

EEOC Women's Workgroup Report: Obstacles Facing Women in the Federal Workplace



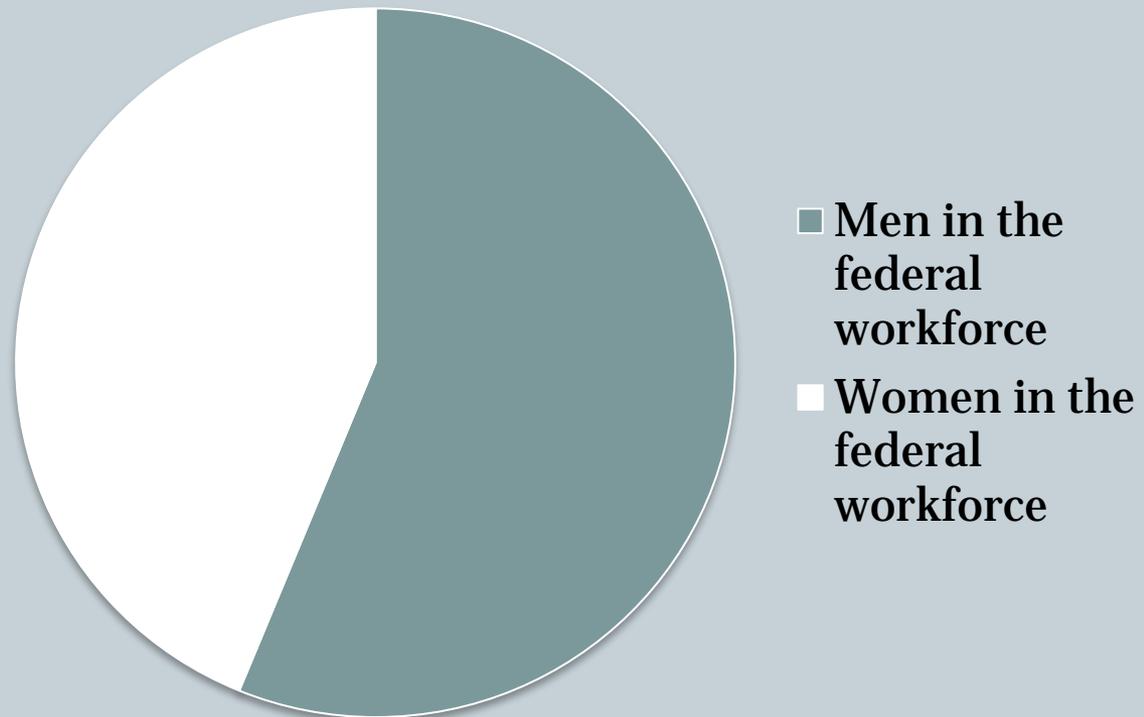
EXCEL CONFERENCE - AUGUST 13, 2014

**ALEXIS D. HOWARD, APPELLATE ATTORNEY
MELISSA BRAND, APPELLATE ATTORNEY**

The Overall Federal Workforce



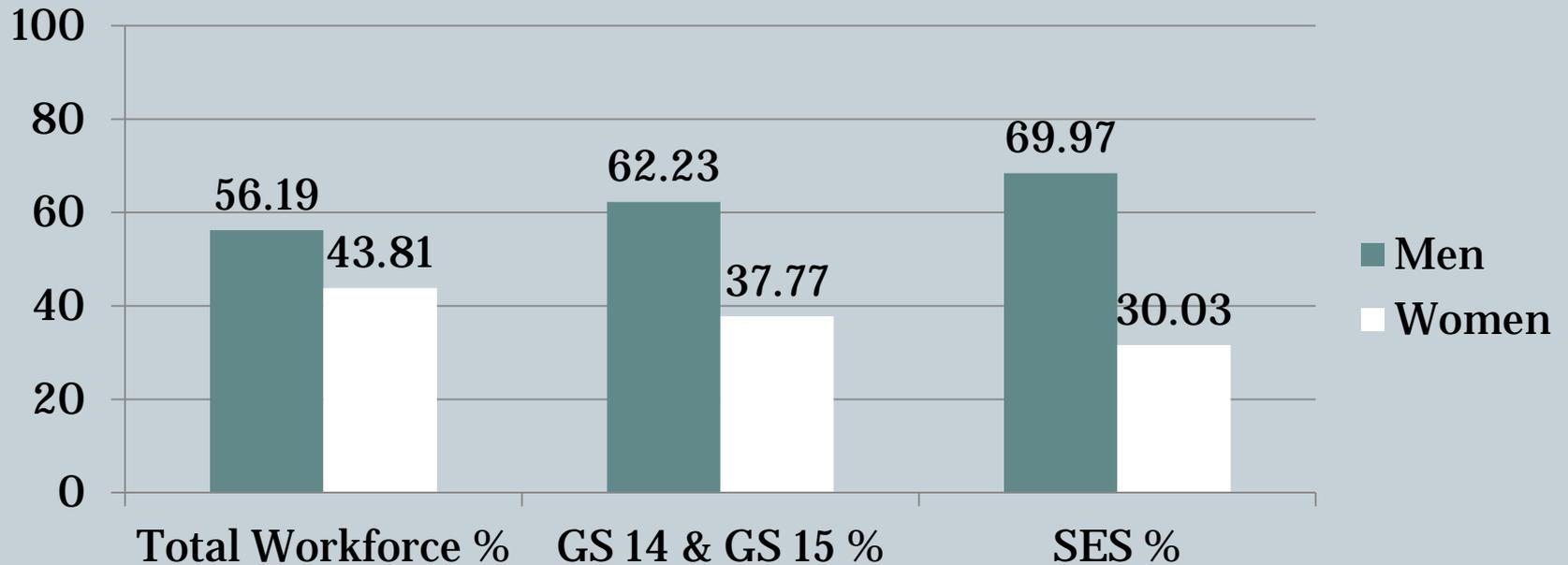
- In FY 2011, women comprised 43.81% of the federal workforce, while men comprised 56.19%



Composition of Higher GS and SES Levels



- In FY 2011, women comprised only 37.77 % of GS-14 and GS-15 positions, while men comprised 62.23%.
- In FY 2011, women comprised only 30.03% of SES positions, while men comprised 69.97%.

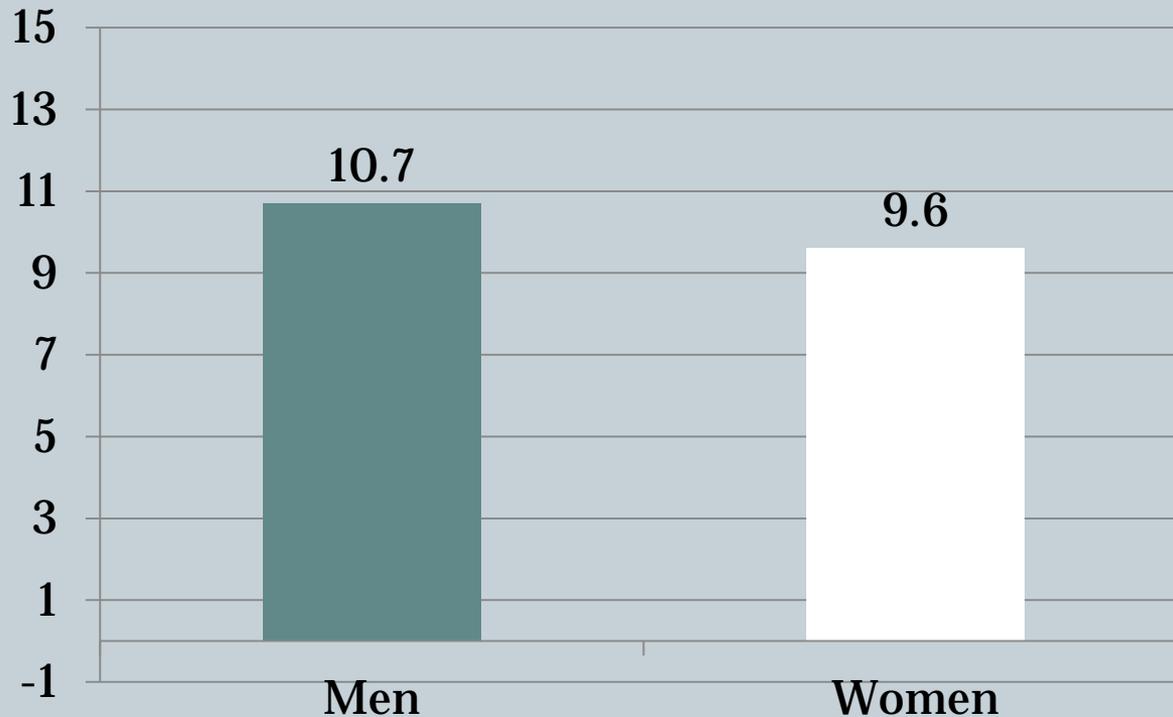


The Average GS Grade



In FY 2011, the average General Schedule and Related grade for women was 9.6, more than one grade below the average grade level for men, which was 10.7

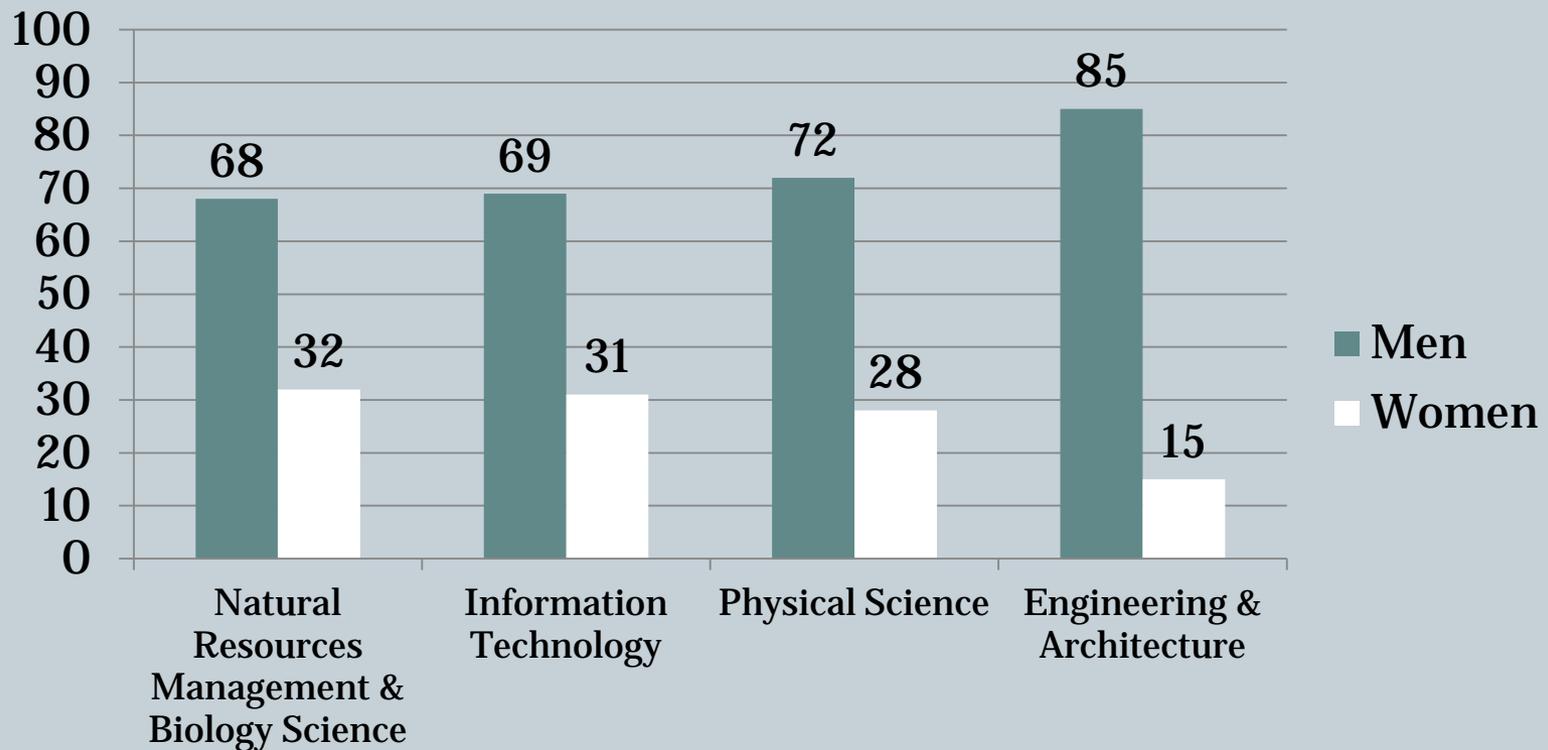
Average Grade Level



Composition of STEM positions



In FY 2012, women held significantly less science, technology, engineering, and mathematics (STEM) positions than men in the federal government.



* Data available via OPM's Fedscope database

Work Group Background



- **Creation of the Women's Workgroup**
- **Workgroup Dialogue Partners**
- **The Women's Workgroup Report**



Obstacle 1



“Inflexible workplace policies create challenges for women in the federal workforce with caregiver obligations.”

Image: Shutterstock.com

Obstacle 2



Image: *The Sky is Now Her Limit* / Bushnell. October 1920. Library of Congress, DC.

“Higher level and management positions remain harder to obtain for women.”

Obstacle 3



Image: *Miss Margaret D. Foster, Uncle Sam's only woman chemist*, Oct. 4, 1919 – Library of Congress Prints & Photographs Division, DC.

“Women are underrepresented in science, technology, engineering, and mathematics fields in the federal workforce.”

Obstacle 4



“The gender pay gap prevents women from earning the same average salary as men in the federal workforce.”

Image: *Equal Pay Day 2000*, Glen Martin via Getty Images (Retrieved from www.huffingtonpost.com 12/11/13)

Obstacle 5



“Unconscious gender biases and stereotypical perceptions about women still play a significant role in employment decisions in the federal sector.”

Image: Retrieved from <http://www.mbaknol.com/management-articles/gender-bias-in-international-business/>

Obstacle 6



“There is a perception that Agencies lack commitment to achieving equal opportunities for women in the federal workplace.”

Image: *Ampersand: Really Good Careers* by Barry Deutsch (Retrieved from <http://leftycartoons.com/?s=equal+opportunity>).

Conclusion



- **The Strategic Plan**
- **Further research**
- **Continued Dialogue**