Women in the Federal Government

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Office of Diversity and Inclusion
U.S. Office of Personnel Management
Overview

- U.S. Office of Personnel Management (OPM)
  - “recruiting, retaining and honoring a world-class workforce to serve the American people”

- Office of Diversity and Inclusion (ODI)
  - Leads and manages the government-wide Diversity and Inclusion efforts
Federal Employment of Women

Women in Civilian Workforce: 46.1%

Women in Federal Workforce: 43.2%
# Occupations

## Top 10 Occupations Employing Women

**Permanent Employment**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>0610 - NURSE</td>
<td>63,717</td>
<td>82.91%</td>
</tr>
<tr>
<td>0679 - MEDICAL SUPPORT ASSISTANCE</td>
<td>17,117</td>
<td>71.60%</td>
</tr>
<tr>
<td>0303 - MISCELLANEOUS CLERK AND ASSISTANT</td>
<td>36,879</td>
<td>70.02%</td>
</tr>
<tr>
<td>0201 - HUMAN RESOURCES MANAGEMENT</td>
<td>19,084</td>
<td>69.46%</td>
</tr>
<tr>
<td>0105 - SOCIAL INSURANCE ADMINISTRATION</td>
<td>19,574</td>
<td>68.86%</td>
</tr>
<tr>
<td>0962 - CONTACT REPRESENTATIVE</td>
<td>18,385</td>
<td>68.38%</td>
</tr>
<tr>
<td>0501 - FINANCIAL ADMINISTRATION AND PROGRAM</td>
<td>16,011</td>
<td>65.48%</td>
</tr>
<tr>
<td>0343 - MANAGEMENT AND PROGRAM ANALYSIS</td>
<td>41,010</td>
<td>59.17%</td>
</tr>
<tr>
<td>1102 - CONTRACTING</td>
<td>19,934</td>
<td>55.12%</td>
</tr>
<tr>
<td>0301 - MISCELLANEOUS ADMINISTRATION AND PROGRAM</td>
<td>42,534</td>
<td>51.75%</td>
</tr>
<tr>
<td>1101 - GENERAL BUSINESS AND INDUSTRY</td>
<td>13,207</td>
<td>51.57%</td>
</tr>
</tbody>
</table>

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**Occupations**

- **Science | 33.3%**
- **Technology | 30.1%**
- **Engineering | 16.9%**
- **Mathematics | 35.3%**
## Equal Pay and Wage Discrimination

**Earnings Ratio between Men and Women**  
(as % of male salary)  
(Employed Full-Time, Year Round, data from 2013)

<table>
<thead>
<tr>
<th>State</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>87.6%</td>
</tr>
<tr>
<td>Maryland</td>
<td>87.4%</td>
</tr>
<tr>
<td>… National Average</td>
<td>79.2%</td>
</tr>
<tr>
<td>West Virginia</td>
<td>67.3%</td>
</tr>
<tr>
<td>Louisiana</td>
<td>66.7%</td>
</tr>
</tbody>
</table>

**Projected Year for Closing of Gender Wage Gap**  
(based on historical trends for salary advances)

<table>
<thead>
<tr>
<th>State</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Florida</td>
<td>2038</td>
</tr>
<tr>
<td>California</td>
<td>2042</td>
</tr>
<tr>
<td>…</td>
<td></td>
</tr>
<tr>
<td>Louisiana</td>
<td>2106</td>
</tr>
<tr>
<td>Wyoming</td>
<td>2159</td>
</tr>
</tbody>
</table>

¹² Institute for Women’s Policy Research, 2015
Does the wage gap mean that women get to leave work 23% early today?
Equal Pay and Wage Discrimination

National Equal Pay Enforcement Task Force

- Established in 2010 at the request of President Obama
- Brings together OPM, EEOC, DOJ, and DOL
- Intended to provide redress to instances of wage discrimination, and to strengthen collaborative insight
Closing the Pay Gap

Federal Women Executives (SES)
- In 1992: 97.6 cents
- In 2012: 99.2 cents

Federal Women in White-Collar Jobs
- In 1992: 70 cents
- In 2012: 87 cents
Executive Advancement

Senior Executive Service

Corporate Officers (Fortune 500)
Collaborations

Executive Women in Motion (EWIM)
  • White House Equal Futures Partnership Initiative

Executive Women in Government (EWG)

Federally Employed Women (FEW)
Work-Life

- 29% Telework
- 13% Choose Not to Telework
- 57% Do Not Telework Due to Barriers
Work-Life
Work-Life

Workplace Flexibilities Satisfaction Rates

- Family and Medical Leave Act (1993)
- Federal Employees Family-Friendly Leave Act (1994)
- Presidential Memorandum (Jan 15, 20105)
Resources


Race or National Origin
Permanent Employment (Sep 2014)

TOTAL
- White, 64.6%
- Asian, 5.6%
- Black/African American, 18.1%
- Hispanic, 8.4%
- More Than One Race, 1.2%
- Native Hawaiian or Pacific Islander, 0.4%
- American Indian or Alaskan Native, 1.7%

WOMEN
- American Indian or Alaskan Native, 2.1%
- Asian, 5.9%
- Black/African American, 24.5%
- Hispanic, 7.9%
- More Than One Race, 1.2%
- White, 57.9%
- Native Hawaiian or Pacific Islander, 0.4%
Intersectionality

Women Veterans

There are nearly 2 million women veterans
• Comprise 9.2% of the total veteran population
• 20% of veterans who served after 9/11

Executive Order 13518 (November 9, 2009)
• Created the Veterans Employment Initiative
• In 2012, the Women Veterans Initiative launched

Women with Disabilities

Executive Order 13458 (November 9, 2009)
• Created the Veterans Employment Initiative
• In 2012, the Women Veterans Initiative launched

Permanent Federal Employment:
FY 2014 – 247,608
FY 2013 – 234,395

New Hires:
FY 2014 – 20,615
My Story
My Story

*Who you know* – Gets you in the door

*What you know* – Keeps you there

*How you use it* – Gets you ahead
Questions?

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