

Employment and Trends (Executive Branch non-Postal) 1992 - 2002

AGENCY

Total employment increased by 3.3 percent or 57,358 workers from 1,755,689 as of September 30, 2000, to 1,813,047, as of September 30, 2002. The five largest increases by agency were: the Department of Transportation, up by 39,208 workers to 102,785; the Department of Agriculture, up by 7,844 workers to 114,552; the Department of Health and Human Services, up by 7,738 workers to 70,637; the Department of Justice, up 4,946 workers to 130,310; and the Department of Interior, up by 3,673 workers to 78,390. Three departments= employment decreased since September 30, 2000. These were: the Department of Defense, down by 10,448 workers to 658,994; the Department of Commerce, down by 4,801 workers to 38,354; and the Department of Education, down by 154 workers to 4,768. Total employment for independent agencies increased by 752 workers to 179,029 as of September 30, 2002.

WORKFORCE CHANGES

The white-collar workforce increased by 68,966 workers from 1,532,484 as of September 30, 2,000, to 1,601,450 as of September 30, 2,002; its relative percentage of the total workforce rose from 87.3 percent to 88.3 percent. The Federal civilian blue-collar workforce declined by 11,609 workers to 211,595 and represented 11.7 percent of the total workforce. Employment changes by each white-collar occupational category including their corresponding proportions of total white-collar employment are provided as follows: professional, up by 9,360 (or 2.2 percent) workers from 420,482 to 429,842 or 26.8 percent; administrative, up by 38,176 workers (or 7.0 percent) from 547,862 to 586,038 or 36.6 percent; technical, up by 36,925 (or 10.9 percent) workers from 339,100 to 376,025 or

23.5 percent; clerical, down by 20,438 workers (or 11.7 percent) from 175,018 to 154,580 or 9.7 percent; and other, up by 4,943 workers (or 9.9 percent) from 50,022 to 54,965 or 3.4 percent.

The net change by white-collar occupational category during the last ten years were as follows: clerical jobs declined by 167,493 workers; technical jobs declined by 39,858 workers; professional jobs declined by 54,724 workers; administrative jobs increased by 37,641 workers; and other jobs increased by 4,169 workers.

WOMEN/MEN

As of September 30, 2002, men (1,004,612) represented 55.4 percent and women (808,435) represented 44.6 percent of the Federal civilian workforce. The percentage representation of women in the workforce decreased by 0.4 points from 45.0 percent in 2000 to 44.6 in 2002.

The shift to a predominant 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 42.6 percent in 2000 to 43.1 percent in 2002; up from 37.7 percent in 1992. In 2002, women held 35.8 percent of all jobs in the General Schedule and Related grades 12-15, compared to 34.1 percent in 2000, and 25.2 percent in 1992. Also, employment of women increased by 366 workers in the highest paying Executive grades and levels since September 30, 2000.

During the last ten years, employment of women grew by 49,003 administrative and

professional workers, and increased by 66,444 workers in the General Schedule and Related grades 12-15. Women in clerical jobs (mostly jobs below GS-9) declined by 150,635 employees.

* **MINORITY/NON-MINORITY**

There were 1,225,941 non-minorities (69.3 percent) and 557,106 minorities (30.7 percent) in the Federal civilian workforce in 2002. Non-minority employment increased by 31,105 workers, and minority employment increased by 26,253 workers since September 30, 2000.

All minority group (Black, Hispanic, Asian Pacific Islander, and American Indian/American Native) experienced a net gain in employment since September 2000. The percentage representation for Hispanic, and Asian Pacific Islander groups in the Federal civilian workforce slightly increased. The Black percentage representation decreased. The American Indian/Alaska Native percentage representation remained the same as in September 2000. Hispanic employment increased by 9,621 workers to 124,868. Black employment increased by 7,427 workers, and experienced a small decrease in the percentage representation of the Federal civilian workforce. Minorities continued to increase their employment in higher paying professional and administrative jobs, up by 21,585 workers.

Since September 30, 2000, minority groups gained 12,101 additional employees in General Schedule and Related grades 12-15. Minorities at the Executive level increased by 196 workers since September 30, 2000.

Minorities gained 51,732 professional and administrative jobs since September 30, 1992. Some 40,635 of these gains were workers in the General Schedule and Related grades 12-15.

EMPLOYEES WITH DISABILITIES

Since September 30, 2000, total disability employment increased by 2,783 jobs (2.3 percent) to 123,308 workers. The percentage representation of persons with disabilities in the workforce was 7.0 as of September 30, 2002.

Those workers identifying themselves as severely disabled (severe disability categories designated by the Equal Employment Opportunity Commission) declined by 1.9 percent or 372 jobs to 19,455.

Since 1992, employees with disabilities decreased by 29,889 workers from 153,197 to 123,308.

VETERANS

Between September 30, 2000, and September 30, 2002, employees with veterans status or preference increased by 3,497 workers to 448,779 or 0.8 percent of the total Federal civilian workforce; the number of Vietnam Era Veterans workers declined by 2,826 to 242,769 workers; Employees with Veterans Readjustment Act (VRA) appointments declined by 3,978 to 14,709 workers; and, **Thirty Percent or More Disabled Veterans** gained 3,809 employees, up from 31,272 to 35,081 workers.

AGE

Since September 30, 2000, the average age increased as follows: womenCfrom 44.2 to 44.6; menCfrom 45.9 to 46.0; and, minoritiesCfrom 43.8 to 44.1.

* See Technical Notes in Part Three for employment coverage.

* See Tables 1-1 B 1-9 and Figures 1-1 B 1-7 for selected data on employment trends by designated category.

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Foreword

This *Demographic Profile of the Federal Workforce* report is the sixth 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 groupings, 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.



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