

ZENA NEWS

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MARCH 2024

ZENA CONSULTING

Celebrate Progress During Women's History Month



Zena Consulting
Founder / Owner

We've "come a long way" is the saying, but how far? When I was young, newspapers listed only a few jobs for females: teacher, nanny, maid, or office girl. An elderly neighbor who had worked as secretary in the 1920's told this story. When Bertha got married she kept it a secret from her boss for years because she would have been fired on the spot, with no recourse.

Gender Wage Gap Narrows But Persists

During Women's History Month we revisit the slow but certain gains made by the majority of Americans. *USA TODAY* reported on "Women's Strides in the US workforce". Women of color are still paid less, but here are some positive highlights, based on data, research, and analysis from the Pew Research Center:

- The number of workforce women has increased to almost 50%
- Women have more college degrees than men, earn more, and work in high-paying jobs than ever
- Women are 47% of the civilian labor force in 2023, up from 30% in 1950, according to the Bureau of Labor Statistics
- Earnings are about equal for couples in opposite-sex marriages
- Census Bureau data shows the percentage of women who earn as much or more than their partner has about tripled since the 1970's.

Progressive WA State Lags Behind

March 12 is Equal Pay Day. The Bellingham Herald reports our state has one of the biggest gender pay gaps- 4th in the nation.

As Senator Patty Murray (D-Wash.) noted, this inequity is bigger than gender; "*The wage gap persists regardless of industry or education level, and it is present within occupations...this holds women back, holds families back, and holds our entire economy back.*"

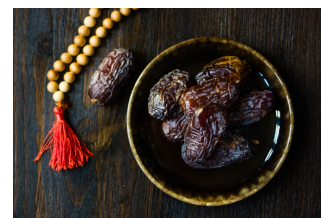
EVENTS



3/4

Small Business Versus Monopoly Power

Lina Khan, Chair of the U.S. Federal Trade Commission discussed recent wins and hurdles ahead for small and local businesses. This virtual event was hosted by ILSR (*Institute for Local Self Reliance*) and *Small Business Rising* partners Listen to the recording.



3/12-4/12

Muslims around the world observe the holy month of Ramadan. USA Today offers a guide to de-mystify this event.

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