

U.S. Department of Labor Women's Bureau



November 2016

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TAB 1: AGENCY ORGANIZATIONAL OVERVIEW

Mission

The mission of the Women’s Bureau (the Bureau or WB) is to develop policies and standards and conduct inquiries to safeguard the interests of working women, advocate for their equality and economic security for themselves and their families, and promote quality work environments.

Authorizing Legislation

Public Law 66-259 authorized the Women’s Bureau to “formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment.”

The Bureau has been conducting critical research, policy and advocacy work on behalf of working women since it was established in 1920. The Bureau informs and educates individuals and organizations at the local, state, and national levels about the issues facing women in the labor force, while also promoting policy and programs aimed at increasing equal economic and employment opportunity and advancement for working women and their families.

Organizational Structure

The Director is appointed by the President and is supported by an SES career Deputy Director, a non-career Deputy Director, a Senior Advisor, and a Chief of Staff.

The Bureau is comprised of a national office headquartered in Washington, D.C., and regional offices. The national office consists of the Office of Policy and Programs, the Office of Information and Support Services, and the Office of the Director. The Bureau’s authorized FTE is 52. There are 53 staff on board currently. The national office currently has 35 FTE, and the regional offices currently have a total of 18 FTE. The Bureau continues to fill key vacancies, such as regional administrators and a senior researcher within the Office of Policy of Policy and Programs.

Through its national and regional offices, the Bureau conducts research, advocates for policies that promote the interests of working women, and interfaces with key stakeholders including women’s and civil rights organizations, state and local governments, employers, unions, and directly with working women themselves. The Bureau is not an enforcement agency, but it advises the Secretary, the Administration, and sister DOL agencies on policy and regulatory issues.

The staff in the national office perform a variety of factual and policy research and analysis activities and routinely responds to requests for feedback and analysis from other DOL agencies and other Federal departments and entities. Deliverables include web sites and resources, policy and white papers, issue papers, data and statistics analysis, fact sheets, guides, blogs, and other resources. In addition, the policy and program staff conduct reviews, clearance, and analysis of Departmental policy documents, reports, testimony and regulations, as well as congressional legislation, for accuracy in portraying the status of women in the labor force or taking them and

TAB 1: Agency Organizational Overview

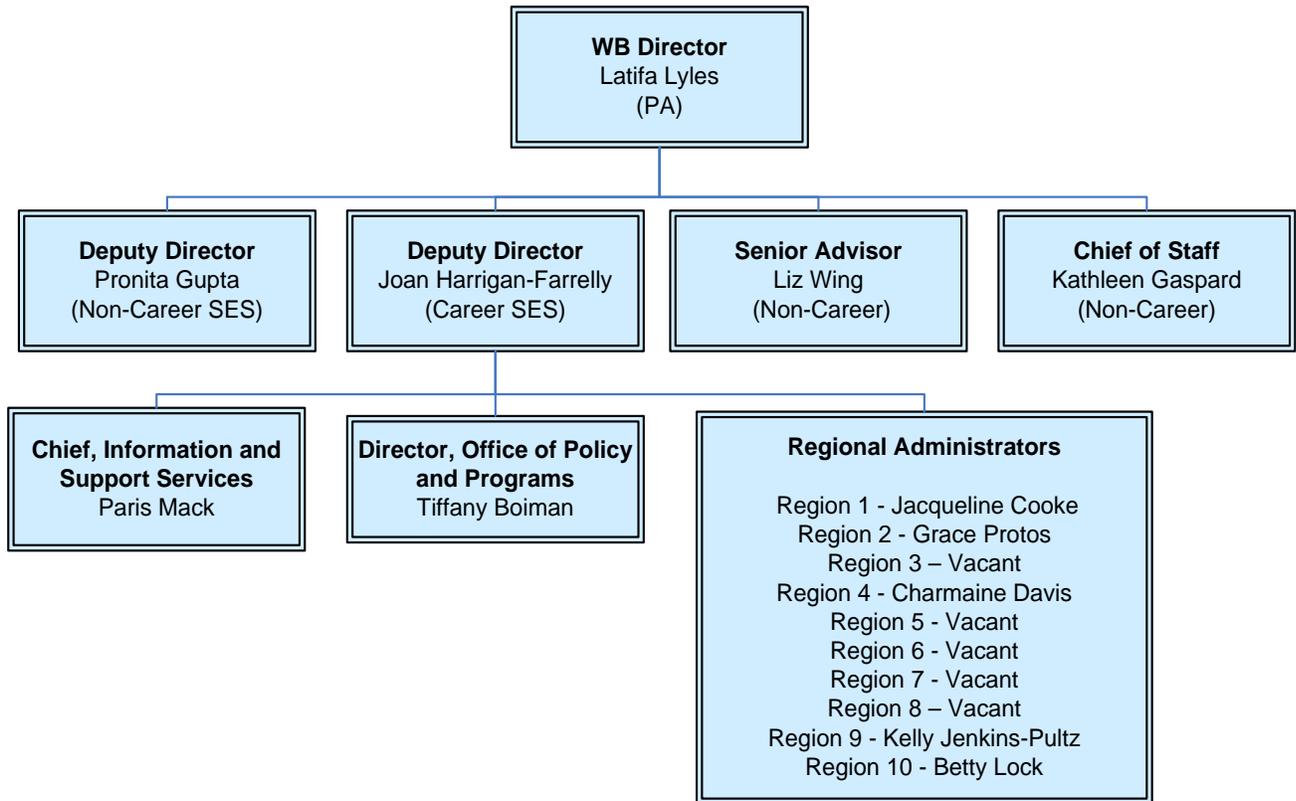
their needs into account and addressing those needs, as well as for projected impact on Departmental and WB programs and resources. As needed, the Bureau also disseminates information on relevant state and local statutes. The staff provide guidance and expert advice in response to Departmental, Congressional, or White House inquiries related to the status of working women. The national office's administrative staff perform a wide-range of business operational support, including information management and technology, budgetary and financial requirements, human resource matters, and procurement and acquisition activities in support of the agency deliverables and requirements.

The Office of Information and Support Services (OISS) performs a wide-range of administrative and business operational support including records management, controlled correspondence, FOIA, information management and technology, website maintenance, space management, continuity of operations (COOP), budgetary and financial requirements and strategic planning. OISS advises on human resource matters, including, staffing and recruitment, performance management, and employee and labor relations. It also oversees procurement and acquisition activities in support of the policy deliverables and agency requirements. Additionally, OISS administrates the training, travel, safety and health in support of the national and regional staff, and conducts research and provide responses to constituent inquiries related to the Bureau's priorities.

The Bureau's regional offices are an integral component of the agency. The regional staff have primary responsibility for on-the-ground outreach and play a critical role in executing its strategies, by gathering data in the field, developing programming, and providing technical assistance geared toward policy and programmatic change. In addition, regional staff maintain subject matter expertise on local and state policy at various stages of development and work closely with local and national groups on the agency's and DOL's initiatives and help to shape the Bureau's national policy and research agenda. In addition, the regional staff informs regional, state, and local stakeholders of new findings, policies, and promising practices relevant to women in the workforce.

Organizational Chart

Women's Bureau Organization Chart



TAB 1: Agency Organizational Overview

Workforce At-A-Glance

**DEPARTMENT OF LABOR EMPLOYMENT *
AS OF 11/1/2016 - WB**

AGENCY			
Subagency	National Office	Regional Office	Total
WB	34	19	53
Total	34	19	53
RACE & GENDER			
Ethnicity	F	M	Total
Asian	5	0	5
Black	19	2	21
Hispanic	4	0	4
White	21	2	23
Total	49	4	53

BARGAINING UNIT	
Local 12	25
NCFL	13
Non-BU	15
SUPERVISORY**	
Non Supervisor	43
Supervisor	10
WORK SCHEDULE	
F-Full Time	52
P-Part Time	1
REGIONS	
1 Boston	3
2 New York	3
3 Philadelphia	1
4 Atlanta	3
5 Chicago	1
6 Dallas	2
7 Kansas City	2
9 San Francisco	2
10 Seattle	2
Natl Ofc	34
Total	53

GRADE DISTRIBUTION	
00	3
07	4
08	1
09	6
11	5
12	9
13	15
14	9
15	1
Total	53
DISABLED STATUS	
No Disability	49
Non-targeted	3
Targeted	1
APPOINTMENT TENURE	
Indefinite	2
Permanent	51
RETIREMENT ELIGIBILITY	
Early Out	5
Eligible	14
Not Eligible	34

METRO D.C. AREA EMPLOYEES BY BUILDING		
FRANCES PERKINS BLDG		33
TECHWORLD PLAZA		1
Total		34
Includes regional employees working in the D.C. area		
GRADE 13 & ABOVE		
Ethnicity	F	M
Asian	3	0
Black	9	0
White	15	1

* Permanent and Temporary Employees
** Supervisor count includes manager levels 2 and 4

Organizational Changes During the Past Eight Years

Building Capacity for Policy and Research

The Bureau's goal has been to enhance the research and policy development aspects of its work to ensure its role as a thought leader and consistent government source of emerging research, gender analyses and resources for women in the labor force. Thus, the Bureau's organizational changes have primarily focused on how to efficiently meet the demands of its policy and research agenda, including re-establishing critical positions in its policy and program office. The Bureau has significantly increased the number and depth of its policy and program positions, including creating and reestablishing positions critical to its mission. These positions include a director of policy, economists, senior researcher, and policy analysts.

Additionally, the Bureau has established a communications team to design and execute its online outreach and communications strategies, which include new web sites, online resource catalogues and know-your-rights information for working women, responsive educational web content, data and statistics visualization tools, social media outreach, and a robust e-mail program.

The Bureau hired a career-SES Deputy Director to serve as the agency's chief administrator, to oversee the overall operations and functions of the agency, and to serve as its senior-most career manager and official.

Developing New Grant Opportunities

The Bureau requested grant authority through Budget Request, and received authority in FY 2012, "to serve and promote the interests of women in the workforce." The Bureau has since instituted two grants programs. The Paid Leave Analysis Grants program was initiated in FY 2014, and, in FY 2016, it launched a research grants program on portable retirement benefits planning.

Key Leaders

Non-Career

Director (Political Appointee) – Latifa Lyles
Deputy Director (SES) – Pronita Gupta
Senior Advisor – Liz Wing
Chief of Staff – Kathleen Gaspard

Career

Deputy Director (SES) – Joan Harrigan-Farrelly
Chief, Information and Support Services – Paris Mack
Director, Office of Policy and Programs – Tiffany Boiman
Regional Administrator, Boston – Jacqueline Cooke
Regional Administrator, New York – Grace Protos
Regional Administrator, Philadelphia – Vacant
Regional Administrator, Atlanta – Charmaine Davis

TAB 1: Agency Organizational Overview

Regional Administrator, Chicago – Vacant

Regional Administrator, Dallas – Vacant

Regional Administrator, Kansas City – Vacant

Regional Administrator, Denver – Vacant

Regional Administrator, San Francisco – Kelly Jenkins-Pultz

Regional Administrator, Seattle – Betty Lock

TAB 2: 30/60/90 DAYS – STATE OF PLAY

Key Meetings, Decisions and Announcements

By end of February 2017 None.

By end of March 2017 None.

By end of April 2017 None.

Key Agency Stakeholders

The Bureau plays a critical role in convening key agency stakeholders responsible for the critical decision- and policy-making that impact women’s work experiences, and facilitating inter-agency communication, thereby seeking to avoid duplication of efforts. The Bureau interacts regularly with the White House Council on Women and Girls and the Domestic Policy Council. Also, the Bureau has worked closely on various initiatives with various federal partners, including: the State Department Office of Global Women’s Issues; the Small Business Administration Office of Women’s Business Ownership; the Department of Education Office of Career, Technical, and Adult Education; the Equal Employment Opportunity Commission; the Department of Veterans Affairs Center for Women Veterans; and the Department of Health and Human Services Office on Women’s Health.

In addition to inter- and intra- agency collaborators, the Bureau serves as a strategic coordinator of issue/policy experts, advocacy organizations, state and local governments, employers, unions, educational institutions, and others to foster dialogue on issues impacting women in the workforce and build impactful coalitions. The regional office staff foster and maintain local and community partnerships. The following are some examples of key agency stakeholders, although this list is not exhaustive and does not include all of our regional and local partners. The agency also maintains relationships with several state and local women’s organizations and other foundations (not listed).

9to5

American Association of University Women

Asian Americans Advancing Justice

Business and Professional Women’s Foundation

Catalyst

Families and Work Institute

Family Values@Work

Institute for Women’s Policy Research (IWPR)

Leadership Council on Civil and Human Rights (LCCR)

Ms. Foundation for Women

National Association of Commissions for Women (NACW)

National Council of Asian Pacific Americans

National Council of Negro Women

National Domestic Workers Alliance

National Task Force on Tradeswomen’s Issues

National Women’s Law Center (NWLC)

TAB 2: 30/60/90 Days – State of Play

The Aspen Institute

The Black Women’s Roundtable (BWR)

The Labor Project for Working Families

The League of United Latin American Citizens (LULAC)

The National Partnership for Women and Families

Women Employed

YWCA

TAB 3: INITIATIVES

Policy and Regulatory Issues

The Women's Bureau is not aware of any major policy decisions that leadership will be facing in first three months.

The Women's Bureau, as the sole federal agency tasked with representing the interests of the 72 million women in the U.S. workforce, advocates for women on a host of employment issues every day. The Bureau's policy and outreach focus reflects a combination of perennial challenges (e.g., equal pay) and emerging issues (e.g. paid family leave). The Bureau emphasizes a three-prong approach to create parity for women in the workforce by conducting cutting-edge research and policy analysis, informing and promoting policy change, and increasing public awareness and education.

Recognizing that the U.S. is one of only three countries in the world, and the only industrialized nation, without any form of paid family leave, since 2014, the Bureau has collaborated with DOL's Employment and Training Administration (ETA) to administer a competitive Paid Leave Analysis Grant Program. The Bureau has awarded three rounds of grants, totaling over \$3 million over three years. The grants are designed to carry out research and analyses activities to advance a wide array of work to develop, implement or expand a paid leave program. In addition to paid leave-related grant making, the Bureau also hosts an annual symposium in cooperation with the Chief Evaluation Office for researchers and policy makers and organized paid family leave roundtables in 15 cities for stakeholders to share challenges and best practices. In FY 2017, the Bureau is continuing the work it began in 2016 in partnership with 18F of producing guidance and technology resources to help states develop the administrative and fiscal infrastructure necessary to administer a paid leave insurance program.

The Bureau hosted listening sessions across the country with older women, retiree organizations, researchers, and employers to learn more about the impact of the aging workforce on the labor market and the concerns of the individuals. This exercise resulted in the publication of two topical issue briefs now widely used across the country and spawned the Bureau's ongoing research to quantify the lifetime opportunity cost of women's child and elder care on their long-range financial security.

The Women's Bureau has long been recognized as the federal government's authority on workplace rights and equity issues, particularly equal pay. The Bureau has been an active participant in the National Equal Pay Task Force, established in 2010. The Women's Bureau spearheaded the Department of Labor's Equal Pay App Challenge in 2012, challenging software developers to use publicly available data and resources to create applications that provided greater access to pay data organized by gender, race, and ethnicity; provide interactive tools for early career coaching or online mentoring; or provide data to help inform pay negotiations. Bureau staff took the lead in drafting the National Equal Pay Task Force's 2013 Report, "Fifty Years after the Equal Pay Act: Assessing the Past, Taking Stock of the Future".

The Bureau sponsors an ongoing series of virtual and live events that convene experts and thought leaders on a variety of equal pay topics, writes publications on equal pay and pay transparency, and

disseminates them to women across the country including diverse and under-served communities. The Bureau also developed and maintains an interactive, web-based map depicting state-level equal pay and pay transparency laws. In 2016, the Bureau convened a national forum of leading economists and sociologists to discuss the socio-economic factors that contribute to the gender wage gap and identify strategies that work to mitigate those barriers to equal pay.

In keeping with an emphasis on rights-related resources and materials intended to reach working women directly, in the fall of 2016, the Bureau will publish an updated version of an earlier resource: a comprehensive catalog of women's employment rights, and also maintains a second web-based map identifying state-level pregnancy discrimination, accommodation and workplace lactation protections. This map has received 115,000 page views since February 2015. At times, the Bureau's role as an advocate for women extends to the Department's own workforce. Last year, the Women's Bureau worked closely with colleagues inside the Department to strengthen its nursing mother's policy (DLMS-4 Chapter 1040) and provide guidance to supervisors requiring them to be supportive of the nursing mothers in their office, as well as to establish better lactation rooms and equipment for nursing mothers to utilize at DOL during the work day.

As noted above, the Bureau has spearheaded a number of initiatives to promote expanded employment and training opportunities for women in higher-paying occupations where they have traditionally been under-represented, including apprenticeships in the trades and other industries. The Bureau capitalized on the new momentum and resources around expanding apprenticeship opportunities to work closely with ETA's Office of Apprenticeship (OA) in developing new grant programs and resources that are more inclusive of women. For example, over the course of the past year, the Bureau advocated for and was granted expanded representation of women on the Advisory Committee on Apprenticeship; provided substantial revisions to a written resource on pre-apprenticeship programs for women; and helped to craft updated equal employment opportunity regulations that had gone unrevised since the late 1970s. In addition, the Bureau, alongside its OA colleagues, co-administers the Women in Non-Traditional Occupations (WANTO) grant program, a program that delivers technical assistance to service providers and others. The latest round of funding underwrites grantee activities through the end of June 2018. The Bureau maintains strong relationships with tradeswomen's organizations across the country, including the national Task Force on Tradeswomen's Issues. In 2015, the Women's Bureau developed a new web portal for job seekers, employers and researchers, highlighting women's contributions and opportunities in the construction, security, and transportation sectors.

The Bureau has also begun work to develop a guide for stakeholders detailing the key provisions for women within the federal workforce development system as administered by the Workforce Innovation and Opportunity Act (WIOA). It will include a detailed analysis of the challenges and opportunities presented by the new law and key changes from the previous law, particularly as they affect women participating in workforce development programs.

The Bureau has and continues to be a central repository of quantitative data on employment and economic indicators for women, as well as a dedicated advocate for and sponsor of nationally representative data collection efforts that provide critical information on women's employment experiences and outcomes. In fact, the data and statistics sections of our website represent the most frequently-visited pages of the site, and traffic has witnessed considerable growth over the past few years. Plans are underway for new rounds of cyclical data collection including the American Time

Use Survey (ATUS), the Survey of Income and Program Participation (SIPP) and the Family and Medical Leave Act Survey (FMLA). In 2016, the Bureau fielded its own nationally-representative survey of more than 1,000 working women, focused mainly on women's sustained or interrupted labor force attachment and the factors driving women's entrances and exits from the labor force. The Bureau provided financial support and substantive input for a module on access to and use of leave in the American Time Use Survey that will be fielded in 2017, consistent with a similar module it sponsored in 2011. The Bureau will also work with the U.S. Census Bureau to resurrect questions related to maternity leave for the 2018 SIPP that had been eliminated in 2008, but are not replicated elsewhere.

In addition to delivering regularly-updated, disaggregated data on a host of economic and employment indicators via its website, the Women's Bureau has also undertaken a number of in-depth qualitative and quantitative analyses of particular demographics of women workers, including women of color, women veterans and older women workers.

Major Grants and Contracts

Paid Leave Analysis Grant Program

The Bureau capitalized on state and local momentum around paid family leave to exercise its grant-making authority in 2014 for the first time. The agency competitively awarded \$500,000 to three states and the District of Columbia for paid leave analysis grants to study the feasibility, implementation or improvement of state paid family leave programs. Since that time, the Bureau has awarded two more rounds of grants, totaling over \$3 million over three years, and expanded the eligibility criteria to include municipalities. The Bureau's 2014 and 2015 Paid Leave Analysis grants provided over \$2 million in support for 12 states and municipalities. In August 2016, the Women's Bureau awarded \$1.1 million in grants to the City of Madison (Wisconsin); the Commonwealth of Pennsylvania, Department of Labor and Industry; the Indiana Commission for Women; the Hawaii Department of Human Services; the City and County of Denver (Colorado); and the Franklin County (Ohio) Board of Commissioners. These grants contribute to the body of knowledge about the key design features and implementation strategies that help lay the foundation to construct/improve paid leave programs. The research has shown that there is public support for paid family and medical leave, and that state and local leave programs can have many benefits for workers and families. In FY 2017, the Bureau will continue to award grants for research, and collaborate with Employment and Training Administration (ETA) to administer the paid leave grant program. WB will also convene a Paid Leave Symposium in September 2017 to share grantees' findings and other emerging research.

Portable Retirement Benefits Planning Grants Program

In 2016, the Women's Bureau funded a competitive Portable Retirement Benefits Planning Grants Program that it designed in collaboration with EBSA, ASP, and ETA. The grants support innovative ways to increase retirement security for workers in a changing labor market, particularly low-wage workers and women, by identifying viable portable program options and helping nonprofit organizations undertake certain types of program-planning activities needed to develop a portable retirement benefits program for their stakeholders or target populations. This program is

especially important for women, who face a higher risk of poverty in their retirement due to inadequate retirement savings, lower average lifetime earnings, lower likelihood of working full-time, greater likelihood of taking unpaid time off for caregiving, and longer lifespans. A total of \$153,836 was awarded under this grant program in FY 2016 to the following grantees:

- Brazilian Worker Center, Inc.: To conduct research to inform the development of a prototype mobile platform as a vehicle for providing benefits, including retirement benefits, to predominantly low-wage, non-benefited domestic and direct care workers.
- Heartland Alliance for Human Needs and Human Rights: To conduct a needs assessment of Illinois' economically vulnerable, low-wage, and underserved workers without access to an employer-provided retirement savings plan. The organization will also conduct research to identify barriers to participation in the Illinois Secure Choice Savings Program faced by low-wage workers and underserved workers.
- Fair Work Center: To conduct a needs assessment among low-wage workers, employers and benefits providers to understand the challenges and barriers low-wage workers currently face to saving for retirement.

Enforcement

The Women's Bureau does not have enforcement authority.

Management

For over a decade the Federal Employee Viewpoint Survey (FEVS) has provided Federal employees with the opportunity to provide feedback on their jobs, their supervisors, and their senior leaders. During 2016, the WB management made a concerted effort to improve staff morale, increase transparency, maximize promotion opportunities, recognize performance in a meaningful way and foster a culture in which everyone feels valued and proud of their work in executing the agency's mission. In an effort to achieve our EVS goals, an EVS Work Group was established and the team developed an EVS Action Plan. The Action Plan includes the following areas of focus:

1. Career progression & Promotional Opportunities
2. Transparency & Work Processes
3. Communication, Engagement and Empowerment
4. Culture and Respect
5. Resources

The WB also created a new communications and engagement team focused on building staff morale, increasing staff participation and facilitating transparency efforts. This new engagement team has had great success over the past few months, including hosting a clothing and diaper drive with maximum participation from staff, a luncheon for staff, creating an internal newsletter and a series of staff-led initiatives.

The ultimate WB goal is to ensure the agency is a workplace that employees view as one of the "Best Places to Work in the Federal Government", one which they recommend as a good place to work, and where senior leaders and all staff are engaged.

Calendar

By December 31, 2016:

1. Map of [state level pregnancy discrimination and breastfeeding laws](#) will be updated to reflect new laws passed.
2. New Data and Statistics page will be rolled out. This will include a more user-friendly layout and more interactive graphs.
3. The Women's Employment Rights Guide will be published as an e-book.
4. The first installment of the newly updated Handbook on Working Women will be published.
5. Guidance and technology resources will be produced to help states develop the administrative and fiscal infrastructure necessary for a paid leave insurance program (in partnership with 18F).
6. Summaries of the 2014 Paid Leave Analysis Grants' findings will be published.
7. Issue brief that showcases key elements of the patterns of gender occupational segregation in the United States will be developed.
8. Issue briefs with the results of the 2016 Gallup Survey of Working Women will be published.

By March 31, 2017:

1. A guide for employers on accommodating pregnant and breastfeeding workers will be published.
2. A set of case studies with promising practices to help women succeed in apprenticeship and pre-apprenticeship programs will be produced.
3. A report detailing the results of an analysis that quantifies the comprehensive opportunity cost to women of reducing or foregoing work for caregiving of children or elders will be produced.
4. A fact sheet on immigrant women workers will be produced.
5. A short historical retrospective document prepared by the Library of Congress in 2016 that chronicles the working women's history along with Bureau's history and contributions to advancements for working women will be published.
6. A document for stakeholders detailing the key provisions for women within the federal workforce development system as administered by the Workforce Innovation and Opportunity Act (WIOA).

March is National Women's History Month. The theme for 2017 is Honoring Trailblazing Women in Labor and Business.

The next Equal Pay Day is April 4, 2017. This date symbolizes how far into the year women must work to earn what men earned in the previous year.

TAB 4: BUDGET

BUDGET AUTHORITY AND FTE SUMMARY

(Dollars in millions)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
	Enacted	Enacted	Enacted	Enacted	Request
Budget Authority	\$11.0	\$11.5	\$11.5	\$11.5	\$12.9
FTE	53	49	49	52	52

At-A-Glance

- The Women’s Bureau (WB) performs research and develops policy to promote the welfare of working women by improving their working conditions, increasing their efficiency, and providing them with employment opportunities.
- WB is funded in the Departmental Management appropriation.
- The WB’s Paid Leave Analysis Grants provides resources for states and municipalities to analyze the feasibility of paid leave. From the beginning of the program’s implementation in FY 2014 through FY 2016, \$3.2 million has been invested in 11 states and Washington, D.C. for conducting paid leave research. This initiative complements requests for resources to implement paid leave included in the Employment and Training Administration (ETA) section of recent President’s Budgets.
- The WB also launched a Portable Benefits Grant Program in FY 2016. The grants will provide nonprofit organizations funds for program-planning to develop a portable retirement benefits program for their stakeholders and/or target populations.

Budget and FTE Trends

- From FY 2009-2016, the agency’s budget authority increased from \$10.4 to \$11.5 million. The FY 2017 President’s Request is \$12.9 million and includes an additional \$1.0 million for the Paid Leave Grant program.
- In FY 2010, WB received an increase of \$1.2 million, which was \$1.0 million above the FY 2010 President’s Request. With the additional funding, WB increased its education, research, and advocacy, as well as its technical assistance to other Federal agencies.
- In FY 2012, the appropriation language included additional language providing the WB authority to “award grants to serve and promote the interests of women in the workforce.” The agency has used this authority to develop their Paid Leave Analysis Grants program and, in FY 2016, a research grants program on portable retirement benefits planning.

TAB 4: Budget

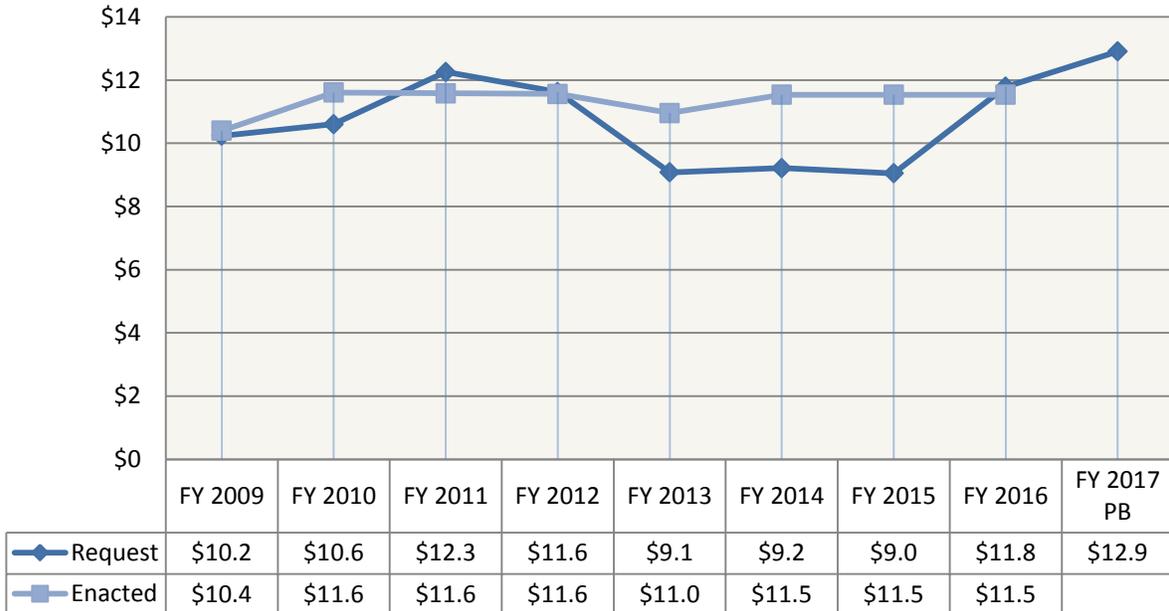
- In FY 2013, FY 2014, and FY 2015, the President's Request included program decreases for the WB. None of the decreases were reflected in the enacted budget, and a program decrease was not included in the FY 2017 President's Request. The WB has focused its efforts on building its policy, research and data and statistics program by expanding these functions in the national office.
- Under the 2013 sequester order, WB reduced costs by decreasing WCF contributions, eliminating performance bonuses, imposing 4 furlough days for political appointees, reducing travel, and delaying hiring.
- The WB's Paid Leave Analysis Grants programs began in FY 2014. Since FY 2014, WB invested \$3.2 million in grants to 11 states and Washington, D.C. to conduct paid leave research.

Upcoming Issues

- The FY 2017 President's Request includes a program increase to expand the Paid Leave Analysis Grants program. The agency continues to collaborate with ETA in this policy area. There has been significant Congressional interest in paid leave policy, including on the agency's grants program for research on state and municipality-based programs.

Women's Bureau

Request vs. Enacted, FY 2009-FY 2016
(Dollars in millions)



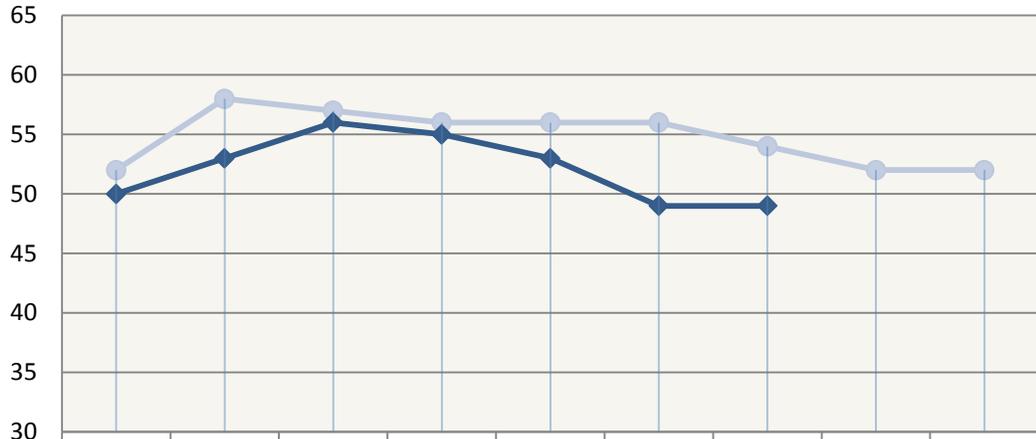
Women's Bureau

FY 2009 Inflation Adjusted BA vs. FY 2009-FY 2016 Enacted BA
(Dollars in millions)



Women's Bureau

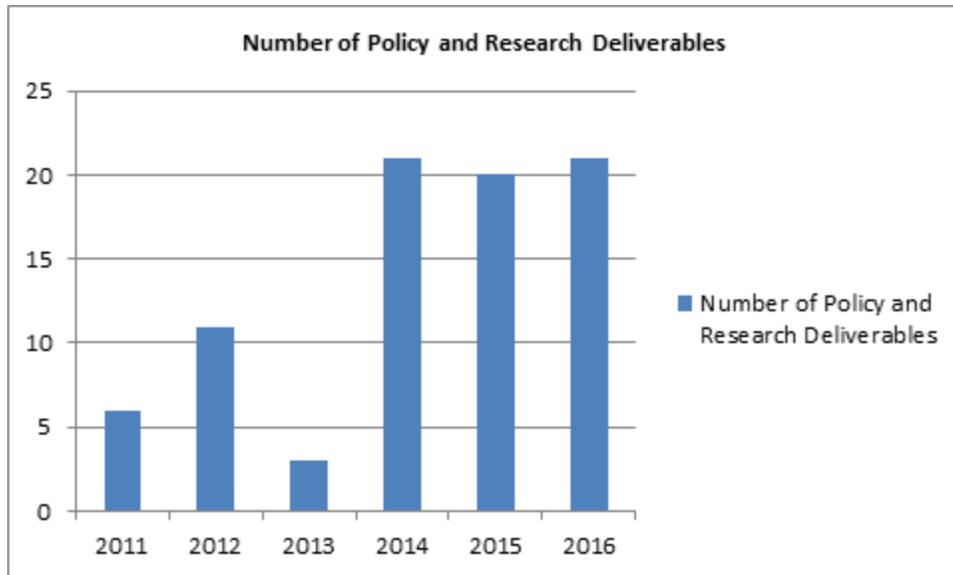
Authorized FTE vs. Actuals, FY 2009-2017



	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017 PB
Authorized	52	58	57	56	56	56	54	52	52
Actuals	50	53	56	55	53	49	49		

TAB 5: AGENCY PERFORMANCE

The Women’s Bureau supports Performance Goal 3.1 – Reduce barriers inhibiting or preventing women’s access to – and retention in – better jobs, and ensure women’s fair treatment in the workplace. WB tracks the number of policy and research deliverables. Policy and research deliverables are the result of qualitative and quantitative research and policy analysis conducted by the Women’s Bureau – alone or in collaboration with other agencies – on issues related to women in the labor force.



Since FY 2014, the Bureau has funded grants to support research and analysis on paid family and medical leave programs at the State and municipal levels. The Bureau also advocated for equal pay and fair treatment in the workplace by conducting outreach and education and providing technical assistance to public and private sector leaders, employers, advocacy groups, service providers, and community-based organizations. In FY 2016, the Bureau conducted a Working Women’s Survey in order to identify women’s current employment issues and how these challenges relate to job and career decisions. The survey provided the Bureau with information on women’s reasons for exiting the workforce, such as family care and household responsibilities, which will inform the Bureau’s efforts to promote high-quality work environments that address the realities of women and working families in the 21st century.

Over the past several years, the Bureau has improved its website and communication tools by using data analytics and adding new, quality content. Since the Women’s Bureau started tracking web traffic through Google analytics in the fall of 2012, visitors to the website have increased from 166,000 in FY 2013 to over, 445,000 this past year. Over the same time period, page views have increased from just over 295,000 to over 850,000. The Bureau has made its website more mobile friendly and mobile traffic has increased from 15,000 (10%) sessions in 2012 to 147,000 (33%) sessions so far in 2016. The Bureau has also increased its social media presence. We received just 1,100 page views from all social media platforms in 2012, but have driven that number up to nearly 50,000 so far in 2016.

TAB 5: Agency Performance

