.

Developed over 25 years in public service, Ms. Manzano-Díaz’s resume includes judicial, state, and federal titles: Deputy Secretary of State for Regulatory Programs at the Pennsylvania Department of State (appointed by Governor Edward G. Rendell), Deputy General Counsel for Civil Rights and Litigation at the U.S. Department of Housing and Urban Development, Assistant Attorney General in New York, and a Judicial Assistant and Pro Se Attorney in the New York State Judiciary.

“As an attorney, I have spent my career advocating for the voiceless,” Ms. Manzano-Díaz told IWPR in an e-mail interview. “President Obama and [Secretary of the U.S. DOL Hilda Solis] share that vision and passion to care for the most vulnerable members of society.”

Ms. Manzano-Díaz also served as co-chair of The Forum of Executive Women’s Mentoring Committee, which mentors young professional women as they begin their careers, and participated in Madrinas, a program that provides mentors for at-risk Latina girls to encourage them to finish high school and attend college.

As Director, Ms. Manzano-Díaz’s four priorities for the Women’s Bureau are equal pay, workplace flexibility, higher paying jobs for women, and assisting women veterans experiencing homelessness. Her strategy includes linking women to well-paying jobs in growing areas like the green economy and skilled trades. She also looks to support Latinas, the fastest growing female population in the United States, through training and education. IWPR was honored to have Sara Manzano-Díaz as keynote speaker at a launch event at the Woodrow Wilson Center for our latest report on immigration, Organizations Working with Latina Immigrants: Resources and Strategies for Change.

On Equal Pay Day, April 12 this year, Ms. Manzano-Díaz conveyed her dedication to closing the gender wage gap in an article that was published on several blogs, including IWPR’s FemChat.

“As a woman and a public servant, I am proud of the Labor Department’s role in advocating for issues that positively improve equal pay for women and their families,” wrote Ms. Manzano-Díaz. “And, we want to assure women that this administration will continue to enforce the laws that protect wages, to level the playing field for employers who play by the rules, and to work toward fixing policies that impact women in the workplace.”
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