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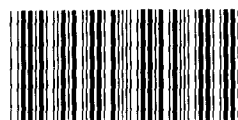
Approved by the General Accounting Office

REPORT BY THE U.S.

General Accounting Office

Distribution Of Male And Female Employees In Four Federal Classification Systems

This report presents data on the number and percent of male and female employees in the General Schedule, the Federal Wage system, the classification system used for foreign service professionals at the State Department, and the system for classifying medical professionals in the Veterans Administration's Department of Medicine and Surgery. It provides additional information related to GAO's July 1984 report describing those systems.



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Table 5 - PROFESSIONAL AND NON-PROFESSIONAL EMPLOYMENT TRENDS BY SEX

	1974	1980	1983	1980-1983		1974-1983	
				Change	Percent	Change	Percent
Full-Time White-Collar	1,430,676	1,502,356	1,522,329	+ 19,973	+ 1.3	+ 91,653	+ 6.4
Men	834,049	827,941	819,221	- 8,720	- 1.1	- 14,828	- 1.8
Women	596,627	674,415	703,108	+ 28,693	+ 4.3	+106,481	+ 17.8
Professional	283,501	325,063	341,858	+ 16,795	+ 5.2	+ 58,357	+ 20.6
Men	228,523	247,452	255,347	+ 7,895	+ 3.2	+ 26,824	+ 11.7
Women	54,978	77,611	86,511	+ 8,900	+ 11.5	+ 31,533	+ 57.4
Non-Professional	1,147,175	1,177,293	1,180,471	+ 3,178	+ 0.3	+ 33,296	+ 2.9
Men	605,526	580,489	563,874	- 16,615	- 2.9	- 41,652	- 6.9
Women	541,649	596,804	616,597	+ 19,793	+ 3.3	+ 74,948	+ 13.8

Data Source: Occupational surveys of full-time (permanent and temporary tenure) Federal civilian employment excluding U.S. Postal Service as of October 31, 1974, 1980 and 1983.



UNITED STATES GENERAL ACCOUNTING OFFICE
WASHINGTON, D.C. 20548

GENERAL GOVERNMENT
DIVISION

B-215627

The Honorable Patricia Schroeder
Chairwoman, Subcommittee on Civil Service
Committee on Post Office and Civil
Service
House of Representatives

The Honorable Mary Rose Oakar
Chairwoman, Subcommittee on Compensation
and Employee Benefits
Committee on Post Office and Civil
Service
House of Representatives

The Honorable Donald J. Albosta
Chairman, Subcommittee on Human
Resources
Committee on Post Office and Civil
Service
House of Representatives

This report provides additional information related to our earlier report, Description of Selected Systems for Classifying Federal Civilian Positions and Personnel (GAO/GGD-84-90, July 13, 1984). In that report we described the systems for classifying General Schedule (GS) positions, Federal Wage System (FWS) positions, Foreign Service professionals at the State Department, and Veterans Administration (VA) professionals under the Department of Medicine and Surgery schedules. At the time the report was prepared, the Office of Personnel Management (OPM) did not have data in the form requested by GAO on the number of employees covered by the GS and FWS systems and on their sex and occupation. OPM has since provided the data, and it is included in this report along with similar information on Foreign Service and VA professionals.

Appendix I shows the number and percent of full-time permanent GS employees as of April 1984 by sex, grade, occupational group,¹ type of standards used to classify the position, and

¹Occupational "group" in the GS system and occupational "family" in the FWS system denote administrative categorizations of similar occupational series.

whether the position is supervisory or nonsupervisory. While the tables show some positions in occupations with "no standards," these positions are actually classified using standards for a related occupation or by occupational guides, which provide grade level criteria. The remaining occupations have (1) narrative, (2) Factor Evaluation System (FES), or (3) series coverage standards. Under narrative standards, grade levels are determined through nonquantitative analysis of job components (factors); whereas under FES, grades are determined by quantitatively aggregating points prescribed for each assigned factor level. (Narrative and FES standards are fully described in our earlier report.) Series coverage standards define the job's occupational series and commonly cite one or more FES or narrative standards issued under other occupations to determine its grade. There were 645 employees in grades GS-16 through 18 that are not included in the tables.

Appendix II shows the number and percent of full-time permanent employees as of April 1984, by sex and grade, in each of three FWS pay plans: Wage Grade (WG), Work Leader (WL), and Wage Supervisor (WS). This data does not include employees under smaller wage schedules that cover specific geographic areas and specialized occupations such as the printing and lithographic series. We did not include tables showing the sex of employees by occupational family or by whether their position was covered by standards because the tables would reiterate the patterns of male dominance shown by the grade distribution data. For example, of the 108 occupational families covered in the three systems (36 in each system), over 96 percent are at least 70 percent male and nearly 77 percent are at least 90 percent male.

According to OPM, over 97 percent of all full-time permanent GS and FWS employees are represented by the data in appendixes I and II. The data covers executive branch agencies but excludes such agencies as the Postal Service, the White House, the Board of Governors of the Federal Reserve Board, the Federal Bureau of Investigation, the Central Intelligence Agency, and the National Security Administration because OPM does not receive information from these agencies. Neither does the data OPM provided include employees in defense activities which do not receive appropriated funds, Commissioned Corps employees in the Public Health Service, and foreign nationals employed outside the United States or its territories. Certain occupational series are also excluded from the data for one or more of the

following reasons: (1) there are no employees in those series because they are new or about to be abolished, (2) OPM does not receive data from agencies on those series for security reasons, or (3) they were inadvertently omitted from the data OPM provided (two series covering 111 employees).

Each of the occupational groups and families in the GS and FWS systems contains a number of occupational series which may vary substantially in their sex composition. For example, occupational group 600 (Medical, Hospital, Dental, and Public Health) contains the 610 occupational series (Nurse) which is 96 percent female and the 660 series (Pharmacist) which is 74 percent male. Therefore, alternative groupings of occupations may result in somewhat different male and female distributions.

Appendix III shows the number and percent of full-time Foreign Service employees at the State Department as of April 1984 by skill group, rank, and sex. About 3,000 Foreign Service employees in other departments or agencies are not included. Appendix IV shows the number and percent of full-time employees under the Department of Medicine and Surgery schedules by occupation and sex as of June 1984. VA did not have data readily available on the number of males and females by grade for each of the occupational categories.

Appendix V presents a series of tables that OPM requested we include in the report showing changes in the representation of women in GS positions outside the Postal Service from 1974 to 1983. Unlike the data in appendixes I and II, these tables include full-time temporary positions and GS-equivalent grades such as in the Foreign Service. Although OPM provided tables on the percentage and progress of women in male-dominated occupations, not all male-dominated occupations were included. For example, this analysis did not present data for 137 of the 151 GS occupations which were at least 90 percent male in 1980. (Comparable information for 1983 has not yet been published by OPM.) OPM officials said the 23 male-dominated occupations in their analysis were selected from the most male-dominated occupational groups having significant numbers of employees.

We obtained the data between May and October 1984 at the Washington, D.C., headquarters of OPM, VA, and the State Department. As requested by your offices, we did not obtain agency comments, nor did we verify the accuracy of the data received from these agencies.

As arranged with your offices, unless you publicly announce the contents of this report earlier, we plan no further distribution until 10 days from the date of this report. At that time, we will send copies to interested parties and make copies available to others upon request.

W. J. Anderson

William J. Anderson
Director

C o n t e n t s

		<u>Page</u>
APPENDIX		
I	Full-time Permanent GS Employees by Occupational Group, Grade, Type of Standards Coverage, Supervision, and Sex	1
II	Full-time Permanent WG, WL, and WS Employees by Grade and Sex	26
III	Full-time Foreign Service/State Department Employees by Skill Group, Rank, and Sex	29
IV	Full-time Title 38 Employees in the Veterans Administration's Department of Medicine and Surgery Schedules by Occupation and Sex	31
V	OPM Trend Data on the Employment of Women in Full-time White Collar Positions	32

ABBREVIATIONS

GS	General Schedule
FWS	Federal Wage System
VA	Veterans Administration
OPM	Office of Personnel Management
FES	Factor Evaluation System
WG	Wage Grade
WL	Work Leader
WS	Wage Supervisor
GAO	General Accounting Office

General Schedule Occupational Groups

0000 Miscellaneous Occupations
0100 Social Science, Psychology, and Welfare
0200 Personnel Management and Industrial Relations
0300 General Administrative, Clerical, and Office Services
0400 Biological Sciences
0500 Accounting and Budget
0600 Medical, Hospital, Dental, and Public Health
0700 Veterinary Medical Science
0800 Engineering and Architecture
0900 Legal and Kindred
1000 Information and Arts
1100 Business and Industry
1200 Copyright, Patent, and Trademark
1300 Physical Sciences
1400 Library and Archives
1500 Mathematics and Statistics
1600 Equipment, Facilities, and Service
1700 Education
1800 Investigation
1900 Quality Assurance Inspection and Grading
2000 Supply
2100 Transportation

FULL-TIME PERMANENT GS EMPLOYEES BY GRADE, TYPE OF GS STANDARDS COVERAGE, SUPERVISION, AND SEX
(April 1984)

Grade	Total		Types of GS Standards Coverage								Supervision			
	Male	Female	FES		Narrative		Series Coverage		No Standards		Supervisors		Nonsupervisors	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1	74	114	13	38	40	22	20	54	1	0	0	0	74	114
	39.4%	60.6%	25.5%	74.5%	64.5%	35.5%	27.0%	73.0%	100.0%	0.0%	0.0%	0.0%	39.4%	60.6%
2	1,694	5,262	687	2,553	623	1,921	303	699	81	89	0	0	1,694	5,262
	24.4%	75.6%	21.2%	78.8%	24.5%	75.5%	30.2%	69.8%	47.6%	52.4%	0.0%	0.0%	24.4%	75.6%
3	12,164	39,015	6,826	24,675	3,282	10,788	1,432	3,065	624	487	13	18	12,151	38,997
	23.8%	76.2%	21.7%	78.3%	23.3%	76.7%	31.8%	68.2%	56.2%	43.8%	41.9%	8.1%	23.8%	76.2%
4	29,592	110,017	12,007	64,856	13,041	30,299	2,798	12,650	1,746	2,212	38	113	29,554	109,904
	21.2%	78.8%	15.6%	84.4%	30.1%	69.9%	18.1%	81.9%	44.1%	55.9%	25.2%	4.8%	21.2%	78.8%
5	46,952	131,228	12,392	69,131	27,853	38,892	3,880	17,945	2,827	5,260	907	1,972	46,045	129,256
	26.4%	73.6%	15.2%	84.8%	41.7%	58.3%	17.8%	82.2%	35.0%	65.0%	31.5%	68.5%	26.3%	73.7%
6	21,467	64,463	4,570	35,499	12,879	17,685	2,678	9,506	1,340	1,773	1,985	3,644	19,482	60,819
	25.0%	75.0%	11.4%	88.6%	42.1%	57.9%	22.0%	78.0%	43.0%	57.0%	35.3%	64.7%	24.3%	75.7%
7	52,954	72,394	8,610	25,702	32,857	32,568	7,673	10,255	3,814	3,869	3,897	5,222	49,057	67,172
	42.2%	57.8%	25.1%	74.9%	50.2%	49.8%	42.8%	57.2%	49.6%	50.4%	42.7%	57.3%	42.2%	57.8%
8	12,537	14,519	1,866	6,462	8,414	4,942	1,224	2,569	1,033	546	2,340	2,436	10,197	12,083
	46.3%	53.7%	22.4%	77.6%	63.0%	37.0%	32.3%	67.7%	65.4%	34.6%	49.0%	51.0%	45.8%	54.2%
9	84,819	53,810	21,064	19,813	54,725	23,806	4,296	6,694	4,734	3,497	7,211	4,540	77,608	49,270
	61.2%	38.8%	51.5%	48.5%	69.7%	30.3%	39.1%	60.9%	57.5%	42.5%	61.4%	38.6%	61.2%	38.8%
10	15,555	11,732	833	1,157	12,985	9,945	1,302	514	435	116	2,662	1,274	12,893	10,458
	57.0%	43.0%	41.9%	58.1%	56.6%	43.4%	71.7%	28.3%	78.9%	21.1%	67.6%	32.4%	55.2%	44.8%
11	118,797	43,969	26,692	12,008	78,362	23,536	7,051	5,585	6,692	2,840	19,330	6,606	99,467	37,363
	73.0%	27.0%	69.0%	31.0%	76.9%	23.1%	55.8%	44.2%	70.2%	29.8%	74.5%	25.5%	72.7%	27.3%
12	137,810	29,700	33,759	8,567	80,736	13,948	12,508	5,020	10,807	2,165	27,197	4,833	110,613	24,867
	82.3%	17.7%	79.8%	20.2%	85.3%	14.7%	71.4%	28.6%	83.3%	16.7%	84.9%	15.1%	81.6%	18.4%
13	91,181	12,928	17,299	3,089	53,449	6,254	9,612	2,454	10,821	1,131	29,031	3,648	62,150	9,280
	87.6%	12.4%	84.8%	15.2%	89.5%	10.5%	79.7%	20.3%	90.5%	9.5%	88.8%	11.2%	87.0%	13.0%
14	49,932	4,885	7,759	882	27,964	2,427	6,250	1,054	7,959	522	23,965	2,049	25,967	2,836
	91.1%	8.9%	89.8%	10.2%	92.0%	8.0%	85.6%	14.4%	93.8%	6.2%	92.1%	7.9%	90.2%	9.8%
15	25,460	1,946	2,968	213	12,381	991	4,353	453	5,758	289	16,486	1,078	8,974	868
	92.9%	7.1%	93.3%	6.7%	92.6%	7.4%	90.6%	9.4%	95.2%	4.8%	93.9%	6.1%	91.2%	8.8%
Total	700,988	595,982	157,345	274,645	419,591	218,024	65,380	78,517	58,672	24,796	135,062	37,433	565,926	558,549
	54.0%	46.0%	36.4%	63.6%	65.8%	34.2%	45.4%	54.6%	70.3%	29.7%	78.3%	21.7%	50.3%	49.7%

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent OS Employees by Occupational Group,
Type of OS Standards Coverage, Supervision and Sex
(April 1984)

GROUP	TOTAL				TYPES OF OS STANDARDS COVERAGE								SUPERVISION			
	MALE		FEMALE		NARRATIVE		SERIES COVERAGE		NO STANDARDS		SUPERVISORS		NONSUPERVISORS			
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
0000	39,643	4,486	2,643	398	33,628	2,515	738	107	2,634	1,466	7,207	366	32,436	4,120		
0100	27,600	19,854	1,730	1,036	21,545	15,837	1,978	1,095	2,547	1,886	6,922	2,746	20,878	17,108		
0200	16,796	29,220	847	1,052	14,834	27,657	0	1,115	511	4,696	2,719	12,100	26,501	45,008		
0300	109,286	252,443	45,355	163,057	13,444	28,458	45,856	59,663	4,631	1,265	23,958	11,745	85,328	240,698		
0400	38,982	5,285	7,048	606	25,529	3,342	989	168	5,416	1,169	9,091	290	29,891	4,995		
0500	47,062	66,485	19,437	41,617	24,134	17,925	3,242	6,562	249	371	9,365	5,617	37,697	60,868		
0600	33,604	59,835	16,710	45,976	13,403	10,323	2,160	1,797	1,331	739	3,973	2,975	29,631	55,860		
0700	2,478	1,865	1,865	105	0	0	0	0	613	40	1,113	42	1,365	103		
0800	133,387	6,659	13,625	684	101,519	5,090	1,353	108	16,890	777	20,909	142	112,478	6,517		
0900	24,221	42,078	0	0	20,439	33,464	4,88	92,66	7,48	95,66	4,48	99,38	0,78	94,58		
1000	9,758	7,296	2,760	1,584	37,938	62,118	7,88	92,28	54,98	45,18	65,38	34,78	20,447	40,073		
1100	44,875	38,399	13,741	11,585	25,001	20,035	471	726	5,662	6,053	74,00	26,00	34,334	35,789		
1200	1,374	161	0	0	1,325	137	0	0	49	24	162	2	1,212	159		
1300	89,158	5,107	10,398	2,689	14,753	1,751	3,497	359	3,981	308	5,334	250	27,295	4,857		
1400	86,158	13,158	79,158	20,158	89,158	10,168	90,78	9,38	92,88	7,28	95,58	4,58	84,98	15,18		
1500	30,158	69,158	0,00	0,00	30,158	69,158	0,00	0,00	0,00	0,00	42,48	57,68	28,08	72,08		
1600	8,638	4,239	0,00	0,00	7,859	3,909	704	271	75	59	1,567	292	7,071	3,947		
1700	13,414	1,249	0,00	0,00	13,277	1,238	0	0	137	11	3,026	98	10,388	1,151		
1800	10,689	4,180	208	208	8,533	2,148	8,58	0,00	92,68	7,48	96,98	3,18	90,08	10,08		
1900	35,462	6,014	4,713	120	26,849	3,781	2,244	1,700	1,656	1,013	5,016	283	30,446	5,731		
2000	15,330	1,661	15,249	1,644	0	0	0	0	81	17	2,455	67	12,875	1,594		
2100	28,726	9,149	937	2,284	23,975	4,619	1,063	279	2,751	1,967	5,908	762	22,818	8,387		
Total	700,988	595,982	157,345	274,645	419,591	218,024	65,390	78,517	58,672	24,796	135,062	37,433	565,926	558,549		
	54,08	46,08	36,48	63,68	65,88	34,28	45,48	54,68	70,38	29,78	78,38	21,78	50,38	49,78		

Note: The data presented does not include OS-16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 0000 by Grade and Sex
(April 1984)

Miscellaneous Occupations

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	71	22	31.0	49	69.0
3	871	733	84.2	138	15.8
4	5,846	5,351	91.5	495	8.5
5	12,266	11,418	93.1	848	6.9
6	4,246	3,965	93.4	281	6.6
7	4,673	3,994	85.5	679	14.5
8	1,706	1,610	94.4	96	5.6
9	4,476	3,758	84.0	718	16.0
10	221	217	98.2	4	1.8
11	3,863	3,255	84.3	608	15.7
12	3,397	3,022	89.0	375	11.0
13	1,437	1,303	90.7	134	9.3
14	784	741	94.5	43	5.5
15	272	254	93.4	18	6.6
Total	44,129	39,643	89.8	4,486	10.2

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 0100 by Grade and Sex
(April 1984)

Social Science, Psychology, and Welfare

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	2	2	100.0	0	0.0
2	38	20	52.6	18	47.4
3	271	169	62.4	102	37.6
4	277	145	52.3	132	47.7
5	1,417	692	48.8	725	51.2
6	553	257	46.5	296	53.5
7	1,926	905	47.0	1,021	53.0
8	375	182	48.5	193	51.5
9	3,200	1,507	47.1	1,693	52.9
10	12,659	4,889	38.6	7,770	61.4
11	8,965	5,134	57.3	3,831	42.7
12	7,704	5,388	69.9	2,316	30.1
13	5,904	4,738	80.3	1,166	19.7
14	2,876	2,449	85.2	427	14.8
15	<u>1,487</u>	<u>1,323</u>	<u>89.0</u>	<u>164</u>	<u>11.0</u>
Total	<u>47,654</u>	<u>27,800</u>	<u>58.3</u>	<u>19,854</u>	<u>41.7</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 0200 by Grade and Sex
(April 1984)

Personnel Management and Industrial Relations

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	26	4	15.4	22	84.6
3	982	152	15.5	830	84.5
4	5,304	821	15.5	4,483	84.5
5	7,111	1,014	14.3	6,097	85.7
6	3,409	401	11.8	3,008	88.2
7	4,808	1,231	25.6	3,577	74.4
8	396	142	36.9	254	64.1
9	2,893	920	31.8	1,973	68.2
10	55	37	67.3	18	32.7
11	6,709	2,765	41.2	3,944	58.8
12	7,373	4,166	56.5	3,207	43.5
13	4,318	2,971	68.8	1,347	31.2
14	1,975	1,635	82.8	340	17.2
15	<u>657</u>	<u>537</u>	<u>81.7</u>	<u>120</u>	<u>18.3</u>
Total	<u>46,016</u>	<u>16,796</u>	<u>36.5</u>	<u>29,220</u>	<u>63.5</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 0300 by Grade and Sex
(April 1984)

General Administrative, Clerical, and Office Services

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	145	50	34.5	95	65.5
2	5,997	1,327	22.1	4,670	77.9
3	37,128	7,254	19.5	29,874	80.5
4	70,406	8,070	11.5	62,336	88.5
5	64,473	6,477	10.0	57,996	90.0
6	35,199	3,969	11.3	31,230	88.7
7	32,853	9,065	27.6	23,788	72.4
8	8,923	2,303	25.8	6,620	74.2
9	18,550	7,204	38.8	11,346	61.2
10	2,215	1,316	59.4	899	40.6
11	22,413	12,968	57.9	9,445	42.1
12	30,505	21,982	72.1	8,523	27.9
13	18,023	14,359	79.7	3,664	20.3
14	9,347	7,961	85.2	1,386	14.8
15	<u>5,552</u>	<u>4,981</u>	<u>89.7</u>	<u>571</u>	<u>10.3</u>
Total	<u>361,729</u>	<u>109,286</u>	<u>30.2</u>	<u>252,443</u>	<u>69.8</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 0400 by Grade and Sex
(April 1984)

<u>Grade</u>	<u>Total</u>	<u>Biological Sciences</u>			
		<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	52	35	67.3	17	32.7
3	240	173	72.1	67	27.9
4	1,067	765	71.7	302	28.3
5	3,098	2,356	76.0	742	24.0
6	2,188	1,949	89.1	239	10.9
7	5,409	4,450	82.3	959	17.7
8	655	584	89.2	71	10.8
9	9,332	7,887	84.5	1,445	15.5
10	166	154	92.8	12	7.2
11	10,616	9,830	92.6	786	7.4
12	5,084	4,788	94.2	296	5.8
13	3,632	3,428	94.4	204	5.6
14	1,851	1,734	93.7	117	6.3
15	<u>877</u>	<u>849</u>	<u>96.8</u>	<u>28</u>	<u>3.2</u>
Total	<u>44,267</u>	<u>38,982</u>	<u>88.1</u>	<u>5,285</u>	<u>11.9</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 0500 by Grade and Sex
(April 1984)

Accounting and Budget

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	2	0	0.0	2	100.0
2	231	43	18.6	188	81.4
3	2,131	588	27.6	1,543	72.4
4	8,999	1,815	20.2	7,184	79.8
5	21,152	4,082	19.3	17,070	80.7
6	13,496	2,020	15.0	11,476	85.0
7	14,169	3,149	22.2	11,020	77.8
8	2,019	388	19.2	1,631	80.8
9	10,413	3,872	37.2	6,541	62.8
10	478	175	36.6	303	63.4
11	11,443	6,733	58.8	4,710	41.2
12	13,760	10,629	77.2	3,131	22.8
13	10,490	9,171	87.4	1,319	12.6
14	3,506	3,220	91.8	286	8.2
15	<u>1,258</u>	<u>1,177</u>	<u>93.6</u>	<u>81</u>	<u>6.4</u>
Total	<u>113,547</u>	<u>47,062</u>	<u>41.4</u>	<u>66,485</u>	<u>58.6</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 0600 by Grade and Sex
(April 1984)

Medical, Hospital, Dental, and Public Health

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	2	3	50.0	3	50.0
2	196	78	39.8	118	60.2
3	3,721	1,096	29.5	2,625	70.5
4	22,393	6,194	27.7	16,199	72.3
5	24,032	7,100	29.5	16,932	70.5
6	8,768	3,378	38.5	5,390	61.5
7	5,715	2,567	44.9	3,148	55.1
8	1,496	912	61.0	584	39.0
9	11,799	3,145	26.7	8,654	73.3
10	905	373	41.2	532	58.8
11	6,381	3,497	54.8	2,884	45.2
12	2,820	1,946	69.0	874	31.0
13	1,969	1,513	76.8	456	23.2
14	1,354	1,059	78.2	295	21.8
15	<u>884</u>	<u>743</u>	<u>84.0</u>	<u>141</u>	<u>16.0</u>
Total	<u>92,439</u>	<u>33,604</u>	<u>36.4</u>	<u>58,835</u>	<u>63.6</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 0700 by Grade and Sex
(April 1984)

Veterinary Medical Science

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	0	0	0.0	0	0.0
3	0	0	0.0	0	0.0
4	4	2	50.0	2	50.0
5	24	16	66.7	8	33.3
6	0	0	0.0	0	0.0
7	465	438	94.2	27	5.8
8	0	0	0.0	0	0.0
9	146	137	93.8	9	6.2
10	0	0	0.0	0	0.0
11	248	230	92.7	18	7.3
12	1,080	1,027	95.1	53	4.9
13	401	382	95.3	19	4.7
14	175	167	95.4	8	4.6
15	<u>80</u>	<u>79</u>	<u>98.8</u>	<u>1</u>	<u>1.3</u>
Total	<u>2,623</u>	<u>2,478</u>	<u>94.5</u>	<u>145</u>	<u>5.5</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 0800 by Grade and Sex
(April 1984)

Engineering and Architecture

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	2	1	50.0	1	50.0
2	104	77	74.0	27	26.0
3	615	435	70.7	180	20.3
4	1,604	1,178	73.4	426	26.6
5	3,609	2,818	78.1	791	21.9
6	1,566	1,200	76.6	366	23.4
7	8,588	7,351	85.6	1,273	14.4
8	1,891	1,727	91.3	164	8.7
9	15,904	14,631	92.0	1,273	8.0
10	2,803	2,744	97.9	59	2.1
11	27,795	26,684	96.0	1,111	4.0
12	37,087	36,380	98.1	707	1.9
13	22,488	22,263	99.0	225	1.0
14	11,163	11,093	99.4	70	0.6
15	<u>4,827</u>	<u>4,805</u>	<u>99.5</u>	<u>22</u>	<u>0.5</u>
Total	<u>140,046</u>	<u>133,387</u>	<u>95.2</u>	<u>6,659</u>	<u>4.8</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 0900 by Grade and Sex
(April 1984)

<u>Grade</u>	<u>Total</u>	<u>Legal and Kindred</u>			
		<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	12	1	8.3	11	91.7
3	258	45	17.4	213	82.6
4	6,744	794	11.8	5,950	88.2
5	7,897	1,281	16.2	6,616	83.8
6	4,819	688	14.3	4,131	85.7
7	12,427	1,780	14.3	10,647	85.7
8	4,312	943	21.9	3,369	78.1
9	5,314	2,288	43.1	3,026	56.9
10	2,505	1,094	43.7	1,411	56.3
11	4,780	2,321	48.6	2,459	51.4
12	4,437	2,925	65.9	1,512	34.1
13	4,626	3,268	70.6	1,358	29.4
14	4,183	3,321	79.4	862	20.6
15	<u>3,985</u>	<u>3,472</u>	<u>87.1</u>	<u>513</u>	<u>12.9</u>
Total	<u>66,299</u>	<u>24,221</u>	<u>36.5</u>	<u>42,078</u>	<u>63.5</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 1000 by Grade and Sex
(April 1984)

Information and Arts

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	8	1	12.5	7	87.5
3	41	12	29.3	29	70.7
4	459	77	16.8	382	83.2
5	1,512	323	21.4	1,189	78.6
6	647	81	12.5	566	87.5
7	2,272	1,091	48.0	1,181	52.0
8	268	182	67.9	86	32.1
9	3,784	2,243	59.3	1,541	40.7
10	225	180	80.0	45	20.0
11	3,450	2,284	66.2	1,166	33.8
12	2,478	1,797	72.5	681	27.5
13	1,180	888	75.3	292	24.7
14	490	392	80.0	98	20.0
15	<u>240</u>	<u>207</u>	<u>86.3</u>	<u>33</u>	<u>13.8</u>
Total	<u>17,054</u>	<u>9,758</u>	<u>57.2</u>	<u>7,296</u>	<u>42.8</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 1100 by Grade and Sex
(April 1984)

Business and Industry

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	21	13	61.9	8	38.1
2	9	0	0.0	9	100.0
3	683	153	22.4	530	77.6
4	4,331	491	11.3	3,840	88.7
5	10,905	1,844	16.9	9,061	83.1
6	3,260	565	17.3	2,695	82.7
7	8,586	2,956	34.4	5,630	65.6
8	866	566	65.4	300	34.6
9	12,368	6,452	52.2	5,916	47.8
10	558	448	80.3	110	19.7
11	14,842	9,603	64.7	5,239	35.3
12	16,141	12,442	77.1	3,699	22.9
13	6,796	5,767	84.9	1,029	15.1
14	2,785	2,524	90.6	261	9.4
15	<u>1,123</u>	<u>1,051</u>	<u>93.6</u>	<u>72</u>	<u>6.4</u>
Total	<u>83,274</u>	<u>44,875</u>	<u>53.9</u>	<u>38,399</u>	<u>46.1</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 1200 by Grade and Sex
(April 1984)

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<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	0	0	0.0	0	0.0
3	0	0	0.0	0	0.0
4	0	0	0.0	0	0.0
5	12	8	66.7	4	33.3
6	0	0	0.0	0	0.0
7	84	68	81.0	16	19.0
8	0	0	0.0	0	0.0
9	141	114	80.9	27	19.1
10	1	1	100.0	0	0.0
11	151	106	70.2	45	29.8
12	47	41	87.2	6	12.8
13	141	124	87.9	17	12.1
14	602	560	93.0	42	7.0
15	<u>356</u>	<u>352</u>	<u>98.9</u>	<u>4</u>	<u>1.1</u>
Total	<u>1,535</u>	<u>1,374</u>	<u>89.5</u>	<u>161</u>	<u>10.5</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 1300 by Grade and Sex
(April 1984)

<u>Grade</u>	<u>Total</u>	<u>Physical Sciences</u>			
		<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	3	1	33.3	2	66.7
2	47	24	51.1	23	48.9
3	125	72	57.6	53	42.4
4	380	203	53.4	177	46.6
5	949	614	64.7	335	35.3
6	674	427	63.4	247	36.6
7	2,354	1,682	71.5	672	28.5
8	734	601	81.9	133	18.1
9	3,782	2,985	78.9	797	21.1
10	994	962	96.8	32	3.2
11	7,662	6,404	83.6	1,258	16.4
12	7,568	6,786	89.7	782	10.3
13	6,139	5,753	93.7	386	6.3
14	3,786	3,644	96.2	142	3.8
15	<u>2,539</u>	<u>2,471</u>	<u>97.3</u>	<u>68</u>	<u>2.7</u>
Total	<u>37,736</u>	<u>32,629</u>	<u>86.5</u>	<u>5,107</u>	<u>13.5</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 1400 by Grade and Sex
(April 1984)

Library and Archives

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	20	8	40.0	12	60.0
3	186	63	33.9	123	66.1
4	500	117	23.4	383	76.6
5	928	184	19.8	744	80.2
6	576	109	18.9	467	81.1
7	785	177	22.5	608	77.5
8	135	44	32.6	91	67.4
9	807	219	27.1	588	72.9
10	202	60	29.7	142	70.3
11	1,116	393	35.2	723	64.8
12	704	295	41.9	409	58.1
13	315	171	54.3	144	45.7
14	146	98	67.1	48	32.9
15	<u>46</u>	<u>36</u>	<u>78.3</u>	<u>10</u>	<u>21.7</u>
Total	<u>6,466</u>	<u>1,974</u>	<u>30.5</u>	<u>4,492</u>	<u>69.5</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 1500 by Grade and Sex
(April 1984)

Mathematics and Statistics

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	3	0	0.0	3	100.0
3	71	15	21.1	56	78.9
4	296	62	20.9	234	79.1
5	718	172	24.0	546	76.0
6	447	52	11.6	395	88.4
7	959	327	34.1	632	65.9
8	119	19	16.0	100	84.0
9	853	397	46.5	456	53.5
10	18	3	16.7	15	83.3
11	1,096	657	59.9	439	40.1
12	3,105	2,350	75.7	755	24.3
13	2,854	2,439	85.5	415	14.5
14	1,601	1,458	91.1	143	8.9
15	<u>737</u>	<u>687</u>	<u>93.2</u>	<u>50</u>	<u>6.8</u>
Total	<u>12,877</u>	<u>8,638</u>	<u>67.1</u>	<u>4,239</u>	<u>32.9</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 1600 by Grade and Sex
(April 1984)

Equipment, Facilities, and Service

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	1	0	0.0	1	100.0
3	7	0	0.0	7	100.0
4	173	83	48.0	90	52.0
5	545	375	68.8	170	31.2
6	83	42	50.6	41	49.4
7	1,102	797	72.3	305	27.7
8	228	205	89.9	23	10.1
9	3,580	3,225	90.1	355	9.9
10	204	190	93.1	14	6.9
11	4,300	4,123	95.9	177	4.1
12	3,146	3,094	98.3	52	1.7
13	935	923	98.7	12	1.3
14	267	265	99.3	2	0.7
15	<u>92</u>	<u>92</u>	<u>100.0</u>	<u>0</u>	<u>0.0</u>
Total	<u>14,663</u>	<u>13,414</u>	<u>91.5</u>	<u>1,249</u>	<u>8.5</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 1700 by Grade and Sex
(April 1984)

<u>Grade</u>	<u>Total</u>	<u>Education</u>			
		<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	1	0	0.0	1	100.0
3	52	11	21.2	41	78.8
4	404	66	16.3	338	83.7
5	760	255	33.6	505	66.4
6	262	84	32.1	178	67.9
7	1,420	845	59.5	575	40.5
8	284	216	76.1	68	23.9
9	4,516	3,387	75.0	1,129	25.0
10	129	112	86.8	17	13.2
11	3,394	2,756	81.2	638	18.8
12	2,242	1,816	81.0	426	19.0
13	893	713	79.8	180	20.2
14	346	283	81.8	63	18.2
15	<u>166</u>	<u>145</u>	<u>87.3</u>	<u>21</u>	<u>12.7</u>
Total	<u>14,869</u>	<u>10,689</u>	<u>71.9</u>	<u>4,180</u>	<u>28.1</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 1800 by Grade and Sex
(April 1984)

<u>Grade</u>	<u>Total</u>	<u>Investigation</u>			
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	0	0	0.0	0	0.0
3	13	3	23.1	10	76.9
4	403	97	24.1	306	75.9
5	1,886	1,006	53.3	880	46.7
6	594	229	38.6	365	61.4
7	5,125	3,763	73.4	1,362	26.6
8	794	713	89.8	81	10.2
9	9,419	8,250	87.6	1,169	12.4
10	507	486	95.9	21	4.1
11	6,168	5,190	84.1	978	15.9
12	7,975	7,362	92.3	613	7.7
13	5,694	5,520	96.9	174	3.1
14	2,248	2,199	97.8	49	2.2
15	<u>650</u>	<u>644</u>	<u>99.1</u>	<u>6</u>	<u>0.9</u>
Total	<u>41,476</u>	<u>35,462</u>	<u>85.5</u>	<u>6,014</u>	<u>14.5</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 1900 by Grade and Sex
(April 1984)

Quality Assurance, Inspection, and Grading

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	0	0	0.0	0	0.0
3	0	0	0.0	0	0.0
4	13	5	38.5	8	61.5
5	477	284	59.5	193	40.5
6	6	5	83.3	1	16.7
7	768	562	73.2	206	26.8
8	273	195	71.4	78	28.6
9	7,022	6,241	88.9	781	11.1
10	139	134	96.4	5	3.6
11	5,426	5,094	93.9	332	6.1
12	2,117	2,067	97.6	50	2.4
13	540	535	99.1	5	0.9
14	185	184	99.5	1	0.5
15	25	24	96.0	1	4.0
Total	<u>16,991</u>	<u>15,330</u>	<u>90.2</u>	<u>1,661</u>	<u>9.8</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 2000 by Grade and Sex
(April 1984)

<u>Grade</u>	<u>Total</u>	<u>Supply</u>			
		<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	7	4	57.1	3	42.9
2	121	45	37.2	76	62.8
3	3,114	968	31.1	2,146	68.9
4	8,207	2,803	34.2	5,404	65.8
5	11,812	4,088	34.6	7,724	65.4
6	3,998	1,824	45.6	2,174	54.4
7	6,888	3,090	44.9	3,798	55.1
8	774	502	64.9	272	35.1
9	6,990	3,417	48.9	3,573	51.1
10	249	194	77.9	55	22.1
11	5,602	3,389	60.5	2,213	39.5
12	3,719	2,866	77.1	853	22.9
13	1,288	1,082	84.0	206	16.0
14	488	448	91.8	40	8.2
15	148	140	94.6	8	5.4
Total	53,405	24,860	46.5	28,545	53.5

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent GS Employees in
Occupational Group 2100 by Grade and Sex
(April 1984)

Transportation

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	0	0	0.0	0	0.0
2	19	9	47.4	10	52.6
3	670	222	33.1	448	66.9
4	1,799	453	25.2	1,346	74.8
5	2,597	545	21.0	2,052	79.0
6	1,139	222	19.5	917	80.5
7	3,972	2,666	67.1	1,306	32.9
8	808	503	62.3	305	37.7
9	3,340	2,540	76.0	800	24.0
10	2,054	1,786	87.0	268	13.0
11	6,346	5,381	84.8	965	15.2
12	5,021	4,641	92.4	380	7.6
13	4,046	3,870	95.7	176	4.3
14	4,659	4,497	96.5	162	3.5
15	<u>1,405</u>	<u>1,391</u>	<u>99.0</u>	<u>14</u>	<u>1.0</u>
Total	<u>37,875</u>	<u>28,726</u>	<u>75.8</u>	<u>9,149</u>	<u>24.2</u>

Note: The data presented does not include GS 16-18 employees or employees whose grade or sex was unspecified.

Full-Time Permanent WG Employees by Grade and Sex
(April 1984)

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	3,336	1,977	59.3	1,359	40.7
2	15,938	10,980	68.9	4,958	31.1
3	7,420	4,951	66.7	2,469	33.3
4	7,927	5,172	65.2	2,755	34.8
5	30,147	26,204	86.9	3,943	13.1
6	20,137	17,595	87.4	2,542	12.6
7	16,440	14,664	89.2	1,776	10.8
8	33,489	31,234	93.3	2,255	6.7
9	26,449	25,236	95.4	1,213	4.6
10	81,268	79,360	97.7	1,908	2.3
11	24,004	23,539	98.1	465	1.9
12	6,825	6,761	99.1	64	0.9
13	2,804	2,786	99.4	18	0.6
14	799	791	99.0	8	1.0
15	<u>70</u>	<u>70</u>	<u>100.0</u>	<u>0</u>	<u>0.0</u>
Total	<u>277,053</u>	<u>251,320</u>	<u>90.7</u>	<u>25,733</u>	<u>9.3</u>

Note: The data presented does not include employees whose grade or sex was unspecified.

Full-Time Permanent WL Employees by Grade and Sex
(April 1984)

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	41	17	41.5	24	58.5
2	646	464	71.8	182	28.2
3	241	172	71.4	69	28.6
4	365	249	68.2	116	31.8
5	1,121	1,032	92.1	89	7.9
6	654	603	92.2	51	7.8
7	441	424	96.1	17	3.9
8	1,074	1,036	96.5	38	3.5
9	1,592	1,571	98.7	21	1.3
10	4,134	4,096	99.1	38	0.9
11	912	905	99.2	7	0.8
12	155	155	100.0	0	0.0
13	147	146	99.3	1	0.7
14	25	25	100.0	0	0.0
15	<u>9</u>	<u>9</u>	<u>100.0</u>	<u>0</u>	<u>0.0</u>
Total	<u>11,557</u>	<u>10,904</u>	<u>94.3</u>	<u>653</u>	<u>5.7</u>

Note: The data presented does not include employees whose grade or sex was unspecified.

Full-Time Permanent WS Employees by Grade and Sex
(April 1984)

<u>Grade</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1	696	521	74.9	175	25.1
2	1,129	824	73.0	305	27.0
3	873	651	74.6	222	25.4
4	1,314	1,160	88.3	154	11.7
5	2,017	1,900	94.2	117	5.8
6	2,126	2,010	94.5	116	5.5
7	2,898	2,815	97.1	83	2.9
8	3,911	3,810	97.4	101	2.6
9	5,412	5,369	99.2	43	0.8
10	8,832	8,777	99.4	55	0.6
11	2,452	2,437	99.4	15	0.6
12	1,487	1,483	99.7	4	0.3
13	1,933	1,931	99.9	2	0.1
14	940	936	99.6	4	0.4
15	432	431	99.8	1	0.2
16	114	114	100.0	0	0.0
17	43	43	100.0	0	0.0
18	3	3	100.0	0	0.0
19	<u>0</u>	<u>0</u>	<u>0.0</u>	<u>0</u>	<u>0.0</u>
Total	<u>36,612</u>	<u>35,215</u>	<u>96.2</u>	<u>1,397</u>	<u>3.8</u>

Note: The data presented does not include employees whose grade or sex was unspecified.

Full-Time Foreign Service/State Department Employees
by Skill Group and Sex
(April 1984)

<u>Skill Group</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
<u>Executive/Program Direction*</u>					
Executive	348	355	96.3	13	3.7
Program Direction	<u>95</u>	<u>93</u>	<u>97.9</u>	<u>2</u>	<u>2.1</u>
Total	<u>443</u>	<u>428</u>	<u>96.6</u>	<u>15</u>	<u>3.4</u>
<u>Generalists</u>					
Administration	748	590	78.9	158	21.1
Consular	955	634	66.4	321	33.6
Economic	1,092	950	87.0	142	13.0
Political	<u>1,817</u>	<u>1,585</u>	<u>87.2</u>	<u>232</u>	<u>12.8</u>
Total	<u>4,612</u>	<u>3,759</u>	<u>81.5</u>	<u>853</u>	<u>18.5</u>
<u>Specialists</u>					
Finance	116	85	73.3	31	26.7
Personnel	86	17	19.8	69	80.2
General Services	217	199	91.7	18	8.3
Communications Spec	1,630	1,484	91.0	146	9.0
Communications Tech	176	175	99.4	1	0.6
Diplomatic Courier	66	63	95.5	3	4.5
Psychiatrist	7	5	71.4	2	28.6
Security Officer	356	340	95.5	16	4.5
Security Engineer	62	62	100.0	0	0.0
Audit Quality Insp	37	35	94.6	2	5.4
Construction Eng	17	17	100.0	0	0.0
Medical Officer	41	40	97.6	1	2.4
Medical Technician	14	5	35.7	9	64.3
Nursing	39	1	2.6	38	97.4
Science Officer	37	34	91.9	3	8.1
Secretary	1,239	11	0.9	1,228	99.1
Narcotics	<u>4</u>	<u>4</u>	<u>100.0</u>	<u>0</u>	<u>0.0</u>
Total	<u>4,144</u>	<u>2,577</u>	<u>62.2</u>	<u>1,567</u>	<u>37.8</u>
Total	<u>9,199</u>	<u>6,764</u>	<u>73.5</u>	<u>2,435</u>	<u>26.5</u>

*Although these individuals could be classified in the generalist and specialist skill groups, the State Department reports them separately because their primary duties relate to managing persons performing the tasks rather than performing the tasks themselves.

Full-Time Foreign Service/State Department Employees
by Rank and Sex
 (April 1984)

<u>Rank</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
<u>Foreign Service</u>					
9	52	14	26.9	38	73.1
8	370	118	31.9	252	68.1
7	665	292	43.9	373	56.1
6	728	343	47.1	385	52.9
5	1,086	696	64.1	390	35.9
4	1,565	1,168	74.6	397	25.4
3	1,480	1,182	79.9	298	20.1
2	1,385	1,193	86.1	192	13.9
1	1,019	941	92.3	78	7.7
Total	<u>8,350</u>	<u>5,947</u>	<u>71.2</u>	<u>2,403</u>	<u>28.8</u>
<u>Senior Foreign Service</u>					
ES1-4 Counselor*	390	373	95.6	17	4.4
ES-5 Minister Counselor	363	351	96.7	12	3.3
ES-6 Career Minister/ Ambassador	48	46	95.8	2	4.2
Total	<u>801</u>	<u>770</u>	<u>96.1</u>	<u>31</u>	<u>3.9</u>
<u>Chiefs of Mission</u>					
Noncareer**	<u>48</u>	<u>47</u>	<u>97.9</u>	<u>1</u>	<u>2.1</u>
Total	<u>9,199</u>	<u>6,764</u>	<u>73.5</u>	<u>2,435</u>	<u>26.5</u>

*The State Department did not have data readily available on the number of males and females in each of the four pay levels of the Counselor rank.

**These are political appointees but are classified as Foreign Service officials. Their rank is dependent on their assigned position.

Full-Time Title 38 Employees in the Veterans Administration's
Department of Medicine and Surgery by Occupation and Sex
 (June 1984)

<u>Occupation</u>	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Dentist	883	855	96.8	28	3.2
EFDA*	6	0	0.0	6	100.0
Nurse	30,723	2,855	9.3	27,868	90.7
Nurse Anesthesist	502	190	37.8	312	62.2
Optometrist	60	57	95.0	3	5.0
Physician	6,857	5,781	84.3	1,076	15.7
Physician Assistant	549	421	76.7	128	23.3
Podiatrist	<u>63</u>	<u>58</u>	<u>92.1</u>	<u>5</u>	<u>7.9</u>
Total	<u>39,643</u>	<u>10,217</u>	<u>25.8</u>	<u>29,426</u>	<u>74.2</u>

*EFDA--Expanded-function Dental Auxiliary



United States
**Office of
Personnel Management**

Washington, D.C. 20415

OCT 10 1984

In Reply, Refer To

Your Reference

Rosilyn Kleeman
Associate Director
General Accounting Office
Washington, D.C. 20548

Dear Mrs. Kleeman,

Attached is the additional trend information on the employment of women I promised in my recent August 30, 1984 letter. It illustrates how such data can give point-in-time statistics some perspective and thereby provide better insight into the dynamics of employment.

The trend information shows marked gains in the areas that really count. Not only has there been increased representation of women across the board, but more important, there has been a significant upward shift in the distribution of women by grade groups.

The increased representation of women in traditionally male-dominated occupations, particularly in professional occupations, has also been strong and sustained. Engineering, science, medicine, management, and administration have all experienced advances in the employment of women. The numerical increases are very positive, but what is most noteworthy is the rate of growth--several hundred percent in some instances.

The attached tables provide specific information on these improvements. Please let me know if we can be of any further assistance.

Sincerely,

Patrick S. Korten
Assistant Executive Director

Table 1 - PERCENTAGE OF WOMEN WITHIN GRADE GROUPS

	1974			1980			1983		
	Total	Women	Percent Women	Total	Women	Percent Women	Total	Women	Percent Women
Total	1,430,676	596,627	41.7	1,502,356	674,415	44.9	1,522,329	703,108	46.2
GS & Equivalent Grades									
1-4	321,340	243,840	75.9	276,915	212,637	76.8	251,091	192,714	76.8
5-8	429,834	247,531	57.6	450,501	291,793	64.8	460,244	306,036	66.5
9-12	456,071	86,095	18.9	526,000	141,601	26.9	551,220	167,593	30.4
13-15	190,150	9,147	4.8	216,884	17,818	8.2	219,850	22,724	10.3
SES and GS16-18	7,187	170	2.4	9,570	575	6.0	8,100	536	6.6
Other White-Collar	26,094	9,844	37.7	22,486	9,991	44.4	31,824	13,505	42.4

Data Source: Occupational surveys of full-time (permanent and temporary tenure) Federal civilian employment excluding U.S. Postal Service as of October 31, 1974, 1980 and 1983.

Table 2 - DISTRIBUTION OF WOMEN BY GRADE GROUP

	1974		1980		1983	
	Women	Percent	Women	Percent	Women	Percent
GS & Equivalent Grades						
1-4	243,840	41.6	212,637	32.0	192,714	28.0
5-8	247,531	42.2	291,793	44.0	306,036	44.4
9-12	86,095	14.7	141,601	21.3	167,593	24.3
13-15	9,147	1.6	17,818	2.7	22,724	3.3
Total 1-15	586,613	100.0	663,849	100.0	689,067	100.0

Data Source: Occupational surveys of full-time (permanent and temporary tenure) Federal civilian employment excluding U.S. Postal Service as of October 31, 1974, 1980 and 1983.

Table 3 - PERCENTAGE OF WOMEN IN MALE DOMINATED OCCUPATIONS

Code	Title	Women's Percentage in Occupation			1974-83 Change
		1974	1980	1983	
1811	Criminal Investigating	0.8	4.1	6.4	+ 5.6
462	Forestry Technician	6.8	16.8	14.4	+ 7.6
2152	Air Traffic Control	2.5	6.2	8.1	+ 5.6
1910	Quality Assurance	2.2	5.7	8.8	+ 6.6
810	Civil Engineering	0.5	2.1	4.4	+ 3.9
602	Medical Officer	10.3	14.7	16.9	+ 6.6
1370	Cartography	8.2	5.7	17.9	+ 9.7
80	Security Administration	20.8	26.6	28.7	+ 7.9
855	Electronics Engineering	0.1	1.3	2.8	+ 2.7
460	Forestry	0.3	1.5	6.8	+ 6.5
401	General Biological Science	14.5	18.7	19.4	+ 4.9
404	Biological Technician	29.2	33.8	37.0	+ 7.8
26	Park Technician	27.0	31.9	34.8	+ 7.8
1515	Operations Research	5.3	9.8	12.8	+ 7.5
475	Agricultural Management	0.3	5.6	10.0	+ 9.7
1601	General Facilities and Equipment Management	1.3	4.7	15.7	+ 14.4
1816	Immigration Inspection	13.4	23.2	25.8	+ 12.4
1670	Equipment Specialist	0.7	2.7	4.1	+ 3.4
18	Safety and Occupational Health Management	3.5	8.2	12.7	+ 9.2
1530	Statistician	20.8	28.5	29.6	+ 8.8
2130	Traffic Management	15.8	26.0	33.4	+ 17.6
25	Park Management	4.6	8.8	11.2	+ 6.6
486	Wildlife Biology	1.4	8.6	12.8	+ 11.4

Data Source: Occupational surveys of full-time (permanent and temporary tenure) Federal civilian employment excluding U.S. Postal Service as of October 31, 1974, 1980 and 1983.

Table 4 - PROGRESS OF WOMEN IN MALE DOMINATED OCCUPATIONS

Code	Title	1974	1980	1983	1974-83 Growth	%	1980-83 Growth	%
1811	Criminal Investigating	163	813	1,351	+1,188	728.8	538	66.2
462	Forestry Technician	633	1,758	1,762	1,129	178.4	4	0.2
2152	Air Traffic Control	639	1,706	1,732	1,093	171.0	26	1.5
1910	Quality Assurance	291	680	1,273	982	337.5	593	87.2
810	Civil Engineering	72	329	734	662	919.4	405	123.1
602	Medical Officer	828	1,379	1,643	815	98.4	264	19.1
1370	Cartography	209	686	857	648	310.0	171	24.9
80	Security Administration	576	816	1,076	500	86.8	260	31.9
855	Electronics Engineering	111	257	609	498	448.6	352	137.0
460	Forestry	7	83	462	455	6500.0	379	456.6
401	General Biological Science	457	803	896	439	96.1	93	11.6
404	Biological Technician	1,617	1,976	2,043	426	26.3	67	3.4
26	Park Technician	434	899	848	414	45.4	- 51	- 5.7*
1515	Operations Research	109	332	473	364	333.9	141	42.5
475	Agricultural Management	10	158	372	362	362.0	214	135.4
1601	General Facilities and Equipment Management	26	99	379	353	1357.7	280	282.8
1816	Immigration Inspection	174	438	522	348	200.0	84	19.2
1670	Equipment Specialist	73	242	405	332	454.8	163	67.4
18	Safety and Occupational Health Management	83	282	408	325	391.6	126	44.7
1530	Statistician	455	820	749	294	64.6	- 71	- 8.7*
2130	Traffic Management	249	379	508	259	104.0	129	34.0
25	Park Management	85	207	309	224	263.5	102	49.3
486	Wildlife Biology	9	105	185	176	1955.6	80	76.2

Data Source: Occupational surveys of full-time (permanent and temporary tenure) Federal civilian employment excluding U.S. Postal Service as of October 31, 1974, 1980 and 1983.

*Employment decreases occurred for both men and women; nevertheless, overall percent of women increased as shown on Table 3.



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