

CIVIL SERVICE

news

# U.S. CIVIL SERVICE COMMISSION

news unit

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ADVANCE FOR TUESDAY MORNING NEWSPAPERS, OCTOBER 7,  
NOT TO BE USED BY PRESS, RADIO, OR TV BEFORE  
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Women employed in full-time white-collar jobs in the Federal Government increased by 38,843 in the year ended October 31, 1974, the U.S. Civil Service Commission reported today.

This advance continued the trend of recent years in which the goal of equal opportunity for women has been given Government-wide emphasis through the Federal Women's Program. The current emphasis on assuring consideration of women for employment in higher level positions and observance of International Women's Year should assure continuation of the trend.

The Commission's October 1974 survey showed that women represented 61 percent of the overall net increase of 63,677 in Federal white-collar jobs in the 1-year period, raising their representation in that work force by nearly 1 percent -- from 34.0 in October 1973 to 34.9 a year later. The number of jobs held by men increased by only 24,834.

Excluding the U.S. Postal Service employees from the overall white-collar total, the percentage of women in Federal white-collar positions increased from 40.8 percent in 1973 to 41.7 in 1974.

The 1974 survey data also indicate increases in the number of women employed in all major grade groupings -- GS-1 through GS-6, GS-7 through GS-12, and GS-13 and higher -- reflecting a continuation of the advancement of women into middle level and higher level white-collar jobs.

The 1974 survey shows that women held 71.2 percent (419,066) of all positions at the GS-1 through 6 and equivalent grade levels, presently \$5,559 to \$12,934; 25.6 percent (158,430) of those in the middle grades, GS-7 through 12, now \$11,046 to \$25,200; and 4.7 percent (9,317) of the positions at the GS-13 level and above, now \$22,906 to \$37,800. In the Postal Service, women were employed in 85,863 (16.3 percent) of the 526,576 positions in 1974, up from 15.0 percent a year earlier, representing an increase of 10,656 positions. And 37.7 percent of the 26,016 positions in the "other white-collar pay plans" were held by women in 1974.

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PHOTOCOPY FROM GERALD FORD LIBRARY

Because of a change in collection of data and definition of white-collar positions in pay systems other than the General Schedule, direct comparisons of grade distributions in the 1973 and 1974 surveys cannot be made. However, the new approach will make possible more meaningful comparisons in future annual surveys. (See attached technical discussion of information about the data for a more complete explanation of the changes in the 1974 survey.)

The survey also revealed significant gains for women in a number of occupational groupings. The greatest gain was recorded in the large General Administrative-Clerical-and Office Services occupations, in which an increase of 10,619 brought the total number of women in the group to 323,369. Other occupational groups in which women made significant gains included the Postal Field (up 8,421); Legal and Kindred (up 4,578); Budget (up 2,155); Social Science, Psychology, and Welfare (up 2,047); and Personnel Management and Industrial Relations (up 1,513). The number of women increased in all occupational groups except Mathematics/Statistics and Education groups, in which slight decreases occurred (see Table D).

Tables attached also show changes in the employment of women in mid-level positions, grades GS-9 through 12 (now \$13,482 to \$25,200), and higher-level positions, grades GS-13 and up (now \$22,906 to \$37,800), between October 1973 and October 1974. The tables show that employment of women in the mid-level grades increased from 17.1 percent to 18.9 percent, and in the higher-level positions from 4.5 percent to 4.7 percent.

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Attachments

Grps. A0, OPA-3-7, OPA-9, OPA-11-15, AXD-3, Grp. 24 & Grp. 26

## INFORMATION ABOUT THE 1974 DATA SURVEY

### Coverage

The data presented represent worldwide full-time white-collar Government employment (General Schedule and other non-wage systems). All Federal departments and agencies are included in this report except members and employees of the Congress, the Judicial Branch, the Board of Governors of the Federal Reserve System, the Central Intelligence Agency, and the National Security Agency. Women who are working on a part-time basis or who have blue-collar occupations are not included. Tables A and B indicate summary employment totals by sex in the Federal agencies for 1974 and 1973, respectively.

### Changes in Definition

Beginning with the 1974 survey of employment of women, the definition of "equivalent" grades to the General Schedule was revised to more realistically represent equivalencies based on job classification criteria. In previous surveys, all non-wage pay systems were equated to the General Schedule either grade-to-GS grade or annual salary-to-GS grade. Beginning with the 1974 survey, only graded pay plans were made equivalent to GS grades. They are as follows: FC (Foreign Agency for International Development); FO, FR, FI, FS (Foreign Service pay plans); VM, VN (Veterans Administration's medical and nursing pay plans); and SA, SB, SD, SE, SG, SM (Tennessee Valley Authority). In the 1974 survey, 1,404,660 (71.8 percent) employees were placed in the General Schedule and equivalent category. The postal pay plans could not be equated to the General Schedule; therefore 526,576 Postal Service employees (26.9 percent) are shown separately by postal levels. All other white-collar pay plans are shown by salary group intervals (26,016 employees or 1.3 percent). For these reasons, comparability between the 1974 survey and any prior year does not exist for tables showing grades or grade groupings. The new reporting system will make future year-to-year comparison more meaningful in measuring the progress of women in the Federal service. Table C shows the 1974 distribution of total full-time white-collar employment by GS and equivalent grades and salary groups.

TABLE A

FULL-TIME WHITE-COLLAR EMPLOYMENT  
BY AGENCY AND GEOGRAPHIC AREA  
OCTOBER 31, 1974

AGENCY	ALL AREAS			D.C. MET AREA			50 STATES A/ <sup>a</sup>			OVERSEAS		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
GENERAL ACCOUNTING OFFICE	4,964	3,623	1,341	3,145	2,082	1,063	1,786	1,514	272	33	27	6
GOVERNMENT PRINTING OFFICE	2,351	1,123	1,228	2,070	1,017	1,053	281	106	175			
LIBRARY OF CONGRESS	4,003	1,965	2,038	3,993	1,957	2,036				10	8	2
STATE (INCLUDES AID)	16,552	10,598	5,954	8,523	4,734	3,789	885	489	396	7,144	5,375	1,769
AGENCY FOR INTERNATIONAL DEVELOPMENT	( 4,629)	( 3,059)	( 1,570)	( 2,859)	( 1,590)	( 1,269)	( 68)	( 56)	( 12)	(1,702)	(1,413)	( 289)
TREASURY	104,148	57,334	46,814	12,392	7,041	5,351	91,194	49,868	41,326	562	425	137
ARMY	232,046	132,986	99,060	21,586	11,247	10,339	196,959	115,612	81,347	13,501	6,127	7,374
NAVY	162,224	98,571	63,653	31,538	19,534	12,004	127,151	76,958	50,193	3,535	2,079	1,456
AIR FORCE	143,769	81,187	62,582	5,471	2,397	3,074	133,419	76,920	56,499	4,879	1,870	3,009
DEFENSE SUPPLY AGENCY	40,565	23,463	17,102	2,276	1,316	960	38,064	22,005	16,059	225	142	83
OTHER DEFENSE ACTIVITIES	16,931	11,461	5,470	9,020	5,797	3,223	7,712	5,566	2,146	199	90	101
JUSTICE	47,211	31,360	15,851	14,180	7,159	7,021	32,734	23,999	8,735	297	202	95
INTERIOR	54,514	37,212	17,302	7,692	4,713	2,979	46,537	32,260	14,277	285	239	46
AGRICULTURE	84,427	64,478	19,949	10,769	5,854	4,915	72,874	57,973	14,901	784	651	133
COMMERCE	28,570	18,636	9,934	17,174	10,325	6,849	11,206	8,135	3,071	190	176	14
LABOR	12,823	7,070	5,753	5,909	2,871	3,038	6,860	4,161	2,699	54	38	16
HEALTH, EDUCATION, AND WELFARE	121,887	45,645	76,242	25,691	11,670	14,021	95,648	33,702	61,946	548	273	275
HOUSING AND URBAN DEVELOPMENT	16,581	9,572	7,009	4,269	2,013	2,256	12,135	7,435	4,700	177	124	53
TRANSPORTATION	62,723	51,825	10,898	9,350	6,077	3,273	53,299	45,685	7,614	74	63	11
ATOMIC ENERGY COMMISSION	7,792	5,287	2,505	3,489	2,204	1,285	4,299	3,081	1,218	4	2	2
CANAL ZONE GOVERNMENT	1,501	755	746							1,501	755	746
CIVIL SERVICE COMMISSION	6,892	2,911	3,981	3,028	1,309	1,719	3,854	1,596	2,258	10	6	4
ENVIRONMENTAL PROTECTION AGENCY	9,036	5,840	3,196	2,856	1,663	1,193	6,171	4,171	2,000	9	6	3
FEDERAL DEPOSIT INSURANCE CORP.	2,679	1,953	726	770	422	348	1,903	1,525	378	6	6	
GENERAL SERVICES ADMINISTRATION	20,944	12,339	8,605	8,276	5,279	2,997	12,618	7,025	5,593	50	35	15
U.S. INFORMATION AGENCY	3,870	2,483	1,387	2,806	1,654	1,152	152	109	43	912	720	192
NAT. AERONAUTICS AND SPACE ADMIN.	23,950	19,438	4,512	5,185	3,862	1,323	18,746	15,558	3,188	19	18	1
PANAMA CANAL COMPANY	988	719	269	5	1	4	25	14	11	958	704	254
SELECTIVE SERVICE SYSTEM	2,124	320	1,804	178	71	107	1,911	237	1,674	35	12	23
SMALL BUSINESS ADMINISTRATION	4,417	2,439	1,978	790	425	365	3,556	1,968	1,588	71	46	25
SMITHSONIAN INSTITUTION	2,291	1,459	832	2,174	1,374	800	99	70	29	18	15	3
TENNESSEE VALLEY AUTHORITY	10,244	8,012	2,232	4	2	2	10,236	8,006	2,230	4	4	
U.S. POSTAL SERVICE	526,576	440,713	85,863	15,540	11,058	4,482	511,036	429,655	81,381			
VETERANS ADMINISTRATION	146,372	64,497	81,875	5,333	2,872	2,461	139,671	60,860	78,811	1,368	765	603
ALL OTHER AGENCIES	31,287	17,488	13,799	20,268	11,193	9,075	10,797	6,088	4,709	222	207	15
TOTALS B/ <sup>b</sup>	1,957,252	1,274,762	682,490	265,750	151,193	114,557	1,653,818	1,102,351	551,467	37,684	21,218	16,466

A/ Excludes D.C. Metropolitan Area.

B/ Excludes Foreign Nationals overseas.

PHOTOCOPY FROM GERALD FORD LIBRARY

TABLE B

FULL-TIME WHITE-COLLAR EMPLOYMENT  
BY AGENCY AND GEOGRAPHIC AREA  
OCTOBER 31, 1973

AGENCY	ALL AREAS			D.C. MET AREA			50 STATES A/			OVERSEAS		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
GENERAL ACCOUNTING OFFICE	4,618	3,453	1,165	2,828	1,899	929	1,747	1,517	230	43	37	6
GOVERNMENT PRINTING OFFICE	2,216	1,137	1,079	1,960	1,031	929	256	106	150			
LIBRARY OF CONGRESS	3,890	1,887	2,003	3,879	1,879	2,000				11	8	3
STATE	16,439	10,712	5,727	8,208	4,649	3,559	791	424	367	7,440	5,639	1,801
TREASURY	99,551	55,919	43,632	11,341	6,487	4,854	87,751	49,068	38,683	459	364	95
ARMY	232,012	133,729	98,283	22,204	11,743	10,461	193,576	114,634	78,942	16,232	7,352	8,880
NAVY	159,618	98,031	61,587	29,851	18,920	10,931	125,986	76,850	49,136	3,781	2,261	1,520
AIR FORCE	142,308	81,336	60,972	5,539	2,518	3,021	132,366	76,918	55,448	4,403	1,900	2,503
DEFENSE SUPPLY AGENCY	39,328	22,894	16,434	2,234	1,305	929	37,030	21,534	15,496	64	55	9
OTHER DEFENSE ACTIVITIES	18,230	12,215	6,015	8,912	5,760	3,152	8,983	6,259	2,724	335	196	139
JUSTICE	45,907	30,551	15,356	14,057	7,040	7,017	31,148	23,014	8,134	702	497	205
INTERIOR	49,802	34,640	15,162	7,233	4,514	2,719	42,381	29,959	12,422	188	167	21
AGRICULTURE	84,220	64,876	19,344	10,728	5,891	4,837	72,749	58,357	14,392	743	628	115
COMMERCE	27,658	18,056	9,602	16,346	9,804	6,542	11,099	8,058	3,041	213	194	19
LABOR	13,061	7,170	5,891	6,391	3,092	3,299	6,581	4,015	2,566	89	63	26
HEALTH, EDUCATION, AND WELFARE	114,694	45,692	69,002	24,767	11,736	13,031	89,470	33,714	55,756	457	242	215
HOUSING AND URBAN DEVELOPMENT	17,075	10,183	6,892	3,827	1,833	1,994	13,062	8,223	4,839	186	127	59
TRANSPORTATION	61,851	51,535	10,316	8,966	5,949	3,017	52,431	45,184	7,247	454	402	52
ATOMIC ENERGY COMMISSION	7,276	4,979	2,297	3,035	1,918	1,117	4,241	3,061	1,180			
CANAL ZONE GOVERNMENT	1,537	780	757							1,537	780	757
CIVIL SERVICE COMMISSION	6,150	2,697	3,453	2,660	1,209	1,451	3,482	1,484	1,998	8	4	4
ENVIRONMENTAL PROTECTION AGENCY	9,009	5,895	3,114	2,718	1,572	1,146	6,276	4,312	1,964	15	11	4
FEDERAL DEPOSIT INSURANCE CORP.	2,494	1,867	627	668	368	300	1,821	1,494	327	5	5	
GENERAL SERVICES ADMINISTRATION	20,377	12,315	8,062	7,988	5,249	2,739	12,342	7,032	5,310	47	34	13
U.S. INFORMATION AGENCY	3,809	2,461	1,348	2,756	1,654	1,102	133	87	46	920	720	200
NAT. AERONAUTICS AND SPACE ADMIN.	24,620	20,140	4,480	5,138	3,903	1,235	19,462	16,218	3,244	20	19	1
PANAMA CANAL COMPANY	991	719	272	4	1	3	25	14	11	962	704	258
SELECTIVE SERVICE SYSTEM	3,478	368	3,110	194	72	122	3,225	276	2,949	59	20	39
SMALL BUSINESS ADMINISTRATION	4,523	2,410	2,113	787	419	368	3,732	1,991	1,741	4		4
SMITHSONIAN INSTITUTION	2,066	1,356	710	1,903	1,243	660	121	84	37	42	29	13
TENNESSEE VALLEY AUTHORITY	9,204	7,188	2,016	3	1	2	9,197	7,183	2,014	4	4	
U.S. POSTAL SERVICE	501,754	426,547	75,207	14,951	10,976	3,975	486,803	415,571	71,232			
VETERANS ADMINISTRATION	136,642	60,909	75,733	4,981	2,702	2,279	130,370	57,480	72,890	1,291	727	564
ALL OTHER AGENCIES	27,167	15,281	11,886	17,195	9,305	7,890	9,668	5,710	3,958	304	266	38
TOTALS B/	1,893,575	1,249,928	643,647	254,252	146,642	107,610	1,598,305	1,079,831	518,474	41,018	23,455	17,563

A/ Excludes D.C. Metropolitan Area.

B/ Excludes Foreign Nationals overseas.

TABLE C

FULL-TIME WHITE COLLAR EMPLOYMENT

OCTOBER 31, 1974

GRADE/SALARY INTERVAL	ALL CATEGORIES			PROFESSIONAL			ADMINISTRATIVE		
	TOTAL	NUMBER	WOMEN %	TOTAL	NUMBER	WOMEN %	TOTAL	NUMBER	WOMEN %
TOTAL, ALL WHITE-COLLAR PAY SYSTEMS	1,957,252	682,490	34.9	285,125	55,345	19.4	392,437	72,531	18.5
TOTAL, GENERAL SCHEDULE & EQUIV (A)	1,404,660	586,813	41.8	269,245	48,696	18.2	338,422	59,293	17.5
GS-01	3,950	2,840	71.9	2	1	50.0	3	1	33.3
GS-02	32,301	24,858	77.0	5	2	40.0	15	7	46.7
GS-03	111,522	86,341	77.4	17	10	58.8	330	171	51.8
GS-04	173,593	129,823	74.8	103	55	55.0	1,753	1,066	60.8
GS-05	183,708	119,281	64.9	4,358	891	22.0	11,695	4,917	42.0
GS-06	83,399	55,923	67.1	852	682	80.0	1,323	598	45.2
GS-07	131,932	57,178	43.3	15,769	6,533	39.0	24,957	9,956	39.9
GS-08	30,837	15,157	49.2	4,593	4,235	90.2	2,480	564	22.7
GS-09	148,241	45,172	30.5	39,002	19,386	49.7	49,608	13,349	26.9
GS-10	21,682	5,140	23.7	912	537	58.9	10,217	2,694	26.4
GS-11	148,785	23,228	15.6	47,851	8,169	17.1	76,134	13,146	17.3
GS-12	137,373	12,555	9.1	53,385	4,095	7.7	69,526	7,800	11.2
GS-13	108,406	5,854	5.4	50,706	2,195	4.3	53,360	3,530	6.6
GS-14	52,653	2,215	4.2	27,805	1,089	3.9	23,458	1,085	4.6
GS-15	29,091	1,078	3.7	18,131	722	4.0	10,466	340	3.2
GS-16	5,082	130	2.6	2,961	70	2.4	2,026	55	2.7
GS-17	1,654	33	2.0	807	21	2.6	820	11	1.3
GS-18	451	7	1.6	189	3	1.6	251	3	1.2
TOTAL, POSTAL SERVICE PAY SYSTEMS	526,576	85,863	16.3	1,525	367	22.6	51,990	13,023	25.0
TOTAL, OTHER WHITE-COLLAR PAY SYSTEMS	26,016	9,814	37.7	15,256	6,282	41.2	2,025	215	10.6
UP THRU \$9,999	10,282	5,796	56.4	4,205	2,814	66.9	268	37	13.8
\$10,000 THRU \$13,999	5,361	2,602	48.5	3,594	2,318	64.5	65	16	24.6
\$14,000 THRU \$17,999	2,930	733	25.0	2,337	605	29.7	201	40	19.9
\$18,000 THRU \$25,999	3,040	437	14.4	2,403	365	15.2	327	64	19.6
\$26,000 THRU \$35,999	2,368	194	8.2	1,971	158	8.4	399	33	8.3
\$36,000 AND OVER	2,035	52	2.6	1,145	22	1.9	765	25	3.3

BY PATCO CATEGORIES (WORLDWIDE)

TABLE C.

OCTOBER 31, 1974

ALL AGENCIES												
TECHNICAL			CLERICAL			OTHER			UNSPECIFIED			GRADE/SALARY INTERVAL
TOTAL	WOMEN	%	TOTAL	WOMEN	%	TOTAL	WOMEN	%	TOTAL	WOMEN	%	
NUMBER	NUMBER	%	NUMBER	NUMBER	%	NUMBER	NUMBER	%	NUMBER	NUMBER	%	
267,816	83,721	31.3	903,501	439,115	48.6	97,050	29,536	30.4	11,322	2,242	19.8	TOTAL, ALL WHITE-COLLAR PAY SYSTEMS:
257,272	81,321	31.6	435,828	365,909	84.0	94,343	29,413	31.2	10,550	2,181	20.7	TOTAL, GENERAL SCHEDULE & EQUIV (A)
249	92	36.9	3,498	2,648	75.7	160	71	44.4	38	27	71.1	GS-01
2,448	998	40.8	27,110	22,503	83.0	2,670	1,308	49.0	53	40	75.5	GS-02
7,287	2,676	36.7	92,501	77,805	84.1	11,215	5,553	49.5	172	126	73.3	GS-03
15,133	7,027	46.4	126,923	109,583	86.3	29,424	11,934	40.5	250	158	60.8	GS-04
29,724	14,405	48.5	110,014	91,136	82.8	27,644	7,671	27.7	573	261	45.5	GS-05
19,006	9,570	50.4	53,747	42,995	80.0	8,304	1,970	23.7	157	108	64.7	GS-06
69,458	27,410	39.5	13,614	12,146	89.2	5,803	492	8.5	1,331	641	48.2	GS-07
16,824	5,934	35.3	4,659	4,208	90.3	2,027	104	5.1	154	112	72.7	GS-08
51,370	9,889	19.3	2,562	2,045	79.8	4,354	205	4.7	1,345	298	22.2	GS-09
9,518	1,512	15.9	463	368	79.5	506	17	3.4	56	12	18.2	GS-10
21,136	1,276	6.0	536	372	69.4	1,311	64	4.9	1,817	201	11.1	GS-11
11,976	454	3.8	148	83	56.1	457	18	3.9	1,881	105	5.6	GS-12
2,582	69	2.7	37	15	40.5	289	3	1.0	1,432	42	2.9	GS-13
465	9	1.9	9	2	22.2	149	2	1.3	757	28	3.7	GS-14
85			4			19	1	5.3	386	15	3.9	GS-15
11			2			9			73	5	6.8	GS-16
			1			2			24	1	4.2	GS-17
									11	1	9.1	GS-18
9,851	2,082	21.1	462,211	70,373	15.2	600	14	2.3	299	4	1.3	TOTAL, POSTAL SERVICE PAY SYSTEMS
693	318	45.9	5,462	2,833	51.9	2,107	109	5.2	473	57	12.1	TOTAL, OTHER WHITE-COLLAR PAY SYSTEMS
318	196	61.6	5,035	2,671	53.0	413	63	15.3	43	15	34.9	UP THRU \$9,999
259	92	35.5	228	127	55.7	1,137	35	3.1	78	14	17.9	\$10,000 THRU \$13,999
99	29	29.3	111	33	29.7	391	9	2.3	91	17	18.7	\$14,000 THRU \$17,999
7	1	14.3	82	1	1.2	156	2	1.3	55	4	6.2	\$18,000 THRU \$25,999
6			1			9			82	3	3.7	\$26,000 THRU \$35,999
4			5	1	20.0	1			114	4	3.5	\$36,000 AND OVER

TABLE D FULL-TIME WHITE COLLAR EMPLOYMENT BY OCCUPATIONAL GROUP

OCCUPATIONAL GROUP	ALL AGENCIES			ALL AREAS			PERCENT CHANGE	
	EMPLOYMENT TOTAL	31 OCTOBER 1974		EMPLOYMENT TOTAL	31 OCTOBER 1973		TOTAL	WOMEN
		--- NUMBER	--- WOMEN %		--- NUMBER	--- WOMEN %		
MISC OCCUP	49,018	2,830	5.8	46,373	2,315	5.0	5.7	22.2
SOC SCI, PSYCH	44,956	14,068	31.3	41,374	12,021	29.1	8.7	17.0
PERS MGMT	41,810	22,878	54.7	40,102	21,365	53.3	4.3	7.1
GEN ADMIN	473,725	323,369	68.3	459,912	312,750	68.0	3.0	3.4
BIOL SCIENCES	44,476	3,601	8.1	43,557	3,071	7.1	2.1	17.3
ACCT AND BUDGET	118,355	55,802	47.1	114,712	53,647	46.8	3.2	4.0
MED, DENT, PH	108,968	65,075	59.7	106,369	61,501	57.8	2.4	5.8
VETERINARY MED	2,287	47	2.1	2,317	43	1.9	- 1.3	9.3
ENG. AND ARCH	146,490	1,990	1.4	147,858	1,760	1.2	- .9	13.1
LEGAL AND KINDRED	55,378	27,943	50.5	48,024	23,365	48.7	15.3	19.6
INFJ AND ARTS	19,809	6,200	31.3	19,296	5,915	30.7	2.7	4.8
BUS AND INDUSTRY	67,071	17,681	26.4	64,755	15,905	24.6	3.6	11.2
COPYRIGHT, PAT	1,666	131	7.9	1,735	124	7.1	- 4.0	5.6
PHYSICAL SCI	41,025	3,668	8.9	40,826	3,527	8.6	.5	4.0
LIBR, ARCHIVE	8,892	5,571	62.7	8,512	5,309	62.4	4.5	4.9
MATH AND STAT	13,805	5,015	36.3	14,176	5,193	36.6	- 2.6	- 3.4
EQUIP, FAC, SVC	15,064	372	2.5	15,701	352	2.2	- 4.1	5.7
EDUCATION	26,284	10,145	38.6	26,579	10,166	38.2	- 1.1	- .2
INVESTIGATION	45,426	2,472	5.4	44,802	1,907	4.3	1.4	29.6
COMM OUAL CNT	18,643	620	3.3	18,834	544	2.9	- 1.0	14.0
SUPPLY	62,118	26,282	42.3	63,608	26,126	41.1	- 2.3	.6
TRANSPORTATION	42,124	6,415	15.2	41,458	6,263	15.1	1.6	2.4
UNSPECIFIED	11,322	2,242	19.8	4,124	826	20.0	174.5	171.4
POSTAL	498,540	78,073	15.7	478,571	69,652	14.6	4.2	12.1
TOTAL A/	1,957,252	682,490	34.9	1,893,575	643,647	34.0	3.4	6.0

A/ EXCLUDES FOREIGN NATIONALS OVERSEAS.



FULL-TIME WHITE COLLAR EMPLOYMENT

BY SPECIAL CATEGORIES

TABLE E

ALL AGENCIES

WORLDWIDE

CATEGORY A/	EMPLOYMENT TOTAL	31 OCTOBER 1974		EMPLOYMENT TOTAL	31 OCTOBER 1973		PERCENT CHANGE	
		WOMEN NUMBER	%		WOMEN NUMBER	%	TOTAL	WOMEN
PROFESSIONAL	285,126	55,345	19.4	286,042	53,563	18.7	.3	3.3
ADMINISTRATIVE	392,437	72,531	18.5	366,922	59,009	16.1	7.0	22.9
TECHNICAL	267,816	83,721	31.3	246,851	71,246	28.9	8.5	17.5
CLERICAL	903,501	439,115	48.6	894,788	431,283	48.2	1.0	1.8
OTHER	97,050	29,536	30.4	94,846	27,719	29.2	2.3	6.6
UNSPECIFIED	11,322	2,242	19.8	4,126	827	20.0	174.4	171.1
GRAND TOTAL B/	1,957,252	682,490	34.9	1,893,575	643,647	34.0	3.4	6.0

A/ CATEGORIES ARE DEFINED IN THE INTRODUCTION

B/ AGENCY COVERAGE IS DEFINED IN THE INTRODUCTION

TABLE F

FULL-TIME WHITE-COLLAR EMPLOYMENT IN THE GS-9  
TO GS-12 GRADE GROUPING BY AGENCY FOR 1974 and 1973

Agency	October 31, 1974		October 31, 1973	
	GS-9 to GS-12		GS-9 to GS-12	
	No. of Women	% of Women	No. of Women	% of Women
Action	200	41.1	210	41.1
Agriculture	1,908	5.7	1,743	5.2
Air Force	5,837	12.5	5,926	12.3
Army	10,041	14.2	10,173	13.9
Atomic Energy Commission	364	24.5	305	21.6
Canal Zone Government	136	53.1	299	39.3
Civil Aeronautics Board	63	40.6	69	43.7
Civil Service Commission	538	30.2	469	28.9
Commerce	1,606	17.3	1,530	16.5
Commission on Civil Rights	54	65.1	51	66.2
Environmental Protection Agency	545	20.1	527	18.6
Equal Employment Opportunity Commission	268	39.0	237	38.3
Export-Import Bank	40	41.2	37	38.9
Farm Credit Administration	13	21.0	10	19.6
Federal Communications Commission	99	20.4	97	19.9
Federal Deposit Insurance Corporation	112	10.0	110	9.3
Federal Home Loan Bank Board	75	15.2	60	12.2
Federal Mediation and Conciliation Service	23	40.4	17	36.2
Federal Maritime Commission	18	20.5	22	26.5
Federal Power Commission	59	18.4	58	16.3
Federal Trade Commission	141	32.2	123	29.5
General Accounting Office	264	13.4	231	12.1
General Services Administration	1,189	22.5	1,058	21.1
Government Printing Office	79	17.1	81	17.7
Health, Education, and Welfare	12,625	45.3	11,430	38.5
Housing and Urban Development	1,227	19.4	1,131	17.2
Interior	2,882	13.6	2,619	12.9
Interstate Commerce Commission	88	14.5	78	12.4
Justice	1,131	8.1	974	6.9
Labor	1,129	27.2	1,165	27.4
Library of Congress	682	49.0	670	49.5
National Aeronautics and Space Administration	648	8.3	636	7.7
National Credit Union Administration	13	4.6	17	5.7
National Foundation on the Arts and Humanities	65	70.7	42	71.2
National Labor Relations Board	170	32.9	152	27.1
National Science Foundation	105	65.6	95	62.1
Navy	5,830	10.8	5,748	10.4
Office of Economic Opportunity	158	53.4	138	44.7
Office of Management and Budget	62	55.9	63	55.3
Railroad Retirement Board	170	30.7	149	27.0
Securities and Exchange Commission	97	16.7	76	16.5
Selective Service System	77	44.3	98	48.8
Small Business Administration	228	15.5	193	13.9
Smithsonian	220	33.6	193	31.7
State	1,751	34.4	1,636	33.1
Tennessee Valley Authority	220	6.0	251	6.4
Transportation	1,436	5.2	1,360	4.7
Treasury	5,091	15.2	4,599	14.3
U.S. Information Agency	498	38.7	474	36.9
U.S. Postal Service a/	NA	NA	842	3.8
U.S. Tariff Commission	36	40.0	31	41.9
Veterans Administration	21,498	59.3	20,207	58.7
Government-wide	86,095	18.9	82,522	17.1

a/ Postal Service employment in 1974 was not equated to the 18 grades of the General Schedule.

TABLE G

FULL-TIME WHITE-COLLAR EMPLOYMENT IN THE GS-13 TO  
GS-18 GRADE GROUPING BY AGENCY FOR 1974 AND 1973

Agency	October 31, 1974		October 31, 1973	
	GS-13 to GS-18		GS-13 to GS-18+	
	No. of Women	% of Women	No. of Women	% of Women
Action	37	10.7	47	11.4
Agriculture	300	3.3	262	2.9
Air Force	303	2.3	285	2.1
Army	534	2.5	505	2.3
Atomic Energy Commission	98	2.9	73	2.3
Canal Zone Government	4	7.3	9	9.9
Civil Aeronautics Board	18	8.0	14	6.0
Civil Service Commission	124	12.7	110	12.3
Commerce	413	5.7	363	5.2
Commission on Civil Rights	23	32.9	14	24.1
Environmental Protection Agency	111	4.6	100	3.8
Equal Employment Opportunity Commission	128	26.1	87	22.7
Export-Import Bank	7	6.1	6	5.7
Farm Credit Administration	1	1.5	1	1.6
Federal Communications Commission	20	4.3	21	4.3
Federal Deposit Insurance Corporation	10	2.2	8	1.8
Federal Home Loan Bank Board	6	1.6	5	1.5
Federal Mediation and Conciliation Service	7	2.5	4	1.5
Federal Maritime Commission	2	2.6	3	3.5
Federal Power Commission	11	3.1	11	3.0
Federal Trade Commission	34	7.2	26	6.6
General Accounting Office	37	2.5	32	2.2
General Services Administration	143	6.0	117	5.1
Government Printing Office	5	2.3	5	2.7
Health, Education, and Welfare	2,164	14.9	2,208	14.1
Housing and Urban Development	275	7.9	227	6.7
Interior	201	2.8	174	2.6
Interstate Commerce Commission	18	4.3	14	3.3
Justice	166	2.0	206	2.4
Labor	372	10.9	408	11.4
Library of Congress	134	24.5	126	23.8
National Aeronautics and Space Administration	132	1.3	120	1.1
National Credit Union Administration	5	8.3	4	7.3
National Foundation on the Arts and Humanities	24	28.6	21	33.9
National Labor Relations Board	50	8.6	55	6.4
National Science Foundation	58	11.2	43	9.0
Navy	538	2.7	560	2.7
Office of Economic Opportunity	46	11.6	51	11.6
Office of Management and Budget	31	10.6	22	7.5
Railroad Retirement Board	5	5.1	5	4.8
Securities and Exchange Commission	31	5.2	27	5.1
Selective Service System	6	8.0	6	6.9
Small Business Administration	43	4.8	39	4.7
Smithsonian	50	11.9	39	10.3
State	447	7.6	450	7.2
Tennessee Valley Authority	6	0.5	6	0.5
Transportation	240	1.2	236	1.2
Treasury	396	3.1	321	2.6
U.S. Information Agency	139	8.8	130	8.3
U.S. Postal Service a/	NA	NA	38	1.7
U.S. Tariff Commission	5	5.2	8	8.0
Veterans Administration	982	10.3	1,068	10.1
Government-wide	9,317	4.7	9,052	4.5

a/ Postal Service employment in 1974 was not equated to the 18 grades of the General Schedule.