

Comparison by Sex

To compare gender equity in the federal government to that of the private sector, we examined the gender gap in the survey responses from both sectors. We define the gender gap as the average score for female employees minus the score for male employees. The larger the number, the larger this gap is. Female employees having the higher score is represented by the gap having a positive number, while the gap is a negative number if males had the higher score.

A comparison of responses to 26 survey questions indicated that, in the federal government, male employees viewed their workplace experience more favorably than female employees. The opposite was true for the private sector. Here is the breakdown:

- The private sector responses showed a positive gender gap of 1 or more points on 14 of the questions, while that positive gender gap existed on only eight of the questions in the federal government responses.
- A negative gender gap of 1 or more points showed up for five questions in the private sector but double that number of questions in the federal government.
- The gender gap was less than 1 point for seven questions in the private sector responses and eight questions in the federal government responses.

The biggest gender gap in the federal government emerged in answers to whether the survey results would be used to make employees' organizations a better place to work. Female federal employees responded more positively than their male peers by 6 points. This implies that women in the federal government feel they are more likely to have a positive impact when providing their opinions to the leadership. In the private sector, this gender gap skewed the other direction with men more likely to answer positively, but in this case, by 1 point.

When male federal employees were asked if they could disclose a suspected violation of any law, rule or regulation without fear of reprisal, their scores were 4.5 points higher than female employees. Interestingly, in the private sector, female employees had a score of 4 points higher than male employees for this question.

When asked about their workloads, the score for female employees in the federal government was 3.3 points lower than male employees, indicating more burden to maintain work-life balance for female employees. In the private sector, female employees scored higher for this question than their male counterparts by 1 point.

Federal Employee Viewpoint Survey question	Gov't Gender Gap (Female-Male)	Private Sector Gender Gap (Female-Male)	Differences in Gender Gap
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I believe the results of this survey will be used to make my agency a better place to work.	6.2	-1	7.2
I know how my work relates to the agency's goals.	4	-1	5
The work I do gives me a sense of accomplishment.	2.9	-1	3.9
My work gives me a feeling of personal accomplishment.	2.6	-1	3.6
I am held accountable for the quality of work I produce.	3.4	1	2.4
Considering everything, how satisfied are you with your organization?	1.6	0	1.6
My supervisor holds me accountable for achieving results.	1.3	1	0.3
I feel encouraged to come up with new and better ways of doing things.	-0.7	-1	0.3
I am given a real opportunity to improve my skills in my organization.	-0.6	0	-0.6
Supervisors in my work unit support employee development.	-0.7	0	-0.7
Employees are recognized for providing high quality products and services.	0.2	1	-0.8
My supervisor supports my need to balance work and other life issues.	-1	0	-1
I can be successful in my organization being myself.	-1	0	-1
How satisfied are you with the recognition you receive for doing a good job?	0	1	-1
I know what is expected of me on the job.	1.5	3	-1.5
I recommend my organization as a good place to work.	-0.5	1	-1.5
My supervisor provides me with constructive suggestions to improve my job performance.	-1.6	0	-1.6
My talents are used well in the workplace.	0.3	2	-1.7
My supervisor treats me with respect.	-2	0	-2
My supervisor listens to what I have to say.	-1.7	1	-2.7
Employees in my work unit make me feel I belong.	-2.2	1	-3.2
I receive the training I need to do my job well.	-0.2	4	-4.2
My workload is reasonable.	-3.3	1	-4.3
I am comfortable expressing opinions that are different from other employees in my work unit.	-1.5	3	-4.5
How satisfied are you with your involvement in decisions that affect your work?	-2.5	4	-6.5
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	-4.5	4	-8.5