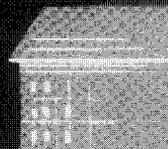
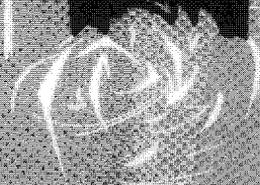
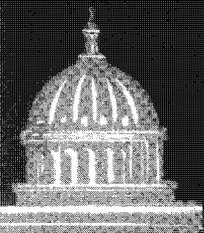


# Women in the Federal Service 1939-1959



**U.S. DEPARTMENT OF LABOR**  
**W. Willard Wirtz, Secretary**

**WOMEN'S BUREAU**

**Mrs. Esther Peterson, Director**

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This pamphlet was prepared in the Division of Program Planning, Analysis, and Reports, of which Stella P. Manor is Chief. It was written by Jean A. Wells with the statistical assistance of Harriet G. Ateca and Grace R. Hipp.

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## *Foreword*

“I believe that Federal employment practices should be a showcase of the feasibility and value of combining genuine equality of opportunity on the basis of merit with efficient service to the public.”

—*President John F. Kennedy.*

Women’s status in the Federal Service has been a subject of continuing interest to the Women’s Bureau. This interest has been manifested by five studies relating to women Federal employees for the years 1919, 1925, 1938–39, 1947, and 1954. Data available for 1959 are comparable in most instances with the 1954 data and with portions of the 1938–39 study.

The types of positions which women hold, and the percentages they comprise of the workers in an occupation, are an index to women’s employment status. Comparisons of current information about these factors with that available for 1938–39 indicate that women’s status in the Federal Service has improved considerably during the past two decades. But there is still much room for improvement.

Strong interest in stimulating further progress in the position of women Federal employees was indicated by the President when he established the Commission on the Status of Women in December 1961. He specifically designated the employment policies and practices of the Federal Government among the various areas in which the Commission is authorized “to review progress and make recommendations as needed for constructive action.”

ESTHER PETERSON,  
*Director, Women’s Bureau.*

## *Highlights*



### *Employment:*

The numerical gains of women in the Federal Service have been particularly noteworthy in recent decades. In 1959, a total of 576,000 women worked for the Federal Government; over four-fifths (476,000) were employed in white-collar full-time positions. By comparison, there were fewer than 175,000 women Federal workers in 1939. While men's employment increased 141 percent between 1939 and 1959, women's increased 233 percent.

### *Location:*

In recent years, employment opportunities have increased more rapidly outside the Washington, D.C., area than within. In fact, between 1939 and 1959, about 90 percent of the increase in women's employment took place outside Washington. Although 29 percent of the women employed in Federal Service were working in Washington in 1939, only 17 percent were working there in 1959.

All Federal agencies employ women, although some have higher percentages of women workers than others. The distribution of women among agencies is similar to the distribution of all employees. Almost half of the women were working for the military establishments in 1959 and another fourth, for three agencies: the Veterans' Administration, the Post Office Department, and the Health, Education, and Welfare Department.

### *Occupations:*

Women were employed in four-fifths of the 521 major white-collar occupations listed by the U.S. Civil Service Commission in 1959. Among every 100 women white-collar workers, there were estimated to be:

- 78 clerical or related workers
- 8 semiprofessional workers
- 8 professional workers
- 1 administrator
- 5 miscellaneous workers (technicians, specialists, etc.)

Since 1938–39, employment opportunities for women have improved in all types of jobs in the Federal Service. However, the greatest gains (in terms of numbers or percentages of total workers) have been made by women in these occupations:

|                |                          |                      |
|----------------|--------------------------|----------------------|
| Accountant     | Editorial or information | Medical technologist |
| Bacteriologist | specialist               | Nurse                |
| Chemist        | Legal documents          | Programmer           |
| Draftsman      | examiner                 | Statistician         |
| Economist      | Mathematician            | Therapist            |

Women's status has changed least in these occupations:

|               |        |          |        |
|---------------|--------|----------|--------|
| Administrator | Doctor | Engineer | Lawyer |
|---------------|--------|----------|--------|

### *Salaries:*

The average (mean) salary of women white-collar workers in Federal Service was \$4,480 in 1959, as compared with \$6,078 a year for men. Annual salaries in 1959 ranged from \$2,960 for grade 1 jobs to \$17,500 for grade 18—as determined under the Classification Act of 1949, as amended.

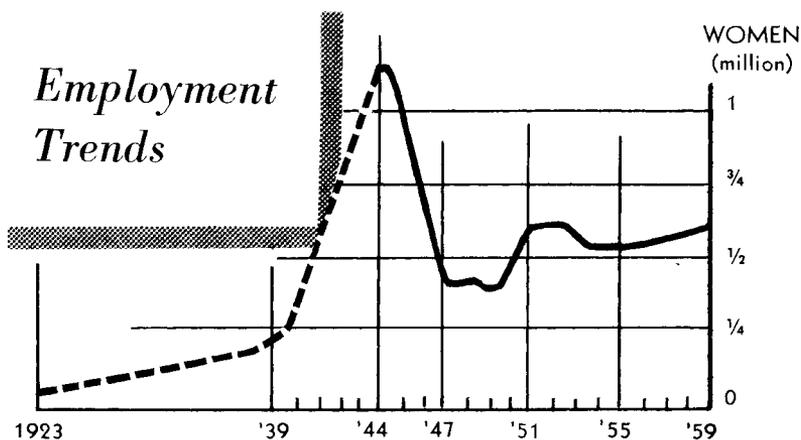
The average (median) job grade for women in 1959 was grade 4 (\$3,755–\$4,325); this was also the median grade for women in 1954. For men, the median increased from grade 7 in 1954 to grade 9 (\$5,985–\$6,885) in 1959. Almost 80 percent of the women employed in 1959 were in grades 5 and below; 18 percent, in grades 6 through 9; 2 percent, in grades 10 through 12; and less than 1 percent, in grades 13 and above.

*Editor's Note:* After the current study was completed, two salary increases were approved by Congress. An increase averaging 7.5 percent became effective July 1960. The second was a two-part increase and averaged 9.6 percent for employees covered by the Classification Act and 11.2 percent for postal employees. The first part of the second increase went into effect in October 1962 and the remainder is due in January 1964.

Salary rates established by the 1962 legislation follow :

| Grade   | <i>Annual salary rates effective—</i> |                |                     |                |
|---------|---------------------------------------|----------------|---------------------|----------------|
|         | <i>October 1962</i>                   |                | <i>January 1964</i> |                |
|         | <i>Minimum</i>                        | <i>Maximum</i> | <i>Minimum</i>      | <i>Maximum</i> |
| 1.....  | \$3, 245                              | \$4, 190       | \$3, 305            | \$4, 250       |
| 2.....  | 3, 560                                | 4, 505         | 3, 620              | 4, 565         |
| 3.....  | 3, 820                                | 4, 830         | 3, 880              | 4, 900         |
| 4.....  | 4, 110                                | 5, 370         | 4, 215              | 5, 475         |
| 5.....  | 4, 565                                | 6, 005         | 4, 690              | 6, 130         |
| 6.....  | 5, 035                                | 6, 565         | 5, 235              | 6, 810         |
| 7.....  | 5, 540                                | 7, 205         | 5, 795              | 7, 550         |
| 8.....  | 6, 090                                | 7, 935         | 6, 390              | 8, 280         |
| 9.....  | 6, 675                                | 8, 700         | 7, 030              | 9, 100         |
| 10..... | 7, 290                                | 9, 495         | 7, 690              | 9, 985         |
| 11..... | 8, 045                                | 10, 165        | 8, 410              | 10, 650        |
| 12..... | 9, 475                                | 11, 995        | 9, 980              | 12, 620        |
| 13..... | 11, 150                               | 14, 070        | 11, 725             | 14, 805        |
| 14..... | 12, 845                               | 16, 245        | 13, 615             | 17, 215        |
| 15..... | 14, 565                               | 17, 925        | 15, 665             | 19, 270        |
| 16..... | 16, 000                               | 18, 000        | 16, 000             | 18, 000        |
| 17..... | 18, 000                               | 20, 000        | 18, 000             | 20, 000        |
| 18..... | 20, 000                               | 20, 000        | 20, 000             | 20, 000        |

## WOMEN IN THE FEDERAL SERVICE, 1939–1959



The great increase in the number of women employed by the Federal Government is probably the most spectacular part of the story concerning women in the Federal service. Their numerical gain is related largely to the Government's need for more employees to carry out the increased responsibilities of an expanding economy, as well as to defense requirements. The 575,990 women working for the Government in 1959 compares with 81,500 women employees in 1923, when official employment reports were first issued. The employee ratio is now 1 woman to 3 men; then it was 1 woman to 5 men.

The rise in women's employment has been fairly steady, although marked fluctuations have occurred during and after periods of national emergency. By 1939 the number of women in Federal Service—approximating 173,000—was more than double that of 1923. In 1939 there was about 1 woman to every 4 men employees. During World War II, women's employment exceeded a million and the employee ratio became 2 women for every 3 men. Staff cuts after the war and the return of veterans caused the number of women workers to drop to less than half a million in 1947 and to continue

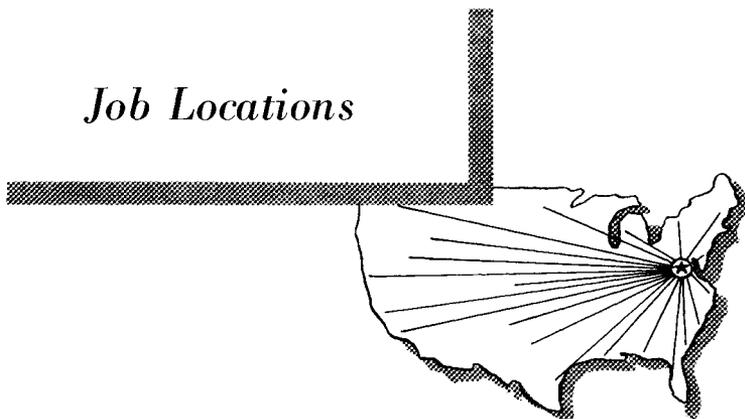
at about the same level through 1950. Hostilities in Korea brought a moderate increase, as the following figures show:

|                                    | <i>Number of<br/>women<br/>employees</i> | <i>Ratio of<br/>women<br/>to men</i> |
|------------------------------------|--|--------------------------------------|
| 1923 -----                         | 81, 500                                  | 1 to 5                               |
| 1939 -----                         | 172, 700                                 | 1 to 4                               |
| 1944 (World War II)-----           | 1, 110, 500                              | 2 to 3                               |
| 1947 (Return of war veterans)----- | 444, 200                                 | 1 to 3                               |
| 1951 (Korean hostilities)-----     | 577, 500                                 | 1 to 3                               |
| 1954 (Total)-----                  | 521, 900                                 | 1 to 3                               |
| (White-collar, full-time)-----     | (440, 280)                               | (1 to 2)                             |
| 1959 (Total)-----                  | <sup>1</sup> 575, 990                    | 1 to 3                               |
| (White-collar, full-time)-----     | <sup>1</sup> (476, 448)                  | (1 to 2)                             |

<sup>1</sup>The 1959 figures are the only ones listed here which include United States citizens employed overseas. The numbers of women employed by the Federal Government in 1959 in the United States only were: Total—544,110, and white-collar, full-time—460,355.

The gain in women's employment is indicated in a comparison of 1959 figures with those of 1939—just before World War II. The number of women workers increased 233 percent over this period while the number of men increased only 141 percent. This greater percentage gain for women than for men in the Federal Service is similar to the trend among workers outside of Government.

## *Job Locations*

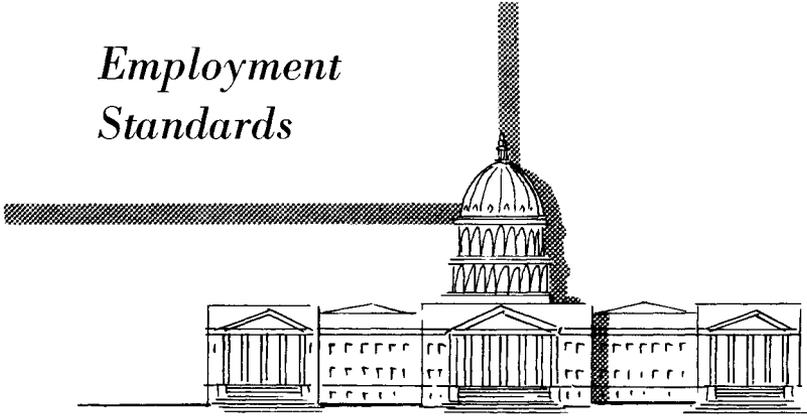


The size and scope of Federal activities provide a wide choice of job locations for Federal employees. Regardless of where they live, women citizens have numerous opportunities for jobs in the Federal Service. In recent years, these opportunities have been increasing more rapidly outside than within the Washington, D.C. area. About 90 percent of the increase in women's employment between 1939 and 1959 took place outside the National Capital. While the number of women working in the Washington area almost doubled, elsewhere it more than tripled. Of all women full-time white-collar workers in the Federal Service (476,448) in 1959, less than one-fifth (80,974) were in Washington. This fact reflects the continual effort to decentralize Federal operations, with regional and area offices handling as many local operations as possible.

The widespread locations and variety of Federal operations enable employees to transfer from one location or agency to another without loss of seniority or other employee benefits. All Federal agencies employ women, although some have higher percentages of women workers than others. For example, in 1959 women comprised less than 10 percent of all Post Office employees but almost 90 percent of the employees in the Selective Service System.

Both men and women white-collar workers employed by the Federal Government are very heavily concentrated in a few large agencies. Almost half of the women were working for the military establishments in 1959 and another fourth for three agencies: the Veterans' Administration, the Post Office Department, and the Health, Education, and Welfare Department. About one-tenth were in the Treasury, Agriculture, and Interior Departments. The remainder were distributed among 62 other agencies. (Table 1.)

# *Employment Standards*



Standards governing the employment conditions and earnings of women employed in the Federal Government are based on acts of Congress or Executive orders of the President. Earnings are determined by the Classification Act of 1949, as amended, which provides for a uniform system of job grades and salaries. In the executive departments and in most independent agencies, standards are implemented mostly through programs administered by the Civil Service Commission—the Government's central personnel agency.

Basic to all other Federal policies is the principle of merit and fitness, by which all citizens are guaranteed equal opportunity to seek employment through open competitive examination and for appointment to the service without discrimination because of race, creed, sex, politics, or marital status. Of all Federal Government employees (2,204,128 in October 1959), over 90 percent are under the Civil Service competitive system. Many of the remaining jobs are in special agencies which have their own merit systems. A small percentage of positions in the Federal Government are exempt from the merit system because they are policy-making or confidential in nature.

Women have had equal opportunity with men in seeking Federal employment since 1919, when almost all entrance examinations were opened to both men and women. Those who pass the examinations are "certified" to Federal agencies wishing to fill vacancies. Priority is given in order of examination grades, except as modified by veterans' preference points, which may be allowed for the applicant's own military service, or, under certain conditions, to the widows, wives, and mothers of veterans.

For many years, agencies had the option of specifying sex in their certification requests, under an interpretation of an 1870 law. However, this option was abolished in 1962, following an opinion by the Attorney General that the President has the authority to regulate

this matter. The President directed agencies to make appointments without regard to sex, except in unusual situations where such action is found justified by the Civil Service Commission on the basis of objective nondiscriminatory standards. This ruling is expected to broaden employment opportunities for women in the Civil Service.

The principle of equal pay for equal work in the Federal Service was first introduced into law in 1870, but was not fully implemented until the Classification Act of 1923 established a uniform salary schedule for most types and grades of work performed by white-collar employees. As women were the ones who benefited primarily from the provisions which set job standards and salaries, the 1923 act has been called the emancipation act for women in the Federal Service.

Other policies covering Federal employment have special interest for two particular groups of women: (1) Women on maternity leave have their employment rights maintained during their absence; and (2) older women are assured that it is the official policy of the Government to judge all applicants for examination and hiring on the basis of qualifications and ability rather than age.

Important to all women is the fact that the Federal Government provides good working conditions for its employees—generally a 5-day, 40-hour workweek, automatic pay raises, liberal vacation and sick-leave provisions, compensation for work injuries, and retirement benefits. During the past decade, Federal employees have also been covered by unemployment insurance and contributory programs for life and health insurance.

## Grades and Salaries

An average annual salary of \$4,480 was earned by women white-collar workers employed by the Federal Government in 1959; the average for men was \$6,078. By comparison, average annual salaries in 1954 were \$3,562 for women and \$4,618 for men. Earnings of Federal workers paid under the Classification Act of 1949, as amended, are related to job grades, which range from 1 through 18, according to the difficulty, complexity, and responsibility of the work. In 1959, grade 1 had an entrance salary of \$2,960 and grade 18 a salary of \$17,500.<sup>1</sup>

The average (median) grade of Government women in 1959 was grade 4 (\$3,755-\$4,325); this was also the median grade for women in 1954. For men, the median increased from grade 7 in 1954 to grade 9 (\$5,985-\$6,885) in 1959. These medians refer to white-collar workers who are covered by the Classification Act of 1949, as amended. They do not cover postal employees, whose present salaries and positions are established by the Postal Field Service Compensation Act of 1955, as amended. Top-level women officials (except Members of Congress) whose salaries exceeded the rate for grade 18 were included in the survey.

The job grade information available about Federal employees for October 1959 shows that most women are in grades 1 to 5 and most men, in grades 6 to 12. (Table 2.) The following summary points this up very clearly:

| Grade            | Salary range <sup>1</sup> | Percent distribution |     |
|------------------|---------------------------|----------------------|-----|
|                  |                           | Women                | Men |
| 1-5.....         | \$2, 960- \$4, 940        | 79                   | 28  |
| 6-12.....        | \$4, 490- \$9, 530        | 20                   | 60  |
| 13 and over..... | \$9, 890-\$17, 500        | ( <sup>2</sup> )     | 12  |

<sup>1</sup> Excludes longevity increases, which are received after 10 years' service within a specific grade, including 3 years at the top of the grade. Salary ranges in effect the end of 1962 were: grades 1-5, \$3,245-\$6,005; grades 6-12, \$5,035-\$11,995; and grades 13 and over, \$11,150-\$20,000.

<sup>2</sup> Fewer than 0.5 percent.

<sup>1</sup> In July 1960, salary rates generally were increased 7.5 percent. In October 1962, a two-part increase, averaging 9.6 percent for classified workers and 11.2 percent for postal workers was approved, with part effective in October 1962 and the remainder in January 1964. (See also the salary schedule on page vi.)

On the basis of women's representation *among total employees*, women made up over two-thirds of all employees in grades 1 through 5. As the job grade increased, the percentage of women decreased. Women were 20 percent of all workers in grades 6 to 12, and 2 percent of those in grades 13 and above. In supergrades 16, 17, and 18 they were 1 percent of the total.

The differences between men's and women's grades and salaries are related largely to differences in types of job held and extent of education and training, as well as to preference for men or for women in certain types of work and length of service. For example, a special study of employment records revealed that in 1958 the average length of time in Federal Service was 13.8 years for men and 9.9 years for women. Employees with less than 5 years of service included 28 percent of the women but only 11 percent of the men. About two-thirds of the men and almost half of the women had at least 10 years of service.

Under the Government policy of "promotion from within," various programs have been set up to help employees increase their skills and competence on the job. Numerous women who have shown potentiality for advancement have been selected to participate in these training programs.

## Variety of Occupational Opportunity

Equally significant with the numerical rise in women's employment in the Federal Service is the increased variety of jobs women are performing. In 1959 women were employed in four-fifths (420) of the 521 major occupational groups listed by the Civil Service Commission. Ranging from *accounting* to *zoology*, women's activities included research in library and laboratory; examining the validity of various claims and legal documents; giving advice and assistance to farmers, businessmen, and consumers; analyzing military information; keeping account of the vast number of transactions connected with Government operations; and studying weather conditions.

Despite this wide range of activity, women in the Federal Service, like those outside it, are concentrated in a few occupational fields. In 1959, two-thirds of the women white-collar workers were employed in only 13 major occupations. Only relatively small numbers of women were engaged in the many other types of work in the Federal Government. Such work covered primarily specialized jobs in engineering, inspection and investigation, biological sciences, and mechanics. Generally, women are not attracted to some of these fields and do not secure the necessary training. In others, particularly investigatory and inspection jobs, the work is considered too arduous, hazardous, or unsuitable for women and the qualifying examinations have not been opened to them.

Four broad groups of occupations in the Federal Service offer diversified types of opportunities for women:

- (1) *Clerical*—From the viewpoint of number of job opportunities available, clerical jobs comprise the most important employment area for women.
- (2) *Semiprofessional*—Requiring longer training periods and more responsibility than most clerical work, these jobs also offer more advancement opportunities.
- (3) *Professional*—To women with the required education and experience, these fields are very attractive in terms of variety of work, salary, prestige, and chances of advancement.

- (4) *Administrative*—Measured by level of responsibility, remuneration, and prestige, these include some of the most desirable positions, but their number is small and the competition for them is correspondingly keen.

The employment and salary information collected by the Civil Service Commission indicates important distinctions in the characteristics of these broad occupational groups.<sup>2</sup> (Table 3.)

## Clerical Occupations



Almost four-fifths (about 360,000) of the women in Federal Service were doing clerical and related work in 1959. Twenty years ago their comparable number approximated 107,000 and 5 years ago it was 375,000. In these earlier periods, clerical workers also represented about four-fifths of the women in white-collar positions. The increase in their numbers over 1939 reflects greater defense responsibilities and other increased functions of the Federal Government.

Within the large group of clerical workers, there is further concentration of women in a few occupations:

| Occupation                           | Number of women |         | Average salary |          |
|--------------------------------------|-----------------|---------|----------------|----------|
|                                      | 1959            | 1954    | 1959           | 1954     |
| Typist, stenographer, and secretary: |                 |         |                |          |
| Clerk-typist.....                    | 63, 546         | 77, 368 | \$3, 768       | \$3, 115 |
| Clerk-stenographer.....              | 46, 269         | 46, 349 | 4, 060         | 3, 296   |
| Secretary.....                       | 30, 981         | 22, 783 | 4, 602         | 3, 741   |
| Stock control clerk.....             | 17, 371         | 21, 339 | 4, 129         | 3, 392   |
| Mail and file clerk.....             | 14, 760         | 20, 946 | 3, 966         | 3, 193   |
| Card punch operator.....             | 9, 191          | 6, 321  | 3, 821         | 3, 160   |

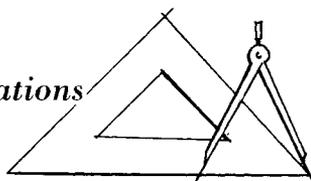
In 1959, most women clerical workers were employed in grades 3 through 5 (\$3,495–\$4,940). This grade range was up slightly from 1954, when the majority of clerical women were in grades 2 through 4.

Opportunities for advancement are somewhat limited in the clerical field. Through training while on the job, typists can learn to perform additional clerical duties in the statistical, accounting, or editorial field. Typists can also obtain further training and become stenographers, who in turn can advance to secretarial positions. Directly above many clerical jobs are supervisory, management, or

<sup>2</sup> Employment figures given in the discussion of occupational opportunities are confined to figures for the United States in order to have comparability with data for previous years.

staff-assistant positions, which are relatively limited in number. There are, however, fairly numerous examples of women who have started at clerical jobs and have advanced to the middle grades in administrative, supervisory, or technical positions.

### *Semiprofessional Occupations*



About 37,000 jobs filled by women in the Federal Service may be described as semiprofessional, semiscientific, or semitechnical. Some of these jobs were first occupied by women during war and emergency periods when the young men who previously filled them entered military service.

Among the occupations covered by this group, those with large numbers of women follow :

| <i>Occupation</i>                  | <i>Number of women</i> |             | <i>As percent of total employees</i> |             | <i>Average salary 1959</i> |
|------------------------------------|------------------------|-------------|--------------------------------------|-------------|----------------------------|
|                                    | <i>1959</i>            | <i>1954</i> | <i>1959</i>                          | <i>1954</i> |                            |
| Claims examiner <sup>1</sup> ----- | 4, 559                 | 4, 364      | 45                                   | 56          | -----                      |
| Medical technician-----            | 1, 376                 | 1, 265      | 51                                   | 53          | \$4, 681                   |
| Legal instruments examiner-----    | 1, 310                 | 1, 147      | 75                                   | 74          | 4, 681                     |
| Library assistant-----             | 1, 171                 | 958         | 70                                   | 75          | 4, 266                     |
| Cartographic aide-----             | 626                    | 787         | 16                                   | 19          | 4, 956                     |
| Engineering draftsman-----         | 587                    | 540         | 9                                    | 8           | 4, 945                     |
| Physical science technician-----   | 548                    | 521         | 24                                   | 22          | 4, 613                     |

<sup>1</sup> To provide comparability with 1954, the data for 1959 combine 3,470 retirement and old-age insurance claims examiners (\$5,622), 790 general claims examiners (\$4,668), and 299 disability and death compensation claims examiners (\$4,852)—totaling 4,559 women.

Salaries were generally higher for these jobs than for clerical work. Women in semiprofessional occupations were typically in grades 3 through 7, for which salaries ranged between \$3,495 and \$5,880 in 1959.

These jobs generally require shorter periods of specialized formal training and experience than professional jobs. However, their employment qualifications and responsibilities are usually higher than those of clerical jobs. Greater opportunities for advancement are also found in this area. Further job experience becomes progressively more valuable, and those willing to add to their educational qualifications will find better positions open to them.

## Professional Occupations



The 34,758 women performing professional work for the Federal Government in the United States during 1959 made up 18 percent of all Federal professional personnel—a notable gain over 1938–39 when 6,165 women comprised only 8 percent of the overall group. Much of the 464 percent increase resulted from reclassification of registered nurses from subprofessional to professional status in 1946. If nurses were excluded from the 1959 count, the increase in women's professional employment would amount to 147 percent. Over this same period the number of professional men increased by only 126 percent.

As professional positions require either a college degree or equivalent job experience and usually cover assignments with greater responsibility, the women employed in them have higher job grades than semiprofessional workers. Fewer than one-tenth of the professional women in 1959 were in grade 5 (salary range of \$4,040–\$4,940), the entrance grade for most professional occupations. One-half were in grades 6 and 7 and one-fifth in grades 8 and 9. An additional one-fifth had reached grade 11 or higher: 10 percent in grade 11, 6 percent in grade 12, and 4 percent in grade 13 or higher. The median of professional women was grade 7 and their average salary \$6,007 a year.

Differences in advancement opportunities for women within each of the professions can best be described by considering the types of changes that have taken place during the past 20 years. These changes indicate that professions employing women in the Federal Service fall into three broad categories: Those in which women have traditionally been employed, those usually filled by men, and expanding professions in which women are making significant progress.

(1) *Traditional professions for women.*—About three-fourths of the 34,758 women in Federal positions requiring professional training are performing work in which women have long been accepted. These professional positions have relatively large numbers of women workers and also, in most cases, high ratios of women to men.

The following professions, in which the data for 1959 and 1954 are fairly comparable with 1938–39, have employed large numbers of women for many years:

| Occupation         | Number of women |        |         | As percent of total employees |                 |         |
|--------------------|-----------------|--------|---------|-------------------------------|-----------------|---------|
|                    | 1959            | 1954   | 1938-39 | 1959                          | 1954            | 1938-39 |
| Nurse.....         | 19,532          | 19,128 | 5,650   | 97                            | 97              | 97      |
| Librarian.....     | 2,077           | 2,889  | 365     | 72                            | 78              | 60      |
| Teacher.....       | 1,773           | 1,251  | 1,600   | <sup>1</sup> 20               | <sup>1</sup> 18 | 47      |
| Dietitian.....     | 1,042           | 1,069  | -----   | 95                            | 99              | -----   |
| Social worker..... | 966             | 939    | 470     | 55                            | 58              | 62      |

<sup>1</sup> The percentage of women is low because the group was composed mainly of training instructors in the military establishments, most of whom were men.

In four of these occupations, more than two-thirds of the women were in grades 5 through 9 (salary range \$4,040-\$6,885) in 1959. Most social workers were in grades 9 through 11 (salary range \$5,985-\$8,230). Less than 1 percent of the women in all five occupations were in grade 13 or higher. Average salaries of women in these professions, where women customarily predominate, are generally exceeded by the salaries of women in other professions.

Apart from the professional standing attained by nurses, few significant changes took place in women's status in these professions during the period 1939-59. Women continue to fill most of the staff positions but not the administrative ones. For example, although most librarians are women, men hold most of the library administration positions.

(2) *Professions with few women.*—Professions in the Federal Service in which men greatly outnumber women include those of doctor, lawyer, and engineer. Over the past 20 years, the percentage of women in these Government positions has changed very little. In 1938-39 women comprised 3 percent of the doctors and 5 percent of the lawyers in the Federal Service. Their representation in 1959 rose to 5 percent among doctors, and to 7 percent among lawyers (primarily because adjudicators achieved professional status). The Federal Government employed no women engineers in 1938-39 (according to the sample survey conducted at that time), and the 238 employed in 1959 were fewer than 1 percent of the total.

Women's employment and representation in these professions are shown below:

| Occupation    | Number of women |      |         | As percent of total employees |                  |         |
|---------------|-----------------|------|---------|-------------------------------|------------------|---------|
|               | 1959            | 1954 | 1938-39 | 1959                          | 1954             | 1938-39 |
| Lawyer.....   | 741             | 747  | 275     | 7                             | 7                | 5       |
| Doctor.....   | 520             | 267  | 160     | 5                             | 4                | 3       |
| Engineer..... | 238             | 161  | -----   | ( <sup>1</sup> )              | ( <sup>1</sup> ) | -----   |

<sup>1</sup> Less than 1 percent.

The salaries of women in these professions were exceptionally good, exceeding the salaries averaged by most other professional women in the Federal Service. In 1959, over half of the women doctors, over two-thirds of the women lawyers, and three-fourths of the women en-

gineers were in grades 9 through 12 inclusive. Grade 13 or above included two-fifths of the women doctors and about one-fifth of the women lawyers and women engineers.

Women's representation in these professions is influenced by the relatively small numbers of women who secure the necessary training. However, those who have prepared for these professions include many Government women who have made outstanding records of achievement. Their job experience indicates that women with the needed training and suitable aptitudes for these professions will find good employment opportunities in the Federal Service.

(3) *Professions with expanding employment opportunities.*—There are several professions in the Federal Service in which women have made remarkable progress since 1938–39. All are growing professions in which there has been a long-term demand for more employees. This has coincided with an increase in the numbers of women interested in and preparing for professional employment. As a result, many women are finding it possible to take advantage of the new opportunities opening in these fields.

The following professions show increased employment representation of women since 1938–39 :

| Occupation <sup>1</sup>           | Number of women |       |         | As percent of total employees |      |         |
|-----------------------------------|-----------------|-------|---------|-------------------------------|------|---------|
|                                   | 1959            | 1954  | 1938-39 | 1959                          | 1954 | 1938-39 |
| Accountant and auditor.....       | 6,245           | 3,408 | 750     | 26                            | 19   | 11      |
| Mathematician and statistician... | 1,061           | 866   | 85      | 24                            | 26   | 10      |
| Chemist.....                      | 814             | 559   | 50      | 14                            | 12   | 3       |
| Economist.....                    | 348             | 323   | 230     | 15                            | 16   | 5       |
| Physical scientist.....           | 243             | 256   | 25      | 4                             | 4    | 2       |
| Biological scientist.....         | 275             | 245   | 130     | 18                            | 18   | 4       |

<sup>1</sup> To provide comparability with 1938–39, the data for 1959 and 1954 cover the following occupational groups: *Accountants and auditors*—accounting, tax accounting, fiscal auditing, and transportation rate auditing. *Physical scientists*—astronomy, geology, meteorology, and physics. *Biological scientists*—agronomy, horticulture, botany, and bacteriology.

This group of professions offers opportunities for women that are midway between those of the two previously listed groups. Though the numbers of women are not exceptionally large, women's representation is fairly significant. Salaries are somewhat below those paid doctors and lawyers but higher than those of nurses and librarians. In 1959, the majority of women in these expanding professions were earning above the \$6,007 a year averaged by all professional women in Government Service—evidence that they were filling responsible assignments.

The largest number of new professional opportunities opened by the Federal Government to women in the past 20 years became available for persons skilled in accounting, auditing, mathematics, and statistics. The Federal Government's demand for such personnel has increased with the need for accurate and comprehensive information about both

governmental and nongovernmental activities. It is especially noteworthy that the number of women doing professional work in mathematics and statistics expanded more than twelvefold between 1938-39 and 1959 and raised women's representation from 10 to 24 percent of the professional staff. Average salaries earned by these women in 1959 were: Statisticians—\$7,764; mathematicians—\$6,962; and accountants—\$6,497.

Among Government economists, the largest group of social scientists in Federal Service, women's representation increased from 5 to 15 percent in 20 years. In the three largest branches of economics, covering almost three-fourths of the women economists, average salaries for women were: Business economists—\$7,631; labor economists—\$8,369; and international trade and development economists—\$9,339. In other social science positions with relatively large numbers of professional women, average salaries were: Foreign affairs analysts—\$7,177; military intelligence research workers—\$7,379; psychologists—\$8,091; and historians—\$7,239.

While women's advance within the natural science fields has not been uniform, their net gain since 1938-39 has been from 4 to 10 percent of Government scientists. The progress of women chemists has been particularly impressive: Their number has increased sixteenfold and their percentage from 3 to 14 percent of all Federal chemists. Women's representation among professional scientists in 1959 ranged from 3 percent of the physicists to 28 percent of the bacteriologists. Their average salaries in 1959 were: Physicists—\$8,185; bacteriologists—\$6,678; and chemists—\$6,687.

As employment opportunities in these professions will increase with an expanding economy, women's future accomplishments will depend largely on women themselves. With appropriate training and experience, they can be expected to gain in numbers and status.

### *Administrative Positions*



The area of Government administration includes positions which carry the highest level of responsibility and confer great prestige on the women who achieve them. Minimum classification for most administrative or executive positions is grade 13, for which the entrance salary was \$9,890 in 1959. Among the 1,617 women reported at grade 13 or above in that year, 1,013 women were primarily professional employees, although some of their work may have included admin-

istrative duties. In the remaining group, many women exercised great authority and influence in determining high-level policy or in administering major programs of the Federal Government. Eighteen of the women, in grades 16 and above, were top administrators or experts in highly specialized fields.

Highest-ranking woman in the executive branch of the Federal Government at the time of the 1959 study was the Under Secretary of the Department of Health, Education, and Welfare. At the same time, other women were holding responsible positions as agency heads or as members of commissions and boards, helping to determine Government policy. They included the Treasurer of the United States, Director of the Passport Office, Chairman of the Subversive Activities Control Board, a Foreign Claims Settlement Commissioner, a Civil Service Commissioner, an Assistant Commissioner of the U.S. Patent Office, Director of the Office of Vocational Rehabilitation, Chief of the Children's Bureau, Director of the Bureau of Public Assistance, Economic Adviser to the Secretary of Labor, and Assistant to the Secretary of Labor.

Other important positions held by women included Chief Judge of a Circuit Court of Appeals, Judge of the U.S. District Court for the District of Columbia, Judge of the U.S. Customs Court, Associate Press Secretary at the White House, Assistant Surgeon General, and Director of the Institute of Home Economics.

Some women served as advisers to executives, while others were directors or deputy directors of agencies or divisions within an agency and were responsible for carrying out major Government programs. Areas in which women were serving as administrators covered many fields of Government operation, including public health, social welfare, training and education, economic and statistical studies, consumer services, personnel, and budgeting.

The three administrative fields with the largest numbers of women in grade 13 or over in 1959 were general administration, personnel administration, and social administration (of such programs as social security, child welfare, public assistance, and vocational rehabilitation). The best opportunities for women were in social administration, where women were almost half of the administrative personnel. Other areas with significant numbers of women serving as high-level administrators were public health administration, and budget administration.

The future may offer women greater opportunities in Federal administrative positions. As Government operations become increasingly complex, there is need for high-caliber persons to shoulder the heavy responsibilities. Women who are able to satisfy training and experience requirements should find their services in demand.

## *In Conclusion*



Women who have gained recognition in Government offer some words of advice for women workers who want to advance their careers:

“Once a woman has found where her interests and abilities lie, she should get the best training and experience possible,” declared one woman executive. She continued, “After that she should see to it that she is able to utilize her work skills properly.”

“Take advantage of the shortage fields,” recommended a woman personnel officer. “The physical sciences and engineering are crying for trained personnel. Here are the places women can advance most quickly if they are qualified.”

“Consider engineering among your possible choices for a career,” added a woman engineer. “Few women realize how interesting and satisfying a career in professional engineering can be.”

“Many women who do not have confidence in their ability to get another job fail to obtain varied employment experience and thereby thwart their chances for advancement,” warned a woman administrator who in the past had seen many women workers drift into a blind alley. “Even though a woman finds a specialization of great value, she should not forget that breadth of experience and training can enhance her employability immeasurably.”

To young women seeking employment, strong encouragement to enter Federal Service is offered by many women Government officials who have developed successful careers. Most of all, they emphasize the satisfaction of using their training and talents in the interests of their fellow citizens.

## APPENDIX

TABLE 1.—*White-Collar Employment in the Federal Government, by Agency, October 31, 1959*

| Agency   | Total employees | Women   |                               |                       |
|--|-----------------|---------|-------------------------------|-----------------------|
|  |                 | Number  | As percent of total employees | Percent in D. C. area |
| TOTAL.....   | 1,459,226       | 476,448 | 33                            | 17                    |
| <i>Executive branch</i> <sup>1</sup> .....         | 1,445,930       | 470,850 | 33                            | 16                    |
| Office of the President.....                       | 2,488           | 1,134   | 46                            | 52                    |
| Departments.....                                   | 1,222,724       | 386,016 | 32                            | 16                    |
| Agriculture.....                                   | 68,919          | 17,286  | 25                            | 27                    |
| Commerce.....                                      | 23,040          | 6,863   | 30                            | 65                    |
| Defense:   |                 |         |                               |                       |
| Air Force.....                                     | 150,170         | 78,577  | 52                            | 6                     |
| Army.....  | 205,526         | 95,166  | 46                            | 13                    |
| Navy.....  | 130,969         | 59,209  | 45                            | 19                    |
| Office of Secretary of Defense.....                | 1,689           | 928     | 55                            | 96                    |
| Health, Education, and Welfare.....                | 52,479          | 29,089  | 55                            | 26                    |
| Interior.....                                      | 36,583          | 10,896  | 30                            | 21                    |
| Justice.....                                       | 28,195          | 9,055   | 32                            | 44                    |
| Labor.....   | 5,712           | 2,757   | 48                            | 62                    |
| Post Office.....                                   | 433,390         | 40,913  | 9                             | 2                     |
| State.....   | 18,445          | 6,997   | 38                            | 54                    |
| Treasury.....                                      | 67,607          | 28,275  | 42                            | 16                    |
| Independent agencies.....                          | 220,718         | 83,705  | 38                            | 16                    |
| Atomic Energy Commission.....                      | 6,526           | 2,256   | 35                            | 33                    |
| Canal Zone Government.....                         | 1,143           | 525     | 46                            | -----                 |
| Civil Aeronautics Board.....                       | 710             | 305     | 43                            | 95                    |
| Civil Service Commission.....                      | 3,527           | 1,759   | 50                            | 54                    |
| Farm Credit Administration.....                    | 777             | 249     | 32                            | 24                    |
| Federal Aviation Agency.....                       | 31,080          | 3,910   | 13                            | 28                    |
| Federal Communications Commission.....             | 1,220           | 480     | 39                            | 80                    |
| Federal Deposit Insurance Corporation.....         | 1,217           | 312     | 26                            | 47                    |
| Federal Home Loan Bank Board.....                  | 945             | 217     | 23                            | 65                    |
| Federal Power Commission.....                      | 804             | 236     | 29                            | 86                    |
| Federal Trade Commission.....                      | 719             | 287     | 40                            | 84                    |
| General Services Administration.....               | 12,620          | 4,592   | 36                            | 36                    |
| Housing and Home Finance Agency.....               | 10,790          | 4,642   | 43                            | 34                    |
| Information Agency.....                            | 3,613           | 1,327   | 37                            | 78                    |
| Interstate Commerce Commission.....                | 2,261           | 812     | 36                            | 75                    |
| National Aeronautics and Space Administration..... | 5,685           | 1,458   | 26                            | 18                    |
| National Labor Relations Board.....                | 1,475           | 636     | 43                            | 37                    |
| National Science Foundation.....                   | 446             | 261     | 59                            | 100                   |
| Panama Canal Company.....                          | 1,151           | 380     | 33                            | 1                     |
| Railroad Retirement Board.....                     | 2,237           | 1,140   | 51                            | 1                     |
| Securities and Exchange Commission.....            | 917             | 292     | 32                            | 64                    |
| Selective Service System.....                      | 4,147           | 3,710   | 89                            | 3                     |
| Small Business Administration.....                 | 2,092           | 1,011   | 48                            | 25                    |
| Smithsonian Institution.....                       | 871             | 235     | 27                            | 96                    |
| Tennessee Valley Authority.....                    | 5,403           | 1,235   | 23                            | ( <sup>2</sup> )      |
| Veterans Administration.....                       | 115,895         | 50,502  | 44                            | 4                     |
| Other independent agencies.....                    | 2,447           | 936     | 38                            | 75                    |
| <i>Judicial branch</i> .....                       | 4,587           | 2,071   | 45                            | 15                    |
| <i>Legislative branch</i> <sup>3</sup> .....       | 8,708           | 3,527   | 41                            | 89                    |
| General Accounting Office.....                     | 5,018           | 1,757   | 35                            | 79                    |
| Government Printing Office.....                    | 1,194           | 653     | 55                            | 98                    |
| Library of Congress.....                           | 2,399           | 1,094   | 46                            | 100                   |
| Other.....   | 97              | 23      | 24                            | 100                   |

<sup>1</sup> Covers all white-collar employees of the executive branch, except those in the Central Intelligence Agency, National Security Agency, and the Board of Governors of the Federal Reserve System.

<sup>2</sup> Fewer than 0.5 percent.

<sup>3</sup> Covers 5 out of 6 agencies; excluded are Members and employees of the Congress.

Source: U.S. Civil Service Commission.

TABLE 2.—White-Collar Employment<sup>1</sup> in the Federal Government, by Sex and Grade, October 31, 1959

| Grade                              | Women    |                      |                             | Men      |                      |
|------------------------------------|----------|----------------------|-----------------------------|----------|----------------------|
|                                    | Number   | Percent distribution | As percent of all employees | Number   | Percent distribution |
| TOTAL.....                         | 476, 448 |                      | 32. 7                       | 982, 778 |                      |
| Grade specified <sup>2</sup> ..... | 413, 303 | 100. 0               | 42. 5                       | 560, 103 | 100. 0               |
| GS-1.....                          | 946      | . 2                  | 26. 5                       | 2, 625   | . 5                  |
| GS-2.....                          | 23, 652  | 5. 7                 | 56. 7                       | 18, 057  | 3. 2                 |
| GS-3.....                          | 119, 276 | 28. 9                | 71. 9                       | 46, 528  | 8. 3                 |
| GS-4.....                          | 114, 921 | 27. 8                | 71. 8                       | 45, 170  | 8. 1                 |
| GS-5.....                          | 68, 199  | 16. 5                | 61. 3                       | 43, 084  | 7. 7                 |
| GS-6.....                          | 25, 248  | 6. 1                 | 52. 2                       | 23, 135  | 4. 1                 |
| GS-7.....                          | 30, 021  | 7. 3                 | 32. 5                       | 62, 425  | 11. 1                |
| GS-8.....                          | 5, 496   | 1. 3                 | 21. 5                       | 20, 113  | 3. 6                 |
| GS-9.....                          | 13, 825  | 3. 3                 | 13. 7                       | 86, 942  | 15. 5                |
| GS-10.....                         | 1, 494   | . 4                  | 10. 6                       | 12, 571  | 2. 2                 |
| GS-11.....                         | 5, 974   | 1. 4                 | 7. 3                        | 75, 960  | 13. 6                |
| GS-12.....                         | 2, 634   | . 6                  | 4. 4                        | 57, 594  | 10. 3                |
| GS-13.....                         | 1, 158   | . 3                  | 2. 9                        | 38, 185  | 6. 8                 |
| GS-14.....                         | 351      | . 1                  | 2. 0                        | 17, 563  | 3. 1                 |
| GS-15.....                         | 90       | (3)                  | 1. 1                        | 8, 416   | 1. 5                 |
| GS-16.....                         | 9        | (3)                  | . 8                         | 1, 058   | . 2                  |
| GS-17.....                         | 7        | (3)                  | 1. 4                        | 496      | . 1                  |
| GS-18.....                         | 2        | (3)                  | 1. 1                        | 181      | (3)                  |

<sup>1</sup> Includes women and men employed by the Federal Government both inside and outside the United States.

<sup>2</sup> Excludes positions primarily in the following agencies: Post Office, Canal Zone Government, Panama Canal Company, Tennessee Valley Authority, part of the Veterans' Administration, and virtually all of the judicial branch of the Government.

<sup>3</sup> Fewer than 0.05 percent.

Source: U.S. Civil Service Commission.

TABLE 3.—Occupational Distribution of Women White-Collar Workers in the Federal Government, United States, October 31, 1959

| Occupational series <sup>1</sup>                    | Number of women <sup>2</sup> | As percent of total employees | Average annual salary <sup>3</sup> |
|---|------------------------------|-------------------------------|------------------------------------|
| TOTAL WOMEN.....                                    | 460, 355                     | 32                            | \$4, 480                           |
| <i>Accounting and budget.....</i>                   | 46, 457                      | 48                            | 4, 620                             |
| Accounting.....                                     | 1, 006                       | 6                             | 6, 497                             |
| Accounting technician.....                          | 6, 065                       | 72                            | 4, 722                             |
| Accounts maintenance clerical.....                  | 9, 796                       | 72                            | 4, 307                             |
| Benefit-payment roll.....                           | 724                          | 56                            | 4, 126                             |
| Budget administration.....                          | 1, 276                       | 28                            | 6, 501                             |
| Cash processing.....                                | 2, 496                       | 75                            | 4, 372                             |
| Fiscal auditing.....                                | 221                          | 26                            | 5, 328                             |
| General accounting clerical and administrative..... | 8, 109                       | 60                            | 4, 593                             |
| Internal revenue agent.....                         | 291                          | 3                             | 7, 130                             |
| Military pay.....                                   | 3, 337                       | 78                            | 4, 281                             |
| Pay-roll.....                                       | 474                          | 58                            | 4, 498                             |
| Tax accounting.....                                 | 4, 743                       | 70                            | 4, 869                             |
| Time and leave.....                                 | 439                          | 28                            | 3, 943                             |
| Time leave and pay-roll.....                        | 3, 419                       | 84                            | 4, 451                             |
| Voucher examining.....                              | 4, 046                       | 77                            | 4, 426                             |
| Other.....  | 15                           | 11                            |                                    |
| <i>Biological sciences.....</i>                     | 1, 351                       | 4                             | 5, 746                             |
| Bacteriology.....                                   | 256                          | 28                            | 6, 678                             |
| Medical biology technician.....                     | 375                          | 32                            | 4, 244                             |
| Other.....  | 720                          | 4                             |                                    |
| <i>Business and industry.....</i>                   | 3, 500                       | 10                            | 5, 768                             |
| Contact and procurement.....                        | 2, 198                       | 24                            | 5, 808                             |
| Production specialist.....                          | 214                          | 2                             | 5, 686                             |
| Other.....  | 1, 088                       | 6                             |                                    |
| <i>Copyright, patent, and trade-mark.....</i>       | 55                           | 4                             | 7, 957                             |

See footnotes at end of table.

TABLE 3.—Occupational Distribution of Women White-Collar Workers in the Federal Government, United States, October 31, 1959—Continued

| Occupational series <sup>1</sup>                                   | Number of women <sup>2</sup> | As percent of total employees | Average annual salary <sup>3</sup> |
|--|------------------------------|-------------------------------|------------------------------------|
| <i>Education</i> .....   | 2, 156                       | 20                            | \$5, 515                           |
| Education and vocational training.....                             | 1, 773                       | 20                            | 5, 513                             |
| Instruction.....   | 237                          | 57                            | 3, 989                             |
| Other.....   | 146                          | 12                            | -----                              |
| <i>Engineering</i> .....   | 1, 515                       | 2                             | 5, 253                             |
| Cartographic drafting.....   | 292                          | 29                            | 4, 441                             |
| Engineering aid and technician.....                                | 353                          | 2                             | 4, 716                             |
| Engineering drafting.....  | 587                          | 9                             | 4, 945                             |
| Other.....   | 283                          | (*)                           | -----                              |
| <i>Fine and applied arts</i> .....                                 | 840                          | 14                            | 5, 266                             |
| Illustrating.....  | 531                          | 26                            | 5, 285                             |
| Other.....   | 309                          | 8                             | -----                              |
| <i>General administrative, clerical, and office services</i> ..... | 283, 082                     | 38                            | 4, 194                             |
| Addressing equipment operating.....                                | 313                          | 47                            | 3, 626                             |
| Administrative assistant officer.....                              | 1, 724                       | 27                            | 5, 957                             |
| Bookkeeping machine operating.....                                 | 877                          | 95                            | 3, 897                             |
| Calculating machine operating.....                                 | 473                          | 91                            | 3, 826                             |
| Card punch operation.....  | 9, 191                       | 97                            | 3, 821                             |
| Clerk-correspondence.....  | 1, 394                       | 80                            | 4, 413                             |
| Clerk-dictating machine transcriber.....                           | 5, 215                       | 96                            | 3, 913                             |
| Clerk-postal distribution.....                                     | 9, 798                       | 7                             | 4, 816                             |
| Clerk-postal window.....   | 3, 065                       | 16                            | 4, 815                             |
| Clerk-stenographer and reporter.....                               | 46, 269                      | 98                            | 4, 060                             |
| Clerk-typist.....  | 63, 546                      | 93                            | 3, 768                             |
| Cold-type composing machine.....                                   | 311                          | 93                            | 3, 850                             |
| Communications relay equipment operating.....                      | 228                          | 33                            | 4, 436                             |
| Digital computer programming.....                                  | 483                          | 20                            | 6, 219                             |
| Digital computer systems operation.....                            | 262                          | 25                            | 4, 956                             |
| General clerical and administrative.....                           | 51, 963                      | 59                            | 4, 491                             |
| Information receptionist.....                                      | 525                          | 82                            | 4, 025                             |
| Mail and file.....   | 14, 760                      | 56                            | 3, 966                             |
| Management analysis.....   | 2, 015                       | 19                            | 6, 344                             |
| Office service management and supervision.....                     | 649                          | 41                            | 5, 329                             |
| Postal workers, miscellaneous.....                                 | 7, 491                       | 29                            | 4, 264                             |
| Postmaster and assistant postmaster.....                           | 15, 064                      | 37                            | 3, 882                             |
| Rural carrier.....   | 937                          | 3                             | 5, 272                             |
| Secretary.....   | 30, 981                      | 99                            | 4, 602                             |
| Stenographic or typing unit supervisor.....                        | 661                          | 94                            | 4, 409                             |
| Tabulating equipment operation.....                                | 1, 625                       | 45                            | 4, 460                             |
| Tabulating machine operation.....                                  | 3, 139                       | 42                            | 3, 999                             |
| Telephone operating.....   | 6, 445                       | 98                            | 3, 937                             |
| Teletypist.....  | 1, 883                       | 63                            | 4, 294                             |
| Other.....   | 1, 795                       | 1                             | -----                              |
| <i>Inspection and grading</i> .....                                | 219                          | 2                             | 4, 881                             |
| <i>Investigation</i> .....   | 281                          | 1                             | 5, 982                             |
| <i>Legal and kindred</i> .....                                     | 10, 840                      | 33                            | 5, 362                             |
| Adjudicating.....  | 242                          | 12                            | 6, 793                             |
| Contact representative.....  | 896                          | 38                            | 4, 352                             |
| Disability and death compensation claims examining.....            | 299                          | 31                            | 4, 852                             |
| Docket clerk.....  | 276                          | 75                            | 4, 436                             |
| General attorney.....  | 423                          | 5                             | 8, 974                             |
| General claims examining.....                                      | 790                          | 42                            | 4, 668                             |
| Legal clerical and administrative.....                             | 410                          | 67                            | 4, 891                             |
| Legal instruments examining.....                                   | 1, 310                       | 75                            | 4, 681                             |
| Retirement and old-age insurance claims examining.....             | 3, 470                       | 48                            | 5, 622                             |
| Other.....   | 2, 724                       | 35                            | -----                              |
| <i>Library and archives</i> .....                                  | 3, 451                       | 63                            | 5, 576                             |
| Librarian.....   | 2, 077                       | 72                            | 6, 307                             |
| Library assistant.....   | 1, 171                       | 70                            | 4, 266                             |
| Other.....   | 203                          | 23                            | -----                              |

See footnotes at end of table.

TABLE 3.—Occupational Distribution of Women White-Collar Workers in the Federal Government, United States, October 31, 1959—Continued

| Occupational series <sup>1</sup>                                | Number of women <sup>2</sup> | As percent of total employees | Average annual salary <sup>3</sup> |
|---|------------------------------|-------------------------------|------------------------------------|
| <i>Mathematics and statistics</i> .....                         | 8,268                        | 60                            | \$4,846                            |
| Mathematics.....  | 578                          | 27                            | 6,962                              |
| Mathematics aid.....  | 325                          | 75                            | 4,449                              |
| Statistics.....   | 483                          | 21                            | 7,764                              |
| Statistical clerical and administrative.....                    | 5,619                        | 79                            | 4,538                              |
| Statistical coding.....   | 1,027                        | 77                            | 4,114                              |
| Other.....  | 236                          | 44                            | -----                              |
| <i>Mechanic</i> .....   | 163                          | 1                             | 5,626                              |
| <i>Medical, hospital, dental, and public health</i> .....       | 36,226                       | 44                            | 5,009                              |
| Dental assistant.....   | 1,114                        | 95                            | 4,051                              |
| Dietitian.....  | 1,042                        | 95                            | 6,396                              |
| Medical aid.....  | 650                          | 41                            | 3,873                              |
| Medical officer.....  | 620                          | 5                             | 9,191                              |
| Medical radiology technician.....                               | 248                          | 19                            | 4,590                              |
| Medical technician.....   | 1,376                        | 51                            | 4,681                              |
| Medical technologist.....                                       | 345                          | 72                            | 5,496                              |
| Nurse.....  | 19,532                       | 97                            | 5,447                              |
| Nursing assistant.....  | 9,216                        | 27                            | 3,833                              |
| Occupational therapist.....                                     | 465                          | 85                            | 5,705                              |
| Physical therapist.....   | 330                          | 53                            | 5,776                              |
| Other.....  | 1,488                        | 20                            | -----                              |
| <i>Personnel administration and industrial relations</i> .....  | 13,070                       | 52                            | 5,116                              |
| Appointment and status change.....                              | 1,734                        | 94                            | 4,730                              |
| Military personnel clerical.....                                | 3,733                        | 80                            | 4,395                              |
| Personnel administration.....                                   | 2,082                        | 29                            | 6,615                              |
| Personnel clerical.....   | 2,973                        | 84                            | 4,436                              |
| Placement.....  | 792                          | 55                            | 5,867                              |
| Position-classification.....                                    | 760                          | 33                            | 7,201                              |
| Qualification rating.....                                       | 262                          | 58                            | 5,452                              |
| Other.....  | 734                          | 21                            | -----                              |
| <i>Physical sciences</i> .....                                  | 2,868                        | 10                            | 5,779                              |
| Cartographic aid.....   | 626                          | 16                            | 4,956                              |
| Chemistry.....  | 814                          | 14                            | 6,687                              |
| Meteorology technician.....                                     | 281                          | 12                            | 4,847                              |
| Physical science technician.....                                | 548                          | 24                            | 4,613                              |
| Other.....  | 599                          | 5                             | -----                              |
| <i>Social science, psychology, and welfare</i> .....            | 3,709                        | 27                            | 6,699                              |
| Foreign affairs.....  | 235                          | 18                            | 7,177                              |
| Military intelligence analysis.....                             | 216                          | 44                            | 5,441                              |
| Military intelligence research.....                             | 219                          | 16                            | 7,379                              |
| Recreation.....   | 530                          | 36                            | 5,468                              |
| Social work.....  | 966                          | 55                            | 7,034                              |
| Welfare work.....   | 485                          | 76                            | 3,885                              |
| Other.....  | 1,058                        | 16                            | -----                              |
| <i>Supply</i> .....   | 33,449                       | 48                            | 4,434                              |
| General supply.....   | 3,525                        | 25                            | 4,946                              |
| Printing and publications.....                                  | 561                          | 43                            | 4,676                              |
| Purchasing.....   | 4,782                        | 70                            | 4,437                              |
| Sales stores operation.....                                     | 1,098                        | 57                            | 3,432                              |
| Stock control clerical.....                                     | 17,371                       | 70                            | 4,129                              |
| Storekeeping clerical.....                                      | 318                          | 9                             | 3,855                              |
| Supply cataloging.....  | 1,122                        | 31                            | 4,740                              |
| Supply commodity requirements, distribution and management..... | 4,279                        | 43                            | 5,419                              |
| Supply item identification.....                                 | 250                          | 39                            | 4,537                              |
| Other.....  | 143                          | 6                             | -----                              |
| <i>Trades, crafts, and labor</i> .....                          | 1                            | 6                             | 3,651                              |
| <i>Transportation</i> .....                                     | 4,090                        | 16                            | 4,782                              |
| Freight rate.....   | 1,134                        | 43                            | 4,704                              |
| General transportation.....                                     | 647                          | 33                            | 4,712                              |
| Passenger traffic.....  | 1,017                        | 77                            | 4,497                              |
| Shipment.....   | 546                          | 64                            | 4,365                              |
| Transportation rate auditing.....                               | 275                          | 41                            | 5,851                              |
| Other.....  | 471                          | 3                             | -----                              |

See footnotes at end of table.

TABLE 3.—Occupational Distribution of Women White-Collar Workers in the Federal Government, United States, October 31, 1959—Continued

| Occupational series <sup>1</sup>       | Number of women <sup>2</sup> | As percent of total employees | Average annual salary <sup>3</sup> |
|--|------------------------------|-------------------------------|------------------------------------|
| <i>Veterinary science</i> .....        | 9                            | ( <sup>4</sup> )              | \$6,248                            |
| <i>Miscellaneous occupations</i> ..... | 4,755                        | 10                            | 5,468                              |
| Fingerprint identification.....        | 234                          | 27                            | 4,485                              |
| Information and editorial.....         | 3,401                        | 51                            | 5,439                              |
| Security administration.....           | 293                          | 18                            | 5,383                              |
| Social insurance administration.....   | 291                          | 11                            | 6,669                              |
| Other.....                             | 536                          | 2                             | -----                              |

<sup>1</sup> For definitions, see the Handbook of Occupational Groups and Series of Classes, published by the U.S. Civil Service Commission.

<sup>2</sup> Covers women Federal employees working in the 50 States and the District of Columbia.

<sup>3</sup> Covers all women Federal employees, including U.S. citizens employed overseas.

<sup>4</sup> Fewer than 0.5 percent.

NOTE: Detailed occupational series with fewer than 200 women are grouped under "Other" at the end of each major group. Details for these series are available at the Commission.

Source: U.S. Civil Service Commission.



## Notes

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