


**U.S. Department of Labor (DOL)  
Women's Bureau**



**Wisconsin Women's Council**

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Department of Labor (DOL) Women's Bureau  
Midwest Office

May 17, 2024

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**U.S. Department of Labor (DOL)  
Women's Bureau**




**Mission**

The Women's Bureau's mission is to develop policies and standards and conduct inquiries to safeguard the interests of working women; advocate for their equality and economic security for themselves and their families; and promote quality work environments.

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 **U.S. Department of Labor (DOL)**  
**Women's Bureau**





- **Established on June 5, 1920**, the Women's Bureau is the only federal agency tasked with focusing exclusively on working women and the issues that impact them.
- For over 100 years, the Women's Bureau has served as a trusted source for **research, data and statistics, advocacy, and innovation for working women.**





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 **U.S. Department of Labor (DOL)**  
**Women's Bureau**




  
**Research & Policy Analysis**

  
**Grants**


  
**Stakeholder Engagements**


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## U.S. Department of Labor (DOL) Women's Bureau






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<https://www.dol.gov/agencies/wb>

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## U.S. Department of Labor (DOL) Women's Bureau Priorities



- **Eliminating the persistent gender wage gap** by disrupting occupational segregation and creating pathways for women to higher paying and nontraditional jobs, and raising wages in jobs where women are concentrated, including care jobs.
- **Eliminating the caregiver penalty** women face as primary providers of unpaid care in their households, by building a care infrastructure that includes access to paid leave, child and elder care.
- **Addressing all forms of discrimination in the workplace** based on gender, race, ethnicity, sexual orientation, gender identity, pregnancy, disability and Gender based violence and harassment.

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**U.S. Department of Labor (DOL)  
Women's Bureau**

**WOMEN'S BUREAU**  
Advocating for working women  
since 1920

**March 12, 2024**

**"Equal Pay Day"**

Marks how far into the current year an average woman must work to be paid what a man made the prior year.

The gap for Women of color is far greater.


**WOMEN NEED**

**#EQUALPAY NOW**

dol.gov/equalpay

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**U.S.**

**National Women's Law Center** @nwc · Sep 21  
Black women are the glue that holds our communities together, yet Black women working full time, year round make just 67 cents for every dollar paid to white, non-Hispanic men. #BlackWomensEqualPayDay

**The wage gap costs Black women**

**\$1,891 per month**

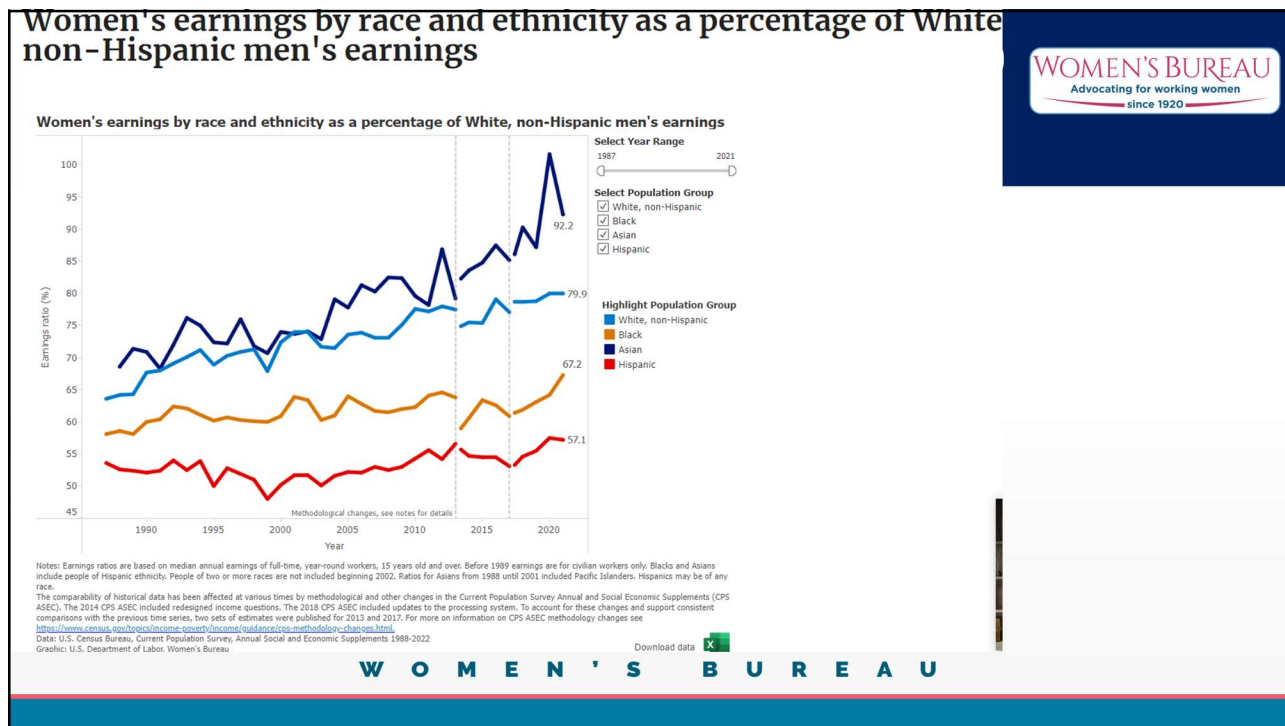
**\$22,692 per year**

**and a staggering loss of \$907,680 over a 40-year career.**

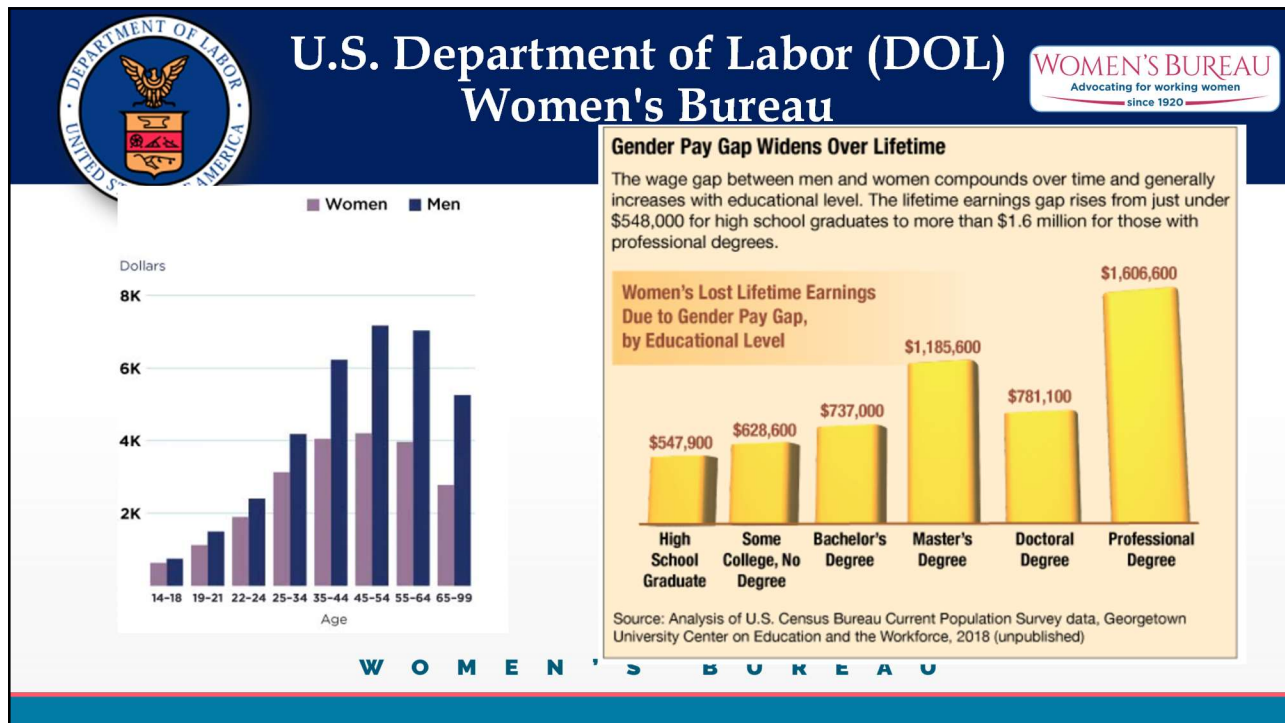


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BEARING THE **COST**




**10%**

**of the gender wage gap is caused by the devaluation of women-dominated jobs.**


Source: U.S. Census Bureau, Center for Economic Studies, 2020, original data analysis

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BEARING THE **COST**

**Segregation by industry and occupation has a high cost for women of color.\***

- Black women  
**-\$39.3 billion** in lower wages
- Hispanic women  
**-\$46.7 billion** in lower wages



\*Compared to white men, 2019  
Source: "Bearing the Cost," U.S. Department of Labor

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# U.S. Department of Labor (DOL) Women's Bureau

BEARING  
THE **COST**

## Addressing occupational segregation means:

- Supporting women entering male-dominated jobs
- Improving the quality of women-dominated jobs
- Ensuring all jobs emphasize equity



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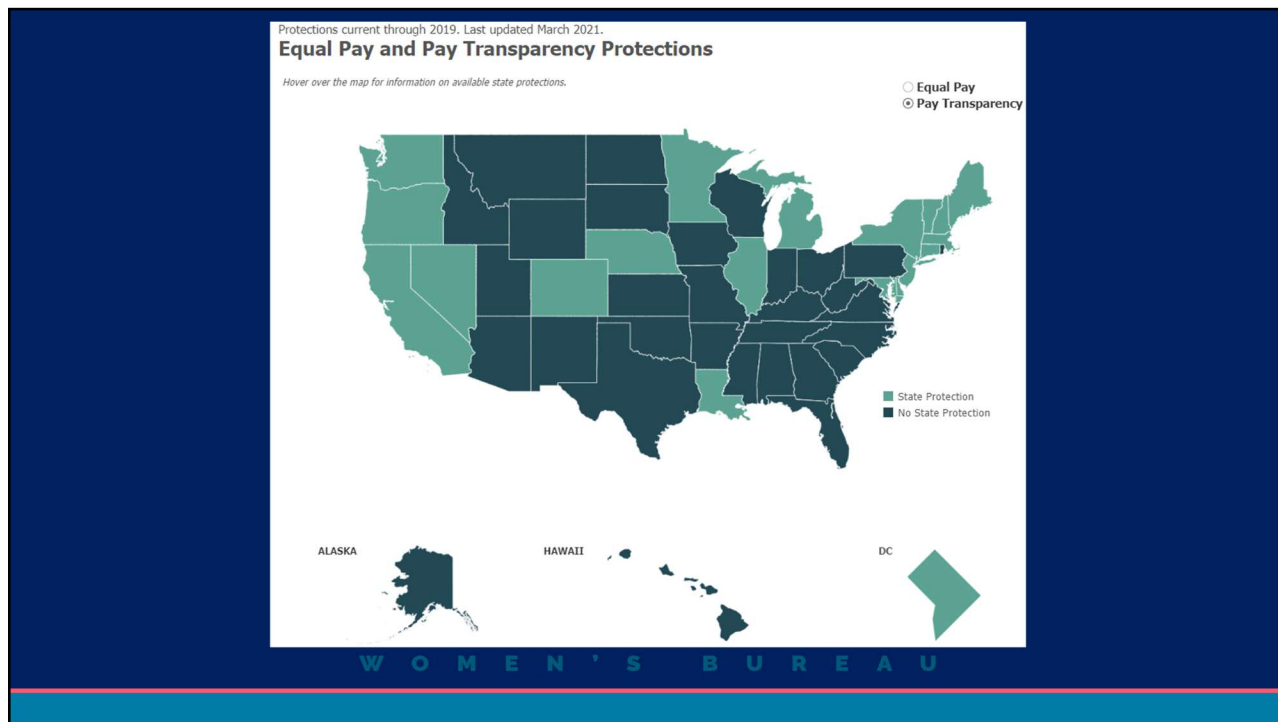
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## Salary History Ban

~~in~~equality



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# GRANT PROGRAMS

**WANTS**  
Women in Apprenticeship & Nontraditional Occupations

**TRADESWOMEN BUILDING INFRASTRUCTURE**

Fostering Access, Rights and Equity (FARE)

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# WANTO



The Women in Apprenticeship and Nontraditional Occupations (WANTO) grant helps to expand pathways for women to enter and lead in all industries.

Organizations receiving funds will provide one or more of the following types of technical assistance:

- Developing pre-apprenticeship or nontraditional skills training programs to prepare women for those careers;
- Providing ongoing orientations for employers, unions, and workers on creating a successful environment for women to succeed in those careers; and
- Setting up support groups, facilitating networks, or providing support services for women to improve their retention.

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# Common Barriers for Women

Women face a number of barriers when it comes to getting and staying in the construction trades:

- Lack of information about opportunities and a lack of understanding of how to access these careers
- Increased financial burdens that come from starting an apprenticeship and a lack of access to supportive services, including nonstandard hour care for those with children
- Lack of respect and discrimination and harassment on the job
- Feelings of isolation or being “the only”
- Less access to training and work experience, including less access to overtime and opportunities for advancement

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# FARE



The Fostering Access, Rights and Equity (FARE) grant program helps women workers who are paid low wages learn about and access their employment rights and benefits.



The law forbids discrimination in every aspect of employment. It is illegal to discriminate against someone because of that person's race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, age, disability or genetic information.

It is also illegal to retaliate against a person because he or she complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

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# Tradeswomen Building Infrastructure (TBI)



The Tradeswomen Building Infrastructure (TBI) grant furthers efforts to create pathways for women into building trades apprenticeships and public works construction careers.

As billions of dollars in federal infrastructure and clean energy funding are directed toward state and local projects, thousands of well-paying jobs in construction and related industries are going unfilled. At the same time, special effort is needed to ensure that underserved groups, including women, have access to these jobs and the training to qualify for them.

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Women's Bureau**

# Equity Toolkit

This module provides guidance on strategies and best practices for recruiting and retaining women in construction, manufacturing, and clean energy jobs.




WOMEN'S BUREAU  
U.S. DEPARTMENT OF LABOR

**Tools For Building An Equitable Infrastructure Workforce**  
GENDER EQUITY STRATEGIES AS A MODEL

September 2023  
Elyse Shaw

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Making the Intentional Choice to Build a Diverse Workforce

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Targeted Recruitment and Addressing Barriers to Equity

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Retaining a Diverse Workforce



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Women make up 50% of the workforce, but only 10.9% of the construction workforce

4.2% of those working in construction trades occupations

29.3% of the manufacturing workforce



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# U.S. Department of Labor (DOL) Women's Bureau

## Make the Intentional Choice to Build a Diverse Workforce

-  Build inclusive local/regional partnerships.
-  Intentionally center diversity, equity, inclusion, and accessibility (DEIA).
-  Make data-driven decisions.
-  Creating an intentional regional equity and diversity plan.
-  Creating the demand for a diverse workforce.

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## U.S. Department of Labor (DOL) Women's Bureau

### Retaining a Diverse Workforce

Committing to regular and consistent monitoring and reporting on progress.

Provide equitable training and work opportunities.

Implement policies and programs to change workplace culture, prevent and address gender-based violence and harassment, and address health and safety concerns.

Continued investment in wraparound supportive services and benefits.



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## U.S. Department of Labor (DOL) Women's Bureau *Recruitment Best Practices*

Strong partnerships with women-focused pre-apprenticeship programs and tradeswomen organizations;

Female mentors and role models;

Union membership and union committees focused on women;

Work readiness/safety training;

Personal protective equipment in women's sizes;

Efforts to combat discrimination and harassment of women in the workplace; and

Positive relationships with employers who have a strong track record of recruiting and retaining women.

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# THANK YOU

 [dol.gov/wb](https://dol.gov/wb)

 [@WB\\_DOL](https://twitter.com/WB_DOL)

<https://www.dol.gov/agencies/wb/contact/regions/5>

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