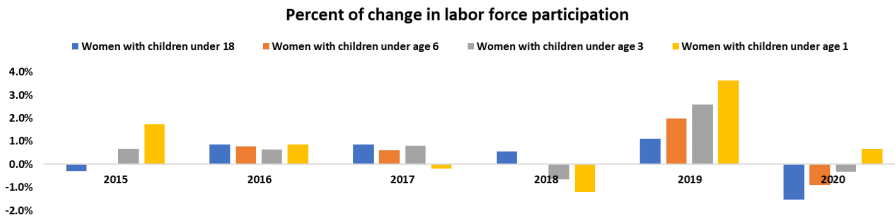


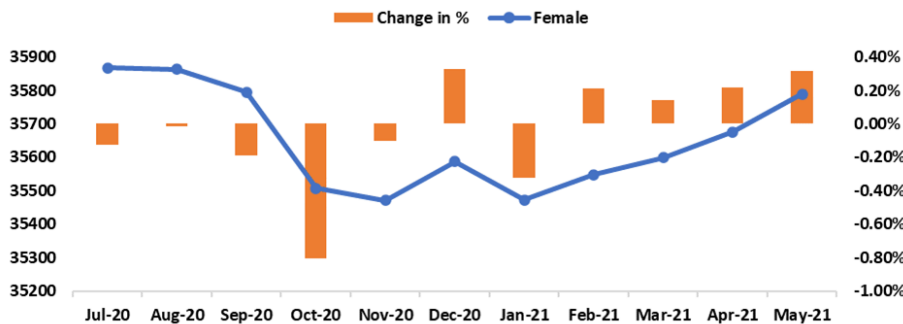


Since the spring of 2020, research has indicated that the adverse impacts of the pandemic are falling disproportionately on women. For example, Bureau of Labor Statistics data shows that for women with children over age one, the workforce participation decreased in 2020.



Data specific to the state workforce shows a significant drop in the number of employees designated female for insurance purposes. Fortunately, the number of female employees has been recovering since January 2021 towards its July 2020 high.

Monthly headcount of female employees (primary axis) and the monthly change in employee numbers (second axis)



However, employees designated male also experienced a significant drop in headcount. The headcounts for both males and females have nearly recovered to July 2020 levels.

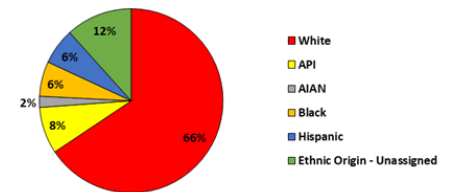
Female growth rate compared to male growth rate



Female Demographics and Utilization

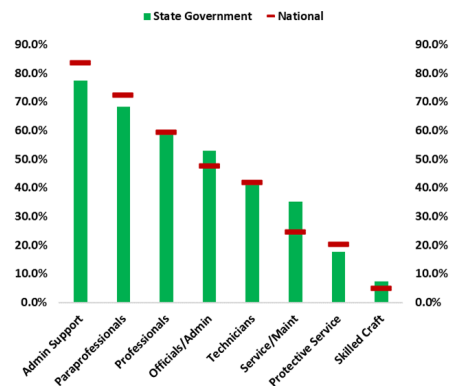
66% of employees with the gender designation of female identify as white.

Racial demographics of state employees with a gender designation of female



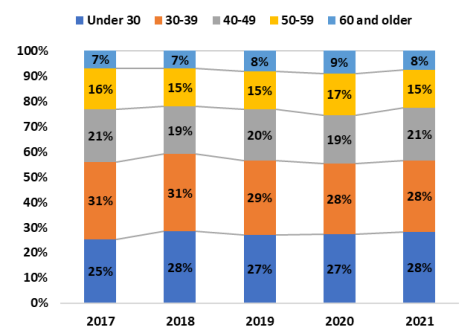
In regards to occupation class, employees designated female roughly match the gender ratio across all public agencies in the county.

WA State government female labor participation compared to the national public sector



Overall, the age groups have remained consistent over the past fiscal years. Any fluctuations are more likely than not the result of random chance.

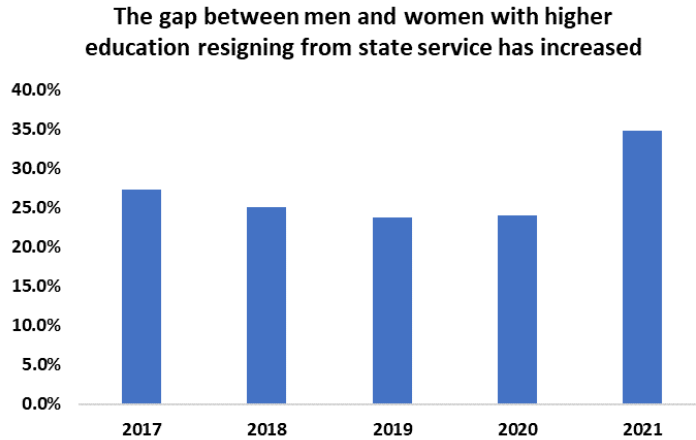
Changes in the numbers of female resignations by age group is similar to prior fiscal years





Female employees with higher education

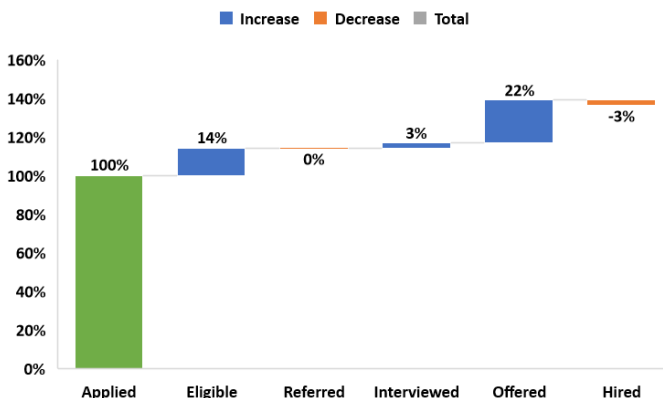
A greater percentage of employees designated female have a four-year degree or higher than employees designated male. The difference in percent between males and females had a consistent downward trend, decreasing from about 27% to 24%, only to increase to 34% in FY 2021. As a result, females constitute a higher percentage of employees with higher education resigning from state service.



For the recruitment process, there is limited data on the level applicant education. However, the data can be filtered down to occupational class. Positions classified as “professional” are more likely to require a four-year degree or higher. Limiting data to professional positions provides an estimate of the pipeline of female applicants with higher education.

The data shows that applicants identifying as female have a greater chance of receiving a job offer. Females are more likely to be declared eligible and eventually offered a job than male applicants. This suggests that the applicant pipeline is providing a sufficient supply of females applicants with higher education, which suggests that efforts should focus on retention rather than recruitment.

Females applying for professional positions have a 36% greater chance of being hired for professional positions



Key take-aways

- Headcounts for both males and females fell significantly during summer 2020, but have nearly fully recovered.
- Random variability cannot be ruled out as a cause for the numbers of female resignations among age groups.
- The gender gap between males and females with higher education grew significantly in Fiscal Year 2021.
- Female job applicants for state positions are more likely to be offered a job than male applicants.

Recommendations

- Continue to monitor resignations to determine if trends persist
- Focus on efforts to retain female employees, especially those with higher education
- Promote the roll out of the employee exit survey to better capture why female employees are leaving state service
- Promote efforts to encourage employees to update their gender identity in HRMS to improve data integrity
- Begin tracking employees who have children as a demographic

Sources

- EEOC, Job Patterns for Minorities and Women in State and Local Government, accessed at <https://www.eeoc.gov/statistics/job-patterns-minorities-and-women-state-and-local-government-eeo-4> on June 10, 2021
- U.S. Bureau of Labor Statistics, accessed at <https://data.bls.gov/home.htm> on June 10, 2021
- HRMS workforce profile, FY 2017 to FY 2021