

Women in the Federal Government

- A Statistical Profile -



United States Office of
Personnel Management

Employment Service
Office of Diversity

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PREFACE

- As a part of the Federal Equal Opportunity Recruitment Program (FEORP), 5 U.S.C. sec. 7201 provides that the U.S. Office of Personnel Management (OPM) conduct a continuing program of assistance to Federal agencies in carrying out programs to eliminate underrepresentation of minorities and women in the civil service. Part of that continuing program includes providing agencies with data to conduct workforce analyses. This profile is a part of an ongoing effort to furnish agencies with up-to-date information to develop strategic affirmative recruiting plans, and make informed and cost effective human resource management decisions. This profile contains statistics on women in the nation and the Federal workforce.
- Copies of this profile may be obtained by calling OPM's Diversity Office at 202-606-1059.
- A list of agencies appears at the end of this profile.
- **NOTE: STATISTICS IN THIS PROFILE MAY VARY FROM OTHER RELEASES DUE TO DIFFERENCES IN COVERAGE (e.g., AGENCY, WORK SCHEDULE, PAY PLAN, TENURE, AND AS-OF DATES).**

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PROFILE HIGHLIGHTS

Women constitute 42.9 percent of the permanent Federal civilian workforce (FW) compared to 46.3 percent of the civilian labor force (CLF). Despite significant gains, women are underrepresented, when compared to the relevant civilian labor force (RCLF)*, in 22 of the 39 Federal executive departments and independent agencies (with 500+ employees). Highlights of this profile include:

Geographic Distribution -- California, the District of Columbia (Washington, DC), Maryland, Texas, and Virginia each employ between 5 and 10 percent of women Federal employees.

Average General Schedule Grade -- The predominant white-collar pay plan in the Federal Government is the General Schedule (GS). The average GS grade for women is 8.4 compared to 10.4 for men.

Educational Attainment -- 32 percent of all women in the FW have a Bachelor's degree or higher compared to 46 percent of all men.

Veterans Preference -- 41.2 percent of men in the FW are entitled to veterans preference, compared to only 4.4 percent of the women.

Federal Pay Systems -- Only 3 percent of women in the FW are in blue-collar jobs compared to 22 percent of men.

Occupations -- Women meet or exceed their overall CLF representation rate (46.3 percent) in 6 of the top 15 "growing occupations" and 8 of the top 15 "declining occupations." Three-quarters of all Federally employed women are in Professional, Administrative or Technical occupations.

Salaries -- The average salary for all Federal civilian employees is \$44,886. The average salary for Federally employed women is \$39,593, while the average salary for Federally employed men is \$49,114.

*NOTE: Relevant Civilian Labor Force (RCLF) refers to that portion of the CLF which is "relevant" or comparable to what is being examined. For example, if we are analyzing Black engineers in the FW, the RCLF would be only Black engineers in the CLF. The charts in this profile use the RCLF for comparing minority representation in Federal departments and independent agencies with the total civilian labor force.

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WOMEN

**IN THE NATION
AND
FEDERAL WORKFORCE**

WOMEN IN THE NATION

1998

- ◆ **According to the 1997 Bureau of the Census figures, there were 136.6 million women or an estimated 51 percent of the nation's 268 million population.**
- ◆ **The number of women is projected to reach 152.1 million by 2010, and 164.7 million by 2020.**
- ◆ **According to data for 1997 from the Bureau of the Census, 21.7 percent of all women earned a bachelor's degree or higher, compared with 23.9 percent of the overall population (for persons 25 years old and over). In contrast, 26.2 percent of all men had earned a bachelor's degree or higher.**

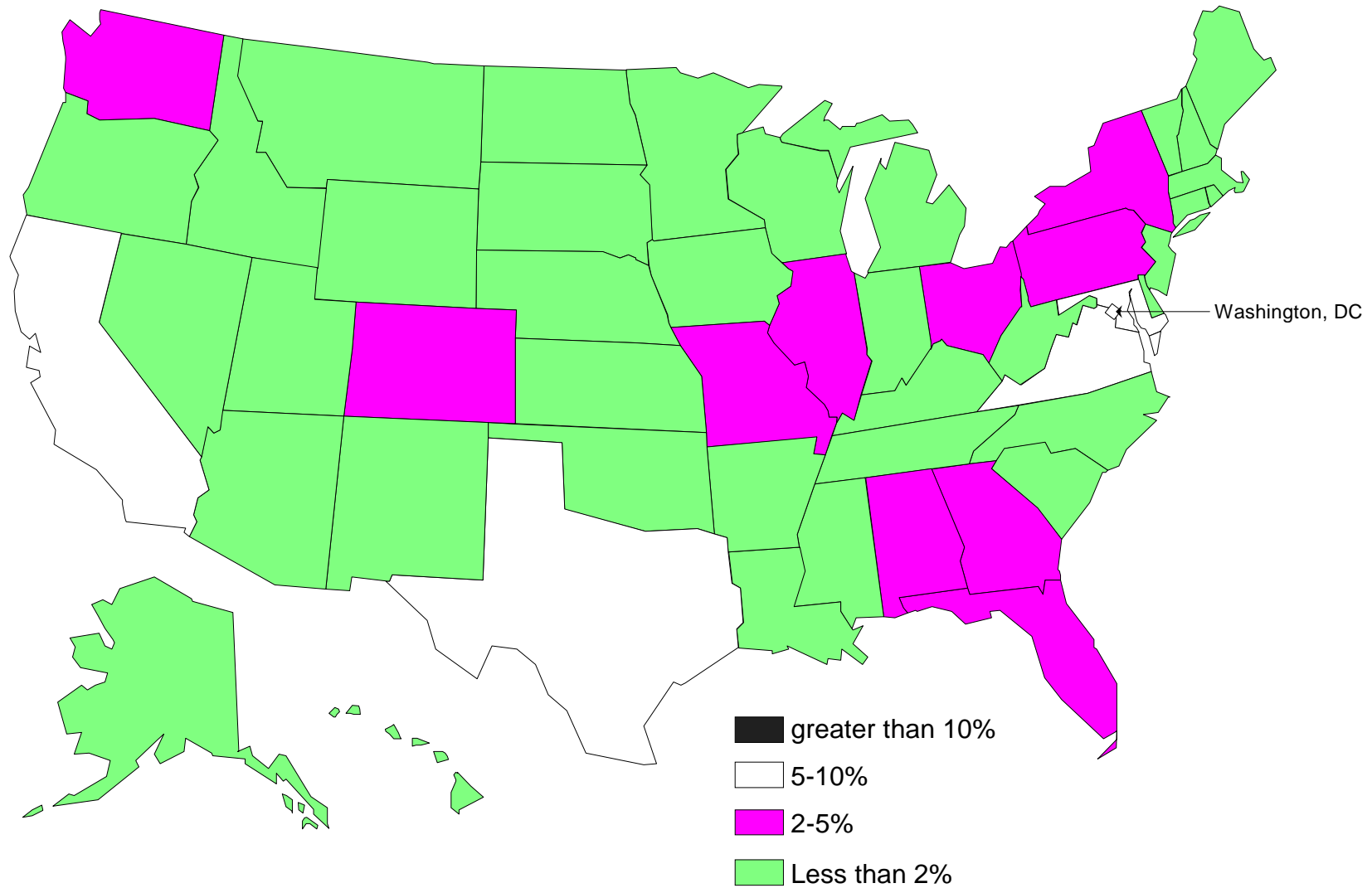
DISTRIBUTION OF FEDERALLY EMPLOYED WOMEN BY STATE

1998

- ◆ **California, District of Columbia (Washington, DC), Maryland, Texas and Virginia each employ between 5 and 10 percent of all Federally employed women.**
- ◆ **Alabama, Colorado, Florida, Georgia, Illinois, Missouri, New York, Ohio, Pennsylvania, and Washington each employ between 2 and 5 percent of all Federally employed women.**

Distribution of Federally Employed Women by State

September 30, 1998



WOMEN IN THE FEDERAL WORKFORCE

1998

- ◆ **As of September 30, 1998, there are 714,693 women in the permanent Federal civilian workforce (FW).**
- ◆ **Almost one-third (32 percent) of Federally employed women have earned a bachelor's degree or higher compared to 46.0 percent of Federally employed men.**
- ◆ **Only 4.4 percent of women in the FW have veteran's preference compared to 41.2 percent of men in the FW.**
- ◆ **The average General Schedule (GS) grade level for men is 10.4, while women have an average GS grade level of 8.4.**
- ◆ **Thirty percent (212,462) of all women employed in the FW are age 50 or older.**
- ◆ **Women comprise 42.9 percent of the FW, and 46.3 percent of the civilian labor force (CLF).**
- ◆ **Women made up 42.0 percent of the FW in 1988 compared to 42.9 percent in 1998.**

PROFILE OF MEN AND WOMEN IN THE FEDERAL EXECUTIVE BRANCH WORKFORCE

1998

Demographic Indicator	All Federal Civilian Employees	Federal Civilian Men	Federal Civilian Women
Average Age (Years)	45.6	46.3	44.7
Average years of Service	16.6	17.4	15.7
Education (percent Bachelor's Degree or higher)	40	46	32
Gender (percent)			
- Men	56	100	0
- Women	44	0	100
Veteran's Preference (percent)	25.0	41.2	4.7
Vietnam Era Veterans (percent)	14.4	24.4	1.8
Disabled (percent)	7.1	8.0	6.1

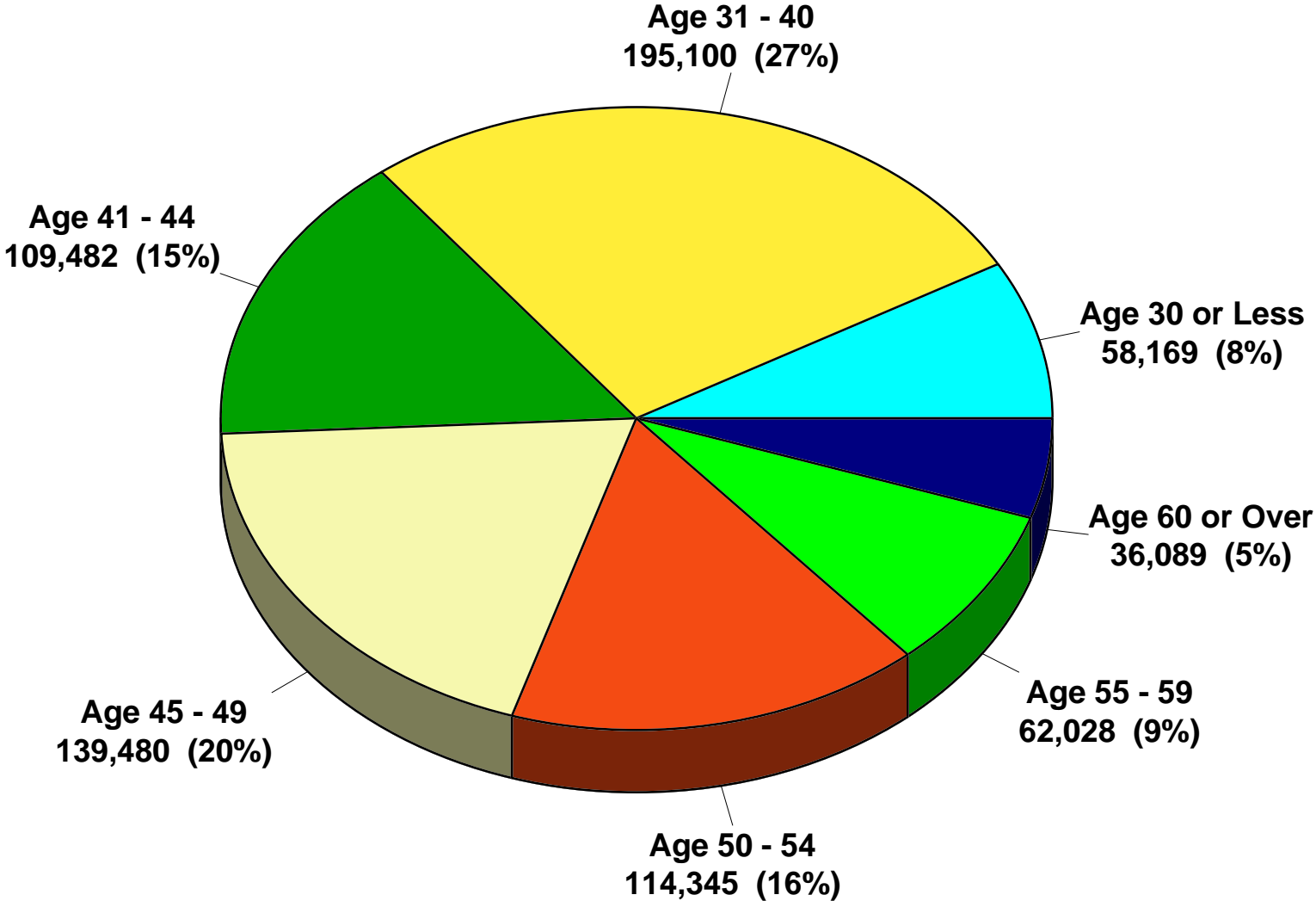
PROFILE OF MEN AND WOMEN IN THE FEDERAL EXECUTIVE BRANCH WORKFORCE (cont.)

1998

Employment Indicators	All Federal Civilian Employees	Federal Civilian Men	Federal Civilian Women
Avg Adjusted Basic Pay (\$)			
- Worldwide	44,886	49,114	39,593
- Washington, DC MSA	57,371	64,566	50,264
Average GS Grade	9.4	10.4	8.4
Pay Systems (percent)			
- General Schedule	72	64	83
- Wage	14	22	3
- Others	14	14	14
Work Schedule (percent)			
- Full-time	93	95	91
- Part-time	3	2	5
- Intermittent	4	3	4
Tenure (percent)			
- Permanent	90	91	89
- Temporary	10	9	11
Position Occupied (percent)			
- Competitive	76.8	76.0	77.9
- Excepted	22.8	23.5	21.9
- Senior Executive Service	0.4	0.5	0.2
Supervisory Status (percent)	10.9	14.1	7.0

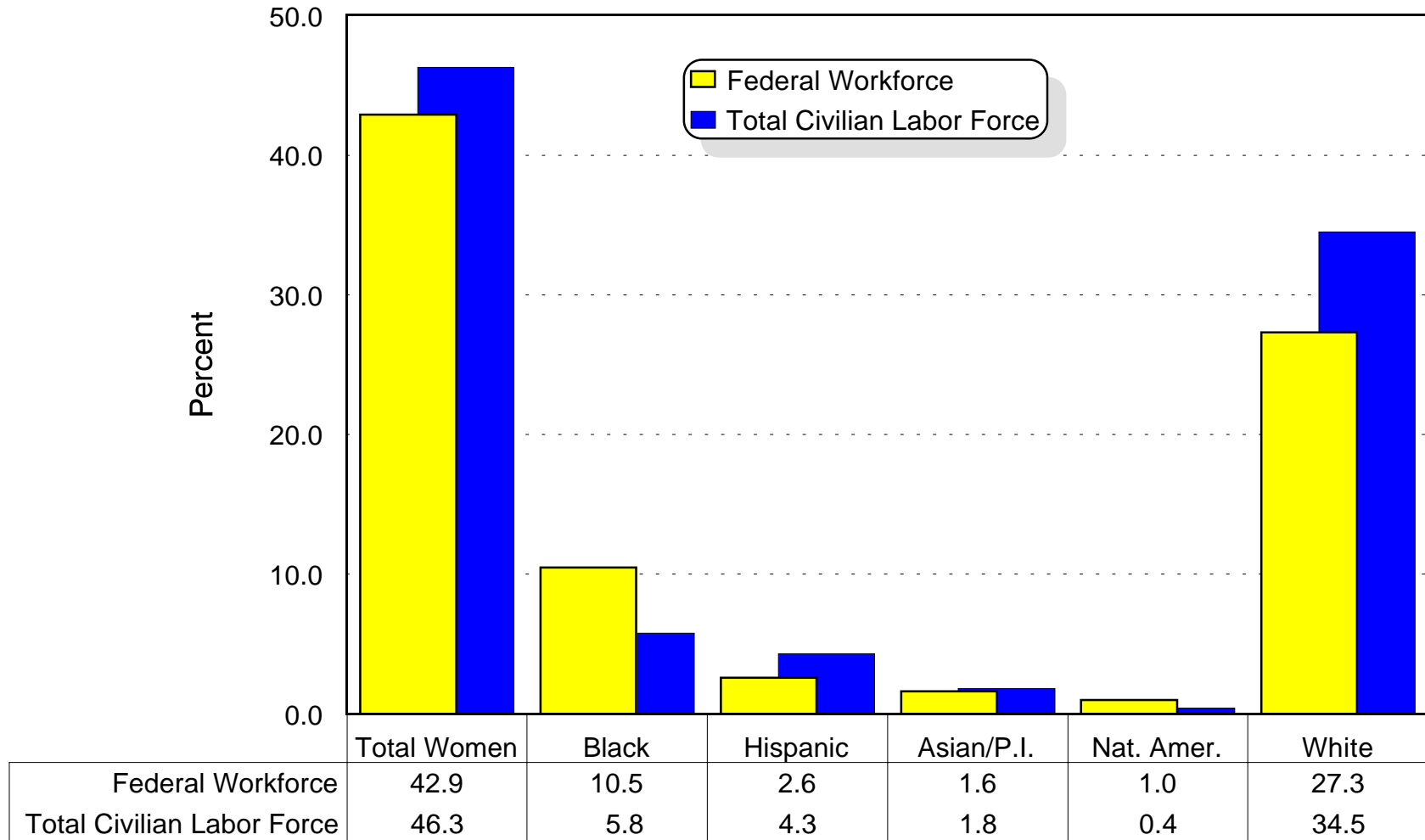
Distribution of Women in the Permanent Federal Civilian Workforce Within Selected Age Groups

September 30, 1998



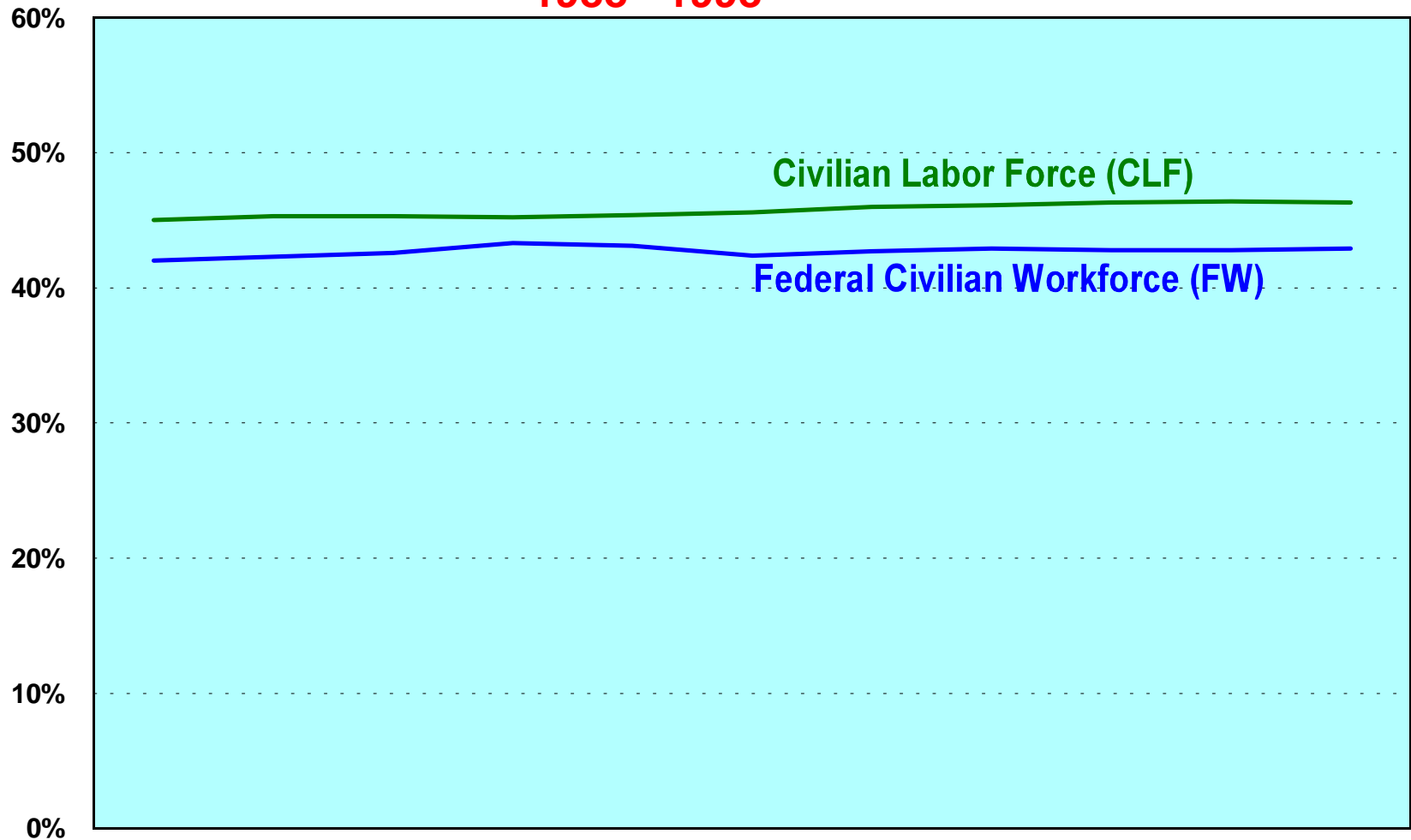
Representation of Women in the Permanent Federal Workforce is Below the Civilian Labor Force

September 30, 1998



Trend in Representation of Women in the FW and CLF

1988 - 1998



	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
% in the FW	42.0%	42.3%	42.6%	43.3%	43.1%	42.4%	42.7%	42.9%	42.8%	42.8%	42.9%
% in the CLF	45.0%	45.3%	45.3%	45.2%	45.4%	45.6%	46.0%	46.1%	46.3%	46.4%	46.3%
Difference (FW-CLF)	-3.0%	-3.0%	-2.7%	-1.9%	-2.3%	-3.2%	-3.3%	-3.2%	-3.5%	-3.6%	-3.4%

Data Sources: Federal - U.S. Office of Personnel Management's Central Personnel Data File (Permanent Employment); Civilian - Bureau of Labor Statistics' Current Population Survey. Both sources of data are as of September of each year.

DISTRIBUTION OF WOMEN AMONG FEDERAL AGENCIES

1998

- ◆ The following agencies employ 54 percent of the permanent Federal civilian workforce (FW) and 51 percent of Federally employed women:

Veterans Affairs
Navy

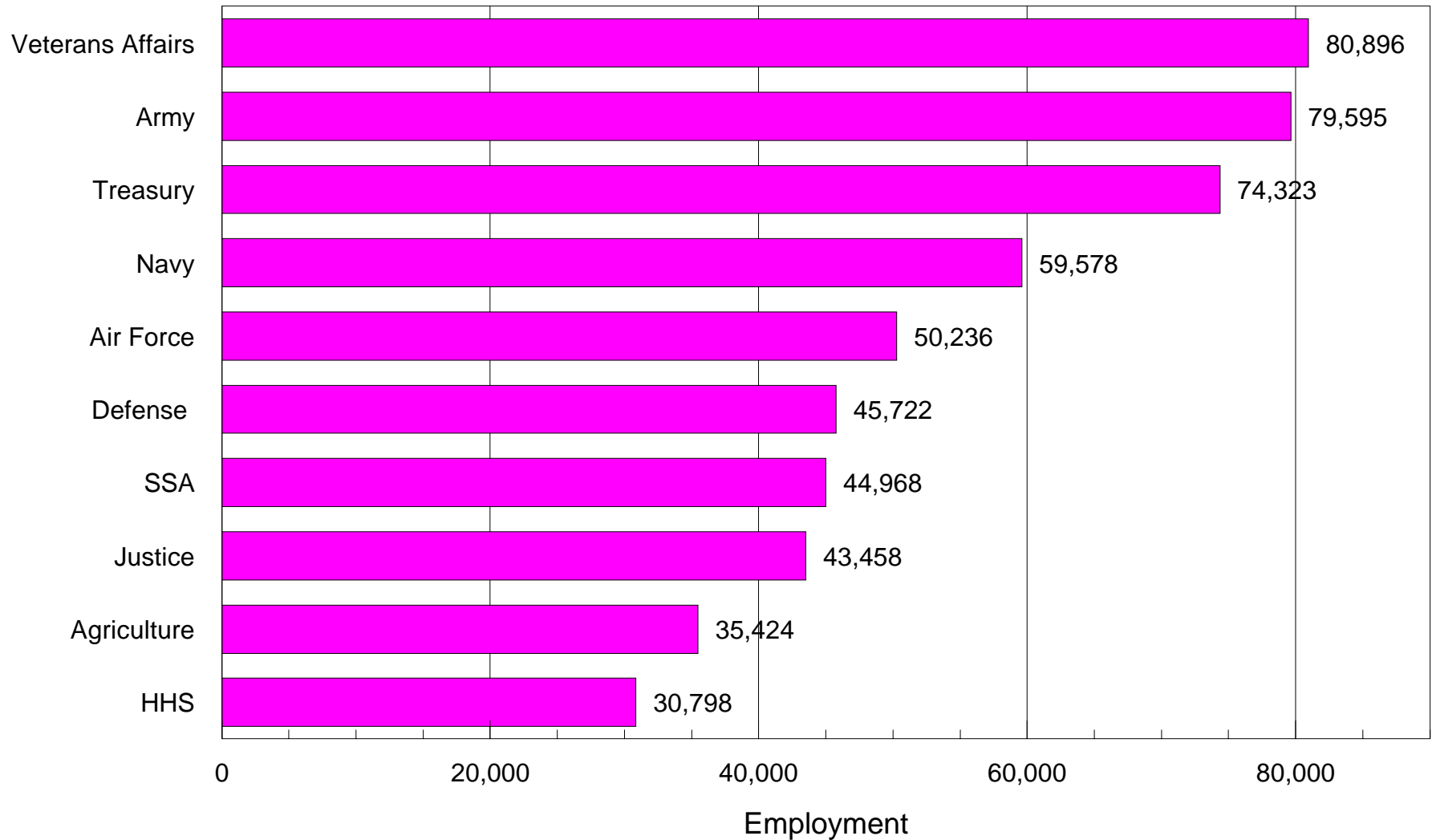
Army
Air Force

Treasury

- ◆ Veterans Affairs employs 80,896 women. This represents 51 percent of the Veterans Affairs permanent FW.
- ◆ The representation of women in the permanent FW exceeds their relevant civilian labor force (RCLF)* percentage in 7 of 17 Executive Departments.
- ◆ The representation of women in the permanent FW exceeds their RCLF percentage in 10 of 22 of the Executive Branch independent agencies (with 500 or more employees).
- ◆ *NOTE: Relevant Civilian Labor Force (RCLF) refers to that portion of the CLF which is "relevant" or comparable to what is being examined. For example, if we are analyzing Black engineers in the FW, the RCLF would be only Black engineers in the CLF. The charts in this profile use the RCLF for comparing minority representation in Federal departments and independent agencies with the total civilian labor force.

Federal Executive Branch Agencies With the Largest Employment of Women in Their Permanent Workforce

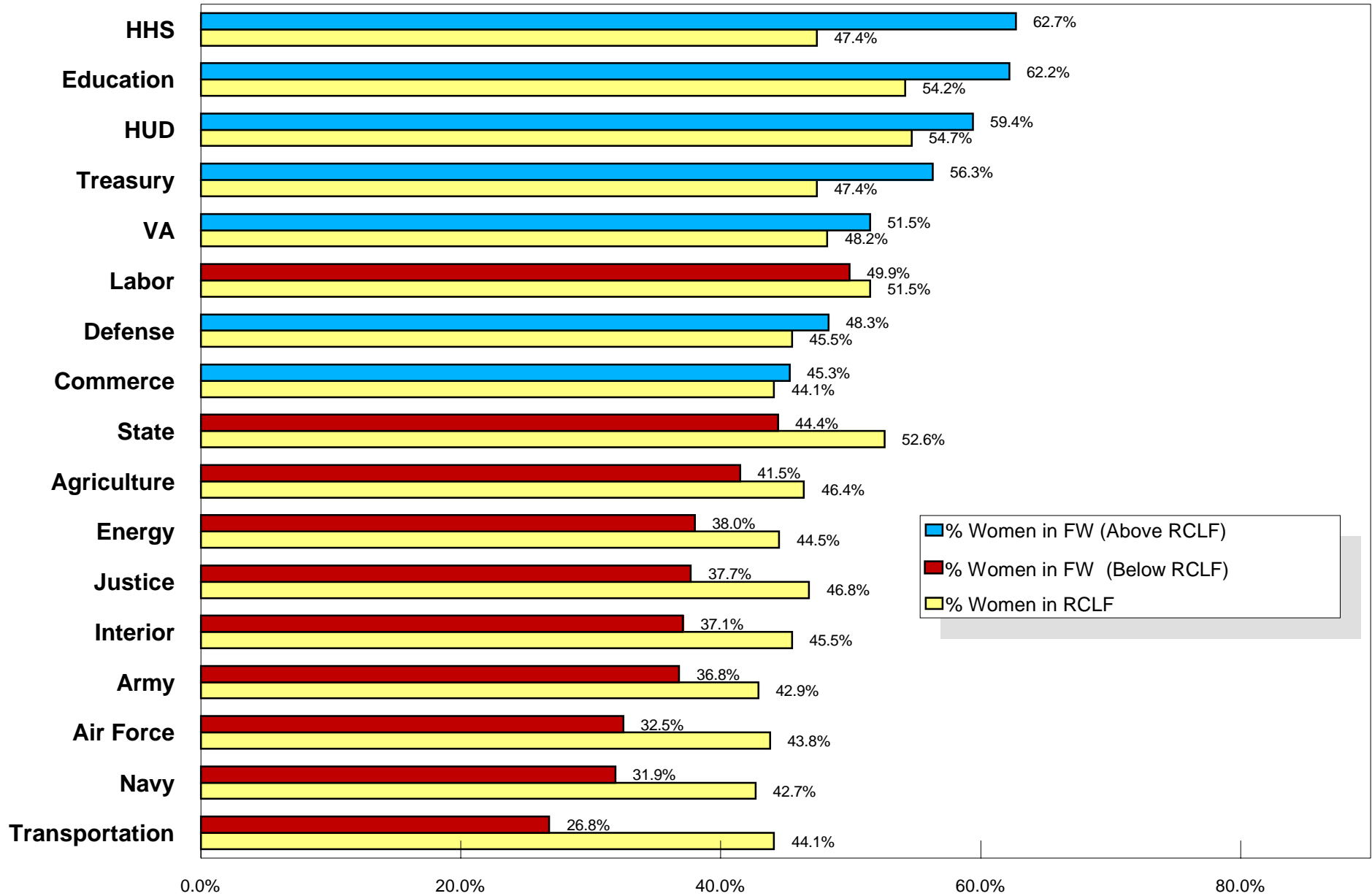
September 30, 1998



Sources: U.S. OPM's Central Personnel Data File
FY98 Federal Equal Opportunity Recruitment Program Report to Congress

Representation of Women in Executive Departments

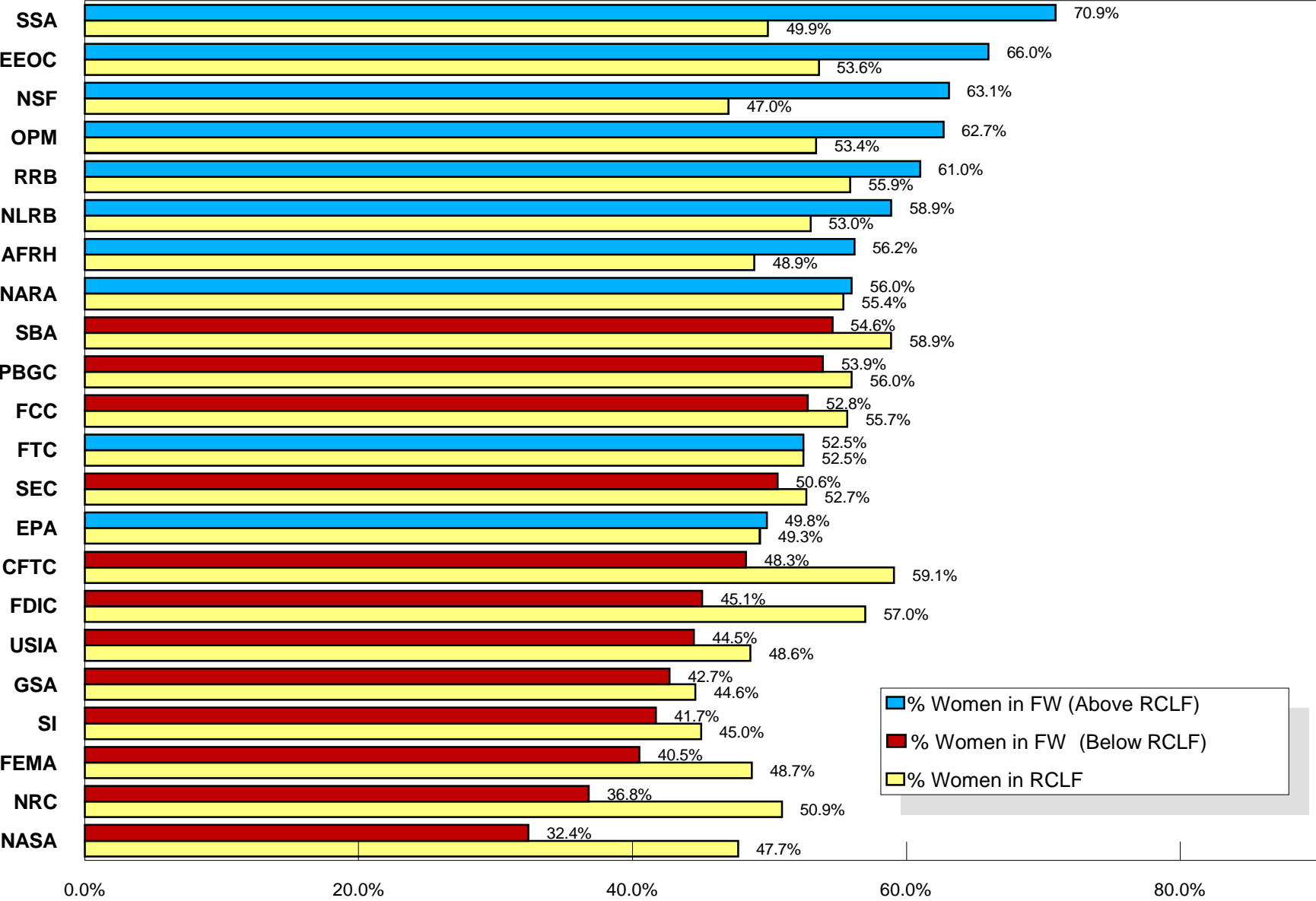
(RCLF percentages are unique to each agency based on agency specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1998.
 Civilian data derived from the 1990 Census.

Representation of Women in Independent Agencies (500+ Employees)

(RCLF percentages are unique to each agency based on agency specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1998. Civilian data derived from the 1990 Census.

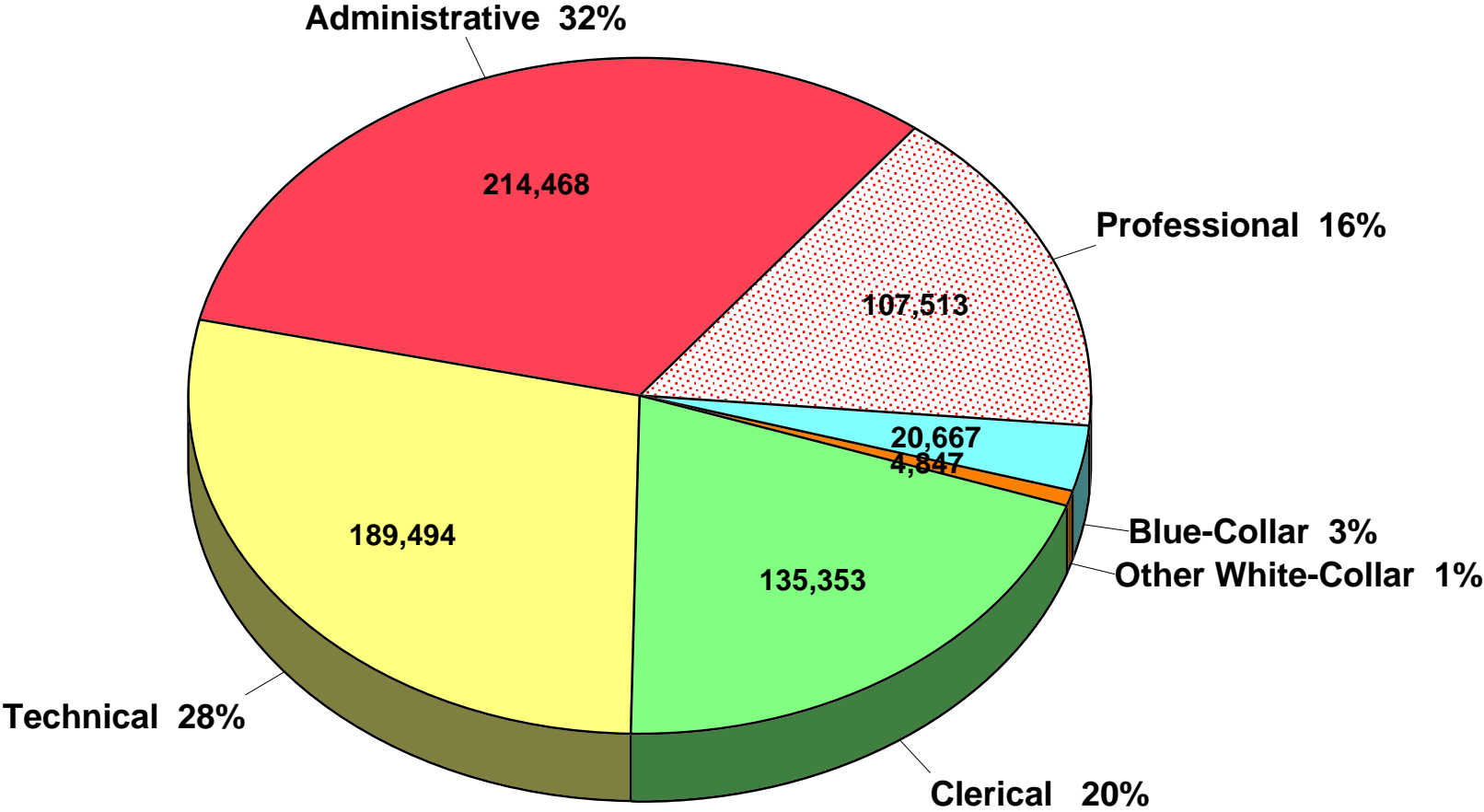
DISTRIBUTION OF WOMEN BY OCCUPATION AND GRADE

1998

- ◆ **Seventy-six percent of women hold permanent positions in professional, technical, or administrative occupations in General Schedule and Related (GSR) Grades and Senior Pay Levels.**
- ◆ **Despite downsizing, the percentage of all Federally employed women in professional, administrative, and technical occupations has increased since 1993.**
- ◆ **Two out of five (40 percent) women employed in the permanent Federal workforce are in GSR Grades 5 through 8.**

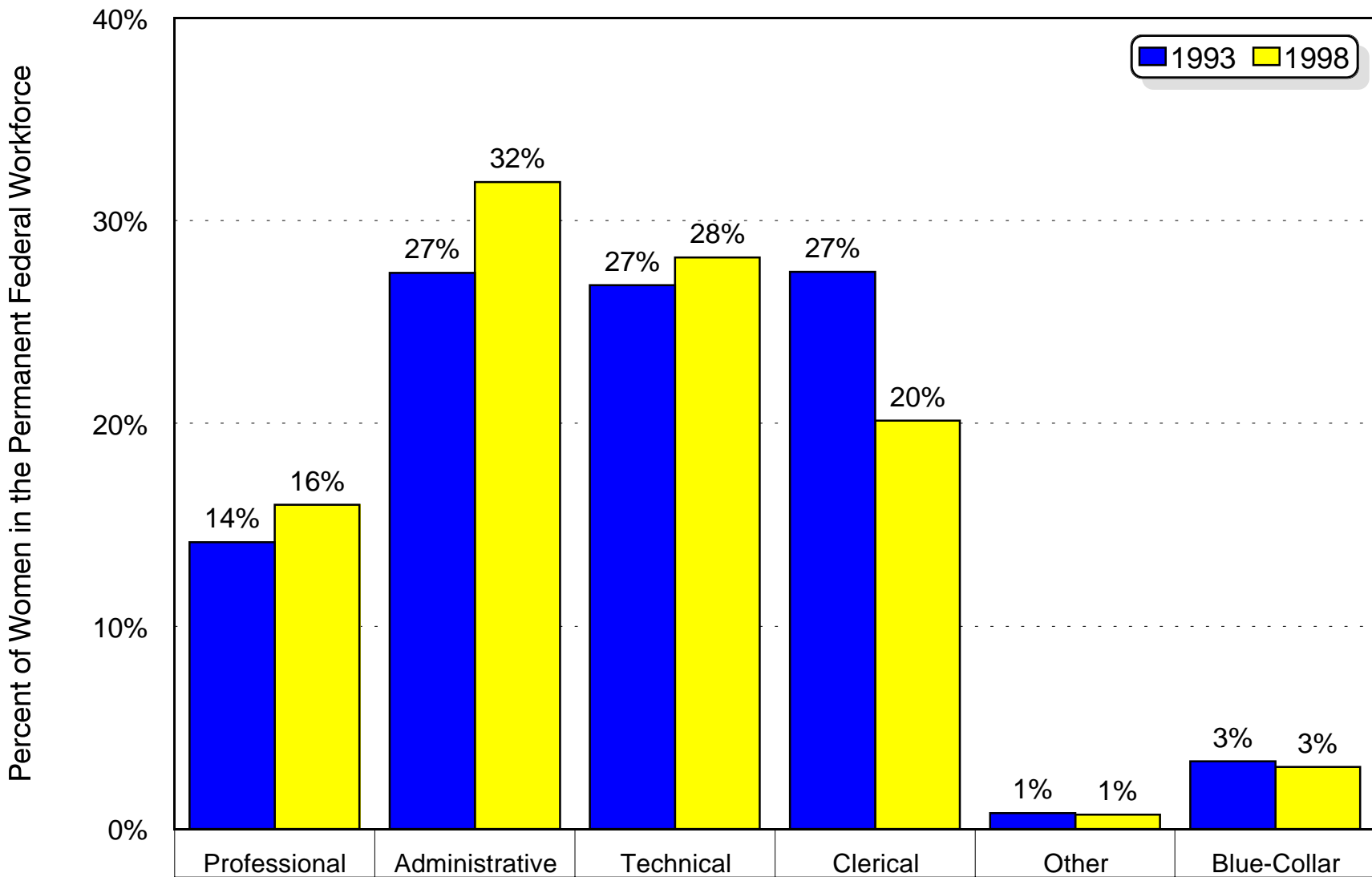
Seventy-Six Percent of Women Hold Permanent Positions in Professional, Administrative, or Technical Occupations in General Schedule and Related (GSR) Grades and Senior Pay Levels

September 30, 1998



Sources: U.S. OPM's Central Personnel Data File
 FY98 Federal Equal Opportunity Recruitment Program Report to Congress

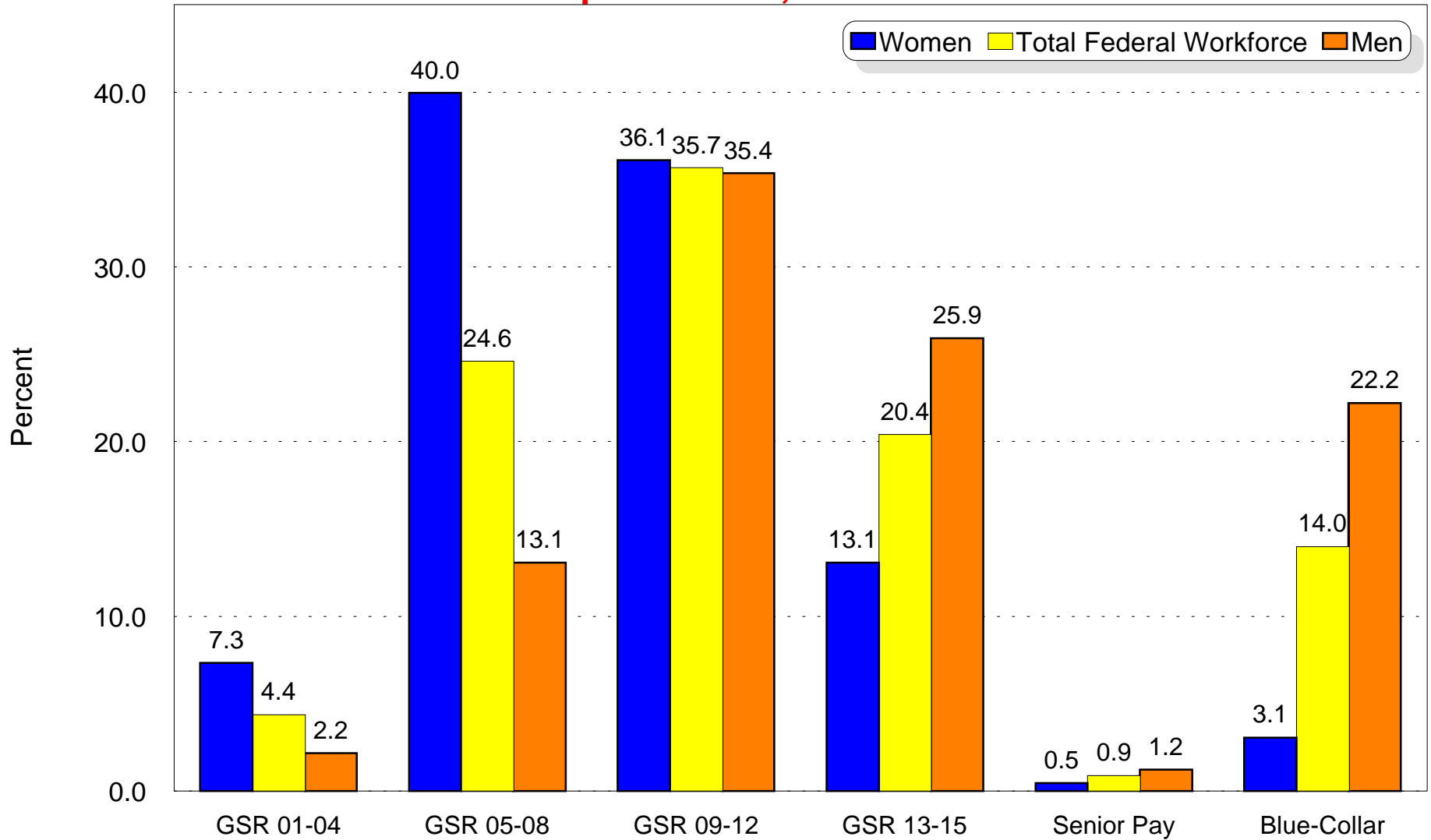
The Percentage of Federally Employed Women in Professional, Administrative, and Technical Occupations Has Increased During Downsizing



Sources: U.S. OPM's Central Personnel Data File
 Federal Equal Opportunity Recruitment Program Report to Congress (FY93 & FY98)

Two-fifths of Women Employed in the Permanent Federal Civilian Workforce are in General Schedule and Related Grades 5 through 8

September 30, 1998



Sources: U.S. OPM's Central Personnel Data File
 FY98 Federal Equal Opportunity Recruitment Program Report to Congress

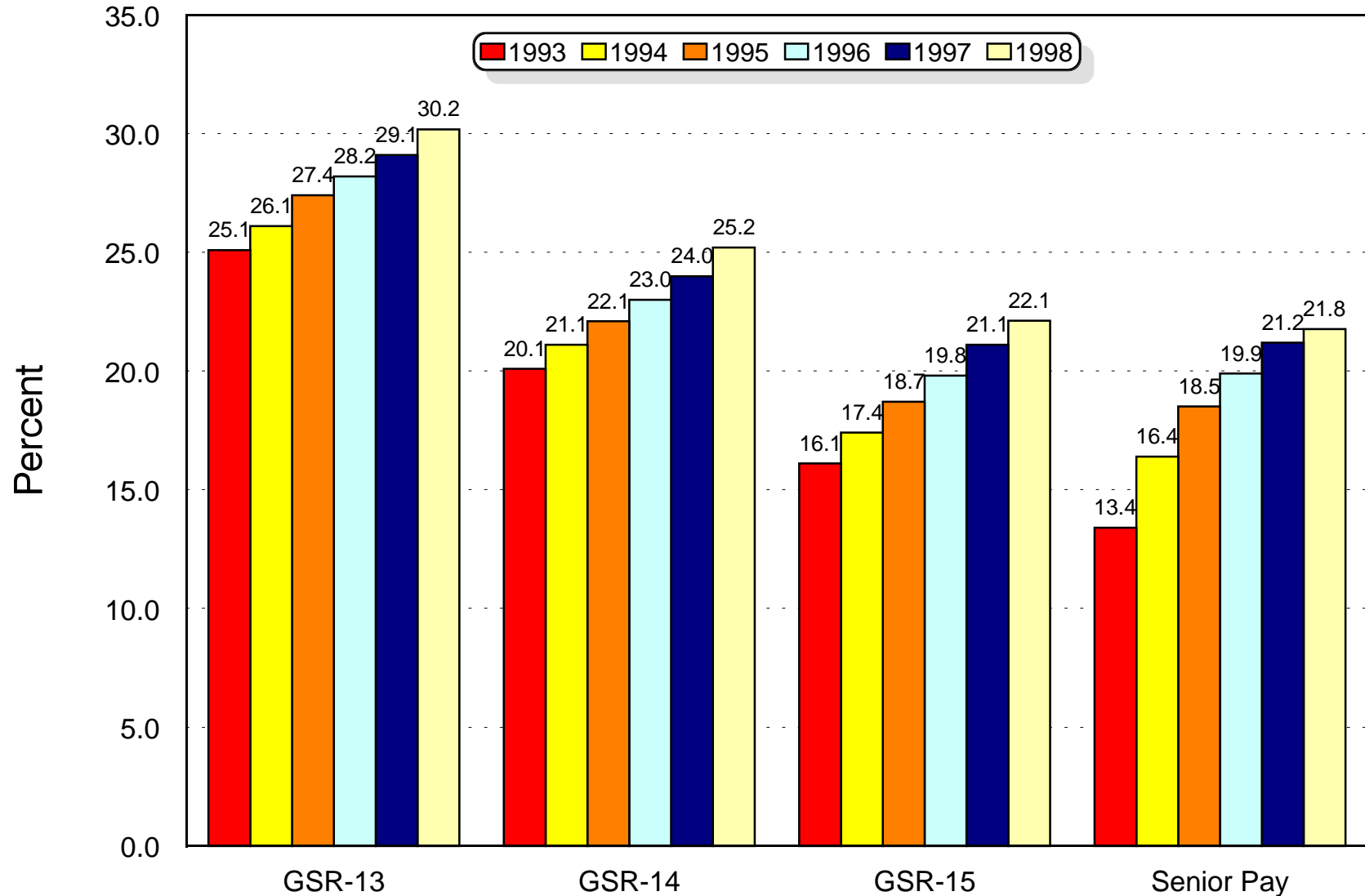
PERMANENT EMPLOYMENT OF WOMEN IN SELECTED PAY LEVELS

1993 - 1998

- ◆ **The overall representation of women at General Schedule and Related (GSR) Grades 13-15 and Senior Pay Levels has continuously increased in the last six years.**
- ◆ **Women made up 30.2 percent of GSR Grade 13 permanent Federal civilian workforce in 1998 compared to 25.1 percent in 1993.**
- ◆ **Women made up 25.2 percent of GSR Grade 14 permanent Federal Workforce in 1998 compared to 20.1 percent in 1993.**
- ◆ **Women made up 22.1 percent of GSR Grade 15 permanent Federal Workforce in 1998 compared to 16.1 percent in 1993.**
- ◆ **Women made up 21.8 percent of Senior Pay Levels employment in the permanent Federal workforce in 1998 compared to 13.4 percent in 1993.**

Representation of Women at General Schedule and Related Grades 13-15 and Senior Pay Levels Increased in the Last Six Years

1993 - 1998



Sources: U.S. OPM's Central Personnel Data File
 FY98 Federal Equal Opportunity Recruitment Program Report to Congress

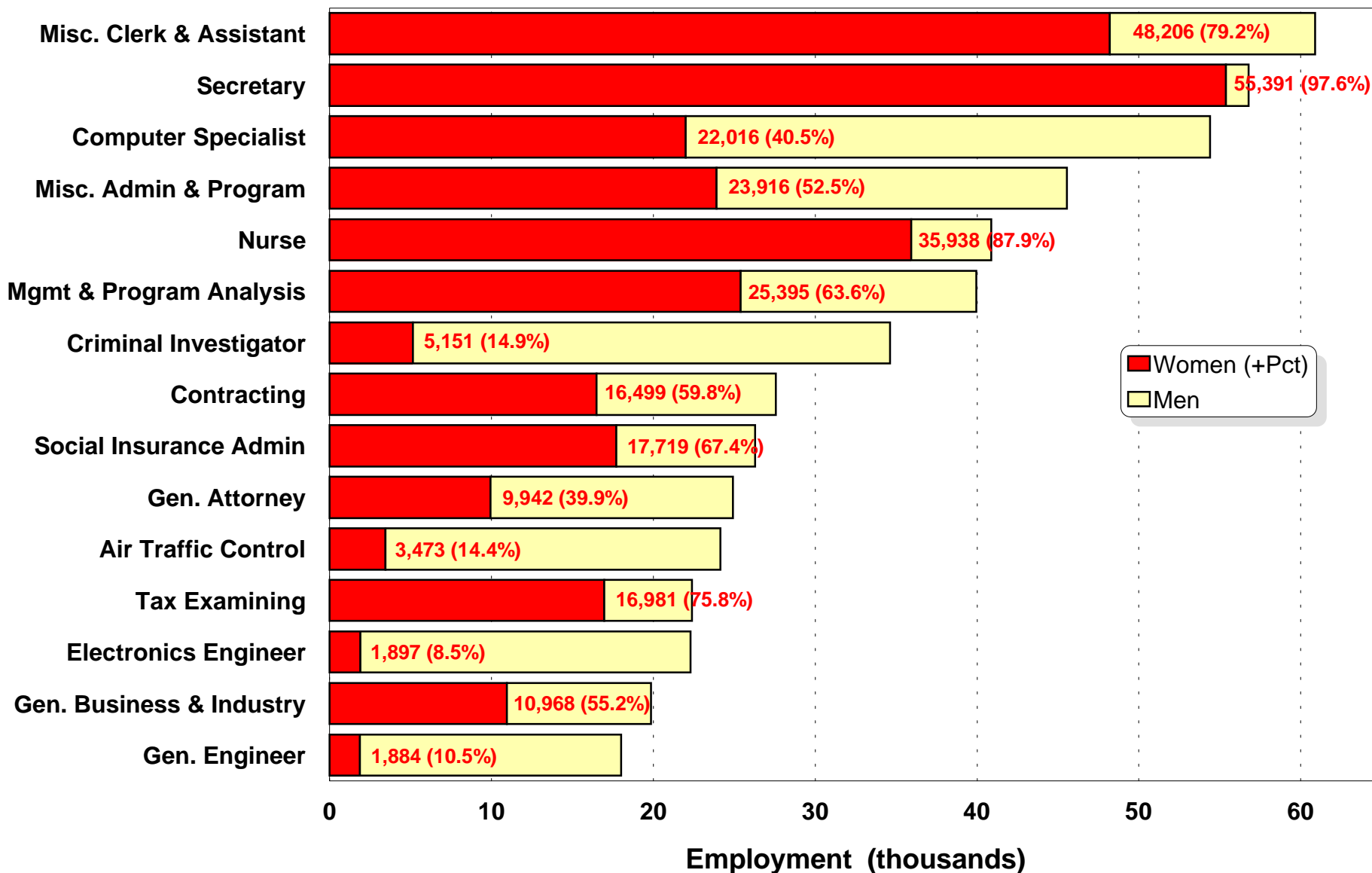
PARTICIPATION OF WOMEN IN SELECTED FEDERAL OCCUPATIONS

1998

- ◆ **Among the most populous occupations in the permanent Federal civilian workforce, women are best represented in the Secretary (97.6 percent), Nurse (87.9 percent), and Miscellaneous Clerk & Assistant (79.2 percent) series.**
- ◆ **Among growing occupations (i.e., occupations with 5,000 or more employees with the largest net gain from 1994 to 1998) in the permanent Federal civilian workforce 90.2 percent of all Sales Store Clerks and 79.6 percent of Paralegal Specialists are women.**
- ◆ **Among declining occupations (i.e., occupations with 5,000 or more employees with the largest net decline from 1994 to 1998) in the permanent Federal civilian workforce, women represented 97.6 percent of all Secretary and 89.7 percent of Personnel Clerks and Assistants.**

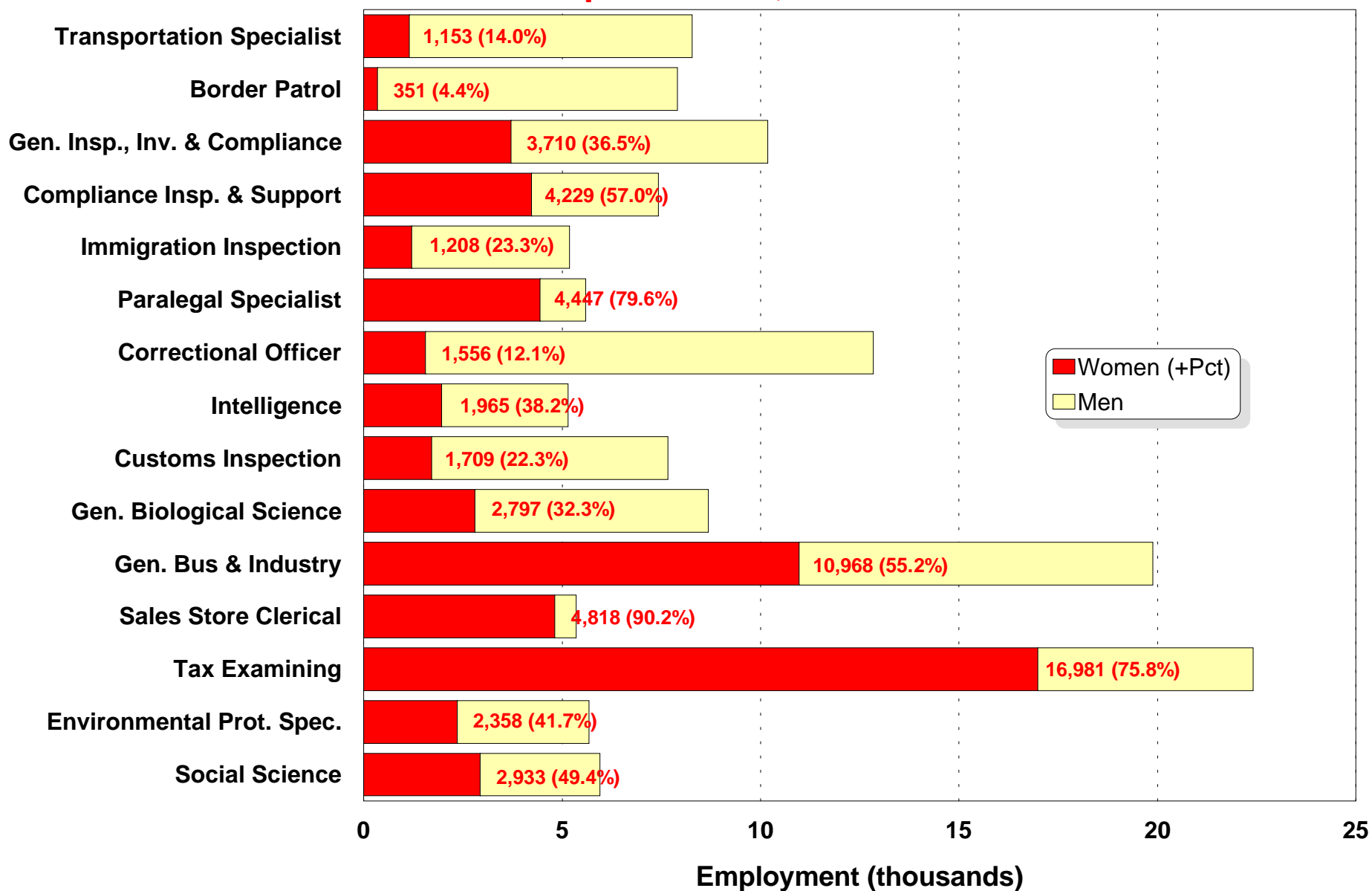
Representation of Women in the 15 Most Populous Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



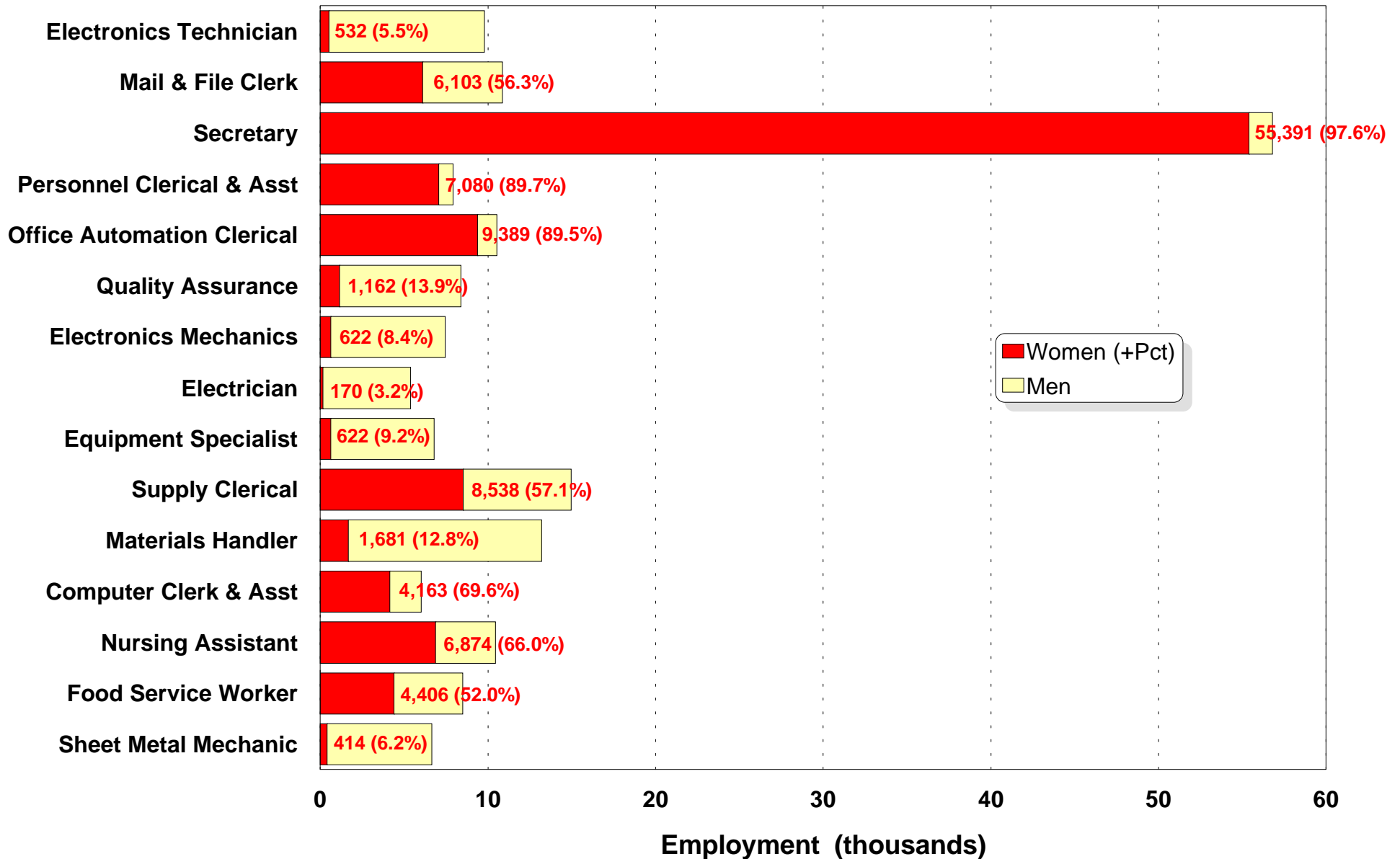
Representation of Women in Growing Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



Representation of Women in Declining Federal Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



WOMEN

**FEDERAL WORKFORCE
DYNAMICS**

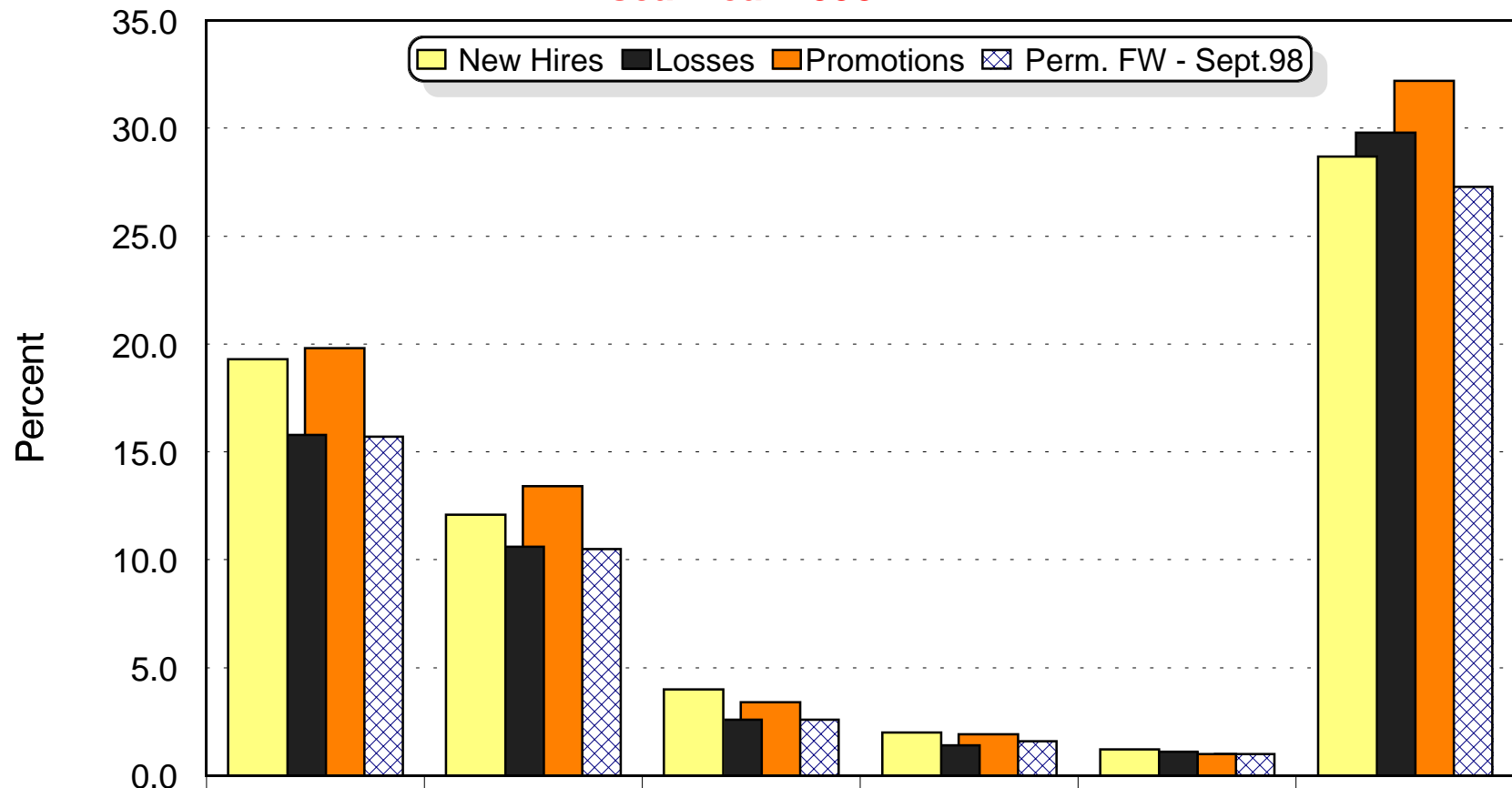
HIRING, LOSS, AND PROMOTION TRENDS FOR WOMEN IN THE FEDERAL CIVILIAN GOVERNMENT

Fiscal Year 1998

- ◆ **Women account for 48.0 percent of permanent new hires.**
- ◆ **Women account for 45.5 percent of permanent losses.**
- ◆ **Women account for 52.0 percent of permanent promotions.**
- ◆ **Women averaged 37.7 percent of all permanent promotions at General Schedule and Related (GSR) Grades 13-15 and Senior Pay Plans.**
- ◆ **The representation of women among all permanent new hires remained above their Federal workforce representation during government downsizing.**
- ◆ **Data Transcribers topped the list of occupations into which permanent hires of women were made.**
- ◆ **Over 43 percent of the white-collar permanent hires of women were in GSR Grades 1-4.**

Women Percentage of Permanent New Hires Was Above Their Representation in the Permanent Federal Workforce

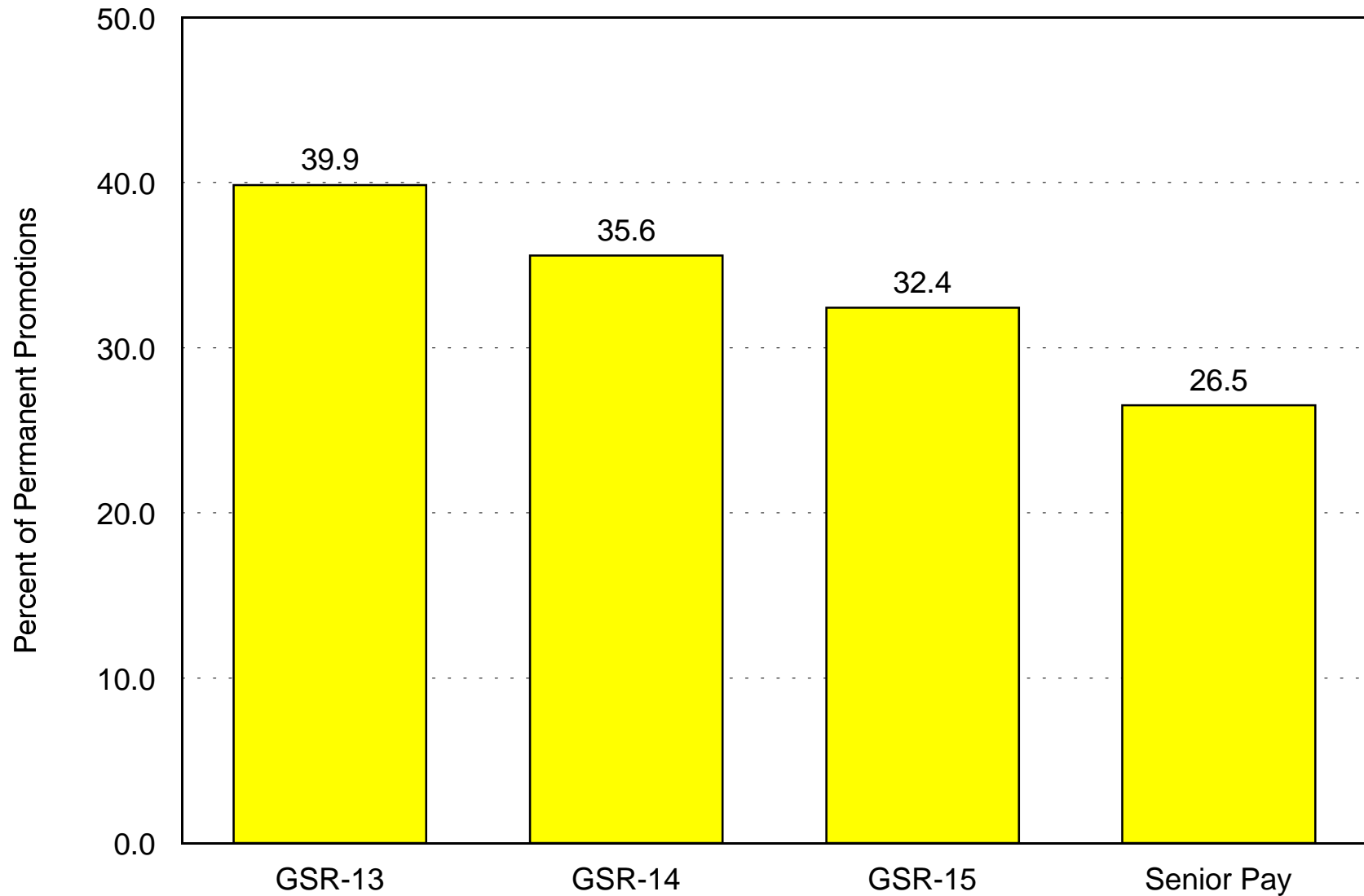
Fiscal Year 1998



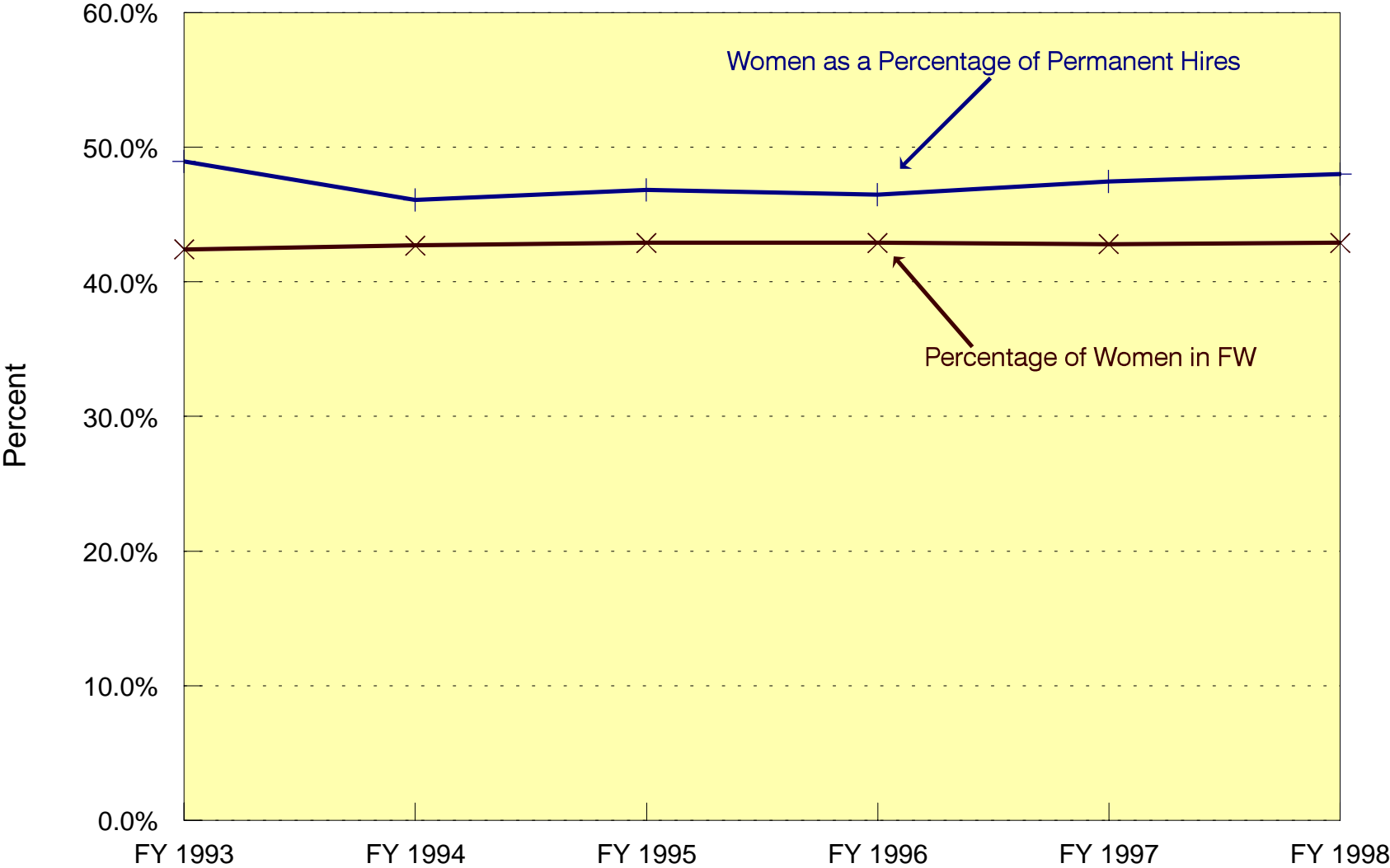
	Total Min.	Black	Hispanic	Asian/P.I.	Nat. Amer.	White
New Hires	19.3	12.1	4.0	2.0	1.2	28.7
Losses	15.8	10.6	2.6	1.4	1.1	29.8
Promotions	19.8	13.4	3.4	1.9	1.0	32.2
Perm. FW - Sept.98	15.7	10.5	2.6	1.6	1.0	27.3

Women Received 37.7 Percent of all Permanent Promotions at General Schedule and Related Grades 13-15 and Senior Pay Plans

Fiscal Year 1998



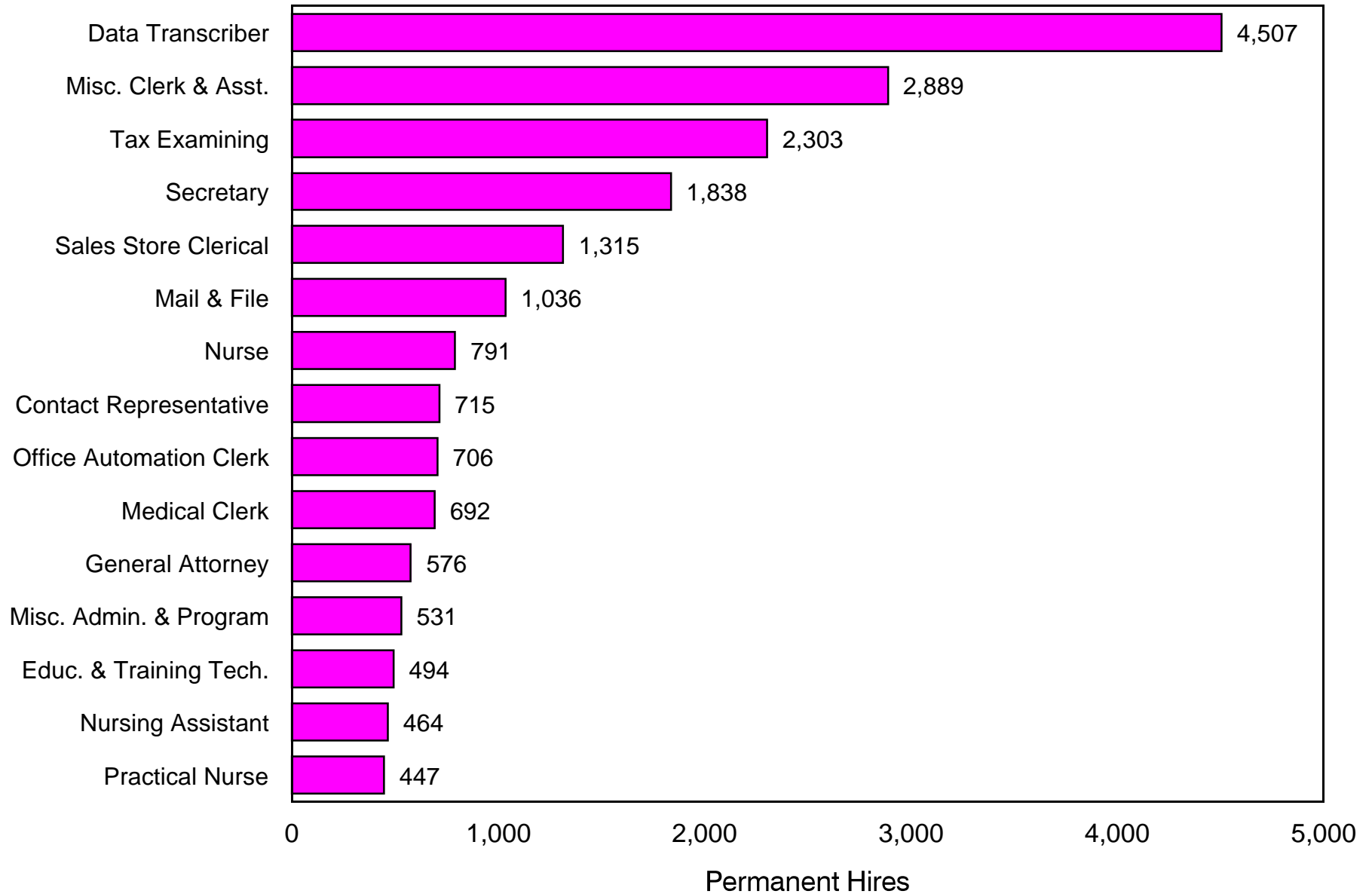
The Representation of Women Among All Permanent New Hires Remained Above Their Representation in the Federal Workforce During Government Downsizing



Sources: U.S. OPM's Central Personnel Data File
FY98 Federal Equal Opportunity Recruitment Program Report to Congress

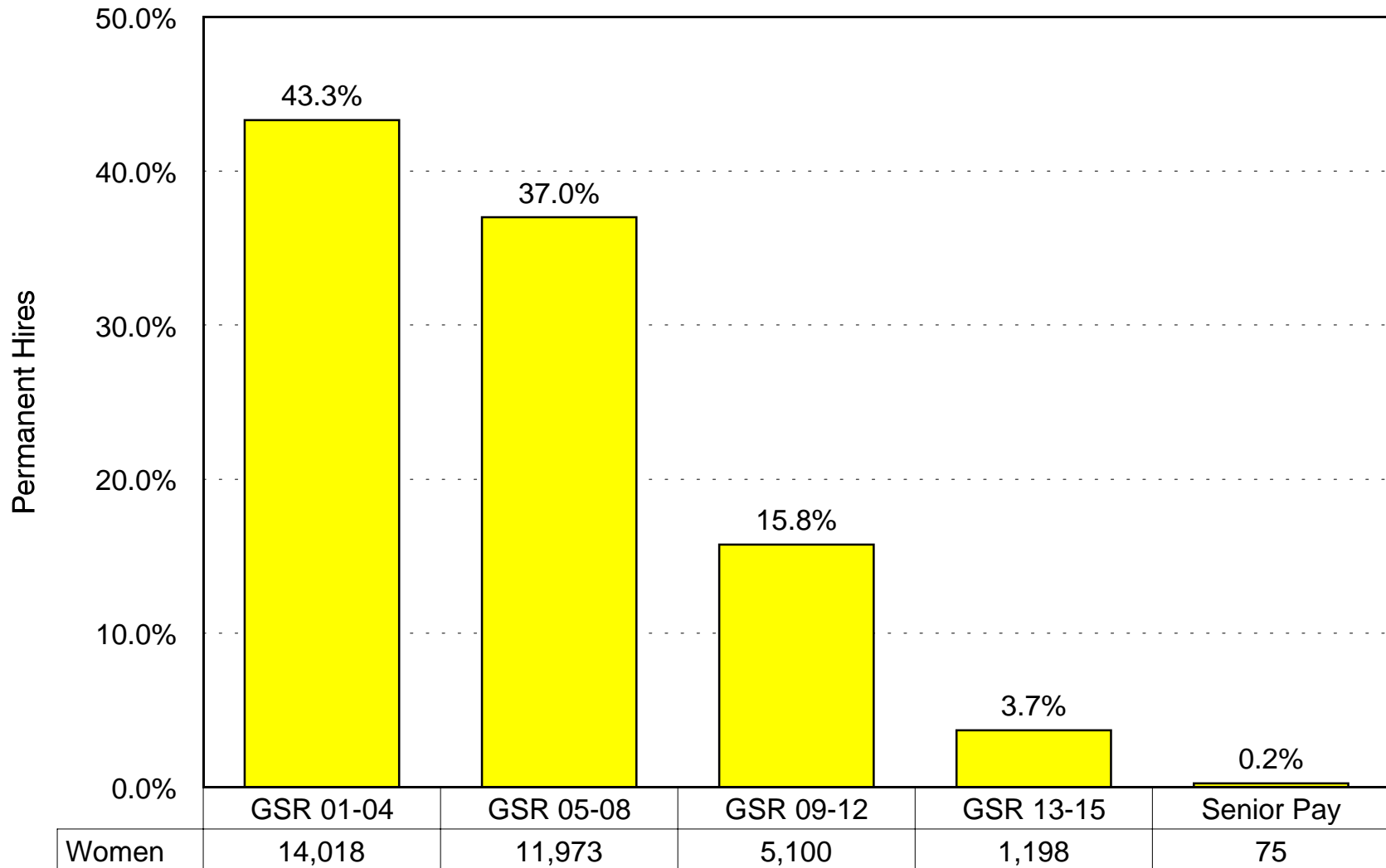
Top 15 Occupations for Permanent Hires of Women

Fiscal Year 1998



Over Forty-Three Percent of the White-Collar Permanent Hires of Women were in General Schedule and Related Grades 1 - 4

Fiscal Year 1998



HIRING OF WOMEN IN SELECTED STUDENT EMPLOYMENT PROGRAMS

Fiscal Year 1998

- ◆ **New hires into the Student Career Experience Program (formerly Cooperative Education) during FY 1998 included 2,012 women. This represented 49 percent of all (4,113) program hires during the period. The six agencies below hired 70 percent of the total participants and 65 percent of the participating women.**

**Interior
Agriculture**

**Navy
Justice**

**Army
Air Force**

- ◆ **New hires into the Student Temporary Employment Program during FY 1998 included 9,457 women. This represented 61 percent of all (15,575) program hires during the period. The six agencies below hired 64 percent of the total participants and 63 percent of the participating women.**

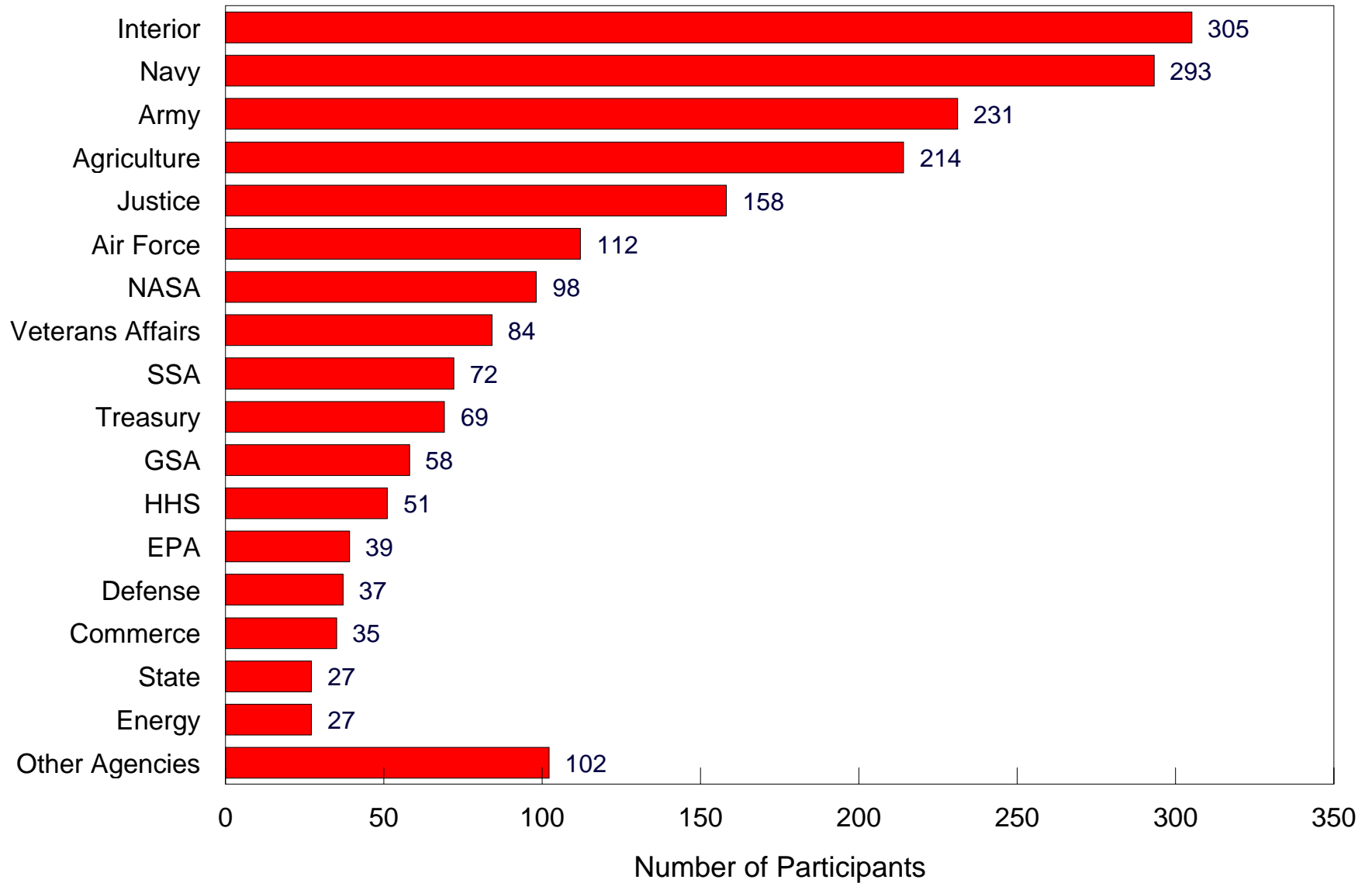
**Agriculture
Army**

**Justice
Interior**

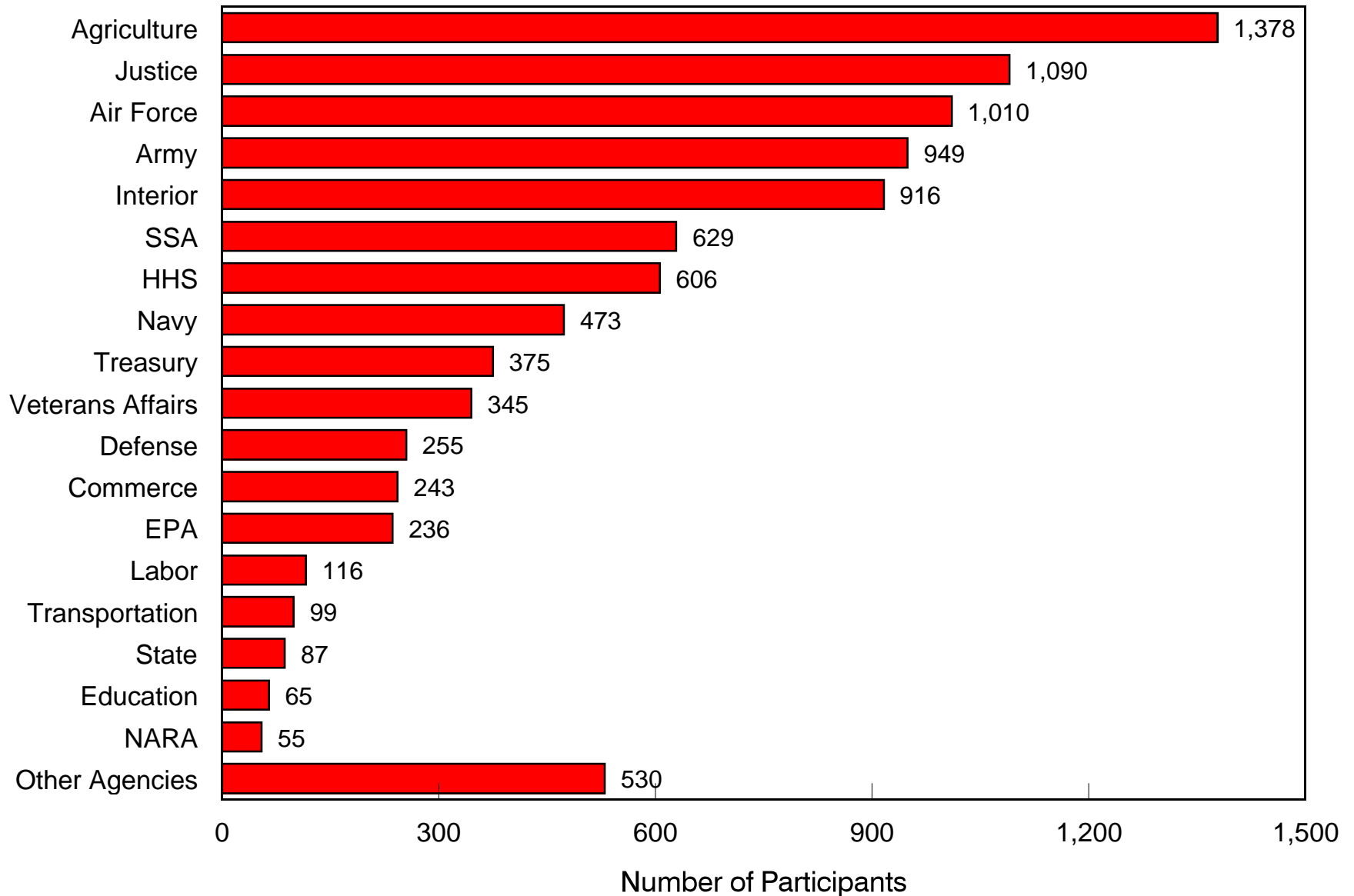
**Air Force
SSA**

Participation of Women in the Student Career Experience Program

Fiscal Year 1998



Participation of Women in the Student Temporary Employment Program Fiscal Year 1998



LIST OF AGENCY ABBREVIATIONS

EXECUTIVE DEPARTMENTS

Air Force - Department of the Air Force
Agriculture - Department of Agriculture
Army - Department of the Army
Commerce - Department of Commerce
Defense - Department of Defense (does not include Army, Air Force, Navy)
Education - Department of Education
Energy - Department of Energy
HHS - Department of Health and Human Services
HUD - Department of Housing and Urban Development

Interior - Department of Interior
Justice - Department of Justice
Labor - Department of Labor
Navy - Department of the Navy
State - Department of State
Transportation - Department of Transportation
Treasury - Department of Treasury
VA - Department of Veterans Affairs

INDEPENDENT AGENCIES (500+ EMPLOYEES)

AFRH - Armed Forces Retirement Home
CFTC - Commodity Futures Trading Commission
EEOC - Equal Employment Opportunity Commission
EPA - Environmental Protection Agency
FCC - Federal Communications Commission
FDIC - Federal Deposit Insurance Corporation
FEMA - Federal Emergency Management Agency
FTC - Federal Trade Commission
GSA - General Services Administration
NARA - National Archives Records Administration
NASA - National Aeronautics Space Administration

NLRB - National Labor Relations Board
NRC - Nuclear Regulatory Commission
NSF - National Science Foundation
OPM - Office of Personnel Management
PBGC - Pension Benefit Guaranty Corporation
RRB - Railroad Retirement Board
SBA - Small Business Administration
SEC - Securities and Exchange Commission
SI - Smithsonian Institute
SSA - Social Security Administration
USIA - United States Information Agency