

Federal Women's Program

SD-FS-41

The Federal Women's Program (FWP) is a special emphasis management program within the Equal Opportunity Program of the federal government. Although the program focuses on women, the information disseminated, and items discussed pertain to employment issues that interest and help all employees regardless of gender. The responsibility and management of the program rests with the State Conservationist.

Why Is It Needed?

- Employment and advancement barriers still exist for women; managers and other employees are often not aware of these barriers.
- Women are underrepresented at higher grade levels.
- There is limited movement of women from clerical to technical, administrative, and professional positions.

What Are the Goals?

- To improve employment and advancement opportunities for women in the USDA's Natural Resources Conservation Service.
- To increase respect for the abilities and accomplishment of women employees at all grade levels.
- To address current issues of importance to women and men in today's changing world.
- To promote employee's advancement potential by providing information on career planning, upward mobility, special training, continuing education opportunities, and balancing work and family.

What Are the Objectives?

- Eliminate barriers, customs, and attitudes that hinder women from moving into certain occupations and high-level positions.
- Improve self-confidence in women employees through education and training so they will become more competitive.
- Create an awareness of the need for greater sensitivity to coworkers' needs.
- Identify problems and solutions in recruiting, advancing, and retaining women in NRCS.
- Eliminate sexual harassment in the workplace.

What Can You Do?

- Work with the FWP manager and management to meet the objectives of the Federal Women's Program.
- Educate yourself about women's issues and communicate your knowledge to other employees.
- Recognize barriers and offer solutions. Identify obvious or potential concerns and bring them to the attention of the appropriate supervisor/manager or the Federal Women's Program Manager.

