

NRCS ILLINOIS

Federal Women's Program

The Federal Women's Program (FWP) is a special emphasis program within the Equal Opportunity Program of the Federal Government. The FWP was established in 1967 to enhance employment and advancement of women. Although the program focuses on women, the information disseminated pertains to employment issues of interest to all employees of the Natural Resources Conservation Service in Illinois regardless of gender.

Why is it needed?



- Advancement barriers still exist for women; managers and other employees are often not aware of these barriers.
- Women are underrepresented at higher grade levels.

What are the goals?



- To improve employment and advancement opportunities for women in NRCS.
- To increase respect for the abilities and accomplishments of women employees.
- To address current issues of importance in today's changing world.
- To promote employee's advancement potential by providing information about 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 awareness for the need for greater sensitivity to co-workers' needs.
- Identify problems and solutions in recruiting, advancing, and retaining women in NRCS.
- Eliminate sexual harassment in the workplace.

What can you do?



- Educate yourself about women's issues and communicate your knowledge to others.
- Recognize barriers and offer solutions.
- Identify obvious or potential concerns and bring them to the attention of the appropriate supervisor or the Federal Women's Program Manager.

For More Information...

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