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CENTER FOR THE STUDY OF INTELLIGENCE

THE FIELD STATION OF THE FUTURE

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THE ROLE OF WOMEN

During the course of this study the authors met with many women, ranging in grade from GS-04 to GS-16, [] several working case officers under various covers, [] [] Their comments deserve attention and may merit a separate study.

Among many of the younger women in the field there is a feeling of optimism concerning the progress the Agency has made in its effort to provide more challenging jobs and opportunities for advancement. Most women recognize and accept the fact that there are places in the world where the local culture is not favorable for women to serve as case officers. In some areas, there seems to be little chance for near-term improvement in existing social limitations to the operational use of women, but there is no question that the Agency will continue to employ highly capable women who are fully qualified to become operations officers.

There is a degree of pessimism about double standards among our older women, one of whom stated that she had been required to work much harder through the years to gain super-grade rank than had her male counterparts. On balance, however, the Agency gets high marks from its women officers for strides made during recent years toward equality with men. There is general agreement among most female case

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officers that, in tomorrow's world, individual success will depend entirely on the maturity, common sense, and all-around ability of the woman herself, as a responsible officer of the US Government engaged in an officially sanctioned function. The implied plea simply is for the widest possible use of women as operations officers and objective performance evaluation, promotion, and selection out, without regard to sex.

Many officers, both male and female, believe that women could often be more effectively utilized if sent to the field in husband and wife teams, [] There also is more or less general agreement that women tend to be better at handling [] officers than are men, being seen as more understanding and receptive to the problems experienced by [] and more willing to become personally involved in solving them.

There is a recognized need to improve the pay structure of our secretaries who, under the present system, reach the maximum ceiling early in their careers. It is common for a [] secretary to be a GS-07 or GS-08, while the secretaries of the Ambassador and the DCM hold grades equivalent to GS-11 or GS-12. A more equitable system is required that will allow a secretary to spend a career with the Agency, receive pay equal to that of industry and other government agencies, and earn income adequate to allow comfortable and decent retirement.

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