

WB Updates March 2023 | Issue III

WOMEN'S BUREAU

Advocating for working women
since 1920

Women's Black History Month



Each year in March we commemorate Women's History Month, where we acknowledge and honor the contributions women have made in every aspect of life in the U.S., reaffirming our commitment to fight for women's equality. This year's theme, "Celebrating Women Who Tell Our Stories," includes a series of stories the department is sharing across all mediums to highlight the importance of women in the labor movement. This month, we champion women who were "firsts," like former Secretary of Labor Francis Perkins - the first woman to serve in the United States Cabinet - and former Secretary Alexis M. Herman, the youngest woman to lead the Women's Bureau and the first African American to serve as Secretary of Labor. We recognize the progress that women have made since Women's History Month was first observed as Women's History Week in 1978. However, we also reflect on the work that still needs to be done in the fight for equity.

- [Read the blog](#)
- [Read the Proclamation](#)
- [Hear an uplifting message from former Secretary Alexis M. Herman](#)
- [Learn more about former Secretary of Labor Frances Perkins](#)
- Read 11 Quotes from Women Labor Leaders [in English](#) | [En Español](#)

This month, the Women's Bureau released a series of short videos of Women's Bureau Director Wendy Chun-Hoon addressing three key issues facing working women today: the need to reduce caregiving penalties for women and low paid workers, ending gender-based violence in the world of work, and reducing the gender-racial wage gap by explaining the union advantage for women and people of color.

- [Watch the recordings](#)
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International Women’s Day

On March 8, we celebrated International Women’s Day (IWD), a global day celebrating and championing women around the world, reinforcing the need for gender equity and protecting the rights of women and girls. Women’s Bureau Director Wendy Chun-Hoon joined the Asset Funders Network to discuss “Beyond Surviving to Thriving: Building a Gender Equitable Economy Based on Womens’ Lived Experience.”

- [Watch the recordings](#)



Women deserve equal pay **now.**

Equal Pay Day

Historically and currently, women are paid less on average compared to men, in the United States. On March 14th we marked Equal Pay Day, a day to recognize the number of extra days, on average, that women who work full-time year-round must work to get paid the same amount that men were paid the year before. Not all causes of the gender wage gap, like discrimination, are directly measurable through statistical models. But research consistently shows what causes the measurable portion of the gender and racial wage gaps, and the biggest factor is women’s concentration in low-paying, low-quality jobs. To close these gaps, we must work together to create opportunities for women to enter and stay in high-paying, good-quality jobs, while also raising wages and the quality of jobs most often held by women.

To mark Equal Pay Day, Women’s Bureau Director Wendy Chun-Hoon joined the White House Roundtable, “Women Rebuilding America”, where the WH announced the release of our new [issue brief](#) on “Equal Pay in the United States: Salary History Bans.” The brief explains how implementing equal pay protections, like not using salary history to determine pay, can help close the gender wage gap.

- [Update: Equal Pay Day and Pay Transparency Website](#)
 - [See the Readout of the White House Roundtable](#)
 - [Get 5 Fast Facts About the Gender Wage Gap](#)
 - [Better Understand the Gender Wage Gap](#)
 - [Learn the History of Equal Pay in the United States and Salary History Bans](#)
 - [Read the Presidential Proclamation](#)
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Women in Construction Week

This month, we recognized Women in Construction Week, which took place from March 5 – 11th, promoting the role of women in the construction industry and advocating for women in the trades and other non-traditional occupations. Did you know the Bureau of Labor Statistics identified construction laborer as one of the occupations with the largest projected increase in jobs in the U.S.? Presently, less than 4% of construction laborers are women.

Women’s Bureau Director Wendy Chun-Hoon spoke at the North America’s Building Trades Unions (NABTU) Women in Construction Week 2023 bipartisan Congressional briefing on Capitol Hill. She joined AFL-CIO President Liz Shuler, NABTU President Sean McGarvey, members of Congress, and tradeswomen to discuss diversifying the skilled trades and creating good jobs for women and people of color. The Women’s Bureau also co-hosted a webinar on Women in Construction with the Federal Highway Administration, sharing how we work to support women interested in a career in the trades.

- [Watch the NABTU event recording](#)
- [Watch the Women in Construction webinar recording](#)
- [Learn more about WB grants to help women enter apprenticeship programs and nontraditional occupations like construction](#)

Rosie the Riveter Day

March 21 has been designated as Rosie the Riveter Day, honoring the legacy of the women whose work in factories, shipyards, and construction supported the World War II effort. In 2020, the Department of Labor honored the nearly 6 million women who served as “Rosie the Riveters” into our Hall of Honor and the Women’s Bureau is proud to support today’s women working in the trades as we push for continued equity for women in nontraditional jobs.

- [Hear from actual “Rosies” in their own words](#)
 - [Read the blog](#)
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CAPTION: (left to right: Women's Bureau's Gayle Goldin, Rep. Chrissy Houlahan and Wendy Chun-Hoon)

Paid Leave

Paid Leave Matters. Earlier this month, Women's Bureau Director Chun-Hoon and Women's Bureau Deputy Director Gayle Goldin met with U.S. Representative Chrissy Houlahan to talk about the benefits of paid leave for workers, families, businesses, and communities. Rep Houlahan is the first woman to represent Pennsylvania's 6th District in Congress and co-chairs the Bi-partisan working group on paid leave.

- [Visit the Paid Leave webpage](#)
- [Read the Paid Family and Medical Leave Fact Sheet](#)

Upcoming Events



Supportive Services in Workforce Development Webinar

Join the Department of Labor Women's Bureau, Employment and Training Administration, and the Department of Transportation for a live webinar on Thursday, March 30 at 1:00 pm ET!

During the webinar we will discuss the ways supportive services help recruit and retain women, people of color, and other underrepresented populations in the transportation jobs. This webinar will provide information on funding opportunities within the Departments of Transportation and Labor and showcase examples of where supportive services are being utilized by transit, transportation, and workforce entities across the country.

[Please register in advance](#) as space is limited.

Equity in Focus: Job Creation for a Just Society, Report Launch

Next month, the Worker Institute @ ILR-Cornell will release its Equity in Focus Report – a compilation of key findings that emerged from the year-long webinar series hosted with the Women’s Bureau. Women’s Bureau Director Wendy Chun-Hoon joins distinguished panelists and speakers for an in-person discussion of the report, lessons learned from the series, and next steps in the pursuit of gender and racial equity in the trades and non-traditional jobs.

- Register to attend | April 19, 10 a.m. ET [Equity in Focus \(cornell.edu\)](https://cornell.edu).
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WB in the News

- [Fortune: Researchers mostly have no idea what’s contributing to the gender wage gap](#)
 - [FOX31 Denver KDVR segment on good jobs and the importance of affordable childcare](#)
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We Want to Hear from You!

“
Tell us your story



“Occupational segregation” is the gendered sorting of men and women into different types of jobs. It leads to women being overrepresented in certain jobs, which are valued and compensated less than male-dominated jobs.

We’ve heard from many working women about their experiences with gendered job expectations, the challenges they face at work, the support systems that help them thrive and the policy changes that would help them succeed. We’d like to hear from you.

- [Read their stories](#)
 - [Tell us your story.](#)
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Follow the Women's Bureau on Twitter: [@WB_DOL](https://twitter.com/WB_DOL)



The Women’s Bureau has championed the rights of working women and served as a convener of conversations critical to an equitable economy for women for more than 100 years.

Follow us at [@WB_DOL](#) to learn more about the latest research, initiatives, policies and updates related to working women and their families.



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