

COMMENTS ON POSITIONS FOR WOMEN

Examples of Discrimination

A WAC lieutenant colonel was hired by the agency as a GS-9 when men of this rank were regularly hired as GS-11 or GS-12. She had some intelligence background and speaks two languages useful operationally. Her on-the-job performance is rated very highly, but after being employed for six years she has received no higher rating than GS-11. One superior who wished to promote her was prevented from doing so on the grounds that her husband was also employed with the agency.

A WAVE lieutenant with over three years intelligence experience was hired as a GS-7, although men of this rank were taken on as GS-9 or GS-11.

This woman handled very satisfactorily work which had previously been done by two GS-11s, but it was two years before she was promoted to GS-9.

An office chief whose staff includes personnel from all sections of the DD/P stated that he was unable to get for his work all the women he would like to have because their offices were unwilling to release them.

Comments on Lack of Discrimination

An official with experience in several sectors of DD/P states that any woman who is well qualified for an operational job can get it and hold it -- the number of operators is so small that any person with ability has ample opportunity. He has personally given considerable encouragement to women who are interested in operations and has had many of them working under him.

Women are welcomed in operational jobs, but there is some hesitation about using them in many instances because they are not sufficiently determined. Operations directors note that women will not always take a firm stand, even when they are in the right, but have a tendency to defer to masculine judgment sometimes inferior to theirs. A woman with sufficient aggression to hold her own against dissenting males has no difficulty.

Women are more successful in detailed work requiring concentration on minutiae; they are more conscientious and responsible in this sort of assignment than men.

