

**UNITED STATES DEPARTMENT OF LABOR**

**BULLETIN OF THE WOMEN'S BUREAU, NO. 53**

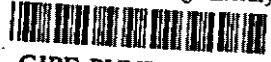
**THE STATUS OF WOMEN IN THE  
GOVERNMENT SERVICE  
IN 1925**

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U. S. DEPARTMENT OF LABOR  
JAMES J. DAVIS, SECRETARY  
WOMEN'S BUREAU  
MARY ANDERSON, Director

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BULLETIN OF THE WOMEN'S BUREAU, No. 53

**THE STATUS OF WOMEN IN THE  
GOVERNMENT SERVICE  
IN 1925**

BY BERTHA M. NIENBURG

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WASHINGTON  
GOVERNMENT PRINTING OFFICE  
1926

[PUBLIC—NO. 259—66TH CONGRESS.]

[H. R. 13229.]

An Act To establish in the Department of Labor a bureau to be known as the Women's Bureau.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That there shall be established in the Department of Labor a bureau to be known as the Women's Bureau.

SEC. 2. That the said bureau shall be in charge of a director, a woman, to be appointed by the President, by and with the advice and consent of the Senate, who shall receive an annual compensation of \$5,000. It shall be the duty of said bureau to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment. The said bureau shall have authority to investigate and report to the said department upon all matters pertaining to the welfare of women in industry. The director of said bureau may from time to time publish the results of these investigations in such a manner and to such extent as the Secretary of Labor may prescribe.

SEC. 3. That there shall be in said bureau an assistant director, to be appointed by the Secretary of Labor, who shall receive an annual compensation of \$3,500 and shall perform such duties as shall be prescribed by the director and approved by the Secretary of Labor.

SEC. 4. That there is hereby authorized to be employed by said bureau a chief clerk and such special agents, assistants, clerks, and other employees at such rates of compensation and in such numbers as Congress may from time to time provide by appropriations.

SEC. 5. That the Secretary of Labor is hereby directed to furnish sufficient quarters, office furniture and equipment, for the work of this bureau.

SEC. 6. That this act shall take effect and be in force from and after its passage.

Approved, June 5, 1920.

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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, February 15, 1926.*

SIR: I am submitting a report giving the results of an investigation of the status of women in Government service in 1925. This is a follow-up of the report issued by the Women's Bureau in 1919.

In the interval between 1919 and 1925 there has been a reclassification of positions in the Government service and therefore it is significant to know the progress made by women.

The investigation was made and the report written by Miss Bertha M. Nienburg. The Civil Service Commission cooperated by giving access to its records.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. JAMES J. DAVIS,  
*Secretary of Labor.*

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THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE IN 1925

PART I

INTRODUCTION

The never-ceasing and increasingly vigorous demand of our girls, as they pass from schools and colleges into the main stream of life, to know what are the wage-earning currents of which they may become a vital part calls for a periodic survey of the service rendered by women for their largest single employer, the United States Government. Such a survey shows that there is a considerable range of opportunity for women, as well as for men, in the Government service. Whether in the administrative, in the scientific, in the professional, in the social science, in the artistic, in the clerical, in the manufacturing, in the mechanical, or in the cleaning service, all positions are open, potentially if not actually, to women. The United States Civil Service Commission ruled on November 5, 1919, that all examinations were open to women and men alike. However, although the commission offers men and women equal opportunities in examinations, it can not fill a vacancy with a woman, even though she may rate highest in examination, when the officials requesting the appointment specify that the appointee be a man. The discretionary power in this matter rests entirely in the officials of the department or establishment in which the vacancy occurs.

The extent to which women have availed themselves of the advantage of equality in examinations, the chances they have had to take positions after examinations were passed, the opportunities for advancement once the positions were secured—in short, the status of women actually employed in the Government service—will tell the young women in search of opportunities for profitable employment of the practical possibilities of advancement for women in the Government service to-day.

The present is a particularly fitting time to make such a review. Permanent gains resulting from opportunities thrown open by the shortage of man labor and the heavy demands for service during the war can now be distinguished from temporary gains. Furthermore, the positions within the Government service in Washington have been classified according to the classification act of 1923.<sup>1</sup> In the past,

<sup>1</sup> United States. An act to provide for the classification of civilian positions within the District of Columbia and in the field services. (Public No. 516, 67th Congress.)



salaries were fixed by statute for some positions, and for others the rate of compensation was determined by the administrative head of the establishment, a system resulting in differences in salaries for similar services. To rectify these inequalities and to establish scientific regulation of compensation, the classification act of 1923 created five services and numerous grades of positions therein for the Government establishments within the District of Columbia. Compensation schedules for each grade within the several services also were fixed by this act. The task of defining the positions to fall within each grade was vested in the Personnel Classification Board. After this board had prepared its "class specifications for positions in the departmental service," departmental committees allocated specific positions in their respective departments accordingly, and thereafter determined the rates of compensation of employees in agreement with this classification and the rules prescribed by the act of 1923. The Personnel Classification Board reviewed and approved these allocations, making them effective July 1, 1924. Since then some adjustments have been made and others are being made from time to time. Thus the principle of "equal compensation for equal work irrespective of sex"<sup>2</sup> in the Government civilian service has been established in law since July 1, 1924. The beginner's chances and the actual possibilities of advancement for women in specific positions under this system may be seen in the picture presented by this report of conditions as they exist to-day in the executive establishments in the District of Columbia.

#### SCOPE AND METHOD OF STUDY

In 1919 the Women's Bureau made a study of the appointments and entrance salaries of women, as compared with those of men, in the executive service of the Government.<sup>3</sup> At that time women were excluded from more than one-half of the examinations given, so that their appointments necessarily were confined to a limited field. At that time there was no uniform entrance salary for any given type of position. Now all examinations are open to women, according to civil-service regulations, and "all new appointments shall be made at the minimum rate of the appropriate grade or class thereof" as laid down in the classification act of 1923.<sup>4</sup> How effective these fundamental changes have been in advancing women's status in the Government service is determinable in part through the civil-service records of appointment. These records were rendered available for the present study by the courtesy of the Civil

<sup>2</sup> United States. An act to provide for the classification of civilian positions within the District of Columbia and in the field services. (Public No. 516, 67th Congress, p. 3.)

<sup>3</sup> U. S. Department of Labor. Women's Bureau. Women in the Government service. Bul. 5, 1920.

Service Commission. The study is limited to appointments in the departmental service of executive establishments—that is, service in the District of Columbia—because new compensation schedules have not been put into effect as yet in the field service. It covers all probationary appointments to the departmental service made from July 1, 1924, to March 1, 1925—a period of eight months.

The opportunities for advancement in the Government service are best reflected in the records of women who have been in the service for some time. With the resources available, it was not possible to include in this study all women so employed. Consequently, the confines of the review were placed where those who had attained positions of responsibility or positions requiring special education and training would be included. The classification act of 1923 fixed the minimum salary for positions requiring "professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing"<sup>4</sup> at \$1,860 per annum. All persons in administrative positions receive more than this sum. It was decided, therefore, to review in this study only records of women who were receiving salaries of \$1,860 and over. Positions paying salaries below \$1,860 are touched upon only in connection with beginning salaries. Thus all women in the professional and scientific service, all women in the administrative service, and such women in the subprofessional and clerical services as were earning \$1,860 and over were included. Women in the clerical-mechanical service, in which are to be found operatives of the Government Printing Office, of the Bureau of Engraving and Printing, and of the Mail Bags and Equipment Shop, are paid on an hourly basis. Although it is possible for the hourly earnings of a forewoman or foreman in these establishments to total to \$1,860 or more in a year, 12 months' earnings would have to be secured to warrant the inclusion of any hourly workers in the \$1,860-and-over compensation group. Searching out such yearly earnings was not feasible at this time. No women in the custodial service in departments whose records were taken received as much as \$1,860.

Personnel records in Government establishments are brought to date with varying frequency. Consequently, although the status of women on April 1, 1925, was desired, it was necessary to take records dating from January 15 to April 1. The facts here assembled, therefore, are not of one date. They represent conditions in the period from January 15 to April 1, 1925. Changes occurring after the first of April were not included.

The service records of women employed in the District of Columbia and receiving salaries of \$1,860 and over per annum on or prior to

<sup>4</sup> United States. An act to provide for the classification of civilian positions within the District of Columbia and in the field services. (Public No. 512, 67th Congress, p. 5.)

#### 4 THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE

April 1, 1925, as well as the records of all men employed in similar positions, were copied for the following executive establishments:

Department of Agriculture.  
Department of Commerce.  
Department of the Interior (exclusive of Howard University and St. Elizabeths and Freedmen's Hospitals).  
Department of Labor.  
Post Office Department.  
Department of State.  
Treasury Department (only one-half of personnel records were included, such half being taken in strictly alphabetical order).<sup>2</sup>  
Bureau of Efficiency.  
Civil Service Commission.  
Employees' Compensation Commission.  
Federal Board for Vocational Education.  
Federal Trade Commission.  
Tariff Commission.  
Veterans' Bureau.

Time did not permit going through all the records of the Treasury Department. The cards were taken alphabetically, so that the half from which records of persons receiving \$1,860 and over were taken may be considered representative of the 11,311 employees in that department.

These executive establishments employed 15,777 women and 15,966 men, or a total of 31,743 persons. The Government bureaus not included in the survey had made no accounting of the actual number of women and the actual number of men employed in the departmental service since December 31, 1924. It is not possible to state, therefore, the exact proportion which the employees in the establishments included in the report represent of all persons in the departmental service. Based on the estimated number employed in these establishments during 1925 as given in the budget statement,<sup>3</sup> approximately three-fourths of the persons in the departmental service of executive establishments were employed in the bureaus and commissions included in this survey. The Government establishments employing large numbers that were not included in the survey, because time would not permit, were the War and Navy Departments, the Department of Justice, the General Accounting Office, the Interstate Commerce Commission, and the Smithsonian Institution.

As the purpose of this review was to show the character of positions held by women in the departmental service, it has not been found always advisable to use the titles given to classes of positions by the Personnel Classification Board. This board simplified the matter of salary allocations in the Government service by bringing together all positions demanding of the incumbent the same general

<sup>2</sup> See text following.

<sup>3</sup> United States. Message of the President of the United States transmitting the budget for the service of the fiscal year ending June 30, 1925. H. R. 1, p. 462.

“education, experience, knowledge, and ability.”<sup>1</sup> For example, scientists of all kinds are grouped by the Personnel Classification Board in seven classes, namely, junior scientists, assistant scientists, associate scientists, scientists, senior scientists, chief scientists, and special scientists. In this report, however, the positions had to be named with reference to the character of work done—for example, botanists, chemists, physicists, etc.—so that women seeking information as to opportunities for service would know in what fields such opportunities were to be found.

For the same reason other employees have been grouped according to the character of work done rather than by the titles given them under reclassification. In this review, under the administrative service are listed all heads of bureaus, commissioners, and other persons having administrative powers, regardless of whether scientific or professional knowledge is essential to the proper performance of their duties. In the official classification such persons are called senior scientists or chief scientists, senior educationists or chief educationists, and so on, and are listed under the professional and scientific service, while administrative heads of organizations which do not require professional or scientific training are called senior administrative officers or executive officers and are listed in the administrative service. Throughout the tables, however, the symbols used by the Personnel Classification Board for service and grade have been bracketed under the table captions so that the differences between titles used in this report and those used by the Personnel Classification Board may be ascertained.

#### NUMBER OF WOMEN EMPLOYED

Almost one-half of the employees in the departmental service of executive establishments included in this review were women. By far the largest numbers were working in the Veterans' Bureau, the Bureau of Internal Revenue, and the Public Debt Service. No other bureau or independent establishment included in this survey employed as many as 700 women, whereas the Veterans' Bureau had over 3,600, the Bureau of Internal Revenue over 3,400, and the Public Debt Service over 1,500 women employees. As these three establishments employed a larger number of people than did other Government establishments, the proportion of women employed therein was not so great as in some other places. The proportion of women was greatest in the small bureaus devoted to the service of women, children, and the home; that is, in the Women's Bureau, the Children's Bureau, and the Bureau of Home Economics. The actual number of women in these bureaus, however, was relatively

<sup>1</sup> United States. An act to provide for the classification of civilian positions within the District of Columbia and in the field services. (Public No. 516, 67th Congress, p. 2.)

small, only 45 in the Women's Bureau, 120 in the Children's Bureau, and 33 in the Bureau of Home Economics, but women formed 97.8 per cent, 89.6 per cent, and 82.5 per cent, respectively, of the entire number of employees in such bureaus. The Government establishment with the next largest proportion of women was the Public Debt Service, where 76 per cent of the 2,068 employees were women.

The smallest numbers of women were employed, naturally, in the establishments having fewest persons in their departmental service. The smallest proportions were working in the Bureau of Standards, the Coast and Geodetic Survey, the Bureau of Soils, the Bureau of the Budget, the Weather Bureau, and with the Insecticide and Fungicide Board. None of these establishments had as many as one woman employee to every four men. The numbers of women and men employed in each of the Government establishments included in this survey will be found in Table 1.

#### NUMBER OF WOMEN RECEIVING SALARIES OF \$1,860 AND OVER PER ANNUM

About 16 per cent (16.2) of the women, as compared with 51.8 per cent of the men, employed in the departmental service of the Government establishments included in this survey, exclusive of the Treasury Department, received salaries of \$1,860 or more per annum. Only about one-half of the personnel records of the Treasury Department were reviewed. Material is not available, therefore, upon which to figure the exact proportion of women or men receiving \$1,860 and over in this department. But if the proportion receiving \$1,860 and over in the records studied are approximately the same in the remaining half of the records, the inclusion of Treasury Department figures would make the proportion of women receiving \$1,860 and over per annum for all the establishments included in this study 18 per cent, and the proportion of men 52.4 per cent.

The number and the proportion of women receiving \$1,860 and over varied greatly from establishment to establishment. The largest number (418) were found in the Bureau of Internal Revenue, in spite of the fact that only a part of the records of this bureau were included in the survey. Two hundred and sixty-two, the next largest number, were in the Veterans' Bureau. These 262 women were but 7 per cent of the total number of women employed in the Veterans' Bureau, while 36.5 per cent of the men employees in that bureau received \$1,860 and over. The Public Debt Service was the only other bureau paying as many as 100 women salaries of \$1,860 or more.

The Government establishments in which one-half or more of the women received \$1,860 and over per annum were only four in number and were those employing relatively few women. In the Bureau of

Home Economics more than 63 per cent, but only 21 women, received this amount; in the Children's Bureau nearly 51 per cent, but only 61 women, received \$1,860 and over per annum. The Bureau of Efficiency and the Employment Service, employing only 15 and 7 women, respectively, paid more than half of them at least \$1,860.

None of the 10 women employed in the departmental service of the Bureau of Lighthouses was paid as much as \$1,860. Only one woman in the Steamboat Inspection Service, one in the National Park Service, and one employed by the Insecticide and Fungicide Board received such a salary. Less than 10 per cent of the women employees in the departmental service of the Weather Bureau, the office of the Postmaster General, the Veterans' Bureau, the Bureau of Immigration, and the Bureau of Animal Industry were in positions paying \$1,860 and over. As before stated, 51.8 per cent of all men in the departments studied received as much as \$1,860. The Bureau of Efficiency, the Civil Service, Employees' Compensation, Federal Trade, and Tariff Commissions, the Federal Board for Vocational Education, the Departments of Agriculture, Commerce, and the Interior, and 33 subordinate bureaus or offices paid salaries of \$1,860 and over to 50 per cent or more of their men employees. Only the Bureau of Efficiency and three department bureaus paid as much as \$1,860 to 50 per cent of their women employees.

A careful study of Table 1 will inform the observer in just what Government establishments there are positions paying \$1,860 and over per annum and where these positions are held chiefly by women and where they are held chiefly by men.

#### CHARACTER OF WORK DONE BY WOMEN RECEIVING SALARIES OF \$1,860 AND OVER PER ANNUM

A slow but certain widening of the field of women's service in the Government departments is clearly visible in Table 2. Even though two-thirds of the women receiving salaries of \$1,860 and over in the establishments included in this study were in clerical or stenographic and typing positions, the other third had entered many occupations which require specialized education and experience. The character of the positions that now pay women salaries of \$1,860 and over may be seen in Table 2. In just what Government establishments they are located will be found in Table 3.

#### ADMINISTRATIVE WORK

Five of the 82 persons serving as commissioners of the independent executive establishments or as bureau heads in the executive departments included in this study were women. With a few exceptions these positions are filled by presidential appointment. The extent to which they are filled by women, therefore, represents the extent

of the recognition by the Chief Executive and the legislative body of the capability and responsibility of women in the direction of national policies. At the time of the survey, two women served as members of commissions whose other members were men, one as a member of the Civil Service Commission "regulating and improving" the Government civil service, the other as a member of the Employees' Compensation Commission which determines compensation to be paid persons injured while working for the Federal Government. The other three women in high administrative positions were chiefs of bureaus. The Bureau of Home Economics in the Department of Agriculture, conducting scientific studies of interest to the home, the Children's Bureau and the Women's Bureau in the Department of Labor, the one concerned with the welfare of children, the other with the welfare of wage-earning women, were headed by women. Two of these bureau chiefs had women assistants. In the establishments included in this report the only woman acting as assistant chief in a bureau whose chief was a man was the Assistant Director of the Mint. With the latter exception, the administrative responsibility lodged with women directors or assistant directors in the Government bureaus covered by this survey was concerned with problems of personnel, women, the home, and children. The Assistant Director of the Mint was the only woman charged with responsibility for purely business matters; she was virtually the assistant manager of all the Government money-coining factories.

Government executive establishments vary widely in their system of organization. It is usual, however, for larger bureaus and commissions and for those dealing with highly technical problems to place administrative responsibility for particular work upon trained persons who report directly to the head of the bureau or commission. For the purpose of this study these assistant administrators were divided into those in charge of primary or major creative divisions of a bureau or commission; those in charge of secondary divisions, or acting as assistant heads of primary divisions, or as administrative secretaries to commissions; those supervising the general business operations or directing matters relating to personnel and disbursements; and those who were in charge of minor clerical divisions or who were assistant heads of secondary divisions. In addition, a number of administrative assistants having charge of office forces but themselves under general supervision were included in the administrative group. Professional and scientific assistants to professional and scientific administrative heads of major divisions, however, were not included in the administrative group because their work was primarily scientific rather than administrative.

Forty-six of the Government establishments included in this study had major subdivisions. These were administered by 237

heads, of whom but 5 were women. Two women were heads of divisions in the Children's Bureau, one was Director of the Junior Division in the United States Employment Service, one was chief of rural education in the Bureau of Education, and one was chief of the home economics educational work of the Federal Board for Vocational Education.

One hundred and thirty persons were employed as assistant heads of primary divisions, as heads of secondary divisions, or as administrative secretaries carrying out the policies laid down by department or commission heads in 35 Government establishments. Only two of these, the Superintendent of Nurses in the Bureau of Public Health Service and the Chief of the Division of Coordination and Review in the State Department, were women.

The number of women in administrative positions increases in the transition from the divisions where administrative heads must have broad and lengthy experience in technical fields to the divisions caring for departmental or bureau administration problems and those dealing with clerical matters. Five women were chief clerks, that is, in charge of general business affairs of bureaus, one was a personnel officer, and one was a disbursing officer. Twelve served as heads of minor clerical divisions in the Veterans' Bureau or in the Departments of Agriculture, Labor, State, Treasury, and Post Office. Not until the administrative assistant group is reached, however, are any number of women found. As many as 40 of the 301 employees acting as administrative assistants were women. These women administrative assistants were scattered throughout the departments and independent establishments.

There were altogether 74 women, therefore, in the 1,104 administrative positions in the Government establishments and parts of establishments included in this report. Otherwise stated, 1 in every 15 administrative positions in these organizations was held by a woman. Of the 2,198 women receiving \$1,860 and over employed in the establishments or parts of establishments included in this report, 3.4 per cent were in these administrative positions. (See Table 2.)

How did these women acquire administrative positions? The commissioners and two bureau chiefs were presidential appointees, as were most of the men in similar positions. The Chief of the Bureau of Home Economics, together with the three women assistant chiefs of bureaus, entered Government employment through civil service examination for lesser positions and attained their higher grades through transfer and promotion. Both the Chief of the Bureau of Home Economics and the chief of the home economics education work of the Federal Board for Vocational Education



took an examination for a special agent in home economics and education and entered the Government as what were then called special agents. The assistant head of the Children's Bureau, one administrative head of a major division in the Children's Bureau, and the assistant head of the Women's Bureau took examinations for special agent and research assistant, social service expert, or industrial supervisor. The head of the division of rural education in the Bureau of Education entered the service through an examination for assistant in rural education. The Assistant Director of the Mint had taken a statistical-clerk examination; the Chief of the Division of Coordination and Review in the State Department had risen from confidential clerk to division chief; and so on through the ranks of women administrators. The larger proportion entered the service through examination and attained their advanced position through promotion.

#### SCIENTIFIC RESEARCH AND INVESTIGATION

Eighty-seven women, or about 4 per cent of those receiving \$1,860 and over included in this report, were employed in laboratory research and in compiling information concerning the various sciences. As no scientist is paid less than \$1,860 per annum in the departmental service, this number represents the total number of women engaged in laboratory and library research and field investigation in the realm of science in the departmental service of the establishments included in the survey.

Women were employed in 12 branches of science in these Government establishments. The largest number, 20, were chemists; 18 were pathologists; 17, physicists; 11, botanists; 8, home economists; 4, nematologists; 3, entomologists; 2, plant physiologists; and there was 1 woman zoologist, 1 bacteriologist, 1 horticulturist, and 1 nautical computer.

All but six of the women chemists were employed in the Department of Agriculture. One, in the Secretary's office, was engaged in keeping informed of the work being done in agricultural research throughout the world in order that she might direct the attention of scientists in the department to matters of importance to their work. In the Bureau of Chemistry three women were employed as microanalysts; that is, they analyzed, with the aid of the microscope, the chemical content of various foods, drugs, and other agricultural products. Four others aided in fundamental research work on food and drug sources, food preparation in factories, and food uses. The five women chemists in the Bureau of Home Economics also were concerned chiefly with food, but their research was concerned with the nutritive aspect of food and with its preparation and storage in the home. The laboratory engaged in discovering prac-

tical means of capturing nitrogen from the air for use as field fertilizer employed one woman chemist.

The Bureau of Standards had five women chemists; the Geological Survey had one. In the Bureau of Standards, studies of the chemical properties of all kinds of materials are made. In the Geological Survey, chemists analyze the composition of the earth's structure.

These 20 women chemists had all entered the Government service through civil-service examinations for laboratory assistant, junior chemist, assistant chemist, assistant in dehydration investigation, or home economics specialist. With a few exceptions in the Department of Agriculture, they had entered the service in 1918 or later.

There were, in all, 313 men and women chemists employed in the Government establishments or parts of establishments included in this survey. The largest number were employed in the Department of Agriculture, the next largest numbers in the Bureau of Standards, the Geological Survey, the Bureau of Mines, and the Bureau of Internal Revenue. There is, therefore, abundant opportunity for chemical research in the departmental service. Women chemists have only begun to enter this field.

The Bureau of Standards was the only Government establishment included in this review that employed women as physicists. These women physicists had all entered the service during or since April, 1918, through laboratory assistant examinations. After appointment most of the women took a noncompetitive examination for assistant physicist, the method of advancement for men as well as women physicists in the Bureau of Standards. Although no woman had advanced beyond the position of assistant physicist, that is, to a position in which laboratory research is done without immediate supervision, women are so new in the Government service in the field of physics as to make even the advancement they had made significant as to possibilities.

The Bureau of Plant Industry in the Department of Agriculture employed a larger number of women in scientific research than did any other bureau in the Government, the number being 35. The women were botanists, plant pathologists, plant physiologists, and nematologists—all studying plant life in the effort to produce better seeds and better plants and to eradicate plant disease. One woman horticulturist was employed as plant-quarantine inspector by the Federal Horticultural Board.

With one exception the women botanists had taken the junior seed botanist or the scientific assistant examination. The exception was a woman employed as a biometric calculator. The pathologists had entered the service chiefly through examinations for plant pathologist or scientific assistant in plant pathology. The plant physiologists had taken either plant pathologist or junior physiologist examina-

tions; the nematologists, an assistant nematologist examination. The increasing efforts to combat plant diseases because of the realization of the tremendous losses such diseases occasion and the imperative need of improving cultural methods make this a field of service which should command the attention of women students of plant life.

The Bureau of Home Economics had eight women home economic specialists investigating problems concerning textiles, clothing, household equipment, and household management. No men were employed in this capacity, although a man physicist aided in these investigations.

Three women were employed in the Bureau of Entomology working as junior entomologists in the study of insects as they affect men, animals, and agricultural products. In the Bureau of Animal Industry, where many men scientists combat livestock diseases and develop methods of breeding better animals, there was but one woman scientist, a zoologist. In the Bureau of Dairying there was one woman bacteriologist. Only one woman computer was found in the Government establishments included in this report. This woman had been employed in the Coast and Geodetic Survey since 1903.

#### COOPERATIVE EXTENSION WORK

There is a corps of scientists employed by the Government, not in intensive research but in disseminating the results of such research throughout the agricultural regions. The majority of such scientists are classed as field workers and do not, therefore, come within the scope of this survey, but a few have headquarters in Washington and therefore are considered departmental employees by the Department of Agriculture.

Of 49 departmental employees engaged in this cooperative extension work at the time of the survey 7 were women. One was a senior agriculturist assisting in the administration of boy and girl club work, 1 was a specialist in organizing agricultural clubs among children, 3 were concerned with home demonstration work, and 2 demonstrated methods of utilizing dairy products in the home. These positions all involve much experience and responsibility. For example, the specialist in milk utilization must be a college graduate in home economics and must have had five years of experience in educational work, in home economics, or as director in home economics extension work.

While the opportunities of this kind in the departmental service are few in number, the field service offers excellent opportunity for graduates in home economics, for such women are employed as State home-demonstration agents, county home-demonstration agents, boy and girl club organizers, and as specialists in the several fields of home economics.

## WORK OF SCIENTIFIC AIDS

"Scientific aid" is the title given to the assistants in scientific laboratories of whom a college education is not required. The duties vary from the cleaning and caring for laboratory materials to making responsible laboratory observations requiring a knowledge of the principles of the science involved. Many of the scientific aids do not come within the \$1,860-and-over salary group. In the establishments included in this survey 53 scientific aids received this amount. Of this number 5 were women. Two were assistants in the physical laboratory of the Bureau of Standards; 1 was an indexer of scientific specimens in the Department of Agriculture; 1 was biological aid in the Bureau of Biological Survey; and 1 was an assistant in the pathological laboratory of the Bureau of Plant Industry. Although not ranked as scientists these women were engaged in as responsible work as that of some of the scientific assistants.

For women who have not had a scientific education but who are interested in laboratory research, the beginners' positions in this group offer an opportunity to become acquainted with scientific methods and to gain knowledge of a limited field of science. This in turn may lead to positions similar in character to those in the lower grades of the scientific group, such as are held by the five women discussed in the preceding paragraph.

## LEGAL WORK

Under legal work are here included attorneys; attorney-investigators—those engaged in collecting legal facts pertinent to the preparation of formal suits; law clerks—those who search, interpret, and apply laws, court decisions, and legal opinions for other attorneys, or who index and codify statements and decisions; and examiners—those who examine and give opinions on claims and contracts.

For attorney and attorney-investigator positions applicants must be graduates of a law school and must have been admitted to the bar. Usually law-clerk positions also call for such prerequisites although some law-clerk examinations are given which simply require a knowledge of general law common to all States. So, too, in the claims-examiner group: Some examinations admit law graduates only, whereas other claims examiners have come into the service through clerical examinations. These differences in qualifications are due to real differences in character of the work to be done. For example, in the General Land Office, where the work of adjudicating claims arising under the public land laws is done, many homestead claims require only careful scrutiny to see that well established regulations have been complied with—work which any person can do who has familiarized himself with the homestead laws and regulations and who is careful

and painstaking. On the other hand, many mining claims and contested claims are complicated and require a general legal knowledge as well as a knowledge of particular laws and regulations and much good judgment. Theoretically, employees engaged in the simple adjudicating work are called "adjudicating clerks" and those engaged in work requiring a general knowledge of law, "examiners." In practice, however, adjudicating clerks of ability are put on examiners' work and examiners are put on adjudicating-clerk work. Consequently, it seemed advisable for the purposes of this study to include the adjudicating clerks and the examiners in one group. The same situation exists in respect to some of the claims examiners in the Bureau of Pensions and claims examiners in the Veterans' Bureau. Through the years a body of precedent has been established concerning claims on account of service in the Army and Navy prior to October, 1917, which makes the adjustment of such pensions a relatively simple matter; but it will be many years before the Veterans' Bureau has established a fixed code of rules and regulations and provisions so that the examination and adjudication of claims made under the provision of the war risk insurance act need no longer require unusual judgment upon the part of claims examiners.

In the departmental service of Government establishments and parts of establishments included in this service—and it should be noted here that the Department of Justice was not included—there was but one woman attorney proper. This woman was an assistant solicitor in the State Department. There were three women attorney-investigators employed by the Federal Trade Commission. Women law clerks numbered 12. Seven of these were in the Bureau of Internal Revenue, 1 was in the Public Debt Service, 1 in the Customs Service, 1 in the State Department, 1 in the Bureau of Naturalization, and 1 in the Veterans' Bureau. The fact that they were not concentrated in any one establishment indicates a tendency for many establishments to call upon women for legal service. It is quite possible, too, that other women were employed in law-clerk work but were considered clerks and given salaries of less than \$1,860.

Eighty-eight women were employed as law or claims examiners or as adjudicating clerks receiving \$1,860 and over per annum, as compared with 381 men in the same establishments. The Bureau of Pensions had 181 claims examiners, of whom 53 were women. The Veterans' Bureau employed 152 claims examiners at \$1,860 or more, among whom only 3 women were found. The General Land Office employed 93 law examiners and adjudicating clerks, 27 of whom were women. In that half of the Internal Revenue records taken and copied in alphabetical order, there were 22 men law examiners and 2 women examiners. The Employees' Compensation Commission employed 1 woman and 2 men claims examiners at \$1,860 and over;

- the office of Indian Affairs had 1 woman and 6 men adjusting claims concerning Indian lands; the Bureau of Mines employed 2 men, the Patent Office 4 men, and the Bureau of Immigration 1 man.

In the entire group 15 women and 222 men, or 14 per cent of the women as compared with 38 per cent of the men, were classed in the attorney group by the departmental classification committees acting under the direction of the Personnel Classification Board. (Table 4.) Of the 15 women classified in the professional service, 2 were in the State Department, 3 with the Federal Trade Commission, 1 in the office of Indian Affairs, 1 in the Bureau of Naturalization, 1 in the Customs Service, and 7 in the Bureau of Internal Revenue. None of the claims examiners in the Veterans' Bureau, whether men or women, and but 6 men law examiners in the General Land Office, were given professional classification, regardless of the fact that most of these examiners had taken examinations requiring law-school graduation and admittance to the bar.

#### FACT COLLECTION, COMPILATION, AND ANALYSIS

Many Government establishments collect information concerning existing conditions in the numerous fields of human endeavor, compile and analyze such data, and disseminate the results broadcast for the guidance of the interested public. The demand for facts gathered and analyzed by impartial Government agencies grows with the growing realization of the public that well considered action is possible only when based on accurate and comprehensive knowledge of conditions.

The Bureau of Agricultural Economics in the Department of Agriculture conducts investigations concerning farm management, cost of production, marketing farm and nonmanufactured food products, and other problems connected with farm operation which fall outside the realm of the physical scientist. Other bureaus within this department gather statistics concerning the subjects with which they are particularly concerned.

The Bureau of the Census is, of course, the largest collector of statistics concerning the character and growth of our population, the character and growth of our manufactures, the kind and quantity of our agricultural and forest production, and the kind and quantity of our mineral production. But in the Department of Commerce also is the Bureau of Foreign and Domestic Commerce, which, in order to develop markets for our manufactured products, gathers data concerning market conditions for manufactured products here and abroad and assembles information on imports and exports. The Tariff Commission and the Federal Trade Commission also collect industrial data. The Tariff Commission ascertains differences in cost of production here and abroad on dutiable articles. The Federal

Trade Commission secures facts concerning industries in which there appear to be unfair trade practices or violations of the Clayton Anti-trust Act.

Facts about conditions surrounding labor are gathered by the Bureau of Labor Statistics, the Women's Bureau, and the Children's Bureau. The Women's Bureau specializes on subjects of assistance in bettering women's wage-earning opportunities and conditions of labor. The Children's Bureau is interested not only in working children but in all conditions that affect child life.

Two Government bodies collect information on educational matters. The Bureau of Education in the Department of the Interior gathers statistics on general educational progress. The Federal Board for Vocational Education conducts special studies to effect a closer adjustment between school courses and useful pursuits.

Even the Government establishments themselves are the subject of investigation. The Bureau of Efficiency and the Bureau of the Budget may gather information concerning the business methods of any Government establishment in order to bring greater efficiency into the service.

The titles given the persons who collect, compile, analyze, and interpret these data have varied with the type of fact collected and the general scope of the individual task. The Personnel Classification Board has divided them into the following: Economic analysts—those engaged in "professional, scientific, or technical work in the statistical, social, or economic sciences or in one or more of their applications";\* business specialists—those engaged in making "investigations and studies of particular businesses, market practices, and transportation problems with a view to promoting the commercial interests of the industries involved";\* and investigators—whose duties require them to "examine and inspect specified offices, records, and accounts, to report conditions, to recommend improvements in methods and to supervise necessary assistants".<sup>18</sup> For the higher grade positions in each of these three groups the incumbent must have had education or training equivalent to that represented by a college education, but for the lower grade positions only the economic analyst need have such training.

In the Government establishments included in this survey there were 94 women and 458 men receiving salaries of \$1,860 and over engaged in fact collection, compilation, analysis, and interpretation. The largest number of these women, 23, were employed in the Children's Bureau, 13 were in the Women's Bureau, 11 in the Bureau of

\* U. S. Personnel Classification Board. Class specifications for positions in the departmental service, 1924, p. 17.

<sup>18</sup> *Ibid.*, p. 123.

<sup>19</sup> *Ibid.*, p. 121.

the Census, and 11 in the Bureau of Agricultural Economics. Table 3 shows the various establishments in which women fact collectors or analysts were employed in smaller numbers. Sixty-eight per cent of these women, as compared with 43 per cent of the men doing similar work, were classified in the professional service. The larger proportion of professional women in this group is due to the fact that women fact collectors or analysts were employed chiefly in the economic analyst positions where professional education or equivalent training is a prerequisite, whereas the proportion of men as compared with women was greater in the business specialist and investigator groups.

The highest positions attained by women economic analysts were administrative in character and were included, therefore, in the administrative group. The chief of the Children's Bureau, the director of the Women's Bureau, and their assistants were administrators of bureaus whose functions are primarily fact collecting and analyzing. Two heads of major divisions in the Children's Bureau also were included in the administrative group.

With one exception, in the Bureau of Home Economics, the women who were rated highest in the fact-collection group, that is, in professional and scientific grade 4, and who were not chief administrators, were women employed by the Federal Board for Vocational Education and in the Bureau of Education as specialists in home economics, commercial education, trade and industrial education, and city schools. The Bureau of the Budget also employed one woman investigator in a position of much responsibility.<sup>11</sup>

#### LIBRARY WORK

In the Government bureaus and commissions included in this report women predominated in librarian and librarian-assistant positions which paid \$1,860 and over per annum. Of 75 persons in the library service in these establishments, 67 were women. For librarian positions the minimum qualifications are: "Training equivalent to that represented by graduation with a degree from an institution of recognized standing; graduation from an accredited library school; a reading knowledge of not less than two modern foreign languages."<sup>12</sup> To enter the service the library assistant need have only two years of high-school study or its equivalent. Through practical training in the library, however, and through a study of languages, the library assistant may be given duties performed by junior and assistant librarians, and she may receive the

<sup>11</sup> In this connection it may be of interest to note that two women in the field service of the Bureau of Foreign and Domestic Commerce had become assistant trade commissioners in foreign countries.

<sup>12</sup> U. S. Personnel Classification Board. Class specifications for positions in the departmental service. 1924, p. 36.



salaries of these professional positions, but she is not given the title of librarian unless she has taken a degree from a library school and had training equivalent to that represented by a college degree. Because this study was limited to persons receiving \$1,860 and over and no library assistants received this amount who had not had at least one year of library study and one year of practical experience or two years of experience in libraries, only women and men with this experience were included. As a consequence the library assistants whose records appear as a part of this review were performing the same kind of service as women in the lower grades of the librarian group proper. It is not essential, therefore, for the purposes of this study to make a distinction between these two groups of library workers.

The largest number of librarians were employed in the Department of Agriculture. Here there is a departmental library, whose chief ranks highest among librarians in the departmental service. There is also a library in each of the major bureaus of the department. Eleven women receiving \$1,860 and over were in the departmental library; 8 were in the Bureau of Agricultural Economics, 8 were in the Bureau of Plant Industry, and 15 were scattered through the other bureaus. The Department of Commerce employed 8 librarians at \$1,860 and over, of whom 5 were women. The Department of the Interior had 10 librarians, 7 of whom were women. The Department of Labor had 4 women librarians. One or two librarians were found in each of the other larger Government establishments. The number of workers in each library receiving salaries of less than \$1,860 is not known.

#### REGULATORY WORK

In the regulatory service, that is, the service which enforces such laws as the food and drug act, the plant quarantine act, the insecticide act, the immigration laws, just a few persons are assigned to departmental pay rolls. In this review only one woman was found who was enforcing a law. She was a plant inspector for the Federal Horticultural Board.

#### DIRECTIVE WORK

Eight of the 73 persons employed to advise disabled soldiers, sailors, and marines concerning vocational training or to supervise such training were women. One was employed by the Federal Board for Vocational Education, the others by the Veterans' Bureau. These women had taken examinations for special agent for industrial rehabilitation, training assistant, rehabilitation assistant, and rehabilitation aid. No women were employed as placement officers nor as contact representatives by these bureaus.

### MEDICAL SERVICE

The Children's Bureau, the Veterans' Bureau, and the Treasury Department had women physicians on their departmental staffs. In the Children's Bureau the women doctors were concerned with promoting the welfare and hygiene of infancy and maternity through educational campaigns and investigations. The women physicians in the Veterans' Bureau usually were assigned to hospital work. In the Treasury Department the woman physician cared for the employees in the department.

### NURSING AND SOCIAL SERVICE

Although the Government employs many nurses, only six were in positions paying \$1,860 and over in the departmental service of the Government establishments and parts of establishments included in this study. One of these was in charge of all nurses in the Public Health Service, and therefore has been included in the administrative group. The others, together with one dietitian and a social service worker, were in the Veterans' Bureau, the Children's Bureau, and the Treasury Department.

### PATENT EXAMINING

Among over 500 patent examiners, 13 were women. Of this number, 10 were patent examiners proper and 3 were examiners of trademarks and designs. The civil-service examination for the latter position does not require knowledge of physical science or mechanics, but the applicant must be a college or law-school graduate or have been admitted to the bar.

### CIVIL-SERVICE EXAMINING

Almost all the persons who prepare questions for civil-service examinations, conduct the examinations, or rate the papers have entered the service originally through clerk examinations. These people have been promoted gradually until some are examiners of professional and scientific subjects and are given professional rating. Of 34 examiners in the Washington office who received \$1,860 and over at the time of the survey, 13 were women. Six of them were classed in the professional service and 7 in the clerical service.

### DRAFTING

Two hundred draftsmen were employed at salaries of \$1,860 and over in the departmental service of the executive establishments included in this report. Of this number 18, or 9 per cent, were women. Only one of these was an office draftsman, that is, a person who pre-

pared graphic charts relating to economic or social conditions. The others were topographic, cartographic, or architectural draftsmen.<sup>12</sup>

Nautical charts were made from the original surveys and corrected by two women draftsmen in the Coast and Geodetic Survey. One woman was an architectural draftsman in the Veterans' Bureau. Seven women cartographers plotted surveys from field notes or prepared field maps for publication in the Geological Survey and the General Land Office. The Department of Agriculture employed six women draftsmen, one as highway draftsman in the Bureau of Public Roads, one as map and chart tracer in the Bureau of Soils, and four as topographic draftsmen in the Forest Service. The Post Office Department had one woman draftsman.

It is quite probable that other women were employed as copyist draftsmen at salaries lower than \$1,860 per annum, for only drawing and lettering skill and a common-school education are required for the lower drafting positions. Women with drawing ability and no drafting experience may enter the drafting service in this way, and with experience attain positions of responsibility.

#### SCIENTIFIC ILLUSTRATING

Of 32 scientific illustrators receiving \$1,860 and over per annum in the departments under consideration, 13 were women. Scientific illustrators are employed chiefly in the Department of Agriculture to delineate insects and plants, to color lantern slides, or to make illustrations for publication. Three women were employed in the Geological Survey, drawing paleontological specimens. These women illustrators had all come into the service through an artist or illustrator examination which required, in addition to high-school education, work at an accredited art school or its equivalent in practical training.

#### EDITING AND TRANSLATING

Since editors in the departmental services receive salaries of \$1,860 and over, all are included in this survey. Not all editorial clerks nor all translators, however, are graded to receive \$1,860, so that the figures in this report on numbers employed in these capacities do not include all editorial clerks and translators in the Government service. Of 49 editors proper, 18 were women. In addition there were 11 women editorial clerks and 8 women translators receiving \$1,860 or more per annum. The largest number of women editors, 12, were employed in the Department of Labor. Five others were editing manuscript in the Department of Agriculture, and one was employed by the Tariff Commission. The women editorial clerks receiving \$1,860 and over were in the Veterans' Bureau, throughout

<sup>12</sup> No women were employed as lithographic draftsmen; therefore the artistic lithographic group has been omitted from this report.

the Department of Agriculture, in the Bureau of Fisheries, in the Bureau of Mines, and in the Children's Bureau. Women translators receiving \$1,860 and over were found in the Bureau of Chemistry, in the Bureau of Foreign and Domestic Commerce, in three bureaus of the Interior Department, in the Children's Bureau, and in the Veterans' Bureau.

Wherever scientific or professional knowledge is essential to editorial work, editors have been classified in the professional service. Ten women and three men were so classified. All others were classed in the clerical, administrative, and fiscal service.

The larger number of men and women editors and editorial clerks had taken editorial-clerk or assistant-editor examinations. A few had been transferred to editorial work after entering the service in other capacities, such as economists, entomologists, teachers, or stenographers. The editorial-clerk examination is open to anyone, regardless of training or experience.

#### ACCOUNTING AND AUDITING

The income-tax regulations of recent years have created a demand for many accountants and auditors in the Government service. Besides the Bureau of Internal Revenue, where the income and profits tax liabilities of persons, fiduciaries, partnerships, and corporations are reviewed, few Government establishments included in this report employed any number of persons in these capacities. All but 4 of the 185 women employed as accountants and auditors or as assistants in this work and receiving \$1,860 and over were employed in the Bureau of Internal Revenue. In the establishments included in the survey there were 517 men receiving \$1,860 and over as accountants and auditors or their assistants, 85 per cent of whom were in the Bureau of Internal Revenue. Only one-half the records of that bureau were included in the survey, and the proportion, if all records had been included, would be greater.

The large number of women and men employed in these capacities in the Internal Revenue and Veterans' Bureaus entered the service through examinations for auditor, cost accountant, or clerk qualified in accounting. Some were transferred from other bureaus where they had served as clerks performing duties which involved accounting or auditing. In the Federal Trade Commission, which employed 21 men accountants, and in the Tariff Commission, which employed 25 men and 2 women accountants or auditors, the positions were secured without examination, as the law creating both commissions makes it possible to appoint "special experts" without examination.

Accounting and auditing positions have been divided by the Personnel Classification Board into 10 grades, varying from the accounting and auditing assistant, whose duties involve the examination of

simple tax returns of individuals, fiduciaries, and partnerships according to established rules, to the executive directing the work of a large staff of accountants and auditors. In this study the executives, all of whom were men, have been included in the administrative group, and are not discussed at this point.

The highest grade attained by a woman employed in the establishments studied was grade 10, this woman being senior accountant and auditor in the Bureau of Internal Revenue. One woman was allocated to grade 9, accountant and auditor; one to grade 8, associate accountant and auditor; and 38 to grade 7, assistant accountant and auditor. The largest number, however, were called principal accounting and auditing assistants, for whose work a thorough knowledge of the principles and methods of accounting is deemed necessary, as well as five years' experience in office work, a major part of which has been accounting.

#### STENOGRAPHY AND TYPING

All secretarial stenographers, supervisory stenographers, and stenographers whose work is complex, varied, and of great importance, and who are counted upon to care for correspondence requiring special knowledge, receive \$1,860 and over per annum. Typists do not receive this amount until they are eligible for the highest salary paid to a typist supervisor. In this study, therefore, only those who were in the higher stenographic and typing positions are included.

Many women and men listed as clerks have entered the service through stenographer or typist examinations. Although it is probable that these employees still render some stenographic or typing service while performing other clerical duties, they are called clerks and have been put in with the clerk group proper.

There were 407 women and 111 men receiving \$1,860 and over per annum in the establishments and parts of establishments included in this survey who were called stenographers, typists, clerk-stenographers, or clerk-typists. It is obvious, therefore, that for women, though not for men, stenography offers the opportunity for a larger number to secure positions paying as much as \$1,860 than do any of the lines of work thus far described.

The largest number of women receiving \$1,860 and over as stenographers and typists were employed in the Treasury Department, especially in the Bureau of Internal Revenue. Almost all bureaus had at least one woman stenographer receiving \$1,860 and over, and many employed several women and men as clerk-stenographers or clerk-typists at this salary.

The highest stenographic positions occupied by women were those of secretary-stenographer to the head of a large major division and of supervisor of a large stenographic section. Such positions were held by 21 women and 19 men.

## CLERICAL WORK

In order that the possibilities for advancement in the Government service might be more clearly shown, many persons classified as clerks by the Personnel Classification Board have been included in this report under the service in which falls the character of the work they performed. The clerical service, for the purposes of this report, comprises persons engaged in supervising other clerks but without administrative powers, persons employed in bookkeeping or administrative accounting but not ranked as accountants and auditors, persons preparing statistical material but not ranked as statisticians, mail and file clerks, pay roll and time clerks, and many others engaged in general office work.

In spite of the elimination of the specialists from the clerical group, 48 per cent of all women receiving \$1,860 and over in the departmental service of the establishments included in this report were in clerical positions. Of a total of 2,310 clerks in these establishments, 1,046 were women and 1,264 were men. It is, therefore, the field of service in Government establishments in which the greatest number of women earn \$1,860 and over.

The citing of individual cases of advancement in the clerical service may indicate more clearly how the responsible positions in this service are gained:

A took an examination for stenographer and typist in 1908 and was appointed to the Forest Service at a salary of \$600 per year. Sixteen years later she was the principal clerk in another bureau of the same department at a salary of \$2,700.

B entered the service in 1917 as a clerk at \$1,200 in the Department of Commerce. In 1920 she took an assistant-auditor examination and was appointed to the Bureau of Internal Revenue at \$1,800. She was gradually promoted and at the time of the survey was principal clerk with a salary of \$2,500.

C was first employed as a messenger at \$480 per annum. Later she took a stenographic examination from which she rose to supervisory clerk at \$1,860.

D entered the service as a printer's assistant. Prior to the reclassification she was chief clerk of a major division in the Treasury Department, and after that became a section chief in the same office.

The Treasury Department offers opportunity of advancement to a larger number of women clerks than do other departments. The largest number of better paid women were found in the Bureau of Internal Revenue and in the Public Debt Service. In the Veterans' Bureau also a number of the better clerical positions were occupied by women. With these exceptions, however, the positions of respon-

sibility in the clerical service are scattered rather thinly throughout the various establishments.

The majority of the women employed in the departmental service of the Government establishments covered by this survey who were not included therein were clerks, typists, and stenographers receiving less than \$1,860 per annum. All women performing professional and scientific service, all in administrative positions, and all but a few in accountant and auditing and subprofessional positions were included in this review. With the exception of women who did cleaning and women in the mechanical service the remaining thousands were in the lower paid clerical positions. From this point of view, namely, that approximately one woman in 10 entering and remaining in the clerical service reaches a position paying \$1,860 and over, the advantages of entering positions which may lead to professional and scientific grades seem much greater than the advantages attending experience in clerical work.

#### SALARIES OF AND ABOVE \$1,860 PER ANNUM PAID IN POSITIONS HELD BY WOMEN

In the foregoing pages stress has been laid on the occupational status attained by women in the Government service, the salaries having been discussed only with reference to the base line of \$1,860. A close scrutiny of salaries of and above \$1,860 paid to women is necessary, however, to a full knowledge of the opportunities for women in such employment.

As already stated, only 16 per cent of the women in the departmental service of the Government establishments included in this survey (exclusive of the Treasury Department) received as much as \$1,860 per annum. When the half of the Treasury records, taken alphabetically, are included, 45 in every 100 women who were paid \$1,860 and over per annum received a salary of exactly \$1,860; that is, of 2,176 women included in this salary study, 45 per cent were in positions paying the \$1,860 salary and 55 per cent were in positions paying more than that. The large proportion receiving exactly \$1,860 is due primarily to the fact that 52.8 per cent of the women clerks classified as receiving \$1,860 and over and 57.2 per cent of the women stenographers and typists so classified—the occupations in which two-thirds of the women covered in this study are employed—received salaries of exactly \$1,860 per annum. In the accounting service more than a fourth, and in the library service more than a third, received \$1,860. This amount is the lowest sum that can be paid in the professional and scientific service, yet 31 per cent of the women scientists and almost 27 per cent of the women in the fact-collection group received this amount.

The highest amount paid to a woman in the establishments covered in this survey was \$6,500, the salary of the woman Civil Service Commissioner. Salaries of \$5,200 and over were paid to only 10 women, 8 of whom were in the administrative service, 1 in the cooperative extension service, and 1 in the fact-collection service.

Salaries of \$3,600 and over were paid to 12 women in the administrative service, 7 women in scientific research and investigation, 5 women in cooperative extension work, and 8 women engaged in fact collection, compilation, and analysis. One librarian and 1 woman editor also received \$3,600 or more. In short, of the many thousands of women in the Government establishments and parts of establishments included in this report, only 35<sup>14</sup> were paid as much as \$300 a month.

The salaries of \$1,860 and over received by women in the numerous positions are shown in Table 5.

#### ESTABLISHMENTS PAYING SPECIFIED SALARIES

Table 6 lists the salaries paid women receiving \$1,860 and over in the several Government establishments. Naturally the numbers receiving exactly \$1,860 were largest in the bureaus in which the greater number of clerks and stenographers were employed, that is, the Veterans' Bureau, the Bureau of Internal Revenue, and the Public Debt Service. However, the proportions receiving exactly \$1,860 of all those receiving \$1,860 and over in establishments employing at least 25 women at such salaries, were greatest in the office of the Treasurer of the United States and in the Public Debt Service (assuming that the records copied for these two offices are representative of the other half), in the Bureau of Pensions, and in the Bureau of Foreign and Domestic Commerce. The reason for these conditions will be better understood as the salaries paid are related to the positions held by women in specific bureaus.

It is pertinent to call attention here to the fact that of the 35 women here included who received \$3,600 and-over, 15 were in the Department of Agriculture, 8 in the Department of Labor, 6 with the Federal Board for Vocational Education, and 3 in the Bureau of Education.

#### SALARIES IN ADMINISTRATIVE POSITIONS

The classification act of 1923 classified commissioners and bureau chiefs in the professional and scientific service when professional and scientific knowledge is essential to the proper administration of specific Government organizations; and classified such employees

<sup>14</sup> Attention should be called to the fact that salary records were not obtained for 12 women medical officers and 10 women patent examiners employed in the departments included in this report. Whether any of these 22 women received \$3,600 and over is not known.



in the administrative service when such knowledge is not necessary. Within each service, however, the act has made corresponding gradings for the higher positions; that is, grade 7 in the professional and scientific service corresponds to grade 14 in the administrative service, grade 6 in the professional and scientific to grade 13 in the administrative, grade 5 to grade 12, and grade 4 to grade 11. The chiefs of major professional or scientific bureaus and the chiefs of large organizations having important administrative or investigatory functions are graded as professional and scientific 6 (P 6) or as administrative 13 (CAF 13). The directors of small bureaus, the assistant directors of large bureaus, and even the administrative heads of major divisions of a bureau are classified as professional 5 or administrative 12. The higher grades, professional 7 and administrative 14, are given to executive department heads, assistant department heads, heads of bureaus or commissions handling exceptionally important matters, and scientists or attorneys to whom are assigned especially difficult problems.

The highest grades attained by women in administrative positions at the time of the survey were 6 in the professional service and 13 in the administrative service. The Civil Service Commissioner, the Chief of the Children's Bureau, and the Chief of the Bureau of Home Economics were so classified. The Civil Service Commissioner received the same salary as one man commissioner—\$6,500 per annum; the two bureau chiefs received the minimum salary for their grades, which was also the prevailing salary paid to men chiefs of bureaus similarly graded in the Department of Agriculture and the Department of Labor. Men chiefs in other departments and commissions were graded in administrative 13 and professional 6 or in administrative 14, those in administrative 13 and professional 6 usually being paid the highest salaries for such grade, that is, \$7,500. This exceptional amount was paid men who had been receiving this rate before the classification act of 1923 went into effect, since after July 1, 1924, no new salaries of \$7,500 for administrative 13 and professional 6 were permitted for only one person in the grade.<sup>15</sup> The two other women

15. " \* \* \* and in grades in which only one position is allocated the salary of such position shall not exceed the average of the compensation rates for the grade: *Provided*, That this restriction shall not apply \* \* \* (2) to require the reduction in salary of any person whose compensation was fixed as of July 1, 1924, in accordance with the rules of section 6 of such act \* \* \*." (United States. The appropriation act for the fiscal year 1926, p. 1.)

"The effect of the enactment in question to the average provisions will be to prevent promotions on and after July 1, 1925, and during the fiscal year 1926 of persons holding the only position in a grade to rates of compensation in excess of the mathematical average of the salary rates of the grade as prescribed, and also to require on July 1, 1925, the reduction to a salary rate fixed by the classification act at or next below the mathematical average of the salary rates of the grade of all persons holding the only position in a grade who have been promoted during the fiscal year 1925 to a rate of pay above the mathematical average.

"Those persons holding the only position in a grade whose salary was fixed as of July 1, 1924, in accordance with rules of section 6 of the classification act at a rate fixed by the classification act in excess of the mathematical average of the salary rates of the grade are within exception (2) of the average provision quoted above, and need not be reduced on July 1, 1925; but if such persons within exception (2) were, in addition,

heads of bureaus or commissions were classed in the professional 5 and administrative 12 grades, respectively, as heads of small bureaus, and received the minimum salary with seven men chiefs of bureaus. The salaries of women assistant chiefs ranged from \$3,300 to \$5,200, while the rates for men varied from \$3,800 to \$7,500. (See Table 8.)

The largest number of men responsible for work of major divisions within these bureaus and establishments were classed in the same grade and given the same salaries as chiefs of small bureaus. More than 80 per cent of these men were classified in professional 5 or administrative 12, receiving salaries varying from \$5,200 to \$6,000 per annum. Two of the five women division heads also were put in these grades but received the minimum salary of the grades, \$5,200. Men heads of secondary divisions were more frequently classed as administrative 11 or professional 4, although the two women occupying similar positions were in administrative 10 and subprofessional 8, respectively, and received \$3,500 and \$3,000.

The salaries of chief clerks, disbursing officers, and appointment officers varied from \$2,300 to \$5,600, and the grading varied from clerical 5 to administrative 12. This range of salaries and grades is due primarily to the differences in the amount of business that must be attended to by these officials. Naturally, the chief clerk of a department carries a much heavier burden than do the chief clerks of bureaus within that department. The chief clerk of the Treasury Department ranks in importance with the head of a small bureau, whereas the chief clerks of divisions within the Treasury are graded 9 or 10 and receive correspondingly lower salaries. At the time of the survey, no woman serving in these capacities was rated higher than administrative 9 or received more than \$3,000 per annum. The woman chief clerk and disbursing officer of the Bureau of Efficiency was graded only as a senior clerk; the chief clerk of the Women's Bureau and the chief clerk in the office of the Third Assistant Postmaster General were in administrative 7. The woman chief clerk of the Division of Money Orders (Post Office Department), the personnel officer in the Bureau of the Census, and

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promoted during the fiscal year 1925 to a higher salary rate than fixed under section 6 of the classification act, they must be reduced on July 1, 1925, to the salary rate to which they were entitled as of July 1, 1924, in accordance with the rules of section 6 of the classification act.

"Your specific question relates to whether such reductions in grade 13 of the clerical, administrative, and fiscal service and grade 6 of the professional and scientific service shall be at the rate of \$6,500 per annum or \$6,750 per annum. On decision of this office dated June 26, 1924, 3 Comp. Gen., 1063, it was held:

" . . . Of course, it must not be understood that in order to bring the rates of compensation within the average a rate other than one authorized under the classification act may be fixed or paid."

"This will be equally applicable to one position in a grade on and after July 1, 1925. The salary rates for the two grades you mention are \$6,000, \$6,500, \$7,000, and \$7,500 per annum, and the mathematical average is \$6,750 per annum, which is not one of the salary rates of the grade fixed by the classification act. The necessary reductions in salaries of persons holding the only position in a grade who were promoted during the fiscal year 1925 from \$6,000 or \$6,500 to \$7,000 or \$7,500 per annum, must be to the salary rate of \$6,500 per annum on July 1, 1925. (United States, Decisions of the Comptroller General, v. 4, July 1, 1924, to June 30, 1925, p. 423.)

the woman disbursing officer of the Civil Service Commission were in grade 8, while the chief clerk of the Children's Bureau was in grade 9. Men chief clerks of divisions within offices of the Post Office Department frequently were rated as administrative 9 and received \$3,000 per annum, which is several hundred dollars more per year than was paid the two women chief clerks in the Post Office Department.

The prevailing salary for both women and men heads of minor clerical divisions or assistant heads of secondary divisions was \$3,000. Twenty-nine per cent of the men, however, received more than this amount.

Administrative assistants received salaries ranging from \$2,400 to \$3,000. Forty-five per cent of the 40 women and 34½ per cent of the 261 men holding such positions received the lowest salary. The highest salary was paid to 17½ per cent of the women and to 11 per cent of the men. The higher salaried women administrative assistants were in the Veterans' Bureau, in the office of the Secretary of Agriculture, in the Bureau of Public Roads, and in the office of the Commissioner of Internal Revenue.

A detailed statement of salaries in the administrative service will be found in Table 8. Approximately five-sixths of the women administrators, or 83.8 per cent, as compared with 54 per cent of the men administrators, received less than \$3,800 per annum—the minimum salary for professional 4 and administrative 11. It is apparent, therefore, that women not only have made little inroad into the administrative service from the point of view of numbers but have received the higher salaries to only a limited extent.

#### SALARIES IN SCIENTIFIC POSITIONS

The minimum salary paid a scientist since July 1, 1924, is \$1,860 per annum. To state without explanation, however, that more than a fourth of the women engaged in scientific research received the minimum salary at the time of the study, would make it appear that women have not advanced far in the field of science. As an actual fact, women scientists were appointed to the Government service as late as 1923 at \$1,200 plus the bonus, and in 1918 \$1,000 plus the bonus was a common entrance salary in some bureaus. An increase of from 29 per cent to 50 per cent in salary over a period of six years or less of service indicates real advancement on the part of women scientists. Yet one-half were classified in the lowest professional grade and received salaries ranging from \$1,860 to \$2,400. (See Table 9.)

Twenty-two women scientific researchers were in grade 2 positions receiving \$2,400 to \$3,000. Eleven on the research staff and 2 in the cooperative extension service were in grade 3, receiving \$3,000 to

\$3,600. Seven women laboratory workers and 4 women in cooperative extension work were in grade 4 and 1 woman in cooperative extension work (other than those in the administrative group) was in grade 5—the 12 receiving salaries of from \$3,800 to \$5,200 per annum.

The larger relative number of lower salaried women were physicists or botanists. Few women were employed in these fields prior to 1918. Women chemists and pathologists have been employed in the Government service over a much longer period. Their salaries; therefore, cover a wider range. Even so, the highest paid women chemists—one at \$4,600 and one at \$4,200—had entered the Bureau of Home Economics as experienced chemists comparatively recently. The highest salary received by a woman chemist who had been in the service many years was \$3,800. While no woman pathologist earned more than \$3,300, it is also true that but one received the lowest salary, \$1,860. The distribution of women receiving various salary rates in grades 1 and 2 was wider among pathologists than in any other group.

The seven women scientists engaged in cooperative extension work and attached to the Washington office were all experienced scientists when they entered the service. Their salaries at the time of the survey ranged from \$3,200 to \$5,200 per annum; the latter amount being the highest received by a woman scientist who was not also chief of a bureau. With the exception of two in the Bureau of Dairying, they were employed in the extension service in the Department of Agriculture.

Careful scrutiny of Tables 9 and 13 will show that the best salaries offered to women scientists of experience were paid in the Bureau of Home Economics and the Extension Service. This is revealed also by a study of the salaries paid to women entering the service in 1924-25. Appointments from four examinations for home-economic specialists were made in the nine months included in this study. One woman was appointed from the junior examination and received the minimum salary for a scientist; one was appointed from the assistant home economic specialist examination and received \$2,400; four were appointed from an associate home economic specialist examination and were paid \$3,000; and two were appointed as home economic specialists at \$3,800.

The only other woman appointed to a scientific position during this period was a chemist. Although she had passed an assistant chemist examination, she was appointed to a junior chemist position and received the minimum salary of a junior chemist. This was not, necessarily, a matter of discrimination against her sex, for a man passing the same examination and men passing assistant physicist examinations also were appointed to lower grade positions than they had demonstrated their ability to fill.

## SALARIES IN LEGAL POSITIONS

The minimum salary paid in the attorney group proper is the same as the minimum salary paid in the scientific group, \$1,860. The 15 women classified in the attorney group in the establishments covered by this review, which, it should be remembered, did not include the Department of Justice, received from \$2,100 to \$3,500 per annum, 9 receiving \$2,400 or less. The 2 women law clerks classed in the subprofessional service received \$2,100 and \$2,400, respectively. Of the 87 law examiners and law clerks put in the clerical service, 40 received \$1,860, 42 received over \$1,860 but less than \$2,400, and 5 received \$2,400. It is obvious, therefore, that women had not so good a salary standing in the legal profession in the establishments included in this survey as they had in the scientific group, for while 94 per cent of the women legal workers received from \$1,860 to \$2,400, inclusive, but 65 per cent of the women scientists received less than \$2,500.

Table 10 makes plain that the claims examiners in the Bureau of Pensions received the lower salaries in larger numbers than did examiners in other establishments. Sixty-two per cent of the women examiners and reviewers received just \$1,860. These women were in clerical 3, 4, and 5. Only 34 per cent of the men pension examiners received \$1,860. More than 27 per cent of them were in grades higher than clerical 6, and were called reviewers, administrative examiners, or attorneys. Although women had entered the Bureau of Pensions through the same examination as had men who were graded higher than clerical 6, and although some women had had as much experience as had the men in examining and reviewing claims, no women were employed in the higher claims-examining positions.

In the General Land Office women examiners were put in clerical 7, although men examiners were also in grades 8 and 9 and in the professional service. Some of these women as well as some of the men were on mineral-claims examining. The largest proportion of women received less than \$2,100, \$2,400 being the highest salary received by a woman law examiner in the General Land Office, whereas almost one-half the men received \$2,400 or more.

No women were appointed to probational legal positions between July 1, 1924, and March 1, 1925. Of the 28 men appointed, 2 land-law clerks began at \$1,500 per annum and 26 who took the insurance-claims examination and the naturalization-law examinations received beginners' salaries of \$1,860 per annum. (Table 7.)

## SALARIES OF EMPLOYEES ENGAGED IN FACT COLLECTION, COMPILATION, AND ANALYSIS

Although as large a proportion of women engaged in fact collection, compilation, and analysis or interpretation as in the scientific service received the minimum salary of \$1,860 per annum, not so large a percentage of women in the fact-gathering service were in the lower salary grades. Fifty per cent of the women scientists were in professional 1, whereas 34 per cent of the women fact collectors and analysts were in professional 1 and the corresponding salary grade 5 in the clerical service, with 5.4 per cent in the lower clerical grades. As a result, a larger proportion of women fact collectors and analysts than of women scientists were in professional 2 or clerical 7, with a correspondingly larger number receiving salaries of \$2,400 to \$3,000 among the fact collectors and analysts than among the scientific group. While 39 per cent of the women employed in the fact collection and analysis service were receiving \$2,400 and under \$3,000, only 26 per cent of the women scientists received these amounts. In the higher salary ranges, \$3,800 and over, the per cents in the two occupations were practically the same.

The wide difference in the proportions of women and of men receiving the lower salaries in the fact collection and analysis service is seen more especially among the economic analysts. Both men and women given this title had met the same general educational requirements, yet but 2 per cent of the men received \$1,860, the minimum salary paid an economic analyst, while 28 per cent of the women economic analysts were paid this amount. Nine of the 12 women business specialists earned less than \$2,400, as compared with about a fourth of the 165 men specialists. (See Table 11.) Seven of the 11 women census agents, as compared with 24 of the 42 men census agents, received less than \$2,400 per annum. Even in the field of education, where but one person received less than \$2,400, the proportion of women in the lower salary grades of the group was greater, and the proportion in the higher salary groups smaller, than were the proportions of men.

One of the interesting facts disclosed by Table 11 is that in several of the Government establishments which had a number of employees in a fact collection and analysis service the minimum salary received by any person in this service was \$2,100. In the Bureau of Efficiency, the Federal Board for Vocational Education, the Tariff Commission, the Bureau of Education, not to name other bureaus employing but a few economists, no fact collector nor analyst was employed at less than \$2,100. The establishments named were among those in which the higher salaries were paid for fact collection and analysis, but to the list of those paying higher salaries to economic analysts

and business specialists must be added the Bureau of Agricultural Economics and the Bureau of Foreign and Domestic Commerce.

Women were employed in higher salaried positions as analysts of educational problems in two of these bureaus, the Federal Board for Vocational Education and the Bureau of Education. In the establishments employing 25 or more persons in the capacity of fact collectors or analysts, that is, the Tariff Commission, the Bureau of Agricultural Economics, the Bureau of the Census, and the Bureau of Foreign and Domestic Commerce, only 4 women—3 in the Bureau of the Census and 1 in the Tariff Commission—received \$3,000 or over, as compared with 178 men, the highest salary for women being \$3,300 and that for men \$6,000. In the two bureaus in which fact gathering and analysis other than administrative were done entirely by women, 4 other women received \$3,000 and \$3,100 per annum. This is exclusive, of course, of the 6 women administrative economists in these two bureaus.

It would appear that while salary opportunities for the woman economist, as evidenced by the salaries received by women to-day, are no greater in the field of business and agricultural statistics than in the field of social and labor statistics, the agencies for business and agricultural statistics are the establishments in which the larger number of higher salaried positions are found. The work was being done by men at the time of the survey, but women are eligible for such positions.

Table 7 shows the examinations from which appointments had been made recently and the beginning salaries. A woman researcher for the Civil Service Commission was appointed at a salary of \$1,500, a special agent for the Women's Bureau at \$1,680, and two women financial economists for the Treasury Department at \$2,400 and \$3,000, respectively. Men were appointed as statisticians or economists at \$1,860, \$2,400, \$3,000, \$3,800, and \$5,200, as business specialists at \$2,400 and \$3,000, and as investigators at \$1,860 and \$2,400 per annum.

#### SALARIES IN LIBRARIES

The highest grade that can be obtained by a librarian in the departmental service of executive establishments is grade 4 in the professional service; the highest salary, according to the present class specifications of the Personnel Classification Board, is \$5,000. The librarian of the Department of Agriculture was the only librarian classified in the highest grade at the time of the survey, but her salary was not \$5,000, but \$3,800, the minimum salary paid a grade 4 librarian. (See Table 12.)

The librarians of the Department of Commerce and the Department of Labor were classed as grade 3 librarians, as were the chief librarians of the Bureaus of Agricultural Economics, Entomology,

Plant Industry, and Standards, and the first assistant in the Department of Agriculture library. These librarians, the one man as well as the six women, all received the minimum salary of grade 3, or \$3,000.

The assistant librarians in the libraries named above, and the principal librarian in some of the bureaus, were in grade 2. All but two of these received the minimum salary of the grade, or \$2,400. Two of the library assistants who were classed in the clerical service also received \$2,400 per annum.

More than half the librarians proper had been put in the lowest librarian grade. The salaries received by these 26 women and 1 man were paid also to 22 women and 4 men library assistants classified in the subprofessional or clerical service. Therefore, of all persons receiving \$1,860 and over in the department libraries of the executive establishments included in this report, more than a third received salaries of \$1,860, and 71 per cent earned less than \$2,400 per annum.

It is obvious that this, the one profession in which women have gained a firm foothold in executive establishments of the Government, does not afford to-day as good salary opportunities either for women or for men as do the other professions.

#### SALARIES PAID CIVIL-SERVICE EXAMINERS

Women civil-service examiners included in this report received from \$1,860 to \$3,000 per annum. Beginning salaries paid examiners, however, were below the \$1,860 level, as evidenced by the appointment of a woman examiner at \$1,500 since July 1, 1924. (Table 7.) It is probable, therefore, that there were other examiners receiving less than \$1,860 who were not included in this report.

The women civil-service examiners covered in this review had all had at least five years' experience, and several had had more than 20 years' experience in the Government service. While they were classed in both the clerical and the professional service, the difference in service classification is not directly related to salaries. Women examiners receiving \$1,860 were graded in professional 1 and clerical 4 and 5; women receiving \$2,100 to \$2,400 were graded as professional 2 or clerical 5 and 6; and of the two women receiving \$3,000, one was in professional 3 and 1 in clerical 9. The same condition prevailed among men examiners. (See Table 13.)

#### SALARIES OF EXAMINERS OF TRADE-MARKS AND DESIGNS

The initial salary paid to examiners of trade-marks and designs, whether men or women, was \$1,860 per annum. (Table 7.) The three women examiners in the Government service at the time these records were taken had had some experience and were receiving



salaries of \$2,100 and \$2,400. The highest salary paid a man trademark examiner was \$2,500. (See Table 13.)

#### SALARIES OF DRAFTSMEN

Table 7 shows the variation in beginning salaries paid to draftsmen of different types since July 1, 1924. Architectural, mechanical, and hydrographic draftsmen begin at \$1,860 per annum, copyist topographic draftsmen begin at \$1,320 and \$1,500, copyist draftsmen at \$1,680, apprentice draftsmen and topographic aids at \$1,140.

The one woman architectural draftsman of experience included in this survey received \$2,400. Men architectural draftsmen in the same bureau received \$1,860 to \$3,000. The two women draftsmen in the Coast and Geodetic Survey received \$3,000, the highest salary paid a man draftsman in this service being \$3,800. The chief woman draftsman in the Forest Service received \$2,400. All other women were paid \$2,100 or less. (See Table 14.)

While the larger number of women were in the lower paid positions and in the subprofessional service, a few women had made such headway in this field as to be classed in the professional engineering service and to receive correspondingly higher salaries.

#### SALARIES OF SCIENTIFIC ILLUSTRATORS AND SCIENTIFIC AIDS

According to the class specifications of the Personnel Classification Board, scientific illustrators may receive salaries of from \$1,500 to \$3,000 per annum. Those employed in the departmental service of the executive establishments included in this report received as high as \$2,800, although \$2,400 per annum was the prevailing salary of men illustrators and \$1,860 was the salary received by the largest number of women illustrators. Most of the women were classified in the subprofessional service, grade 6, in which no salary higher than \$2,400 can be had, whereas about one-half of the men illustrators were in grade 8, in which salaries ranged from \$2,400 to \$3,000. No woman illustrator received the maximum salary of grade 6, for \$2,100 was the highest rate paid a woman engaged in this work. (See Table 15.)

In all but five cases the scientific aids who received \$1,860 or over per annum in the early part of 1925 were men. The five women received salaries of \$1,860, \$2,200, and \$2,400. As only a fifth of the men scientific aids were paid as much as \$2,400, the opportunities for women to obtain this amount and more as scientific aids probably are few.

According to Table 7, three women entered this service between July 1, 1924, and March 1, 1925. The laboratory aid in nematology began at a rate of \$1,320 per annum. The assistant scientific aids in museum history and in biology received beginning salaries of \$1,500.

## SALARIES OF EDITORS AND TRANSLATORS

The highest salary paid a woman editor was \$3,800; the highest salary paid a man editor was \$3,900. Half of the 18 women editors received \$2,100, but not more than \$2,400, whereas 25 of the 31 men editors received \$2,500 and over. With one exception, all women editorial clerks received \$2,100 and less—half of them less—while all men editorial clerks, with one exception, received \$2,100 and more—half of them more. (See Table 16.)

The highest salary received by a woman translator was \$2,400; by a man translator, \$3,000.

Considered together, not so large a proportion of women in positions paying \$1,860 and over received exactly \$1,860 in the editorial and translation service as in other professional services. At least \$2,100 was the more usual salary for women editors and editorial clerks. However, it must be remembered that editorial clerks and translators may be paid salaries lower than \$1,860, so that the salary comparison, if all persons in this service were included, would probably read somewhat differently.

## SALARIES IN ACCOUNTING AND AUDITING POSITIONS

As in many other occupations, so in accountancy, more than a fourth of the women receiving a salary of \$1,860 and over per annum received just \$1,860, whereas less than 6 per cent of men in accounting were paid this amount. Seventy-three per cent of the women and 23 per cent of the men employed in this group in executive establishments or parts of establishments included in this report received less than \$2,400 per annum. (See Table 17.)

It follows that women in accounting and auditing positions were more numerous in the lower grade positions than were men. Of those included in this survey, almost 17 of every 100 women in accountancy, as compared with 1 of every 100 men, were in grade 4; 25 of every 100 women, as compared with 10 of every 100 men, were in grade 5; and 36 of every 100 women, as against 18 of every 100 men, were in grade 6. The grades in which the largest number of men were found were 7 and 9, whereas the largest number of women were allocated to grades 5 and 6.

These salary rates and grade differences may have been due entirely to differences in the kind and quantity of work done by men and women in the accounting service. However, some light is thrown on the subject by Table 7. This table shows that four men who had passed the civil service examination for junior auditor, consolidated audit division, were offered and accepted positions at entrance salaries of \$2,100 and \$2,400. One woman who had passed the senior auditor examination, consolidated audit division, was offered and

accepted a position at \$1,860 per annum. In other words, the men were offered higher salaries upon passing a junior examination (which expressly calls for a lower degree of qualification) than the woman was offered after having passed a senior test.

#### SALARIES OF STENOGRAPHERS AND TYPISTS

The lowest salary paid typists entering the departmental service is \$1,140, and the lowest salary paid stenographers is \$1,320. As may be seen in Table 7, however, some few enter the Government service at higher rates. Of the 172 women typists appointed to the service from July 1, 1924, to March 1, 1925, about one-eighth received \$1,260 or \$1,320, while the other women received the minimum salary rate. Of the 127 men typists appointed, almost one-half received \$1,320 as a beginning salary. Two hundred and eight women and 45 men were appointed to stenographic positions during the same period. All but 3 per cent of the women and 13 per cent of the men received the lowest salary. More than 3 per cent of the women and 13 per cent of the men stenographers received \$1,500. In addition, one woman and one man secretary-stenographer were appointed, the woman at \$1,500 and the man at \$1,680.

It is not surprising, therefore, to find a larger proportion of women stenographers and typists in the lower classified grades and at the lower salary rates, as may be seen in Tables 4 and 18. It is interesting, however, to find that the highest salary paid a stenographer, \$2,700, was received by one woman as well as by two men in the Treasury Department and that 13 women and 10 men in all establishments studied received \$2,400 and over.

#### SALARIES IN CLERICAL POSITIONS

The minimum salary paid to a clerk entering the departmental service after July 1, 1924, was \$1,020. (Table 7.) This amount was paid to one man and one woman. The largest number of clerks entered the service at \$1,140. A variation occurred in the beginning salaries for different types of clerical work. Some men bookkeepers began with a salary of \$1,680 and women finger-print classifiers received \$1,680. Although a woman statistical clerk began with \$1,140 and 2 other statistical clerks with \$1,500, the larger number received \$1,320 at the start. All file clerks except 2 men began at \$1,140. Three women and 96 men were appointed from the general clerical register; one-sixth of the men received \$1,320, while five-sixths began at a salary of \$1,140.

Among office-device operators, the telegraph operators received the highest initial salary, or \$1,680. Telephone operators began at \$1,140 and addressograph operators (men) received \$1,320 and

\$1,440. Women calculating-machine operators began at \$1,140, \$1,320, and \$1,500. Graphotype and mimeograph operators began at \$1,140.

As stated elsewhere, only a few office-device operators received the salaries covered by this report, \$2,400 being the highest salary received. The highest salary paid to other clerks was \$2,700, received by 8 women and 40 men, or less than 1 in every 100 women and about 3 in every 100 men who received \$1,860 and over in clerical capacities. (See Table 19.)

When consideration is given to the many thousands of women engaged in clerical work in Washington, it is not encouraging to find that only 29 were receiving \$2,400 and over in the establishments included in this report, and that only 494 were receiving over \$1,860 per annum. For men, who have not crowded into the clerical occupations in such great numbers as women, the opportunities are somewhat better, 871 receiving more than \$1,860 per annum and 168 receiving \$2,400 and more in the establishments whose records were reviewed.

#### CHANGES MADE IN SALARY RATES AS A RESULT OF RECLASSIFICATION

As stated elsewhere, the compensation to be paid to civilian employees in positions of like responsibility and difficulty within the departmental service was fixed by the classification act of 1923. This act names the annual salary rates which are to be paid in positions allocated to the several grades within five established services. The salary adjustments necessary after positions had been reclassified were to be made in accordance with these rules, laid down in the act:<sup>14</sup>

Sec. 6. That in determining the compensation to be established initially for the several employees the following rules shall govern:

1. In computing the existing compensation of an employee, any bonus which the employee receives shall be included.

2. If the employee is receiving compensation less than the minimum rate of the grade or class thereof in which his duties fall, the compensation shall be increased to that minimum rate.

3. If the employee is receiving compensation within the range of salary prescribed for the appropriate grade at one of the rates fixed therein, no change shall be made in the existing compensation.

4. If the employee is receiving compensation within the range of salary prescribed for the appropriate grade, but not at one of the rates fixed therein, the compensation shall be increased to the next higher rate.

5. If the employee is not a veteran of the Civil War, or a widow of such veteran, and is receiving compensation in excess of the range of salary prescribed for the appropriate grade, the compensation shall be reduced to the rate within the grade nearest the present compensation.

6. All new appointments shall be made at the minimum rate of the appropriate grade or class thereof.

<sup>14</sup> United States. An act to provide for the classification of civilian positions within the District of Columbia and in the field services. (Public, No. 516, 67th Congress, p. 3.)

It is obvious that the intention of the act was to establish a uniform compensation scale throughout the departmental service and that radical changes in salary would occur only where rate inequalities were large. It is not surprising, therefore, to find from Tables 20 and 21 that the larger proportion of women and men receiving \$1,860 and over at that time did not experience any change in salary rates, or experienced only the small adjustments necessary to bring a salary to the identical figure established by law. Practically all but a few of the salary increases of less than 5 per cent were occasioned by such changes. For example, \$1,840 was not an uncommon rate prior to July 1, 1924, but as it was not a rate according to the classification act of 1923, the employees receiving it were given the newly established figure of \$1,860. To meet the established grade rates, salaries were changed from \$2,040 to \$2,100, from \$2,240 to \$2,300, from \$3,240 to \$3,300, from \$3,860 to \$4,000, and so on throughout the compensation scale. More than three-fourths of the women receiving at the time of this survey \$1,860 and over in the establishments studied had no change in salary or had an adjustment of less than 5 per cent. Fifty-eight per cent of the men classified at the time of the survey in the \$1,860-and-over group received no increase or one under 5 per cent.

This difference in the proportions of men and women at and beyond the \$1,860 base line who received little or no change in salary through reclassification means, however, that but 21 per cent of the women as compared with 39 per cent of the men received adjustments of 5 per cent or more. Three per cent of the women and 3 per cent of the men employees receiving \$1,860 and over suffered decreases in salary rates. Table 20 shows that while approximately 10 per cent of the men with salaries of \$1,860 and over received adjustments of 25 per cent or more, not more than about 3 per cent of the women with salaries of \$1,860 and over had any such advancement in their salary rates.

The 25 per cent or more increase in salaries occurred chiefly in the higher ranks of the administrative service. Thirty-seven per cent of the men chiefs of bureaus and independent establishments received increases of 25 per cent or more, although an equal proportion of men chiefs had no change whatsoever in salary rates. Forty-six per cent of the assistant chiefs and more than one-fourth of the men heads of primary divisions and chief clerks had 25 per cent increases in salary.

Although some of the big increases in the salaries of bureau chiefs and commissioners were necessary to place such positions in the grades to which they were assigned, in the majority of cases they were the result of granting the chief the highest salary that could be paid the head of a large or important bureau. Instead of bringing

about a uniform salary rate for such positions, the adjustments caused the prevailing salaries for chiefs in some bureaus to be \$1,500 higher than for chiefs in other bureaus.<sup>17</sup>

The large proportion of assistant chiefs of bureaus who received increases in salary of 25 per cent or more was occasioned by a tendency to bring the salary rate of such assistants to \$5,200, whereas earlier rates had been as low as \$3,000. In spite of this attempt at standardization, the salaries of assistant chiefs—men and women—varied by more than 127 per cent, and the salary of bureau chiefs and commissioners varied by about 92 per cent.

A greater degree of standardization of salary rate by reclassification has resulted among men administrative heads of primary divisions, since nearly 60 per cent received \$5,200 per annum at the time of the survey. The larger number of chief clerks receiving increases of 25 per cent and more were in the Post Office Department. Here the chief clerks of the five principal offices were given the same salary, \$5,200, while the men chief clerks of divisions within those offices were given \$3,000 and \$3,100—usually an increase of about 34 per cent—and the two women were given \$2,400 and \$2,700—increases of 12 per cent and 8 per cent, respectively.

The only other group in which increases of 25 per cent and more were received by as much as one-fifth of the employees was draftsmen. More than 20 per cent of the draftsmen, men and women, received such material salary increases. These adjustments occurred chiefly in the Coast and Geodetic Survey, where engineering draftsmen were classed in the professional service. The big increases were necessary in order that the minimum salary of each grade might be given to those classified in that grade. The draftsmen in the Coast and Geodetic Survey were thus paid at the same salary level as draftsmen in the Veterans' Bureau, the Coast Guard, and the Supervising Architect's office.

Salaries of women stenographers, typists, and clerks receiving \$1,860 and over per annum were least affected by reclassification. Approximately 83 per cent of the women in these occupations did not receive as much as a 5 per cent increase. About three-fourths of the men clerks' and stenographers' salaries were not affected materially by reclassification.

The only group of positions employing at least 50 men and 50 women in which increases were received by a larger proportion of women than men was the fact collection and analysis group. A number of women had been serving as economic analysts at salaries below the minimum of the professional grade in which they were classified. Their salaries were raised to the minimum of their respective grades, a standard which men in the same general character

<sup>17</sup> See footnote 15, p. 26 for Comptroller General's ruling of May 11, 1924, on this matter.

of positions had more nearly approached prior to June 30, 1924. Among scientists, 63 per cent of the women as compared with 47 per cent of the men; among legal workers, 71 per cent of the women as compared with 52 per cent of the men; among accountants, 75 per cent of the women as compared with 68 per cent of the men, had no salary change or an increase of less than 5 per cent.

The older the department the greater would seem to be the salary adjustments necessary to bring the salaries therein on a level with those paid in the bureaus and commissions established in recent years. Table 21 indicates, however, that this is true only to a limited extent. A comparatively large proportion of women and men received increases of 5 per cent or more in the Post Office departmental service, but in the Departments of Agriculture, Commerce, and the Interior—all long-established departments—almost as small a proportion of women received increases of 5 per cent or more as the proportion of women granted such changes in the recently organized Veterans' Bureau, Federal Board for Vocational Education, or Tariff Commission.

In the Department of Agriculture, women receiving \$1,860 and over are employed chiefly in the clerical, stenographic, and scientific services. Few women and few men in these occupations in that department received promotions of 5 per cent or more.

In the Department of the Interior, however, the proportion of men who had such a salary increase in occupations in which women were relatively numerous, was much greater than among women in these occupations. Of 51 women pension examiners and reviewers who were employed prior to July 1, 1924, and who received at least \$1,860, 27.5 per cent had salary increases of 5 per cent or more, whereas among men pension examiners and reviewers 70 per cent received such salary increases. Among women clerks in the Department of the Interior approximately one-fifth received increases of 5 per cent and over as compared with more than one-half of the men clerks who received such increases.

Department of Commerce records show that less than 19 per cent of the women, as compared with 52 per cent of the men in like positions, had 5 per cent or more added to their salaries after July 1, 1924. This difference is due primarily to the fact that the increases were granted in occupations in which men were numerous and women relatively few, that is, among business specialists in the Bureau of Foreign and Domestic Commerce and among physicists and chemists in the Bureau of Standards.

The only department in which a larger proportion of women than of men benefited through reclassification is the Department of Labor. This was due to the increases granted women economic analysts referred to on page 39. In several of the independent

establishments in which but few changes were made, however, there was but slight difference between the proportion of men and the proportion of women affected.

### SUMMARY

Almost one-half of the employees in the departmental service of the seven independent establishments and six departments whose records were reviewed in their entirety were women. A little more than one-third of all employees in these services received salaries of \$1,860 and over per annum; 21 per cent of those receiving such salaries were women; 79 per cent were men.

Stated in terms of the total number of men and women reported, nearly one-sixth of the women and approximately one-half of the men employed in these establishments received \$1,860 or more a year.

Of the 2,198 women earning \$1,860 and over in these Government establishments (including part of the Treasury Department), almost two-thirds were in clerical, typing, or stenographic positions. Eight per cent were engaged in accounting and auditing. The remaining fourth were scattered in administrative, professional, scientific, and subprofessional positions, in no one branch of which was there as large a proportion as 5 per cent.

The beginning salary of clerks and typists usually is \$1,140; the beginning salary of stenographers, \$1,320. The highest salary paid to men or women in these positions was \$2,700. Only one woman stenographer and eight women clerks of the thousands employed in these positions in establishments included in the study received the highest salary.

The beginning salary for all occupations classified in the scientific or professional service is \$1,860. The highest salary received by a woman in this service (exclusive of the heads and assistant heads of scientific and professional bureaus) was \$5,200; the highest received by a man was \$6,000.

Measured by the actual numbers who get beyond the \$1,860 base line, stenographic and clerical positions offer opportunity for advancement in the departmental service to the larger number of women. Measured by the proportion who reach the base line and salary range beyond, the greater opportunities for women lie in professional and scientific fields.

The highest salary received by a woman among those included in this study was \$6,500, the amount paid to one woman—the civil service commissioner. Only 10 of the thousands of women included received as much as \$5,200, 8 of these being in administrative work, 1 in cooperative extension work, and 1 in fact-collection service. Only 35 women received \$3,600 and more.



In the positions paying \$1,860 and over in which both women and men were employed the proportions of women were always greater in the lower salary groups and smaller in the higher salary groups than the proportions of men.

In all the positions paying salaries of \$1,860 and over in which women and men were employed, 45 per cent of the women employees, as compared with approximately 15 per cent of the men in like positions, received just \$1,860 a year. Almost 40 per cent of the women employees and 24 per cent of the men employees received between \$1,860 and \$2,400. Fifteen per cent of the women and 61.5 per cent of the men were paid \$2,400 or more per year.

In clerical occupations almost 53 per cent of the women with salaries of \$1,860 and over, as compared with 31 per cent of the men, received just \$1,860.

Among law and claims examiners about 45 per cent of the women and only about one-fourth of the men received just \$1,860.

In scientific positions, in the fact collection and analysis group, and in the accounting and auditing service, a little more than one-fourth of the women employees earning \$1,860 and over in each group received just \$1,860, while less than 10 per cent of the men in each group were paid as little as this amount.

The readjustments of salary rates resulting from reclassification of positions in the departmental service increased the salaries of men receiving \$1,860 and over to a greater extent than the salaries of women receiving such amounts.

Of all the women and all the men in like positions who received \$1,860 and over, 21 per cent of the women and 39 per cent of the men received increases of 5 per cent or more in their salary rates as a result of the reclassification of positions in the departmental service.

Among clerks receiving salaries of \$1,860 and over, 22 per cent of the men as compared with 12 per cent of the women, and among stenographers and typists 22½ per cent of the men as compared with 14 per cent of the women, received increases of 5 per cent or more.

In the legal service 47 per cent of the men received 5 per cent increases or more, while only 27 per cent of the women had such adjustment.

In scientific research and investigation 52 per cent of the men, as compared with 36 per cent of the women, gained a 5 per cent or greater addition in salary.

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**PART II**  
**TABLES**

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44 THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE

TABLE 1.—Number and proportion of women and men employed and number and proportion receiving salaries of \$1,860 and over per annum, in the departmental service of specified executive departments and independent establishments

Establishment	All employees	Women				Men			
		Total number	Per cent	Receiving \$1,860 and over		Total number	Per cent	Receiving \$1,860 and over	
				Number	Per cent of women employees			Number	Per cent of men employees
<b>Total, exclusive of Treasury Department</b>	<b>20,422</b>	<b>9,444</b>	<b>46.2</b>	<b>1,533</b>	<b>16.2</b>	<b>10,988</b>	<b>53.8</b>	<b>5,085</b>	<b>51.8</b>
Bureau of Efficiency	52	15	28.8	9	(?)	37	71.2	25	67.6
Civil Service Commission	289	100	65.7	45	28.7	99	34.3	69	69.7
Employees' Compensation Commission	71	50	70.4	11	22.0	21	29.6	16	76.2
Federal Board for Vocational Education	75	34	45.3	13	38.2	41	54.7	21	51.2
Federal Trade Commission	316	100	31.6	27	27.0	216	68.4	155	71.8
Tariff Commission	204	69	33.8	27	39.1	135	65.2	103	76.3
Veterans' Bureau	5,485	3,660	67.1	262	7.1	1,806	32.9	666	36.6
<b>Department of Agriculture—Total</b>	<b>4,709</b>	<b>1,917</b>	<b>40.7</b>	<b>363</b>	<b>20.0</b>	<b>2,792</b>	<b>59.3</b>	<b>1,621</b>	<b>68.1</b>
Office of the Secretary, including Extension Service, Library, Office of Experiment Stations, Fixed Nitrogen Research Laboratory	973	290	40.1	86	22.1	363	59.9	227	62.9
<b>Bureau of</b>									
Agricultural Economics	945	491	52.0	75	15.3	454	48.0	262	57.7
Animal Industry	261	92	35.6	8	8.7	203	69.4	129	61.7
Biological Survey	54	34	62.2	9	26.3	95	63.5	36	38.3
Chemistry	259	58	22.8	24	28.9	216	72.2	144	66.7
Dairying	97	37	38.1	4	10.8	69	61.9	56	81.2
Entomology	155	63	41.6	19	30.2	92	59.4	76	82.6
Home Economics	40	33	82.5	21	63.6	17	17.5	9	(?)
Plant Industry	713	304	42.8	70	23.0	469	57.4	239	50.4
Public Roads	319	127	39.8	27	18.1	192	60.2	141	73.4
Soils	143	24	16.8	3	12.5	119	83.2	27	58.7
Federal Horticultural Board	78	29	37.2	11	37.9	49	62.8	27	55.1
Forest Service	229	129	56.3	21	16.3	100	43.7	78	78.0
Insecticide and Fungicide Bd.	46	9	19.6	1	(?)	37	80.4	25	67.6
Packers and Stockyards Administration	61	31	50.8	6	19.4	30	49.2	26	86.7
Weather Bureau	236	41	19.0	2	4.9	176	81.0	86	48.1
<b>Department of Commerce—Total</b>	<b>3,332</b>	<b>1,312</b>	<b>39.4</b>	<b>259</b>	<b>19.7</b>	<b>2,020</b>	<b>60.6</b>	<b>1,437</b>	<b>54.8</b>
Office of the Secretary	122	63	51.6	9	20.9	79	64.8	30	38.0
<b>Bureau of—</b>									
Census	854	495	58.0	92	18.6	359	42.0	118	32.9
Fisheries	71	23	32.4	6	28.1	46	67.6	24	70.8
Foreign and Domestic Commerce	591	308	52.1	55	20.5	323	54.7	182	56.3
Lighthouses	43	10	23.3	2	11.1	32	76.2	11	34.4
Navigation	46	27	58.7	3	11.1	21	43.7	15	71.4
Standards	744	39	5.2	2	45.2	651	87.5	369	56.7
Coast and Geodetic Survey	207	27	13.0	4	14.8	180	87.0	116	64.4
Patent Office	1,236	317	25.6	47	14.8	919	74.4	454	50.3
Steamboat Inspection Service	17	9	(?)	1	(?)	8	(?)	8	(?)
<b>Department of the Interior<sup>1</sup>—Total</b>	<b>2,638</b>	<b>325</b>	<b>12.3</b>	<b>265</b>	<b>28.6</b>	<b>1,713</b>	<b>64.6</b>	<b>657</b>	<b>38.4</b>
Office of the Secretary	196	41	20.9	10	24.4	155	79.1	63	40.9
<b>Bureau of—</b>									
Education	100	36	36.0	19	33.0	64	64.0	30	46.9
Mines	190	65	34.2	13	30.0	95	50.0	68	71.6
Pensions	862	268	31.1	91	34.7	494	57.3	248	50.2
Reclamation	50	13	26.0	4	(?)	37	74.0	20	54.1
General Land Office	449	135	30.1	46	33.3	314	69.9	121	41.7
Geological Survey	598	154	25.7	48	31.2	414	72.9	312	75.6
Government in the Territories and Alaskan Railroad	4	2	(?)	2	(?)	2	(?)	1	(?)
National Park Service	21	8	38.1	1	(?)	13	61.9	8	(?)
Office of Indian Affairs	228	59	26.4	15	18.1	145	63.6	75	51.7

<sup>1</sup> Totals do not include figures for Treasury Department, because only approximately one-half of the personnel records of that department were included in the survey, whereas complete records were secured for all other departments.

<sup>2</sup> Not compared, owing to small number involved.

<sup>3</sup> Howard University, St. Elizabeths Hospital, and Freedmen's Hospital are not included.

THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE 45

TABLE 1.—Number and proportion of women and men employed and number and proportion receiving salaries of \$1,560 and over per annum, in the departmental service of specified executive departments and independent establishments—Continued

Establishment	All employees	Women				Men			
		Total number	Per cent	Receiving \$1,560 and over		Total number	Per cent	Receiving \$1,560 and over	
				Number	Per cent of women employees			Number	Per cent of men employees
Department of Labor—Total.....	623	356	57.1	132	37.1	267	42.9	129	48.3
Office of the Secretary, including Division of Conciliation.....	102	46	44.1	11	24.4	57	55.9	22	38.6
Bureau of—									
Immigration.....	120	68	56.7	5	7.4	52	43.3	24	46.2
Labor Statistics.....	121	36	29.8	17	47.2	85	70.2	45	52.9
Naturalization.....	83	35	42.2	12	34.3	48	57.8	27	56.3
Children's Bureau.....	134	120	89.6	61	50.8	14	10.4	1	(?)
Employment Service.....	17	7	(?)	4	(?)	10	(?)	10	(?)
Woman's Bureau.....	46	45	97.8	22	48.0	1	2.2		
Post Office Department—Total.....	1,434	486	33.9	68	14.0	948	66.1	359	37.9
Office of—									
Postmaster General.....	494	143	28.9	11	7.7	351	71.1	86	25.1
First Assistant Postmaster General.....	215	80	41.4	10	11.2	126	58.6	46	36.5
Second Assistant Postmaster General.....	138	45	32.6	3	17.8	93	67.4	48	51.6
Third Assistant Postmaster General.....	387	164	42.3	26	16.9	223	60.2	98	42.1
Fourth Assistant Postmaster General.....	200	55	27.5	13	23.6	145	72.5	79	54.5
Department of State—Total.....	504	310	61.3	51	16.5	294	48.7	135	45.9
Treasury Department—Total.....	11,311	6,333	56.0	665	(?)	4,978	44.0	1,337	(?)
Office of the Secretary.....	640	247	38.6	20	(?)	393	61.4	40	(?)
Bureau of—									
The Budget.....	41	7	17.1	4	(?)	34	82.9	21	(?)
Public Health Service.....	250	133	51.4	17	(?)	126	48.6	27	(?)
Coast Guard.....	109	26	23.9	6	(?)	83	76.1	21	(?)
Office of—									
Commissioner of Accounts and Deposits, including Division of Bookkeeping and Warrants.....	101	24	23.7	8	(?)	67	66.3	26	(?)
Commissioner of Internal Revenue.....	6,578	3,428	52.1	418	(?)	3,150	47.9	920	(?)
Comptroller of Currency.....	192	109	56.8	9	(?)	83	43.2	15	(?)
Treasurer of United States.....	1,018	695	68.3	27	(?)	323	31.7	43	(?)
Supervising Architect.....	220	50	22.7	8	(?)	170	77.3	111	(?)
Public Debt Service.....	2,068	1,672	78.0	138	(?)	496	24.0	80	(?)
Miscellaneous, including Customs Service, Mint, and Secret Service.....	85	32	37.6	10	(?)	53	62.4	14	(?)

<sup>1</sup> Bureau of Engraving and Printing, General Supply Committee, and Federal Farm Loans Board are not included.

<sup>2</sup> As only approximately one-half of the Treasury personnel records were included in this survey, the proportions receiving \$1,560 and over can not be figured.

46 THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE

TABLE 2.—Positions paying \$1,860 and over per annum held by women in the departmental service of the executive departments and independent establishments included in this study

Position	Women receiving \$1,860 and over per annum	
	Number	Per cent
All positions.....	2,198	100.0
<b>Administrative—Total</b> .....	74	3.4
Chief of bureau or commissioner.....	6	.2
Assistant chief of bureau.....	3	.1
Administrative head of primary division, or special advisor.....	6	.2
Administrative head, secondary division; assistant head, primary division; and administrative secretary.....	2	.1
Chief clerk, disbursing officer, and appointment officer.....	7	.3
Administrative head, minor general division; assistant head, secondary division.....	12	.5
General administrative assistant.....	40	1.8
<b>Scientific research and investigation—Total</b> .....	87	4.0
Chemist.....	20	.9
Pathologist.....	18	.8
Physicist.....	17	.8
Botanist.....	11	.5
Home economist.....	8	.4
Nematologist.....	4	.2
Entomologist.....	3	.1
Plant physiologist.....	3	.1
Bacteriologist.....	1	(1)
Horticulturist.....	1	(1)
Zoologist.....	1	(1)
Computer.....	1	(1)
<b>Cooperative extension—Total</b> .....	7	.3
Home economist.....	3	.1
Specialist in milk utilization.....	2	.1
Boy's and girl's club organizer.....	1	(1)
Agriculturist.....	1	(1)
<b>Legal—Total</b> .....	104	4.7
Attorney.....	1	(1)
Attorney-investigator.....	3	.1
Examiner.....	86	4.0
Law clerk.....	12	.5
<b>Fact collection, compilation, and analysis—Total</b> .....	94	4.3
Economic analyst.....	64	2.9
Business specialist.....	12	.5
Census agent.....	11	.5
Educationist.....	13	.6
Investigator Government department management.....	4	.2
<b>Library—Total</b> .....	67	3.0
Librarian.....	44	2.0
Library assistant.....	23	1.0
<b>Regulatory—Plant inspector</b> .....	1	(1)
<b>Directive—Rehabilitation assistant</b> .....	8	.4
<b>Medical and dental—Physician</b> .....	12	.5
<b>Civil-service examining—Total</b> .....	15	.6
<b>Patent examining—Total</b> .....	13	.6
Patent examiner.....	10	.5
Examiner of trade-marks and designs.....	3	.1

THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE 47

TABLE 2.—Positions paying \$1,860 and over per annum held by women in the departmental service of the executive departments and independent establishments included in this study—Continued

Position	Women receiving \$1,860 and over per annum	
	Number	Per cent
Drafting—Total.....	18	.8
Engineering draftsman.....	17	.8
Office draftsman.....	1	(1)
Scientific illustrating—Total.....	13	.6
Scientific aid—Total.....	5	.2
Nursing and social—Total.....	7	.3
Nurse.....	5	.2
Dietitian.....	1	(1)
Social-service worker.....	1	(1)
Editorial and translation—Total.....	37	1.7
Editor.....	18	.8
Editorial clerk.....	11	.5
Translator.....	8	.4
Accounting and auditing—Total.....	185	8.4
Accountant and auditor.....	4	.2
Accounting and auditing assistant.....	181	8.2
Stenography and typing—Total.....	407	18.5
Secretary-stenographer.....	26	1.2
Clerk-stenographer or stenographer.....	329	15.0
Typist.....	52	2.4
Clerical—Total.....	1,046	47.6
Supervisory.....	72	3.3
Office device operators.....	2	.1
Clerks—miscellaneous.....	972	44.2

\* Less than one-tenth of 1 per cent.



Department of Commerce—Total.....	250	6	23			19	6					13	2		2		3	1	25	159
Office of the Secretary.....	0						2												3	4
Bureau of—																				
Census.....	92	3				11													6	72
Fisheries.....	0						1										1		2	2
Foreign and Domestic Commerce.....	55					8											1		6	40
Navigation.....	3																	1		2
Standards.....	42	1	22				1								2				3	13
Coast and Geodetic Survey.....	4		1																1	1
Patent Office.....	47	2					1					13	2				1		4	26
Steamboat Inspection Service.....	1																		1	
Department of the Interior—Total.....	246	7	1		81	9	7						7	3			3	1	30	97
Office of the Secretary.....	10																		3	7
Bureau of—																				
Education.....	19	1				9	2												1	6
Mines.....	18	1					1										2	1	8	3
Pensions.....	91				53												1		4	33
Reclamation.....	4	1																	4	3
General Land Office.....	45				27		1					2							4	11
Geological Survey.....	48	4	1				2				6	3							11	22
National Park Service.....	1																		2	1
Office of Indian Affairs.....	15				1		1												2	11
Department of Labor—Total.....	132	12			2	38	4		8								1	15	13	39
Office of the Secretary, including Division of Conciliation.....	11	1					3												2	5
Bureau of—																				
Immigration.....	8																		1	4
Labor Statistics.....	17					2	2											6	1	8
Naturalization.....	12				2														3	7
Children's Bureau.....	61	6				23	1		8								1	7	4	11
Employment Service.....	4	2																	1	1
Women's Bureau.....	22	3				13												2	1	3
Post Office Department—Total.....	68	8											1						15	44
Office of—																				
Postmaster General.....	11	2																	5	4
First Assistant Postmaster General.....	10	1																	3	6
Second Assistant Postmaster General.....	8	1																	1	6
Third Assistant Postmaster General.....	26	8																	6	17
Fourth Assistant Postmaster General.....	13	1											1							11

\* Includes the records taken in the Treasury Department, approximately one-half of the Treasury personnel.



**TABLE 3.—Character of work done by women in positions paying \$1,860 and over per annum, in the departmental service of specified executive departments and independent establishments, by establishment—Continued**

Establishment	Receiving \$1,860 and over	Number of women whose work was—																		
		Administrative	Scientific research and investigation	Cooperative extension	Legal	Fact collection, compilation, and analysis	Library	Regulatory	Directive	Medical and dental	Civil service examining	Patent examining	Drafting	Scientific illustrating	Scientific aid	Nursing and social	Editorial and translation	Accounting and auditing	Stenography and typing	Clerical
Department of State—Total.....	51	4			2	1	2												5	87
Treasury Department—Total.....	1 665	12			11	1	2		1						3		181	161	308	
Office of the Secretary.....	20								1										11	5
Bureau of the Budget.....	4				1														2	10
Public Health Service.....	17	2					1								2				8	8
Coast Guard.....	6																			
Office of—																				
Commissioner of Accounts and Deposits, including Division of Bookkeeping and Warrants.....	8	1																	4	8
Commissioner of Internal Revenue.....	418	4			9		1										181	108	120	1
Comptroller of Currency.....	9	1																	1	7
Treasurer of United States.....	27	1																	5	21
Supervising Architect.....	8																			8
Public Debt Service.....	138	2			1										1				17	117
Miscellaneous, including Customs Service, Mint, and Secret Service.....	10	1			1														5	8

<sup>1</sup> See note on page 46.

TABLE 4.—Service and grade classification of women receiving \$1,860 and over per annum and of men employed in positions similar to those held by such women, in the departmental service of executive departments and independent establishments included in this study, by character of work done

Service and grade classification	Receiving \$1,860 and over			Number of women and men whose work was—									
	Total	Woman	Men in similar positions	Admini- strative		Scientific research and investigation		Coopera- tive ex- tension		Legal		Fact collec- tion, compila- tion, and analy- sis	
				Wom- en	Men	Wom- en	Men	Wom- en	Men	Wom- en	Men	Wom- en	Men
Total.....	7,184	2,169	5,015	74	1,025	80	582	7	42	104	578	64	458
Per cent.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional and scientific.....	1,622	242	1,380	9	194	80	582	7	42	15	222	64	195
Per cent.....	22.6	11.2	27.5	12.2	18.9	100.0	100.0	(*)	100.0	14.4	38.4	68.1	42.8
Grade 7.....	3		3		3								
Per cent.....	(*)		(*)		3								
Grade 6.....	38	2	30	2	32								
Per cent.....	.5	.1	.7	2.7	8.5								
Grade 5.....	192	6	186	4	134		19	1	6		17	1	9
Per cent.....	2.7	.3	3.7	5.4	13.1		8.3	(*)	14.3		2.9	1.1	2.0
Grade 4.....	335	23	312	3	19	7	122	4	15		64	6	55
Per cent.....	4.7	1.1	6.2	4.1	1.0	8.8	21.6	(*)	35.7		11.1	6.4	12.0
Grade 3.....	301	32	269			11	173	2	10	2	74	7	63
Per cent.....	5.4	1.5	7.2			13.8	29.7	(*)	28.8	1.9	12.8	7.4	13.8
Grade 2.....	416	79	337		2	22	104		7	7	59	20	54
Per cent.....	5.8	3.6	6.7		.2	27.5	28.2		16.7	6.7	9.5	30.9	11.8
Grade 1.....	247	100	147			40	104		4	6	12	21	14
Per cent.....	3.4	4.6	2.9			50.0	17.9		9.5	5.8	2.1	22.3	3.1
Subprofessional.....	249	50	199	1						2	5		
Per cent.....	3.5	2.7	3.8	1.4						1.9	.9		
Grade 8.....	57	5	52	1							1		
Per cent.....	.8	.2	1.0	1.4							.2		
Grade 7.....	43	11	32							2	4		
Per cent.....	.6	.5	.6							1.9	.7		
Grade 6.....	115	30	85										
Per cent.....	1.6	1.4	1.7										
Grade 5.....	25	11	14										
Per cent.....	.3	.5	.3										
Grade 4.....	9	2	7										
Per cent.....	.1	.1	.1										
Clerical, administrative, and fiscal.....	5,313	1,968	3,345	64	831					87	351	20	263
Per cent.....	74.0	88.1	68.7	86.8	81.1					83.7	60.7	31.9	87.4
Grade 14.....	18		18		18								
Per cent.....	.3		.4		1.8								
Grade 13.....	35	1	34	1	34								
Per cent.....	.5	(*)	.7	1.4	3.3								
Grade 12.....	101	1	100	1	97								1
Per cent.....	1.4	(*)	2.0	1.4	9.5								.2
Grade 11.....	197	2	195	1	113						2	1	38
Per cent.....	2.7	.1	3.9	1.4	11.0						.3	1.1	8.3
Grade 10.....	100	3	97	2	54						1		6
Per cent.....	1.4	.1	1.9	2.7	5.3						.2		1.1
Grade 9.....	378	18	360	3	160						17	3	59
Per cent.....	5.3	.6	7.3	10.3	15.6						2.9	3.2	12.9
Grade 8.....	156	9	147		83						14		11
Per cent.....	2.2	.4	2.9		8.6						2.4		2.4
Grade 7.....	674	94	580	43	266						60	5	65
Per cent.....	9.4	4.3	11.6	58.1	26.0						8.5	5.3	14.2
Grade 6.....	749	293	456		1					21	63	5	21
Per cent.....	10.4	9.4	10.9		.1					20.2	11.8	5.3	4.6
Grade 5.....	1,439	690	839	1						43	168	11	52
Per cent.....	20.0	27.7	6.7	1.4						41.3	20.1	11.7	11.4
Grade 4.....	1,022	627	395							17	15		9
Per cent.....	14.2	28.9	7.9							18.9	2.9	4.3	2.9
Grade 3.....	444	315	129							11	9	1	2
Per cent.....	6.2	14.5	2.6							1.9	1.9	1.1	.4

See footnotes at end of table.

52 THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE

TABLE 4.—Service and grade classification of women receiving \$1,860 and over per annum and of men employed in positions similar to those held by such women, in the departmental service of executive departments and independent establishments included in this study, by character of work done—Continued

Service and grade classification	Number of women and men whose work was—Continued											
	Library		Regulatory		Directive		Civil-service examining		Trade-mark and design examining		Drafting	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Total	67	5	1	38	6	65	13	21	3	9	18	182
Per cent.	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional and scientific	44	3	13	1	39	6	12	3	9	3	64	
Per cent.	65.7	(9)	34.2	(9)	60.0	(9)	(9)	(9)	(9)	(9)	35.2	
Grade 5					1							
Per cent.					1.5							
Grade 4	1		2	1	16		1					16
Per cent.	1.5		5.3	(9)	24.6		(9)					8.8
Grade 3	6	1	3		19		5				2	11
Per cent.	9.0	(9)	7.9		28.2	(9)	(9)				(9)	6.0
Grade 2	11	1	8		2	2	5	1	4	1	1	33
Per cent.	16.4	(9)	21.1		3.1	(9)	(9)	(9)	(9)	(9)	(9)	17.6
Grade 1	26	1			1	3	1	2	3			5
Per cent.	38.8	(9)			1.5	(9)	(9)	(9)	(9)			2.7
Subprofessional	17	3			1						14	115
Per cent.	25.4	(9)			1.5						(9)	62.2
Grade 8					1						1	36
Per cent.					1.5						(9)	19.8
Grade 7	2										3	15
Per cent.	3.0										(9)	8.2
Grade 6	9	2									6	57
Per cent.	13.4	(9)									(9)	31.3
Grade 5	4	1									4	7
Per cent.	6.0	(9)									(9)	3.8
Grade 4	3											
Per cent.	4.5											
Clerical, administrative, and fiscal	6	2	1	25	7	25	7	9			1	3
Per cent.	9.0	(9)	(9)	65.8	(9)	38.5	(9)	(9)			(9)	1.6
Grade 12						1						
Per cent.						1.5						
Grade 11				9		4						
Per cent.				23.7		6.2						
Grade 10				1		2						
Per cent.				2.6		3.1						
Grade 9				5		4	1	4				
Per cent.				13.2		6.2	(9)	(9)				
Grade 8						1						
Per cent.						1.5						
Grade 7				6		3		2				1
Per cent.				16.8		4.6		(9)				.5
Grade 6	2	1		1	1	3	2	1				
Per cent.	3.0	(9)		2.6	(9)	4.0	(9)	(9)				
Grade 5	2			2	3	6						
Per cent.	3.0		(9)	5.3	(9)	8.2						
Grade 4	2	1		1	3		1	2			1	1
Per cent.	3.0	(9)		2.6	(9)		(9)	(9)			(9)	.5
Grade 3						1						1
Per cent.						1.5						.5

TABLE 4.—Service and grade classification of women receiving \$1,860 and over per annum and of men employed in positions similar to those held by such women, in the departmental service of executive departments and independent establishments included in this study, by character of work done—Continued

Service and grade classification	Number of women and men whose work was—Continued												
	Scientific illustrating		Scientific aid		Nursing and social work	Editorial and translation		Accounting and auditing		Stenography and typing		Clerical	
	Women	Men	Women	Men		Women	Men	Women	Men	Women	Men	Women	Men
Total.....	13	19	5	48	7	37	48	185	517	407	111	1,046	1,264
Per cent.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional and scientific.....						10	3						2
Per cent.....						27.0	5.3						0.2
Grade 7.....													
Per cent.....													
Grade 6.....													
Per cent.....													
Grade 5.....													
Per cent.....													
Grade 4.....						1	2						
Per cent.....						2.7	4.2						
Grade 3.....						1	1						
Per cent.....						2.7	2.1						
Grade 2.....						6	1						2
Per cent.....						16.2	2.1						0.2
Grade 1.....						2	2						
Per cent.....						5.4	4.4						
Subprofessional.....	13	19	5	47	7								
Per cent.....	(1)	(9)	(5)	97.9	(7)								
Grade 8.....		10		4									
Per cent.....		(5)		8.3	(0)								
Grade 7.....	2	1		12	2								
Per cent.....	(1)	(5)		25.0	(2)								
Grade 6.....	9	8	4	18	2								
Per cent.....	(7)	(4)	(8)	37.5	(2)								
Grade 5.....	2		1	6									
Per cent.....	(1)		(2)	12.8									
Grade 4.....				7									
Per cent.....				14.6									
Clerical, administrative, and fiscal.....				1		27	45	185	517	407	111	1,046	1,262
Per cent.....				2.1		73.0	93.8	100.0	100.0	100.0	100.0	100.0	99.8
Grade 12.....									1				
Per cent.....									.2				
Grade 11.....									29				
Per cent.....									5.6				
Grade 10.....				1				1	29				
Per cent.....				2.1				.5	5.6				
Grade 9.....						8	2	5	114				
Per cent.....						4.2	2	1	22.1				
Grade 8.....						1		12	21				
Per cent.....						2.7		25.0	4.1				
Grade 7.....						3		7	168				
Per cent.....						8.1		14.6	32.5				
Grade 6.....						10		14	94	27	17	75	324
Per cent.....						27.0		31.3	35.7	18.2	5.2	15.3	25.8
Grade 5.....						7		5	47	54	50	337	502
Per cent.....						18.9		10.4	25.4	10.4	35.6	45.0	32.2
Grade 4.....						6		31	7	149	33	414	326
Per cent.....						16.2		16.8	1.4	36.4	29.7	39.6	25.8
Grade 3.....										93	9	229	110
Per cent.....										22.0	8.1	21.0	8.7

<sup>1</sup> Four women nematologists and three women entomologists are not included in this table because classification service and grade were not secured for men filling similar positions.

<sup>2</sup> Five commissioned heads and assistant heads of the Coast Guard, Public Health Service, and Coast and Geodetic Survey have not been included in the official reclassification and therefore are omitted from this table.

<sup>3</sup> Some men scientists engaged in enforcing the Food and Drug Act have been included under "scientific research and investigation" rather than under "regulatory."

<sup>4</sup> Not computed, owing to small number involved.

<sup>5</sup> Less than one-tenth of 1 per cent.

**TABLE 5.—Salaries of \$1,800 and over received by women in specified positions in the departmental service of the executive departments and independent establishments included in this study, by position**

Position	Women receiving \$1,800 and over	Number of women receiving—										
		\$1,800	Over \$1,500 and under \$2,100	\$2,100 and under \$2,400	\$2,400 and under \$2,800	\$2,800 and under \$3,200	\$3,200 and under \$3,600	\$3,600 and under \$4,000	\$4,000 and under \$4,400	\$4,400 and under \$4,800	\$5,200 and under \$6,000	\$6,000 and under \$6,500
All classes.....	2,176	988	303	495	214	77	9	18	5	2	7	8
Per cent distribution.....	100.0	45.2	13.7	22.7	9.8	3.5	0.4	0.8	0.2	0.1	0.3	0.1
Administrative.....	74			1	37	22	2	2	1	1	5	8
Per cent distribution.....	100.0			1.4	50.0	29.7	2.7	2.7	1.4	1.4	6.8	4.1
Chief of bureau or commissioner.....	6										2	8
Assistant chief of bureau.....	8						1		1		1	
Administrative head of primary division or special advisor.....	5							2		1	2	
Administrative head, secondary division; assistant head, primary division; and administrative secretary.....	2					1						
Chief clerk, disbursing officer, and appointment officer.....	7		1	4	2							
Administrative head, minor general division; assistant head, secondary division.....	12				4	8						
General administrative assistant.....	40				20	11						
Scientific research and investigation.....	87	27	4	15	18	14	1	5	1	1		
Per cent distribution.....	100.0	31.0	4.6	18.4	20.7	16.1	1.1	5.7	1.1	1.1		
Chemist.....	20	4	1	2	0	2		3	1	1		
Pathologist.....	18	1	2	6	5	3	1			1		
Physicist.....	17	9	1	4	3							
Botanist.....	11	6		2	2	1						
Home economist.....	8				1	5		2				
Nematologist.....	4	4										
Entomologist.....	3	2		1								
Plant physiologist.....	2	1				1						
Bacteriologist.....	1					1						
Horticulturist.....	1			1								
Zoologist.....	1				1							
Computer.....	1					1						
Cooperative extension.....	7						2	4			1	
Home economist.....	3							2				1
Specialist in milk utilization.....	2						2					
Boy's and girl's club organizer.....	1							1				
Agriculturist.....	1										1	

Legal.....	104	40	13	35	11	4	1						
Per cent distribution.....	100.0	38.5	12.5	33.7	10.6	3.8	1.0						
Attorney.....	1					1							
Attorney-investigator.....	3			1	1	1							
Examiner.....	88	40	13	27	6	1	1						
Law clerk.....	12			7	4	1							
Fact collection, compilation, and analysis.....	94	25	3	10	33	14	1	5	2				
Per cent distribution.....	100.0	28.6	3.2	10.6	36.1	14.9	1.1	5.3	2.1			1.1	
Economic analyst.....	54	15	3	2	25	8							1
Business specialist.....	12	6		3	2	1							
Census agent.....	11	4		3	1	2	1						
Educationist.....	13			1	4	2		4	2				
Investigator Government department management.....	4			1	1	1		1					
Library.....	67	24	9	15	12	6		1					
Per cent distribution.....	100.0	35.8	13.4	22.4	17.9	9.0		1.5					
Librarian.....	44	16	2	8	11	6		1					
Library assistant.....	23	8	7	7	1								
Regulatory.....	1			1									
Directive.....	8	1	3	2	1				1				
Civil-service examining.....	13	5		4	2	2							
Patent examining.....	3			2	1								
Examiner of trade-marks and designs.....	3			2	1								
Drafting.....	18	8	2	4	2	2							
Engineering draftsman.....	17	8	1	4	2	2							
Office draftsman.....	1		1										
Scientific illustrating.....	13	7	2	4									
Scientific aid.....	5	3		1	1								
Nursing and social.....	7			2	2	3							
Editorial and translation.....	37	7	3	12	10	8	1	1					
Per cent distribution.....	100.0	18.9	8.1	32.4	27.0	8.1	2.7	2.7					
Editor.....	18	1		4	8	3	1	1					
Editorial clerk.....	11	3	2	5	1								
Translator.....	8	3	1	3	1								

<sup>1</sup> Twenty-two medical officers and patent examiners were not included in the salary study.

**TABLE 5.—Salaries of \$1,860 and over received by women in specified positions in the departmental service of the executive departments and independent establishments included in this study, by position—Continued**

Position	Women receiving \$1,860 and over	Number of women receiving—										
		\$1,860	Over \$1,860 and under \$2,100	\$2,100 and under \$2,400	\$2,400 and under \$2,800	\$2,800 and under \$3,200	\$3,200 and under \$3,600	\$3,600 and under \$4,000	\$4,000 and under \$4,400	\$4,400 and under \$4,800	\$5,200 and under \$6,000	\$6,000 and under \$6,500
Accounting and auditing.....	185	51	5	70	42	7	1					
Per cent distribution.....	100.0	27.6	2.7	42.7	22.7	3.8	0.5					
Accountant and auditor.....	4		2			1	1					
Accounting and auditing assistant.....	181	51	5	77	42	6						
Stenography and typing.....	407	223	80	81	18							
Per cent distribution.....	100.0	57.2	19.7	19.9	3.2							
Secretary-stenographer.....	26	9	7	0	1							
Clerk-stenographer or stenographer.....	329	188	07	07	12							
Typist.....	52	41	6	5								
Clerical.....	1,046	552	239	320	29							
Per cent distribution.....	100.0	52.8	22.8	31.0	2.8							
Supervisory.....	72	26	18	27	1							
Office-device operators.....	2	1	1									
Clerks—miscellaneous.....	972	525	220	199	28							

TABLE 6.—Salaries of \$1,860 and over received by women in the departmental service of specified executive departments and independent establishments, by establishment

Establishment	Women receiving \$1,860 and over	Number of women receiving—										
		\$1,860	Over \$1,860 and under \$2,100	\$2,100 and under \$2,400	\$2,400 and under \$2,900	\$2,800 and under \$3,200	\$3,200 and under \$3,600	\$3,600 and under \$4,000	\$4,000 and under \$4,400	\$4,400 and under \$4,800	\$5,200 and under \$6,000	\$6,000 and under \$6,500
Total	2,176	983	368	495	214	77	9	18	5	2	7	8
Per cent distribution	100.0	45.2	16.7	22.7	9.8	3.5	0.4	0.8	0.2	0.1	0.3	0.1
Bureau of Efficiency	9	2	2	3	1	1						
Civil Service Commission	45	19	11	9	2							1
Per cent distribution	100.0	42.2	24.4	20.0	4.7	4.4						2.2
Employees' Compensation Commission	11	8		2							1	
Federal Board for Vocational Education	13	6	1					2	3		1	
Federal Trade Commission	27	8	7	10	1	1						
Per cent distribution	100.0	29.6	25.9	37.0	3.7	3.7						
Tariff Commission	27	4	8	10	3	2						
Per cent distribution	100.0	14.8	29.6	37.0	11.1	7.4						
Veterans' Bureau	1,259	132	59	51	11	6						
Per cent distribution	100.0	51.0	22.8	19.7	4.2	2.3						
Department of Agriculture	383	157	41	98	45	23	4	10	1	1	2	1
Per cent distribution	100.0	41.0	10.7	25.6	11.7	6.0	1.0	2.6	0.3	0.3	0.5	0.3
Office of the Secretary, including Extension Service, Library, Office of Experiment Stations, Fixed Nitrogen Research Laboratory	86	34	9	23	10	3		6			1	
Per cent distribution	100.0	39.5	10.5	26.7	11.6	3.5		7.0			1.2	
Bureau of—												
Agricultural Economics	75	31	14	18	8		1					
Per cent distribution	100.0	41.3	18.7	24.0	10.7		1.3					
Animal Industry	8	7			1							
Biological Survey	9	3	1	4		1						
Chemistry	24	7		11	5			1				
Entomology	19	13		5		1						
Home Economics	21	5		1	2	6		3	1	1	1	1
Plant Industry	70	32	3	18	10	6	1					
Per cent distribution	100.0	45.7	4.3	25.7	14.3	8.6	1.4					
Public Roads	23	10	7	2	2							
Forest Service	21	5	1	13	2							
All others	27	10	6	3	5	1	2					
Per cent distribution	100.0	37.0	22.2	11.1	18.5	3.7	7.4					

<sup>1</sup> Three medical officers in Veterans' Bureau, 8 medical officers in Children's Bureau, 1 medical officer in Treasury Department, and 10 examiners in the Patent Office were not included in the salary study.



TABLE 6.—Salaries of \$1,860 and over received by women in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Woman receiving \$1,860 and over	Number of women receiving—										
		\$1,860	Over \$1,860 and under \$2,100	\$2,100 and under \$2,400	\$2,400 and under \$2,800	\$2,800 and under \$3,200	\$3,200 and under \$3,600	\$3,600 and under \$4,000	\$4,000 and under \$4,400	\$4,400 and under \$4,800	\$5,200 and under \$6,000	\$6,000 and under \$8,500
Department of Commerce.....	1249	108	44	70	10	6	1					
Per cent distribution.....	100.0	42.6	17.7	28.1	7.8	8.6	0.4					
Office of the Secretary.....	9	6	1	2		1						
Bureau of—												
Census.....	92	30	21	31	6	3	1					
Per cent distribution.....	100.0	32.6	22.8	33.7	6.5	3.3	1.1					
Fisheries.....	8	4	1	1								
Foreign and Domestic Commerce.....	65	31	6	12	3	1						
Per cent distribution.....	100.0	56.4	14.5	21.5	5.5	1.5						
Standards.....	42	23	4	9	6	1						
Per cent distribution.....	100.0	52.4	9.6	21.4	14.3	2.4						
Patent Office.....	137	11	9	14	3							
Per cent distribution.....	100.0	20.7	24.8	37.9	8.1							
All others.....	8	3		1	1							
Department of the Interior.....	246	118	47	61	18	2					1	
Per cent distribution.....	100.0	48.7	19.1	24.8	7.3	0.8					0.4	
Office of the Secretary.....	10	8	1	1								
Bureau of—												
Education.....	19	6	1	9	4	2					1	
Mines.....	19	8	4	2								
Pensions.....	61	61	6	24								
Per cent distribution.....	100.0	97.0	6.6	28.4								
General Land Office.....	45	12	21	7	5							
Per cent distribution.....	100.0	26.7	46.7	15.6	11.1							
Geological Survey.....	48	11	14	17	6							
Per cent distribution.....	100.0	22.9	29.2	35.4	12.5							
Office of Indian Affairs.....	9			8								
All others.....	6	3		1								
Department of Labor.....	1124	40	10	16	29	19	1	3	1	1	2	1
Per cent distribution.....	100.0	39.5	8.1	12.1	23.4	9.7	0.8	2.4	0.8	0.8	1.6	0.8
Office of the Secretary, including Division of Conciliation.....	11	4	2	1	2	2						

Bureau of--																			
Immigration	5	5																	
Labor Statistics	17	6	1	5	3														
Naturalization	12	9																	
Children's Bureau	133	17	3	6	13														
Per cent distribution	100.0	32.1	5.7	11.3	20.2														
Employment Service	4	1	1																
Women's Bureau	23	7	3	1	3														
Post Office Department	68	24	20	7	7														
Per cent distribution	100.0	35.3	42.6	10.3	10.3														
Office of--																			
Postmaster General	11	5	3	1	1														
First Assistant Postmaster General	10	4	2	3	1														
Second Assistant Postmaster General	3	4	3																
Third Assistant Postmaster General	26	6	13	1	3														
Per cent distribution	100.0	26.1	31.5	3.8	11.5														
Fourth Assistant Postmaster General	13	5	5	2	1														
Department of State	51	27	3	9	3														
Per cent distribution	100.0	52.9	15.7	17.6	5.9														
Treasury Department	154	323	93	130	74														
Per cent distribution	100.0	49.1	14.3	22.0	11.1														
Office of the Secretary	19	12	3	3	1														
Bureau of Internal Revenue	418	139	43	103	33														
Per cent distribution	100.0	45.2	11.0	25.8	16.1														
Office of Treasurer of United States	27	20	5		1														
Per cent distribution	100.0	74.1	18.5		3.7														
Public Debt Service	133	73	33	23	3														
Per cent distribution	100.0	55.5	25.9	18.7	2.2														
All others	22	27	9	13	6														
Per cent distribution	100.0	48.6	14.5	25.8	9.7														

<sup>1</sup> Three medical officers in Veterans' Bureau, 3 medical officers in Children's Bureau, 1 medical officer in Treasury Department, and 10 examiners in the Patent Office were not included in the salary study.

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TABLE 7.—Number of women and men who received provisional appointments at specified salaries in the departmental service from July 1, 1924, to March 4, 1925

Salary per annum	Women		Men		Salary per annum	Women		Men	
	Number	Per cent	Number	Per cent		Number	Per cent	Number	Per cent
Total	1505	100.0	1914	100.0	\$1,320	346	48.7	121	14.3
\$600	5	1.0	96	10.7	\$1,440	1	.2	1	.1
\$720			1	.1	\$1,500	16	2.6	25	2.7
\$750			2	.3	\$1,680	3	.6	9	1.0
\$900	1	.2	64	7.0	\$1,800	8	1.6	234	26.6
\$1,020	1	.3	61	6.7	\$2,100			15	1.6
\$1,060			6	.7	\$2,400	2	.4	27	2.8
\$1,140	211	41.8	205	22.4	\$3,000	5	1.0	11	1.2
\$1,200			1	.1	\$3,300			1	.1
\$1,260	2	.4			\$3,600	2	.4	10	1.0
					\$5,200			1	.1

Scientific research and investigation:  
 Junior chemist—7 men at \$1,800.  
 Assistant chemist—1 man, 1 woman, at \$1,800.  
 Associate chemist, physical—1 man at \$2,400.  
 Junior physicist—2 men at \$1,800.  
 Assistant physicist—2 men at \$1,800.  
 Associate physicist—1 man at \$2,400.  
 Junior botanist—1 man at \$1,800.  
 Junior home economic specialist—1 woman at \$1,800.  
 Assistant home economic specialist—1 woman at \$2,400.  
 Associate home economic specialist—4 women at \$3,000.  
 Home economic specialist—2 women at \$3,800.  
 Assistant mathematician, tidal—1 man at \$2,400.  
 Mathematician—4 men at \$1,800.  
 Junior sugar technologist—3 men at \$1,800.  
 Associate technologist—1 man at \$1,800, 1 man at \$2,000.  
 Agronomist—1 man at \$3,900.  
 Assistant meteorologist—1 man at \$2,400.  
 Associate fisheries biologist—1 man at \$3,800.  
 Assistant curator—1 man at \$2,400.  
 Cooperative extension: Extension animal husbandryman—1 man at \$3,800.  
 Legal:  
 Naturalization examiner, law—2 men at \$1,800.  
 Insurance claims examiner—24 men at \$1,800.  
 Land law clerk—2 men at \$1,500.  
 Fact collection, compilation, and analysis:  
 Research assistant in civil-service tests—1 woman at \$1,500.  
 Junior agricultural statistician—1 man at \$1,800.  
 Assistant agricultural economist—6 men at \$2,400.  
 Assistant economist, financial—1 woman at \$2,400, 1 woman at \$3,000.  
 Assistant petroleum economist—1 man at \$2,400.  
 Assistant agricultural economist—3 men at \$3,000.  
 Agricultural economist—3 men at \$3,900.  
 Special agent—1 woman at \$1,050.  
 Senior economist—1 man at \$5,200.  
 Assistant marketing specialist—6 men at \$2,400.  
 Associate marketing specialist—1 man at \$3,000.  
 Senior investigator assistant—1 man at \$1,800.  
 Industrial investigator—1 man at \$2,400.  
 Medical:  
 Medical officer—2 men at \$2,400, 2 men at \$3,900.  
 Physician—1 man at \$1,200.  
 Library:  
 Library aid—2 men at \$1,140, 1 man at \$1,230, 3 women at \$1,320.  
 Junior library assistant—1 woman at \$1,500.  
 Library assistant—1 woman at \$1,230, 1 woman at \$1,800.

Civil service examiner: Civil-service examiner, junior grade—1 woman at \$1,500.  
 Patent examining:  
 Junior patent examiner—21 men at \$1,800.  
 Assistant examiner, Patent Office—101 men at \$1,800.  
 Assistant examiner, trade-marks and designs—1 man at \$1,800, 1 woman at \$1,800.  
 Engineering:  
 Junior engineer—8 men at \$1,800, 1 man at \$2,400.  
 Assistant engineer—2 men at \$1,800, 1 man at \$2,400.  
 Engineer—6 men at \$3,900.  
 Senior engineer—1 man at \$1,300.  
 Plumbers' specification writer—1 man at \$2,400.  
 Superintendent of construction—1 man at \$3,900.  
 Steam engineer, first class—1 man at \$1,500.  
 Veterinary: Junior veterinarian—1 man at \$1,800.  
 Drafting:  
 Apprentice draftsman—1 man at \$1,140.  
 Architectural draftsman—1 man at \$1,800.  
 Copyist draftsman—1 man at \$1,800.  
 Copyist topographic draftsman—2 men, 2 women, at \$1,230, 1 man at \$1,500.  
 Topographic aid—13 men at \$1,140.  
 Hydrographic and topographic draftsman—1 man at \$1,800.  
 Mechanical draftsman—2 men at \$1,800.  
 Artistic and mechanical lithographing:  
 Apprentice copperplate map engraver—1 man at \$1,500.  
 Apprentice lithographic draftsman—2 men at \$1,020.  
 Minor apprentice map printer—4 men at \$600.  
 Expert engrosser—1 man at \$1,800.  
 Illustrating: Commercial artist—1 man at \$1,800.  
 Scientific aid:  
 Assistant scientific aid in biological assay—1 woman at \$1,500, 1 man at \$1,500.  
 Assistant scientific aid museum history—1 woman at \$1,500.  
 Junior aid—7 men at \$600, 1 man at \$1,140, 1 man at \$1,320.  
 Junior preparator, biology—1 man at \$1,140.  
 Laboratory assistant, junior grade—2 men at \$1,140.  
 Laboratory helper—1 man at \$600.  
 Minor scientific aid—1 man at \$600.  
 Aid, division ethnology—1 man at \$1,800.  
 Laboratory aid—1 man at \$1,320.  
 Laboratory aid, nematology—1 woman at \$1,320.  
 Laboratory aid, pathology—1 man at \$1,140.  
 Laboratory aid in plant introduction—1 man at \$600, 3 men at \$1,140.  
 Senior aid—1 man at \$1,140, 1 man at \$1,500.

TABLE 7.—Number of women and men who received probational appointments at specified salaries in the departmental service from July 1, 1924, to March 4, 1925—Continued

Engineering aid: Laboratorian, engineering—2 men at \$1,500.	Clerical:
Laboratory mechanic:	Junior statistical clerk—1 woman at \$1,140, 9 women at \$1,320, 1 man at \$1,320, 1 woman at \$1,500.
Assistant paper maker—1 man at \$1,140.	Accountant and statistical clerk—1 woman at \$1,500.
Cotton classer's helper—1 man at \$1,500.	Tabulator and computer—1 man at \$1,320.
Grain sampler—1 man at \$1,080.	Bookkeeper—1 man at \$1,140, 2 men at \$1,080.
Hay standards helper—1 woman at \$900.	Check and bond sorter—1 woman at \$1,020.
Experimental baker—1 man at \$1,560.	File clerk—14 women at \$1,140, 12 men at \$1,140, 2 men at \$1,320.
Editor and translator:	General clerk—1 man at \$1,020, 2 women at \$1,140, 79 men at \$1,140, 1 woman at \$1,320, 15 men at \$1,320.
Director forest publications—1 man at \$3,900.	Main finger print classifier—2 women at \$1,080.
Editorial clerk—2 men at \$1,320.	Addressograph operator—1 man at \$1,320, 1 man at \$1,440.
Photography:	Calculating-machine operator—3 women at \$1,140, 5 women at \$1,320, 1 woman at \$1,500.
Photo-negative cutter—1 man at \$1,080.	Flat bed bookkeeping machine operator—2 women at \$1,500.
Animation artist, photographer—1 man at \$3,000.	Graphotype operator—3 women at \$1,140.
Photographer—1 man at \$1,320.	Junior telephone operator—3 women at \$1,140, 1 man at \$1,140.
Gardening: Gardener—3 men at \$1,140.	Mimeograph operator—3 men at \$1,140.
Accounting and auditing:	Multigraph operator—1 woman at \$1,440.
Junior auditor, consolidated audit unit—2 men at \$2,100, 2 men at \$2,400.	Telegraph operator—1 man at \$1,680.
Junior auditor, corporation audit unit—36 men at \$1,860, 3 women at \$1,960.	Messenger: <sup>1</sup>
Assistant auditor, income tax—1 man at \$1,080, 3 men at \$1,360.	Junior messenger—5 men at \$600.
Auditor income tax unit—2 men at \$1,860, 4 men at \$2,100, 7 men at \$2,400, 2 men at \$3,000.	Assistant messenger—1 woman at \$600, 18 men at \$600, 2 men at \$750, 2 men at \$900.
Railroad auditor—3 men at \$3,000, 1 man at \$3,300.	Examiner's aid, patent office—5 men at \$900.
Examiner of accounts—1 man at \$2,100.	Messenger, boy and girl—4 women at \$600, 60 men at \$600, 1 man at \$720, 1 man at \$900.
Senior auditor, consolidated audit division—1 woman at \$1,860.	Messenger and skilled laborer—2 men at \$1,020.
Senior auditor, corporation audit division—2 men at \$1,860, 8 men at \$2,100.	Subclerk—1 man at \$600, 3 men at \$1,080, 1 woman at \$1,320.
Stenography and typewriting:	Mechanic: <sup>2</sup> Mechanic <sup>3</sup> —6 men at \$600, 39 men at \$900, 8 men at \$1,020, 1 man at \$1,080, 5 men at \$1,140, 8 men at \$1,500, 1 man at \$1,860.
Junior stenographer—2 women at \$1,320, 2 men at \$1,320.	Clerical mechanic:
Junior typist—3 women at \$1,140.	Operative—34 women at \$1,140, 3 men at \$1,140, 2 women at \$1,220.
Secretary-stenographer—1 woman at \$1,500, 1 man at \$1,080.	Press feeder—2 men at \$1,140.
Stenographer-typist—199 women at \$1,320, 37 men at \$1,320, 7 women at \$1,500, 6 men at \$1,500.	Custodial: Custodian <sup>4</sup> —48 men at \$1,020, 2 men at \$1,080, 1 man at \$1,140.
Typist—148 women at \$1,140, 64 men at \$1,140, 2 women at \$1,260, 19 women at \$1,320, 63 men at \$1,320.	
Dictating-machine transcriber—1 woman at \$1,220.	

<sup>1</sup> Eleven women, 197 men mechanics and messengers employed at hourly and daily rates not included in table.

<sup>2</sup> Examinations listed as follows: Apprentice Government Printing Office, awning maker, carpenter, chauffeur, clock repairman, electrician, elevator conductor, fireman, junior mechanic, tinner, shop apprentice, typewriter repairman, post exterminator, steam fitter, mill hand (woodwork), wireman.

<sup>3</sup> Examinations listed as follows: Guard, watchman, assistant keeper national zoological park.

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TABLE 3.—Salaries of women and men in administrative positions in the departmental service of specified executive departments and independent establishments, by establishment

Establishment	Receiving \$1,860 and over				Number of women and men receiving—				
	Total	Women		Men		\$2,400 (CAF T)		\$2,580 and under \$2,700 (CAF T)	
		Number	Per cent	Number	Per cent	Women	Men	Women	Men
<b>Total</b>	1,108	74	6.7	1,030	93.2	20	24	9	61
Per cent distribution		100.0		100.0		27.0	27.1	12.2	58.9
Chief of bureau or commissioner	82	5	6.1	77	93.9				
Assistant chief of bureau	53	3	5.7	50	94.2				
Administrative head of primary division, or special advisor	287	5	2.1	222	97.9				
Administrative head, secondary division; assistant head, primary division; and administrative secretary	130	2	1.5	128	98.5				1
Chief clerk, disbursing officer, and appointment officer	94	7	7.4	87	92.6	12	4	1	2
Administrative head, minor general division; assistant head, secondary division	207	12	5.8	195	94.2				
General administrative assistant	201	40	19.9	161	80.1	15	20	5	56
Bureau of Efficiency	6	1	16.7	5	83.3	1			
Civil Service Commission	22	2	9.1	20	90.9		2		5
Employees' Compensation Commission	4	1	25.0	3	75.0				
Federal Board for Vocational Education	10	1	10.0	9	90.0				
Federal Trade Commission	18			18	100.0				1
Tariff Commission	11			11	100.0				
Veterans' Bureau	79	6	10.1	71	89.9	5	5		
<b>Department of Agriculture</b>	263	12	4.6	251	95.4	2	9	3	13
Office of the Secretary, including Extension Service, Library, Office of Experiment Stations, Fixed Nitrogen Research Laboratory	53	4		49		1		1	7
Bureau of—									
Agricultural Economics	87	2		85				1	2
Animal Industry	26			26			1		1
Biological Survey	16	1		15					1
Chemistry	18			18					
Dairying	3			3					
Entomology	7			7					
Home Economics	1	1							
Plant Industry	42			42			3		3
Public Roads	14	2		12			1		
Soils	6			6			1		
Federal Horticultural Board	3	1		2					
Forest Service	25			25			1		
Insecticide and Fungicide Board	2			2					
Packers and Stockyards Administration	8			8					
Weather Bureau	11	1		10		1	2		
<b>Department of Commerce</b>	146	6	4.1	140	95.9	2	5	2	6
Office of the Secretary	15			15					
Bureau of—									
Census	17	3		14				1	4
Fisheries	5			5			1		
Foreign and Domestic Commerce	50			50					
Navigation	6			6			1		
Standards	24	1		23			2	1	2
Coast and Geodetic Survey	6			6			1		
Patent Office	21	2		19		2			
Steamboat-Inspection Service	2			2					

1 One chief clerk received \$2,300, a salary lower than the minimum salary in the administrative service.

THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE 63

TABLE 8.—Salaries of women and men in administrative positions in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Receiving \$1,800 and over				Number of women and men receiving—				
	Total	Women		Men		\$2,400 (CAF 7)		\$2,500 and under \$2,700 (CAF 7)	
		Number	Per cent	Number	Per cent	Women	Men	Women	Men
Department of the Interior.....	133	7	5.3	126	94.7	4	33	2	5
Office of the Secretary.....	13			13			4		
Bureau of—									
Education.....	19	1		9			1		2
Mines.....	8	1		7				1	
Pensions.....	39			30			14		
Reclamation.....	7	4		6			1	1	
General Land Office.....	17			17					1
Geological Survey.....	15	4		11		4			2
Government in the Territories and Alaska Railroad.....	1			1					
National Park Service.....	2			2					
Office of Indian Affairs.....	25			25			13		
Department of Labor.....	44	12	27.3	32	72.7	1	6	1	2
Office of the Secretary, including Division of Conciliation.....	9	1		8			1		1
Bureau of—									
Immigration.....	4			4			1		
Labor Statistics.....	5			5			1		1
Naturalization.....	9			9					
Children's Bureau.....	7	6		1		1			
Employment Service.....	7	2		5			2		
Women's Bureau.....	2	3						1	
Post Office Department.....	190	8	6.7	112	93.3	5	26		26
Office of—									
Postmaster General.....	31	2		29		1	9		7
First Assistant Postmaster General.....	28	1		26		1	4		2
Second Assistant Postmaster General.....	20	1		19					3
Third Assistant Postmaster General.....	30	3		27		2	11		2
Fourth Assistant Postmaster General.....	19	1		17		1	2		6
Department of State.....	51	4	7.8	47	92.2	1	3		
Treasury Department.....	197	12	6.1	185	93.9	1	7	3	9
Office of the Secretary.....	12			12					
Bureau of—									
The Budget.....	11			11					
Public Health Service.....	10	3		8		1	4		
Coast Guard.....	6			6					
Office of—									
Commissioner of Accounts and Deposits, including Division of Bookkeeping and Warrants.....	8	1		7					
Commissioner of Internal Revenue.....	98	4		94				1	1
Comptroller of Currency.....	8			7			1		
Treasurer of United States.....	17	1		16					6
Supervising Architect.....	4			4			3		
Public Debt Service.....	18	2		16				1	2
Miscellaneous, including Customs Service, Mint, and Secret Service.....	5	1		4					

64 THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE

TABLE 8.—Salaries of women and men in administrative positions in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Number of women and men receiving—Continued										
	\$2,700 and under \$3,000 (CAF 7, 8)		\$3,000 (CAF 7, 8, 9; Sub F 8)		\$3,100 and under \$3,300 (CAF 8, 9)	\$3,300 and under \$3,800 (CAF 9, 10)		\$3,800 (CAF 10, 11; P 4)		\$3,900 and under \$4,400 (CAF 10, 11; P 4)	
	Wom- en	Men	Wom- en	Men	Men	Wom- en	Men	Wom- en	Men	Wom- en	Men
Total.....	13	143	18	151	9	2	100	2	54	1	40
Per cent distribution.....	17.6	13.9	24.2	14.7	0.9	2.7	9.7	2.7	5.2	1.4	3.9
Chief of bureau or commissioner.....						1			2	1	
Assistant chief of bureau.....											
Administrative head of primary division, or special advisor.....				15			1	2	10		
Administrative head, secondary division; assistant head, primary division; and administrative secretary.....			1	2		1	26		24		25
Chief clerk, disbursing officer, and appointment officer.....	2	6	2	19	6		20		3		5
Administrative head, minor general division; assistant head, secondary division.....	4	52	9	87	3		53				
General administrative assistant.....	7	85	7	28							
Bureau of Efficiency.....											
Civil Service Commission.....	1	1		1			1		3		3
Employees' Compensation Commission.....				1							
Federal Board for Vocational Education.....					1						
Federal Trade Commission.....		4			1		1				1
Tariff Commission.....				1							
Veterans' Bureau.....	2	12	3	15	1		11		1		5
Department of Agriculture.....	2	44	4	26	1		22		9		7
Office of the Secretary, including Extension Service, Library, Office of Experiment Stations, Fixed Nitrogen Research Laboratory.....	1	10	1	11			6		1		1
Bureau of—											
Agricultural Economics.....	1	6		6			5		2		
Animal Industry.....		4		2			1		2		
Biological Survey.....	1	1	1	2	1						
Chemistry.....		4					2		1		1
Dairying.....				1							
Entomology.....		2					1				
Home Economics.....											
Plant Industry.....		3		3							
Public Roads.....		3	2	1			1		1		
Soils.....		1		2							
Federal Horticultural Board.....	1	1					1				
Forest Service.....		3		4			3		2		4
Insecticide and Fungicide Board.....				1							
Packers and Stockyards Administration.....		1		1			2				1
Weather Bureau.....		5		2							

THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE 65

TABLE 8.—Salaries of women and men in administrative positions in the departmental services of specified executive departments and independent establishments, by establishment—Continued

Establishment	Number of women and men receiving—Continued										
	\$2,700 and under \$3,000 (CAF 7, 8)		\$3,000 (CAF 7, 8, 9; Sub P 8)		\$3,100 and under \$3,300 (CAF 8, 9)	\$3,300 and under \$3,800 (CAF 9, 10)		\$3,800 (CAF 10, 11; P 4)		\$3,900 and under \$4,400 (CAF 10, 11; P 4)	
	Women	Men	Women	Men	Men	Women	Men	Women	Men	Women	Men
Department of Commerce	1	16	1	15	2		17		8		2
Office of the Secretary		5		2			5		1		
Bureau of—											
Census	1	1	1						1		
Fisheries					1						1
Foreign and Domestic Commerce		1		7	1		8				1
Navigation							2				
Standards		1		3			2		1		
Coast and Geodetic Survey		1		1							
Patent Office		7		2					1		
Steamboat-Inspection Service											
Department of the Interior		18		22			9		4		2
Office of the Secretary		5					3				1
Bureau of—											
Education				1			1		1		
Mines		3									
Pensions		4		5			3		1		1
Reclamation				2							
General Land Office				9			1		2		
Geological Survey		1									
Government in the Territories and Alaska											
Railroad		1									
National Park Service											
Office of Indian Affairs		4		5			1				
Department of Labor	1	3	2	6	1		4	2	5	1	
Office of the Secretary, including Division of Conciliation		1	1	2	1				1		
Bureau of—											
Immigration							1				
Labor Statistics									2		
Naturalization		1		3			3				
Children's Bureau			1					2	1		
Employment Service	1	1		1							
Women's Bureau										1	
Post Office Department	2	12	1	15	2		8		9		1
Office of—											
Postmaster General			1	4	2		2				
First Assistant Postmaster General		1		6					4		
Second Assistant Postmaster General	1	5		3			3				
Third Assistant Postmaster General		6							1		1
Fourth Assistant Postmaster General				2					4		
Department of State		10	2	11		1	3		12		



66 THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE

TABLE 8.—Salaries of women and men in administrative positions in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Number of women and men receiving—Continued										
	\$2,700 and under \$3,000 (CAF 7, 8)		\$3,000 (CAF 7, 8, 9; Sub P 8)		\$3,100 and under \$3,300 (CAF 8, 9)	\$3,300 and under \$3,800 (CAF 9, 10)		\$3,800 (CAF 10, 11; P 4)		\$3,900 and under \$4,400 (CAF 10, 11; P 4)	
	Women	Men	Women	Men	Men	Women	Men	Women	Men	Women	Men
Treasury Department.....	1	73	5	28		1	24		8		19
Office of the Secretary.....		4					2				1
Bureau of—											
The Budget.....							2				
Public Health Service.....		1	1	1							
Coast Guard.....		2									
Office of—											
Commissioner of Accounts and Deposits, including Division of Book-keeping and Warrants.....	1	1					2				1
Commissioner of Internal Revenue.....	1	8	2	20			12		5		17
Comptroller of the Currency.....	1	1		1			1				
Treasurer of United States.....		1	1	2			1		1		
Supervising Architect.....											
Public Debt Service.....		4	1	2			2				
Miscellaneous, including Customs Service, Mint, and Secret Service.....		1		1			1				

TABLE 8.—Salaries of women and men in administrative positions in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Number of women and men receiving—Continued													
	\$4,400 and under \$4,800 (CAF 11; P 4)		\$4,800 and under \$5,200 (CAF 11; P 4)		\$5,200 (CAF 12; P 5)		\$5,400 and under \$4,000 (CAF 12; P 5)		\$6,000 (CAF 12, 13; P 5, 6)		\$6,500 and under \$7,500 (CAF 12; P 6)		\$7,500 and over (CAF 13, 14; P 6, 7)	
	Women	Men	Men	Women	Men	Men	Women	Men	Women	Men	Men	Men		
Total	1	30	12	5	167	20	2	56	1	9	59			
Percent distribution	1.4	3.8	1.2	6.8	16.2	3.5	3.7	5.4	1.4	0.9	5.7			
Chief of bureau or commissioner				2	7		2	23	1	7	40			
Assistant chief of bureau		3		1	17	9		9		8	8			
Administrative head of primary division, or special advisor	1	7		2	138	20		24			11			
Administrative head, secondary division; assistant head, primary division; and administrative secretary		19	11											
Chief clerk, disbursing officer, and appointment officer		10	1		8	1								
Administrative head, minor general division; assistant head, secondary division														
General administrative assistant														
Bureau of Efficiency					1	1		2			1			
Civil Service Commission					2				1	2	1			
Employees' Compensation Commission				1	2									
Federal Board for Vocational Education				1	4			3		1				
Federal Trade Commission					2			2			6			
Tariff Commission					2			1			7			
Veterans' Bureau		6	2		1	4		1			8			
Department of Agriculture		7			77	6	1	15		2	8			
Office of the Secretary, including Extension Service, Library, Office of Experiment Stations, Fixed Nitrogen Research Laboratory		4			4			1		1	8			
Bureau of—														
Agricultural Economics		1			8	2		3						
Animal Industry					9	1		2						
Biological Survey					3			1						
Chemistry					9					1				
Dairying					1			1						
Entomology		1			2			1						
Home Economics							1							
Plant Industry					28	3		1						
Public Roads		1			2	1		1						
Soils					1	1		1						
Federal Horticultural Board														
Forest Service					7			1						
Insecticide and Fungicide Board					1									
Factors and Stockyards Administration						2								
Weather Bureau								1						



THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE 69

TABLE 8.—Salaries of women and men in administrative positions in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Number of women and men receiving—Continued.												
	\$4,400 and under \$4,800 (CAF 11; P 4)		\$4,800 and under \$5,200 (CAF 11; P 4)		\$5,200 (CAF 12; P 5)		\$5,400 and under \$6,000 (CAF 12; P 5)		\$6,000 (CAF 12, 13; P 5, 6)		\$6,500 and under \$7,500 (CAF 13; P 6)		\$7,500 and over (CAF 13, 14; P 6, 7)
	Wom- en	Men	Men	Wom- en	Men	Men	Wom- en	Men	Wom- en	Men	Men		
Treasury Department.....		12	7		15	7		13		4	11		
Office of the Secretary Bureau of—						2		2					
The Budget.....					4			3					2
Public Health Service.....		1						1					
Coast Guard.....		2						2					
Office of—													
Commissioner of Accounts and Deposits, includ- ing Division of Bookkeeping and Warrants.....		1				1		1					
Commissioner of Internal Reve- nue.....		4	6		7	1		3		2			7
Comptroller of Currency.....		2											1
Treasurer of United States.....			1		2								1
Supervising Archi- tect.....					1			1					
Public Debt Service Miscellaneous, includ- ing Customs Ser- vice, Mint, and Secret Service.....		2				3				1			1

70 THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE

TABLE 9.—Salaries of \$1,800 and over received by women and men employed in scientific research in the departmental service of specified executive departments and independent establishments, by establishment

Establishment	Receiving \$1,800 and over				Number of women and men receiving—				
	Women		Men		\$1,800. (P 1)		\$1,920 and under \$2,100 (P 1)		
	Total	Number	Per cent	Number	Per cent	Women	Men	Women	Men
Total.....	682	180	26.4	502	73.6	26.3	56	4	8
Per cent distribution.....	100.0	100.0		100.0					
Chemist.....	813	20	2.4	293	36.1		4	39	1
Pathologist.....	66	18	27.3	48	72.7	1	1	2	5
Physicist.....	149	17	11.4	132	88.6	9	7	1	2
Botanist.....	28	11	39.3	17	60.7	5	1		
Home economist.....	8	8	100.0						
Plant physiologist.....	25	2	8.0	23	92.0	1			
Bacteriologist.....	15	1	6.7	14	93.3				
Horticulturist.....	22	1	4.5	21	95.5				
Zoologist.....	5	1	20.0	4	80.0				
Computer.....	31	1	3.2	30	96.8		9		
Department of Agriculture.....	382	56	14.7	326	85.3	11	22	2	1
Per cent distribution.....	100.0	100.0		100.0		29.6	6.7	3.6	0.7
Office of the Secretary, including Extension Service, Library, Experiment Stations.....	5	1		4					
Bureau of—									
Animal Industry.....	27	1		26			2		
Chemistry.....	103	7		96		3	16		
Dairying.....	47	1		46			1		
Entomology.....	1	(1)		1					
Home Economics.....	15	13		2					
Plant Industry.....	145	31		114		6	2	2	
Public Roads.....	4			4					1
Soils.....	25			25					
Federal Horticultural Board.....	4	1		3					
Fixed Nitrogen Research Laboratory.....	16	1		15					
Forest Service.....	5			5			1		
Insecticide and Fungicide Board.....	15			15					
Department of Commerce.....	248	23	9.3	225	90.7	10	23	2	7
Bureau of Standards.....	219	22		197		10	24	2	7
Coast and Geodetic Survey.....	29	1		28			9		
Department of the Interior.....	25	1	4.0	24	96.0		1		
Bureau of Mines.....	13			13					
Geological Survey.....	12	1		11			1		
Treasury Department.....	7			7	10.0				
Office of—									
Commissioner of Internal Revenue.....	6			6					
Supervising Architect.....	1			1					

<sup>1</sup> Four women nematologists and three women entomologists are not included in this table because salary data were not secured for men filling similar positions.

<sup>2</sup> Men engaged in fields of scientific research in which no women were employed, such as biology, soil surveying, animal husbandry, geology, etc., have not been included.

THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE 71

TABLE 9.—Salaries of \$1,860 and over received by women and men employed in scientific research in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Number of women and men receiving—Continued											
	\$2,100 and under \$2,400 (P 1)		\$2,400 (P 1, 2)		\$2,500 and under \$2,700 (P 2)		\$2,700 and under \$3,000 (P 2)		\$3,000 (P 2, 3)		\$3,100 and under \$3,300 (P 2)	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Men	
Total	15	37	12	90	2	30	7	45	11	136	2	
Per cent distribution	16.8	6.4	15.9	16.5	2.5	5.2	8.8	7.7	13.8	23.4	6.8	
Chemist	2	14	6	52		18	1	20	1	71	2	
Pathologist	6	4		3	2	2	3	7	2	12		
Physicist	4	9	3	25		8		7		23	1	
Botanist	2	1	1	2		1	2	5		4		
Home economist			1						5			
Plant physiologist		4		2				3	1	6		
Bacteriologist		2	1				1	1		5		
Horticulturist	1	3				1		1		7		
Zoologist			1	1				1		1		
Computer				4					1	4		
Department of Agriculture	11	28	6	44	2	19	6	34	10	98	2	
Per cent distribution	19.6	8.6	10.7	13.5	3.6	5.8	10.7	16.4	17.9	20.1	6.6	
Office of the Secretary, including Extension Service, Library, Experiment Stations						1				1		
Bureau of—												
Animal Industry		2	1	2		1		1		10		
Chemistry	1	6	2	12		8		6		25	1	
Dairying		1		2			1	5		1	1	
Home Economics			2	1					6			
Plant Industry	5	12	1	8	2	5	5	17	4	22		
Public Roads				1						2		
Soils				12		1				6		
Federal Horticultural Board	1							1				
Fixed Nitrogen Research Laboratory	1	4		2		2		2		2		
Forest Service				1						2		
Insecticides and Fungicide Board		2		3		1		1		2		
Department of Commerce	4	9	5	39		10	1	8	1	48	1	
Bureau of Standards	4	9	5	35		10	1	8		20	1	
Coast and Geodetic Survey				4					5	6		
Department of the Interior			1	5		1		2		5		
Bureau of Mines				1				1		4		
Geological Survey			1	4		1				1		
Treasury Department				2						1		
Office of Commissioner of Internal Revenue				2						1		

72 THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE

TABLE 9.—Salaries of \$1,880 and over received by women and men employed in scientific research in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Number of women and men receiving—Continued										
	\$3,300 and under \$3,800 (P 3)		\$3,800 (P 4)		\$4,000 and under \$4,400 (P 4)		\$4,400 and under \$4,800 (P 4)		\$4,800 and under \$5,100 (P 4)		\$5,200 and over (P 5)
	Wom- en	Men	Wom- en	Men	Wom- en	Men	Wom- en	Men	Men	Men	
Total	1	25	5	91	1	19	1	10	3	19	
Per cent distribution	1.3	6.0	6.3	15.6	1.8	3.3	1.3	1.7	0.5	1.9	
Chemist		14	3	28	1	7	1	5	1	7	
Pathologist	1	7		10		1		2			
Physicist		3		23		8		2		13	
Botanist				2		1					
Home economist			2								
Plant physiologist		4		3				1			
Bacteriologist		4		1							
Horticulturist		3		4		1				1	
Zoologist				1		1					
Computer				10							
Department of Agriculture	1	28	5	45	1	8	1	5	1	4	
Per cent distribution	1.8	8.6	8.0	13.8	1.8	2.5	1.6	1.5	0.3	1.2	
Office of the Secretary, including Extension Service, Library, Experiment Stations			1	2							
Bureau of—											
Animal Industry		2		4		2					
Chemistry		6	1	9		3		1		3	
Dairying		2		2				1			
Entomology						1					
Home Economics			2		1		1	1			
Plant Industry	1	13		21		2		1		1	
Soils		2		4							
Federal Horticultural Board		1						1			
Fixed Nitrogen Research Laboratory											
Insecticide and Fungicide Board		1		3						1	
Department of Commerce		5		39		9		4	2	14	
Bureau of Standards				30		9		4	2	14	
Const and Geodetic Survey				9							
Department of the Interior		2		4		2				1	
Bureau of Mines				1		1				1	
Geological Survey				3		1					
Treasury Department				3				1			
Office of—											
Commissioner of Internal Revenue				2				1			
Supervising Architect				1							

THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE 73

TABLE 10.—Salaries of \$1,860 and over received by women and men employed in legal work in the departmental service of specified executive departments and independent establishments, by establishment

Establishment	Receiving \$1,860 and over				Number of women and men receiving—				
	Total	Women		Men		\$1,860 (P 1; CAF 3, 4, 5)		\$1,920 and under \$2,100 (P 1; CAF 4, 5)	
		Number	Per cent	Number	Per cent	Women	Men	Women	Men
Total.....	682	104	15.2	1,578	84.8	40	105	13	29
Per cent distribution.....		100.0		100.0		38.5	18.2	12.5	5.9
Attorney.....	121	1	.8	120	99.2				
Attorney Investigator.....	32	3	9.4	29	90.6		1		
Law examiner.....	469	88	18.8	381	81.2	40	60	13	29
Law clerk.....	60	12	20.0	48	80.0		8		
Employees' Compensation Commission.....	5	1	20.0	4	80.0	1			
Federal Trade Commission.....	38	3	7.9	35	92.1		1		
Veterans' Bureau.....	165	4	2.4	161	97.6		45	1	4
Department of Commerce—Patent Office.....	4			4					
Department of the Interior.....	513	51	25.9	232	74.1	39	52	12	24
Office of the Secretary.....	18			18					
Bureau of—									
Mines.....	2			2					
Pensions.....	181	53		128		33	44	2	2
Reclamation.....	2			2					
General Land Office.....	101	27		74		5	7	10	23
National Park Service.....	1			1					
Office of Indian Affairs.....	8	1		7			1		
Department of Labor.....	10	2		8			1		
Bureau of—									
Naturalization.....	5	2		3			1		
Immigration.....	5			5					
Post Office Department.....	1			1					
Department of State.....	21	2	9.5	19	90.5		1		
Treasury Department.....	125	11	8.8	114	91.2		5		
Office of the Secretary.....	1			1					
Bureau of the Budget.....	3			3					
Customs Service.....	2	1		1					
Office of Commissioner of Internal Revenue.....	117	9		108			5		
Public Debt Service.....	2	1		1					

<sup>1</sup> Men legal workers in Government establishments in which no women legal workers were employed have not been included.





TABLE 10.—Salaries of \$1,860 and over received by women and men employed in legal work in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Number of women and men receiving—								
	\$3,100 and under \$3,300 (P 3; CAF 7, 8, 9)	\$3,300 and under \$3,700 (P 3; CAF 9, 10)		\$3,800 (P 4; CAF 10, 11)	\$4,000 and under \$4,400 (P 4; CAF 11)	\$4,400 and under \$4,800 (P 4; CAF 11)	\$4,800 and under \$5,200 (P 4; CAF 11)	\$5,200 and under \$5,600 (P 5; CAF 12)	\$5,600 and under \$6,100 (P 5; CAF 12)
	Men	Wom- an	Men	Men	Men	Men	Men	Men	Men
Total	5	1	26	25	32	7	12	32	5
Per cent distribution	0.9	1.0	4.5	4.3	5.3	1.2	2.1	12.1	6.9
Attorney	2		14	14	14	5	10	29	5
Attorney investigator			4	2	2	1	2		
Law examiner	3	1	4	9	6				
Law clerk			4						
Employees' Compensation Commission					1				
Federal Trade Commission			4	2	2	1	2	5	
Veterans' Bureau	2		3	5	2				
Department of Commerce—Patent Office					4				
Department of the Interior	3		1	5	4				
Office of the Secretary				3	3				
Bureau of—									
Mines	1			1					
Pensions			1	1					
General Land Office	2				1				
Office of Indian Affairs				1					
Department of Labor—									
Bureau of Naturalization		1							
Post Office Department								1	
Department of State			2	2	1	1		3	
Treasury Department			16	5	3	5	10	2	5
Office of the Secretary			1						
Bureau of the Budget				1				1	
Office of Commissioner of Internal Revenue			15	7	3	5	10	1	5

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TABLE 11.—Salaries of \$1,800 and over received by women and men employed in fact collection, compilation, and analysis in the departmental service of specified executive departments and independent establishments, by establishment

Establishment	Receiving \$1,800 and over				Number of women and men receiving—						
	Total	Women		Men		\$1,800 (P 1; CAF 2, 4, 5)		\$1,920 and under \$2,100 (P 1; CAF 4, 5)		\$2,100 and under \$2,400 (P 1; CAF 5, 6)	
		Number	Per cent	Number	Per cent	Women	Men	Women	Men	Women	Men
Total	552	94	17.0	458	83.0	25	31	3	12	10	48
Per cent distribution		100.0		100.0		26.6	6.8	1.2	2.6	10.6	12.5
Economic analyst	263	54	20.5	209	79.5	15	4	3	8	2	11
Business specialist	177	12	6.8	165	93.2	6	17			3	24
Census agent	53	11	20.6	42	79.2	4	6		4	3	12
Investigator	31	4	12.9	27	87.1		2			1	1
Educationalist	29	12	46.4	15	53.6					1	
Bureau of Efficiency	71	2		19							
Civil Service Commission	3	1		2		1					
Employees' Compensation Commission	6	1		4			2			1	1
Federal Board for Vocational Education	11	4		7							
Federal Trade Commission	19	1		18		1					3
Tariff Commission	61	3		58							2
Department of Agriculture	163	14	8.6	149	91.4	3	3		1	2	13
Office of the Secretary, including Extension Service, Library, Experiment Stations, Fixed Nitrogen Research Laboratory	3	1		2							
Bureau of—											
Agricultural Economics	140	11		129		3	2			1	12
Home Economics	2	2								1	
Public Roads	6			6			1		1		
Forest Service	3			3							
Department of Commerce	169	19	11.3	149	88.7	3	24		4	6	28
Office of the Secretary	1			1							
Bureau of—											
Census	62	11		51		4	8		4	3	12
Foreign and Domestic Commerce	700	8		92		4	16			3	18
Standards	5			5							
Department of the Interior	24	9	37.5	15	62.5					1	
Bureau of—											
Education	19	9		19						1	
Mines	2			2							
Geological Survey	3			3							

THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE 77

TABLE 11.—Salaries of \$1,860 and over received by women and men employed in fact collection, compilation, and analysis in the departmental service of specified executive departments and independent establishments, by establishment—Contd.

Establishment	Receiving \$1,860 and over					Number of women and men receiving—					
						\$1,860 (P 1; CAF 3, 4, 5)		\$1,920 and under \$2,100 (P 1; CAF 4, 5)		\$2,100 and under \$2,400 (P 1; CAF 5, 6)	
	Total	Women		Men		Women	Men	Women	Men	Women	Men
	Number	Per cent	Number	Per cent							
Department of Labor.....	63	38	60.3	25	39.7	12	3	3	7		1
Office of the Secretary.....	1			1							
Bureau of—											
Immigration.....	2			2							
Labor Statistics.....	24	2		22		1	3		7		1
Children's Bureau.....	23	23				7					
Women's Bureau.....	13	13				4		3			
Post Office Department.....	1			1	100.0						
Department of State.....	6	1	16.7	5	83.3						
Treasury Department.....	7	1	14.3	6	85.7						
Office of the Secretary.....	1			1							
Bureau of the Budget.....	6	1		5							

78 THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE

TABLE 11.—Salaries of \$1,850 and over received by women and men employed in fact collection, compilation, and analysis in the departmental service of specified executive departments and independent establishments, by establishment—Contd.

Establishment	Number of women and men receiving—									
	\$2,400 (P 1, 2; CAF 6, 7)		\$2,500 and under \$2,700 (P 2; CAF 6, 7)		\$2,700 and under \$3,000 (P 2; CAF 7)		\$3,000 (P 2, 3; CAF 7, 8, 9)		\$3,100 and under \$3,300 (P 2; CAF 9)	
	Wom- en	Men	Wom- en	Men	Wom- en	Men	Wom- en	Men	Wom- en	Men
Total	24	55	8	20	5	45	8	81	2	7
Per cent distribution	25.5	12.0	8.3	4.4	5.3	9.8	8.5	17.7	2.1	1.5
Economic analyst	18	26	8	8	3	24	4	42	2	2
Business specialist	1	27	1	10	1	15		22		3
Census agent	1			2			2	12		
Investigator	1	1				1	1	3		2
Educationalist	8	1	1		1	4	1	1		
Bureau of Efficiency	1	1				1	1	3		3
Civil Service Commission				1		4		3		1
Federal Trade Commission		3	2	2		6	1	12		
Tariff Commission										
Department of Agriculture	4	19	1	9	2	19	1	30		4
Office of the Secretary, includ- ing Extension Service, Li- brary, Experiment Stations, Fixed Nitrogen Research Laboratory							1			
Bureau of—										
Agricultural Economics	4	17	1	9	2	19		29		4
Public Roads		2								
Forest Service								1		
Department of Commerce	1	21		7	1	5	2	23		
Bureau of—										
Census	1	1		2			2	14		
Foreign and Domestic Commerce		20		4	1	6		9		
Standards				1						
Department of the Interior	2	2	1		1	7	1	4		
Bureau of—										
Education	2	1	1		1	4	1	2		
Mines		1				1				
Geological Survey						2		1		
Department of Labor	15	7	3	1	1	2	2	4	2	
Office of the Secretary		1								
Bureau of—										
Immigration		1								
Labor Statistics	1	5		1		2		4		
Children's Bureau	13				1		2			
Women's Bureau	1		2						2	
Department of State		2	1			1		2		

THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE 79

TABLE 11.—Salaries of \$1,860 and over received by women and men employed in fact collection, compilation, and analysis in the departmental service of specified executive departments and independent establishments, by establishment—Contd.

Establishment	Number of women and men receiving—										
	\$3,300 and under \$3,800 (P 3; CAF 9, 10)		\$3,800 (P 4; CAF 11)		\$4,000 and under \$4,400 (P 4; CAF 11)		\$4,400 and under \$4,800 (P 4; CAF 11)	\$4,800 and under \$5,200 (P 4; CAF 11)	\$5,200 (P 5; CAF 12)		\$6,000 and under \$6,100 (P 5; CAF 12)
	Wom- an	Men	Wom- en	Men	Wom- en	Men	Men	Men	Wom- en	Men	Men
Total.....	1	56	5	25	2	34	16	8	1	6	4
Per cent distribution.....	1.1	12.2	5.3	7.6	2.1	7.4	3.5	1.7	1.1	1.3	0.9
Economic analyst.....		26		19		16	8	5	1	6	3
Business specialist.....		19		11		9	4	2			1
Census agent.....	1	3									
Investigator.....		5	1	3		4	4	1			
Educationalist.....		1	4	2		2	6				
Bureau of Efficiency.....		5				2	4	1			
Civil Service Commission.....										1	
Employees' Compensation Commission.....		1									
Federal Board for Vocational Education.....			2	1	2	6					
Federal Trade Commission.....											
Tariff Commission.....		3				1	2	1			
		11		10		5	1	2		2	2
Department of Agriculture.....		17		15		12	5	2	1	1	1
Office of the Secretary, including Extension Service, Library, Experiment Stations, Fixed Nitrogen Research Laboratory.....					1		1				
Bureau of—											
Agricultural Economics.....											1
Home Economics.....		17		10		10	5	2			
Public Roads.....						1			1		
Forest Service.....				2							
Department of Commerce.....	1	16		7		6	3	2		2	1
Office of the Secretary, Bureau of—											1
Census.....	1	9		1							
Foreign and Domestic Commerce.....											
Standards.....		7		5		4	3	2		1	
				1		2				1	
Department of the Interior, Bureau of Education.....		1	2	1							
		1	2	1							
Department of Labor, Bureau of Immigration.....		1									
		1									
Post Office Department.....		1									
Treasury Department.....			1	3		2	1				
Office of the Secretary, Bureau of the Budget.....			1	3		2	1				



Department of Commerce.....	8	5	62.5	5	37.5	3	1	1				1		1	1
Office of the Secretary.....	2	2				1								1	
Bureau of—															
Fisheries.....	1	1						1							
Standards.....	2	1		1		1									1
Coast and Geodetic Survey.....	1			1								1			
Patent Office.....	2	1		1		1	1								
Department of the Interior.....	10	7	70.0	3	30.0	3	1	3		2	1				
Bureau of—															
Education.....	3	2		1		2	1								
Mines.....	1	1						1			1				
Pensions.....	1			1											
General Land Office.....	1							1							
Geological Survey.....	3	2		1				1		1	1				
Office of Indian Affairs.....	1	1						1							
Department of Labor.....	4	4	100.0			1		1			1			1	
Office of the Secretary, including Division of Conciliation.....	3	3						1			1			1	
Children's Bureau.....	1	1				1									
Department of State.....	2	2	100.0			2									
Treasury Department.....	2	2	100.0					1		1					
Bureau of Public Health Service.....	1	1								1					
Office of Commissioner of Internal Revenue.....	1	1						1							



TABLE 13.—Salaries of \$1,800 and over received by women and men employed in miscellaneous positions in the departmental service of specified executive departments and independent establishments, by establishment

Service and establishment	Receiving \$1,800 and over				Number of women and men receiving—				
	Total	Women		Men		\$1,800 (P 1; CAF 3, 4, 5)		\$1,920 and under \$2,100 (P 1; CAF 4, 5)	
		Number	Per cent	Number	Per cent	Women	Men	Women	Men
Cooperative extension, Department of Agriculture.....	49	7	14.3	42	97.4				
Regulatory.....	39	1	2.6	38	97.4		1		2
Department of Agriculture.....	31	1		30			1		1
All others.....	8			8					1
Directive.....	73	8	11.0	65	89.0	1	2	3	1
Civil Service Commission.....	1			1					
Federal Board for Vocational Education.....	5	1		4					
Veterans' Bureau.....	56	7		50		1	2	3	1
Department of Labor.....	1			1					
Civil-service examiner, Civil Service Commission.....	34	13	38.2	21	61.8	5	3		
Trade-mark and design examiner, Department of Commerce, Patent Office.....	12	3	25.0	9	75.0				4

Service and establishment	Number of women and men receiving—											
	\$2,100 and under \$2,400 (Sub P 6; CAF 5, 6)		\$2,400 (P 2; CAF 5, 6, 7)		\$2,500 and under \$2,700 (P 2; Sub P 8; CAF 7)		\$2,700 and under \$3,000 (P 2; CAF 6, 7, 8)		\$3,000 (P 3; CAF 9)		\$3,100 and under \$3,300 (P 3)	
	Women	Men	Women	Men	Men	Men	Women	Men	Women	Men		
Cooperative extension, Department of Agriculture.....		4			1	6		6		1		
Regulatory.....	1	1		5	3	5		4				
Department of Agriculture.....	1			5	3	4		3				
All others.....		1				1		1				
Directive.....	2	3	1	4	2	5		18				
Civil Service Commission.....						1						
Federal Board for Vocational Education.....												
Veterans' Bureau.....	2	3	1	4	2	3		18				
Department of Labor.....						1						
Civil-service examiner, Civil Service Commission.....	4	1	2	4	2	1	2	7				1
Trade-mark and design examiner, Department of Commerce, Patent Office.....	2	1	1	3	1							



TABLE 14.—Salaries of \$1,800 and over received by draftsmen in the departmental service of specified executive departments and independent establishments, by establishment

Establishment	Receiving \$1,800 and over					Number of women and men receiving—																
	Women		Men		\$1,800 (P 1; Sub P 5, 6; CAF 3)		\$1,920 and under \$2,100 (Sub P 5, 6; CAF 4)		\$2,100 (P 1; Sub P 6, 7)		\$2,200 and under \$2,400 (Sub P 6, 7; P 1)		\$2,400 (P 2; Sub P 6, 7, 8)		\$2,500 and under \$2,700 (P 2; Sub P 7, 8)		\$2,700 and under \$3,000 (P 2; Sub P 8)		\$3,000 (P 3)		\$3,500 (P 4)	
	Number	Per cent	Number	Per cent	Women	Men	Women	Men	Women	Men	Men	Women	Men	Men	Men	Women	Men	Women	Men	Men	Men	
Total	200	18	9.0	182	91.0	8	48	2	8	4	14	6	2	50	12	9	2	11	16	8	8	
Per cent distribution	100.0	100.0	100.0	100.0	44.4	25.3	11.1	4.4	22.2	7.7	3.3	11.1	38.0	6.6	4.9	11.1	6.0	11.1	6.0	16.7	8.8	
Bureau of Efficiency	1	1	100.0					1														
Veterans' Bureau	25	1	4.0	24	96.0		5		1		2	1	6		6				4			
Department of Agriculture	43	6	14.0	37	86.0	2	11		3	3	6	1	1	13	2	1						
Office of the Secretary, including Extension Service, Library, Experiment Stations, Fixed Nitrogen Research Laboratory	5			5			3							2								
Bureau of—																						
Agricultural Economics	4			4			1			2			1									
Chemistry	1			1			1															
Dairying	2			2					1		1											
Public Roads	12	1		12			3		2		1			4	1	1						
Soils	4	1		3		1	3							3								
Forest Service	10	4		6		1				3	2		1	3	1							
Weather Bureau	4			4			3			1												
Department of Commerce	47	2	4.3	45	95.7		15		3	3	1			8		1	2	4	10			
Bureau of—																						
Census	1			1					1													
Foreign and Domestic Commerce	2			2					1		1											
Standards	6			6			4		1		1											
Coast and Geodetic Survey	30	2		28			6						1	7			2	4	10			
Patent Office	8			8			6			2		1				1						

Department of the Interior	47	7	14.9	40	85.1	5	11	1	1	1	4	2	15	5	1
Bureau of—															
Mines	4			4			2						1	1	
Reclamation	2			2										2	
General Land Office	7	2		5		2	2				1		1	1	
Geological Survey	31	5		26		3	7	1	1	1	1	1	14	1	1
National Park Service	1			1							1				
Office of Indian Affairs	2			2							2				
Post Office Department	14	1	7.1	13	92.9	1	4						5	4	
Office of—															
Postmaster General	1			1									1		
Fourth Assistant Postmaster General	13	1		12		1	4						4	4	
Treasury Department	23			23	100.0						1		12	1	1
Coast Guard	2			2										1	1
Office of the Supervising Architect	21			21							1		12	1	1

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TABLE 15.—Salaries of \$1,800 and over received by scientific illustrators and scientific aids in the departmental service of specified executive departments and independent establishments, by establishment

SCIENTIFIC ILLUSTRATORS

Establishment	Receiving \$1,800 and over				Number of women and men receiving—				
					\$1,800 (Sub P 4, 5, 6)		\$1,920 and under \$2,100 (Sub P 5, 6)		
	Total	Women	Men		Women	Men	Women	Men	
	Number	Per cent	Number	Per cent					
Total.....	32	13	40.6	19	59.4	7	6	2	
Department of Agriculture.....	22	10	45.5	12	54.5	7	6	1	
Department of the Interior.....	10	3	30.0	7	70.0			1	

SCIENTIFIC AIDS

Total.....	53	5	9.4	48	90.6	2	17		4
Department of Agriculture.....	44	3		41		1	13		4
Department of Commerce.....	8	2	25.0	6	75.0	2	4		
Veterans' Bureau.....	1			1	100.0				

SCIENTIFIC ILLUSTRATORS—Continued

Establishment	Number of women and men receiving—							
	\$2,100 and under \$2,400 (Sub P 6, 7)		\$2,400 (Sub P 6, 8)		\$2,500 and under \$2,800 (Sub P 7, 8)		\$2,800 and under \$3,400 (Sub P 8, C.A.F. 10)	
	Women	Men	Women	Men	Women	Men	Women	Men
Total.....	4	3		9				1
Department of Agriculture.....	2	1		4				1
Department of the Interior.....	2	2		5				

SCIENTIFIC AIDS—Continued

Total.....	1	17	1	1		7		2
Department of Agriculture.....	1	15	1	1		6		2
Department of Commerce.....		1				1		
Veterans' Bureau.....		1						

36.4 per cent.

8.3 per cent.

35.4 per cent.

TABLE 16.—Salaries of \$1,860 and over received by editors and translators in the departmental service of specified executive departments and independent establishments, by establishment

Establishment	Receiving \$1,860 and over					Number of women and men receiving—														
	Total	Women		Men		\$1,860 and under \$1,920 (P 1; CAF 4, 5)		\$1,920 and under \$2,100 (P 1; CAF 4, 5)		\$2,100 and under \$2,400 (P 1; CAF 5, 6)		\$2,400 (P 1, 2; CAF 5, 6, 7)		\$2,500 and under \$3,000 (P 2; CAF 6, 7, 8)		\$3,000 and under \$3,300 (P 2, 3; CAF 7, 8, 9)		\$3,300 and under \$3,900 (P 4; CAF 10)		\$3,900 (CAF 10)
		Number	Per cent	Number	Per cent	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Men
Total.....	85	67	48.5	48	56.5	7	1	8	1	12	11	6	6	5	14	8	9	1	5	1
Per cent distribution.....	100.0					18.9	2.1	8.1	2.1	32.4	22.9	16.2	12.5	13.5	29.7	8.1	18.8	2.7	10.4	2.1
Editor.....	49	18	36.7	31	63.3	1				4	6	5	1	4	11	8	8	1	6	1
Editorial clerk.....	20	11	55.0	9	45.0	3		3	1	5	4		3	1	1					
Translator.....	16	8	50.0	8	50.0	3	1	1		3	2	1	2				1			
Tariff Commission.....	1	1	100.0											1						
Veterans' Bureau.....	7	6	85.7	1	14.3	3		1		2			1							
Department of Agriculture.....	26	9	34.6	17	65.4	1				4	8		1	9	5	1	6		1	1
Office of the Secretary, including Extension Service, Library, Experiment Stations, Fixed Nitrogen Research Laboratory.....	11	2		9						2	2			4			1		1	1
Bureau of—																				
Agricultural Economics.....	2	1		1												1	1			
Animal Industry.....	1	1		1													1			
Biological Survey.....	2	1		1		1											1			
Chemistry.....	4	4							2				2							
Entomology.....	1			1						1										
Plant Industry.....	2	1		1									1	1						
Public Roads.....	1			1													1			
Soils.....	1			1								1								
Forest Service.....	1			1													1			

THE STATUS OF WOMEN IN THE GOVERNMENT SERVICE



TABLE 17.—Salaries of \$1,860 and over received by accountants and auditors in the departmental service of specified executive departments and independent establishments, by establishment

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Establishment	Receiving \$1,860 and over				Number of women and men receiving—																					
					\$1,860 and over (CAF 4, 5)		\$1,920 and under \$2,100 (CAF 4, 5)		\$2,100 and under \$2,400 (CAF 5, 6)		\$2,400 and under \$2,700 (CAF 5, 5, 7)		\$2,700 and under \$3,000 (CAF 6, 7)		\$3,000 and under \$3,300 (CAF 6, 7, 8)		\$3,300 and under \$3,800 (CAF 7, 8, 9)		\$3,800 and under \$4,400 (CAF 10, 11)		\$4,400 and under \$4,800 (CAF 11)		\$4,800 and under \$5,200 (CAF 11, 12)			
	Total	Women	Men	Per cent	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Men	Men	Men	Men				
Total.....	702	185	26.4	517	73.6	51	29	5	4	79	88	10	54	25	70	7	82	1	68	1	55	28	9	3	3	
Per cent distribution.....	100.0			100.0		27.6	5.6	2.7	0.8	42.7	17.0	8.6	10.4	13.5	13.5	2.8	15.9	0.5	19.0	0.5	10.6	4.4	1.5	0.6	0.6	
Civil Service Commission.....	1			1	100.0																					
Employees' Compensation Commission.....	3			3	100.0				1						1		1									
Federal Trade Commission.....	21			21	100.0					3					1											1
Tariff Commission.....	37	2	7.4	25	82.6		2			1	13			1		4						1				1
Veterans' Bureau.....	14			14	100.0				3						1										2	
Department of Commerce.....	2	1	50.0	1	50.0					1																
Bureau of—																										
Fisheries.....	1			1																						
Navigation.....	1	1								1																
Department of the Interior.....	9	1	11.1	8	88.9					1			2		1		3				1				1	
Bureau of—																										
Education.....	1			1											1											
Mines.....	4	1		3						1			1				1								1	
Reclamation.....	1			1																						
Geological Survey.....	3			3								1					2									





TABLE 18.—Salaries of \$1,800 and over received by stenographers and typists in the departmental service of specified executive departments and independent establishments, by establishment <sup>1</sup>

Establishment	Receiving \$1,800 and over					Number of women and men receiving—															
						\$1,800 (CAF 3, 4, 5)		\$1,920 and under \$2,000 (CAF 4, 5)		\$2,000 and under \$2,100 (CAF 4, 5)		\$2,100 (CAF 5, 6)		\$2,200 and under \$2,400 (CAF 5, 6)		\$2,400 (CAF 5, 6)		\$2,500 and under \$2,700 (CAF 6)		\$2,700 (CAF 6)	
	Total	Women		Men		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men		
	Number	Per cent	Number	Per cent																	
Total.....	518	407	78.6	111	21.4	239	42	35	8	47	16	53	27	28	9	7	5	3	2	1	1
Per cent distribution.....		100.0		100.0		57.2	37.6	8.1	7.2	11.5	13.5	13.0	24.3	6.9	8.1	1.7	3.4	1.2	1.8	0.2	1.6
Bureau of Efficiency.....	8	8				1				1				1							
Civil Service Commission.....	10	5		5		3	2	1	1	1			1	1							
Employees' Compensation Commission.....	2	2				2															
Federal Board for Vocational Education.....	5	5				4				1											
Federal Trade Commission.....	18	11		2		4		2	1	1	1	3		1							
Tariff Commission.....	7	6		1		1				1		1		5							
Veterans' Bureau.....	63	53		10		32	3	3	1	4		5	3	4			3				
Department of Agriculture.....	115	82	71.3	33	28.7	46	16	3	1	10	3	20	10	1	2	1		1	1		
Office of the Secretary.....	27	19		8		12	5	1		2		4	2								
Bureau of—																					
Agricultural Economics.....	11	9		2		6				2		2	1								
Biological Survey.....	5	3		2		1	1			1		1	1								
Chemistry.....	5	5					2					5	1								
Dairying.....	2	1		1		1	1														
Entomology.....	12	9		3		7	1			3	2										
Home Economics.....	2	2				2															
Plant Industry.....	31	15		8		8	4					5	3						1		
Public Roads.....	3	5		3		2	1	2	1	1					1						
Soils.....	5	2		3		2	1					1		1							
Federal Horticultural Board.....	0	6				2				2		1						1			
Forest Service.....	5	5				2						2									
Insecticide and Fungicide Board.....	1	1				1															
Packers and Stockyards Administration.....	2	2								2											

<sup>1</sup> Some clerk-stenographers may have been listed as clerks and included, therefore, in the clerk table.

TABLE 18.—Salaries of \$1,860 and over received by stenographers and typists in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Receiving \$1,860 and over					Number of women and men receiving—															
						\$1,860 (CAF 3, 4, 5)		\$1,920 and under \$2,000 (CAF 4, 5)		\$2,000 and under \$2,100 (CAF 4, 5)		\$2,100 (CAF 5, 6)		\$2,200 and under \$2,400 (CAF 5, 6)		\$2,400 (CAF 5, 6)		\$2,500 and under \$2,700 (CAF 5)		\$2,700 (CAF 6)	
	Total	Women		Men		Wom-an	Men	Wom-en	Men	Wom-en	Men	Wom-an	Men	Wom-en	Men	Wom-en	Men	Wom-an	Men		
		Number	Per cent	Number	Per cent																
Department of Commerce.....	31	26	83.9	5	16.1	9	1	4		5	2	4	1	8		1	1				
Office of the Secretary.....	3	3				1				1		1									
Bureau of—																					
Census.....	7	6		1		1		1		1			1	3							
Fisheries.....	2	2				2															
Foreign and Domestic Commerce	3	6		2		4				2	1					1					
Navigation.....	1	1		1			1														
Standards.....	4	3		1					1	1	2										
Coast and Geodetic Survey.....	1	1				1															
Patent Office.....	4	4						3			1										
Steamboat Inspection Service.....	1	1												1							
Department of the Interior.....	33	30	78.9	3	21.1	12	2	7		4	2	5	1	1	2	1	1				
Office of the Secretary.....	6	3		3		2				1			1		1		1				
Bureau of—																					
Education.....	1	1				1															
Mines.....	5	5				2				1		1			1						
Pensions.....	6	4		2		3	1					1									
Reclamation.....	1	1		1						1											
General Land Office.....	4	4						4													
Geological Survey.....	12	11		1		3				2				1	1						
Office of Indian Affairs.....	3	2		1		1	1					1									

Department of Labor.....	18	19	72.2	5	27.8	6	4			2		1		8		1	1				
Office of the Secretary.....	3	2		1		1										1	1				
Bureau of--																					
Immigration.....	3	1		2		1	2							1							
Labor Statistics.....	1	1												1							
Naturalization.....	4	3		1		2	1					1									
Children's Bureau.....	4	4				2				1				1							
Employment Service.....	2	1		1			1			1											
Women's Bureau.....	1	1												1							
Post Office Department.....	29	15	81.7	14	48.3	9	3	4	4	1	4	1	2		1						
Office of--																					
Postmaster General.....	11	6		6		4		1	3		1		1		1						
First Assistant Postmaster General.....	5	3		2		2	1				1		1								
Second Assistant Postmaster General.....	3	1		2		1	1				1										
Third Assistant Postmaster General.....	10	6		4		2	1	3	1	1	1		1								
Department of State.....	13	5	38.5	8	61.5	3	3	1				1	5								
Treasury Department.....	171	161		20		102	8	3		16	3	13	3	9	3	3		4	1	1	2
Office of the Secretary.....	13	11		2		6	1			1		2		1		1					1
Bureau of Public Health Service.....	2	2				1		1													
Coast Guard.....	4	3		1		3	1														
Office of--																					
Commissioner of Accounts and Deposits, including Division of Bookkeeping and Warrants.....	5	4		1		4	1														
Commissioner of Internal Revenue.....	111	103		8		71	3	1		11	2	6	1	7	1	2		4		1	1
Comptroller of the Currency.....	2	1		1		1	1														
Treasurer of the United States.....	5	5				2		1		2											
Public Debt Service.....	22	17		5		13				1	1	2	2	1	2						
Miscellaneous, including Customs Service, Mint, and Secret Service.....	7	6		3		1	1			1		3								1	



Plant Industry.....	27	11	18	7	4	1	1	5	1	1	4	2	3	1	4	1	1
Public Roads.....	24	12	12	9	4												
Soils.....	2		2					2	2								
Federal Horticultural Board.....	8	2	6		1											1	2
Fixed Nitrogen Research Laboratory.....	2		2		1											1	
Forest Service.....	19	8	11	3	2		1		1	5	1		2		4		
Insecticide and Fungicide Board.....	1		1								1						
Packers and Blockyards Administration.....	10	4	6	2	2						1					1	1
Weather Bureau.....	10		16		6												
Department of Commerce.....	304	159	145	73	52	20	9	12	14	43	41	6	10	1	12	5	0
Per cent distribution.....	100.0	52.3	100.0	46.9	35.9	12.6	5.5	7.8	9.7	27.0	28.9	2.1	6.9	0.6	8.3	3.1	4.1
Office of the Secretary.....	18	4	14	3	5					2	5	1	1		1		
Bureau of—																	
Census.....	111	72	39	25	17	16	4	2		21	11	4	4			2	2
Fisheries.....	10	2	8	2	2					1	3		1				
Foreign and Domestic Commerce.....	67	40	27	22	14				6	2	9	6	3	1		2	1
Navigation.....	6	2	4	2	1												
Standards.....	84	13	31	9	3	2	2	1	6	3	3		1		8		2
Coast and Geodetic Survey.....	8		8	1	1		2		1	1	4						
Patent Office.....	48	26	22	10	7	4		2		10	6				8		
Steamboat Inspection Service.....	2		2	1						1	1						
Department of the Interior.....	278	97	176	56	63	8	20	9	18	22	48	2	21		6		4
Per cent distribution.....	100.0	35.3	100.0	57.7	35.8	8.2	11.4	9.8	8.6	22.7	27.3	2.1	11.9		2.6		2.3
Office of the Secretary.....	28	7	21	6	6		2		8		2	1	3				
Bureau of—																	
Education.....	11	6	5	3	2			1		2	1						4
Mines.....	17	3	14	3	2						6		2				
Pensions.....	88	33	55	25	24	1	1	3	5	4	18		2		1		
Reclamation.....	9	3	6	3	2						2		1		1		
General Land Office.....	35	11	24	4	5	5	12	1		1	1		6				
Geological Survey.....	32	22	10	6	1	2	1	4	2	10	1	1	4		1		
National Park Service.....	4	1	3		2					1	1						
Office of Indian Affairs.....	49	11	28	7	20		1			4	17						
Department of Labor.....	83	30	47	28	8	2	10	2	2	4	10	3	5		6	1	5
Per cent distribution.....	100.0	45.3	100.0	71.8	17.0	5.1	21.3	6.1	4.3	10.8	21.3	7.7	10.6		12.8	2.1	10.6
Office of the Secretary, including Division of Conciliation.....	15	5	10	3	2	1	2				4	1	2				
Bureau of—																	
Immigration.....	11	4	7	4	1						3		1		1		
Labor Statistics.....	22	8	14	4	3		7	1		1	2	2	2				
Naturalization.....	21	7	14	7	2		1		2		1		2		5		3
Children's Bureau.....	11	11		6		1		1		3							
Employment Service.....	3		2	1													2
Women's Bureau.....	3	3		3													

TABLE 19.—Salaries of \$1,860 and over received by clerks in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Receiving \$1,860 and over					Number of women and men receiving—															
						\$1,860 (CAF 3, 4, 5)		\$1,820 and under \$2,000 (CAF 4, 5)		\$2,000 and under \$2,100 (CAF 4, 5)		\$2,100 (CAF 5, 6)		\$2,200 and under \$2,400 (CAF 5, 6)		\$2,400 (CAF 5, 6)		\$2,500 and under \$2,700 (CAF 6)		\$2,700 (CAF 6)	
	Total	Women		Men		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men		
Post Office Department	244	44	18.0	200	82.0	14	40	19	38	5	34	2	38	4	40	8	2				
Per cent distribution		100.0		100.0		31.8	20.0	43.2	19.0	11.4	17.0	4.5	19.0	9.1	20.0	4.0	1.0				
Office of—																					
Postmaster General	39	4		35		1	9	1	3	1	3		9	1	8	3					
First Assistant Postmaster General	30	6		24		2	7		2	2	5	1	8	1	6	1					
Second Assistant Postmaster General	33	6		27		3	5	3	4		4		5		8						
Third Assistant Postmaster General	84	17		67		4	9	10	20	2	14	15	1	7	1						
Fourth Assistant Postmaster General	68	11		47		4	10	5	9		8	1	9	1	11	2					
Department of State	90	37	41.1	53	58.9	22	27	6		1	1	7	17	1	3	3		1	1		
Per cent distribution		100.0		100.0		69.5	50.0	16.2		2.7	1.9	18.9	32.1	2.7	8.7	6.7		1.9	2.9		
Treasury Department	594	303	51.0	291	49.0	173	100	4	2	67	52	23	37	21	45	5	10	17	5		
Per cent distribution		100.0		100.0		57.1	34.4	1.8	0.7	22.1	17.9	7.6	12.7	6.9	16.5	1.7	6.5	1.7	8.8		
Office of the Secretary	20	8		12		6	5			2	2		2		1						
Bureau of—																					
The Budget	5	3		2		1						1	1	1	1						
Public Health Service	28	10		18		6	8	1			1	2		2		1			1		
Coast Guard	13	3		10		3	6									1			2		
Office of—																					
Commissioner of Accounts and Deposits	21	3		18						2	3		4		3			1			
Commissioner of Internal Revenue	239	120		119		67	41			28	23	6	11	9	10	4	9	4	8		
Comptroller of the Currency	15	7		8		4	4			1	1	1		1	3						
Treasurer of the United States	47	21		26		18	9		1	2	3		8	5	8				1		
Supervising Architect	17	8		9		2	2	1	1	1	2		8	2	1	2					
Public Debt Service	182	117		65		65	21	2		30	16	9	5	9	11	1	2	1	6		
Miscellaneous, including Customs Service, Mint, and Secret Service	7	3		4			1			1	1	1	2						1		

TABLE 20.—Changes made since June 30, 1924, in salaries of women receiving \$1,800 and over per annum and in salaries of men in positions similar to those held by women in the departmental service of executive departments and independent establishments included in this study, by position

Position	Receiving \$1,800 and over <sup>1</sup>		Number of women and men whose salaries were—																							
			De-creased		Not changed		Increased—																			
							Under 2½ per cent		2½ and under 5 per cent		5 and under 7½ per cent		7½ and under 10 per cent		10 and under 12½ per cent		12½ and under 15 per cent		15 and under 25 per cent		25 and under 37½ per cent		37½ and under 50 per cent		50 per cent and over	
							Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Total	2,189	4,868	68	144	399	914	750	998	468	831	78	272	48	299	84	151	148	267	65	422	53	310	15	88	5	72
Per cent distribution	100.0	100.0	3.1	3.0	18.7	18.8	33.5	20.5	21.9	18.1	3.0	5.6	2.2	6.1	1.6	3.1	6.9	5.6	3.0	8.7	2.5	6.4	0.7	1.8	0.2	1.5
Administrative	74	1,008	19	14	228	9	144	7	82	7	32	10	64	7	60	1	14	12	166	5	118	2	9	36	47	47
Per cent distribution	100.0	100.0	1.9	2.0	3.2	4.1	12.2	14.3	9.5	8.1	9.5	3.2	13.5	6.3	9.5	6.0	1.4	1.4	16.3	16.5	5.4	11.7	2.4	3.6	4.7	4.7
Chief of bureau or commissioner	5	71	1	2	28				4				1					1	14	1	9		1		16	
Assistant chief of bureau	8	48			5		1		10				2		1			5	8		5		9		8	
Administrative head of primary division, or special advisor	5	224			34	1	11		35				2	17			5		58		28	1	0		16	
Administrative head, secondary division; assistant head, primary division; and administrative secretary	2	125			42	14			9		3		10		6		3		8		14				3	
Chief clerk, disbursing officer, and appointment officer	7	87	1		14		9	8	5		2		10		9		4		9		13		7		3	
Administrative head, minor general division; assistant head, secondary division	12	193	4	3	74	2	30	3	3		3	4	22		9		4	2	16	1	23		4		1	
General administrative assistant	40	260	5	7	31	6	79	4	16	7	24	1	3	4	30		3	2	85	3	14					
Scientific research and investigation	67	554	1	2	17	102	12	82	18	78	3	58	2	69	1	12	5	22	6	75	5	40			9	4
Per cent distribution	100.0	100.0	1.5	0.4	26.4	18.4	17.9	14.8	19.4	14.1	4.6	10.5	3.0	12.3	1.6	2.2	7.5	4.0	11.9	13.7	7.5	7.2			1.6	0.7
Chemist	17	275			5	49	2	37	2	34	3	33	1	47		7		13	4	37		16		1		1
Physicist	14	130			10	2	9	22			18		14		9	4	6	3	28		17		5			
Botanist and other plant research scientist	31	108	1	1	11	30	7	30	6	19		6	1	8		1	1	3	5	4	1					
Home economist	2				1													1								
Bacteriologist, zoologist, and computer	3	41	1		7	1	6		5		1				1	1		6	1							

<sup>1</sup>Thirty-one women and 147 men not employed in Government service on June 30, 1924, and 5 commissioned officers are not included in this table.





Civil service examining	13	21				1	3	2	2	2	1	2	2	1		1	1	3	3	3	1	4		
Trade mark and design examining	3	9							3	4		1				4								
Drafting	18	178		6	4	18	4	31		30	2	13		7	1	11	1	10	2	21	2	21	2	9
Scientific illustrating	13	15			1		4	3	3	5		2		2		2	2	3			3	1		
Scientific aid	6	47		2	1	12	2	11		16		1		2		2	1				2			
Nursing and social	7		1		6					1														
Editorial and translation	36	48		1	7	7	5	9	5	13	1	5	2	5		2	3		6	3	3	3	1	
Per cent distribution	100.0	100.0		2.1	10.4	14.6	13.0	18.8	22.2	27.1	2.8	10.4	5.6	10.4		4.2	8.3		10.7	6.2	8.3	6.2	2.8	
Editor	17	31		1		5	2	5	3	7	1	3	2	4		2	1		5	2	1	2	1	
Editorial clerk	11	9			4	1	2	2	3	4				1					1	1	1			
Translator	8	8			3	1		2	2	2				2					1	1	1			
Accounting and auditing	183	500		1	22	4	113	73	146	60	82	13	38	1	34	9	5	24	16	9	28	1	11	1
Per cent distribution	100.0	100.0	0.5	4.4	2.2	22.5	39.5	39.2	32.5	16.6	7.1	7.6	0.5	6.8	1.0	1.0	12.1	3.2	1.1	5.6	0.5	2.2	0.5	0.5
Stenography and typing	407	111	15	4	85	17	175	38	76	27	10	5	8	7	7	1	24	7	4	1	5	2		2
Per cent distribution	100.0	100.0	3.7	3.6	20.9	15.3	43.0	34.2	18.7	24.2	2.5	4.6	1.5	6.3	1.7	0.9	5.9	6.3	1.0	0.9	1.2	1.8		1.6
Clerical	1,042	1,260	45	71	237	172	403	348	230	396	24	31	15	55	14	19	44	100	6	24	16	20	5	4
Per cent distribution	100.0	100.0	4.3	5.6	22.7	13.7	38.7	27.6	22.1	31.4	2.3	2.5	1.4	5.2	1.3	1.5	4.2	7.9	0.6	1.9	1.4	2.2	0.5	0.4

TABLE 21.—Changes made since June 30, 1924, in salaries of women receiving \$1,860 and over per annum and in salaries of men in positions similar to those held by women, in the departmental service of specified executive departments and independent establishments, by establishment

Establishment	Receiving \$1,860 and over <sup>1</sup>		Number of women and men whose salaries were—																							
			De-creased <sup>a</sup>		Not changed		Increased—																			
							Under 2½ per cent		2½ and under 5 per cent		5 and under 7½ per cent		7½ and under 10 per cent		10 and under 12½ per cent		12½ and under 15 per cent		15 and under 25 per cent		25 and under 37½ per cent		37½ and under 60 per cent		60 per cent and over	
							Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Total.....	2,138	4,868	66	144	399	914	759	998	468	931	78	272	48	290	84	181	148	267	65	423	53	310	16	88	5	73
Per cent distribution.....	100.0	100.0	3.1	3.0	18.7	18.8	35.6	20.5	21.9	19.1	3.6	5.6	2.2	6.1	1.6	3.1	6.9	5.5	3.0	8.7	2.5	6.4	0.7	1.8	0.2	1.6
Bureau of Efficiency.....	9	25			3	6	1	2	3	1	1	3		2		5	1			3		2		1		
Civil Service Commission.....	46	65			2	14	4	14	11	5	6	6	9	1	4	2	2	2	2	3	9	1	5		5	
Per cent distribution.....	100.0	100.0			4.6	31.1	6.2	28.1	10.9	11.1	7.7	13.3	13.8	2.2	6.2	2.2	12.3	0.7	13.8	2.5	7.7		7.7		7.7	
Employees' Compensation Commission.....	11	16	1		3	6	4	1	3								1	2		1	3	2				
Federal Board for Vocational Education.....	13	20	1		6	10		2	4	1			1							1	7					
Federal Trade Commission.....	25	102	1	3	9	29	2	33	7	15	1	10	1	2	3	3			1	4		3			1	
Per cent distribution.....	100.0	100.0	4.0	2.9	36.0	28.4	8.0	32.4	28.0	14.7	4.0	9.8	4.0	2.0	12.0	3.9			4.0	3.9		2.0			1.0	
Tariff Commission.....	27	96			5	7	39	7	17	9	20		1	1	1	2	1			1	2		2			
Per cent distribution.....	100.0	100.0			5.2	25.9	40.0	25.9	17.7	33.3	20.8		1.0	3.7	4.3	3.7	2.1			3.7	2.1		2.0			
Veterans' Bureau.....	269	440	12	18	181	175	19	63	24	76	12	16	1	14	11	9	6	16	2	19	5	20	2	9	4	3
Per cent distribution.....	100.0	100.0	4.6	4.1	62.2	39.8	7.3	14.3	9.3	17.3	4.6	4.1	.4	3.2	4.2	2.0	2.3	3.6	.8	4.3	1.9	4.6	.8	2.0	1.5	.7
Department of Agriculture.....	365	1,097	4	22	59	227	134	288	85	215	14	64	4	85	3	17	30	35	13	104	17	30	1	3	1	7
Per cent distribution.....	100.0	100.0	1.1	2.0	16.2	20.7	36.7	26.8	23.3	19.6	3.8	5.8	1.1	7.7	.8	1.6	8.2	8.2	3.6	9.8	4.7	2.7	.3	.3	.5	.8

Office of the Secretary, including Extension Service, Library, Office of Experiment Stations.....	85	184	2	4	11	33	32	39	20	28	6	7	1	6	2	4	2	4	8	4	2	1	3	
Bureau of—																								
Agricultural Economics.....	26	235	1	6	15	60	31	58	17	50	2	12	1	13	1	4	8	3	1	11	6	2	3	
Animal Industry.....	8	73		3		12	6	15		18	1	6		8	1	1				9	2			
Biological Survey.....	9	21		1	2	2	3	7	4	4		1		1		1				3			1	
Chemistry.....	23	124		1	2	28	4	25	10	20	2	14		14		1	2	2	1	15	2	3	1	
Dairying.....	4	41				10	2	16	1	9	1	2		1		1				1	1			
Entomology.....	16	34		1		9	10	10	3	8		1				1				2				
Home Economics.....	12	2			2	1	4	1	2	1										1	1			
Plant Industry.....	65	190	1	1	14	45	21	47	14	32	1	9	2	18		2	6	6	26	6	4			
Public Roads.....	23	51		2	10	6	9	19	2	9		3		4		1	1	1	4	1				
Soils.....	3	40				3	3	6		8		4		10		3			4	1			1	
Federal Horticultural Board.....	11	19			3	2	3	15	5	1									4	1				
Fixed Nitrogen Research Laboratory.....	1	21				2													7	1			1	
Forest Service.....	21	49				10	6	7	14			4		6	1	4	2		3	4	1		1	
Insecticide and Fungicide Board.....	1	20				1	5	6		6		2		2					2	1	1			
Packers and Stockyards Administration.....	6	15		2		3	1	1	3	3						6	2		2	1	2			
Weather Bureau.....	2	31		1		1	5	5		5				2		1	8	1	4	5				
Department of Commerce.....	244	700	1	12	18	85	91	111	98	120	4	37	5	46	1	23	23	55	7	83	3	82	3	19
Per cent distribution.....	100.0	100.0	0.4	1.7	2.4	12.1	37.3	15.9	36.1	18.0	1.6	5.3	2.0	6.6	0.4	3.3	9.4	7.9	2.9	11.9	1.2	11.7	1.2	2.7
Office of the Secretary.....	9	30		1	1	2	6	4	1	2		1	1	1		3		4		6		6	1	2
Bureau of—																								
Census.....	92	108	1	1	4	5	30	22	42	36	1	4	7		8	17	1	4	1	15				1
Fisheries.....	6	13				3	2		1				1	1		2		2		3				2
Foreign and Domestic Commerce.....	53	159		7	8	33	28	29	12	19	1	7		9		12	4	11		14		12	4	3
Navigation.....	3	11				1	2	1	1	1						1				1		3		5
Standards.....	39	249		2	3	35	12	28	11	37	1	27		26		4	7	13	4	44	1	28	3	8
Coast and Geodetic Survey.....	4	62				4	6	4		4				1		1	3	1	11	1	16	2	8	10
Patent Office.....	37	64		1	2	5	11	18	21	1	2			1		4	1	3	1	1	1	1	1	1
Steamboat Inspection Service.....	1	4				1		1								1	1	1		1		1		1
Department of the Interior.....	244	645	2	5	38	47	91	97	61	135	6	32	5	20		24	27	86	12	85	1	74	1	18
Per cent distribution.....	100.0	100.0	.8	1.5	5.6	7.3	37.3	15.0	25.0	20.9	2.6	5.0	2.0	4.0		3.7	11.1	13.3	4.0	13.2	.4	11.5	.4	2.8
Office of the Secretary.....	10	61				7	9	9		5		1	1	3		3		2		11		12		3
Bureau of—																								
Education.....	19	28			1	4	8	12	3	5		2	2		1	1	3	1	1	1	1	2		1
Mines.....	13	45		1	7	11	2	9	3	10		2		6		2		1	1	1	1	2		2
Pensions.....	39	216	1	1	4	9	48	33	21	51		17		1		3	15	53		26		17	3	3
Reclamation.....	4	18	1	1	1	8		1	2	1	3			1		1				2				
General Land Office.....	45	119		1	2	11	10	23	42		2		7		3	4	6	5	19		21	4		3
Geological Survey.....	48	77			23	6	8	15	7	12	5	4	2	8		12		3	11		6	1		
National Park Service.....	1	8				2		1	2		1										1			3
Office of Indian Affairs.....	15	78		1		5	7	2	6		2					7	23		15	1	14		3	2

† Thirty-one women and 147 men not employed in Government service on June 30, 1924, and 5 commissioned officers are not included in this table.

TABLE 21.—Changes made since June 30, 1924, in salaries of women receiving \$1,860 and over per annum and in salaries of men in positions similar to those held by women, in the departmental service of specified executive departments and independent establishments, by establishment—Continued

Establishment	Receiving \$1,860 and over		Number of women and men whose salaries were—																								
			De-creased		Not changed		Increased—																				
							Under 2½ per cent		2½ and under 5 per cent		5 and under 7½ per cent		7½ and under 10 per cent		10 and under 12½ per cent		12½ and under 15 per cent		15 and under 25 per cent		25 and under 37½ per cent		37½ and under 60 per cent		60 per cent and over		
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men						
Department of Labor	110	124	2	3	5	11	29	19	18	38	7	9	11	13	7	1	1	13	0	13	9	9	11	4	2	2	
Per cent distribution	100.0	100.0	2.0	2.5	4.3	8.9	23.0	14.5	15.5	30.6	7.8	9.0	11.2	10.5	5.6	0.8	0.8	11.2	4.6	11.2	7.2	8.0	9.5	3.4	1.6	1.6	
Office of the Secretary, including Division of Conciliation	11	29	1			3	4	3	8	1	2	1	1					1		1	2	2					
Bureau of—																											
Immigration	4	22	1	1		3	2	4	2	2	1	2	1							1	2	2					
Labor Statistics	15	45			1	1	3	3	3	2	21										4	4					
Naturalization	12	27		4		6	3	3	3	7											1	1					
Children's Bureau	31		1		2	10	3	4	6	7																	
Employment Service	4	10		2		3	2	2	3																		
Women's Bureau	19				1	2	3	3	6				1	1													
Post Office Department	68	343		4	1	10	10	85	18	81	7	10	8	40	9	80	3	23	5	38	6	29			7	1	3
Per cent distribution	100.0	100.0		1.2	1.5	2.9	14.7	10.2	26.5	23.6	10.2	4.7	8.8	14.3	13.2	10.5	8.9	6.7	7.4	11.1	8.5	11.4			2.0		1.5
Office of—																											
Postmaster General	11	74		2		3	4	7	2	15	1	3	2	11	1	10	1			12		5			1		
First Assistant Postmaster General	10	46				2	2	7	4	10		1	1	5		5				2		2			1		
Second Assistant Postmaster General	8	48				2	1	7	1	8		2	2	6		4				3		3			1		
Third Assistant Postmaster General	20	88			1	2	1	12	10	29		1	1	14	5	15	4			10		10			1		
Fourth Assistant Postmaster General	13	77		2		1	3	7	2	18		1	2	13	1	7	1			3		3			1		
Department of State	60	129	2	2	3	17	15	37	15	32	2	1	3	12		2	7	11		2	9	3	3		1		4
Per cent distribution	100.0	100.0	2.0	1.6	6.0	13.2	23.2	29.3	30.0	70.1	17.1	2.0	3.1	6.0	3.8		1.6	14.0	8.5	2.0	7.0	6.0	6.2		0.8		3.1

Treasury Department.....	662	1,066	41	54	89	232	339	287	121	187	18	71	3	43	4	35	32	25	6	49	0	29	4	23	13
Per cent distribution.....	100.0	100.0	6.2	8.0	13.4	23.6	51.2	20.9	18.3	17.5	2.7	6.7	.3	4.0	.6	2.3	4.8	2.3	.9	4.6	.9	2.7	.6	2.1	1.1
Office of the Secretary.....	19	28	3	1	4	5	10	9	2	4						4		1		2		1		1	
Bureau of—																									
The Budget.....	4	21	1			4			2	7		2				2		1		1	1	2			3
Public Health Service.....	17	26	3	1	4	3	7	10	1	7	1	4					1	1							
Coast Guard.....	6	17					6	8		3						2				1		1		2	
Office of—																									
Commissioner of Accounts and Deposits, including Division of Bookkeeping and Warrants.....	8	26	1		2	4	4	4		7		3		1		2		1	1	1		1			
Commissioner of Internal Revenue.....	16	755	24	50	41	206	207	211	82	109	17	49	2	37	3	10	29	19	3	35	4	18	4	5	
Comptroller of Currency.....	9	16			1	2	5	5	2	3		1				1		2	1	2		1		1	
Treasurer of the United States.....	27	43	4	3	4	6	18	9		8		4		4		2		2	1	1		1		2	
Supervising Architect.....	8	35			1	1	3	4	4	7		7				1		1	1	4		4		6	
Public Debt Service.....	138	87	4	7	30	18	77	25	25	27		1		1	1	1	1	1	1	1	1	1	3		
Miscellaneous, including Customs Service, Mint, and Secret Service.....	10	12	1	2	2	2	2	2	2	5					1		1			1					

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  - No. 2. Labor Laws for Women in Industries in Indiana. 29 pp. 1918.
  - No. 3. Standards for the Employment of Women in Industry. 7 pp. 1919.
  - No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
  - No. 5. The Eight-Hour Day in Federal and State Legislation. 19 pp. 1919. (Out of print.)
  - No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1919.
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  - No. 17. Women's Wages in Kansas. 104 pp. 1921.
  - No. 18. Health Problems of Women in Industry. (Reprint of paper published in the Nation's Health, May, 1921.) 11 pp. 1921.
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