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EXECUTIVE

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June 4, 1964

Dear Mr. Steele:

Today I had the pleasure of signing your Plan for Progress which symbolizes your company's efforts to bring about improved economic opportunity for our citizenry.

I am particularly pleased to have joined with you in this agreement because your participation was voluntary and represents your recognition of the importance that American industry is attaching to these problems.

Your leadership will, I am sure, awaken an answering response from members of your organization in this cooperative endeavor.

Warm personal regards.

Sincerely,

Mr. W. A. Steele, Chairman
x Wheeling Steel Corporation
1134 Market Street
Wheeling, West Virginia

LBJ/HT/jmw

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JUN 10 1964
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Green copies for xerox in name file
White copies for files in name file and above copies

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Mechanics and Farmers Bank

Box 1932
Durham, North Carolina 27702

JOHN H. WHEELER
PRESIDENT

June 3, 1964

FG 731

FG 160

FG 295

LG

MC

The President
The White House
Washington 25, D. C.

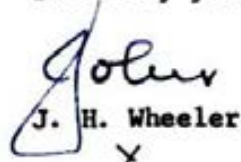
My dear Mr. President:

In my opinion Secretary Wirtz, John Macy, Hobart, ^{Taylor}
George ^X Butler and other members of the staff and the
Committee did a splendid job at the Chicago Regional
Conference of Community Leaders sponsored by the Committee
on Equal Employment Opportunity (May 22).

Despite your busy schedule, I know that the work
of the Committee is always on your heart.

Best wishes to you and thanks for the high quality
of world leadership which you are giving to us during
such a crucial period. Indeed no era in our history has
been so fortunate as we are in terms of broad and skillful
leadership in the White House.

Sincerely yours,


J. H. Wheeler
X

JHW/p

THE WHITE HOUSE

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Mechanics and Farmers Bank
Durham, North Carolina.

JOHN H. WHEELER
PRESIDENT

May 26, 1944

Dear George:

Thanks again for your kindness to me during last week's Chicago Conference.

The job which you and your staff did was simply superb! Congratulations for the skill which you put into it. The prestige of the Committee and public confidence in President Johnson's strong leadership were undoubtedly strengthened by your efforts.

Sincerely,

J. H. Wheeler

JHW/p

Mr. George O. Butler
The President's Committee on Equal
Employment Opportunity
Washington 25, D. C.

JOHN H. WHEELER
PRESIDENT

Mechanics and Farmers Bank
Durham, North Carolina

May 26, 1964

Dear Hobart:

This is just a note to say that I thought the Chicago Conference turned out to be an exceedingly valuable public relations vehicle.

Obviously, George Butler and his small staff did a splendid job of promotion. They also appear to have been successful in avoiding the many pitfalls of local politics and factionalism which often disrupt the best laid plans for a meeting of this kind.

For your part, the skillful manner with which you handled those picketing the meeting gives hope to minority groups everywhere that there are real teeth in the Committee's program.

Sincerely,

J. H. Wheeler

JHW/p

Mr. Robert Taylor, Jr.
Executive Vice Chairman
President's Committee on Equal Employment
Opportunity
1 The White House
Washington 25, D. C.

EXECUTIVE

FG 731

PA 2-2/W*

Mechanics and Farmers Bank
X Durham, North Carolina

JOHN H. WHEELER
PRESIDENT

June 3, 1964

My dear Mr. President:

This is just a note to express my appreciation and personal joy for your generous statement concerning me which appears in a feature article on page 56 of the May 16 issue of "Business Week" magazine.

Needless to say, my esteem for you and your farsighted leadership of our nation is equally high and of course much more important to all of us in a period which will determine the kind of world in which our descendants will be living several centuries hence.

Cordially,

John H. Wheeler

JHW/p

The President
The White House
Washington 25, D. C.

THE WHITE HOUSE

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Durham problems get attention of Wheeler and other civic leaders at breakfast meeting of Redevelopment Commission of City of Durham, of which he is member.

stantial weight at the national level.

Pres. Johnson, for example, with whom Wheeler has worked on equal employment, commends the "record of accomplishment" resulting from his combination of "deep dedication to the cause of equal employment with a recognition of the need for effective methods." Johnson saw Wheeler recently during the President's Appalachia tour last week.

Breaking the pattern. What is most remarkable, though, is the way Wheeler cuts across stereotyped patterns. He represents the top level of successful Negro businessmen who, over the years, won secure, if restricted, positions in many Southern communities. His bank, the largest Negro-owned bank in the U.S., is one of a group of three Negro financial institutions holding, together, \$100-million in assets.

Such men were long accepted as Negro leaders, and the white community dealt with them on racial matters. The eruption of militant direct action about 1960—sit-ins, boycotts, and street demonstrations—changed things drastically. Many conservative businessmen drew back, branded as "Uncle Toms" and "white man's Negroes," while more combative Negro leaders arose.

Wheeler breaks this pattern at both ends. More cleanly than most Negro spokesmen, he has been able—at least up to the present—to reconcile heavy pressures from his own people to be militant and from whites to go slow.

Willing, as his picketing stint for sit-ins showed, to "test new ground," he has won praise from Dr. Martin Luther King, Jr., for "unswerving

commitment to the cause of freedom and justice." Yet he maintains good working relations with the white community, and has served the state of North Carolina so faithfully that Gov. Terry Sanford commends his "devotion, determination, and skill in important appointments."

All this time—while acting both as a sort of intermediary in the conflict with the confidence of both sides, and as a determined leader of one side—he has worked hard and successfully in his business.

I. Delicate balance

How Wheeler is able to do this appears more clearly in a close-up of his activities in Durham.

In Durham, Wheeler is at the center of Negro action. He is chairman of the Durham Committee on Negro Affairs, the group through which leadership channels its efforts. He is particularly proud of its accomplishments in education, where the group's efforts, he says, have resulted in "more Negro children attending integrated schools than in any other North Carolina city."

This was brought about largely by litigation, in which Wheeler's efforts were somewhat unorthodox for a businessman. While already vice-president of the bank in 1945, he went to law school for four years at night. Soon after graduating, he brought the first integration suit in North Carolina.

How to negotiate. The committee's strength, like that of similar groups, comes largely from its ability to influence Negro voting. Negroes comprise 28% of Durham's

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registered voters, and that so many are registered is, again, largely because of the committee's efforts. "You can negotiate in an atmosphere of friendliness," says Wheeler, "if you have the votes." He adds: "And if you don't rub people's noses in it."

Friendliness doesn't rule out a strong stand. When Durham Negro students launched sit-ins and picketing against some stores in 1960, Wheeler received calls from whites and from some Negroes, assuming he would help quell the demonstrators. Instead, he drafted a statement of support. Then he went on the picket line one morning to make his position unmistakable.

Wheeler holds profound and unyielding commitments to carrying Negroes along the path of social improvement as fast as possible, often faster than others want to accept. But he seeks to do this with calm reasonableness and clear judgment.

For the state. He also works hard for the state of North Carolina. His most important state activity is serving as treasurer and a director of the North Carolina Fund, a private organization headed by Gov. Sanford and largely financed by the Ford Foundation; it seeks answers to the problems of poverty in the state, without regard to race.

Difficult line. In this dual role, Wheeler has faced pressure and personal risk, both from whites and cautious Negroes. But white leaders know that when he speaks, other Negroes listen. Negroes know that he will not "go along" for the sake of easy acceptance.

At times, the irony of his position is striking. Wheeler recently went with a small group from the North Carolina Fund to 11 towns that had applied for assistance. At many meetings he presided over discussions that included mayors, city managers, other officials, and prominent businessmen. Yet, careful arrangements were necessary to insure that Wheeler could be served meals without incidents. In one strictly segregated town a newspaper reporter, watching Wheeler talk to city officials, observed: "Look at the way he handles those people. And that man couldn't even buy a cup of coffee across the street."

II. The Negro in business

"It can be extremely difficult," is Wheeler's only comment on such things. But he also says: "Some Negro businessmen have never known the thrill of seeing relationships change from a patronizing popularity to mutual understanding and respect."

For this activity, of course, rests solidly on the foundation of Wheeler's business career. His bank, the Mechanics & Farmers, is closely associated with Durham's North Carolina Mutual Life Insurance Co., largest U. S. Negro-owned business.

Wheeler is also a director of a savings and loan association closely tied to N. C. Mutual. With two Durham offices and branches at Charlotte and Raleigh, Mechanics & Farmers has \$12-million deposits. It ranks ahead of Atlanta's Citizens Trust Co. and the Industrial Bank of Washington among Negro-owned banks.

"We're a stone's throw from our white competitors in Durham," Wheeler notes, "but we have many accounts from white businessmen." His bank has accounts from many big North Carolina companies, and deposits of public funds.

Like many bankers, Wheeler takes satisfaction in supporting new and expanding business—particularly Negro enterprises. "Often our support determines whether a Negro business survives or not," he says.

Special problems. But for Wheeler, business pursuits inexorably lead to some hard thinking about the Negro's position in the economy. His analysis runs something like this. For Negroes, the period beginning in the mid-1890s (it was in 1896, for one thing, that the Supreme Court enunciated the "separate but equal" doctrine) brought political disenfranchisement, social separation, and the "removal of the Negro entrepreneur from the marketplace where American citizens are accustomed to bargaining for the goods and services of one another."

This brings special problems; Negro business is confined almost entirely to the low-income segment of the market. Negro bank accounts tend to be smaller, so serving them raises costs. "This means," says Wheeler, "we have to do a little more efficient job of management."

Holding operation. Wheeler sees successful Negro businessmen as conducting a "holding operation of unusual importance"—important because of growing Negro economic strength. In 1963, he points out, 14 Negro banks had total resources over \$75-million, 53 life insurance companies had \$335-million, 32 savings and loan associations \$350-million.

Negroes are now ready, Wheeler feels, for the payoff of this holding operation. Negro businessmen, he says, must help the Negro "recenter the marketplace through pressure for maintenance of a free and open society by every means at our disposal,

including some of the extraordinary ones in which all too few of us have participated in recent months."

III. South and nation

This year, Wheeler took on an assignment of wider geographical scope. He became the first Negro to be elected president of the influential Southern Regional Council, which has strongly shaped the course of race relations in the South.

Deep roots. It is a South in which Wheeler's own roots run deep. Like many successful Negroes, he comes from a comfortable background. His father was a college president, later Atlanta manager for N. C. Mutual.

From the age of five, Wheeler lived in Atlanta, where his family was part of a substantial middle-class Negro group including Walter White, later head of the National Association for the Advancement of Colored People; M. L. King, Sr., father of the Negro leader; and the Dobbs family whose best-known member is Metropolitan Opera star Mattiwiilda Dobbs.

Graduating from Morehouse College, summa cum laude, Wheeler went to work in 1929 for Mechanics & Farmers as a teller at \$60 a month. He became vice-president in 1944, president in 1952.

Wider range. The broader range of Wheeler's activities now has a national as well as regional scope. About 1958 he met R. Sargent Shriver, Jr., in Chicago, and later Shriver asked him to become a director of the Businessmen's Committee for Kennedy-Johnson. "We were proud to have Wheeler as one of the original members," Shriver says. He also served during this period on the Commission on Race and Housing. He was sounded out about coming to Washington, but felt his bank needed him.

He is, however, a member of the President's Committee on Equal Employment Opportunity, formed in 1961 by Pres. Kennedy and headed by then Vice-Pres. Johnson. He says: "I never had hesitancy about expressing strong views, to which Mr. Johnson was usually receptive."

Next step. Wheeler describes the next order of business for Negroes in these terms: "The current wave of militancy can succeed only in removing the artificial barriers to our return to the marketplace." He names some qualities Negroes will need to follow through, qualities that sum up his own personal credo: "Hard work, thorough training, tenacity, a genuine interest in other people, and intense self-discipline." **End**



John H. Wheeler (right), here greeting customer of biggest Negro bank, calls for Negroes to 'reenter U. S. marketplace'

NAMES & FACES

Banker with a mission

Successful Negro bank president, firm in pushing for both Negro advancement and North Carolina development, wins an influential role throughout South and in the nation

The Mechanics & Farmers Bank, of which John H. Wheeler (pictures) is president, is located in downtown Durham, N. C., within a block of five competitive banks. When Wheeler walks along the streets downtown, many people nod or greet him with the good will and respect normally accorded to a successful and prominent local businessman.

This would not be especially notable except that Wheeler, 56, is a Negro, born near Durham, who has lived and worked his entire life in the South. And those who greet him today might have seen him in 1960—with an established reputation as bank president—walking in a picket line on behalf of sit-ins launched by Durham Negro students.

Wheeler would not want his career

—remarkable by any standards—measured with a racial yardstick. Yet it is in the light of the impassioned and often troubled Negro fight for economic and social improvement that his work holds particular interest today. Though he is not well-known to the public, his contributions both as a businessman and as an influence on affairs affecting Negroes are outstanding.

His range of activities is broad—in private business, as an active lawyer, college trustee, key member of many state and national groups, and behind-the-scenes figure whose advice is sought and heeded. Their wide scope makes him the most influential Negro leader in his state, among the three or four top Negroes in the South, and a man with sub-



Wheeler chats with mayor of Durham, R. W. Grabarek (right), Vice-Pres. Everett Hopkins of Duke University (hatless), attorney V. S. Bryant, Jr.

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THE PLANS FOR PROGRESS PROGRAM

August 1963 - May 1964

Since the last meeting of the President's Committee, the Advisory Council to the President's Committee on Equal Employment Opportunity was organized at a White House meeting on Tuesday, August 6. At that time, G. William Miller, President of Textron, Inc., was named Chairman of the Advisory Council and the following representatives from the corporations designated were named as members:

AMERICAN AIRLINES

George A. Spater
Executive Vice President

GENERAL ELECTRIC COMPANY

Roy Fugal, Manager
Personnel Practices

ALUMINUM COMPANY OF AMERICA

Arthur M. Doty
Manager of Personnel Relations

HUGHES AIRCRAFT COMPANY

Sherman Gillespie
Manager, Employment & Manpower

AMERICAN TELEPHONE & TELEGRAPH CO.

Harold H. Schroeder
Assistant Vice President

INTERNATIONAL BUSINESS MACHINES,
CORPORATION

R. A. Whitehorne, Manager
Personnel Research & Services

BURROUGHS CORPORATION

C. E. Scholl, Director
Industrial Relations

INTERNATIONAL HARVESTER COMPANY

Harry Baker, Manager
Employee Relations Department

CHRYSLER CORPORATION

Edward P. Franks, Manager
Corporate Employment

INTERNATIONAL TELEPHONE & TELE-
GRAPH CORPORATION

Frank Metzger, Director
Executive Planning & Development

COLGATE-PALMOLIVE COMPANY

R. H. Berquist, Director
Compensation Administration
& Employee Services

LOCKHEED AIRCRAFT CORPORATION

E. G. Mattison, Director
Industrial Relations
Lockheed-Georgia Company

COOK ELECTRIC COMPANY

H. W. Wittenborn
Vice President

OWENS-ILLINOIS GLASS COMPANY

Harold Mayfield
Director of Personnel

THE CUDAHY PACKING COMPANY

Edward Cudahy, Jr.
President

RADIO CORPORATION OF AMERICA

A. H. Evans, Manager
Employment

E. I. DuPONT DE NEMOURS & CO., INC.

P. B. Lewis, Manager
Personnel Division

TEXAS INSTRUMENTS, INC.

W. D. Coursey
Vice President

McJ

EXECUTIVE

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FG 731

FG 155

May 28, 1964

MEMORANDUM FOR

Mr. Franklin D. Roosevelt, Jr.
Under Secretary of Commerce

The information that Secretary Hodges has established a Task Force on Equal Opportunity and has appointed you to direct its activities was well received here. The achievement of equal opportunities for Negro and other minority groups in the economic and business life of the Nation is of course one of the priority goals of this Administration.

It is especially important that members of minority groups develop an appreciation for careers in business and the professions. Increasingly the Nation's business leaders, particularly through Plans for Progress and similar efforts, are taking steps to expand such opportunities at all levels of responsibility. Increasingly, minority group members are becoming aware of the existence of these opportunities and are acquiring the skills necessary to compete successfully in the market place for talent. However, a good deal remains to be done. Obviously the Department of Commerce, through your Task Force, can make a major contribution -- especially in areas such as business franchising operations, the development of pilot projects with Chambers of Commerce and trade associations, and widening enrollment opportunities for young people from minority groups in graduate schools of business.

Lee C. White

May 23, 1964

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Dear Mr. Pollock:

I am genuinely sorry that I cannot address your Silver Anniversary Convention in New York.

Your Union has a proud record of service to this country. I am particularly appreciative of your acceptance of a working role on the Labor Advisory Committee of the President's Committee on Equal Employment Opportunities. Your leadership in our successful effort to establish a cotton pricing policy which protects American jobs was indispensable. I am glad that I had a chance to tell you this in person at our recent dinner meeting at the White House with other leading labor personalities.

The Textile Workers have shown great interest in the opening stages of our war against poverty. I am greatly pleased that Special Assistant to the President Sargent Shriver is scheduled to talk about this great effort to your delegates. We know that we can count on you in the future as we have in the past.

The long battle to put the force of law behind the rights of all citizens is closer to victory. Your consistent support for the Civil Rights measure is a mark of honor and should be a source of pride for you.

President John Kennedy with your help put our nation back on the road to progress and peace. As we move now in the battles against poverty and discrimination, we salute his memory by advancing his program.

Let us work together to build a Great Society.

Sincerely,

★
Mr. William Pollock
President

★ Textile Workers Union of America

Hilton Hotel, New York, N. Y.
Letter sent to Honorable Sargent Shriver for delivery.
LBJ:FLH:MB

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OVERSIZING
attaching

Memo to GER:

If President Johnson uses the essence of the remarks prepared for him for the meeting today (Tuesday), you should have a good peg.

It is intended that the President will tell the PCEEEO that he has written to the 204 companies who have agreed to join Plans for Progress, asking them to extend their efforts beyond their office doors and plant gates and into their communities.

The letter asks that the presidents of the companies write to the local managers of each of their installations across the country. It will ask them to point out to the local managers that this national equal employment opportunity program will work only through the operation of the free enterprise system at their level; will urge them to continue their efforts; will ask that they commend the Plans for Progress to other employers in their area.

I have asked Betty Wilson to send you down a copy of the letter for your purposes.

There is no accurate way of telling the extent of the chain of letters this could set off. I will tell you that when we had only 110 companies in the program, the Social Security People told us that they had 19,000 reporting units, including 7,500 of 50 or more persons.

It is safe to say that thousands of plants and offices are involved. The companies have more than 7,000,000 employees and have annual sales of more than \$162 billion.

I am attaching a composite study of the work profiles of 86 of the Plans for Progress companies who joined between the time the program was started in May, 1961, and January, 1963.

The study combines the initial self-analysis report of these companies, filed at the time they joined, and the latest progress report received from them -- December, 1963. The companies employed 3,425,980 when they joined and 3,684,833 in December, 1963.

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It shows that while the change in the number of salaried jobs overall in the companies was 93,138, or 5.7 percent, the change in the number of salaried jobs held by non-whites was 11,664, or 47.0 percent.

It shows that while the change in the number of hourly employees overall was 165,715, or 9.2 percent, the change in the number of hourly jobs held by non-whites was 29,149, or 19.2 percent.

The grant total of the changes was 258,853 or 7.6 percent for total employment, and 40,813, or 23.1 percent for non-white employment.

It should be pointed out, I think, that despite these changes, the total utilization of non-white employees in these companies increased only slightly.

In terms of salaried employees, the number went from 24,882, or 1.5 percent of total salaried employment, to 36,486, or 2.1 percent of total salaried employment. This is an increase of only .6 of one percent.

And in terms of the total employment by these 86 companies, the figures went from 176,626 to 217,439, or from 5.2 percent to 5.9 percent.

These other items are scheduled to come out at the meeting and could make news:

1-- The federal contracting agencies have completed 3,961 compliance reviews affecting 2,696 government contractors. These reviews are made by contract compliance officers of the agencies, which are responsible for obtaining compliance with the provisions of the Executive Orders. They provide broad on-site analysis of all employment practices related to the contractor's contractual commitment to provide equal employment opportunity to all, regardless of race, creed, color or national origin.

These reviews have carried the EEO program into 1,133 communities in 49 states, the District of Columbia and the Virgin Islands.

2-- The President's Committee has designated one agency to deal with each contractor and that agency will have the responsibility for all EEO dealings with that contractor, regardless of whether he has contracts with other agencies. This is being done to eliminate duplication of effort and enable ease of communications between contractor and agency.

3-- The agencies are stepping up their compliance reviews as they gain experience in conducting them and intend to visit every contractor or sub-contractor covered by the Executive Orders.

4-- The PCEEO is working on a memorandum of understanding with state and local FEPCs. The memorandum will make possible the elimination of duplicate effort and will achieve closer liaison in handling of cases where there is substantial common interest. WE DON'T HAVE ANY COMMITMENTS YET FROM ANY OF THE FEPC's.

5-- There will be regional community leadership conferences sponsored by the PCEEO in Chicago on May 22 and in Philadelphia on June 10. The Chicago conference is expected to draw nearly 1,500 persons from Minnesota, Wisconsin, Iowa, Indiana and Illinois. The Philadelphia conference is expected to draw about the same number from Pennsylvania, New York, New Jersey, Maryland and Delaware.

I think that is about it as far as fairly hard news goes. I'll be at the meeting if you need more or have questions.

Mack Wise

THE WHITE HOUSE
WASHINGTON

From
Mack Wise

INFORMATION

FROM THE
PRESIDENT'S COMMITTEE
-ON-
EQUAL EMPLOYMENT OPPORTUNITY
Washington 25, D. C.

Malcolm F. Wise, Director of Information
961-3854

pay her until May 19
EEO 164 (5-5-64)

FOR RELEASE ON RECEIPT

Washington, D.C. --- Secretary of Labor W. Willard Wirtz and other top federal official from Washington will lead panel discussions at a community leaders conference in Chicago May 22, the President's Committee on Equal Employment Opportunity announced today.

Secretary Wirtz, who is Vice Chairman of the PCEEO, also will be the keynote speaker at the one-day meeting. More than 1,500 community leaders from Illinois, Indiana, Iowa, Minnesota, and Wisconsin have been invited to attend the conference, which is sponsored by the PCEEO in cooperation with a Chicago Citizens Host Arrangements Committee.

President Lyndon B. Johnson has been chairman of the PCEEO since its inception in 1961.

Among other top federal officials serving as conference panel chairman will be Robert Weaver, Administrator of the Housing and Home Finance Agency, and John W. Macy, Jr., Chairman of the U.S. Civil Service Commission.

The purpose of the conference is to foster cooperation among community leaders from the field of business, labor, education, religion and civic affairs in opening the job market to full participation by all Americans.

Hobart Taylor, Jr., Executive Vice Chairman of the PCEEO, announced the following panel chairman and panel subjects:

Panel No. 1 - Education and Training for Employment

Chairman, Ivan Nestigen, Under Secretary, Department of Health, Education, and Welfare.

This panel will cover the need for intensive education and occupational training for the dis-

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MAY 22 1964

advantaged and the effectiveness of current programs; the role of government and community groups in support of manpower training and retraining, anti-dropout and educational improvement programs.

Panel No. 2 - Business and Industry

Chairman, Norman S. Paul, Assistant Secretary, Department of Defense. The action role of government contractors, Plans for Progress companies, and other business and industrial institutions in advancing equal employment will be the concern of this panel.

Panel No. 3 - The Role of Unions

Chairman, W. Willard Wirtz, Secretary of Labor. This panel's primary area of interest will be the efforts to fight discrimination at all levels within the labor movement, the implementation of Union Programs for Fair Practices, and the need to work with management in assuring equal opportunity in apprenticeship and other training and retraining programs.

Panel No. 4 - Effects of Inadequate or Segregated Housing and Community Facilities

Chairman, Robert Weaver, Administrator, Housing and Home Finance Agency. The panel's discussion will be directed toward the relationship between housing patterns and employment patterns and the ways in which discriminatory housing practices perpetuate unequal opportunity in employment.

Panel No. 5 - Government as an Employer: Federal, State and Local

Chairman, John W. Macy, Jr., chairman of the U.S. Civil Service Commission. This panel will focus attention on the responsibility of government agencies to demonstrate leadership in non-discriminatory practices in all aspects of their own employment, to stimulate and support equal opportunity programs by private employers, and to cooperate actively with community

leaders in the solution of problems of education, vocational training and housing as they affect employment opportunity.

Panel No. 6 - Community Group Responsibility: The Vital Ingredient

Chairman, The Very Reverend Francis B. Sayre, Dean of the Washington Cathedral and a member of the President's Committee. The panel will discuss the importance of cooperation among private groups in planning, research, educational efforts, and action programs to implement equal employment opportunity at the community level.

Taylor indicated that the panelists will be selected from all facets of community life. Their names will be announced later.

The PCEEEO is charged with insuring equal employment opportunity by the federal government, by government contractors, and on federally assisted construction projects. It also has cooperative programs to enlist non-government contractors in voluntary support of the national program.

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

Agenda for Meeting

MAY 12, 1964

1. Opening Remarks - The President

(a) Introduction of New Members

1. Stephen Ailes, Secretary of the Army
2. Dr. John T. Dunlop
3. Mr. Ralph Talbot McElvenny
4. Paul H. Nitze, Secretary of the Navy

2. Approval of minutes of August 20, 1963 meeting - W. Willard Wirtz

3. Staff Activities Reports - Hobart Taylor, Jr.

- (a) Government Contract Division
- (b) Federal Employment Division
- (c) Non-discrimination Standards in Apprenticeship & Training
- (d) Memorandum of Understanding with State Fair Employment Practices Commissions

4. Third Government Census - John W. Macy, Jr.

5. Regional Conferences

- (a) Los Angeles - Dean Francis B. Sayre
- (b) Chicago - Rabbi Jacob J. Weinstein
- (c) Philadelphia - Mrs. D'Jarvis H. Watson

6. Plans for Progress - G. William Miller

7. Labor Advisory Council - John H. Lyons, Jr.

8. Report by the Special Counsel - N. Thompson Powers

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON, D.C. 20210

May 11, 1964

MEMORANDUM FOR THE PRESIDENT

This is to inform you regarding the meeting of the Equal Employment Opportunity Committee on Tuesday, May 12, at 11:00 A.M., in the Indian Treaty Room.

As you know, the last Committee meeting was on August 20, 1963. In addition to reports of various Committee members, and in order to dramatize Committee activities during the past nine months, we have invited Bill Miller, President of Textron and Chairman of the Plans for Progress Advisory Council, to report on the Plans for Progress program. Also, Jack Lyons, President of the International Iron Workers, will be present to report on the Labor Advisory Council, of which he is Chairman.

As you will note from the attached agenda, it is proposed that you open the meeting, at which time you may wish to introduce the four new Committee members. They are: Secretary of the Army Stephen Ailes, Dr. John T. Dunlop, Mr. Ralph Talbot McElvenny and Secretary of the Navy Paul H. Nitze.

We have scheduled no further participation for you because of other pressing demands on your time. I know, however, that the members are anxious to greet you and would, of course, be most appreciative of whatever time you are able to give to this meeting.

Attached for your information is the meeting book containing, at the beginning, a list of those who will be present.

Also, for your convenience, I am attaching a few comments on the current attitudes of several Committee members which may prove of particular interest to you, along with a summary of the reports contained in the meeting book.



Hobart Taylor, Jr.

COMMENTS REGARDING SEVERAL COMMITTEE MEMBERS

In general the members continue to be most cooperative and we have sought to involve them in Committee activities at every opportunity.

However, John Wheeler remains stubborn and it is suggested that this may be caused by the appointment of a Federal Judge some time ago, which he opposed. Also, he has proved difficult recently over a merger situation involving several tobacco unions in and around Durham, North Carolina, which he is opposing for a reason that is not yet clear.

Don Cook has really gone to work for the Committee for the first time and is heading, along with Ralph McElvenny, an effort to engage the utility industry more fully in the program.

Dean Sayre has worked with us on the Committee's Regional Conference program and appears less prone to complain about things and, in fact, will give at this meeting a complimentary report regarding the Los Angeles Community Leaders Conference held last November.

The Attorney General has made no recent criticism of Committee activities. You may wish to know that the last matter which troubled him, namely, the coordinating of the Plans for Progress reporting procedures with the regular government contractor procedure, has been accomplished and appears to be working well.

I feel that Walter Reuther is now in line and Bill Schnitzler has been proving a big help in our union activities.

Howard Woods continues to be cooperative and has handled a recent Committee matter very well.

Rabbi Weinstein, who is always ready to work with us, is being tendered a testimonial in Chicago on May 24, on the occasion of his 25th Anniversary at his Temple, which I am told is the largest in the midwest.

SUMMARY OF COMMITTEE MEETING BOOK

The reports in the meeting book contain the following items which may be of particular interest to you:

1. A summary of compliance reviews, through April 30, which reveals that 3961 reviews have been conducted by 21 agencies in 49 states (including all Southern states), the District of Columbia and the Virgin Islands.

Also, as of April 30, 2444 complaints have been received against government contractors, of which 1676 have been adjudicated with a corrective action rate of 65.5%. There has been over the past six months a reduction of complaints received against contractors. This rate has gone from a previous monthly average of 70 down to 54. We attribute this in great part to the effect of the compliance reviews mentioned above.

We have not been able to reduce the contract complaint backlog but we recently held a meeting and seminar in Washington of all contract compliance field personnel and I believe that this will result over the next few months in wearing down this constant backlog.

2. A review of the status of Federal employment complaints which shows that of 3109 complaints received, 2638 have been closed with a corrective action rate of 35.6%. Here, a previously large backlog of cases awaiting review has been reduced from 173 to 45 and cases on appeal are down from 103 to 14. In large part this has been accomplished through John Macy's help. Now it is planned that more of this work be done by persons in the Civil Service Commission skilled in this type of investigative review work. This will add to our efficiency and should help to reduce costs.

3. A statement announcing the Committee's intent to adopt the Labor Department's Standards on Non-discrimination in Apprenticeship and Training.

The effect of this will be to bar from Federal and Federally assisted construction projects those contractors who participate in apprenticeship programs which discriminate in either the selection or treatment of apprentices.

4. An announcement of the Committee's action in developing an agreement for mutual cooperation with the many State and Local Fair Employment Practices Commissions.

The objective here is to provide for liaison and cooperation in case handling where there is a concurrent city, state and Federal interest. Through this program we are working toward the development of the kind of procedures necessary when the Civil Rights Bill is passed.

5. Mention of the Third Government Census to be reported orally by John Macy, which shows, as you will recall, that for the year ended June 30, 1963, Negroes held 13.1% of all Federal jobs. More importantly, the report shows that Negro employment in the classified grades GS-5 through GS-11 (\$4,690 to \$10,650) increased by 4,278 representing a gain of 14.7%. Also, in the top grades GS-12 through GS-18 (\$9,980 to \$20,000) Negroes gained 545 positions, representing an increase of 38.7%.

6. Reports on the Los Angeles Regional Conference and the upcoming Chicago and Philadelphia Conferences, which will be given by Dean Sayre, Rabbi Weinstein and Dee Watson, respectively. Both the Chicago and Philadelphia reports indicate impressive workshop panels on education, business, unions, housing, Federal Government Employment and community group responsibilities.

7. A review of Plans for Progress activities since the formation of the Advisory Council along with a statement on the projects to be carried out during the balance of the Council's first year.

This report shows that as of May 5, 203 companies employing over 7,000,000 persons and with annual sales exceeding \$149 billion have signed or submitted plans for our approval.

We will have for the meeting comparative employment figures of Plans for Progress companies indicating marked progress over the period since they joined the program. You will receive a detailed report on this very soon.

8. A report on the formation of the Labor Advisory Council on March 16, along with the Council's immediate aims.

In this regard, there will be a meeting of all participating Union Presidents (117 to date) at the Federal Aviation Agency Building here in Washington on June 8, the purpose being to indicate the goals set down by the 16 member Advisory Council. At an afternoon session, a seminar will be conducted to discuss ways of implementing the unions' participation in the Committee work.

It is anticipated that Secretary Wirtz, George Meany and Walter Reuther will speak at this conference.

I will furnish you within the next two days a memorandum outlining our plans in this regard.

PLANS FOR PROGRESS PROGRAM

Preliminary
(Revised May 11, 1964)

President's Committee on Equal Employment Opportunity Plans for Progress Report for 86 Companies¹

Self-Analysis (Initial) Report²
(Dates vary from January 1961
to January 1963)

Latest Progress Report
(December 1963)³

Change

Occupational Group	<u>Self-Analysis (Initial) Report</u> ² (Dates vary from January 1961 to January 1963)			<u>Latest Progress Report</u> (December 1963) ³			<u>Change</u>			
	All Employees	Non-White Employees ⁴ Number	%	All Employees ⁵	Non-White Employees ⁴ Number	%	All Employees Actual Total	% Change	Non-White Actual Total	% Change
Salaried Employees	1,634,429	24,822	1.5	1,727,567	36,486	2.1	93,138	5.7	11,664	47.0
Hourly Employees	1,791,551	151,804	8.5	1,957,266	180,953	9.2	165,715	9.2	29,149	19.2
GRAND TOTAL	3,425,980	176,626	5.2	3,684,833	217,439	5.9	258,853	7.6	40,813	23.1

¹Includes 86 companies which submitted their "Self-Analysis" reports between January 1961 and January 1963 and also submitted reports for December 1963.

²"Self-Analysis" report is the initial report submitted by a company after it joined the Plans for Progress Program. Following is a summary of the month of reference of the 86 reports:

<u>Month of "Self-Analysis" report</u>	<u>Number of company reports</u>
January 1961 through January 1963	86
January through June 1961	7
July through December 1961	28
January through June 1962	36
July through December 1962	14
January 1963	1

³Reports as of December 1963 were requested by the Committee. A few companies used reference dates later than December. One report was partly for June 1963.

⁴Non-white includes Negro, Oriental, and American Indian employees.

⁵Part of the increase in employment over the previous period resulted from more complete reporting by some of the —

EXECUTIVE

FG 731

Report to the President

The President's Committee on EQUAL EMPLOYMENT OPPORTUNITY



TECHNICAL
JAN 18 1964
CENTRAL FILE

Report to the President

by

The President's Committee on EQUAL EMPLOYMENT OPPORTUNITY



WASHINGTON, D.C.

November 26, 1963

RECEIVED
JUN 8 1964
CENTRAL FILES

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

WASHINGTON, D.C. 20210

November 26, 1963.

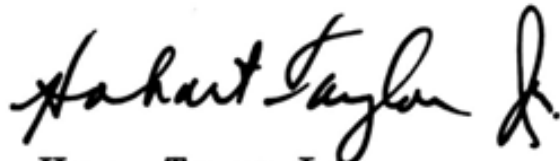
THE PRESIDENT,
THE WHITE HOUSE,
Washington 25, D.C.

DEAR MR. PRESIDENT: I submit herewith, through the Honorable W. Willard Wirtz, Vice Chairman, a report covering the activities of the President's Committee on Equal Employment Opportunity. This report combines both the annual report required by Executive Order 10925 and a comprehensive review of the Committee's history and activities since April 6, 1961.

You are familiar with most of the content of this report because of your energetic, direct and dedicated leadership, while Vice President, as Chairman of the Committee.

This record does honor to yourself and to the memory of the late President John F. Kennedy, who created the Committee as a means of opening equality of opportunity to all Americans and who died while still in the pursuit of a larger freedom for everyone.

Respectfully yours,

A handwritten signature in dark ink, reading "Hobart Taylor, Jr." with a stylized flourish at the end.

HOBART TAYLOR, JR.,
Executive Vice Chairman.

The Committee's Charge

Whereas discrimination because of race, creed, color, or national origin is contrary to the constitutional principles and policies of the United States; and

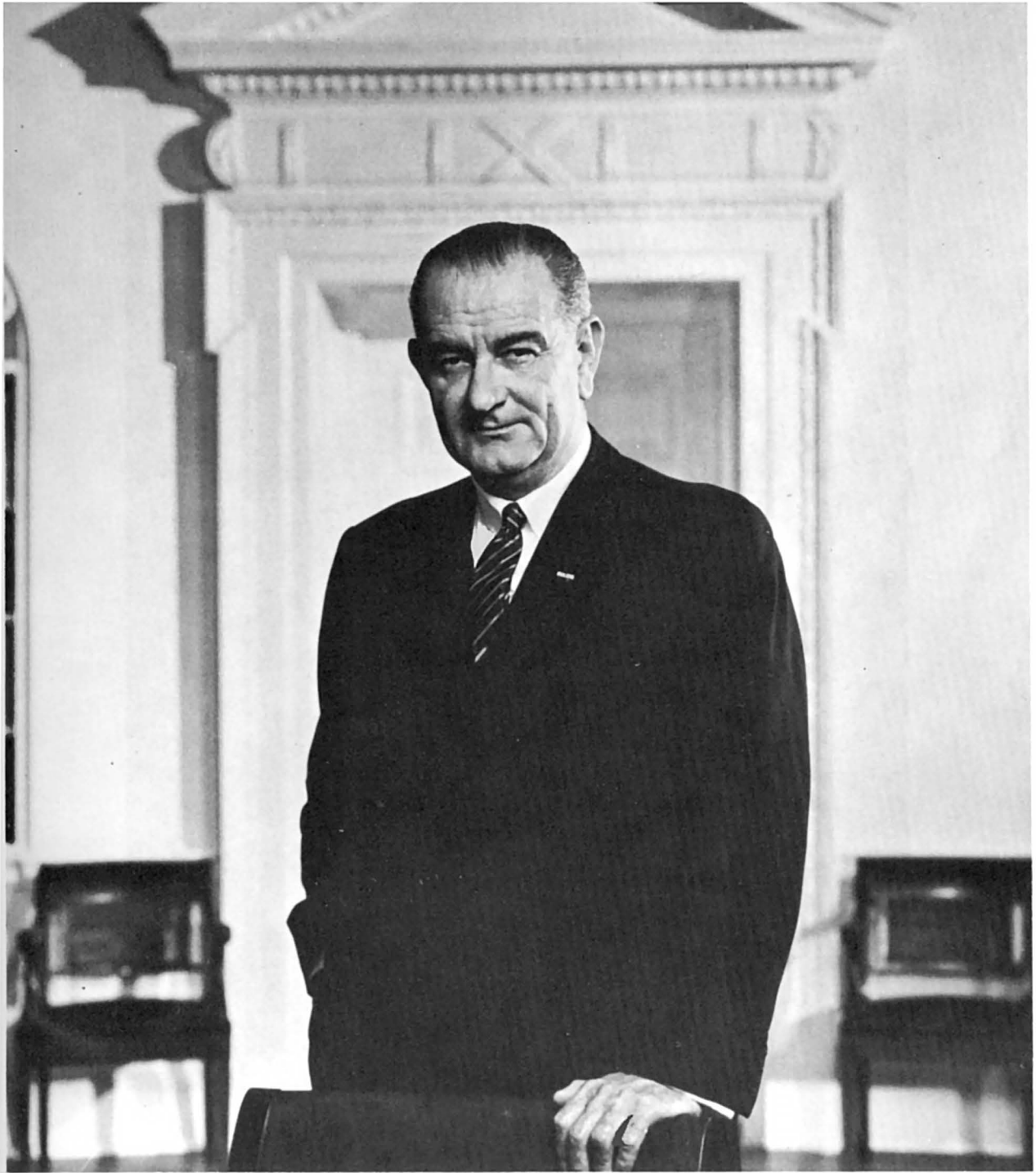
Whereas it is the plain and positive obligation of the U.S. Government to promote and ensure equal opportunity for all qualified persons, without regard to race, creed, color, or national origin, employed or seeking employment with the Federal Government and on Government contracts; and

Whereas it is the policy of the executive branch of the Government to encourage by positive measures equal opportunity for all qualified persons within the Government; and

Whereas it is in the general interest and welfare of the United States to promote its economy, security, and national defense through the most efficient and effective utilization of all available manpower; and

Whereas a review and analysis of existing Executive orders, practices, and government policy procedures relating to government employment and compliance with existing nondiscrimination contract provisions reveal an urgent need for expansion and strengthening of efforts to promote full equality of employment opportunity; and

Whereas a single governmental committee should be charged with responsibility for accomplishing these objectives . . . **Preamble to Executive Order 10925 establishing the President's Committee on Equal Employment Opportunity, issued by President John F. Kennedy effective April 6, 1961.**



President Lyndon B. Johnson



Secretary of Labor W. Willard Wirtz

A Message From the Vice Chairman

President Kennedy said, "Denial of the right to work is unfair, regardless of its victim. It is doubly unfair to throw its burden most heavily on someone because of his race or color." One of the most constructive forces in lifting this racial burden has been the President's Committee on Equal Employment Opportunity which John Kennedy established, under the vigorous and dedicated leadership of Lyndon B. Johnson first as Vice President and now as President. Of course, there is much that remains to be done. It is to that unfinished work that the future activities of this Committee will be dedicated.

W. Willard Wirtz



Hobart Taylor, Jr.

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

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President of the United States

VICE CHAIRMAN
W. WILLARD WIRTZ
Secretary of Labor

EXECUTIVE VICE CHAIRMAN
HOBART TAYLOR, JR.

SPECIAL COUNSEL
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Ward McCreedy, Director of Field Services.
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CHAPTER ONE

The Story of the President's Committee on Equal Employment Opportunity

Evolution and Trends 1961-1963

When the late President John F. Kennedy affixed his signature to Executive Order 10925 on March 6, 1961, he put forth one of the most important policy statements of his or any other administration. It put the Federal Government's economic power squarely in the forefront of the battle for equal opportunity for all.

Two persons outside the administration were instrumental in the drawing of the order. They were Abe Fortas, a prominent Washington attorney, and Fred Lazarus, president of Federated Department Stores, Inc., who gave of his long experience as a member of the former President's Committee on Government Contracts.

The Executive order became effective 30 days after the President signed it. Within a few days after the effective date, the new President's Committee on Equal Employment Opportunity met and approved plans and programs to carry out the order.

At that meeting, and in subsequent planning, these specific programs for reaching the goals of the Executive order were begun (dates of program inauguration in parenthesis):

- A conference with contract compliance officers from Government agencies to get the compliance program under way (Apr. 21, 1961).

- A meeting with the presidents of the 50 largest government contractors (May 2, 1961).

- A meeting with the presidents of many of the international unions affiliated with the AFL-CIO (May 3, 1961).

- Developing rules and regulations under which the Committee and agencies would operate and the holding of public hearings on the rules and regulations (June 7 and June 30, 1961).

- Developing cooperative programs (later

designated as Plans for Progress) in which companies would undertake equal opportunity programs supplementing the requirements of the Executive Order (first Plan for Progress signed May 25, 1961).

- Determining through annual government-wide surveys the employment status of minority group members in Government employment (first survey, June 1961).

- Conducting training programs for employment policy officers and their deputies to insure effective implementation of the Executive Order in government employment (first seminar, July 27, 1961).

- Holding regional conferences of top officials of government agencies throughout the country to study problems and initiate programs for carrying out the Executive Order (first such conference, June 1961).

- Developing a comprehensive compliance reporting system for Government contractors under Committee jurisdiction.

- Developing a complaint investigation and adjustment procedure that would protect the rights of both employees and employers, whether Government agencies or contractors.

- Assigning skilled staff personnel in Government agencies to promote affirmative action programs for equal opportunity and to handle complaint investigations and adjustments.

- Working with labor unions and other employee organizations to obtain their cooperation in opening the doors of opportunity to all, with special attention to disadvantaged members of minority groups.

- Carrying out of intensive educational and community relations programs to obtain cooperation and assistance of all segments of society and the economy in achieving equal employment opportunity.

All of these programs were underway by the end of the first year of the Committee's existence. Many were well-advanced and getting substantial results.

At the meetings with Government contractors and labor union leaders, the Committee Chairman and Vice Chairman were given pledges of full cooperation and assistance. Out of these meetings came the programs that later were developed as Plans for Progress for business firms and Programs for Fair Practices for labor unions.

First Plan Signed

The first Plan for Progress was signed by President Lyndon B. Johnson, then Vice President and Committee Chairman, and the Lockheed Aircraft Corp. on May 25, 1961. By the Committee's first anniversary, 52 of the nation's largest corporations had signed Plans for Progress. Today, the number has grown to 115, including several national concerns that do not hold government contracts and one university.

Industry interest in Plans for Progress can be gaged by the fact that 19 leading industrial executives in the nation have formed a special Advisory Council for the program and many more serve on Committees of the Council. Five of these firms have loaned personnel executives of their firms as staff for the Council (see Plans for Progress).

Reports from Plans for Progress companies indicate substantial progress has been made in improving opportunities for minority group members in their employ—opportunities beyond the requirements of Executive Order 10925 (see Plans for Progress).

Although development of the Union Programs for Fair Practices was initiated during the first year, it was not until midway in the second year, on November 15, 1962, that the actual signing took place. At that time, 115 international unions affiliated with the AFL-CIO, together with the AFL-CIO itself and its 340 directly affiliated local unions, pledged to take all necessary steps to insure equal employment opportunity and equal membership rights without regard to race, creed, color, or national origin (see Union Programs for Fair Practices).

Complaints and Compliance

While these cooperative programs were being formulated, the contract compliance program also

was getting underway. The first complaints of discrimination in employment by Government contractors actually had been received even before the Committee started operations. It was obviously imperative that procedures be established immediately for investigation and adjustment of such complaints.

Primary responsibility for the processing of complaints rests with the contracting Government agencies, rather than with the Committee, and each agency designates one top-ranking official as contract compliance officer. In addition to processing complaints, this officer and his deputies have the responsibility for seeing to it that contractors carry out positive programs to insure equal employment opportunity as required by the Executive order.

All contracting agencies have taken steps to develop the staff capability necessary for effective administration of the programs required by the Committee. Existing personnel has been trained or experienced specialists recruited to insure effective implementation.

During this same period, the Committee began development of an effective compliance reporting system. The Bureau of the Budget, under the law, must approve any reporting form to be used by a Government agency and the Committee worked closely with the Bureau. An advisory committee representing various segments of the business community assisted in developing the compliance form for government contractors. The form was not applicable to construction contractors or public utilities.

The approved form was distributed to contractors by the contracting agencies in January 1962. Statistical information from these forms serves two primary purposes: (1) It provides a profile of the utilization of minority group manpower in American industry; and (2) It provides government agencies and the Committee with information of value in obtaining compliance and in developing affirmative action programs by business firms and labor unions (see Compliance Reports).

Government Employment Program

While these actions were being taken in the field of private employment, important steps also were being taken to insure equal opportunity in government employment. Rules and regulations

for this phase of the Committee's work, developed in cooperation with the agencies, were adopted. Individual agencies then developed their own rules and regulations, in conformance with those of the Committee and subject to approval by the Committee Special Counsel and Executive Vice Chairman.

Complaint procedures were put into operation with the responsibility for complaint investigation and adjustment placed with the agencies. Results of these investigations and actions are carefully reviewed by the Committee staff to insure fairness and proper action.

Most agencies lacked personnel experienced in working on equal opportunity problems when the Committee program began. Therefore, the Committee undertook the training of top-echelon employment policy officers and encouraged agencies to set up their own inhouse training programs. The first Committee training seminar was held in July, 1961. Subsequently, the Committee conducted other programs and cooperated with agencies in training sessions (see Government Programs).

The government equal opportunity "spotlight" focused on Washington because of the heavy concentration of Federal employees in that area, but the Committee recognized that it was vitally important that the program be fully implemented throughout the country. Accordingly, in June, 1961, with the assistance of the Civil Service Commission and in cooperation with other agencies, the Committee launched a series of regional meetings with leaders of federal agencies in the field. One meeting was conducted in each of the 14 civil service regions of the country. The goals of the equal employment opportunity program in Government were explained, problems were discussed and methods of implementation were developed.

After all 14 regional meetings were conducted, the Committee set up a second round of smaller followup conferences. These conferences were across-the-table discussions with regional agency chiefs, personnel people and deputy employment officers. In these sessions, progress was checked and the importance of the program was re-emphasized.

Minority Employment Census

While the conferences were going on, the results of the first governmentwide survey of minority

group employment, made in June 1961, became available. The survey bore out the contention that most Negro employees were concentrated in the lower grades of federal employment and that relatively few had broken through the invisible, but substantial, barrier to the middle and upper grades.

Acting on these facts, then Vice President Johnson, as Committee chairman, with the approval of the Committee, instructed all agencies to make an intensive survey of their personnel to seek out persons who had been "passed over" unfairly because of their race, creed, color or national origin—and to adjust such situations.

When the second and third annual surveys were made in June 1962 and June 1963, substantial improvement in the employment status of Negroes was apparent (see statistical data in Government Employment). But the surveys conclusively demonstrated that equal employment opportunity was far from a reality, not only for Negroes but for persons of Mexican descent, American Indians and persons of oriental ancestry.

Such surveys will be conducted each June. They enable the Committee and the agencies to pinpoint areas of greatest concern and provide a footing for stepping up the overall program of achieving equal employment opportunity in government.

To supplement these compliance and survey activities, the Committee also has devoted considerable effort to developing working relationships with groups and organizations in the field of human relations; liaison and cooperative efforts with state and local government agencies in the nondiscrimination field, and cooperative programs with community groups.

On May 19, 1962, a National Conference of Community Leaders, called by then Vice President Johnson, was conducted in Washington to discuss equal employment opportunities and to enlist the active support of community leadership in attaining the goals. Programs now being implemented in communities across the nation resulted from this conference.

As part of the Committee's community action effort, Committee officers, members and staff representatives have participated in hundreds of programs from one end of the country to the other in cooperative efforts to promote the concept of equal employment opportunity.

Los Angeles Pilot Project

A specific cooperative community action program was initiated in Los Angeles under Committee leadership as a pilot project which, it is hoped, will be extended to other areas. The project stemmed primarily from the fact that, while there are thousands of unemployed in the booming Los Angeles area, at the same time thousands of jobs are available for trained and qualified persons. And the heaviest unemployment is among the Mexican-Americans and Negroes in the area.

The pilot project is designed to train persons in the skills that are in demand. The Committee served as the catalyst to start the project, but effective cooperation and assistance has been provided by local organizations, industries, state and local government agencies and Federal agencies.

Classes in three skills—clerk-typist, machine operator and electronic assembler—were set up by the Los Angeles public school system with the help of a Manpower Development Training Act grant from the Department of Labor and with the approval of the Department of Health, Education, and Welfare. The first students started in March 1963, and on completion of their training, were immediately placed in jobs (see Community Activity).

Complaint Activity

Of course, the primary activity when the Committee started operations was the processing of individual complaints. Temporary procedures were established at the start for the transmittal of complaints of discrimination, either in Government or in Government contract work, to the appropriate agency. After some experience had been gained and after adoption of rules and regulations, the procedures were developed that are being used today. They are described in more detail in other sections of this report.

The Committee has handled an unprecedented number of complaints, a development attributed to confidence on the part of employees that something will be done about discriminatory situations.

As of October 31, 1963, 2½ years after issuance of the Executive order, the complaint processing results were as follows:

In Government employment, 2,699 complaints received, 2,243 processed to completion and 736, or 36 percent, resulting in corrective action (see Government Employment).

In employment by Government contractors, 2,111 complaints had been received. Of these 156 had been dismissed for lack of jurisdiction, 1,306 were carried to completion and 937, or 72 percent, resulted in corrective action (see Contract Compliance).

(It should be noted that the previous committees in this field had corrective action rates as follows: President's Committee on Government Contracts, 7½ years, 20 percent; Committee on Government Employment Policy, 6 years, 16 percent.)

The Kheel Report

In the spring of 1962, then Vice President Johnson asked Theodore W. Kheel, an eminent New York attorney with a deep interest in the field of human relations, to survey the work of the Committee and to recommend steps which might be taken to improve its effectiveness. In August of that year, Mr. Kheel submitted his report. One of his principal recommendations was that the Committee have a full time executive vice chairman.

Mr. Kheel recommended that the Executive Vice Chairman give priority to the following:

(1) Focusing the work of the Committee staff in the complaint process on cases where a significant pattern adjustment appears possible.

(2) Securing a more aggressive public information program.

(3) Securing more adequate followup of Plans for Progress activity and assuming complete supervision of this program.

(4) Securing better liaison with Committee members.

Steps have been taken to implement the principal recommendations of the Kheel Report, along with other measures aimed at accelerating the rate of progress toward equal employment opportunity.

On September 10, 1962, Hobart Taylor, Jr., Committee Special Counsel, was designated Executive Vice Chairman by the President—the full-time appointment recommended by Mr. Kheel.

Other important changes within the Committee also took place. When Secretary of Labor Arthur J. Goldberg resigned to accept an appointment to the United States Supreme Court, W. Willard Wirtz became Secretary of Labor (September 25, 1962) and assumed vice chairmanship of the Com-

mittee. And in March 1963, John G. Feild, who had served as Executive Director since the Committee was formed, resigned to take another position.

The scope of the Committee's authority and responsibility was substantially increased when the late President Kennedy issued Executive Order 11114 on June 21, 1963. This Executive order assigned to the Committee responsibility for assur-

ing equal employment opportunity in all federally assisted construction programs. It also made clear that the Committee has jurisdiction over all facilities of a contractor, including those facilities separate and distinct from performance on the firm's Government contract. Rules and regulations for assuring equal opportunity in this broad field have been developed and are being put into effect as this report is completed.

CHAPTER TWO

Equal Opportunity in Private Employment

While Executive Order 10925 was being drafted, it was recognized that at least three provisions absent from previous orders must be included if the program was to be effective insofar as employment by Government contractors was concerned:

(1) A provision authorizing the President's Committee to coordinate the activities of contracting agencies in promoting equal employment opportunity.

(2) A provision requiring that contractors submit annual manpower profiles as proof of affirmative action.

(3) A provision for sanctions in the form of authority to cancel contracts or to bar from future contracts any employer who refused to cooperate.

These basic tools were written into the order. Together with voluntary cooperation, they have enabled the equal employment opportunity program to advance at an accelerated rate and to achieve affirmative action on an unprecedented scale. But the task of providing equal opportunity has just begun.

The relationship between the two aspects of the Committee's program—enforcement and persuasion—was stated by Theodore W. Kheel, the New York attorney who surveyed the Committee's program and organization. In his report to then Vice President Johnson, he said:

"Enforcement and persuasion are not separate and distinct, nor incompatible, but related parts of the same program. They are opposite sides of the same coin. Both are necessary and indispensable, each to the other."

Mr. Kheel also pointed out that "the Presidential mandate itself requires the employment of 'voluntary' methods before the Committee resorts to its enforcement powers."

The Executive order declared that "each contracting agency shall make reasonable efforts

within a reasonable time limitation to secure compliance with the contract provisions of this order by methods of conference, conciliation, mediation and persuasion before proceedings shall be instituted . . . or before a contract shall be terminated in whole or in part . . . for failure of a contractor or subcontractor to comply with the contract provisions of this order."

The clear wording of the Executive order thus enables the Committee to transmit to the contracting agencies, and through them to the contractors, the objectives of the equal employment opportunity program within a framework that requires affirmative action.

It was recognized, however, that the effectiveness of the compliance program could be limited by a lack of commitment or sense of participation on the part of those finally responsible for implementing the equal employment opportunity program—the compliance officers in the agencies and the line management of the Government contracting companies. Company and agency policies developed under the Executive order had to be communicated downward to give each person a sense of participation and a sense of responsibility for carrying out such policies.

The Program's Basic Ingredients

The right of a worker to file a complaint and obtain speedy adjudication of his complaint—within a specified time not provided in previous orders—remains a basic ingredient in the Committee's program. The new ingredients of enforcement and persuasion, coupled with the fixing of responsibility for affirmative action, has enabled the Committee to move steadily away from primary reliance on individual complaints and to use its other tools on a more massive scale. Currently, for example, more than 2,500 special compliance reviews are being conducted by the contracting agencies to check contractor performance.

The new approach in Executive Order 10925 forced basic changes. It required development of a new capability for program operation within the regular procurement and contract administration structure of the contracting agencies. It required the development of a comprehensive reporting system to provide—for the first time—factual information on industry employment patterns.

Responsibility for action had always rested with the contracting agencies, but there had been little coordinated activity. Now the Committee has direct liaison with the activities of the agencies. Each agency now has personnel assigned to review contractors' personnel practices and to provide technical assistance in developing new programs. As a result, many contractors have worked out, or are working out, specific plans of action for recruiting, training, upgrading and job assignment—all designed to improve performance under an agreed-upon timetable.

To check on results, the Committee has the mandatory compliance reporting requirement in operation for all manufacturing and service contractors with contracts of more than \$50,000 and 50 or more employees. A similar reporting program for the construction industry has been launched and a comparable action program is being developed.

Significant developments of a pattern-setting nature already have taken place in a number of industries. Some are discussed in a later section (see Pattern Changes).

Contract Compliance

Executive Order 10925 requires that contracts with an agency of the Executive Branch of the Federal Government include an equal employment opportunity clause. The seven-point clause developed by the Committee (see Appendix) is as binding upon the contractor as are other clauses in the contract—the contractor who denies employees or applicants for employment equal opportunity because of race, creed, color or national origin violates his contract.

Nondiscrimination clauses have been included in Government contracts for years, but the current clause is stronger and provides for more effective enforcement than previous clauses.

It not only bars the contractor from discriminating against any employee or applicant for employment because of race, creed, color or national origin, but it also requires that the contractor take

affirmative action to make certain that applicants are employed, and employees are treated during employment, without discrimination.

The ban on discrimination in the clause covers employment; upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

The clause states that the contractor will comply with the rules, regulations and relevant orders of the Committee, will file such reports as the Committee requires, and will permit access to books and records to ascertain compliance. The contractor is required to display notices of his compliance with the Executive order and to notify any labor union with which he has contracts of his obligations as an equal opportunity employer.

Plain language in the clause spells out the fact that the contract may be canceled or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in the event he is found to be in noncompliance and refuses to take corrective action. The ultimate sanctions of contract cancellation or debarment are not punishments for crimes but rather are tools with which to obtain compliance.

This is clearly provided in the procedures spelled out in the Committee rules and regulations. They require a notice to the contractor that he is not in compliance and is in imminent danger of losing his contract; notice of the reasons he faces such action; and an opportunity for the affected contractor to comply with the Committee's requests under the Executive order. In several instances, companies have been told they face such action and in each instance they have brought their practices into compliance with the Executive order.

The contractor is required to include the same nondiscrimination provisions in subcontracts and purchase orders.

Rules and regulations of the Committee provide that contracts, subcontracts, purchase orders and other transactions not exceeding \$10,000 (other than Government bills of lading) are exempt from the requirements of the Executive orders unless a special Committee order withdraws the exemption.

Surveys and Reviews

Primary responsibility for enforcement of the contract clause lies with the agency making the

contract. Each agency has a two-fold responsibility:

(1) To make certain that the contractor complies with all the nondiscrimination provisions of the contract, including the taking of affirmative action to insure equal employment opportunity.

(2) To investigate and obtain adjustment of complaints of discrimination in connection with employment by the contractor.

The contracting agency's first responsibility is discharged primarily through survey and review processes, coupled with counseling advice and, if necessary, direct instructions as to steps to be taken.

There are several types of survey and review processes. In their normal order of usage, they are:

(1)—**Regular compliance reports**—These mandatory annual reports provide the base for the Committee's compliance programs. Information from the reports, readily available through automatic data processing, makes it possible for a contracting agency to systematically review all of its contractors on a regular basis.

(2)—**Special compliance reviews**—These reviews are frequently undertaken when there is some doubt as to the contractor's compliance, particularly when investigation of complaints indicates lack of compliance. But they may also be carried out in connection with the study of employment practices in a given industry or locality. Such special reviews require not only compilation of information from such sources as the Committee's compliance reports, but also on-the-spot inspection, discussions with management and employees, careful analysis of the contractor's policies and practice, and other steps designed to get a full picture of the situation.

(3)—**Preaward Survey**—Insofar as possible, the contracting agency should determine prior to the award of a contract the ability of the successful bidder to comply with the nondiscrimination clause of the contract (in other words, to comply with the Executive orders).

These processes are intended to insure compliance with the Executive orders without dependence on the filing of complaints as a means of discovering lack of compliance. Of necessity, this has required that contracting agencies assign personnel with particular skills in this field to work with contractors in the development of pro-

grams, policies and practices that will insure equal employment opportunity.

The principal contracting agencies are developing the internal capability for effective administration of the equal employment opportunity program and for systematic surveys and reviews of compliance by the contractors with whom they do business. Committee officers and staff members have worked with the agencies, through training programs and conferences, to help improve the effectiveness and efficiency of agency operations and of personnel assigned to the program.

The Complaint Process

Any employee of, or applicant for employment by, the Federal Government or any Government contractor has a right to file a complaint with the President's Committee on Equal Employment Opportunity—if he feels he has been discriminated against in any personnel action.

Complaints may be filed directly with the Committee or through any branch or agency of the Federal Government.

The rules and regulations provide that the contracting agency is to furnish the Committee with a report on its investigation within 60 days after it receives the complaint. The 60-day goal has not always been achieved, but, as experience is gained, the time on complaints has been cut down steadily and it is expected that the great majority of complaints soon will be processed within the time limit.

Each agency investigation report is reviewed by the Committee staff. If the report is complete and no discrimination is found, the complaint is closed for "no cause."

If the report is complete and discrimination based on race, creed, color or national origin is found, the Committee reviews the corrective action taken to determine its sufficiency. If the report is not complete, or if the corrective action is inadequate, the case is returned to the contracting agency for further action. In some cases the agency and the Committee participate jointly in the investigation. (Although the Committee has the authority to act independently, this authority is seldom exercised since the primary responsibility for securing compliance rests with the contracting agencies.) If a subsequent review of the reports

indicates appropriate action has been taken, the complaint is closed as having been satisfactorily adjusted.

In the majority of cases, it has been found that the corrective action involves and affects employees other than the individual who filed the complaint. This is usually true because practices involving discrimination—or denial of equal opportunity—

are not limited to an individual employee or applicant, but are directed at all members of the affected minority group (see Pattern Changes).

Thus, the resolution of each complaint, by changing practices affecting all members of a minority group, or all minority groups, usually works to the benefit of substantial numbers of such employees or applicants.

CHAPTER THREE

Employment Pattern Changes Resulting From Complaints in Companies in Seven Industry Groups

When individual complaints of discrimination have been found to be valid and have been corrected through the processes called for in the Executive orders, the result often has been significant change in employment patterns.

An analysis of complaints in companies in seven major industries indicates the major cause of charges of discrimination has been promotion and transfer policies. Over three times as many complaints have been concerned with promotion as with the second most important cause, initial hire. Discharge was third, accounting for less than 10 percent of the complaints filed. Significant pattern changes or "breakthroughs" have occurred in all three areas.

The resolution of promotion complaints has usually involved major changes in company policies and revisions of collective bargaining agreements—some of which have contained discriminatory clauses.

Investigation generally has disclosed the following broad pattern in existence prior to complaints to the Committee: Minority group employees were assigned at time of hire to racially homogeneous groups. These groups could be in departments, sections, lines of promotion, etc. But whatever classification was assigned was the one usually recognized under the collective bargaining agreement as a separate unit for purposes of seniority and bidding on jobs. The collective bargaining agreement recognized at least two and often several of these separate classification units. As a result of the company's policy of assigning jobs based on race, creed, color or national origin, separate seniority groups perpetuated the separation by effectively preventing free transfer between classification groups.

In the great majority of cases, minority group employees were assigned, regardless of qualifica-

tions, to the lower-skilled, lower-paid jobs where their opportunity for advancement based on ability and seniority extended only to the top of their particular classification. In several instances, the highest jobs to which minority group employees could aspire, regardless of qualifications, paid less than the lowest base rate for other newly hired employees. These higher-paying classifications were barred to Negroes, or, in some areas, to Mexican-Americans.

Specific corrective action to eliminate discriminatory practices and to provide equal employment opportunity to all has varied from company to company and from industry to industry. In general, investigation of hiring complaints has indicated that the contractor either completely excluded minority groups from employment or employed them only in menial and laboring categories. It was further found that where the contractor recruited to any extent, the recruitment and referral sources in most cases could not possibly furnish minority group employees. Such sources included colleges and schools, offices of public and private employment agencies serving only certain applicants, employee referral by employee groups with nonminority group members, etc.

The type of corrective action varied. Generally, however, contractors took action to recruit from a broader cross-section of the community; established uniform application, testing and interview procedures; and discontinued placement based on race or national origin. But changes frequently were more subtle—and, in many cases, considerably more dynamic—than these generalizations indicate. These will become apparent in the following treatment of pattern changes in companies in certain industries.

I—PETRO-CHEMICALS

There have been 10 petro-chemical companies in which complaint investigation has resulted in substantial alteration of practices and policies. Most of the complaints of discrimination have been in the gulf coast refining centers in Louisiana and Texas, but complaints also have resulted in substantial action in Illinois and South Carolina.

The number of complaints against individual companies ranged from 1 to more than 50. All complaints alleged racial discrimination in upgrading, seniority and transfer.

Complaints against six Louisiana companies charged that Negro employees were placed in labor and service departments, regardless of qualifications. When such employees attempted to transfer to better jobs, they were prevented from doing so by seniority provisions or were disqualified due to lack of education. Investigation showed that white employees of similar or lesser educational and seniority qualifications had been placed in the more skilled positions routinely and without question.

Following negotiations, the companies acted to provide upgrading and promotion on the basis of uniform nondiscriminatory standards of seniority and qualifications. New hires were placed without regard to race. Two of the companies found it necessary to amend collective bargaining agreements in order to effect necessary changes. Other companies were able to act affirmatively within the scope of existing collective bargaining agreements. All segregated locals have been eliminated in the Oil, Chemical and Atomic Workers Union.

Within a month of corrective action, 20 Negro employees had successfully bid into positions in the following crafts: carpenters, brick masons, insulators, instrument men, mechanics, pipefitters, welders, boilermakers, electricians and warehousemen. The following case studies also illustrate the previously stated generalizations.

In the case of a Texas company, complaints resulted in alteration of practices to permit Negro employees to bid on positions in previously all-white departments. And when the company laid off workers, it permitted these employees to qualify for transfer on the basis of seniority and qualifications for promotion as soon as vacancies occurred. The company also broadened the base of its recruitment to include those who could provide minority group applicants and it is actively seek-

ing minority group applicants for professional and technical positions. In addition, it has eliminated separate segregated facilities.

In another Texas company, complaints alleged generally the same conditions that existed in the six Louisiana companies treated above. After investigation, the company and union amended the collective bargaining agreements to permit equality of opportunity in transfer, promotion and upgrading.

II—TEXTILES

Investigations of complaints at a Tennessee textile firm disclosed that only three Negroes—all maids—were employed in a work force of more than 1,200 employees. A history of exclusionary industry practices in the area contributed to the fact that experienced Negro production workers were unavailable. On the other hand, the contractor was unable to secure a sufficient supply of qualified and experienced labor. The number of trained workers fell below the demand.

The contractor met with leaders of the Negro community, provided machines and materials for evening school training of interested adults, and made arrangements for testing and referral of interested applicants through the state employment service. The contractor has hired qualified Negro sewing machine operators—workers he helped train—both through referral by the employment service and direct from the evening school. Since this action, two other local manufacturers have hired Negroes for the first time.

A complaint against a Virginia textile firm alleged racial discrimination in upgrading. Following investigation, the complainant was upgraded, the company committed itself to opening its training programs to Negro employees and it established contact with Negro colleges for referral of professional personnel and management trainees.

It took a little longer in the case of a North Carolina contractor. It was necessary for the Committee to require the submission of compliance reports before further contracts could be awarded to the company. After receipt of the reports and subsequent negotiations, the contractor submitted a positive program for compliance with the Executive orders for all of its facilities in several States—including active recruitment from the Negro community and notifications of all recruitment sources of its desire to have applicants re-

ferred without regard to race, creed, color or national origin.

A survey of its operations within 30 days after the initial investigations showed that five Negro machine operators had been hired at one of its plants in North Carolina. It should be observed that the Committee does not require the hiring of Negroes or any other minority group, but that it seeks to create open conditions in which all qualified applicants will be fully and fairly considered.

III—STEEL

Group complaints of racial discrimination in upgrading and promotion have resulted in substantial action and commitments for corrective action by steel companies in West Virginia, Alabama and Texas.

In a Texas case, Negro employees were locked into lower classifications without opportunity to move to a base classification leading to higher job categories. Negro employees complained that white workers with less seniority and no greater ability were being promoted while the Negroes were passed over. Employee facilities were also segregated.

After investigation, three complaints were transferred into the line of seniority for higher jobs, two with retroactive seniority. The company also pledged promotion, transfer and upgrading without regard to race, creed, color or national origin—as required by the Executive orders. Facilities were opened to all employees without regard to race. A subsequent report indicates that many other Negro employees, formerly classified as laborers, have been reclassified to higher grades offering advancement opportunities.

In an Alabama plant, Negro complainants said they were placed in racially segregated lines of promotion—and few of the lines extended beyond semiskilled classifications. Investigation confirmed these allegations. The company and union then negotiated changes in several departments. Negotiations on other racially separate, rather than functionally separate, lines also were initiated and resulted in the merger of more than 60 such lines. It should be pointed out that these successful negotiations took place at the height of the Birmingham disturbances.

In a West Virginia case, complaints about the company's system of job assignment, transfer and promotion resulted in an open-bid system of appli-

cation for promotion and job assignment and a systematic company review of the qualifications of its Negro employees. Complainants were offered transfer rights and opportunities for training hitherto barred to them. One complainant was promoted to foreman. And, for the first time, the company has hired Negro women for office and clerical positions.

IV—TOBACCO

Group complaints of racial discrimination in transfer and upgrading were filed against two tobacco firms in North Carolina. At both companies, resolution of complaints and alteration of traditionally discriminatory practices required extensive negotiations with corporate management.

At one company, management proposed amendment of the collective bargaining agreement—but its proposal was rejected by the white local of the union. After the Committee contacted both the local and international union, the agreement was amended to permit a uniform system of transfer and promotion without regard to race.

At the other company, following negotiations, the company submitted a comprehensive program of affirmative compliance with the Executive order. It included action necessary to resolve the complainants' grievances.

V—AIRCRAFT

Investigation of racial discrimination against facilities of three aircraft firms in five states has resulted in substantial alterations of the contractors' employment practices. Group complaints were filed against four facilities; individual complaints against two. Complaints against one facility alleged discrimination in hiring; the remainder of them dealt with upgrading and transfer.

In Connecticut, upgrading complaints resulted in a complete reevaluation of company practices by corporate officials. After this review, complainants and others were offered upgrading to positions more consistent with their qualifications. Some accepted; others, for reasons of job security, declined.

In Indiana, investigation of a complaint of hiring discrimination disclosed that, while the plant had been in operation for more than 20

years, Negroes had not been employed except for a 6-month period following an NAACP drive in 1960. Subsequent to investigation and negotiation, the company recalled the complainant and altered its practices to include recruitment of Negro applicants.

A check a few months after the first investigation showed that the company's changed recruitment practices had resulted in the employment of more than 85 Negro employees in various job categories. Subsequent to the original investigation, management joined in the Plans for Progress program, pledging extension of its efforts toward a more affirmative compliance program.

In Alabama, complaints of racial discrimination against a facility of the above company alleged Negroes were unable to transfer or secure promotions for strictly racial reasons. Negotiations resulted in the company's agreement to interview all of its Negro employees and to review their qualifications, preparatory to upgrading and relocation as vacancies occurred. Subsequent inquiry disclosed that offers of transfer and upgrading have been made to 15 Negro employees. In addition, 13 Negro applicants have been hired into seven classifications in four previously all-white divisions.

In North Carolina and Tennessee, investigations of complaints against two contractors revealed that Negro employees were always placed in menial labor categories while white applicants of similar qualifications were placed in production departments, given intensive training, and had progressed according to ability to considerably higher qualifications.

After negotiations, the companies opened training courses to Negroes and instituted counseling services for all employees to give guidance as to which courses they should pursue. At one plant, separate facilities already had been eliminated; at the other, facilities were desegregated after Committee investigation.

Both concerns reevaluated their methods of recruitment and initial hire. This resulted in a

broadening of the base of their recruitment sources to include Negro schools and colleges and alteration of interview and testing practices to provide equal opportunity to all applicants.

VI—SHIPBUILDING

In the shipbuilding industry, group complaints about job assignment and seniority practices resulted in alteration of employment patterns in companies in California and Mississippi.

In California, the company adopted a policy of equal opportunity and upgraded some Negro employees to positions more commensurate with their qualifications. It was subsequently found, however, that Negro and white painters were assigned to different departments. The white painters' jobs were steady; the Negro painters' jobs depended upon production and it fluctuated. When production flagged, Negro painters were laid off while white painters with similar qualifications, and considerably less seniority, were retained. After negotiations with both company and union, the collective bargaining agreement was amended to provide a single seniority list for all painters. The international union assisted in making this possible.

VII—FOOD PROCESSING

In the food processing industry, complaints against facilities of three companies in Georgia and Texas resulted not only in substantial changes in practices at the facilities, but also in corporate changes affecting the companies' facilities in several other states. Group complaints filed against all three companies alleged racial discrimination in job assignment and upgrading and segregation of facilities. In all three, the employment practices complained of have been altered to provide for equal opportunity. In addition, recruitment and hiring practices now afford equal opportunity.

CHAPTER FOUR

Compliance Reporting Program

The development of a compliance reporting system for Government contractors and subcontractors is one of the most significant steps taken in over 20 years of Federal antidiscrimination effort. Although some type of nondiscrimination clause has been included in Government contracts since 1941, Executive Order 10925 provided, for the first time, for the mandatory filing by contractors and subcontractors of periodic reports concerning their employment policies, practices and detailed employment data by race, sex, and occupation on an establishment basis.

The compliance reporting system is the first attempt to review systematically the effect of the nondiscrimination provisions on Government contract employment and to assess the impact of the equal opportunity program on utilization of minority group manpower by Government contractors and subcontractors.

The Compliance Report (Standard Form 40, Revised) used in the program was developed in accordance with the provisions of the Executive order which require each contractor having a contract containing the nondiscrimination provisions as set out in the Order "to file and to cause each of his subcontractors to file compliance reports." The Executive order also provides that "Compliance reports shall be filed within such times and shall contain such information as to the practices, policies, programs and employment statistics of the contractor and each such subcontractor, and shall be in such form, as the Committee may prescribe."

It has been of great concern to the Committee that the compliance reporting system should be administratively feasible and still not constitute an undue burden upon Government contractors and upon Government contracting agencies. Consequently, in developing the compliance reporting system, advice and guidance were sought from the contracting agencies, involving frequent

meetings with compliance and contracting officials; from the Interdepartmental Committee on Government Procurement Policy; the Bureau of the Budget and its Business Advisory Council on Federal Reports; from representatives of trade and industry associations and labor organizations; from various Government contractors, and from the Departments of Commerce; Health, Education and Welfare, and Labor. These latter agencies are familiar with mass reporting procedures. It is not possible here to list all the organizations and individuals who were consulted in developing this reporting system, or the frequent discussions that took place. But all contributed materially to the reporting system finally approved by the Committee on December 1, 1961.

The instructions attached to Standard Form 40 implement the rules and regulations of the Committee. These instructions state:

"Each prime contractor and first-tier subcontractor subject to these orders who has a contract, subcontract, or purchase order for \$50,000 or more (or \$100,000 or more if solely for standard commercial supplies and raw materials) and who also has 50 or more employees shall file compliance reports. All other contractors and subcontractors shall be required to file compliance reports upon the request of the Executive Vice Chairman of the Committee.

"In the event a prime contractor or first-tier subcontractor is a multiestablishment company, a separate compliance report shall be filed for each reporting unit of the company, as provided for in paragraph 3 of these instructions, including the principal office of the company.

"(Note.—These revised instructions require compliance reports covering all employees and activities of the company,

including facilities which may not be performing any work directly or indirectly under any Government contracts or Federally assisted construction contracts.)"

The instructions also provide that compliance reports will be filed by prime contractors within thirty (30) days after the award of a contract and by first-tier subcontractors within sixty (60) days after the award of a subcontract. Annual reports are then to be filed on March 31 of each year, as long as the contractor continues to perform any work under any Government contract. (Plans for Progress companies report on an annual basis each December 31.)

Objectives of the System

The compliance reporting system is designed to provide:

1. A means of assessing the impact of the non-discrimination provision on Government contractors and for measuring progress in opening up equal job opportunities to minority group persons.

2. A manpower profile of the work force of the nation affected by Government contracts.

3. An analysis of employment patterns of minority groups in the work force.

4. An analysis of situations affecting the under-utilization of the manpower potential of such minority groups.

5. An effective tool to be used by the employers, themselves, in assessing the effect of their employment policies on minority group persons.

6. An instrument to be used by the Federal contracting agencies in administering the non-discrimination program and for promoting the practice as well as the principle of equal employment opportunities among Government contractors.

7. A means for an affirmative approach to be taken by the Government, by management, by labor, by the community, and by organizations and individuals to eliminate practices and conditions which disadvantage considerable segments of our nation's population only because of reasons of race, creed, color or national origin.

Any reporting program of the magnitude of that undertaken by the Committee invariably produces a steady stream of correspondence from contrac-

tors, trade and industry groups, and organizations and private individuals requesting information, guidance, clarifications or interpretations with respect to the program. As a result, the Committee developed a "Questions and Answers" pamphlet containing detailed answers to questions most frequently raised with respect to the compliance reporting program. Distribution of this pamphlet has reduced the flow of inquiries and the number of reports which had to be returned for additional information.

Coverage of the Program

Since the greatest proportion of the Federal procurement dollar is spent for manufactured items, manufacturing firms make up the major portion of those covered by the reporting program. It is estimated that approximately 38,000 companies in nonagricultural industries eventually will be covered. These companies have approximately 50,000 establishments and 15½ million employees. It is estimated that the maximum coverage should be reached by the reporting year 1964.

In considering the analysis that follow, it must be borne in mind that Standard Form 40 does not cover those contractors participating in the Committee's Plans for Progress program. While these companies are subject to the Executive order and the compliance program, they furnish statistics under a separate reporting program. The two reporting systems have been made statistically compatible and together will provide information on the estimated coverage of more than 15½ million employees.

It should also be pointed out that the reporting program involving the use of Standard Form 40 does not apply to the construction or utilities industries. Due to the distinctive nature of the construction industry and the fluid nature of the work force represented by the building trades, a separate reporting system has been developed and is now in operation. Under the reporting program for construction contracts, each contractor having a contract for construction, repair and alteration for \$100,000 or more, and each subcontractor having a subcontract thereunder for \$50,000 or more is required to file compliance reports. A special form, designated as Standard Form 41 (Compliance Report—Construction) has been developed and distributed by the contracting agencies. All contracts and subcontracts subject

to the reporting requirements awarded on and after January 1, 1963, are affected by this reporting program. The first reports started flowing to the contracting agencies on March 31, 1963. Unlike the reporting procedures for the other industries, construction contractors and subcontractors are required to file reports directly with the contracting agencies and not with the Committee. An appropriate reporting system for utilities is being developed.

Approximately 80 percent of the money expended in Government contracts for construction, repair and alteration is for contracts having a dollar value of \$100,000 or more. Thus, it is estimated that a very large portion of the workers in the construction industry and the building trades will be covered by this reporting program.

Current Review of the Compliance Reporting Program

The compliance reporting program utilizing Standard Form 40 has been in effect for more than 18 months. It has demonstrated that it is a reliable medium for collecting specific detailed and hitherto unavailable data relating to minority group employment affected by Government contracts.

It has also proven to be an effective instrument for use by contracting agencies in developing affirmative action programs with Government contractors. A copy of each report filed is transmitted by the Committee, after review and processing, to the appropriate contracting agency. Each agency, after reviewing the report and the results of the machine processing, then selects establishments for follow-up actions.

The objectives and the procedures involved in the surveys were discussed earlier in this report (see Private Employment Section).

Through the use of electronic data processing equipment and programing, compliance report statistics on employees by race and sex, by occupation, by industry, and by geographical areas are tabulated. The report form was designed to enable this information to be compared with data such as the 1960 census and the tabulations, now being gathered, are being so structured as to provide comparisons on a national, regional, State and standard metropolitan statistical area basis (major metropolitan and labor market areas in the United States).

Preliminary tabulations, covering some 10,033 establishments and about 4.2 million workers from usable reports received by the Committee through June, 1962, are discussed in this report. It should again be noted that the following are not included in these statistical tabulations:

1. Companies participating in the Committee's cooperative Plans for Progress program. A summary of most of their reports is presented in the Plans for Progress section of this report. Because a very substantial majority of employers in the aerospace field and the transportation equipment industry are participating in the Plans for Progress program, they are underrepresented in the data.

2. The great majority of the contractors in the construction contract industry who are required to file Standard Form 41, which is especially designed for the construction industry. The few construction contractors who filed Standard Form 40 are included in the overall totals in these preliminary tabulations.

3. Public utilities, which do not have general contracts.

4. Compliance reports not statistically usable which were returned to contractors because of incompleteness. More than 3,000 reports, covering more than one million additional employees, fall in this category.

A primary purpose of securing reports from Government contractors is to obtain as accurate a picture as possible of employment relating to the utilization of minority group workers in the labor force. However, because of time limitations, it has been possible to present in this report only the data on employment of Negroes, the principal minority group covered by this reporting program. Later tabulations, presently incomplete, will present data for Spanish-Americans, orientals and other specified minority groups.

(The following analysis was made by the Bureau of Labor Statistics of the Department of Labor under the direction of Ewan Clague, Commissioner of the Bureau.)

Profile of Negro Employment in Establishments Filing Compliance Reports in 1962

To provide a basis for evaluating the performance of Federal contractors under the current executive orders banning employment discrimina-

tion, a study of Negro occupational patterns was undertaken, based on the 10,033 compliance reports filed in 1962.¹

The establishments reported about 4.2 million employees, of whom 267,000 or 6.3 percent were Negroes (see Table 1).

Nearly three-fourths of both total employment and Negro employment was in manufacturing industries, particularly those producing durable goods. Services, notably colleges and universities, accounted for the largest share of reported nonmanufacturing employment.

Establishments in the northeast and north central regions had nearly two-thirds of the total

employment and slightly over half of the Negro employment (see Table 2). Southern establishments reported 20 percent of the total employment and 40 percent of the Negro employment.

Blue Collar Employment

The 267,000 Negro employees included 215,000 men and 52,000 women. About 95 percent of the Negro men and 81 percent of the Negro women employees were in blue collar occupations (craftsmen, operatives, laborers, or service workers; see Table 3). As shown below, Negroes were much more highly concentrated in these occupations than were other employees:

	Negro employees		Other employees	
	Men	Women	Men	Women
Number (thousands).....	215	52	3,976	293
Percent.....	100.0	100.0	100.0	100.0
White collar occupations.....	5.1	19.2	26.1	53.2
Blue collar occupations.....	94.9	80.8	73.9	46.8

Negro blue collar employees were slightly more than 9 percent of the total blue collar employment; they held about 12 percent of the operative, laborer, and service jobs in the reporting estab-

¹ The compliance reporting system of the President's Committee on Equal Employment Opportunity was officially promulgated March 1, 1962. The basic reporting requirement is the submission of a compliance report (Standard Form 40) by each prime contractor or first-tier subcontractor who has a contract, subcontract, or purchase order with any Federal agency or department in the amount of \$10,000 or more, and who employs a total of 50 or more persons. Multi-establishment companies must file separate reports for the principal office of the company and for each establishment performing or expected to perform work under Government contracts or subcontracts. Initial compliance reports are required within 30 days after a prime contract award and 60 days after the award of a first-tier subcontract. Thereafter, reports are due annually on March 31, as long as the same contractor or subcontractor remains subject to the reporting requirements.

The great majority of the compliance reports in 1962 referred to late March through June, with April the peak month.

The full study on which this section is based is scheduled for completion in early 1964.

TABLE 1. Total employment and Negro employment, by industry, in establishments filing compliance reports in 1962

	Number of reporting units	All employees		Negro employees		Negro employees as percent of all employees
		Number (thousands)	Percentage distribution	Number (thousands)	Percentage distribution	
Total.....	10,033	4,236	100.0	267	100.0	6.3
Manufacturing.....	6,446	3,134	74.0	190	71.2	6.1
Durable goods.....	4,005	2,098	49.5	116	43.5	5.5
Primary metals.....	482	507	12.0	55	20.6	10.8
Machinery.....	870	441	10.4	12	4.5	2.7
Electrical equipment.....	911	390	9.2	14	5.2	3.6
Transportation equipment.....	493	256	6.0	11	4.1	4.3
Non-durable goods.....	2,441	1,036	24.5	74	27.7	7.1
Food.....	940	301	7.1	31	11.6	10.3
Chemicals.....	398	187	4.4	8	3.0	4.3
Other ¹	3,587	1,102	26.0	77	28.8	7.0
Transportation and public utilities.....	303	248	5.9	23	8.6	9.3
Wholesale and retail trade.....	1,504	174	4.1	5	1.9	2.9
Finance, insurance, and real estate.....	115	70	1.7	2	.7	2.9
Services.....	1,095	441	10.4	40	15.0	9.1
Colleges and universities.....	154	266	6.3	29	10.9	10.9

¹ Totals shown include unallocated data.

TABLE 2. *Total employment and Negro employment, by regions and sex, in establishments filing compliance reports in 1962*

	All employees		Negro employees		Negro employees as percent of all employees
	Number (thousands)	Percentage distribution	Number (thousands)	Percentage distribution	
Male:					
United States, total.....	3, 291	100. 0	215	100. 0	6. 5
Northeast.....	1, 061	32. 2	50	23. 3	4. 7
North Central.....	1, 133	34. 5	65	30. 2	5. 7
South.....	669	20. 3	86	40. 0	12. 9
West.....	428	13. 0	14	6. 5	3. 3
Female:					
United States, total.....	945	100. 0	52	100. 0	5. 5
Northeast.....	326	34. 5	16	30. 8	4. 9
North Central.....	291	30. 8	12	23. 1	4. 1
South.....	195	20. 6	21	40. 4	10. 8
West.....	133	14. 1	3	5. 7	2. 3

lishments, but less than 3 percent of the skilled jobs.

Of the Negro blue collar workers more than 90 percent were in jobs below the skilled level. As indicated in the tabulation below, about 1 in every 3 men in blue collar occupations was a skilled worker, while among Negro men in these occupations, less than 1 in 10 was skilled. The proportion of women blue collar employees holding skilled jobs was small in both groups, but 77 percent of all Negro women employees—both blue and white collar—in the covered establishments were operatives, laborers, or service workers, as compared to a ratio of 46 percent in total female employment.

Blue collar occupations	All employees		Negro employees	
	Men	Women	Men	Women
Number (Thousands).....	2, 171	469	204	42
Percent.....	100. 0	100. 0	100. 0	100. 0
Craftsmen (skilled).....	34. 5	6. 1	9. 3	4. 8
Operatives, laborers, and service workers.....	65. 5	93. 9	90. 7	95. 2

White Collar Employment

Negro white collar employment totaled 21,000, including 11,000 men and 10,000 women (see Table 3). There were about 10 male Negro white collar employees out of every 1,000 male white collar employees. The corresponding rate among women white collar employees was 21 Negroes per 1,000 employees—more than double the rate for

Negro men. Negro women employees were 5.3 percent of all female officials, professional employees, and technicians; the corresponding rate for Negro men was 1 percent. However, nearly three-fourths (or 8,000) of the Negro male white collar employees were officials, professional employees, or technicians, whereas the majority of Negro women in white collar positions (6,000 out of 10,000) were clerical employees.

Only 3,300 Negroes were employed in sales occupations out of a total of 124,000 such jobs.

The preponderance of Negro white collar employment was in services and other nonmanufacturing industries, although manufacturing industries provided nearly two-thirds of the total male white collar employment and 53 percent of the total female white collar employment included in this study (see Table 4). Colleges and universities provided 49 percent of the 10,000 white collar jobs held by Negro women and 30 percent of those held by Negro men. The highest Negro shares of total white collar employment, both for men and women, were in colleges and universities. Insurance carriers also were important sources of white collar employment for Negro women.

Among both men and women in each region, the largest number of Negroes per 1,000 white collar employees were in nonmanufacturing industries, with the highest rates in services, finance, insurance and real estate (see Table 5). Very high proportions of Negro white collar employees in the South's service industries reflected predominantly Negro educational institutions. Except for serv-

ies, northeastern establishments in each industry employed higher proportions of Negro women in white collar jobs than did the southern establishments included in this study.

Summary

The purpose of securing compliance reports from Government contractors is to obtain as accurate a picture as possible of their utilization of Negroes and other minority groups in the Nation's labor force.

The data which have been presented show clearly the magnitude of the problem of underutilization of Negro manpower by the contractors who filed reports in 1962. The Negroes held 6.3 percent of

the reported jobs, but only 1.3 percent of the white collar jobs. Similarly, the Negro share of skilled blue collar employment was much smaller than the Negro share of total blue collar employment. The great majority of Negro men and women employees in the reporting establishments were employed in relatively low paying jobs which require little or no training; these are the jobs with the highest unemployment rates.

A very small proportion of the reporting establishments accounted for the bulk of Negro white collar employment. Ten percent of the units employed nearly 60 percent of all the Negro male and more than 90 percent of all the Negro female white collar employees.

TABLE 3. *Total employment and Negro employment, by occupation and sex, in establishments filing compliance reports in 1962*

	All employees		Negro employees		Negro employees as percent of all employees
	Number (thousands)	Percentage distribution	Number (thousands)	Percentage distribution	
Both sexes, total.....	4, 236	100. 0	267	100. 0	6. 3
White collar occupations.....	1, 605	37. 9	21	7. 9	1. 3
Officials, professional, and technical.....	862	20. 3	12	4. 5	1. 4
Clerical.....	619	14. 6	9	3. 4	1. 5
Sales.....	124	3. 0	(¹)	-----	. 2
Blue collar occupations.....	2, 631	62. 1	246	92. 1	9. 4
Craftsmen (skilled).....	776	18. 3	21	7. 9	2. 7
Operatives, laborers, and service workers.....	1, 855	43. 8	225	84. 2	12. 1
Male, total.....	3, 291	100. 0	215	100. 0	6. 5
White collar occupations.....	1, 120	34. 0	11	5. 1	1. 0
Officials, professional, and technical.....	786	23. 9	8	3. 7	1. 0
Clerical.....	218	6. 6	3	1. 4	1. 4
Sales.....	116	3. 5	(¹)	-----	. 2
Blue collar occupations.....	2, 171	66. 0	204	94. 9	9. 4
Craftsmen (skilled).....	748	22. 7	19	8. 8	2. 5
Operatives, laborers, and service workers.....	1, 423	43. 3	185	86. 1	13. 0
Female, total.....	945	100. 0	52	100. 0	5. 5
White collar occupations.....	485	51. 3	10	19. 2	2. 1
Officials, professional, and technical.....	76	8. 0	4	7. 7	5. 3
Clerical.....	401	42. 4	6	11. 5	1. 5
Sales.....	8	. 9	(¹)	-----	. 7
Blue collar occupations.....	460	48. 7	42	80. 8	9. 1
Craftsmen (skilled).....	28	3. 0	2	3. 8	7. 1
Operatives, laborers, and service workers.....	432	45. 7	40	77. 0	9. 3

¹ The reporting establishments had 330 Negro sales employees, of whom 277 were men and 53 were women.

TABLE 4. Total employment and Negro employment in white collar occupations, by industry and sex, in establishments filing compliance reports in 1962

	All white collar employees		Negro white collar employees		Negro employees as percent of all employees
	Number (thousands)	Percentage distribution	Number (thousands)	Percentage distribution	
Male, total.....	1, 120	100. 0	11. 0	100. 0	1. 0
Manufacturing.....	697	62. 2	4. 1	37. 3	. 6
Durable goods.....	484	43. 2	2. 8	25. 5	. 6
Primary metals.....	90	8. 0	. 5	4. 5	. 6
Electrical equipment.....	107	9. 6	1. 2	10. 9	1. 1
Nondurable goods.....	213	19. 0	1. 3	11. 8	. 6
Food.....	55	4. 9	. 3	2. 7	. 5
Chemicals.....	62	5. 5	. 5	4. 5	. 8
Other ¹	423	37. 8	6. 9	62. 7	1. 6
Services.....	206	18. 4	5. 0	45. 5	2. 4
Educational services.....	115	10. 3	3. 4	30. 9	3. 0
Colleges & universities.....	113	10. 1	3. 3	30. 0	2. 9
Miscellaneous, medical, and other services.....	91	8. 1	1. 6	14. 5	1. 8
Insurance carriers.....	22	2. 0	. 2	1. 8	. 9
Wholesale trade.....	71	6. 3	. 3	2. 7	. 4
Female, total.....	485	100. 0	10. 0	100. 0	2. 1
Manufacturing.....	255	52. 6	1. 5	15. 0	. 6
Durable goods.....	165	34. 0	. 9	9. 0	. 5
Primary metals.....	24	4. 9	. 1	1. 0	. 4
Electrical equipment.....	38	7. 8	. 4	4. 0	1. 1
Nondurable goods.....	90	18. 6	. 6	6. 0	. 7
Food.....	23	4. 7	. 1	1. 0	. 4
Chemicals.....	27	5. 6	. 2	2. 0	. 7
Other ¹	230	47. 4	8. 5	85. 0	3. 7
Services.....	122	25. 2	6. 5	65. 0	5. 3
Educational services.....	85	17. 5	5. 3	53. 0	6. 2
Colleges & universities.....	83	17. 1	4. 9	49. 0	5. 9
Miscellaneous, medical, and other services.....	37	7. 6	1. 2	12. 0	3. 2
Insurance carriers.....	42	8. 7	1. 5	15. 0	3. 6
Wholesale trade.....	26	5. 4	. 1	1. 0	. 4

¹ Totals shown include unallocated data.

TABLE 5. *Number of Negro white collar employees per 1,000 white collar employees, by sex, industry, and region, in establishments filing compliance reports in 1962*

	United States, total	North-east	North-central	South
Male Negro white collar employees:				
Number, all industries.....	11, 000	4, 000	2, 000	4, 000
Number per 1,000 male white collar employees:				
Manufacturing.....	6	7	3	7
Durable goods.....	6	7	3	6
Nondurable goods.....	6	8	3	8
Wholesale and retail trade.....	5	7	2	6
Finance, insurance, and real estate.....	7	6	6	20
Services.....	24	17	18	44
Female Negro white collar employees:				
Number, all industries.....	10, 000	3, 000	2, 000	4, 000
Number per 1,000 female white collar employees:				
Manufacturing.....	6	8	4	3
Durable goods.....	5	7	3	3
Nondurable goods.....	7	9	7	3
Wholesale and retail trade.....	7	10	9	3
Finance, insurance, and real estate.....	34	47	12	9
Services.....	53	28	37	96

(The following analysis of 1962 and 1963 compliance reports also was prepared by the Bureau of Labor Statistics at the request of the President's Committee. It is preliminary in form and content and represents merely an overall view. A more detailed analysis and expanded tables will be published by the President's Committee when the information has been compiled early in 1964.)

Changes in Negro Employment From 1962 to 1963 in Establishments Filing Compliance Reports for Both Years

In order to determine whether Negroes have made job gains during the past year among employers subject to Federal policies regarding equal employment opportunity, a comparison was made of compliance reports submitted by the identical establishment in both 1962 and 1963.¹ Some 4,600

¹ Compliance reports in 1963 were submitted by the great majority of covered establishments from late March through June, with May the peak month. The bulk of the 1963 reports, which were matched with the 1962 reports from identical establishments, were received by the Committee in March and April 1963.

Thus, the comparisons in this section generally refer to employment in spring 1962 and spring 1963, with the time between annual reports in most units being 10 or 11 months rather than a full year. Many employers filed 1963 reports on the anniversary of their 1962 reports, instead of on March 31 as specified in the reporting form instructions. A few of the units which filed 1963 reports later in the year (some did not have government contracts until then) also filed 1963 reports in time for inclusion in these comparisons; 18 of these units were omitted from the tabulation because the short time span involved might have distorted the comparisons.

out of the 10,000 units which filed compliance reports in 1962 also filed in 1963. These establishments accounted for nearly 60 percent of both the total employment and the Negro employment shown on compliance reports for 1962. (Comparable data for coverage in 1963 are not yet available.)

The data, which are summarized in Table 1, show improvement in the utilization of Negroes in white collar occupations.² Negro white collar employment increased 17.4 percent while total white collar employment increased by only 1.9 percent. The net gain by Negroes of 1,830 white collar jobs increased the Negro share of total white collar employment in these establishments from 12 Negroes per 1,000 white collar workers in 1962 to 18 per 1,000 in 1963. Approximately 1 out of every 13 Negroes (8 percent) were white collar workers in 1963 as compared to 1 out of 15 (7 percent) in 1962.

Both Negro and total blue collar employment dropped slightly, but the somewhat larger relative decline in total blue collar employment caused the Negro share of total blue collar employment to rise slightly, from 97 Negroes per 1,000 blue collar workers in 1962 to 98 per 1,000 in 1963.

The great majority of Negro employees in both years were employed in service, semiskilled, and

² As discussed below, a relatively small proportion of the compared establishments accounted for the bulk of the improvement. A breakdown of the Negro gains by specific white collar occupations (e.g., clerical, professional, and managerial) is not yet available.

TABLE 1. Total employment and Negro employment in 4,610 units which filed Compliance Reports in both 1962 and 1963

	1962	1963	1962-1963 change	
			Number	Percent
Total employment:				
All occupations.....	2,425,873	2,404,253	-21,620	-0.9
White collar.....	918,928	936,198	17,270	1.9
Blue collar.....	1,506,945	1,468,055	-38,890	-2.6
Negro employment:				
All occupations.....	156,441	155,677	-764	-0.5
White collar.....	10,519	12,349	1,830	17.4
Blue collar.....	145,922	143,328	-2,594	-1.8
Number of Negroes per 1,000 workers:				
All occupations.....	64	65	1	-----
White collar.....	12	13	1	-----
Blue collar.....	97	98	1	-----

unskilled blue collar occupations. This report is focused on white collar employment in order to determine the extent of Negro gains in occupations in which they have made little penetration in the past.

Net changes of 50 or more Negro white collar employees were reported in 7 of the 44 metropolitan areas in which the total employment in the compared establishments was 10,000 or more (see Table 2). (In the other areas, those in which the employment totals were smaller, there were no changes of any significant size.) The Negro white collar gains in these seven areas, shown below, represented more than three-fourths of the total national gain—1,393 out of 1,830 jobs:

	Negro-white collar employees, identical establishments				
	Change in number from 1962 to 1963	As percent of white collar employment		As percent of total Negro employment	
		1962	1963	1962	1963
New York.....	451	3.0	3.4	20.2	24.0
Washington, D.C.....	299	2.6	4.9	24.8	31.0
Philadelphia.....	264	1.6	2.1	6.0	8.2
Pittsburgh.....	85	1.1	1.6	6.2	8.5
Newark.....	77	1.0	1.2	14.2	16.2
Chicago.....	64	1.0	1.2	4.2	5.4
Los Angeles.....	63	.8	.9	12.0	12.6

By far the largest changes in the number of Negro white collar employees were in New York, Washington, and Philadelphia. Washington led the rises in the Negro share of total white collar employment with a jump from 3.6 to 4.9 percent but the Negro proportion of white collar employment rose above 3 percent in New York establish-

ments, reached 2 percent in Philadelphia, and moved well above 1 percent in Pittsburgh, Newark, and Chicago.

The proportion of Negroes employed in white collar positions also rose in each of these areas. In Washington an additional 6 of every 100 Negroes gained white collar jobs; in New York this ratio went up by nearly 4 per 100; in Philadelphia, Pittsburgh, and Newark, the gain was about 2 per 100.

Despite these improvements, however, the proportion of Negroes in white collar jobs in each of these areas remained substantially below the comparable proportion for other persons, as the following tabulation shows:

	Negro white collar employ- ees as percent of all Negro employees		White collar employees of other races as percent of all employees of other races		Difference in percentage points between Negroes and other races	
	1962	1963	1962	1963	1962	1963
New York.....	20.2	24.0	68.1	69.4	37.9	35.4
Washington, D.C.....	24.8	31.0	83.5	82.9	58.7	58.1
Philadelphia.....	6.0	8.2	40.9	41.1	34.9	32.9
Pittsburgh.....	6.2	8.5	32.8	32.8	26.6	24.3
Newark.....	14.2	16.2	54.9	59.0	42.7	42.8
Los Angeles.....	12.0	12.6	49.1	50.5	37.1	37.9
Chicago.....	4.2	5.4	41.0	46.1	36.8	40.7

There was a slight narrowing of this occupational gap between Negroes and others in 4 of the 7 areas but the changes were not large enough to alter the basic community patterns of relative exclusion from employment opportunities in white collar occupations.

Negro white collar employment changes in the 44 areas in which the contractors employed 10,000 or

TABLE 2. *Negro white collar employment in 44 areas, arrayed by numerical change from 1962 to 1963*

[Areas are those where contractors included in the comparison employed 10,000 or more workers in 1963]

	Negro white collar employees					
	1962		1963		Change from 1962 to 1963	
	Number	Percent of total white collar employment	Number	Percent of total white collar employment	Number	Percent of total white collar employment
New York.....	2,317	3.0	2,768	3.4	451	0.4
Washington, D.C.....	812	3.6	1,211	4.9	399	1.3
Philadelphia.....	647	1.6	901	2.1	254	.5
Pittsburgh.....	255	1.1	340	1.6	85	.5
Newark.....	293	1.0	370	1.2	77	.2
Chicago.....	537	1.0	601	1.2	64	.2
Los Angeles.....	500	.8	563	.9	63	.1
Indianapolis.....	63	1.1	104	1.7	41	.6
St. Louis.....	175	1.1	210	1.3	35	.2
San Francisco.....	67	.4	96	.6	29	.2
Birmingham.....	8	.2	29	.6	21	.4
Boston.....	244	.9	258	1.0	14	.1
Cincinnati.....	48	.6	62	.8	14	.2
Denver.....	15	.2	29	.5	14	.3
Gary.....	48	.7	61	.9	13	.2
Kansas City.....	14	.2	27	.4	13	.2
Cleveland.....	106	.6	118	.7	12	.1
Buffalo.....	41	.4	29	.3	-12	-.1
Detroit.....	96	.7	107	.8	11	.1
Bridgeport.....	62	.7	72	.8	10	.1
New Orleans.....	35	.6	44	.8	9	.2
Minneapolis-St. Paul.....	239	.9	247	.9	8	.....
Rochester.....	15	.3	23	.4	8	.1
San Jose.....	41	.5	49	.5	8	.....
Louisville.....	53	1.1	60	1.2	7	.1
Winston-Salem.....	30	.7	37	.9	7	.2
Baltimore.....	498	1.9	491	1.9	-7	.....
Jersey City.....	60	1.1	54	.9	-6	-.2
New Haven.....	34	.7	30	.7	-4	.....
Akron.....	16	.4	19	.4	3	.....
Hartford.....	22	.2	25	.3	3	.1
Boston.....	72	.8	70	.8	2	.....
Richmond.....	69	1.2	71	1.2	2	.....
Portland.....	4	.1	2	.1	-2	.....
Canton.....	10	.2	11	.2	1	.....
Columbus.....	111	1.1	112	1.0	1	-.1
Dallas.....	49	.9	50	.9	1	.....
Harrisburg.....	5	.2	6	.2	1	.....
Seattle.....	9	.2	10	.3	1	.1
Albany.....	5	.1	4	.1	-1	.....
Allentown.....	2	.....	2	.....	.....	.....
Milwaukee.....	35	.3	35	.3	.....	.....
Steubenville-Weirton.....	5	.2	5	.2	.....	.....
Worcester.....	2	.1	2	.1	.....	.....

more workers in 1963 are presented in Table 2. In most of these areas there was little or no overall change either in the number of Negro white collar employees or in the Negro's share of total white collar employment; in 4 there was no change and in 20 others the net changes amounted to fewer than 10 Negroes. Consequently, the Negro share of total white collar employment was steady in 16 areas, and changed by only one- or two-tenths of

one percent in 21 other areas. In the 7 southern areas within this group of 44 (not counting Washington or Baltimore), the increases were relatively slight.

Detailed breakdowns of the net gain in Negro white collar employment from 1962 to 1963 reveal little or no change in the great majority of establishments. Of the 4,610 establishments compared, more than 3,700 (4 out of every 5) reported no

TABLE 3. *White collar employment changes from 1962 to 1963 in 118 units reporting increases or decreases of 5 or more Negro white collar employees, by selected industry groups*

	1962	1963	1962-1963 change	
			Number	Percent
All white collar employees, total.....	176, 589	185, 792	9, 203	5. 2
Manufacturing.....	68, 327	66, 424	-1, 903	-2. 8
Durable goods.....	36, 450	32, 243	-4, 207	-11. 5
Nondurable goods.....	31, 877	34, 181	2, 304	7. 2
Nonmanufacturing.....	108, 262	119, 368	11, 106	10. 3
Educational services.....	59, 840	61, 897	2, 057	3. 4
Insurance carriers.....	26, 165	30, 580	4, 415	16. 9
Other nonmanufacturing.....	22, 257	26, 891	4, 634	20. 8
Negro white collar employees, total.....	5, 570	7, 087	1, 517	27. 2
Manufacturing.....	883	1, 069	186	21. 1
Durable goods.....	605	694	89	14. 7
Nondurable goods.....	278	375	97	34. 9
Nonmanufacturing.....	4, 687	6, 018	1, 331	28. 4
Educational services.....	2, 751	3, 327	576	20. 9
Insurance carriers.....	1, 235	1, 708	473	38. 3
Other nonmanufacturing.....	701	983	282	40. 2

change in Negro white collar employment, while 556 (1 in 8) reported increases, and 327 (1 in 15) reported decreases. Gains consisted of one Negro white collar worker in half of the 556 establishments which reported increases. Gains of 5 or more Negro white collar jobs were reported in only 93 establishments. Similarly, in most of the 327 establishments which reported decreases in Negro white collar employment, the changes involved very few employees; declines of 5 or more were reported by only 25 of these establishments.

Altogether, the 118 units reporting increases or decreases amounting to 5 or more employees accounted for about 1,500 or roughly 80 percent of the 1,830 net change in Negro white collar employment, as the following tabulation shows:

	Negro white collar employment change of:					
	5 or more		5-9		10 or more	
	Units	Em- ployees	Units	Em- ployees	Units	Em- ployees
Increases.....	93	1, 511	56	383	37	1, 426
Decreases.....	25	294	15	103	10	192
Net change in number of Negro white collar employees.....		1, 517		281		1, 236

Tabulations of white collar employment changes by industry have been prepared only for the 118 establishments which reported increases or decreases of 5 or more Negro white collar employees (Table 3).

Nonmanufacturing industries accounted for virtually all of the increase in total white collar employment and for 88 percent of the increase in Negro white collar employment. Insurance carriers and educational institutions reported the largest numerical increases in Negro white collar employees. While manufacturing industries also showed a substantial percentage increase in their Negro white collar employment, the numerical gains were quite small, largely reflecting the decline in total employment in the durable goods industries.

As shown on page 25, the distribution of Negro white collar gains between manufacturing and nonmanufacturing closely followed the distribution of Negro white collar employment in 1962, so that in general the industries which provided most of the Negro white collar jobs in 1962 also provided most of the gain over the year.

	Percent distribution of—	
	Negro white collar employment in 1962	Net change in Negro white collar employment from 1962 to 1963
Total:		
Number.....	5,870	1,517
Percent.....	100.0	100.0
Manufacturing.....	15.9	12.3
Durable goods.....	10.9	5.9
Non-durable goods.....	5.0	6.4
Nonmanufacturing.....	84.1	87.7
Educational services.....	49.3	37.9
Insurance carriers.....	22.2	31.2
Other nonmanufacturing.....	12.6	18.6

Discussion

Encouragement may be drawn from the Negro white collar gains which have been outlined above, although much remains to be done. The net changes from 1962 to 1963 provide evidence of forward movement, although of course they were relatively small.

The concentration of Negro white collar job openings in a relatively small proportion of the establishments included in the comparisons may be considered evidence of a pattern of specific adjustments and accommodations rather than of a steady and evenly spread upward trend.

About 10 percent (447) of the establishments covered in this study did not have a single Negro white collar employee either in 1962 or 1963 although in each (1) there were at least 100 white collar employees in 1963 and (2) white collar employment increased or remained steady over the year. Among these were 37 establishments which had 500 white collar jobs each, but did not report any Negro white collar employees. The 447 establishments were located in the following States:

	Selected units without Negro white collar employees	
	Number	Percent distribution
Total.....	447	100.0
New York, New Jersey, Pennsylvania, Ohio, Illinois, and Michigan.....	203	45.4
Southern States.....	88	19.7
California.....	41	9.2
Other States.....	115	25.7

One guide to the selection of establishments in which significant improvement could be anticipated is the fairly close connection between changes in Negro and total white collar employment. Among the 118 establishments which ac-

counted for the bulk of the Negro gains from 1962 to 1963, this relationship was as follows:

	Number of units with change of five or more in Negro white collar employment	Units with increase of five or more in Negro white collar employment	Units with decrease of five or more in Negro white collar employment
Number of units with change in total white collar employment.....	118	93	25
Units with increase in total white collar employment.....	86	73	7
Units with decrease in total white collar employment.....	32	20	18

¹ Includes one establishment in which total white collar employment did not change.

In general, thus, Negro gains are most likely to occur where total white collar employment is also increasing.

The preceding Bureau of Labor Statistics reports further underscore the fact that the manpower resources of this country represented by the Negro remain virtually untapped.

That the problem exists throughout the economy is evident from the Manpower Report of the President transmitted to the Congress in March, 1963.

The 1963 Manpower Report of the President, for example, points out:

"Discrimination against nonwhites, primarily Negroes, results in an estimated annual waste of \$17 billion of production and services, in addition to the sizeable human and social costs involved." The Report further states that "in this period of unprecedented world tension, the country cannot afford either the reckless waste of manpower or the social injustice involved in employment discrimination."

The inescapable conclusion is that the underutilization of Negroes and the denial or limitation of equal employment opportunities to a significant segment of the citizens of this nation—solely because of reasons of race or color—is a flagrant waste of one of the most vital resources of this country.

This waste appears in several forms. For example, restrictions on the employment of Negroes, among industries and occupations, are a serious limitation on mobility, which makes the achievement of full employment and the efficient response to a structural change much more difficult. This is especially significant because the great majority

of job opportunities presently available to Negro workers are in those semiskilled and unskilled occupations, which are particularly vulnerable to the adverse effects of automation and other technological developments.

Moreover, the inability of educated Negroes to find appropriate employment reacts upon the effectiveness of the education of the next generation. It reduces the incentives to learn and to get more training. It therefore must lower the quality of education, regardless of new buildings, later school-leaving age—even of desegregation in the schools.

Such pyramiding of problems in succeeding

generations is recognized as a serious drag on the economic growth of the nation.

The Federal Government, State and local governments, management and labor, schools and colleges, organizations and individuals alike, must share the responsibility for correcting this situation. All of these institutions must cooperate to eliminate employment practices which economically and socially disadvantage citizens of this country and to provide the incentive, the counseling, and training for all persons, particularly these under-utilized minority groups, to meet the manpower needs for achieving this country's full economic and industrial potential.

CHAPTER FIVE

Equal Employment in the Federal Establishment

Background and Perspective

More than 80 years ago, the Federal Government first established a policy that its employees should be hired and advanced solely on the basis of merit and fitness for their jobs. This provision first appeared in the Act of January 16, 1883, which established the United States Civil Service Commission. This law prohibited the consideration of individual characteristics extraneous to fitness, such as religion or political affiliation.

Difficulties have been experienced in putting this policy into practice where certain disadvantaged groups have been concerned. As a result, the Government has established, from time to time, specialized agencies, usually within existing departments, to deal with the problems of particular groups, e.g., the handicapped, and, more recently, women and youth, as well as racial, religious and ethnic minorities which are the primary concern of the President's Committee on Equal Employment Opportunity.

All of these agencies have been concerned with reducing manpower waste because of the underemployment of those disadvantaged elements of the population. Much of this waste results from individuals being deprived of the chance to fully develop their capacities and abilities. However, such waste is also caused by the exclusion or underutilization of persons for reasons unconnected with their qualifications to do the job—such as race, creed, color, religion, or place of origin. The President's Committee is directly concerned with these latter causes of manpower waste. It is charged with administering Executive Order 10925, which, as one of its major provisions, requires equal opportunity to Federal Government employees and applicants without restrictions based on race, creed, color or national origin.

Functions Performed by Government Employment Division

The Committee's primary efforts within the Federal establishment have been directed toward the following:

1. Helping agencies and departments to carry out effectively the affirmative action required of them under the Executive Order.

2. Taking, through the U.S. Civil Service Commission, an annual census of minority employment in Federal agencies. This makes possible the monitoring and appraisal of agency employment practices and establishes a base for corrective action where deemed necessary by the Committee. It also permits the periodic analysis and report to the Vice President and President of developments in Federal minority employment.

3. Reviewing the actions taken by departments and agencies in response to complaints filed and judging the sufficiency of their corrective actions.

Certain of the racial and ethnic minorities covered by the Executive Order feel keenly the restrictions upon equal employment opportunity because of both limited skill development and outright discrimination—even against the qualified. The Committee, therefore, has had to be concerned with raising qualifications and expanding vocational horizons, as well as with eliminating discrimination. For this reason, continuous liaison is maintained with Government agencies concerned specifically with greater manpower development and use, especially among disadvantaged groups.

Similar close liaison with local community leadership is desirable because of the relationship between equal employment opportunity and Government installation and community services. The growing decentralization of Federal establish-

ments geographically and the frequent location of Government installations in the suburbs of metropolitan communities increasingly emphasize the importance of factors such as housing restrictions and inequitable use of installation facilities such as restaurants, rest rooms and recreational facilities, in determining whether minority groups can achieve true equal employment opportunity. Inequities in living conditions—housing, educational opportunity, and public accommodations—have led Negro and other minorities to stay behind and sacrifice employment rights of high value when their activities have moved to less hospitable communities. This is true even when discrimination is absent from the essential employment practices—recruitment, hiring, promotion, and post-employment training.

The basic techniques by which Executive Order 10925 is enforced involve a variety of actions by the Committee staff and the employing agency. Many are complementary and mutually supportive. The development of effective affirmative action programs requires many such relationships, as does the Committee's effort to promote training at all levels within each agency. The objective of the latter effort is to raise the capabilities of agency personnel to administer the Executive Order to such levels that compliance by each agency can be achieved with decreasing amounts of Committee staff involvement in reviewing and assuring functions.

At the same time, if the complaint-processing technique is to remain effective, the Committee must determine whether the decisions of agencies regarding complaints in their establishments are fair and adequate. Consequently, it must review agency decisions, monitor their actions, and judge whether they meet Committee standards.

In the following section, the major approaches by which the Committee has tried to achieve the goals of the order among the departments and agencies of Government are discussed.

Affirmative Action

An essential element in the administration of Executive Order 10925 is the requirement that both the Committee and Government agencies take "affirmative steps" and "positive measures" in order to realize the national policy of equal employment opportunity. (Executive Order 10925, Sections 201-202.) President Johnson's dedicated

leadership is exemplified in the following statement which he made to a group of employment policy officers while he was Vice President and Chairman of the President's Committee: "We do what we do in the realm of equal opportunity not because of fear of what the world thinks of us but because of what we think of ourselves and our system. We believe—we know—that equal employment opportunity is no unattainable or unreasonable goal for a free society."

Employment Census as a Tool for Agency Planning

The Executive order has given a new impetus to the achievement of equal employment opportunity. By requiring the Committee to study the employment practices of Government agencies and departments, and by directing each agency and department to study its own patterns, a basis has been laid for new and unique tools for insuring compliance with the Executive Order—the annual census of minority group employment.

The authority given to the Committee to require Government agencies to provide specific facts about the employment practices of all Federal Government installations and to use this information as a basis, in part, for monitoring agency practices and requiring corrective personnel actions has greatly increased the motivation of agency management to take positive action.

Indispensable to sound management decisions in the field of equal opportunity, as in other phases of personnel relations, is an adequate body of objective, comparative information, gathered at regular intervals so as to reveal patterns of employment, changes over time, and differences among departments and agencies at the same time. With the help of the Civil Service Commission a reporting system has been developed. Through this system the President and the Committee receive annually a picture of the pattern of minority employment in the Federal establishment as a whole; by departments and agencies, and by bureaus within each of these; as well as by state and local area. This information is processed and made available to the employment policy officer of each agency to be used as a basis for planning his agency's program by installation.

Illustrative of the Committee's use of such data as a means of motivating and stimulating agency action is a Government-wide request by the

Executive Vice Chairman under Memorandum E-16. This memorandum, issued after each employment policy officer had received the June, 1962, Committee census figures for each bureau in his agency, requested that the data be thoroughly analyzed and appraised to determine where, if at all, it appeared that correction efforts might be necessary to assure that the agency was operating in compliance with Executive Order 10925. It was further required that if such areas of apparent noncompliance were discovered, all appointments and promotions should be preaudited for a temporary period in order to verify the practices and institute a corrective program, if required. All agencies have been required to report to the Committee that these procedures have been followed and to state the results of audits which were instituted. As a result, Government-wide appraisals of the quality of compliance with the Executive Order have been made.

Correcting Under-utilization

One of the most widespread means of discriminating against minority employees is to employ them arbitrarily below their highest skills.

Recognizing the importance of eliminating such under-utilization of employees, the then Vice President Johnson, as Committee chairman, directed all departments and agencies to review the personnel file of employees in the lower grades to locate under-utilized personnel. He requested that, where such employees were found, aggressive positive effort be made to place them in jobs more suited to their abilities and training.

While these reports still are coming to the Committee, those received to date disclose the discovery of a sizeable number of under-utilized employees, both from minority groups and otherwise. The agencies have reported that some such employees have been appropriately upgraded or transferred into other units or agencies to jobs more suitable to their talents, and steps are being taken to afford improved opportunities to others.

Some examples of actions resulting from the review of personnel files include:

Department of Defense.—Through questionnaires submitted to employees at levels of GS-6 or below, 170 employees (of whom 55 were Negro) were identified as significantly under-utilized. As of the last report, promotions had reduced the number of under-utilized employees to 47.

Department of Commerce.—As a direct result of the survey findings, 16 minority group personnel have been promoted or reassigned. Of 2,838 minority group employees whose files were reviewed (out of a total of 13,661 files studied), 795 had been promoted within the past year under normal promotion procedures.

Department of Justice.—Several Negro U.S. attorneys and a United States marshal, as well as assistant U.S. attorneys and a deputy marshal have been appointed in southern and border states. A Negro became U.S. attorney for the Northern District of California and another U.S. attorney for the Northern District of Ohio. As of January, 1961, there were only eight Negroes employed as assistant U.S. attorneys. That number is now 39. Those who became assistant U.S. attorneys in North Carolina, Oklahoma, Tennessee, Virginia, and Texas were the first Negroes ever to occupy that position in those states. A Negro has been appointed U.S. Marshal for the District of Columbia for the second time in history, the first and only Negro in that position having been Frederick Douglas, who served from 1877 to 1881. The Department has also expanded its nondiscriminatory recruitment and training programs at all levels.

Department of Labor.—Since January, 1961, Negro employment in the Department of Labor has increased, particularly in the upper grade levels and in the Department's southern offices.

On January 20, 1961, there were 24 Negroes among the 1,619 Departmental employees in grades 12 through 18; by June 30, 1962, the total had increased to 70 among 2,449. Among the Department's ranking Negro employees are an Assistant Secretary, an Assistant to the Secretary, the Assistant Director of the Office of Manpower Automation and Training, and the Deputy Administrator of the Bureau of International Labor Affairs. All have been appointed since January 1961.

A review of 2,213 personnel files has resulted in the promotion of 158 employees. In addition, 173 employees have taken skill improvement training, 45 have been reassigned and 53 have been assigned additional duties. Additional training or other actions are planned for greater utilization of 147 other employees.

Department of Health, Education, and Welfare.—The survey of one installation (Bureau of Old Age and Survivors Insurance headquarters in Baltimore) disclosed that approximately 600 employees (both white and Negro) had typing and

stenographic experience which was not being used. Inservice training classes are being offered to bring unused skills up to standard requirements.

Civil Service Commission.—Although the review of files indicated 99 cases of possible underutilization, final review showed only seven valid cases. Of the seven, two have resigned, three have been promoted to higher grades, one is on the promotion roster without change to date, and one declined transfer despite limited promotion opportunities in present position.

General Services Administration.—Seven employees with position titles of laborer and grades ranging from Wage Board-1 to Wage Board-4 were upgraded to such positions as clerk-typist, electrician, keypunch operator, etc. at higher grades. Ten employees in grades WB-5 and from GS-4 to GS-11 were upgraded to more responsible positions at higher grades. Some of these actions resulted in increases of three or four grades.

National Aeronautics and Space Administration.—The agency reports annual appraisals of all employees have resulted in significant placement of Negroes in middle and upper job levels. During calendar year 1962, the number of Negroes in Grade 5-11 increased from 171 to 242 (41.5 percent) and in Grades 12-18 from 31 to 46 (48.4 percent).

United States Information Agency.—Review of the files of 386 Negro employees indicated 79 were under-utilized. Counseling interviews have been held with all, and 26 of the 79 have been promoted to positions of increased responsibility.

Regional Meetings

During the period of this report the Government Employment Division took a major step to accelerate the program of equal job opportunities. In July, 1961, the Committee launched a series of 14 regional meetings designed to assist key regional officers directing and managing Federal programs involving over 500,000 civil employees for the purpose of implementing equal opportunity programs. The work of the Committee was aided considerably by the effective participation of the Civil Service Commission under the leadership of Chairman John Macy.

At each conference the Civil Service Commission Regional Directors cooperated in organizing and in following-up the work of these sessions.

The subjects highlighted at these conferences

included Committee rules and regulations, complaint procedures, techniques, affirmative action, and further steps that agencies could take in support of the program.

Even before the first round of regional meetings was completed in July, 1962, a round of followup conferences in each region was started. The followup program consisted of meetings with individual agencies to review past performance and to accelerate progress since the previous meetings.

The following Table indicates the number of employees covered in the followup meetings and the number of agencies involved.

Cities in Which Followup Conferences Have Been Held¹

Date	City	No. of employees	No. of agencies
May 14-15, 1962	Atlanta	11,590	11
June 18-21, 1962	Chicago	47,224	16
Sept. 18-19, 1962	Nashville	4,300	11
Oct. 15-19, 1962	Los Angeles	63,199	20
Nov. 13-15, 1962	St. Louis	24,843	16
Jan. 15-17, 1963	Philadelphia	63,405	14
Feb. 12-14, 1963	New Orleans	8,911	11
Mar. 19-22, 1963	New York	144,779	14
		368,341	123

¹ Similar meetings are scheduled in Miami, Boston, Cincinnati, Dallas, Denver and San Francisco.

Training and Recruitment

A focal point in the discussion with agencies has been the limited number of qualified applicants from Negro and Spanish-speaking groups on the Federal Service Entrance Examination and stenographic and typing registers. Agency efforts to increase the number of these minorities appearing on various Federal registers include more extensive recruitment drives at high schools and colleges attended by minority groups. The Civil Service Commission has also made a contribution in this direction by continuing to expand its program to represent a positive image of the Federal Government as a good place for all persons to seek employment.

Another problem posed by the agencies at the meetings was that members of minority groups lacked specialized experience and training necessary for initial hiring. An example of this is the field of data processing. In some southern cities, Negroes experience difficulty in obtaining the necessary training because they are excluded from the only business schools that provide preemployment training in this field. To overcome this problem one agency established a training program in co-

operation with the private company providing the equipment. The Federal agency sends its employees to the company facilities to be trained. Upon completion of the training, the employee returns to his agency. Preemployment training, however, remains closed to this group of persons, some of whom have high aptitude for data processing. The Civil Service Commission now forbids government agencies to deal with employment agencies, trade schools and similar recruitment sources that discriminate because of race, creed, color or national origin.

Some agencies have established on-the-job training programs and others have made outside educational opportunities available to employees in order to qualify them for higher positions. One agency made a skill survey of the employees and a determination was then made as to what was needed for an on-the-job training program. This was done for a large number of employees in dead end positions who lacked training to move into new and higher positions. The agency made available typing and other courses to employees and also encouraged employees to take additional courses.

Another agency, in cooperation with the Civil Service Commission, gave tests to electrician helpers to determine their potential at the journeyman level. The employees attaining a passing grade were afforded first consideration for promotion. Those who did not receive a passing grade were offered correspondence courses for their further self-development. A training program in basic mathematics is being planned for these latter employees. This training program will be given 50 percent on Government time and 50 percent on the employee's time.

Some agencies presented the problem of recruiting minority group applicants in certain specialized fields, such as quality control, procurement specialist, and banking and finance. The agencies stated that in these cases, experience gained in private industry provided the Government its biggest source of applicants. Because of restrictions by private industry in some areas, it has been difficult for members of minority groups to qualify. To assure equal opportunity, agencies have created trainee positions and recruited from the Federal Service Entrance Examination register and then provided the necessary on-the-job specialized training for those moving into these fields.

Another area of concern to agencies was the difficulty in filling the higher administrative and professional positions where a definite number of courses and educational qualifications were prerequisites. This is particularly true in the fields of accounting, chemistry, and mathematics. The agencies found that schools where a large number of minority group members were attending did not include sufficient courses in their curricula to qualify their graduates for these positions.

Secretary of Labor W. Willard Wirtz has sponsored four regional conferences attended by presidents, deans and placement officers of predominantly Negro colleges, and representatives of many Federal agencies to discuss in depth employment opportunities and curriculum adjustment needs of colleges, and to motivate students to qualify for Government jobs. The Department of State has been working with a committee of college presidents to develop a program that will prepare Negro students more adequately to qualify in the Foreign Service examination.

Quite early in the Kennedy Administration, under the leadership of former Secretary of Labor Arthur Goldberg, the Labor Department greatly expanded its recruitment efforts among colleges and universities with large enrollment of Negroes and other minority groups. In like manner, the Civil Service Commission stepped up its positive recruitment program through its regional office programs, Federal Executive Board-directed activities, and the example it has set by its own hiring practices in some regions.

To sum up, a proliferation of measures has taken place in the last 2 years with the intent to improve education, increase the motivation, and instill confidence of the youth of minority groups in departments and agencies of the Federal Government as willing sources of employment for them. We are beginning to see the fruits of this effort in increased numbers of such students taking the Federal Service Entrance Examination and a larger number of them passing it.

Statistics on Increased Utilization of Minorities

The accompanying table reveals the changes in minority group and total Federal employment as reported by the agencies participating in the followup meetings.

The increase in employment of minority groups in the classified grades, from 1961 to 1962, is pointed out by reports from specific areas.

Significantly, Los Angeles revealed an increase for Spanish-surname employing in the classified grades from 270 in 1961 to 324 in 1962, or 20 percent; whereas total employment increased from 12,749 in 1961 to 13,199 in 1962, or 3.5 percent. In the middle grades, GS-5 through 11, the increase was from 119 to 169, or 42 percent, against a total employment increase from 6,188 in 1961 to 6,395 in 1962, or 3.3 percent.

In Atlanta, Negro employment in the middle grades, GS-5 through 11, increased from 23 in 1961 to 32 in 1962, or 39.1 percent; whereas, the total employment increase was 7.4 percent. St. Louis revealed an increase for Negroes in these middle grades from 475 to 604, or 27.2 percent, against a total employment increase from 7,301 to 7,810, or 7.0 percent. Significant gains for Negroes in grades 12 through 18 were revealed in all areas covered, particularly Philadelphia, where the gain was from 55 in 1961 to 81 in 1962 or 47.3 percent, against a total change from 4,536 in 1961 to 5,584 in 1962, or 23.1 percent. St. Louis revealed an increase in the upper grades, 12 through 18, from 6 to 8 or 33.3 percent against a total increase from 1,268 to 1,383, or 9.1 percent. In New York, there was an increase of 32 Negroes in grades 12-18, for a 25 percent gain, compared to a total increase of 1,037 for a 10.8 percent gain. It must be stressed that the primary purpose of these meetings was to assist the participating agencies in developing their affirmative action programs. Statistical information was gathered in order to indicate the general pattern of minority

utilization and significant changes that had occurred between meetings. This gave an objective basis from which to discuss why the pattern was as described, whether a satisfactory local effort was being made, and what additional steps could be taken. The objective of the Committee in these meetings was to give on-the-spot aid to local Federal offices and installations in their efforts to assure equal employment opportunity for all applicants and employees. By covering further areas of higher government employment, this assistance was directed specifically to the field services.

Agency Capability Development

Through Committee help, the capabilities of agencies to carry out the Executive Order have been greatly increased. All Federal Agencies have had some basic orientation for assuring agency proficiency in fulfilling the intent of the Order. To do this, the Committee has conducted or aided in several major training programs on equal employment opportunity in which either all agencies or several agencies participated.

Departments and agencies employing more than 4% of all Government employees have had special training programs in equal employment opportunity. Individual specialized training courses aimed at reaching all personnel responsible for department and agency equal employment opportunity programs have been given by some departments and agencies using the resources of the Committee. Departments participating in such individual specialized training programs included: Department of the Army, Department of the Air Force, Department of the Navy, Department of Agriculture, the Post Office Department, and the

TABLE 1. *Change in Negro¹ and total Federal employment as reported by agencies participating in regional followup meeting*

City	First report			Second report			Percent change	
	Total employment	Negro	Percent	Total employment	Negro	Percent	Total employment	Negro
Total.....	360, 869	75, 138	20. 4	365, 647	79, 892	21. 8	+ 1. 3	+ 6. 3
Atlanta.....	10, 796	1, 508	14. 0	11, 580	1, 476	12. 7	+ 7. 3	- 2. 1
Chicago.....	47, 733	18, 044	37. 8	47, 224	18, 811	39. 8	- 1. 1	+ 4. 3
Los Angeles.....	63, 893	10, 663	16. 7	63, 199	10, 844	17. 2	- 1. 1	+ 1. 7
St. Louis.....	23, 269	4, 736	20. 4	24, 843	5, 335	21. 5	+ 6. 8	+ 12. 6
Philadelphia.....	62, 062	15, 051	24. 3	63, 405	15, 348	24. 2	+ 2. 2	+ 2. 0
New Orleans.....	8, 337	1, 216	14. 6	8, 911	1, 418	15. 9	+ 6. 9	+ 16. 6
New York.....	144, 779	23, 920	16. 5	146, 485	26, 660	18. 2	+ 1. 2	+ 11. 5

¹ Similar information was obtained on other minorities where they are a significant part of the labor force.

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3	- 2.1
1	+ 4.3
1	+ 1.7
8	+ 12.6
2	+ 2.0
9	+ 16.6
2	+ 11.5

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Department of the Interior. These training sessions were from 1 to 3 days in length.

In addition, the Office of Career Development, U.S. Civil Service Commission, conducted a 3-day equal employment training session for 11 middle-sized departments and agencies. Committee staff served as consultants and resource people. The 11 departments and agencies participating were: Department of Justice, Department of Labor, Department of Commerce, Department of State, General Services Administration, National Aeronautics and Space Administration, Housing and Home Finance Agency, Atomic Energy Commission, U.S. Information Agency, Civil Service Commission and Agency for International Development.

To insure that such training reaches department and agency field personnel responsible for final execution of the Order, regional training sessions have been held by the Committee in 14 major cities having large concentrations of Federal employees as described earlier.

Department and agency personnel so trained aid the Employment Policy Officer in carrying out agency responsibility under the Executive Order. The agencies also have engaged staff personnel to work on their equal employment opportunity programs. The assigning of special personnel to handle the equal employment program has enabled these agencies both to expedite complaint processing and insure equal employment opportunity with growing effectiveness.

CHAPTER SIX

Government Employment Census

Prior to the issuance of Executive Order 10925, the belief was widely held that minority group employees of the Federal Government, particularly Negro employees, were denied equal opportunity in employment. No accurate measure existed, however, of the extent of such alleged discrimination.

Accordingly, the late President Kennedy included in his Order instructions to conduct a government-wide survey of employees to provide statistics on current employment patterns. By direction of the Committee, that survey was made as of June, 1961. It was repeated in June, 1962, and June, 1963.

The results of the 1961 survey bore out in large measure the contention that Negroes were being denied equal access to employment opportunity. And it provided the Committee and the agencies with the necessary information for undertaking programs to insure equal opportunity. Among the findings in 1961:

—While Negroes held 8.9 percent of the 1,012,447 Classification Act or similar positions, 72 percent of their jobs were concentrated in the lower level of GS-1 through GS-4 where the starting salary range was from \$3,185 to \$4,985. Only 35 percent of all employees were in this job bracket.

—Only 27 percent of the Negroes in Classification Act or similar systems held jobs in the middle range of positions, GS-5 through GS-11 (salary range, \$4,345 to \$9,640), while 50 percent of all employees held jobs in this bracket.

—Only 1 percent of the positions from GS-12 through GS-18 (\$8,955 to \$18,500) were held by Negroes.

In the Postal Field Service, the situation was similar—the great bulk of the Negroes concentrated in the lower grades, disproportionately small numbers in middle and upper grades.

Even before the survey figures were available, however, the Committee and the various agencies

had undertaken programs to insure equal opportunity in Government employment. By the time of the second annual survey of Government employment in June, 1962, the Committee was able to report substantial progress toward equal opportunity for Negroes in Federal employment (see tables).

Some Highlights:

—The percentage of Negro Federal employees in Classification Act jobs in Grades 1-4 dropped from 72 percent to 68 percent while the number in the middle level GS-5 through GS-11 positions climbed from 27 percent to 30 percent.

—Of the net increase of 62,633 jobs from June, 1961, to June, 1962, Negroes accounted for 10,737 or more than 17 percent.

—In Classification Act jobs, Negro employment in the middle grades, GS-5 through GS-11, increased 19.2 percent compared with an overall increase of 2.4 percent, while in the upper grades, GS-12 through GS-18, the increase of Negroes was 35.6 percent compared with an overall increase of 9.5 percent.

The second and third surveys also provided information (not obtained in the 1961 census) on employment of the Spanish-speaking nationwide; of people of Mexican origin in five southwestern states; of people of Puerto Rican origin in four northeastern states; of people of Oriental origin in three western states, and of American Indians in seven states.

Since this survey was the first to cover the additional minority groups, there was no basis for comparison as to progress being made, but the picture presented was similar, although to varying degrees, to the picture of Negro employment (see tables). This material is still being tabulated for the 1963 census.

At the time this report was being prepared, only

preliminary information was available from the third census. What was available, however, showed that sound and steady progress was still being made.

Some Highlights:

—Twenty-two percent of the net increase in Federal employment during the period represented increased Negro employment. This compares to 17 percent for the previous census period.

—This net increase brings total reported Negro employment to a new high of 301,899—up 3 percent from 293,353 in June, 1962. The cumulative percentage increase from June, 1961, to June, 1963, amounted to 6.8 percent.

—There were 545 more Negroes in the grades GS-12 through GS-18 (paying \$9,475 to \$20,000) than there were a year earlier, an increase of 36.7 percent. The total number of jobs in these grades increased 12.4 percent during the same period.

—Negroes in the middle grades (GS-5—GS-11) increased by 4,278, or 14.7 percent, while total employment in these grades increased 5.1 percent.

—The number of Negroes in Wage Board positions paying more than \$8,000 increased by 113, or 122 percent, while the total number of these positions increased 41.5 percent.

—In the Postal Field Service, the number of Negroes in higher paying positions increased

56.3 percent, despite a 2 percent decline in the total number of such jobs (see tables for further details).

These annual surveys provide the Committee and the agencies with the necessary information for effective operation of equal opportunity programs. The statistics pinpoint areas and facilities where special efforts need to be made. They call the attention of administrators to areas in their jurisdiction where equal opportunity may be lacking, and they provide the basis for the development of affirmative action efforts to insure equal opportunity.

It is recognized that encouraging national figures do not always accurately reflect local situations. For that reason, and as a supplement to the census reports, the Civil Service Commission has instituted a series of continuous community surveys of Federal facilities.

These surveys last from 2 to 3 weeks and cover all personnel activities of each Government agency in the community being surveyed.

Programs to improve the activities of each agency are developed and then carefully followed through, with help from the local community.

One of the objectives of these surveys is to assure the community residents that all qualified persons will receive equal opportunity with the Federal Government and to demonstrate to them that the Government provides a good place for career advancement.

Minority Group Study

June 1963

Foreword

Executive Order 10925, dated March 6, 1961, reaffirmed the policy of non-discrimination in government employment and directed that Federal agencies take additional affirmative steps to eliminate any discrimination in Federal employment because of race, color, religion, or national origin. The President's Committee on Equal Employment Opportunity established by this Order has compiled statistics on Federal employment and minority groups annually since 1961.

Progressively, each of the annual studies has been modified to extend and improve the coverage and detail in the surveys. This expansion has increased the number of minority groups covered, added to the individual geographic areas identified separately, extended information by pay category, and refined the definitions and reporting instructions. These modifications, while improving the statistics for each current year, have brought about variations that affect year-to-year comparisons.

The first minority census in 1961 included total and Negro employment worldwide. Data were collected department wide without separate geographic identification. Employees under the Classification Act were reported by grade and the Postal Field Service by level; Wage Board employees were reported only in overall total.

The 1962 and 1963 surveys were broader in coverage and content than the 1961 survey. Pay categories were expanded to include salary groupings for Wage Board and other pay plans. Minority groups included Negro and Spanish-Speaking worldwide and by State. Data on American Indians, Mexican-Americans, Puerto Ricans, and persons of oriental origin were obtained in selected states. Overseas coverage in 1962 included only selected agencies, while in 1963 all agencies reported overseas personnel. Personnel in Alaska, Hawaii, and Puerto Rico were excluded in both years. Data were collected separately for 41 selected Standard Metropolitan Statistical Areas in 1963. The 1962 data in these tables are final revised figures and differ slightly from 1962 data initially published.

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Table	Coverage	Table	Coverage
1	Negro and total employment, worldwide, 1962-1963	Negro and Total Employment 1962-1963	
1a	Negro and total employment, worldwide, 1961-1963	7	Washington, D.C., Metropolitan Area
2	Spanish-Speaking and total employment, worldwide, 1962-1963	8	Boston Civil Service Region
3	Mexican-American and total employment, selected states, 1962-1963	9	New York Civil Service Region
4	Puerto Rican and total employment, selected states, 1962-1963	10	Philadelphia Civil Service Region
5	American-Indian and total employment, selected states, 1962-1963	11	Atlanta Civil Service Region
6	Oriental-American and total employment, selected states, 1962-1963	12	Chicago Civil Service Region
		13	St. Louis Civil Service Region
		14	Dallas Civil Service Region
		15	Denver Civil Service Region
		16	San Francisco Civil Service Region
		17	Seattle Civil Service Region

TABLE 1.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, summary, all agencies*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent†	Negro	Percent
		Number	Percent				
Total all pay plans.....	2, 298, 808	301, 889	13. 1	+ 46, 474	+ 2. 1	+ 8, 804	+ 3. 0
Total Classification Act or similar.....	1, 103, 051	101, 589	9. 2	+ 39, 403	+ 3. 7	+ 5, 052	+ 5. 2
GS-1 through 4.....	355, 329	66, 169	18. 6	- 8, 297	- 2. 3	+ 229	+ 0. 4
GS-5 through 11.....	558, 528	33, 468	6. 0	+ 26, 842	+ 5. 1	+ 4, 278	+ 14. 7
GS-5 through 8.....	315, 203	26, 452	8. 4	+ 10, 940	+ 3. 6	+ 3, 132	+ 13. 4
GS-9 through 11.....	243, 325	7, 016	2. 9	+ 15, 902	+ 7. 0	+ 1, 146	+ 19. 5
GS-12 through 18.....	189, 194	1, 952	1. 0	+ 20, 858	+ 12. 4	+ 545	+ 38. 7
Total Wage Board.....	560, 211	106, 665	19. 0	- 8, 402	- 1. 5	+ 1, 011	+ 1. 0
Up through \$4,499.....	84, 268	37, 004	43. 9	- 19, 649	- 18. 9	- 7, 669	- 17. 2
\$4,500 through \$7,999.....	442, 577	69, 328	15. 7	+ 1, 468	+ . 3	+ 8, 497	+ 14. 0
\$4,500 through \$6,499.....	301, 257	60, 961	20. 2	- 32, 105	- 9. 6	+ 4, 655	+ 8. 3
\$6,500 through \$7,999.....	141, 320	8, 367	5. 9	+ 33, 573	+ 31. 2	+ 3, 842	+ 84. 9
\$8,000 and over.....	33, 366	333	1. 0	+ 9, 779	+ 41. 5	+ 183	+ 122. 0
Total Postal Field Service..	582, 475	89, 323	15. 3	+ 11, 907	+ 2. 1	+ 2, 443	+ 2. 8
PFS-1 through 4 ¹	499, 630	83, 747	16. 8	+ 7, 713	+ 1. 6	+ 1, 860	+ 2. 3
PFS-5 through 11.....	79, 216	5, 551	7. 0	+ 4, 200	+ 5. 6	+ 574	+ 11. 5
PFS-5 through 8.....	66, 205	5, 366	8. 1	+ 3, 630	+ 5. 8	+ 534	+ 11. 1
PFS-9 through 11.....	13, 011	185	1. 4	+ 570	+ 4. 6	+ 40	+ 27. 6
PFS-12 through 20.....	3, 629	25	. 7	- 6	- . 2	+ 9	+ 56. 3
Total other pay plans.....	53, 071	4, 312	8. 1	+ 3, 566	+ 7. 2	+ 298	+ 7. 4
Up through \$4,499.....	11, 708	3, 152	26. 9	- 917	- 7. 3	+ 462	+ 17. 2
\$4,500 through \$7,999.....	22, 362	915	4. 1	+ 1, 545	+ 7. 4	- 187	- 17. 0
\$4,500 through \$6,499.....	15, 328	754	4. 9	+ 1, 219	+ 8. 6	- 123	- 14. 0
\$6,500 through \$7,999.....	7, 034	161	2. 3	+ 326	+ 4. 9	- 64	- 28. 4
\$8,000 and over.....	19, 001	245	1. 3	+ 2, 938	+ 18. 3	+ 23	+ 10. 4

¹ Includes 4th class postmasters and rural carriers.

TABLE 1A.—*Negro and total employment by grade and salary groups, June 1961 and June 1963, summary, all agencies*

Pay category	1963			Change from 1961			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	2, 298, 808	301, 889	13. 1	+101, 448	+4. 6	+19, 273	+6. 8
Total Classification Act or similar.....	1, 103, 051	101, 589	9. 2	+90, 604	+8. 9	+11, 805	+13. 1
GS-1 through 4.....	355, 329	66, 169	18. 6	-117	(¹)	+1, 927	+3. 0
GS-5 through 11.....	558, 528	33, 468	6. 0	+55, 470	+11. 0	+8, 963	+36. 6
GS-5 through 8.....	315, 203	26, 452	8. 4	-----	-----	-----	-----
GS-9 through 11.....	243, 325	7, 016	2. 9	-----	-----	-----	-----
GS-12 through 18.....	189, 194	1, 952	1. 0	+35, 251	+22. 9	+915	+88. 2
Total Wage Board.....	560, 211	106, 665	19. 0	-8, 624	-1. 5	-188	-0. 2
Up through \$4,499.....	84, 268	37, 004	43. 9	-----	-----	-----	-----
\$4,500 through \$7,999.....	442, 577	69, 328	15. 7	-----	-----	-----	-----
\$4,500 through \$6,499.....	301, 257	60, 961	20. 2	-----	-----	-----	-----
\$6,500 through \$7,999.....	141, 320	8, 367	5. 9	-----	-----	-----	-----
\$8,000 and over.....	33, 366	333	1. 0	-----	-----	-----	-----
Total Postal Field Service..	582, 475	89, 323	15. 3	+16, 324	+2. 9	+6, 136	+7. 4
FFS-1 through 4 ²	499, 630	83, 747	16. 8	+12, 223	+2. 5	+4, 766	+6. 0
FFS-5 through 11.....	79, 216	5, 551	7. 0	+4, 236	+5. 6	+1, 356	+32. 3
FFS-5 through 8.....	66, 205	5, 366	8. 1	-----	-----	-----	-----
FFS-9 through 11.....	13, 011	185	1. 4	-----	-----	-----	-----
FFS-12 through 20.....	3, 629	25	. 7	-135	-3. 6	+14	+127. 3
Total other pay plans.....	53, 071	4, 312	8. 1	+3, 144	+6. 3	+1, 520	+54. 4
Up through \$4,499.....	11, 708	3, 152	26. 9	-----	-----	-----	-----
\$4,500 through \$7,999.....	22, 362	915	4. 1	-----	-----	-----	-----
\$4,500 through \$6,499.....	15, 328	754	4. 9	-----	-----	-----	-----
\$6,500 through \$7,999.....	7, 034	161	2. 3	-----	-----	-----	-----
\$8,000 and over.....	19, 001	245	1. 3	-----	-----	-----	-----

¹ Less than 0.05 percent.

² Includes 4th-class postmasters and rural carriers.

TABLE 2.—Spanish-speaking and total employment by grade and salary groups, June 1962 and June 1963, summary, all agencies

Pay category	1963			Change from 1962			
	Total employees	Spanish-speaking		Total	Percent	Spanish-speaking	Percent
		Number	Percent				
Total all pay plans.....	2, 298, 808	51, 682	2. 2	+46, 474	+2. 1	+995	+2. 0
Total Classification Act or similar.....	1, 103, 051	15, 292	1. 4	+39, 403	+3. 7	+572	+3. 9
GS-1 through 4.....	355, 329	7, 520	2. 1	-8, 297	-2. 3	-281	-3. 6
GS-5 through 11.....	558, 528	6, 987	1. 3	+26, 842	+5. 0	+692	+11. 0
GS-5 through 8.....	315, 203	4, 809	1. 5	+10, 940	+3. 6	+388	+8. 8
GS-9 through 11.....	243, 325	2, 178	. 9	+15, 902	+7. 0	+304	+16. 2
GS-12 through 18.....	189, 194	785	. 4	+20, 858	+12. 4	+161	+25. 8
Total Wage Board.....	560, 211	25, 175	4. 5	-8, 402	-1. 5	-1, 635	-6. 1
Up through \$4,499.....	84, 268	5, 792	6. 9	-19, 649	-18. 9	-1, 500	-20. 6
\$4,500 through \$7,999.....	442, 577	19, 105	4. 3	+1, 468	+ . 3	-254	-1. 3
\$4,500 through \$6,499.....	301, 257	15, 272	5. 1	-32, 105	-9. 6	-1, 634	-9. 7
\$6,500 through \$7,999.....	141, 320	3, 833	2. 7	+33, 573	+31. 2	+1, 380	+56. 3
\$8,000 and over.....	33, 366	278	. 8	+9, 779	+41. 5	+119	+74. 8
Total postal field service.....	582, 475	9, 737	1. 7	+11, 907	+2. 1	+1, 119	+13. 0
PFS-1 through 4 ¹	499, 630	9, 194	1. 8	+7, 713	+1. 6	+1, 035	+12. 7
PFS-5 through 11.....	79, 216	534	. 7	+4, 200	+5. 6	+79	+17. 4
PFS-5 through 8.....	66, 205	472	. 7	+3, 630	+5. 8	+65	+16. 0
PFS-9 through 11.....	13, 011	62	. 5	+570	+4. 6	+14	+29. 2
PFS-12 through 20.....	3, 629	9	. 2	-6	-. 2	+5	+125. 0
Total other pay plans ²	53, 071	1, 478	2. 8	+3, 566	+7. 2	+939	+174. 2
Up through \$4,499.....	11, 708	328	2. 8	-917	-7. 3	+101	+44. 5
\$4,500 through \$7,999.....	22, 362	1, 014	4. 5	+1, 545	+7. 4	+803	+380. 6
\$4,500 through \$6,499.....	15, 328	785	5. 1	+1, 219	+8. 6	+614	+359. 1
\$6,500 through \$7,999.....	7, 034	229	3. 3	+326	+4. 9	+189	+472. 5
\$8,000 and over.....	19, 001	136	. 7	+2, 938	+18. 3	+35	+34. 7

¹ Includes 4th class postmasters and rural carriers.

² Increases due partially to shift in reporting from Wage Board to other pay plans.

TABLE 3.—*Mexican-American and total employment by grade and salary groups, June 1962 and June 1963, summary of selected States*

[Arizona, California, Colorado, New Mexico, and Texas]

Pay category	1963			Change from 1962			
	Total employees	Mexican-American		Total	Percent	Mexican-American	Percent
		Number	Percent				
Total all pay plans.....	453, 881	33, 925	7. 5	+12, 221	+2. 8	+343	+1. 0
Total Classification Act or similar.....	212, 142	9, 603	4. 5	+8, 066	+4. 0	+595	+6. 6
GS-1 through 4.....	70, 810	5, 023	7. 1	-1, 662	-2. 3	-128	-2. 5
GS-5 through 11.....	110, 562	4, 339	3. 9	+6, 131	+5. 9	+639	+17. 3
GS-5 through 8.....	61, 742	3, 070	5. 0	+2, 999	+5. 1	+423	+16. 0
GS-9 through 11.....	48, 820	1, 269	2. 6	+3, 132	+6. 9	+216	+20. 5
GS-12 through 18.....	30, 770	241	. 8	+3, 597	+13. 2	+84	+53. 5
Total Wage Board.....	143, 640	19, 055	13. 3	+2, 426	+1. 7	-1, 194	-5. 9
Up through \$4,499.....	14, 960	4, 391	29. 4	-2, 642	-15. 0	-1, 317	-23. 1
\$4,500 through \$7,999.....	120, 036	14, 523	12. 1	+2, 221	+1. 9	+51	+ . 4
\$4,500 through \$6,499.....	70, 807	11, 970	16. 9	-7, 540	-9. 6	-779	-6. 1
\$6,500 through \$7,999.....	49, 229	2, 553	5. 2	+9, 761	+24. 7	+830	+48. 2
\$8,000 and over.....	8, 644	141	1. 6	+2, 847	+49. 1	+72	+104. 3
Total Postal Field Service...	90, 808	4, 399	4. 8	+1, 178	+1. 3	+238	+5. 7
PFS-1 through 4 ¹	79, 628	4, 206	5. 3	+982	+1. 2	+192	+4. 8
PFS-5 through 11.....	10, 502	187	1. 8	+250	+2. 4	+41	+28. 1
PFS-5 through 8.....	8, 418	164	1. 9	+239	+2. 9	+32	+24. 2
PFS-9 through 11.....	2, 084	23	1. 1	+11	+ . 5	+9	+64. 3
PFS-12 through 20.....	678	6	. 9	-54	-7. 4	+5	+500. 0
Total other pay plans ²	7, 291	868	11. 9	+551	+8. 2	+704	+429. 3
Up through \$4,499.....	1, 186	49	4. 1	-338	-22. 2	-58	-54. 2
\$4,500 through \$7,999.....	4, 771	815	17. 1	+973	+25. 6	+765	+1, 530. 0
\$4,500 through \$6,499.....	3, 316	649	19. 6	+432	+15. 0	+606	+1, 409. 3
\$6,500 through \$7,999.....	1, 455	166	11. 4	+541	+59. 2	+159	+2, 271. 4
\$8,000 and over.....	1, 334	4	. 3	-84	-5. 9	-3	-42. 9

¹ Includes 4th class postmasters and rural carriers.

² Increases due partially to shift in reporting from Wage Board to other pay plans.

TABLE 4.—*Puerto Rican and total employment by grade and salary groups, June 1962 and June 1963, summary-selected States*

[Connecticut, New Jersey, New York, and Pennsylvania]

Pay category	1963			Change from 1962			
	Total employees	Puerto Rican		Total	Percent	Puerto Rican	Percent
		Number	Percent				
Total all pay plans.....	377, 735	4, 092	1. 1	-4, 514	-1. 2	-183	-4. 3
Total Classification Act or similar.....	150, 919	695	. 5	-890	-. 6	+25	+3. 7
GS-1 through 4.....	49, 948	443	. 9	-2, 098	-4. 0	-9	-2. 0
GS-5 through 11.....	77, 116	234	. 3	-194	-. 3	+37	+18. 8
GS-5 through 8.....	39, 216	172	. 4	-1, 165	-2. 9	+18	+11. 7
GS-9 through 11.....	37, 900	62	. 2	+971	+2. 6	+19	+44. 2
GS-12 through 18.....	23, 855	18	. 1	+1, 402	+6. 2	-3	-14. 3
Total Wage Board.....	78, 964	1, 436	1. 8	-6, 144	-7. 2	-52	-3. 5
Up through \$4,499.....	8, 442	685	8. 1	-2, 425	-22. 3	-106	-13. 4
\$4,500 through \$7,999.....	66, 209	740	1. 1	-4, 720	-6. 7	+49	+7. 1
\$4,500 through \$6,499.....	42, 880	496	1. 2	-11, 640	-21. 3	-145	-22. 6
\$6,500 through \$7,999.....	23, 329	244	1. 0	+6, 920	+42. 2	+194	+388. 0
\$8,000 and over.....	4, 313	11	. 3	+1, 001	+30. 2	+5	+83. 3
Total Postal Field Service..	143, 052	1, 923	1. 3	+3, 558	+2. 6	-160	-7. 7
PFS-1 through 4 ¹	125, 368	1, 832	1. 5	+1, 645	+1. 3	-198	-9. 8
PFS-5 through 11.....	16, 938	91	. 5	+1, 905	+12. 7	+38	+71. 7
PFS-5 through 8.....	13, 972	86	. 6	+1, 694	+13. 8	+38	+79. 2
PFS-9 through 11.....	2, 966	5	. 2	+211	+7. 7		
PFS-12 through 20.....	746			+8	+1. 1		
Total other pay plans.....	4, 800	38	. 8	-1, 038	-17. 8	+4	+11. 8
Up through \$4,499.....	2, 714	17	. 6	-325	-10. 7	-2	-10. 5
\$4,500 through \$7,999.....	1, 409	18	1. 3	-580	-29. 2	+5	+38. 5
\$4,500 through \$6,499.....	1, 034	10	1. 0	-17	-1. 6	+5	+100. 0
\$6,500 through \$7,999.....	375	8	2. 1	-563	-60. 0		
\$8,000 and over.....	677	3	. 4	-133	-16. 4	+1	+50. 0

¹ Includes 4th class postmasters and rural carriers.

TABLE 5.—*American Indian and total employment by grade and salary groups, June 1962 and June 1963, summary of selected States*

(Arizona, California, Montana, New Mexico, North Carolina, Oklahoma, and South Dakota)

Pay category	1963			Change from 1962			
	Total employees	American Indian		Total	Percent	American Indian	Percent
		Number	Percent				
Total all pay plans.....	393, 705	10, 592	2. 7	+14, 405	+3. 8	+1, 679	+18. 8
Total Classification Act or similar.....	177, 350	5, 315	3. 0	+9, 094	+5. 4	+486	+10. 1
GS-1 through 4.....	59, 424	3, 373	5. 7	-290	-. 5	+296	+9. 6
GS-5 through 11.....	93, 005	1, 792	1. 9	+6, 169	+7. 1	+147	+8. 9
GS-5 through 8.....	51, 314	1, 311	2. 6	+2, 753	+5. 7	+73	+5. 9
GS-9 through 11.....	41, 691	481	1. 2	+3, 416	+8. 9	+74	+18. 2
GS-12 through 18.....	24, 921	150	. 6	+3, 215	+14. 8	+43	+40. 2
Total Wage Board.....	129, 001	4, 949	3. 8	+3, 811	+3. 0	+1, 251	+33. 8
Up through \$4,499.....	10, 803	2, 540	23. 5	-1, 677	-13. 4	+940	+58. 8
\$4,500 through \$7,999.....	109, 944	2, 377	2. 2	+2, 627	+2. 4	+303	+14. 6
\$4,500 through \$6,499.....	63, 614	2, 113	3. 3	-6, 642	-9. 5	+183	+9. 5
\$6,500 through \$7,999.....	46, 330	264	. 6	+9, 269	+25. 0	+120	+83. 3
\$8,000 and over.....	8, 254	32	. 4	+2, 861	+53. 1	+8	+33. 3
Total Postal Field Service..	80, 214	286	. 4	+1, 678	+2. 1	+12	+4. 4
PFS-1 through 4 ¹	70, 537	238	. 3	+1, 687	+2. 5	-2	-0. 8
PFS-5 through 11.....	9, 272	48	. 5	+61	+7	+15	+45. 5
PFS-5 through 8.....	7, 479	45	. 6	+51	+7	+15	+50. 0
PFS-9 through 11.....	1, 793	3	. 2	+10	+6	-	-
PFS-12 through 20.....	405	-	-	-70	-14. 7	-1	-100. 0
Total other pay plans.....	7, 140	42	. 6	-178	-2. 4	-70	-62. 5
Up through \$4,499.....	1, 136	11	1. 0	-145	-11. 3	-66	-85. 7
\$4,500 through \$7,999.....	4, 838	31	. 6	+223	+4. 8	-2	-6. 1
\$4,500 through \$6,499.....	3, 377	28	. 8	+17	+5	+1	+3. 7
\$6,500 through \$7,999.....	1, 461	3	. 2	+206	+16. 4	-3	-50. 0
\$8,000 and over.....	1, 166	-	-	-256	-18. 0	-2	-100. 0

¹ Includes 6th class postmasters and rural carriers.

TABLE 6.—*Oriental-American and total employment by grade and salary groups, June 1962 and June 1963, summary of selected States*

[California, Oregon, and Washington]

Pay category	1963			Change from 1962			
	Total employees	Oriental-American		Total	Percent	Oriental-American	Percent
		Number	Percent				
Total all pay plans.....	325,418	10,158	3.1	+11,163	+3.6	+780	+8.3
Total Classification Act or similar.....	142,295	3,400	2.4	+7,987	+5.9	+362	+11.9
GS-1 through 4.....	48,043	1,108	2.3	-480	-1.0	+16	+1.5
GS-5 through 11.....	73,460	2,037	2.8	+5,615	+8.3	+295	+16.9
GS-5 through 8.....	40,430	1,279	3.2	+2,848	+7.6	+184	+16.8
GS-9 through 11.....	33,030	758	2.3	+2,767	+9.1	+111	+17.2
GS-12 through 18.....	20,792	255	1.2	-2,852	+15.9	+51	+25.0
Total Wage Board.....	108,569	4,399	4.1	+886	+0.8	+1,124	+34.3
Up through \$4,499.....	4,388	136	3.1	-653	-13.0	-25	-15.5
\$4,500 through \$7,999.....	95,002	4,177	4.4	-1,278	-1.3	+1,096	+35.6
\$4,500 through \$6,499.....	46,742	2,461	5.3	-13,193	-22.0	+472	+23.7
\$6,500 through \$7,999.....	48,260	1,716	3.6	+11,915	+32.8	+624	+57.1
\$8,000 and over.....	9,179	86	.9	+2,817	+44.3	+53	+160.6
Total Postal Field Service.....	67,372	2,228	3.3	+858	+1.3	+78	+3.6
PFS-1 through 4 ¹	59,441	2,129	3.6	+581	+1.0	+67	+3.2
PFS-5 through 11.....	7,440	98	1.3	+340	+4.8	+11	+12.6
PFS-5 through 8.....	5,929	92	1.6	+348	+6.2	+12	+15.0
PFS-9 through 11.....	1,511	6	.4	-8	-.5	-1	-14.3
PFS-12 through 20.....	491	1	.2	-63	-11.4	-	-
Total other pay plans.....	7,182	131	1.8	+1,432	+24.9	-784	-85.7
Up through \$4,499.....	861	72	8.4	-149	-14.8	+60	+500.0
\$4,500 through \$7,999.....	5,198	58	1.1	+1,767	+51.5	-834	-93.5
\$4,500 through \$6,499.....	3,490	45	1.3	+936	+36.6	-747	-94.3
\$6,500 through \$7,999.....	1,708	13	.8	+831	+94.8	-87	-87.0
\$8,000 and over.....	1,123	1	.1	-186	-14.2	-10	-90.9

¹ Includes 4th class postmasters and rural carriers.

TABLE 7.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Washington, D.C., Metropolitan Area*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	247, 094	59, 832	24. 2	+4, 665	+1. 9	+4, 468	+8. 1
Total Classification Act or similar.....	192, 252	33, 098	17. 2	+3, 844	+2. 0	+2, 116	+6. 8
GS-1 through 4.....	49, 368	19, 913	40. 3	-1, 884	-3. 7	+98	+ .5
GS-5 through 11.....	89, 569	12, 503	14. 0	+2, 425	+2. 8	+1, 857	+17. 4
GS-5 through 8.....	59, 778	10, 814	18. 1	+2, 139	+3. 7	+1, 586	+17. 2
GS-9 through 11.....	29, 791	1, 689	5. 7	+286	+1. 0	+271	+19. 1
GS-12 through 18.....	53, 315	682	1. 3	+3, 303	+6. 6	+161	+30. 9
Total Wage Board.....	36, 958	20, 225	54. 7	-882	-2. 3	+1, 844	+10. 0
Up through \$4,499.....	9, 729	8, 743	89. 9	-2, 578	-20. 9	-1, 151	-11. 6
\$4,500 through \$7,999.....	23, 552	11, 345	48. 2	-556	-2. 3	+2, 890	+34. 2
\$4,500 through \$6,499.....	18, 012	10, 665	64. 8	-49	-. 3	+2, 671	+33. 4
\$6,500 through \$7,999.....	5, 540	680	12. 3	-507	-8. 4	+219	+47. 5
\$8,000 and over.....	3, 677	137	3. 7	+2, 252	+158. 0	+105	+328. 1
Total Postal Field Service..	12, 173	6, 059	49. 8	+335	+2. 8	+380	+6. 7
PFS-1 through 4 ¹	9, 740	5, 506	56. 5	+370	+3. 9	+404	+7. 9
PFS-5 through 11.....	2, 256	550	24. 4	-29	-1. 3	-26	-4. 5
PFS-5 through 8.....	2, 038	545	26. 7	-37	-1. 8	-30	-5. 2
PFS-9 through 11.....	218	5	2. 3	+8	+3. 8	+4	+400. 0
PFS-12 through 20.....	177	3	1. 7	-6	-3. 3	+2	+200. 0
Total other pay plans.....	5, 711	450	7. 9	+1, 368	+31. 5	+128	+39. 8
Up through \$4,499.....	709	322	45. 4	-2	-. 3	+91	+39. 4
\$4,500 through \$7,999.....	972	78	8. 0	-179	-15. 6	+7	+9. 9
\$4,500 through \$6,499.....	558	55	9. 9	-165	-22. 8	-2	-3. 5
\$6,500 through \$7,999.....	414	23	5. 6	-14	-3. 3	+9	+64. 3
\$8,000 and over.....	4, 030	50	1. 2	+1, 549	+62. 4	+30	+150. 0

¹ Includes 6th class postmasters and rural carriers.

NOTE: Includes the District of Columbia; Alexandria and Falls Church cities, Arlington and Fairfax Counties, Va.; and Montgomery and Prince George's Counties, Md.

TABLE 8.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Boston Civil Service Region*

[Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont,

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	113,351	3,662	3.2	+3,447	+3.1	+128	+3.6
Total Classification Act or similar.....	39,410	1,128	2.9	+1,836	+4.9	+6	+1.5
GS-1 through 4.....	13,461	743	5.5	-380	-2.7	-28	-3.6
GS-5 through 11.....	19,558	340	1.7	+1,339	+7.3	+23	+7.3
GS-5 through 8.....	10,352	223	2.2	+557	+5.7	+9	+4.2
GS-9 through 11.....	9,206	117	1.3	+782	+9.3	+14	+13.6
GS-12 through 18.....	6,391	45	.7	+877	+15.9	+11	+32.4
Total Wage Board.....	31,466	1,186	3.8	+824	+2.7	+89	+8.1
Up through \$4,499.....	2,873	401	14.0	-386	-11.8	-62	-13.4
\$4,500 through \$7,999.....	27,460	783	2.9	+666	+2.5	+149	+23.5
\$4,500 through \$64.99.....	19,396	614	3.2	-3,559	-15.5	+34	+5.9
\$6,500 through \$79.99.....	8,064	169	2.1	+4,225	+110.1	+115	+213.0
\$8,000 and over.....	1,133	2	.2	+544	+92.4	+2	-----
Total Postal Field Service..	41,063	1,333	3.2	+264	+1.6	+29	+2.2
PFS-1 through 4 ¹	35,246	1,223	3.5	-154	-.4	+19	+1.6
PFS-5 through 11.....	5,560	109	2.0	+414	+8.0	+10	+10.1
PFS-5 through 8.....	4,664	101	2.2	+416	+9.8	+10	+11.0
PFS-9 through 11.....	896	8	.9	-2	-.2	-----	-----
PFS-12 through 20.....	257	1	.4	+4	+1.6	-----	-----
Total other pay plans.....	1,412	15	1.1	+523	+58.8	+4	+36.4
Up through \$4,499.....	454	10	2.2	-4	-.9	-----	-----
\$4,500 through \$7,999.....	706	4	.6	+406	+135.3	+3	+300.0
\$4,500 through \$64.99.....	369	3	.8	+138	+59.7	+3	-----
\$6,500 through \$7,999.....	337	1	.3	+268	+388.4	-----	-----
\$8,000 and over.....	252	1	.4	+121	+92.4	+1	-----

¹ Includes 4th class postmasters and rural carriers.

TABLE 9.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, New York Civil Service Region*

[New Jersey and New York]

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	231, 473	34, 328	14. 8	+ 726	+ . 3	+2, 020	+ 6. 3
Total Classification Act or similar.....	87, 947	10, 200	11. 6	+ 717	+ . 8	+ 355	+ 3. 6
GS-1 through 4.....	28, 251	6, 742	23. 9	- 1, 132	- 3. 9	+ 4	+ . 1
GS-5 through 11.....	44, 052	3, 212	7. 3	+ 535	+ 1. 2	+ 289	+ 9. 9
GS-5 through 8.....	22, 241	2, 309	10. 4	- 601	- 2. 6	+ 189	+ 8. 9
GS-9 through 11.....	21, 811	903	4. 1	+ 1, 136	+ 5. 5	+ 100	+ 12. 5
GS-12 through 18.....	15, 644	246	1. 6	+ 1, 314	+ 9. 2	+ 62	+ 33. 7
Total Wage Board.....	42, 918	6, 822	15. 9	- 3, 378	- 7. 3	- 251	- 3. 5
Up through \$4,499.....	5, 350	2, 232	41. 7	- 894	- 14. 3	- 220	- 9. 0
\$4,500 through \$7,999.....	34, 866	4, 546	13. 0	- 2, 874	- 7. 6	- 48	- 1. 0
\$4,500 through \$6,499.....	20, 918	3, 360	16. 1	- 5, 296	- 20. 2	- 990	- 22. 8
\$6,500 through \$7,999.....	13, 948	1, 186	8. 5	+ 2, 422	+ 21. 0	+ 942	+ 386. 1
\$8,000 and over.....	2, 702	44	1. 6	+ 390	+ 16. 9	+ 17	+ 63. 0
Total Postal Field Service..	98, 492	17, 003	17. 3	+ 3, 313	+ 3. 5	+ 1, 966	+ 13. 1
PFS-1 through 4 ¹	87, 379	16, 245	18. 6	+ 1, 853	+ 2. 2	+ 1, 867	+ 13. 0
PFS-5 through 11.....	10, 661	751	7. 0	+ 1, 446	+ 15. 7	+ 98	+ 15. 0
PFS-5 through 8.....	8, 738	709	8. 1	+ 1, 259	+ 16. 8	+ 86	+ 13. 8
PFS-9 through 11.....	1, 923	42	2. 2	+ 187	+ 10. 8	+ 12	+ 40. 0
PFS-12 through 20.....	452	7	1. 5	+ 14	+ 3. 2	+ 1	+ 16. 7
Total other pay plans.....	2, 116	303	14. 3	+ 74	+ 3. 6	- 50	- 14. 2
Up through \$4,499.....	882	240	27. 2	- 13	- 1. 5	- 41	- 14. 6
\$4,500 through \$7,999.....	728	50	6. 9	- 52	- 6. 7	- 15	- 23. 1
\$4,500 through \$6,499.....	500	43	8. 6	-	-	- 9	- 17. 3
\$6,500 through \$7,999.....	228	7	3. 1	- 52	- 18. 6	- 6	- 46. 2
\$8,000 and over.....	506	13	2. 6	+ 139	+ 37. 9	+ 6	+ 85. 7

¹ Includes 4th class postmasters and rural carriers.

TABLE 10.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Philadelphia Civil Service Region*

[Delaware, Maryland, Pennsylvania, Virginia, and West Virginia]

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	265, 929	46, 561	17. 5	-1, 549	-0. 6	-1, 416	-3. 0
Total Classification Act or similar.....	123, 849	14, 091	11. 4	+2, 627	+2. 2	-173	-1. 2
GS-1 through 4.....	44, 255	9, 193	20. 8	-1, 657	-3. 6	-302	-3. 2
GS-5 through 11.....	62, 640	4, 669	7. 5	+2, 067	+3. 4	+50	+1. 1
GS-5 through 8.....	34, 539	3, 467	10. 0	+726	+2. 1	-60	-1. 7
GS-9 through 11.....	28, 101	1, 202	4. 3	+1, 341	+5. 0	+110	+10. 1
GS-12 through 18.....	16, 954	229	1. 4	+2, 217	+15. 0	+79	+52. 7
Total Wage Board.....	80, 852	21, 419	26. 5	-3, 952	-4. 7	-1, 302	-5. 7
Up through \$4,499.....	9, 685	5, 114	52. 8	-5, 705	-37. 1	-3, 398	-39. 9
\$4,500 through \$7,999.....	68, 043	16, 282	23. 9	+732	+1. 1	+2, 085	+4. 7
\$4,500 through \$6,499.....	51, 799	14, 987	28. 9	-5, 514	-9. 6	+1, 225	+8. 9
\$6,500 through \$7,999.....	16, 244	1, 295	8. 0	+6, 246	+62. 5	+860	+197. 7
\$8,000 and over.....	3, 124	23	. 7	+1, 021	+48. 5	+11	+91. 7
Total Postal Field Service..	57, 164	9, 840	17. 2	+616	+1. 1	+134	+1. 4
PFS-1 through 4 ¹	48, 530	9, 115	18. 8	+43	+1	+4	(?)
PFS-5 through 11.....	8, 319	724	8. 7	+565	+7. 3	+129	+21. 7
PFS-5 through 8.....	7, 012	709	10. 1	+462	+7. 1	+128	+22. 0
PFS-9 through 11.....	1, 307	15	1. 1	+103	+8. 6	+1	+7. 1
PFS-12 through 20.....	315	1	. 3	+8	+2. 6	+1	.....
Total other pay plans.....	4, 064	1, 211	29. 8	-840	-17. 1	-75	-5. 8
Up through \$4,499.....	2, 228	1, 152	51. 7	-237	-9. 6	+17	+1. 5
\$4,500 through \$7,999.....	1, 167	51	4. 4	-529	-31. 2	-95	-65. 1
\$4,500 through \$6,499.....	786	40	5. 1	+78	+11. 0	-65	-61. 9
\$6,500 through \$7,999.....	381	11	2. 9	-607	-61. 4	-30	-73. 2
\$8,000 and over.....	669	8	1. 2	-74	-10. 0	+3	+60. 0

¹ Includes 4th class postmasters and rural carriers.

² Less 0.06 percent.

TABLE 11.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Atlanta Civil Service Region*

(Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virgin Islands)

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	275, 407	30, 591	11. 1	+2, 603	+1. 0	-281	-0. 9
Total Classification Act or similar.....	120, 747	4, 286	3. 5	+1, 872	+1. 6	+126	+3. 0
GS-1 through 4.....	40, 640	3, 166	7. 8	-2, 194	-5. 1	-84	-2. 6
GS-5 through 11.....	61, 727	1, 053	1. 7	+2, 042	+3. 4	+178	+20. 3
GS-5 through 8.....	34, 282	799	2. 3	+433	+1. 3	+98	+14. 0
GS-9 through 11.....	27, 445	254	. 9	+1, 609	+6. 2	+80	+46. 0
GS-12 through 18.....	18, 380	67	. 4	+2, 024	+12. 4	+32	+91. 4
Total Wage Board.....	86, 905	19, 895	22. 9	-2, 046	-2. 3	-316	-1. 6
Up through \$4,499.....	18, 250	10, 794	59. 1	-4, 322	-19. 1	-1, 432	-11. 7
\$4,500 through \$7,999.....	63, 874	9, 098	14. 2	+936	+1. 5	+1, 114	+14. 0
\$4,500 through \$6,499.....	46, 983	8, 640	18. 4	-2, 791	-5. 6	+848	+10. 9
\$6,500 through \$7,999.....	16, 891	458	2. 7	+3, 727	+28. 3	+266	+138. 5
\$8,000 and over.....	4, 781	3	. 1	+1, 340	+38. 9	+2	+200. 0
Total Postal Field Service..	58, 676	5, 849	10. 0	+2, 261	+4. 0	+3	+0. 1
PFS-1 through 4 ¹	49, 347	5, 511	11. 2	+1, 874	+3. 9	-13	-0. 2
PFS-5 through 11.....	8, 917	337	3. 9	+377	+4. 4	+16	+5. 0
PFS-5 through 8.....	7, 388	331	4. 5	+279	+3. 9	+13	+4. 1
PFS-9 through 11.....	1, 529	6	. 4	+98	+6. 8	+3	+100. 0
PFS-12 through 20.....	412	1	. 2	+10	+2. 5		
Total other pay plans.....	9, 079	561	6. 2	+516	+6. 0	-94	-14. 4
Up through \$4,499.....	1, 984	417	21. 0	+22	+1. 1	+75	+21. 9
\$4,500 through \$7,999.....	4, 059	136	3. 4	+193	+5. 0	-125	-47. 9
\$4,500 through \$6,499.....	2, 874	123	4. 3	+247	+9. 4	-55	-30. 9
\$6,500 through \$7,999.....	1, 185	13	1. 1	-54	-4. 4	-70	-84. 3
\$8,000 and over.....	3, 036	8	. 3	+301	+11. 0	-44	-84. 6

¹ Includes 4th class postmasters and rural carriers.

NOTE: Excludes Puerto Rico for 1962 and 1963; and Virgin Islands for 1962.

TABLE 12.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Chicago Civil Service Region*

[Illinois, Indiana, Kentucky, Michigan, Ohio, and Wisconsin]

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	311,680	58,317	18.7	+3,288	+1.1	-1,130	-1.9
Total Classification Act or similar.....	133,921	19,966	14.9	+5,872	+4.6	+691	+3.6
GS-1 through 4.....	46,150	13,455	29.2	-1,362	-2.9	-304	-2.2
GS-5 through 11.....	65,377	6,087	9.3	+3,957	+6.4	+864	+16.5
GS-5 through 8.....	35,199	4,523	12.8	+1,089	+3.2	+561	+14.2
GS-9 through 11.....	30,178	1,564	5.2	+2,868	+10.5	+303	+24.0
GS-12 through 18.....	22,394	424	1.9	+3,277	+17.1	+131	+44.7
Total Wage Board.....	50,303	9,901	19.7	-2,728	-5.1	-446	-4.3
Up through \$4,499.....	5,981	3,128	52.3	-1,492	-20.0	-332	-9.6
\$4,500 through \$7,999.....	41,034	6,752	16.5	-1,111	-2.6	-105	-1.5
\$4,500 through \$6,499.....	25,945	5,958	23.0	-2,514	-8.8	-212	-3.4
\$6,500 through \$7,999.....	15,089	794	5.3	+1,403	+10.3	+107	+15.6
\$8,000 and over.....	3,288	21	.6	-125	-3.7	-9	-30.0
Total Postal Field Service..	124,217	28,158	22.7	+142	+1	-1,317	-4.5
PFS-1 through 4 ¹	106,725	26,134	24.5	-96	-.1	-1,532	-5.5
PFS-5 through 11.....	16,816	2,016	12.0	+211	+1.3	+213	+11.8
PFS-5 through 8.....	14,124	1,959	13.9	+220	+1.6	+209	+11.9
PFS-9 through 11.....	2,692	57	2.1	-9	-.3	+4	+7.5
PFS-12 through 20.....	676	8	1.2	+27	+4.2	+2	+33.3
Total other pay plans.....	3,239	292	9.0	+2	+1	-58	-16.6
Up through \$4,499.....	1,249	237	19.0	-258	-17.1	-74	-23.8
\$4,500 through \$7,999.....	1,298	43	3.3	+147	+12.8	+11	+34.4
\$4,500 through \$6,499.....	1,016	39	3.8	+167	+19.7	+12	+44.4
\$6,500 through \$7,999.....	282	4	1.4	-20	-6.6	-1	-20.0
\$8,000 and over.....	692	12	1.7	+113	+19.5	+5	+71.4

¹ Includes 4th class postmasters and rural carriers.

TABLE 13.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, St. Louis Civil Service Region*

[Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota and South Dakota]

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	144,710	11,565	8.0	+7,848	+5.7	+1,086	+10.4
Total Classification Act or similar.....	67,184	4,520	6.7	+5,061	+8.1	+871	+23.9
GS-1 through 4.....	22,409	3,118	13.9	+1,500	+7.2	+496	+18.9
GS-5 through 11.....	36,561	1,360	3.7	+2,764	+8.2	+363	+36.4
GS-5 through 8.....	20,274	1,055	5.2	+1,625	+8.7	+282	+36.5
GS-9 through 11.....	16,287	305	1.9	+1,139	+7.5	+81	+36.2
GS-12 through 18.....	8,214	42	.5	+797	+10.7	+12	+40.0
Total Wage Board.....	17,195	2,258	13.1	+1,639	+10.5	+313	+16.1
Up through \$4,499.....	4,419	1,153	26.1	-121	-2.7	+77	+7.2
\$4,500 through \$7,999.....	12,128	1,098	9.1	+1,523	+14.4	+232	+26.8
\$4,500 through \$6,499.....	9,039	995	11.0	+550	+6.5	+178	+21.8
\$6,500 through \$7,999.....	3,089	103	3.3	+973	+46.0	+54	+110.2
\$8,000 and over.....	648	7	1.1	+237	+57.7	+4	+133.3
Total Postal Field Service..	59,063	4,759	8.1	+1,282	+2.2	-35	-.7
PFS-1 through 4 ¹	48,586	4,409	9.1	+1,090	+2.3	-60	-1.3
PFS-5 through 11.....	10,032	349	3.5	+203	+2.1	+24	+7.4
PFS-5 through 8.....	8,704	333	3.8	+159	+1.9	+19	+6.1
PFS-9 through 11.....	1,328	16	1.2	+44	+3.4	+5	+45.5
PFS-12 through 20.....	445	1	.2	-11	-2.4	+1	-----
Total other pay plans.....	1,268	28	2.2	-134	-9.6	-63	-69.2
Up through \$4,499.....	513	20	3.9	+5	+1.0	-3	-13.0
\$4,500 through \$7,999.....	501	4	.8	-147	-22.7	-59	-93.7
\$4,500 through \$6,499.....	368	2	.5	-125	-25.4	-50	-96.2
\$6,500 through \$7,999.....	133	2	1.5	-22	-14.2	-9	-81.8
\$8,000 and over.....	254	4	1.6	+8	+3.3	-1	-20.0

¹ Includes 6th class postmasters and rural carriers.

TABLE 14.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Dallas Civil Service Region*

(Arkansas, Louisiana, Oklahoma and Texas)

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	197, 907	16, 128	8. 1	+ 635	+ 0. 3	+ 33	+ 0. 2
Total Classification Act or similar.....	95, 714	3, 237	3. 4	+ 1, 231	+ 1. 3	+ 74	+ 2. 3
GS-1 through 4.....	31, 508	2, 420	7. 7	- 1, 508	- 4. 6	- 12	- . 5
GS-5 through 11.....	52, 403	804	1. 5	+ 1, 545	+ 3. 0	+ 79	+ 10. 9
GS-5 through 8.....	28, 908	628	2. 2	+ 575	+ 2. 0	+ 48	+ 8. 3
GS-9 through 11.....	23, 495	176	. 7	+ 970	+ 4. 3	+ 31	+ 21. 4
GS-12 through 18.....	11, 803	13	. 1	+ 1, 194	+ 11. 3	+ 7	+ 116. 7
Total Wage Board.....	56, 723	7, 790	13. 7	- 717	- 1. 2	- 92	- 1. 2
Up through \$4,499.....	12, 936	4, 012	31. 0	- 4, 029	- 23. 7	- 572	- 12. 5
\$4,500 through \$7,999.....	43, 024	3, 778	8. 8	+ 3, 088	+ 7. 7	+ 485	+ 14. 7
\$4,500 through \$6,499.....	37, 715	3, 703	9. 8	+ 1, 604	+ 4. 4	+ 455	+ 14. 0
\$6,500 through \$7,999.....	5, 309	75	1. 4	+ 1, 484	+ 38. 8	+ 30	+ 66. 7
\$8,000 and over.....	763	-----	-----	+ 224	+ 41. 6	- 5	-----
Total Postal Field Service..	43, 647	4, 972	11. 4	+ 1, 474	+ 3. 5	+ 225	+ 4. 7
PFS-1 through 4 ¹	37, 323	4, 771	12. 8	+ 1, 124	+ 3. 1	+ 187	+ 4. 1
PFS-5 through 11.....	6, 071	201	3. 3	+ 354	+ 6. 2	+ 38	+ 23. 3
PFS-5 through 8.....	4, 930	198	4. 0	+ 267	+ 5. 7	+ 37	+ 23. 0
PFS-9 through 11.....	1, 141	3	. 3	+ 87	+ 8. 3	+ 1	+ 50. 0
PFS-12 through 20.....	253	-----	-----	- 4	- 1. 6	-----	-----
Total other pay plans.....	1, 823	129	7. 1	- 1, 353	- 42. 6	- 174	- 57. 4
Up through \$4,499.....	758	110	14. 5	- 310	- 29. 0	- 137	- 55. 5
\$4,500 through \$7,999.....	661	18	2. 7	- 1, 126	- 63. 0	- 38	- 67. 9
\$4,500 through \$6,499.....	500	14	2. 8	- 826	- 62. 3	- 40	- 74. 1
\$6,500 through \$7,999.....	161	4	2. 5	- 300	- 65. 1	+ 2	+ 100. 0
\$8,000 and over.....	404	1	. 2	+ 83	+ 25. 9	+ 1	-----

¹ Includes 6th class postmasters and rural carriers.

TABLE 15.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Denver Civil Service Region*

[Arizona, Colorado, New Mexico, Utah, and Wyoming]

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	117, 082	3, 338	2. 9	+3, 642	+3. 2	+24	+0. 7
Total Classification Act or similar.....	65, 163	1, 493	2. 3	+2, 278	+3. 6	+42	+2. 9
GS-1 through 4.....	22, 443	778	3. 5	-274	-1. 2	-34	-4. 2
GS-5 through 11.....	33, 665	676	2. 0	+1, 630	+5. 1	+74	+12. 3
GS-5 through 8.....	18, 726	521	2. 8	+254	+1. 4	+31	+6. 3
GS-9 through 11.....	14, 939	55	1. 0	+1, 376	+10. 1	+43	+38. 4
GS-12 through 18.....	9, 055	39	. 4	+922	+11. 3	+2	+5. 4
Total Wage Board.....	34, 941	1, 176	3. 4	+635	+1. 9	-26	-2. 2
Up through \$4,499.....	6, 022	320	5. 3	-11	-. 2	-72	-18. 4
\$4,500 through \$7,999.....	27, 915	855	3. 1	+383	+1. 4	+47	+5. 8
\$4,500 through \$6,499.....	21, 166	795	3. 8	-1, 424	-6. 3	+27	+3. 5
\$6,500 through \$7,999.....	6, 749	60	. 9	+1, 807	+36. 6	+20	+50. 0
\$8,000 and over.....	1, 004	1	. 1	+263	+35. 5	-1	-50. 0
Total Postal Field Service..	15, 727	642	4. 1	+661	+4. 4	+2	+0. 3
PFS-1 through 4 ¹	13, 259	620	4. 7	+496	+3. 9	-4	-0. 6
PFS-5 through 11.....	2, 331	22	. 9	+148	+6. 8	+6	+37. 5
PFS-5 through 8.....	1, 983	21	1. 1	+104	+5. 5	+6	+40. 0
PFS-9 through 11.....	348	1	. 3	+44	+14. 5	-----	-----
PFS-12 through 20.....	137	-----	-----	+17	+14. 2	-----	-----
Total other pay plans.....	1, 251	27	2. 2	+68	+5. 7	+6	+28. 6
Up through \$4,499.....	446	27	6. 1	-113	-20. 2	+10	+58. 8
\$4,500 through \$7,999.....	427	-----	-----	+11	+2. 6	-3	-----
\$4,500 through \$6,499.....	333	-----	-----	+20	+6. 4	-3	-----
\$6,500 through \$7,999.....	94	-----	-----	-9	-8. 7	-----	-----
\$8,000 and over.....	378	-----	-----	+170	+81. 7	-1	-----

¹ Includes 4th class postmasters and rural carriers.

TABLE 16.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, San Francisco Civil Service Region*

[California and Nevada]

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	263, 096	34, 205	13. 0	+10, 754	+4. 3	+3, 216	+10. 4
Total Classification Act or similar.....	112, 315	8, 603	7. 7	+6, 854	+6. 5	+811	+10. 4
GS-1 through 4.....	37, 465	6, 132	16. 4	-112	-. 3	+352	+6. 1
GS-5 through 11.....	57, 739	2, 357	4. 1	+4, 535	+8. 5	+429	+22. 3
GS-5 through 8.....	31, 776	1, 868	5. 9	+2, 401	+8. 2	+337	+22. 0
GS-9 through 11.....	25, 963	489	1. 9	+2, 134	+9. 0	+92	+23. 2
GS-12 through 18.....	17, 111	114	. 7	+2, 431	+16. 6	+30	+35. 7
Total Wage Board.....	90, 807	15, 067	16. 6	+2, 574	+2. 9	+1, 363	+9. 9
Up through \$4,499.....	2, 040	852	41. 8	-545	-21. 1	-295	-25. 7
\$4,500 through \$7,999.....	81, 117	14, 151	17. 4	+480	+. 6	+1, 619	+12. 9
\$4,500 through \$6,499.....	39, 518	10, 726	27. 1	-7, 314	-15. 6	+448	+4. 4
\$6,500 through \$7,999.....	41, 599	3, 425	8. 2	+7, 794	+23. 1	+1, 171	+52. 0
\$8,000 and over.....	7, 650	64	. 8	+2, 639	+52. 7	+39	+156. 0
Total Postal Field Service..	54, 474	10, 096	18. 5	+318	+. 6	+960	+10. 5
PFS-1 through 4 ¹	48, 684	9, 631	19. 8	+435	+. 9	+917	+10. 5
PFS-5 through 11.....	5, 448	462	8. 5	-46	-. 8	+41	+9. 7
PFS-5 through 8.....	4, 299	433	10. 1	+21	+. 5	+32	+8. 0
PFS-9 through 11.....	1, 149	29	2. 5	-67	-5. 5	+9	+45. 0
PFS-12 through 20.....	342	3	. 9	-71	-17. 2	+2	+200. 0
Total other pay plans.....	5, 500	439	8. 0	+1, 008	+22. 4	+82	+23. 0
Up through \$4,499.....	543	101	18. 6	+83	+18. 0	+36	+55. 4
\$4,500 through \$7,999.....	4, 184	334	8. 0	+1, 228	+41. 5	+50	+17. 6
\$4,500 through \$6,499.....	2, 888	282	9. 8	+697	+31. 8	+30	+11. 9
\$6,500 through \$7,999.....	1, 296	52	4. 0	+531	+69. 4	+20	+62. 5
\$8,000 and over.....	773	4	. 5	-303	-28. 2	-4	-50. 0

¹ Includes 4th class postmasters and rural carriers.

NOTE: Excludes Hawaii.

**TABLE 17.—Negro and total employment by grade and salary groups, June 1962 and June 1963,
Seattle Civil Service Region**

[Idaho, Montana, Oregon, and Washington]

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	89,595	1,961	2.2	+3,705	+4.3	-12	-.6
Total Classification Act or similar.....	45,336	558	1.2	+3,449	+8.2	+59	+11.8
GS-1 through 4.....	15,881	403	2.5	+373	+2.4	+36	+9.8
GS-5 through 11.....	23,894	143	.6	+2,231	+10.3	+16	+12.6
GS-5 through 8.....	13,110	106	.8	+936	+7.7	+16	+17.8
GS-9 through 11.....	10,784	37	.3	+1,295	+13.6		
GS-12 through 18.....	5,561	12	.2	+845	+17.9	+7	+140.0
Total Wage Board.....	24,605	810	3.3	-1,317	-5.1	-124	-13.3
Up through \$4,499.....	4,762	211	4.4	-155	-3.2	-158	-42.8
\$4,500 through \$7,999.....	18,092	599	3.3	-1,438	-7.4	+34	+6.0
\$4,500 through \$6,499.....	10,395	506	4.9	-5,786	-35.8	-30	-5.6
\$6,500 through \$7,999.....	7,697	93	1.2	+4,348	+129.8	+64	+220.7
\$8,000 and over.....	1,751			+276	+18.7		
Total postal field service...	17,640	554	3.1	+1,102	+6.7	+38	+7.4
PFS-1 through 4 ¹	14,696	532	3.6	+563	+4.0	+21	+4.1
PFS-5 through 11.....	2,781	22	.8	+533	+23.7	+17	+340.0
PFS-5 through 8.....	2,307	22	1.0	+462	+25.0	+19	+633.3
PFS-9 through 11.....	474			+71	+17.6	-2	
PFS-12 through 20.....	163			+6	+3.8		
Total other pay plans.....	2,014	39	1.9	+471	+30.5	+15	+62.5
Up through \$4,499.....	442	6	1.4	-303	-40.7	+1	+20.0
\$4,500 through \$7,999.....	1,151	30	2.6	+597	+107.8	+16	+114.3
\$4,500 through \$6,499.....	719	28	3.9	+283	+64.9	+15	+115.4
\$6,500 through \$7,999.....	432	2	.5	+314	+266.1	+1	+100.0
\$8,000 and over.....	421	3	.7	+177	+72.5	-2	-40.0

¹ Includes 4th class postmasters and rural carriers.

Note: Excludes Alaska.

Negro and Total Employment in Selected Agencies June, 1963

INDEX

Negro and Total Employment, 1962-1963

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**TABLE 1-1.—Negro and total employment by grade and salary groups, June 1962 and June 1963,
Department of State**

[Includes Agency for International Development, Peace Corps, and the International Boundary and Water Commission]

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	21, 476	2, 042	9. 5	+1, 009	+4. 9	+368	+22. 0
Total Classification Act or similar.....	8, 408	1, 592	18. 9	-34	-. 4	+294	+22. 7
GS-1 through 4.....	1, 708	646	37. 8	-74	-4. 2	-12	-1. 8
GS-5 through 11.....	4, 480	909	20. 3	+322	+7. 7	+288	+46. 4
GS-5 through 8.....	3, 292	835	25. 4	+456	+16. 1	+264	+46. 2
GS-9 through 11.....	1, 188	74	6. 2	-134	-10. 1	+24	+48. 0
GS-12 through 18.....	2, 220	37	1. 7	-282	-11. 3	+18	+94. 7
Total Wage Board.....	434	223	51. 4	+19	+4. 6	+38	+20. 5
Up through \$4,499.....	141	45	31. 9	-3	-2. 1	+2	+4. 7
\$4,500 through \$7,999.....	288	177	61. 5	+23	+8. 7	+35	+24. 6
\$4,500 through \$6,499.....	246	160	65. 0	+11	+4. 7	+26	+19. 4
\$6,500 through \$7,999.....	42	17	40. 5	+12	+40. 0	+9	+112. 5
\$8,000 and over.....	5	1	20. 0	-1	-16. 7	+1	-----
Total other pay plans ¹	12, 634	227	1. 8	+1, 024	+8. 8	+36	+18. 8
Up through \$4,499.....	220	1	. 5	-608	-73. 4	-12	-92. 3
\$4,500 through \$7,999.....	5, 169	112	2. 2	+542	+11. 7	+27	+31. 8
\$4,500 through \$6,499.....	3, 332	84	2. 5	+311	+10. 3	+17	+25. 4
\$6,500 through \$7,999.....	1, 837	28	1. 5	+231	+14. 4	+10	+55. 6
\$8,000 and over.....	7, 245	114	1. 6	+1, 090	+17. 7	+21	+22. 6

¹ Includes Foreign Service Personnel.

TABLE 1-1a.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Department of State*

[Excludes Agency for International Development, Peace Corps, and the International Boundary and Water Commission]

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	13, 968	1, 260	9. 0	+877	+46. 7	+144	+12. 9
Total Classification Act or similar ¹	13, 743	1, 064	7. 7	+851	+6. 6	+115	+12. 1
GS-1 through 4.....	1, 312	446	34. 0	-549	-29. 5	-23	-4. 9
GS-5 through 11.....	7, 555	578	7. 7	+1, 073	+16. 6	+124	+27. 3
GS-5 through 8.....	5, 291	512	9. 7	+785	+17. 4	+100	+24. 3
GS-9 through 11.....	2, 264	66	2. 9	+288	+14. 6	+24	+57. 1
GS-12 through 18.....	4, 876	40	1. 8	+327	+7. 2	+14	+53. 8
Total wage board.....	225	196	87. 1	+26	+13. 1	+29	+17. 4
Up through \$4,499.....	54	45	83. 3	+19	+54. 3	+12	+36. 4
\$4,500 through \$7,999.....	167	150	89. 8	+6	+3. 7	+16	+11. 9
\$4,500 through \$6,499.....	142	133	93. 7	+11	+8. 4	+5	+3. 9
\$6,500 through \$7,999.....	25	17	68. 0	-5	-16. 7	+11	+183. 3
\$8,000 and over.....	4	1	25. 0	+1	+33. 3	+1	-----
Total other pay plans.....	-----	-----	-----	-----	-----	-----	-----
Up through \$4,499.....	-----	-----	-----	-----	-----	-----	-----
\$4,500 through \$7,999.....	-----	-----	-----	-----	-----	-----	-----
\$4,500 through \$6,499.....	-----	-----	-----	-----	-----	-----	-----
\$6,500 through \$7,999.....	-----	-----	-----	-----	-----	-----	-----
\$8,000 and over.....	-----	-----	-----	-----	-----	-----	-----

¹ Includes foreign service personnel.

TABLE 1-2.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Department of the Treasury*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	85,791	10,965	12.8	+6,103	+7.7	+1,337	+13.9
Total Classification Act or similar.....	78,037	8,329	10.7	+6,233	+8.7	+1,266	+17.9
GS-1 through 4.....	22,912	5,996	26.2	+2,853	+14.2	+968	+19.3
GS-5 through 11.....	41,701	2,214	5.3	+1,821	+4.6	+260	+13.3
GS-5 through 8.....	20,904	1,580	7.6	+569	+2.8	+167	+11.8
GS-9 through 11.....	20,797	634	3.0	+1,252	+6.4	+93	+17.2
GS-12 through 18.....	13,424	119	.9	+1,559	+13.1	+38	+46.9
Total Wage Board.....	6,360	2,630	41.4	+7	+1	+97	+3.8
Up through \$4,499.....	863	734	85.1	-860	-49.9	-727	-49.8
\$4,500 through \$7,999.....	4,902	1,889	38.5	+607	+14.1	+817	+76.2
\$4,500 through \$6,499.....	4,325	1,862	43.1	+682	+18.7	+811	+77.2
\$6,500 through \$7,999.....	577	27	4.7	-75	-11.5	+6	+28.6
\$8,000 and over.....	595	7	1.2	+260	+77.6	+7	-----
Total other pay plans.....	1,394	6	.4	-137	-8.9	-26	-81.3
Up through \$4,499.....	35	2	5.7	-102	-74.5	-24	-92.3
\$4,500 through \$7,999.....	953	4	.4	-110	-10.3	-2	-33.3
\$4,500 through \$6,499.....	611	1	.2	-164	-21.2	-5	-83.3
\$6,500 through \$7,999.....	342	3	.9	+54	+18.8	+3	-----
\$8,000 and over.....	406	-----	-----	+75	+22.7	-----	-----

TABLE 1-3.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, summary, Department of Defense*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	947, 979	110, 771	11. 7	- 9, 953	- 1. 0	- 897	- 0. 8
Total Classification Act or similar.....	503, 168	38, 634	7. 7	+ 3, 620	+ . 7	+ 159	+ . 4
GS-1 through 4.....	167, 189	22, 799	13. 6	- 12, 323	- 6. 9	- 1, 511	- 6. 2
GS-5 through 11.....	258, 734	14, 974	5. 8	+ 9, 283	+ 3. 7	+ 1, 479	+ 11. 0
GS-5 through 8.....	144, 007	11, 544	8. 0	+ 3, 694	+ 2. 6	+ 1, 031	+ 9. 8
GS-9 through 11.....	114, 727	3, 430	3. 0	+ 5, 589	+ 5. 1	+ 448	+ 15. 0
GS-12 through 18.....	77, 245	861	1. 1	+ 6, 660	+ 9. 4	+ 191	+ 28. 5
Total Wage Board.....	434, 041	70, 252	16. 2	- 12, 871	- 2. 9	- 685	- 1. 0
Up through \$4,499.....	37, 838	15, 834	41. 8	- 15, 227	- 28. 7	- 5, 529	- 25. 9
\$4,500 through \$7,999.....	372, 399	54, 197	14. 6	- 4, 464	- 1. 2	+ 4, 751	+ 9. 6
\$4,500 through \$6,499.....	249, 968	46, 702	18. 7	- 37, 232	- 13. 0	+ 1, 199	+ 2. 6
\$6,500 through \$7,999.....	122, 431	7, 495	6. 1	+ 32, 768	+ 36. 5	+ 3, 552	+ 90. 1
\$8,000 and over.....	23, 804	221	. 9	+ 6, 820	+ 40. 2	+ 93	+ 72. 7
Total other pay plans.....	10, 770	1, 885	17. 5	- 702	- 6. 1	- 371	- 16. 4
Up through \$4,499.....	2, 730	1, 447	53. 0	- 621	- 18. 5	- 296	- 17. 0
\$4,500 through \$7,999.....	6, 731	436	6. 5	+ 748	+ 12. 5	- 70	- 13. 8
\$4,500 through \$6,499.....	4, 561	374	8. 2	+ 677	+ 17. 4	- 53	- 12. 4
\$6,500 through \$7,999.....	2, 170	62	2. 9	+ 71	+ 3. 4	- 17	- 21. 5
\$8,000 and over.....	1, 309	2	. 2	- 829	- 38. 8	- 5	- 71. 4

TABLE 1-3a.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Office of Secretary of Defense and other defense activities*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	30,692	6,208	20.2	+6,979	+29.4	+1,257	+25.4
Total classification act or similar.....	23,879	3,488	14.6	+5,161	+27.6	+665	+23.6
GS-1 through 4.....	7,544	1,914	25.4	+1,364	+22.1	+183	+10.6
GS-5 through 11.....	12,531	1,516	12.1	+2,855	+29.5	+451	+42.3
GS-5 through 8.....	7,371	1,121	15.2	+1,501	+25.6	+341	+43.7
GS-9 through 11.....	5,160	315	7.7	+1,354	+35.6	+110	+38.6
GS-12 through 18.....	3,804	58	1.5	+942	+32.9	+31	+114.8
Total Wage Board.....	4,970	1,625	32.7	+1,830	+58.3	+602	+58.8
Up through \$4,499.....	191	86	45.0	-131	-40.7	-41	-32.3
\$4,500 through \$7,999.....	4,665	1,535	32.9	+1,932	+70.7	+643	+72.1
\$4,500 through \$6,499.....	3,889	1,468	37.7	+1,585	+68.8	+620	+73.1
\$6,500 through \$7,999.....	776	67	8.6	+347	+80.9	+23	+52.3
\$8,000 and over.....	114	4	3.5	+29	+34.1	-----	-----
Total other pay plans.....	1,843	1,095	59.4	-12	-0.6	-10	-0.9
Up through \$4,499.....	1,496	1,060	70.9	-121	-7.5	+23	+2.2
\$4,500 through \$7,999.....	230	35	15.2	+93	+67.9	-33	-48.5
\$4,500 through \$6,499.....	177	29	16.4	+59	+50.0	-32	-52.5
\$6,500 through \$7,999.....	53	6	11.3	+34	+178.9	-1	-14.3
\$8,000 and over.....	117	-----	-----	+16	+15.8	-----	-----

TABLE 1-3b.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Department of the Army*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	325, 117	38, 965	12. 0	-20, 952	-6. 1	-3, 569	-8. 4
Total Classification Act or similar.....	198, 652	17, 836	9. 0	-7, 622	-3. 7	-953	-5. 1
GS-1 through 4.....	65, 554	10, 590	16. 2	-9, 578	-12. 7	-1, 351	-11. 3
GS-5 through 11.....	102, 616	6, 917	6. 7	+389	+ . 4	+347	+5. 3
GS-5 through 8.....	59, 644	5, 576	9. 3	-67	- . 1	+257	+4. 8
GS-9 through 11.....	42, 972	1, 341	3. 1	+456	+1. 1	+90	+7. 2
GS-12 through 18.....	30, 482	329	1. 1	+1, 567	+5. 4	+51	+18. 3
Total Wage Board.....	124, 176	20, 891	16. 8	-13, 878	-10. 1	-2, 295	-9. 9
Up through \$4,499.....	15, 922	7, 010	44. 0	-7, 024	-30. 6	-1, 569	-18. 3
\$4,500 through \$7,999.....	102, 539	13, 842	13. 5	-7, 591	-6. 9	-715	-4. 9
\$4,500 through \$6,499.....	73, 908	12, 600	17. 0	-12, 099	-14. 1	-984	-7. 2
\$6,500 through \$7,999.....	28, 631	1, 242	4. 3	+4, 508	+18. 7	+269	+27. 6
\$8,000 and over.....	5, 715	39	. 7	+737	+14. 8	-11	-22. 0
Total other pay plans.....	2, 289	238	10. 4	+548	+31. 5	-321	-57. 4
Up through \$4,499.....	649	186	28. 7	-306	-32. 0	-344	-64. 9
\$4,500 through \$7,999.....	1, 341	51	3. 8	+792	+144. 3	+22	+75. 9
\$4,500 through \$6,499.....	908	46	5. 1	+528	+138. 9	+22	+91. 7
\$6,500 through \$7,999.....	433	5	1. 2	+264	+156. 2	-----	-----
\$8,000 and over.....	299	1	. 3	+62	+26. 2	+1	-----

TABLE 1-3c.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Department of the Navy*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	320, 440	45, 018	14. 1	+ 8, 754	+ 2. 8	+ 2, 151	+ 5. 0
Total Classification Act or similar.....	128, 093	9, 784	7. 6	+ 6, 260	+ 5. 1	+ 600	+ 6. 5
GS-1 through 4.....	46, 002	6, 153	13. 4	- 46	- 0. 1	+ 69	+ 1. 1
GS-5 through 11.....	61, 838	3, 426	5. 5	+ 3, 740	+ 6. 4	+ 476	+ 16. 1
GS-5 through 8.....	32, 946	2, 559	7. 8	+ 1, 627	+ 5. 2	+ 337	+ 15. 2
GS-9 through 11.....	28, 892	867	3. 0	+ 2, 113	+ 7. 9	+ 139	+ 19. 1
GS-12 through 18.....	20, 253	205	1. 0	+ 2, 566	+ 14. 5	+ 55	+ 36. 7
Total Wage Board.....	190, 825	35, 226	18. 5	+ 6, 393	+ 3. 5	+ 1, 900	+ 5. 7
Up through \$4,499.....	12, 524	5, 726	45. 7	- 3, 560	- 22. 1	- 2, 854	- 33. 3
\$4,500 through \$7,999.....	164, 109	29, 342	17. 9	+ 4, 683	+ 2. 9	+ 4, 655	+ 18. 9
\$4,500 through \$6,499.....	94, 410	23, 828	25. 2	- 18, 387	- 16. 3	+ 1, 613	+ 7. 3
\$6,500 through \$7,999.....	69, 699	5, 514	7. 9	+ 23, 070	+ 49. 5	+ 3, 042	+ 123. 1
\$8,000 and over.....	14, 192	158	1. 1	+ 5, 270	+ 59. 1	+ 99	+ 167. 8
Total other pay plans.....	1, 522	8	. 5	- 3, 899	- 71. 9	- 349	- 97. 8
Up through \$4,499.....	56	-----	-----	- 55	- 49. 5	- 2	- 100. 0
\$4,500 through \$7,999.....	885	7	. 8	- 2, 869	- 76. 4	- 342	- 98. 0
\$4,500 through \$6,499.....	494	7	1. 4	- 1, 785	- 78. 3	- 277	- 97. 5
\$6,500 through \$7,999.....	391	-----	-----	- 1, 084	- 73. 5	- 65	- 100. 0
\$8,000 and over.....	581	1	. 2	- 975	- 62. 7	- 5	- 83. 3

TABLE 1-3d.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Department of the Air Force*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	271, 730	20, 580	7. 6	-4, 734	-1. 7	-736	-3. 5
Total Classification Act or similar.....	152, 544	7, 526	4. 9	-179	-. 1	-153	-2. 0
GS-1 through 4.....	48, 089	4, 142	8. 6	-4, 063	-7. 8	-412	-9. 0
GS-5 through 11.....	81, 749	3, 115	3. 8	+2, 299	+2. 9	+205	+7. 0
GS-5 through 8.....	44, 046	2, 288	5. 2	+633	+1. 5	+96	+4. 4
GS-9 through 11.....	37, 703	827	2. 2	+1, 666	+4. 6	+109	+15. 2
GS-12 through 18.....	22, 706	269	1. 2	+1, 585	+7. 5	+54	+25. 1
Total Wage Board.....	114, 070	12, 510	11. 0	-7, 216	-5. 9	-892	-6. 7
Up through \$4,499.....	9, 201	3, 012	32. 7	-4, 512	-32. 9	-1, 065	-26. 1
\$4,500 through \$7,999.....	101, 086	9, 478	9. 4	-3, 488	-3. 3	+168	+1. 8
\$4,500 through \$6,499.....	77, 761	8, 806	11. 3	-8, 331	-9. 7	-50	-. 6
\$6,500 through \$7,999.....	23, 325	672	2. 9	+4, 843	+26. 2	+218	+48. 0
\$8,000 and over.....	3, 783	20	. 5	+784	+26. 1	+5	+33. 3
Total other pay plans.....	5, 116	544	10. 6	+2, 661	+108. 4	+309	+131. 5
Up through \$4,499.....	529	201	38. 0	-139	-20. 8	+27	+15. 5
\$4,500 through \$7,999.....	4, 275	343	8. 0	+2, 732	+177. 1	+283	+471. 7
\$4,500 through \$6,499.....	2, 982	292	9. 8	+1, 875	+169. 4	+234	+403. 4
\$6,500 through \$7,999.....	1, 293	51	3. 9	+857	+196. 6	+49	+2, 450. 0
\$8,000 and over.....	312	-----	-----	+68	+27. 9	-1	-100. 0

TABLE 1-4.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Department of Justice*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	31, 290	1, 213	3. 9	+1, 256	+4. 2	+112	+10. 2
Total Classification Act or similar.....	28, 951	1, 072	3. 7	+1, 279	+4. 6	+93	+9. 5
GS-1 through 4.....	6, 861	666	9. 7	-256	-3. 6	+42	+6. 7
GS-5 through 11.....	15, 102	384	2. 5	+1, 399	+10. 2	+48	+14. 3
GS-5 through 8.....	10, 270	315	3. 1	+784	+8. 3	+42	+15. 4
GS-9 through 11.....	4, 832	69	1. 4	+615	+14. 6	+6	+9. 5
GS-12 through 18.....	6, 988	22	. 3	+136	+2. 0	+3	+15. 8
Total Wage Board.....	1, 533	93	6. 1	+81	+5. 6	-----	-----
Up through \$4,499.....	52	8	15. 4	-10	-16. 1	-7	-46. 7
\$4,500 through \$7,999.....	1, 234	83	6. 7	-3	-. 2	+6	+7. 8
\$4,500 through \$6,499.....	299	76	25. 4	+29	+10. 7	+5	+7. 0
\$6,500 through \$7,999.....	935	7	. 7	-32	-3. 3	+1	+16. 7
\$8,000 and over.....	247	2	. 8	+94	+61. 4	+1	+100. 0
Total other pay plans.....	806	48	6. 0	-104	-11. 4	+19	+65. 5
Up through \$4,499.....	26	9	34. 6	+14	+116. 7	+9	-----
\$4,500 through \$7,999.....	130	8	6. 2	-283	-68. 5	-4	-33. 3
\$4,500 through \$6,499.....	11	-----	-----	-196	-94. 7	-5	-100. 0
\$6,500 through \$7,999.....	119	8	6. 7	-87	-42. 2	+1	+14. 3
\$8,000 and over.....	650	31	4. 8	+165	+34. 0	+14	+82. 4

TABLE 1-5.—Negro and total employment by grade and salary groups, June 1962 and June 1963,
Post Office Department

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	584, 140	89, 512	15. 3	+11, 980	+2. 1	+2, 493	+2. 9
Total Classification Act or similar.....	1, 619	168	10. 4	+81	+5. 3	+51	+43. 6
GS-1 through 4.....	262	99	37. 8	-18	-6. 4	+19	+23. 8
GS-5 through 11.....	774	60	7. 8	+26	+3. 5	+29	+93. 5
GS-5 through 8.....	535	53	9. 9	+35	+7. 0	+29	+120. 8
GS-9 through 11.....	239	7	2. 9	-9	-3. 6		
GS-12 through 18.....	583	9	1. 5	+73	+14. 3	+3	+50. 0
Total Wage Board.....	37	21	56. 8	-2	-5. 1	-1	-4. 5
Up through \$4,499.....	1	1	100. 0	-1	-50. 0	-1	-50. 0
\$4,500 through \$7,999.....	34	20	58. 8	-11	-2. 9		
\$4,500 through \$6,499.....	23	16	69. 6				
\$6,500 through \$7,999.....	11	4	36. 4	-1	-8. 3		
\$8,000 and over.....	2						
Total Postal Field Service...	582, 475	89, 323	15. 3	+11, 907	+2. 1	+2, 443	+2. 8
PFS-1 through 4 ¹	499, 630	83, 747	16. 8	+7, 713	+1. 6	+1, 860	+2. 3
PFS-5 through 11.....	79, 216	5, 551	7. 0	+4, 200	+5. 6	+574	+11. 5
PFS-5 through 8.....	66, 205	5, 366	8. 1	+3, 630	+5. 8	+534	+11. 1
PFS-9 through 11.....	13, 011	185	1. 4	+570	+4. 6	+40	+27. 6
PFS-12 through 20.....	3, 629	25	. 7	-6	-. 2	+9	+56. 3
Total other pay plans.....	9			-6	-40. 0		
Up through \$4,499.....							
\$4,500 through \$7,999.....							
\$4,500 through \$6,499.....							
\$6,500 through \$7,999.....							
\$8,000 and over.....	9			-6	-40. 0		

¹ Includes 4th class postmasters and rural carriers.

TABLE 1-6.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Department of the Interior*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	65, 076	2, 346	3. 6	+10, 337	+18. 9	+415	+21. 5
Total Classification Act or similar.....	47, 992	1, 215	2. 5	+6, 454	+15. 5	+147	+13. 8
GS-1 through 4.....	13, 927	520	3. 7	+2, 234	+19. 1	+63	+13. 8
GS-5 through 11.....	25, 643	669	2. 6	+2, 565	+11. 1	+70	+11. 7
GS-5 through 8.....	13, 975	537	3. 8	+960	+7. 4	+25	+4. 9
GS-9 through 11.....	11, 668	132	1. 1	+1, 605	+15. 9	+45	+51. 7
GS-12 through 18.....	8, 422	26	. 3	+1, 655	+24. 5	+14	+116. 7
Total Wage Board.....	16, 245	1, 092	6. 7	+4, 481	+38. 1	+254	+30. 3
Up through \$4,499.....	5, 247	232	4. 4	+1, 629	+45. 0	-125	-35. 0
\$4,500 through \$7,999.....	10, 118	853	8. 4	+2, 444	+31. 8	+375	+78. 5
\$4,500 through \$6,499.....	7, 640	810	10. 6	+1, 981	+35. 0	+368	+83. 3
\$6,500 through \$7,999.....	2, 478	43	1. 7	+463	+23. 0	+7	+19. 4
\$8,000 and over.....	880	7	. 8	+408	+86. 4	+4	+133. 3
Total other pay plans.....	839	39	4. 6	-598	-41. 6	+14	+56. 0
Up through \$4,499.....	300	2	. 7	-476	-61. 3	+2	-----
\$4,500 through \$7,999.....	432	22	5. 1	-178	-29. 2	-1	-4. 3
\$4,500 through \$6,499.....	281	7	2. 5	-225	-44. 5	-7	-50. 0
\$6,500 through \$7,999.....	151	15	9. 9	+47	+45. 2	+6	+66. 7
\$8,000 and over.....	107	15	14. 0	+56	+109. 8	+13	+650. 0

**TABLE 1-7.—Negro and total employment by grade and salary groups, June 1962 and June 1963,
Department of Agriculture**

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	95,623	3,105	3.2	+3,513	+3.8	+214	+7.4
Total Classification Act or similar.....	82,072	2,326	2.8	+3,409	+4.3	+61	+2.7
GS-1 through 4.....	24,534	1,296	5.3	-122	-.5	-39	-2.9
GS-5 through 11.....	46,772	975	2.1	+2,592	+5.9	+91	+10.3
GS-5 through 8.....	26,737	828	3.1	+1,290	+5.1	+84	+11.3
GS-9 through 11.....	20,035	147	.7	+1,302	+7.0	+7	+5.0
GS-12 through 18.....	10,766	55	.5	+939	+9.6	+9	+19.6
Total Wage Board.....	11,604	765	6.6	+123	+1.1	+143	+23.0
Up through \$4,499.....	6,966	401	5.8	-494	-6.6	+42	+11.7
\$4,500 through \$7,999.....	4,558	364	8.0	+602	+15.2	+101	+38.4
\$4,500 through \$6,499.....	3,937	351	8.9	+399	+11.3	+98	+38.7
\$6,500 through \$7,999.....	621	13	2.1	+203	+48.6	+3	+30.0
\$8,000 and over.....	80	-----	-----	+15	+23.1	-----	-----
Total other pay plans.....	1,947	14	.7	-19	-1.0	+10	+250.0
Up through \$4,499.....	484	8	1.7	-142	-22.7	+5	+166.7
\$4,500 through \$7,999.....	1,088	6	.6	+17	+1.6	+5	+500.0
\$4,500 through \$6,499.....	796	6	.8	-3	-.4	+5	+500.0
\$6,500 through \$7,999.....	292	-----	-----	+20	+7.4	-----	-----
\$8,000 and over.....	375	-----	-----	+106	+39.4	-----	-----

TABLE 1-8.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Department of Commerce*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	29, 891	3, 832	12. 8	+ 502	+ 1. 7	+ 392	+ 11. 4
Total Classification Act or similar.....	26, 517	2, 958	11. 2	+ 291	+ 1. 1	+ 235	+ 8. 6
GS-1 through 4.....	6, 190	1, 741	28. 1	- 128	- 2. 0	+ 89	+ 5. 4
GS-5 through 11.....	13, 246	1, 122	8. 5	- 193	- 1. 4	+ 124	+ 12. 4
GS-5 through 8.....	7, 209	920	12. 8	- 59	- . 8	+ 86	+ 10. 3
GS-9 through 11.....	6, 037	202	3. 3	- 134	- 2. 2	+ 38	+ 23. 2
GS-12 through 18.....	7, 081	95	1. 3	+ 612	+ 9. 5	+ 22	+ 30. 1
Total Wage Board.....	2, 354	799	33. 9	- 383	- 14. 0	+ 94	+ 13. 3
Up through \$4,499.....	225	161	71. 6	- 237	- 51. 3	+ 43	+ 36. 4
\$4,500 through \$7,999.....	1, 970	636	32. 3	- 170	- 7. 9	+ 50	+ 8. 5
\$4,500 through \$6,499.....	1, 472	593	40. 3	- 200	- 11. 7	+ 36	+ 6. 5
\$6,500 through \$7,999.....	498	43	8. 6	+ 30	+ 6. 4	+ 14	+ 48. 3
\$8,000 and over.....	159	2	1. 3	+ 24	+ 17. 8	+ 1	+ 100. 0
Total other pay plans.....	1, 020	75	7. 4	+ 594	+ 139. 4	+ 63	+ 525. 0
Up through \$4,499.....	484	64	13. 2	+ 363	+ 300. 0	+ 62	+ 3100. 0
\$4,500 through \$7,999.....	298	10	3. 4	+ 198	+ 198. 0	-----	-----
\$4,500 through \$6,499.....	208	9	4. 3	+ 160	+ 333. 3	- 1	- 10. 0
\$6,500 through \$7,999.....	90	1	1. 1	+ 38	+ 73. 1	+ 1	-----
\$8,000 and over.....	238	1	. 4	+ 33	+ 16. 1	+ 1	-----

TABLE 1-9.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Department of Labor*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	9, 018	1, 719	19. 1	+623	+7. 4	+188	+12. 3
Total Classification Act or similar.....	8, 879	1, 619	18. 2	+592	+7. 1	+159	+10. 9
GS-1 through 4.....	2, 246	868	38. 6	-263	-10. 5	-30	-3. 3
GS-5 through 11.....	4, 296	652	15. 2	+498	+13. 1	+138	+26. 8
GS-5 through 8.....	2, 417	522	21. 6	+240	+11. 0	+108	+26. 1
GS-9 through 11.....	1, 879	130	6. 9	+258	+15. 9	+30	+30. 0
GS-12 through 18.....	2, 337	99	4. 2	+357	+18. 0	+51	+106. 3
Total Wage Board.....	113	82	72. 6	+13	+13. 0	+12	+17. 1
Up through \$4, 499.....	45	28	62. 2	+3	+7. 1	-4	-12. 5
\$4, 500 through \$7, 999.....	66	53	80. 3	+9	+15. 8	+15	+39. 5
\$4, 500 through \$6, 499.....	54	43	79. 6	+9	+20. 0	+14	+48. 3
\$6, 500 through \$7, 999.....	12	10	83. 3	-----	-----	+1	+11. 1
\$8, 000 and over.....	2	1	50. 0	+1	+100. 0	+1	-----
Total other pay plans.....	26	18	69. 2	+18	+225. 0	+17	+1, 700. 0
Up through \$4, 499.....	17	17	100. 0	+17	-----	+17	-----
\$4, 500 through \$7, 999.....	-----	-----	-----	-----	-----	-----	-----
\$4, 500 through \$6, 499.....	-----	-----	-----	-----	-----	-----	-----
\$6, 500 through \$7, 999.....	-----	-----	-----	-----	-----	-----	-----
\$8, 000 and over.....	9	1	11. 1	+1	+12. 5	-----	-----

TABLE 1-10.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Department of Health, Education, and Welfare*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	77, 798	14, 992	19. 3	+7, 423	+10. 5	+1, 107	+8. 0
Total Classification Act or similar.....	66, 102	11, 402	17. 2	+3, 182	+5. 1	+1, 017	+9. 8
GS-1 through 4.....	26, 756	7, 561	28. 3	+62	+ .2	+538	+7. 7
GS-5 through 11.....	32, 680	3, 735	11. 4	+2, 059	+6. 7	+451	+13. 7
GS-5 through 8.....	21, 904	3, 194	14. 6	+1, 338	+6. 5	+365	+12. 9
GS-9 through 11.....	10, 776	541	5. 0	+721	+7. 2	+86	+18. 9
GS-12 through 18.....	6, 666	106	1. 6	+1, 061	+18. 9	+28	+35. 9
Total Wage Board.....	6, 341	3, 314	52. 3	+237	+3. 9	+21	+0. 6
Up through \$4,499.....	3, 130	2, 208	70. 5	-331	-9. 6	-317	-12. 6
\$4,500 through \$7,999.....	3, 147	1, 106	35. 1	+524	+20. 0	+338	+44. 0
\$4,500 through \$6,499.....	2, 635	1, 073	40. 7	+273	+11. 6	+317	+41. 9
\$6,500 through \$7,999.....	512	33	6. 4	+251	+96. 2	+21	+175. 0
\$8,000 and over.....	64			+44	+220. 0		
Total other pay plans.....	5, 355	276	5. 2	+4, 004	+296. 4	+69	+33. 3
Up through \$4,499.....	592	184	31. 1	+185	+45. 5	+1	+0. 5
\$4,500 through \$7,999.....	1, 647	65	3. 9	+1, 264	+330. 0	+49	+306. 3
\$4,500 through \$6,499.....	1, 154	56	4. 9	+839	+266. 3	+40	+250. 0
\$6,500 through \$7,999.....	493	9	1. 8	+425	+625. 0	+9	
\$8,000 and over.....	3, 116	27	. 9	+2, 555	+455. 4	+19	+237. 5

TABLE 1-11.—*Negro and total employment by grade and salary groups, June 1962 and June 1963, Veterans Administration*

Pay category	1963			Change from 1962			
	Total employees	Negro		Total	Percent	Negro	Percent
		Number	Percent				
Total all pay plans.....	150, 273	35, 986	23. 9	- 447	- 0. 3	+ 707	+ 2. 0
Total Classification Act or similar ¹	112, 530	21, 662	19. 2	+ 1, 822	+ 1. 6	+ 639	+ 3. 0
GS-1 through 4.....	53, 924	17, 098	31. 7	- 1, 620	- 2. 9	- 56	- 0. 3
GS-5 through 11.....	45, 979	4, 344	9. 4	+ 2, 009	+ 4. 6	+ 616	+ 16. 5
GS-5 through 8.....	30, 255	3, 382	11. 2	+ 918	+ 3. 1	+ 381	+ 12. 7
GS-9 through 11.....	15, 724	962	6. 1	+ 1, 091	+ 7. 5	+ 235	+ 32. 3
GS-12 through 18.....	12, 627	220	1. 7	+ 1, 423	+ 12. 8	+ 79	+ 56. 0
Total Wage Board.....	35, 094	13, 764	39. 2	- 867	- 2. 4	+ 160	+ 1. 2
Up through \$4,499.....	19, 766	9, 929	50. 2	- 2, 300	- 10. 4	- 687	- 6. 5
\$4,500 through \$7,999.....	15, 026	3, 830	25. 5	+ 1, 370	+ 10. 0	+ 844	+ 28. 3
\$4,500 through \$6,499.....	12, 214	3, 584	29. 3	+ 454	+ 3. 9	+ 727	+ 25. 4
\$6,500 through \$7,999.....	2, 812	246	8. 7	+ 916	+ 48. 3	+ 117	+ 90. 7
\$8,000 and over.....	302	5	1. 7	+ 63	+ 26. 4	+ 3	+ 150. 0
Total other pay plans.....	2, 649	560	21. 1	- 1, 402	- 34. 6	- 92	- 14. 1
Up through \$4,499.....	2, 198	528	24. 0	+ 535	+ 32. 2	+ 213	+ 67. 6
\$4,500 through \$7,999.....	353	30	8. 5	- 1, 285	- 78. 4	- 251	- 89. 3
\$4,500 through \$6,499.....	268	24	9. 0	- 846	- 75. 9	- 161	- 87. 0
\$6,500 through \$7,999.....	85	6	7. 1	- 439	- 83. 8	- 90	- 93. 8
\$8,000 and over.....	98	2	2. 0	- 652	- 86. 9	- 54	- 96. 4

¹ Doctors, dentists, and nurses of the Department of Medicine and Surgery included as similar to Classification Act.