

# Employment and Trends

## (Executive Branch non-Postal)

### 1990 - 2000

#### AGENCY

Total employment declined by 2.7 percent or 48,902 workers from 1,804,591 as of September 30, 1998, to 1,755,689, as of September 30, 2000. Major reductions by agency were: the Department of Defense, down by 39,633 workers to 669,442; the Department of Veterans Affairs, down by 21,203 workers to 219,301; the Department of Transportation, down 1,265 workers to 63,577; the Department of Agriculture, down 981 workers to 106,708; and the Department of Energy, down 394 workers to 15,754. Nine departments' employment increased since September 30, 1998. The fifth largest increases by department were: Department of Health and Human Services, up by 4,740 workers to 62,899; Department of Commerce, up 4,238 workers to 43,155; Department of State, up 3,785 workers to 19,390; Department of Justice, up 2,784 workers to 125,364; and Department of Treasury, up by 2,731 workers to 144,696. Total employment for independent agencies declined by 5,914 workers to 178,277 as of September 30, 2000.

#### WORKFORCE CHANGES

Since September 30, 1998 and September 30, 2000, the white-collar workforce decreased by 31,160 workers to 1,532,484, as its relative percentage of the total white-collar and blue-collar workforce rose from 86.7 percent to 87.3 percent. The Federal civilian blue-collar workforce declined by 17,742 workers to 223,205 and represented 12.7 percent of the total white-collar and blue-collar workforce. Employment changes by each white-collar occupational categories including their corresponding proportions of total white-collar employment are provided as follows: professional, down by 18,559 (or 2.7 percent) workers from 439,041 to 420,482 or 27.4 percent; administrative, up by 17,670 workers

(or 3.3 percent) from 530,192 to 547,862 or 35.8 percent; technical, down by 9,620 (or 2.8 percent) workers from 348,720 to 339,100 or 22.1 percent; clerical, down by 23,204 workers (or 11.7 percent) from 198,222 to 175,018 or 11.4 percent; and other, up by 2,553 workers (or 5.4 percent) from 47,469 to 50,022 or 3.3 percent.

The net change by white-collar occupational category during the last ten years were as follows: clerical jobs declined by 198,750 workers; technical jobs declined by 49,434 workers; professional jobs declined by 43,094 workers; administrative jobs increased by 35,658 workers; and other jobs increased by 7,230 workers.

#### WOMEN/MEN

As of September 30, 2000, men (965,520) represented 55 percent and women (790,169) represented 45 percent of the Federal civilian workforce; women percentage representation of the workforce has increased steadily since 1990.

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 40.9 percent in 1998 to 42.6 percent in 2000; up from 36.1 percent in 1990. In 2000, women held 34.1 percent of all jobs in the General Schedule and Related grades 12-15, compared to 31.3 percent in 1998, and 23.3 percent in 1990. Also, employment of women increased by 591 workers in the highest paying Executive grades and levels since September 30, 1998.

During the last ten years, employment of women grew by 60,526 administrative and

professional workers, and increased by 70,625 workers in the General Schedule and Related grades 12-15. Women in clerical jobs (mostly jobs below GS-9) declined by 171,336 employees.

### \* **MINORITY/NON-MINORITY**

There were 1,224,836 non-minorities (69.8 percent) and 530,853 minorities (30.2 percent) in the Federal civilian workforce in 2000. Non-minority employment declined by 44,954 workers, and minority employment declined by 3,948 workers since September 30, 1998. Black, Hispanic, and Asian Pacific Islander minority groups experienced net loss of employees since September 1998. American Indian/Alaska Native minority group increased by 369 workers to 37,936 as of September 2000. The percentage representation for Black, Hispanic, and American Indian/Alaska Native groups in the Federal civilian workforce slightly increased. The Asian/ Pacific Islander percentage representation remained the same as in September 1998. Hispanic employment experienced the smallest decline in the Federal civilian workforce, down by 298 workers. Black employment declined by 1,960 workers, but experienced the largest increase in its percentage representation in the Federal civilian workforce, up by 0.3 percentage points to 17.0 percent. Minorities continued to increase their employment in higher paying professional and administrative jobs, up by 10,236 workers. Since September 30, 1998, minority groups gained 6,668 additional employees in General Schedule and Related grades 12-15. Minorities at the Executive level increased by 297 workers since September 30, 1998.

Since September 30, 1990, minorities have gained 49,860 professional and administrative jobs. Some 42,000 of these gains were

workers in the General Schedule and Related grades 9-15.

### **EMPLOYEES WITH DISABILITIES**

Since September 30, 1998, total disability employment declined by 3,614 jobs (2.9 percent) to 120,525 workers. The percentage representation of persons with disabilities in the workforce was 7.1 as of September 30, 2000. Those workers identifying themselves as severely disabled (severe disability categories designated by the Equal Employment Opportunity Commission) declined by 3.8 percent or 787 jobs to 19,827.

Since 1990, employees with disabilities decreased by 19,944 workers from 140,169 to 120,525.

### **VETERANS**

Between September 30, 1998, and September 30, 2000, employees with veterans status or preference declined by 23,535 workers to 445,282 or 5.0 percent of the total Federal civilian workforce; the number of Vietnam Era Veterans workers declined by 19,370 to 239,943 workers; Employees with Veterans Readjustment Act (VRA) appointments declined by 1,106 to 18,687 workers; and, **Thirty Percent or More Disabled Veterans** gained 1,194 employees, up from 30,078 to 31,272 workers.

### **AGE**

Since September 30, 1998, the average age increased as follows: women—from 43.3 to 44.2; men—from 45.2 to 45.9; and, minorities—from 42.9 to 43.8.

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\* See Technical Notes in Part Three for employment coverage.

\* See Tables 1-1 – 1-9 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 fifth 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).

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## Part Two -- Statistical Tables

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**NOTE:** All Tables Cover Federal Civilian Employment in Executive Branch Agencies, Worldwide  
as of September 30, 2000

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