

## Philosophical Transactions to the Year Abridged and Disposed Under General Heads Volume 7



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## PHILOSOPHICAL TRANSACTIONS TO THE YEAR ABRIDGED AND DISPOSED UNDER GENERAL HEADS VOLUME 7



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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 110 pages. Original publisher: Washington, DC : U. S. Merit Systems Protection Board, 2011 OCLC Number: (OCoLC)729735350 Subject: United States -- Officials and employees -- Selection and appointment. Excerpt: . . . The Employment Status of Women in the Federal Government Figure 3. Median salaries for women in professional and administrative occupations as a percentage of the median salaries for men, 1976-2009 That convergence is not yet complete. As we discuss later in this report, there are continuing occupational differences between women and men that contribute to pay differences. Nevertheless, salary differences are not explained solely by occupational differences. Statistical analysis of employee salaries for populous professional and 12 administrative occupations revealed that there are often significant differences between the salaries of women and men within an occupation. For the occupations we analyzed, the salaries of women were lower than those of men in more than three-fourths of professional occupations and more than half of administrative 13 occupations. The existence of such differences is not, in itself, evidence of discrimination or inequitable human resources policies or practices. Pay differences can reflect many factors, both position-based ( such as skill requirements and grade level ) and individual ( such as experience, tenure, education, and performance ). However, research on pay differences, both inside and outside the Federal Government, continues to find that pay differences cannot be fully explained by measurable 12 We conducted statistical analyses of employee salaries for professional and administrative occupations that had 50 or more permanent full-time employees of each sex as of September 30, 2009. Ninety-nine professional occupations and 102 administrative occupations met that criterion. 13 These pay analyses did not control for factors such as pay system, grade level, supervisory status, length of service,...



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