



Ministry of Defence

Our Ref: FOI2019/08615

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United Kingdom

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E-mail: [DNO-Secretariat Team \(MULTIUSER\)](mailto:DNO-Secretariat Team (MULTIUSER))

[REDACTED]
[REDACTED]

8 October 2019

Dear [REDACTED]

Thank you for your email requesting the following information:

File reference AB16/3960

As confirmed previously, we have treated your correspondence as a request for information under the Freedom of Information Act 2000 and we can advise that the Ministry of Defence (MOD) holds information in scope of your request.

We attach the following document:

- AB16_3960_United_Kingdom_Atomic_Energy_Authority__Manpower_Qualified_Women_Scientists_and_Engineers

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely,

Defence Nuclear Organisation Secretariat

1960

UNITED KINGDOM ATOMIC ENERGY AUTHORITY

Number

Subject

S
closed
975

MANPOWER

E/6/10

QUALIFIED WOMEN SCIENTISTS
AND ENGINEERS

Registered 5.2.60.

E/6/10

Former File	Other relevant Files	Referred to	Date
(For Registry use only)	2373 REVIEW [2.2.60 to 30.3.60]		
	1 DEC 1959		
	2 TRANSFER TO P.R.O.		
	3		
	4		
	R. L. R. NICHOLSON		
	(SGD.)		
	(DATE) 5-10-87		
Referred to	Date		
Mr. Neville	5.2.60		
Miss J. J. J.	8/2/60		
1) Dr. Clarke	11.2.60		
2) Mr. Bamford			
B.O. 15/3			
e/c	22.2.60		
Mr. Lewis	10.3.60		
Mr. Bamford	1.4.60		
P/A	22.3.60		
Mr. Lewis	30.3.60		
Registry			
Mr. Dawson			
S.C.			
Mr. Dawson			
cc			

AB 16
3960

CLOSED
FURTHER MINUTES OR
CORRESPONDENCE TO BE
PLACED IN THIS FILE.
8/1/64

REVIEW THREE YEARS AFTER LAST ENTRY

- Branch to destroy now
- Archives to keep for 25 years for possible transfer to Public Record Office.
- Branch to retain and reconsider on

Date 26.6.73 Signed *N.J. Minitt*

CLOSED UNTIL
1997

MANPOWER

C L O S E D

NO FURTHER MINUTES OR
CORRESPONDENCE TO BE
PLACED IN THIS FILE.

8/7/64

Reference.....

Mr. Bamford

*This is a note that it has missed
the bus. I don't think we need
amend the reply to Mr. [unclear] 7/3/63*

1. I apologise for not replying before to your Minute of 24th February enclosing a copy of a letter you had sent to Group Secretaries about the employment of qualified women scientists and engineers.
2. In the special case of the Authority, I think that the questions posed in Vincent Smith's letter of 2nd February are probably in the wrong order. It seems more logical to consider question 3 first. The disadvantages attending the employment of women in the Authority are not based on any innate conservatism, nor any pompous belief that the male sex is superior. To make a full contribution professional scientists and engineers need to have unfettered access to work in radiation areas to gain the experience necessary. In the large operational Establishments (particularly, for example, in the Production Group) no provision has been made for the employment of women "in the processes" and no special changeroom facilities have therefore been provided for. It would clearly be disproportionately expensive to provide special facilities, unless the number of professionally qualified women was a significant proportion of the total.
3. It follows from this (in answer to question 4) that the Authority's policy is largely determined by this consideration that, unless women can form a significant proportion of the employees in one part of an Establishment, it is uneconomic to employ any and it would, indeed, be contrary to sound management to attempt to do so. The point is probably proved at Amersham, where I believe that young women are numerous.
4. Nevertheless, there are at present sufficient openings in other types of scientific and technical work not to make this restriction unduly arduous. In answer to question 1, I would say that women scientists and engineers are particularly suitable for office duties where their function is essentially advisory, and there may also be scope in the experimental field.
5. Finally, in answer to question 2, we have vacancies in the Authority Health and Safety Branch for women chemists, physicists and mathematicians. We should also be happy to consider women engineers, though these are, of course, rare.
6. The statistics you required are as follows in the Authority Health and Safety Branch. We employ four qualified women scientists:
 - 1 biologist on technical information work;
 - 1 chemist on testing analysis and control; and
 - 2 mathematicians (one on testing analysis and control and one on mathematics and statistics).

I.G.K.

Health and Safety Branch
30th March, 1960.

I.G.K. Williams

Copy to: Mr. Binning

E/6/10

21st March, 1960

Dear Vincent Smith,

Employment of Qualified Women Scientists and Engineers

I am now able to reply to your letter of 2nd February on the above subject and I enclose a table which gives the statistical information you require about the employment of women.

In general, we regard women as quite suitable to fill vacancies, particularly in our Scientific Officer and Experimental Officer class, in the research and development field (including design) - but in laboratories rather than production plants. They are also suitable for employment in such fields as technical information and health physics and safety.

Our is still an expanding organisation and we have continuing vacancies for qualified physicists, mathematicians, chemists and metallurgists. For such vacancies we consider women on an equal footing with men, with individual ability as the only test.

In the engineering field there is very little employment of women, partly because of the difficulties inherent in the supervision of industrial labour and in shift working and partly because of the special health considerations in the Authority arising mainly from radiation hazards.

To sum up, we have little or no experience of women in the professional engineering field, or on operational work generally, for which they are not considered suitable for the reasons indicated above. Otherwise qualified women are considered on an equal footing with men and we consider that there is scope for the increased use of women scientists in this country.

It is difficult to generalise about promotion prospects except to say that inevitably account has to be taken of managerial and directing abilities as well as purely scientific attainments. As regards pay, we are moving towards equal pay on the same basis as the Civil Service.

Yours sincerely,

J. M. Vincent Smith, Esq.,
Ministry of Labour & National
Service,
26/28 King Street, S.W.1.

(F. W. Bamford)

EMPLOYMENT OF WOMEN SCIENTISTS AND ENGINEERS^M

UNITED KINGDOM ATOMIC ENERGY AUTHORITY

Type of Employment on which Engaged

Subject in which Qualified	Research and Development	Testing, Analysis and Control	Mathematical and Statistical	Technical Information	Miscellaneous	Total
Biology	1	-	-	1	-	2
Chemistry	8	5	1	4	1	19
Metallurgy	-	-	-	-	-	-
Mathematics	7	-	18	2	1	28
Physics	18	6	1	1	1	27
General Science	4	2	2	3	1	12
Electrical Engineering	-	-	-	-	-	-
Mechanical and other Engineering	-	-	-	-	1	1
Others [¶]	1	4	-	-	-	5
TOTAL	39	17	22	11	5	94

^MThe definition of a "qualified" woman scientist or engineer is the same as that used for the enquiry into the employment of qualified scientists and engineers made early in 1959.

[¶]Botany, Zoology and Bacteriology.

EMPLOYMENT OF QUALIFIED WOMEN SCIENTISTS AND ENGINEERS

Subject in which qualified	Research and Development						Testing, Analysis and Control					Mathematical and Statistical					Technical Information					Miscellaneous					TOTAL									
	P.G.	D.V.E.S.	R.G.	W.S.	L.O.	TOTAL	P.G.	D.V.E.S.	R.G.	W.S.	L.O.	TOTAL	P.G.	D.V.E.S.	R.G.	W.S.	L.O.	TOTAL	P.G.	D.V.E.S.	R.G.	W.S.	L.O.	TOTAL	P.G.	D.V.E.S.	R.G.	W.S.	L.O.	TOTAL						
Others ^x	-	-	-	1	-	1	4	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	1	-	5
Biology	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	1	1	-	2	2
Chemistry	-	3	3	2	-	8	3	-	-	2	-	5	-	-	1	-	-	1	-	-	4	-	-	4	-	-	1	-	-	1	3	3	9	4	-	19
Metallurgy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mathematics	-	7	-	-	-	7	-	-	-	-	-	-	-	1	12	5	-	18	1	-	-	1	-	2	-	-	-	-	1	1	1	8	12	6	1	28
Physics	-	4	11	3	-	18	2	-	4	-	-	6	-	-	-	1	-	1	-	-	1	-	-	1	-	-	-	1	-	1	2	4	16	5	-	27
General Science	-	1	2	1	-	4	1	-	1	-	-	2	-	-	-	2	-	2	1	-	2	-	-	3	-	-	-	-	1	1	2	1	5	3	1	12
Electrical Engineering	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanical and other Engineering	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1	-	-	-	1
TOTAL	-	16	16	7	-	39	10	-	5	2	-	17	-	1	13	8	-	22	2	-	8	1	-	11	-	1	1	1	2	5	12	18	43	19	2	94

x. Botany, Zoology + Bacteriology

Production Group	Development & Engineering Group	Research Group	Weapons Group	Reservists
<p>(1) <u>FOR WHAT KINDS OF WORK ARE WOMEN PARTICULARLY SUITABLE FOR WORK IN THE</u> <u>R. Radiation Section and Health</u> <u>Physics and Safety Departments,</u> <u>especially in analytical work in</u> <u>small teams.</u></p>	<p><u>"In the D.V.E. Group suitable work is found</u> <u>particularly in the E.O. & S.O. classes in our</u> <u>R. & D. Branch and at Bannockburn where the work</u> <u>is essentially analytical & laboratory as</u> <u>distinct from plant. We do not employ</u> <u>women on work in large installations, i.e.</u> <u>production units and this policy stems from</u> <u>health considerations particularly in respect</u> <u>of radiation hazard. It also stems from</u> <u>the general unavailability of women</u> <u>improving industrial labor under plant</u> <u>conditions.</u></p>	<p><u>As PRACTICABLE SUITABLE</u> <u>"We regard women as suitable for</u> <u>designs appropriate to the Research</u> <u>Group in variety of equal conditions</u> <u>with men, and women engineers in</u> <u>appropriate for the design field. It will</u> <u>involve information work and employment</u> <u>on comparison in being particularly</u> <u>suitable for men."</u></p>	<p>"We have no experience of women employed in the professional engi- neering class and it seems unlikely that they would be suitable for much of our work. On the scientific side they could well be employed in physics or chemistry laboratories which do not entail special hazards such as exposure to energy in an explosion or radioactive area."</p>	
<p>(2) <u>IN WHAT OCCUPATIONS ARE CHEMISTS, PHYSICISTS, ETC. FOR THESE VACANCIES FOR WOMEN</u> <u>SCIENTISTS AND PHYSICISTS</u></p>	<p>"We have almost continuously vacancies for physically metallurgy etc. and in the S.O. and E.O. classes that women are considered in stronger competition with men and must be able to hold their own on pure ability."</p>	<p><u>Engineering Scientists of Engineers New</u> <u>Engineering vacancies for which women</u> <u>scientific or engineering would be considered</u> <u>include those for domestic, physics,</u> <u>mathematicians, metallurgy etc. and</u> <u>design engineers.</u></p>	<p>"We could employ women in normal the physics vacancies that we have at the moment. There are no chemical vacancies suitable for women and it is doubtful whether any suit- able engineering vacancies will arise in the next year or so, at least."</p>	
<p>(3) <u>WHETHER IT IS CONSIDERED THAT ANY</u> <u>W. Not really suitable for work</u> <u>in the engineering fields where</u> <u>possible help with and the</u> <u>control of industrial labor</u> <u>is involved.</u></p>	<p><u>Particular Disadvantages ATTEND THIS</u> <u>"The only disadvantage which might be</u> <u>quoted here are when participating in their</u> <u>work of flexibility of transfer to different</u> <u>types of work."</u></p>	<p><u>EMPLOYMENT</u> <u>Generally, we would feel that any</u> <u>particular disadvantages attend the</u> <u>employment of women scientists or</u> <u>engineers, although women</u> <u>engineers might be at a disadvantage</u> <u>compared with men in the control of</u> <u>industrial labor or on shift</u> <u>work."</u></p>	<p>"There are undoubtedly disadvantages in the type of work we have mentioned above and certain fields of Division feel that a woman working in an entirely male atmosphere can be a distracting influence."</p>	
<p>(4) <u>WHAT IS THE GENERAL POLICY OF YOUR AUTHORITY TOWARDS THEIR EMPLOYMENT</u> <u>W. We are prepared to employ</u> <u>more women scientists to fill</u> <u>available vacancies in the fields</u> <u>mentioned above.</u></p>	<p><u>As general policy remains the employment of</u> <u>women apart from what is inherent in</u> <u>the nature of the work remains</u> <u>question - we are quite prepared to</u> <u>employ women on what is effectively</u> <u>unskilled factory work."</u></p>	<p>There is no discrimination other than engineer women engineers for operation of maintenance duties. Application for the latter type of engineering have been very few and few indeed. In general, of course, application by men are far more numerous than women.</p>	<p>"Generally we would employ any suitably qualified woman in any of our vacancies where special hazards are not involved and where the atmosphere, etc., is suitable."</p>	

10/9

UNITED KINGDOM ATOMIC ENERGY AUTHORITY

TELEGRAPHIC ADDRESS:
A.T.E.N., ALDERMASTON, READING
TELEPHONE: READING 55811, Ext:6196



Personnel,
ATOMIC WEAPONS RESEARCH ESTABLISHMENT,
ALDERMASTON,
BERKSHIRE.

OUR REFERENCE:
YOUR REFERENCE: E/6/10

16th March, 1960.

Dear Mr Bamford,

Employment of Qualified Women Scientists and Engineers

I am sorry that we have been a long time in replying to your letter of 24th February, 1960.

I now enclose the statistical information which you require, from which you will see that we do not employ any qualified women on the engineering side at Aldermaston. You will also see that we have included somebody who qualified in Botany, which is not a subject in the Ministry of Labour classification.

Our comments on the specific questions raised by the Ministry of Labour and National Service are as follows -

1. We have no experience of women employed in the professional engineering class and it seems unlikely that they would be suitable for much of our work. On the scientific side they could well be employed in physics or chemistry laboratories which do not entail specific hazards such as arise for example in an explosives or radioactive area.
2. We could employ women in some of the physics vacancies that we have at the moment. There are no chemist vacancies suitable for women and it is doubtful whether any suitable engineering vacancies will arise in the next year or so, at least.
3. There are undoubtedly disadvantages in the types of work we have mentioned above and certain Heads of Divisions feel that a woman working in an entirely male atmosphere can be a disturbing influence.
4. Broadly we would employ any suitably qualified women in any of our vacancies where special hazards are not involved and where the accommodation, etc. is suitable.

Yours sincerely,

J. J. Parsons
(signed in Mr Parsons' absence)

Mr F. W. Bamford,
U.K. Atomic Energy Authority,
11 Charles II Street,
London, S.W.1.

Employment of Qualified Women Scientists and Engineers *

Name and Address
of Employer

U.K.A.E.A. Weapons Group
.....
.....

Type of Employment on which Engaged

Subject in which qualified.	Research and Development	Testing, Analysis and Control.	Mathematical and Statistical.	Technical Information	Miscellaneous	TOTAL
Biology						
Chemistry	2	2				
Metallurgy						
Mathematics			5	1		
Physics	3		1		1	
General Science	1		2			
Electrical Engineering						
Botany	1					
Mechanical & other Engineering						
TOTAL	7	2	8	1	1	

* The definition of a "qualified" woman scientist or engineer is the same as that used for the inquiry into the employment of qualified scientists and engineers made early in 1959.

M. Sevey.

69/10

V RSY SRL 7A
TO F W BAMFORD ESTABLISHMENTS LONDON
FROM S REID STAFF OFFICE RISLEY
14.3.50

121 1407
5 31 27 30

THE INFORMATION YOU REQUESTED FROM PRODUCTION GROUP IN CONNECTION WITH XX WITH THE MINISTRY OF LABOUR INQUIRY INTO THE EMPLOYMENT OF QUALIFIED WOMEN SCIENTISTS AND ENGINEERS IS GIVEN BELOW.

1. PARTICULARLY SUITABLE FOR WORK IN THE TECHNICAL SECTIONS AND HEALTH, PHYSICS AND SAFETY DEPARTMENTS, ESPECIALLY ON ANALYTICAL WORK IN SMALL TEAMS.
2. CHEMISTS AND PHYSICISTS.
3. NOT REALLY SUITABLE FOR WORK IN THE ENGINEERING FIELDS WHERE POSSIBLE SHIFT WORK AND THE CONTROL OF INDUSTRIAL LABOUR IS INVOLVED.
4. WE ARE PREPARED TO EMPLOY MORE WOMEN SCIENTISTS TO FILL SUITABLE VACANCIES IN THE FIELDS MENTIONED ABOVE.

PRODUCTION GROUP STAFF - TYPE OF EMPLOYMENT ON WHICH ENGAGED

SUBJECT IN WHICH QUALIFIED	TESTING ANALYSES AND CONTROL	TECHNICAL INFORMATION	TOTAL
BOTANY, ZOOLOGY & BACTERIOLOGY	4	-	4
CHEMISTRY	3	-	3
MATHEMATICS	-	1	1
PHYSICS	2	-	2
GENERAL SCIENCE	1	1	2
TOTAL	10	2	12

+++

THI 0855
COL. (FIGS CHECKED) ++ W ++ FIN ++

ATCH LDN
TGD 1138

69/7

UNITED KINGDOM ATOMIC ENERGY AUTHORITY

TELEGRAPHIC ADDRESS: ATEN, ABINGDON
TELEPHONE: ABINGDON 1220



ATOMIC ENERGY RESEARCH ESTABLISHMENT,
HARWELL,
DIDCOT, BERKS.

OUR REFERENCE:

YOUR REFERENCE:

10th March, 1960.

Mr. F. W. Bamford,
Establishments Branch,
U.K.A.E.A.,
11, Charles II Street,
London, S.W.1.

Mr. Leary

Dear Bamford,

Employment of Qualified Women Scientists and Engineers

In reply to your letter of 24th February addressed to Mr. Le Cren, we would make the following comments:-

1. We regard women scientists of any discipline appropriate to the Research Group as worthy of equal consideration with men, and women engineers as appropriate for the design field. Harwell consider information work and employment on computers as being particularly suitable for many.
2. Existing vacancies for which women scientists or engineers would be considered include those for chemists, physicists, mathematicians, metallurgists and design engineers.
3. Generally, we would not feel that any particular disadvantages attend the employment of women scientists or engineers, although women engineers might be at a disadvantage compared with men in the control of industrial labour or on shift work.
4. There is no discrimination other than against women engineers for operation or maintenance duties. Applications for the latter type of vacancies have been very few and far between. In general, of course, applications by males are far more numerous than are those from females. I am attaching as requested details giving the number of women scientists and engineers whom we employ, in the form required.

Yours sincerely,

I. S. G. Mackenzie

I. S. G. Mackenzie

Enc.



Telegrams: 'ATEN' WARRINGTON TELEX

Telephone: WARRINGTON 31244 Ext. 597

Our Ref.

Your Ref. E/6/10

4th March, 1960.

Dear Bamford,

①
②

Take other points up by ...

Employment of Qualified Women Scientists
and Engineers

You wrote to Allen on the 24th February on the above subject. We have completed the statistics for you and we suggest answers along the following lines to the specific questions which are put:-

(1) What kinds of work are suitable?

In the D. & E. Group suitable work is found particularly in the Experimental Officer and Scientific Officer classes in our Research & Development Branch and at Dounreay where the work is essentially confined to Laboratories as distinct from Plant. We do not employ women on work in major installations, i.e., production units and this ruling stems from health considerations particularly in respect of radiation hazard. It also stems, of course, from the general undesirability of women supervising industrial labour under plant conditions.

(2) What vacancies ^{do} we have now?

We have almost continuously vacancies for physicists, metallurgists, and in the scientific officer and experimental officer classes but women are considered in straight competition with men and must be able to hold their own on pure ability.

(3) Disadvantages of employment of women

The only disadvantages which might be quoted here are those pertaining to their lack of flexibility of transfer to different types of work.

(4) General policy of Authority towards employment of women

As general policy towards the employment of women apart from what is inherent to the answers to the previous three questions - we are quite prepared to employ women on what is effectively an equal footing with men.

Yours sincerely,

I. HOPKINS
Group Personnel and Training Officer.

F. W. Bamford, Esq.,
U.K.A.E.A.,
11, Charles II Street,
LONDON, S.W.1.

With the Compliments of

I. HOPKINS

Group Personnel and Training Officer

*United Kingdom Atomic Energy Authority
Development and Engineering Group*

P.A. to Mr. Bamford

Mr. Levy

I attach the statistics which should
have been enclosed with letter of 5/3/60.

Whobsta.

Also to Mr. Allen
Mr. Adamson
Mr. Le Cren

E/6/10

24
19th February, 1960

Dear Mitchell,

Employment of Qualified Women Scientists and Engineers

I enclose a copy of a letter from the Ministry of Labour on the above subject on which I should be glad to have your views. It seems to me personally that, although there may be difficulties about employing women on certain kinds of engineering work and on direct production management, there may well be considerable scope for their increased employment in the research and development field. We are clearly well behind some other countries in this connection.

In addition to saying how you think we should answer the four specific questions in the Ministry of Labour letter, would you also please provide the statistical information according to the attached table. The definition of "qualified" is the same as that used for the enquiry at the beginning of 1959 about the employment of qualified scientists and engineers, i.e. it includes university graduates, holders of the Diploma in Technology and graduate and corporate members of the recognised professional bodies. I am sorry to have to ask for this statistical work to be done, but we have no information at all in London on this subject and I am hopeful that the fact that there are so few qualified women employed at present means that the head-counting need not take up a lot of staff time.

I should be grateful if you could try to let me have a reply by about 15th March. I am of course writing similarly to the other Group Secretaries.

Yours sincerely,

F. W. BAMFORD.

(F. W. Bamford)

D. S. Mitchell, Esq.,
Production Group,
Risley.

Mr. Bamford

I agree in general with Miss Griffin's comments. I cannot think that the provision of the required statistics should be very burdensome to the Groups. I believe they have given a lot of attention to staff records and the numbers of people comprised in the return is probably all too small.

2. This is, in my opinion, a most important enquiry since certain rival countries are well ahead of us in using the resources which could be provided if the potentialities of women in scientific subjects were exploited to the full. It was very obvious when we did our earlier studies of comparison between Russia on the one hand, and the U.S.A. and this country on the other, that the Russians were favoured by a numerical factor resulting from their ability to use women scientists.

3. Despite this general statement I agree with Miss Griffin's reservations in certain fields, but these apply almost entirely to certain types of engineering and to such things as direct production management.

A.C.W.V. Clarke

A.C.W.V. Clarke

Economics & Programming Branch.
16th February, 1960.

Reference.....

1. Miss Griffin
2. Dr. Clarke

I should be glad of your advice on the Ministry of Labour letter of 2nd February, about the employment of qualified women scientists and engineers.

We do not seem to have any figures at all on this subject, nor do I know of any previous statement by the Authority as to their policy about employing women. So far as I can see, therefore, we must simply ask Groups to provide the figures and let us have their views on the policy question, but we can possibly give them some kind of lead.

At first sight the provision of the statistical information might seem rather onerous, but presumably the number of women is not large and they can be fairly readily identified. Incidentally, I do not know to whom in the Authority Mr. Vincent Smith spoke before writing his letter.



(F. W. Bamford)

5th February, 1960

2.

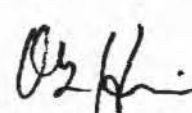
1) ~~Dr. Clarke.~~ ^{15/2}

2) Mr. Bamford

I think we should proceed as suggested by Mr. Bamford, seeking the statistical information, subject to any Group thinking the task tooonerous.

The question of the Authority's policy in relation to the employment of women, particularly as scientists, was raised at a conference of University Appointments Board Secretaries held at Harwell a couple of years ago, at which all the Groups were represented. The answer then given was that the Authority do not apply a sex discrimination policy. There is a good deal of scope for increased employment of suitably qualified women, particularly in the scientific disciplines, and no bar to their progression. While this was the general position, it had to be recognised that in practice the employment of women would be more appropriate in certain parts of the Authority's organisation than in others.

11th February, 1960.


(Miss) V. Griffin

Follow on:-

See Dr. Clarke's minute to Mr. Bamford of 16.2.60.

MINISTRY OF LABOUR AND NATIONAL SERVICE

Technical and Scientific Register

ALMACK HOUSE, 26/28 KING STREET, LONDON, S.W.1.

Telephone: WHIttehall 6200

Ext. 739

Your Reference.....

Our Reference.....

2nd February, 1960.

Dear Bamford,

Employment of Qualified Women Scientists and Engineers

Last year the Social Survey carried out an inquiry on behalf of this Ministry into the employment of qualified women scientists and engineers in a sample of firms in private manufacturing industry. The inquiry was designed to show to what extent women scientists and engineers were employed and on what kinds of work, and what was the general attitude of industry towards the employment of women with science or engineering qualifications. Its main purpose was to gain information about the scope for increasing the number of women scientists and engineers employed in industry on the assumption that more women might be encouraged to follow these occupations.

We feel that before coming to any conclusions based on the result of this inquiry, we ought to have some information about the experience and views of one or two of the larger public authorities, including your own. I understand from inquiries which have been made by telephone that it would be possible for your Authority to complete, without too much trouble, a table as shown in the enclosure to this letter, giving the number of women scientists and engineers you employ, and we shall be very grateful if you will have this done. We should also like to have any information you can give on the following points:-

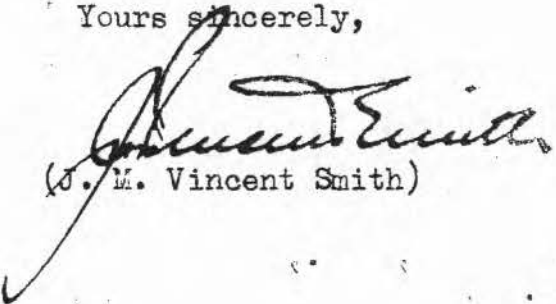
F. W. Bamford, Esq.,
U.K. Atomic Energy Authority,
11 Charles II Street,
S.W.1.

/(1)

- (1) for what kinds of work are women scientists and engineers regarded as particularly suitable;
- (2) in what occupations, i.e. chemists, physicists, etc. you have vacancies for women scientists or engineers now;
- (3) whether it is considered that any particular disadvantages attend their employment;
- (4) what is the general policy of your Authority towards their employment.

We should also be interested to know whether your Authority pays men and women scientists the same or different rates of pay for similar work, and whether men and women of equal ability have equal prospects of promotion. Any other comments you would like to make on the subject would be welcomed.

Yours sincerely,


(J. M. Vincent Smith)

Employment of Qualified Women Scientists and Engineers*

Name and Address
of Employer

.....
Type of Employment on which engaged

Subject in which qualified	Research & Development	Testing, Analysis & Control	Mathematical & Statistical	Technical Information	Miscellaneous	TOTAL
Biology						
Chemistry						
Metallurgy						
Mathematics						
Physics						
General Science						
Electrical Engineering						
Mechanical & Other Engineering						
TOTAL						

* The definition of a "qualified" woman scientist or engineer is the same as that used for the inquiry into the employment of qualified scientists and engineers made early in 1959. A copy of the definition is enclosed for convenience.

DEFINITIONS

1. Establishment

By "this establishment" is meant the factory, mill, works, department, etc. to which the attached form is addressed.

2. Research and Development

The following kinds of work should be included:

- (a) Basic and fundamental scientific research.
- (b) Applied research, technical development including technical design work, done so as to:—
 - (i) Use different raw materials, or
 - (ii) Introduce new working methods, processes, machinery or products, or
 - (iii) Improve existing working methods, processes, machinery or products.
- (c) The construction of pilot plant or prototypes.
- (d) All work done on research and development contracts issued by Government Departments, the Atomic Energy Authority and similar public bodies. (Development batch aircraft should be included.)

Market research should be excluded.

3. Qualifications

The term "qualified scientists and engineers" is intended to cover, in addition to university graduates, holders of the Diploma in Technology,* associates of certain educational institutions, and graduate and corporate members of certain professional bodies. For your convenience and purely as a guide for the purposes of this enquiry, a list of the qualifications to be included is given below.

- (1) Associateship of any of the following bodies:
 - (a) The Camborne School of Mines
 - (b) The City and Guilds of London Institute
 - (c) The Cranfield College of Aeronautics (Diploma)
 - (d) The Heriot-Watt College
 - (e) The Manchester College of Science and Technology
 - (f) The Robert Gordon Technical College, Aberdeen
 - (g) The Royal College of Science (London)
 - (h) The Royal College of Science (Ireland)
 - (i) The Royal School of Mines
 - (j) The Royal College of Science and Technology, Glasgow

*The Diploma in Technology is awarded by the National Council for Technological Awards under the Chairmanship of Lord Hives.

- (2) Corporate or Graduate membership of any of the following bodies:
- (a) The Royal Aeronautical Society
 - (b) The Institution of Chemical Engineers
 - (c) The Royal Institute of Chemistry
 - (d) The Institution of Civil Engineers
 - (e) The Institution of Electrical Engineers
 - (f) The Institution of Gas Engineers
 - (g) The Institute of Marine Engineers
 - (h) The Institution of Metallurgists
 - (i) The Institution of Mining Engineers
 - (j) The Institution of Mining and Metallurgy
 - (k) The Institution of Municipal Engineers
 - (l) The Institution of Naval Architects
 - (m) The Institute of Physics
 - (n) The Institution of Production Engineers
 - (o) The Institution of Structural Engineers
 - (p) The Institution of Mechanical Engineers