



Women in the Federal Government

Sharon M. Wong
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

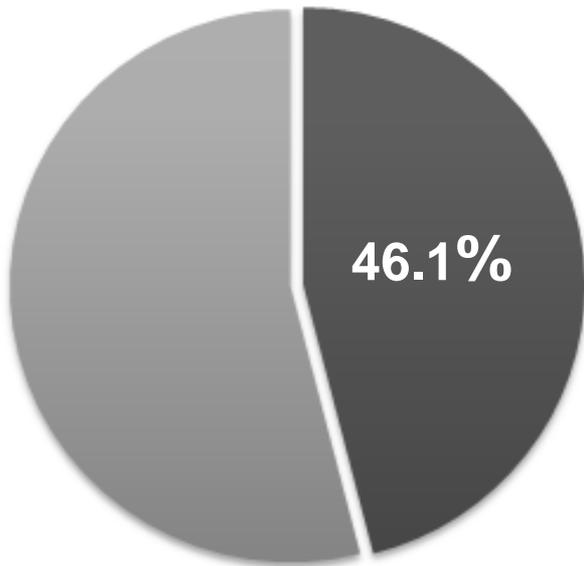




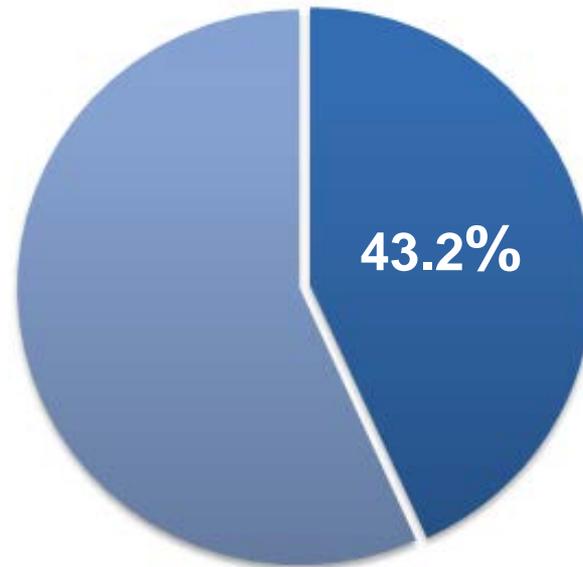


Federal Employment of Women

Women in Civilian Workforce



Women in Federal Workforce





Occupations

Science | 33.3%



Technology | 30.1%



Engineering | 16.9%



Mathematics | 35.3%



Top 10 Occupations Employing Women Permanent Employment

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



Equal Pay and Wage Discrimination

Earnings Ratio between Men and Women

(as % of male salary)

(Employed Full-Time, Year Round, data from 2013)¹

1. New York	87.6%
2. Maryland	87.4%
... National Average	79.2%
50. West Virginia	67.3%
51. Louisiana	66.7%

Projected Year for Closing of Gender Wage Gap

(based on historical trends for salary advances)²

1. Florida	2038
2. California	2042
...	
50. Louisiana	2106
51. Wyoming	2159

^{1 2} Institute for Women’s Policy Research, 2015



Equal Pay and Wage Discrimination

Does the wage gap mean that women get to leave work 23% early today?



your  cards
someecards.com



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

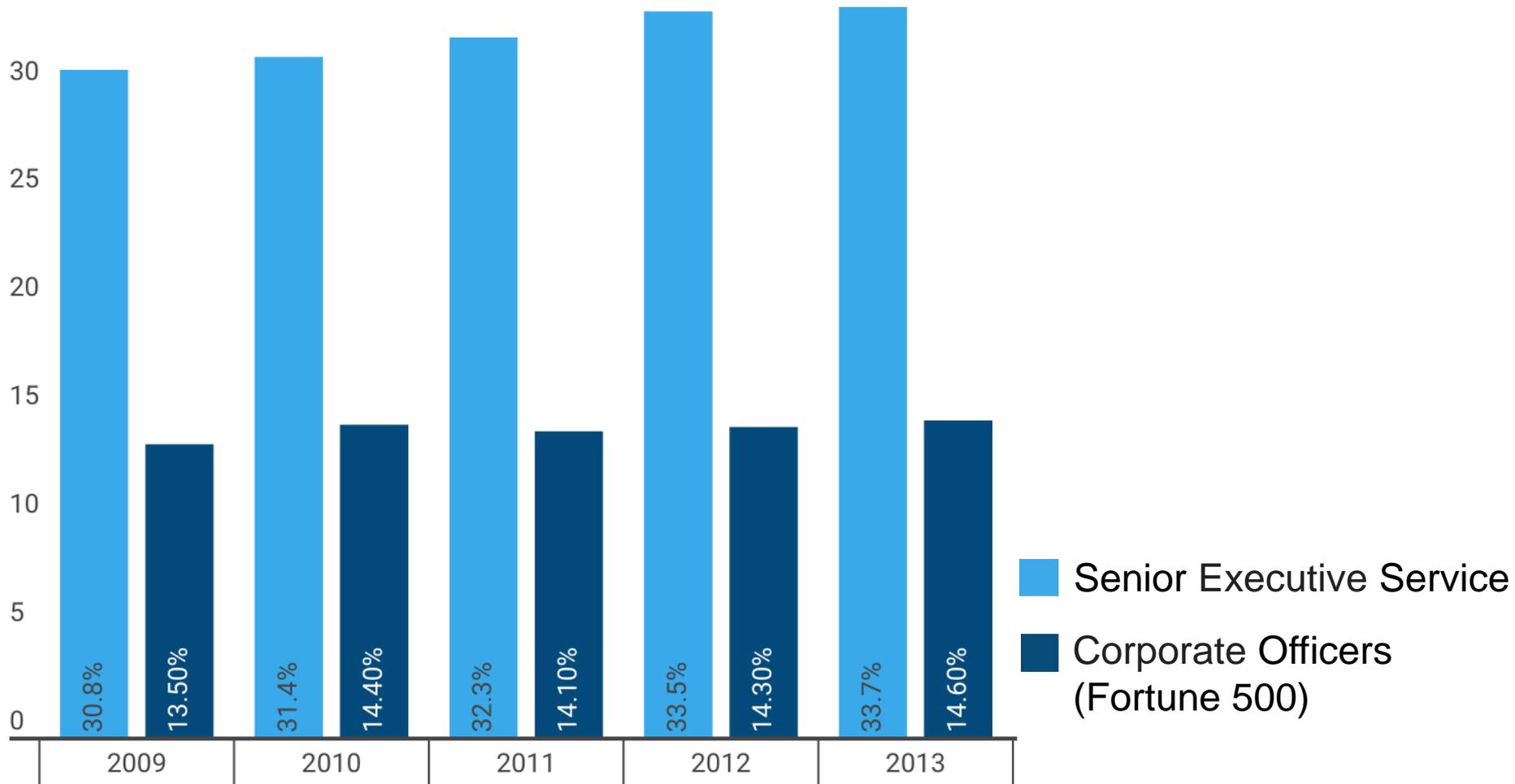


In 2012:
87 cents





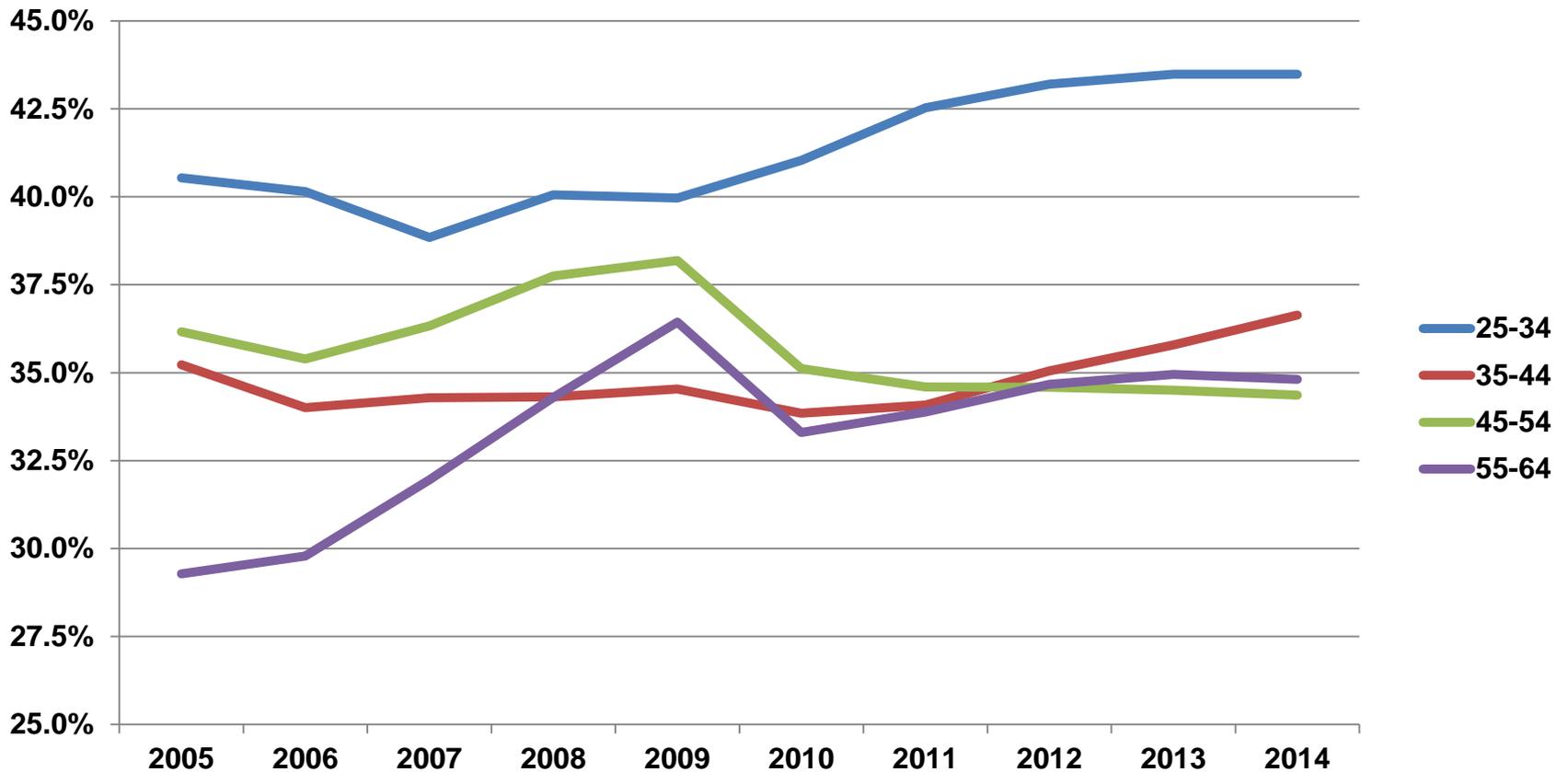
Executive Advancement





Management

Women Supervisors/Managers by Age



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





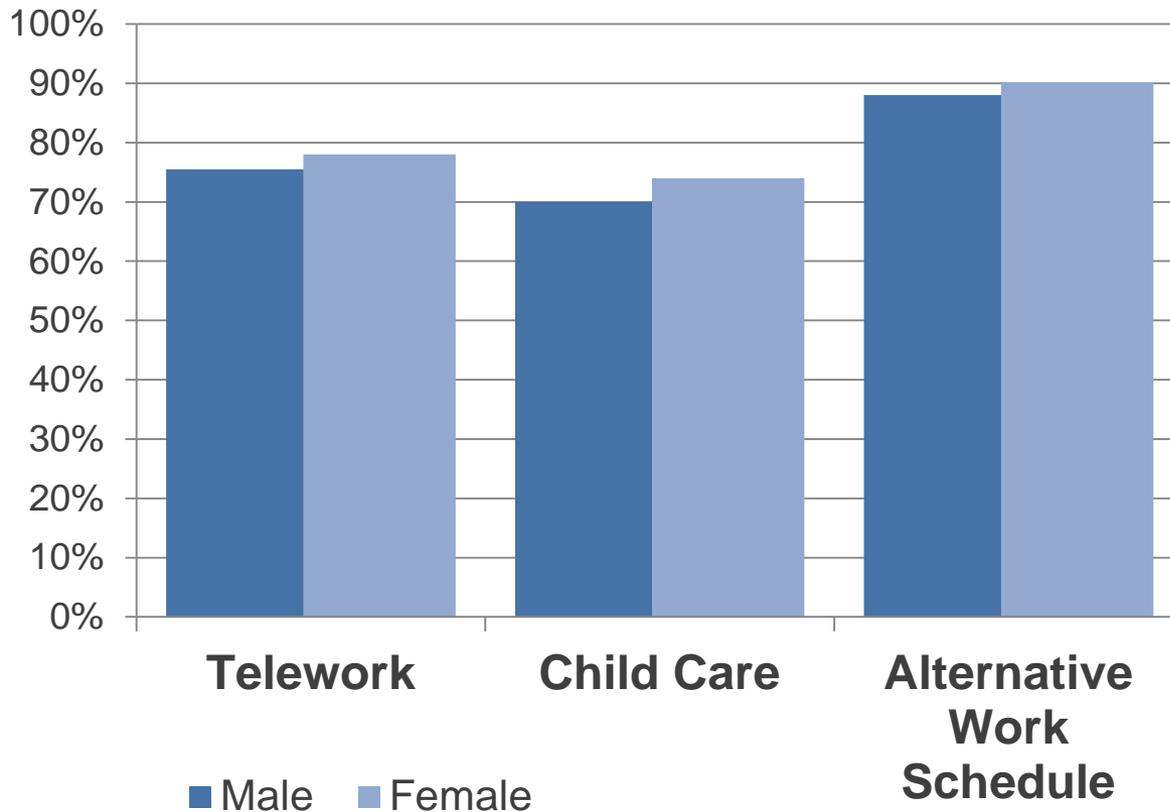
Work-Life





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

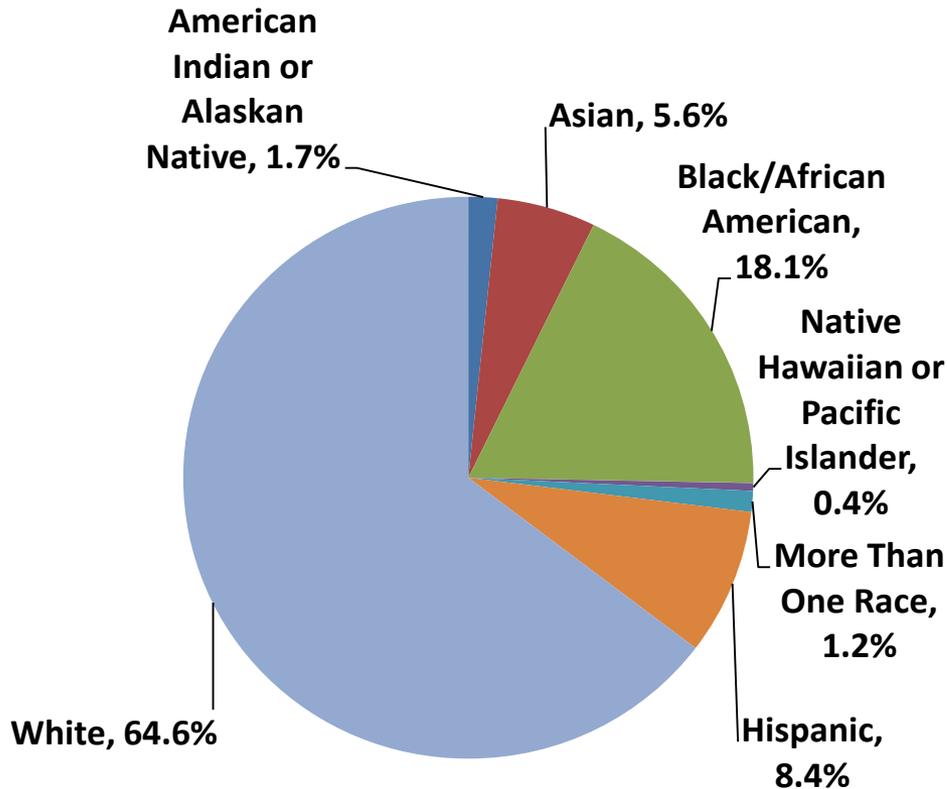
- Governmentwide Strategy on Advancing Pay Equality in the Federal Government -- <https://www.opm.gov/policy-data-oversight/pay-leave/reference-materials/reports/Governmentwide-Strategy-on-Advancing-Pay-Equality-in-the-Federal-Government.pdf>
- Handbook on Leave and Workplace Flexibilities for Childbirth, Adoption, and Foster Care -- <https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/fact-sheets/handbook-on-leave-and-workplace-flexibilities-for-childbirth-adoption-and-foster-care.pdf>
- Handbook on Workplace Flexibilities and Work-Life Programs for Elder Care -- <https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/fact-sheets/handbook-on-workplace-flexibilities-and-work-life-programs-for-elder-care.pdf>



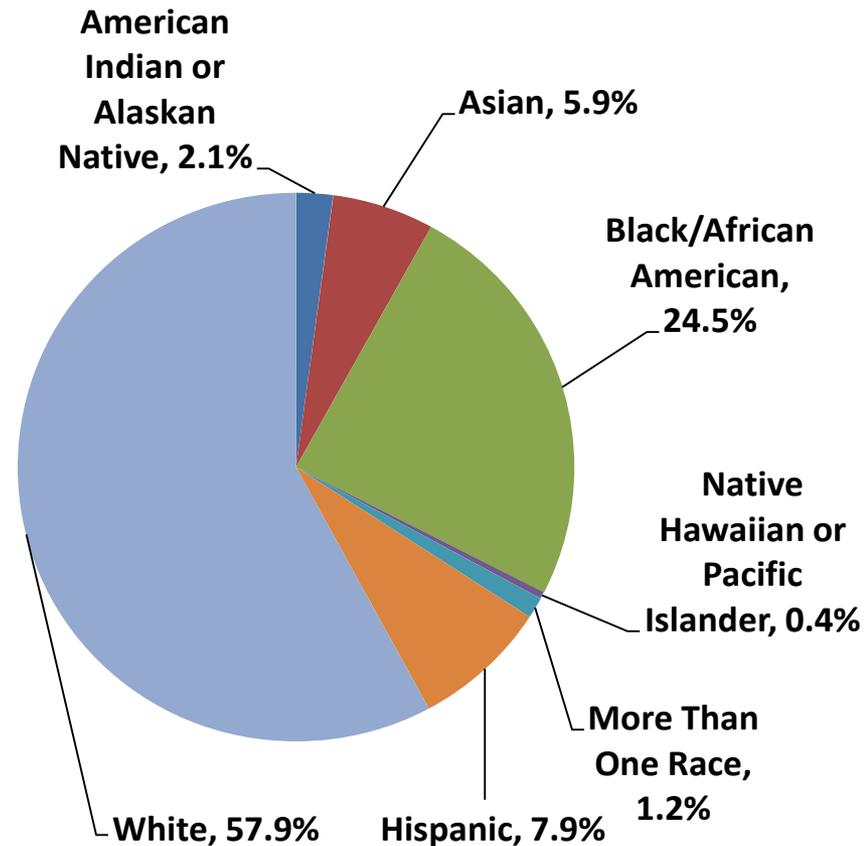
Race or National Origin

Permanent Employment (Sep 2014)

TOTAL



WOMEN





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)

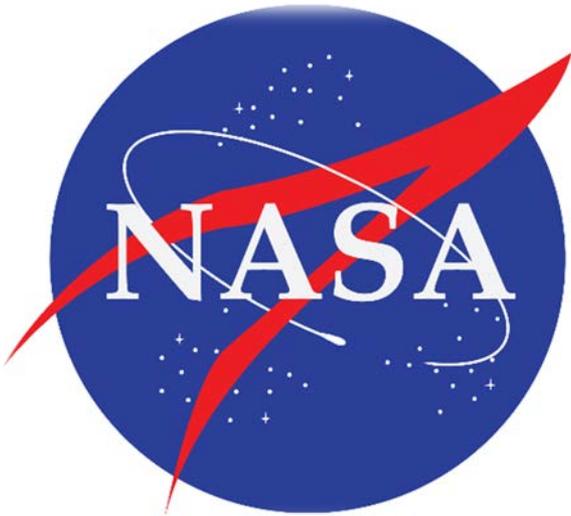
- Created the Veterans Employment Initiative
- In 2012, the Women Veterans Initiative launched

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?

U.S. Office of Personnel Management
Office of Diversity and Inclusion
(202) 606-7140
sharon.wong@opm.gov