

Employment and Trends

(Executive Branch non-Postal)

1986 - 1998

AGENCY

Total employment declined by 4.5 percent or 85,815 workers from 1,890,406, as of September 30, 1996, to 1,804,591, as of September 30, 1998. Six departments' employment declined as follows: the Department of Defense, down by 72,149 workers to 709,075; the Department of Veterans Affairs, down by 13,566 workers to 240,504; the Department of Agriculture, down by 4,783 workers to 107,689; the Department of Treasury, down by 4,310 workers to 141,965; the Department of Energy, down by 2,329 workers to 16,148; and, the Department of Housing and Urban Development, down by 1,494 workers to 9,983. Eight departments' employment increased since September 30, 1996. The four largest increases by department were: Department of Justice, up by 11,694 workers to 122,580; Department of Commerce, up by 3,678 workers to 38,917; Department of Health and Human Services, up by 2,226 workers to 58,159; and, the Department of Interior, up by 2,071 workers to 72,993. Total employment for independent agencies declined by 10,164 workers to 183,457 as of September 30, 1998.

WORKFORCE CHANGES

Since September 1996, the Federal civilian blue-collar workforce declined by 26,254 workers to 240,947. Between September 30, 1996 and September 30, 1998, the white-collar workforce decreased by 59,561 workers to 1,563,644, as its relative percentage of the total white-collar and blue-collar workforce rose from 85.9 percent to 86.7 percent. Employment changes by each white-collar occupational categories including their corresponding proportions of total white-collar employment are provided as follows: professional, down by 20,080 workers from

459,121 or 28.3 percent to 439,041 or 28.1 percent; administrative, up by 1,954 workers from 528,238 or 32.5 percent to 530,192 or 33.9 percent; technical, down by 16,729 workers from 365,449 or 22.5 percent to 348,720 or 22.3 percent; clerical, down by 25,818 workers from 224,040 or 13.8 percent to 198,222 or 12.7 percent; and other, up by 1,112 workers from 46,357 or 2.9 percent to 47,469 or 3.0 percent.

The net change by white-collar occupational category during the last twelve years were as follows: clerical jobs declined by 217,087 workers; professional jobs increased by 50,674 workers; administrative jobs increased by 57,202 workers; technical jobs declined by 10,315 workers; and, other jobs increased by 6,929 workers. The trend data for nonclerical occupations with 5,000 or more employees show the workforce growing in the biological, budget, computer related, legal, medical, social, environmental, and health science occupations.

WOMEN/MEN

As of September 30, 1998, men (1,003,341) represented 56 percent and women (804,591) represented 44 percent of the Federal civilian workforce; men and women percentage representations of the workforce have remained constant since 1996.

The shift to a predominate professional and administrative workforce is continuing to improve the overall representation of women in these jobs. The percentage of women holding administrative and professional jobs rose from 39.8 percent in 1996 to 40.9 percent in 1998. In 1998, women held 31.3 percent of all jobs in the General Schedule and Related grades 12-15, compared to 29.6 percent in 1996. Also, employment of women increased by 401

workers in the highest paying Executive grades and levels since September 30, 1996.

During the last twelve years, employment of women grew by 117,000 administrative and professional workers, and increased by 100,000 workers in the General Schedule and Related grades 12-15. Women in clerical jobs (mostly jobs below GS-9) declined by 191,898 employees.

MINORITY/NON-MINORITY

There were 1,269,790 non-minorities (70.4 percent) and 534,801 minorities (29.6 percent) in the Federal civilian workforce in 1998. Non-minority employment declined by 71,367 workers, and minority employment declined by 14,448 workers since September 30, 1996. Each minority group experienced a net loss of employees since September 30, 1996; however, the percentage representation of each minority group in the Federal civilian workforce slightly increased. Hispanic employment experienced the smallest decline in the Federal civilian workforce, down by 99 workers, but equally experienced the largest increase in its percentage representation of the Federal civilian workforce, up by 0.3 percentage points to 6.4 percent. Minorities continued to increase their employment in higher paying professional and administrative jobs, up by 6,044 workers. Since September 30, 1996, minority groups gained 5,340 additional employees in General Schedule and Related grades 12-15. Minorities at the Executive level increased by 229 workers since September 30, 1996.

Since September 30, 1986, minorities have gained 77,240 professional and administrative jobs and increased employment by 55,853

workers in the General Schedule and Related grades 12-15.

EMPLOYEES WITH DISABILITIES

Since September 30, 1996, total disability employment declined by 8,205 jobs (6.2 percent) to 124,139 workers; correspondingly, the percentage representation of persons with disabilities in the workforce declined slightly from 7.3 to 7.1 percent between September 30, 1996, and September 30, 1998. Those workers identifying themselves as severely disabled (severe disability categories designated by the Equal Employment Opportunity Commission) declined by 7.5 percent or 1,663 jobs to 20,614.

Since 1986, employees with disabilities decreased by 3,984 workers from 128,123 to 124,139.

VETERANS

Between September 30, 1996, and September 30, 1998, employees with veterans status or preference declined by 36,702 workers to 468,817 or 26.7 percent of the total Federal civilian workforce; the number of Vietnam Era Veterans workers declined by 56,269 to 259,313 workers; Employees with Veterans Readjustment Act (VRA) appointments declined by 3,600 to 19,793 workers; and, **Thirty Percent or More of Disabled Veterans** gained 524 employees, up from 29,554 to 30,078 workers.

AGE

Since September 30, 1996, the average age increased as follows: women—from 42.5 to 43.3; men—from 44.6 to 45.2; and, minorities—from 42.2 to 42.9.

* See Technical Notes in Part Three for employment coverage.

* See Tables 1-1 – 1-7 and Figures 1-1 – 1-7 for selected data on employment trends by designated categories.

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Foreword

This *Demographic Profile of the Federal Workforce* report is the fourth in a biennial series published by the U.S. Office of Personnel Management. This series replaces the *Equal Employment Opportunity Statistics* series (1963-1980), and the biennial *Affirmative Employment Statistics* report last published for September 1990.*

This report provides detailed statistical information on the Federal civilian workforce. Part One includes trend data by race/national origin, sex, disability status, grade, and veterans status. Part Two of this report contains eleven statistical tables previously published in the *Affirmative Employment Statistics* series. Each of the statistical tables focuses on one or more of five selected demographic characteristics (race/national origin designation, sex, age, disability, and veterans status) of the workforce with data distributed by major employment categories such as agency, General Schedule and related grade, occupations, etc. Part Three provides **Technical Notes** on such workforce areas as the data base population definitions, minority regulations, General Schedule and related grades, senior pay levels, occupations, and designated categories.



Paper copies of recent issues for this publication are available from the [National Technical Information Service \(NTIS\)](#).

* Note to Readers: These issues are also available from the National Technical Information Service, 5285 Port Royal Road, Springfield, VA 22161 (telephone: 703-487-4650).

Part Two -- Statistical Tables

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