

APEC IAP on Women's representation in public and private sectors (2021)

Economy: United States

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| <p>Ratio of women's representation in leadership* in both the public and private sectors (based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p> | <p>The following are the details of the fields and figures of ratio of women's representation in leadership.</p> <p>Indicators related to 1) Women's representation in leadership in government, primarily in the executive branch:</p> <p><i>Women's representation in the executive branch:</i></p> <ul style="list-style-type: none">• Number of women employed as a percentage of total executive branch employment: 43.4% (2017, U.S. Office of Personnel Management (OPM))¹• Average earnings of women compared to men in the federal government: 93.7% (2017, OPM)²• Representation of women in supervisory and managerial positions in the executive branch: 34% (2014, OPM)³• Earnings of women compared to men in supervisory and managerial positions in the executive branch: 100.5% (2017, OPM)• Representation of women in the Senior Executive Service: 33.9% (FY 2018, OPM)⁴• Senior Executive Service women are paid equally with their male counterparts (2015, OPM)• The representation of women federal employees in senior executive positions, the highest career positions, has increased 5% between 2008 and 2017. (FY 2018, OPM) <p><i>Women's representation in the military:</i></p> <ul style="list-style-type: none">• Percent of women in the active-duty force: 16.74% (Feb. 2020 Military Demographics)⁵• Percent of women senior enlisted personnel: 14% (2021 Department |
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¹ <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/reports-publications/executive-branch-employment-by-gender-and-racnational-origin/>

² <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/reports-publications/executive-branch-employment-by-gender-and-racnational-origin/>

³ https://www.opm.gov/fevs/archive/2014FILES/2014_Womens_Report.pdf

⁴ <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/reports-publications/ses-summary-2014-2018.pdf> (6)

⁵ https://www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp

of Defense)⁶

- The representation of women in Senior Executive Service positions in the Department of Defense has increased by 6.8% between 2019 and 2021 (FY 2021, DOD)⁸
- Representation of women officers: 18.51% (Feb. 2020 Military Demographics)
- Representation in Selected Reserve Force: 19% (2015 Military Demographics)

*Women's representation in high-level politically-appointed or elected positions:*⁷

- Number of women in Cabinet and Cabinet-level positions: 11 (Biden's Executive Appointments)
- Number of women in the U.S. Supreme Court: 3 (Women on the U.S. Supreme Court)
- Women in Congress⁹:

| | # of women | Percent of women | Party Break down |
|-------------------------|------------|--------------------|---------------------------------------|
| Congress (total) | 144 | 26.9% of 535 seats | 106 Democrats (D), 38 Republicans (R) |
| U.S. Senate | 24 | 24% of 100 seats) | 16D, 8R |
| U.S. House | 117 | 26.9% of 435 seats | 87D, 30R |

Indicators related to and 2) Women's representation in the private sector, with focus on women in science, technology, education, and math (STEM).

- Median earnings of women compared to men: 83.4% (2020, Bureau of Labor and Statistics (BLS))⁷
- Representation of women in senior and middle management: 41.9% (2020, World Bank)
- Representation of women CEOs in Fortune 500 Companies: 37 (of 500 companies) (7.4%) (2020, Fortune)⁸
- As of December 2020 All S&P companies have at least one women on

⁶ https://www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp

⁷ <https://www.bls.gov/opub/ted/2021/median-earnings-for-women-in-the-fourth-quarter-of-2020-were-83-4-percent-of-the-median-for-men.htm>

⁸ <https://fortune.com/2020/05/18/women-ceos-fortune-500-2020/>

their board. ([2020 CNBC](#))

- Women comprise 47 percent of the U.S. workforce but just 28 percent of STEM workers overall workforce. In other words, almost half as many women are working in STEM jobs as one might expect if gender representation in STEM professions mirrored the overall workforce. (2020, [AAUW](#))
- Women have seen little to no improvement in STEM careers since 2001. In 2001 women were 13% of the engineering workforce and 27% of the computing workforce. In 2019 women were 16% of the engineering workforce and 25% of the computing workforce. (Change the Equation, “The Diversity Dilemma,” 2015), (Department of Labor Statistics⁹) [2020 AAUW](#))
- Women earned 57.3% of bachelor’s degrees in all fields in 2020 (2020 National Center for Education Statistics)
- Women have dropped from 28% of the bachelor’s degree graduates in computer sciences at U.S. schools in 2000 to 18% in 2021. (2021 Computer science.org)
- Girls account for more than half of all Advanced Placement (AP) test-takers, yet boys outnumber girls 4:1 in computer science exams. (2013, Computerscience.org)
- The proportion of women earning science and engineering associate’s degrees declined from 48% in 2000 to 44% in 2015.¹⁰ Most of the decline is attributable to a decrease in women’s share of computer sciences associate’s degrees, which dropped continuously from 42% in 2000 to 21% in 2015. (2018, NSF, Science & Engineering Indicators)
- In 2017, men earned 78.5% of bachelor’s degrees in engineering, 81% in computer sciences and more than half of the degrees awarded in physics, statistics, and math. Women earned 77.2% of degrees awarded in psychology and 58.7% in biological and agricultural sciences and 55.1 of the bachelor’s degrees in social sciences. (2018, NSF, Science & Engineering Indicators)

⁹ <https://www.dol.gov/agencies/wb/data/facts-over-time/women-in-the-labor-force#womenstem>

¹⁰ <https://www.nsf.gov/statistics/2018/nsb20181/report/sections/higher-education-in-science-and-engineering/undergraduate-education-enrollment-and-degrees-in-the-united-states#undergraduate-enrollment-in-the-united-states>