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# Military Women

IN THE DEPARTMENT OF DEFENSE

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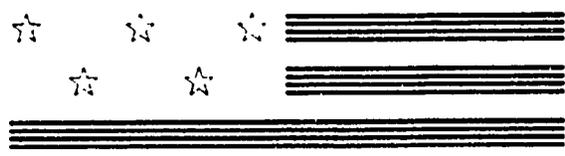
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# MILITARY WOMEN

IN THE DEPARTMENT OF DEFENSE



VOLUME V

JULY 1987

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MAR 10 1988  
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## PREFACE

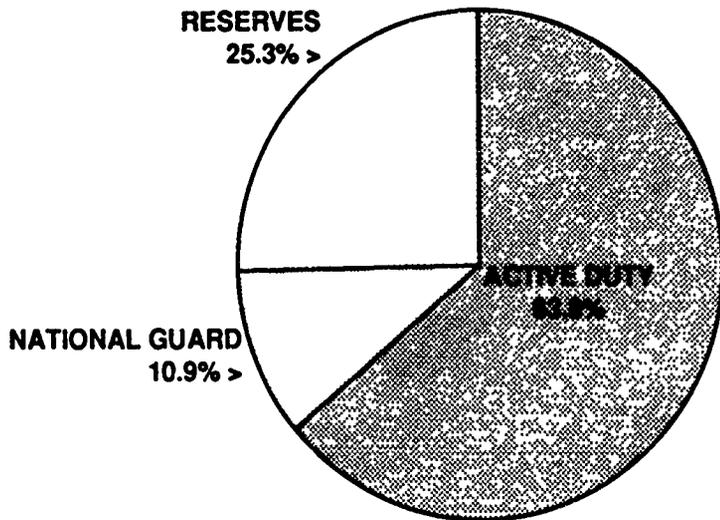
Women are recognized today for the important contributions which they make to national defense. Women serve in all capacities except those prohibited by legislation or associated Service policies. This has not always been the case. Barely a decade ago women comprised less than 2 percent of active duty personnel and less than 5 percent of the National Guard and Reserve. Those who served, did so in "traditional" capacities (e.g. administration and medicine). Today, women constitute almost 10 percent of the active component and over 10 percent of the National Guard and Reserve. They serve in many career fields which historically have been staffed exclusively by men (e.g. operations, intelligence and maintenance).

The purpose of this publication is to provide current data on the status of women in all components of the Armed Forces. As shown on the

adjacent charts, National Guard and Reserve women now comprise almost 35 percent of the total women in the military.

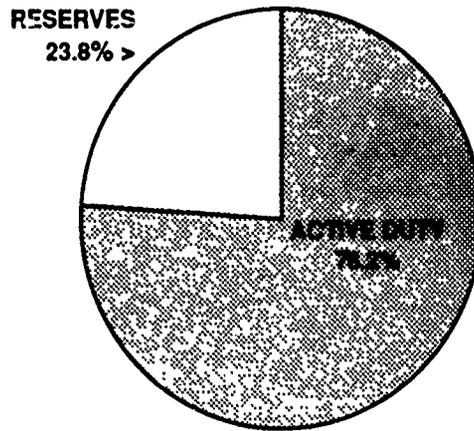
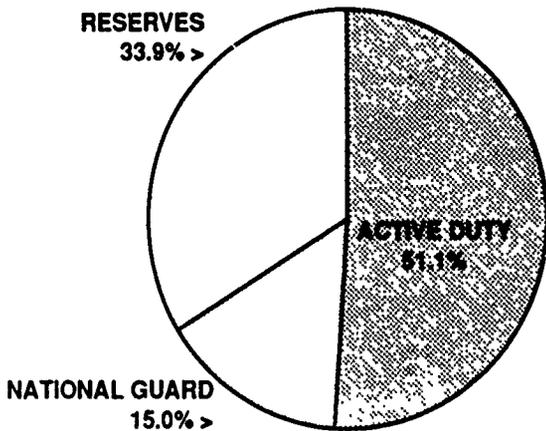
This booklet makes selected demographic comparisons between men and women as a means of providing an overview. The data used to construct the tables and graphs were generated (in most cases) by the Defense Manpower Data Center. Please refer questions or comments concerning the results portrayed for active duty women to OASD(FM&P) MM&PP/O&EPM, The Pentagon, Washington, D.C. 20301-4000. Questions or comments concerning National Guard and Reserve women should be addressed to OASD(RA) GR/M&P, The Pentagon, Washington, D.C. 20301-1500. Additional copies may be obtained through the Government Printing Office.

# DEPARTMENT OF DEFENSE TOTAL FORCE MIX OF MILITARY WOMEN FISCAL YEAR 1986



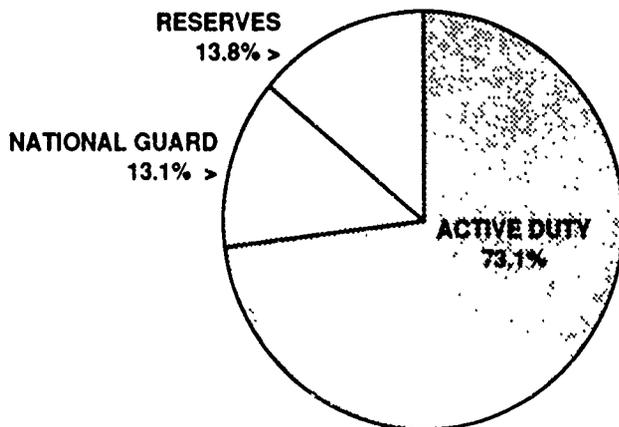
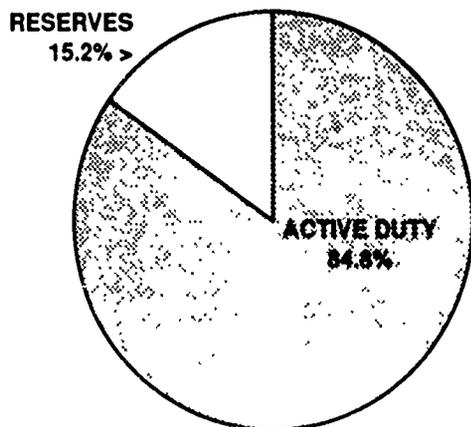
**TOTAL ARMY WOMEN**

**TOTAL NAVY WOMEN**



**TOTAL MARINE WOMEN**

**TOTAL AIR FORCE WOMEN**



## ACTIVE DUTY OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

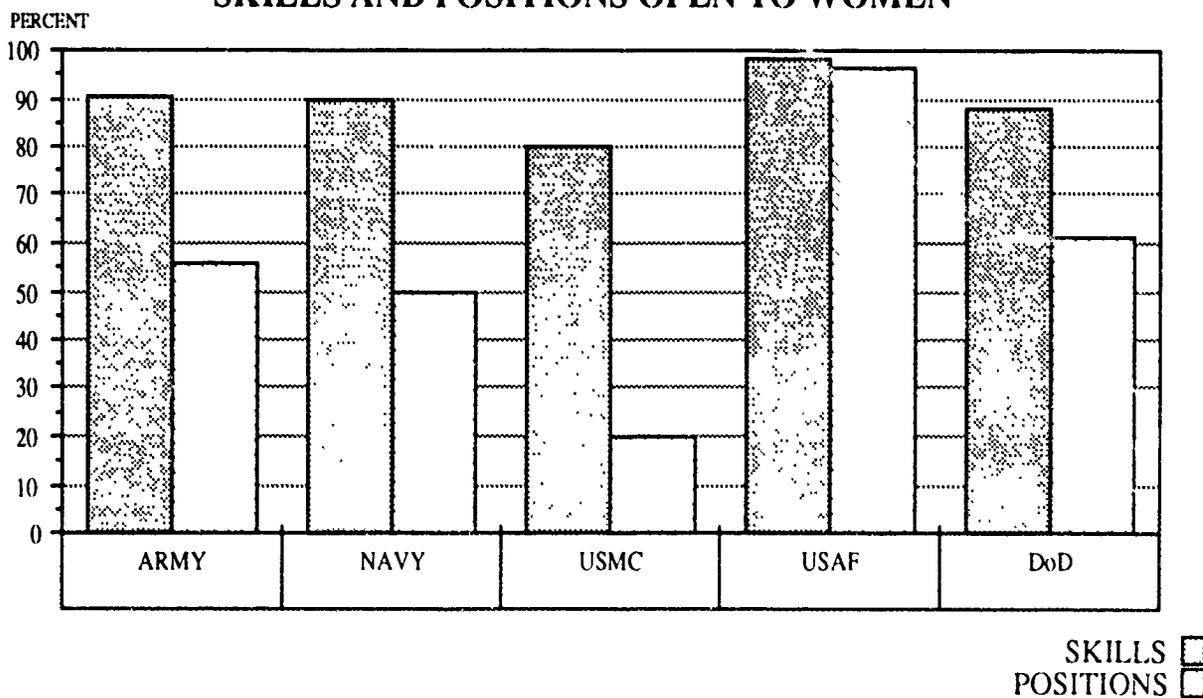
Military women are performing their duty requirements with the same professional competence displayed by military men. Although this has been widely recognized for many years, only within the past decade have women been permanently integrated within the active/reserve component personnel inventories. The catalysts which motivated integration and expansion of the role of women in the military exist in law. The passage of Public Law 90-130, which repealed the ceiling on women, the creation of the all-volunteer forces, and the enactment of the Defense Officer Personnel Management Act (DOPMA), which repealed long standing provisions of law containing unwarranted distinctions with respect to Defense policy on the utilization of women in military service. This policy, restated by the Secretary of Defense in a memorandum to Secretaries of the Military Departments dated July 19, 1983, calls for full utilization of women consistent with existing combat exclusion laws and related policy.

The current laws which restrict the assignment of women in the Navy, Marine Corps and Air Force, and their reserve components, were enacted in 1948 when the women's auxiliary components were made part of the permanent military structure. Under these statutes, women in the Navy, Marine Corps, Naval Reserve and Marine Corps Reserve may not be assigned to duty on ships or in aircraft that are engaged in combat missions, nor may they be assigned to other than temporary duty on vessels of the Navy except hospital ships,

and transports, and vessels of similar classification not expected to be assigned to combat missions. Similarly, Air Force women on active duty or serving in the Air National Guard and the Air Force Reserve, except those in designated medical, chaplain and judge advocate functions, may not be assigned to duty on aircraft engaged in combat missions. There are no statutory restrictions on the utilization of Army women or women of the Army National Guard or Army Reserve in combat. However, Army Department policy parallels the statutes, and restricts women from assignment to those skills and positions which, through doctrine, mission, or battlefield location, invite the highest probability of direct combat action.

The results of our personnel utilization policies are translated into skills and positions open to women as shown on the following pages. The differences among the Components reflect the impact of combat exclusion restrictions and the differing component missions. As can be seen, skills open to women range from approximately 98 percent for the Air Force to 80 percent in the Marine Corps. Actual positions open to women range from more than 96 percent in the Air Force to only 20 percent in the Marine Corps. In the Army and Navy, women may be assigned to approximately 90 percent of skills and more than half of the positions in those Components. For the total Department of Defense, almost 88 percent of the skills and more than 61 percent of the positions are open to women.

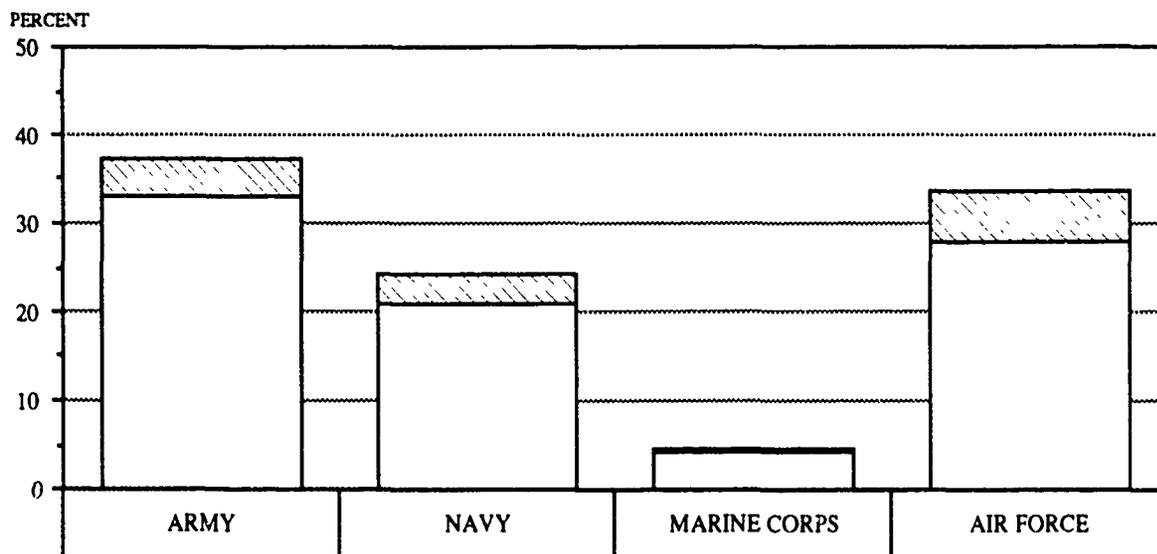
### OFFICER AND ENLISTED CAREER OPPORTUNITIES SKILLS AND POSITIONS OPEN TO WOMEN



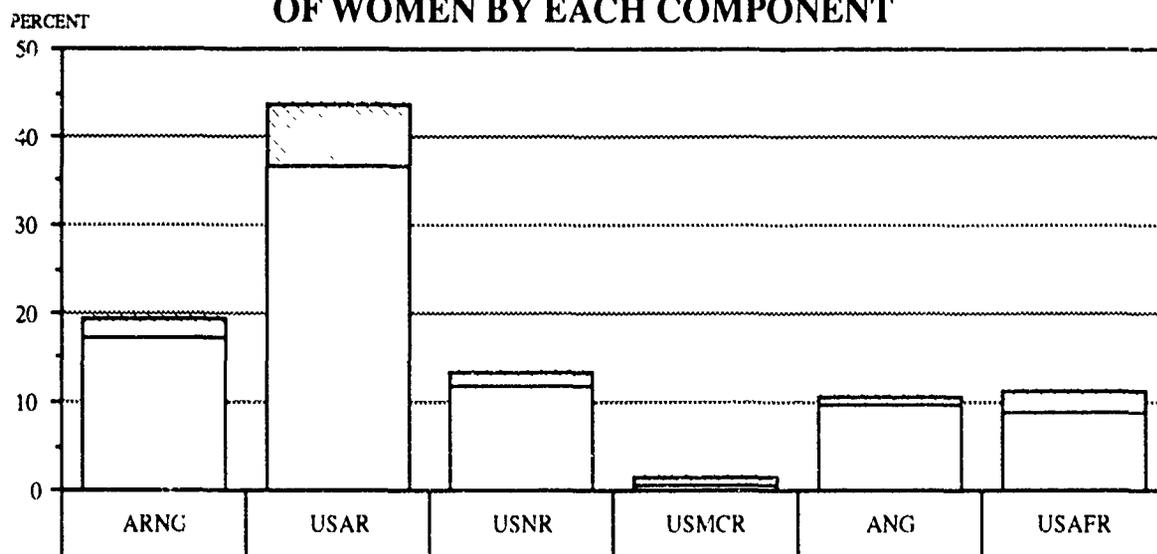
## PERCENT DISTRIBUTION OF WOMEN BY EACH SERVICE

These charts reflect the distribution of the total number of women on active duty and in the reserve components respectively as of September 30, 1986. The data is presented by officer and enlisted serving in the four active and six reserve components of the Department of Defense. As can be seen, on the active side the Army has the highest

number of women with approximately 38 percent of the total, while the Air Force has the highest percentage of women officers. Within the reserve components, the Army Reserve has the highest percentage of women with approximately 44 percent of the total women.



## SELECTED RESERVE PERCENT DISTRIBUTION OF WOMEN BY EACH COMPONENT



OFFICER  
 ENLISTED



**SECTION I**

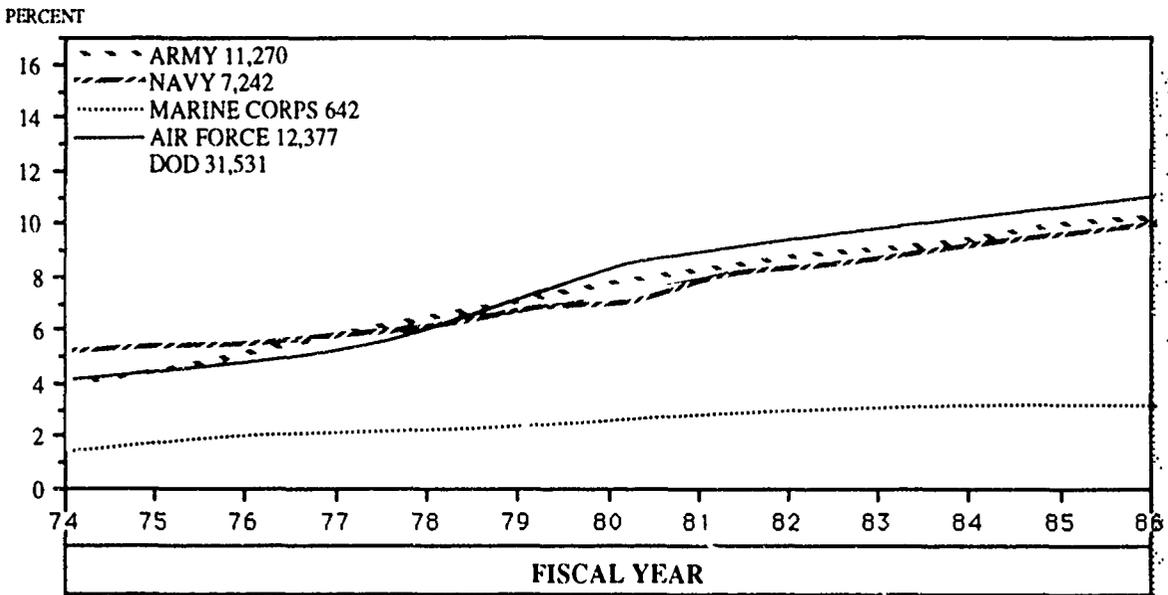
**OFFICER**  
**(Commissioned and Warrant)**

# WOMEN AS A PERCENT OF OFFICER END STRENGTH

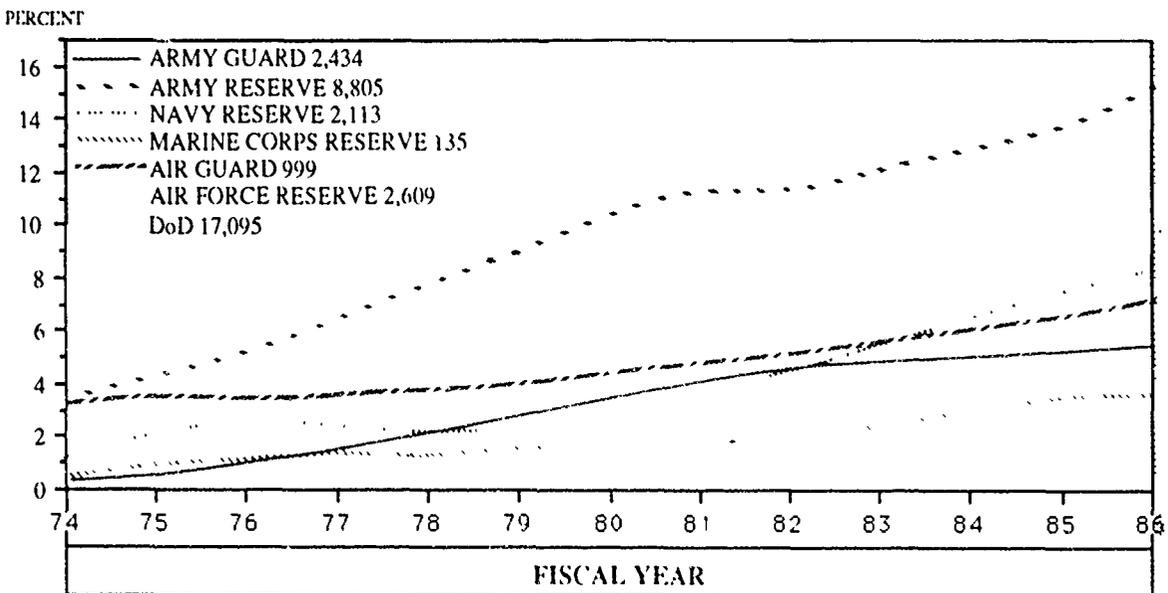
Prior to the passage of Public Law 90-130, signed on November 8, 1967, the total number of military women was restricted to a maximum of 2 percent of each Service. With the removal of this ceiling, and the transition to an all volunteer force in 1973, the partici-

pation rate of women increased steadily. The following charts depict the current percentages of women officers, and provides projections for each active and reserve component.

## WOMEN AS A PERCENTAGE OF ACTIVE DUTY OFFICER END STRENGTHS



## WOMEN AS A PERCENTAGE OF SELECTED RESERVE OFFICER END STRENGTHS



# OFFICER DISTRIBUTION BY GRADE & YEARS OF SERVICE

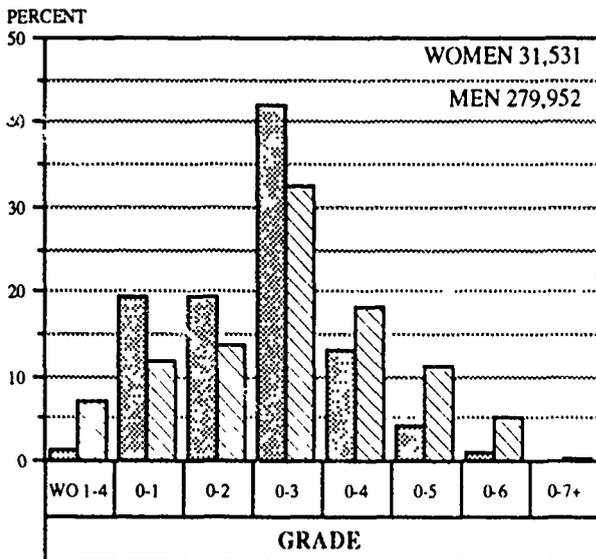
## SEPTEMBER 1986

In comparing the grade distribution between male and female officers it must be remembered that women began to enter the military in increasing numbers only in the last twelve years. In the military, advancement is a function of time as well as ability. Thus, the grade distribution between male and female officers will in fact be disparate until the increased female population can mature through the force. As can be seen, approximately 82 percent of female officers are in the grade of Captain/Lieutenant and below

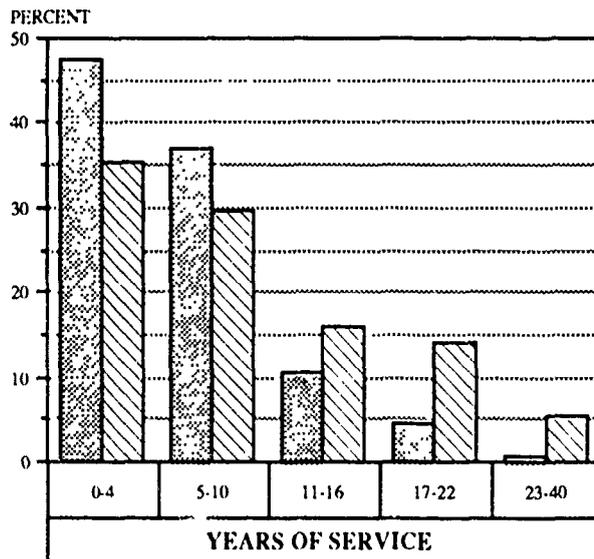
as compared to 65 percent of male officers. This distribution is explained by the fact that approximately 84 percent of female officers have ten years or less of service compared to 65 percent of male officers.

A similar situation exists in the National Guard and Reserve, although the median grade of Guard and Reserve women officers is somewhat higher than that of active duty women due to their higher median level of years of commissioned and/or warrant officer service.

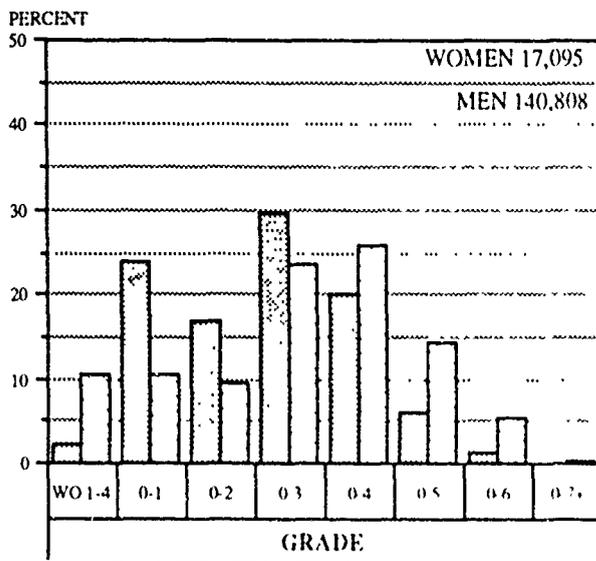
**DoD ACTIVE DUTY BY GRADE**



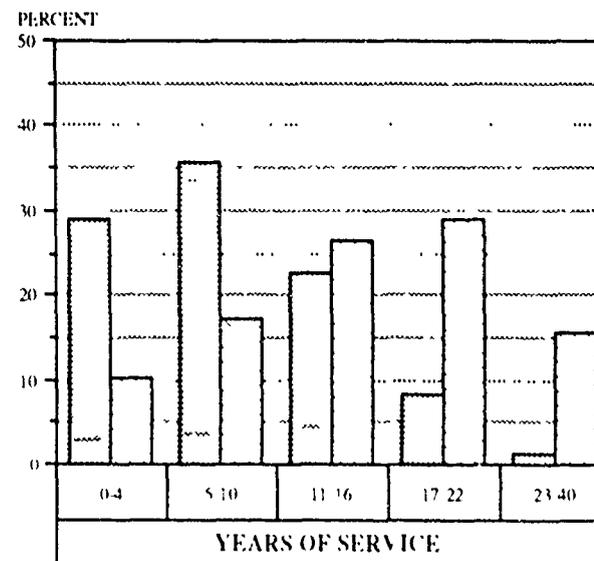
**DoD ACTIVE DUTY BY YEARS OF SERVICE**



**DoD SELECTED RESERVE BY GRADE**



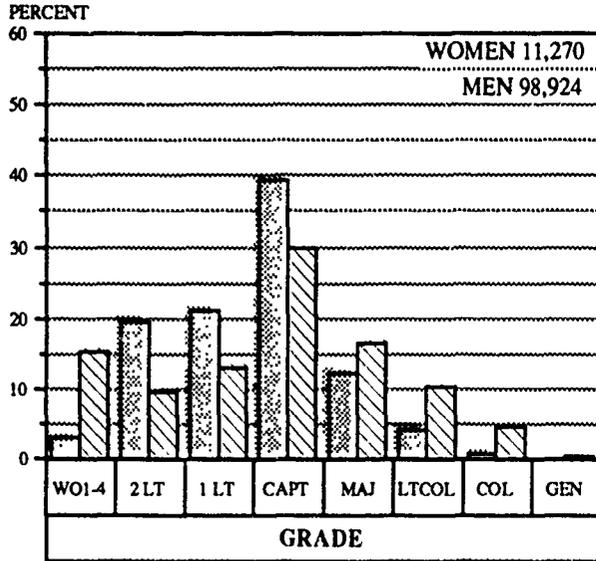
**DoD SELECTED RESERVE BY YEARS OF SERVICE**



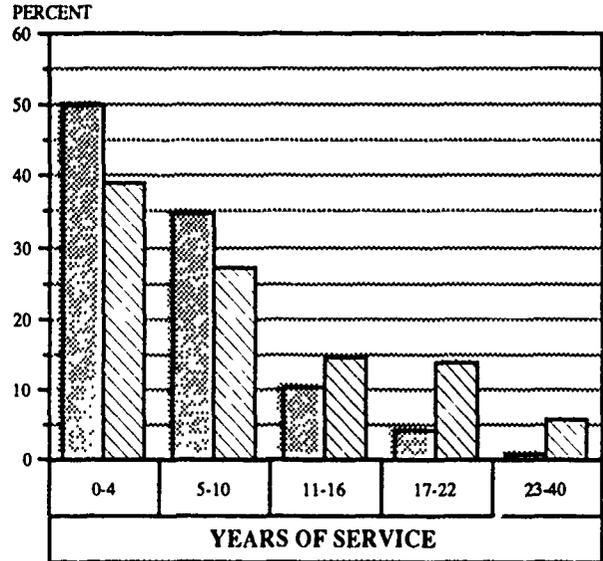
WOMEN  
 MEN

# ACTIVE DUTY OFFICER DISTRIBUTION

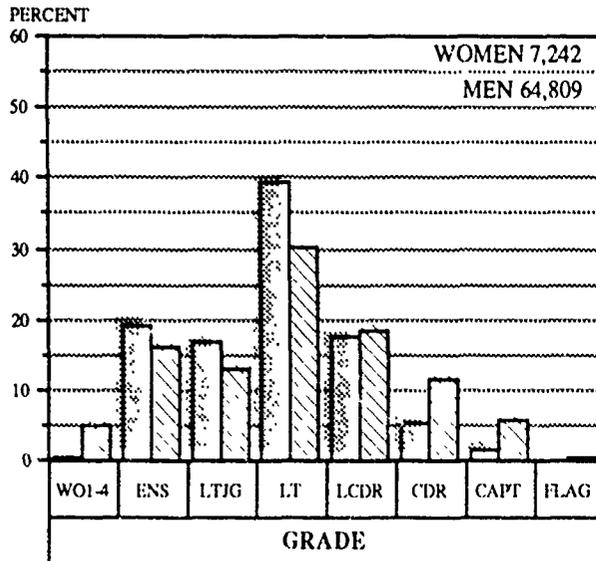
## ARMY BY GRADE



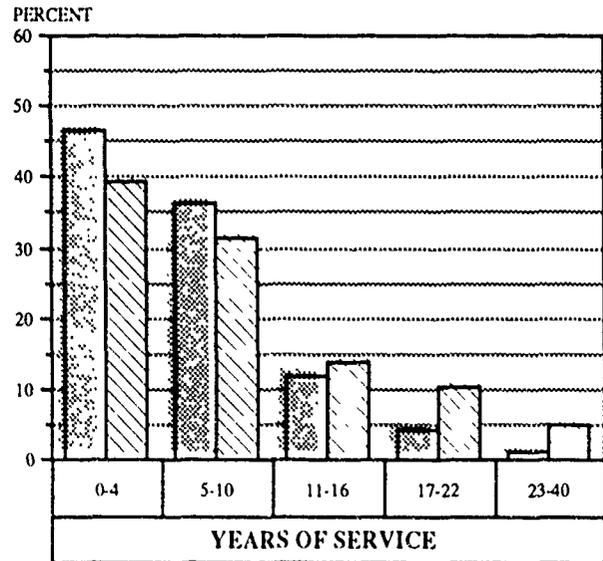
## ARMY BY YEARS OF SERVICE



## NAVY BY GRADE



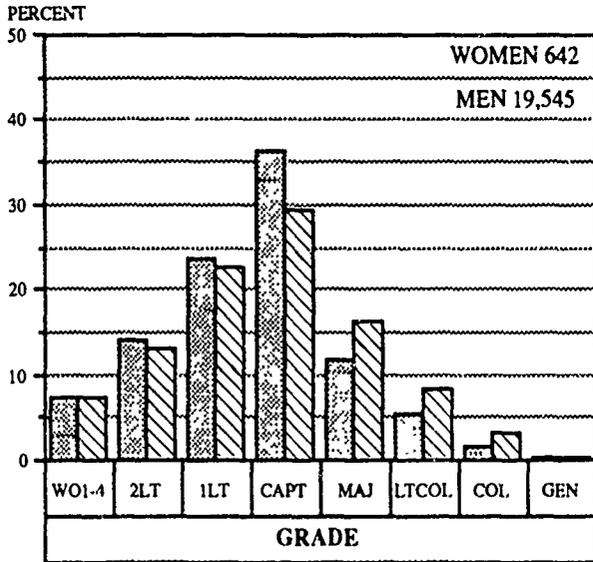
## NAVY BY YEARS OF SERVICE



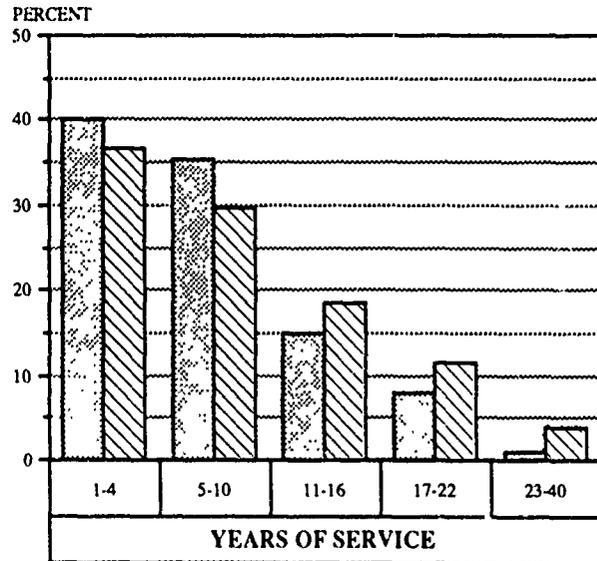
WOMEN   
MEN

# ACTIVE DUTY OFFICER DISTRIBUTION

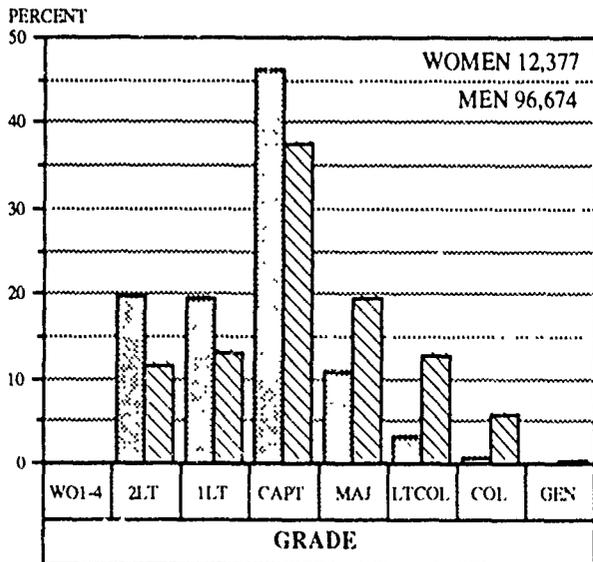
## MARINE CORPS BY GRADE



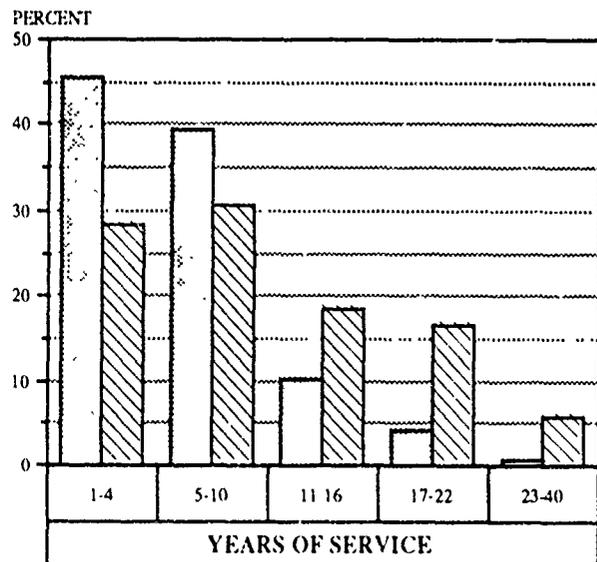
## MARINE CORPS BY YEARS OF SERVICE



## AIR FORCE BY GRADE



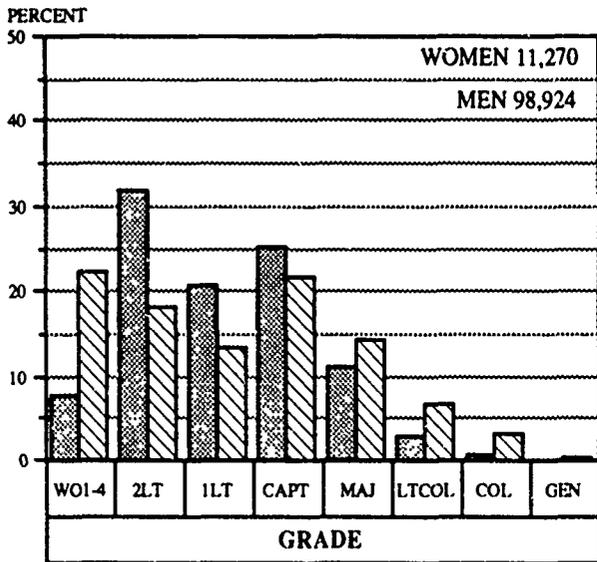
## AIR FORCE BY YEARS OF SERVICE



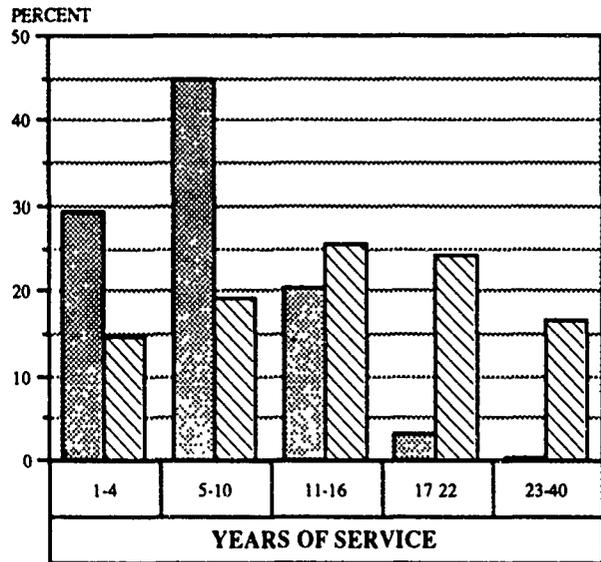
WOMEN  
 MEN

# SELECTED RESERVE OFFICER DISTRIBUTION

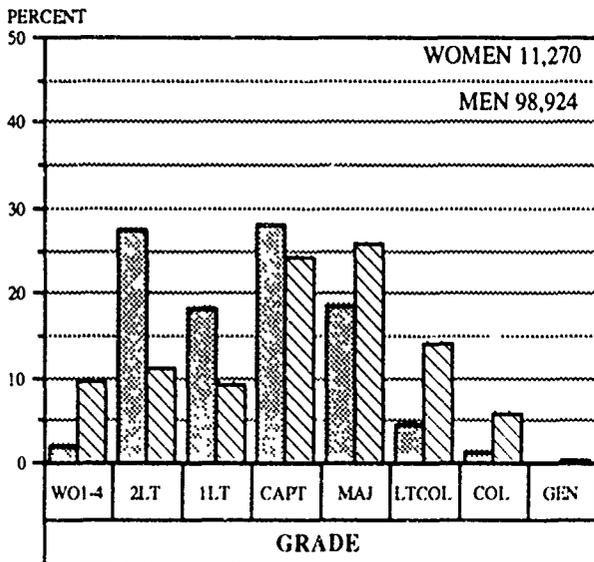
**ARMY NATIONAL GUARD BY GRADE**



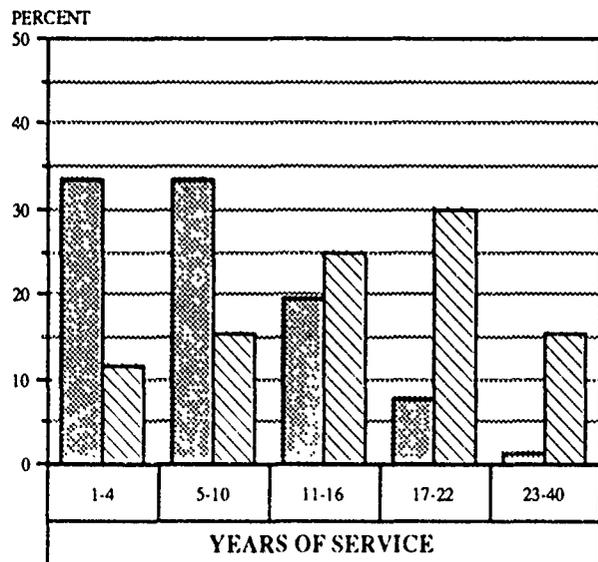
**ARMY NATIONAL GUARD BY YEARS OF SERVICE**



**ARMY RESERVE BY GRADE**



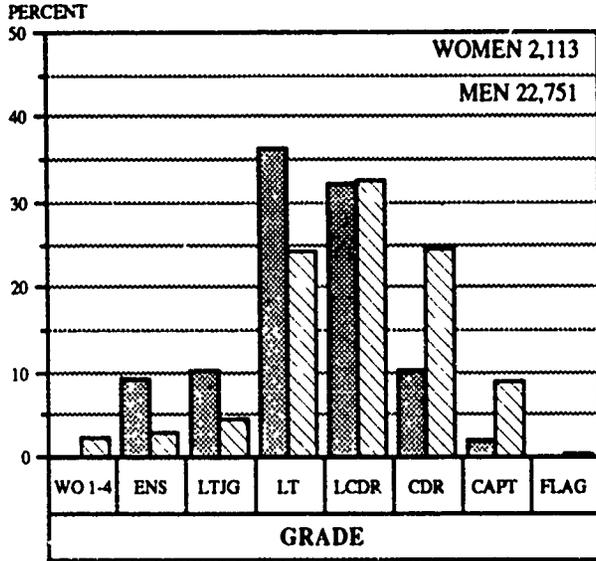
**ARMY RESERVE BY YEARS OF SERVICE**



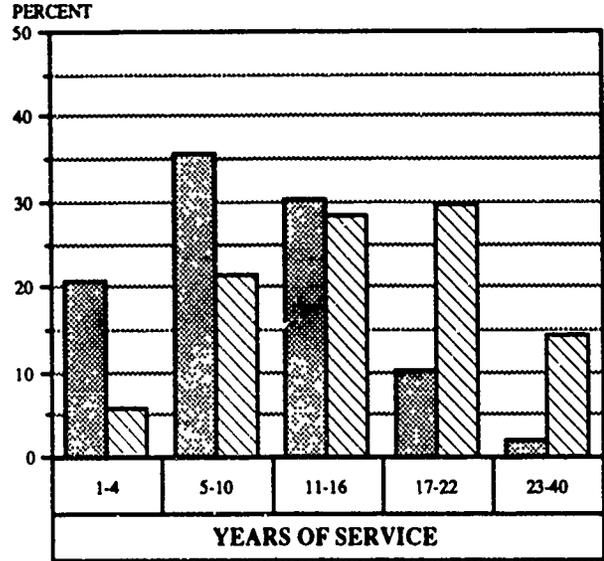
WOMEN   
MEN

# SELECTED RESERVE OFFICER DISTRIBUTION

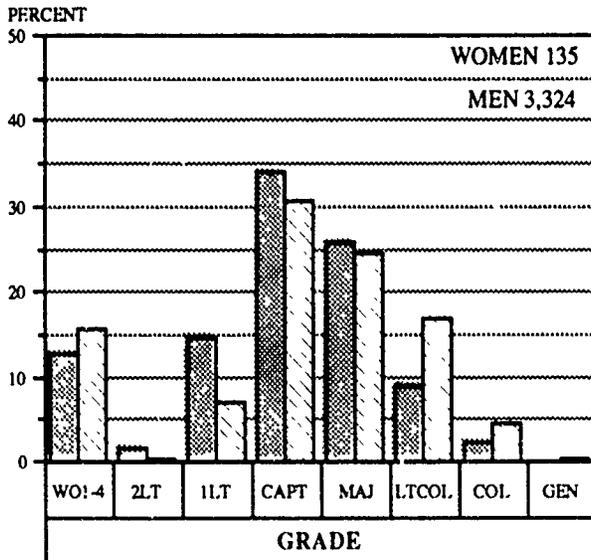
## NAVY RESERVE BY GRADE



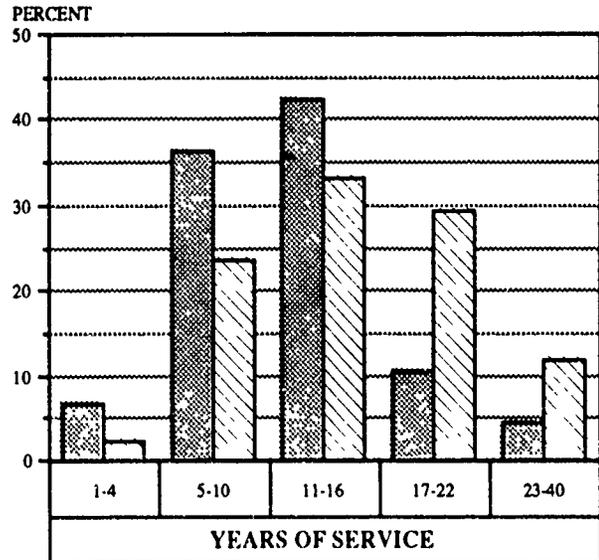
## NAVY RESERVE BY YEARS OF SERVICE



## MARINE CORPS RESERVE BY GRADE



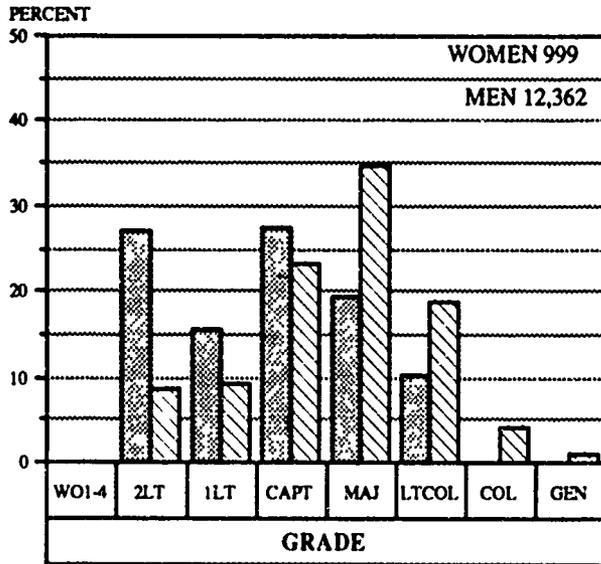
## MARINE CORPS RESERVE BY YEARS OF SERVICE



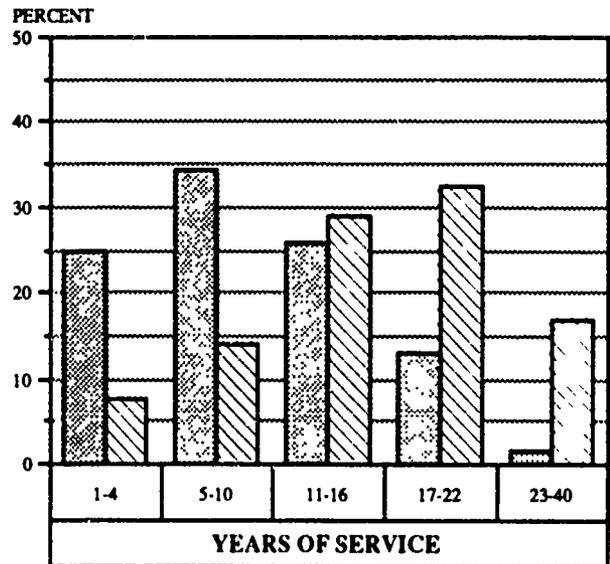
WOMEN  
 MEN

# SELECTED RESERVE OFFICER DISTRIBUTION

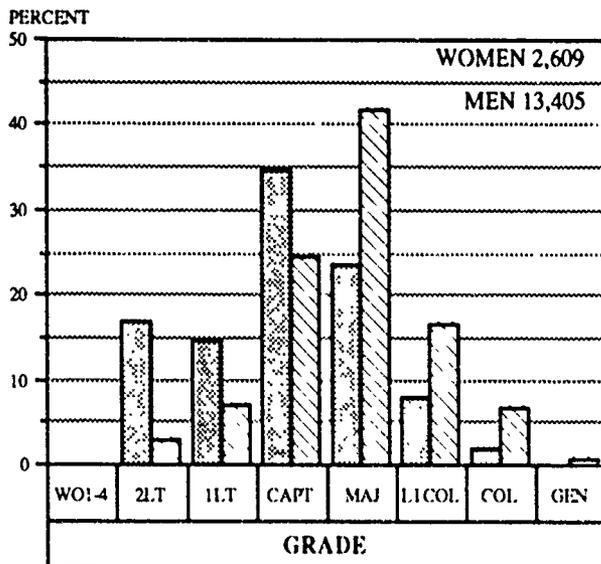
## AIR NATIONAL GUARD BY GRADE



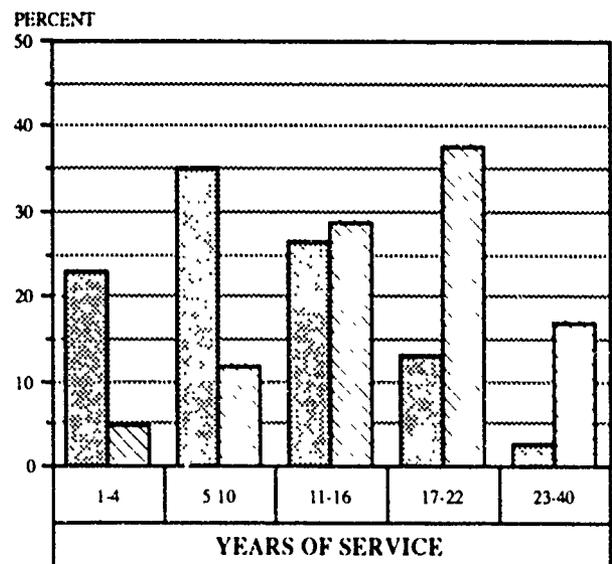
## AIR NATIONAL GUARD BY YEARS OF SERVICE



## AIR FORCE RESERVE BY GRADE



## AIR FORCE RESERVE BY YEARS OF SERVICE



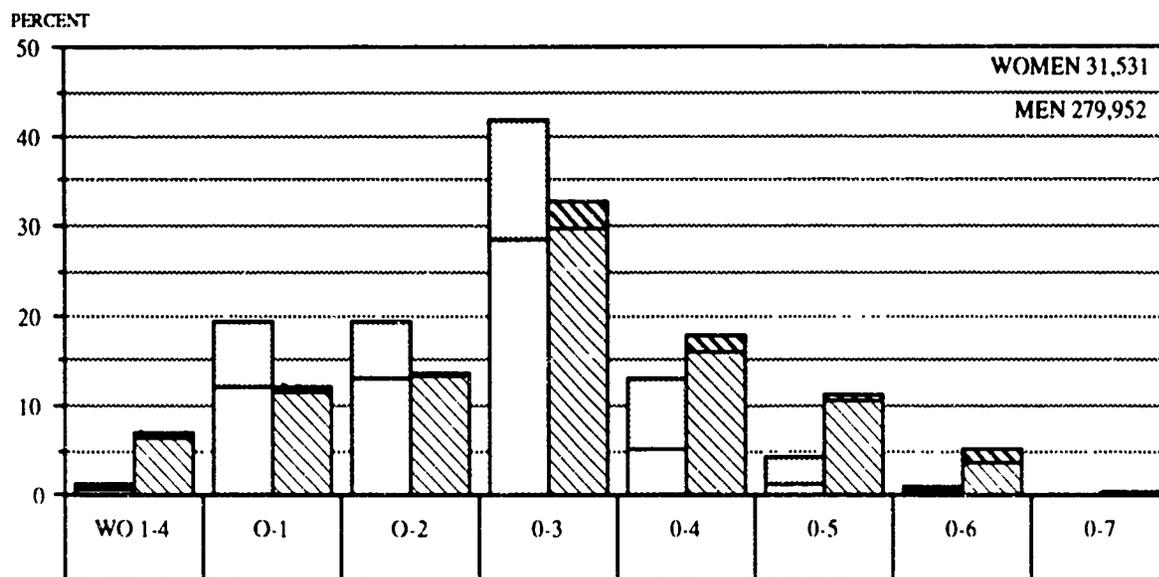
WOMEN   
MEN

## OFFICER GRADE DISTRIBUTION MEDICAL VS. NON-MEDICAL

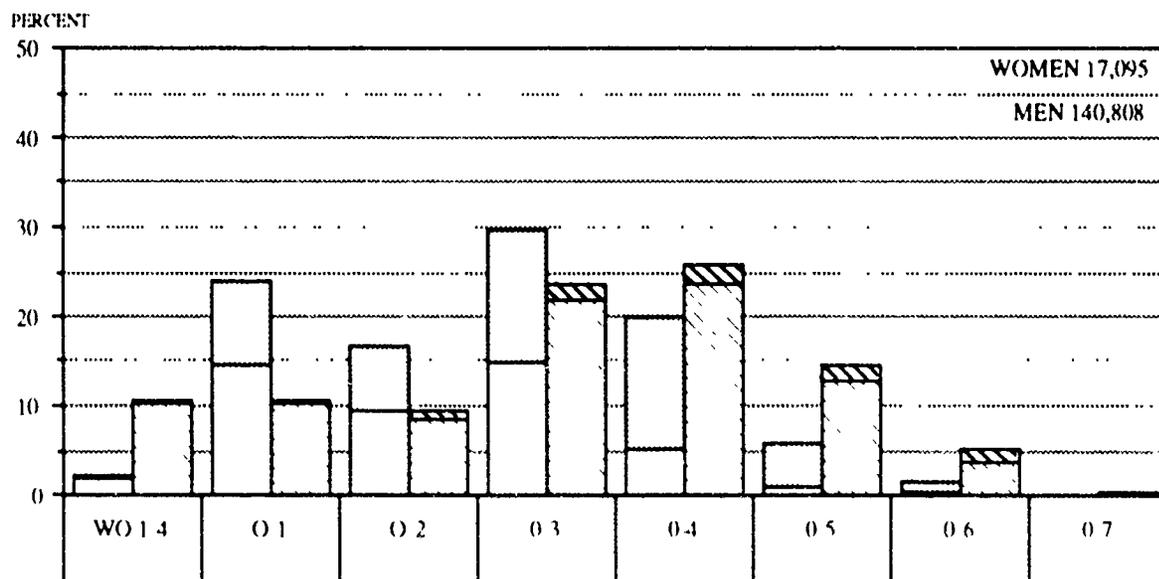
The following charts provide the same grade distribution data for male and female officers, but additionally reflect the within-grade distribution between medical and non-medical officers. The predominance of women in the medical category at the more senior grades is reflective of the fact that, prior to the early 1970's, the majority of women officers were nurses — 72 percent in 1971 as an example. Today nurses

comprise 38 percent of all women officers on active duty and over 50 percent of the women officers in the reserve components. This distribution will change as increasing numbers of non-medical women continue to enter and remain in the force. This information is broken out by each component in the following pages. The Marine Corps does not have medical personnel of its own but is supported by the Navy.

### DoD ACTIVE DUTY



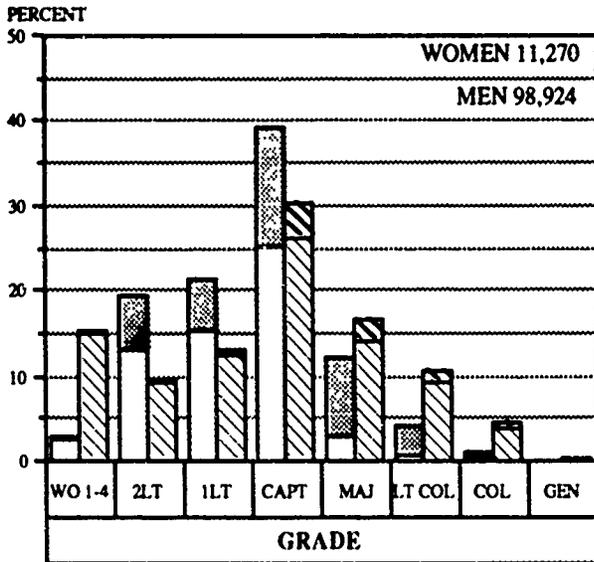
### DoD SELECTED RESERVE



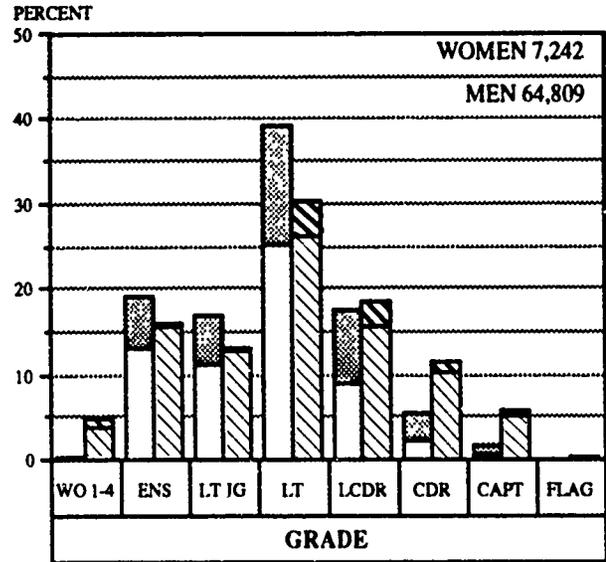
MEDICAL  
 NON-MEDICAL  
 W M

# ACTIVE DUTY OFFICER GRADE DISTRIBUTION MEDICAL VS. NON-MEDICAL

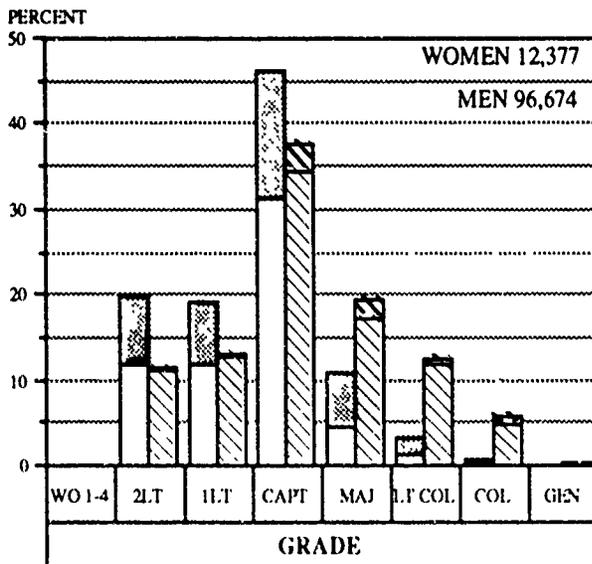
## ARMY



## NAVY



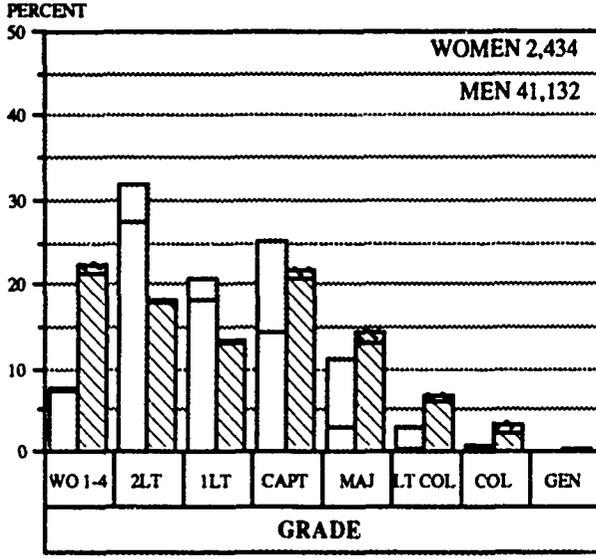
## AIR FORCE



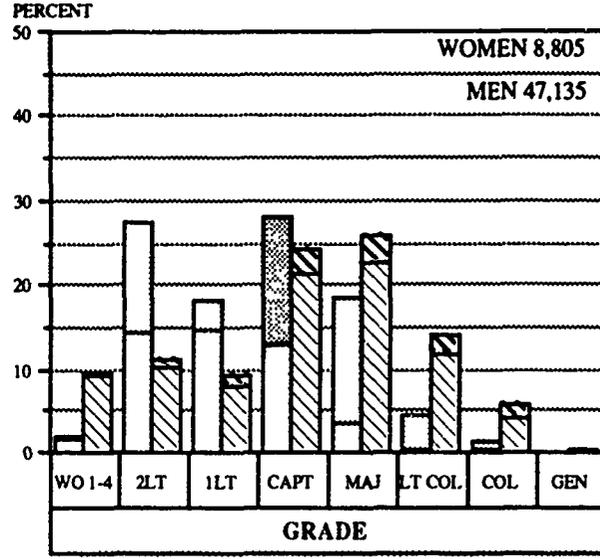
MEDICAL   
 NON-MEDICAL   
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# SELECTED RESERVE OFFICER GRADE DISTRIBUTION MEDICAL VS. NON-MEDICAL

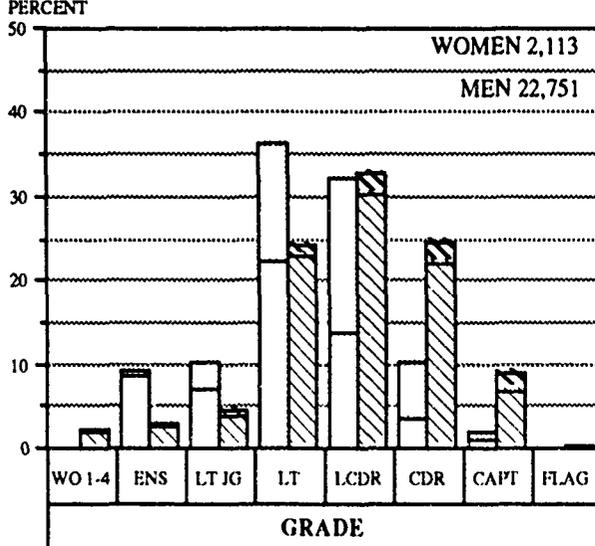
### ARMY NATIONAL GUARD



### ARMY RESERVE



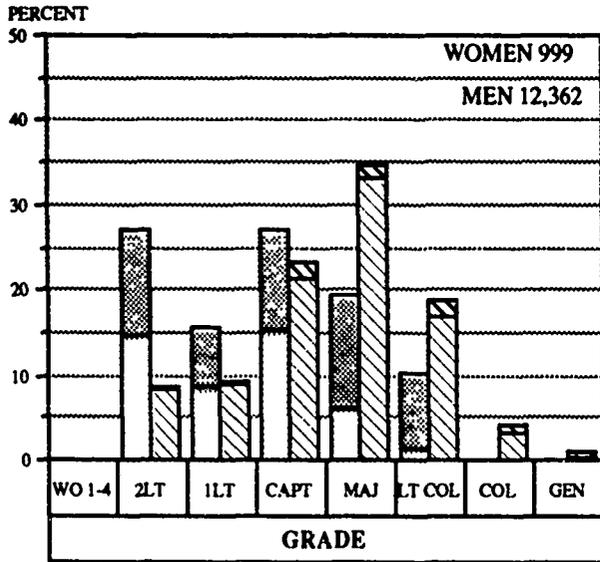
### NAVAL RESERVE



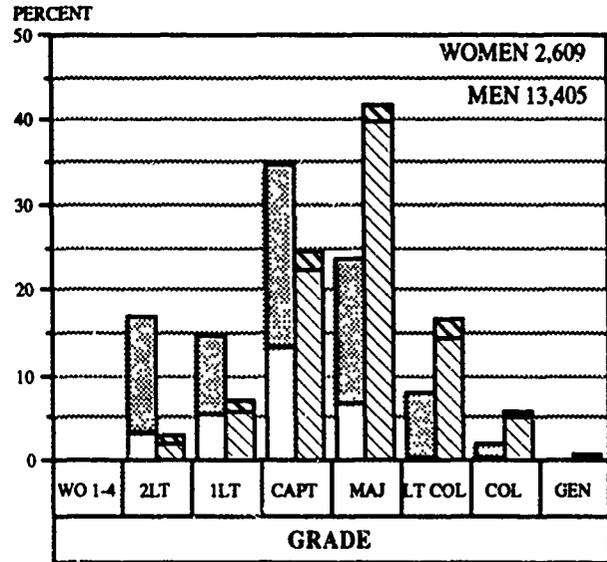
MEDICAL  
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# OFFICER GRADE DISTRIBUTION MEDICAL VS. NON-MEDICAL

**AIR NATIONAL GUARD**



**AIR FORCE RESERVE**



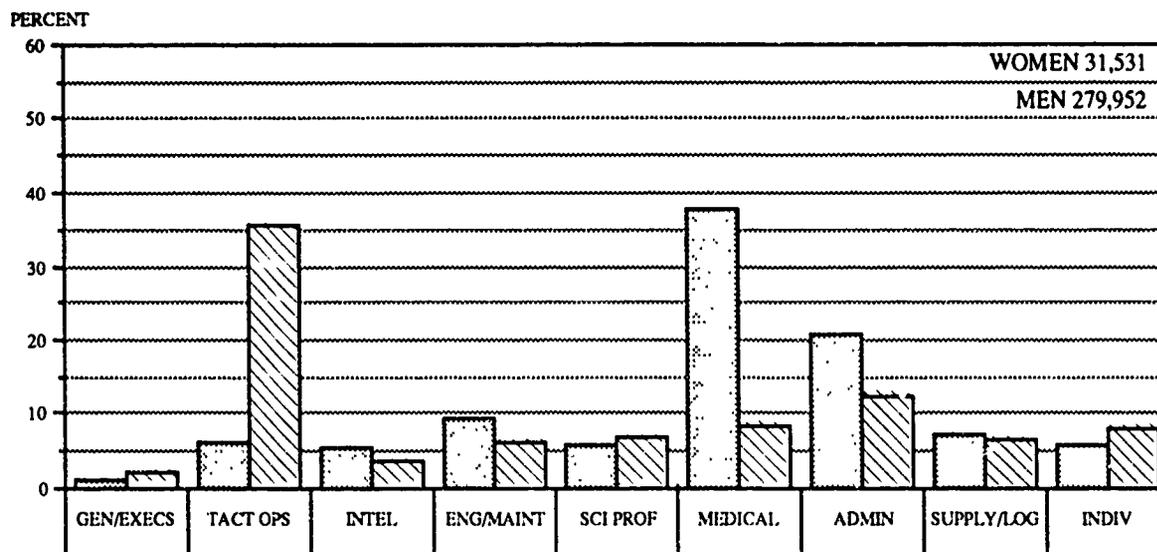
MEDICAL   
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# OFFICER DISTRIBUTION BY OCCUPATION GROUP

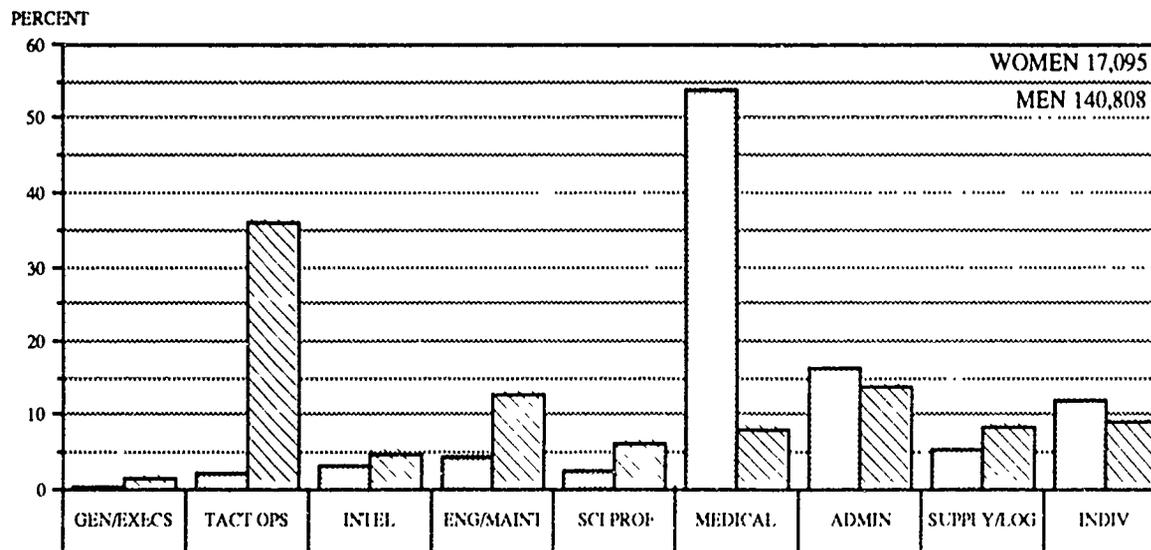
Each DOD Component classifies and manages commissioned and warrant officers to suit its unique force structure requirements. In classifying, training, and assigning officers a variety of factors are considered. Among the most important are: legal and policy constraints, costs, career opportunities, duty at sea or overseas, physical and mental criteria, personal preferences, and the

needs of each Service. To enable cross-service occupational comparisons, a system of DOD occupational groups is used. A synopsis of the kinds of skills in each group is shown on the following page. The occupational distribution of all DOD officers as of the end of Fiscal Year 1986 is shown on the following charts.

## OCCUPATIONAL DISTRIBUTION OF OFFICERS 30 SEPTEMBER 1986 ACTIVE DUTY



## SELECTED RESERVE



NOTE: Percent equals the percent of total male or female officers.

□ WOMEN  
▨ MEN

# OFFICER OCCUPATION GROUPS

## 1. GENERAL OFFICER AND EXECUTIVE.

- a. General and Flag.
- b. Executive.

## 2. TACTICAL OPERATIONS.

- a. Fixed-Wing Fighter and Bomber Pilot.
- b. Other Fixed-Wing Pilot.
- c. Helicopter Pilot.
- d. Aircraft Crew.
- e. Ground and Naval Arms.
- f. Missile.
- g. Operations Staff.
- h. Civilian Pilot.

## 3. INTELLIGENCE.

- a. Intelligence, General.
- b. Communications Intelligence.
- c. Counterintelligence.

## 4. ENGINEERING AND MAINTENANCE.

- a. Construction and Utilities.
- b. Electrical/Electronics.
- c. Communications and Radar.
- d. Aviation Maintenance.
- e. Ordnance.
- f. Missile Maintenance.
- g. Ship Construction and Maintenance.
- h. Ship Machinery.
- i. Safety.
- j. Chemical.
- k. Automotive.
- l. Surveying and Mapping.
- m. Other.

## 5. SCIENTIFIC AND PROFESSIONAL.

- a. Physical Science.
- b. Meteorology.
- c. Biological Science.
- d. Social Science.
- e. Psychology.
- f. Law.
- g. Chaplain.
- h. Social Work.
- i. Mathematics and Statistics.
- j. Education.
- k. Research and Development.
- l. Community Activities.
- m. Scientific and Professional.

## 6. MEDICAL

- a. Physician.
- b. Dentist.
- c. General Nurse.
- d. Nursing Specialist.
- e. Veterinarian.
- f. Allied Medical Support.

## 7. ADMINISTRATIVE.

- a. Administration, General.
- b. Training Administration.
- c. Manpower and Personnel.
- d. Comptroller/Fiscal Management.
- e. Data Processing.
- f. Pictorial (Photo, Motion Picture, TV).
- g. Information (Public and Internal).
- h. Police (Law Enforcement and Security).
- i. Inspection (General and Technical).
- j. Medical Administration.
- k. Morale and Welfare.

## 8. SUPPLY AND LOGISTICS.

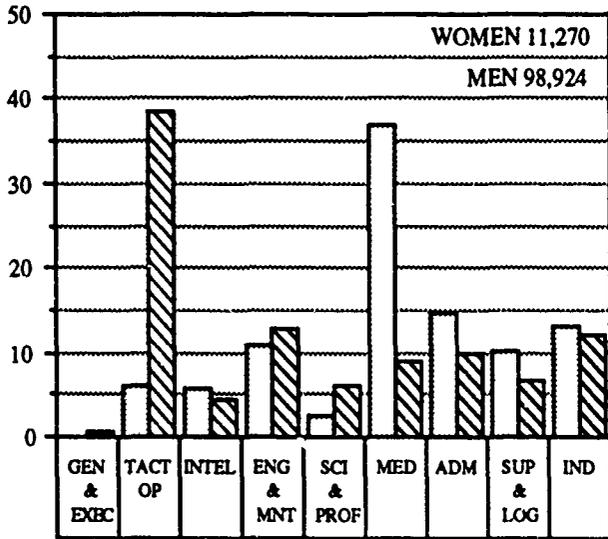
- a. Logistics, General.
- b. Supply.
- c. Transportation.
- d. Procurement and Production.
- e. Food Service.
- f. Exchange and Commissary.
- g. Other.

## 9. INDIVIDUALS.

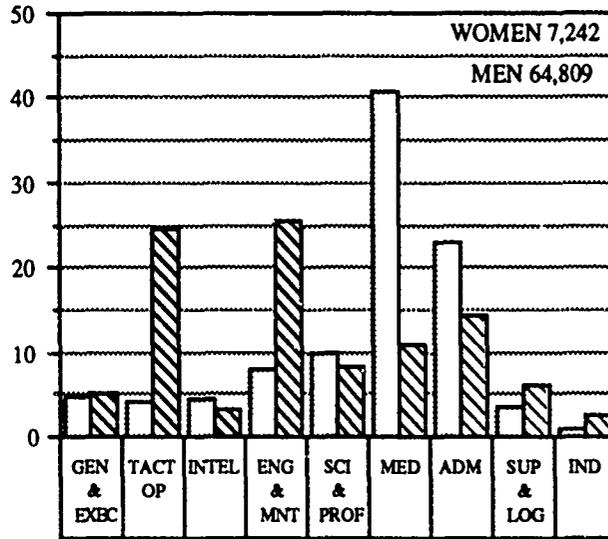
- a. Patients.
- b. Students/Trainees.
- c. Other.

# OCCUPATIONAL DISTRIBUTION OF ACTIVE DUTY OFFICERS

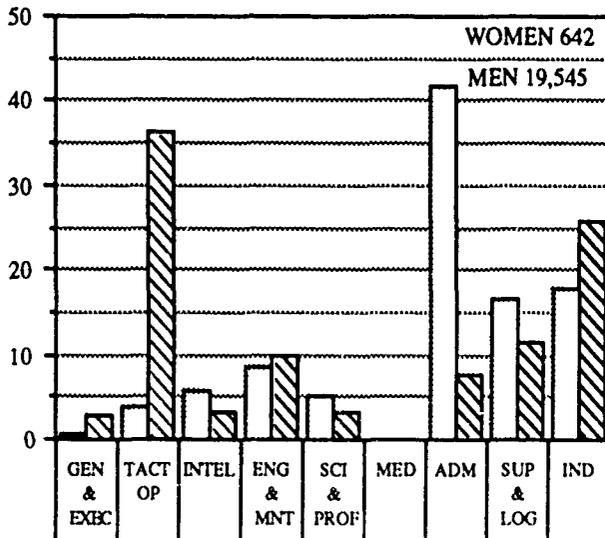
## ARMY



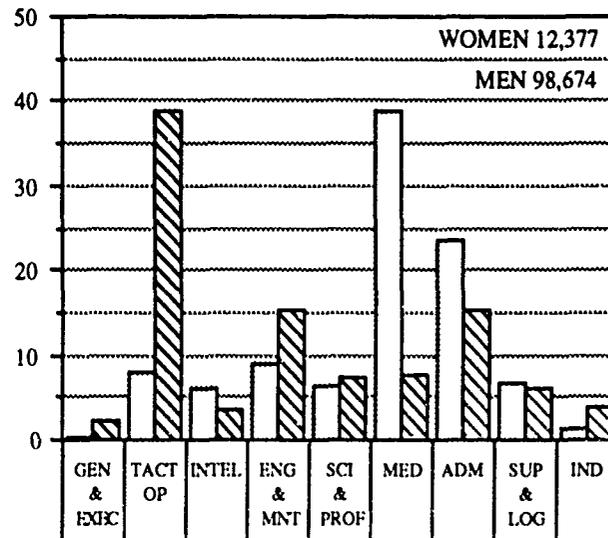
## NAVY



## MARINE CORPS



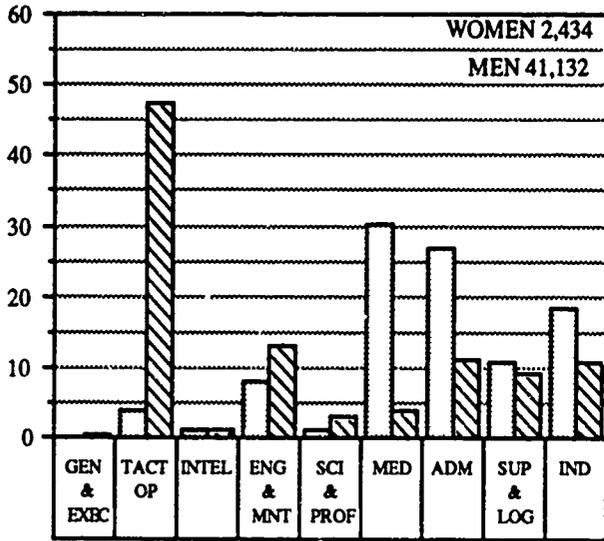
## AIR FORCE



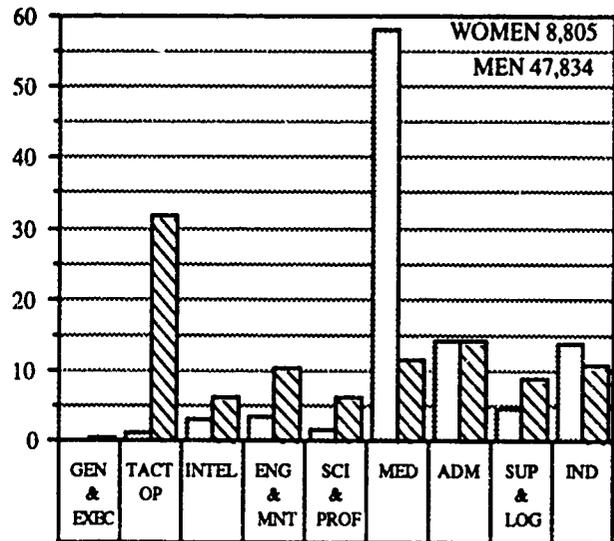
WOMEN  
 MEN

# OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE OFFICERS

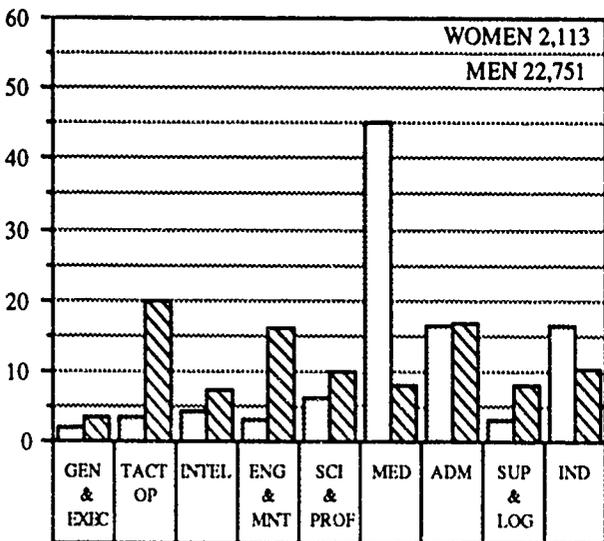
### ARMY NATIONAL GUARD



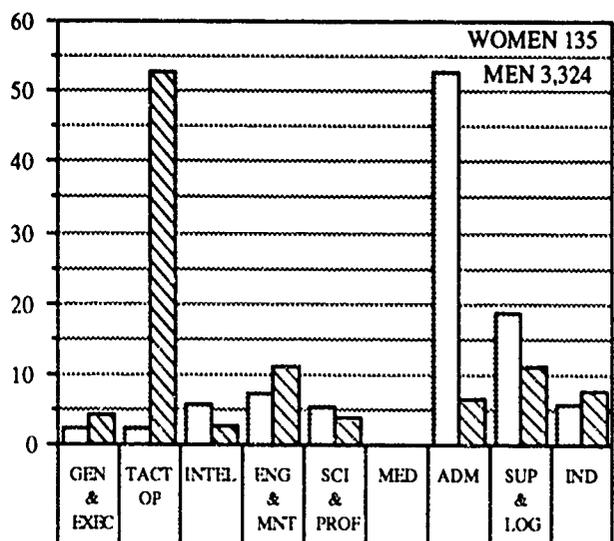
### ARMY RESERVE



### NAVY RESERVE



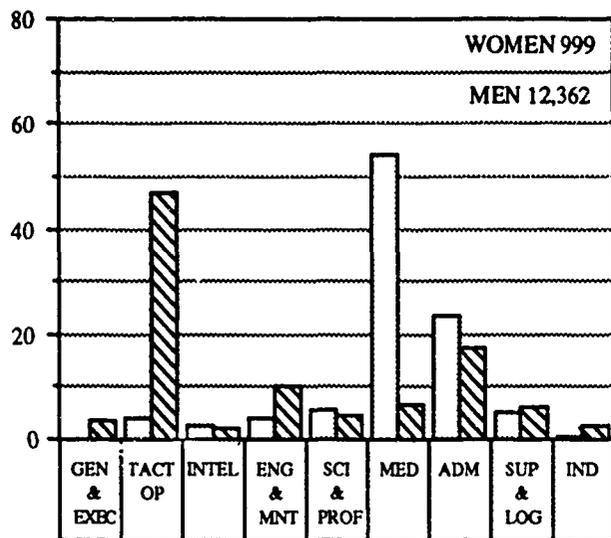
### MARINE CORPS RESERVE



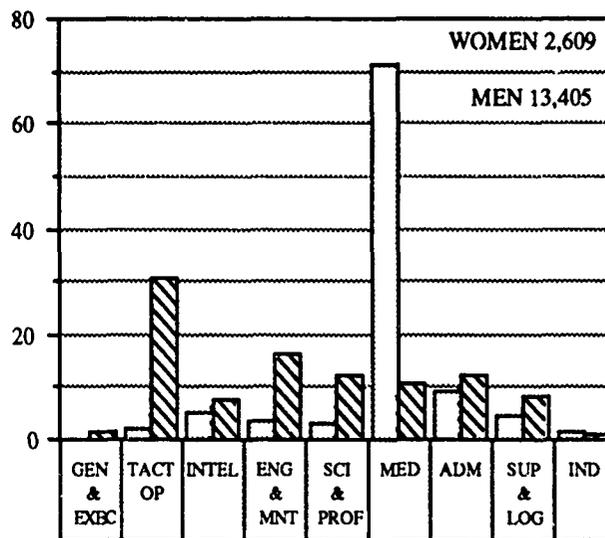
WOMEN   
MEN

# OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE OFFICERS

### AIR NATIONAL GUARD



### AIR FORCE RESERVE



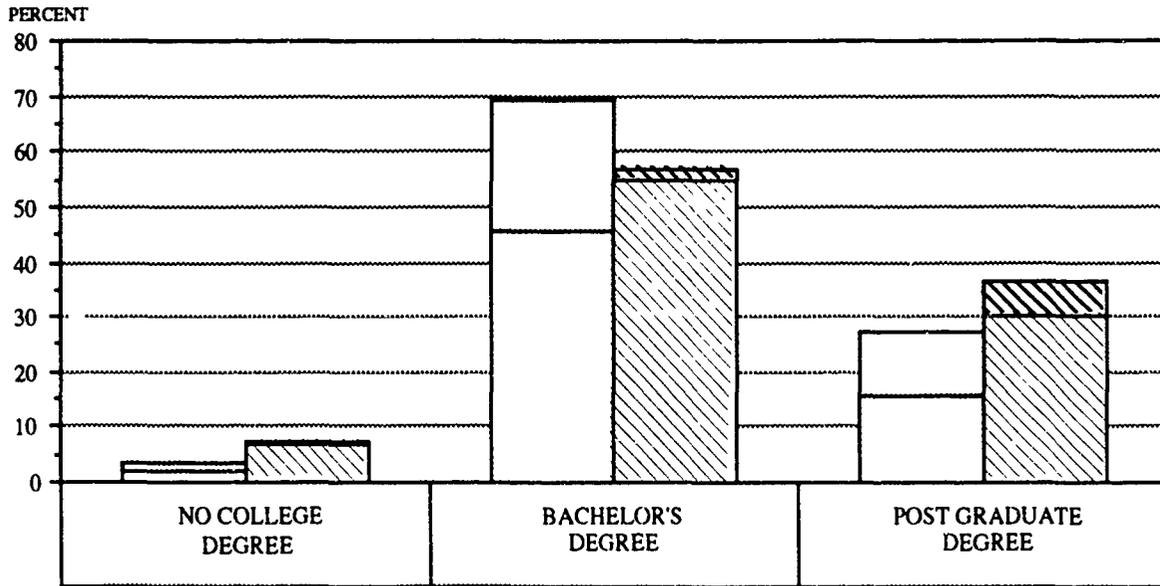
WOMEN  
 MEN

# OFFICER EDUCATION LEVELS

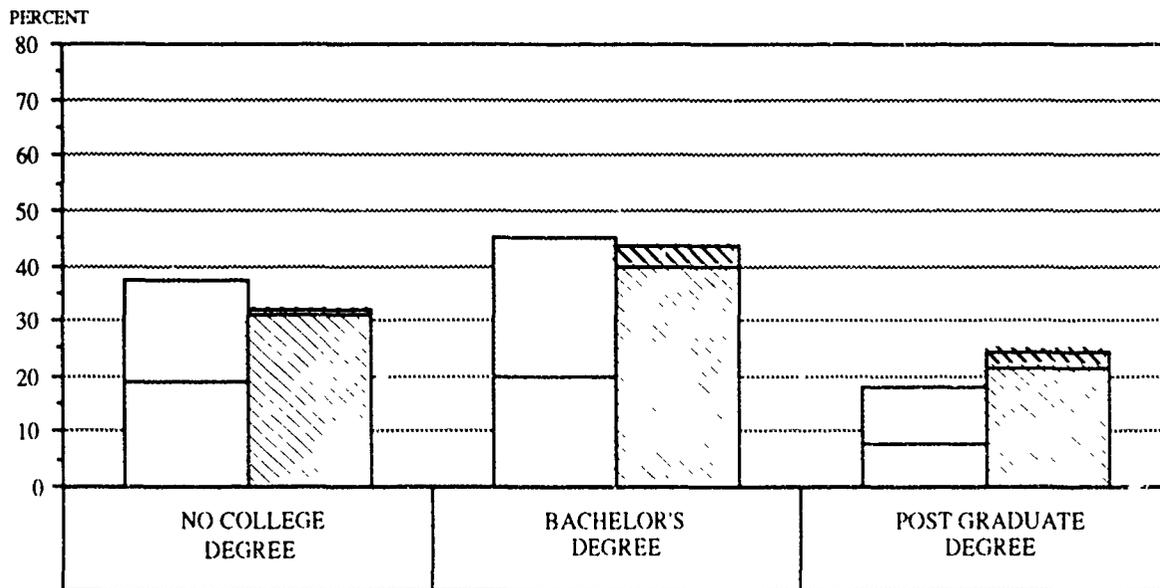
Commissioned officers generally possess baccalaureate or higher degrees. The educational levels of men and women are very similar.

Difference at the postgraduate level are generally attributable to the higher median level of years of service (YOS) of male officers.

## DoD ACTIVE DUTY



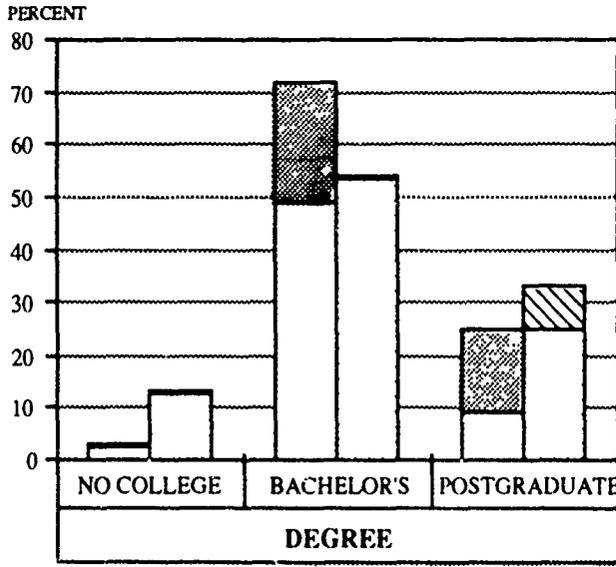
## DoD SELECTED RESERVE



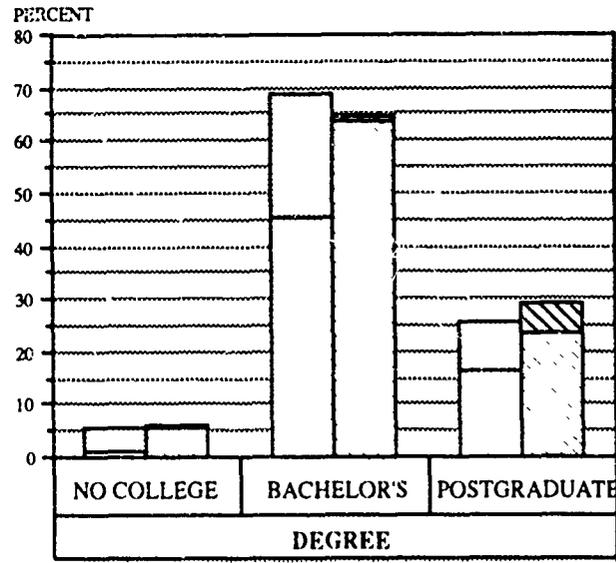
MEDICAL    
 NON-MEDICAL    
 W M

# ACTIVE DUTY OFFICER EDUCATION LEVELS

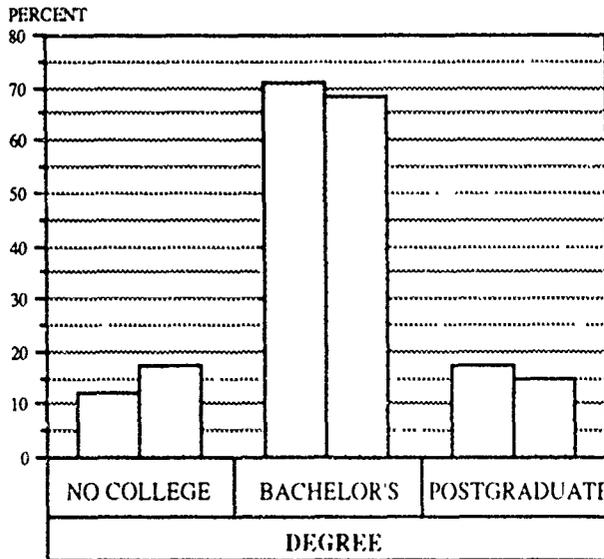
## ARMY



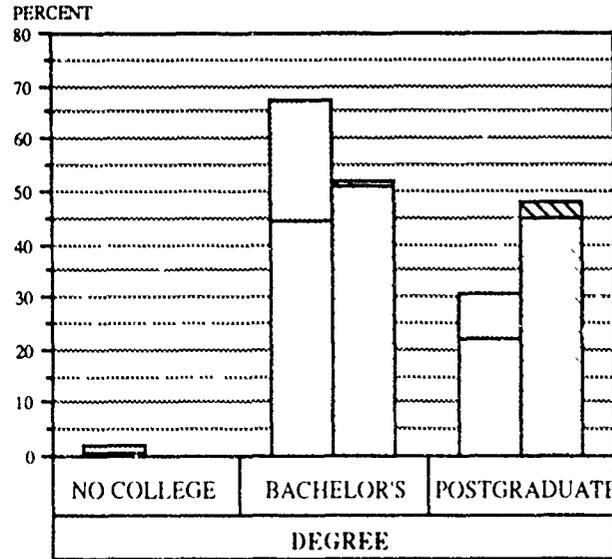
## NAVY



## MARINE CORPS



## AIR FORCE



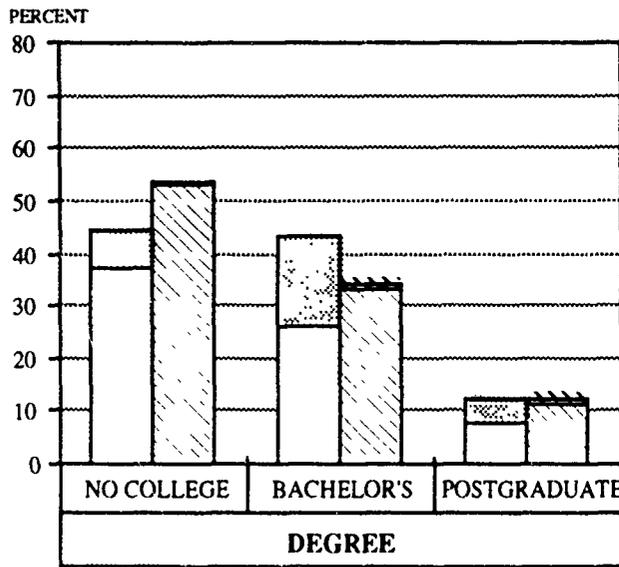
NOTE: The Marine Corps utilizes Navy medical support.

MEDICAL  
 NON-MEDICAL

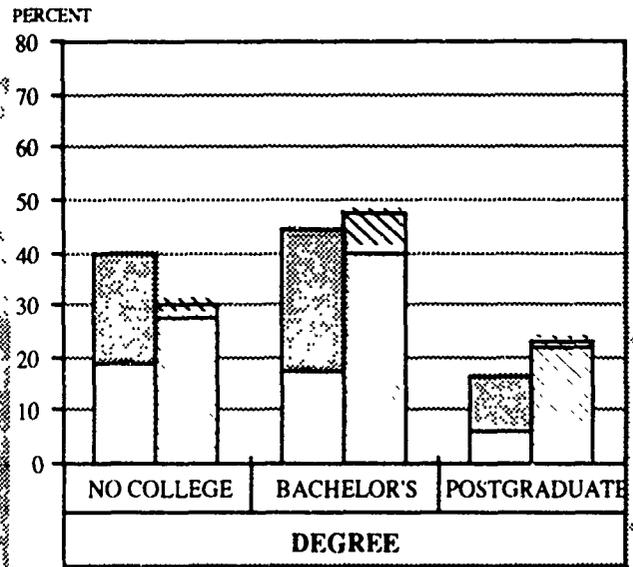
W M

# SELECTED RESERVE OFFICER EDUCATION LEVELS

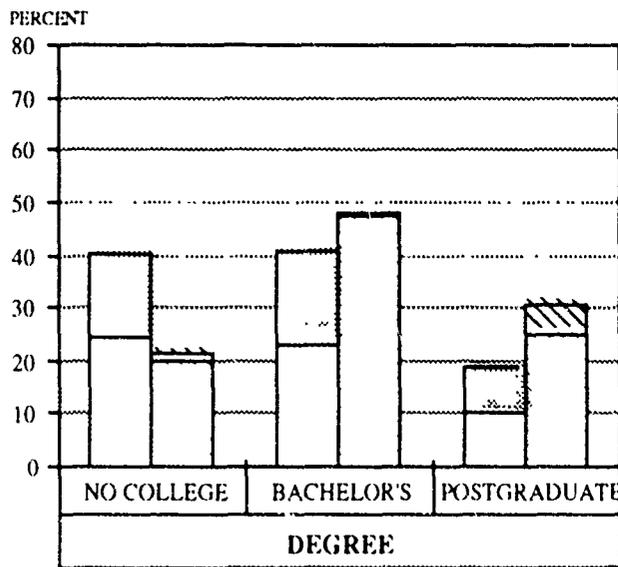
## ARMY NATIONAL GUARD



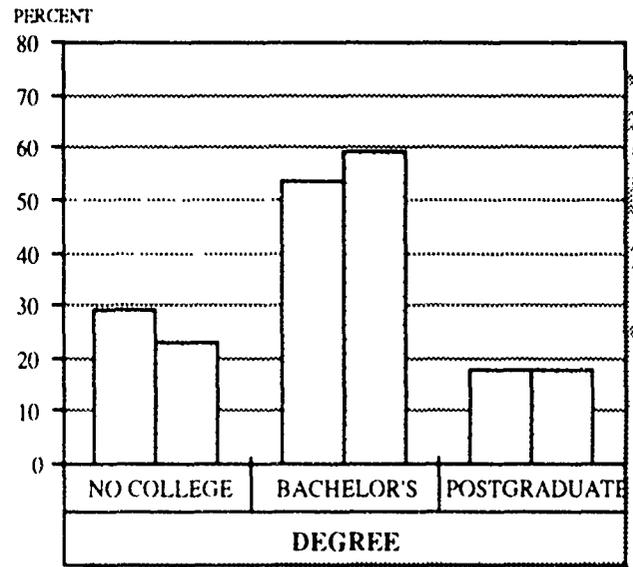
## ARMY RESERVE



## NAVAL RESERVE



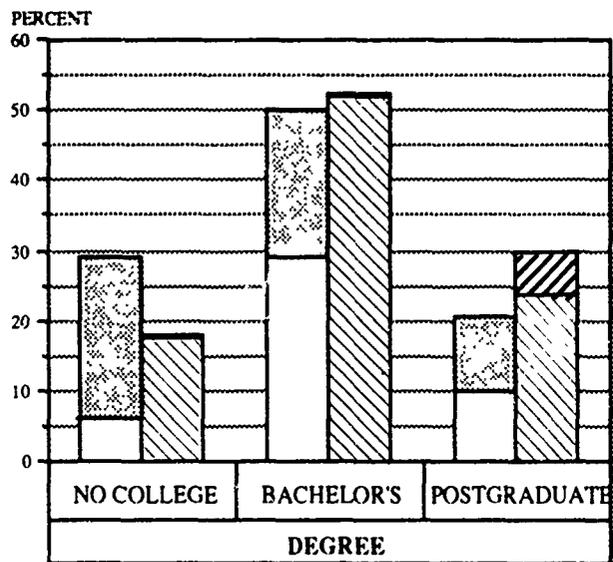
## MARINE CORPS RESERVE



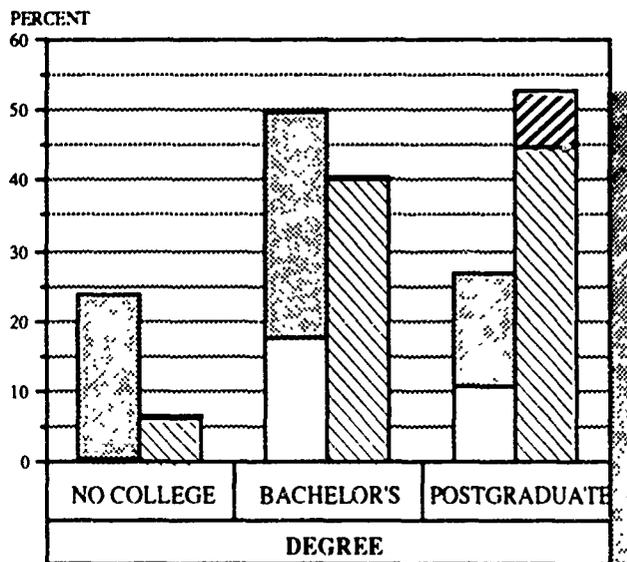
MEDICAL   
 NON-MEDICAL   
 W M

# SELECTED RESERVE OFFICER EDUCATION LEVELS

## AIR FORCE GUARD



## AIR RESERVE



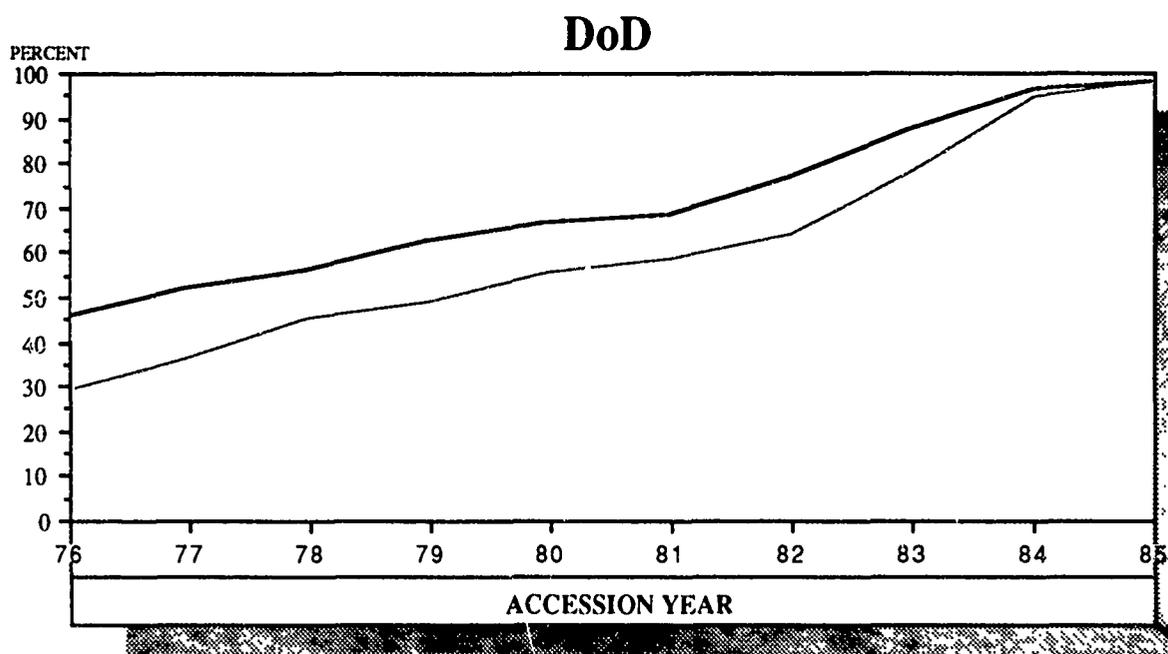
 MEDICAL  
 NON-MEDICAL  
 W M

# OFFICER RETENTION LEVELS

Retention of officers is a critical personnel management variable. Retention impacts upon accession, promotion, and other management

plans. The following charts reflect the recent history of retention patterns for men and women.

## CUMULATIVE OFFICER RETENTION PERCENT REMAINING ON DUTY AS OF SEPTEMBER 1986

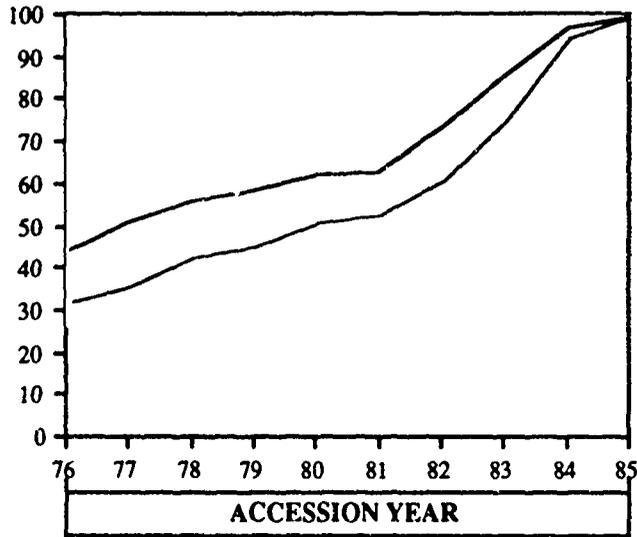


NOTE: Since there is no specific accession pattern for Guard and Reserve officers as compared to that for active duty officers, data on reserve officer

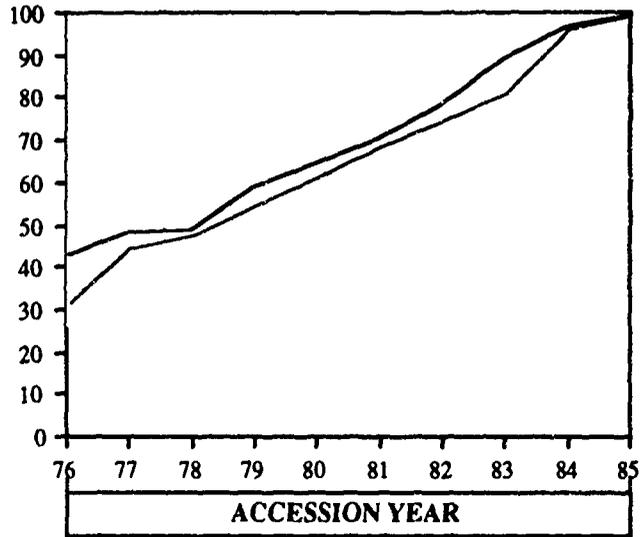
retention levels by entry cohort has not been compiled.

# ACTIVE DUTY OFFICER DISTRIBUTION

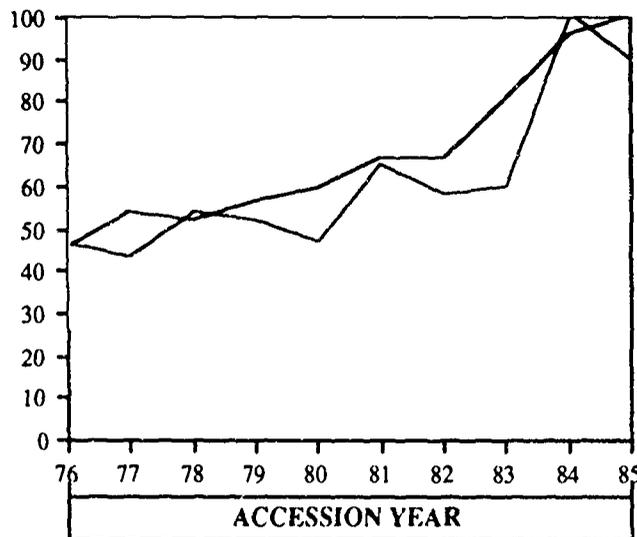
ARMY



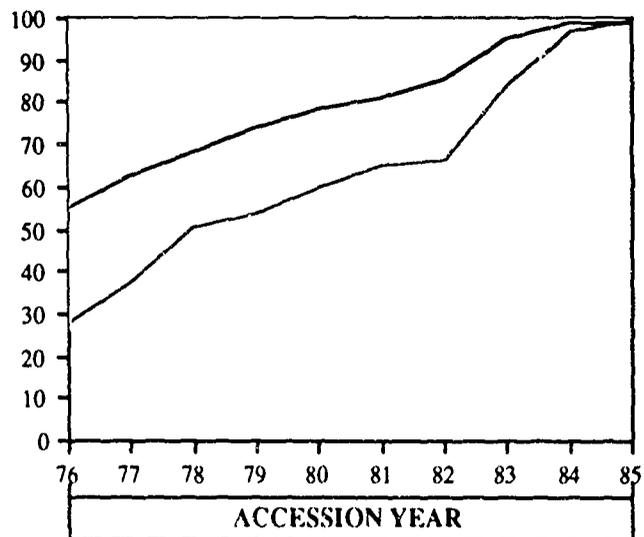
NAVY



MARINE CORPS



AIR FORCE

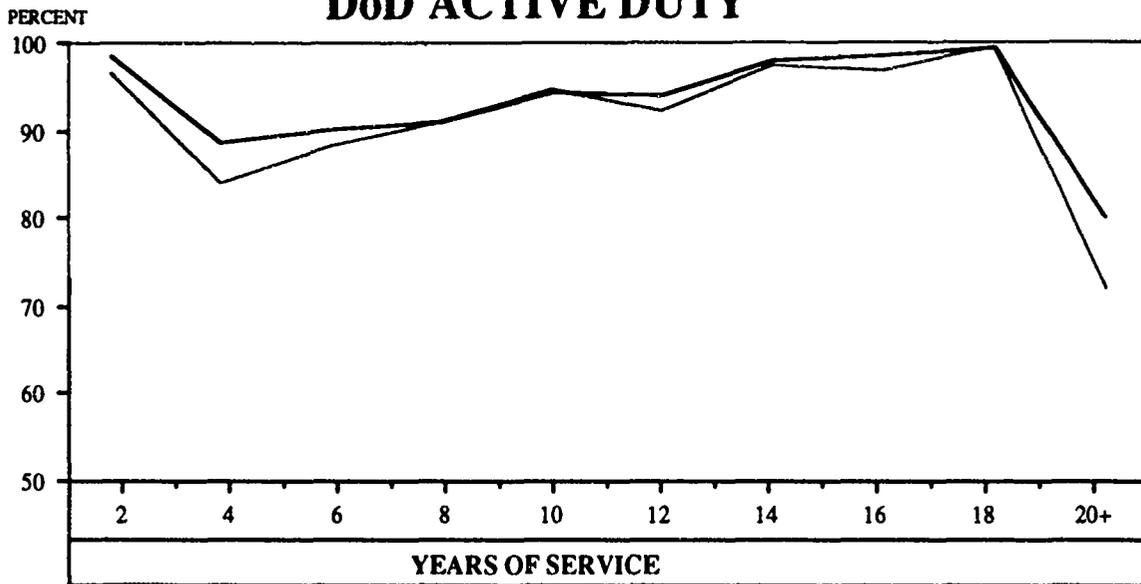


— WOMEN  
— MEN

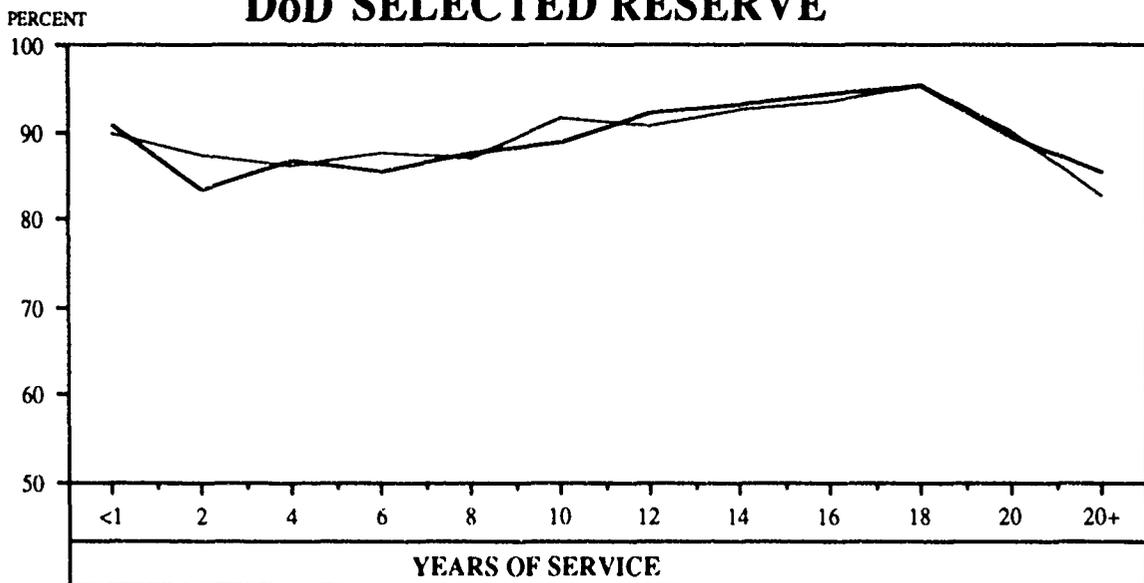
# OFFICER YEARS OF SERVICE CONTINUATION RATES FOR FISCAL YEAR 1986

Fiscal Year 1986 continuation by YOS is the percent of each year group that remained on duty throughout 1986.

## DoD ACTIVE DUTY



## DoD SELECTED RESERVE



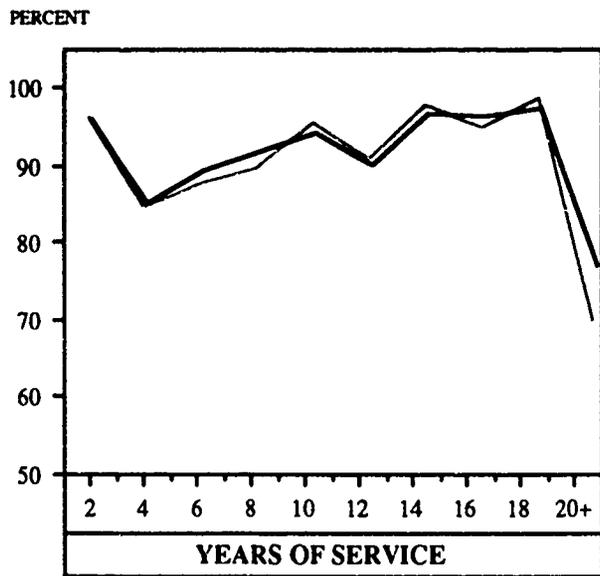
NOTE: Continuation percentage represents the proportion of all officers with more than 20 YOS that remained on duty throughout 1986. Unlike the active force where 20 years is a major force ad-

justment point, the majority of National Guard and Reserve officers tend to continue beyond 20 years at relatively stable rates as shown.

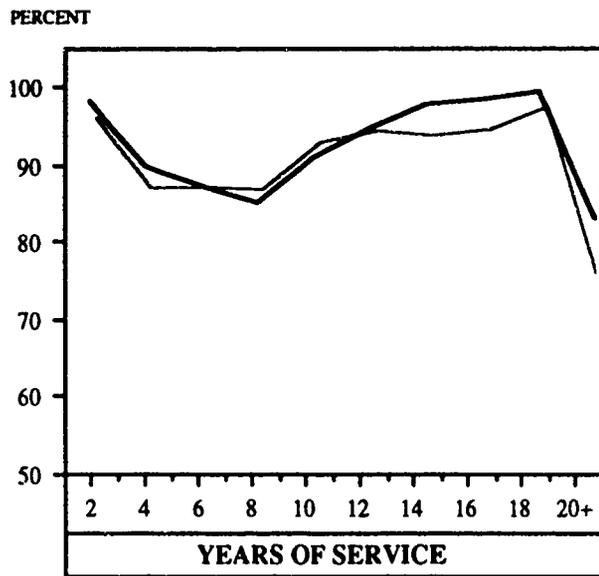
WOMEN   
MEN

# OFFICER YEARS OF SERVICE CONTINUATION RATES FOR FISCAL YEAR 1986 ACTIVE DUTY

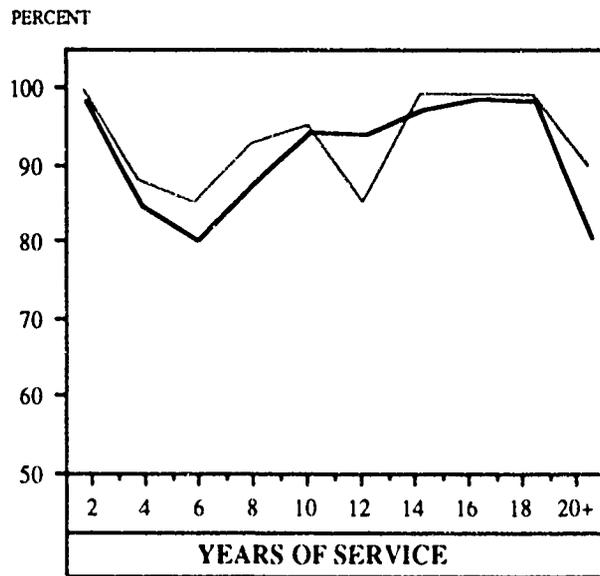
**ARMY**



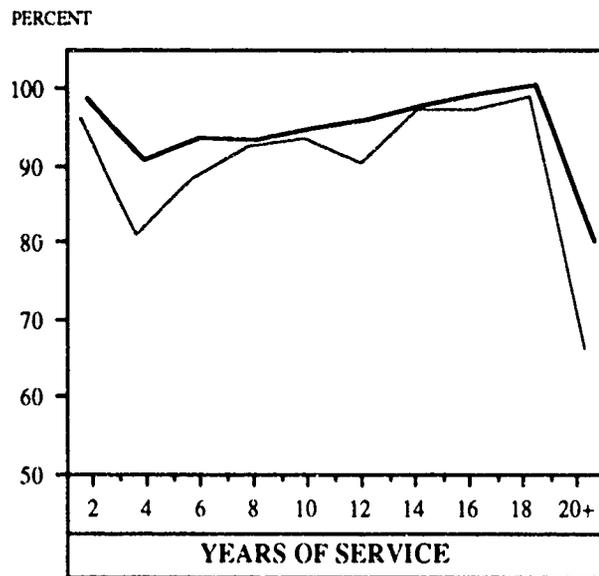
**NAVY**



**MARINE CORPS**

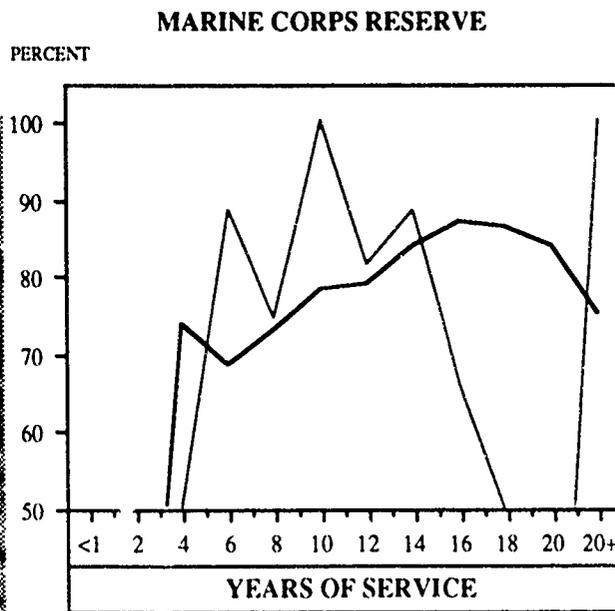
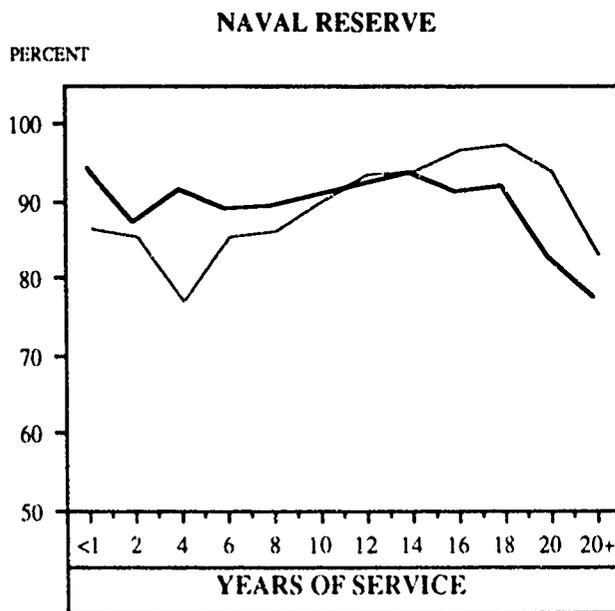
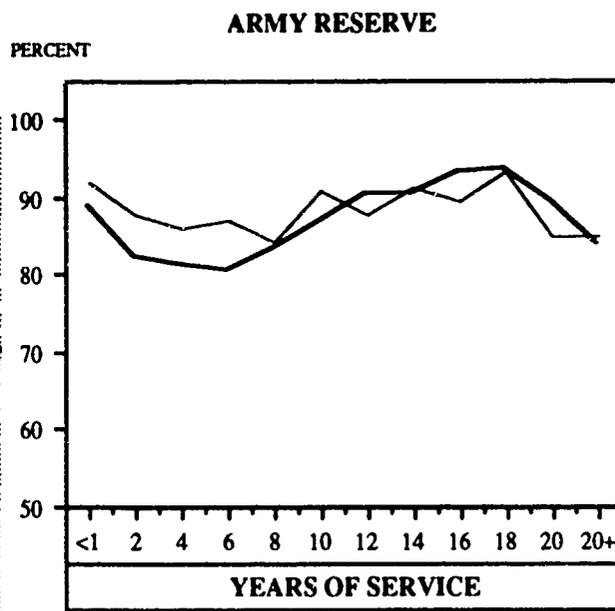


**AIR FORCE**



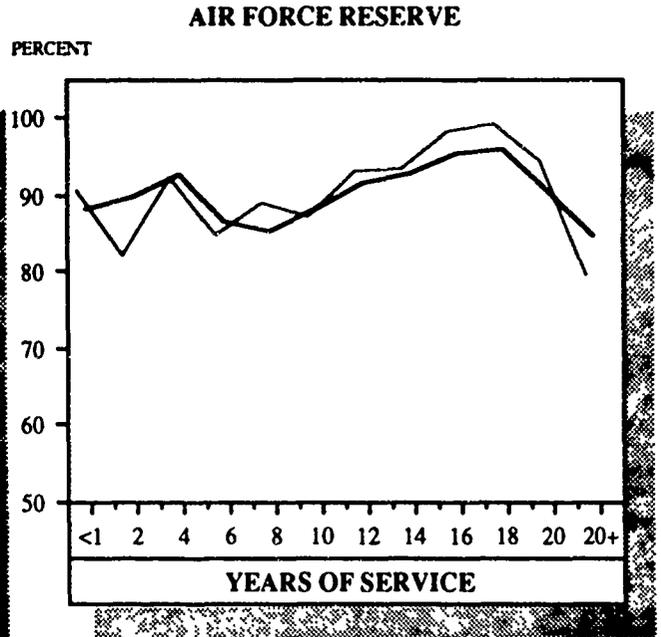
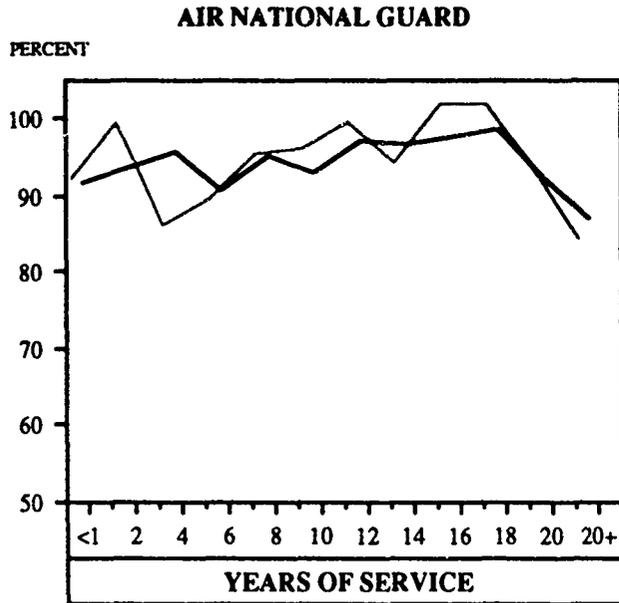
--- WOMEN  
— MEN

# OFFICER YEARS OF SERVICE CONTINUATION RATES FOR FISCAL YEAR 1986 SELECTED RESERVE



WOMEN —  
MEN —

# OFFICER YEARS OF SERVICE CONTINUATION RATES FOR FISCAL YEAR 1986 SELECTED RESERVE



— WOMEN  
- - - MEN

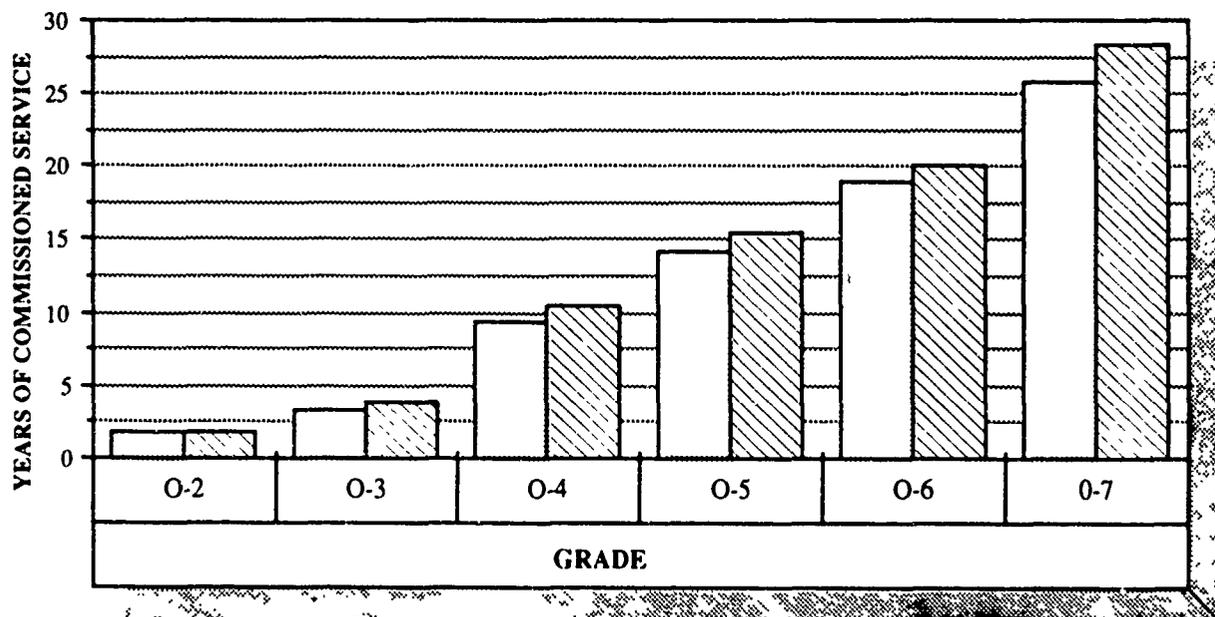
# OFFICER TIME-IN-SERVICE (TIS) AT PROMOTION

Officer promotion policies and plans respond to Service requirements and applicable law. Eligibility for consideration for promotion is primarily based upon seniority within competitive categories. Selection for promotion is dependent upon demonstrated potential for acceptance of greater responsibility. This chart compares the TIS at promotion, for men and women, based upon pro-

motion to the grade they held at the end of Fiscal Year 1985. It should be noted that, prior to 1982, separate promotion boards were held for male and female officers in the Navy and Marine Corps.

Separate promotion data on the National Guard and Reserve components is not currently compiled.

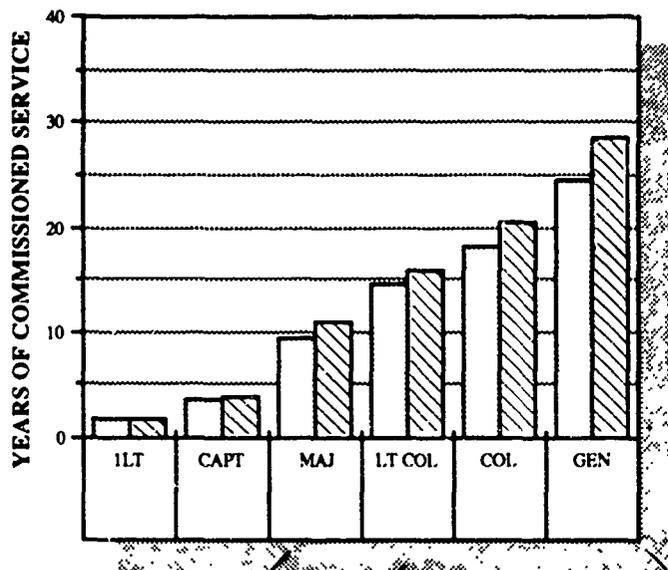
## DoD



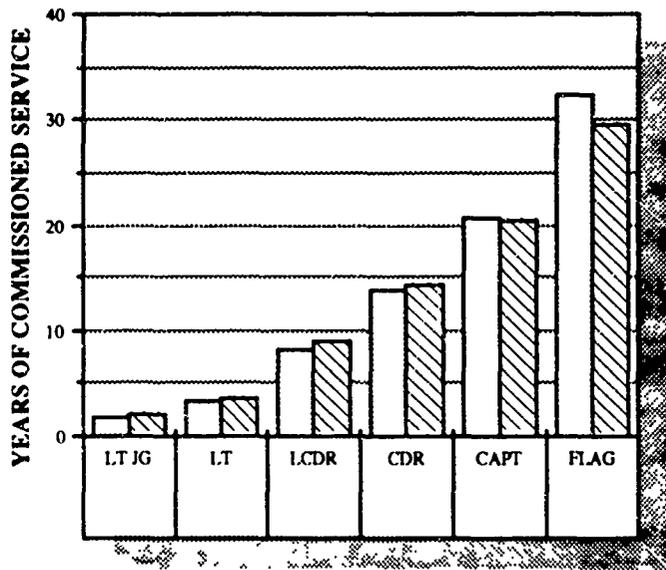
WOMEN   
MEN

# OFFICER TIME-IN-SERVICE (TIS) AT PROMOTION

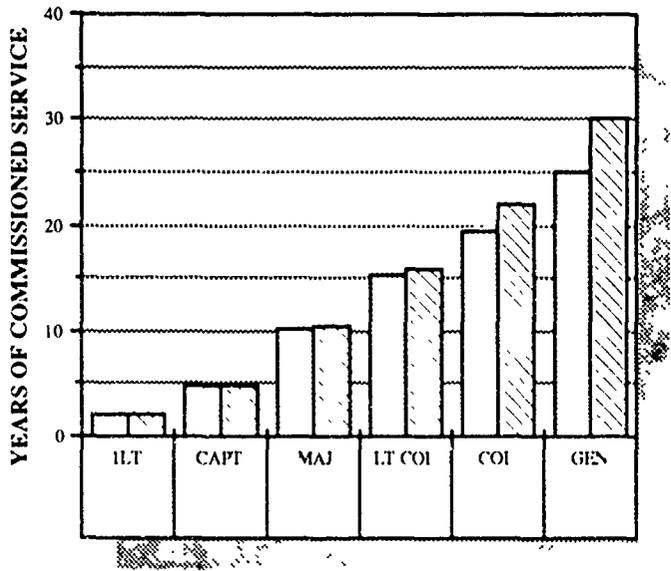
**ARMY**



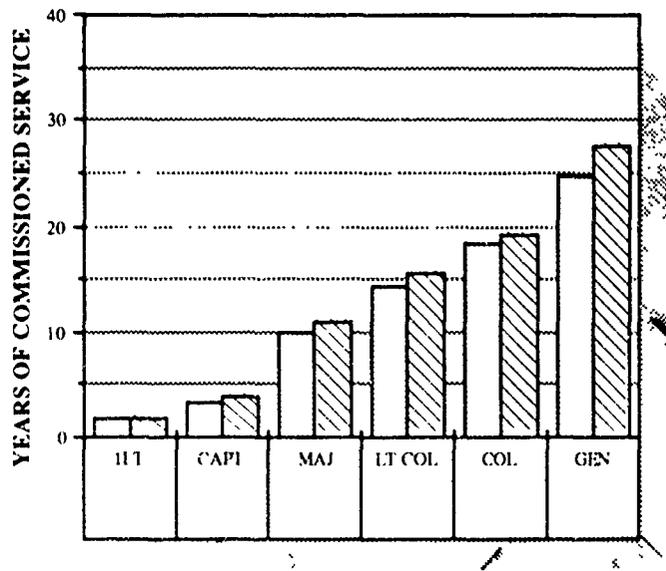
**NAVY**



**MARINE CORPS**



**AIR FORCE**



WOMEN  
 MEN

# OFFICER ADVANCEMENT OFFICER RETENTION AND ADVANCEMENT

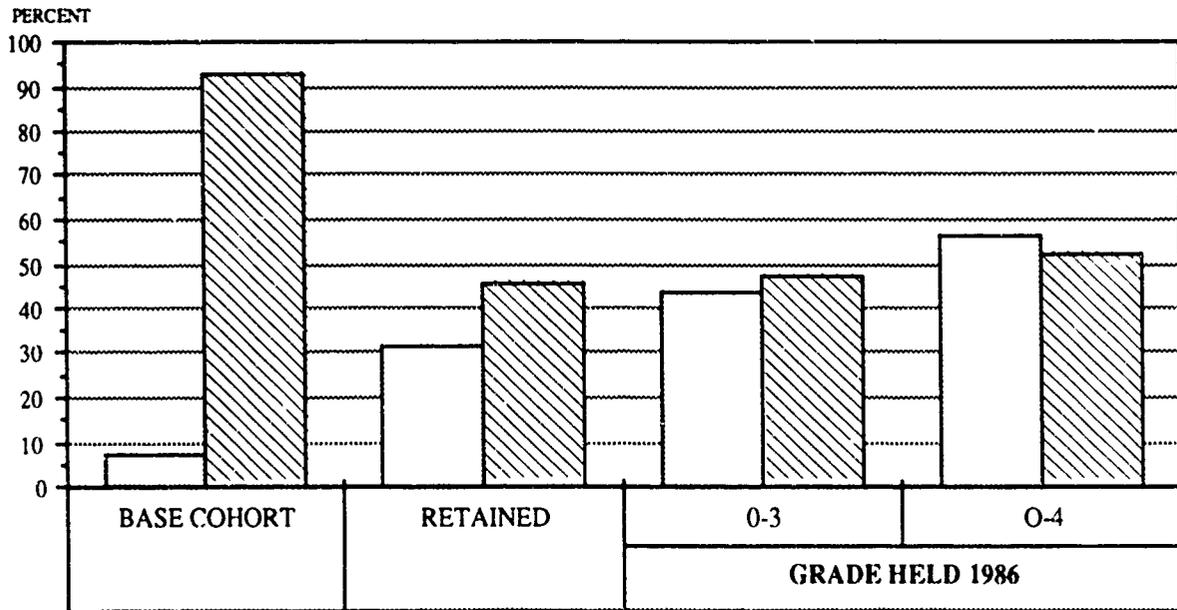
These charts show how selected groups of men and women who have chosen to remain on active duty have advanced.

The first set of charts compares retention and promotion for selected grades and fiscal years. The bar labeled "base cohort" shows the percent of men and women (2nd Lieutenants/Ensigns, Lieutenants/Captains, or Majors/Lieutenant Commanders) in service in a given year. The second set of bars, labeled "retained," shows the percent of the base cohort remaining on duty at the end of

Fiscal Year 1986. The last set of bars, labeled with paygrades, shows the grade distribution of those that remained in the Service.

The National Guard and Reserves access personnel at several levels of grade/rank as well as at the beginning entry level of 2nd Lieutenant/Ensign as in the active components. For that reason, cohort data based on entry year is not currently compiled for the National Guard and Reserve components.

## DoD



1. IN THE BASE COHORT, OF LT/ENS IN 1976, 93% WERE MEN AND 7% WERE WOMEN.

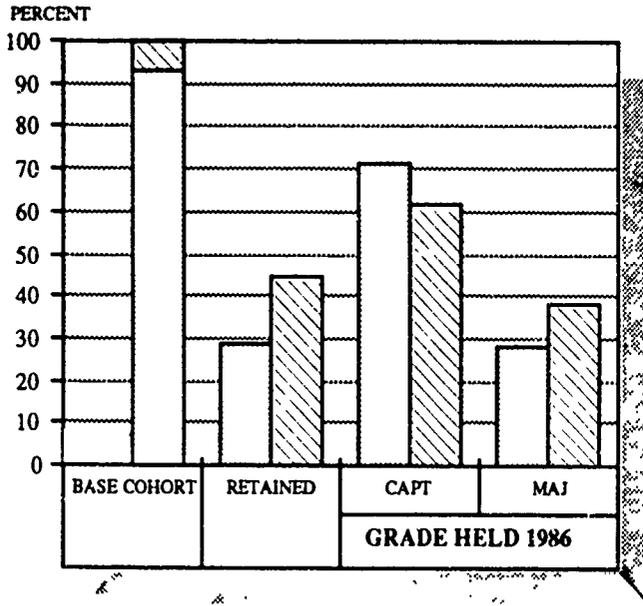
2. IN 1986, 45% OF THE MEN AND 32% OF THE WOMEN REMAINED IN THE SERVICE.

3. THE GRADE DISTRIBUTION OF THOSE THAT REMAINED IS AS SHOWN IN THE LAST SET OF BARS.

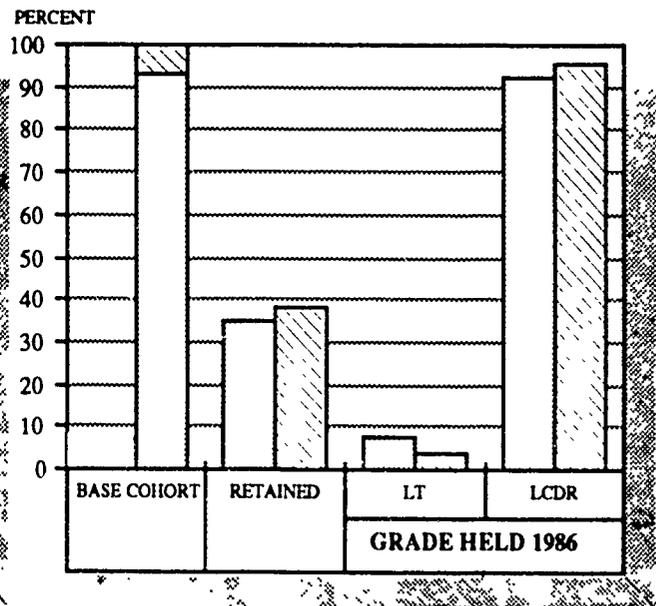
WOMEN   
MEN

# OFFICER ADVANCEMENT FY 76 2LT/ENS AS OF FY 86

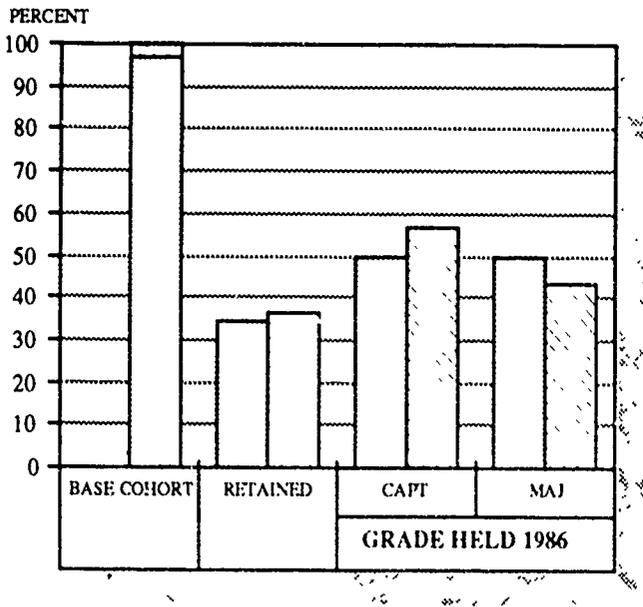
**ARMY**



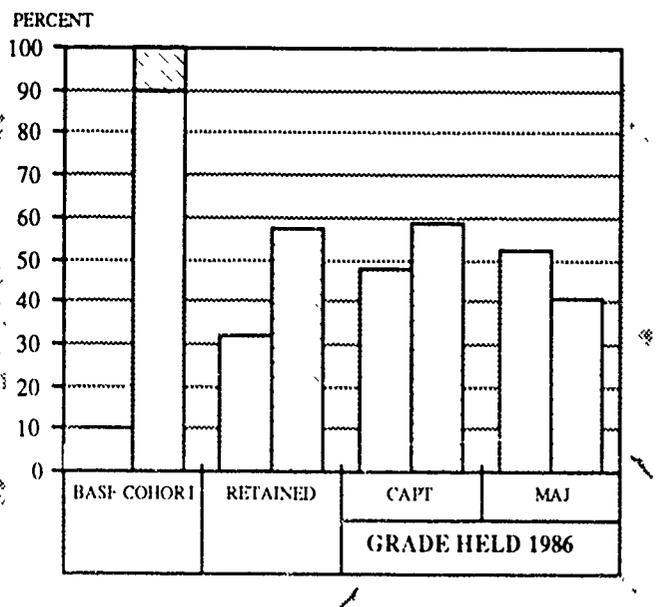
**NAVY**



**MARINE CORPS**



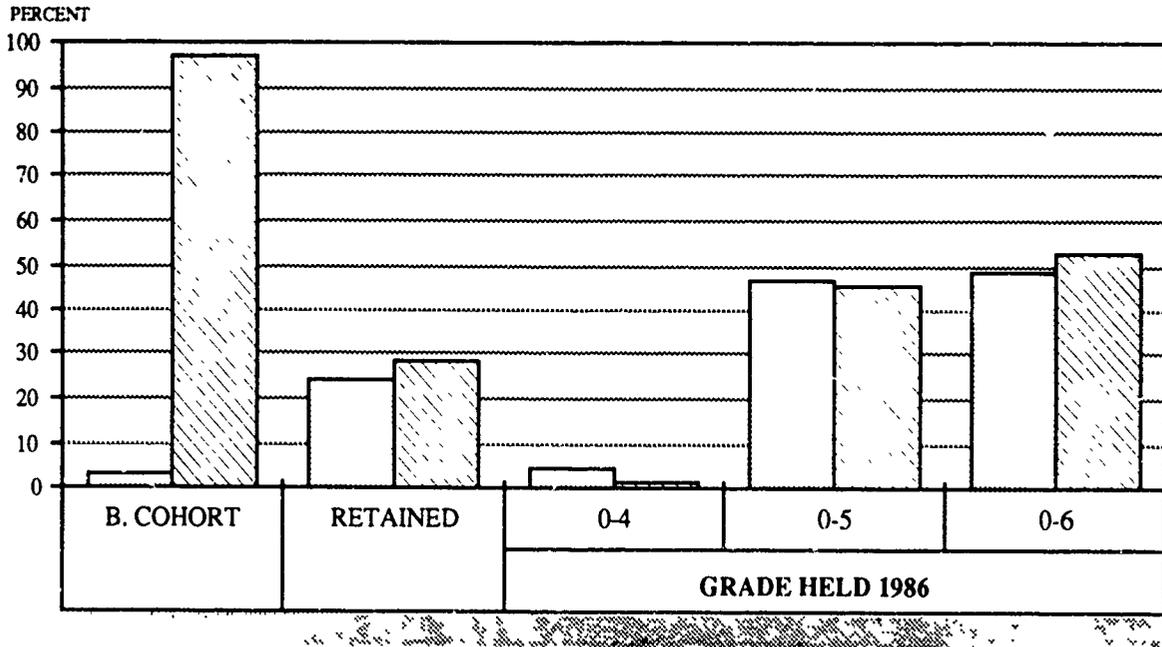
**AIR FORCE**



WOMEN  
 MEN

# OFFICER RETENTION AND ADVANCEMENT FY 76 MAJ/LCDR AS OF FY 86

DoD



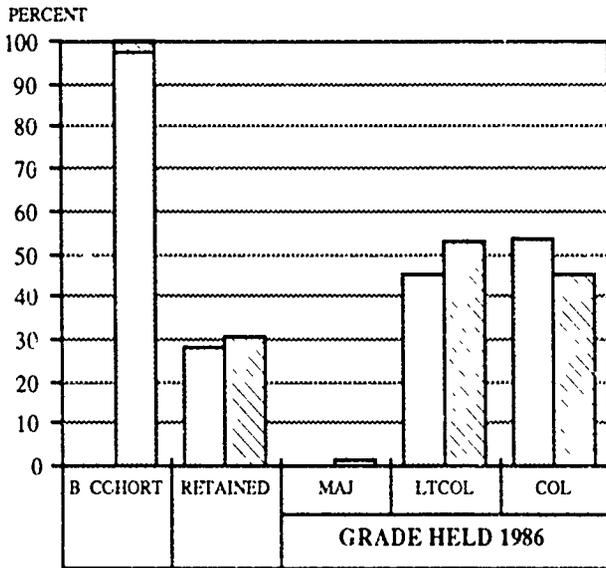
1. IN THE BASE COHORT, OF MAJOR/LCDR'S IN 1976, 97% WERE MEN AND 3% WERE WOMEN.

2. IN 1986, 29% OF THE MEN AND 25% OF THE WOMEN REMAINED IN THE SERVICE.

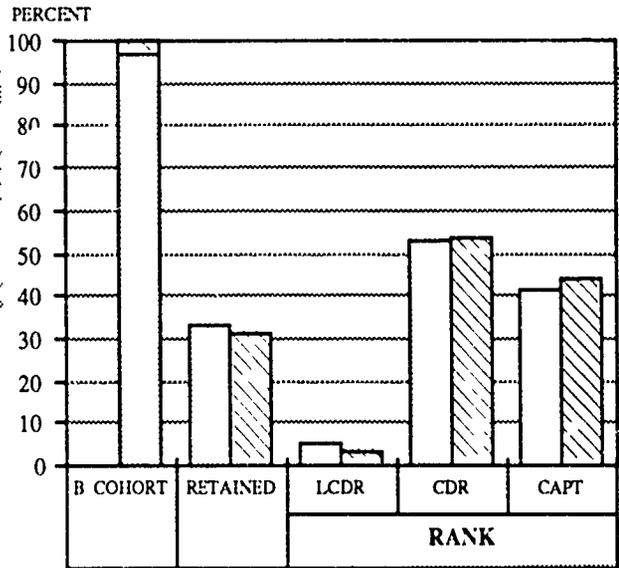
3. THE GRADE DISTRIBUTION OF THOSE THAT REMAINED IS AS SHOWN IN THE LAST SET OF BARS.

# OFFICER ADVANCEMENT FY 76 MAJ/LCDR AS OF FY 86

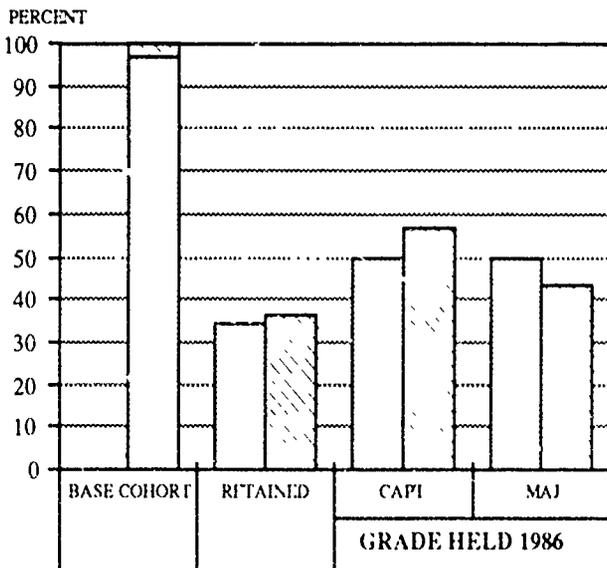
**ARMY**



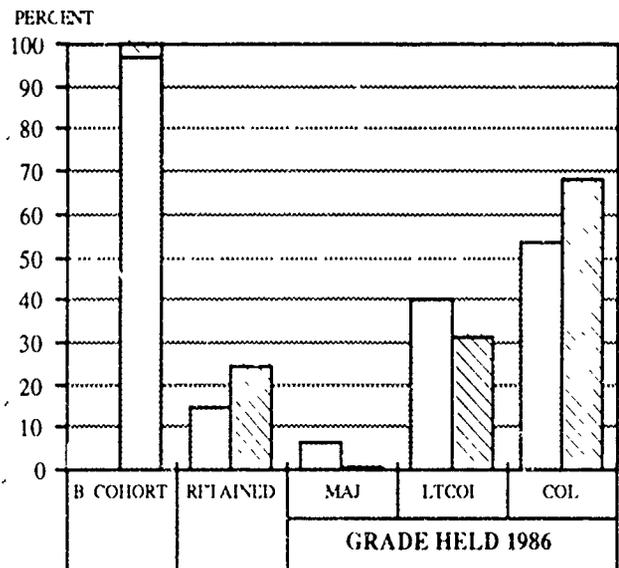
**NAVY**



**MARINE CORPS**



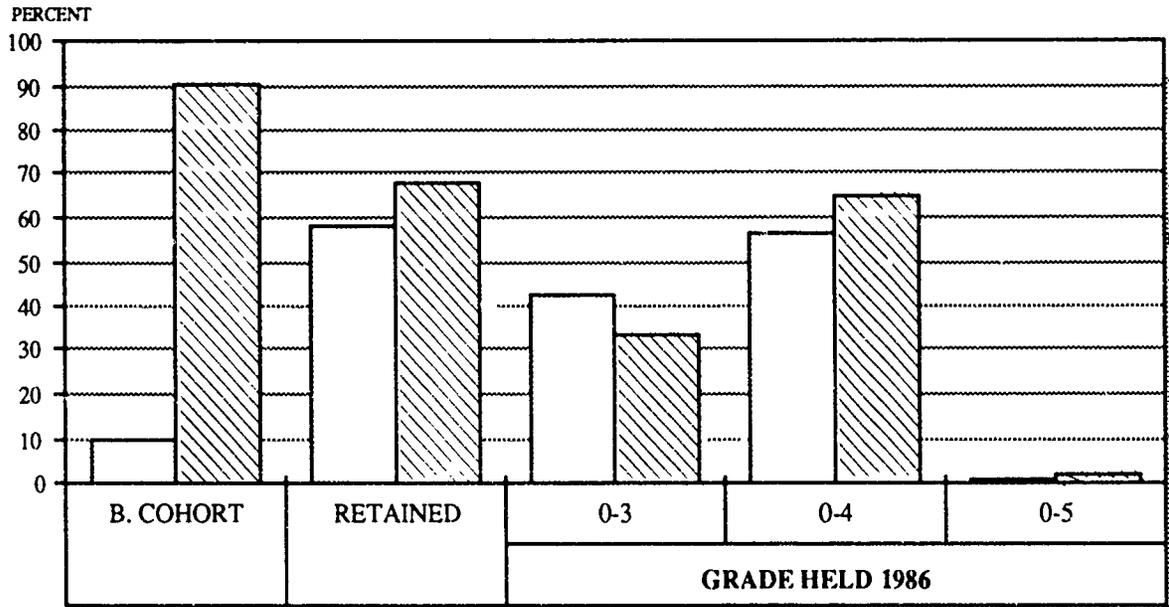
**AIR FORCE**



WOMEN  
 MEN

# OFFICER RETENTION AND ADVANCEMENT FY 81 CAPT/LT AS OF FY 86

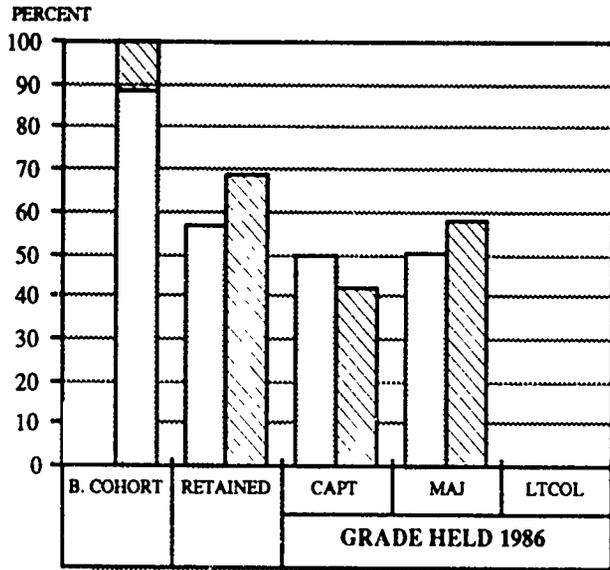
DoD



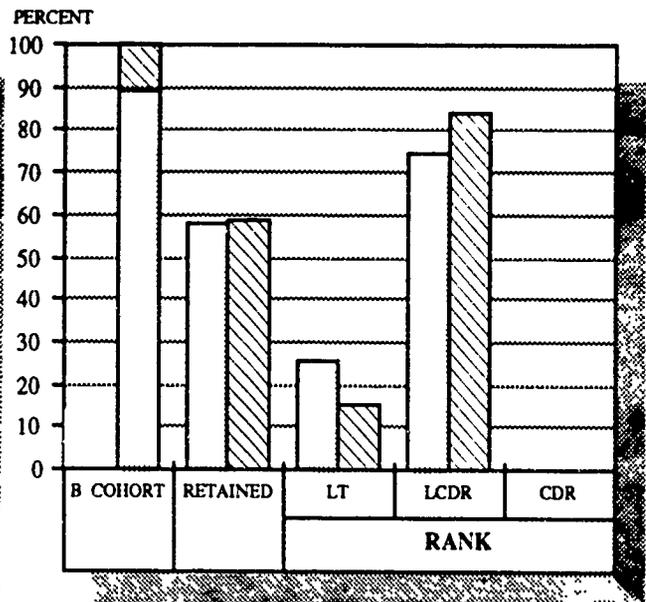
WOMEN   
MEN

# OFFICER ADVANCEMENT FY 81 CAPT/LT AS OF FY 86

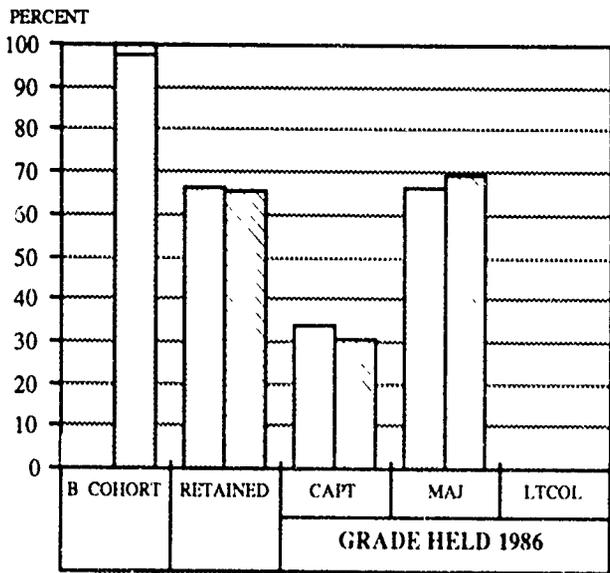
## ARMY



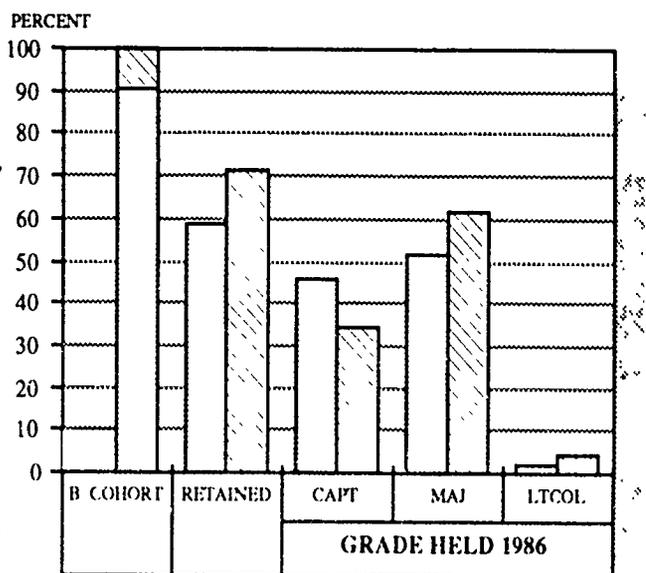
## NAVY



## MARINE CORPS



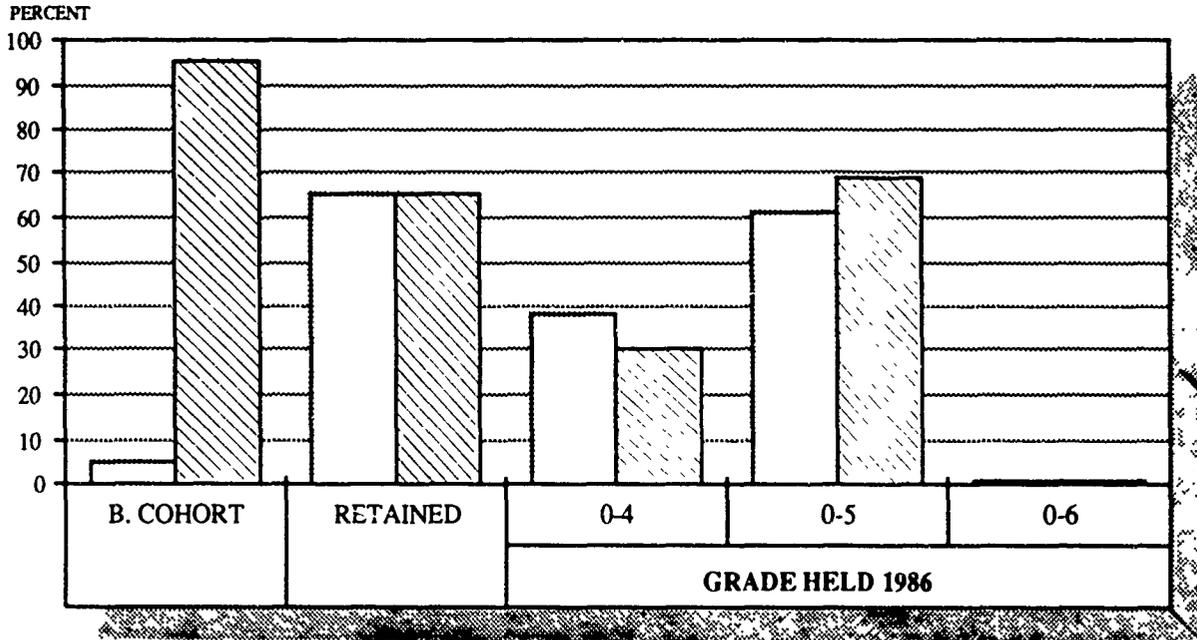
## AIR FORCE



WOMEN  
 MEN

# OFFICER RETENTION AND ADVANCEMENT FY 81 MAJ/LCDR AS OF FY 86

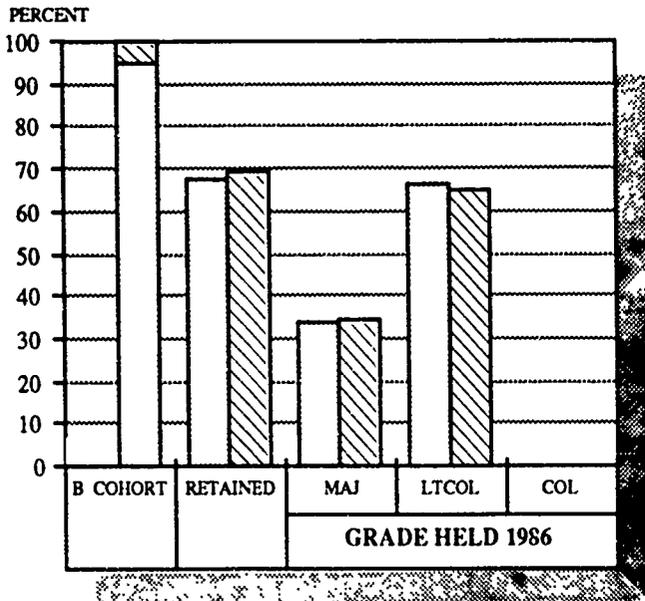
DoD



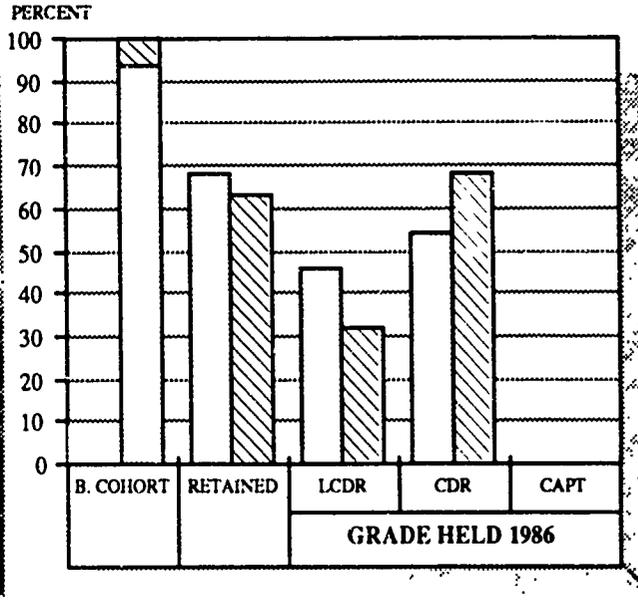
WOMEN   
MEN

# OFFICER ADVANCEMENT FY 81 MAJ/LCDR AS OF FY 86

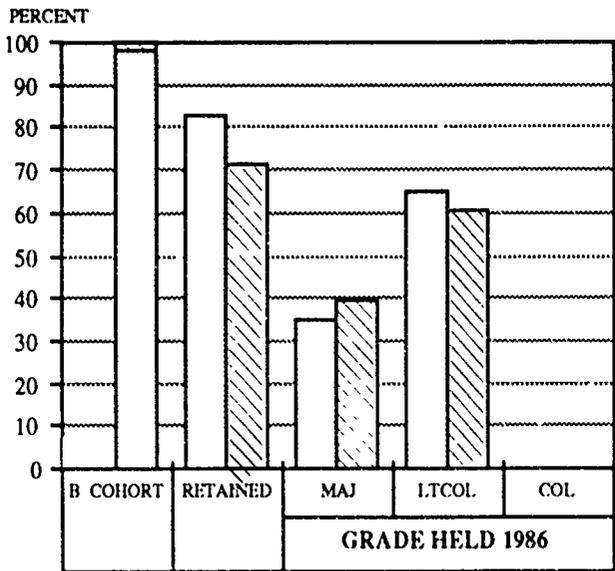
## ARMY



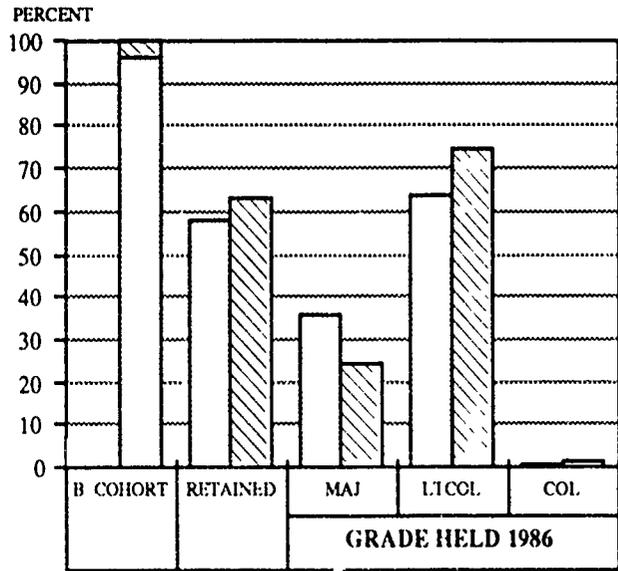
## NAVY



## MARINE CORPS



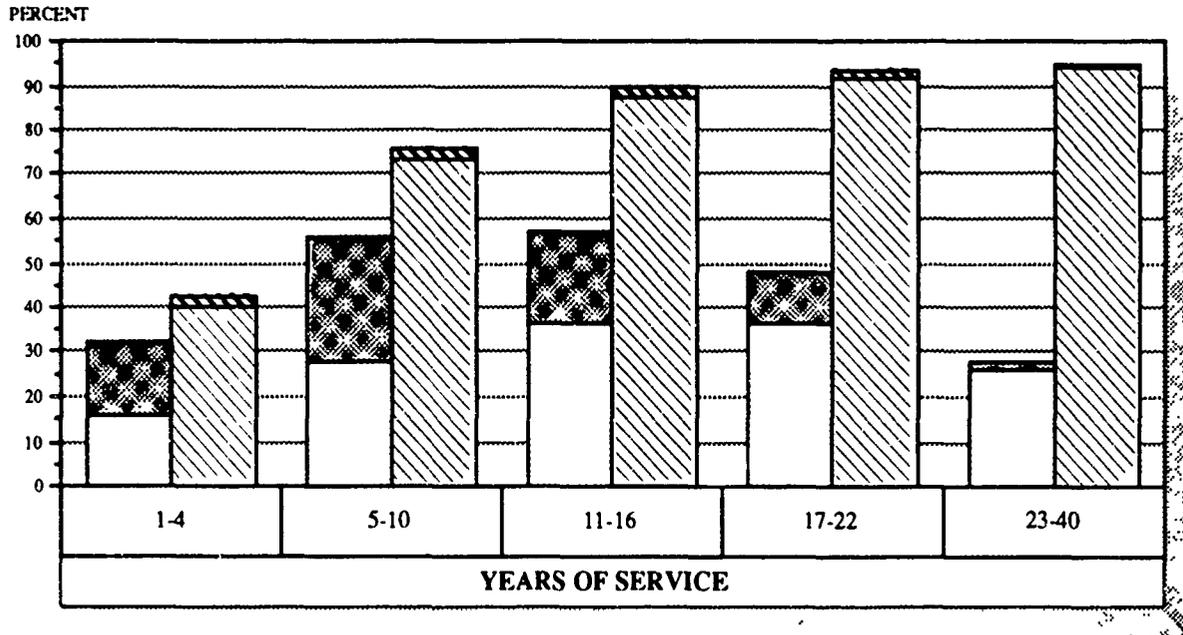
## AIR FORCE



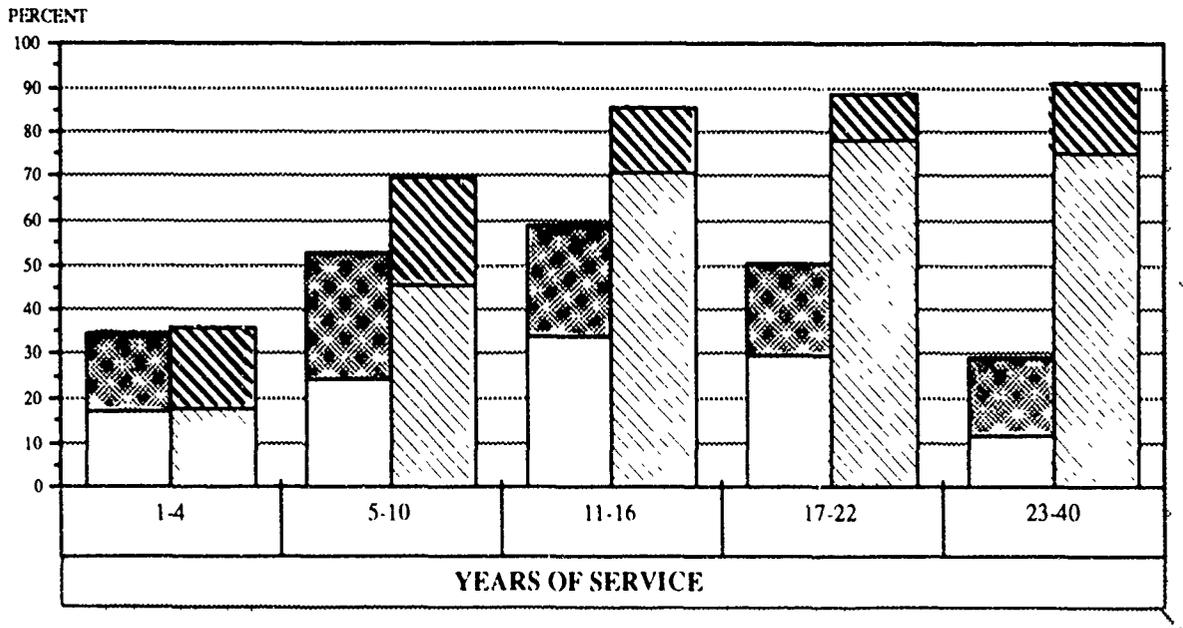
WOMEN  
 MEN

# SELECTED RESERVE OFFICER PERSONNEL PERCENT MARRIED BY YEARS OF SERVICE

## DoD ACTIVE DUTY



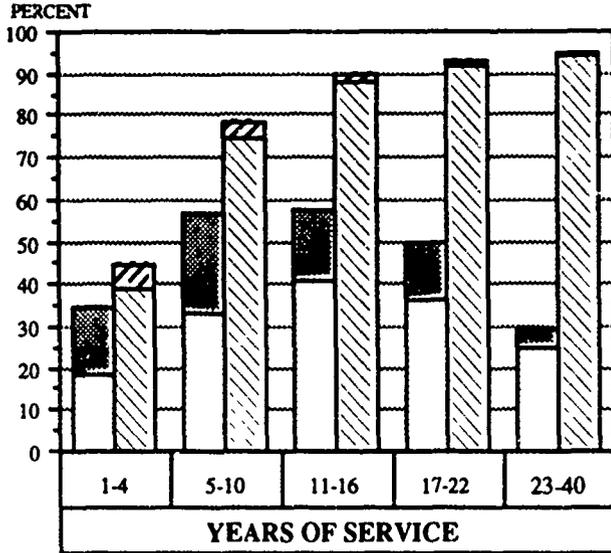
## DoD SELECTED RESERVE



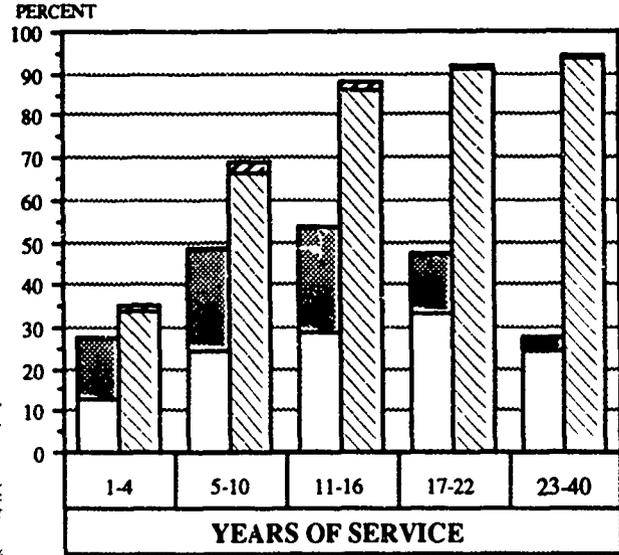
FEMALE MARRIED   
 FEMALE MARRIED WITH DEPENDENTS   
 MALE MARRIED   
 MALE MARRIED WITH DEPENDENTS 

# ACTIVE DUTY OFFICER PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

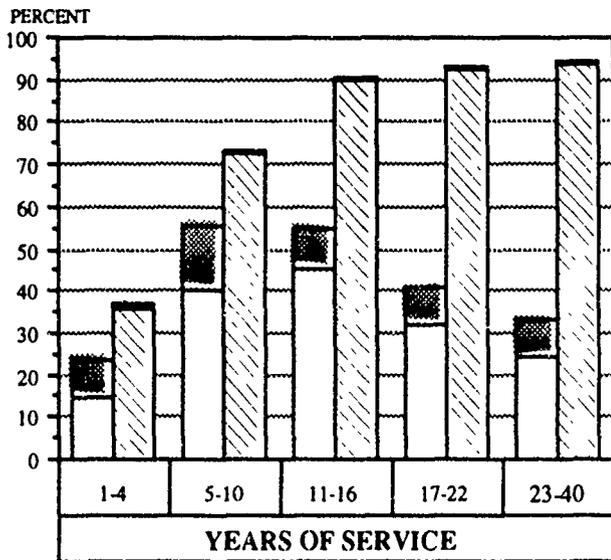
**ARMY**



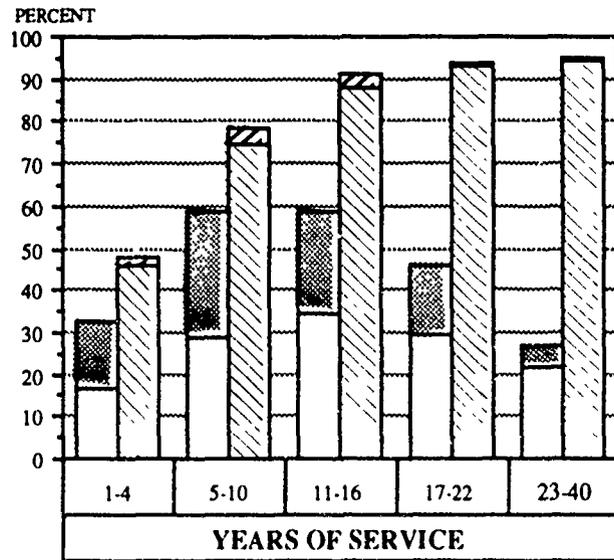
**NAVY**



**MARINE CORPS**



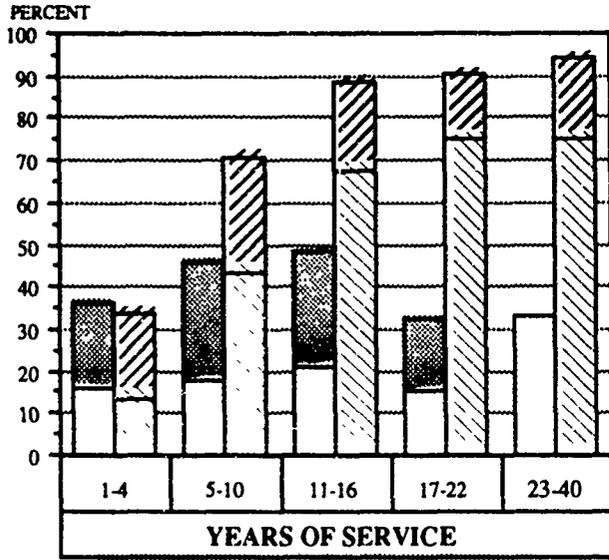
**AIR FORCE**



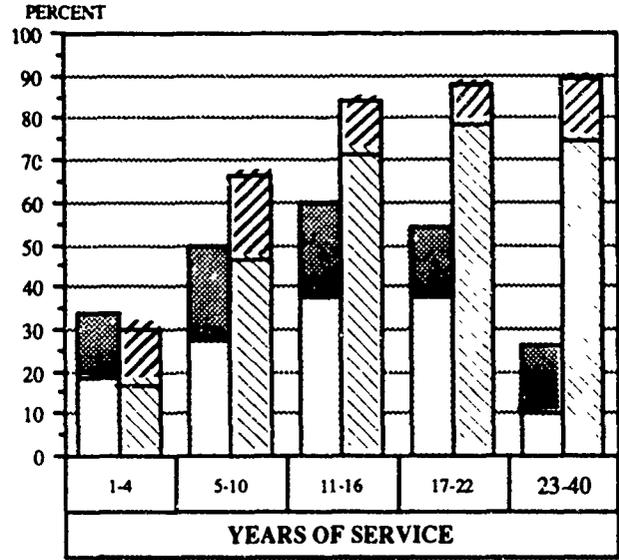
- FEMALE MARRIED
- FEMALE MARRIED WITH DEPENDENTS
- MALE MARRIED
- MALE MARRIED WITH DEPENDENTS

# SELECTED RESERVE OFFICER PERSONNEL PERCENT MARRIED BY YEARS OF SERVICE

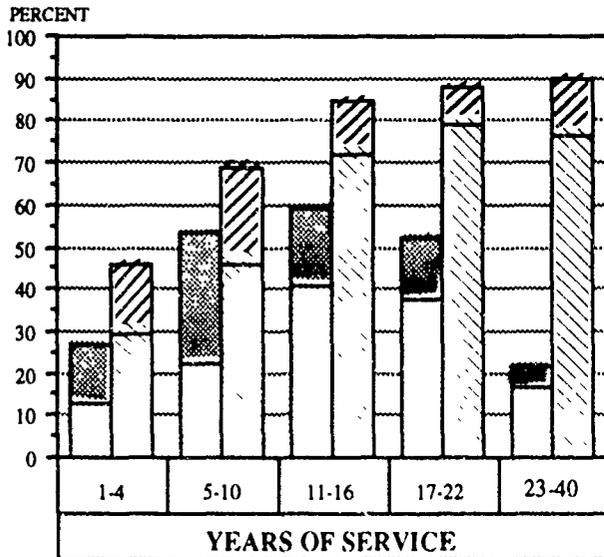
**ARMY NATIONAL GUARD**



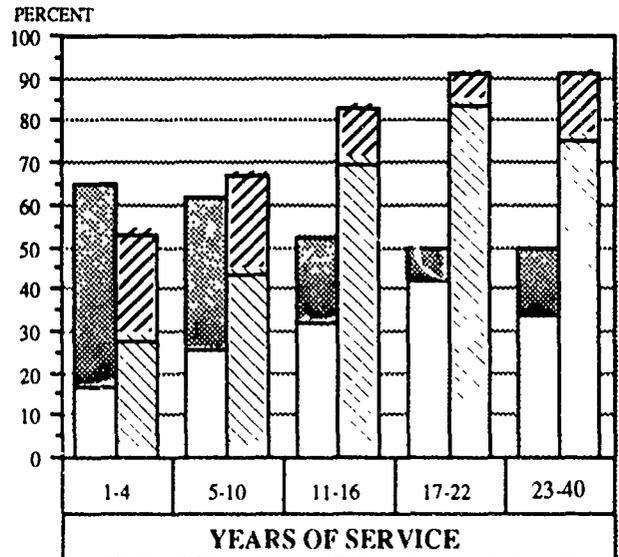
**ARMY RESERVE**



**NAVAL RESERVE**



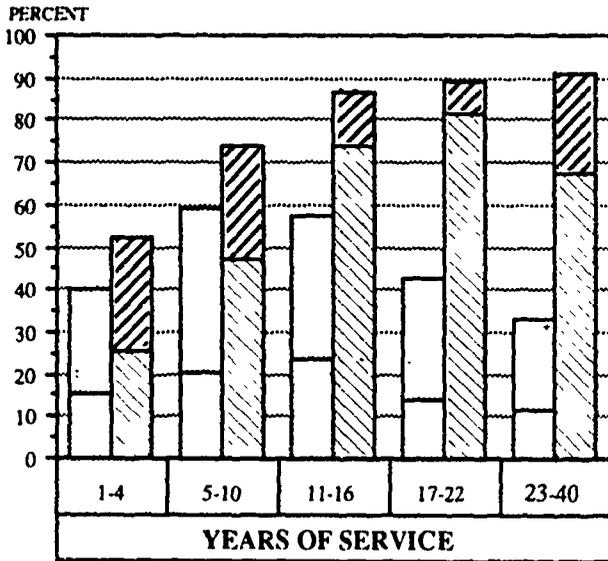
**MARINE CORPS RESERVE**



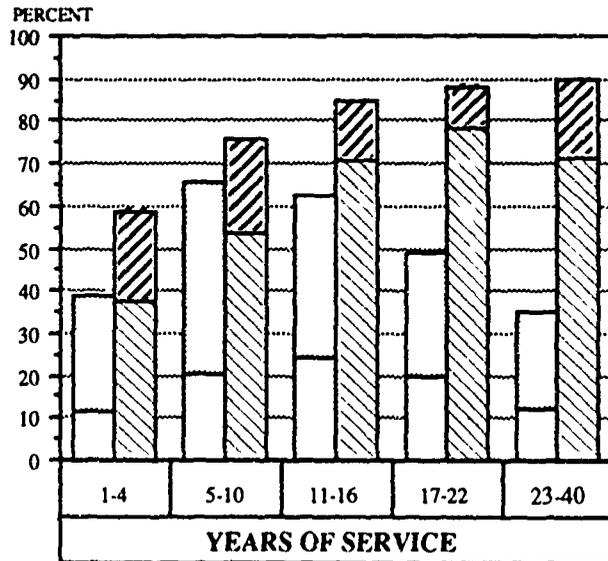
FEMALE MARRIED    
 FEMALE MARRIED WITH DEPENDENTS    
 MALE MARRIED    
 MALE MARRIED WITH DEPENDENTS

# SELECTED RESERVE OFFICER PERSONNEL PERCENT MARRIED BY YEARS OF SERVICE

## AIR NATIONAL GUARD



## AIR FORCE RESERVE



- FEMALE MARRIED
- ◻ FEMALE MARRIED WITH DEPENDENTS
- ▨ MALE MARRIED
- ◼ MALE MARRIED WITH DEPENDENTS



**SECTION II**

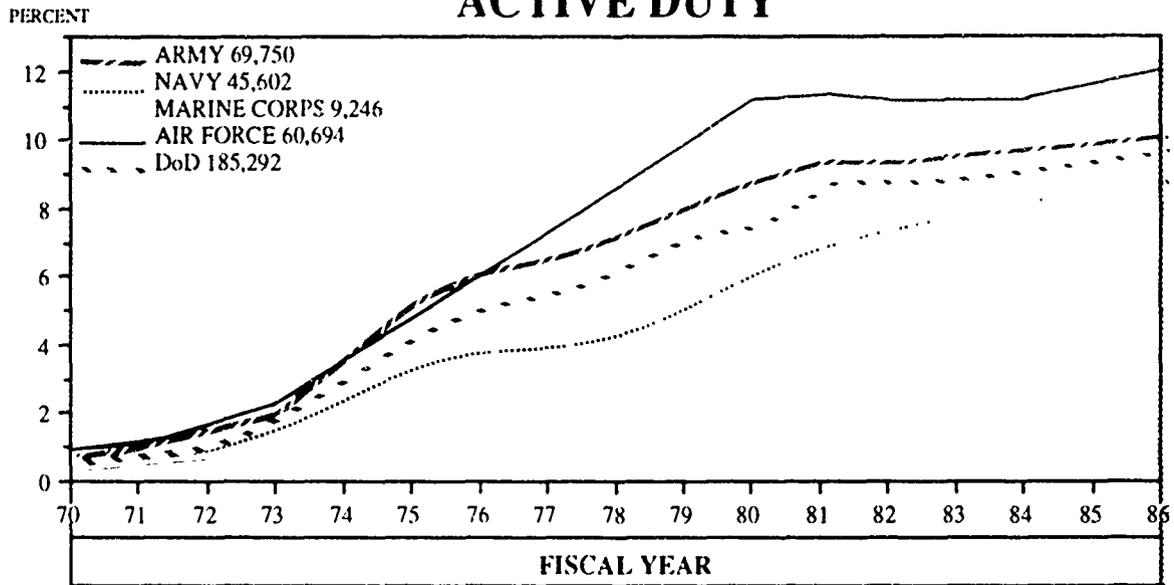
**ENLISTED**

# WOMEN AS A PERCENT OF ENLISTED END STRENGTH

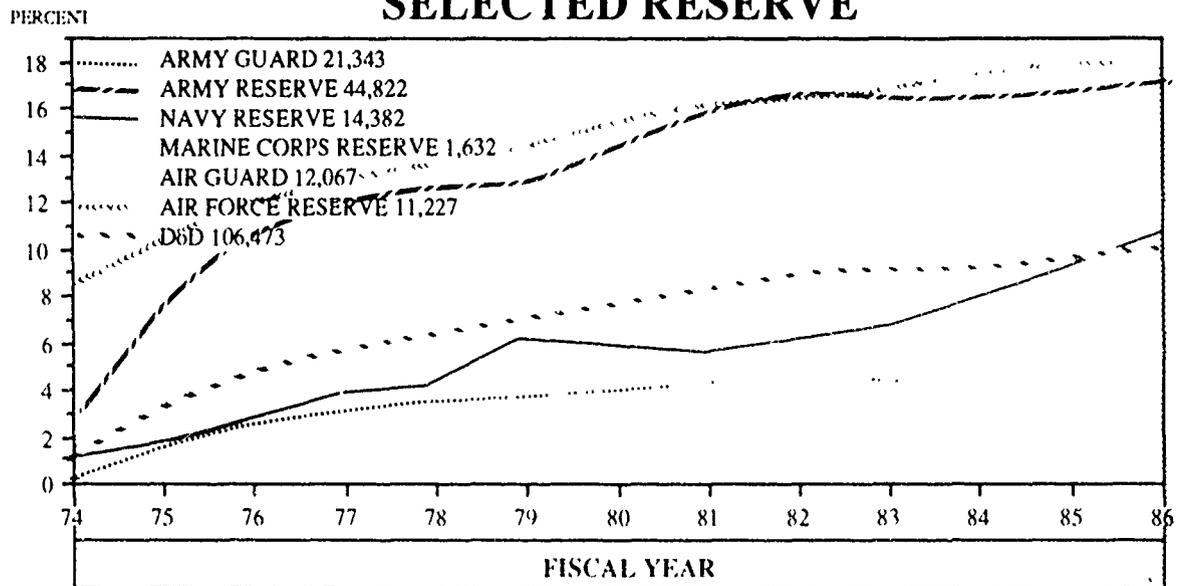
The participation of women in the enlisted force has grown steadily since the early 1970's. This growth is expected to continue, as reflected

on the following charts, as more and more women recognize the opportunities available to them in the active and reserve components of the military.

## ACTIVE DUTY



## SELECTED RESERVE

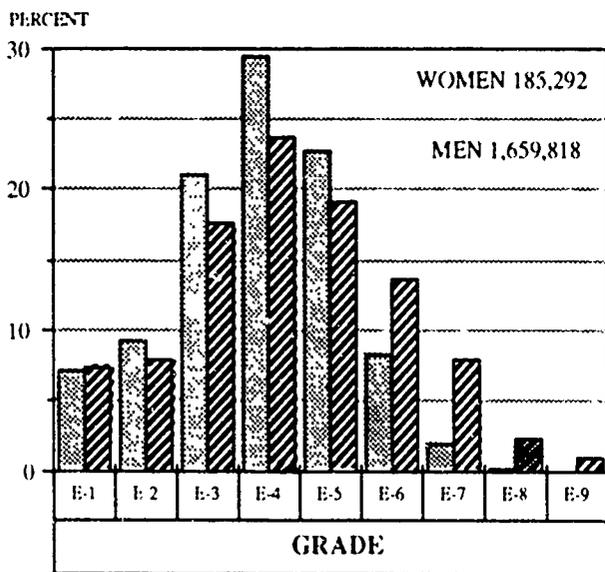


# ENLISTED DISTRIBUTION BY GRADE AND YEARS OF SERVICE (YOS)

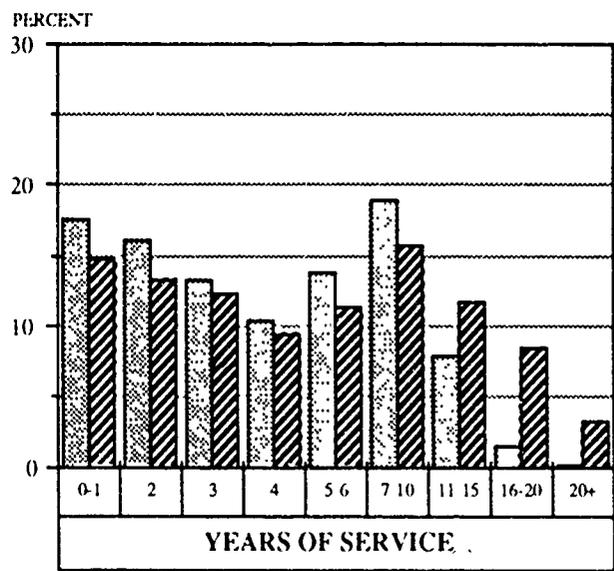
The Grade Distribution charts that follow show that enlisted women have a greater proportion of their population in the lower grades as compared to enlisted men. However, it must be remembered that women began to enter the military in increasing numbers only in the last 12 years. This fact is amplified by the Years of Service Distribution charts. As shown, almost 91 percent of all enlisted women had 10 years or less

of service, compared to 77 percent for their male counterparts. Since eligibility for promotion is based on time-in-service and time-in-grade, the grade distribution disparity will remain until the increased women's population matures through the force. With time, it is fully expected that their grade distribution pattern will more closely approximate that of the male population.

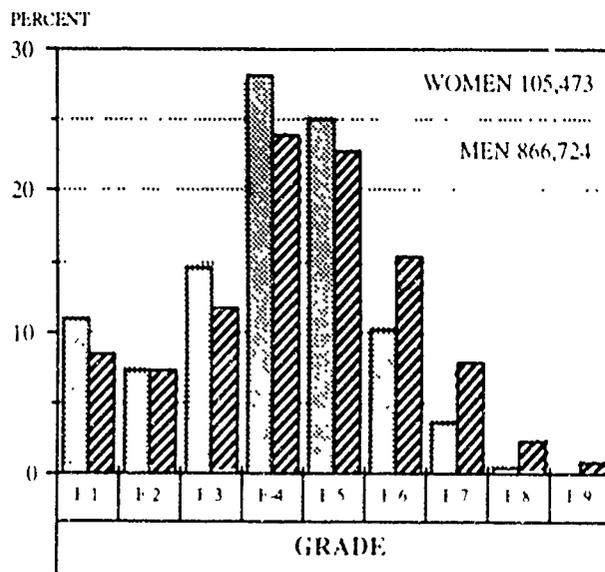
**DOD ACTIVE DUTY BY GRADE**



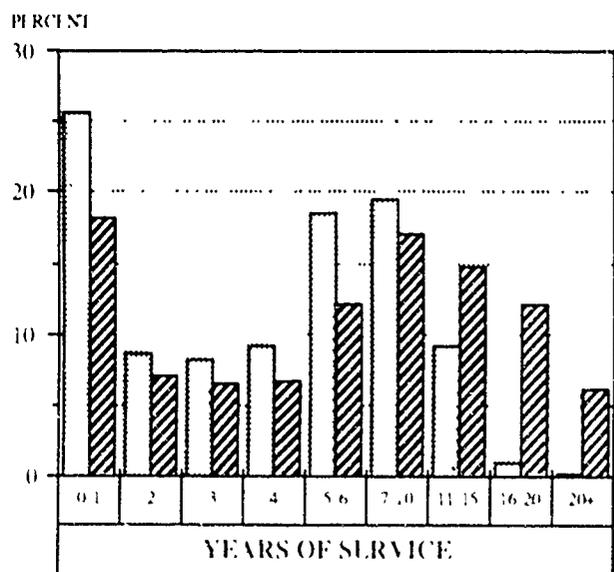
**DoD Active Duty by Years of Service**



**DoD Selected Reserve by Grade**



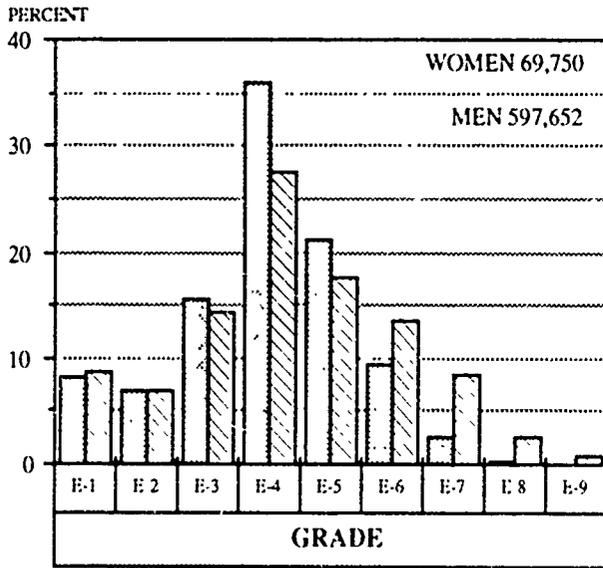
**DoD Selected Reserve by Years of Service**



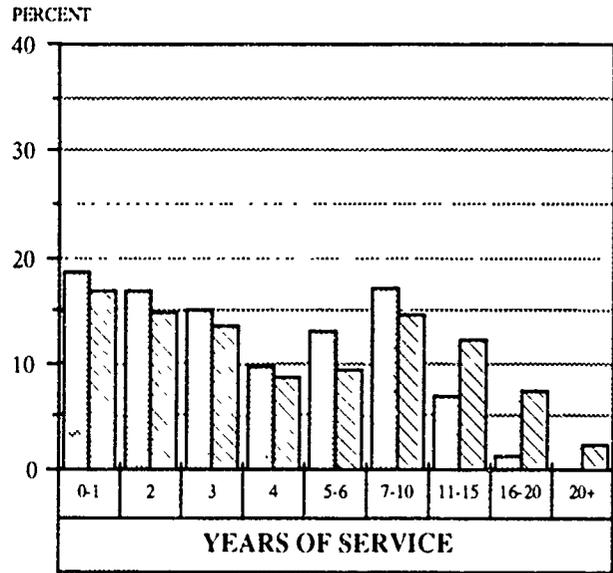
□ WOMEN  
▨ MEN

# ACTIVE DUTY ENLISTED DISTRIBUTION

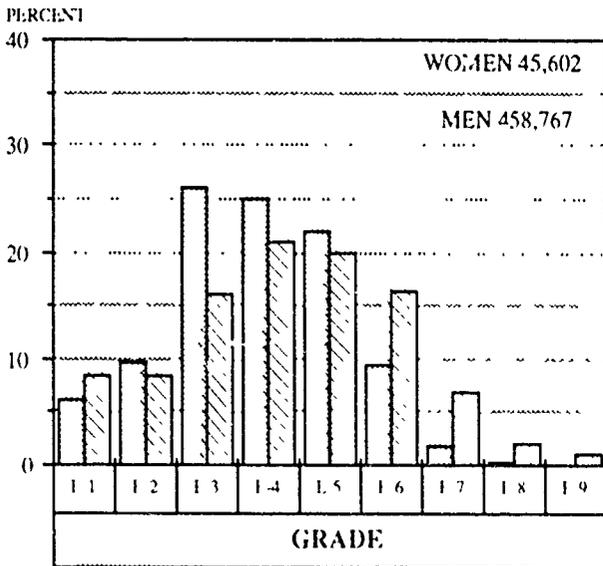
### ARMY BY GRADE



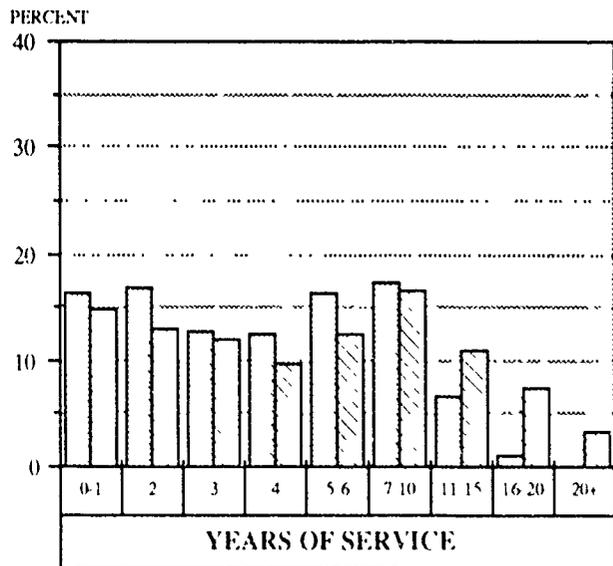
### ARMY BY YEARS OF SERVICE



### NAVY BY GRADE



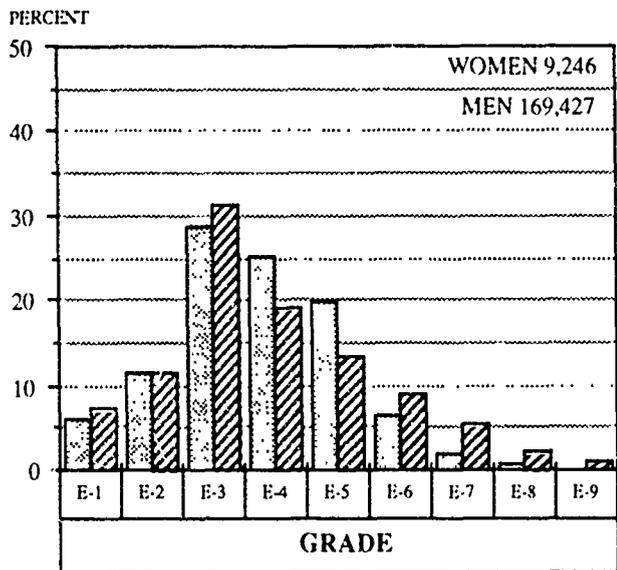
### NAVY BY YEARS OF SERVICE



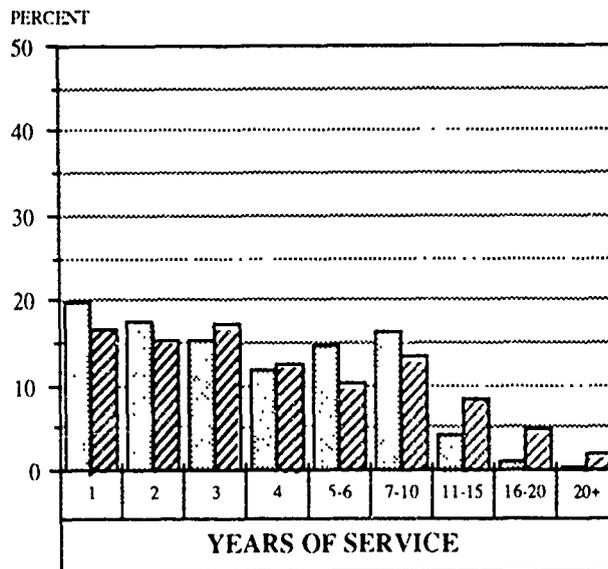
WOMEN   
MEN

# ACTIVE DUTY ENLISTED DISTRIBUTION

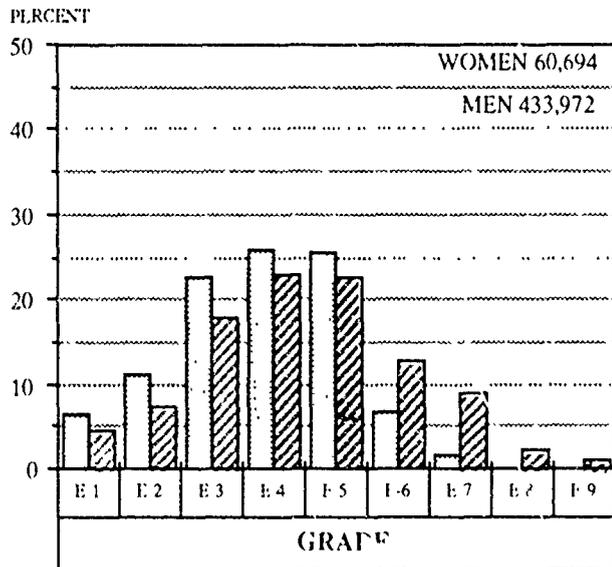
### MARINE CORPS BY GRADE



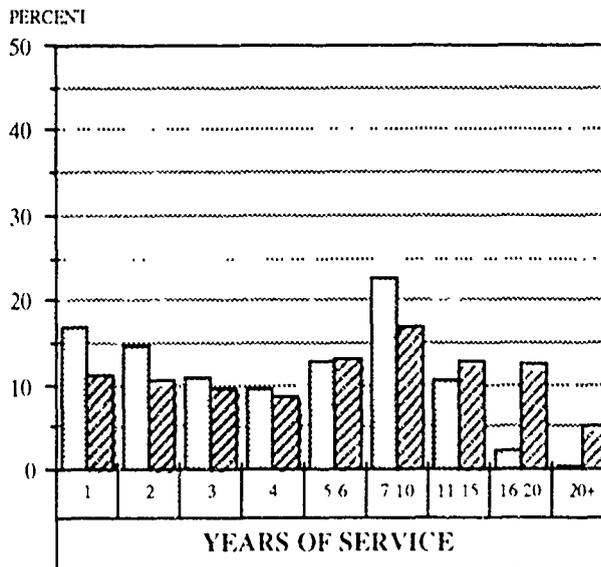
### MARINE CORPS BY YEARS OF SERVICE



### AIR FORCE BY GRADE



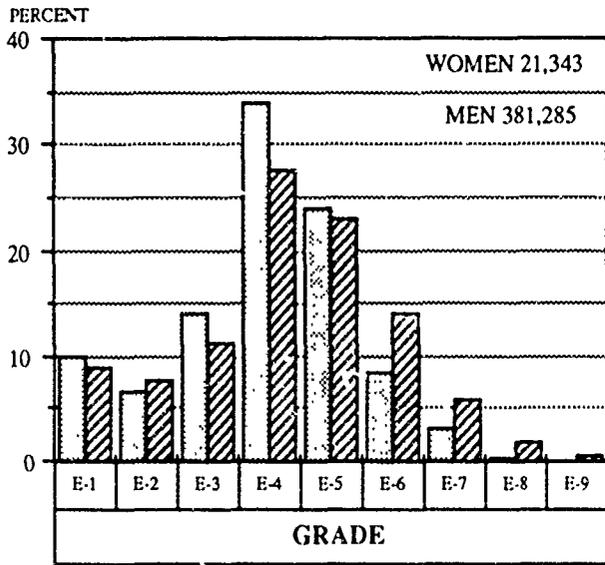
### AIR FORCE BY YEARS OF SERVICE



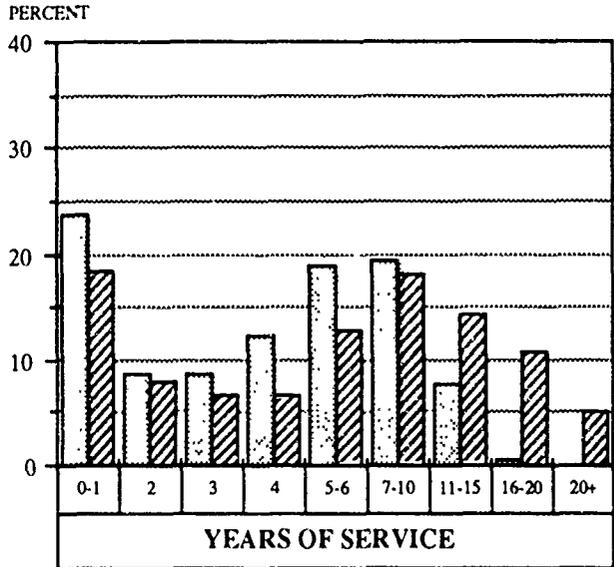
WOMEN  
 MEN

# SELECTED RESERVE ENLISTED DISTRIBUTION

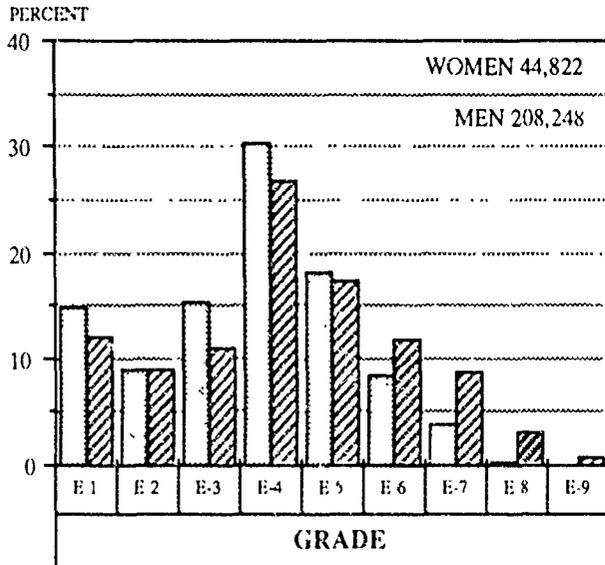
**ARMY NATIONAL GUARD BY GRADE**



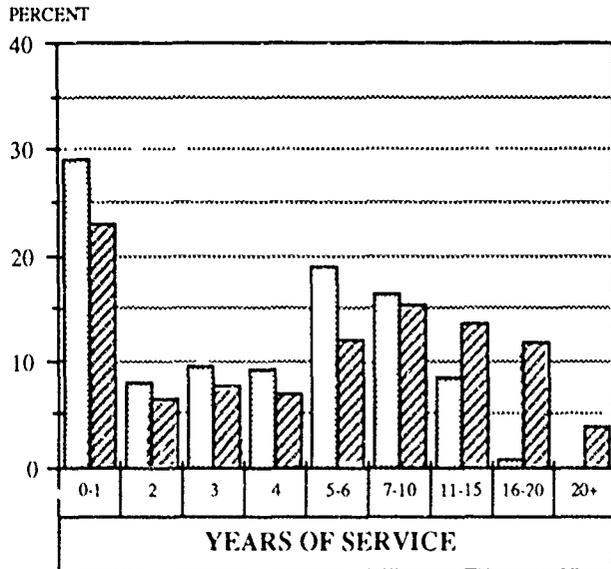
**ARMY NATIONAL GUARD BY YEARS OF SERVICE**



**ARMY RESERVE BY GRADE**



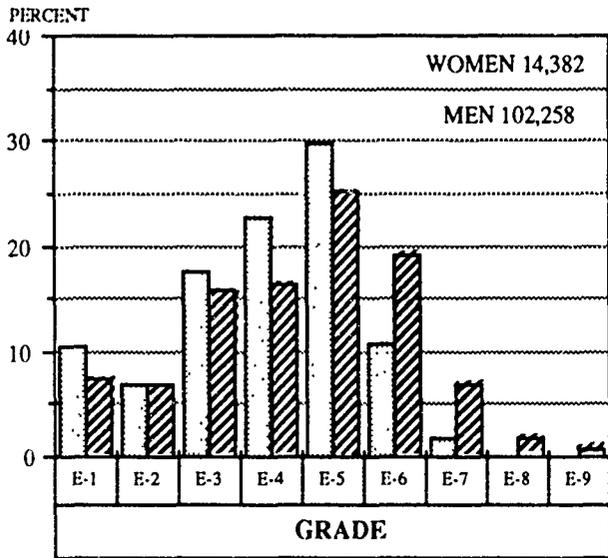
**ARMY RESERVE BY YEARS OF SERVICE**



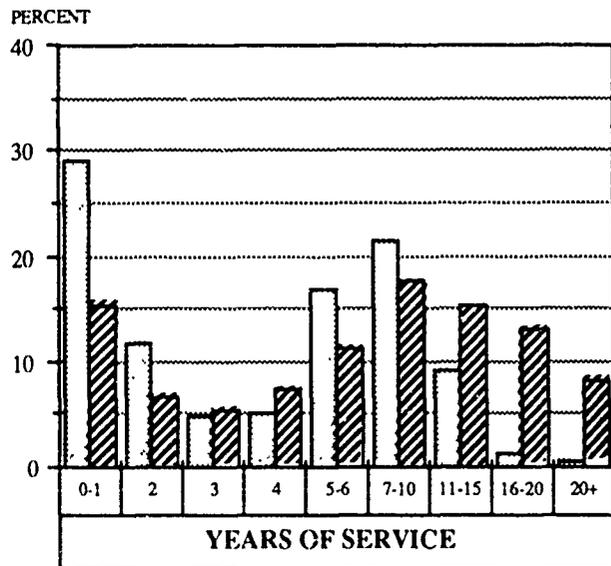
WOMEN   
MEN

# SELECTED RESERVE ENLISTED DISTRIBUTION

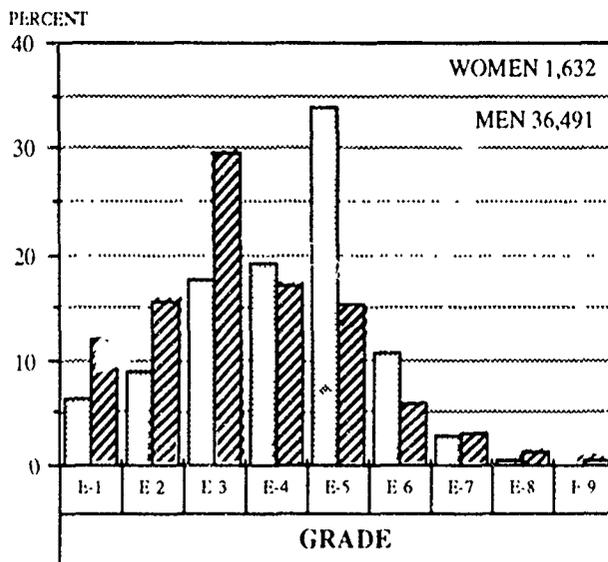
**NAVAL RESERVE BY GRADE**



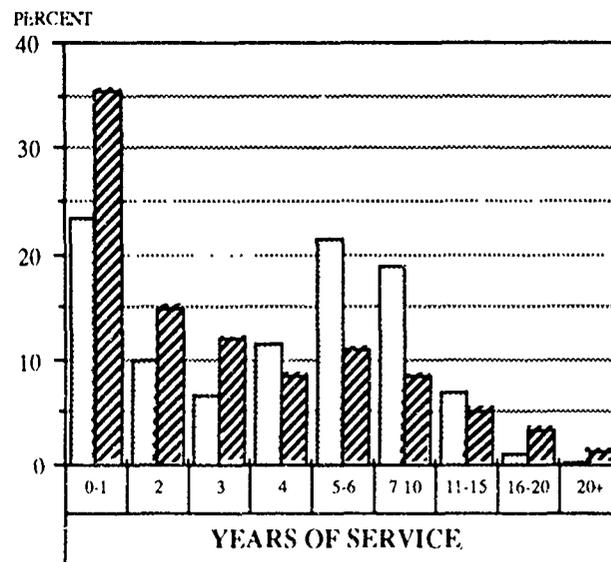
**NAVAL RESERVE BY YEARS OF SERVICE**



**MARINE CORPS RESERVE BY GRADE**



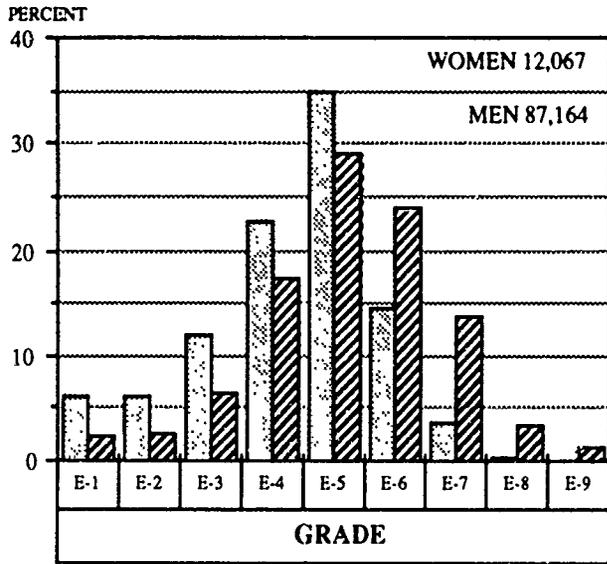
**MARINE CORPS RESERVE BY YEARS OF SERVICE**



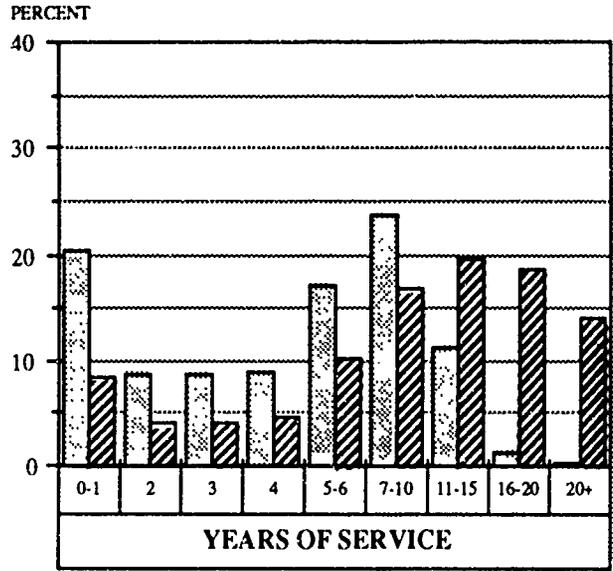
WOMEN  
 MEN

# SELECTED RESERVE ENLISTED DISTRIBUTION

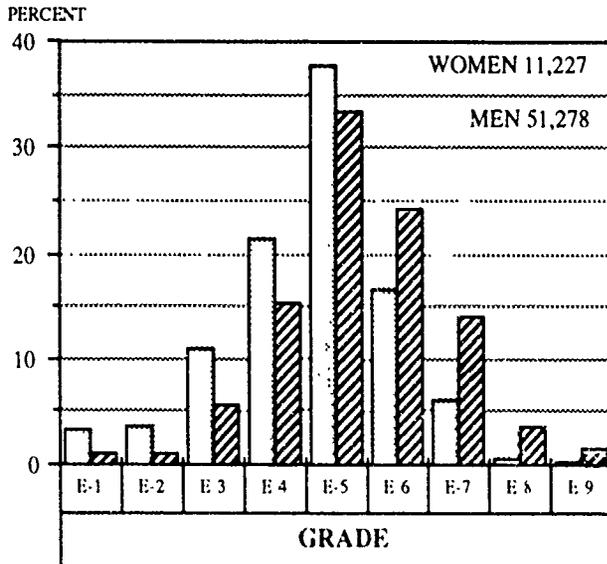
**AIR NATIONAL GUARD BY GRADE**



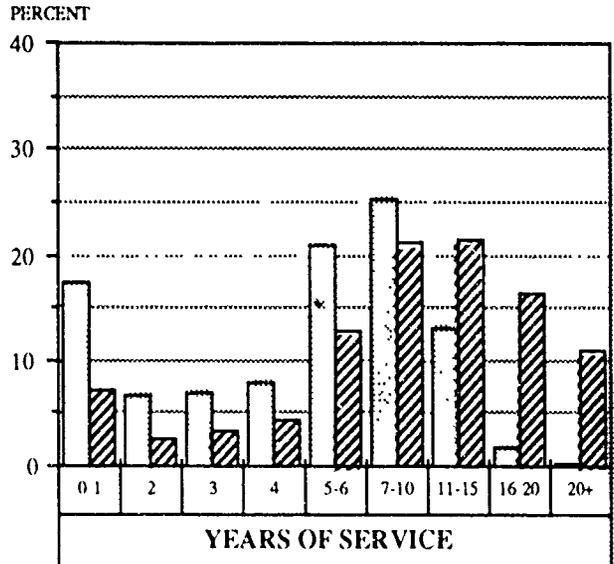
**AIR NATIONAL GUARD BY YEARS OF SERVICE**



**AIR FORCE RESERVE BY GRADE**



**AIR FORCE RESERVE BY YEARS OF SERVICE**



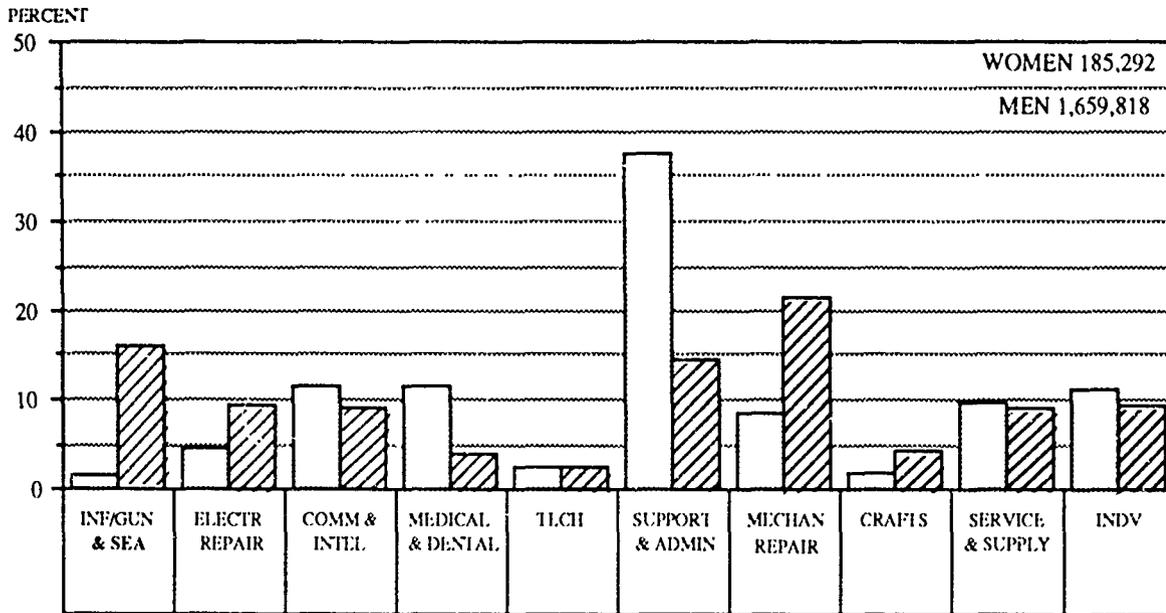
WOMEN   
MEN

# ENLISTED DISTRIBUTION BY OCCUPATION

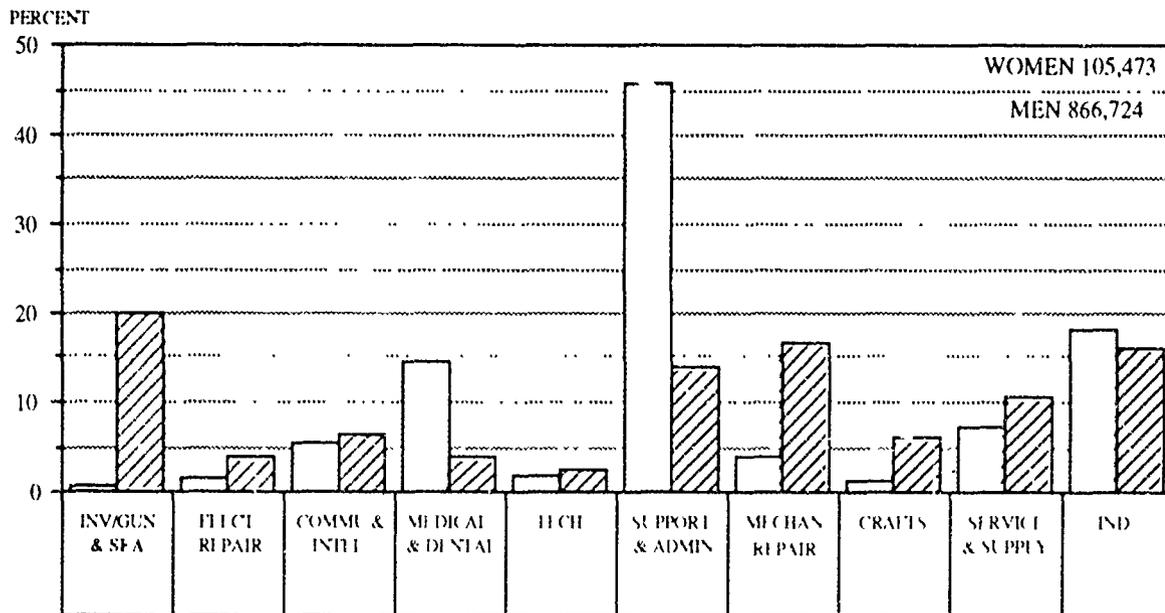
Each Service classifies and manages enlisted personnel in a manner suited to satisfaction of its unique force structure requirement. The DoD occupational groupings provide a basis for comparison across all components. Today, many women continue to serve in traditional specialties (e.g. medical and administrative). However,

opportunities exist for women in all fields except those where service is precluded based on specific restrictions associated with combat. Military personnel policies provide for full utilization of women, consistent with the intent of combat exclusion legislation and the individual's qualifications and aspirations.

## DoD ACTIVE DUTY



## DoD SELECTED RESERVE



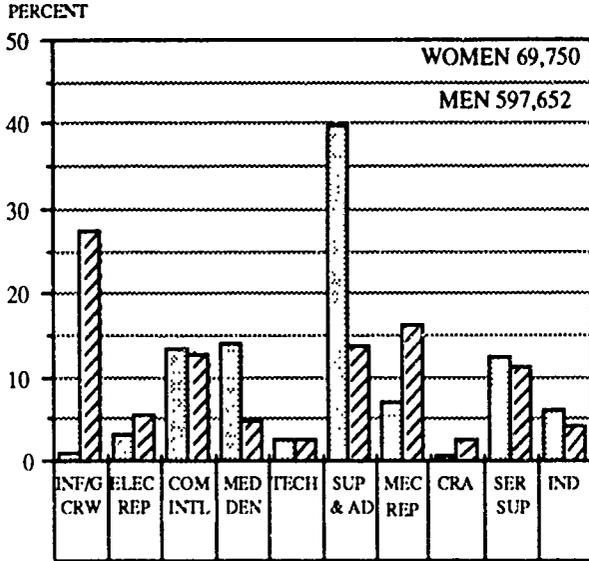
□ WOMEN  
▨ MEN

# ENLISTED OCCUPATION CATEGORIES

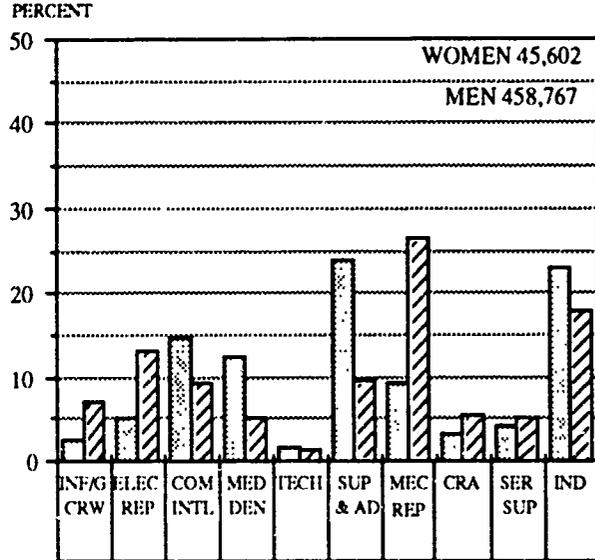
1. **INFANTRY, GUN CREW AND SEAMANSHIP.**
  - a. Infantry.
  - b. Armor and Amphibian.
  - c. Combat Engineer.
  - d. Artillery/Gunnery, Rocket/Missile.
  - e. Air Crew.
  - f. Seaman.
  - g. Installation Security.
2. **ELECTRONIC EQUIPMENT REPAIR.**
  - a. Radio/Radar.
  - b. Fire Control Electronic System (Non-Missile).
  - c. Missile Guidance, Control and Checkout.
  - d. Sonar Equipment.
  - e. Nuclear Weapons Equipment.
  - f. Computers.
  - g. Teletype and Cryptographic Equipment.
  - h. Other Electronic Equipment.
3. **COMMUNICATIONS AND INTELLIGENCE.**
  - a. Radio and Radio Code.
  - b. Sonar.
  - c. Radar and Air Traffic Control.
  - d. Signal Intelligence/Electronic Warfare.
  - e. Intelligence.
  - f. Combat Operations Control.
  - g. Communications Center Operations.
4. **MEDICAL AND DENTAL**
  - a. Medical Care.
  - b. Technical Medical Service.
  - c. Related Medical Services.
  - d. Dental Care.
5. **TECHNICAL SPECIALIST.**
  - a. Photography.
  - b. Mapping, Surveying, Drafting and Illustrating.
  - c. Meteorology.
  - d. Ordnance Disposal and Diving.
  - e. Musician.
  - f. Technical Specialist, General.
6. **FUNCTIONAL SUPPORT AND ADMINISTRATION.**
  - a. Personnel.
  - b. Administration.
  - c. Clerical.
  - d. Data Processing.
  - e. Accounting, Finance and Disbursing.
  - f. Functional Support, General.
  - g. Morale and Welfare.
  - h. Information and Education.
7. **ELECTRICAL/MECHANICAL EQUIPMENT REPAIR.**
  - a. Aircraft.
  - b. Automotive.
  - c. Wire Communication.
  - d. Missile Mechanical and Electrical.
  - e. Armament and Munitions.
  - f. Shipboard Propulsion.
  - g. Power Generating Equipment.
  - h. Precision Equipment.
  - i. Other Mechanical and Electrical Equipment.
8. **CRAFTS.**
  - a. Metallurgy.
  - b. Construction.
  - c. Utilities.
  - d. Lithography.
  - e. Industrial Gas and Fuel Production.
  - f. Fabric, Leather and Rubber.
  - g. Other Cratsmen.
9. **SERVICE AND SUPPLY.**
  - a. Food Service.
  - b. Motor Transport.
  - c. Material Receipt, Storage and Issue.
  - d. Law Enforcement.
  - e. Personal Service.
  - f. Auxiliary Labor
  - g. Forward Area Equipment Support.
  - h. Other Services.
10. **INDIVIDUALS.**
  - a. Patients.
  - b. Students/Trainees
  - c. Other.

# OCCUPATIONAL DISTRIBUTION OF ACTIVE DUTY ENLISTED

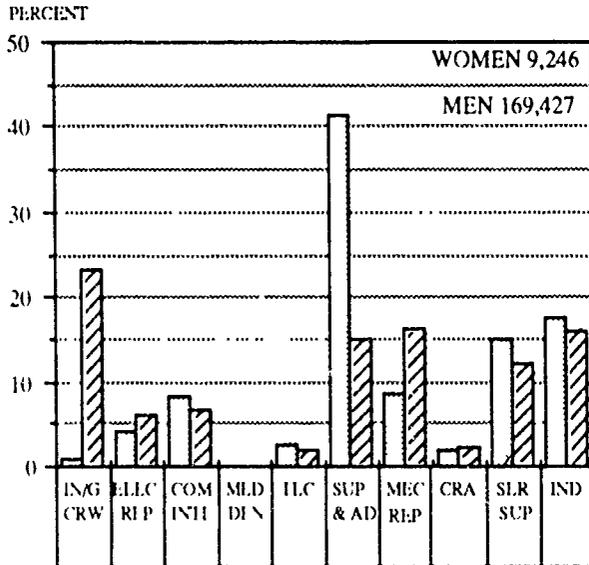
## ARMY



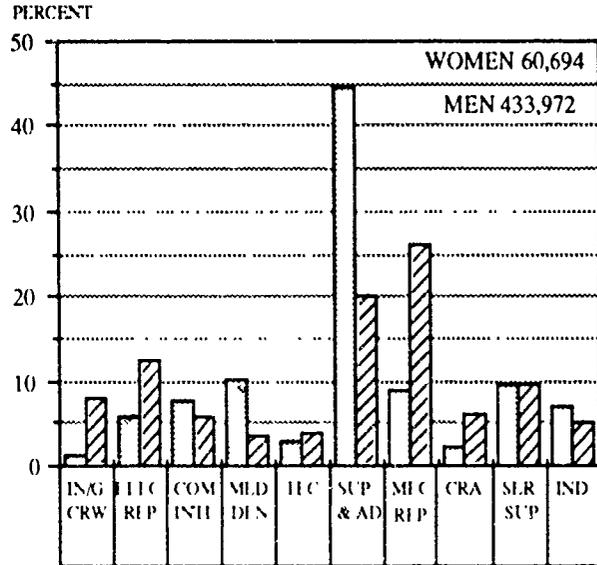
## NAVY



## MARINE CORPS



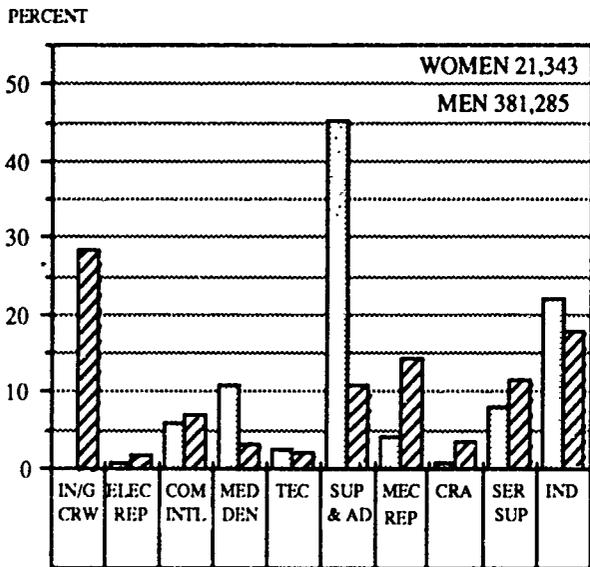
## AIR FORCE



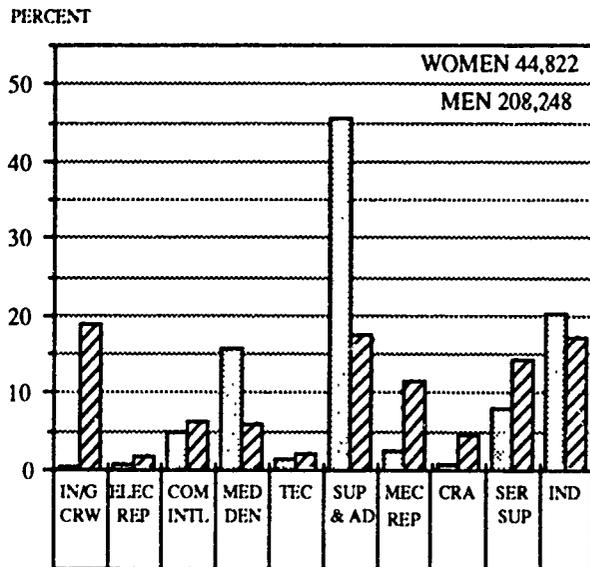
□ WOMEN  
▨ MEN

# OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE ENLISTED

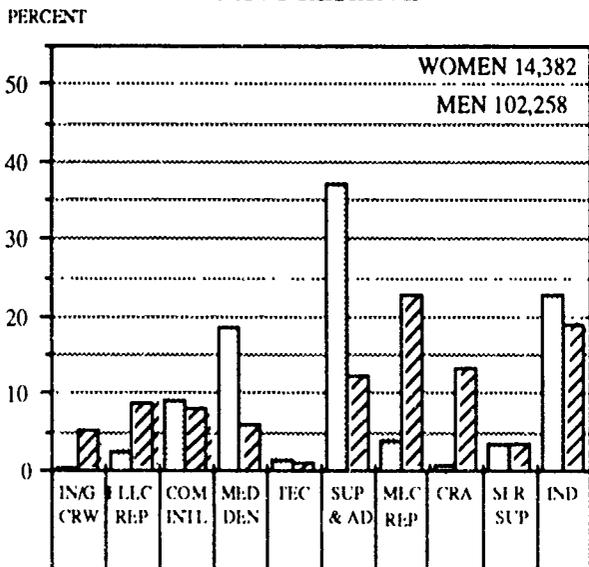
### ARMY NATIONAL GUARD



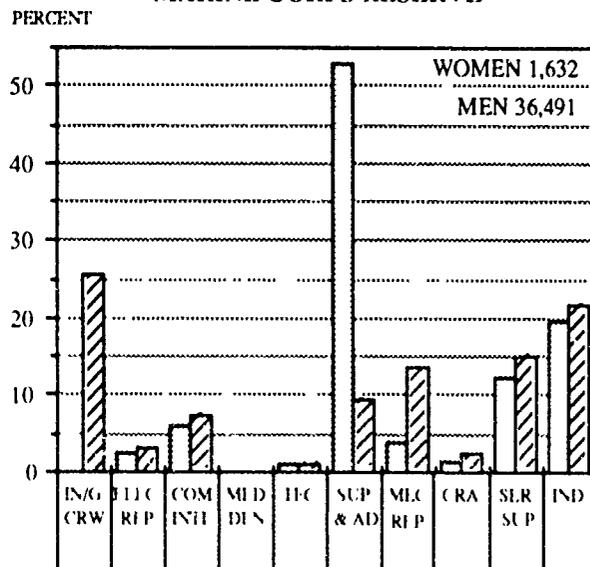
### ARMY RESERVE



### NAVY RESERVE



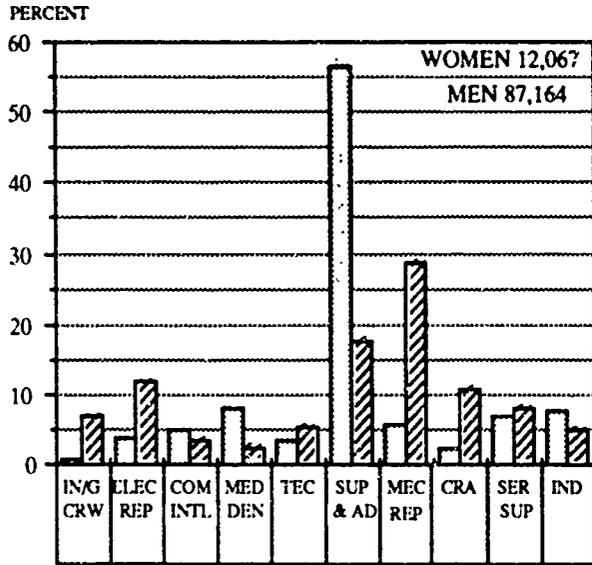
### MARINE CORPS RESERVE



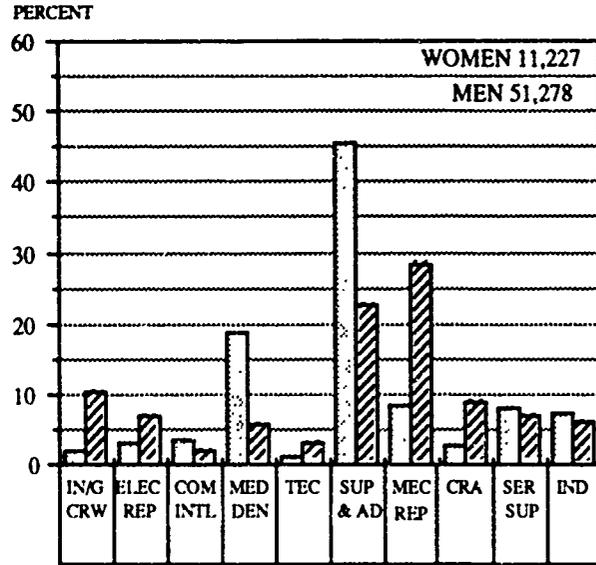
WOMEN   
MEN

# OCCUPATIONAL DISTRIBUTION OF SELECTED RESERVE ENLISTED

### AIR NATIONAL GUARD



### AIR FORCE RESERVE



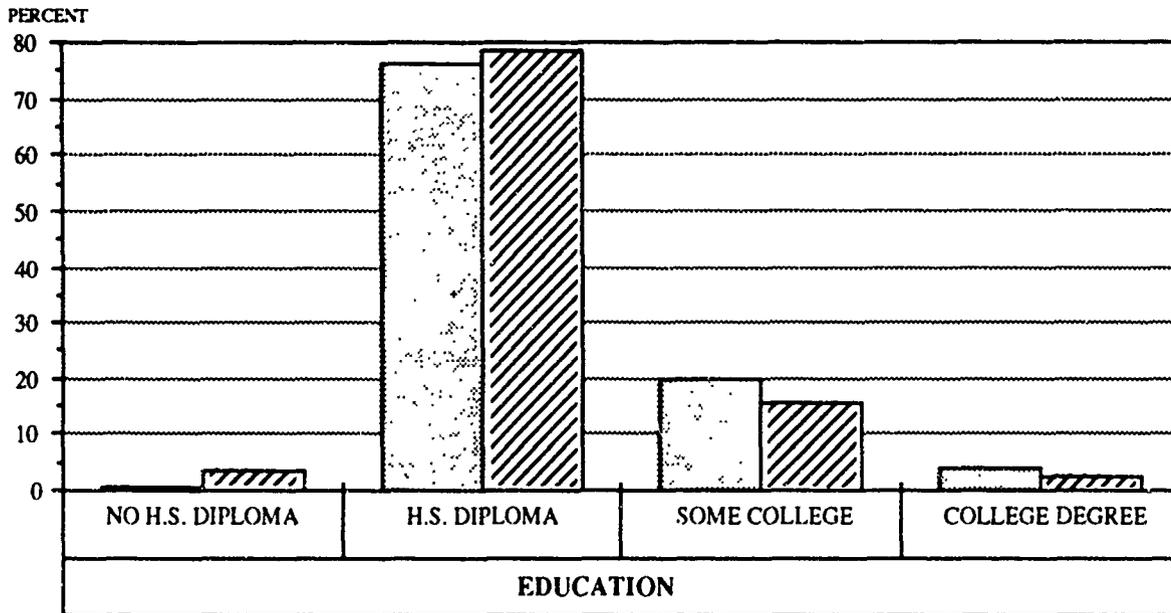
WOMEN   
MEN

# ENLISTED EDUCATION LEVELS

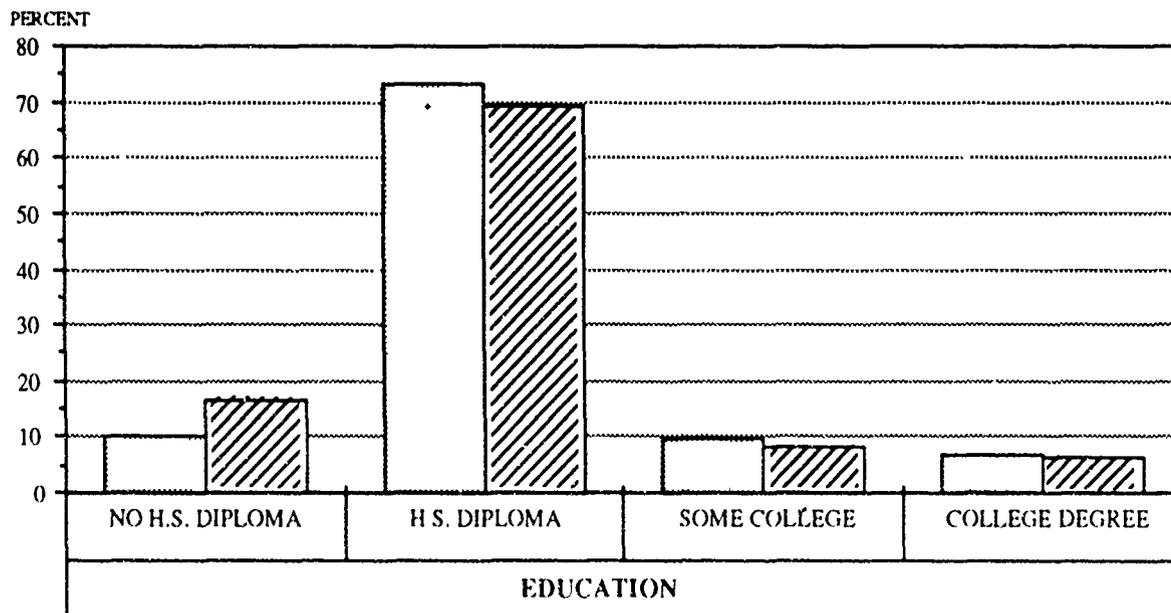
Several studies have shown that level of education correlates highly with most measures of quality. Therefore, it is an important indicator of potential, both at time of enlistment and promo-

tion. All Services seek enlistees who have graduated from high school. In general, graduation from high school (or GED equivalency) is a prerequisite for advancement to NCO/Petty Officer.

## FY 1986 DoD ACTIVE DUTY



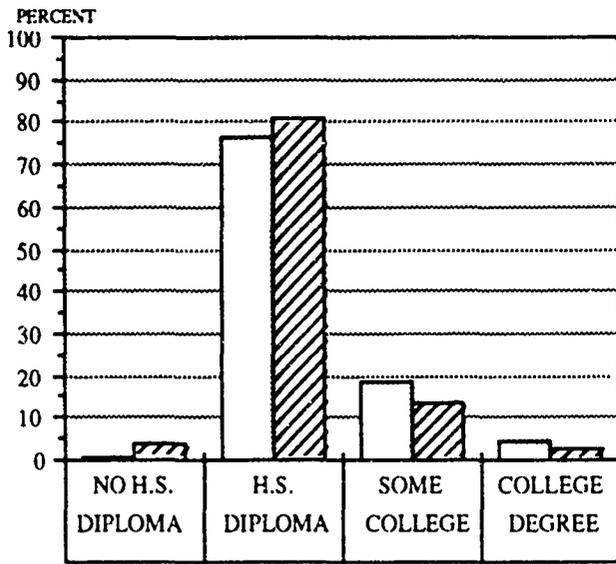
## DoD SELECTED RESERVE



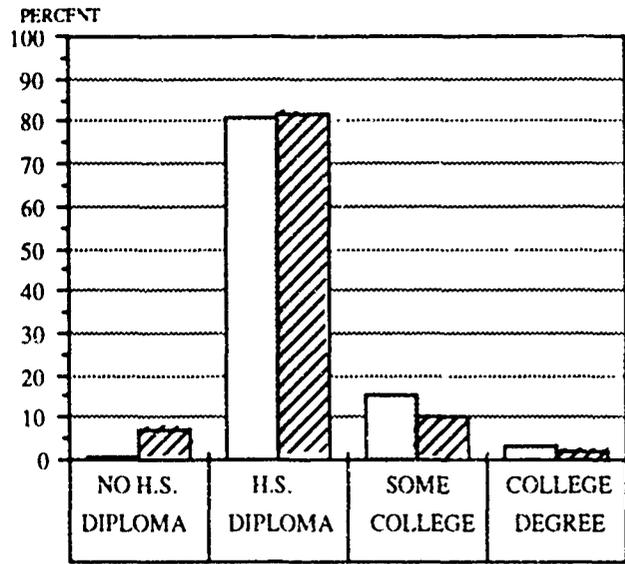
WOMEN   
MEN

# ACTIVE DUTY ENLISTED EDUCATION RATES

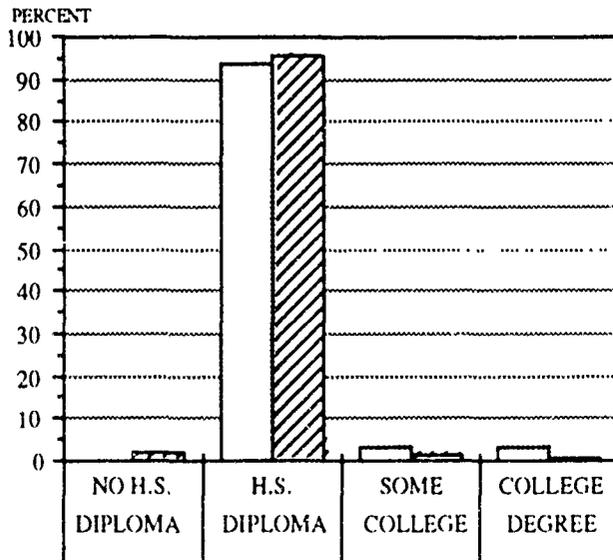
### ARMY



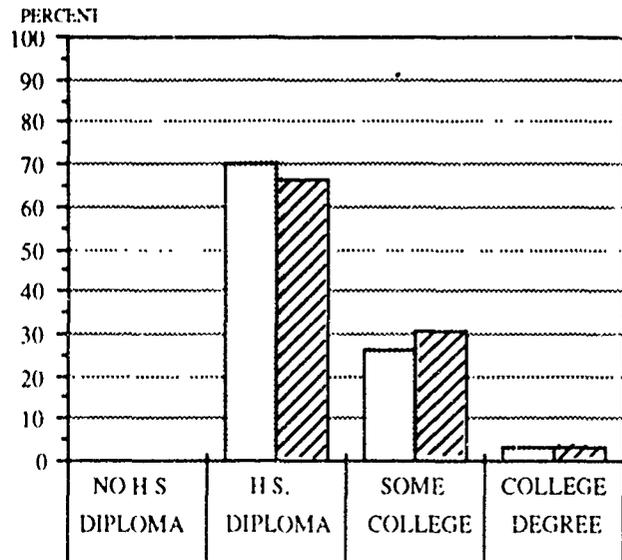
### NAVY



### MARINE CORPS



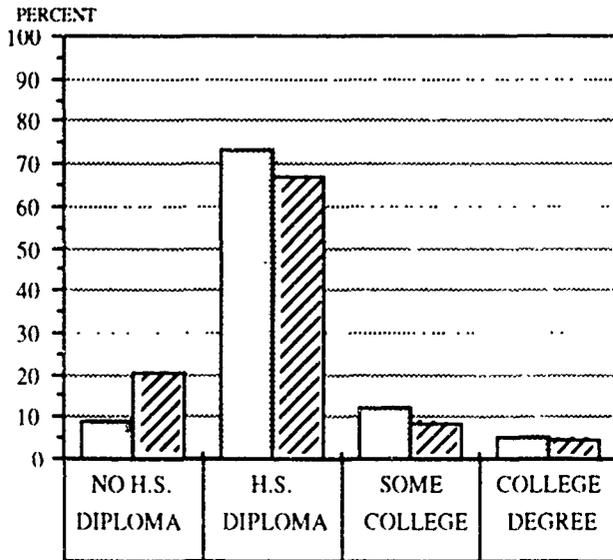
### AIR FORCE



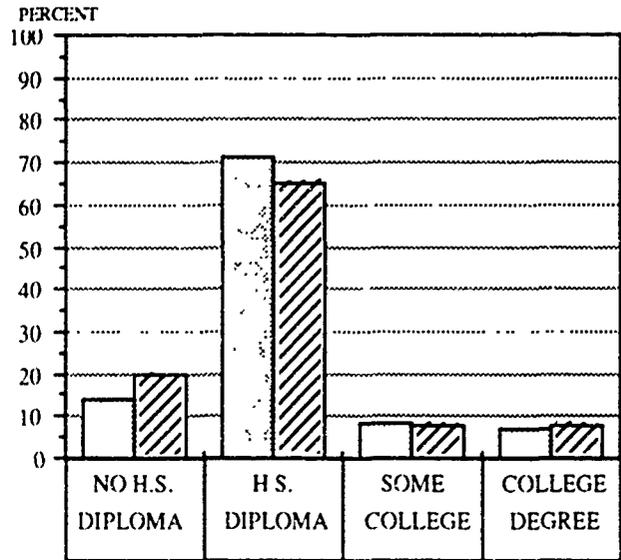
WOMEN  
 MEN

# SELECTED RESERVE ENLISTED EDUCATION LEVELS

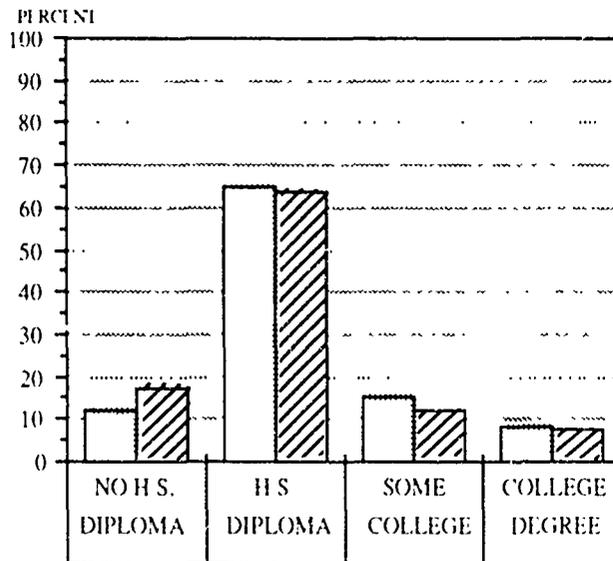
**ARMY NATIONAL GUARD**



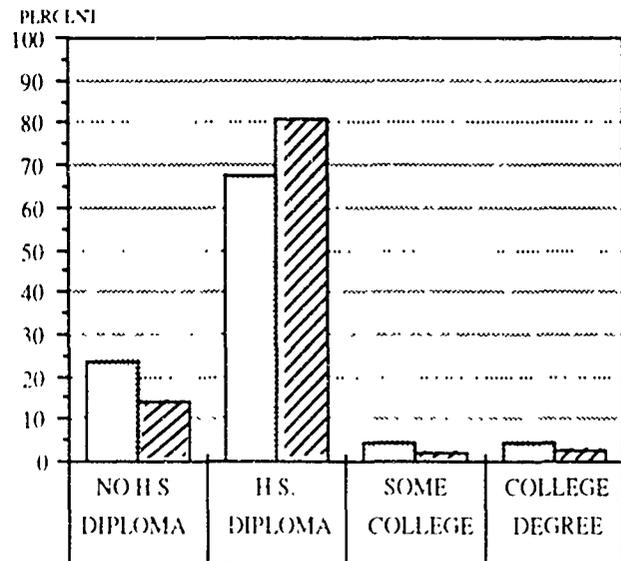
**ARMY RESERVE**



**NAVAL RESERVE**



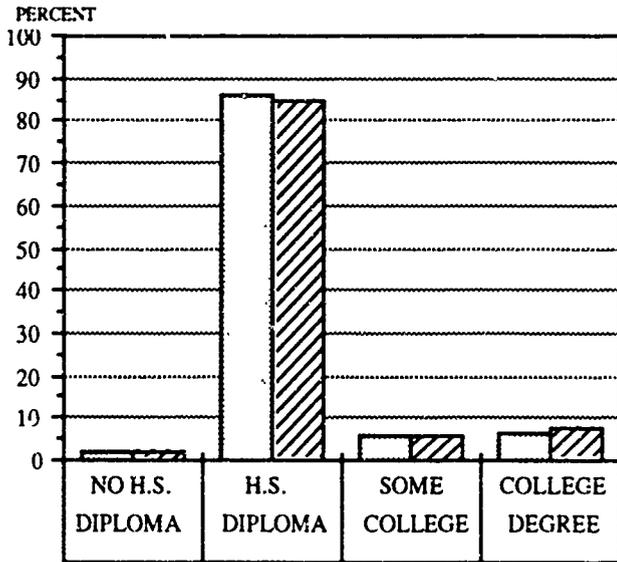
**MARINE CORPS RESERVE**



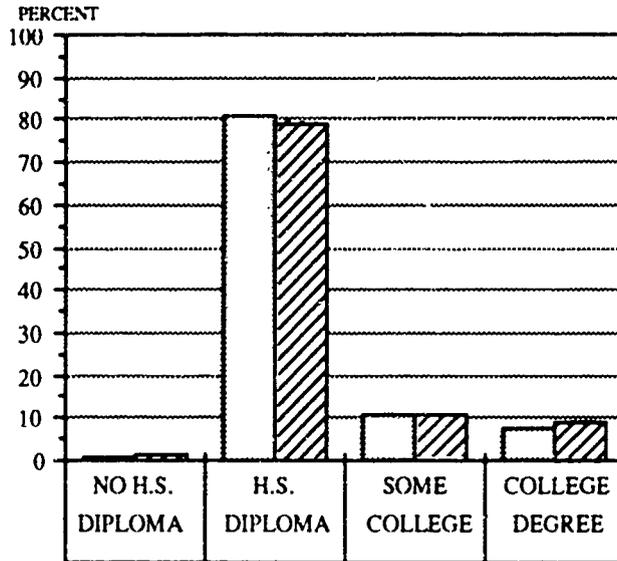
WOMEN   
MEN

# SELECTED RESERVE ENLISTED EDUCATION LEVELS

**AIR NATIONAL GUARD**



**AIR FORCE RESERVE**



WOMEN  
 MEN

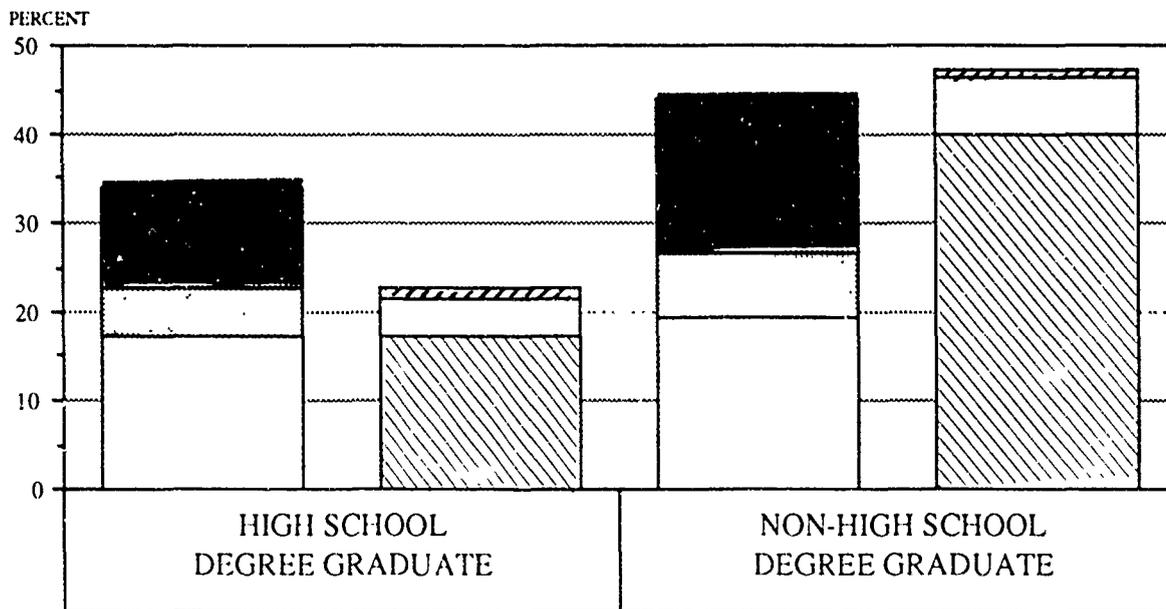
# RETENTION OF ENLISTED PERSONNEL

The retention of enlisted personnel is critical to achievement of manpower objectives. Each component must carefully manage enlistments and reenlistments in order to develop programmed grade, skill and experience characteristics essential to manning the force structure. Retention affects every aspect of personnel planning (e.g., recruiting, training, distribution, promotion and separation). The rates vary in response to incentives (e.g. bonuses or education), the economic environment, the component environment (e.g. promotion opportunity, frequency of overseas

assignment or sea duty), and the individual member's propensity to serve.

Retention can be measured in several ways. In each case, retention is the proportion of a specific category of members remaining within that category over a period of time. Thus, different types of rates reflect the behavior of different categories of personnel over different periods of time. In this section are depicted three measures of retention: attrition, continuation and reenlistments.

## THREE YEAR ATTRITION BY SEX & EDUCATION FY 1983 COHORT DoD ACTIVE DUTY

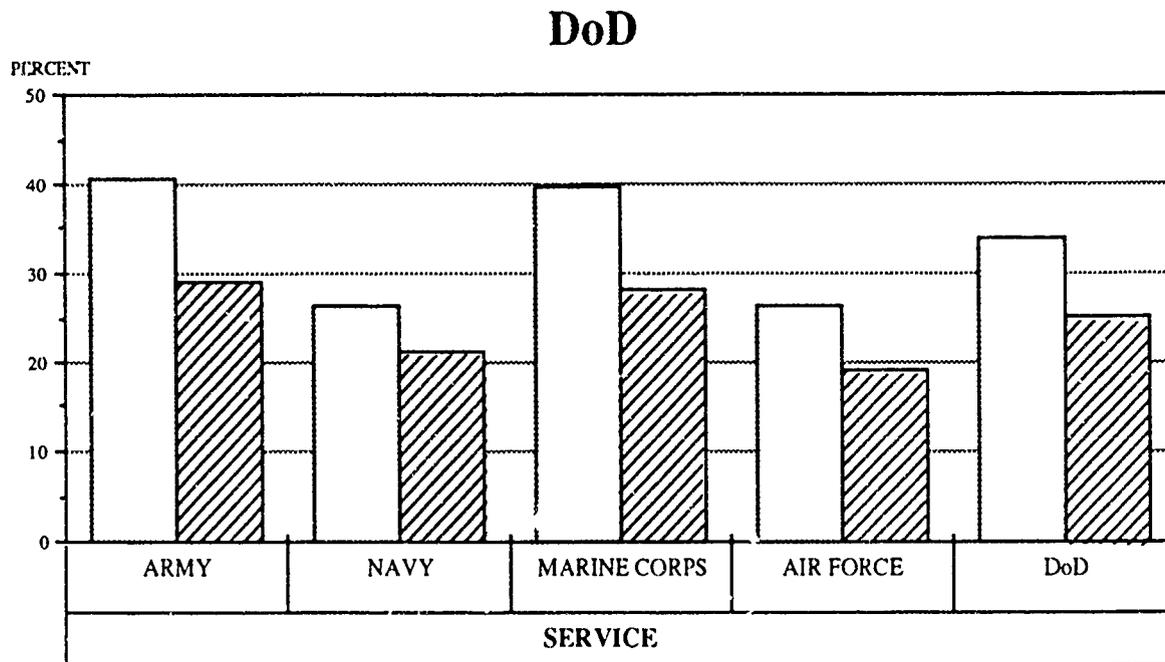


PREGNANCY, PARENTHOOD   
 ALL OTHER CAUSES   
 FAILURE TO MEET CRITERIA 

# ACTIVE DUTY THREE YEAR ATTRITION BY SEX AND SERVICE FY 1983 COHORT

Attrition is the loss of enlisted personnel prior to completion of the first term of enlistment. It is

expressed as the cumulative percent of an NPS cohort that leaves the service early.



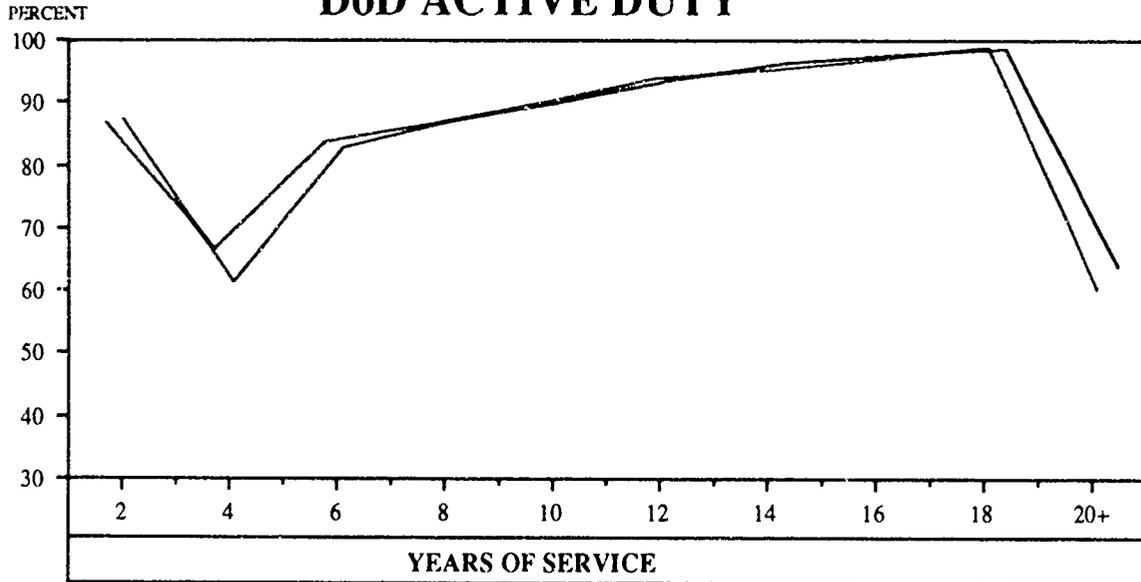
WOMEN   
MEN

# FY 86 CONTINUATION BY YOS

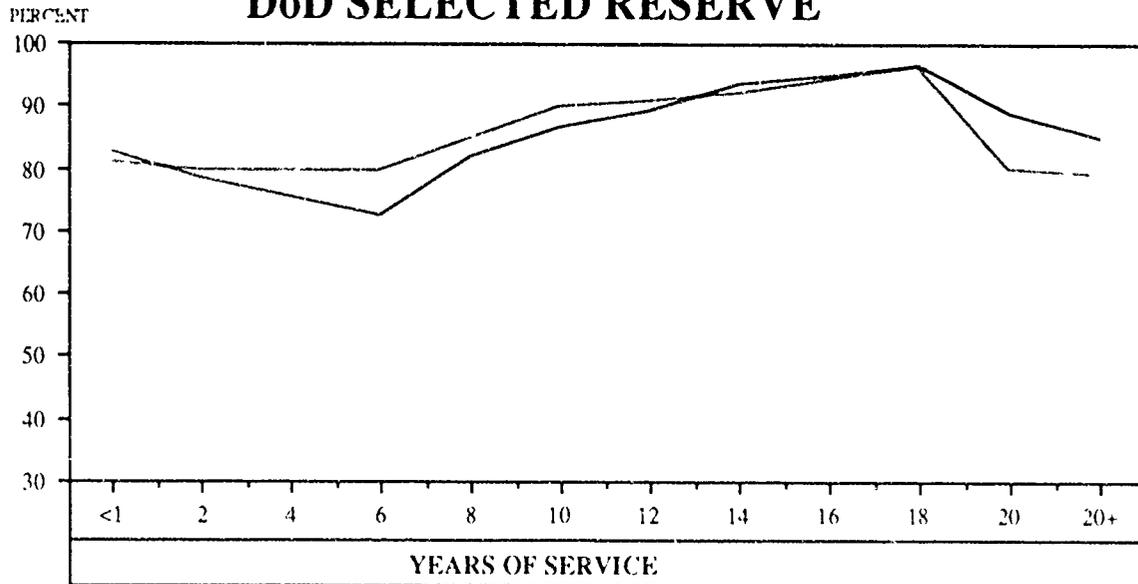
Continuation rates reflect the percentage of those on the rolls at the beginning of the fiscal year who were still there at the end of the fiscal year. The following charts depict continuation rates by years of service groupings. Unlike the active force

where 20 years is a major force adjustment point, the majority of National Guard and Reserve enlisted members tend to continue beyond 20 years at relatively stable rates.

## DoD ACTIVE DUTY



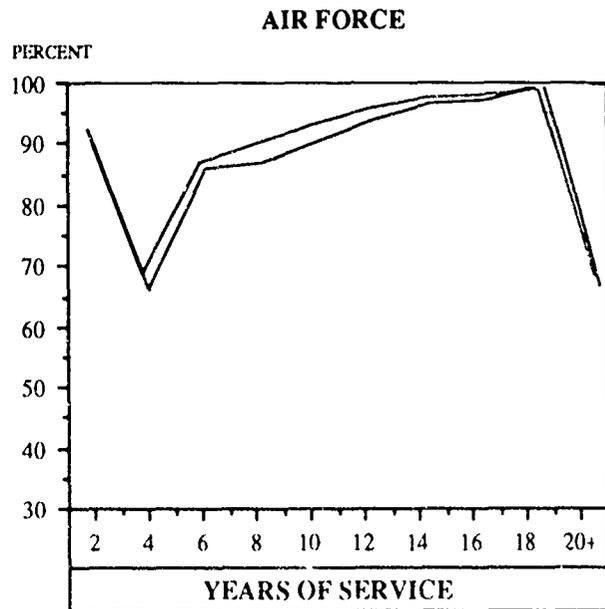
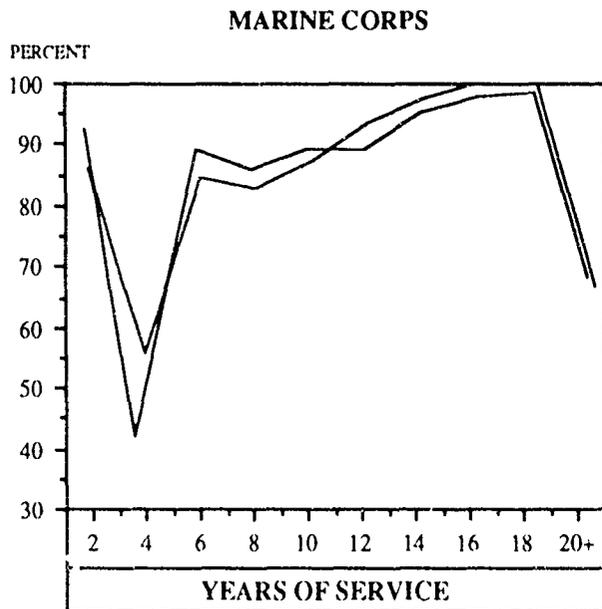
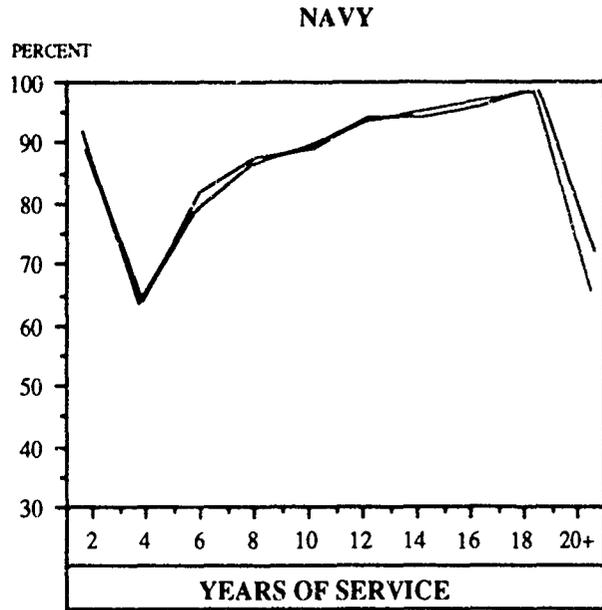
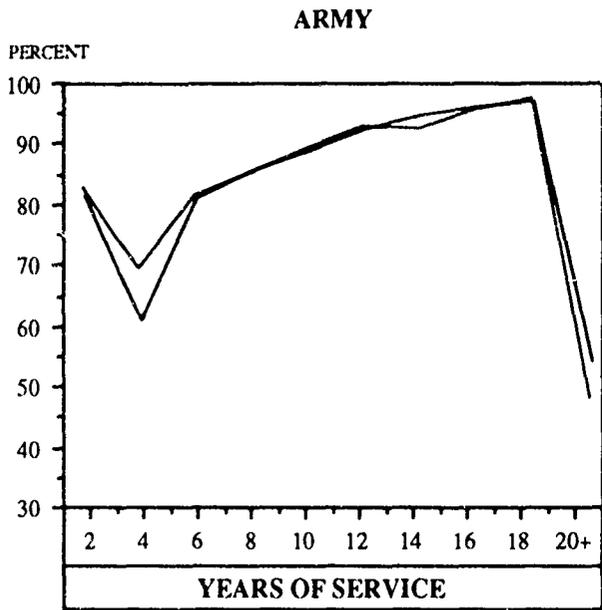
## DoD SELECTED RESERVE



NOTE: Continuation for 20 years of service and beyond has been aggregated.

--- WOMEN  
 --- MEN

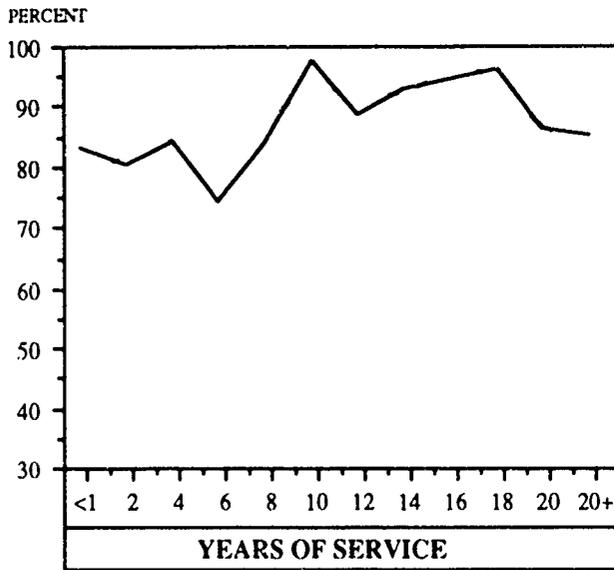
# ACTIVE DUTY ENLISTED PERCENT CONTINUING DURING FY 86



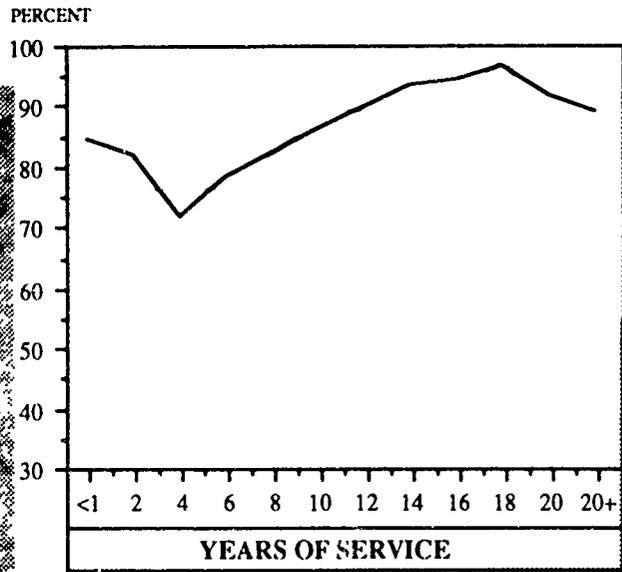
WOMEN - - - - -  
MEN - - - - -

# SELECTED RESERVE ENLISTED PERCENT CONTINUING DURING FY 86

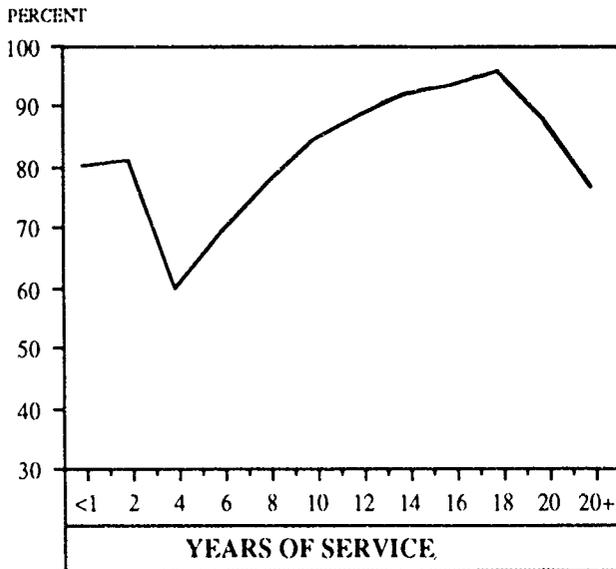
**ARMY NATIONAL GUARD**



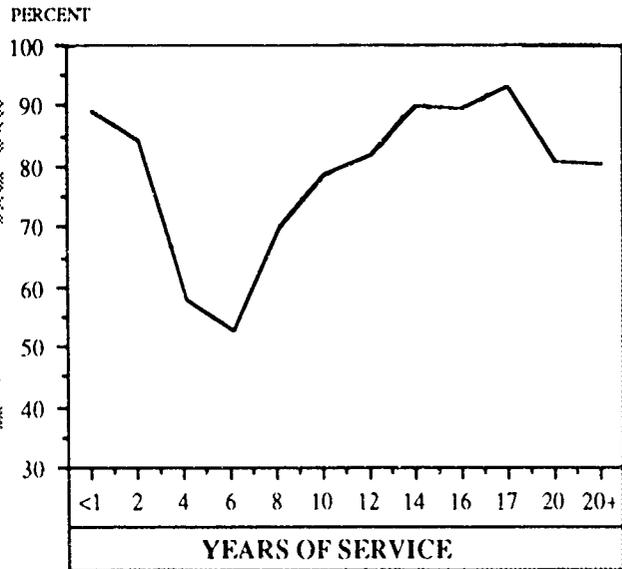
**ARMY RESERVE**



**NAVAL RESERVE**



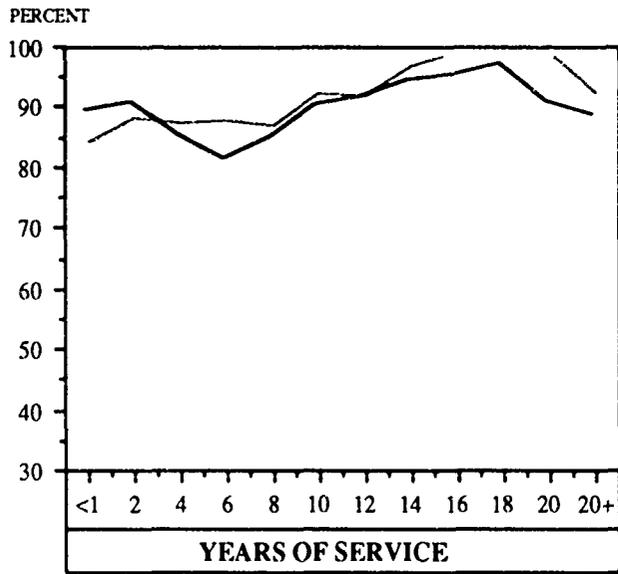
**MARINE CORPS RESERVE**



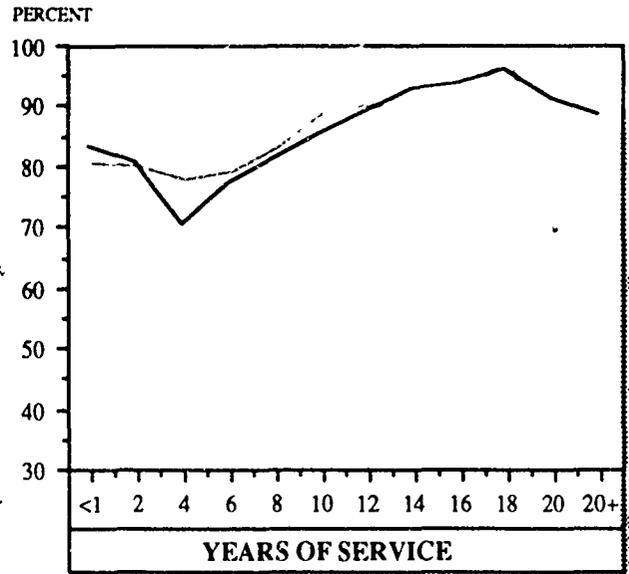
— WOMEN  
— MEN

# SELECTED RESERVE ENLISTED PERCENT CONTINUING DURING FY 86

**AIR NATIONAL GUARD**



**AIR FORCE RESERVE**



WOMEN  
MEN ———

# REENLISTMENT RATES

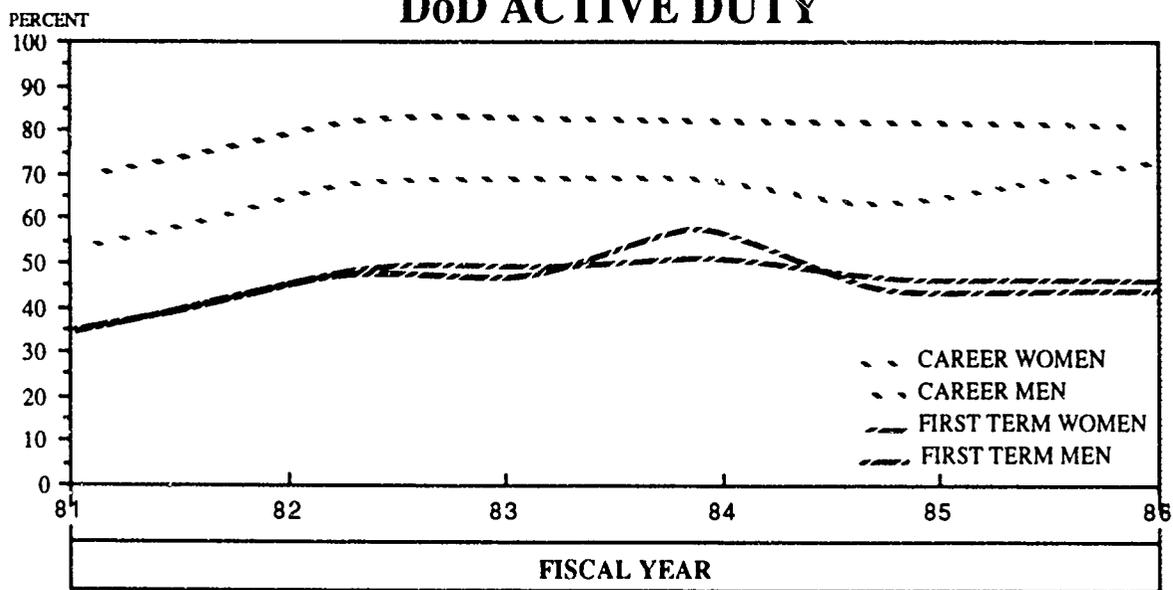
Enlisted members enter the military under specified terms of enlistment. They remain on duty by fulfilling their obligation and then reenlisting or extending. A reenlistment or extension represents a commitment to remain on duty for a specified period. Reenlistment is a privilege that is granted, like promotion, based upon component needs and the member's demonstrated manner of performance.

Reenlistment objectives are a fundamental component of the enlisted management program for the active forces. The historic rates of reenlist-

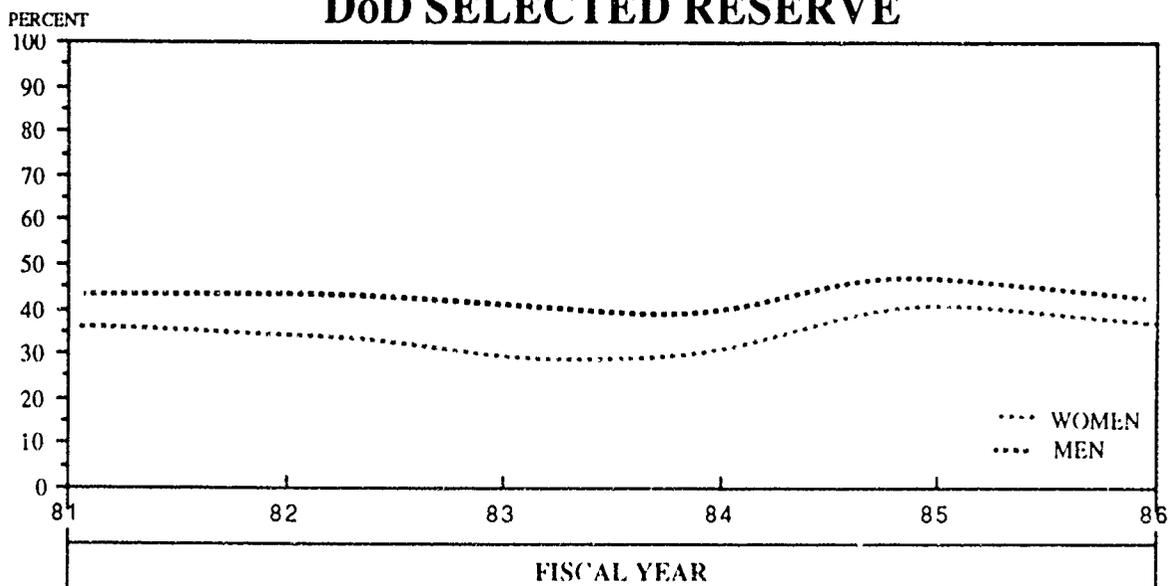
ment are calculated by dividing the number of reenlistees by the number of eligibles over a specified period of time.

Reenlistment data presented on the Selected Reserve is displayed as a percentage factor and is based on the number of reenlistments and extensions divided by itself plus losses. Unlike reenlistment rates, this ratio is not adjusted for such factors as reenlistment eligibility, but it does provide a consistent comparison of reenlistment/extension rates between men and women in the component.

## DoD ACTIVE DUTY



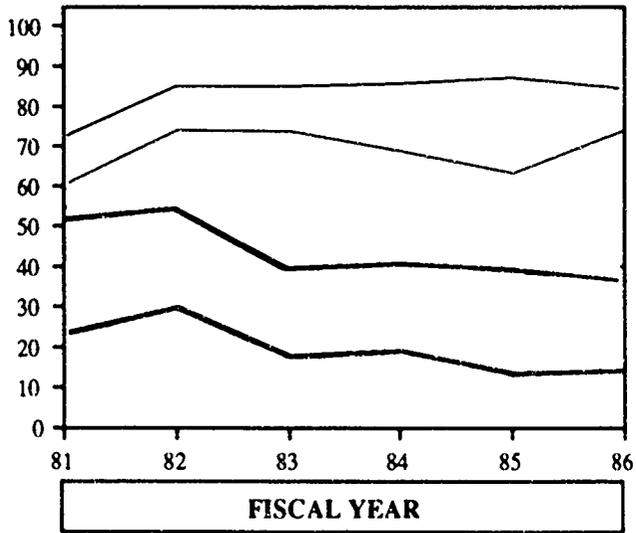
## DoD SELECTED RESERVE



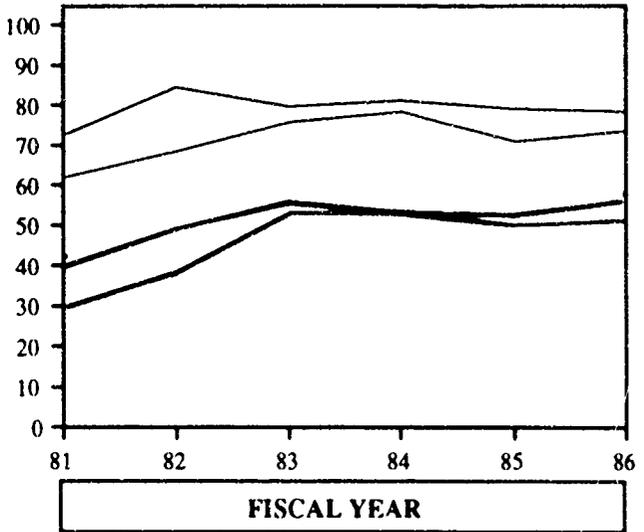
NOTE: Selected Reserve Reenlistment Data is not categorized by career and first term.

# ACTIVE DUTY REENLISTMENT RATES

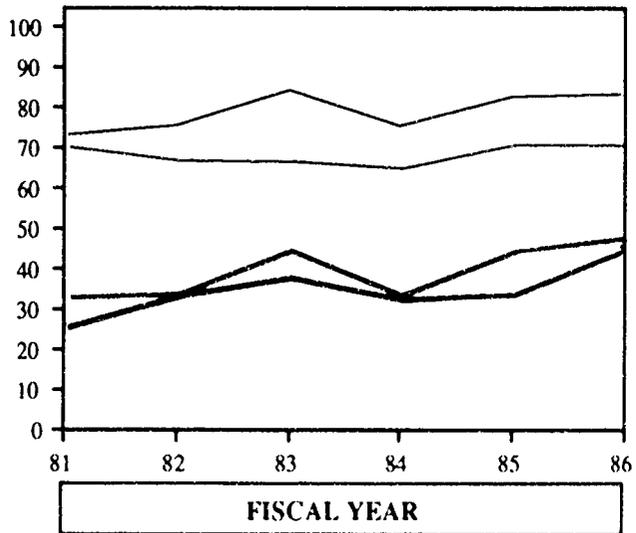
**ARMY**



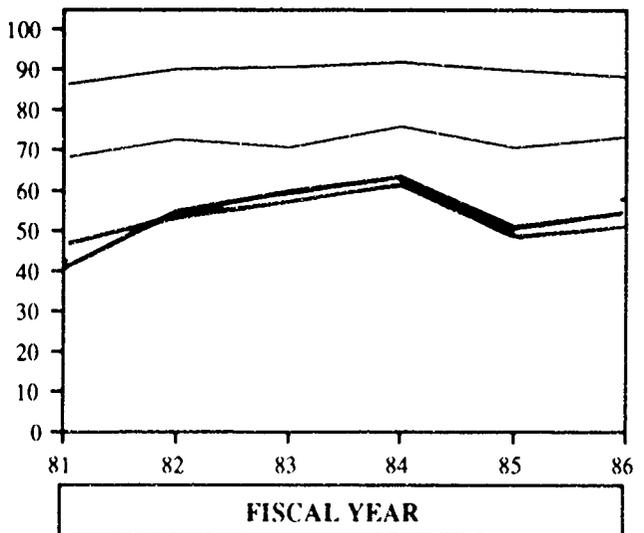
**NAVY**



**MARINE CORPS**



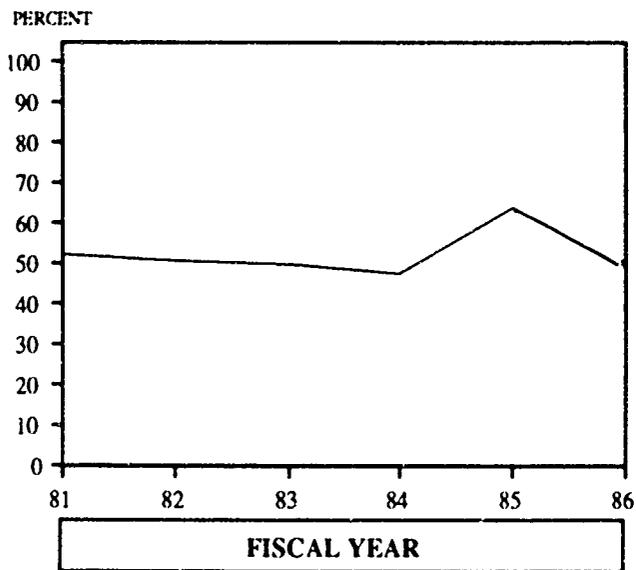
**AIR FORCE**



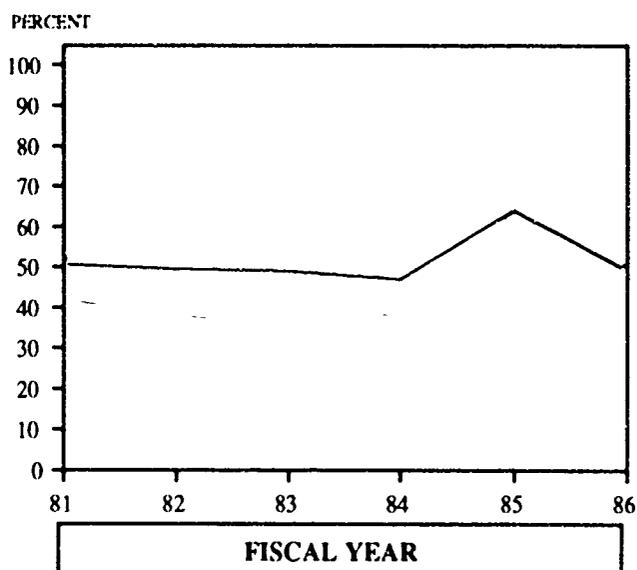
CAREER WOMEN  
 CAREER MEN  
 FIRST TERM WOMEN  
 FIRST TERM MEN

# SELECTED RESERVE REENLISTMENT RATES

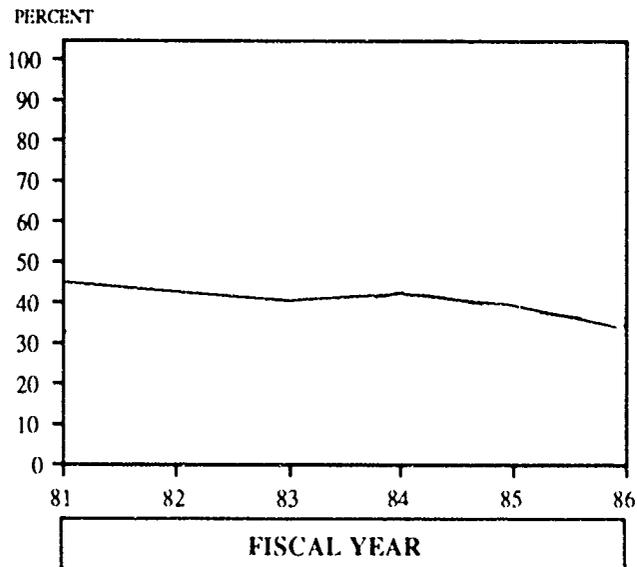
## ARMY NATIONAL GUARD



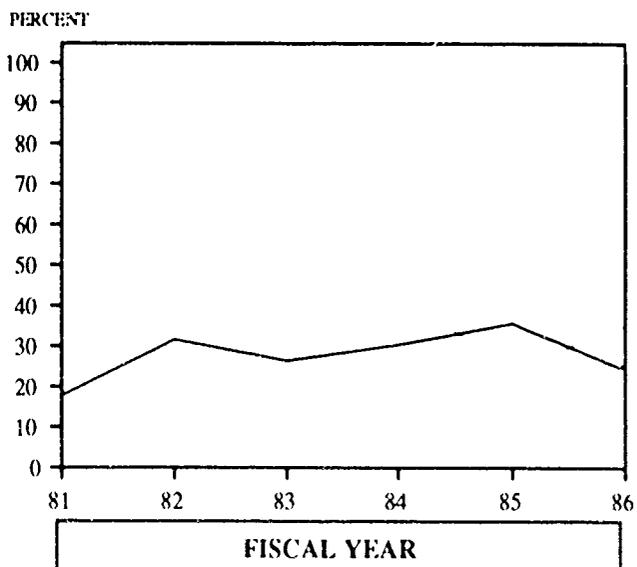
## ARMY RESERVE



## NAVAL RESERVE



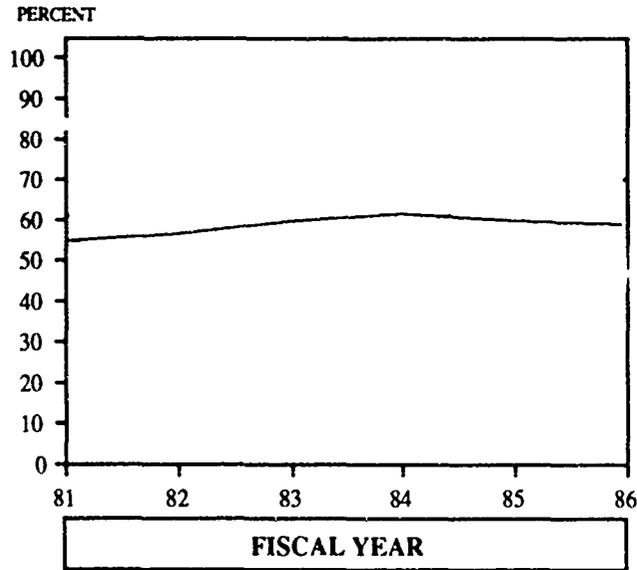
## MARINE CORPS RESERVE



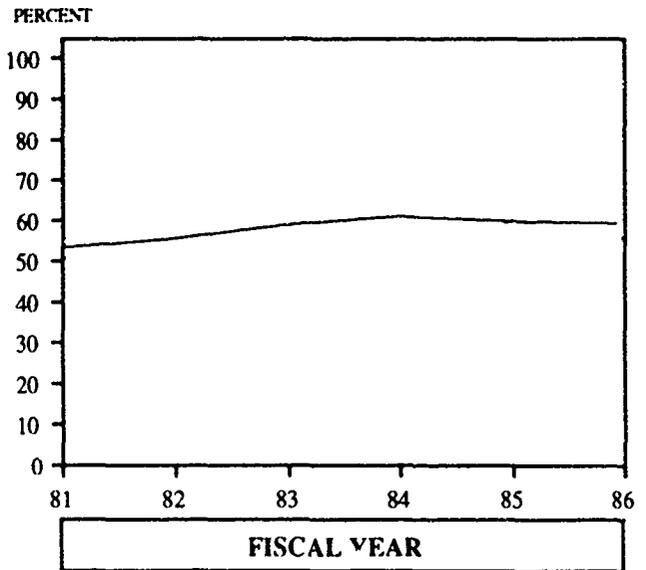
— WOMEN  
- - - MEN

# SELECTED RESERVE REENLISTMENT RATES

## AIR NATIONAL GUARD



## AIR FORCE RESERVE



WOMEN —  
MEN - - -

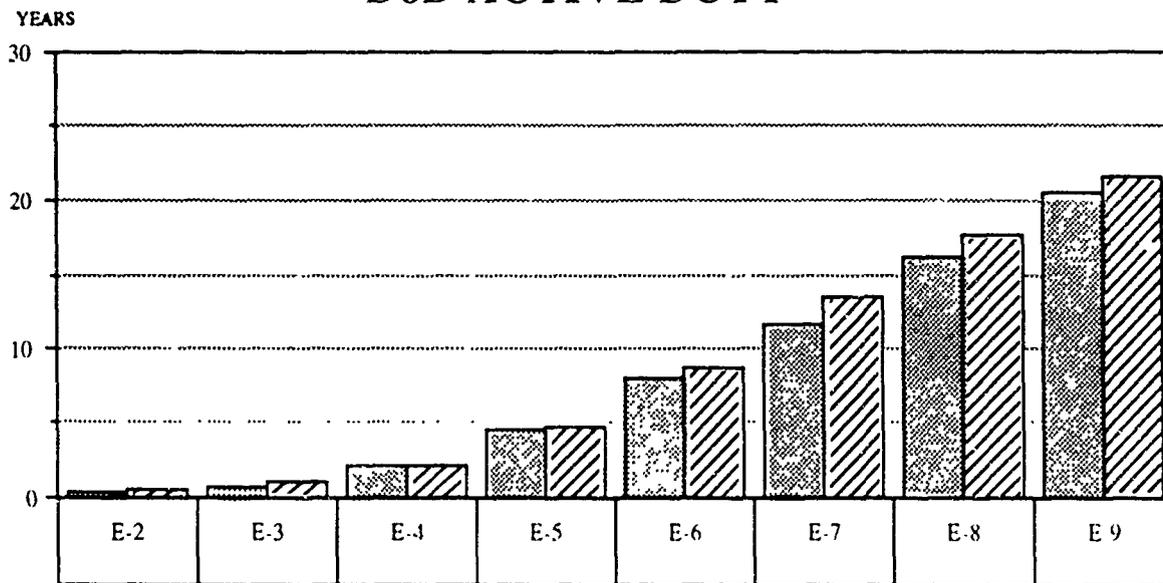
# TIS AT PROMOTION DURING FY 85

Service promotion policies are based upon a variety of factors. These include: inventory status (by grade, specialty or experience level), resource constraints and legislative or Defense guidance. Selection of eligible individuals for promotion is based upon manner of duty performance and

demonstrated potential for acceptance of higher responsibility.

Separate promotion data on the National Guard and Reserves are not currently compiled.

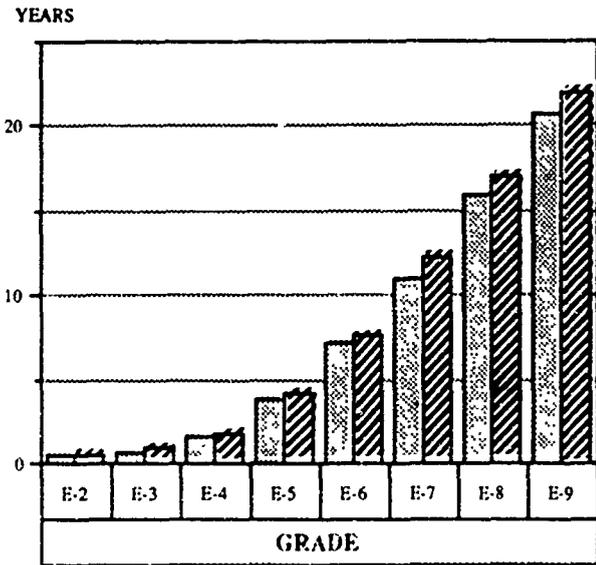
## AVERAGE TIME IN SERVICE WHEN PROMOTED DURING FY 1986 DoD ACTIVE DUTY



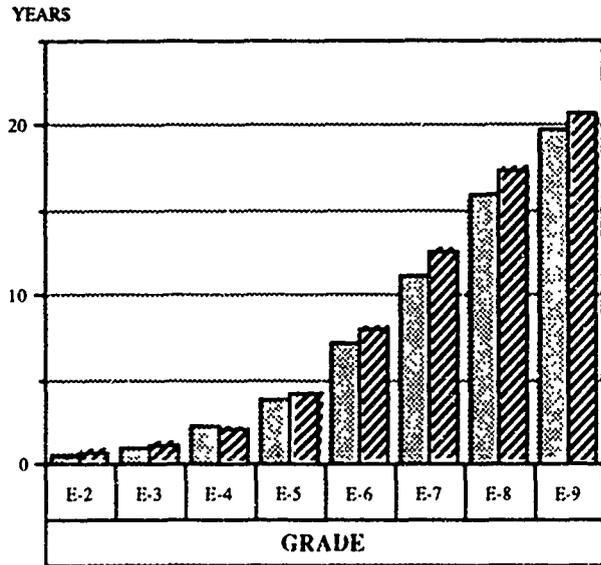
□ WOMEN  
▨ MEN

# TIS AT PROMOTION DURING FY 85

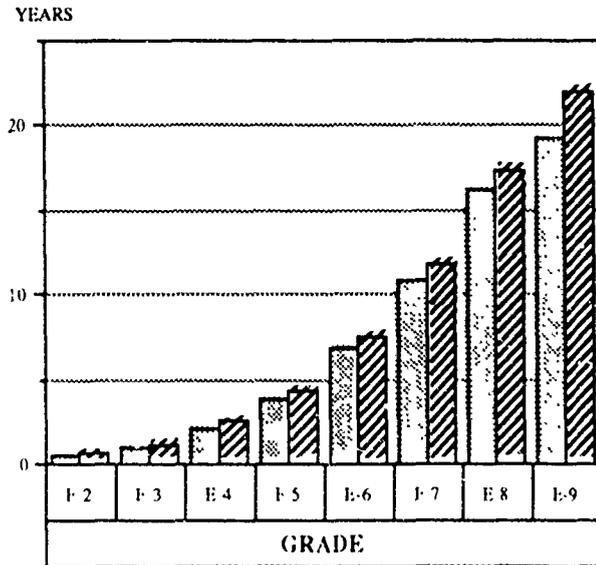
## ARMY



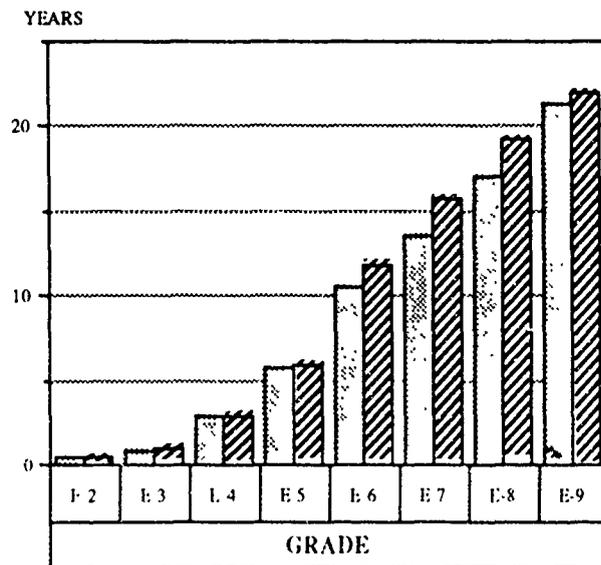
## NAVY



## MARINE CORPS



## AIR FORCE



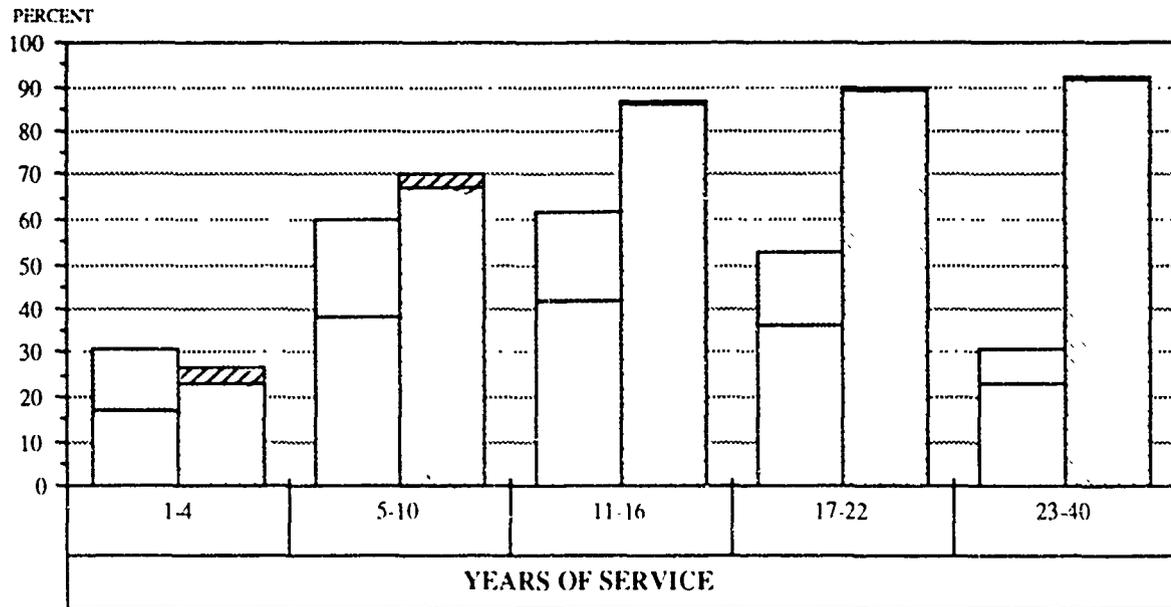
WOMEN    
 MEN

# ENLISTED PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

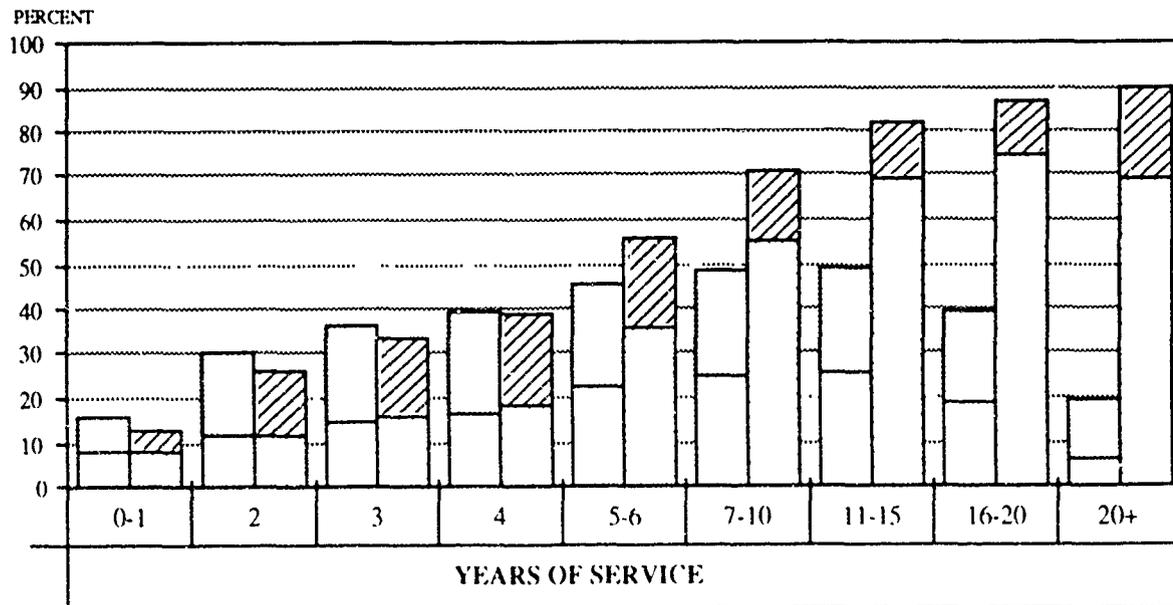
These charts compare the relative percentages of married service members by years of service,

and also compare the percentages of those married with dependents.

## DoD ACTIVE DUTY



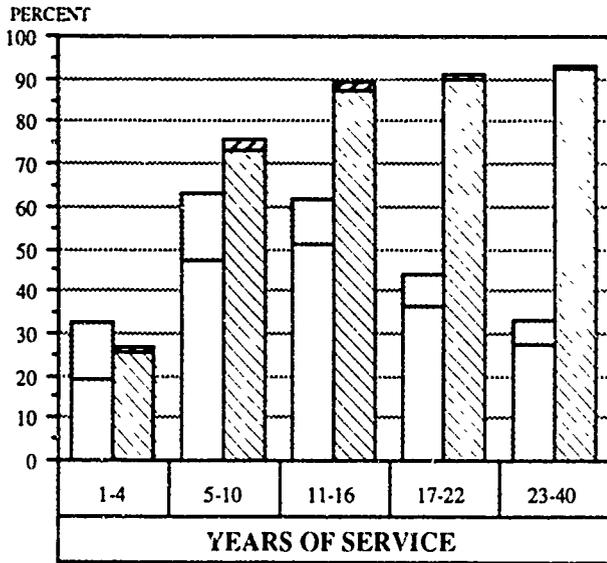
## DoD SELECTED RESERVE



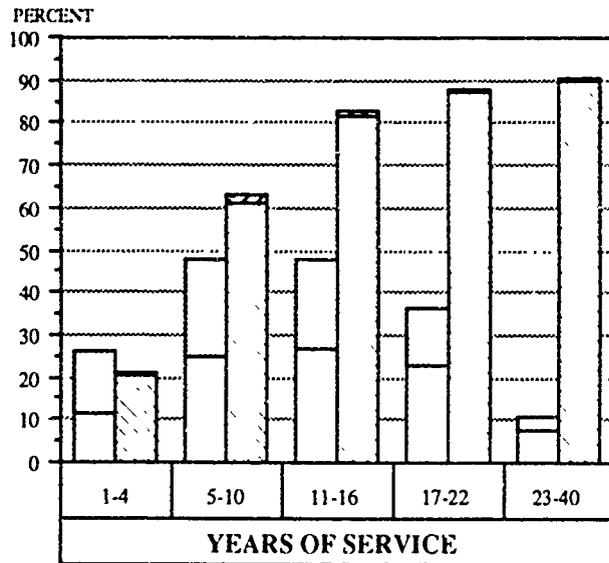
- FEMALE MARRIED
- FEMALE MARRIED WITH DEPENDENTS
- MALE MARRIED
- MALE MARRIED WITH DEPENDENTS

# ACTIVE DUTY ENLISTED PERSONNEL PERCENT MARRIED BY YEARS OF SERVICE

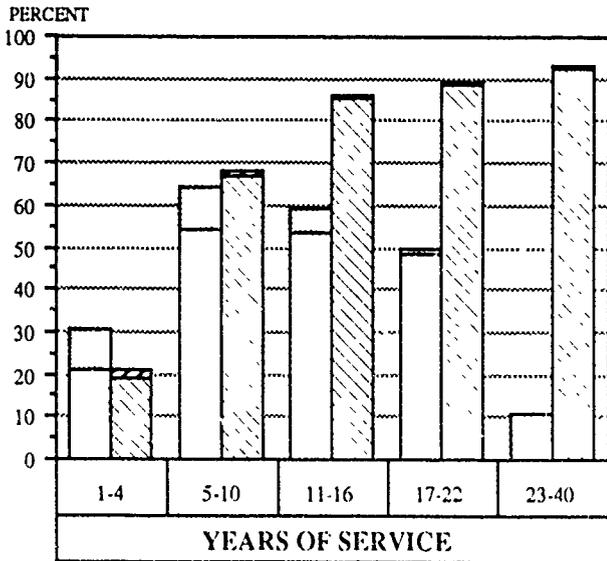
**ARMY**



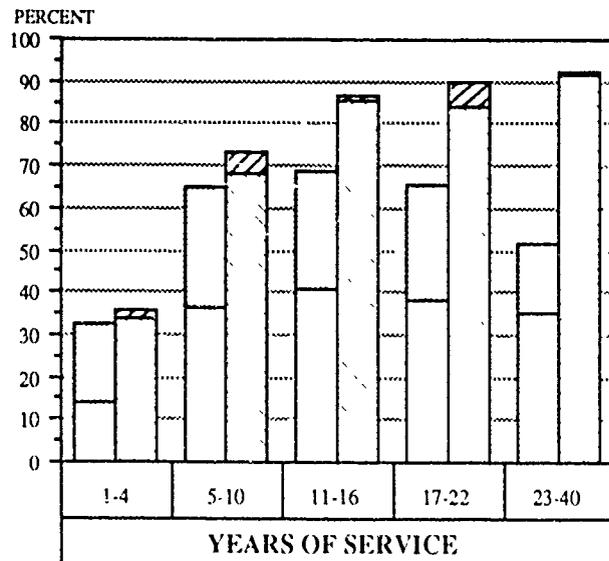
**NAVY**



**MARINE CORPS**



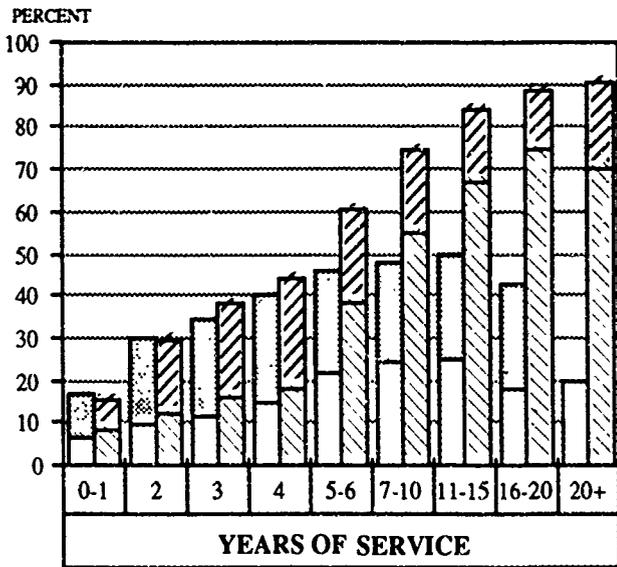
**AIR FORCE**



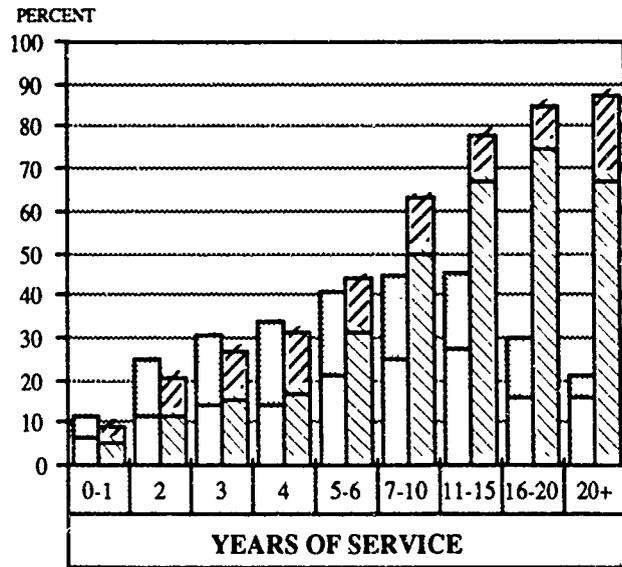
FEMALE MARRIED   
 FEMALE MARRIED WITH DEPENDENTS   
 MALE MARRIED   
 MALE MARRIED WITH DEPENDENTS

# SELECTED RESERVE ENLISTED PERSONNEL PERCENT MARRIED BY YEARS OF SERVICE

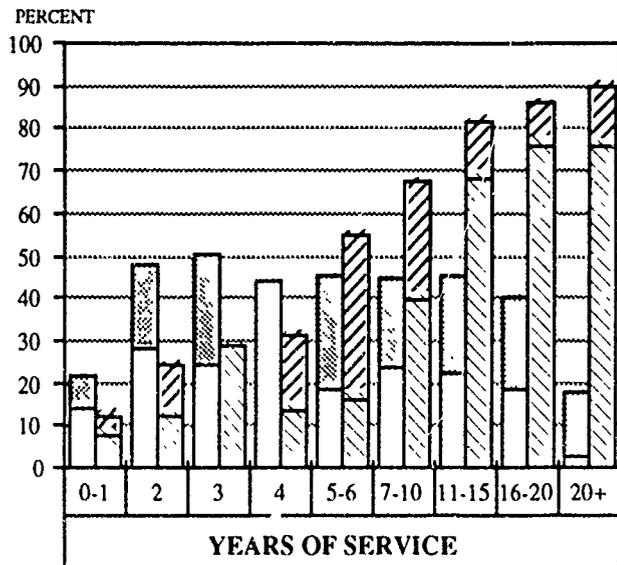
**ARMY NATIONAL GUARD**



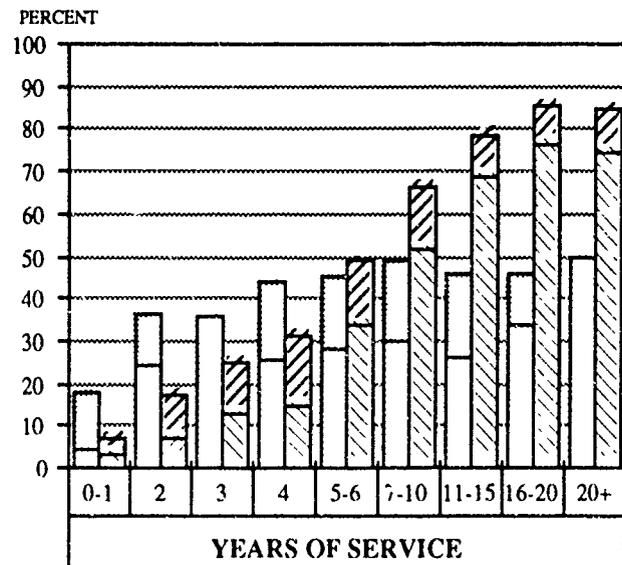
**ARMY RESERVE**



**NAVAL RESERVE**

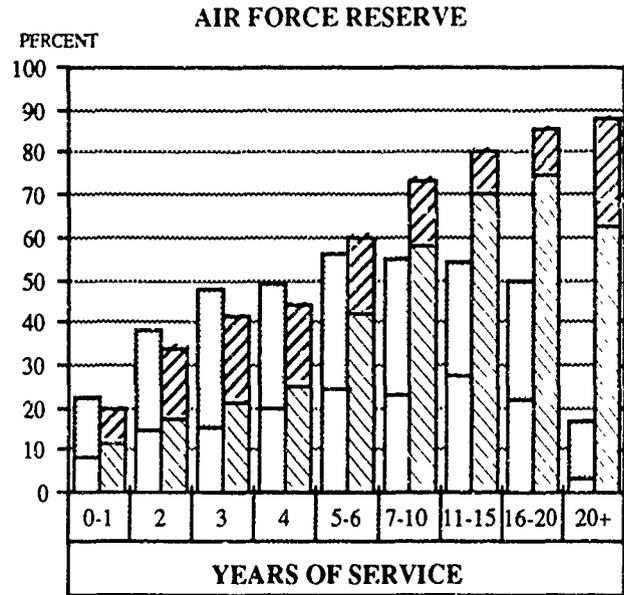
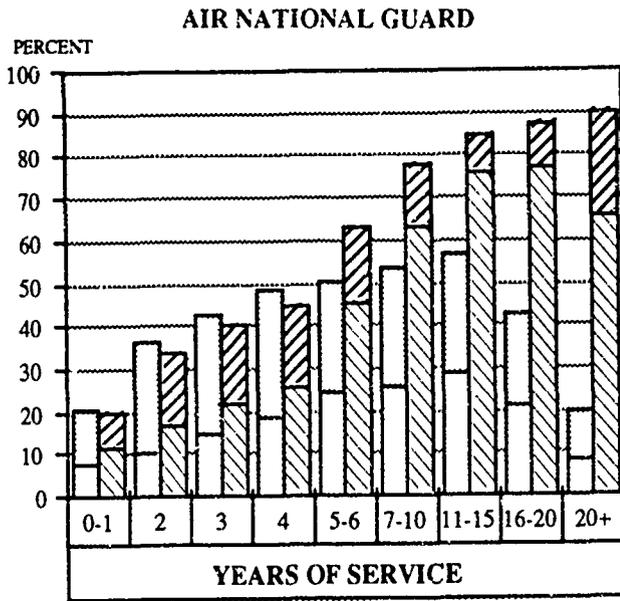


**MARINE CORPS RESERVE**



- FEMALE MARRIED
- FEMALE MARRIED WITH DEPENDENTS
- MALE MARRIED
- MALE MARRIED WITH DEPENDENTS

# SELECTED RESERVE ENLISTED PERSONNEL PERCENT MARRIED BY YEARS OF SERVICE



FEMALE MARRIED    
 FEMALE MARRIED WITH DEPENDENTS    
 MALE MARRIED    
 MALE MARRIED WITH DEPENDENTS



SECTION III

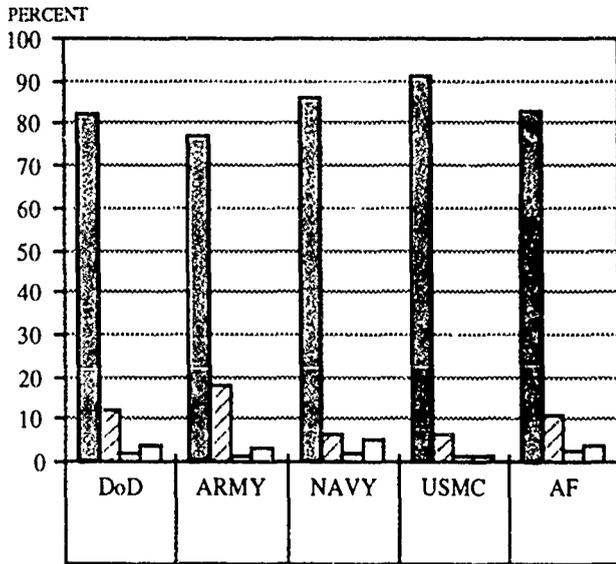
MINORITY WOMEN

# MINORITY WOMEN

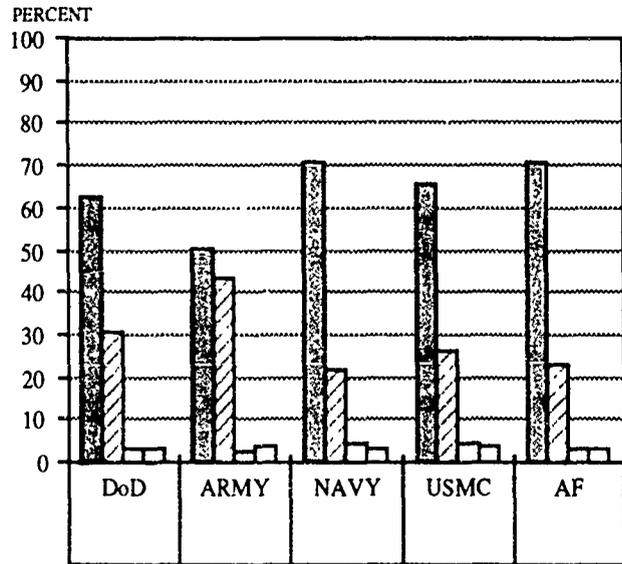
This section displays the data on minority women. The graphics are designed to show differences among Race/Ethnic Groups. Officer and enlisted women are shown on separate charts. The

“Other” category includes the following race/ethnic groups: Asian/Pacific Islander, American Indian/Alaskan Native, and Unknown.

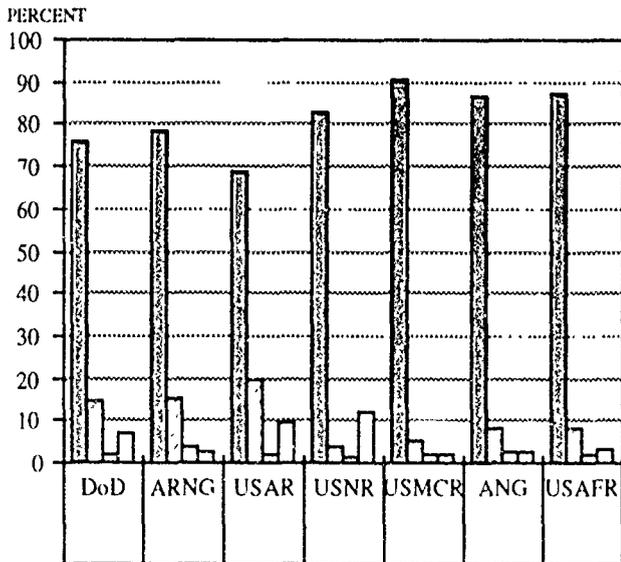
**ACTIVE DUTY OFFICER WOMEN**



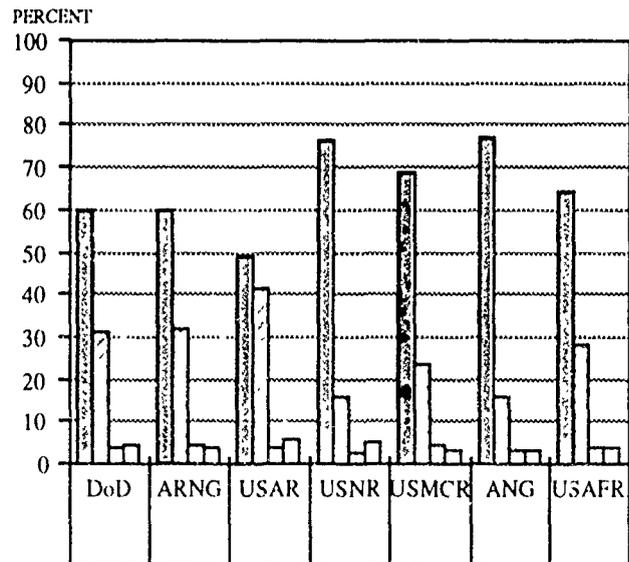
**ACTIVE DUTY ENLISTED WOMEN**



**SELECTED RESERVE OFFICER WOMEN**



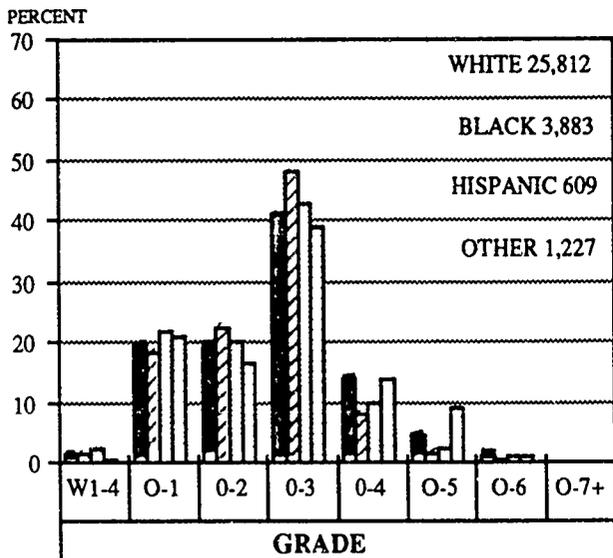
**SELECTED RESERVE ENLISTED WOMEN**



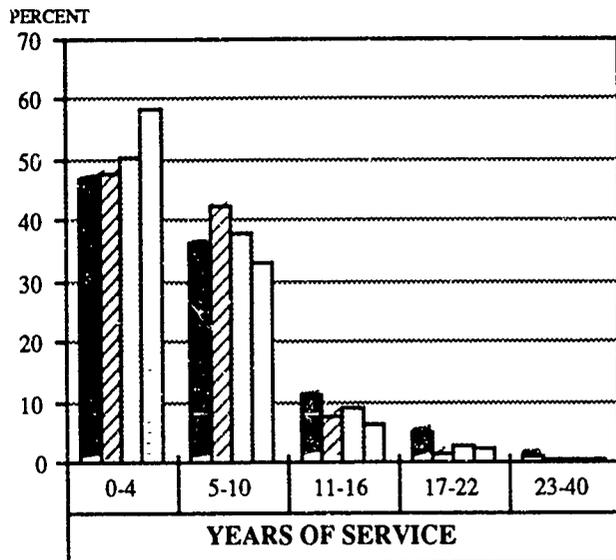
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION SEPTEMBER 1986

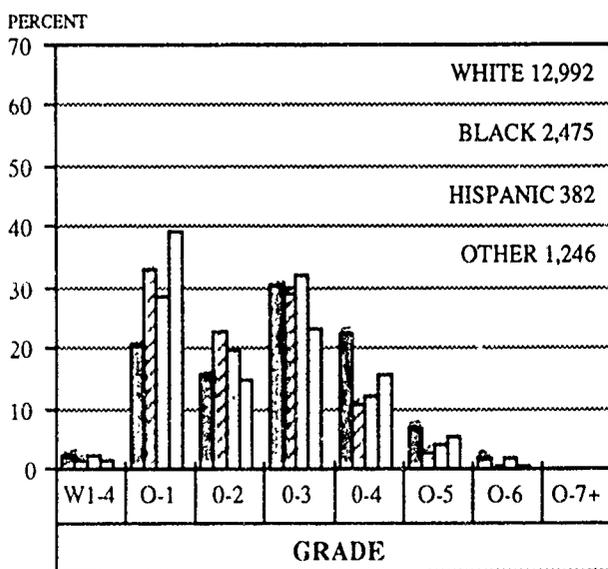
**DoD ACTIVE DUTY BY GRADE**



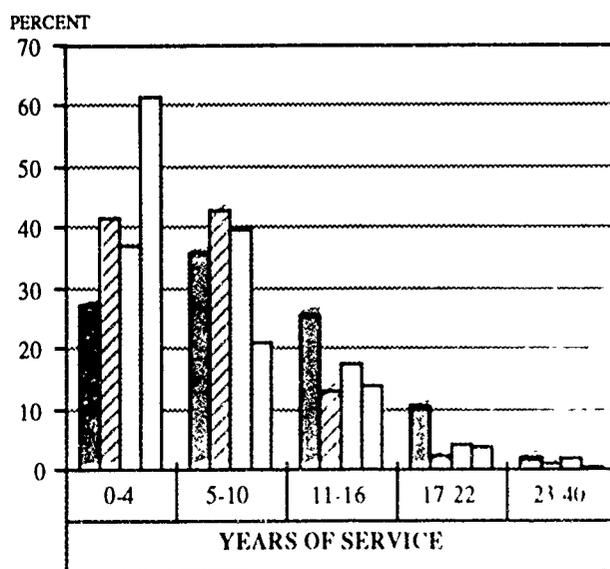
**DoD ACTIVE DUTY BY YEARS OF SERVICE**



**DoD SELECTED RESERVE BY GRADE**



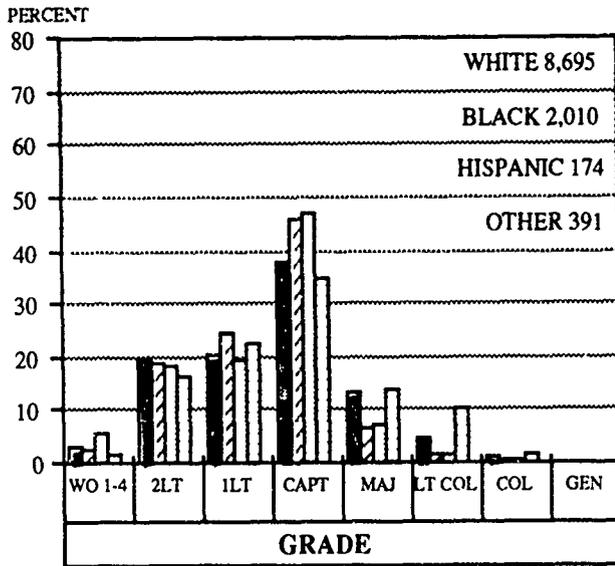
**DoD SELECTED RESERVE BY YEARS OF SERVICE**



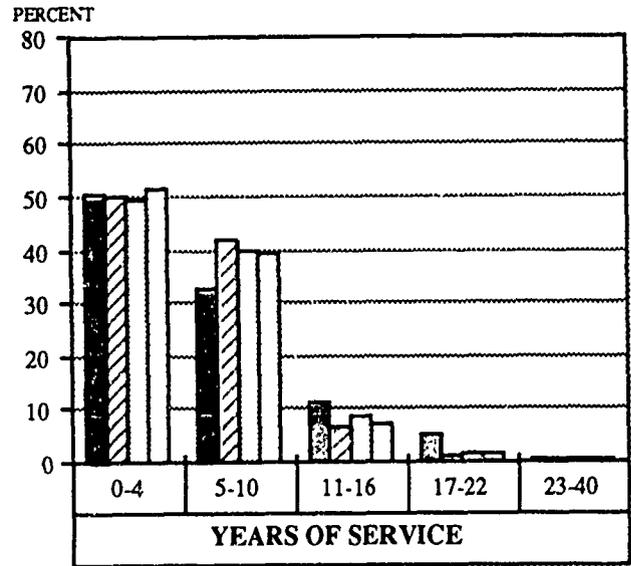
- ☐ WHITE
- ☐ BLACK
- ☐ HISPANIC
- ☐ OTHER

# ACTIVE DUTY OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

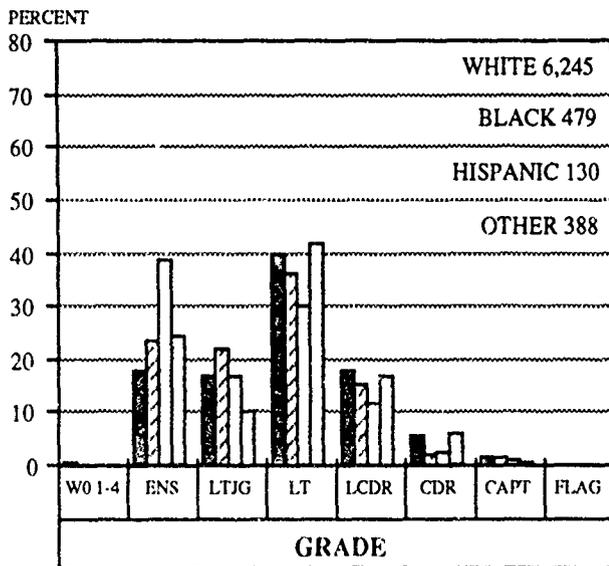
### ARMY BY GRADE



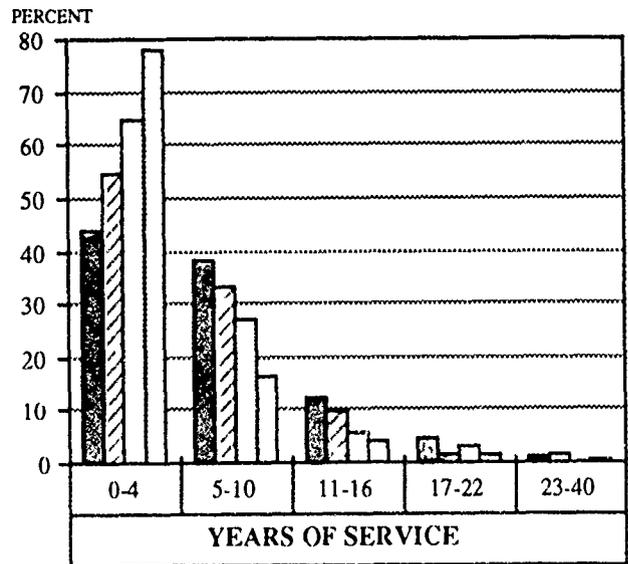
### ARMY BY YEARS OF SERVICE



### NAVY BY GRADE



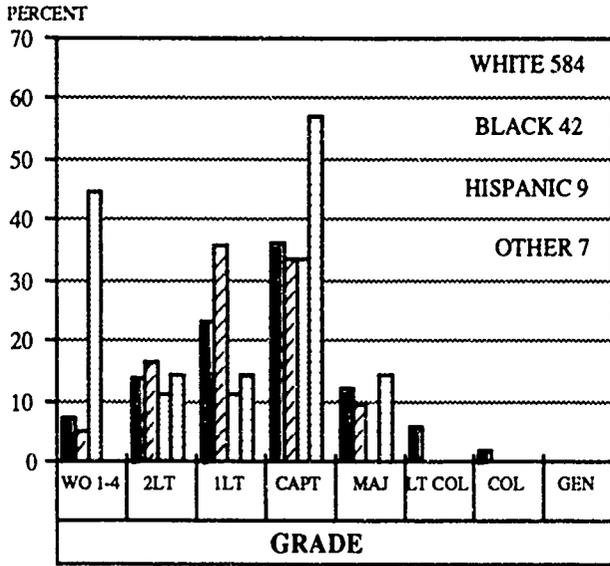
### NAVY BY YEARS OF SERVICE



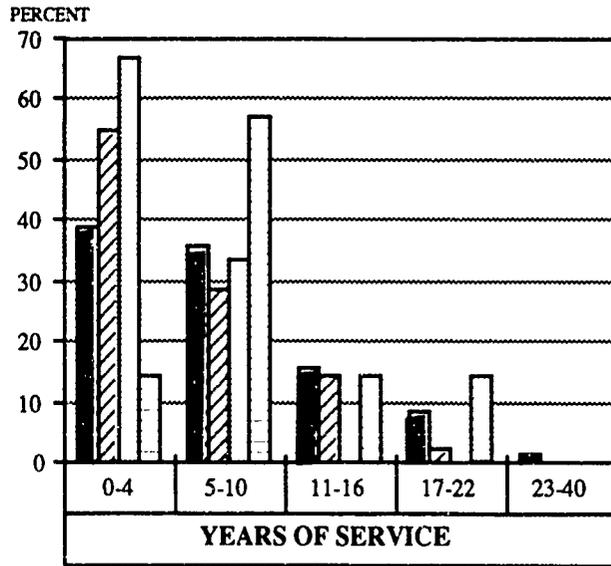
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# ACTIVE DUTY OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

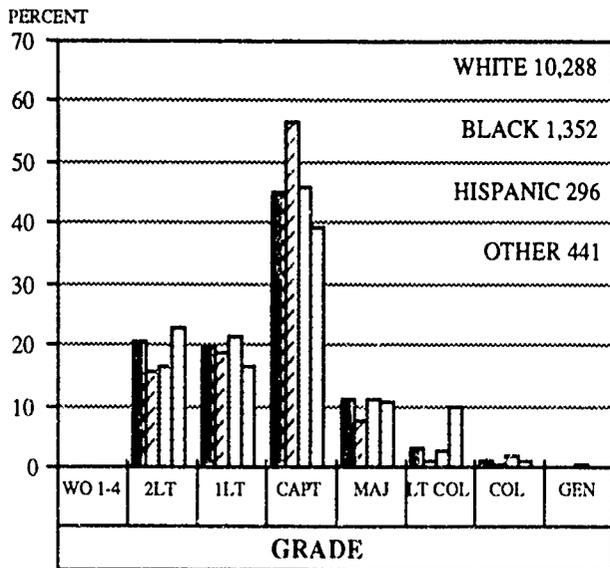
**MARINE CORPS BY GRADE**



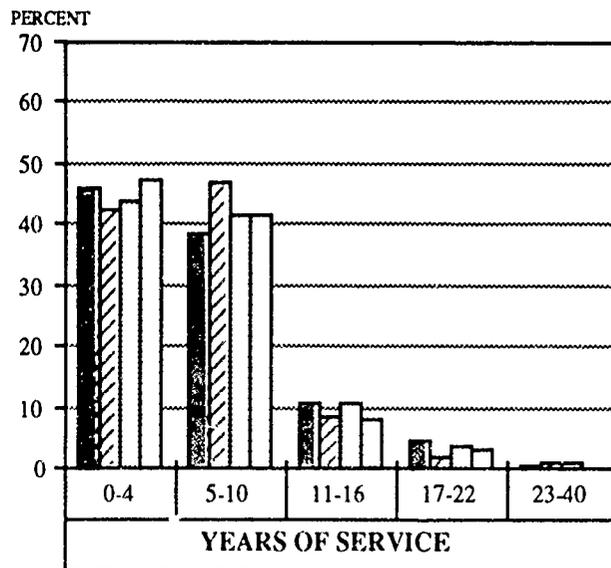
**MARINE CORPS BY YEARS OF SERVICE**



**AIR FORCE BY GRADE**



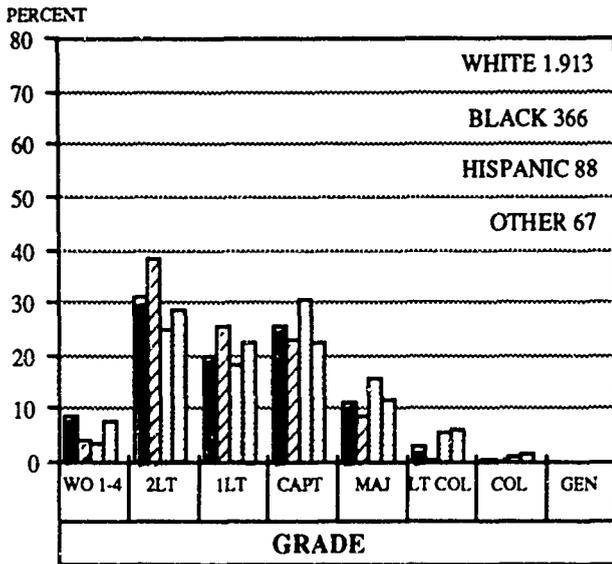
**AIR FORCE BY YEARS OF SERVICE**



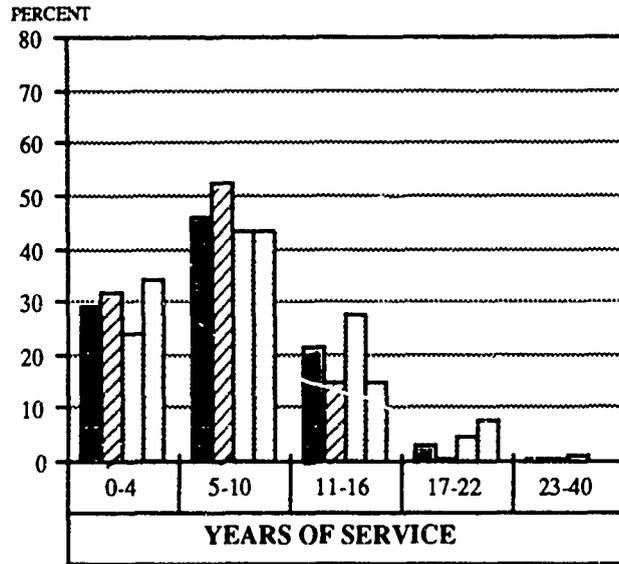
- WHITE
- BLACK
- HISPANIC
- OTHER

# SELECTED RESERVE OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

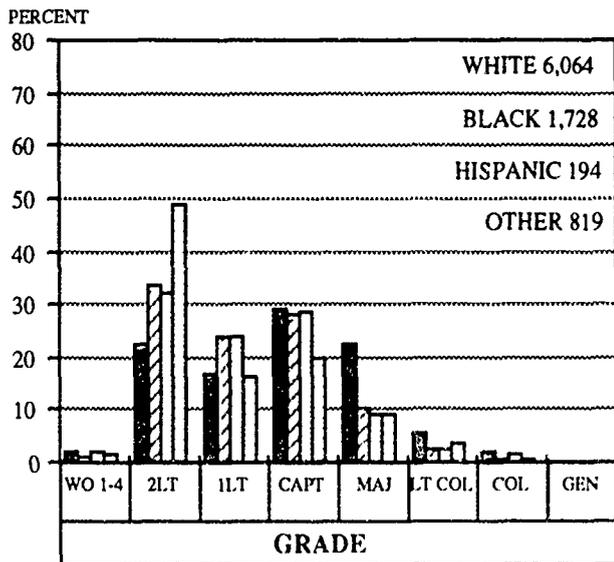
**ARMY NATIONAL GUARD BY GRADE**



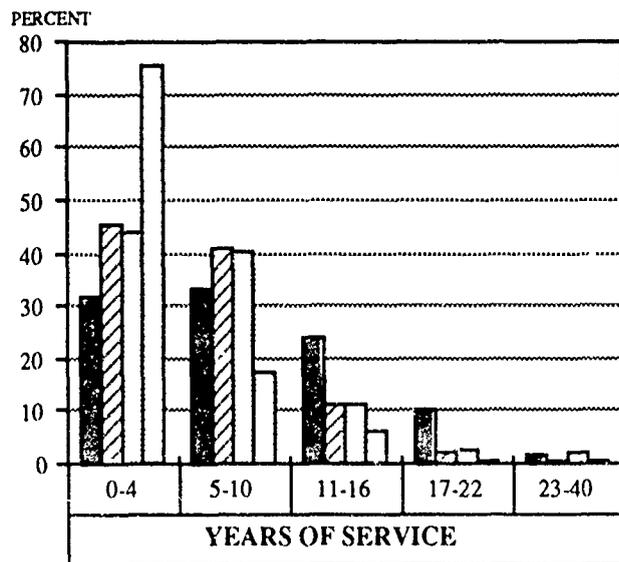
**ARMY NATIONAL GUARD BY YEARS OF SERVICE**



**ARMY RESERVE BY GRADE**



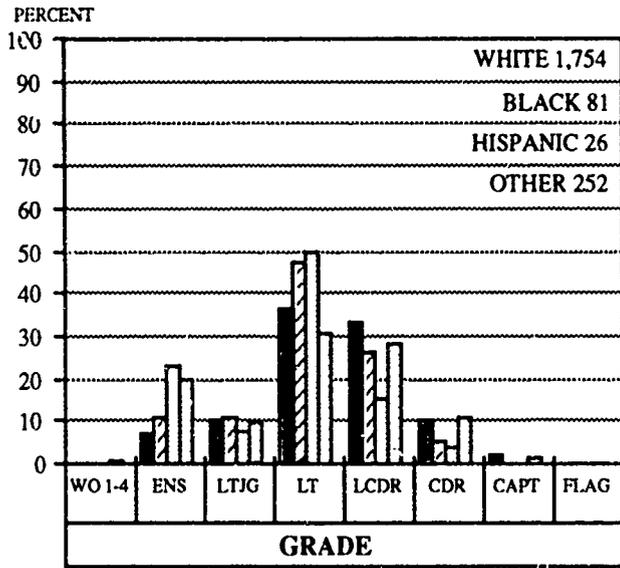
**ARMY RESERVE BY YEARS OF SERVICE**



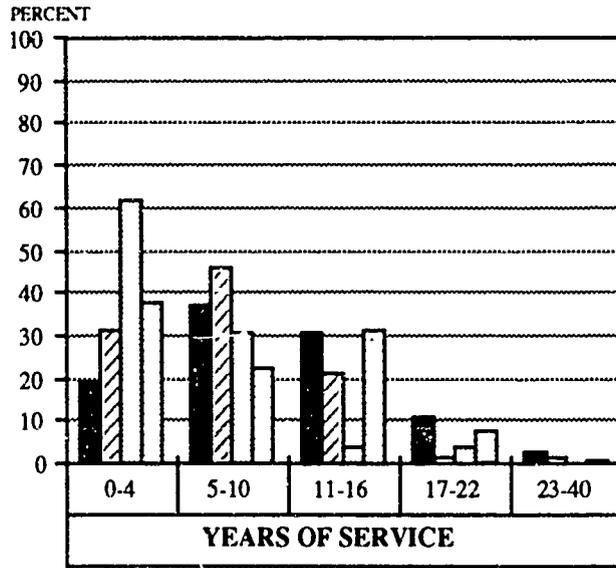
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# SELECTED RESERVE OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

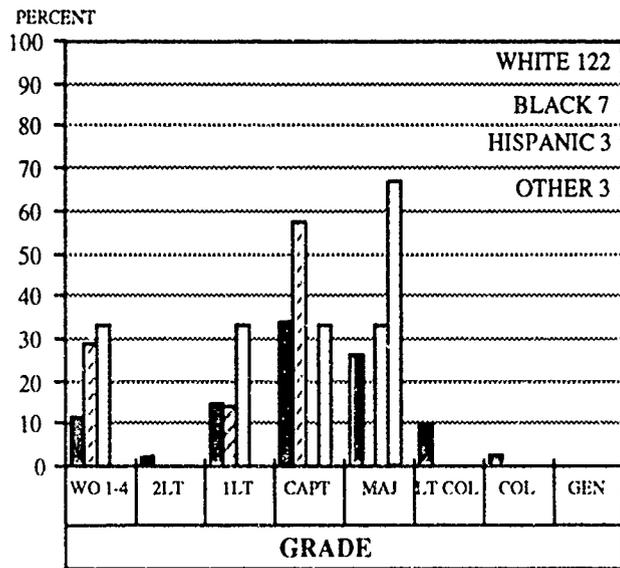
**NAVAL RESERVE BY GRADE**



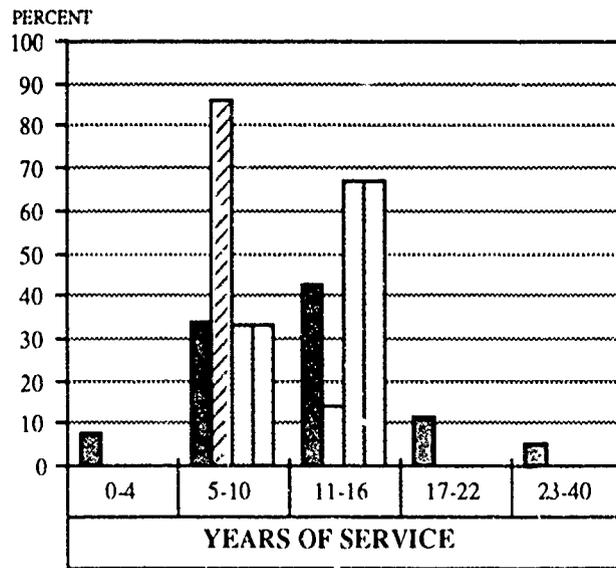
**NAVAL RESERVE BY YEARS OF SERVICE**



**MARINE CORPS RESERVE BY GRADE**



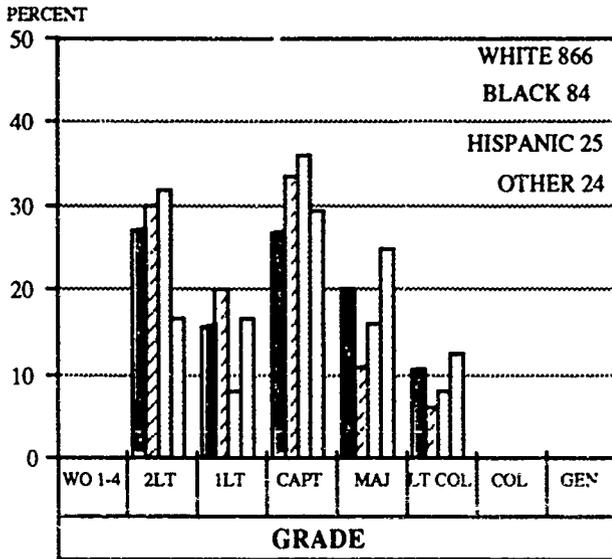
**MARINE CORPS RESERVE BY YEARS OF SERVICE**



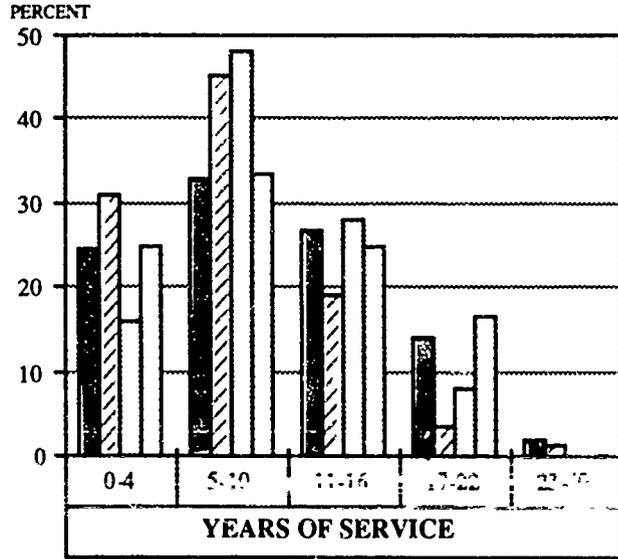
- WHITE
- BLACK
- HISPANIC
- OTHER

# SELECTED RESERVE OFFICER WOMEN RACE/ETHNIC GROUP DISTRIBUTION

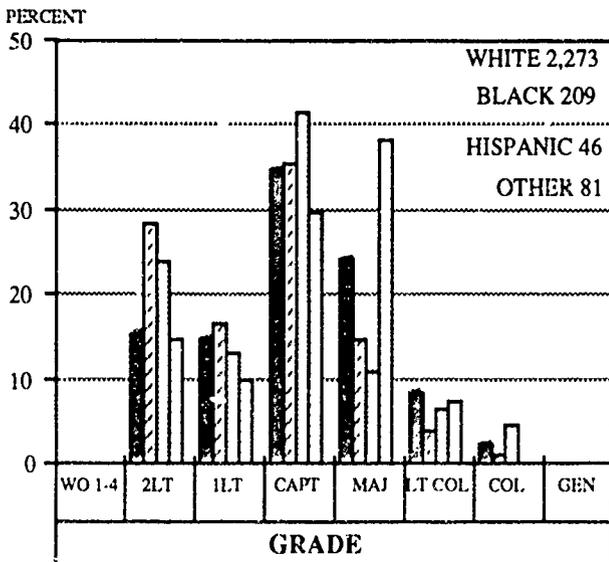
**AIR NATIONAL GUARD BY GRADE**



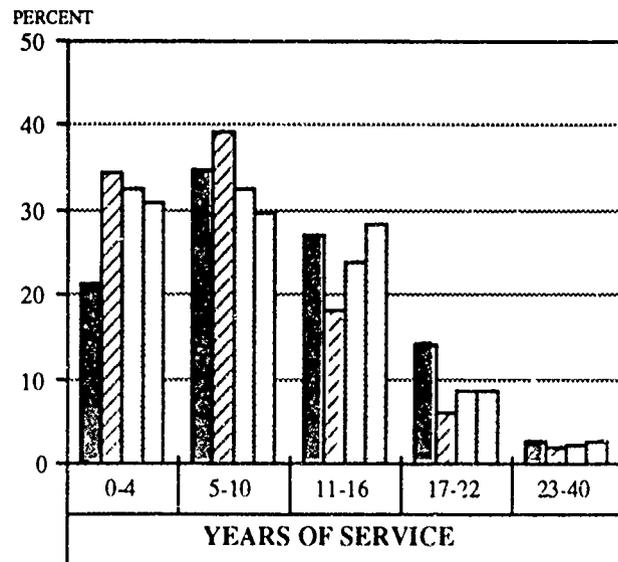
**AIR NATIONAL GUARD BY YEARS OF SERVICE**



**AIR FORCE RESERVE BY GRADE**



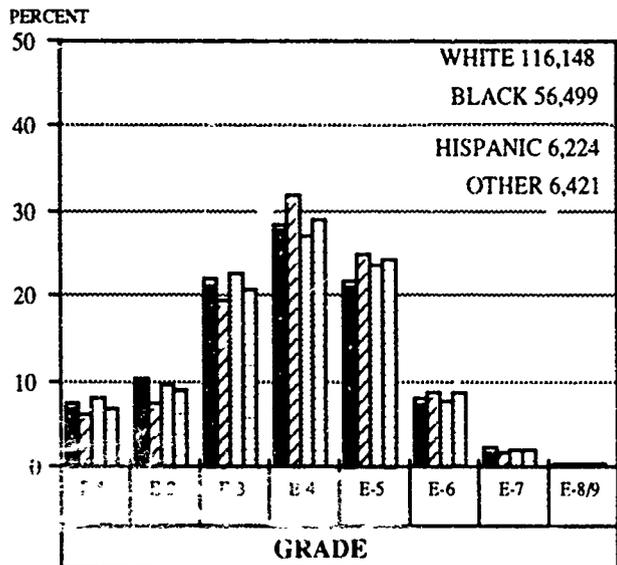
**AIR FORCE RESERVE BY YEARS OF SERVICE**



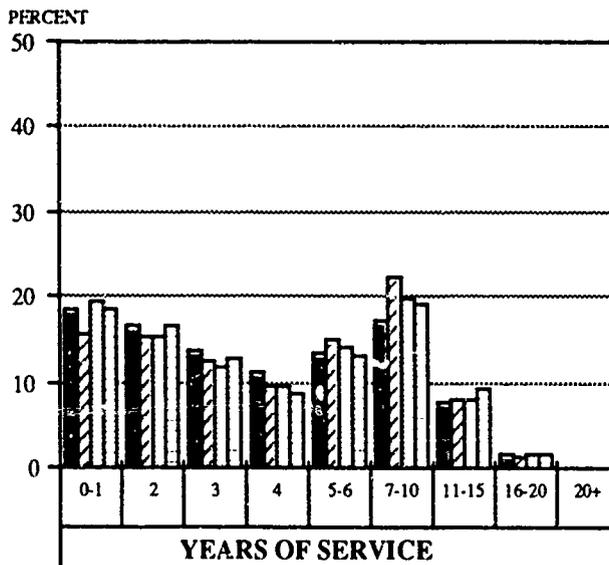
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# ENLISTED WOMEN BY GRADE AND YEAR OF SERVICE RACE/ETHNIC GROUP DISTRIBUTION

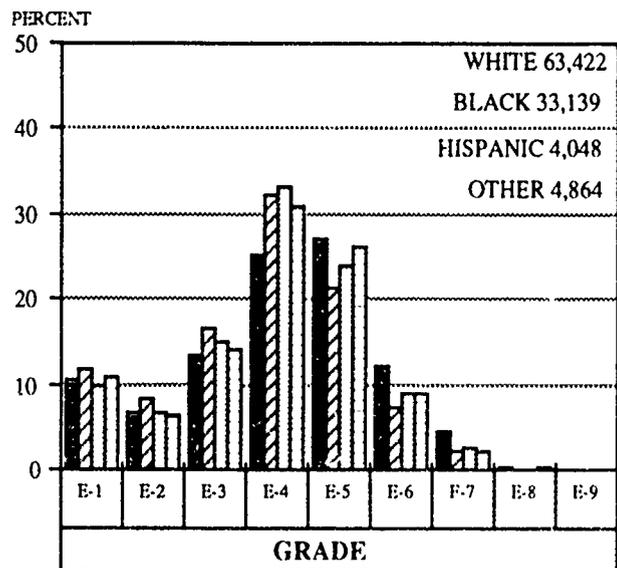
**DoD ACTIVE DUTY BY GRADE**



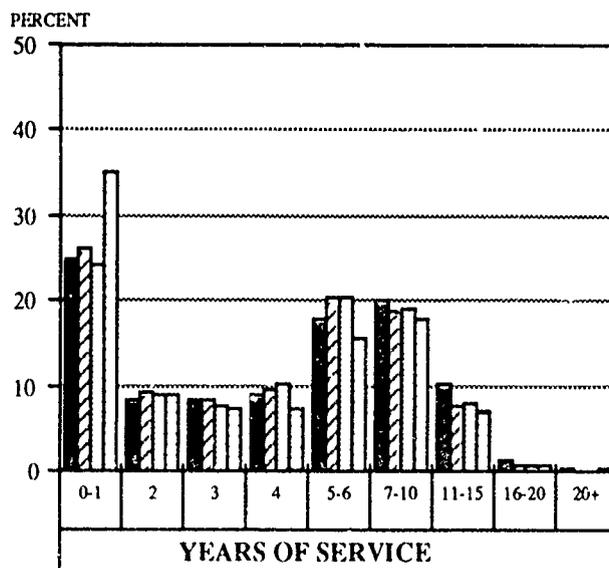
**DoD ACTIVE DUTY BY YEARS OF SERVICE**



**DoD SELECTED RESERVE BY GRADE**



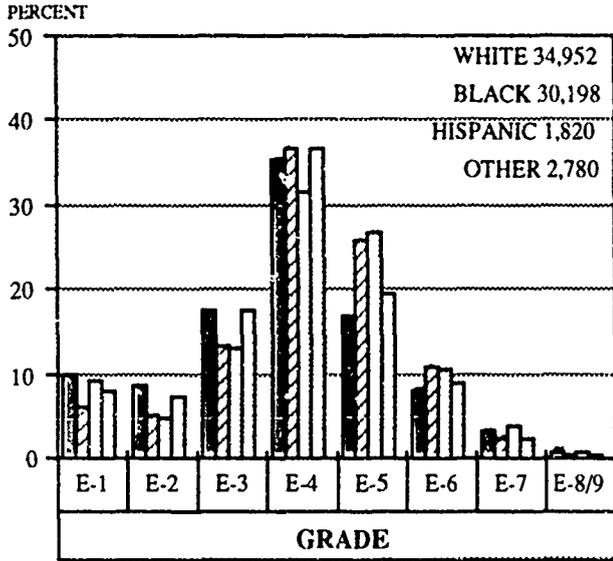
**DoD SELECTED RESERVE BY YEARS OF SERVICE**



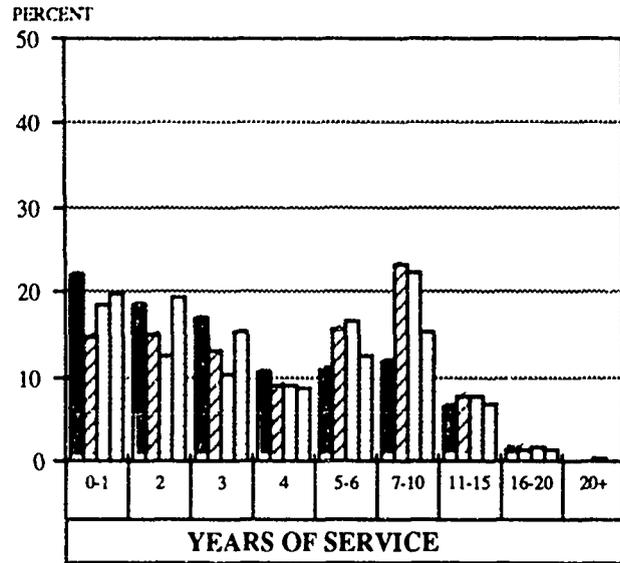
- WHITE
- BLACK
- HISPANIC
- OTHER

# ACTIVE DUTY ENLISTED WOMEN RACE/ETHNIC GROUP DISTRIBUTION

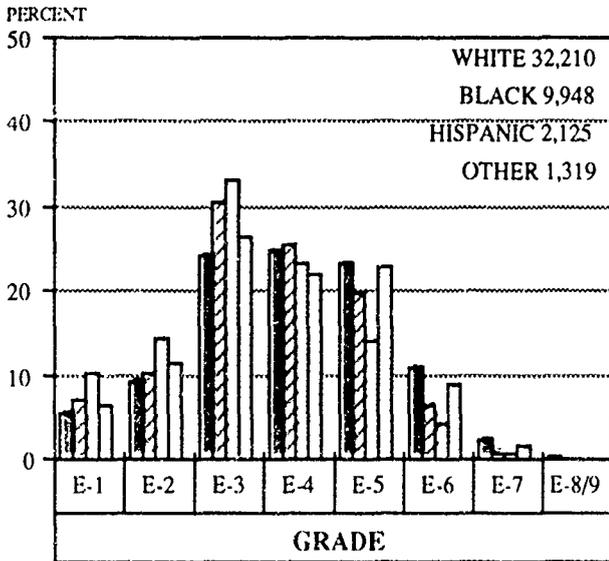
### ARMY BY GRADE



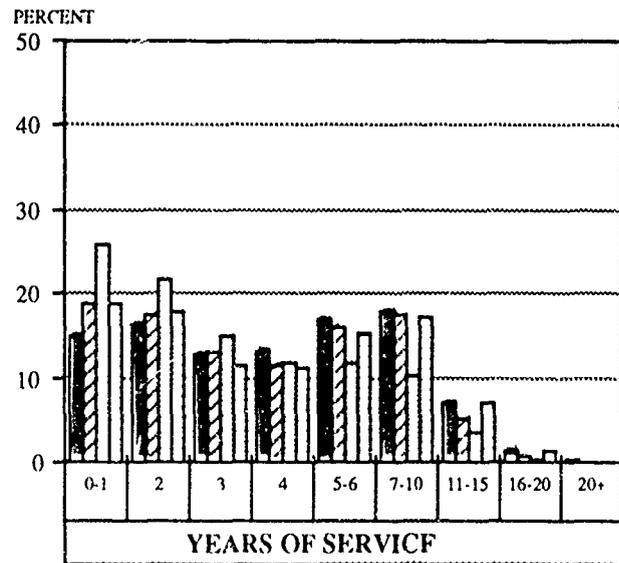
### ARMY BY YEARS OF SERVICE



### NAVY BY GRADE



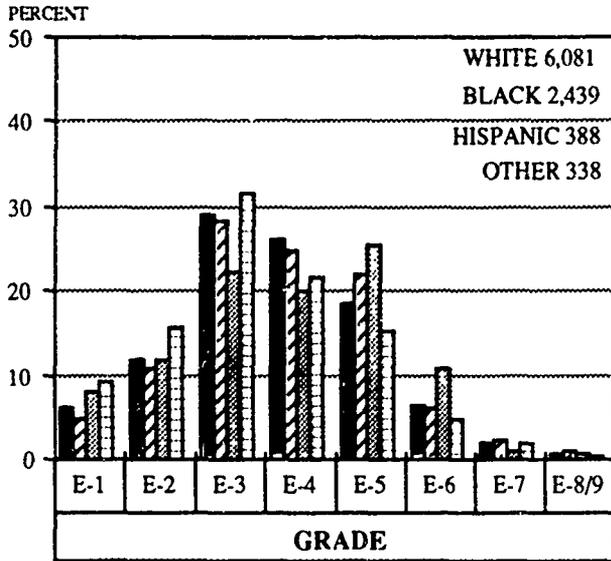
### NAVY BY YEARS OF SERVICE



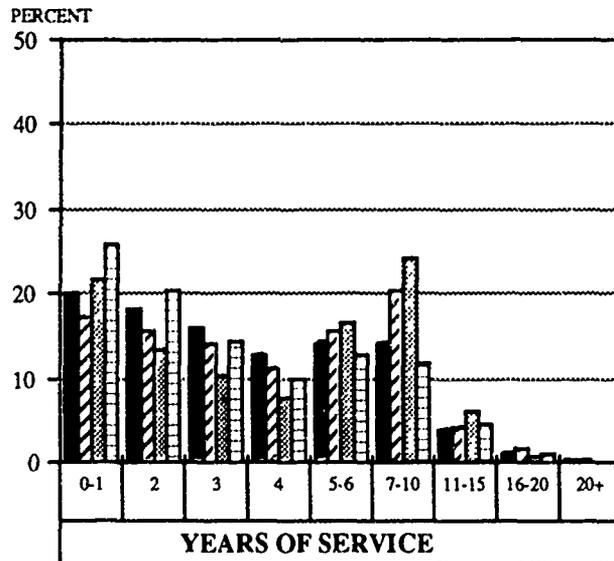
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# ACTIVE DUTY ENLISTED WOMEN RACE/ETHNIC GROUP DISTRIBUTION

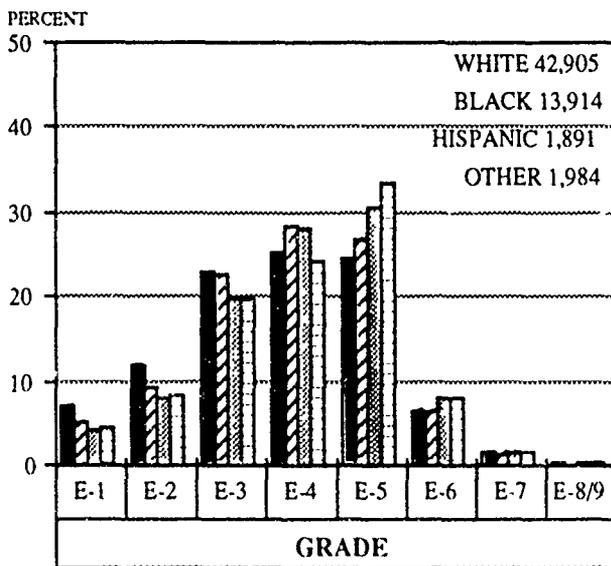
**MARINE CORPS BY GRADE**



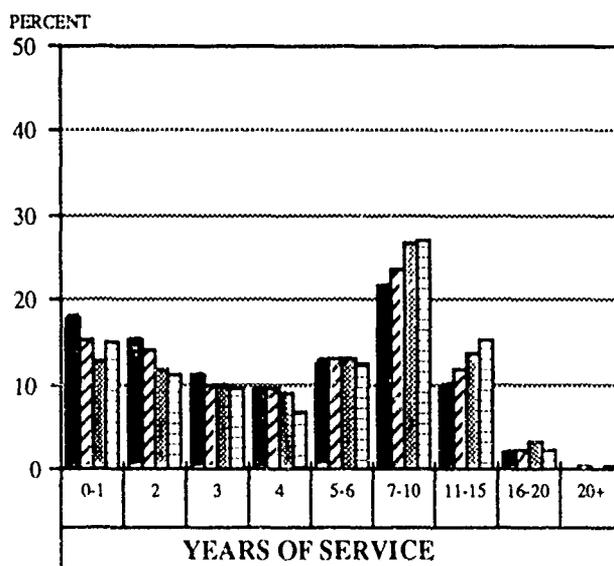
**MARINE CORPS BY YEARS OF SERVICE**



**AIR FORCE BY GRADE**



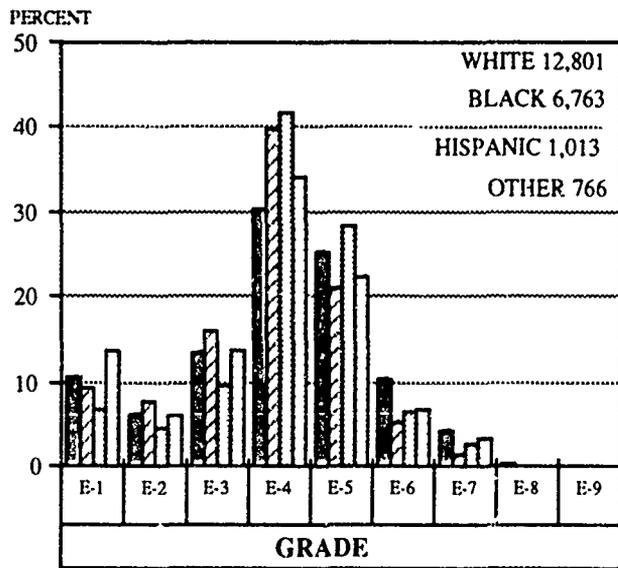
**AIR FORCE BY YEARS OF SERVICE**



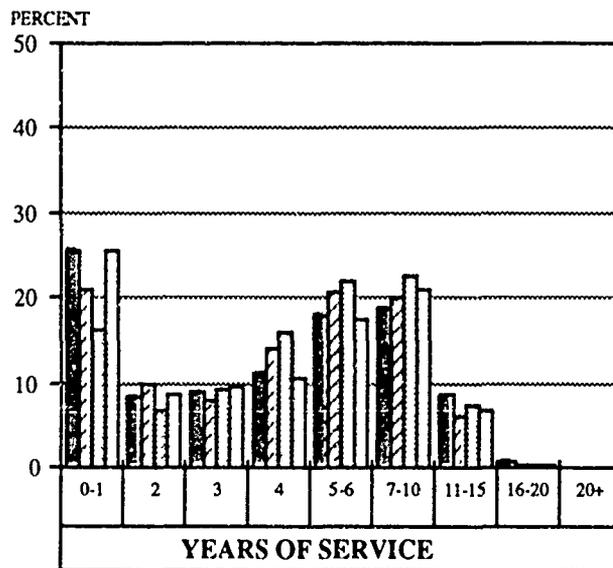
■ WHITE  
 ▨ BLACK  
 ▩ HISPANIC  
 □ OTHER

# SELECTED RESERVE ENLISTED WOMEN RACE/ETHNIC GROUP DISTRIBUTION

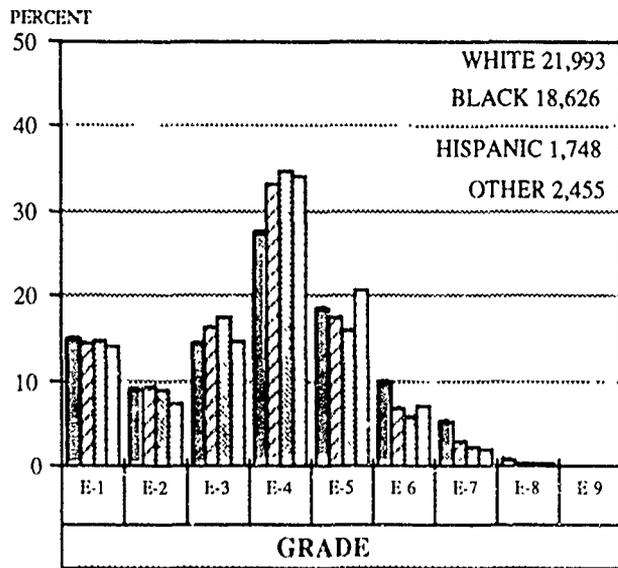
ARMY NATIONAL GUARD BY GRADE



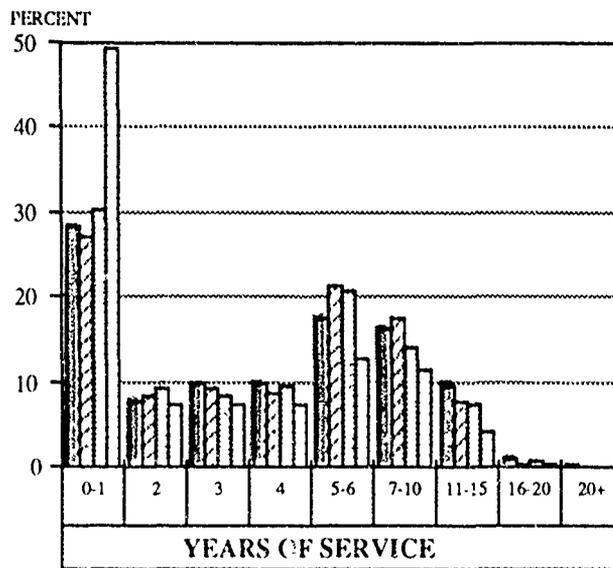
ARMY NATIONAL GUARD BY YEAR OF SERVICE



ARMY RESERVE BY GRADE



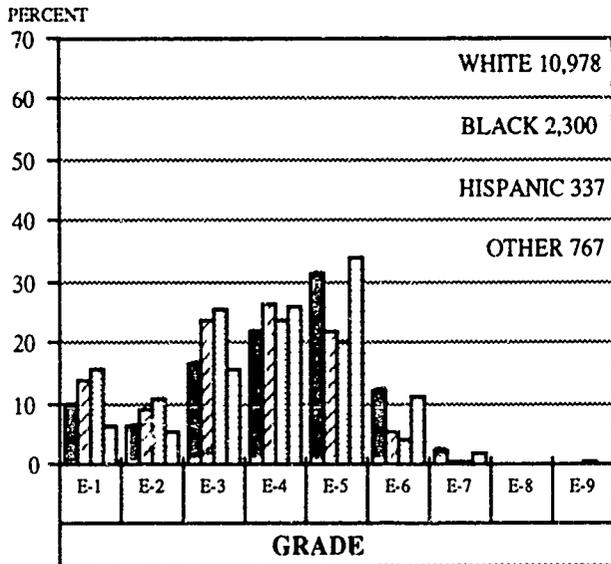
ARMY RESERVE BY YEARS OF SERVICE



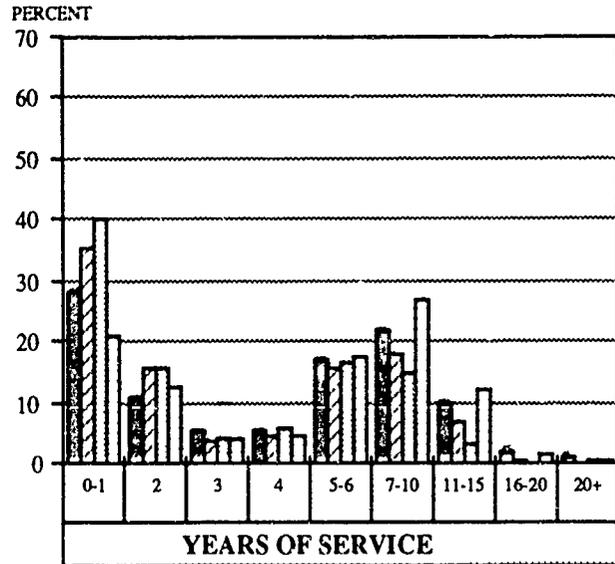
WHITE   
BLACK   
HISPANIC   
OTHER

# SELECTED RESERVE ENLISTED WOMEN RACE/ETHNIC GROUP DISTRIBUTION

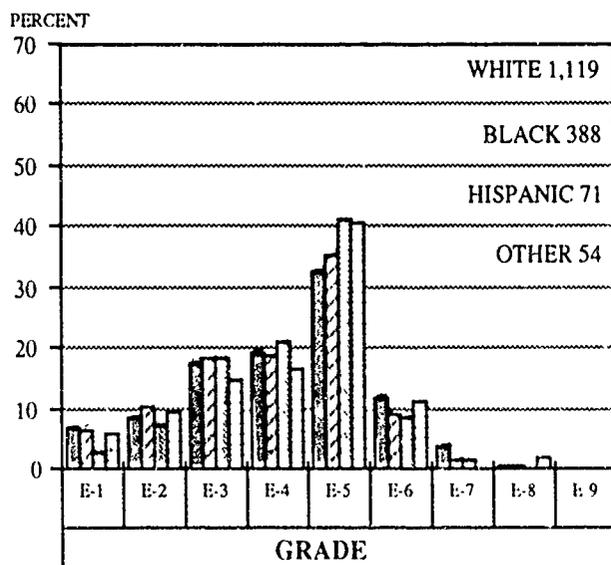
**NAVY RESERVE BY GRADE**



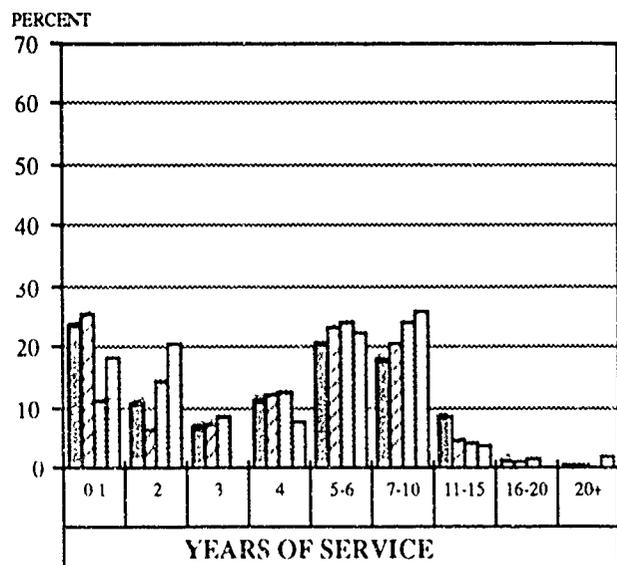
**NAVAL RESERVE BY YEARS OF SERVICE**



**MARINE CORPS RESERVE BY GRADE**



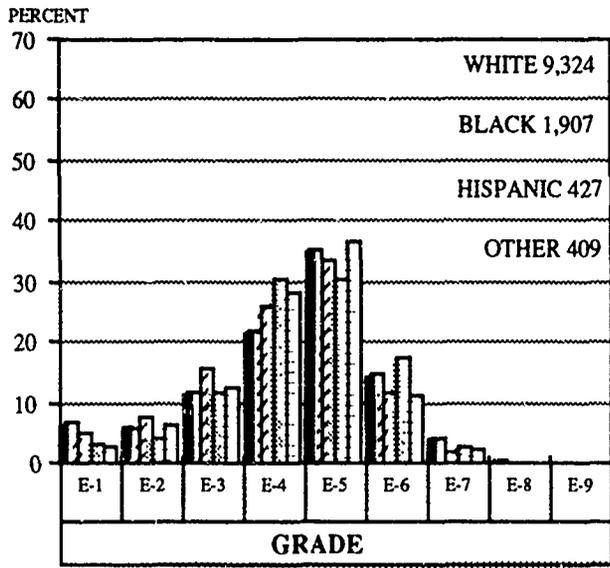
**MARINE CORPS RESERVE BY YEARS OF SERVICE**



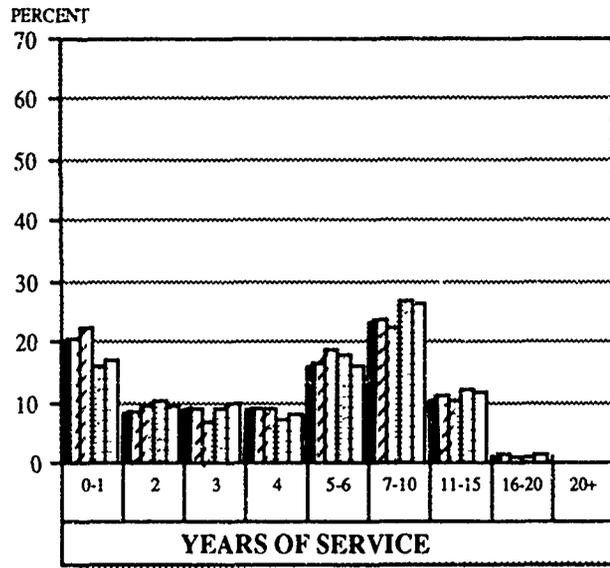
- WHITE
- BLACK
- HISPANIC
- OTHER

# SELECTED RESERVE ENLISTED WOMEN RACE/ETHNIC GROUP DISTRIBUTION

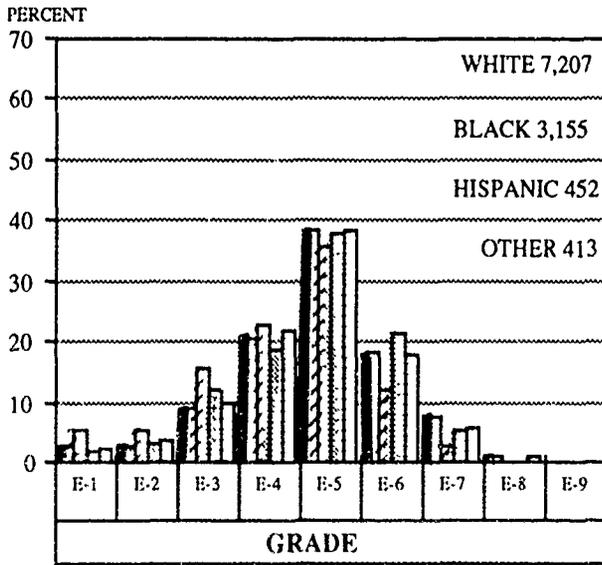
**AIR NATIONAL GUARD BY GRADE**



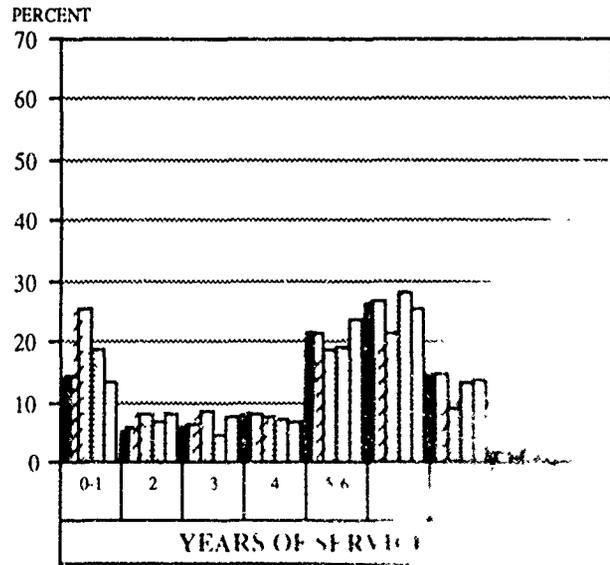
**AIR NATIONAL GUARD BY YEARS OF SERVICE**



**AIR FORCE RESERVE BY GRADE**

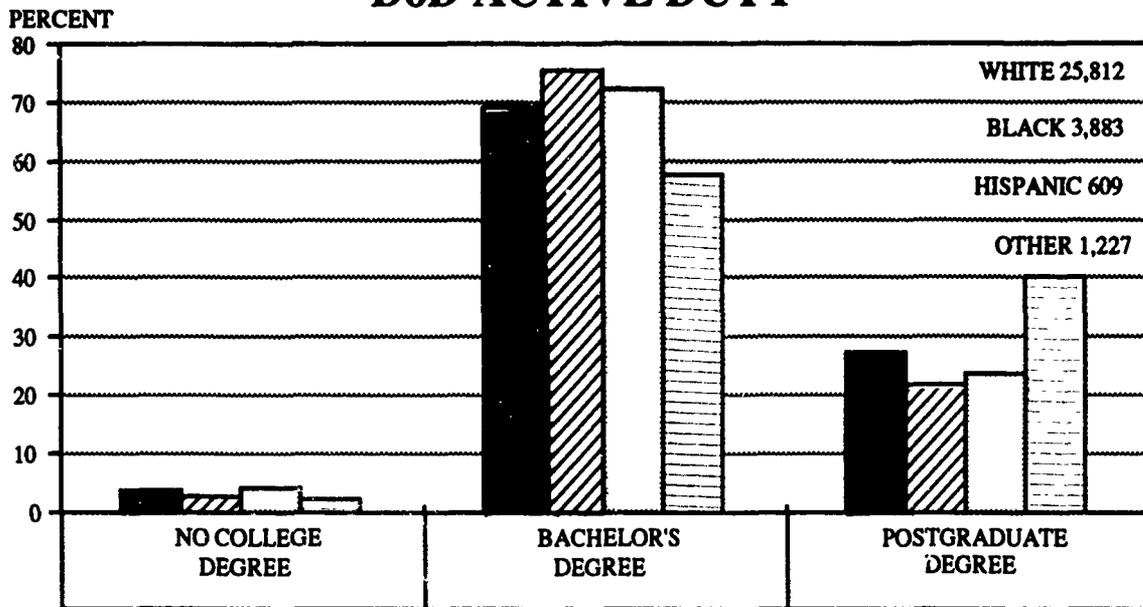


**AIR FORCE RESERVE BY YEARS OF SERVICE**

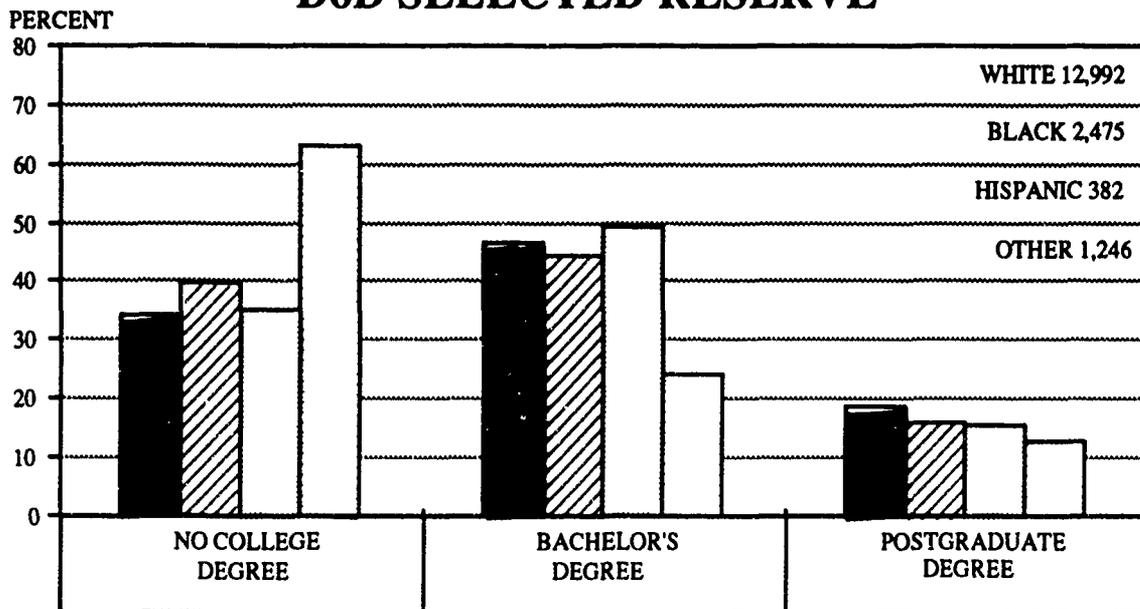


# WOMEN OFFICER EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION SEPTEMBER 1985

## DoD ACTIVE DUTY



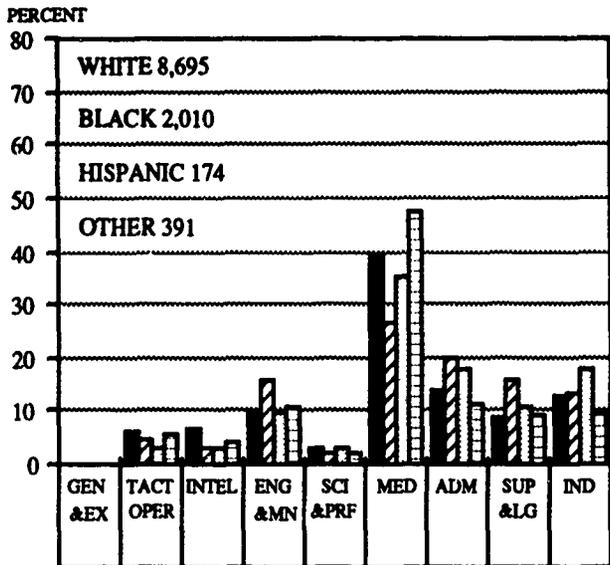
## DoD SELECTED RESERVE



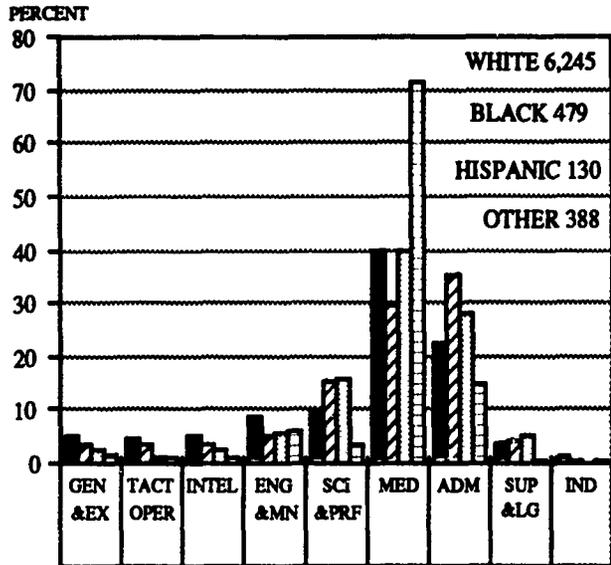
■ WHITE  
 ▨ BLACK  
 □ HISPANIC  
 □ OTHER

# ACTIVE DUTY OFFICER WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

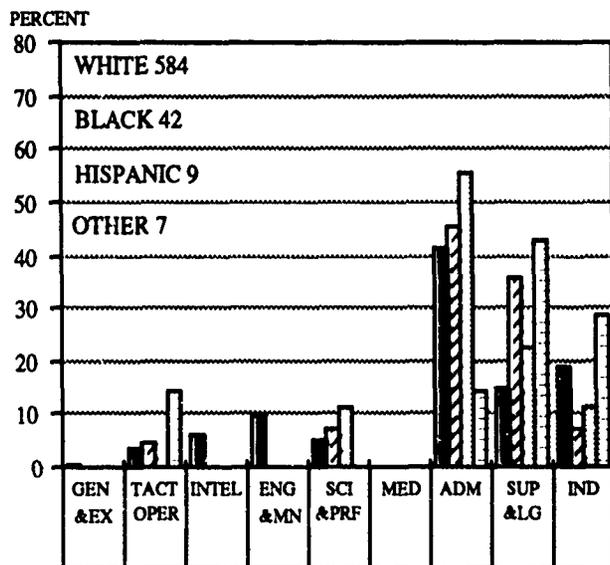
**ARMY**



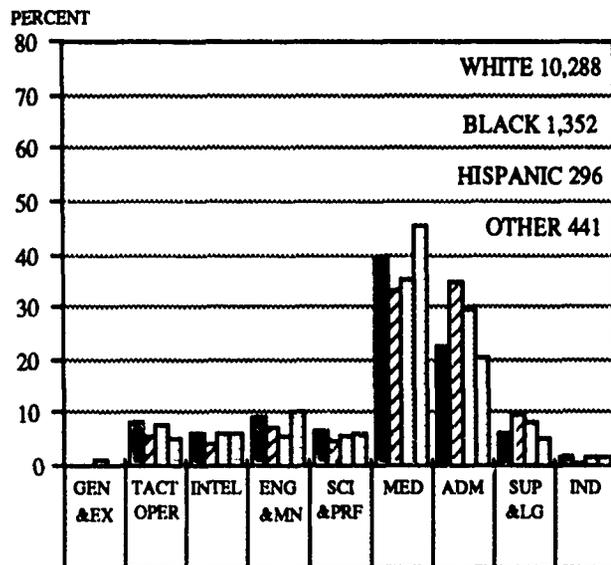
**NAVY**



**MARINE CORPS**



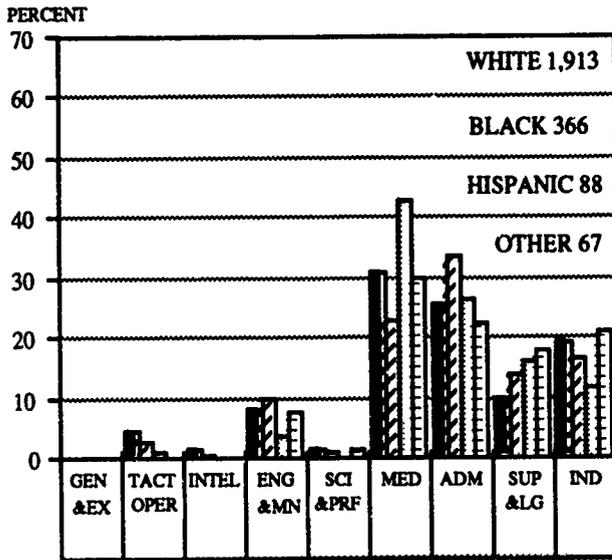
**AIR FORCE**



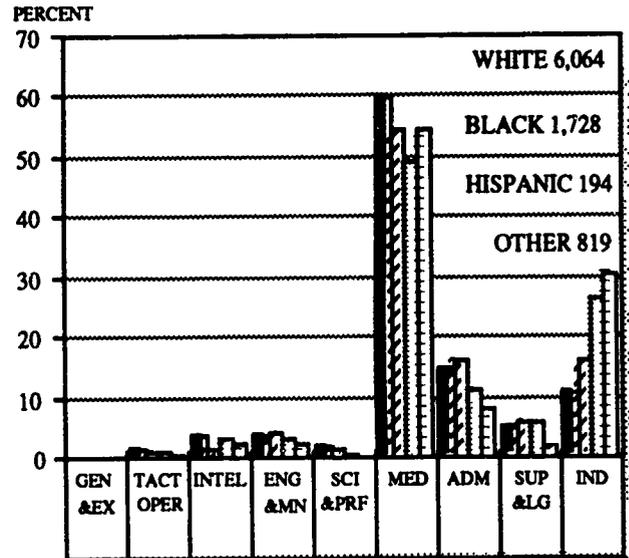
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# SELECTED RESERVE OFFICER WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

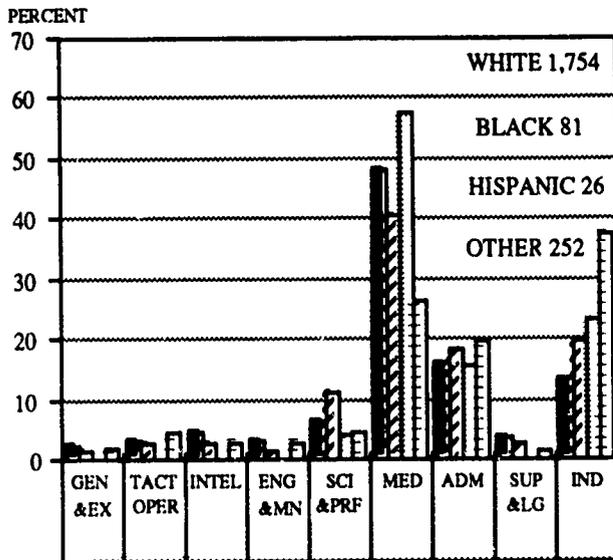
**ARMY NATIONAL GUARD**



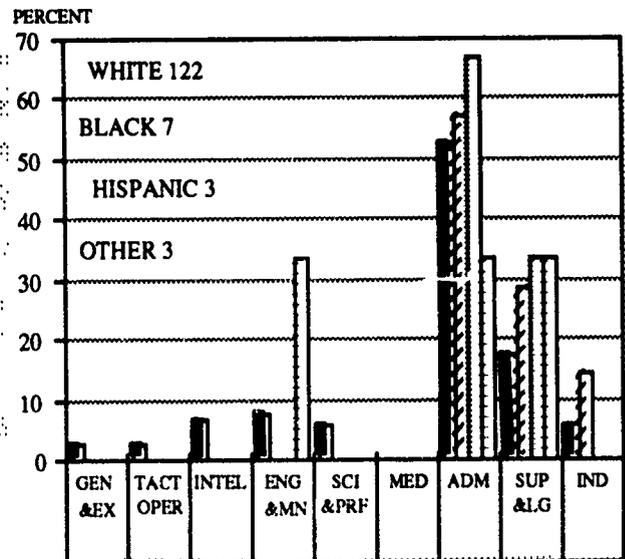
**ARMY RESERVE**



**NAVAL RESERVE**



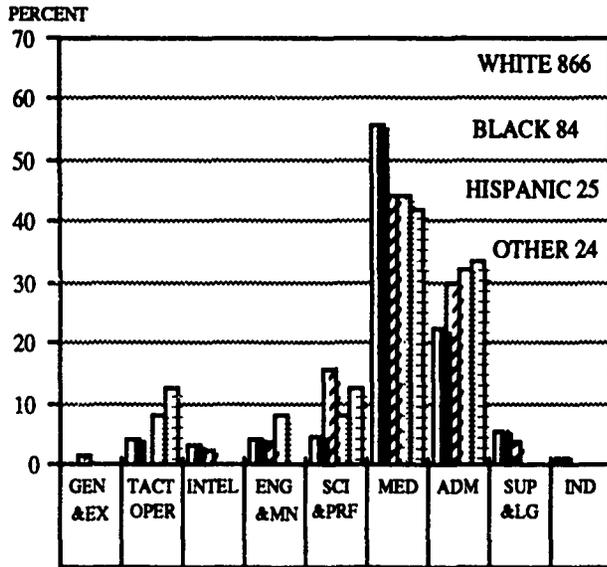
**MARINE CORPS RESERVE**



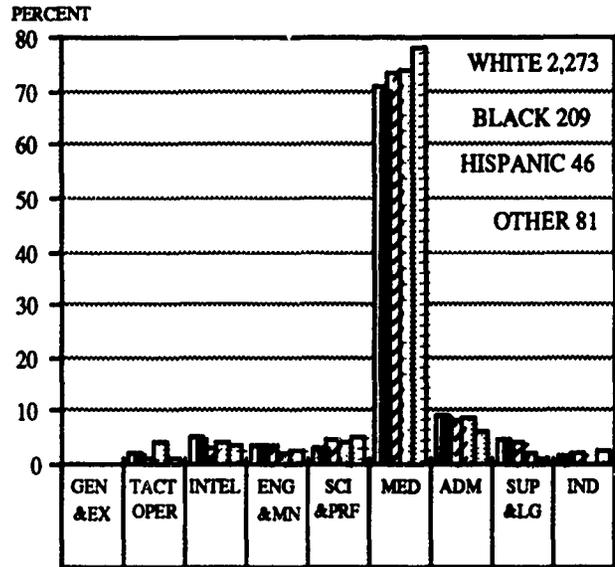
 WHITE  
 BLACK  
 HISPANIC  
 OTHER

# SELECTED RESERVE OFFICER WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

**AIR NATIONAL GUARD**



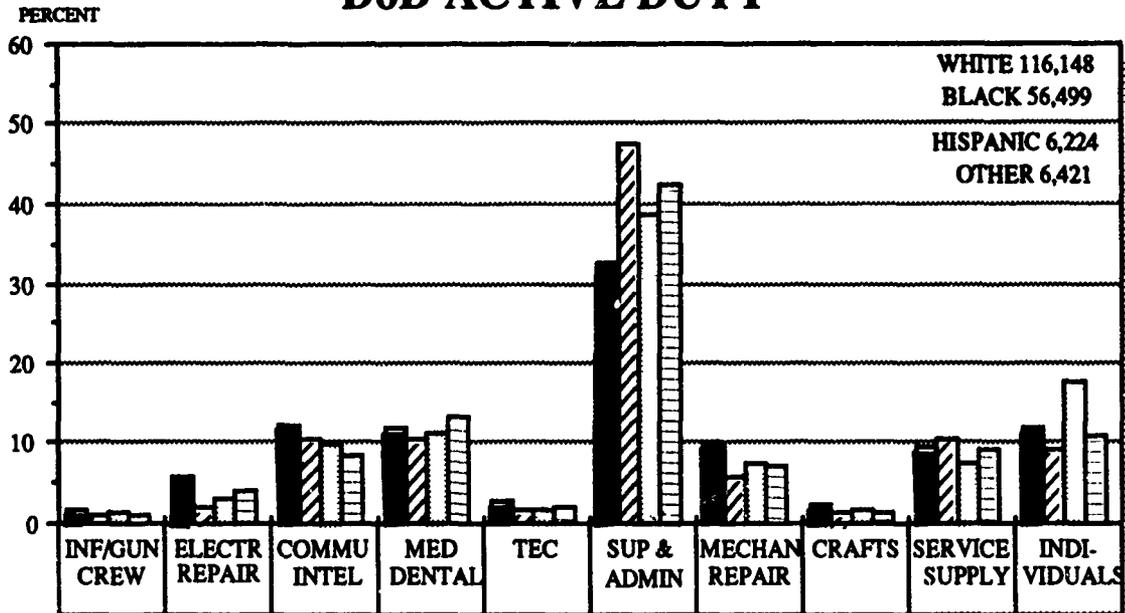
**AIR FORCE RESERVE**



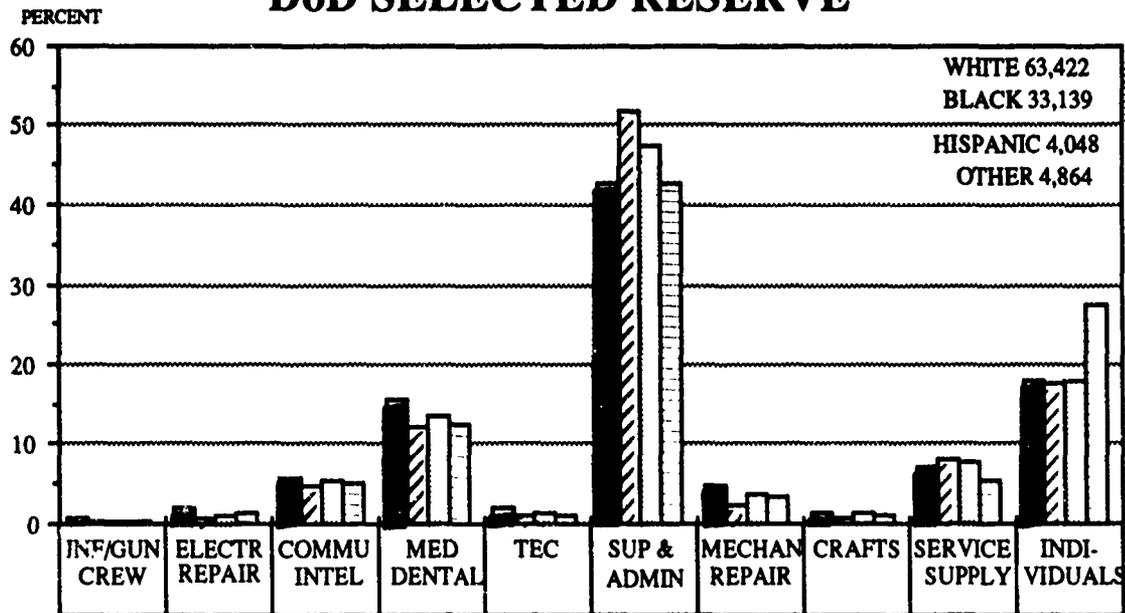
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# ENLISTED WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION SEPTEMBER 1986

## DoD ACTIVE DUTY



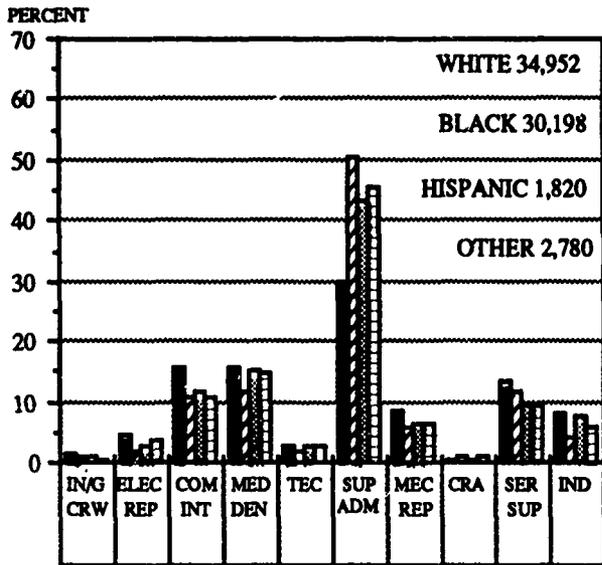
## DoD SELECTED RESERVE



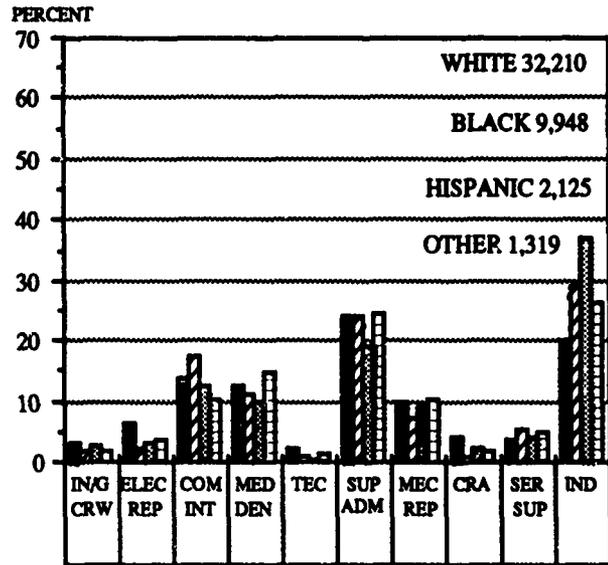
■ WHITE  
 ▨ BLACK  
 □ HISPANIC  
 □ OTHER

# ACTIVE DUTY ENLISTED WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

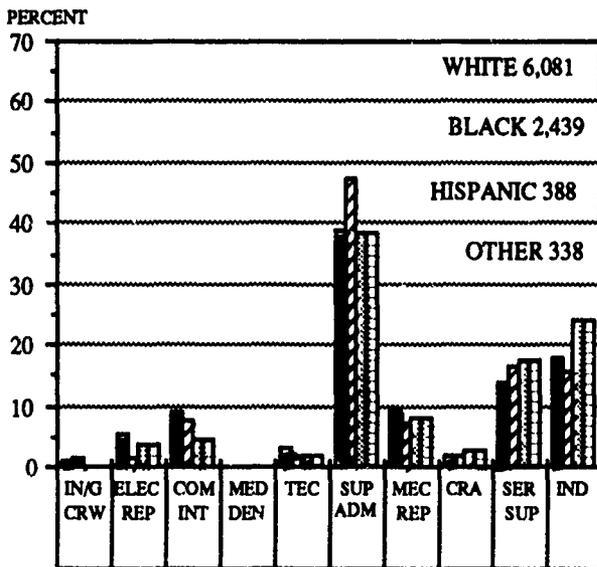
**ARMY**



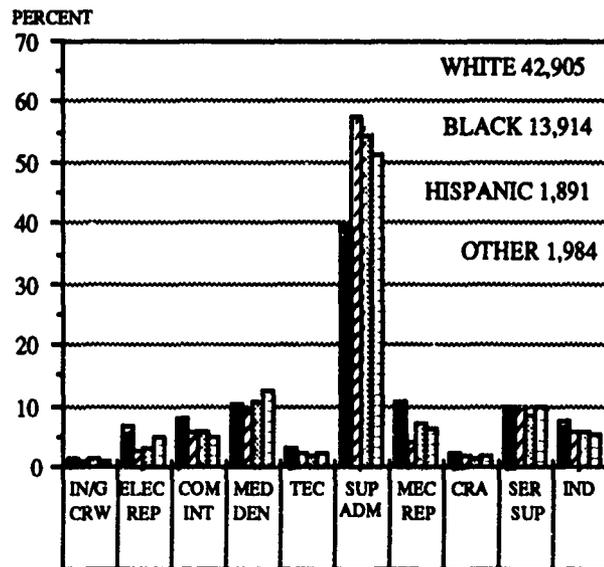
**NAVY**



**MARINE CORPS**



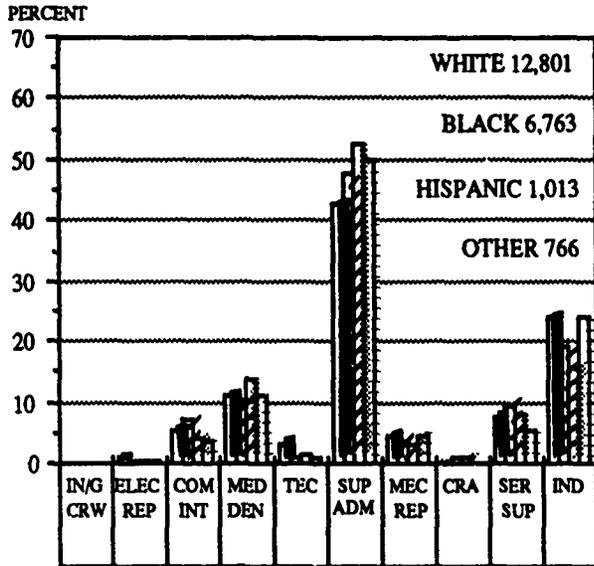
**AIR FORCE**



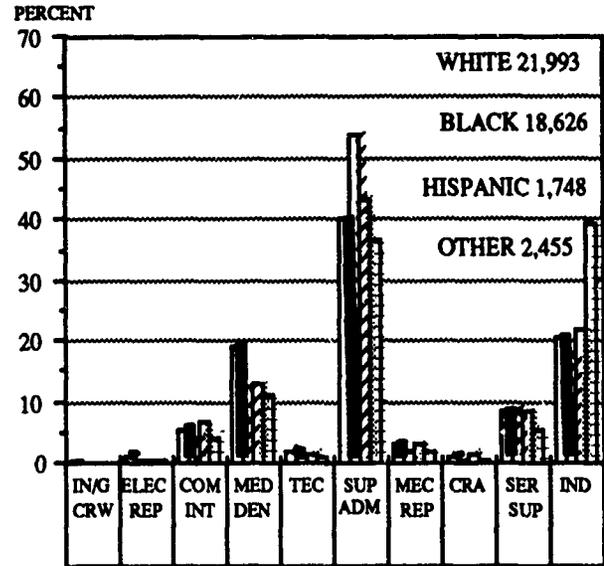
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# SELECTED RESERVE ENLISTED WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

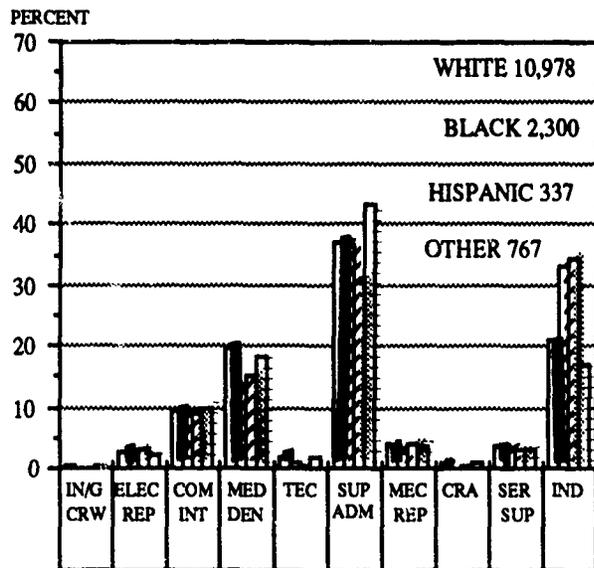
**ARMY NATIONAL GUARD**



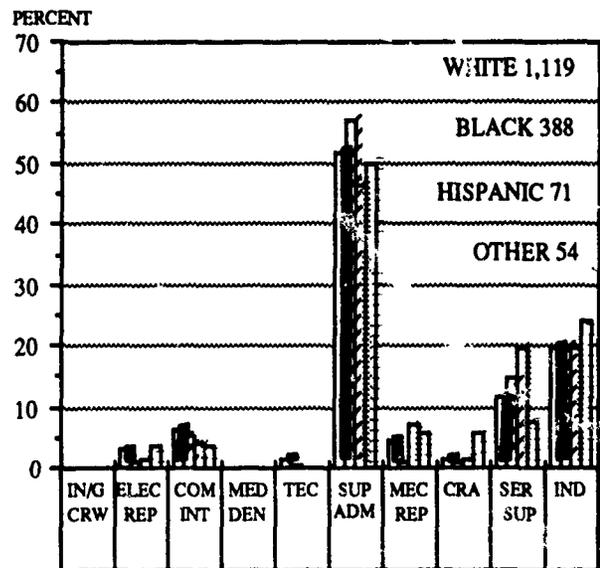
**ARMY RESERVE**



**NAVAL RESERVE**



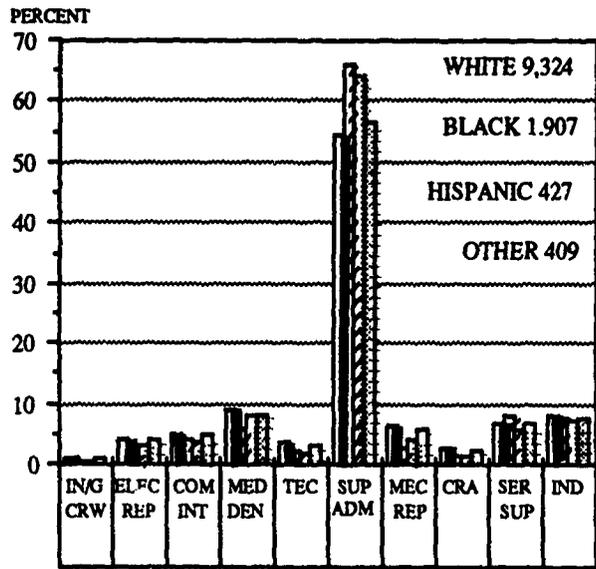
**MARINE CORPS RESERVE**



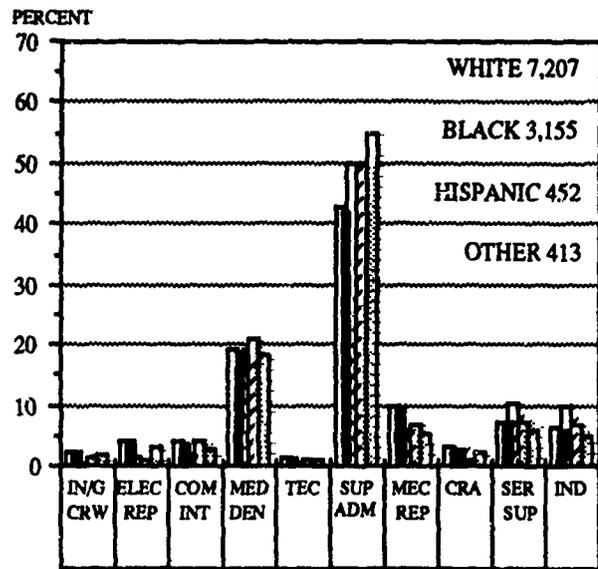
WHITE  
 BLACK  
 HISPANIC  
 OTHER

# SELECTED RESERVE ENLISTED WOMEN BY OCCUPATION RACE/ETHNIC GROUP DISTRIBUTION

**AIR NATIONAL GUARD**



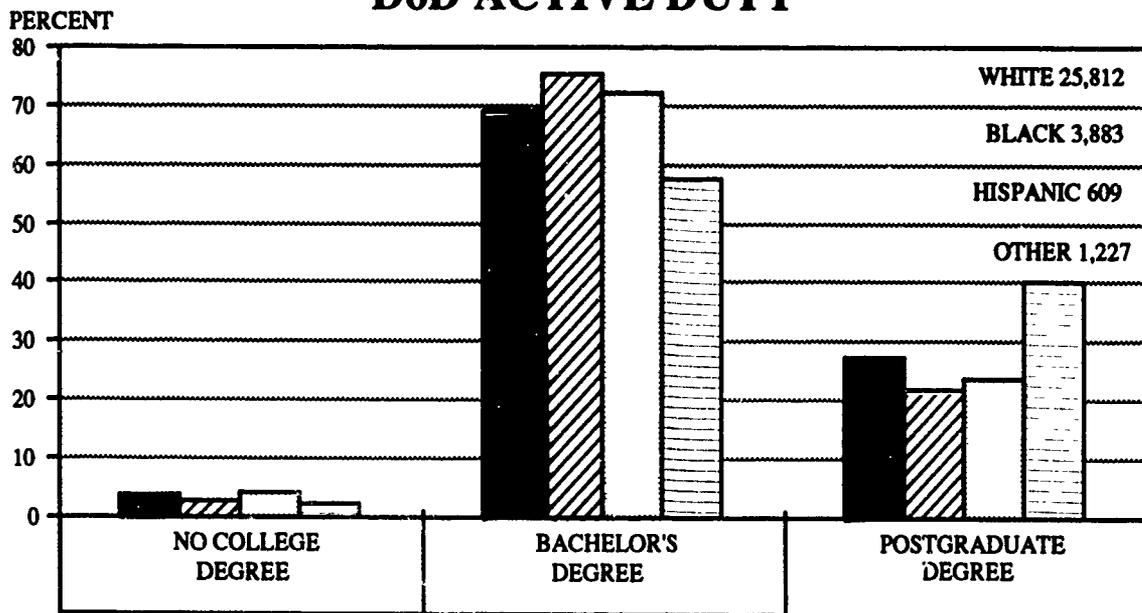
**AIR FORCE RESERVE**



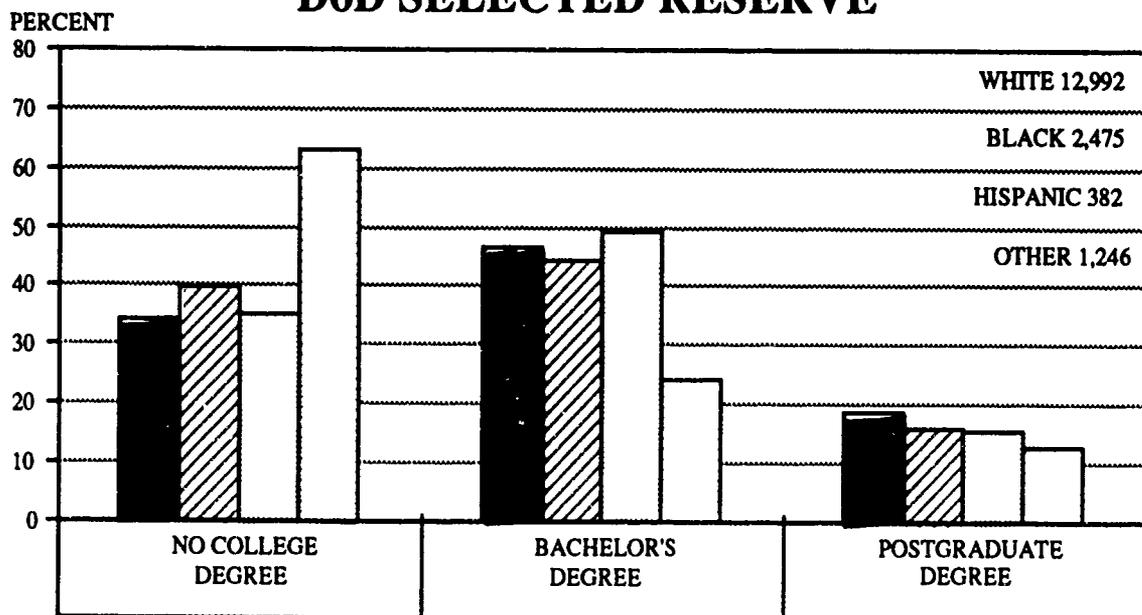
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# WOMEN OFFICER EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION SEPTEMBER 1985

## DoD ACTIVE DUTY



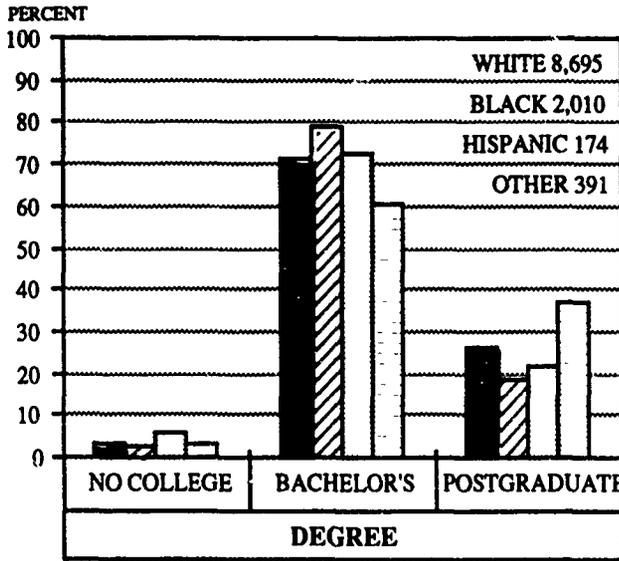
## DoD SELECTED RESERVE



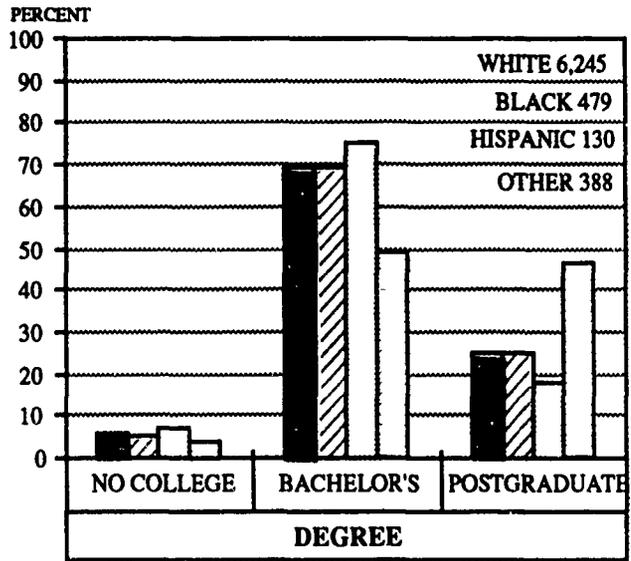
■ WHITE  
 ▨ BLACK  
 □ HISPANIC  
 □ OTHER

# ACTIVE DUTY WOMEN OFFICER EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

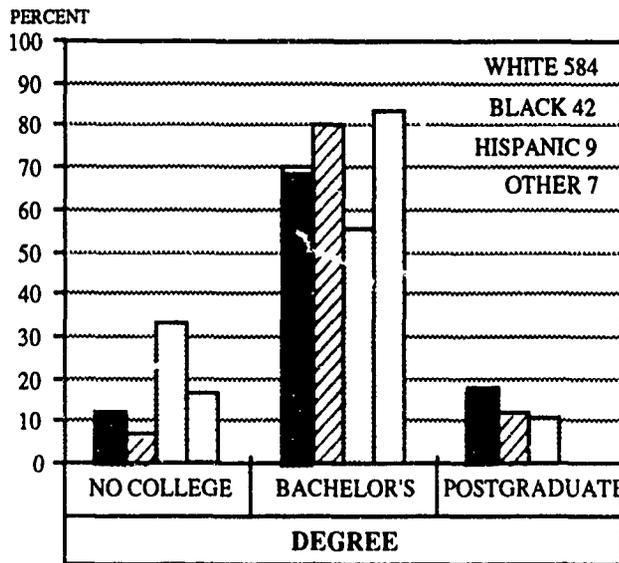
**ARMY**



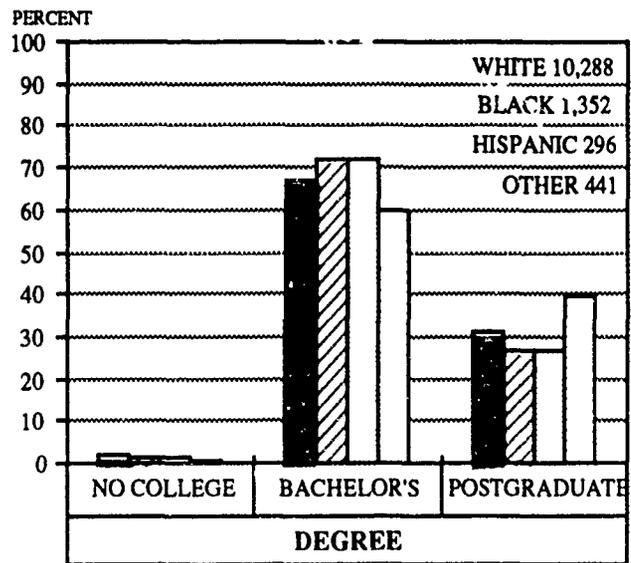
**NAVY**



**MARINE CORPS**



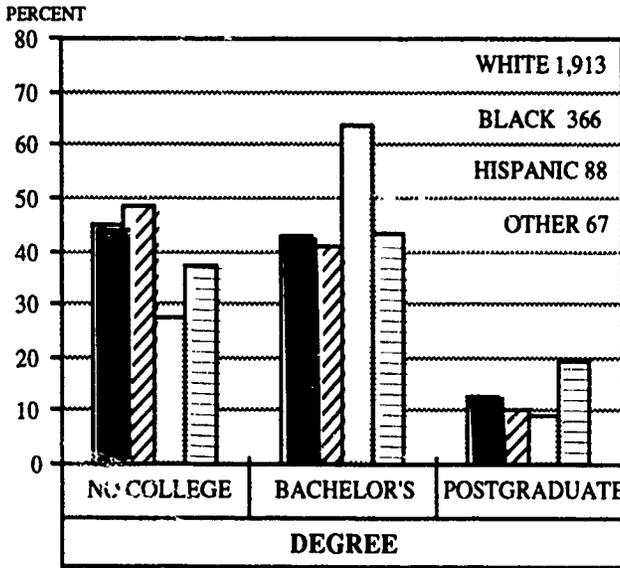
**AIR FORCE**



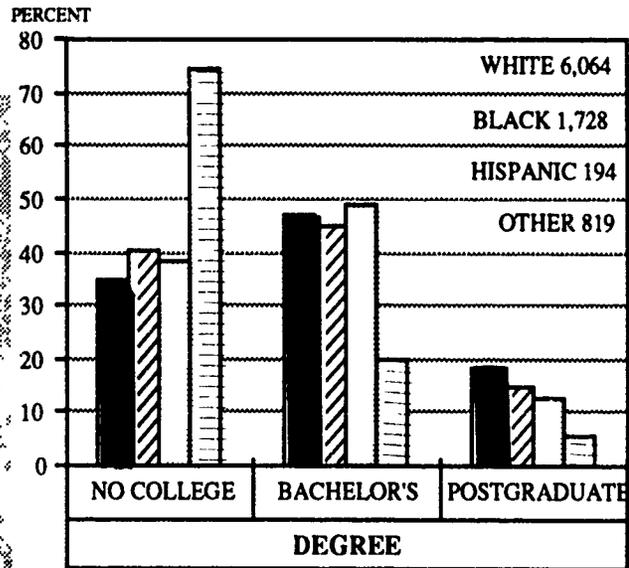
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# SELECTED RESERVE WOMEN OFFICER EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

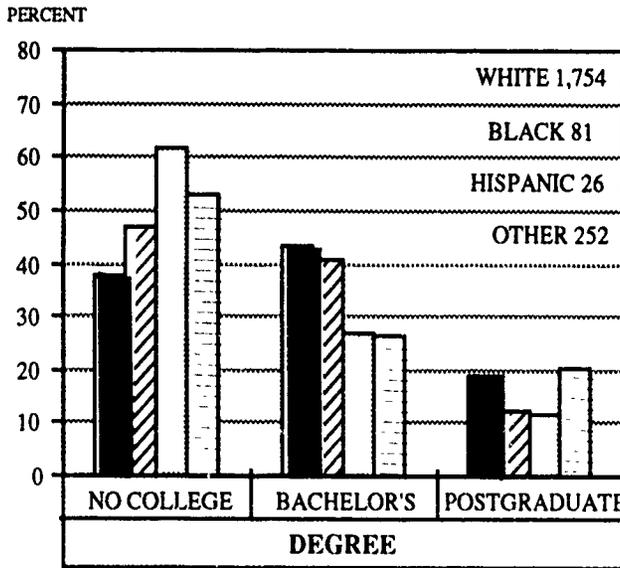
**ARMY NATIONAL GUARD**



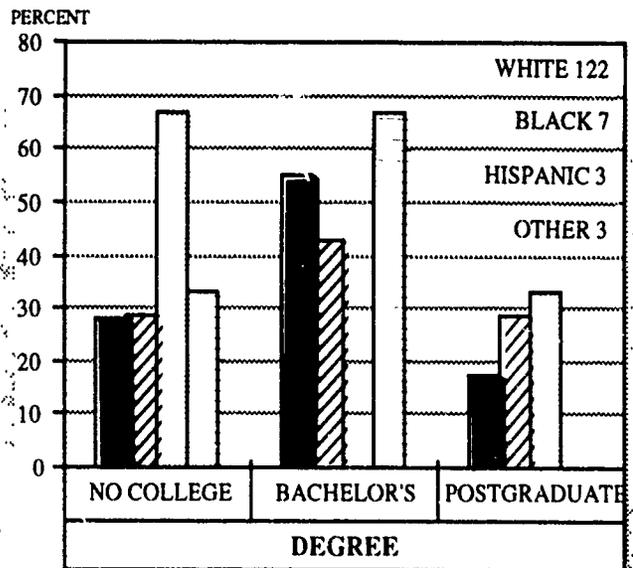
**ARMY RESERVE**



**NAVAL RESERVE**



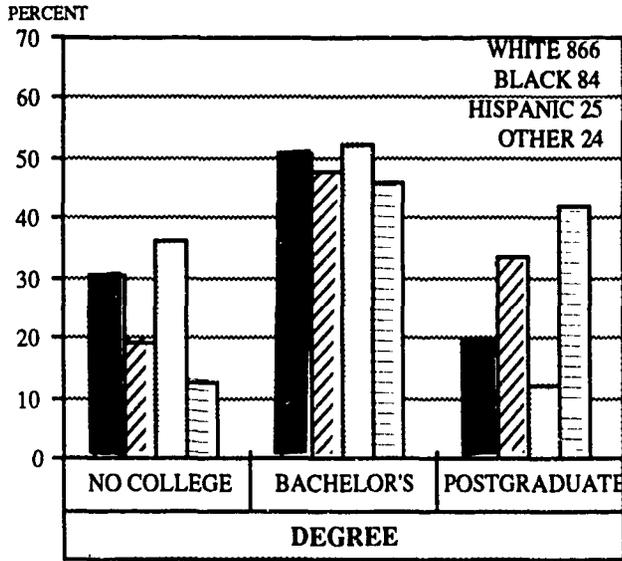
**MARINE CORPS RESERVE**



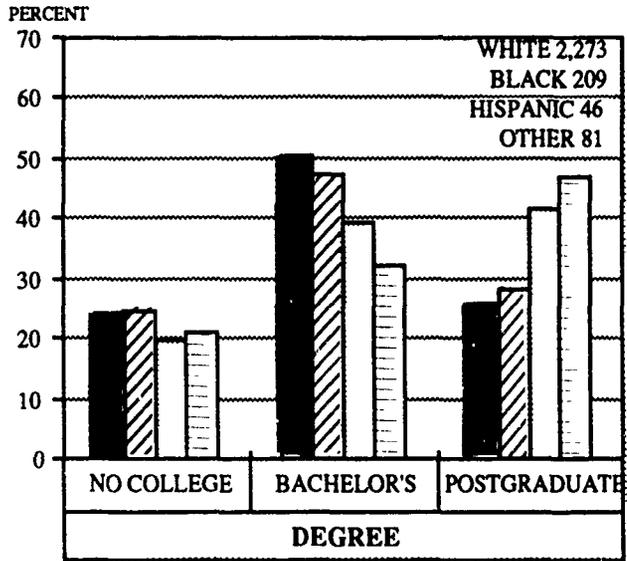
- WHITE
- ▨ BLACK
- HISPANIC
- OTHER

# SELECTED RESERVE WOMEN OFFICER EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

**AIR NATIONAL GUARD**



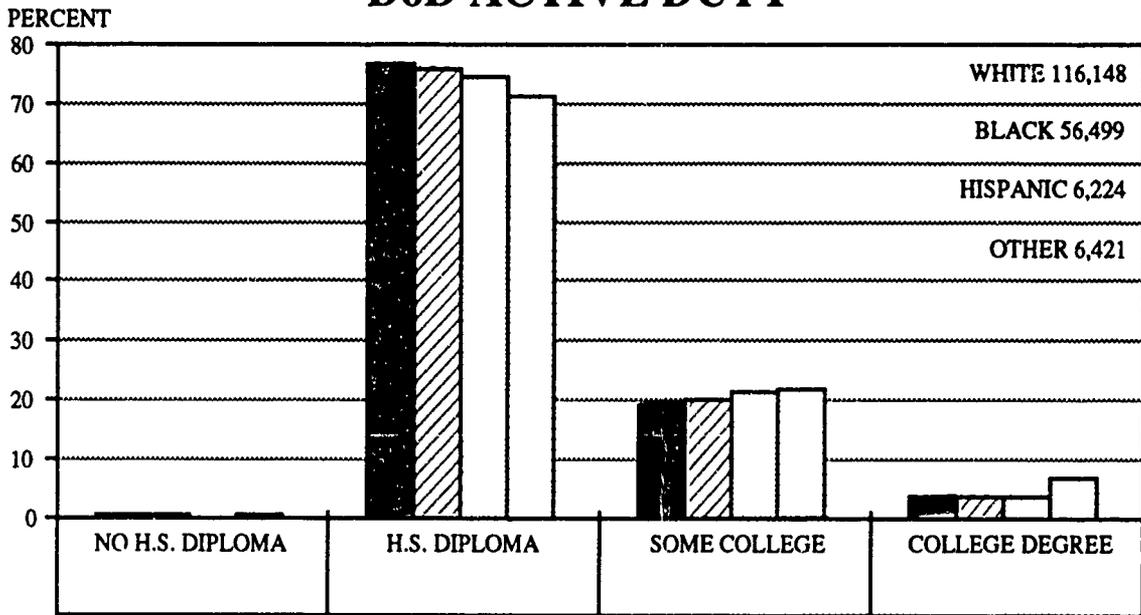
**AIR FORCE RESERVE**



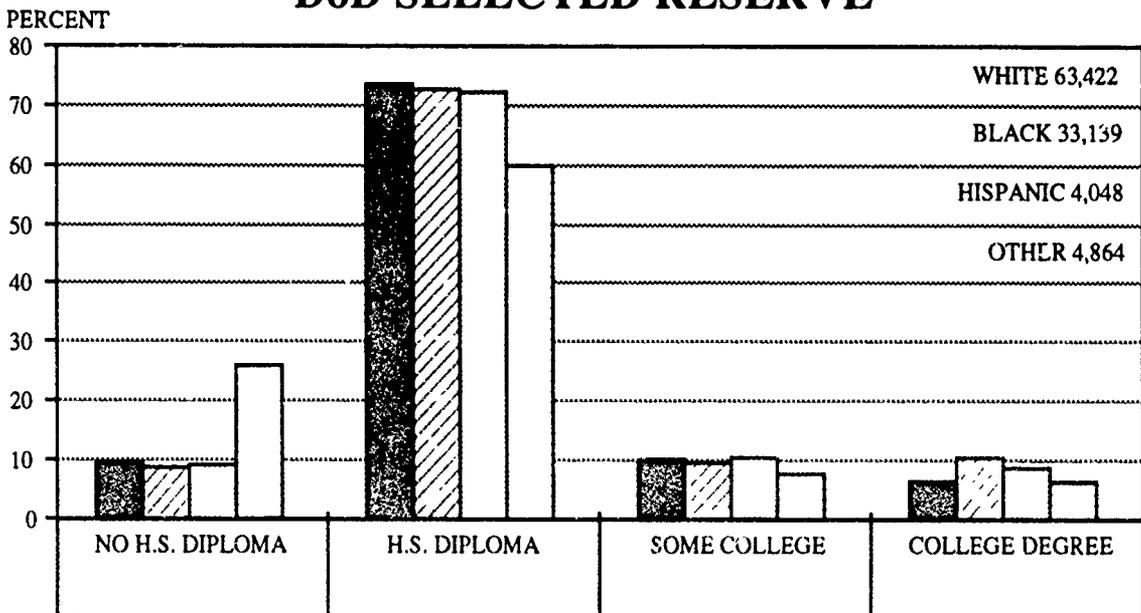
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# WOMEN ENLISTED EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION SEPTEMBER 1986

## DoD ACTIVE DUTY



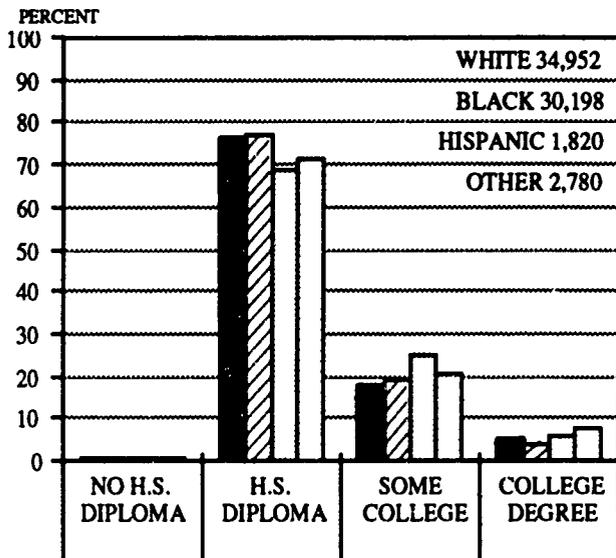
## DoD SELECTED RESERVE



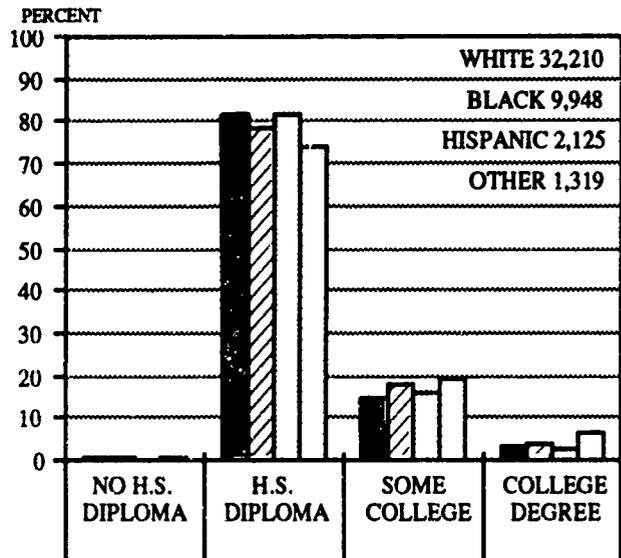
- WHITE
- BLACK
- HISPANIC
- OTHER

# ACTIVE DUTY WOMEN ENLISTED EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

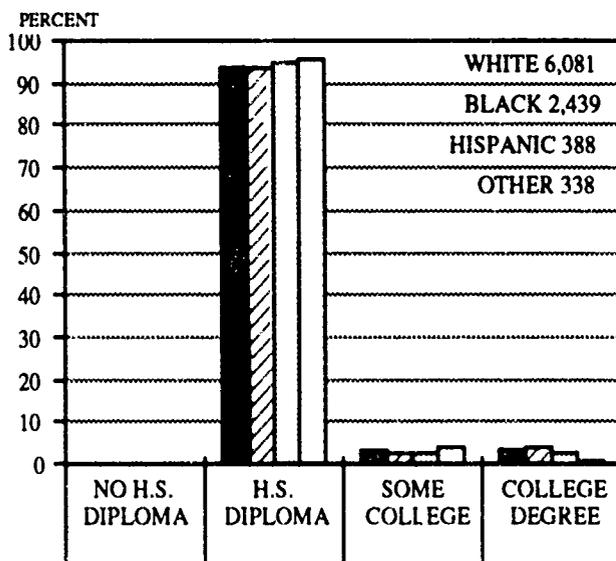
**ARMY**



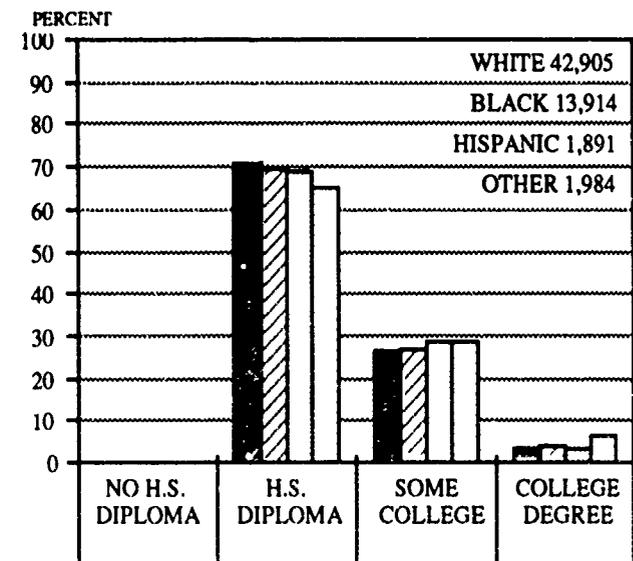
**NAVY**



**MARINE CORPS**



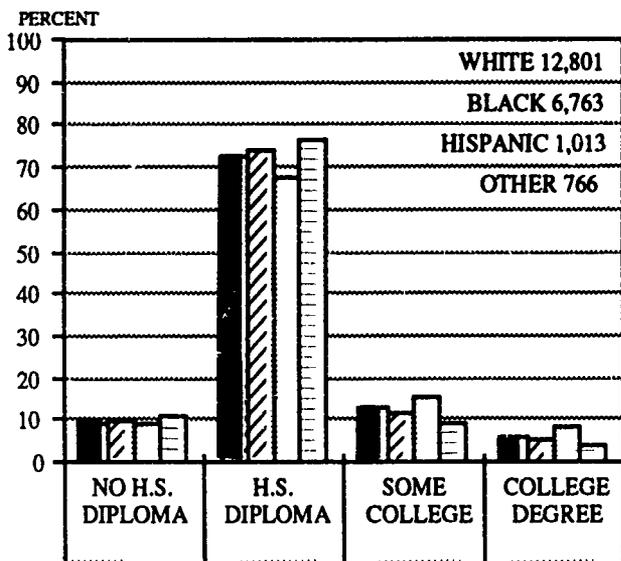
**AIR FORCE**



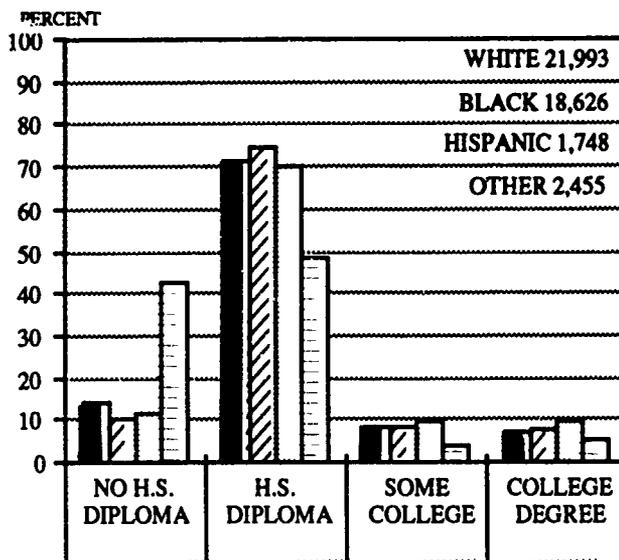
WHITE   
 BLACK   
 HISPANIC   
 OTHER

# SELECTED RESERVE WOMEN ENLISTED EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

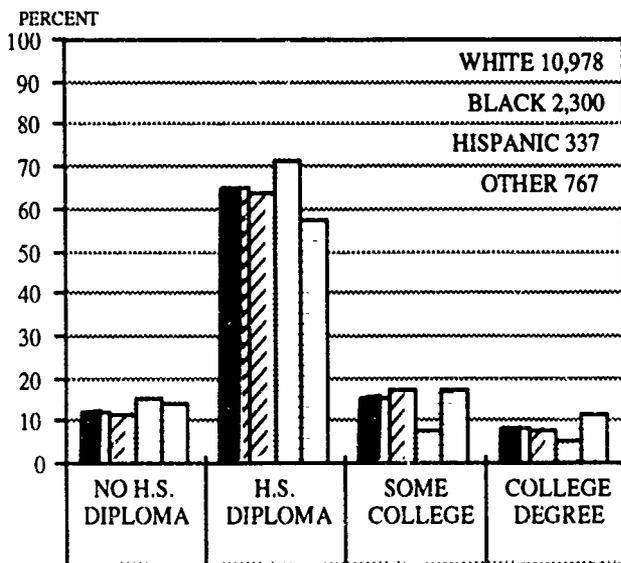
**ARMY NATIONAL GUARD**



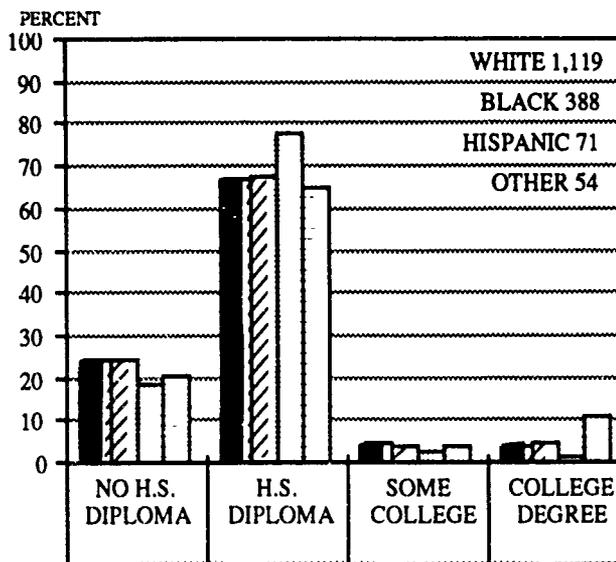
**ARMY RESERVE**



**NAVAL RESERVE**



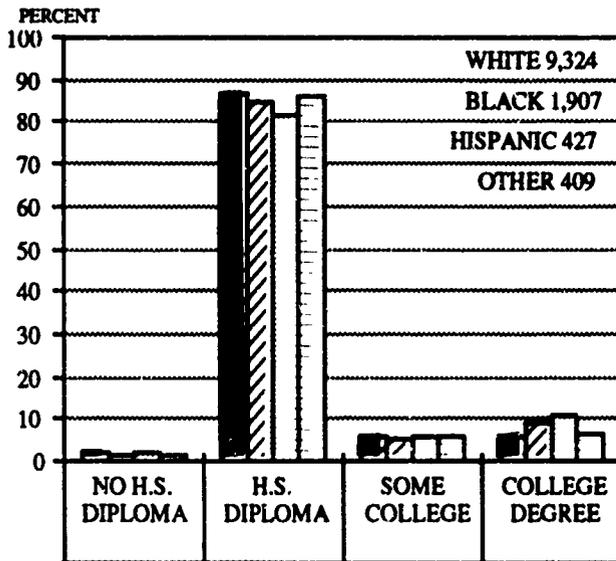
**MARINE CORPS RESERVE**



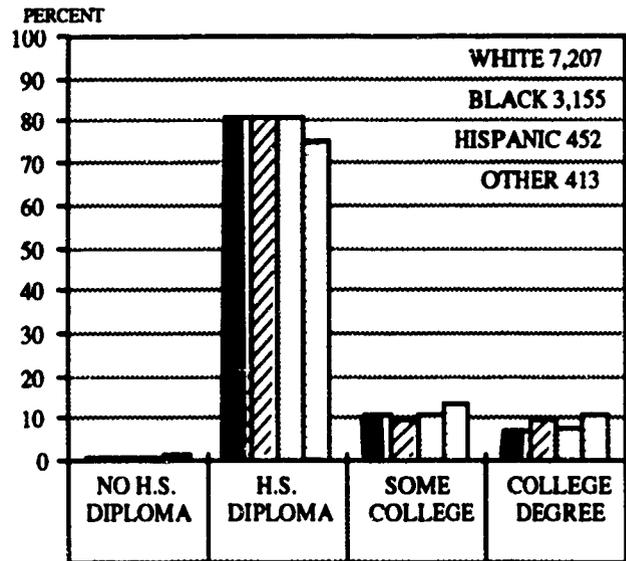
WHITE  
 BLACK  
 HISPANIC  
 OTHER

# SELECTED RESERVE WOMEN ENLISTED EDUCATION LEVELS RACE/ETHNIC GROUP DISTRIBUTION

**ARMY NATIONAL GUARD**

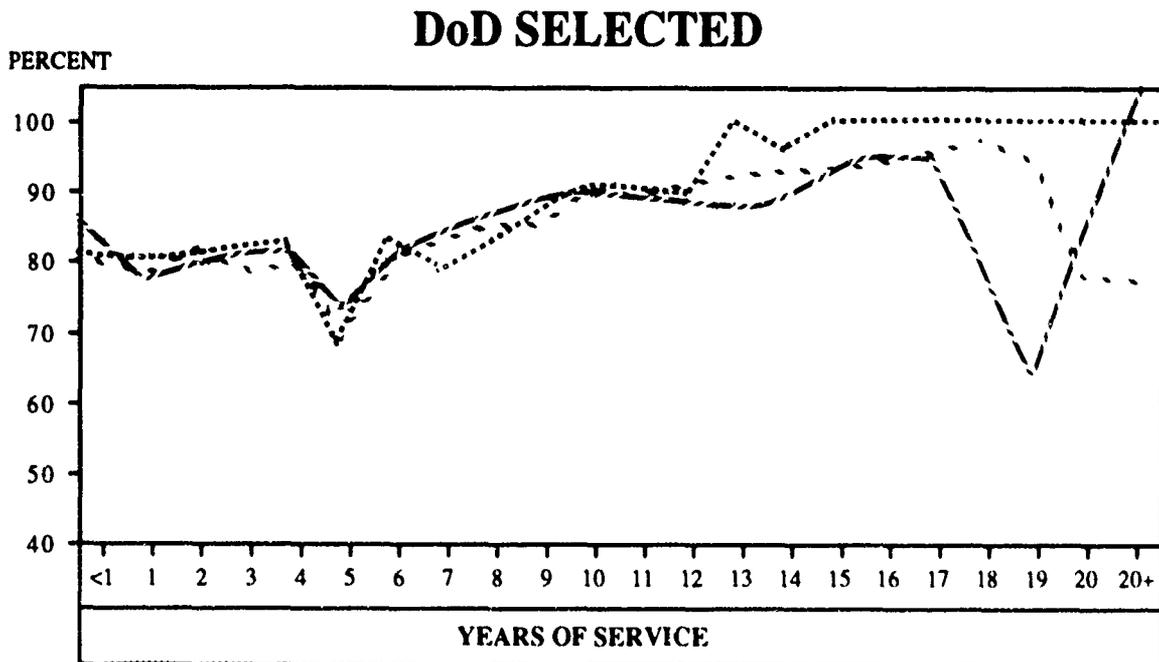
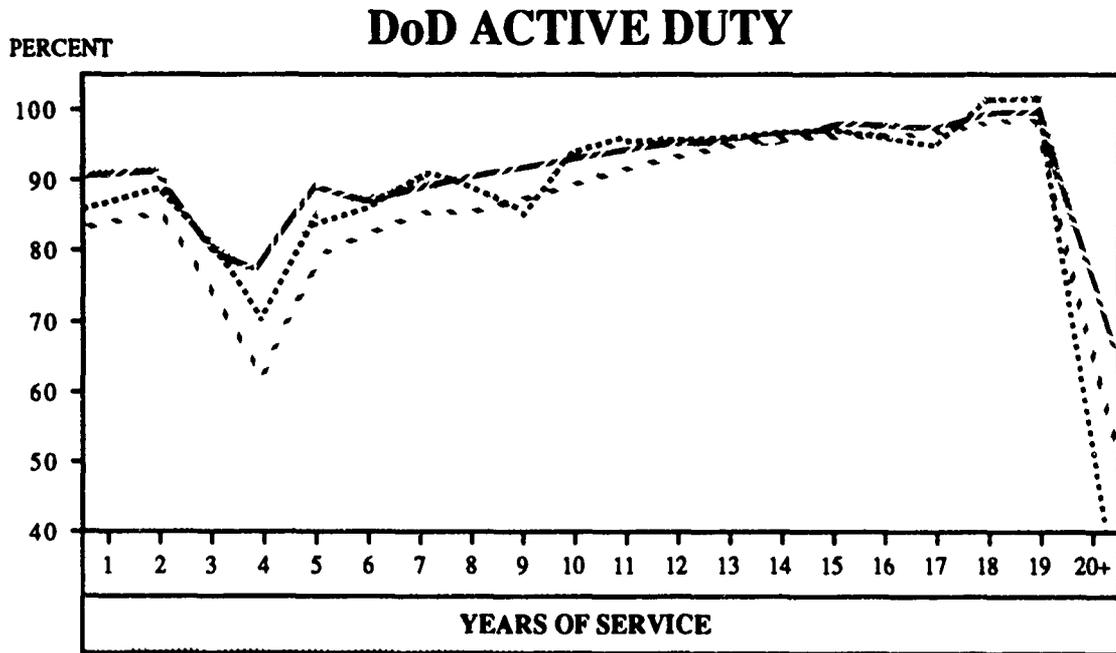


**AIR FORCE RESERVE**



WHITE   
 BLACK   
 HISPANIC   
 OTHER

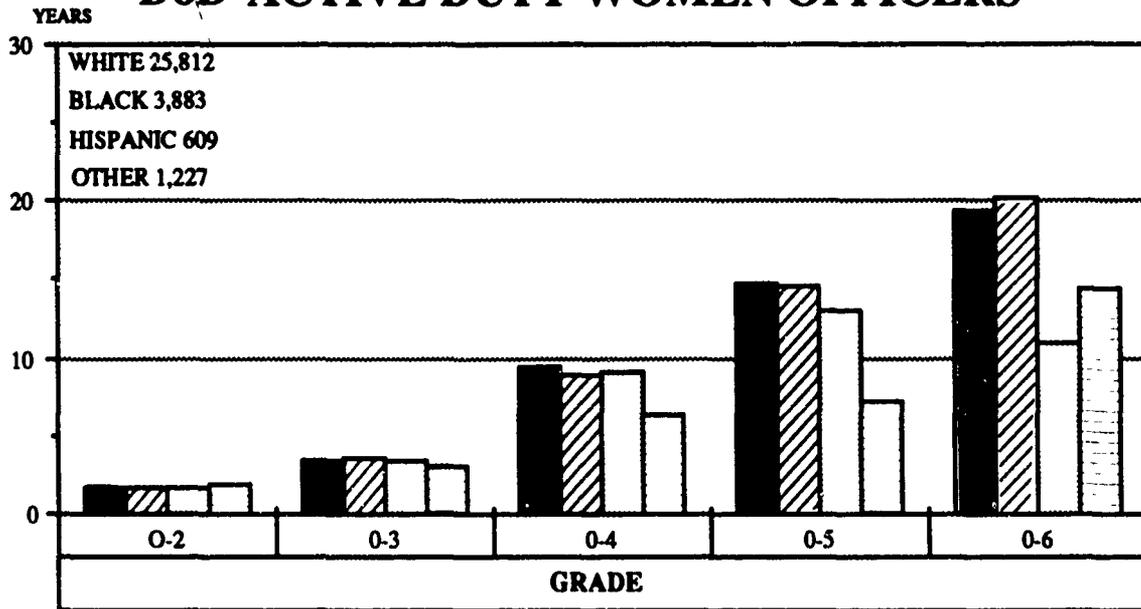
# FISCAL YEAR 1985 ENLISTED CONTINUATION RATES BY YEARS OF SERVICE FOR WOMEN BY RACE/ETHNIC GROUP



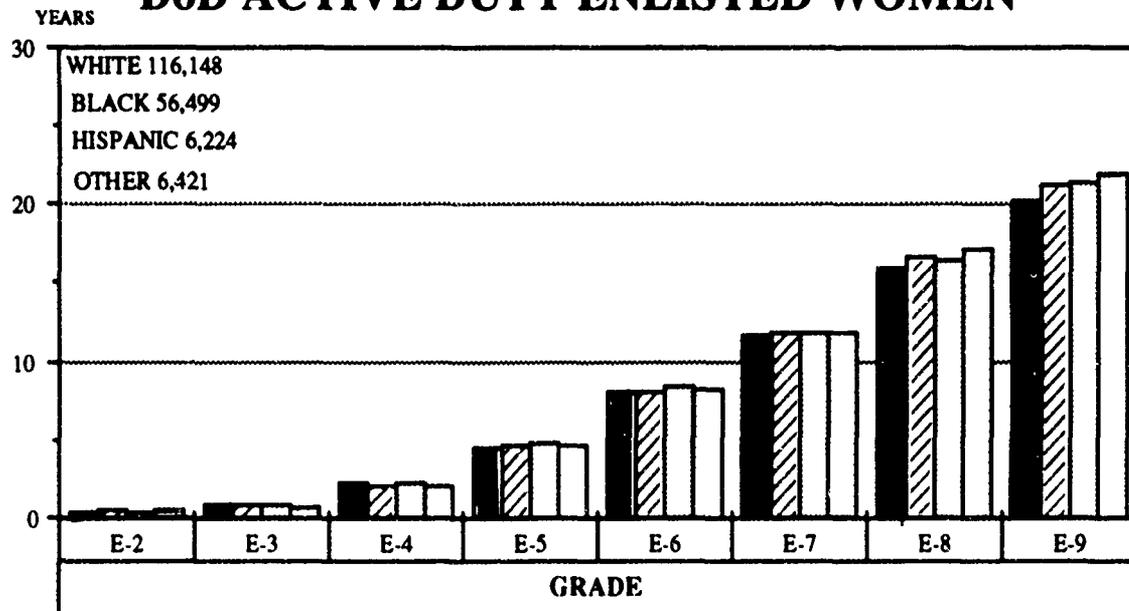
- - - WHITE  
 - - - BLACK  
 ..... HISPANIC  
 ..... OTHER

# TIME IN SERVICE (TIS) AT PROMOTION BY RACE/ETHNIC GROUP

## DoD ACTIVE DUTY WOMEN OFFICERS

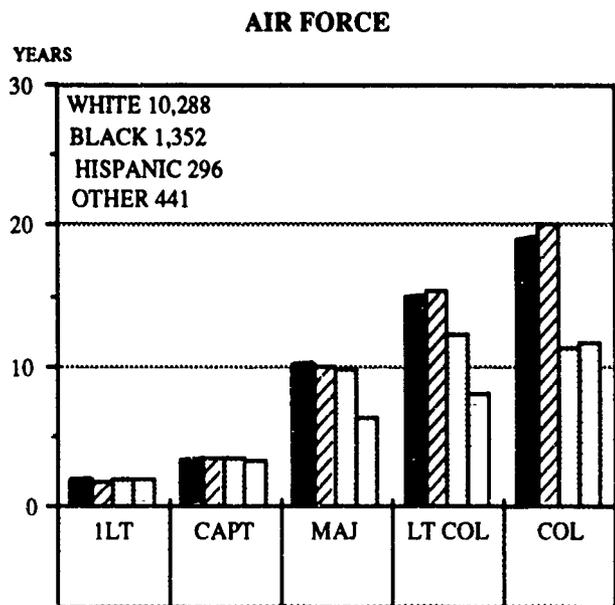
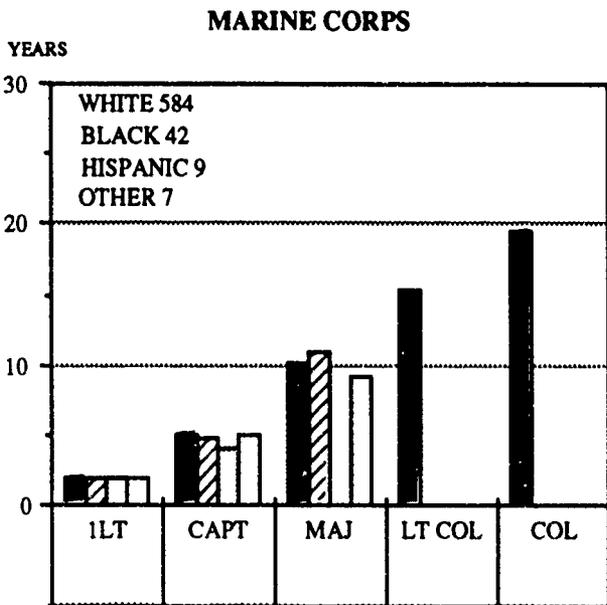
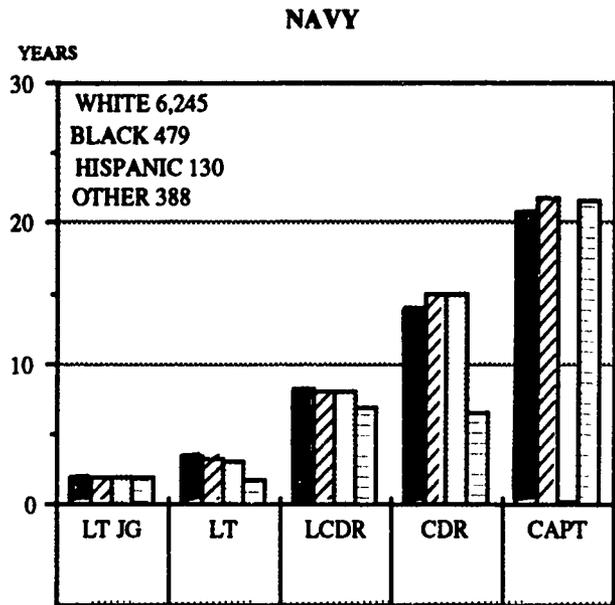
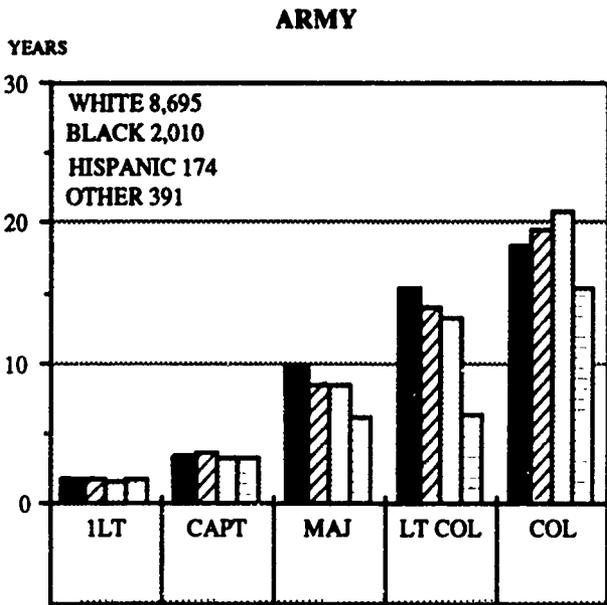


## DoD ACTIVE DUTY ENLISTED WOMEN



WHITE   
 BLACK   
 HISPANIC   
 OTHER

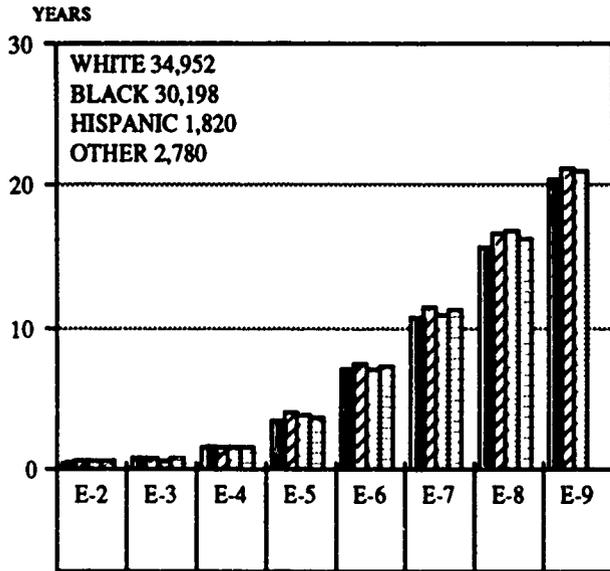
# ACTIVE DUTY OFFICER WOMEN TIME IN SERVICE (TIS) AT PROMOTION BY RACE/ETHNIC GROUP



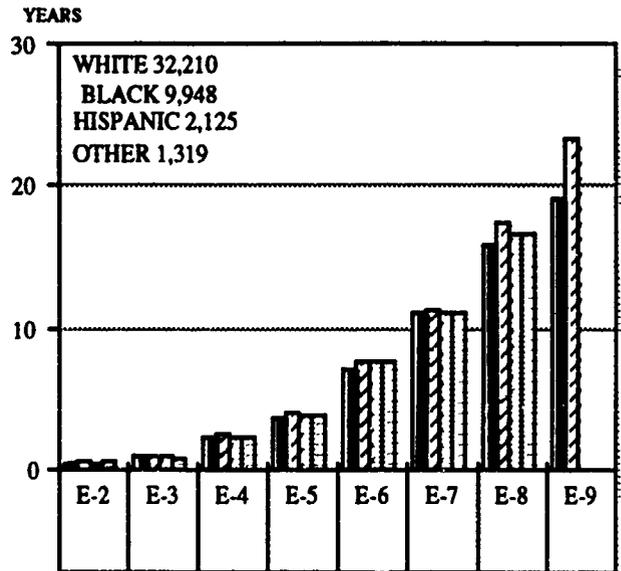
■ WHITE  
 ▨ BLACK  
 □ HISPANIC  
 □ OTHER

# ACTIVE DUTY ENLISTED WOMEN TIME IN SERVICE (TIS) AT PROMOTION BY RACE/ETHNIC GROUP

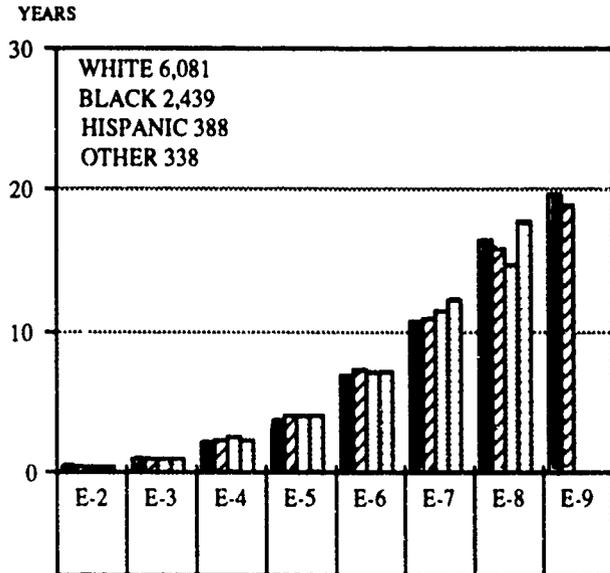
**ARMY**



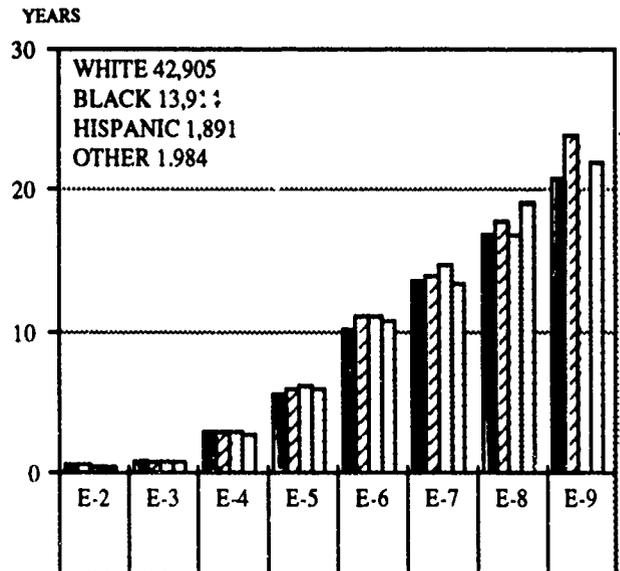
**NAVY**



**MARINE CORPS**



**AIR FORCE**



WHITE   
 BLACK   
 HISPANIC   
 OTHER



## SECTION IV

### COAST GUARD OFFICER & ENLISTED

#### COAST GUARD WOMEN

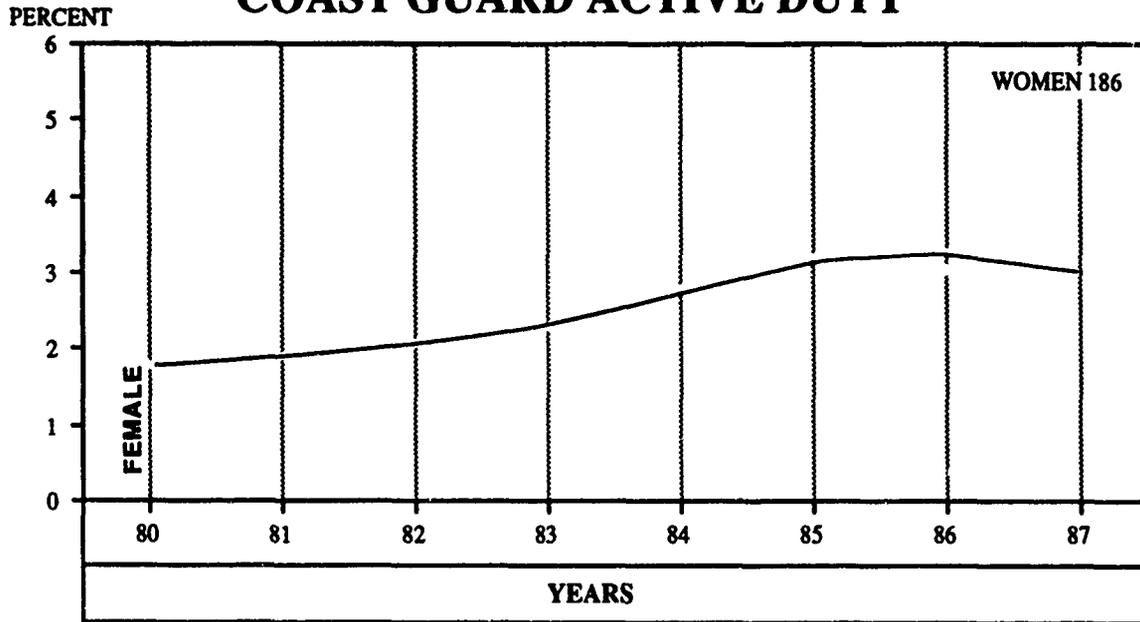
The Coast Guard is organized under the Department of Transportation, but in time of war, or when the President directs, it becomes part of the Navy. In 1973 the Coast Guard Women's Reserve was dissolved and women entered the regular force. Today there are no restrictions on the assignment of Coast Guard women. They may

serve in every occupation and assignment, including command of Coast Guard vessels.

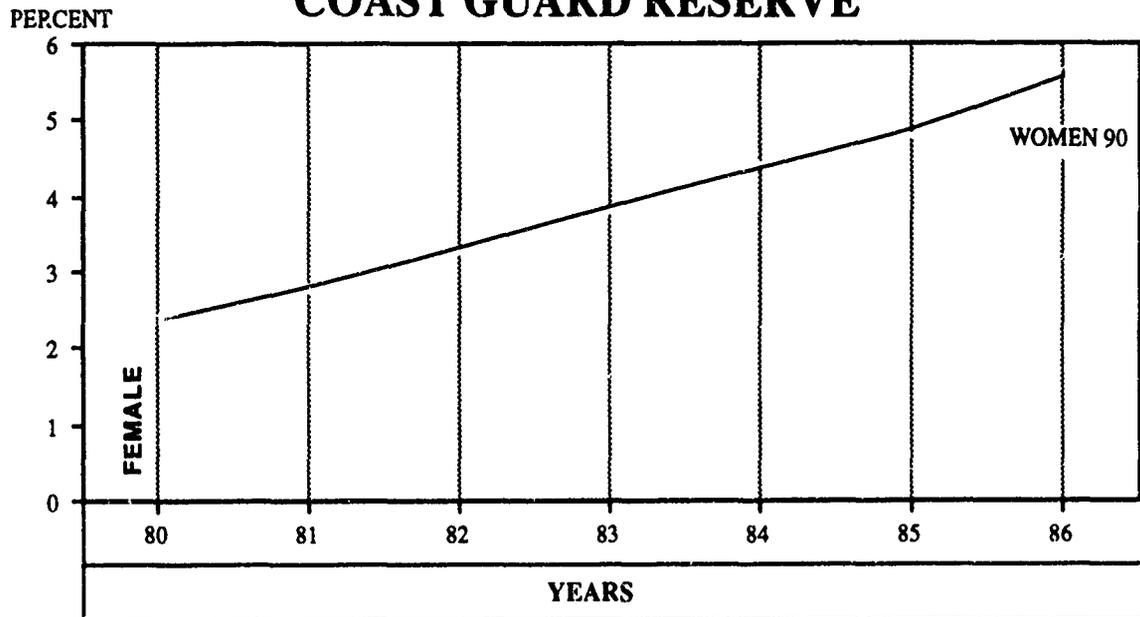
The following charts provide an overview of the current status of Coast Guard officer and enlisted women in both the Active Force and Selected Reserve.

# WOMEN OFFICER PERSONNEL AS A PERCENT OF TOTAL OFFICER STRENGTH

## COAST GUARD ACTIVE DUTY

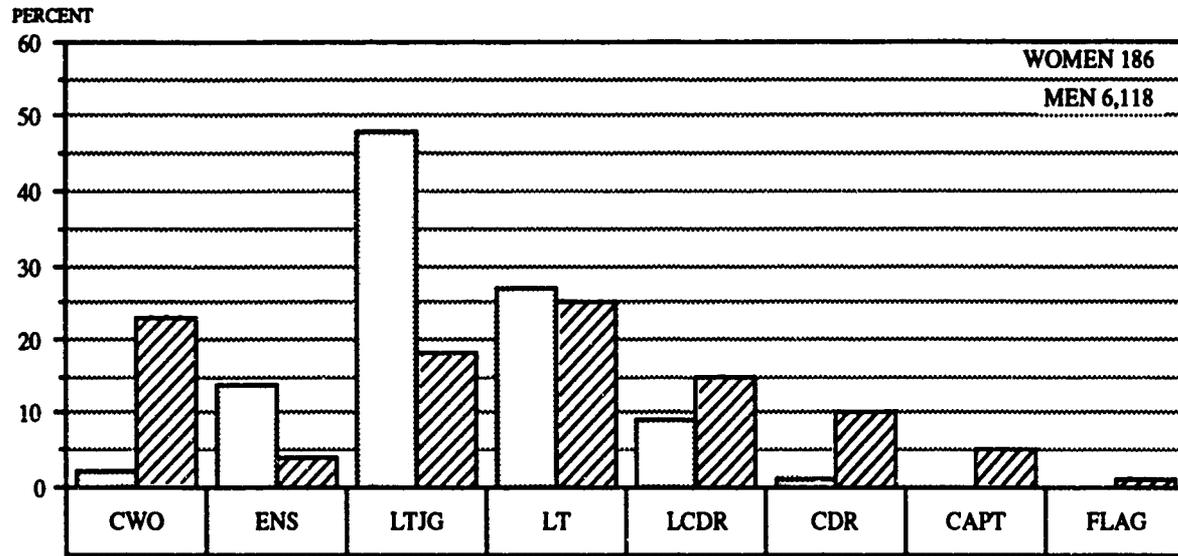


## COAST GUARD RESERVE

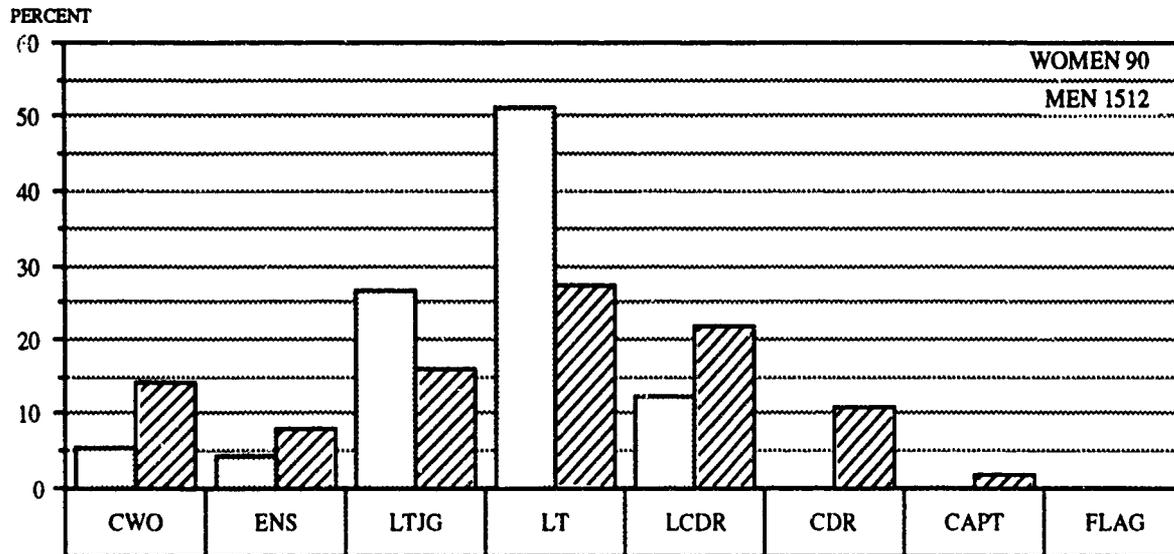


# OFFICER DISTRIBUTION BY GRADE

## ACTIVE DUTY



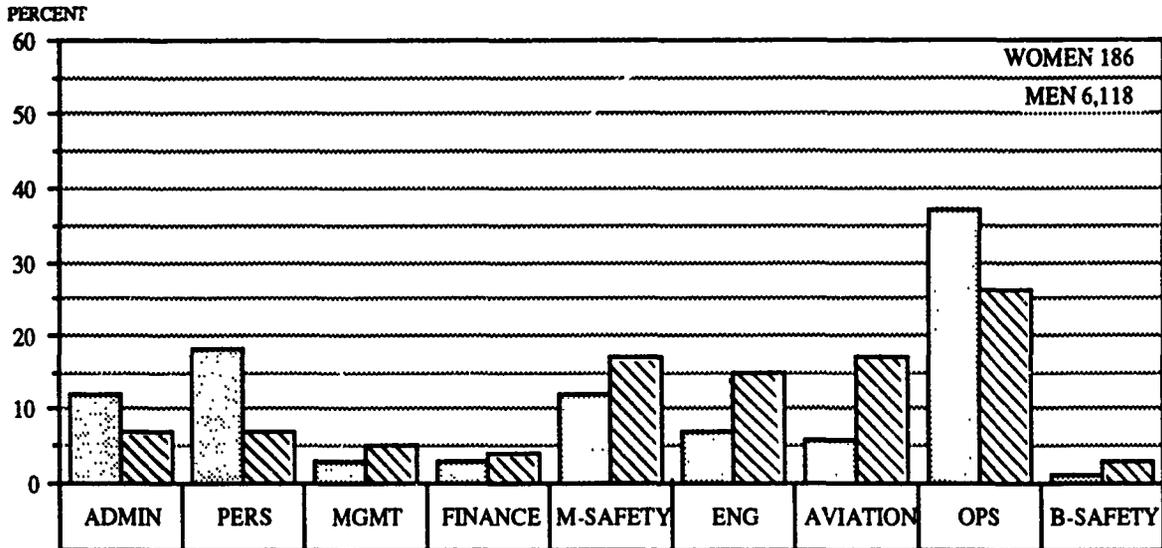
## COAST GUARD RESERVE



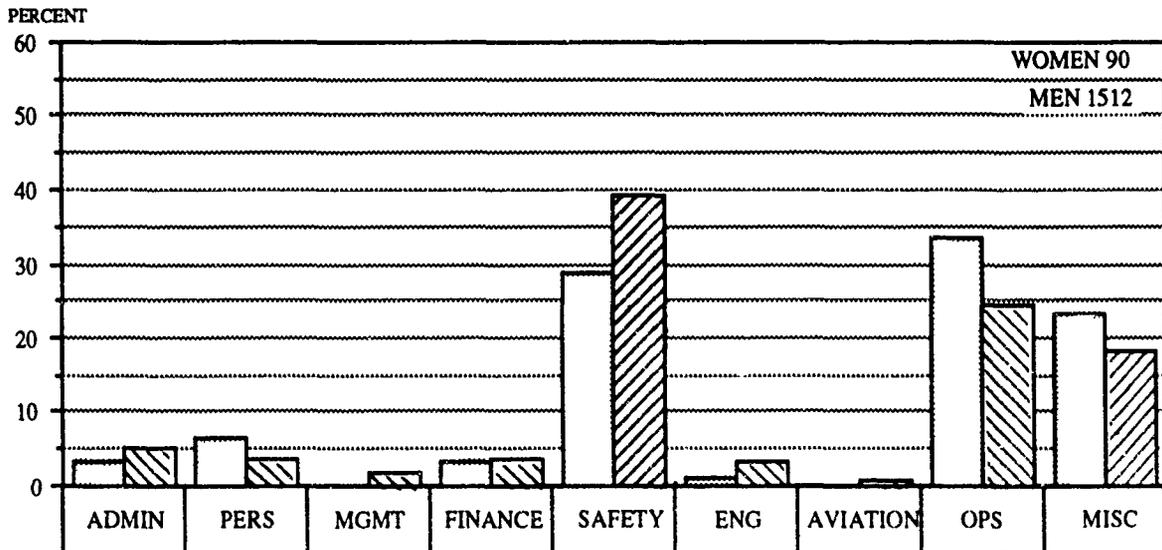
□ WOMEN  
▨ MEN

# OFFICER DISTRIBUTION BY OCCUPATION

## COAST GUARD ACTIVE DUTY



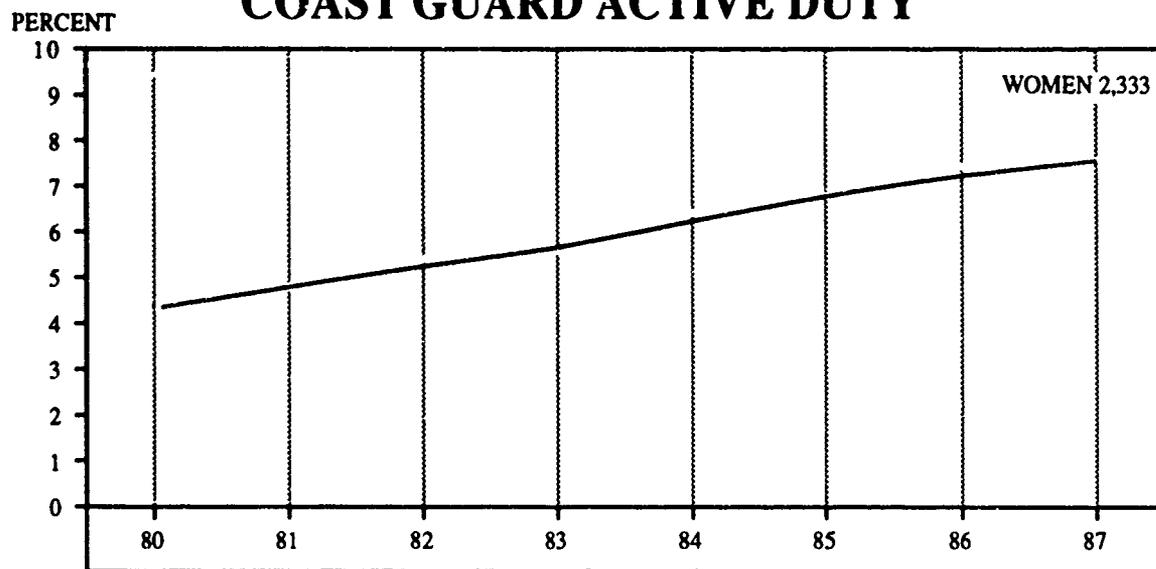
## COAST GUARD RESERVE



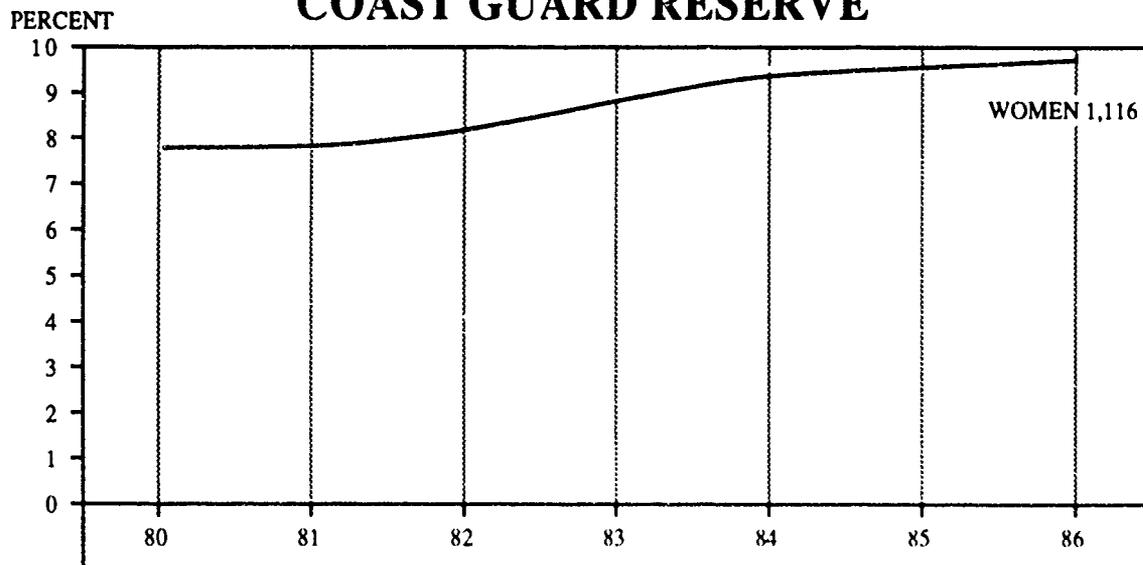
WOMEN   
MEN

# WOMEN ENLISTED PERSONNEL AS A PERCENT OF TOTAL ENLISTED STRENGTH

## COAST GUARD ACTIVE DUTY

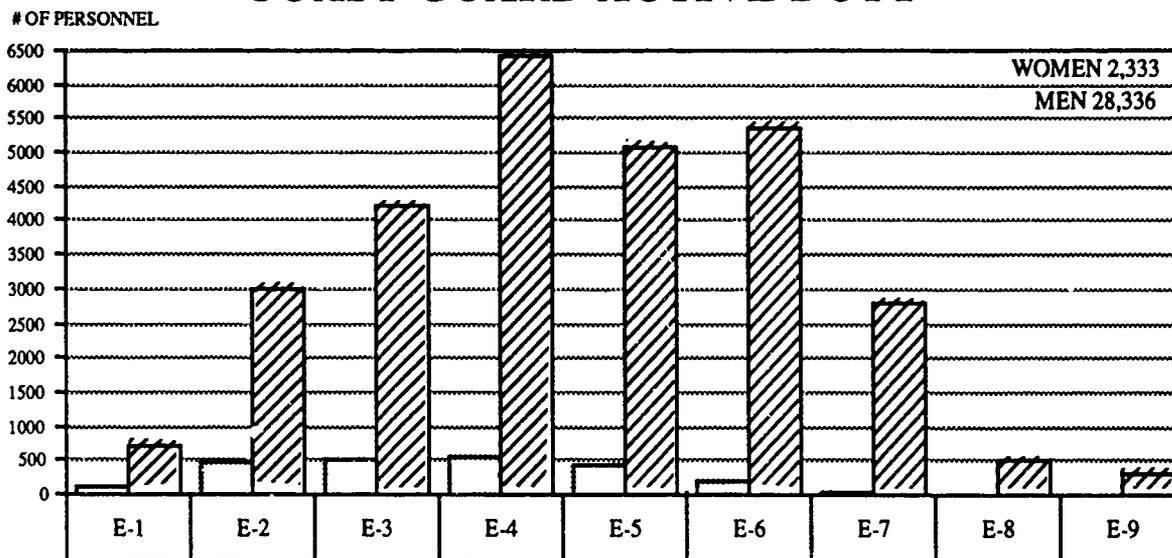


## COAST GUARD RESERVE

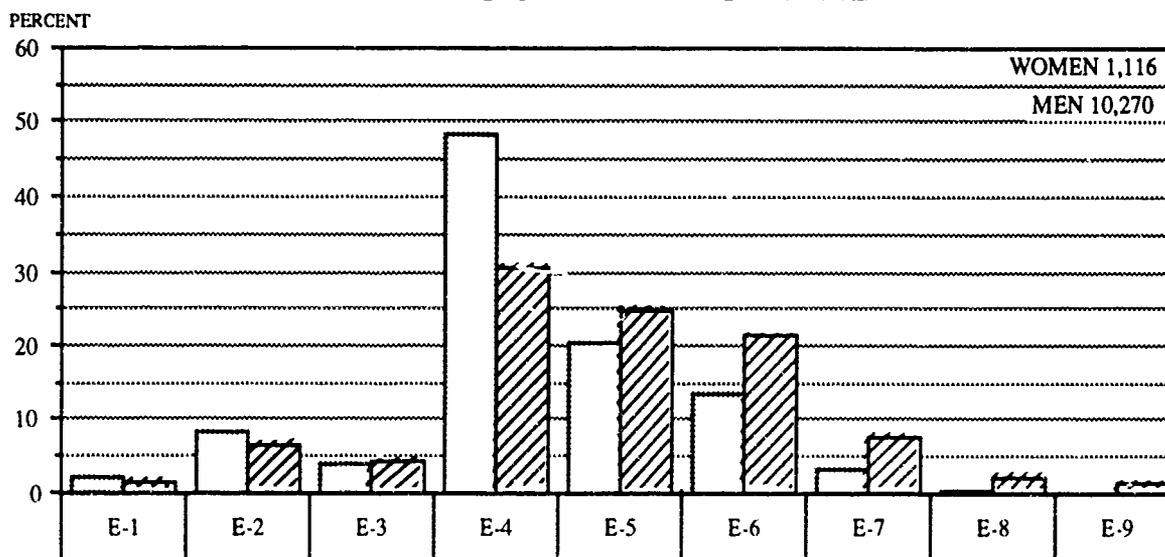


# COAST GUARD ENLISTED DISTRIBUTION BY GRADE

## COAST GUARD ACTIVE DUTY



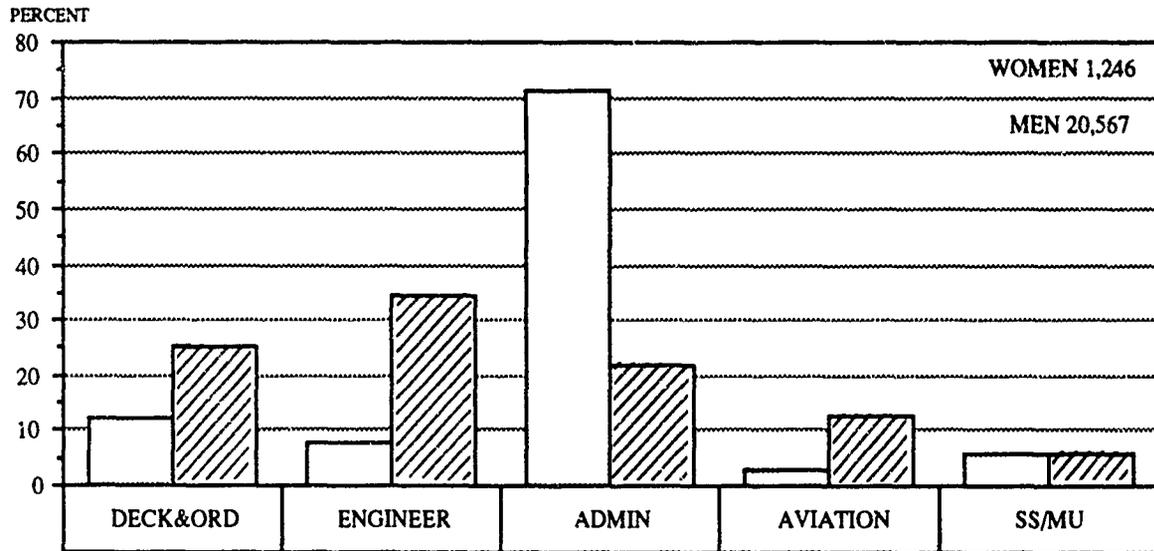
## COAST GUARD RESERVE



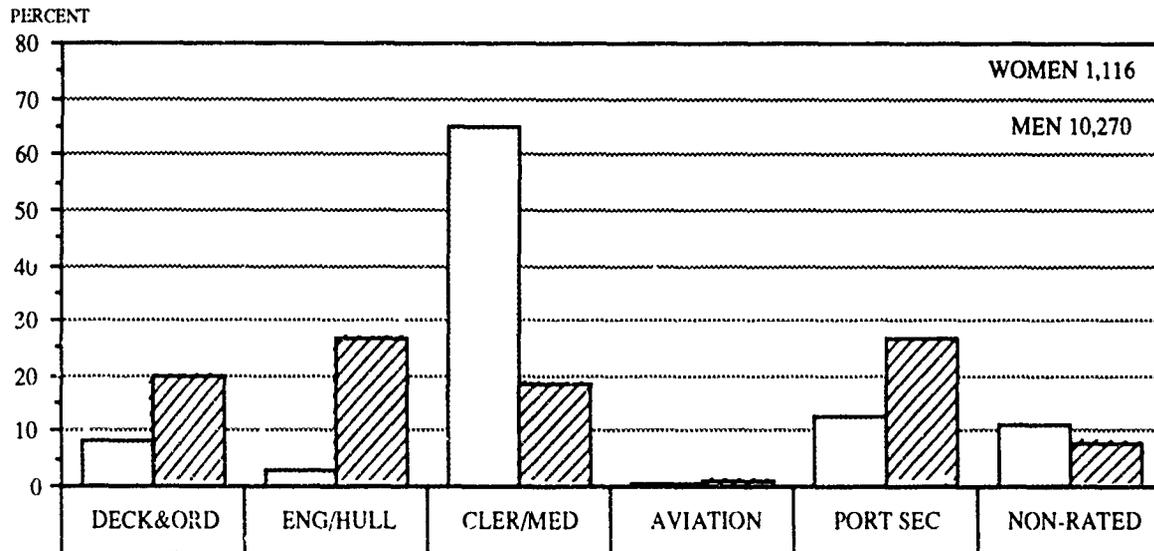
WOMEN   
MEN

# ENLISTED DISTRIBUTION BY OCCUPATION

## COAST GUARD ACTIVE DUTY



## COAST GUARD RESERVE



WOMEN  
 MEN