

women

in FEDERAL SERVICE

A Seat at Every Table



United States Office of Personnel Management



Each March, Americans celebrate Women's History Month, making it a perfect time to reflect on why the Federal Government is a good place for women to work and build their careers.

Whether it's the inspector who makes sure our food supply is safe, the superintendent who watches over a national park, or the economist who guides our monetary policy, it's important that women are fully represented at every level of employment in government.

For earlier reports in this series:

OPM.GOV/FEVS



The U.S. Office of Personnel Management's workforce data and Federal Employee Viewpoint Survey (FEVS) provide valuable insights into how women in Federal service feel about their jobs. The data also reveal some positive trends, particularly among women who recently entered the Federal workforce.

This report is the third in a series by OPM that analyzes government-wide trends in the Federal workforce. Earlier reports focused on millennials in the Federal Government and education trends in the workforce.

“ *We’re working hard to remove the barriers to women having seats at decision tables at every level of Federal service.* **”**

—Katherine Archuleta, OPM Director

According to OPM’s analysis, there are more opportunities for women now than there were a decade ago. Programs that help women—and men—balance their work and family lives have been expanded and are becoming more popular. And, the gap in pay between men and women in the Federal workforce has been steadily closing, especially at the executive level.

Through OPM’s Recruitment, Engagement, Diversity, and Inclusion—or REDI—Roadmap, we are using this data to help agencies strategically recruit, hire, develop, and retain talented women, as part of our efforts to ensure that the Federal workforce draws from the rich diversity of the nation it serves.





This effort also reflects OPM's commitment to the People and Culture pillar of the President's Management Agenda.

OPM is partnering with agencies across government to fulfill the President's vision of a diverse and inclusive Federal workforce. We want to make sure that women have seats at every decision-making table.

REDI's data-driven strategy points the way. The data show, for example, that in the science, technology, engineering, and math—or STEM—fields, there are significant gaps between men and women. But we also know from the data that those gaps have been steadily narrowing. The trend lines are moving in the right direction.

We also know that there is more work to be done to increase the number of women in the Senior Executive Service (SES), although the Federal Government continues to outpace the private sector when it comes to having women at the highest levels of executive leadership.

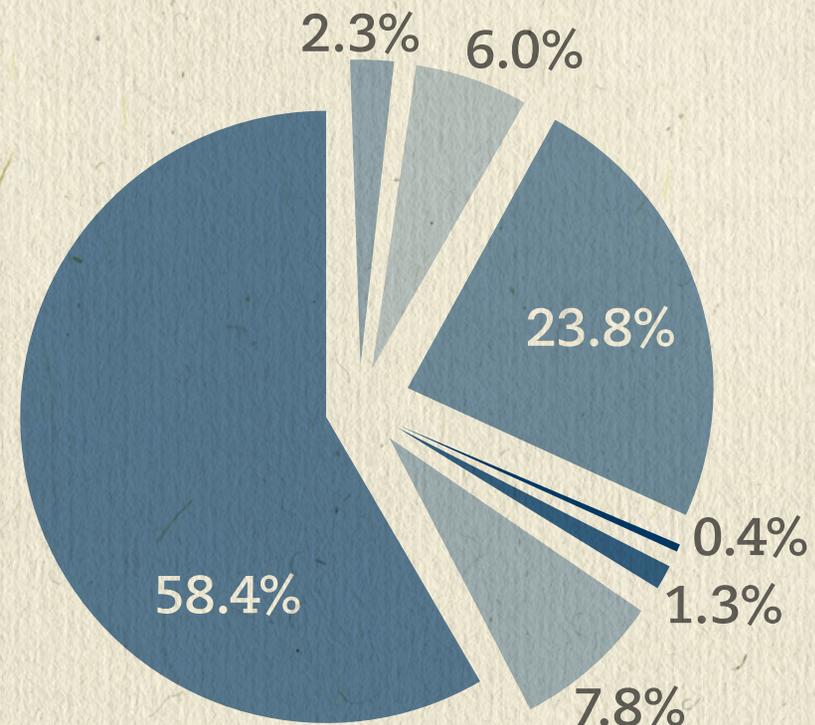
BY THE NUMBERS

Women comprise 43.3 percent of the Federal workforce compared with 46 percent of the total U.S. civilian workforce.

Among people with disabilities who are in the Federal service, 35.6 percent are women.

Women veterans comprise 18.7 percent of all veterans working in the Federal civil service. The President's Council on Veterans Employment's Women Veterans Initiative, established by Director Archuleta, has recommended the adoption of specific goals to help increase the number of women veterans in the Federal government.

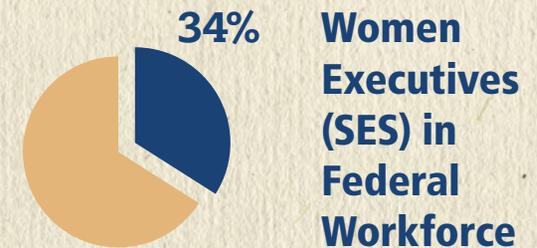
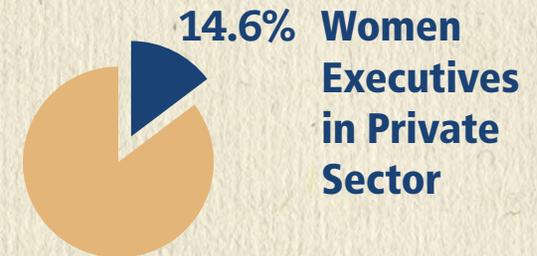
Women in Federal Service



- American Indian / Alaska Native (2.3%)
- Asian (6.0%)
- Black / African American (23.8%)
- Native Hawaiian / Pacific Islander (0.4%)
- More Than One Race (1.3%)
- Hispanic/Latina (7.8%)
- White (58.4%)

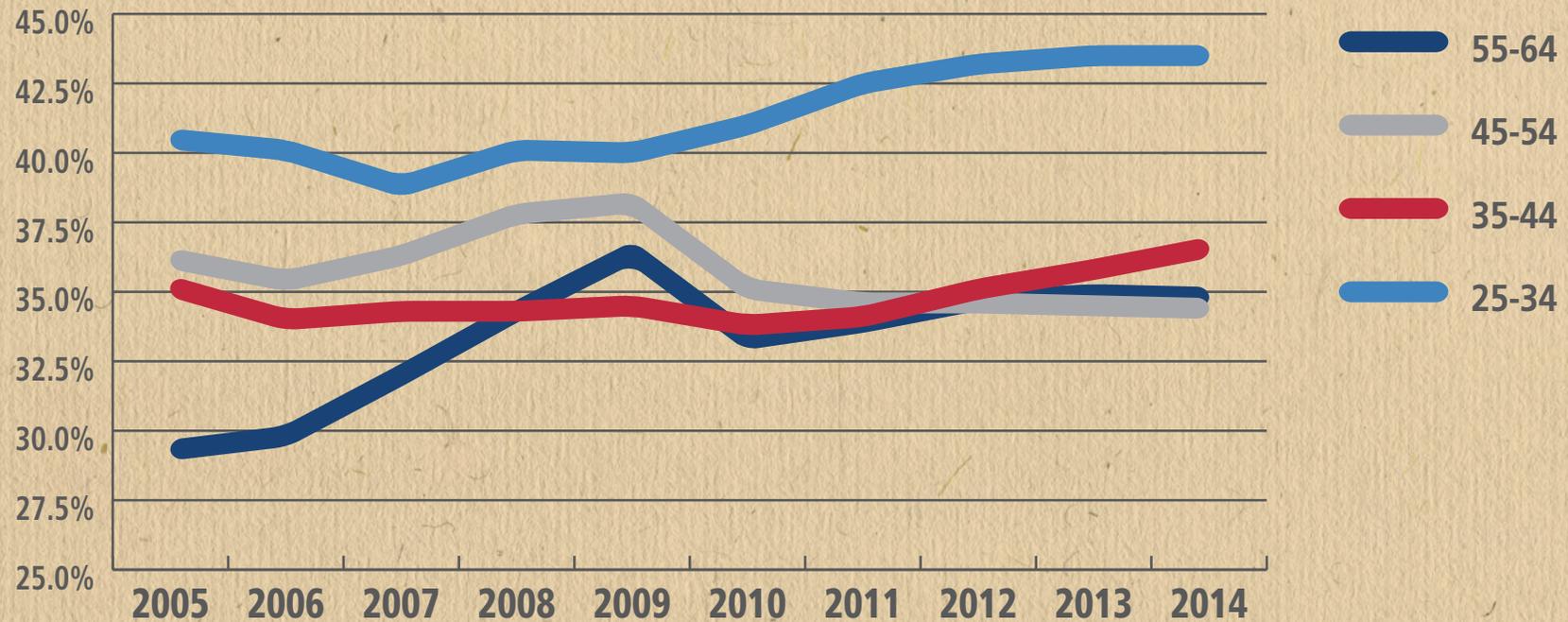
CLOSING THE LEADERSHIP GAP

The Federal Government already has a higher proportion of women senior leaders than the private sector. According to a March 2014 report by the Center for American Progress, women hold 14.6 percent of executive officer positions in the private sector. In the Federal workforce, 34 percent of all SES positions are occupied by women.



Within the SES, a gender gap continues to exist, although the trend line shows a steady improvement in the number of women moving into leadership positions. This positive direction is particularly evident among younger women who recently entered the workforce.

Women Supervisors/Managers by Age



In 2014, among supervisors and managers who were between the ages of 25 and 34, 43.5 percent were women. Of supervisors and managers between the ages of 55 and 64, 34.8 percent were women in 2014.

A similar picture emerges when examining the tenure of supervisors/managers. In 2005, among supervisors and managers with fewer than 10 years of service, 25.7 percent were women. By 2014, that percentage had increased to 29 percent. **Women entering the workforce now are more likely to be on a management track than they were a decade ago.**



Under the REDI strategy, OPM is working with agencies across the government to help identify and remove the barriers that managers face in recruiting and hiring the diverse talent they need, including women.

Director Archuleta has been meeting with groups that work to help women move up in Federal leadership, including one piloting a mentoring program for women. OPM also has established a government-wide mentoring hub and a coaching network.

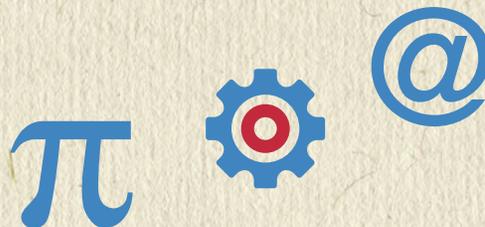
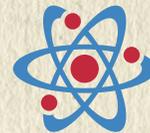


Looking at women in the STEM professions at the mid- to upper levels (GS-11 to SES), more work in math-related fields—35.3 percent—than in the science, technology, and engineering areas.

But the gap between these men and women in STEM has shrunk most in the science occupations. In 2005, the gap between these men and women in science jobs was about 47 percent. By 2014, the gap was 33.4 percent, a 13.6 percent decline.

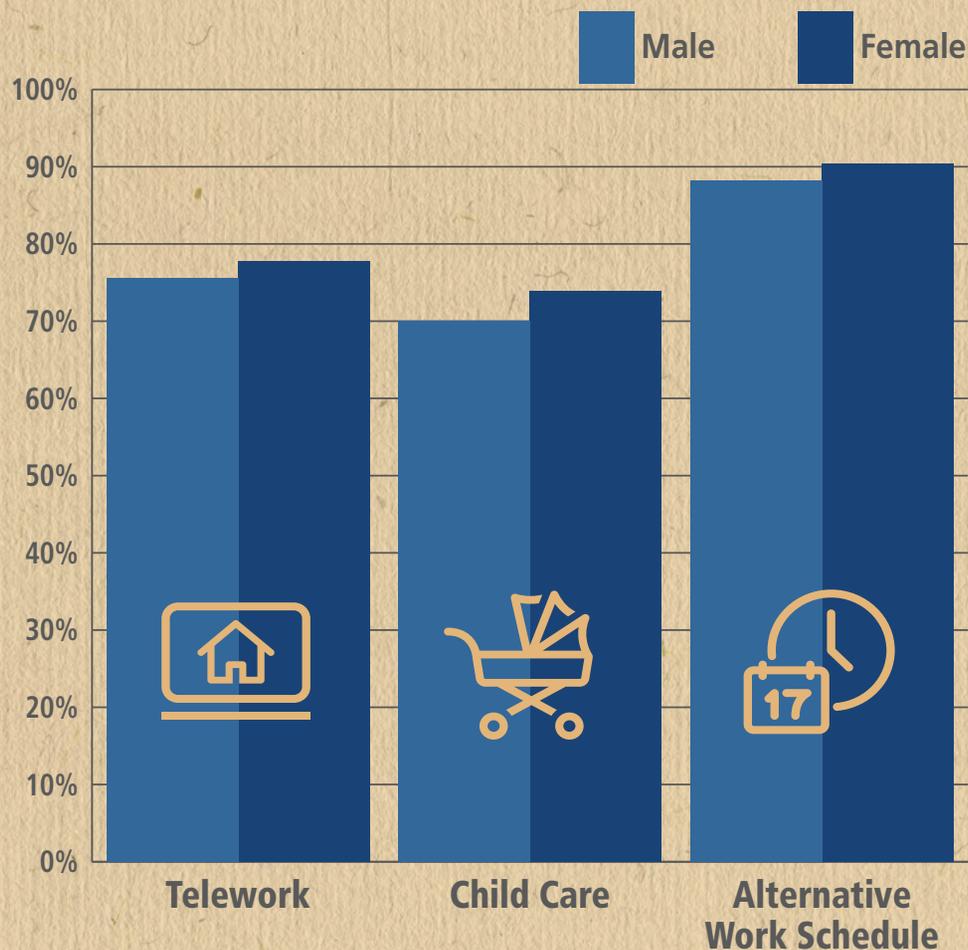
Federal Women in STEM, GS-11 to SES	2014
Science	33.3%
Technology	30.1%
Engineering	16.9%
Mathematics	35.3%

As part of Director Archuleta's travels around the country—which helped to inspire the REDI Roadmap—she has met with officials at women's colleges and universities, and at institutions with strong STEM programs to encourage women studying in those disciplines to consider Federal service.



WORK-LIFE

Satisfaction with Workplace Flexibilities



One way for the Federal Government to recruit talented women, and to enable them to take on more responsibility in the workplace, is to provide them with the kind of workplace flexibilities that help them balance the needs of their families and the responsibilities of their jobs. This approach works for the increasing number of women *and* men interested in work-life balance.

OPM's FEVS data reveal that employees who take advantage of the workplace flexibilities the government offers are overwhelmingly happy with those benefits. For example, nearly 78 percent of women and nearly 76 percent of men who telework say they are satisfied with the program. About 74 percent of women and 70 percent of men are satisfied with the child care programs in which they participate. And, more than 90 percent of women, and 88 percent of men, say they are satisfied with the Alternative Work Schedule benefit.

Women participate at slightly greater rates than men in almost all of these programs. Women also report that they are slightly more satisfied with their jobs than men.

“We get a lot of smart, good women who come to the government because of that flexibility,” said Anita Blair, Deputy Assistant Secretary for Human Resources at the Treasury Department.

In January of 2015, the President issued a Presidential Memorandum encouraging agencies to maximize the use of existing flexibilities. The memorandum directs agencies to advance Federal workers up to six weeks of paid sick leave to care for a new child or an ill family member. He also called on Congress to expand benefits further by passing legislation to give Federal employees six weeks of paid parental leave.

“Our work-life policies are continually evolving to make the balance of caring for families and pursuing a career complementary, rather than contradictory.”

—Katherine Archuleta, OPM Director



PAY

From the day he took office, the President has pushed for legislation that would eliminate the gender pay gap.

For example, the first bill he signed into law—the Lilly Ledbetter Fair Pay Act—extended the statute of limitations for filing equal pay lawsuits.

The gender pay gap in the Federal workforce continues to narrow. In 1992, women in white-collar jobs made 70 cents on the dollar compared to men. Today, that number is 87 cents, according to OPM’s 2014 report on advancing pay equality in the Federal Government.

The gap has closed dramatically among women in the 25-to-34 age bracket. In 1992, the gap between men’s and women’s pay in that age group was 22 percent. By 2012, it had closed to less than 5 percent.

In the senior executive leadership, women are nearing the mark. In 2012, women were paid 99.2 cents on the dollar compared to their male counterparts.

Women in the SES



All Women in White-Collar Jobs

In 1992... 70 cents



In 2012... 87 cents



CONCLUSION

As OPM moves forward with the REDI Roadmap to a Federal workforce that is engaged, inclusive, and drawn from all segments of society, data from the FEVS and other sources are guiding the way. We are working with agencies across government, with stakeholders, and with our partners in academia and the private and non-profit sectors to make sure that women continue to be an indispensable and growing part of the talented and committed workforce that serves this great nation.

**About This Report: This report was compiled with data from the 2014 Federal Employee Viewpoint Survey, the Enterprise Human Resources Integration Statistical Data Mart (EHRI-SDM), OPM's 2014 Government-wide Strategy on Advancing Pay Equality in the Federal Government report, and other sources.*

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