



Women

In the Federal Workforce

897,892 women employed in the government account for **44%** of our total workforce.



70,047

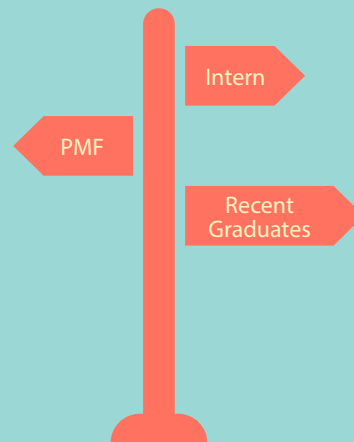
women employed in Federal Government **STEM** career fields (as of September 2015)



Looking for a Federal Career?

Explore our Top 6 Mission Critical Occupations:

- STEM (Science, Technology, Engineering and Math)
- Cyber Security/IT
- Economist
- Contract Specialist
- Auditor
- Human Resources



16,163

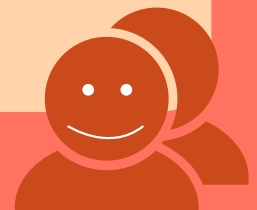
Women Hired between 2012 and 2015

PATHWAYS PROGRAMS

The number of women in the Senior Executive Service increased **5%** from 2008 to 2015.



71% of the Federal Government's women rate their Intrinsic Work Experience as **POSITIVE.**



Women in the Federal Workforce

The Federal workforce employs **897,892** women who represent **44%** of the workforce. Women are experiencing success in multiple employment spaces – entry positions, STEM occupations, and leadership roles-- and are experiencing positive work experiences.

Increased Number of Women in Entry Positions

Women have been hired at an increasing rate into the various **Pathways Programs**, over the past few years, including as Interns, Recent Graduates, and the Presidential Management Fellows (PMF) Programs. The PMF is a flagship leadership development program at the entry level for individuals who are currently completing an advanced degree program (e.g., graduate or professional degree), or who completed the educational requirements for an advanced degree within the preceding 2 years. A total of **16,163** women were hired between 2012 and 2015 into Pathways Programs. To learn more about the specific programs, please visit:

1. <https://www.opm.gov/policy-data-oversight/hiring-information/students-recent-graduates/#intern>
2. <https://www.opm.gov/policy-data-oversight/hiring-information/students-recent-graduates/#graduates>
3. <http://www.pmf.gov>

Increased Number of Women in STEM Occupations

The Federal government is in competition with the private, non-profit and academic sectors for key Science, Technology, Engineering, and Mathematics (STEM) personnel. There has been an increase in women in these jobs with 64,574 in 2008 and 70,047 in 2015.

More Women in Leadership Positions

Being a woman in a leadership role has its unique challenges and concerns. OPM is committed to supporting the career growth for all Federal employees, including women. Acting Director Beth Cobert indicated, “One of my top priorities as Director of OPM is to enhance opportunities for women in Government to participate in decision-making.” The good news is that women experience full career growth in the Federal Government. The representation of women in senior executive positions, the highest career positions, has increased **5%** between 2008 and 2015.

Interested in becoming a Senior Executive or Federal leader? Please see the [Guide to the SES](#) and the [Executive Core Qualifications](#). Interested in becoming a Federal leader? Please see [OPM’s Manager Corner](#) -- a site for all Federal leaders, and aspiring leaders that contains tools, training courses, and resources to assist in enhancing HR related technical and leadership competencies for all Federal leadership positions.

Women Experience Higher Intrinsic Work Experiences

Women in the Federal Government experience better intrinsic work experiences, as seen in the Federal Employee Viewpoint Survey (the **Intrinsic Work Experience** Employee Engagement sub factor). Women’s talents are appreciated; they are encouraged to come up with new ways of doing things, and have a sense of personal accomplishment through their work.

LOOKING FOR A FEDERAL CAREER?

EXPLORE THE TOP 6 MISSION CRITICAL OCCUPATIONS:

1. STEM
2. Cyber/IT
3. Economist
4. Auditor
5. Contract Specialist
6. HR

If you are interested in a Federal job, visit www.usajobs.gov.



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Workplace Flexibilities & Work-Life Programs

“Attracting and retaining employees who are more productive and engaged through flexible workplace policies is not just good for business or for our economy - it’s good for our families and our future.” - President Barack Obama

Women in the Federal Government like their work-life programs and flexibilities. 2015 surveys show high satisfaction levels.

90%



Flexible Schedules

79%



Telework

81%



Health & Wellness

77%



Employee Assistance Program

72%



Child Care

68%

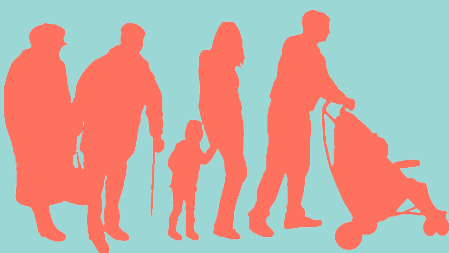


Elder Care

The Federal Government offers a wide range of leave and workplace **flexibilities** for childbirth, adoption, foster care and elder care.

Over the last four years, participation in telework programs has **increased** for women and men in the Federal Government.

Over the last four years, Federal Employees Health Benefits plans have **exceeded** national averages for women receiving timely prenatal care.



Workplace Flexibilities and Work-Life Programs Available to Women

The Federal Government's commitment to workplace flexibilities and employee health makes it an ideal place for women to build their careers and cultivate fulfilling lives outside the workplace. Since the beginning of his Administration, President Barack Obama has focused on how we can create real, lasting security for the middle class by expanding the use of workplace flexibilities and work-life programs.

- On June 23, 2014, the President issued a Presidential Memorandum (PM) on [Enhancing Workplace Flexibilities and Work-Life Programs](#) to promote a workplace culture that would support the Federal Government's ability to attract, empower, and retain a talented and productive workforce. OPM provided cascading guidance to agencies on August 22, 2014 through [CPM 2014-11](#).
- On January 15, 2015, President Obama issued a second PM on [Modernizing Federal Leave Policies for Childbirth, Adoption and Foster Care to Recruit and Retain Talent and Improve Productivity](#) to ensure that, when requested, and to the extent appropriate and permitted by law, Federal employees have access to six weeks of advanced sick leave for purposes of childbirth and adoption and other uses of sick leave, including self-care, elder care, and other caregiving of ill family members. On April 15, 2015, OPM issued [CPM 2015-03](#), providing guidance to agencies.

To support these two directives, OPM issued two comprehensive handbooks and made available an online training for the Federal workforce—

- [Handbook on Leave and Workplace Flexibilities for Childbirth, Adoption, and Foster Care](#)
- [Handbook on Workplace Flexibilities and Work-Life Programs for Elder Care](#)
- [Introduction to Leave, Work-Life, and Workplace Flexibilities Online Course](#)

Participation & Satisfaction

In 2015, **33%** women in the Federal Government had a [Flexible Work Schedule \(FWS\)](#); **36%** [teleworked](#); **27%** participated in [worksite health & wellness programs](#); **16%** used the Employee Assistance Program ([EAP](#)); **4%** used [child care programs](#); and **3%** used [elder care programs](#).

Satisfaction with Federal work-life programs is very high among women who participate: **90%** of women in the Federal Government are satisfied with their agency's FWS program; **79%** with telework; **81%** with worksite health & wellness, **77%** with EAP; **72%** with child care programs; and **68%** with elder care programs.

Health Benefits

With our [Federal Employee Health Benefits program \(FEHB\)](#), Federal women have access to comprehensive health insurance for themselves, their spouse, and children under age 26. FEHB has been working with insurance providers to improve access to and use of preventative care services, such as prenatal care and breast cancer screenings, for female employees. Over the last four years, FEHB plans have exceeded national averages with respect to timeliness of prenatal care (receiving prenatal care during the first trimester, or within 42 days of enrolling in a health plan) at 88%. In addition, FEHB plans have performed consistently with national averages for breast cancer screenings (mammograms) among women between ages 50 and 74 at 71%.

Additionally, in 2010, President Obama delegated authority to OPM to provide guidance on workplace accommodations for nursing mothers in support of section 4207 of the Patient Protection and Affordable Care Act (Act), Pub. L. 111-148 that requires an employer to provide employees with (1) a reasonable break time to express breast milk for her child for 1 year after the child's birth each time such employee has need to express milk; and (2) a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public which may be used by the employee to express breast milk. OPM extended these supports to all Executive branch civilian employees and issued [OPM's Guide to Establishing a Federal Nursing Mother's Program](#).



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Gender Pay Gap



The U.S. Government continues to make strides in narrowing the gender pay gap.

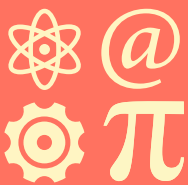
-- The gender pay gap for the Federal Government's civilian white-collar workforce is **smaller** than the national gender pay gap.

Nationally, women make \$0.79/\$1 compared to men (2014).

In the Federal Government, women in white collar jobs make \$0.89/\$1.00 compared to men (2015).

Senior Executive Service women are paid equally with their male counterparts (2015).

In the Federal Government's mission-critical occupations, the picture is even better.



STEM



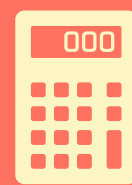
Information Technology



Economist



Contracting



Auditor



Human Resources

Gender Pay Gap

The U.S. Government continues to make strides in narrowing the gender pay gap.

On May 10, 2013, President Obama issued a memorandum "[Advancing Pay Equality in the Federal Government and Learning from Successful Practices](#)" directing the U.S. Office of Personnel Management (OPM) to develop a Governmentwide strategy to address any gender pay gap in the Federal workforce. The President stated that as the nation's largest employer, the Federal Government has a special responsibility to act as a model.

On April 11, 2014, OPM issued a [Governmentwide Strategy on Advancing Pay Equality in the Federal Government](#). OPM developed this strategy based on Federal agency reviews of their pay and promotion policies and practices and an analysis of Federal civilian workforce salary and other data. OPM's study found the attributes of the merit system and transparency of compensation appear to be two important factors in promoting equal pay for equal work within the Federal Government, and ultimately a smaller gender pay gap compared to the national wage gap.

The gender pay gap for white-collar employees in the Federal Government has decreased significantly from about 30 percent in 1992 to about 11 percent in 2015. Over that time period, there were significant changes in the composition of the Federal workforce, including a reduction in the number of clerical employees in the Federal workforce, more employees with a Bachelor degree or higher, and a significant increase in the percentage of women in professional occupations and with Bachelor degree or higher.

Differences in the distribution of males and females across occupational categories appear to explain much of the pay gap. Women tend to be overrepresented in occupations with lower-paying salaries and underrepresented in higher-paying occupations, including STEM-related fields. Within the Senior Executive Service, women are paid equally compared to men and compose slightly more than one-third of these leadership positions.

Initiatives to Narrow the Gender Pay Gap

Since the issuance of the strategy, OPM has taken a number of actions to narrow the gender pay gap in the Federal workforce to include—

- Issued a [memorandum](#) to agencies to (1) caution on the use of a job candidate's existing salary to set pay, as it can potentially adversely affect candidates who may have taken time off from their careers or for whom existing salary is not reflective of the candidate's current qualifications or labor market conditions and (2) provide guidance on conducting agency-specific gender pay gap analysis.
- Conducted webcasts providing guidance on recruiting and hiring women into STEM and leadership positions--[Best Practices for Recruiting and Hiring Women into STEM Occupations](#) and [Best Practices for Recruiting and Hiring Women into Leadership Positions](#).
- Promoted salary transparency by coordinating with agencies to post their independent salary tables or rate ranges on public websites and added [questions and answers](#) on the USAJOBS website to ensure information on pay-setting is readily available to job candidates.
- Conducted numerous [Executive Women in Motion](#) flash-mentoring sessions with a focus on the pathway to the Senior Executive Service.
- Launched a [Recruitment Policy Studio](#) on HR University for human resources professionals and hiring officials, which provides information, tools, and best practices on how to attract, recruit, and retain a diverse workforce. This site includes a "[Hiring Toolkit](#)" to equip human resources professionals and hiring managers with tools and resources to support effective hiring. The toolkit provides information on the merit system principles, prohibited personnel practices, Federal hiring process, special appointing authorities, assessments, and pay flexibilities.