

AD-A206 397

# MILITARY WOMEN

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# MILITARY WOMEN

IN THE DEPARTMENT OF DEFENSE



VOLUME III

MANPOWER INSTALLATIONS  
AND LOGISTICS

APRIL 1985



DTIC  
ELECTE  
MAR 3 1 1985  
S H D

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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% of active duty personnel. Those who served, did so in "traditional" capacities (e.g. administration and medicine). Today, women constitute almost 10% of the active component. They serve in many career fields which have historically 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 the military (Active Component).

A fixed data display will not portray the entire situation. Not all the statistics that could be calculated are depicted. Rather, 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, to OASD (MI&L/MP&FW/O&EPM), Pentagon, Washington, D.C. 20301-4000. Additional copies may be obtained through the Government Printing Office.



**THE SECRETARY OF DEFENSE  
WASHINGTON, THE DISTRICT OF COLUMBIA**

19 JUL 1983

**MEMORANDUM FOR THE SECRETARIES OF THE MILITARY DEPARTMENTS**

**SUBJECT: Women in the Military**

In recent weeks, reports in the news media have questioned Department of Defense policy for utilization of military women. Some of these reports give the impression that we have changed our policy and that women now have less opportunity to contribute to the defense of our nation. To make sure that our policy is clearly established and understood, I want to state it again. It is the policy of this Department that women will be provided full and equal opportunity with men to pursue appropriate careers in the military services for which they can qualify. This means that military women can and should be utilized in all roles except those explicitly prohibited by combat exclusion statutes and related policy. This does not mean that the combat exclusion policy can be used to justify closing career opportunities to women. The combat exclusion rule should be interpreted to allow as many as possible career opportunities for women to be kept open.

Women contribute significantly toward the high state of readiness we currently enjoy under the all-volunteer force. They are a vital resource for both our active and reserve forces, and will continue to fill critical requirements as equal partners with men. The civilian and military leadership of this Department must ensure that military personnel policies afford individuals the opportunity to contribute and advance commensurate with their aspirations and qualifications. While recruiting, training, assignment, promotion, and retention of individuals, of course, must be predicated on Service needs and individual capabilities, no artificial barriers to career opportunity for women will be constructed or tolerated.

I ask your full support in carrying out our policy and in giving it wide dissemination throughout the command structure of the military services.

*Joseph W. Kirkbride*



# INTRODUCTION

Military women satisfy their duty requirements with the same professional competence displayed by military men. This fact has been widely recognized for many years. In November 1983, the numerous historic contributions made by women to national defense were commemorated in the Women's Corridor located in the Pentagon. However, only within the past decade have women been permanently integrated within Service personnel inventories. The catalysts which motivated integration and expansion of the role of women in the military exist in law. Specifically, the passage of Public Law 90-130 (which repealed the 2% ceiling), the creation of all-volunteer forces, and the enactment of the Defense Officer Personnel Management Act (DOPMA - which required gender free promotion opportunities) fostered current Department of Defense policy on the utilization of women in military service. This policy, restated by the Secretary of Defense in a memorandum to Service Secretaries, dated July 19, 1983, calls for full utilization of women consistent with laws regarding combat exclusion. This means that women will be afforded

the opportunity to contribute in all appropriate specialties based upon their individual aspirations and qualifications.

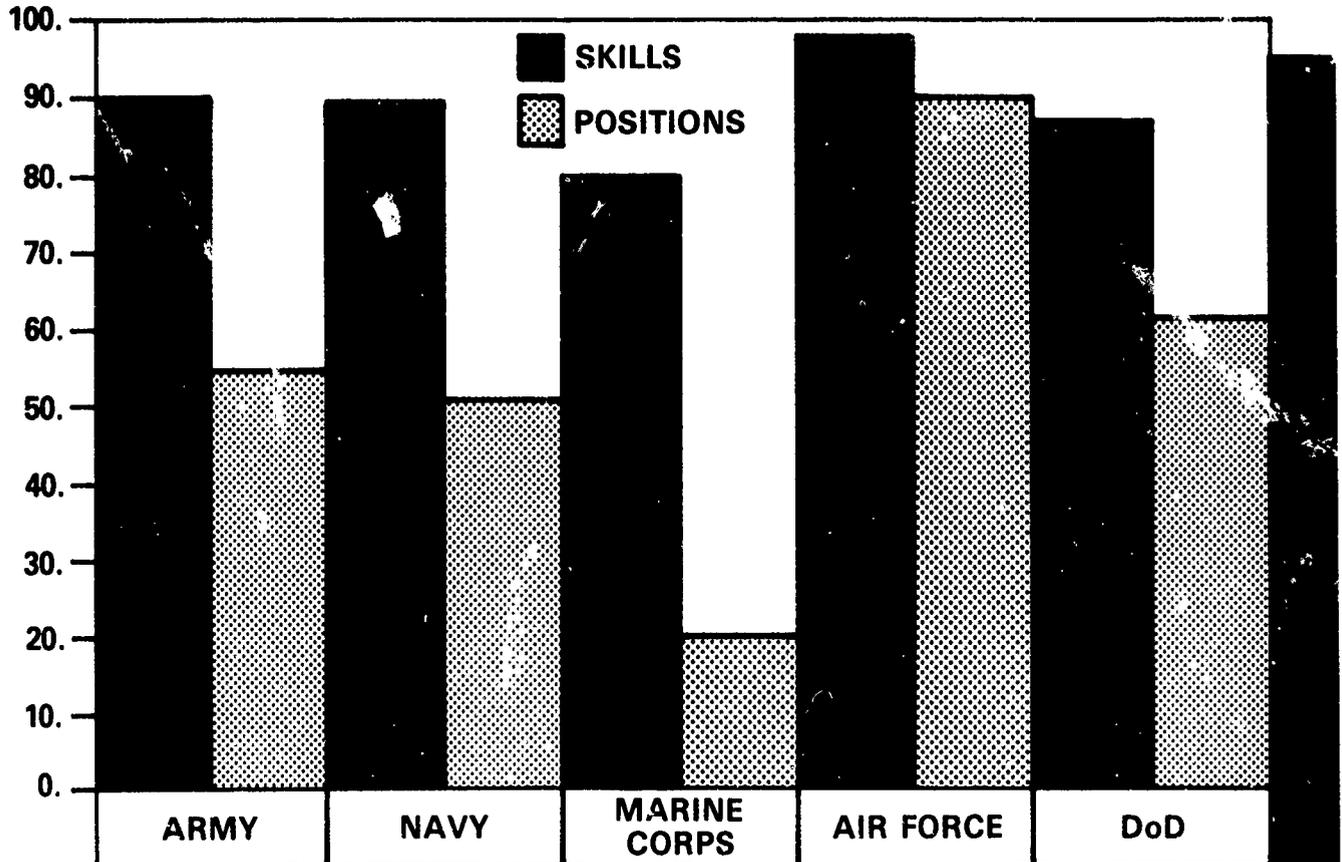
Underlying individual Service policies affecting women are statutes in Title 10, United States Code (Sections 6015 & 8549). These laws apply to the Departments of the Navy and Air Force. They deny the assignment of women to certain type of ships and to aircraft in combat. While utilization of Army women is not restricted by law, Army policies parallel the legislation applicable to the other Military Departments. The Army excludes women from those specialties and those units whose doctrinal role (i.e. mission, function, location) invite the highest probability of direct combat with enemy forces. Army women serve in all other specialties and units.

Given today's personnel policies, the number and percent of skills and positions open to women, by Service, are:

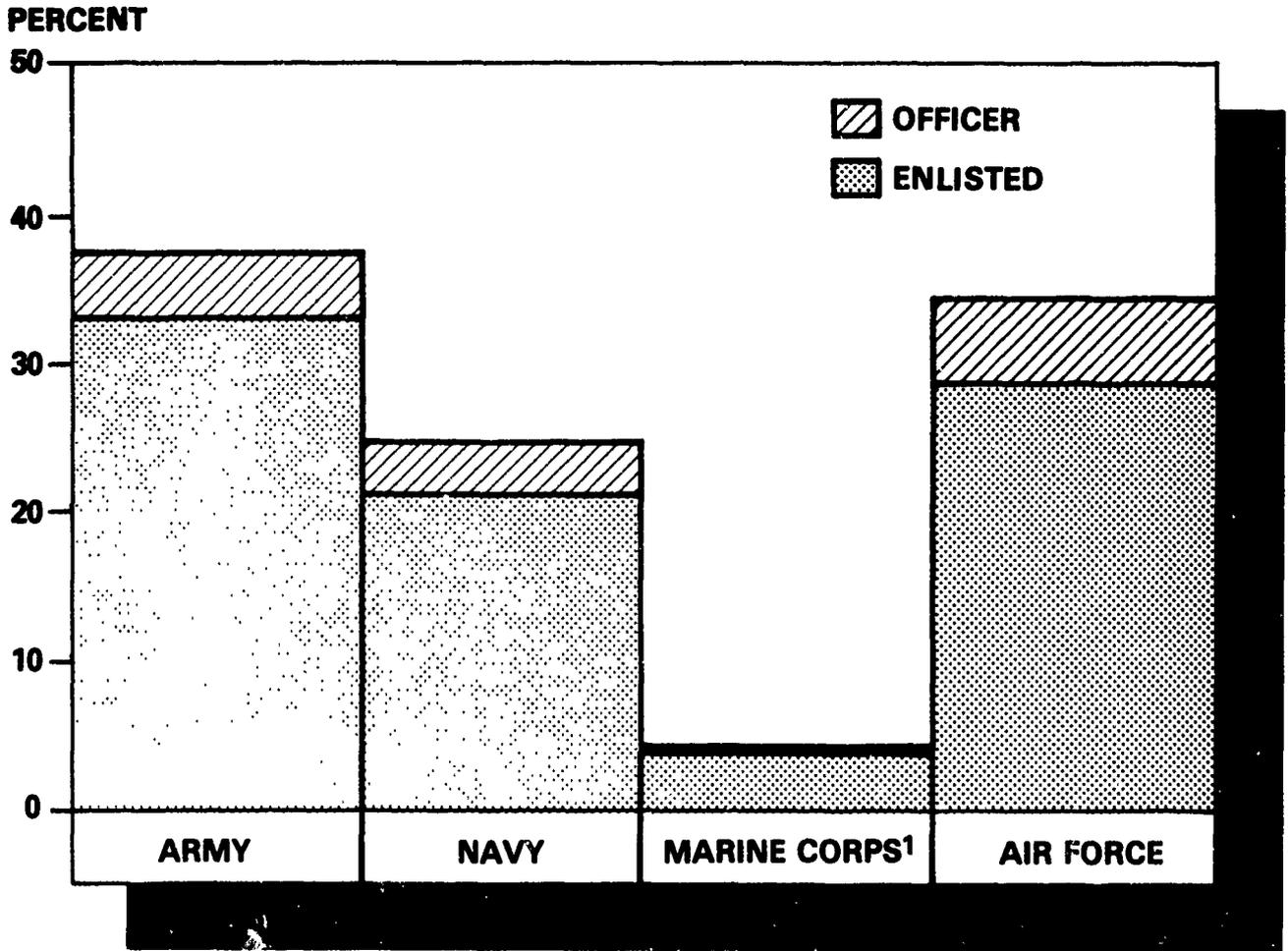
## OFFICER AND ENLISTED CAREER OPPORTUNITIES

(SOW) SKILLS AND POSITIONS OPEN TO WOMEN

PERCENT



## PERCENT DISTRIBUTION OF WOMEN BY EACH SERVICE



<sup>1</sup>MARINE CORPS OFFICERS ARE 0.3% OF TOTAL WOMEN.

This chart depicts the distribution of the total number of women on active duty as of September 30, 1985, by officer and enlisted, among the four Services.



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**SECTION I - OFFICER  
(Commissioned and Warrant)**



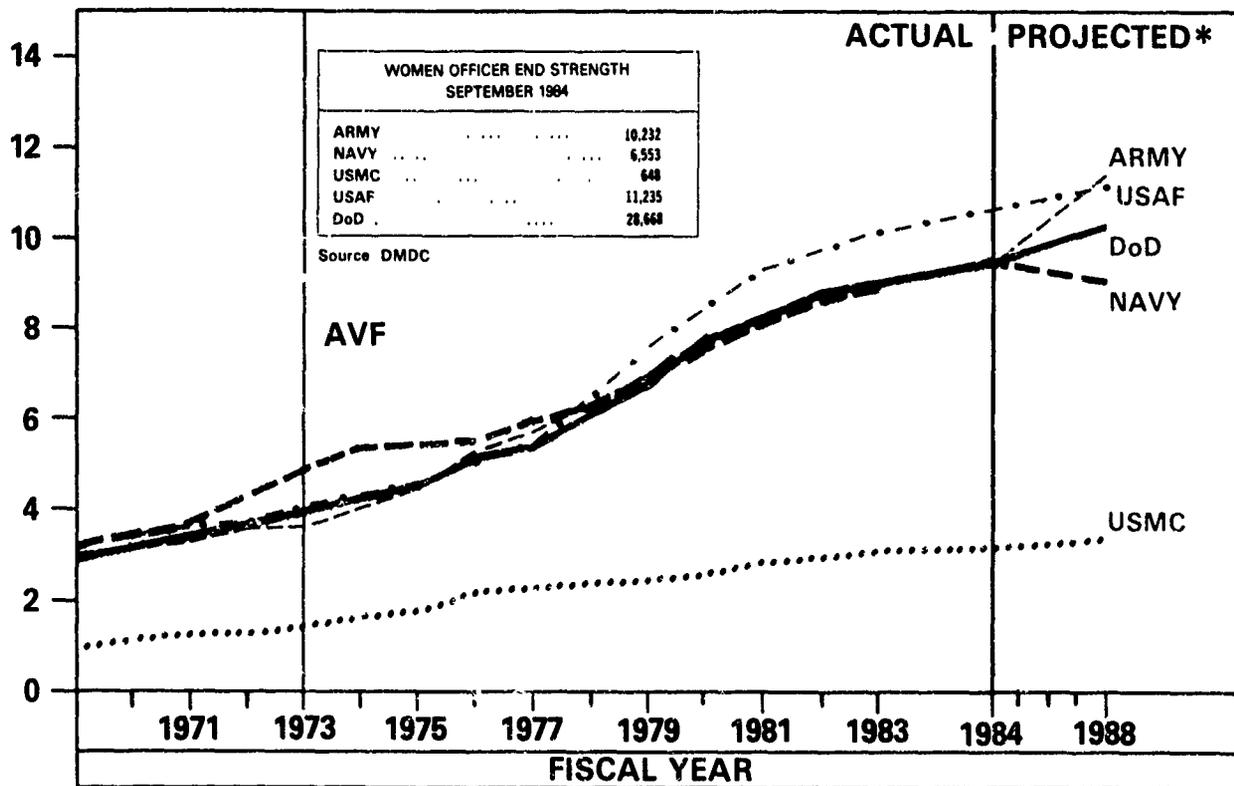
# WOMEN AS A PERCENT OF OFFICER END STRENGTH

With the passage of Public Law 90-130, signed on November 8, 1967, women began entering the Officer Corps in growing numbers. This law repealed the numerical ceiling (of 2%) which had artificially suppressed

opportunity for women to serve in the military. The projected percentages constitute planning figures, not ceilings.

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

PERCENT



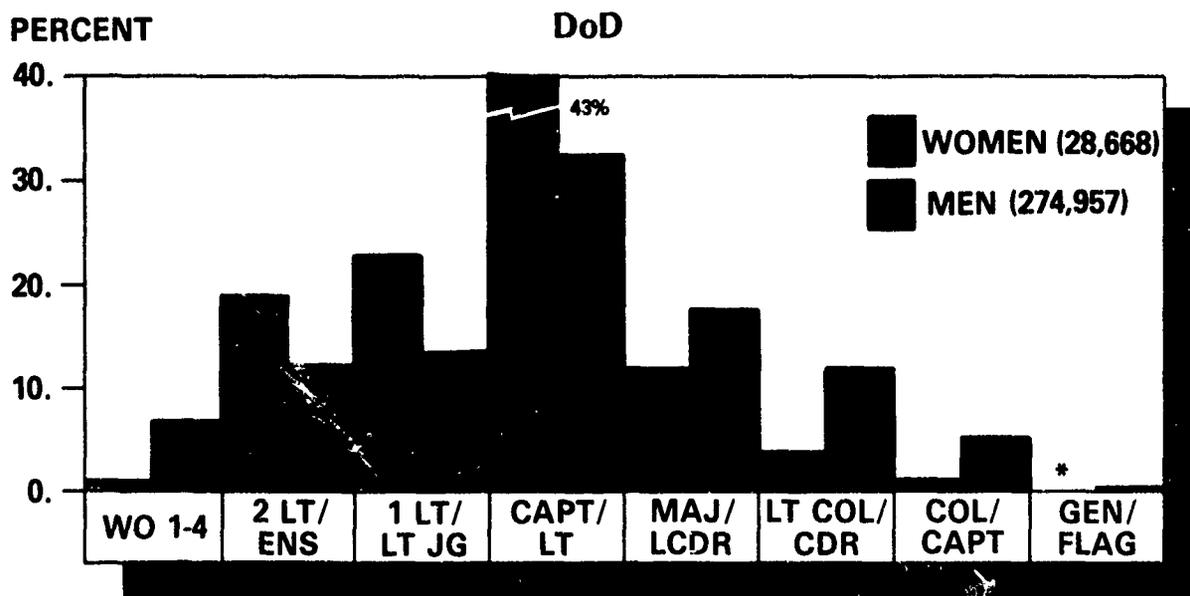
\* PROJECTIONS BASED ON SERVICE INPUT

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

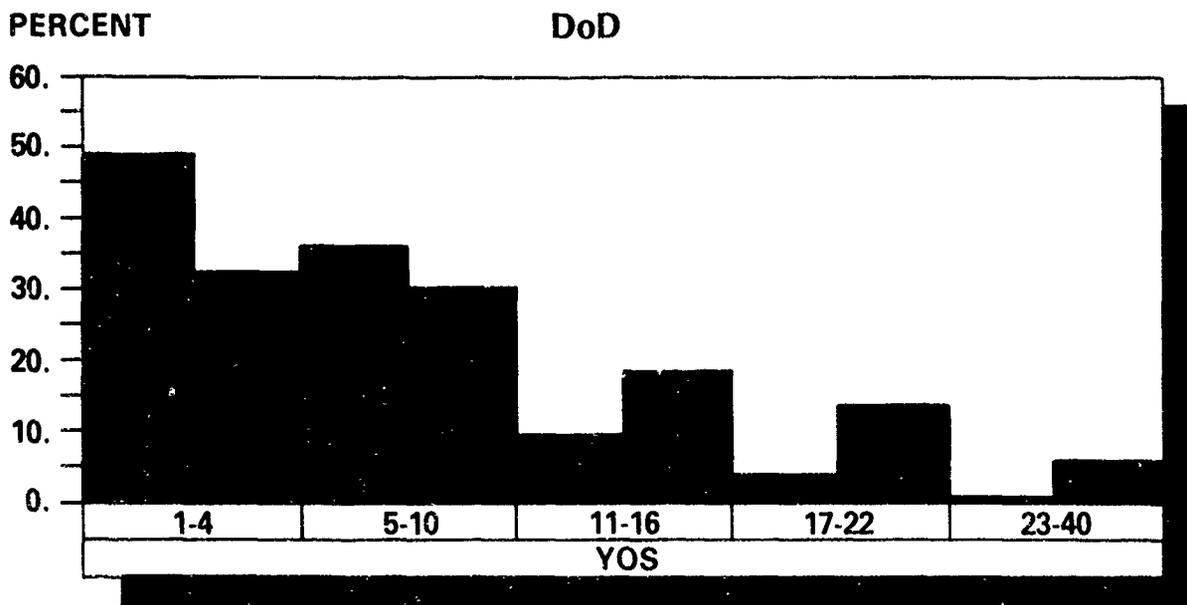
The dissimilarities in grade distribution patterns for male and female officers is attributable to different YOS, and the strong representation of women in the medical specialities (separate promotion policies govern the medical fields). As women obtain more service ex-

perience, and as their representation is more evenly distributed among the fields that are open, their grade and YOS patterns should approximate those of men. Note: the Marine Corps does not have medical officers, and the Air Force does not have warrant officers.

## OFFICER GRADE DISTRIBUTION SEPTEMBER 1984



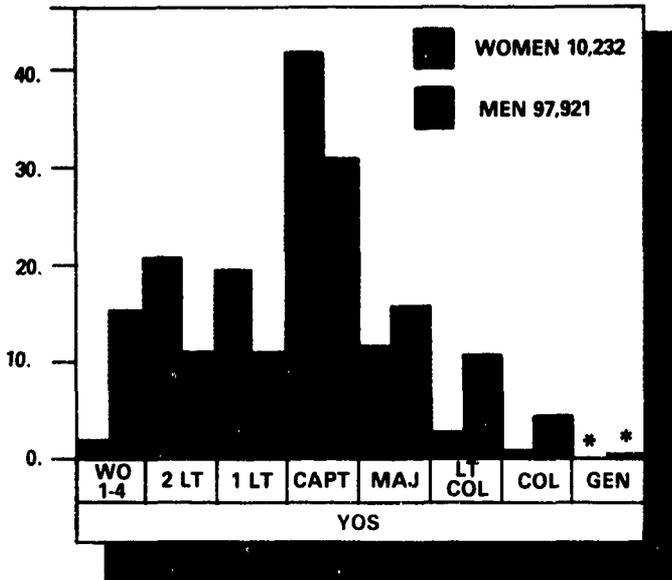
## OFFICER DISTRIBUTION BY YEAR OF SERVICE (YOS) SEPTEMBER 1984



### BY GRADE

#### ARMY

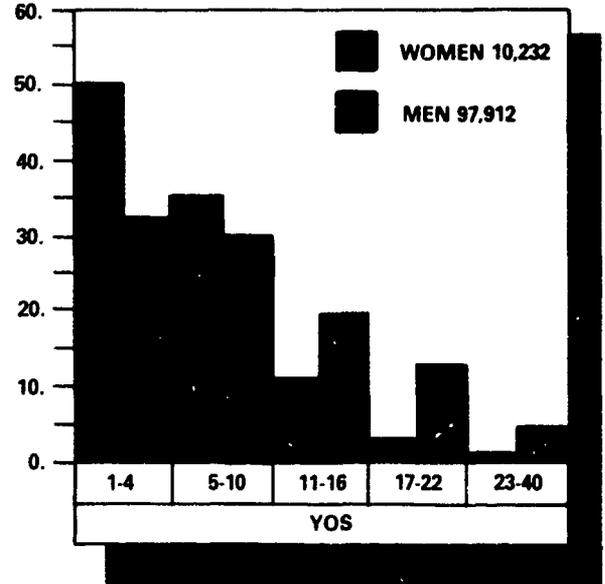
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### BY YEAR OF SERVICE

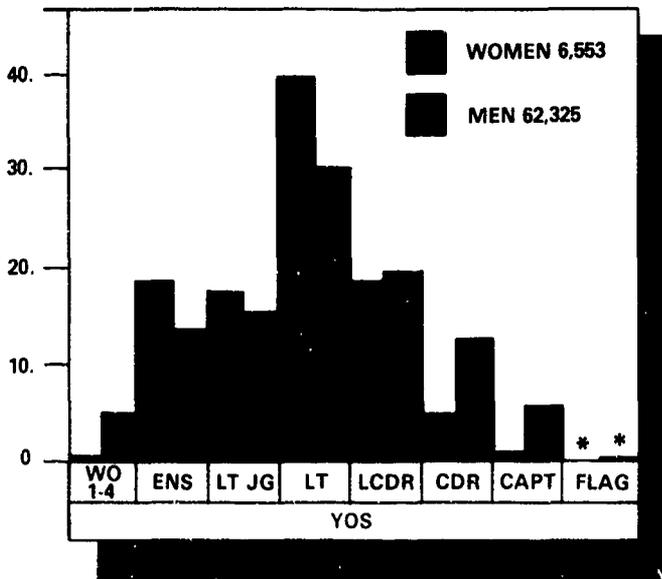
#### ARMY

PERCENT



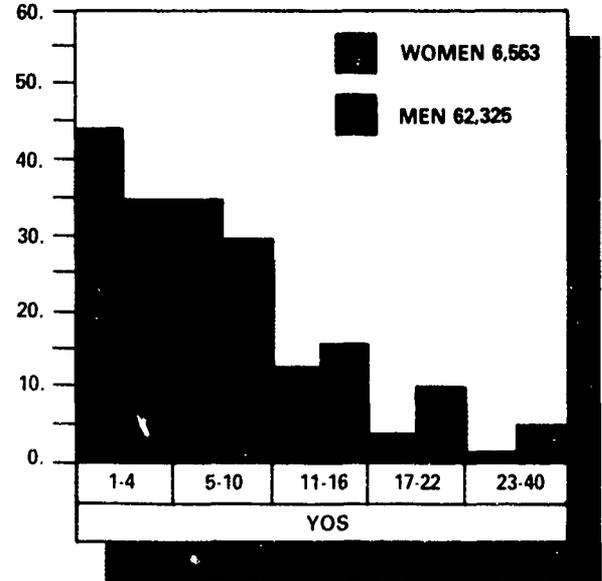
### NAVY

PERCENT

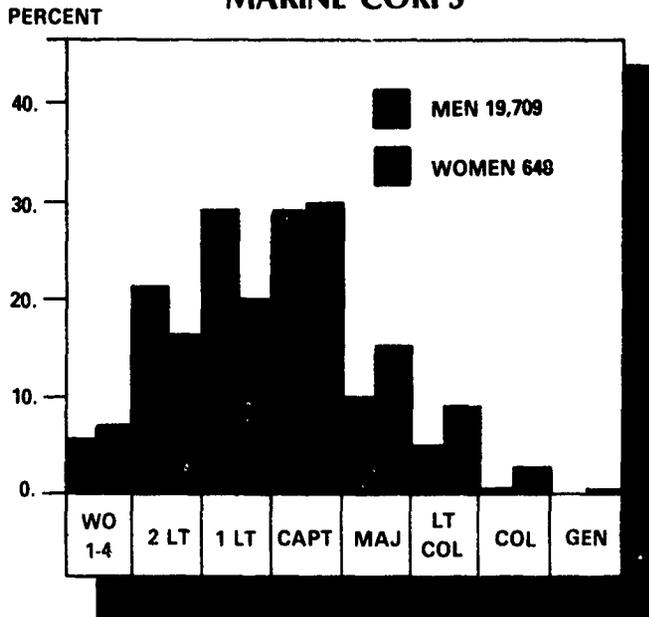


### NAVY

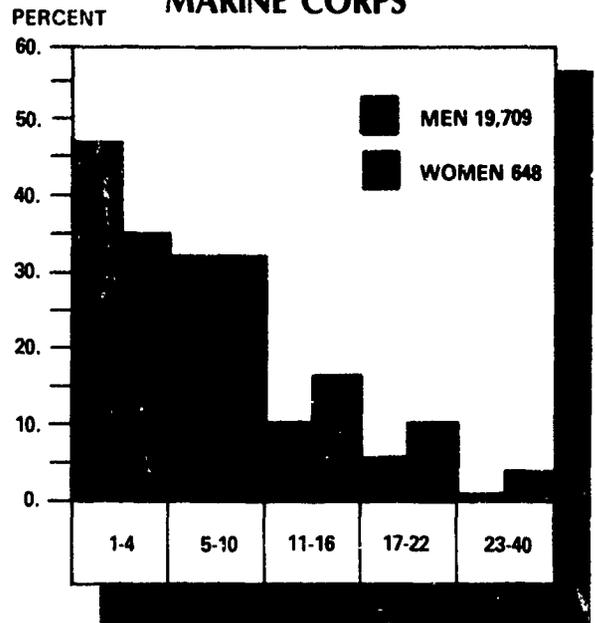
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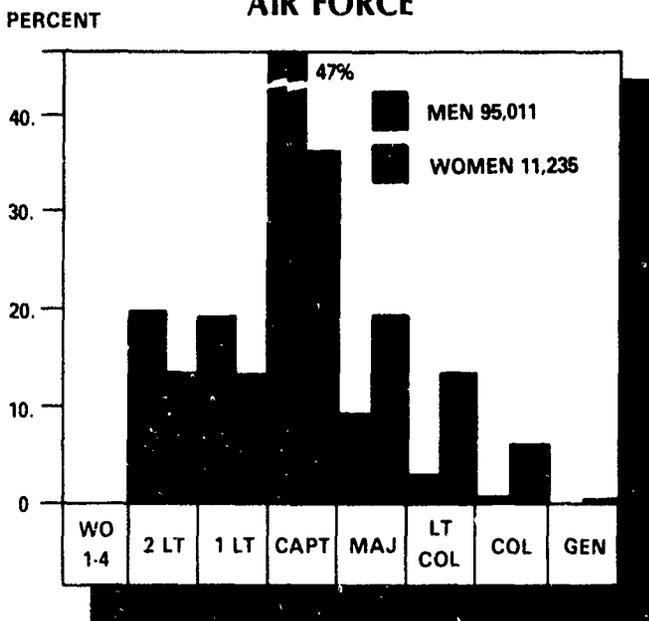
**BY GRADE**  
**MARINE CORPS**



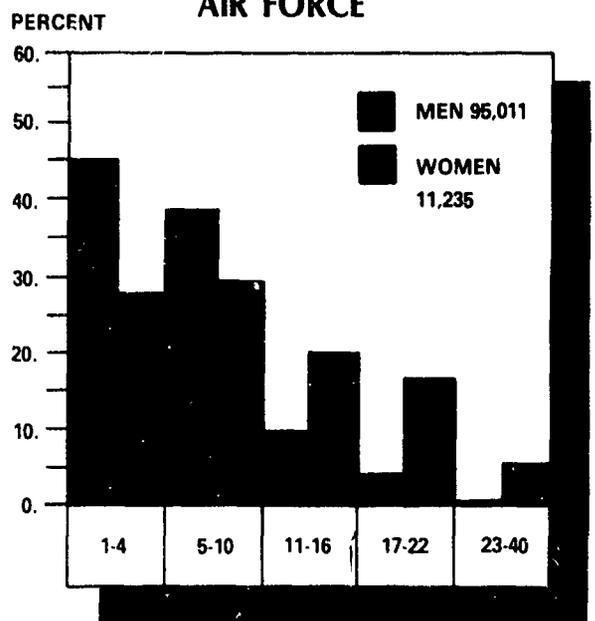
**BY YEAR OF SERVICE**  
**MARINE CORPS**



**AIR FORCE**



**AIR FORCE**

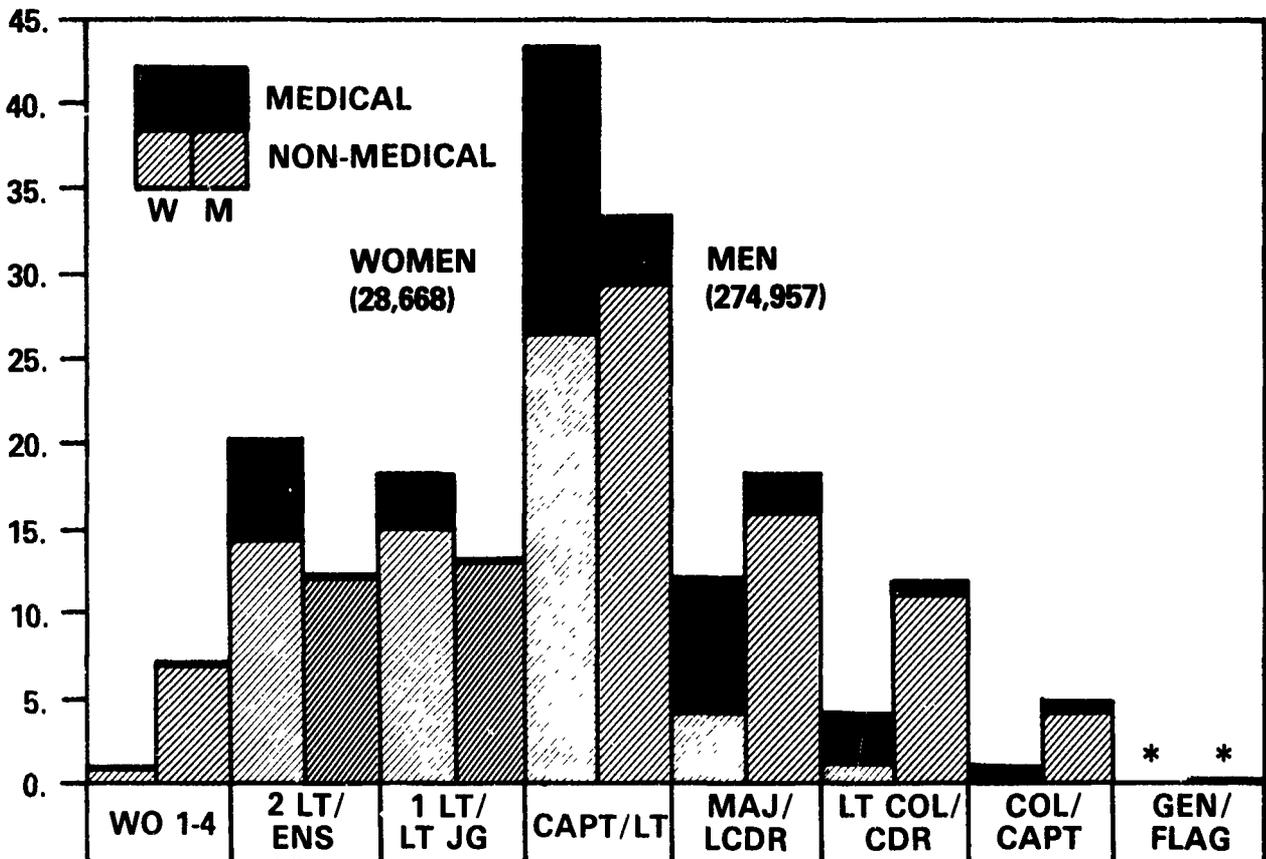


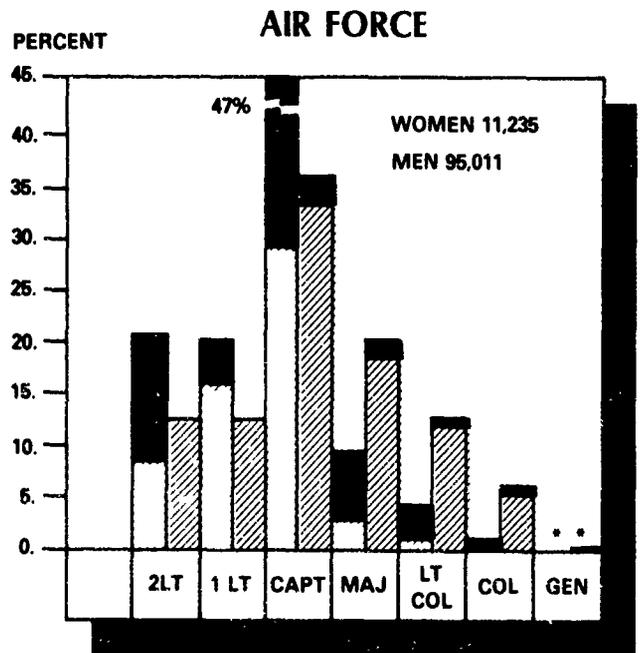
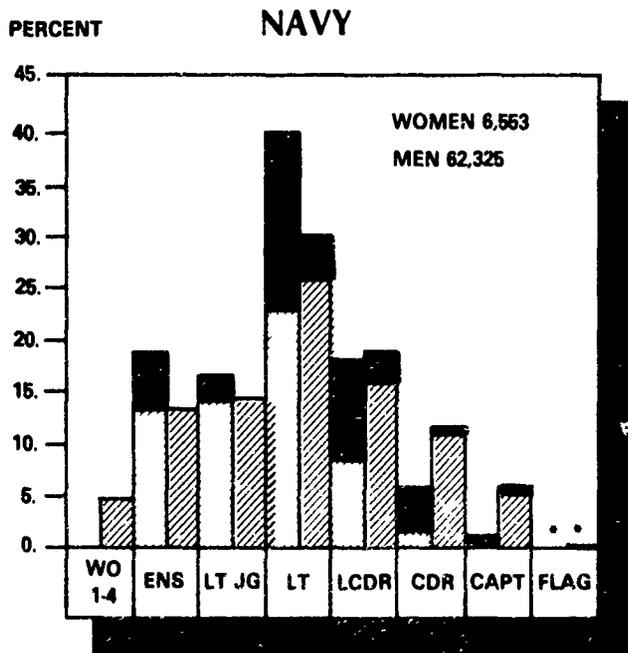
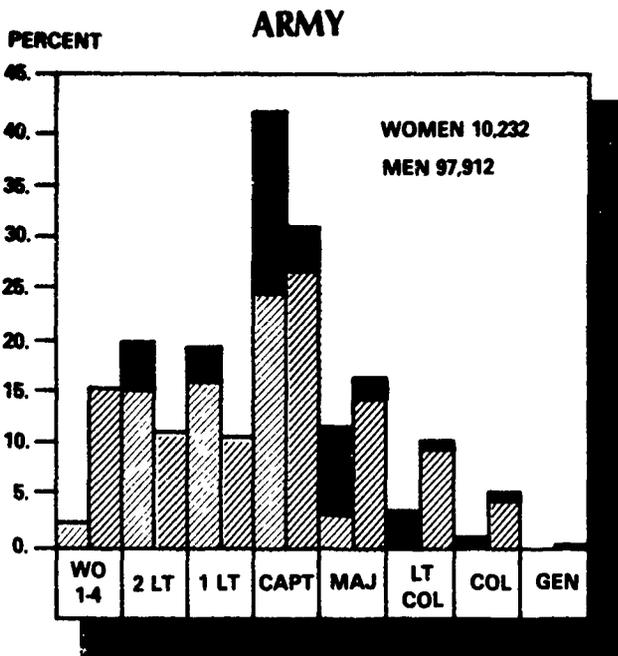
# OFFICER GRADE DISTRIBUTION

## MEDICAL vs. NON-MEDICAL

DoD

PERCENT





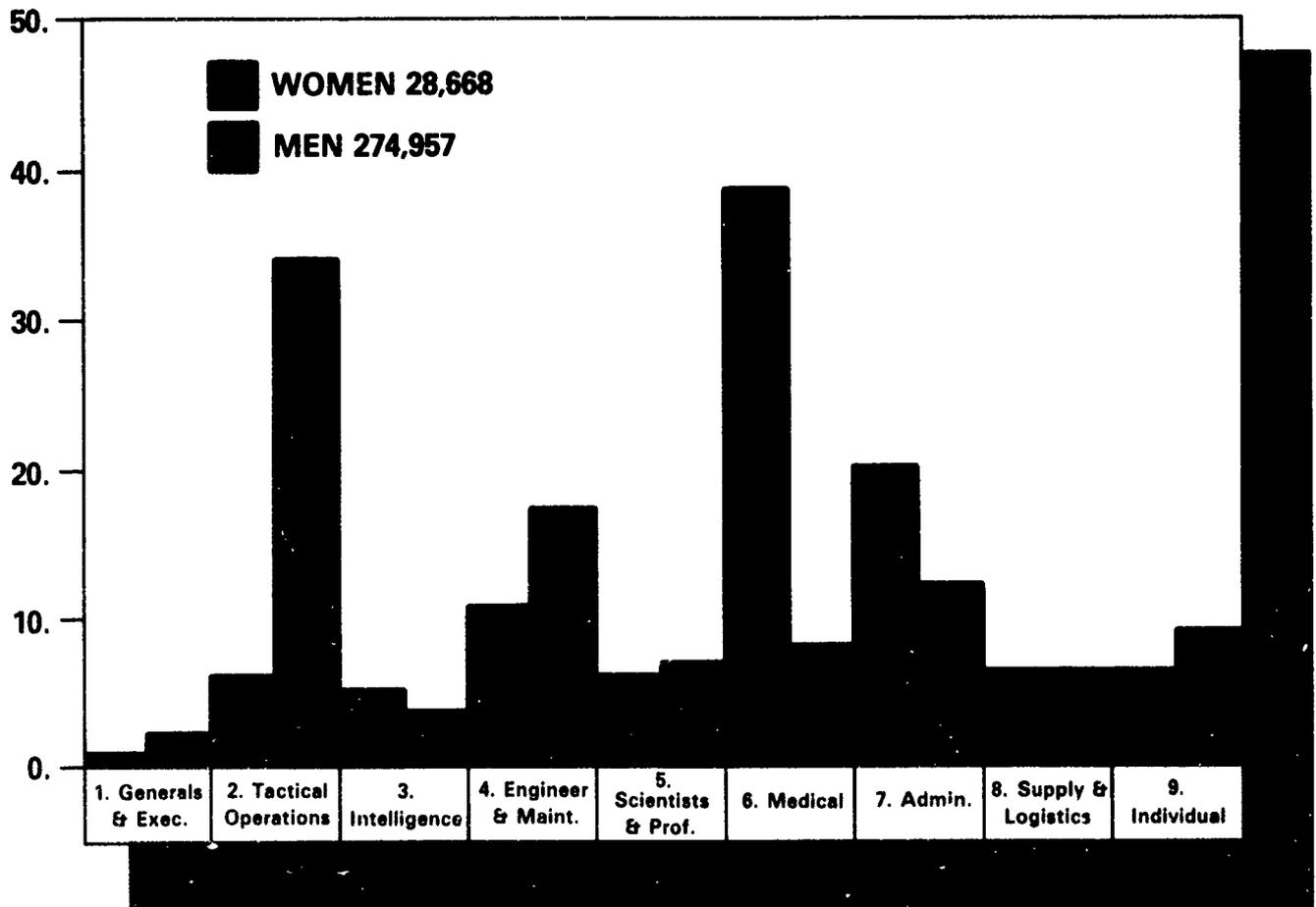
# OFFICER DISTRIBUTION BY OCCUPATION GROUP

Each Service classifies and manages commissioned and warrant officers in a manner suited to satisfaction of its unique force structure authorizations. 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, per-

sonal preferences of the officer, and the needs of the Service. To enable cross-service occupational comparisons, data are displayed using DoD occupation groups. These graphics reflect actual duty assignments with unknowns being resolved in favor of the officer's primary specialty classification.

**OCCUPATIONAL DISTRIBUTION OF DoD OFFICERS**  
30 SEPTEMBER 1984

PERCENT

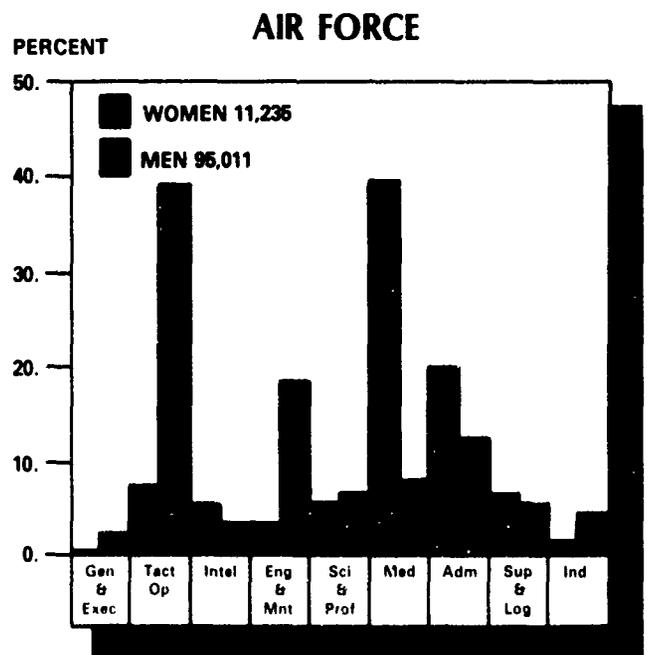
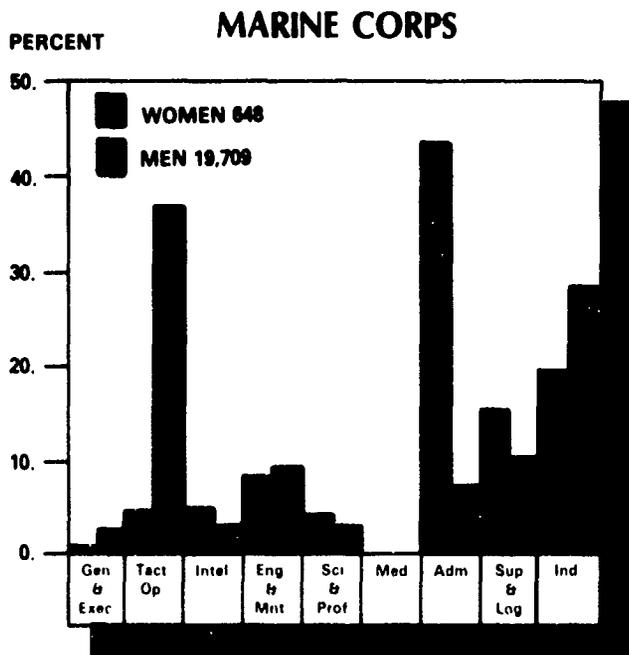
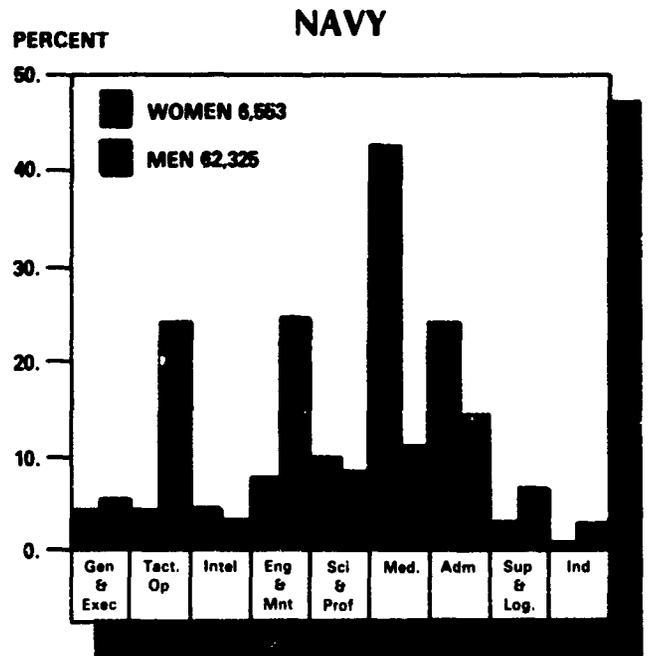
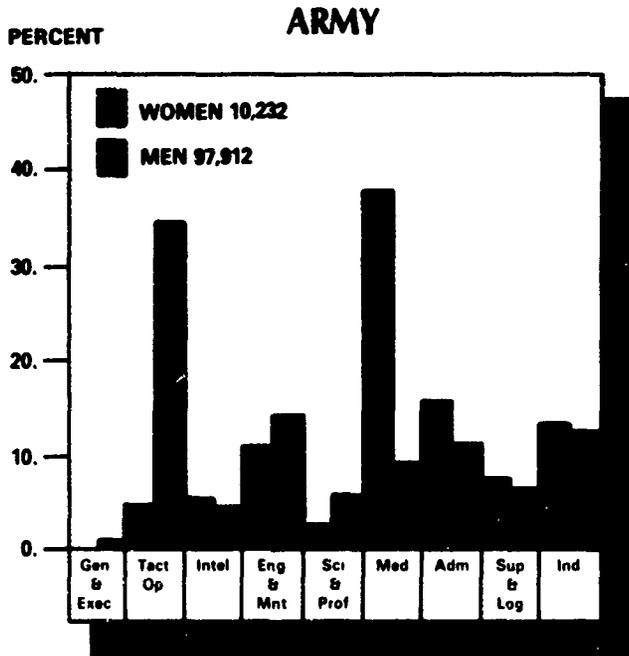


# OFFICER OCCUPATION GROUPS

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/Electronic.
  - c. Communications and Radar.
  - d. Aviation Maintenance.
  - e. Ordnance.
  - f. Missile Maintenance.
  - g. Ship Construction and Maintenance.
  - h. Ship Machinery.
  - j. Safety.
  - k. Chemical.
  - l. Automotive.
  - m. Surveying and Mapping.
  - n. 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. Administration.
  - 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 Procurement.
  - 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

## 30 SEPTEMBER 1984



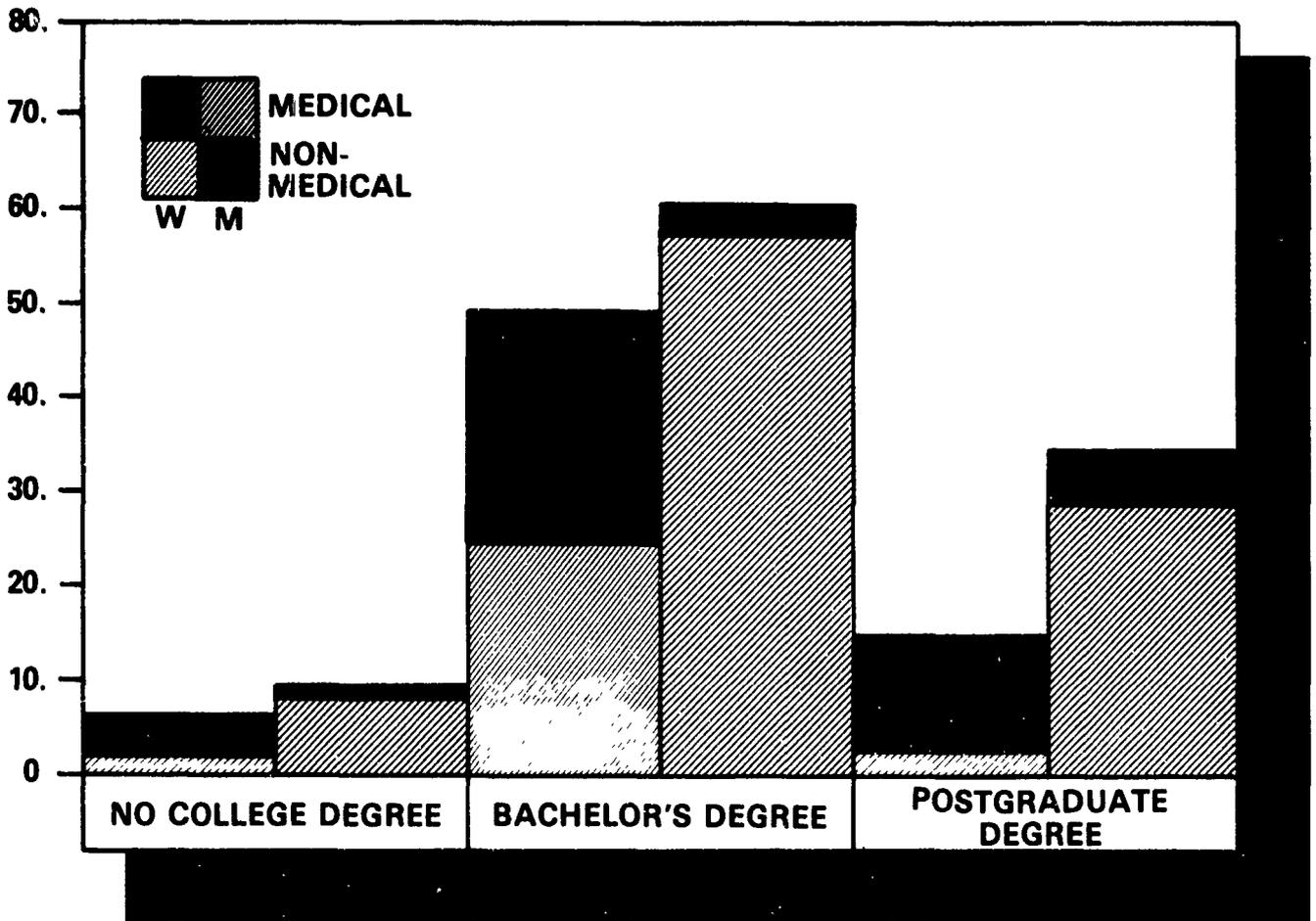
# OFFICER EDUCATION LEVELS

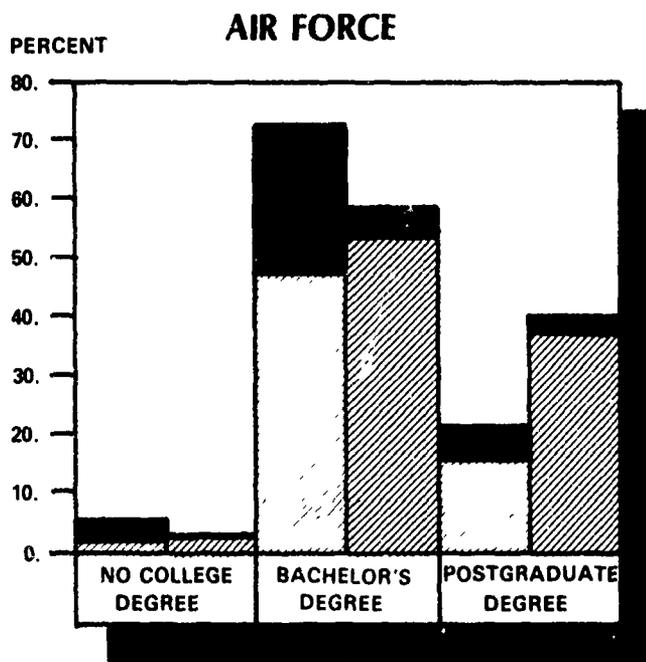
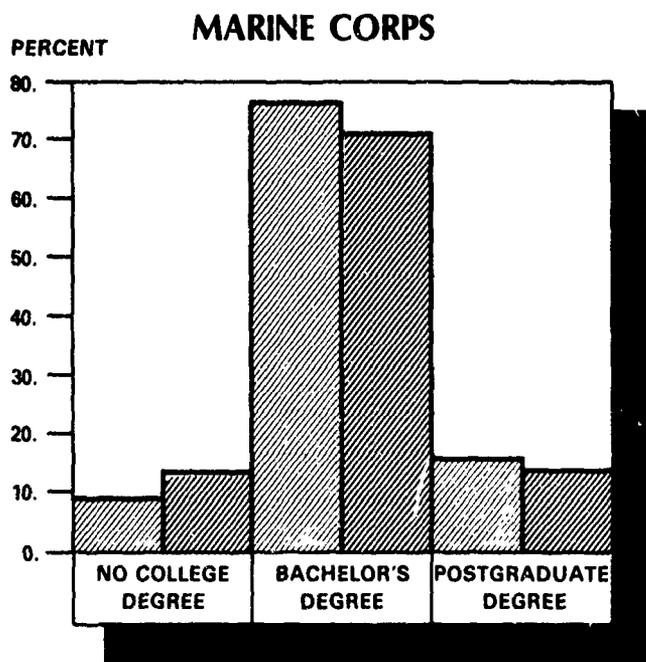
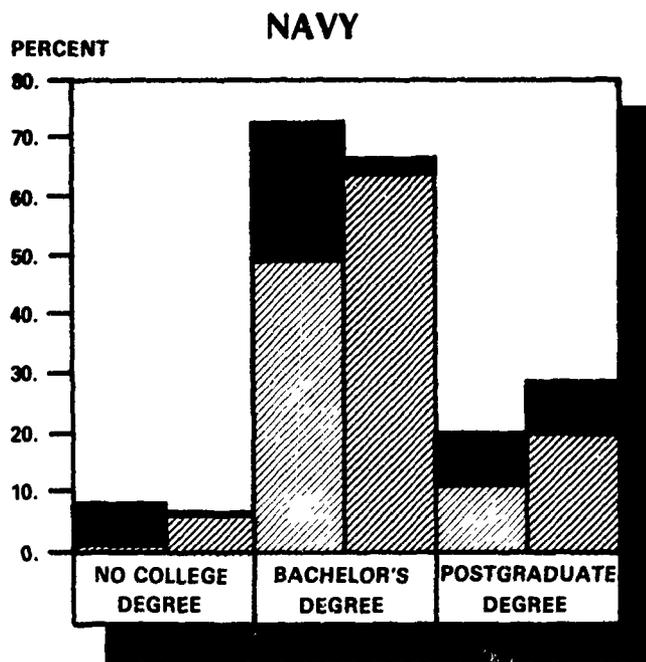
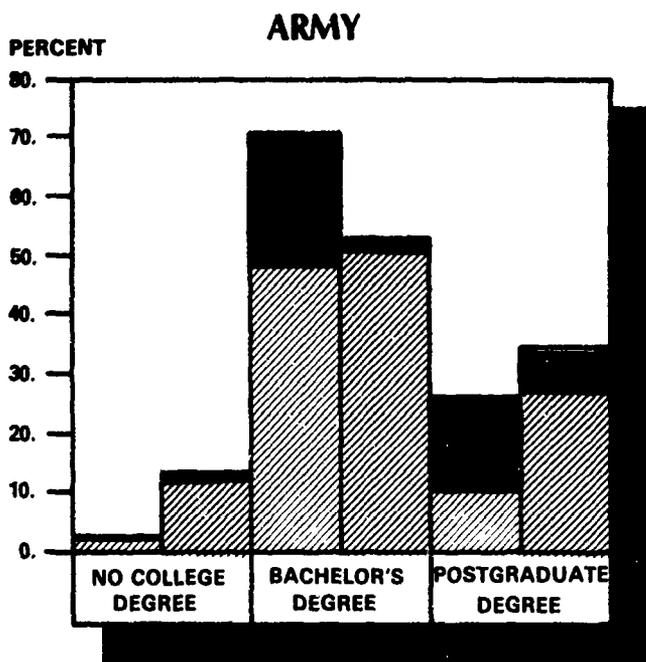
Commissioned officers usually achieve civil education at the bachelor's level or higher. As a minimum, warrant officers are high school graduates or equivalent in the Navy and Marine corps, and obtain an associate degree of higher in the Army. The education levels of men and women are very

similar. Differences at the master's level are attributable to the greater YOS possessed by male officers. The Services usually send officers to advanced civil education after they have demonstrated their potential as junior officers.

DoD

PERCENT



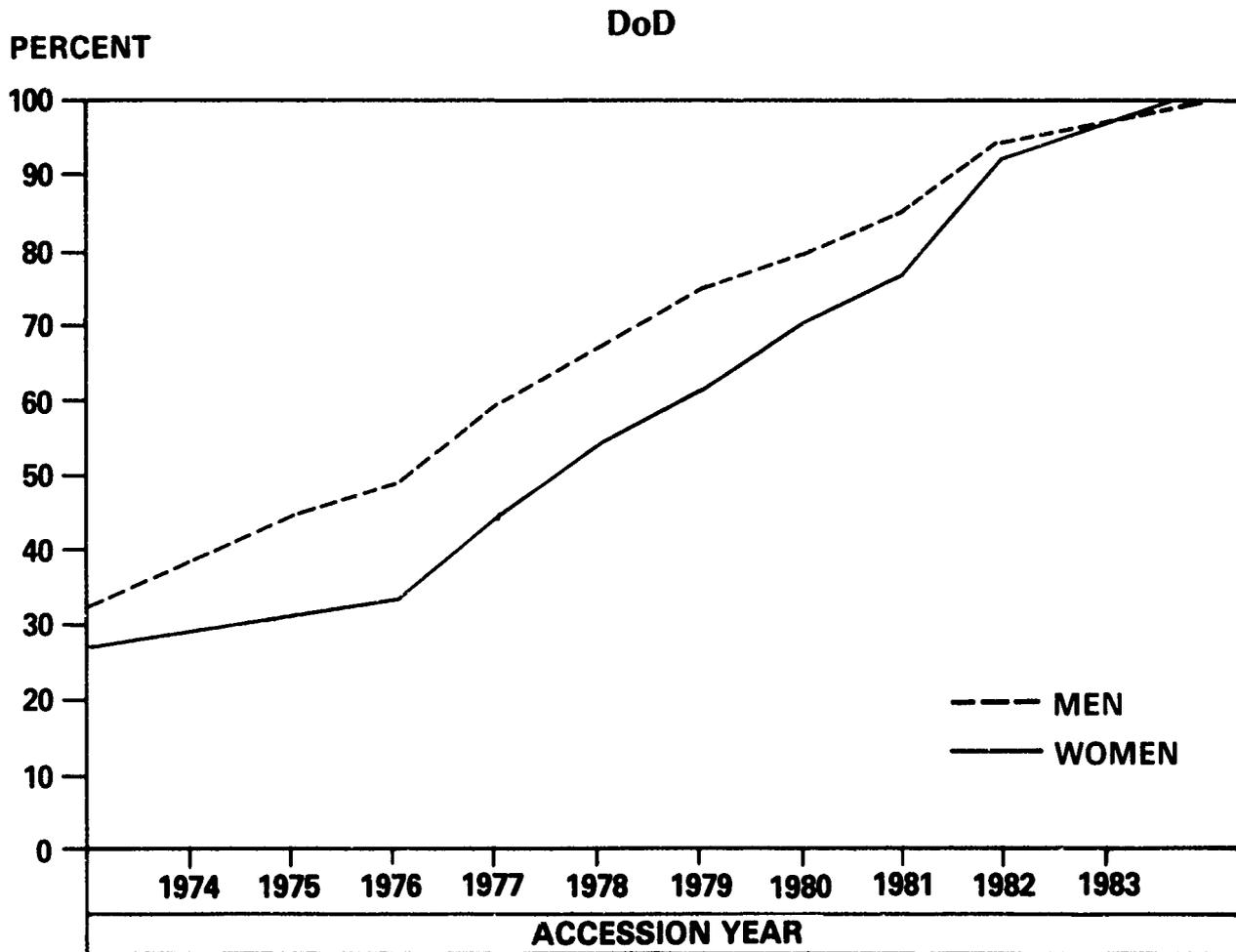


# OFFICER RETENTION LEVELS

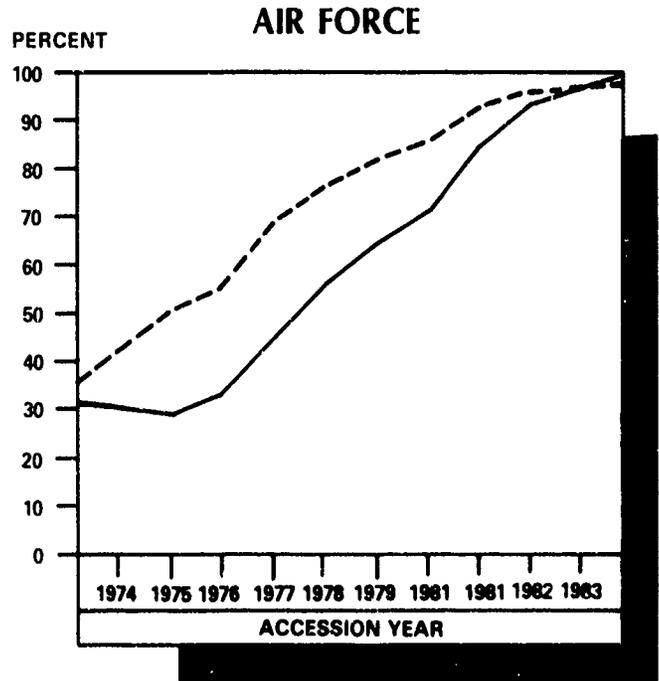
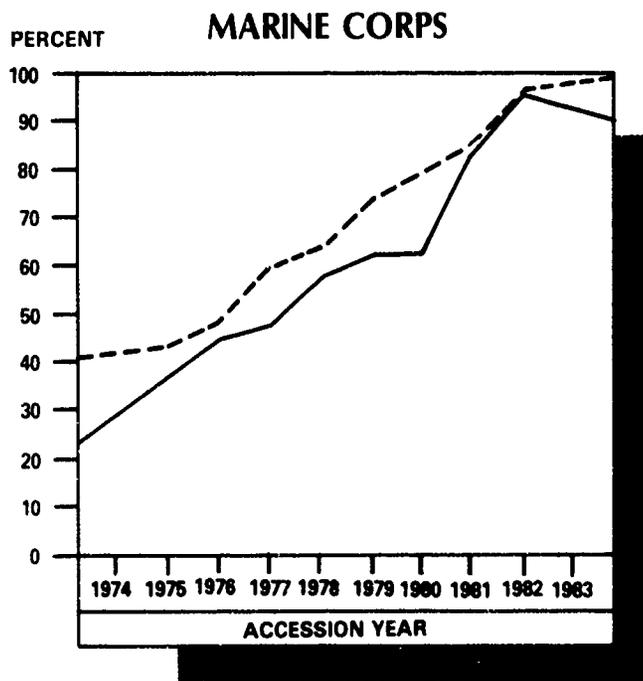
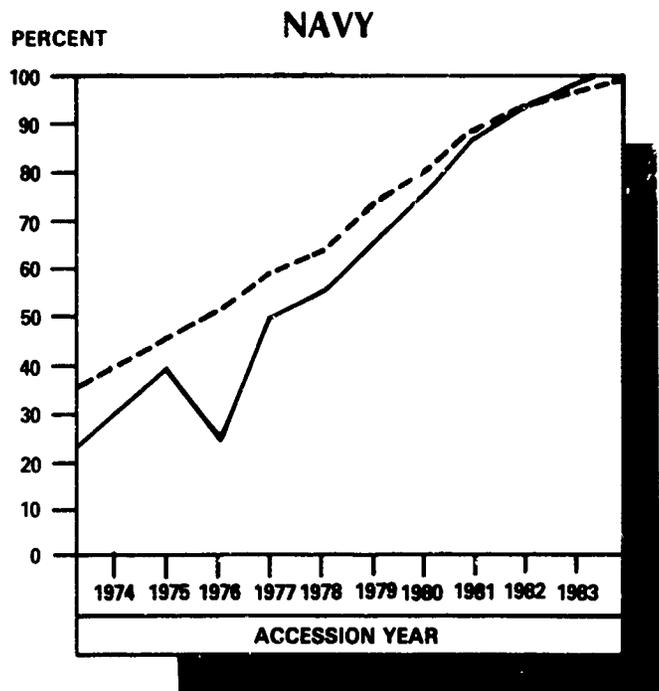
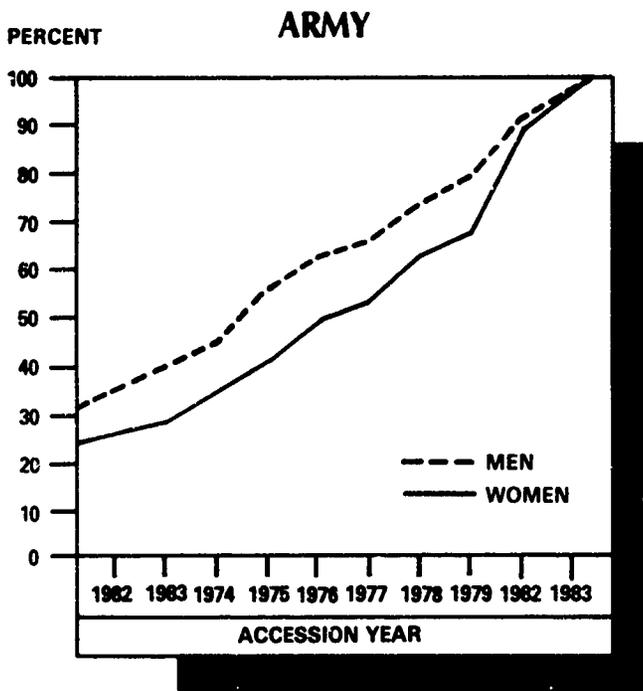
Retention of officers is a critical management variable. Retention impacts upon accession, promotion, and other

management plans. These charts reflect the recent history of retention patterns for men and women.

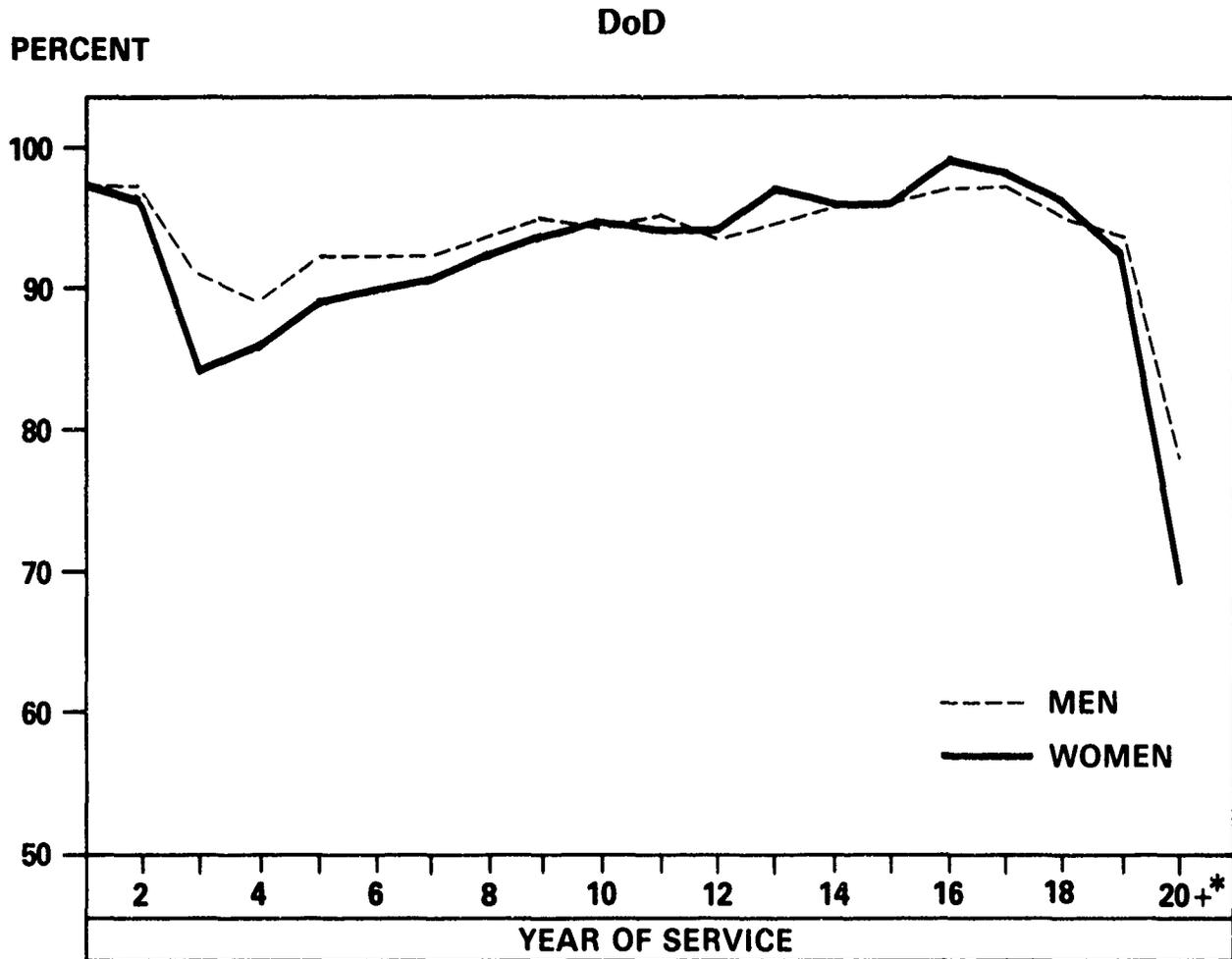
## CUMULATIVE OFFICER RETENTION PERCENT REMAINING ON ACTIVE DUTY AS OF SEPTEMBER 1984



Cumulative retention 1974-1984 is the percent of an accession cohort remaining on duty as of September 1984.

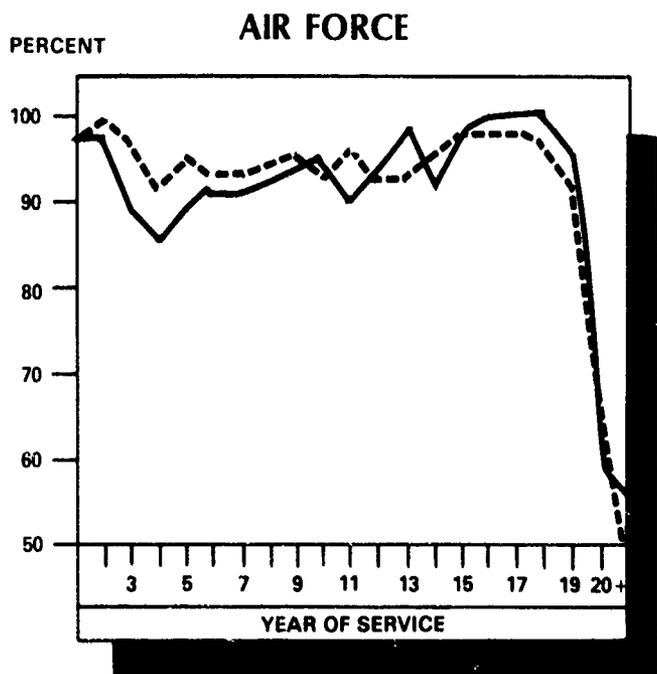
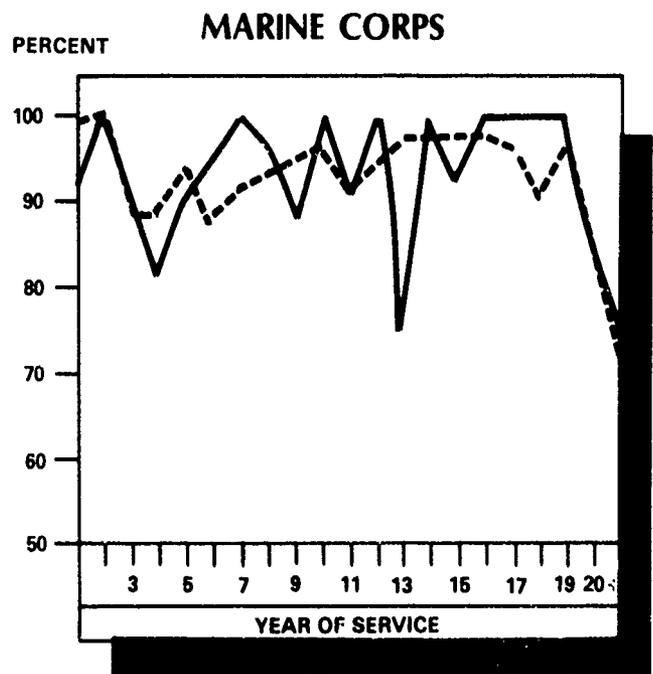
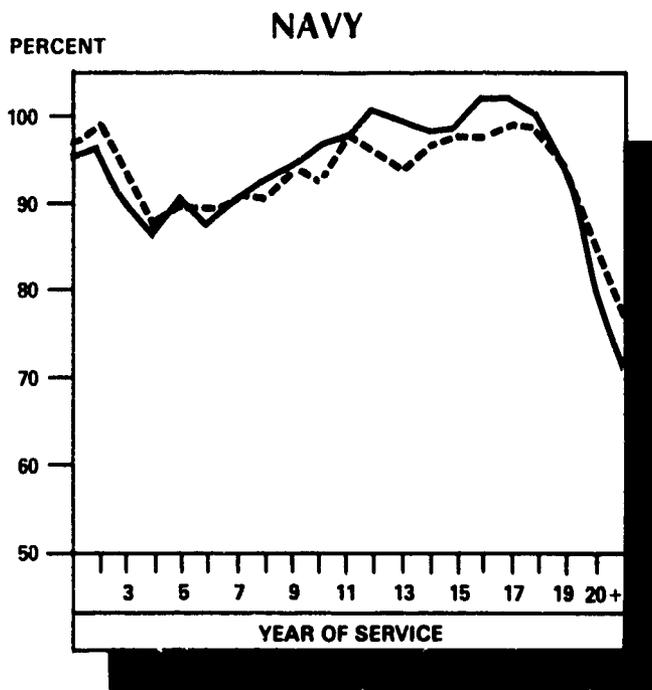
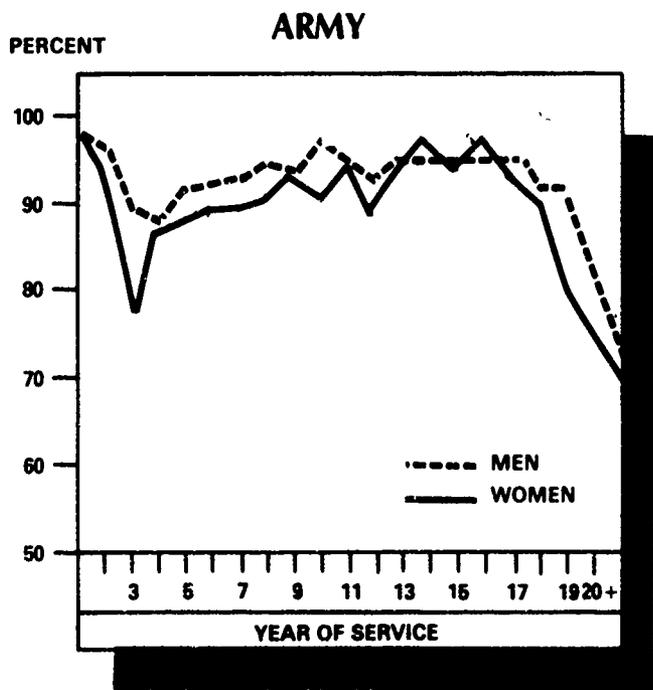


**OFFICER YOS CONTINUATION RATES  
FOR FISCAL YEAR 1984**



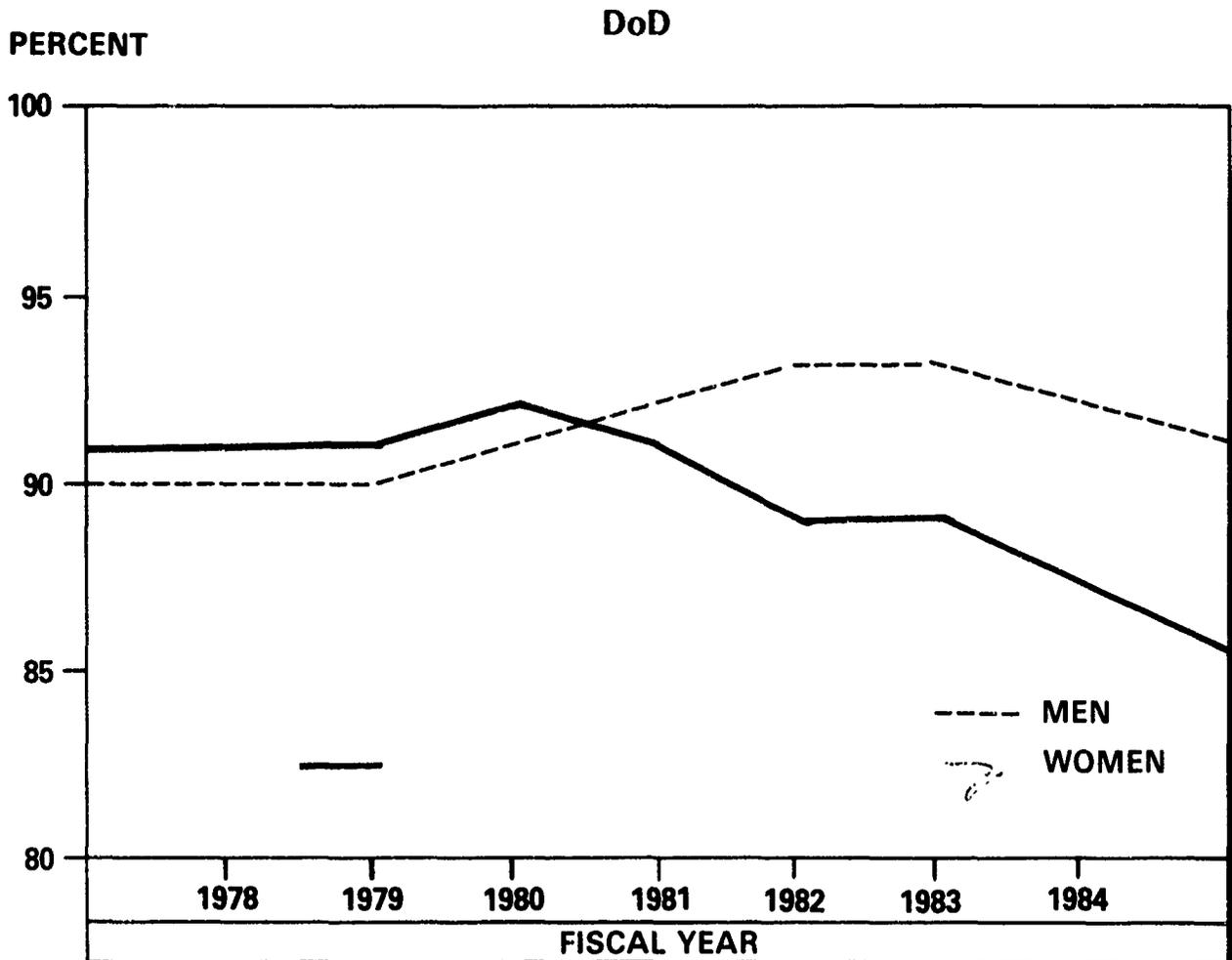
\* Continuation percentage represents the proportion of all officers with more than 20 YOS that remained on duty throughout 1984

Fiscal Year 1984 continuation by YOS is the percent of each year group that remained on duty throughout 1984



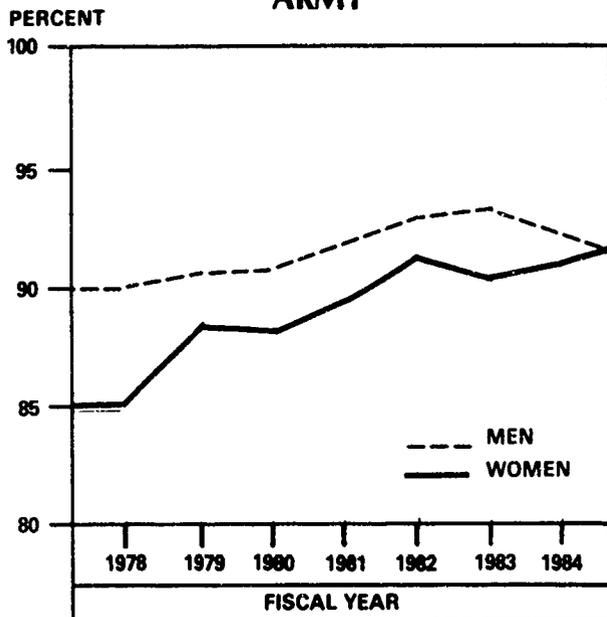
HIGH RETENTION IN YOS 14-21+ IS ATTRIBUTABLE TO SMALL NUMBERS OF WOMEN IN THOSE YEAR GROUPS WHO CHOOSE TO STAY IN THE SERVICE DURING FY 1984

# OFFICER AGGREGATE CONTINUATION RATES BY FISCAL YEAR

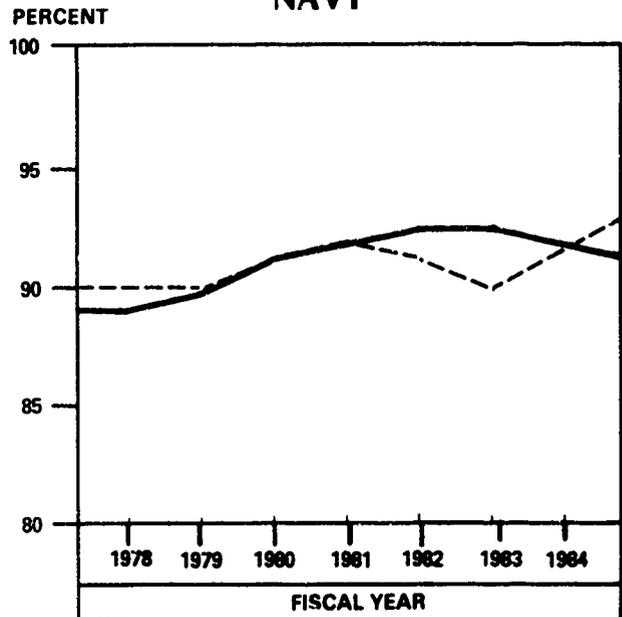


Aggregate annual retention is the percent of all officers that remained on duty for a one-year period, 1978-1984

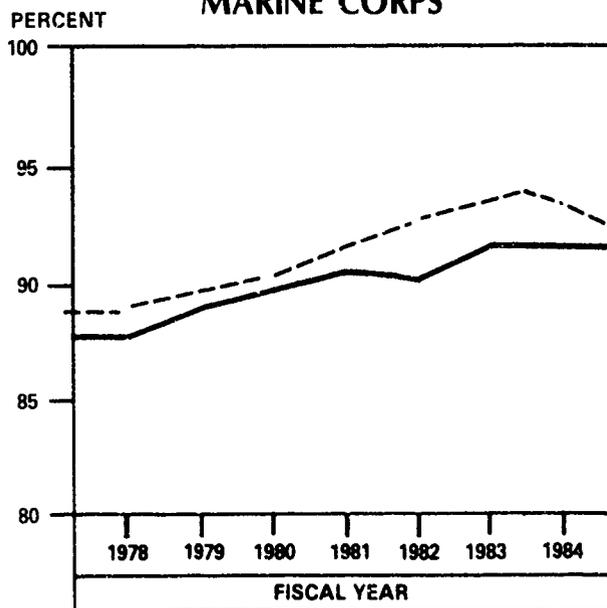
### ARMY



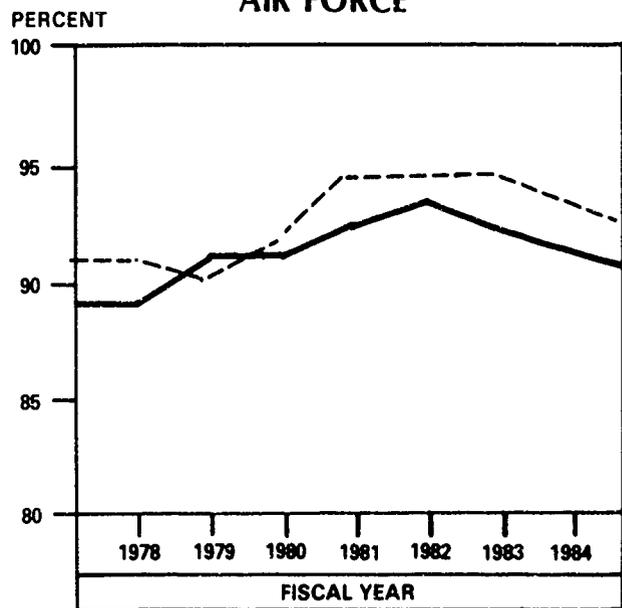
### NAVY



### MARINE CORPS



### AIR FORCE



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

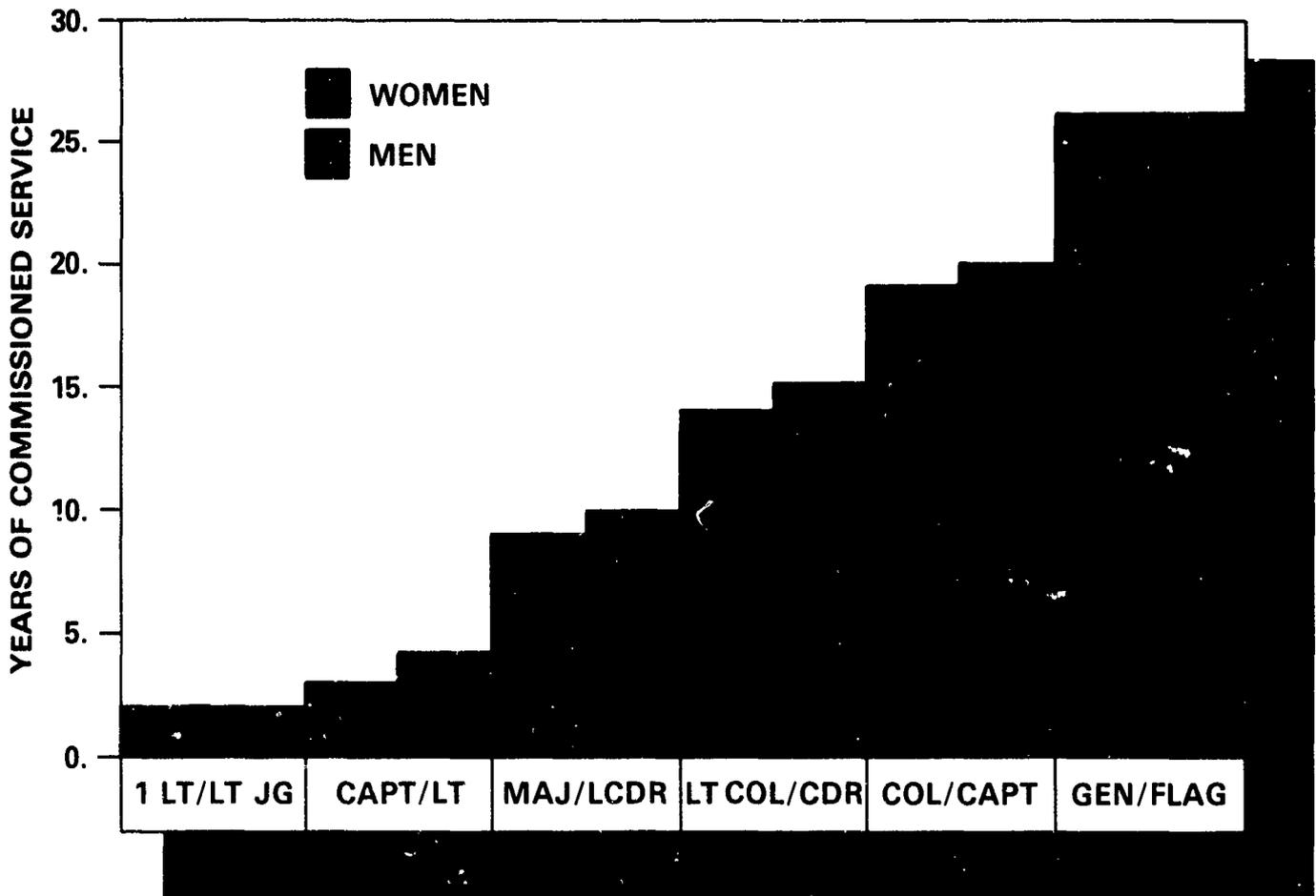
Officer promotion policies and plans respond to Service manpower authorizations and are designed to provide relatively stable career opportunities. Eligibility for promotion is usually based upon considerations of longevity and competitive category. Selection for promotion is dependent upon manner of duty performance

and demonstrated potential for acceptance of greater responsibility. One measure of duty performance is reflected in TIS at promotion. This chart compares the TIS at promotion, for men and women, based upon promotion to the grade they held at the end of fiscal year 1984.

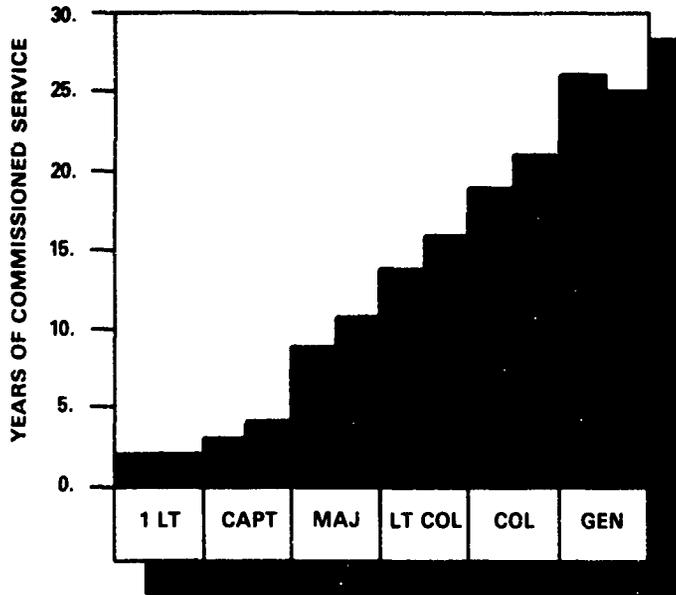
### AVERAGE TIME IN SERVICE WHEN PROMOTED

TO RANK HELD AS OF 30 SEPTEMBER 1984

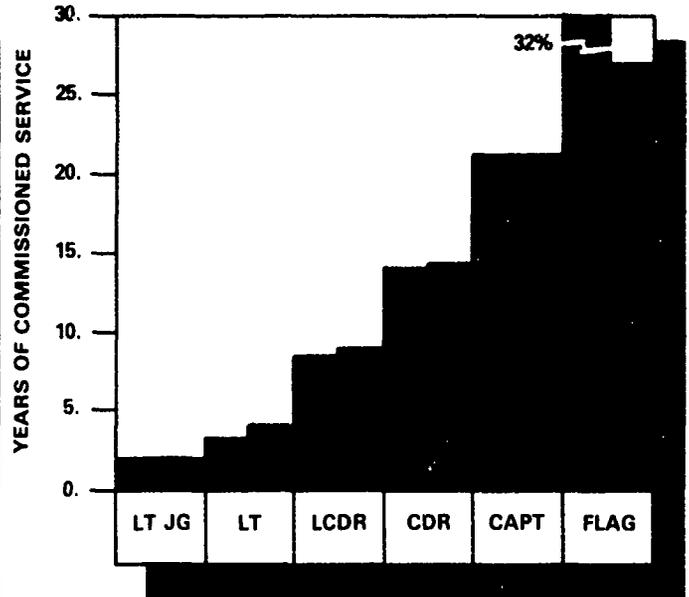
DoD



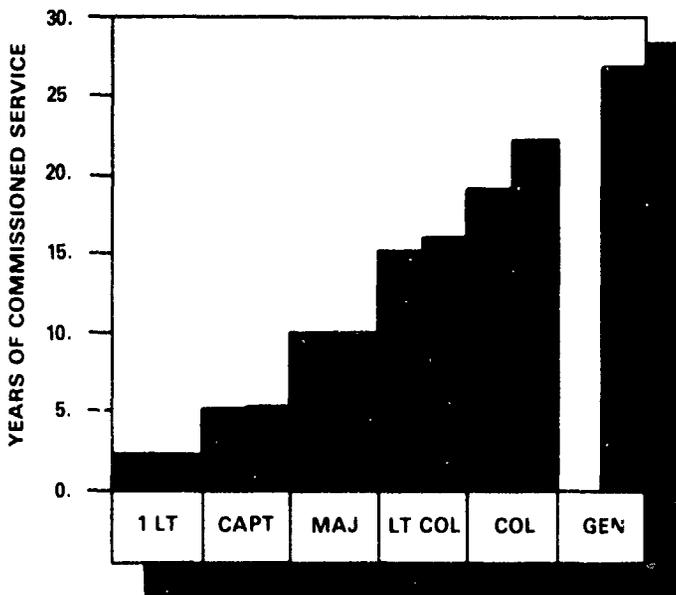
### ARMY



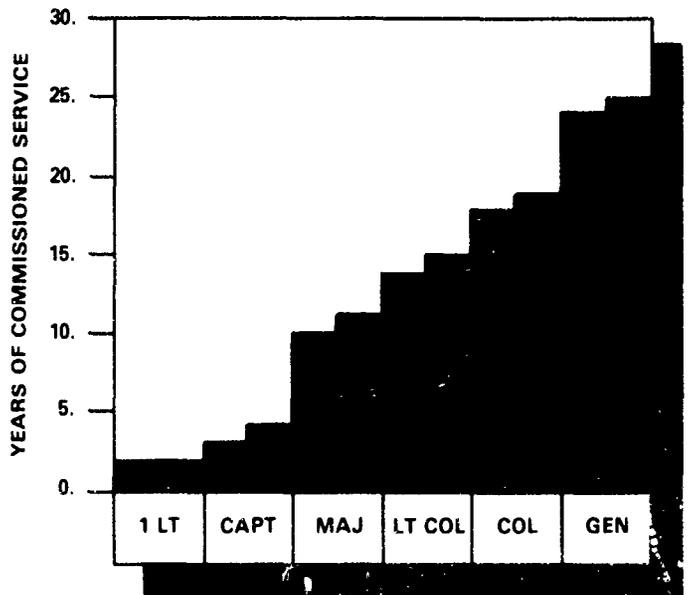
### NAVY



### MARINE CORPS



### AIR FORCE

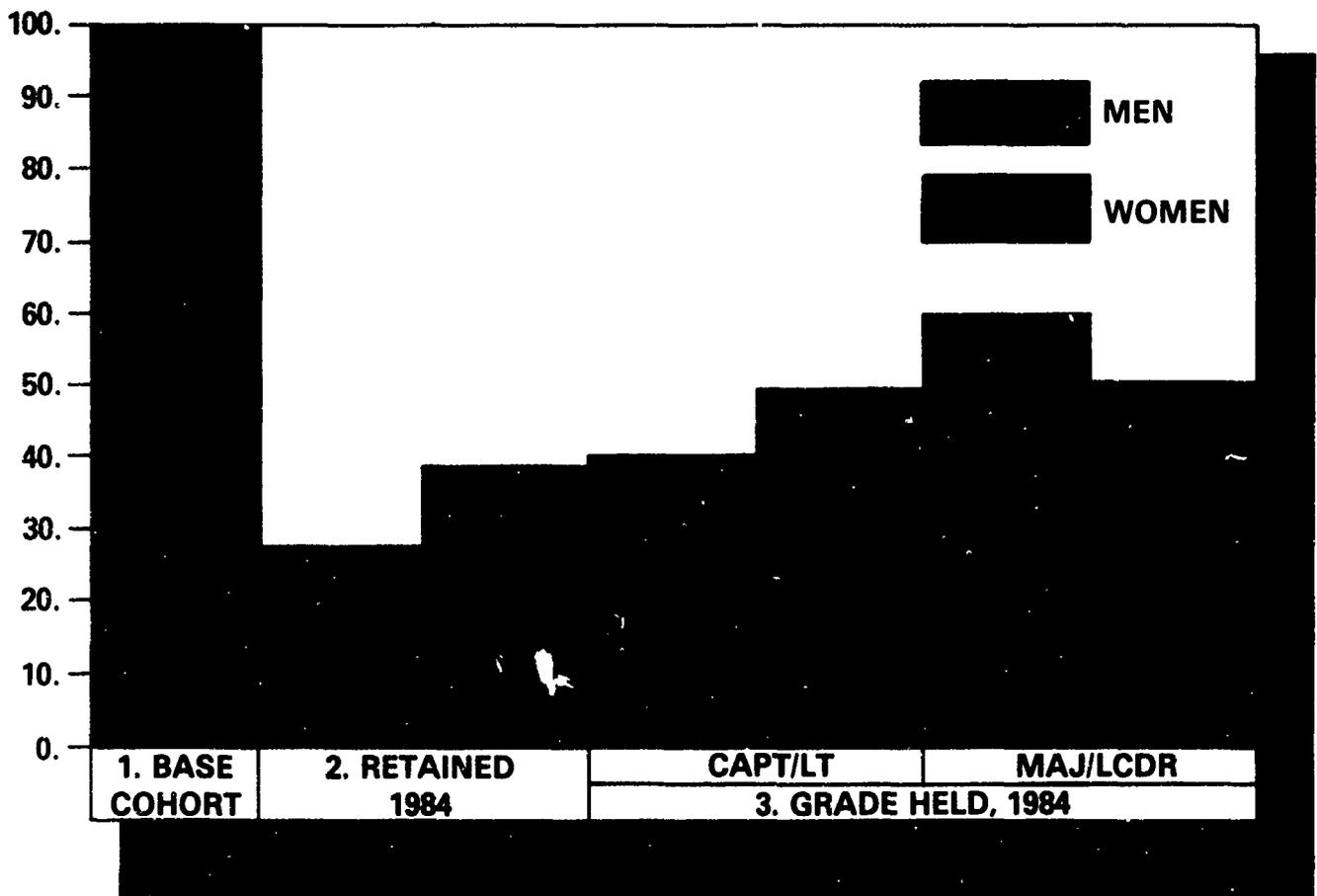


# OFFICER ADVANCEMENT

## OFFICER RETENTION AND ADVANCEMENT FY 74 2LT/ENS AS OF FY 84

DoD

PERCENT



1. IN THE BASE COHORT, OF LT/ENS IN 1974, 93% WERE MEN AND 7% WERE WOMEN.

2. IN 1984 39% OF THE MEN AND 28% OF THE WOMEN REMAINED IN THE SERVICE.

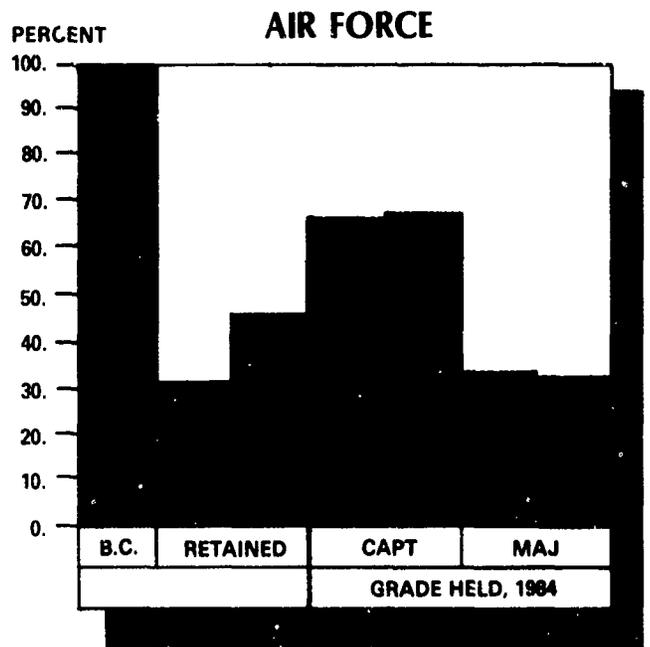
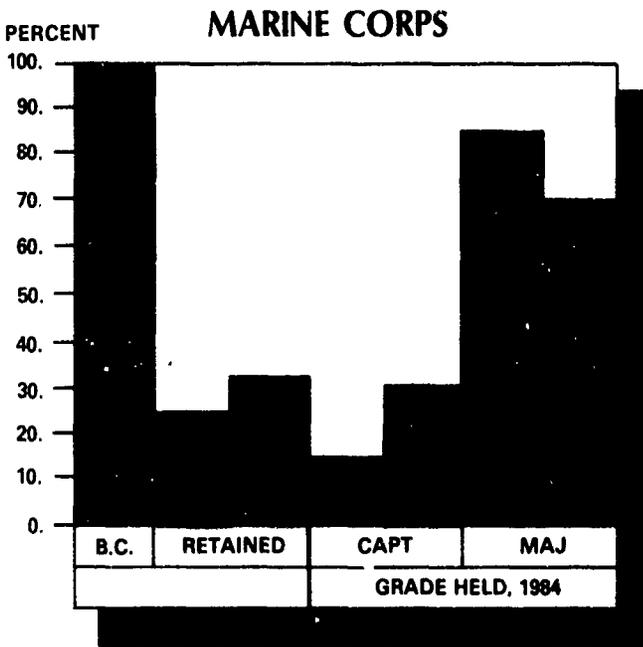
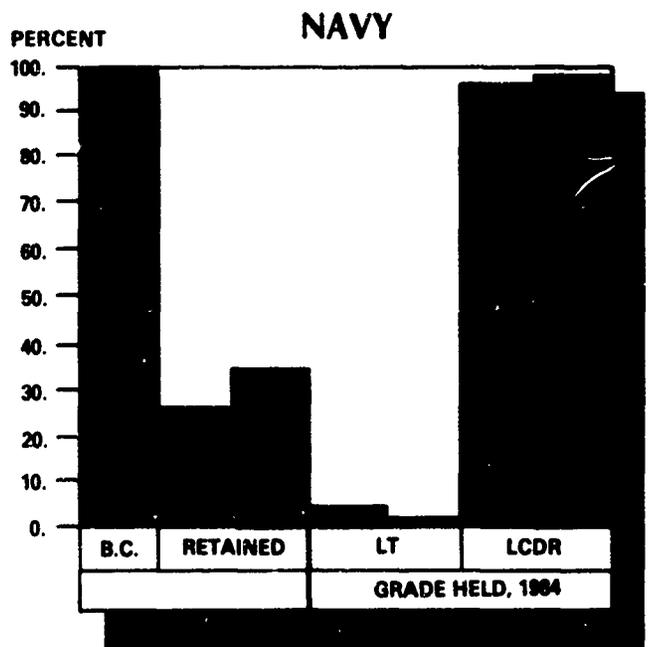
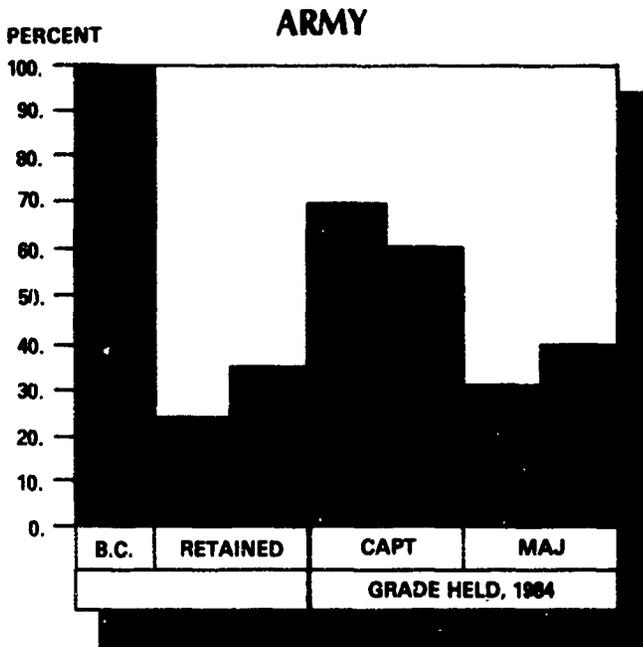
3. THE GRADE DISTRIBUTION OF THOSE THAT REMAINED IS AS SHOWN IN THE LAST SET OF BARS.

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 (lieutenants,

captains, or majors) 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 1984. The last set of bars, labeled with pay-grades, shows the grade distribution of those that remained in the Service.

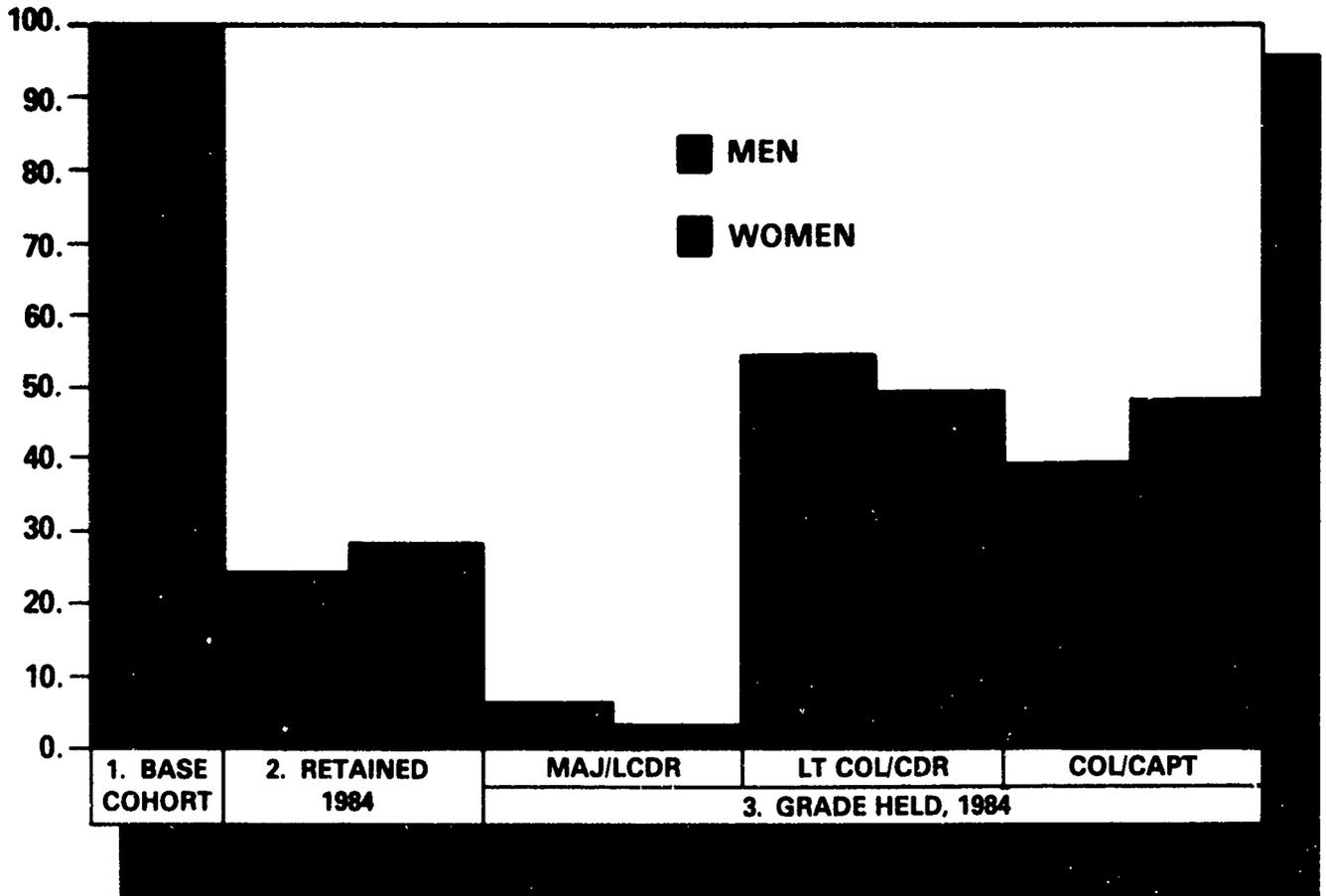
FY 74 2LT/ENS AS OF FY 84



## OFFICER RETENTION AND ADVANCEMENT FY 74 MAJ/LCDR AS OF FY 84

DoD

PERCENT

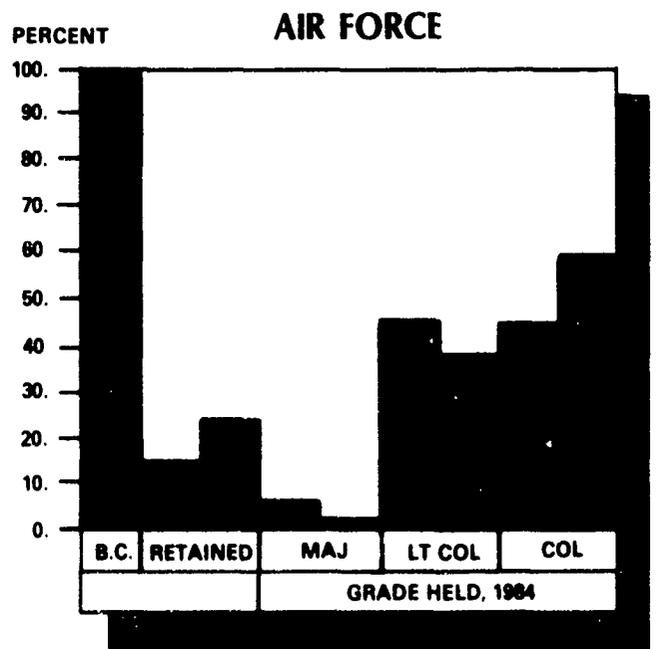
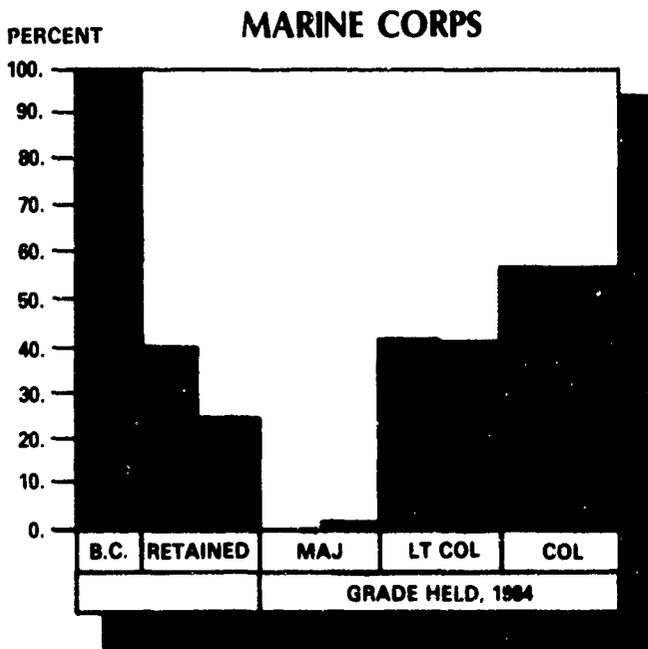
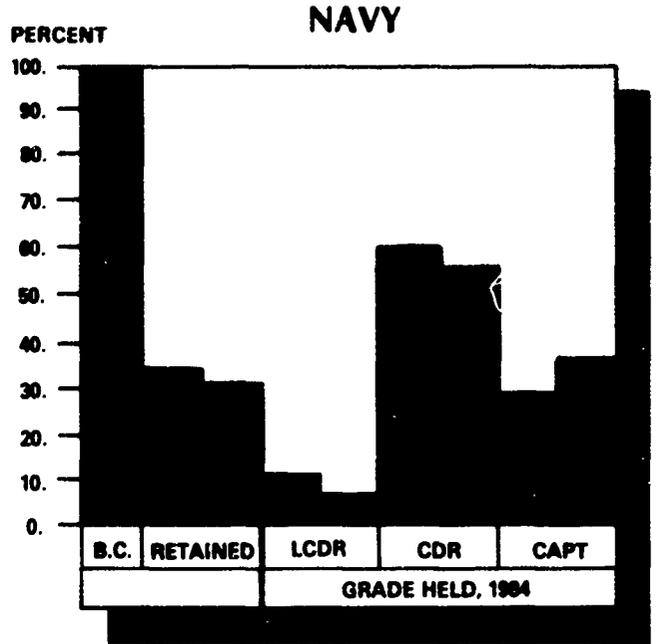
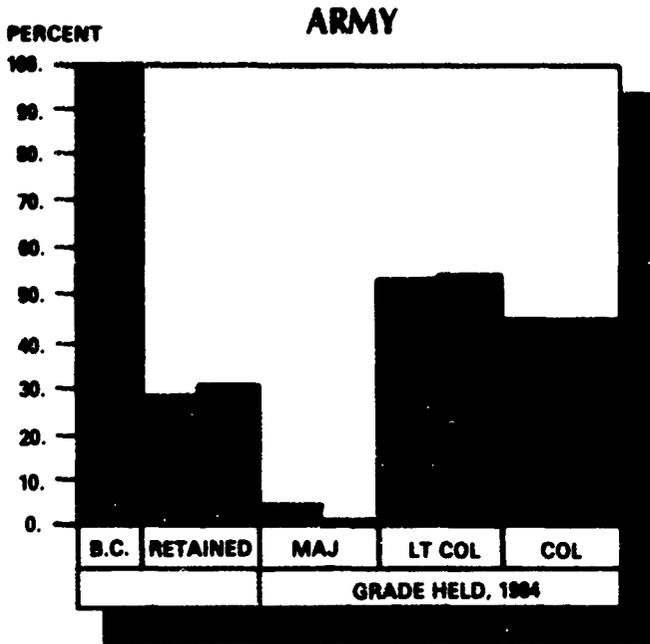


1. IN THE BASE COHORT, OF MAJOR/LCDR's IN 1974, 97% WERE MEN AND 3% WERE WOMEN.

2. IN 1984, 28% OF THE MEN AND 24% OF THE WOMEN REMAINED IN THE SERVICE.

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

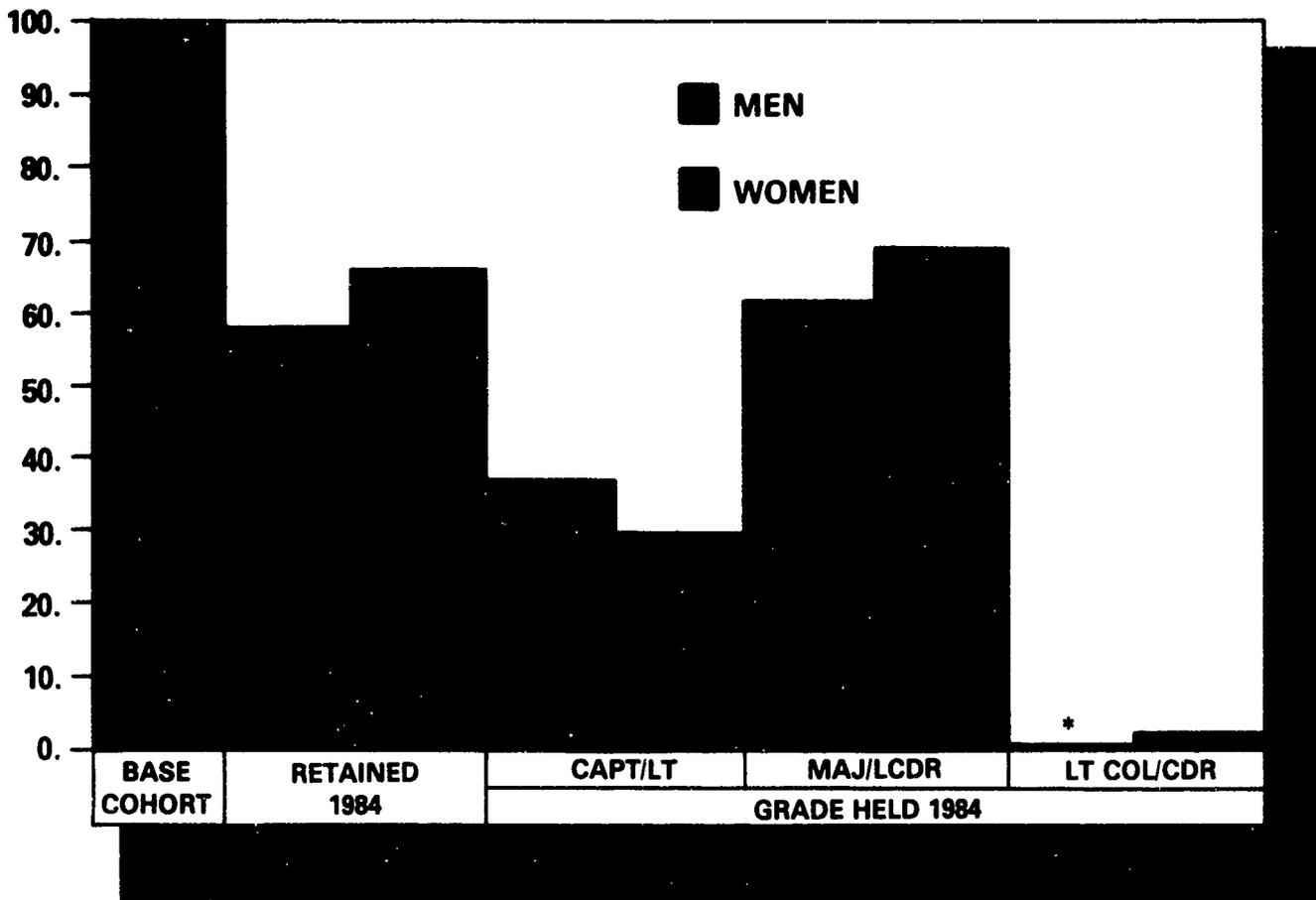
# FY 74 MAJ/LCDR AS OF FY 84



**OFFICER RETENTION AND ADVANCEMENT**  
 FY 79 CAPT/LT AS OF FY 84

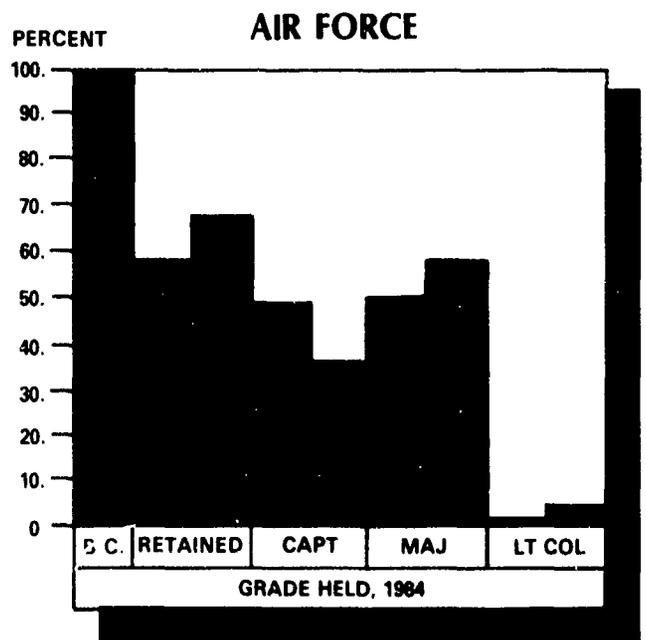
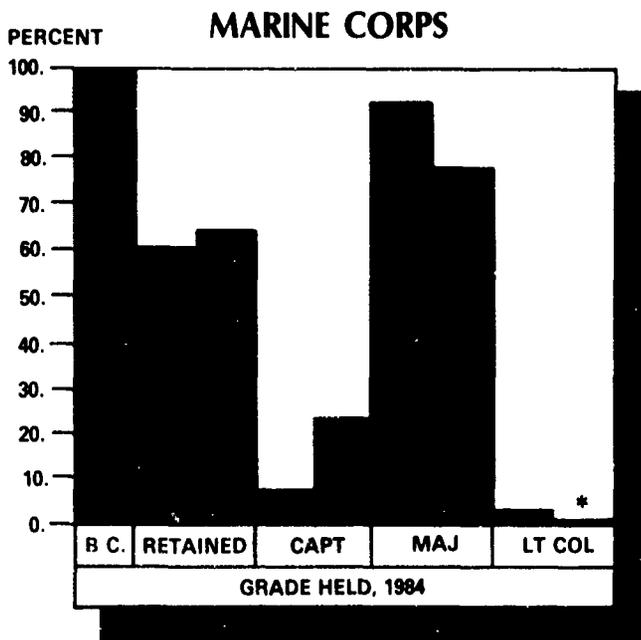
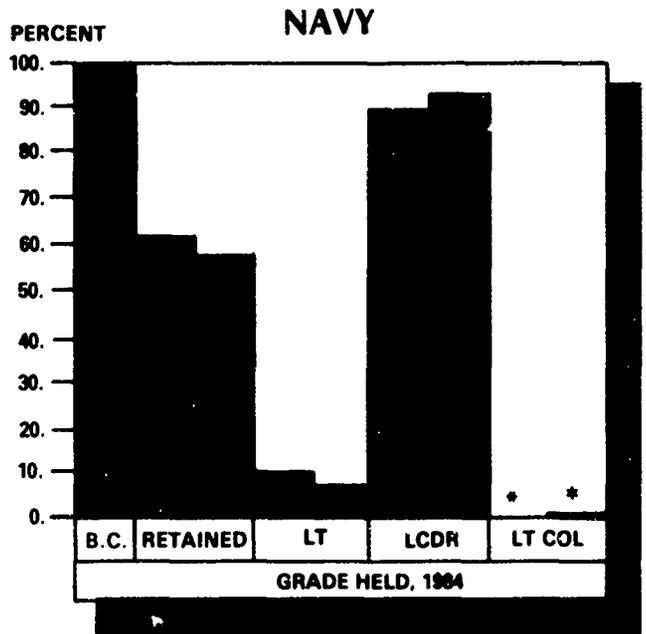
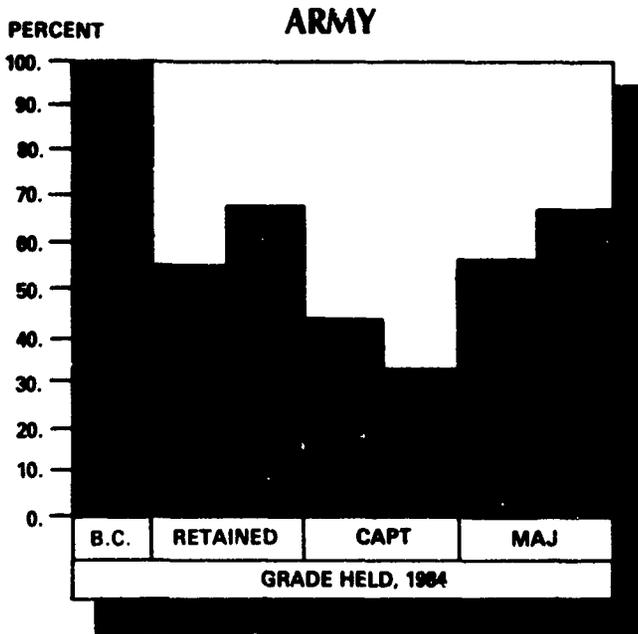
**DoD**

**PERCENT**



These officers were all CAPT/LT's in FY 79.

# FY 79 CAPT/LT AS OF FY 84

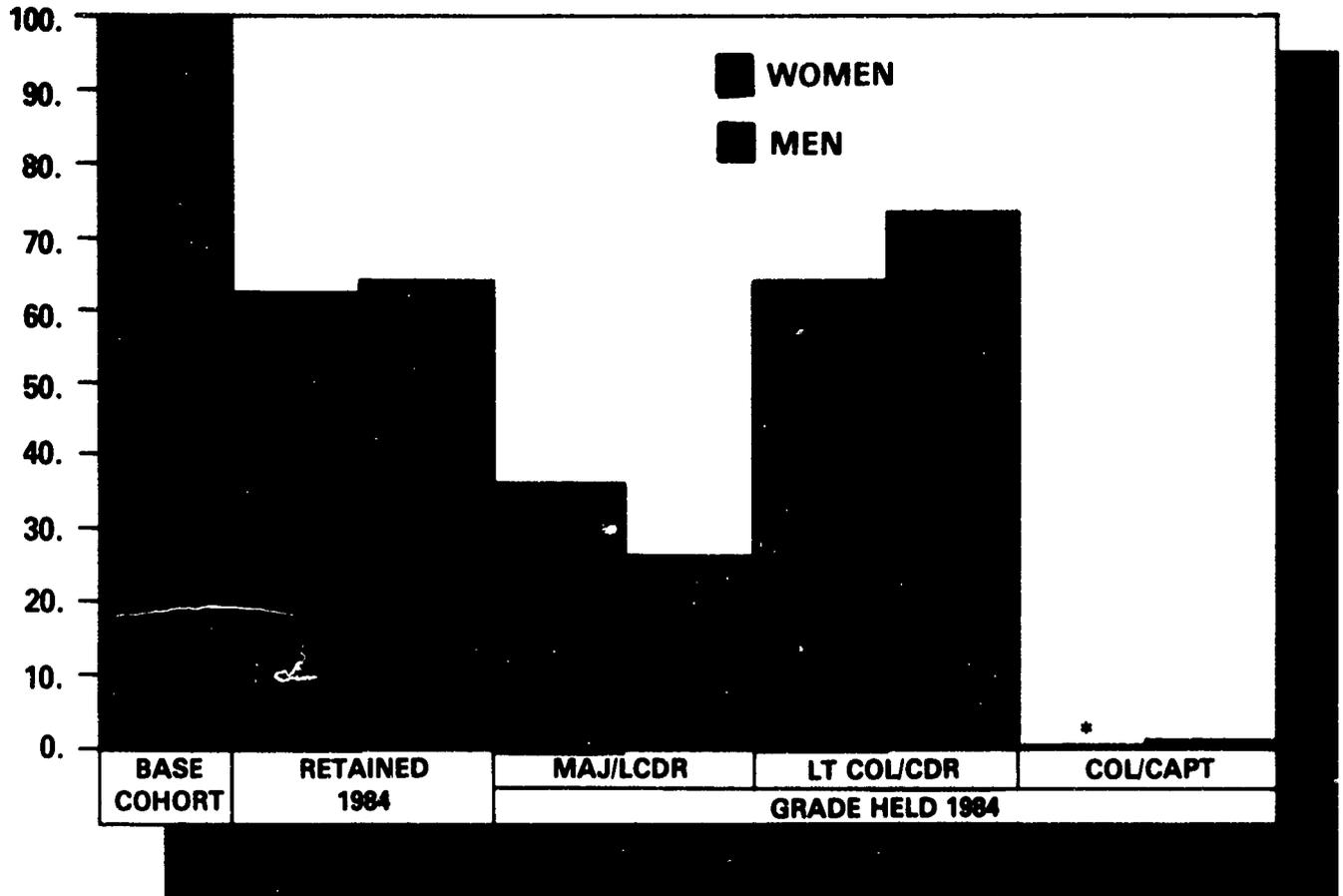


# OFFICER RETENTION AND ADVANCEMENT

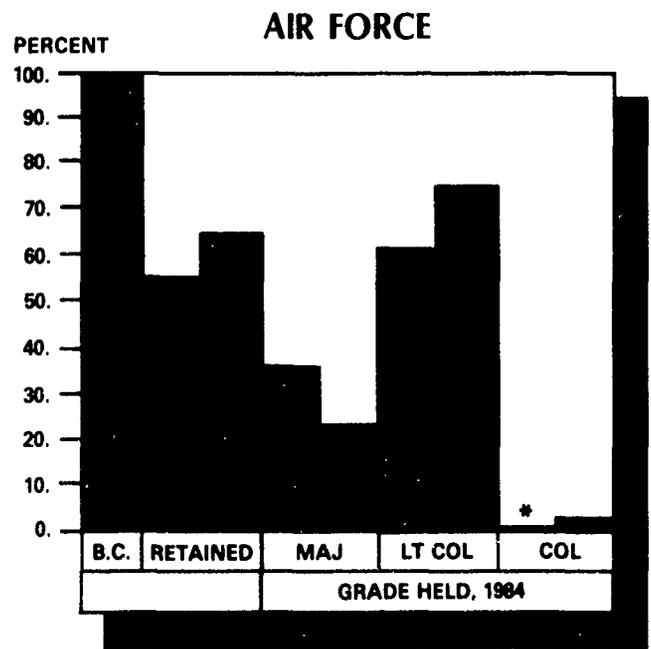
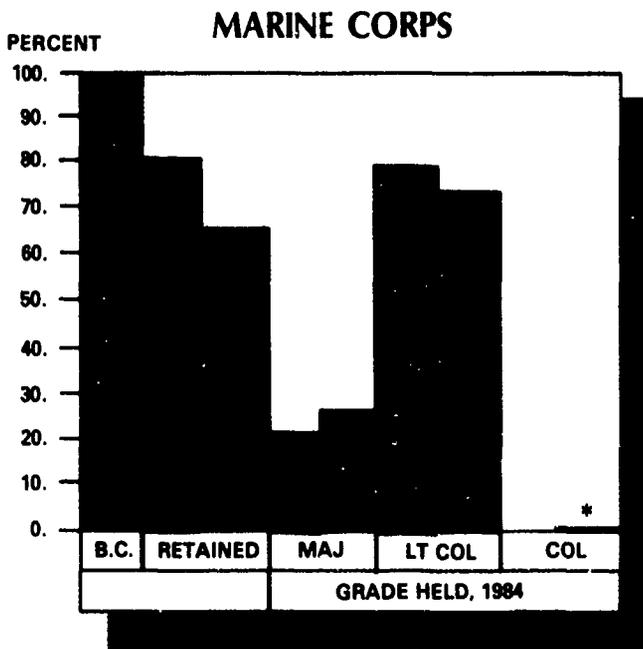
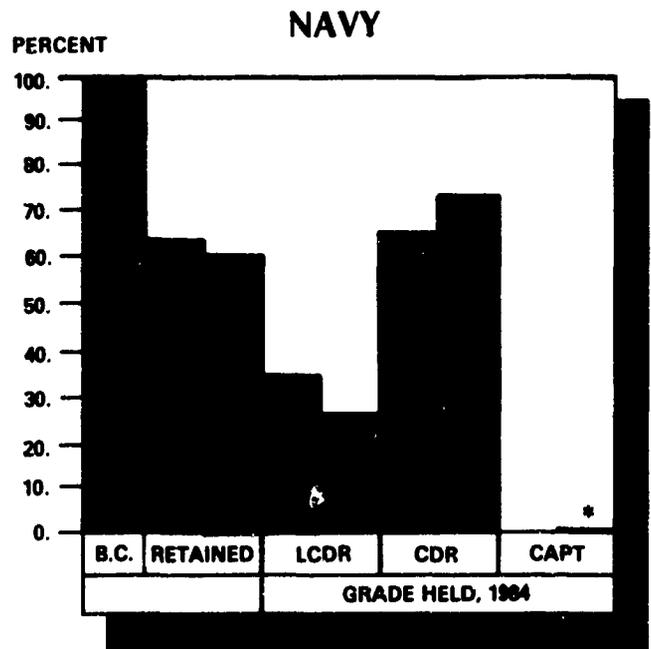
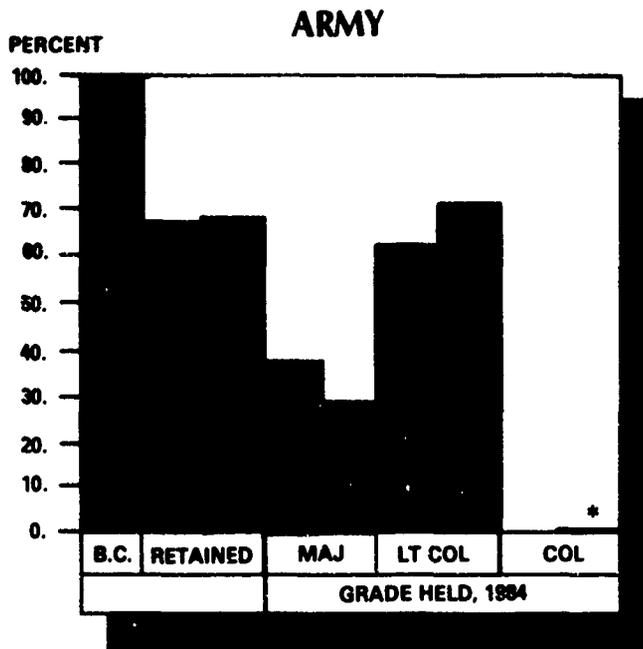
## FY 79 MAJ/LCDR AS OF FY 84

DoD

PERCENT



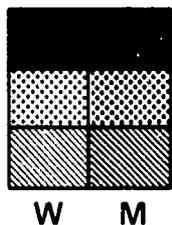
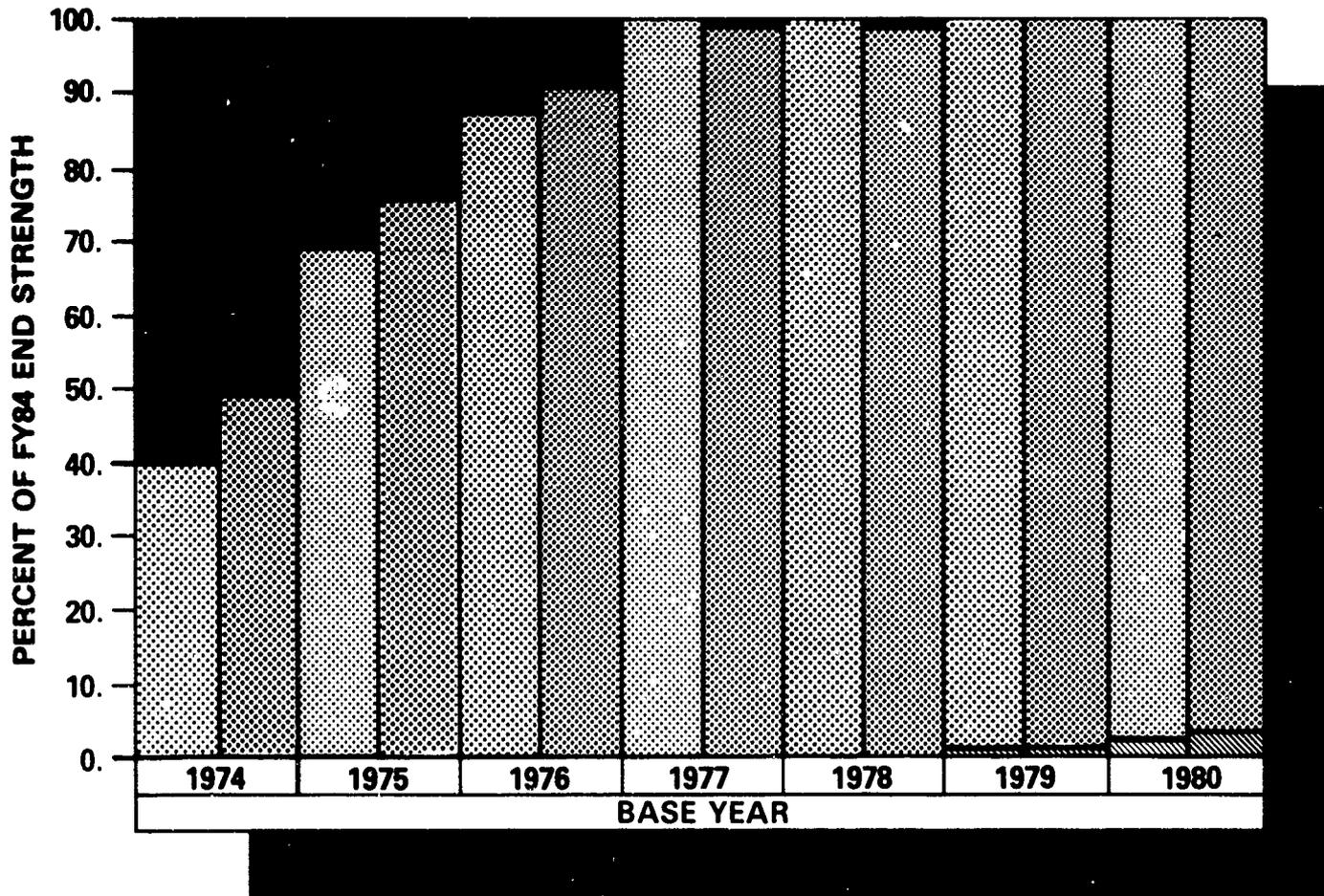
# FY 79 MAJ/LCDR AS OF FY 84



# OFFICER ADVANCEMENT

## GRADES ATTAINED BY SECOND LIEUTENANTS/ENSIGNS

DoD



**MAJ/LCDR**

**CAPT/LT**

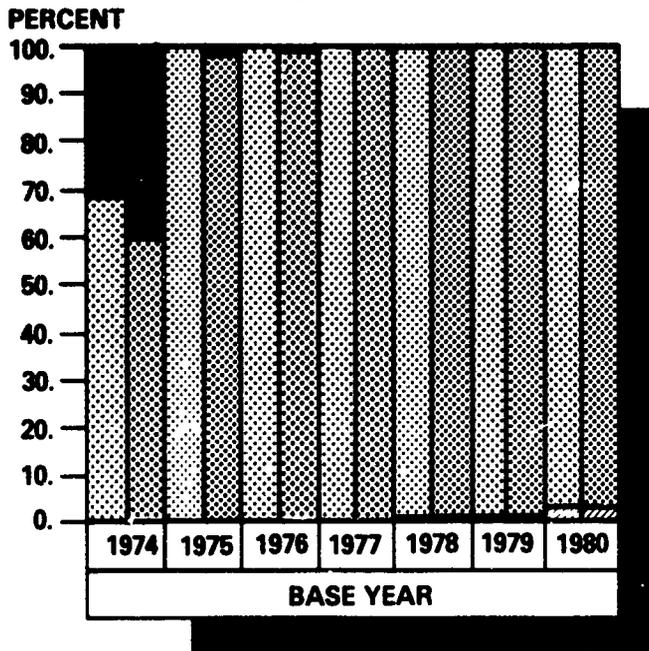
**2LT/ENS**

W M

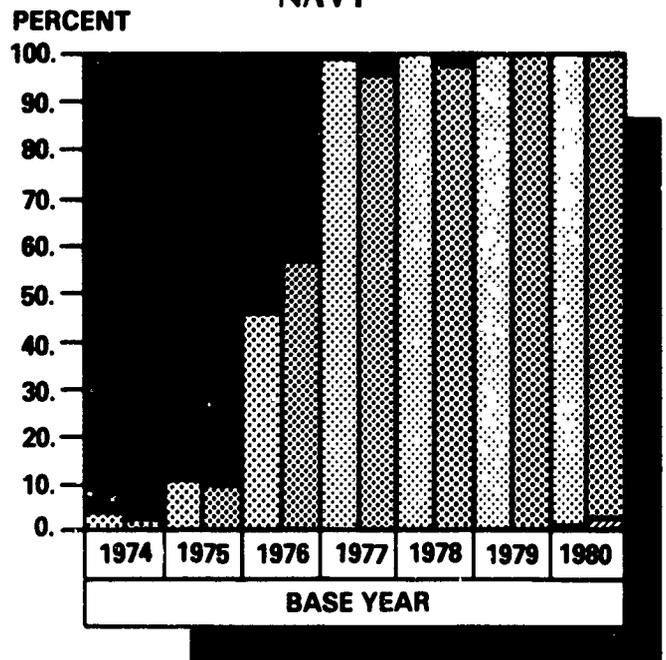
This set of charts compares promotion patterns by displaying the grade distribution of remaining members of consecutive year groups.

# GRADES ATTAINED BY 2 LT/ENS

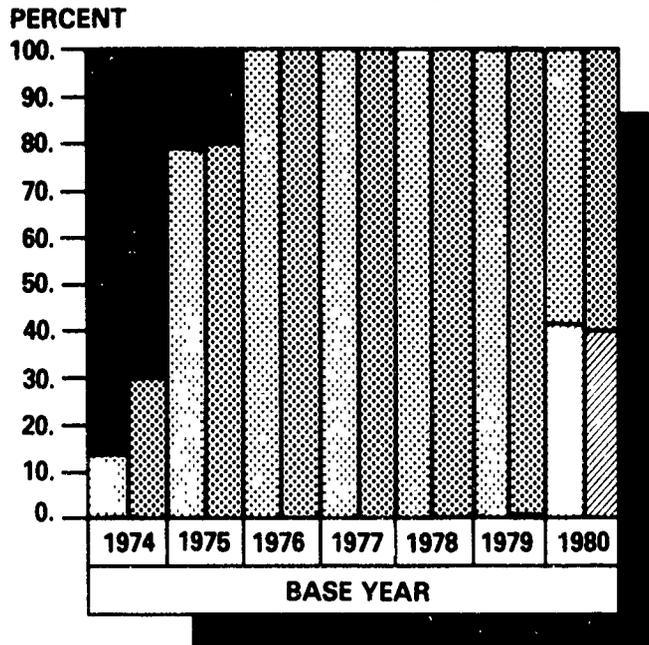
## ARMY



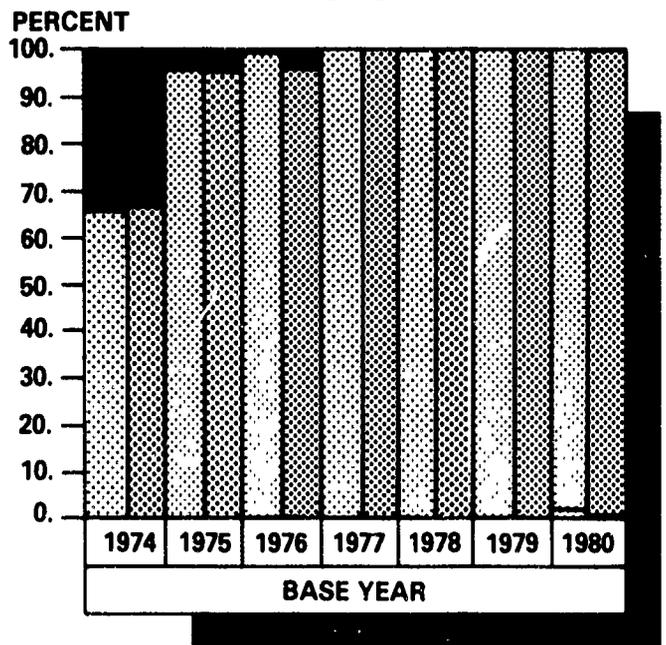
## NAVY



## MARINE CORPS

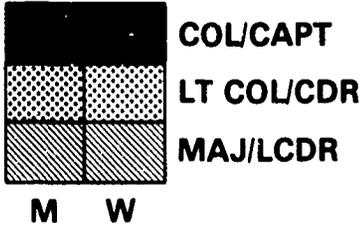
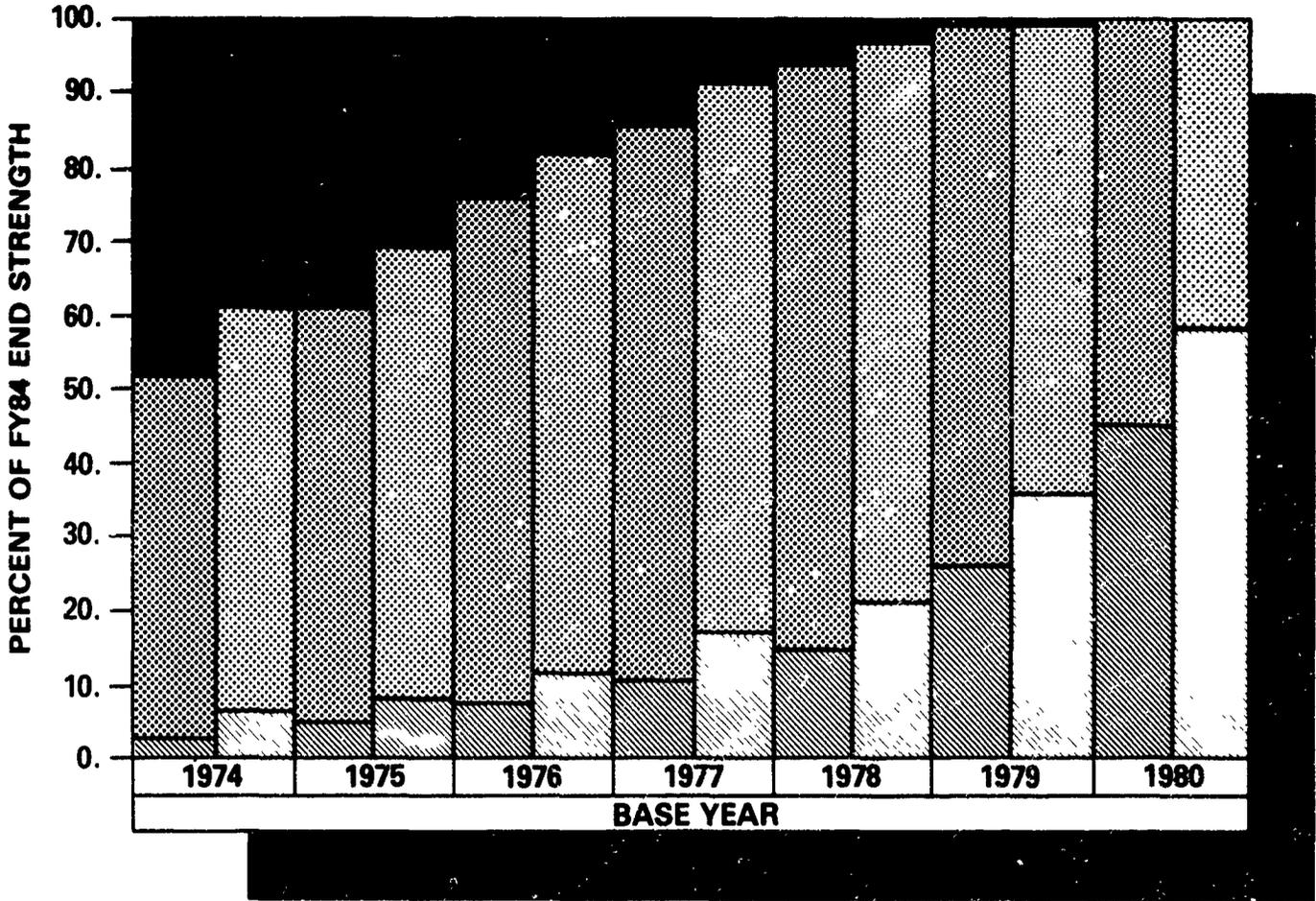


## AIR FORCE



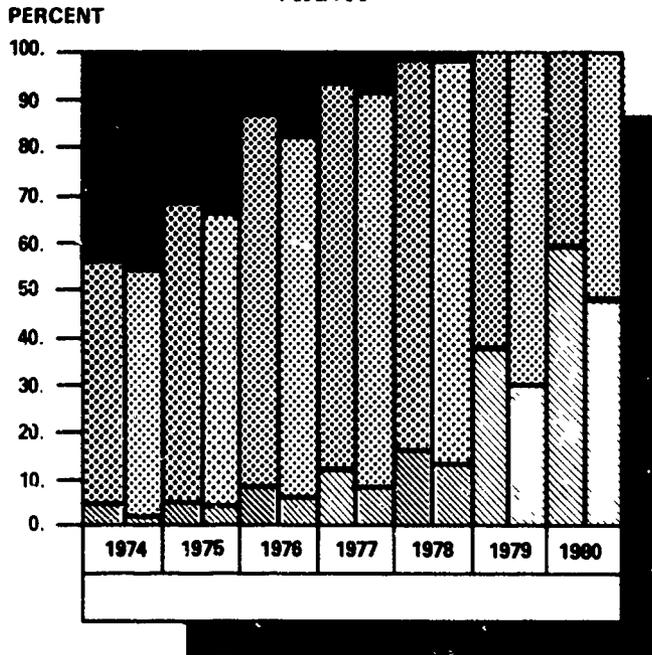
**OFFICER ADVANCEMENT**  
**GRADES ATTAINED BY MAJORS/LIEUTENANT COMMANDERS**

**DoD**

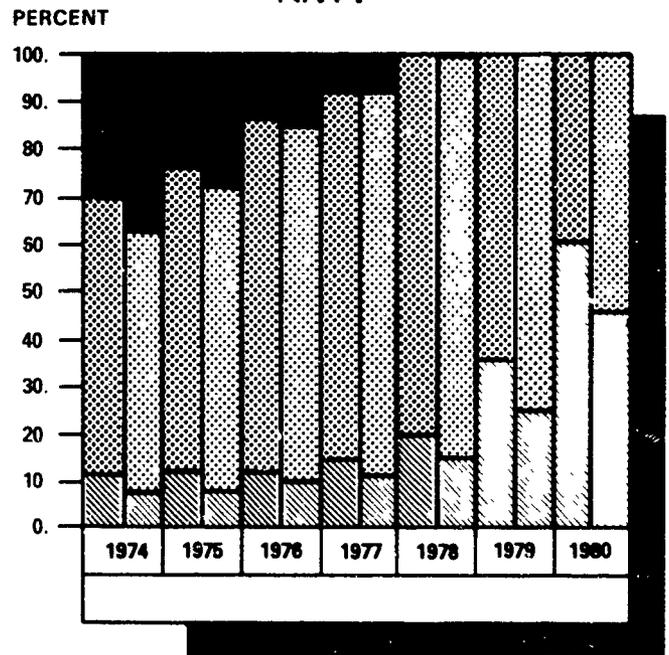


# GRADES ATTAINED BY MAJ/LCDR'S

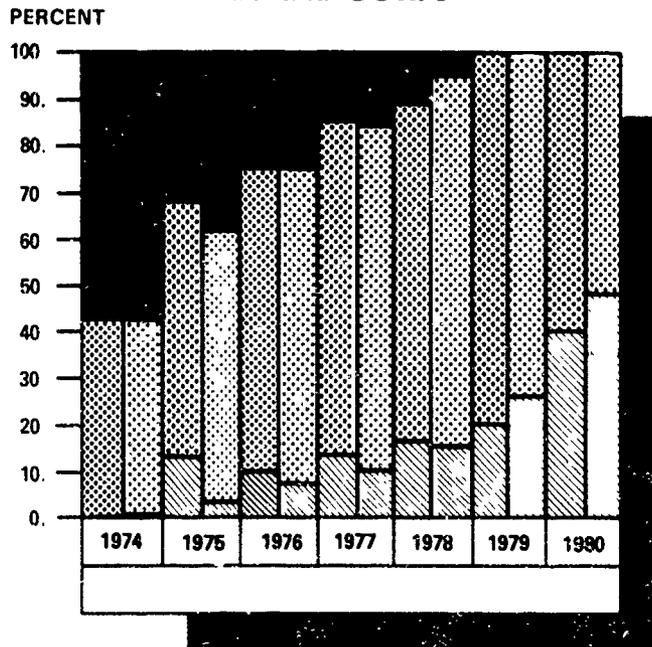
## ARMY



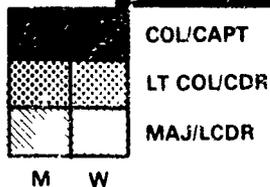
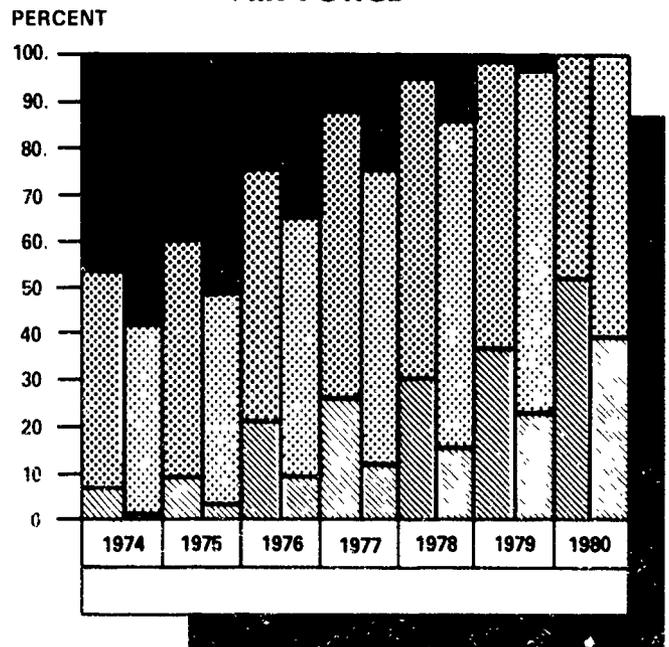
## NAVY



## MARINE CORPS

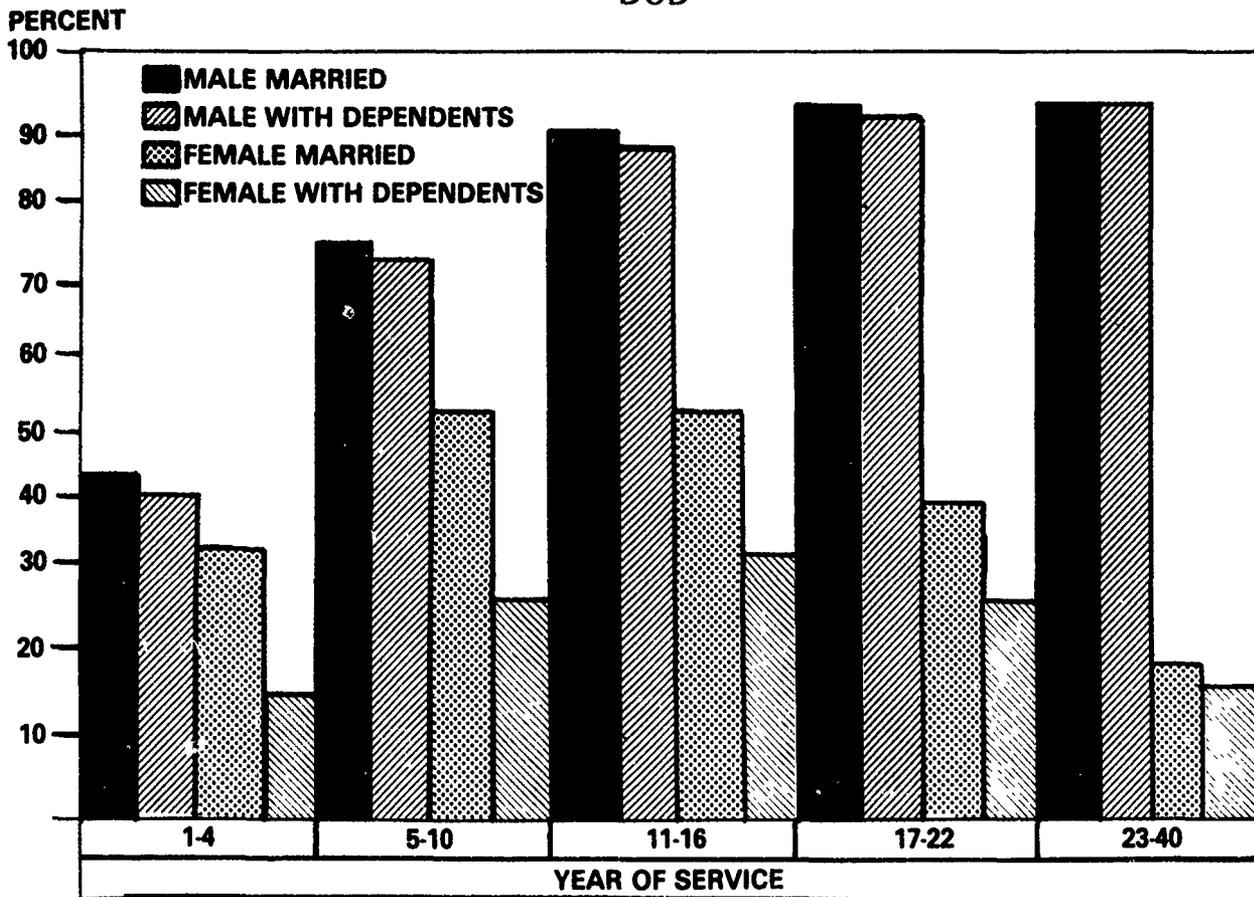


## AIR FORCE



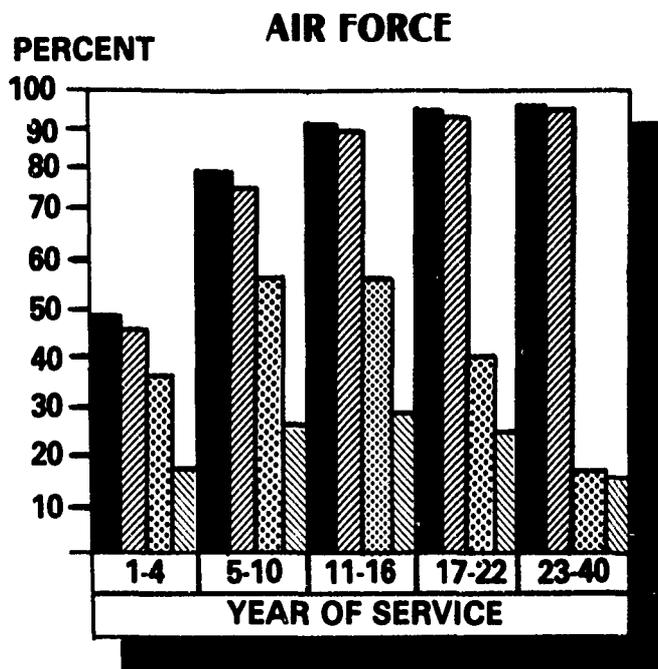
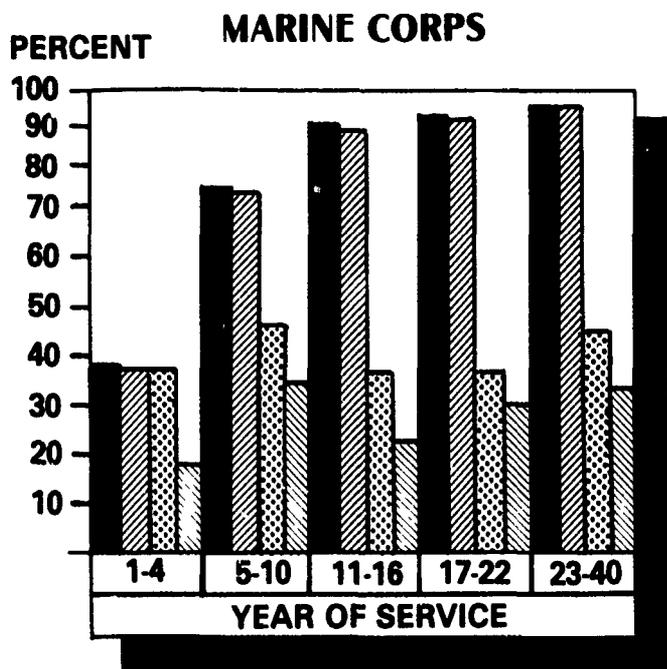
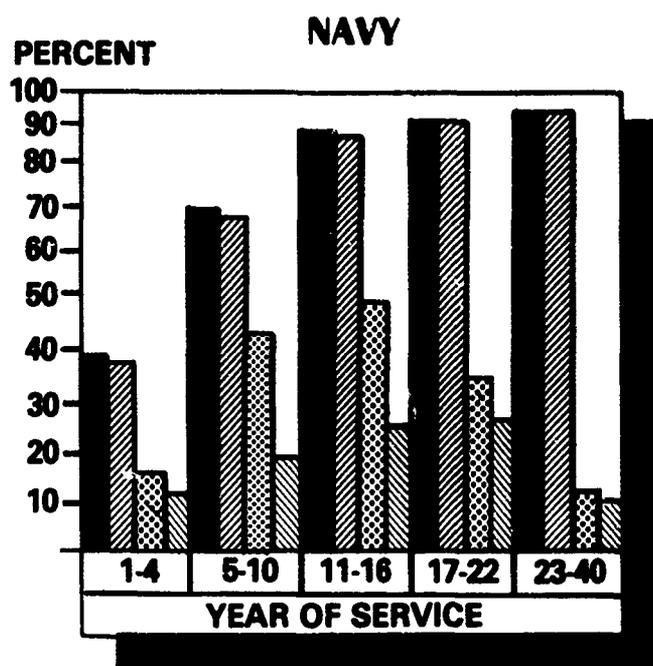
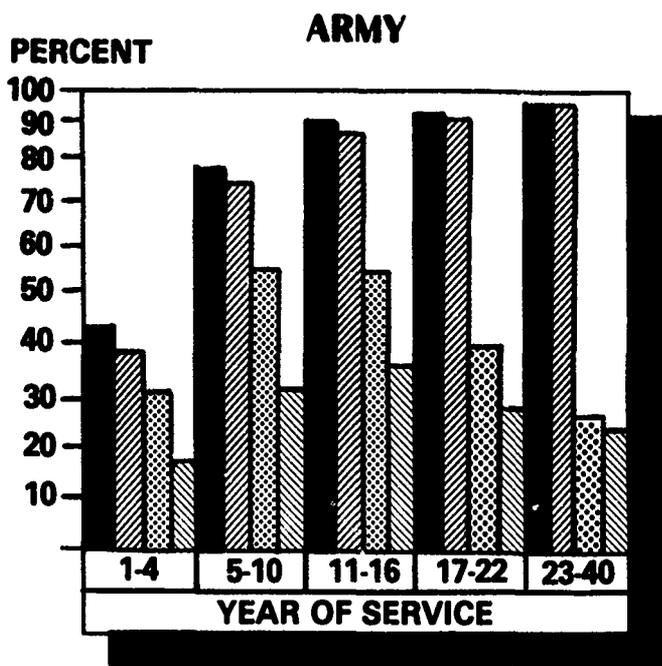
# OFFICER PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

DOD

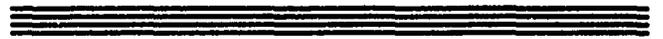


These charts compare the relative percentages of married service members by year of service, and also compare the percentages of those married with dependents.

## OFFICER PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE



MALE MARRIED  
 MALE WITH DEPENDENTS  
 FEMALE MARRIED  
 FEMALE WITH DEPENDENTS



**SECTION II - ENLISTED**

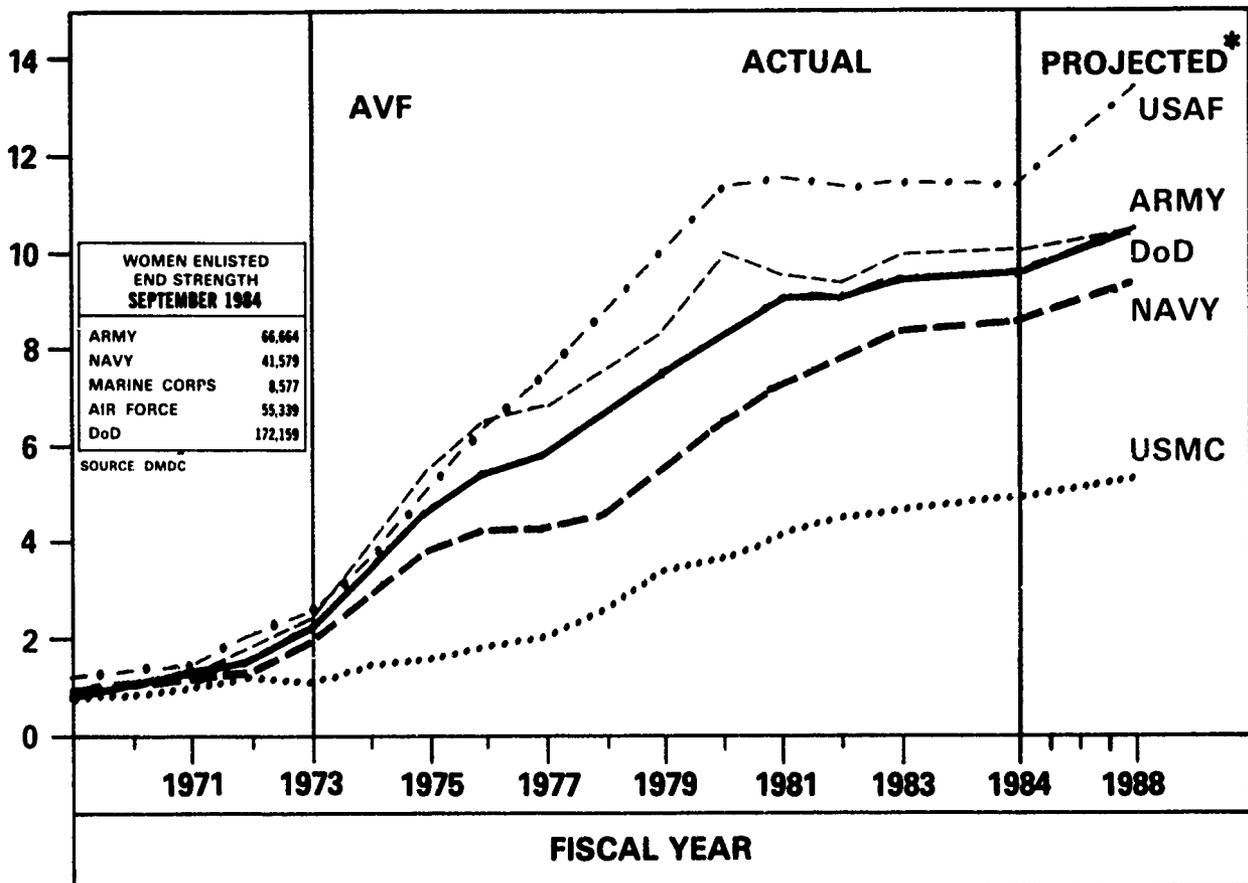
# WOMEN AS A PERCENT OF ENLISTED END STRENGTH.

The participation of women in the enlisted force has grown steadily since 1969. Numerical growth is projected to continue with the proportion of

women in the force holding steady (or increasing slightly). It is important to realize that the projected percentages constitute planning figures, not ceilings.

## WOMEN AS A PERCENTAGE OF ACTIVE DUTY ENLISTED END STRENGTH

PERCENT



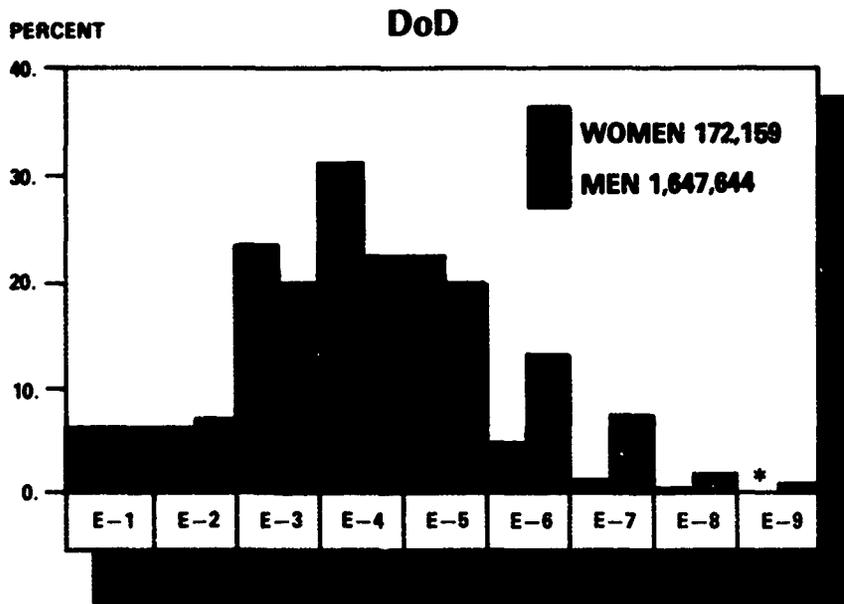
\* PROJECTIONS BASED ON SERVICE INPUT

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

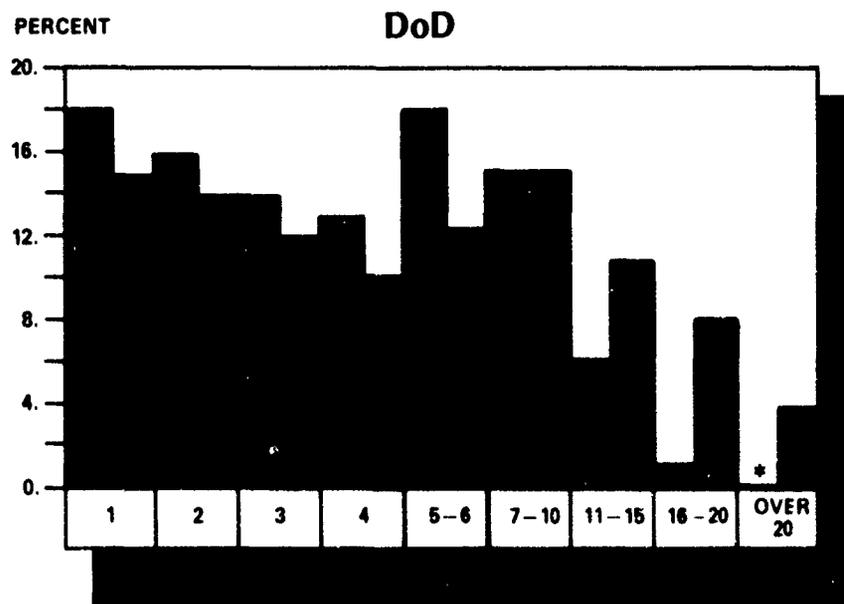
Enlisted women have a greater proportion of their population in the lower ranks as a result of fewer YOS. Eligibility for promotion is based on

time-in-service and time-in-grade. As women gain additional experience their grade distribution pattern should approximate that of the male population.

### ENLISTED GRADE DISTRIBUTION SEPTEMBER 1984



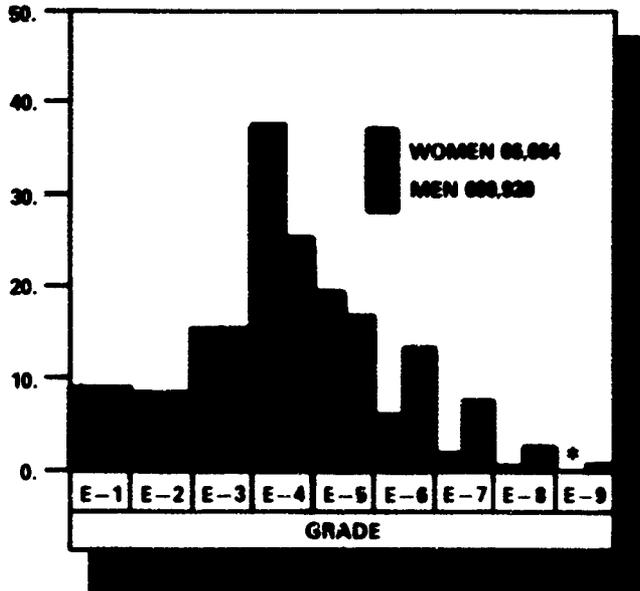
### ENLISTED DISTRIBUTION BY YEARS OF SERVICE (YOS) SEPTEMBER 1984



### BY GRADE

#### ARMY

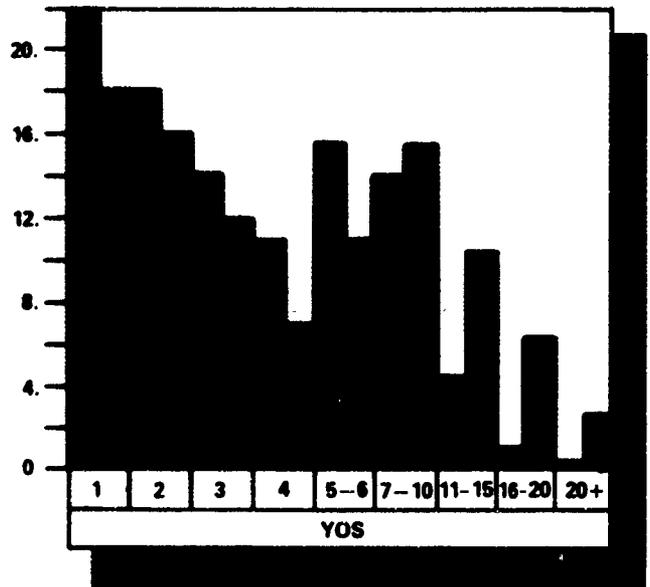
PERCENT



### BY YEARS OF SERVICE

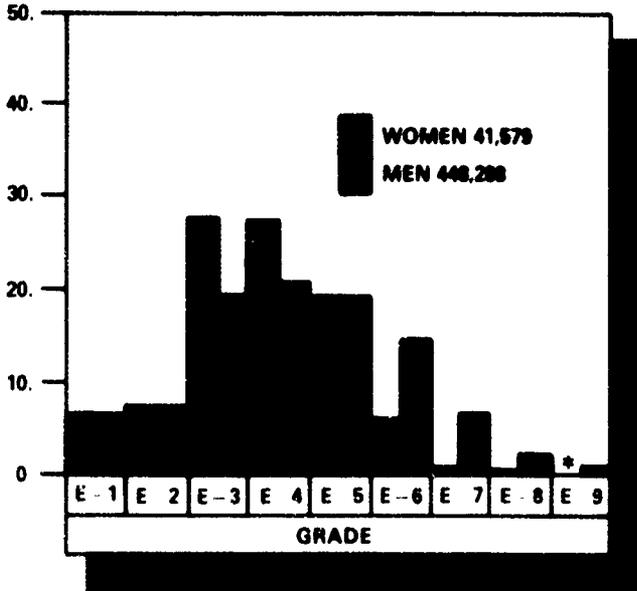
#### ARMY

PERCENT



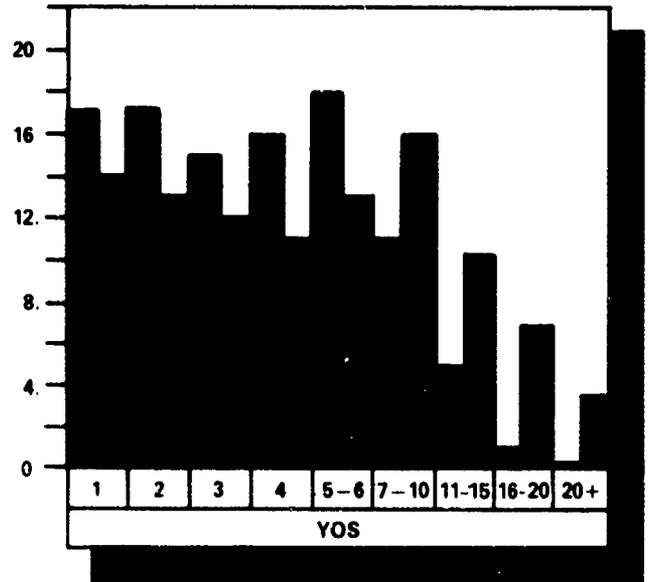
#### NAVY

PERCENT



#### NAVY

PERCENT



## BY GRADE

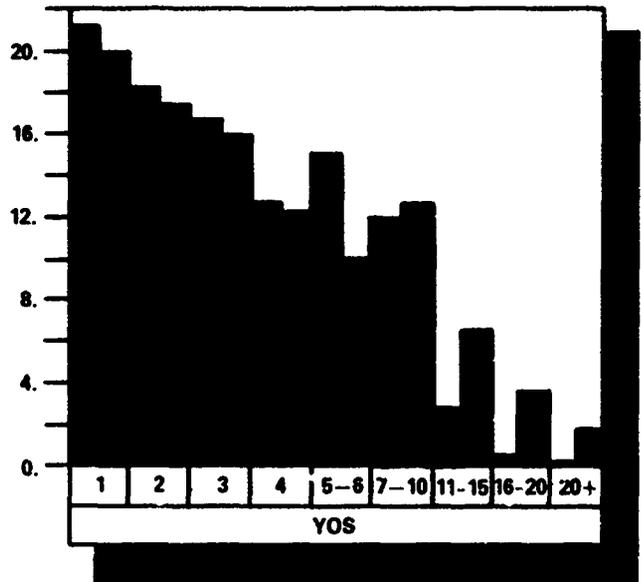
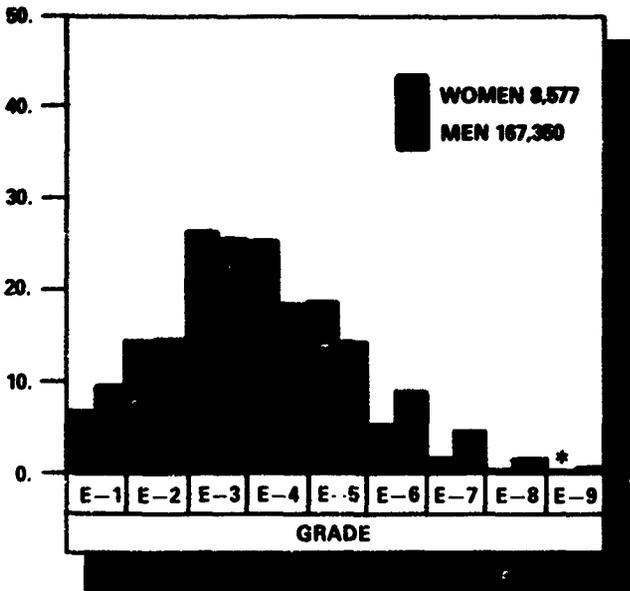
## BY YEARS OF SERVICE

### MARINE CORPS

### MARINE CORPS

PERCENT

PERCENT

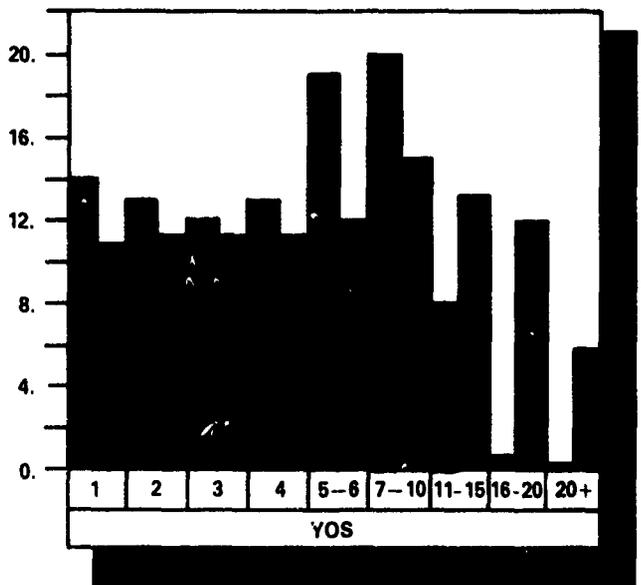
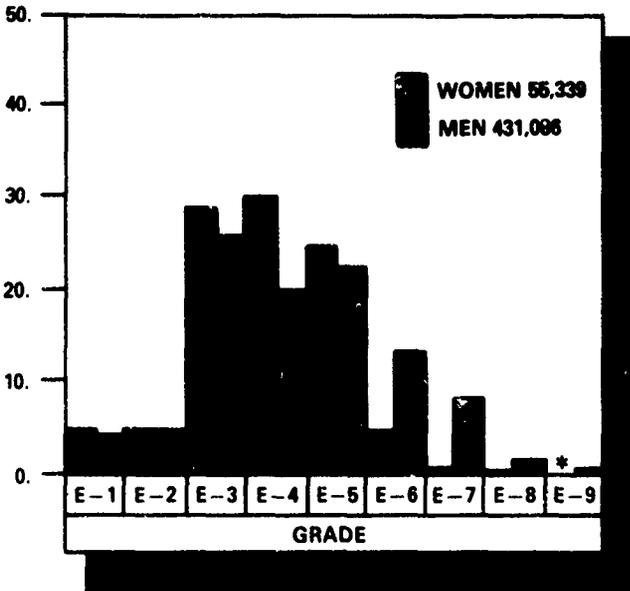


### AIR FORCE

### AIR FORCE

PERCENT

PERCENT



## ENLISTED DISTRIBUTION BY OCCUPATION.

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

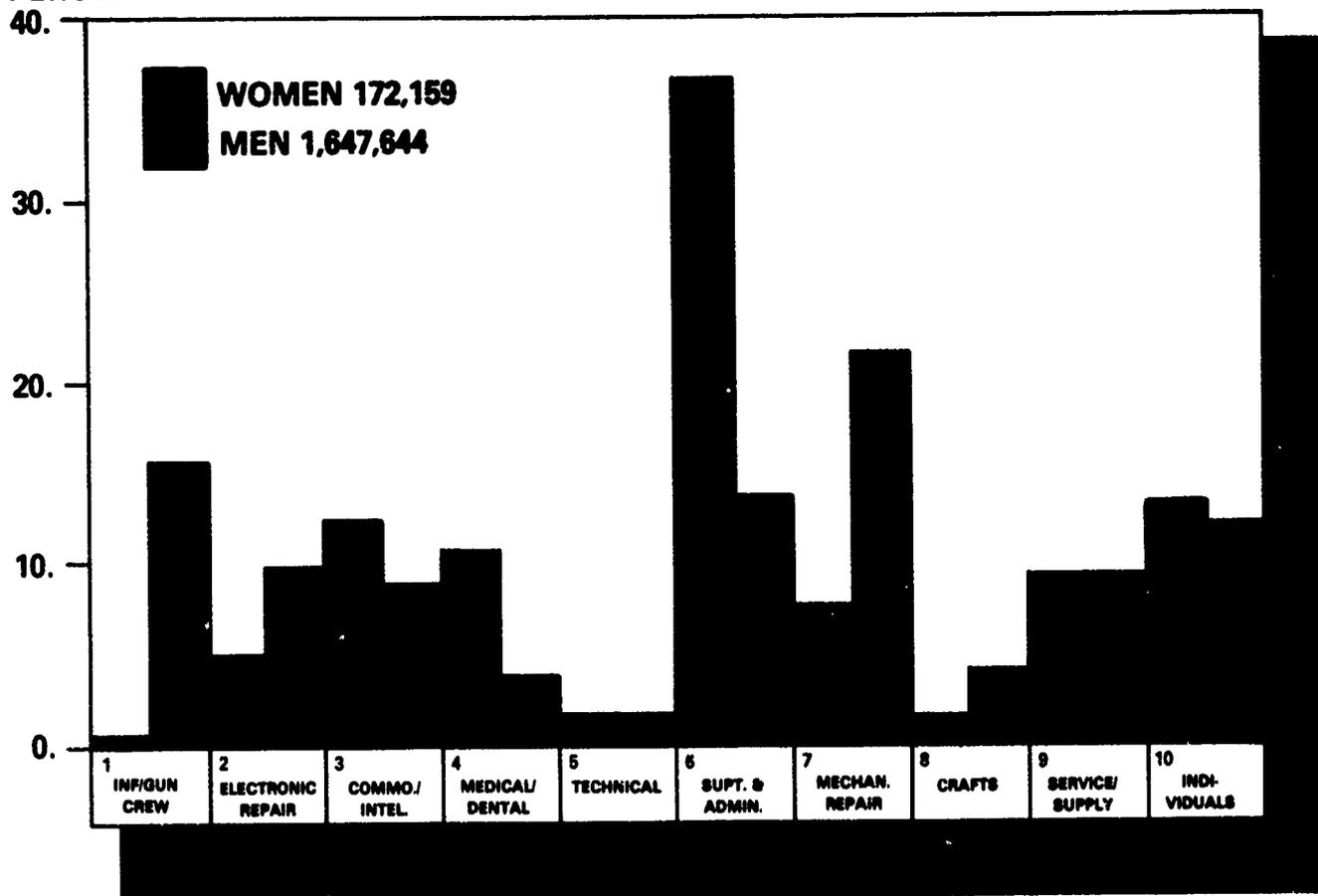
portunities exist for women in all fields except those associated with direct combat. Service personnel policies provide for full utilization of women, consistent with the intent of combat exclusion legislation and the individual's qualifications and aspirations.

### OCCUPATIONAL DISTRIBUTION OF ENLISTED

30 SEPTEMBER 1984

DoD

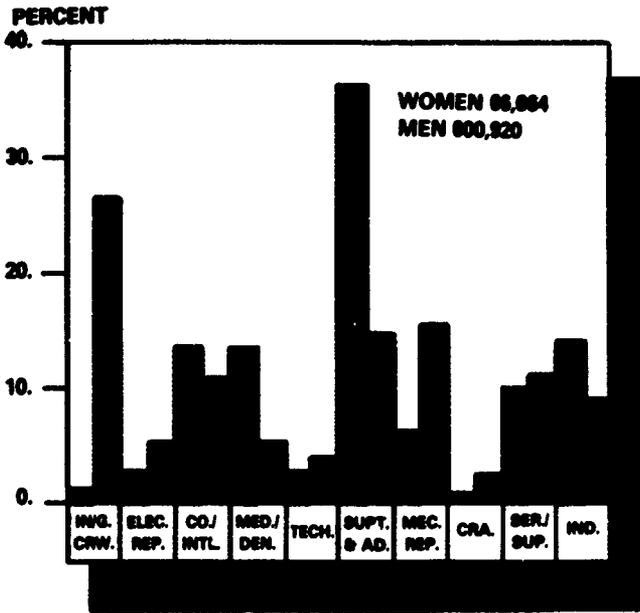
PERCENT



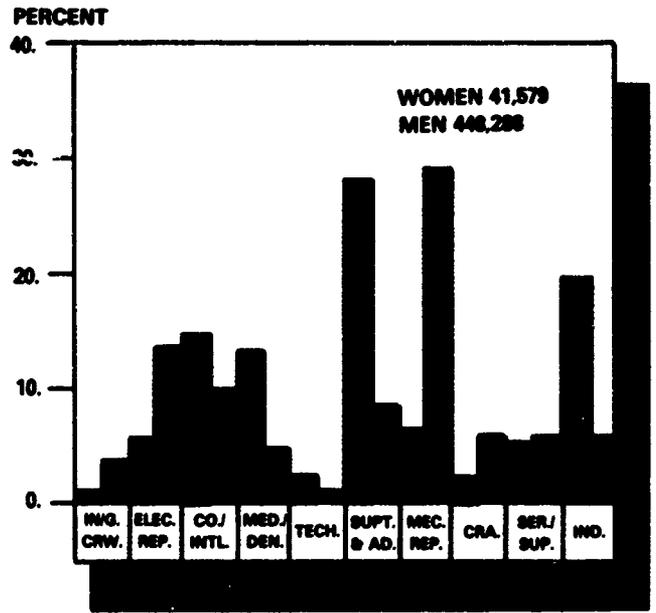
# ENLISTED OCCUPATION CATEGORIES

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 Craftsmen.
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

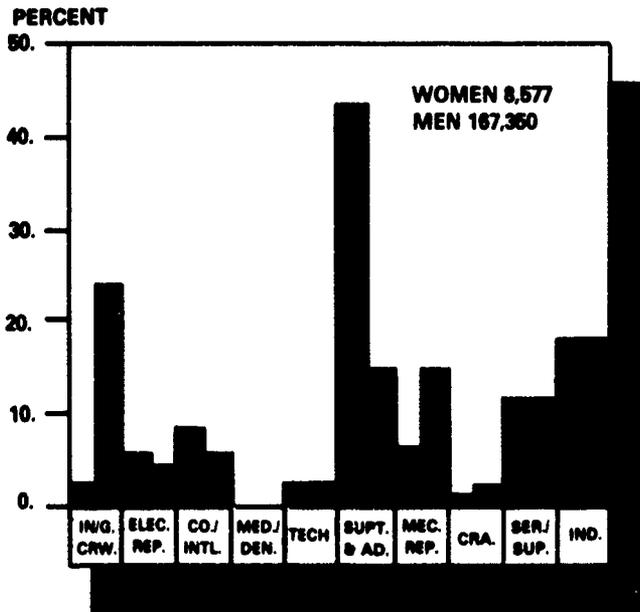
### ARMY



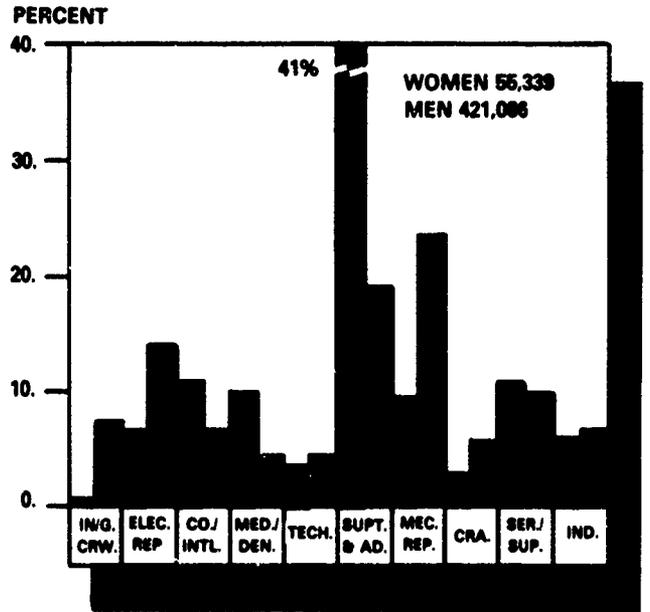
### NAVY



### MARINE CORPS



### AIR FORCE



## ENLISTED EDUCATION LEVELS.

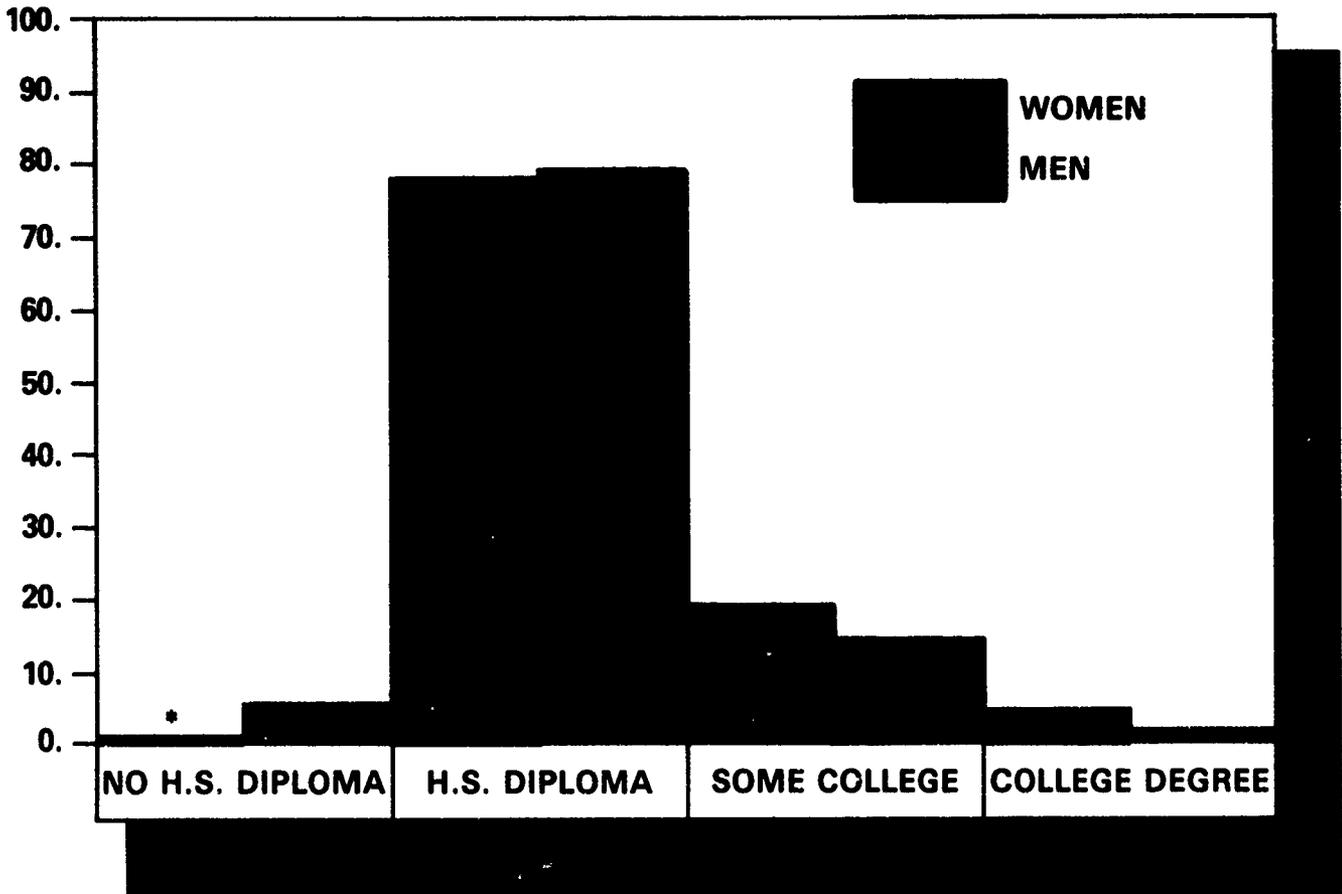
Several studies have shown that level of education correlates highly with most measures of soldier quality. Therefore, it is an important indicator of potential, both at time of enlistment and promotion. All Services seek

enlistees who have graduated from high school. In general, this standard (or GED equivalency) is a prerequisite for advancement to NCO/Petty Officer status.

FY 1984

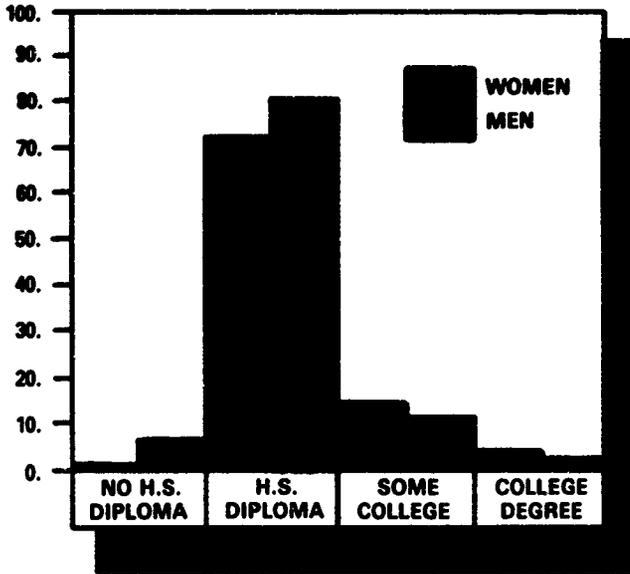
DoD

PERCENT



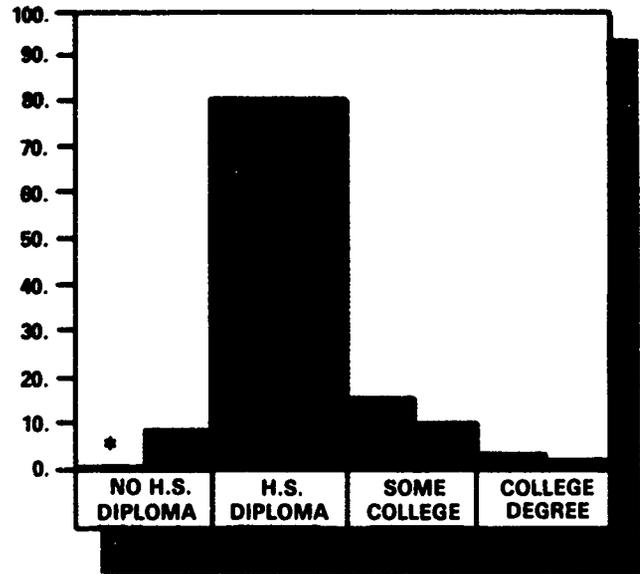
### ARMY

PERCENT



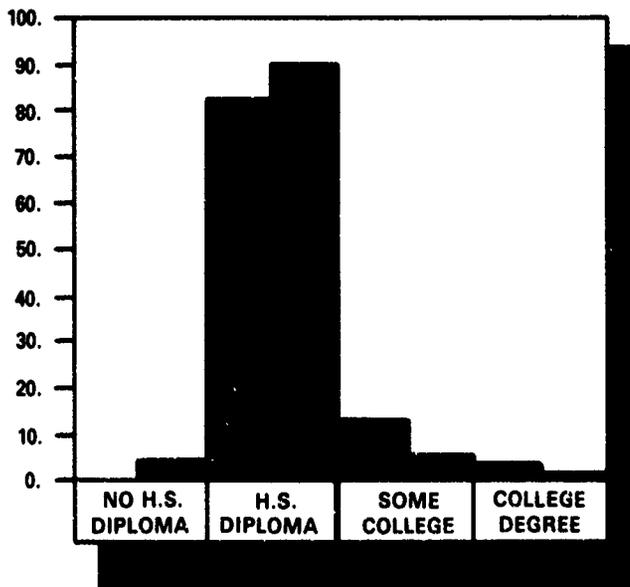
### NAVY

PERCENT



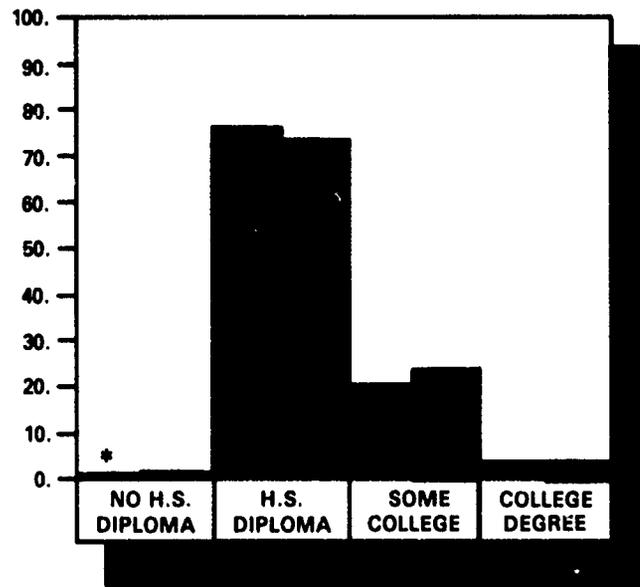
### MARINE CORPS

PERCENT



### AIR FORCE

PERCENT



## RETENTION OF ENLISTED PERSONNEL

The retention of enlisted personnel is critical to achievement of manpower objectives. The Services must carefully manage enlistments and reenlistments in order to develop programmed grade, skill, and experience characteristics which are 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 Service environment (e.g., promotion opportunity, frequency of overseas assignment or sea

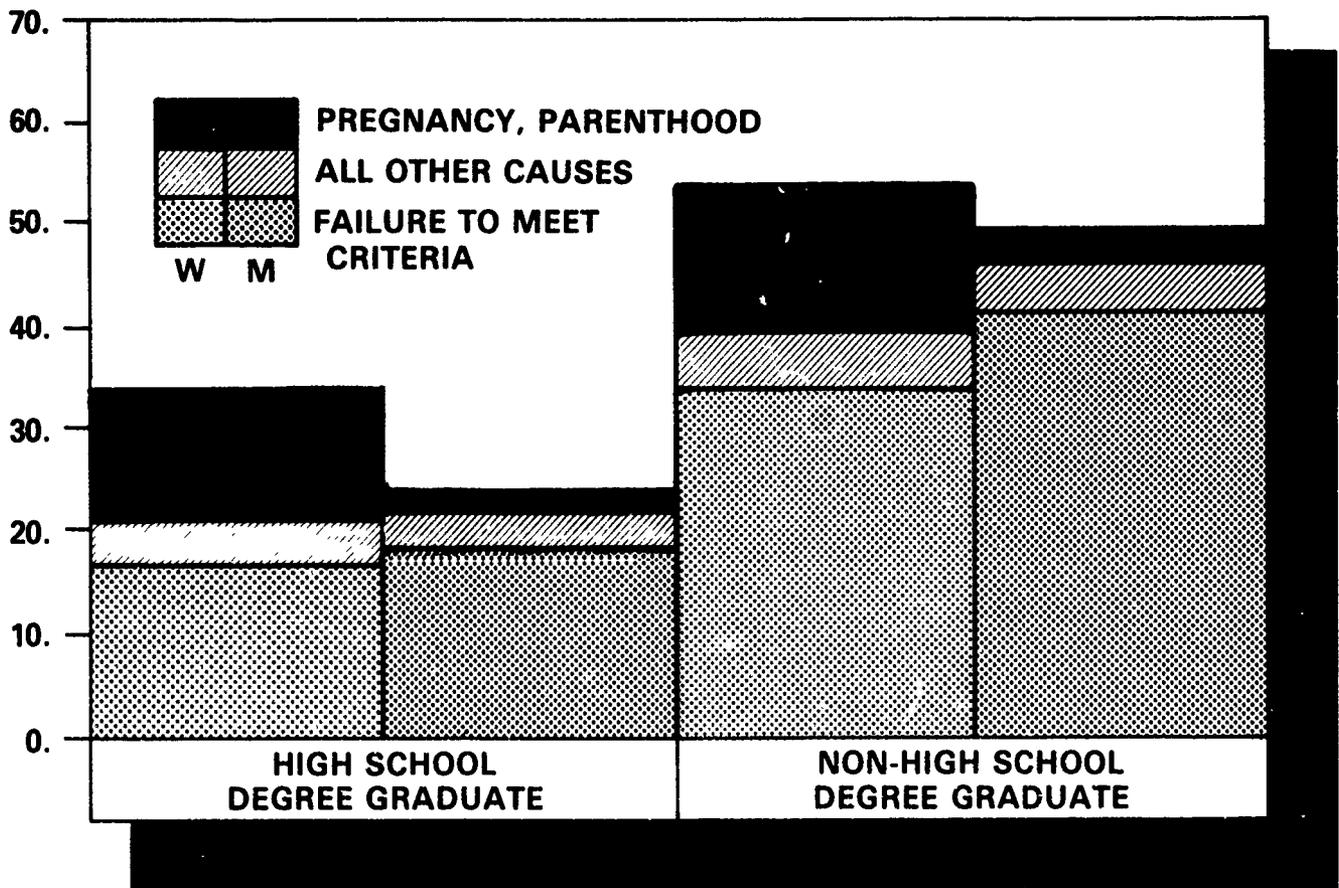
duty), and the individual service member's propensity to serve.

Retention can be measured in several ways. In each case, retention is the proportion of a specific category of service 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: first-term attrition, continuation by YOS, and cumulative cohort retention.

### THREE YEAR ATTRITION BY SEX AND EDUCATION FY 1981 COHORT

DoD

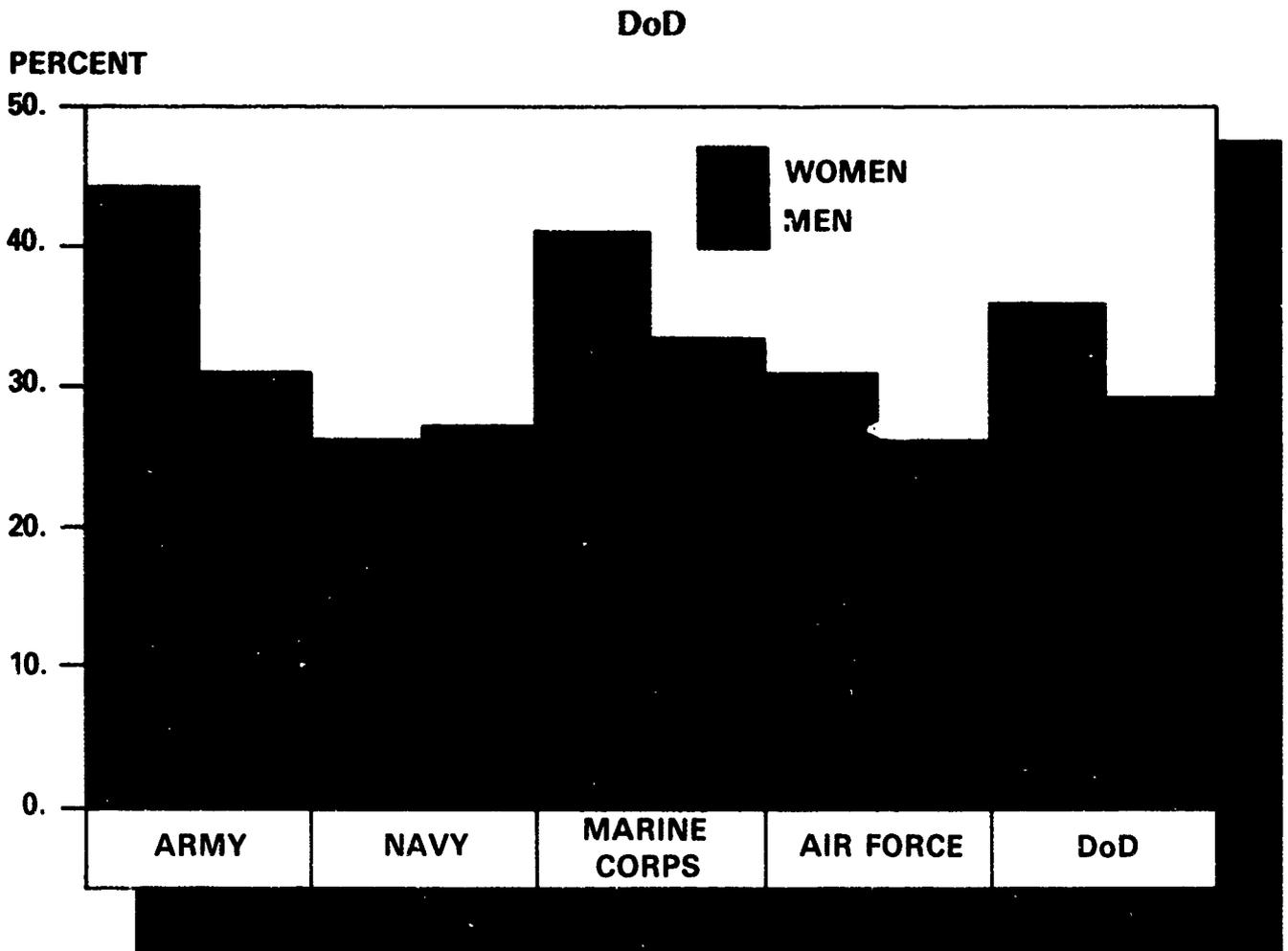
PERCENT



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.

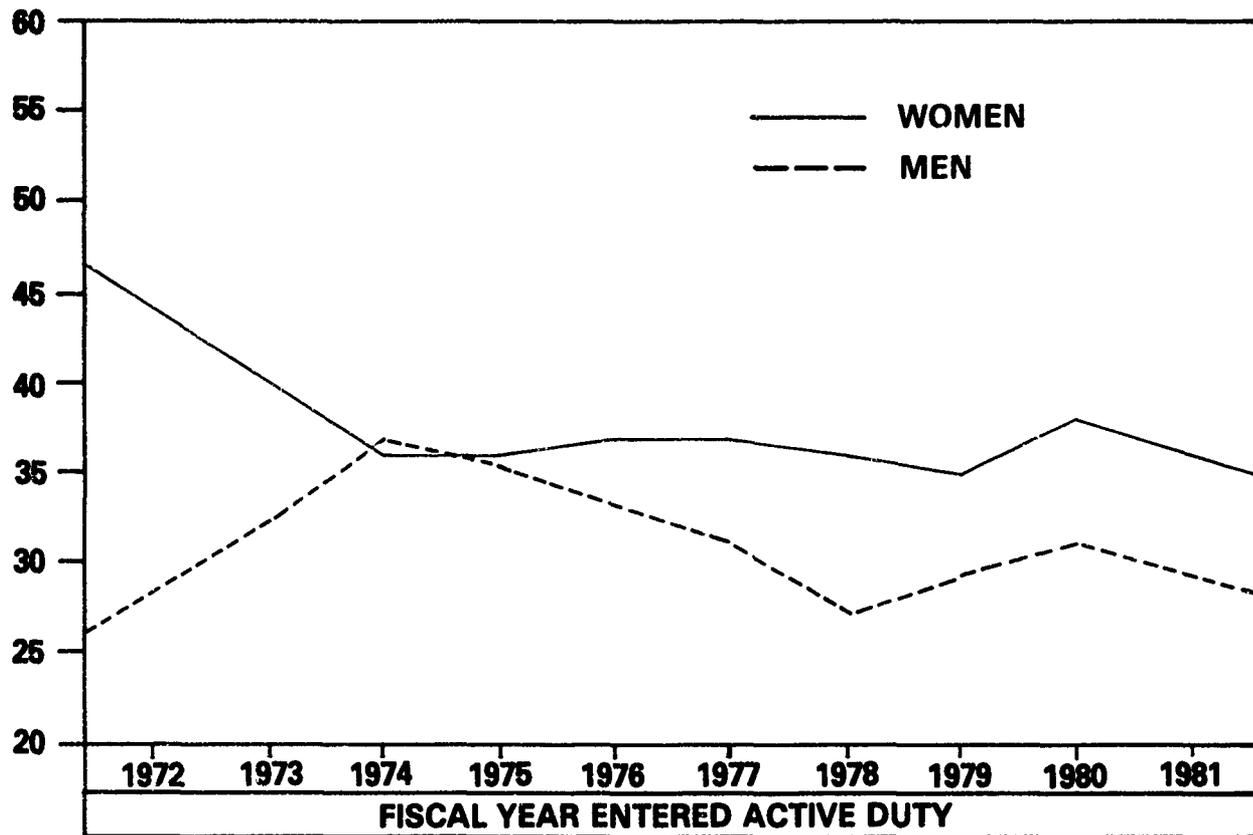
### THREE YEAR ATTRITION BY SEX AND SERVICE FY 1981 COHORT



# THREE YEAR ENLISTED ATTRITION RATES BY ACCESSION COHORT FY 72-81

DoD

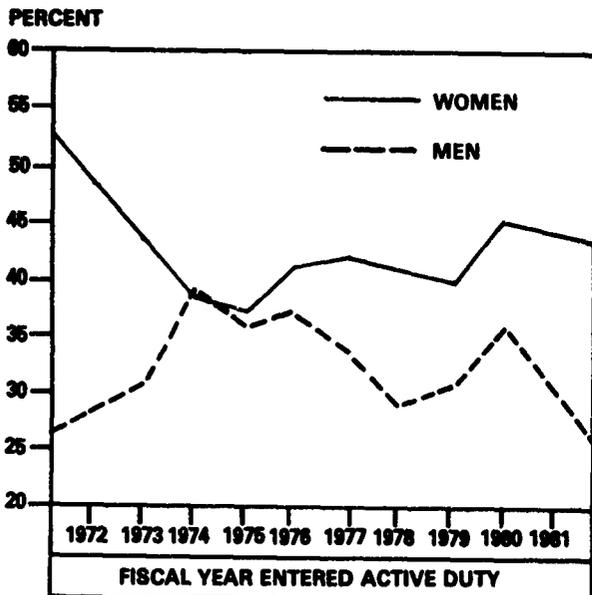
PERCENT



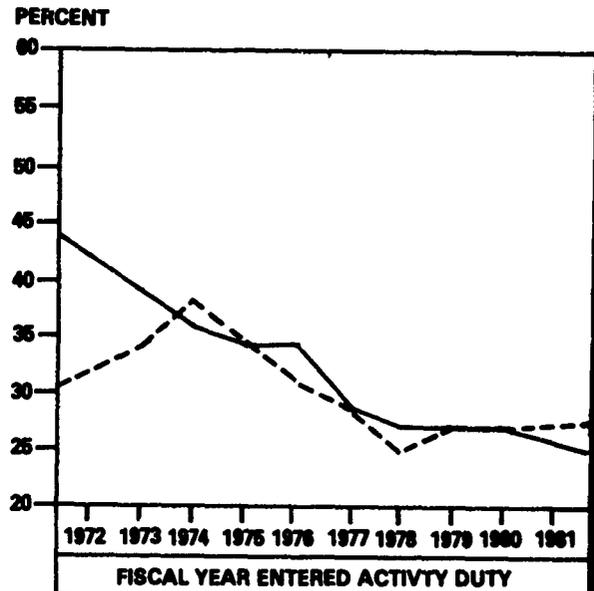
This chart compares male and female attrition in DoD for members who entered active duty each fiscal year from 1972 through 1981. The relatively small number of women on active duty in the early cohorts makes comparison of male and female rates during these years less meaningful.

## THREE YEAR ENLISTED ATTRITION BY ACCESSION COHORT (FY 72-81)

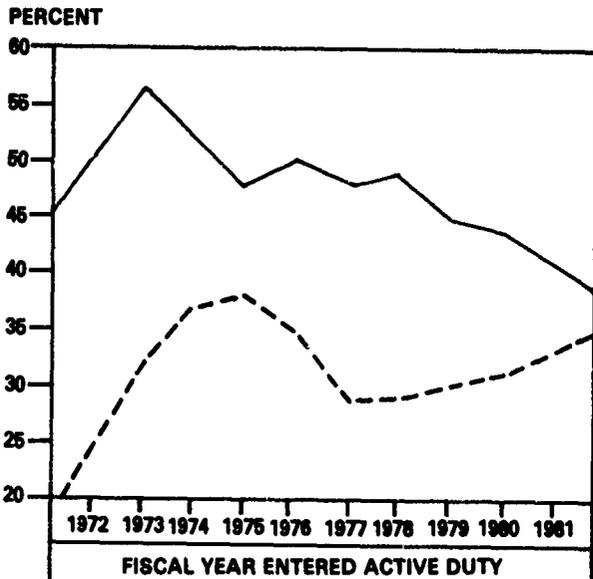
### ARMY



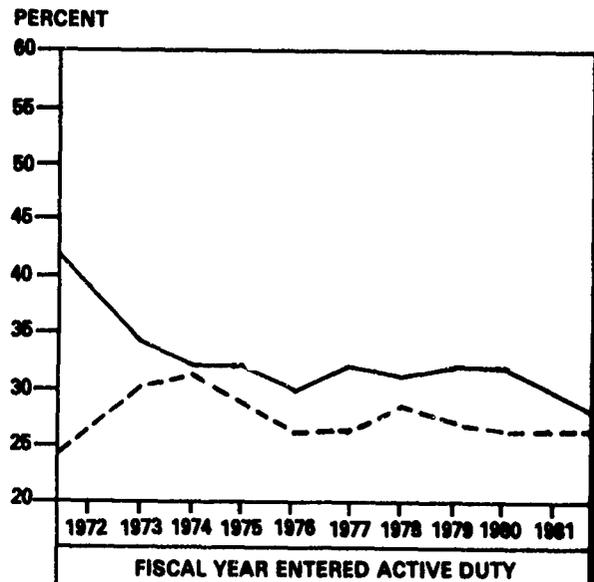
### NAVY



### MARINE CORPS

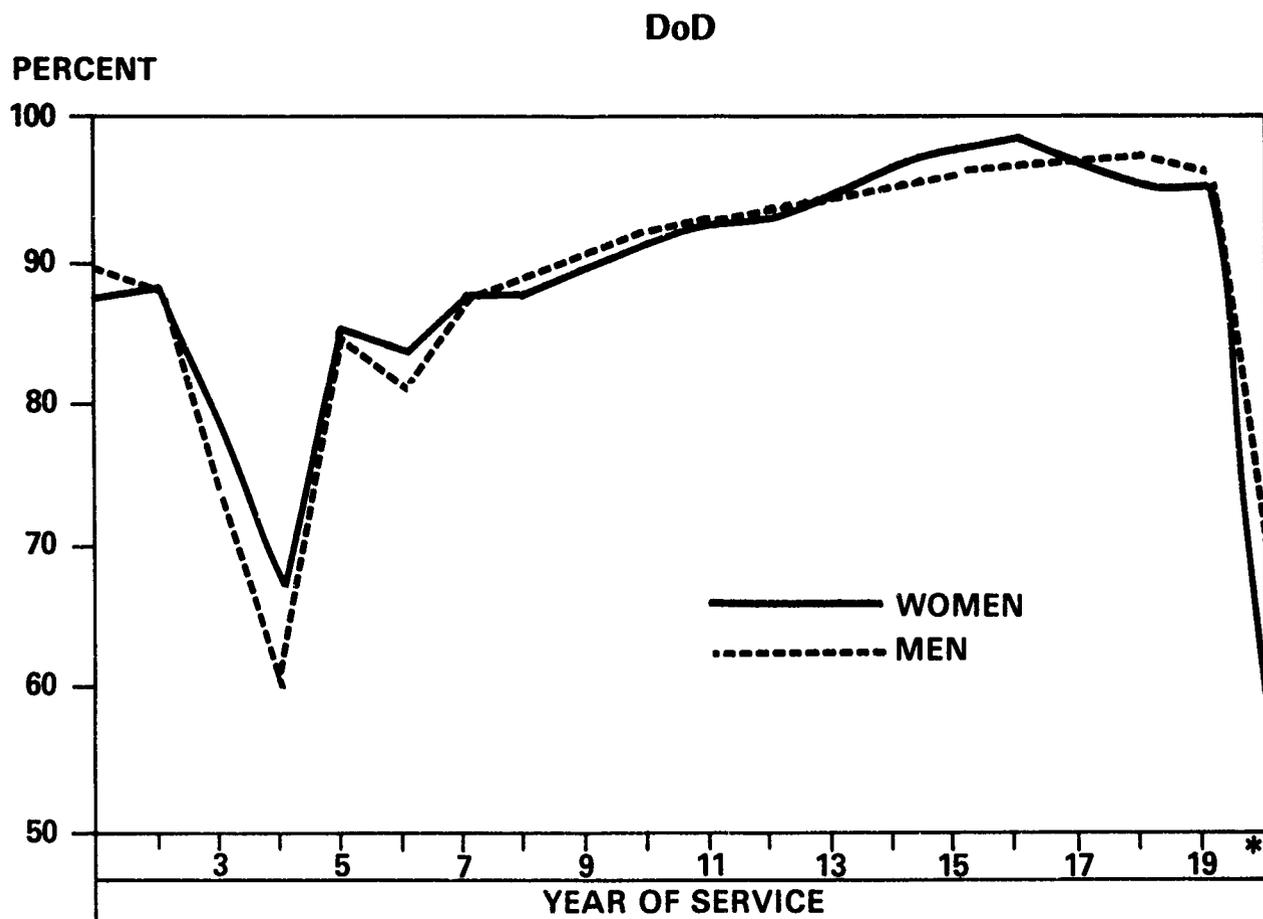


### AIR FORCE



## FY 84 CONTINUATION BY YOS

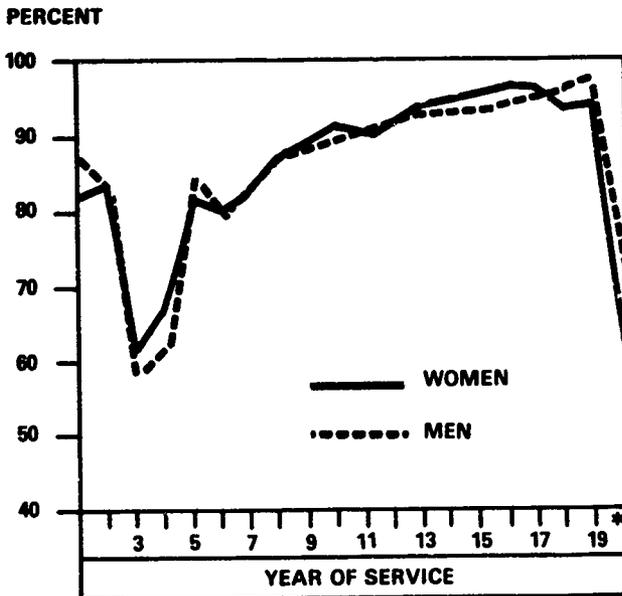
Fiscal Year 1984, continuation by YOS, is the percent of each accession cohort that remained on active duty throughout the past year.



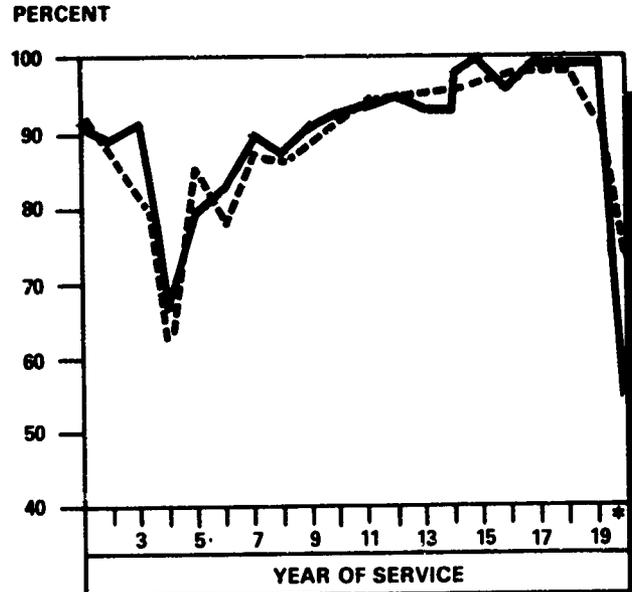
\* CONTINUATION FOR 20 YOS AND BEYOND HAS BEEN AGGREGATED.

# PERCENT CONTINUING BY YOS DURING FY 84

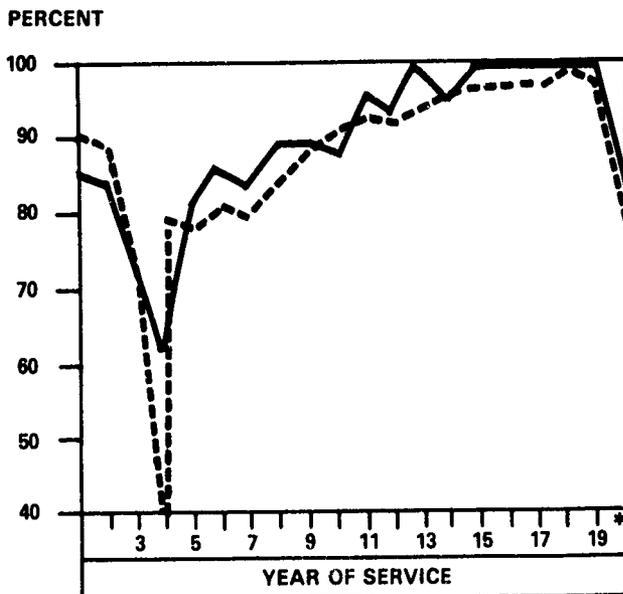
## ARMY



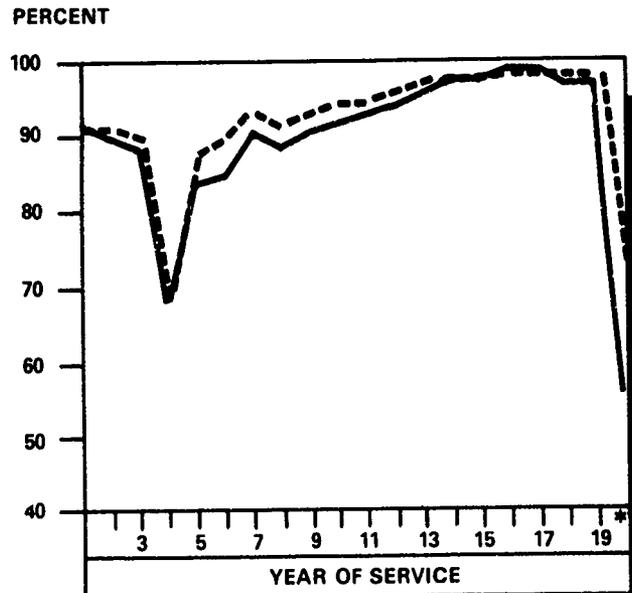
## NAVY



## MARINE CORPS



## AIR FORCE



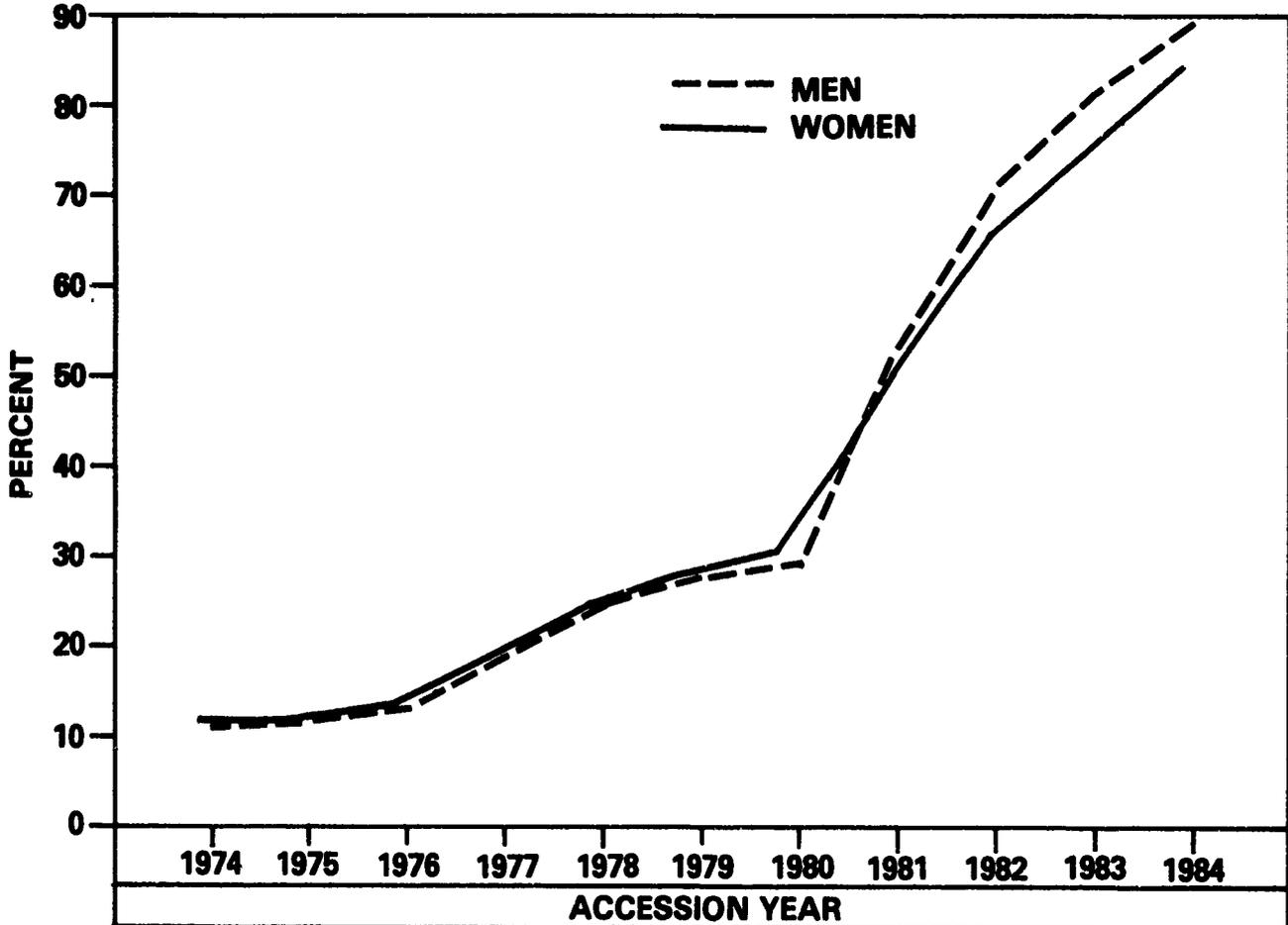
UNUSUALLY HIGH CONTINUATION RATES FOR WOMEN IN YOS 15-20 ARE INFLUENCED BY VERY SMALL NUMBERS OF WOMEN IN THOSE YEAR GROUPS.

# CUMULATIVE RETENTION FY 74-84

Cumulative retention (1974-1984) is the percent of an accession cohort that remained on active duty as of September 30, 1984. Use of this measure makes it

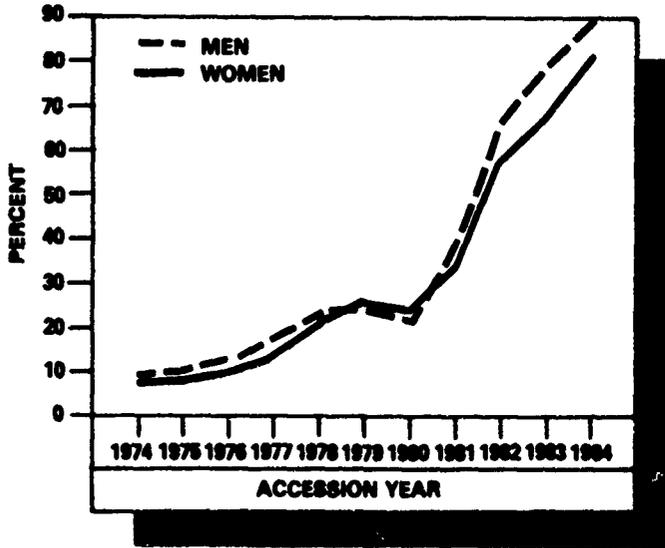
possible to compare the relative proportion of men and women in each of these cohorts who are still on active duty as of that date.

DoD

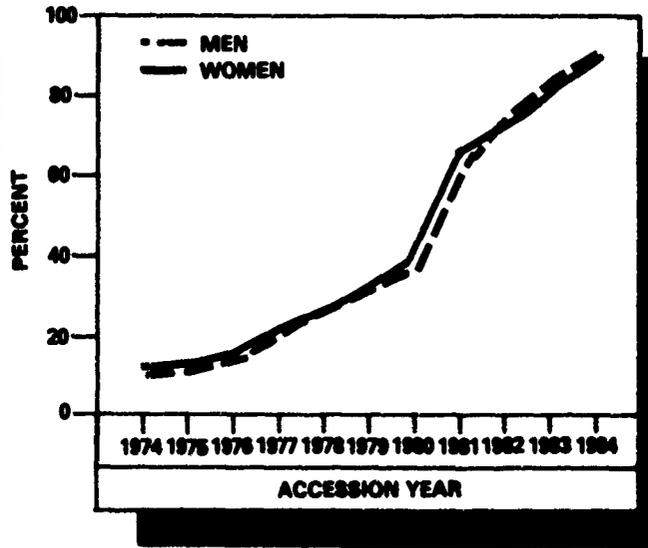


# CUMULATIVE RETENTION FY 74-84

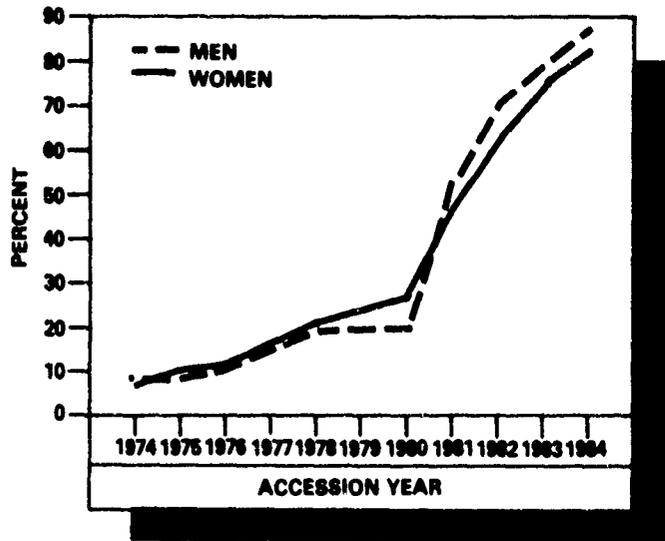
## ARMY



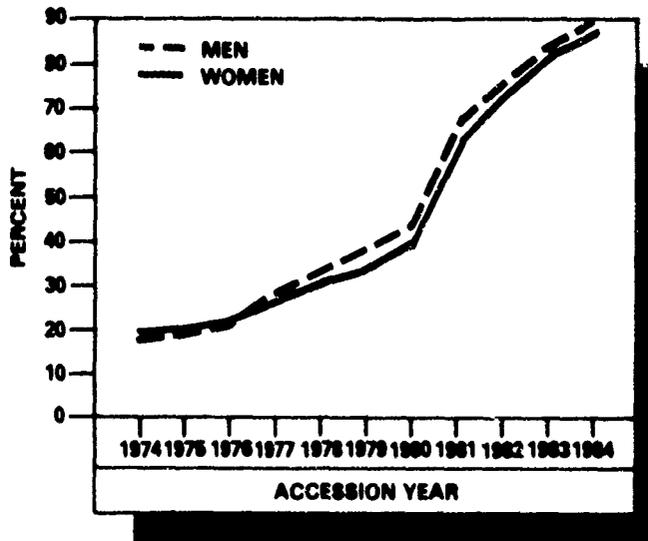
## NAVY



## MARINE CORPS



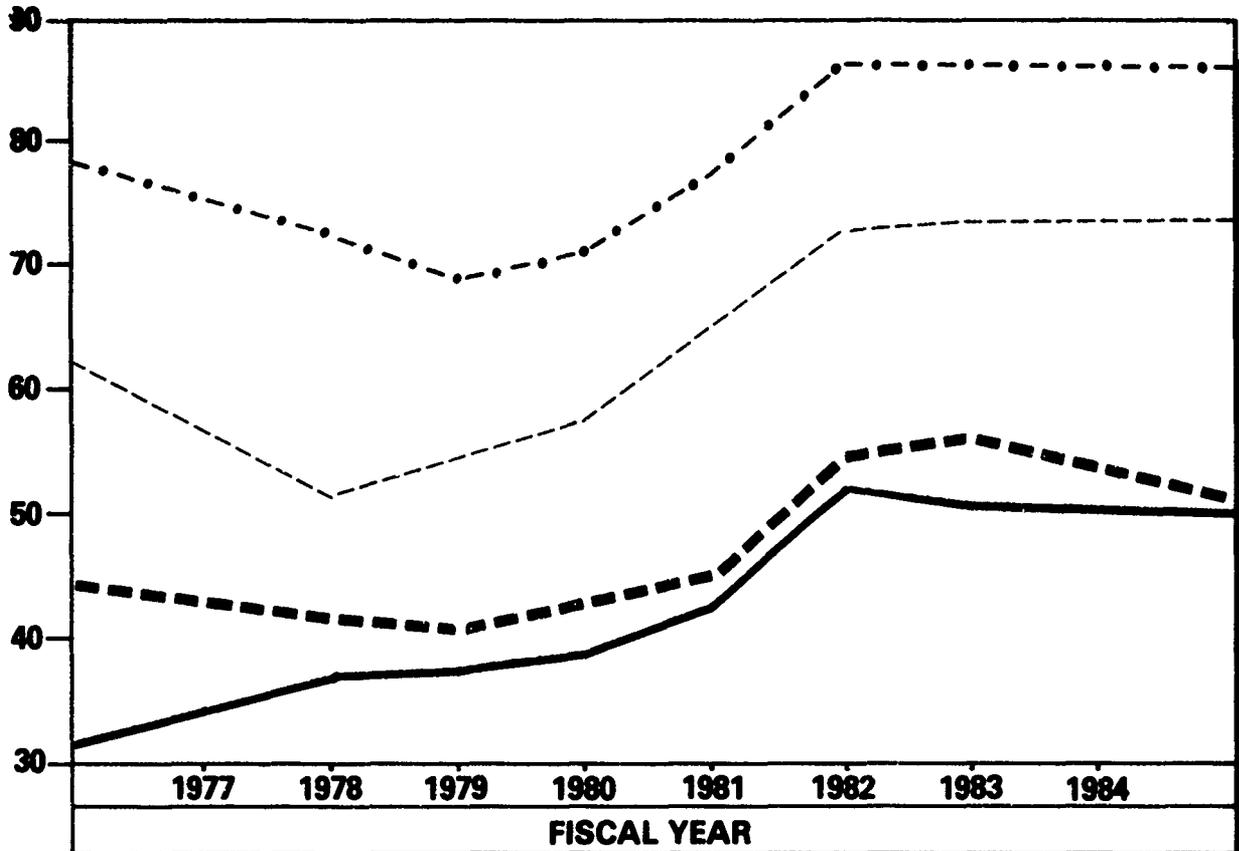
## AIR FORCE



# REENLISTMENT RATES

DoD

PERCENT OF ELIGIBLES



- · - · CAREER MEN
- - - CAREER WOMEN
- - - FIRST TERM WOMEN
- FIRST TERM MEN

Enlisted service members enter the military under specified terms of enlistment. They remain on active duty by fulfilling their obligation and then reenlisting or extending. An extension is a postponement of the decision to reenlist or leave the service. A reenlistment represents a commitment to remain on active duty for a specified period. Reenlistment is a privilege that is granted, like promotion, based upon Service needs and

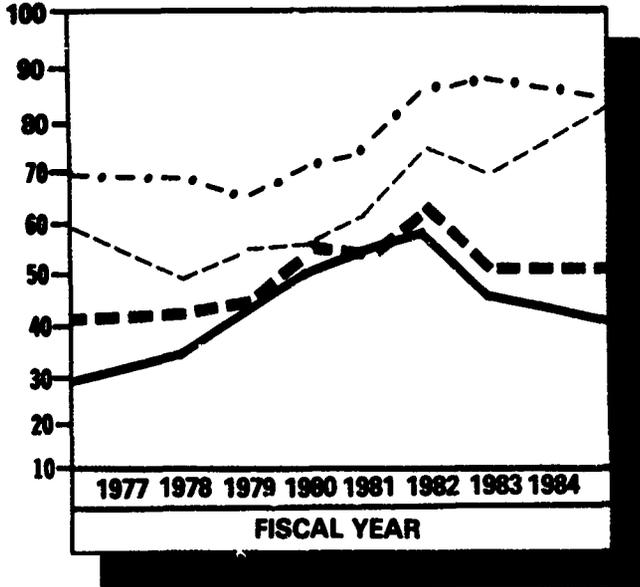
the service member's demonstrated manner of performance.

Reenlistment objectives are a fundamental component of the enlisted personnel management program. The historic rates of reenlistment are calculated by dividing the number of reenlistees by the number of eligibles over a specified period of time.

# REENLISTMENT RATES

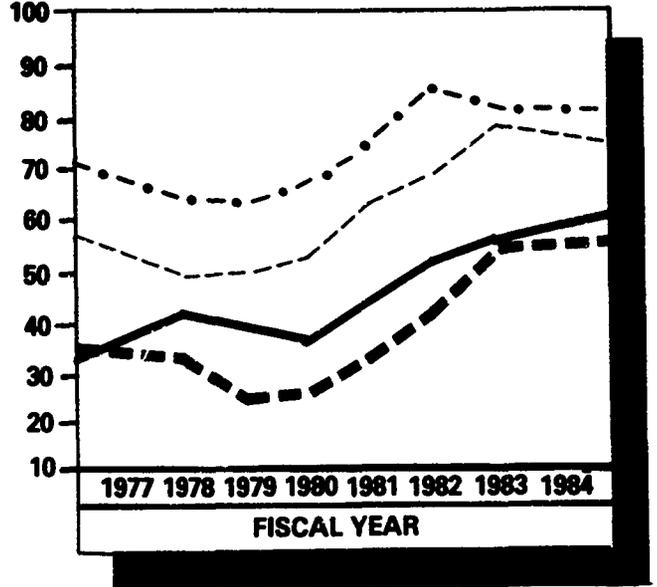
## ARMY

PERCENT OF ELIGIBLES



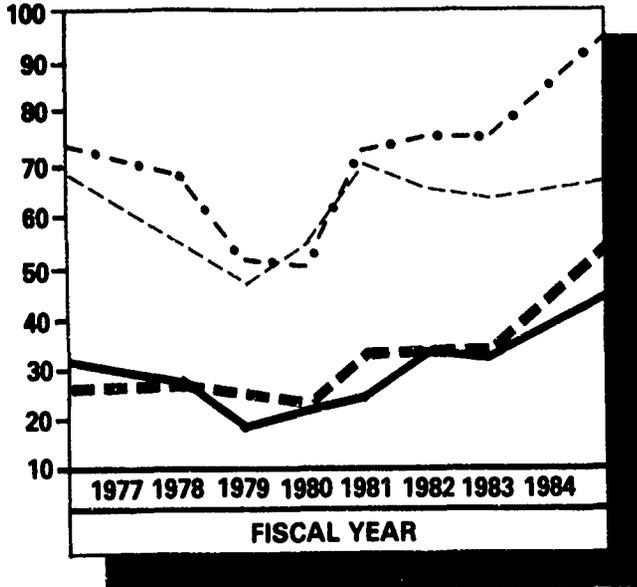
## NAVY

PERCENT OF ELIGIBLES



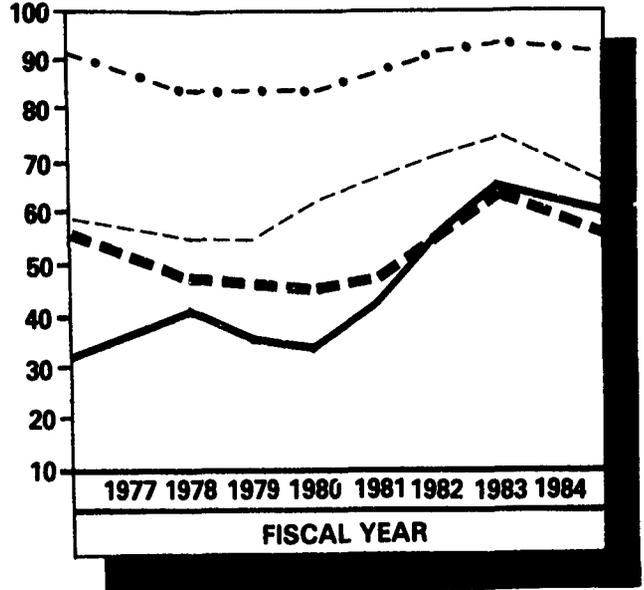
## MARINE CORPS

PERCENT OF ELIGIBLES



## AIR FORCE

PERCENT OF ELIGIBLES



CAREER MEN - . -  
 CAREER WOMEN - - -  
 FIRST TERM MEN - - -  
 FIRST TERM WOMEN - . -

# TIME-IN-SERVICE (TIS) AT PROMOTION

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 eligi-

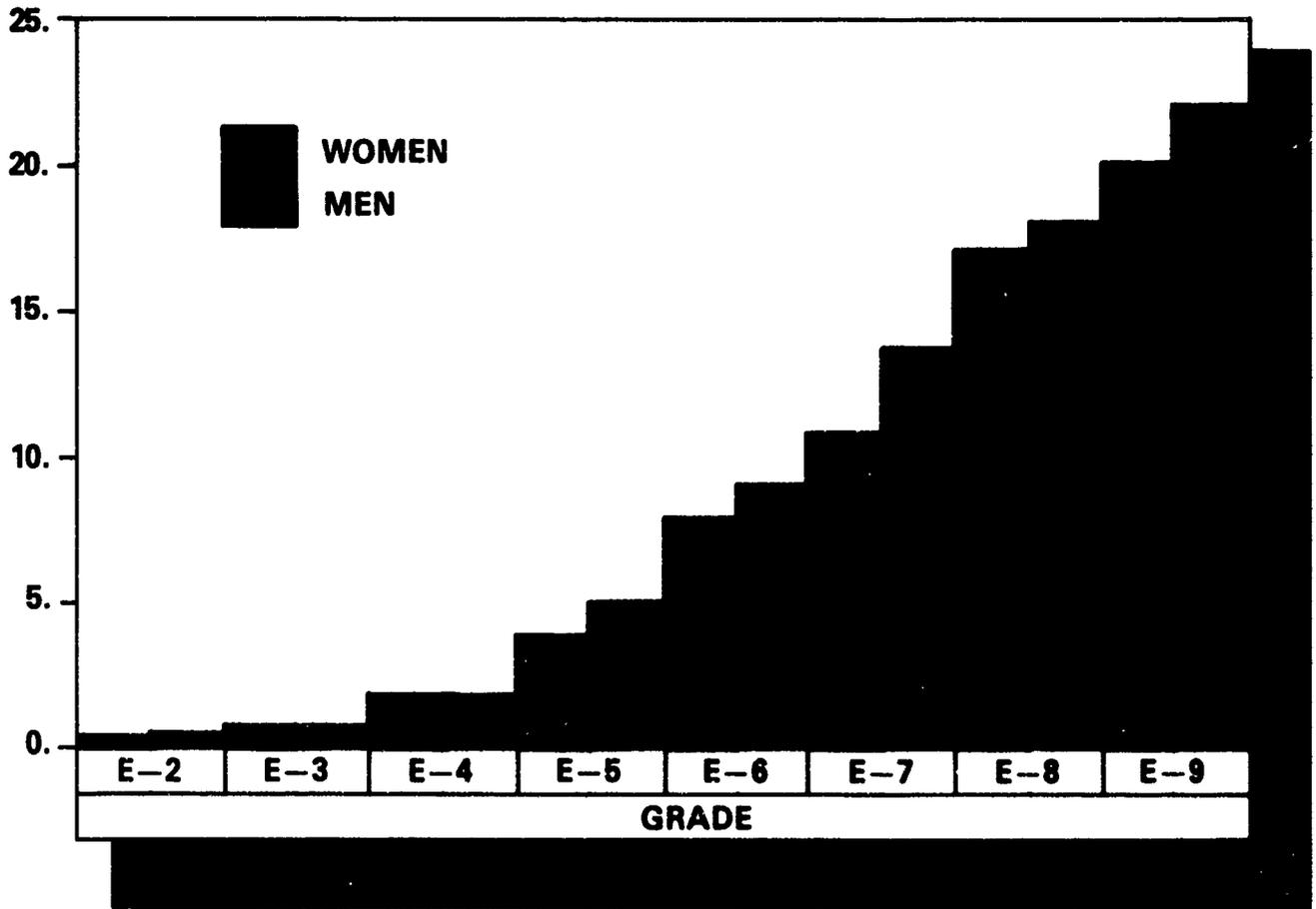
ble individuals for promotion is based upon manner of duty performance and demonstrated potential for acceptance of higher responsibility.

## AVERAGE TIME IN SERVICE WHEN PROMOTED

DURING FY 1984

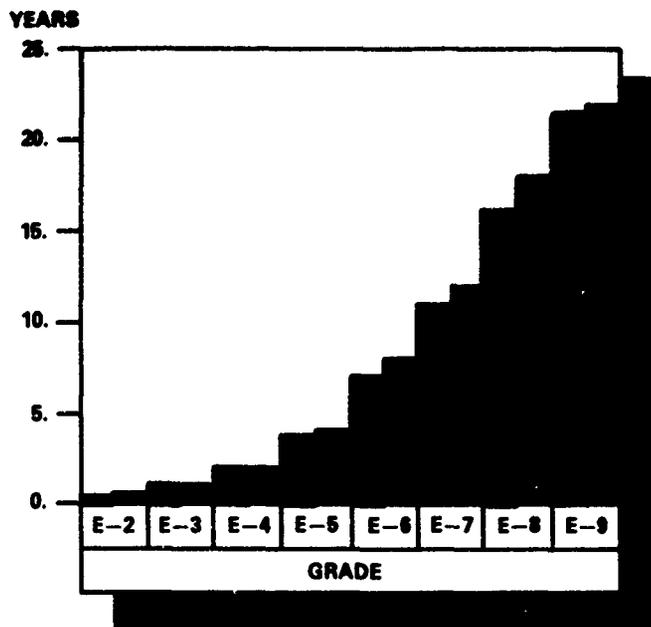
DoD

YEARS

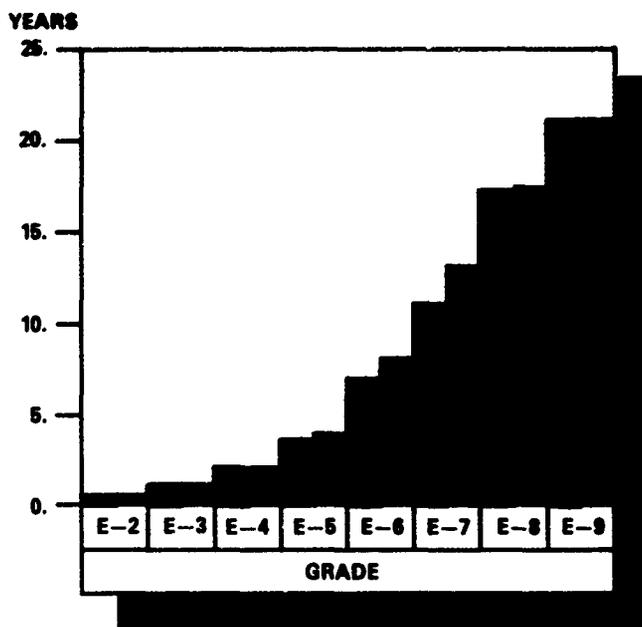


# TIS AT PROMOTION DURING FY 84

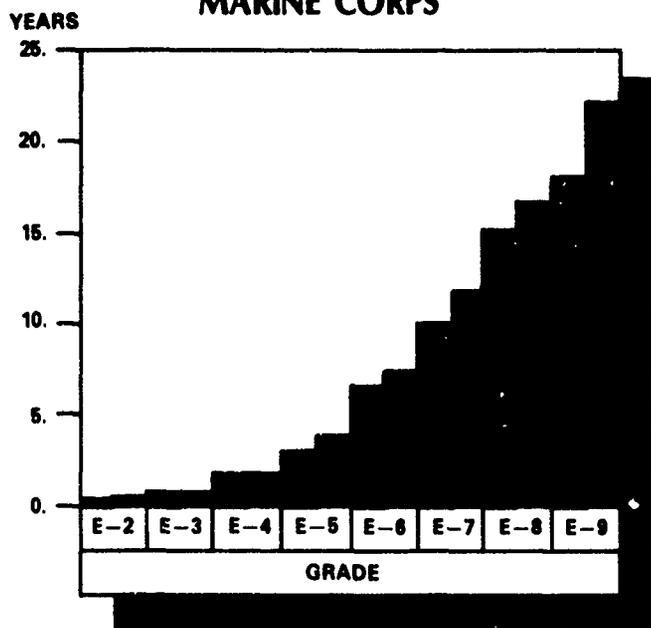
## ARMY



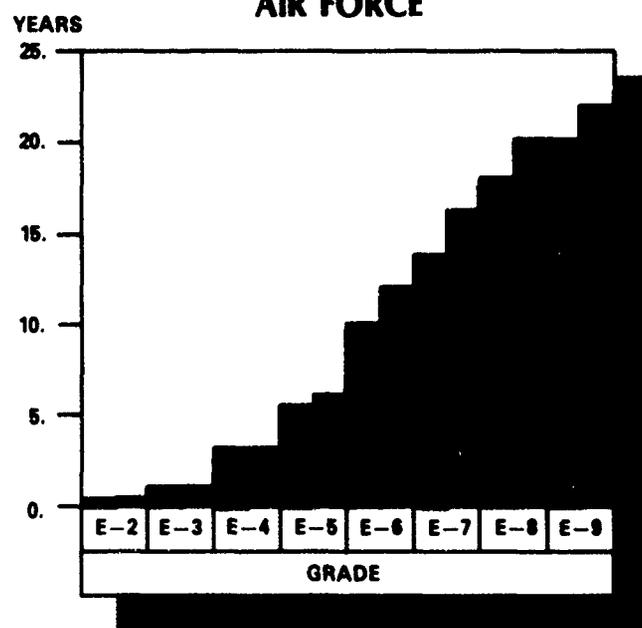
## NAVY



## MARINE CORPS



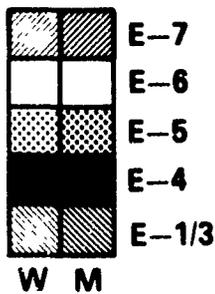
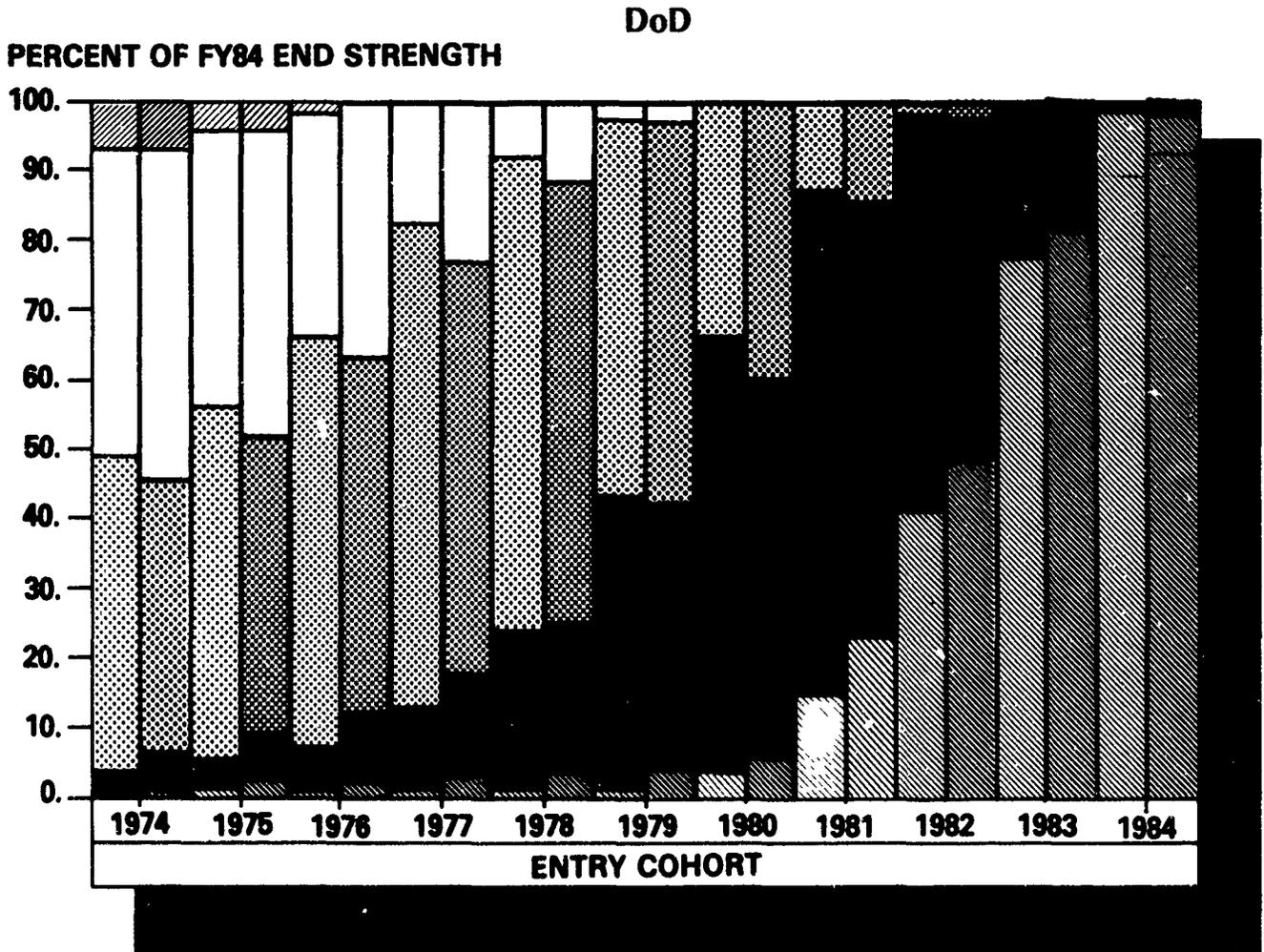
## AIR FORCE



## ENLISTED ADVANCEMENT

The rate at which service members advance is determined by manner of duty performance and Service requirements in different skills. These charts compare promotion history for entry cohorts since 1974. The pat-

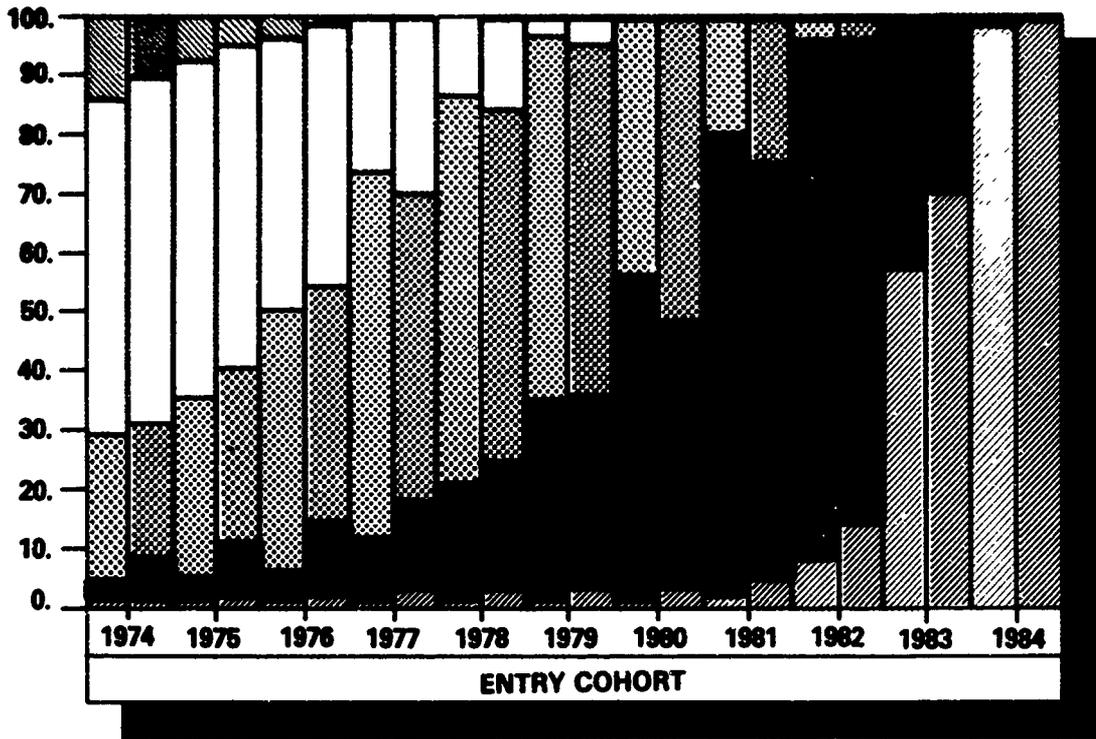
terns for men and women are very similar. This is an important indicator that women are performing their duties with the same professional competence displayed by military men.



# ENLISTED ADVANCEMENT

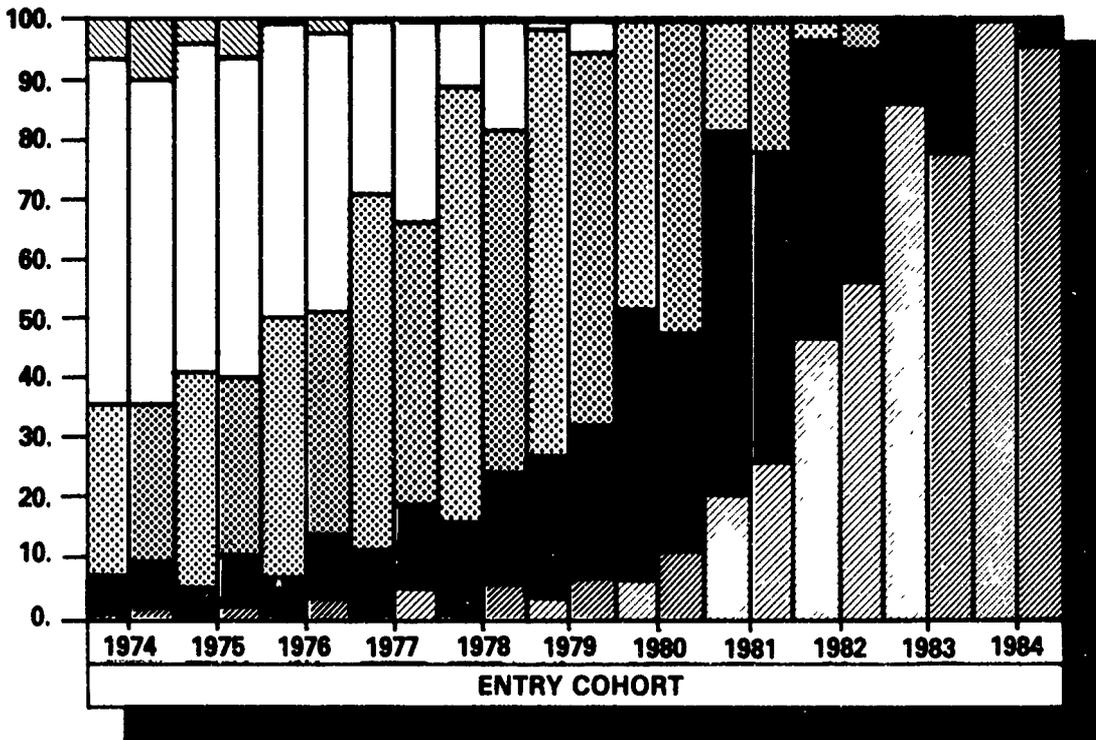
## ARMY

PERCENT



## NAVY

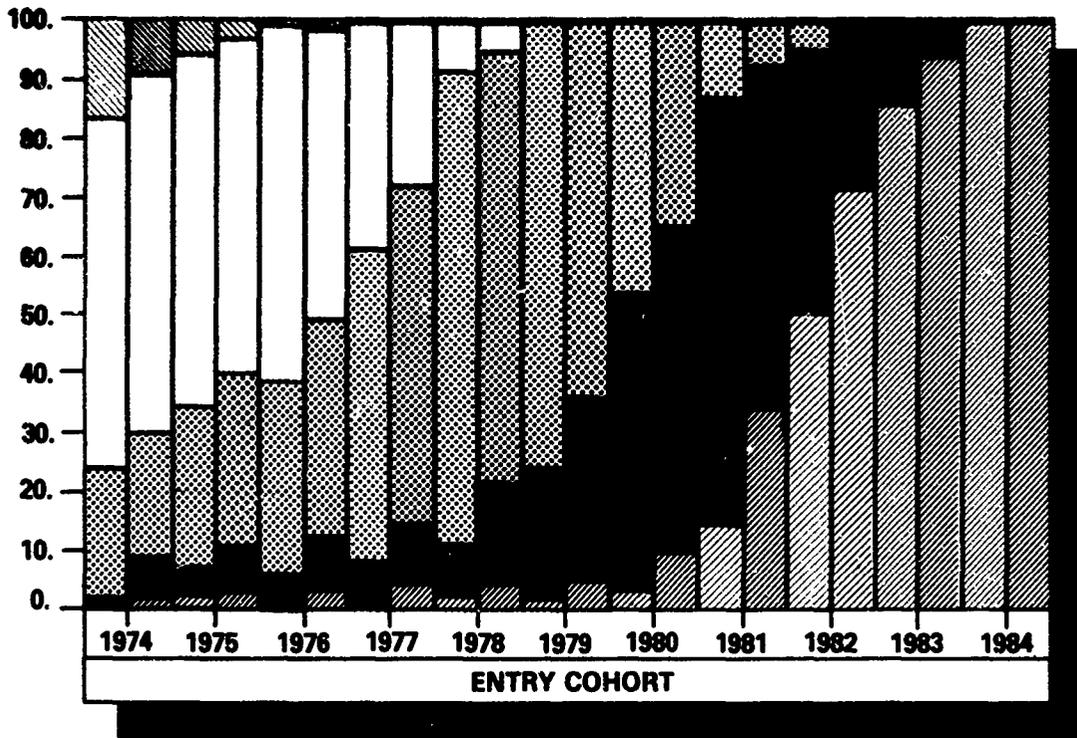
PERCENT



# ENLISTED ADVANCEMENT

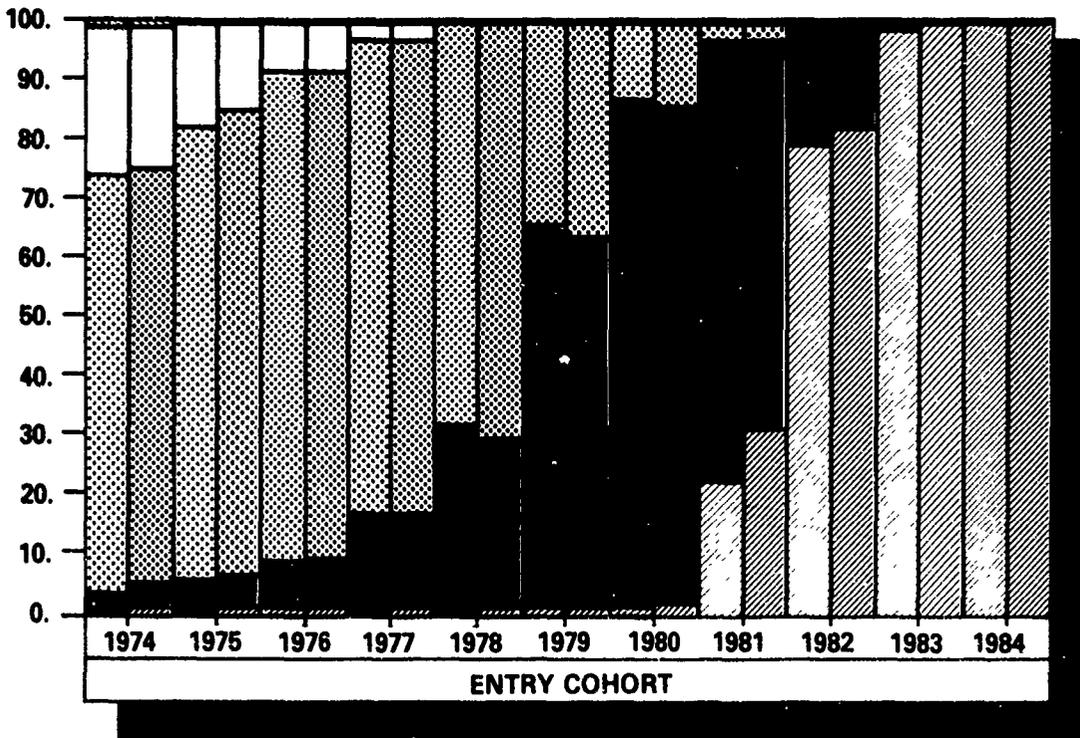
## MARINE CORPS

PERCENT



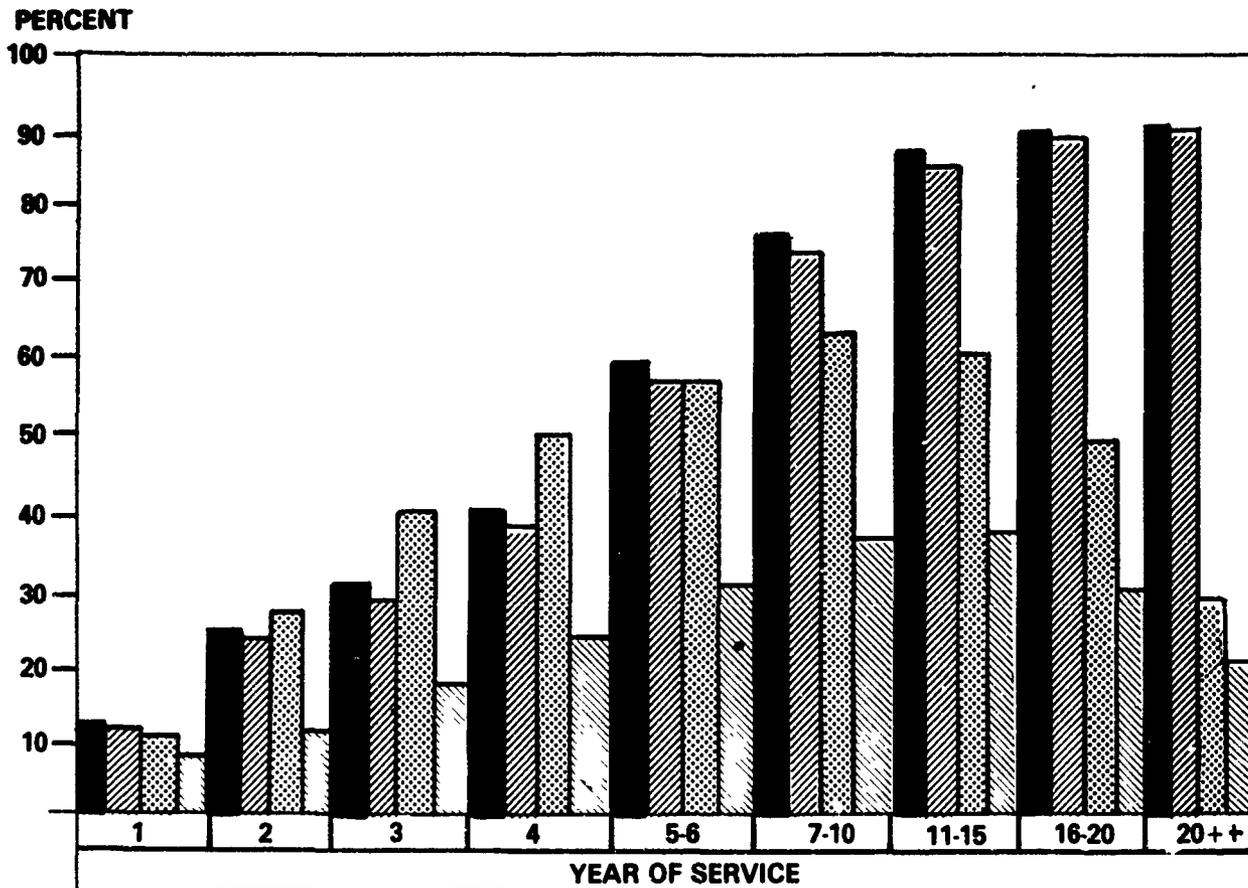
## AIR FORCE

PERCENT



# ENLISTED PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE

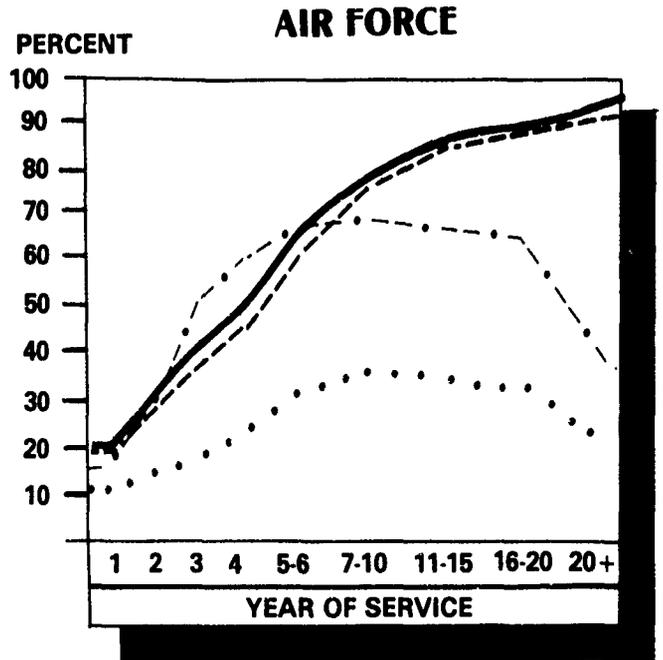
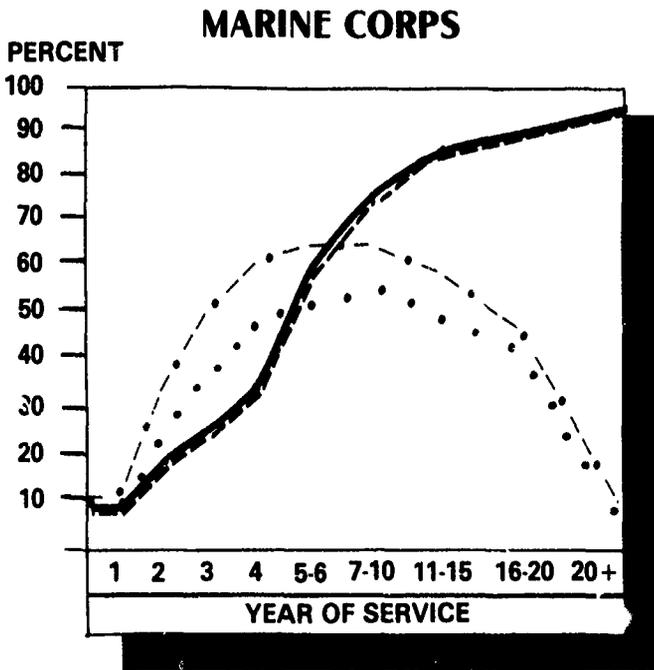
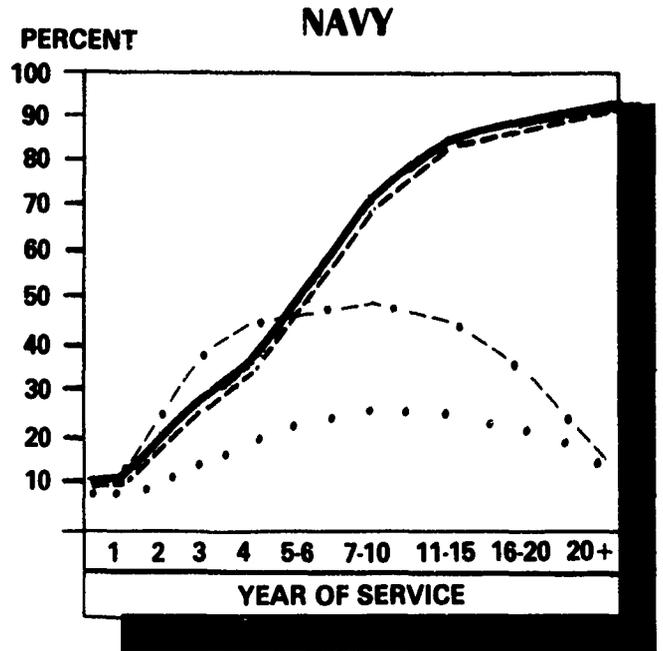
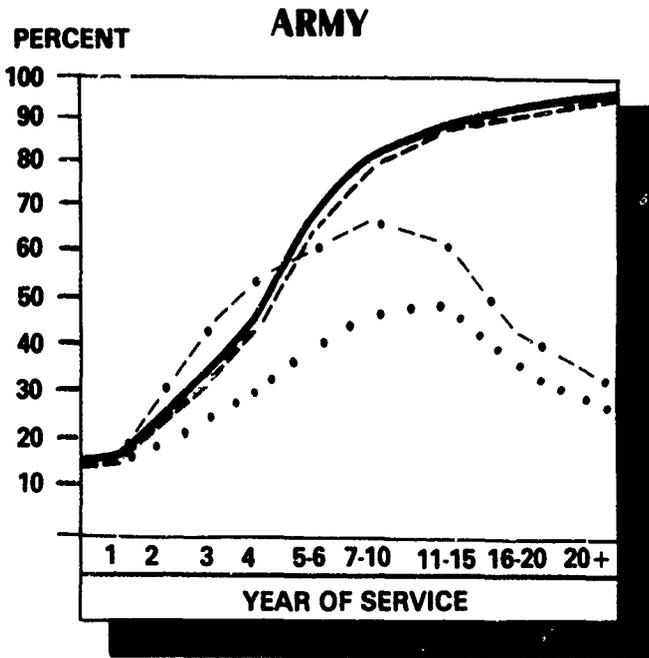
DOD




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

These charts compare the relative percentages of married service members by year of service, and also compare the percentages of those married with dependents.

# ENLISTED PERSONNEL PERCENT MARRIED BY YEAR OF SERVICE



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



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**SECTION III -  
MINORITY WOMEN**

# MINORITY WOMEN.

This section displays 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

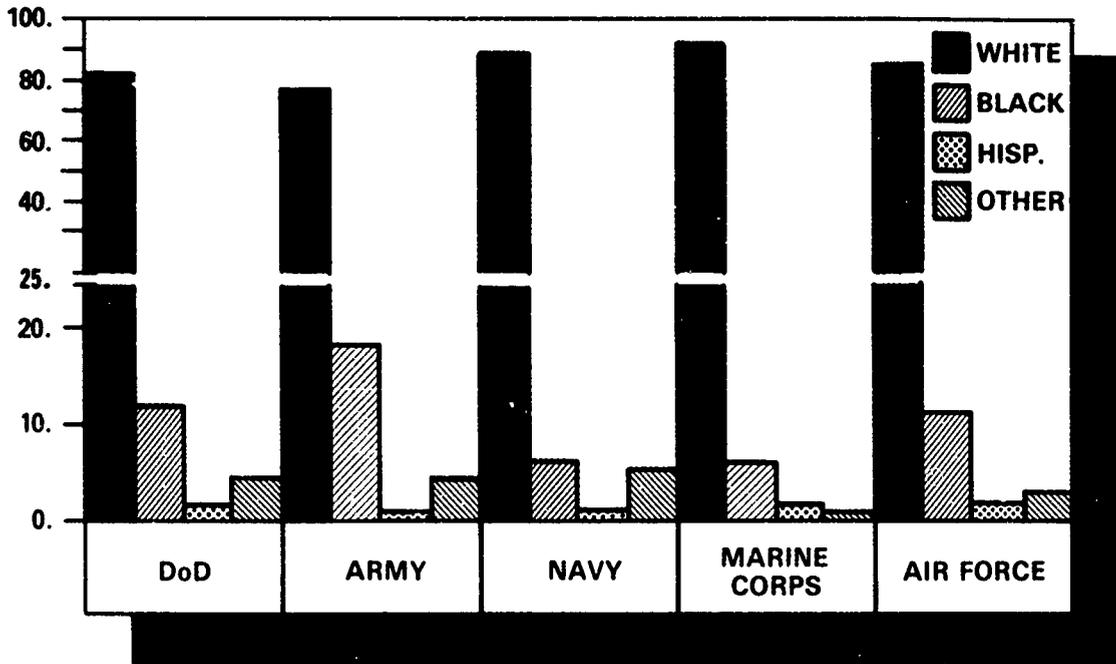
"Other" category includes the following race/ethnic groups: Asian/Pacific Islander, American Indian/Alaskan Native, and Unknown.

## RACE/ETHNIC GROUP, PERCENT WITHIN EACH SERVICE\*

AS OF 30 SEPTEMBER 1984

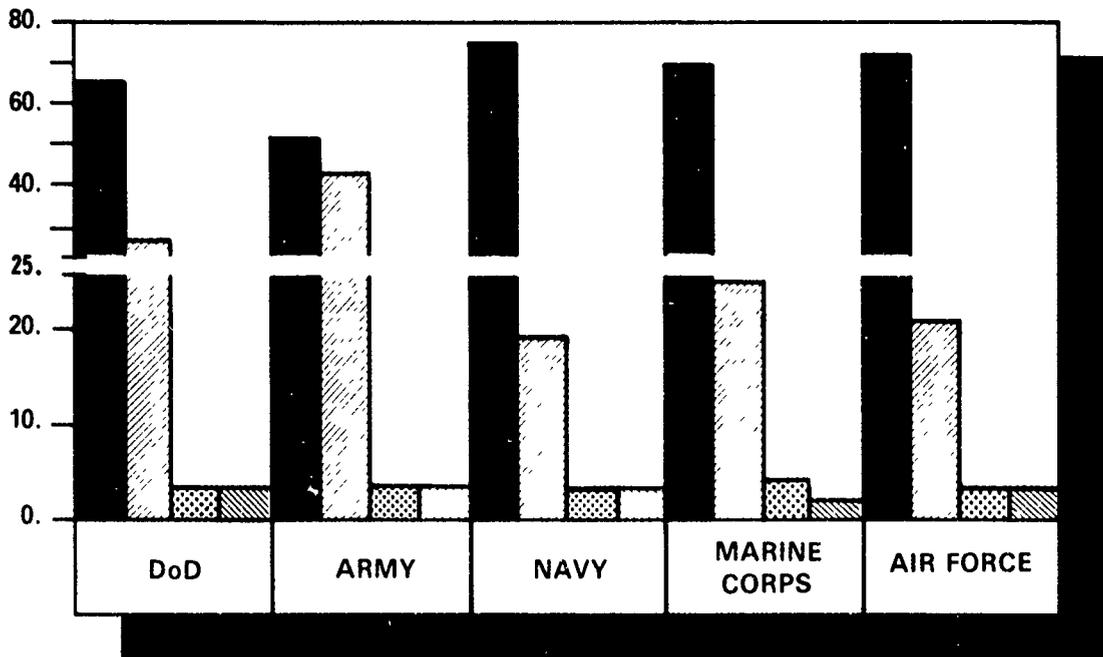
### OFFICER WOMEN

PERCENT



### ENLISTED WOMEN

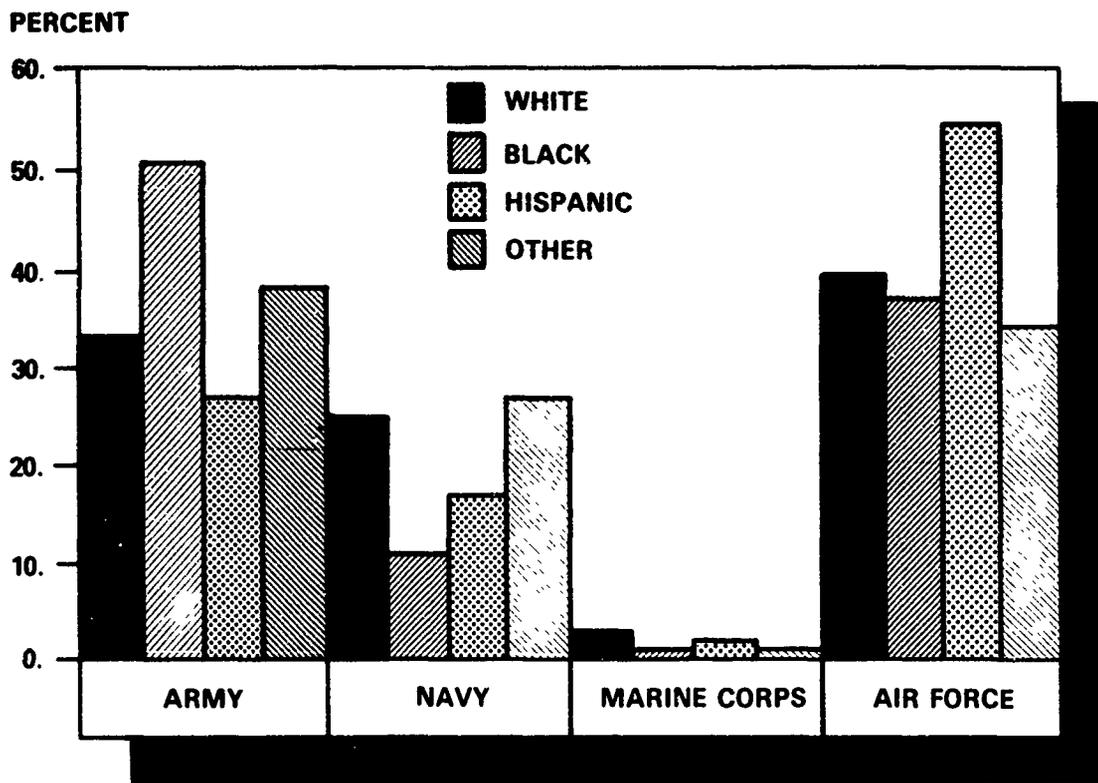
PERCENT



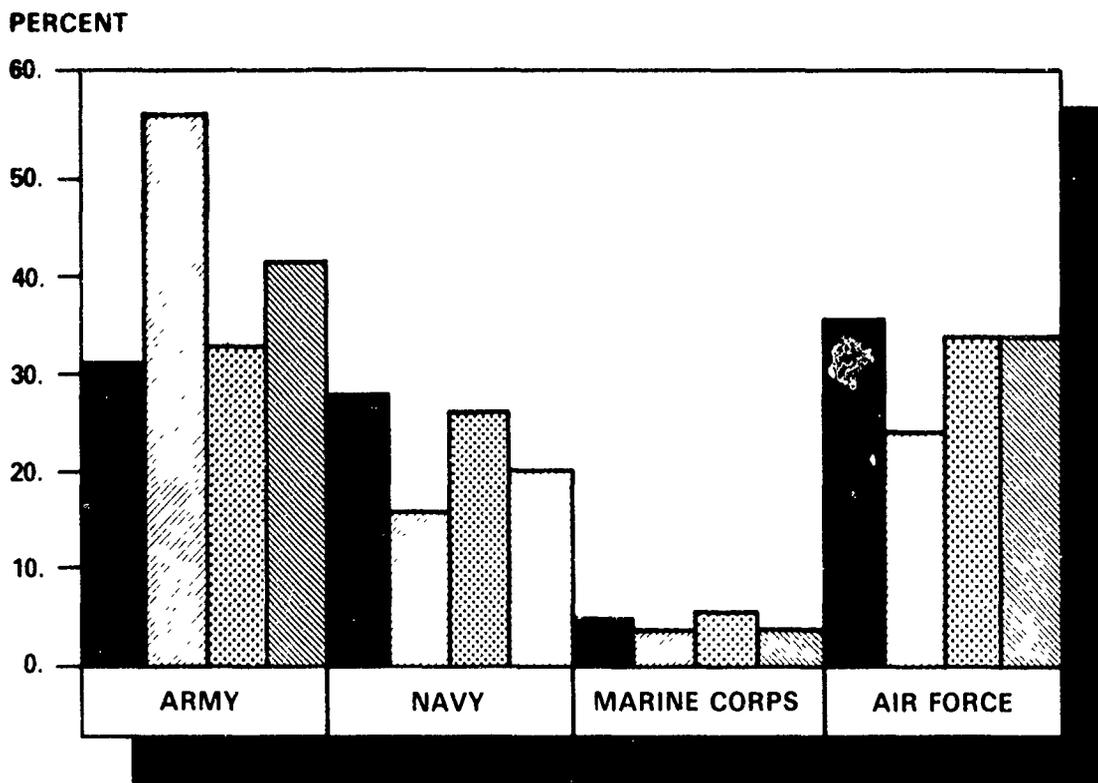
\* These graphs show the percentage of women in each race/ethnic group within the military (e.g. about 82% of the officer women are white)

# RACE/ETHNIC GROUP, PERCENT AMONG SERVICES\*

## OFFICER WOMEN



## ENLISTED WOMEN

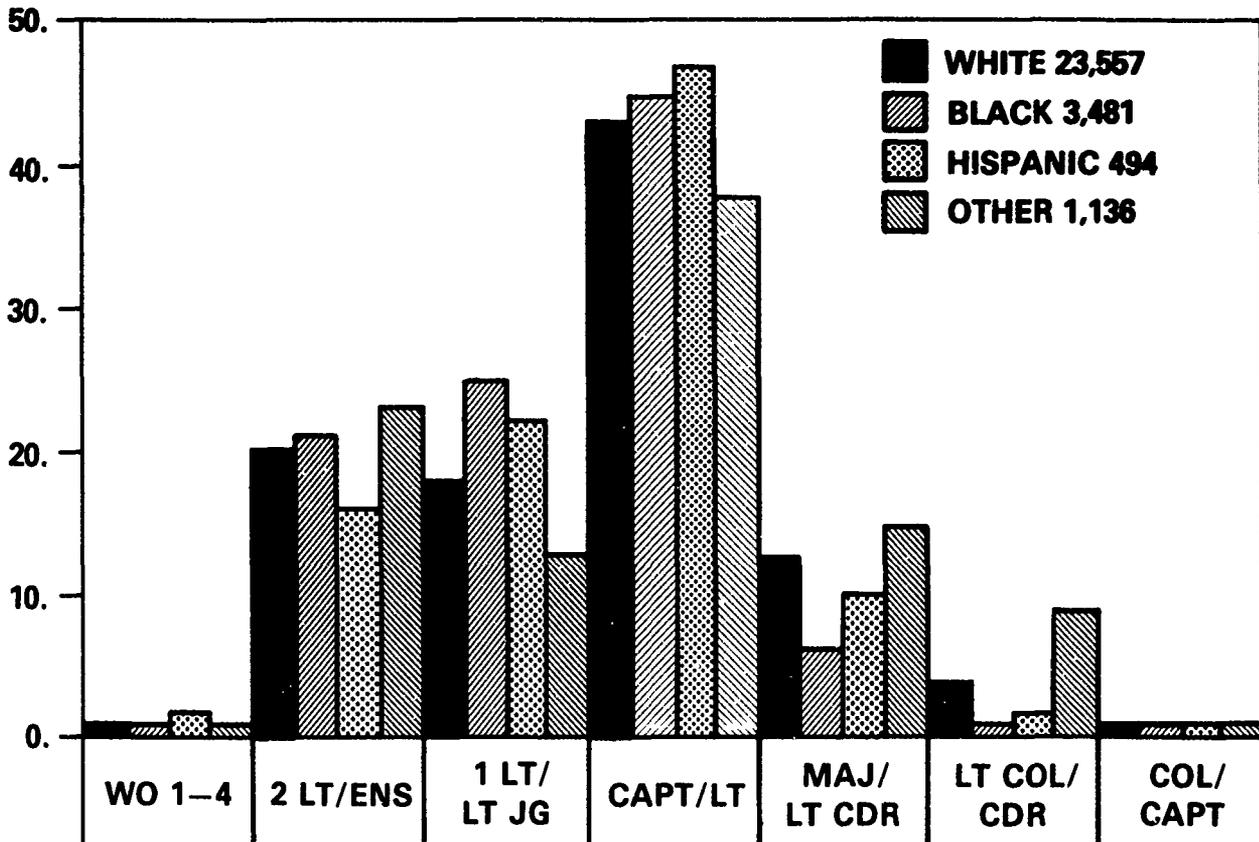


\* These graphs show the percentage of each race/ethnic group that is in each of the services (e.g. 33% of the white women officers are in the Army.).

**OFFICER WOMEN BY GRADE  
RACE/ETHNIC GROUP DISTRIBUTION  
SEPTEMBER 1984**

DoD

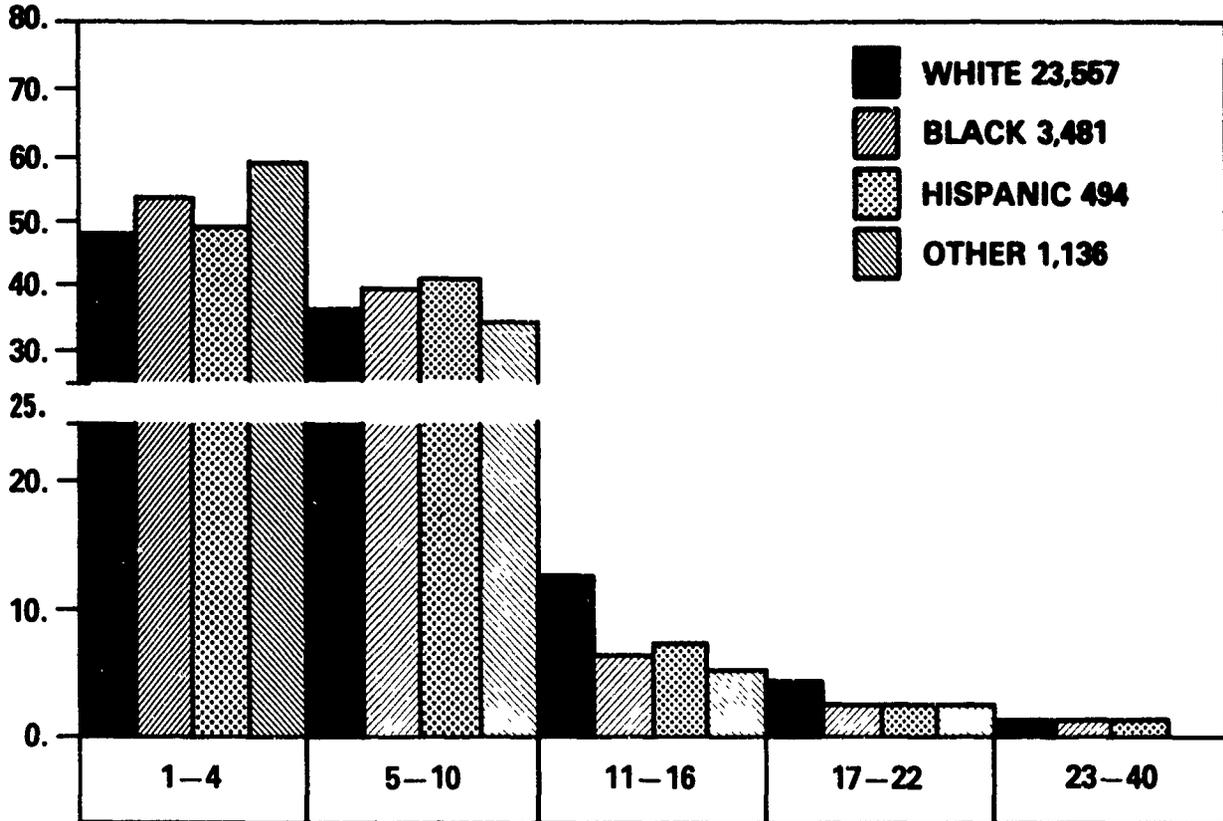
PERCENT



**OFFICER WOMEN BY YEAR OF SERVICE (YOS)  
RACE/ETHNIC GROUP DISTRIBUTION  
SEPTEMBER 1984**

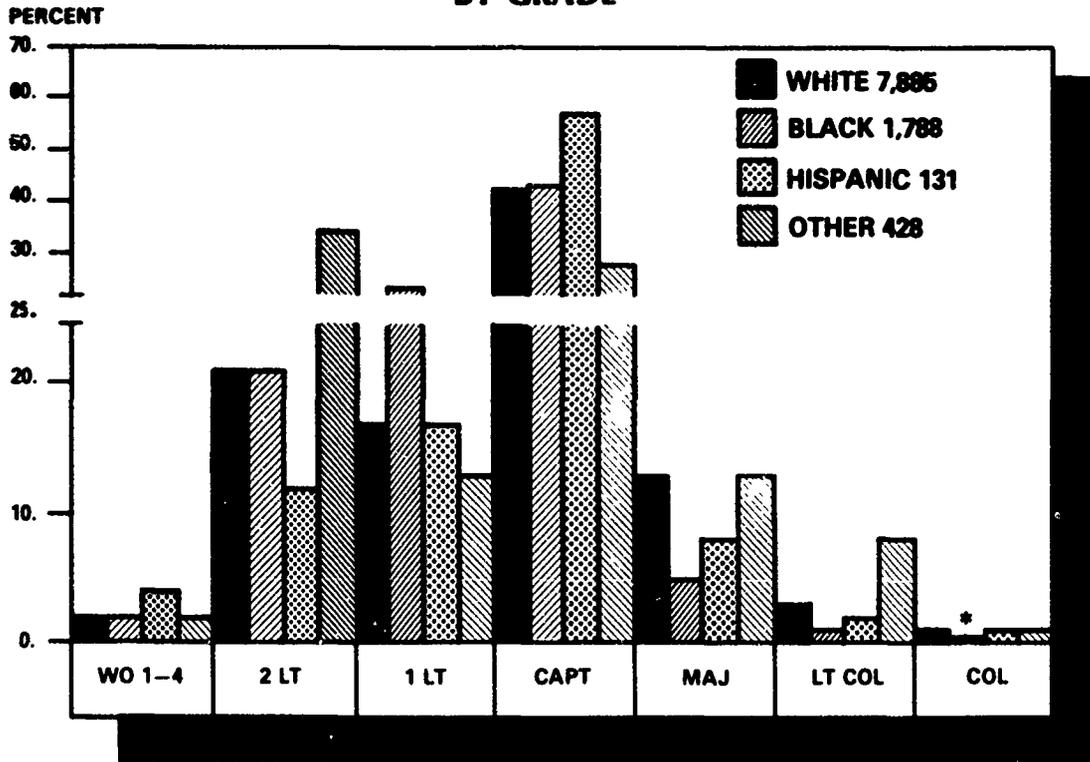
DoD

PERCENT

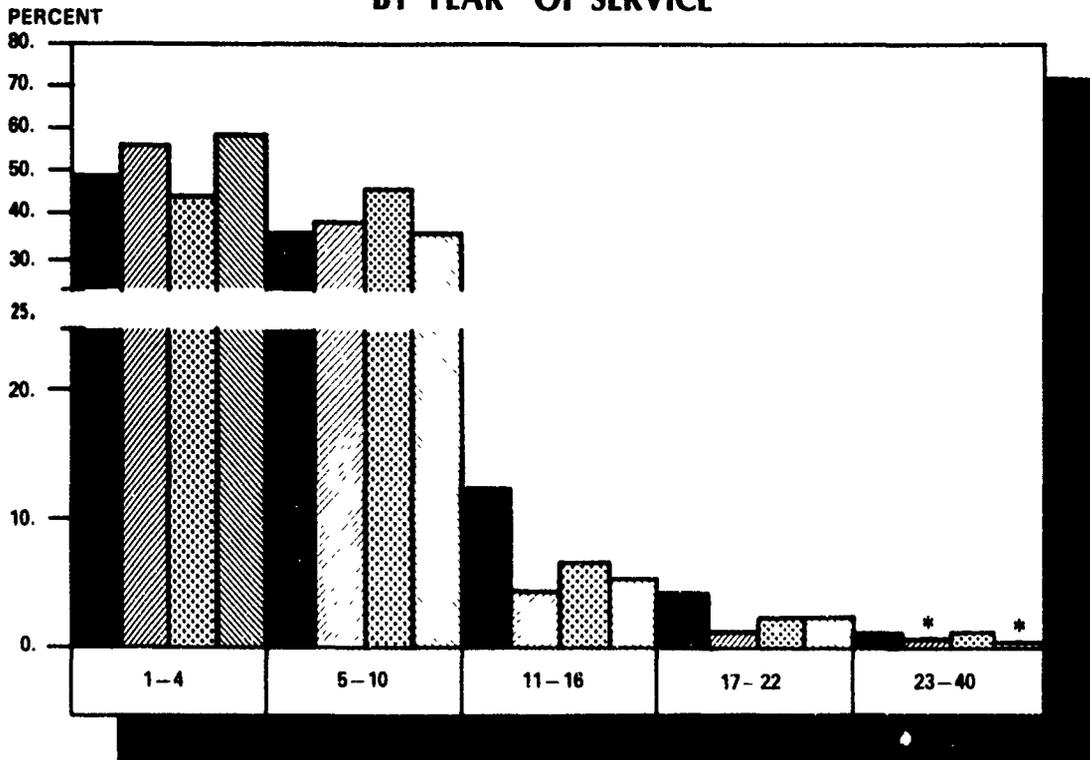


# OFFICER WOMEN - ARMY

## BY GRADE

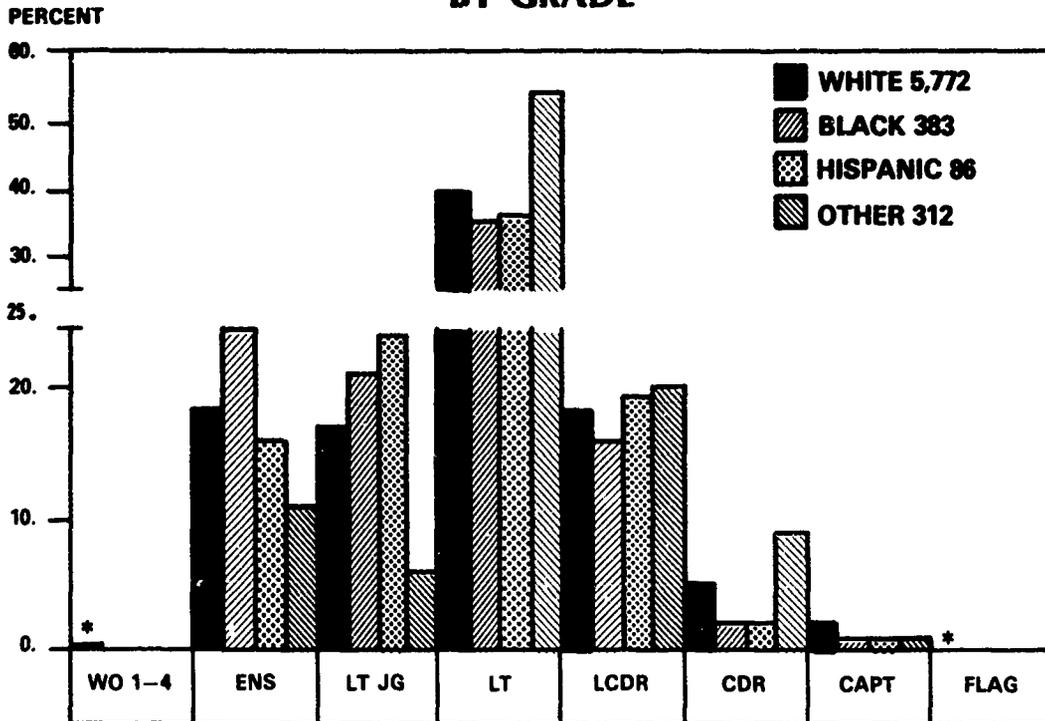


## BY YEAR OF SERVICE

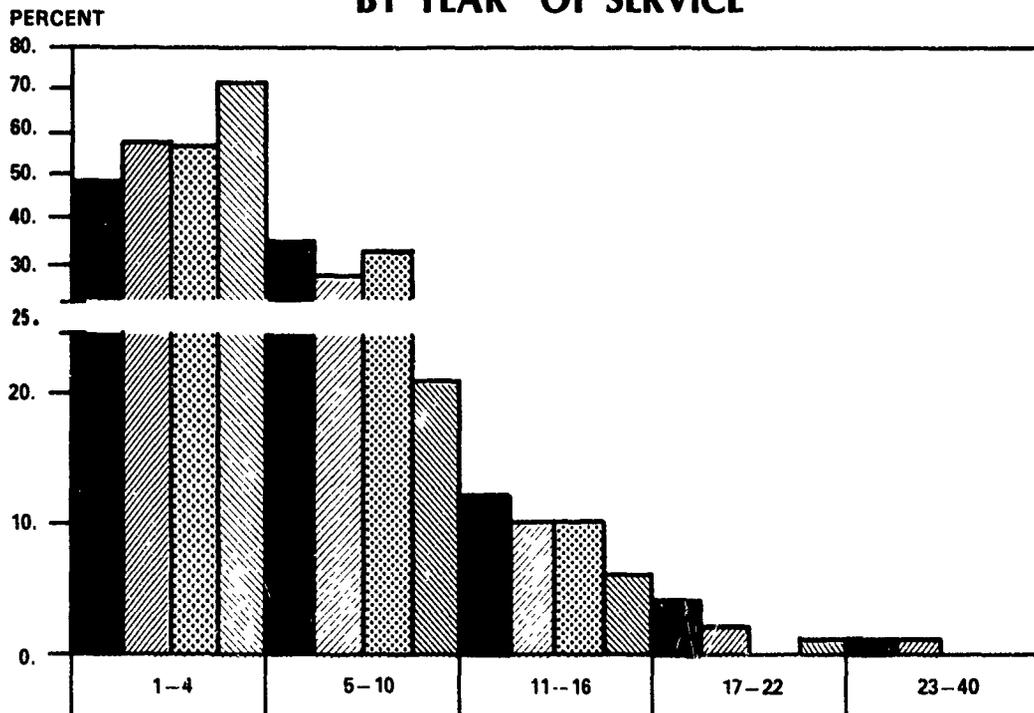


# OFFICER WOMEN - NAVY

## BY GRADE

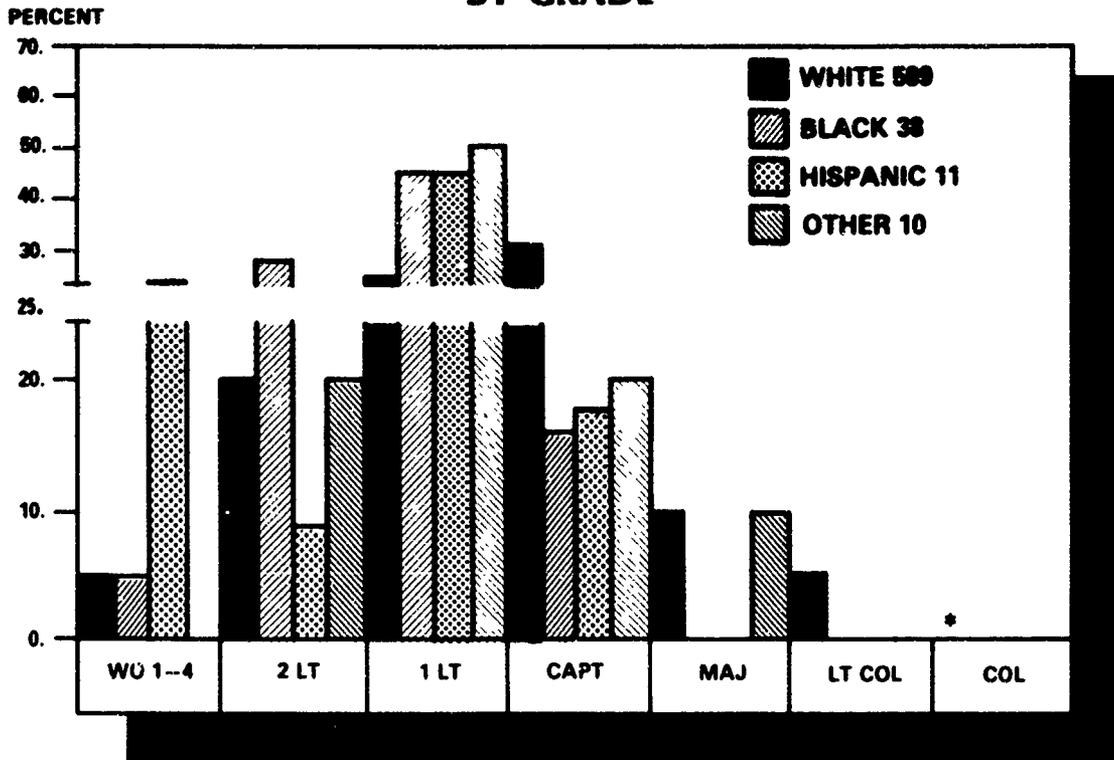


## BY YEAR OF SERVICE

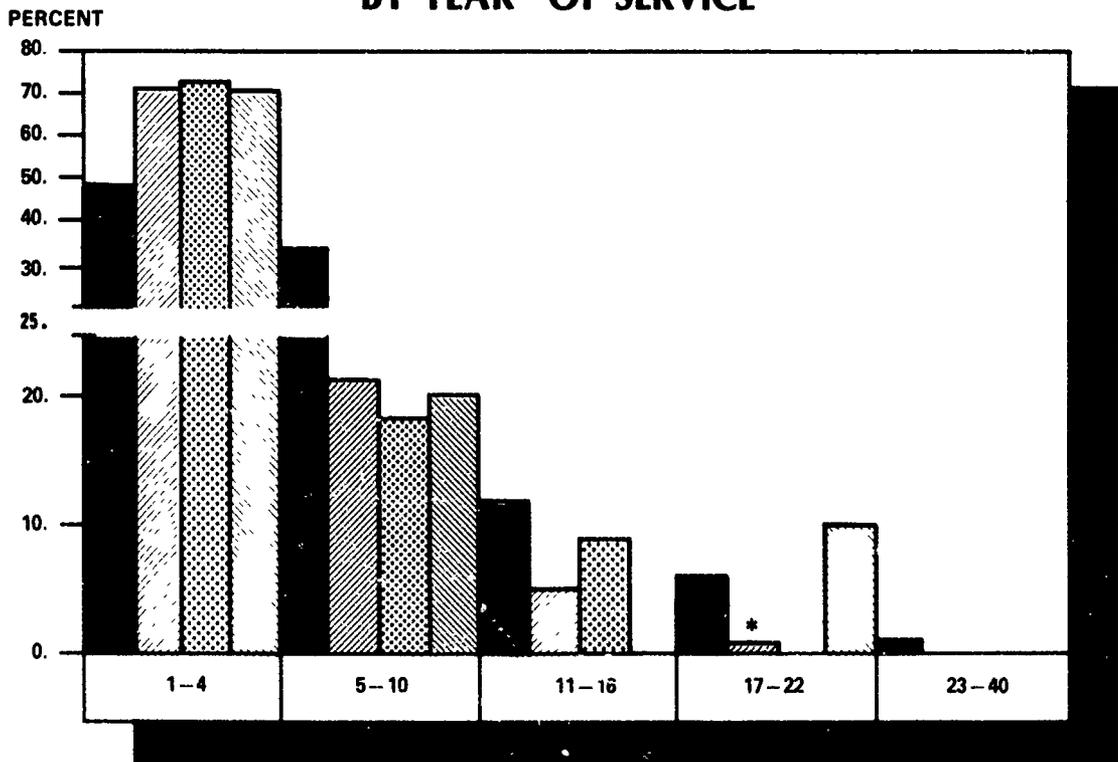


# OFFICER WOMEN - MARINE CORPS

## BY GRADE



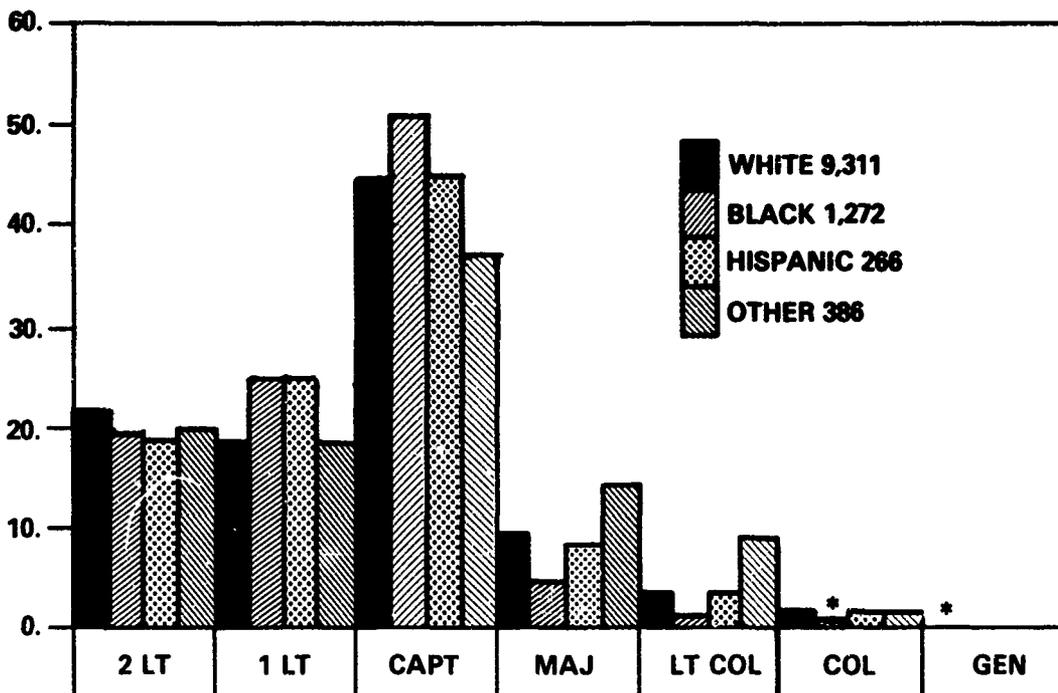
## BY YEAR OF SERVICE



# OFFICER WOMEN - AIR FORCE

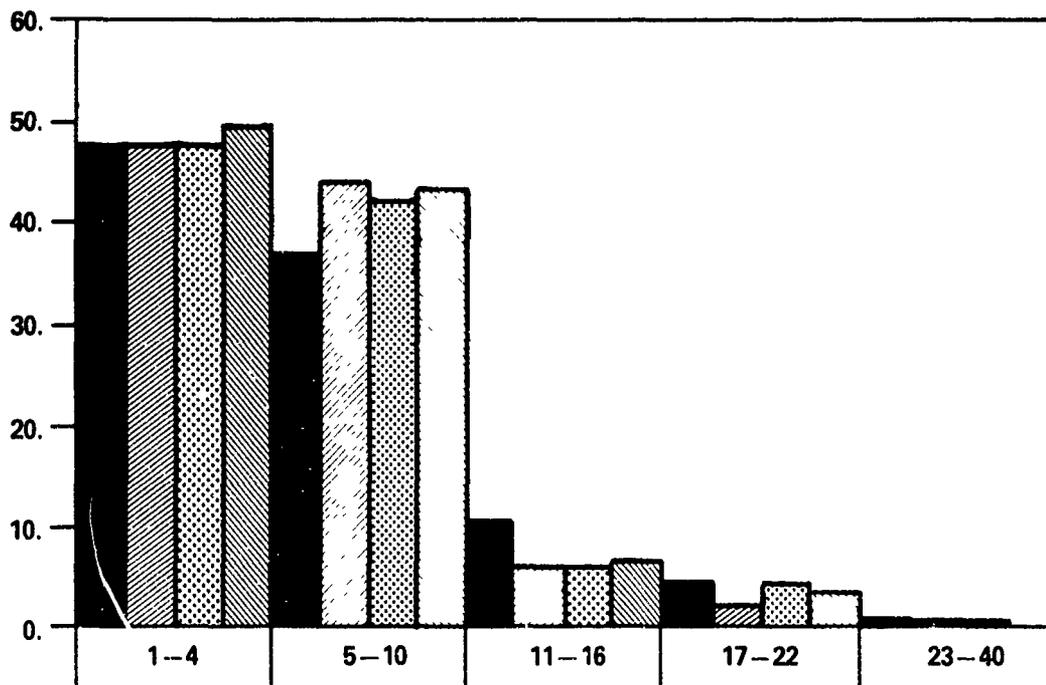
## BY GRADE

PERCENT



## BY YEAR OF SERVICE

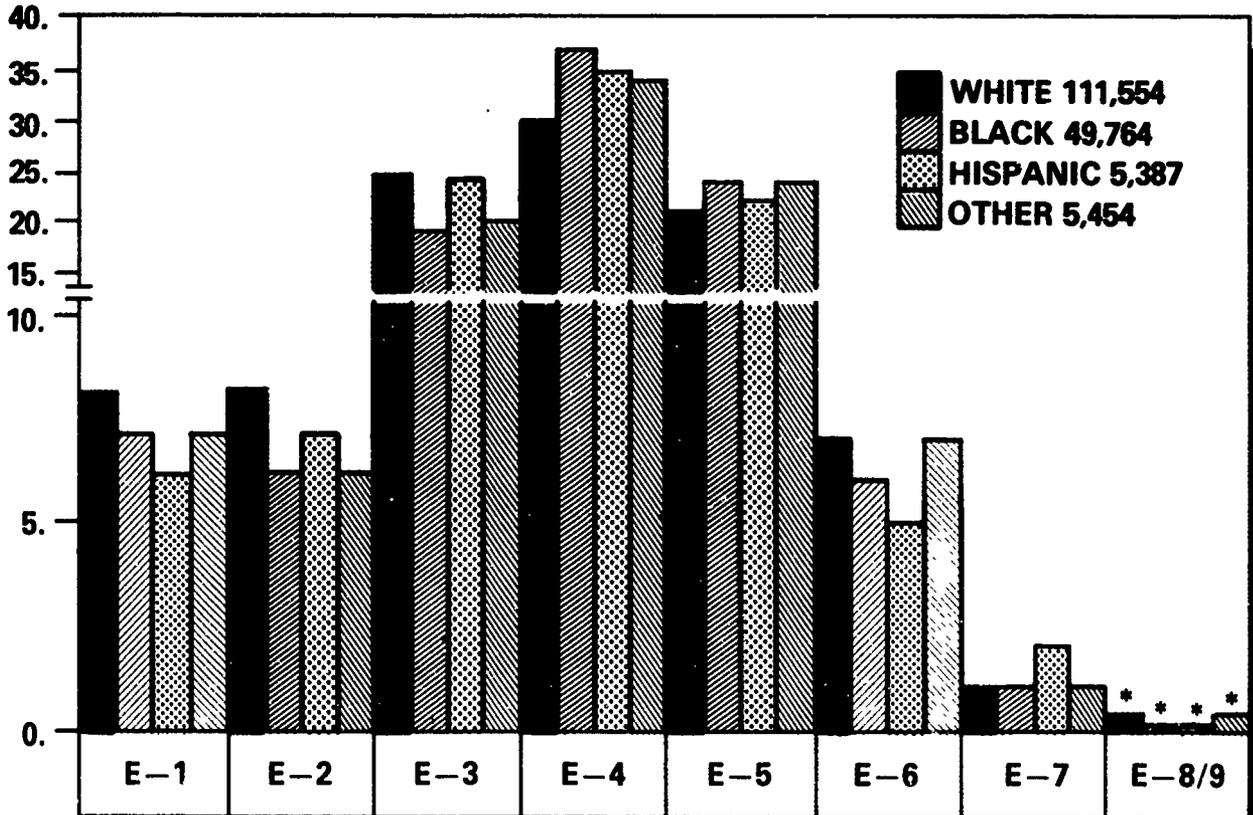
PERCENT



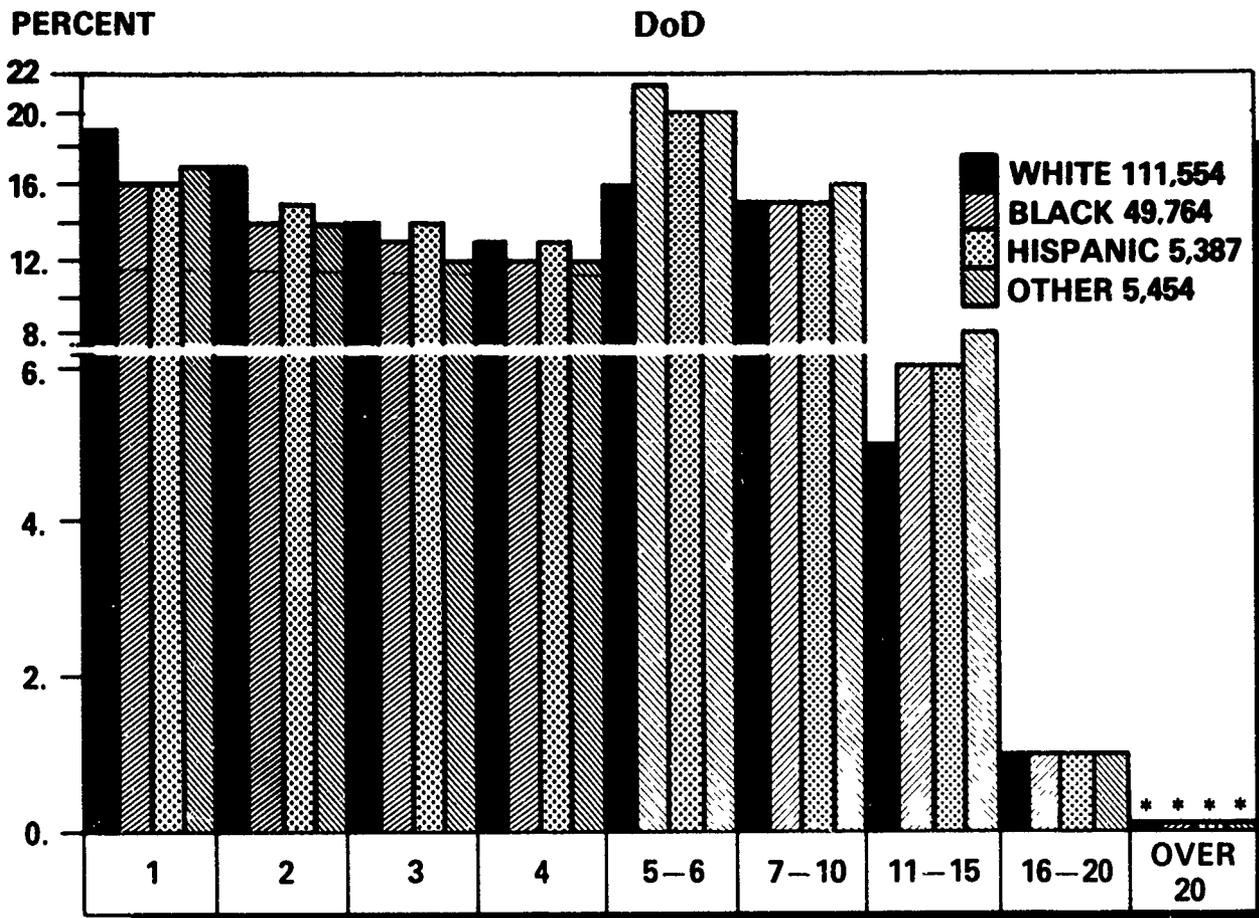
**ENLISTED WOMEN BY GRADE**  
**RACE/ETHNIC GROUP DISTRIBUTION**  
 SEPTEMBER 1984

DoD

PERCENT

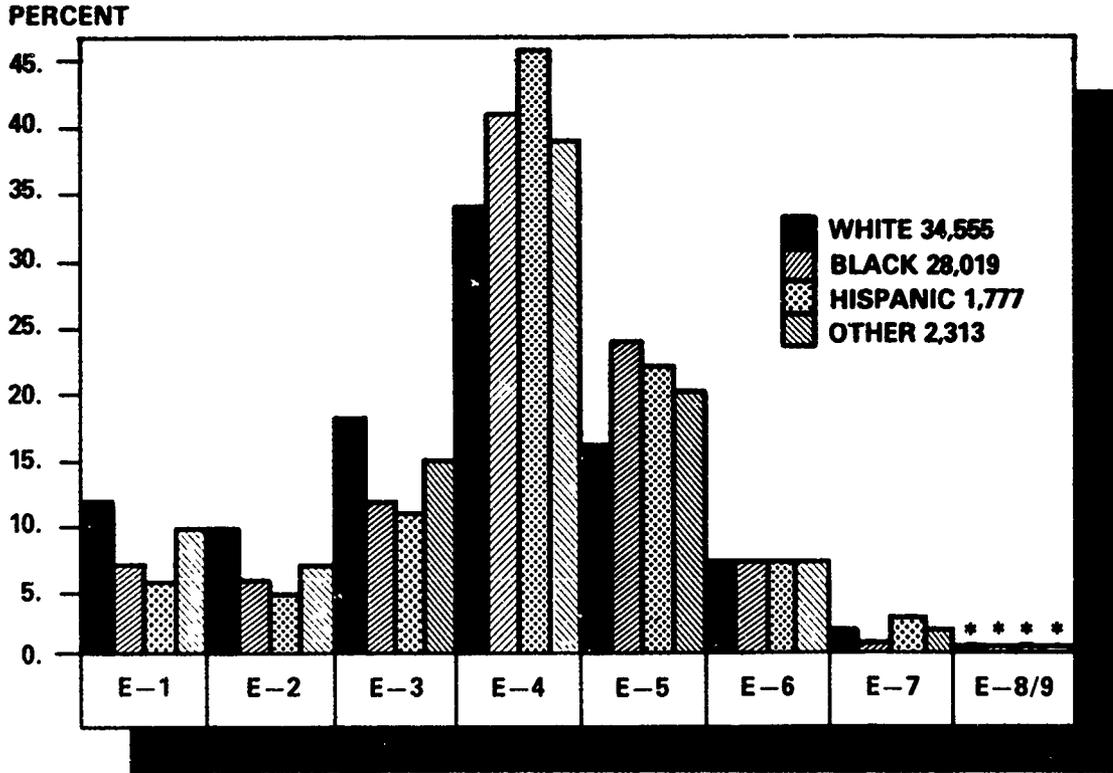


**ENLISTED WOMEN BY YEAR OF SERVICE  
RACE/ETHNIC GROUP DISTRIBUTION  
SEPTEMBER 1984**

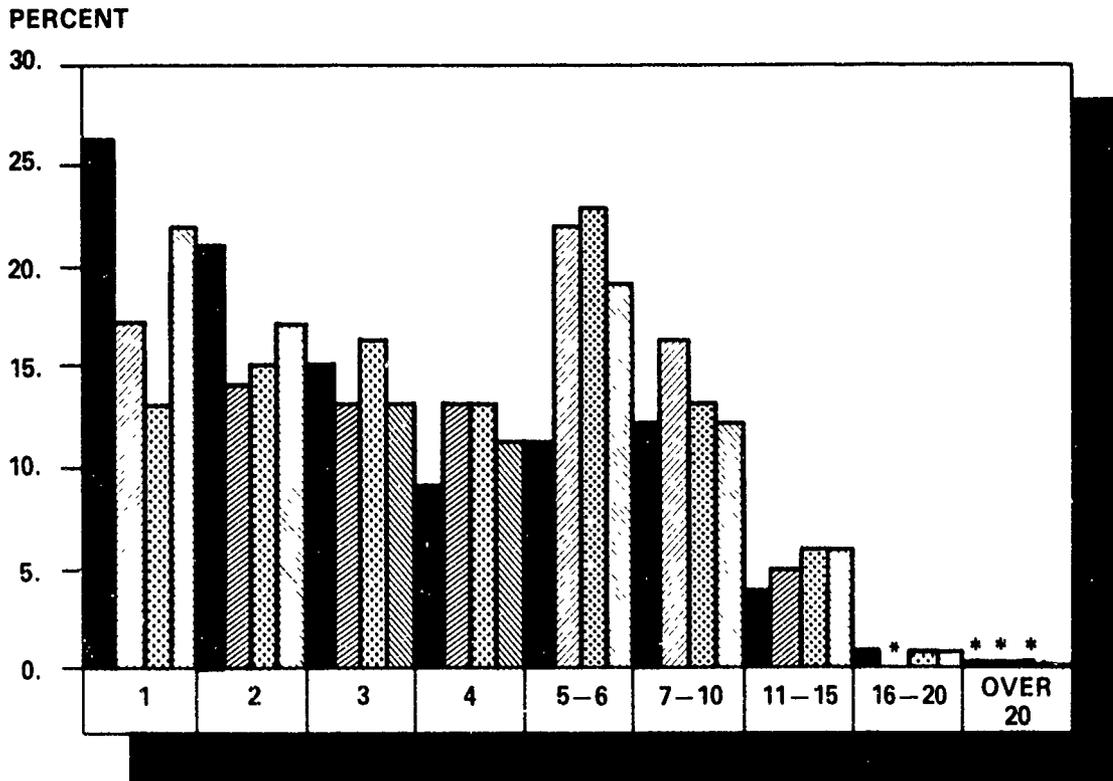


# ENLISTED WOMEN - ARMY

## BY GRADE



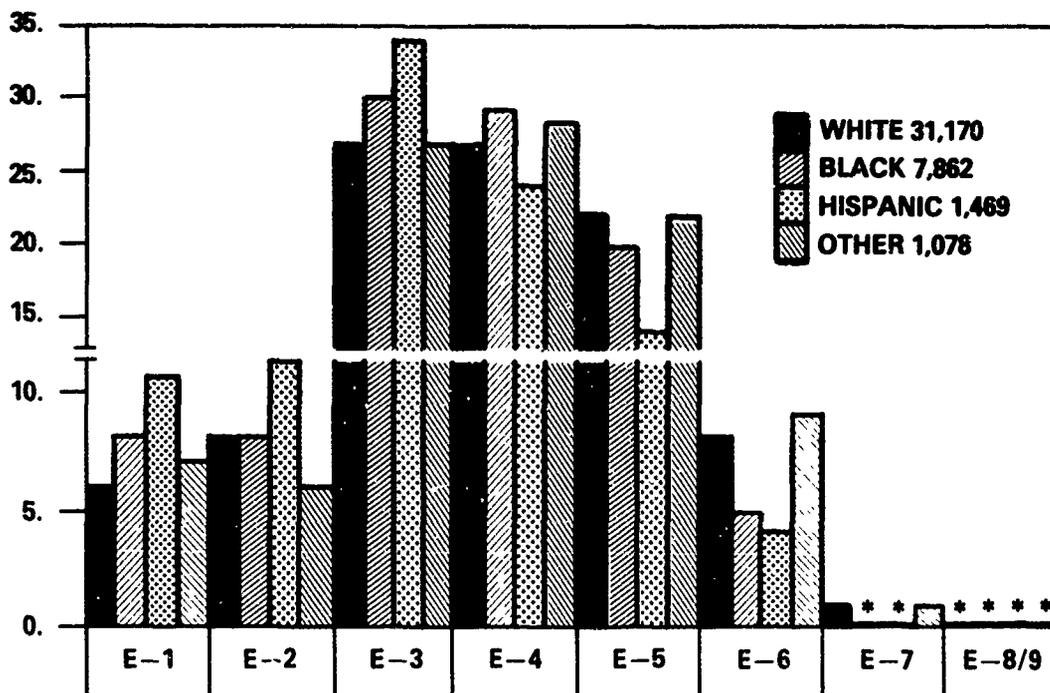
## BY YEAR OF SERVICE



# ENLISTED WOMEN - NAVY

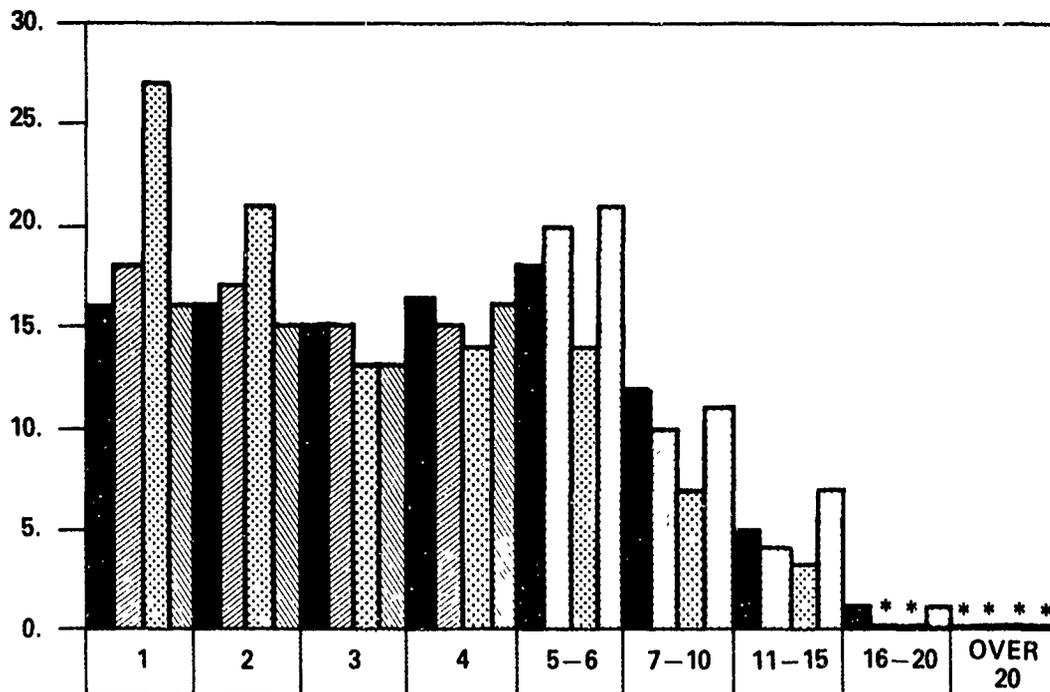
## BY GRADE

PERCENT



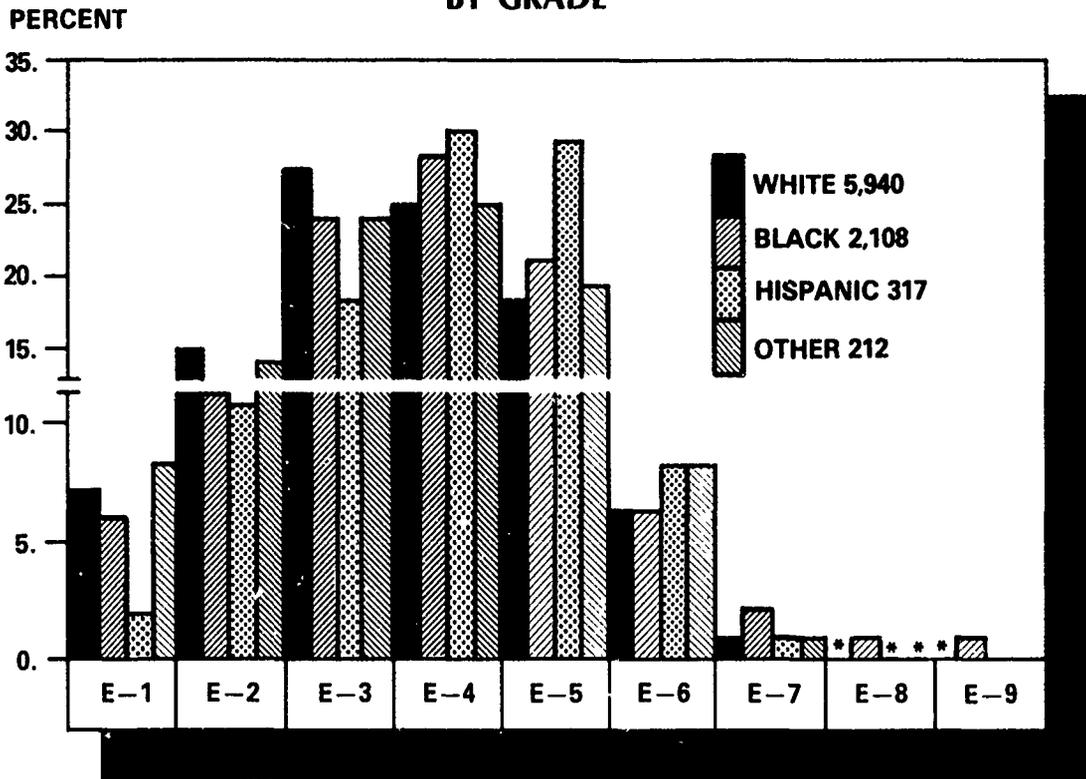
## BY YEAR OF SERVICE

PERCENT

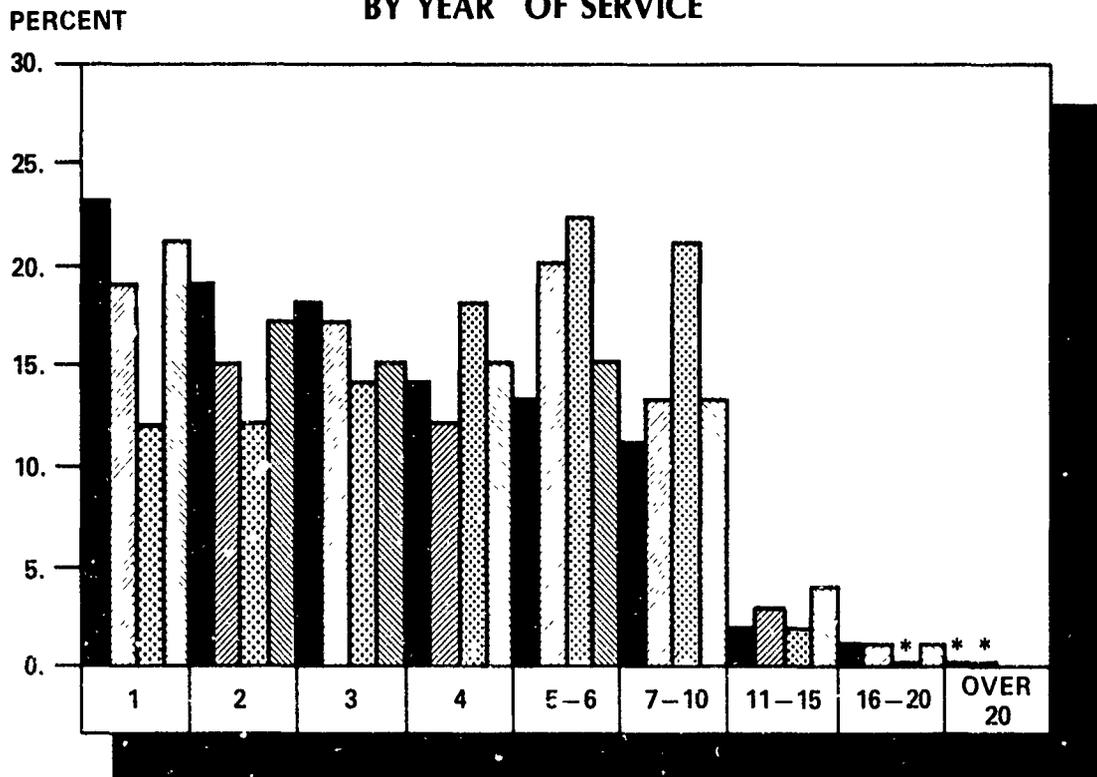


# ENLISTED WOMEN - MARINE CORPS

## BY GRADE



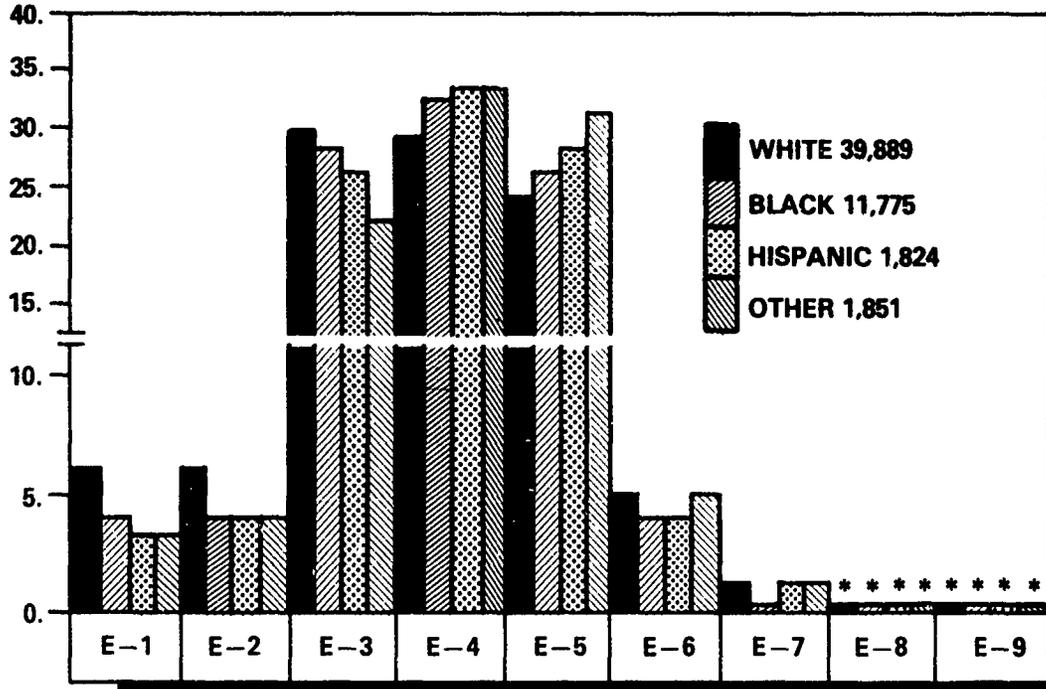
## BY YEAR OF SERVICE



# ENLISTED WOMEN - AIR FORCE

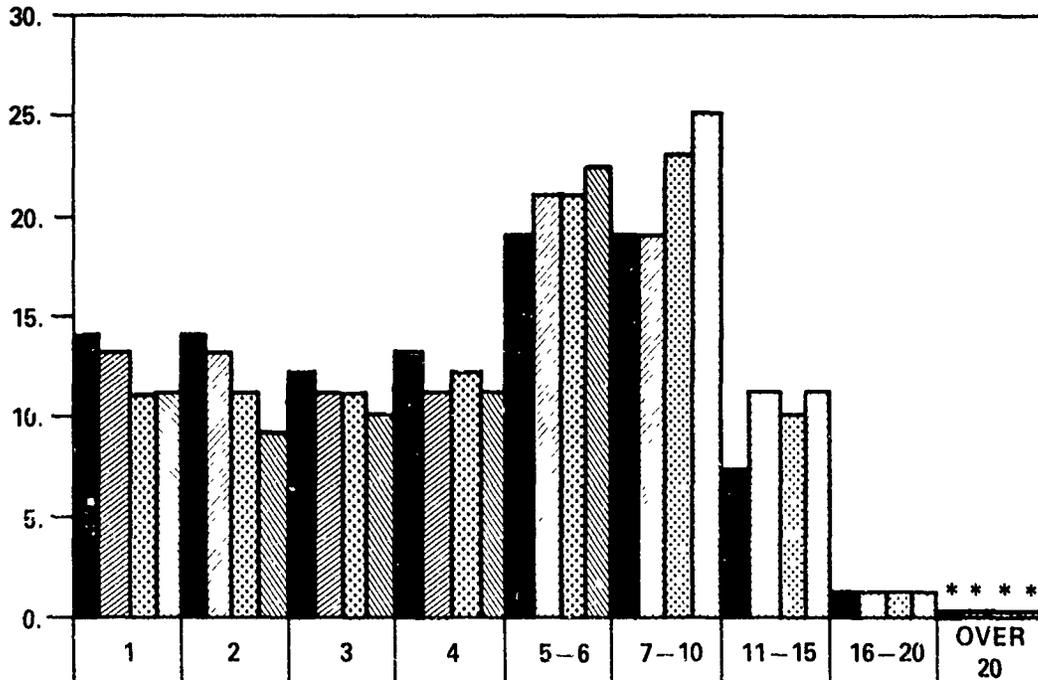
## BY GRADE

PERCENT



## BY YEAR OF SERVICE

PERCENT



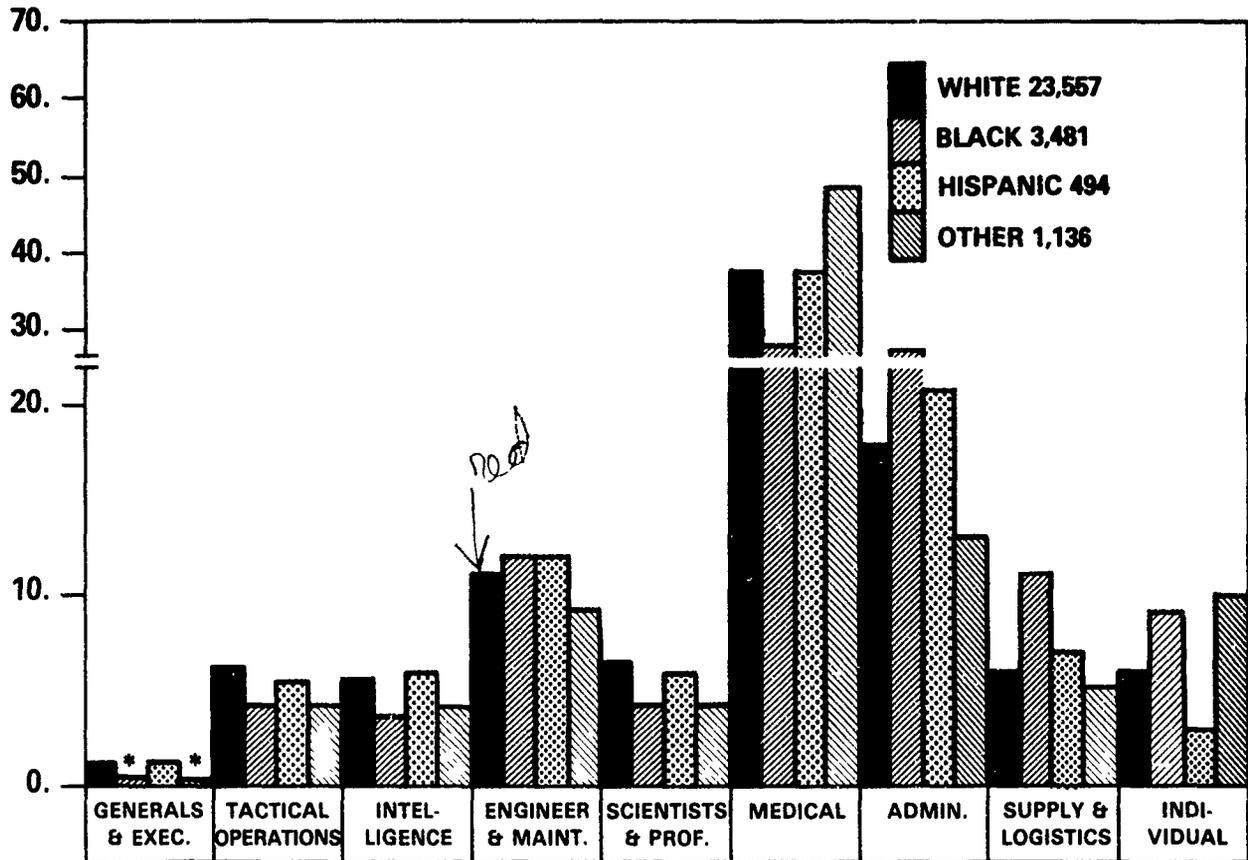
# OFFICER WOMEN BY OCCUPATION

## RACE/ETHNIC GROUP DISTRIBUTION

SEPTEMBER 1984

DoD

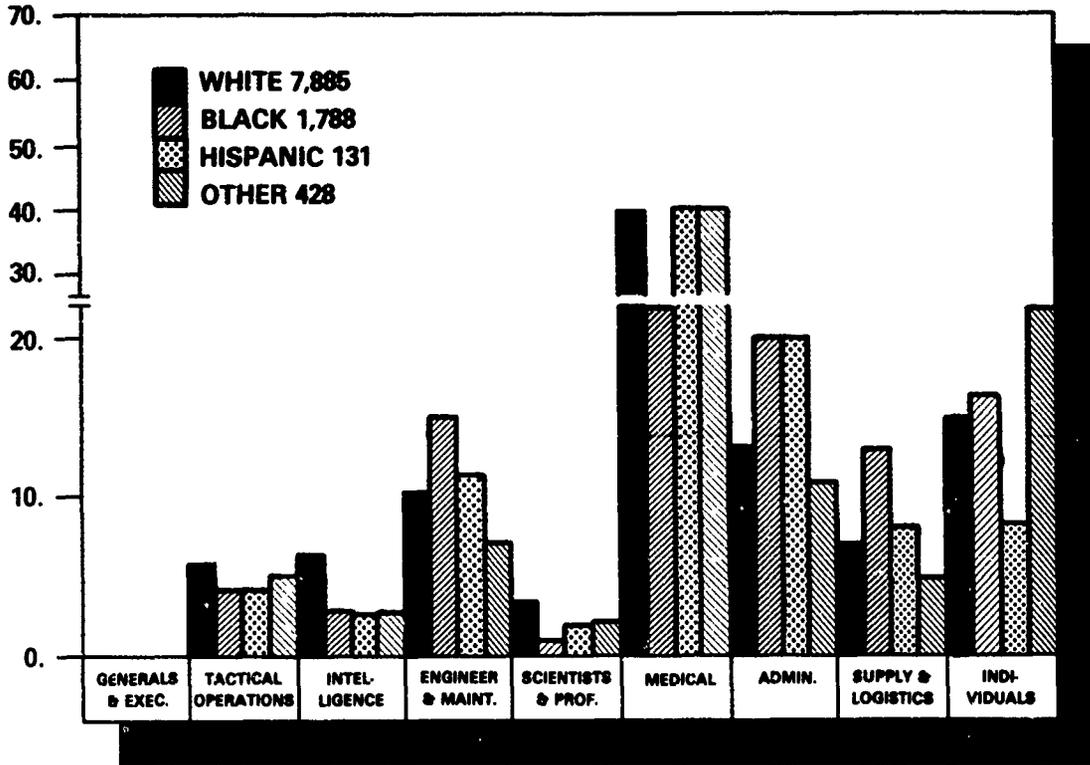
PERCENT



# OFFICER WOMEN

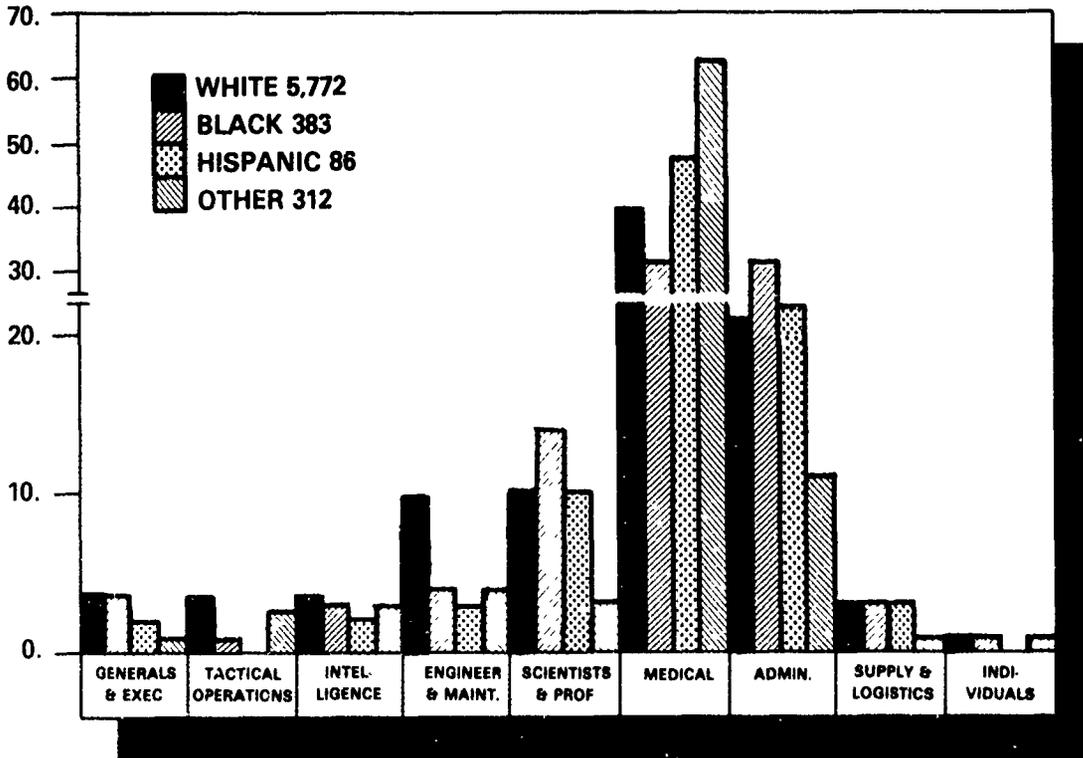
## ARMY

PERCENT



## NAVY

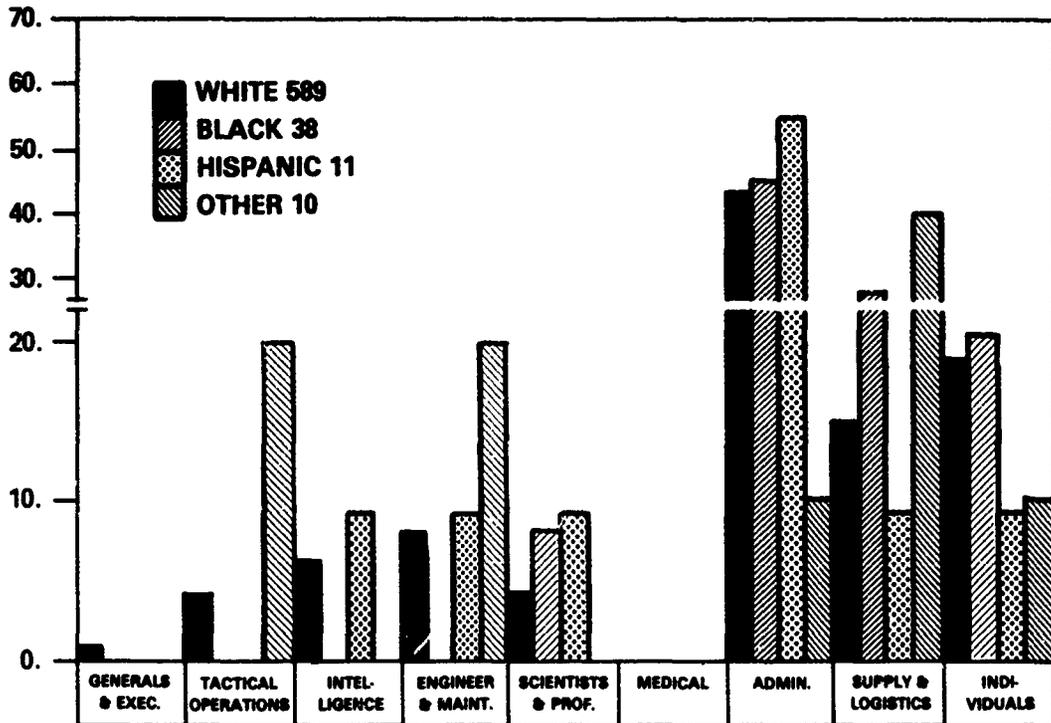
PERCENT



# OFFICER WOMEN

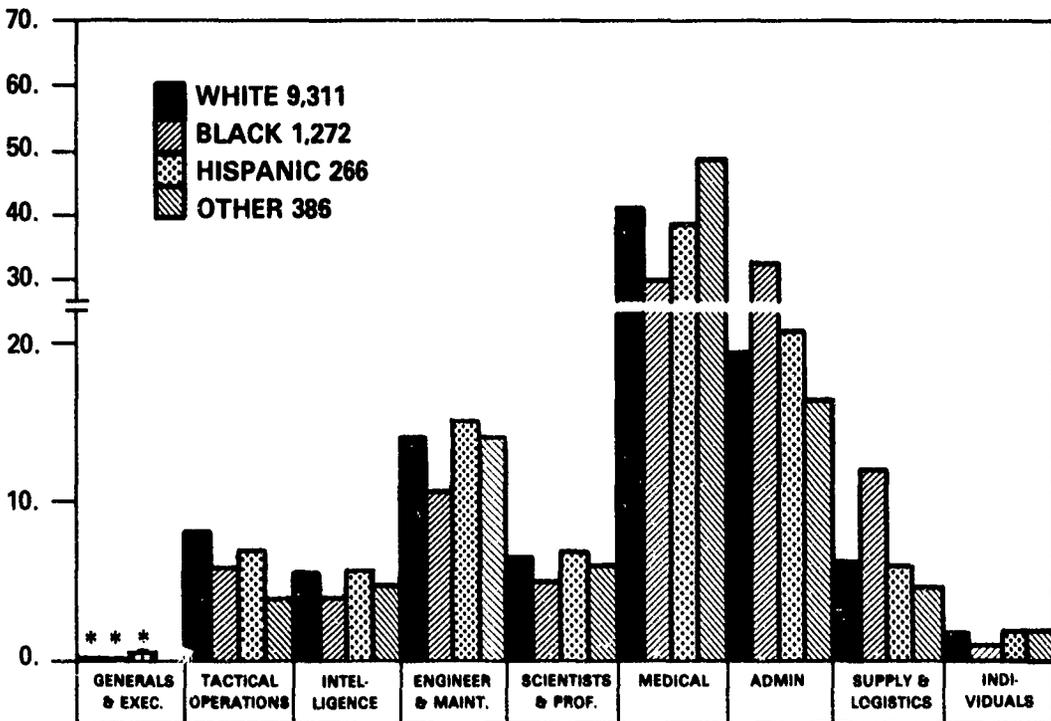
## MARINE CORPS

PERCENT



## AIR FORCE

PERCENT



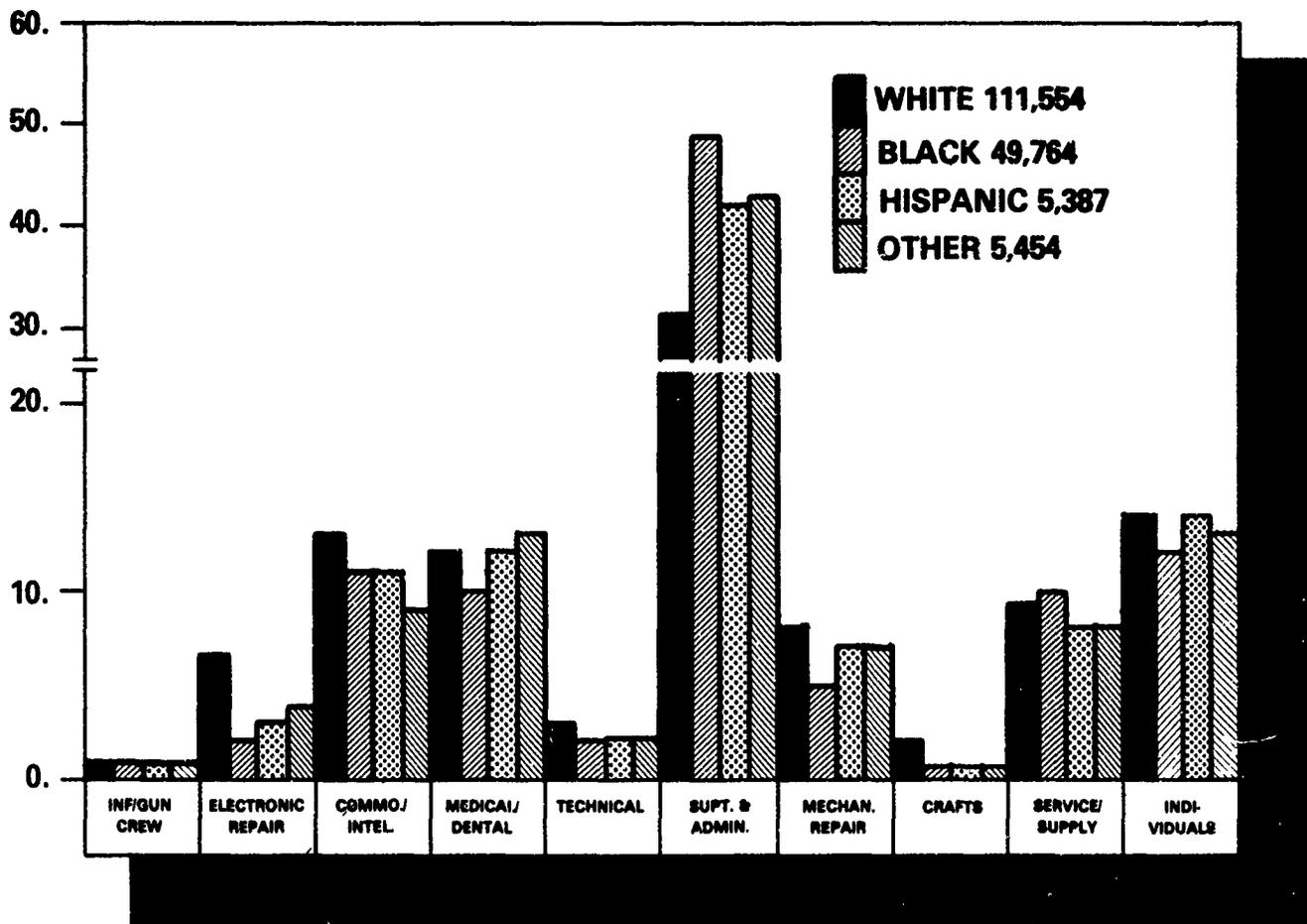
# ENLISTED WOMEN BY OCCUPATION

## RACE/ETHNIC GROUP DISTRIBUTION

SEPTEMBER 1984

DoD

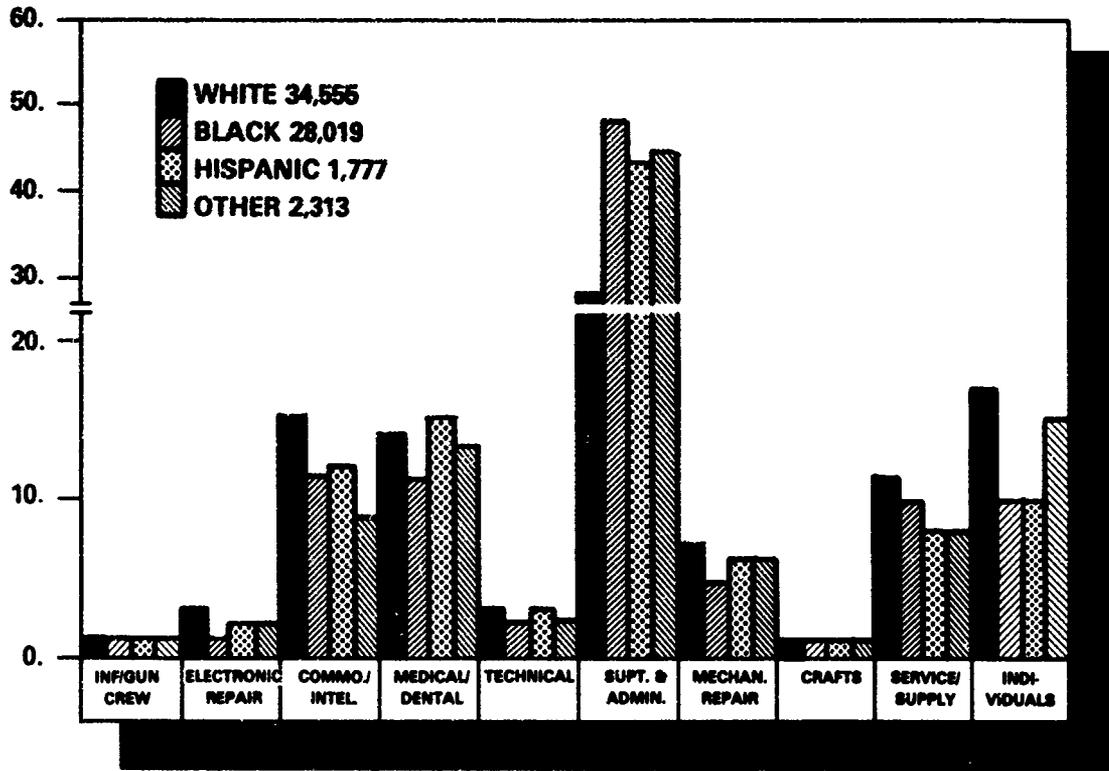
PERCENT



# ENLISTED WOMEN

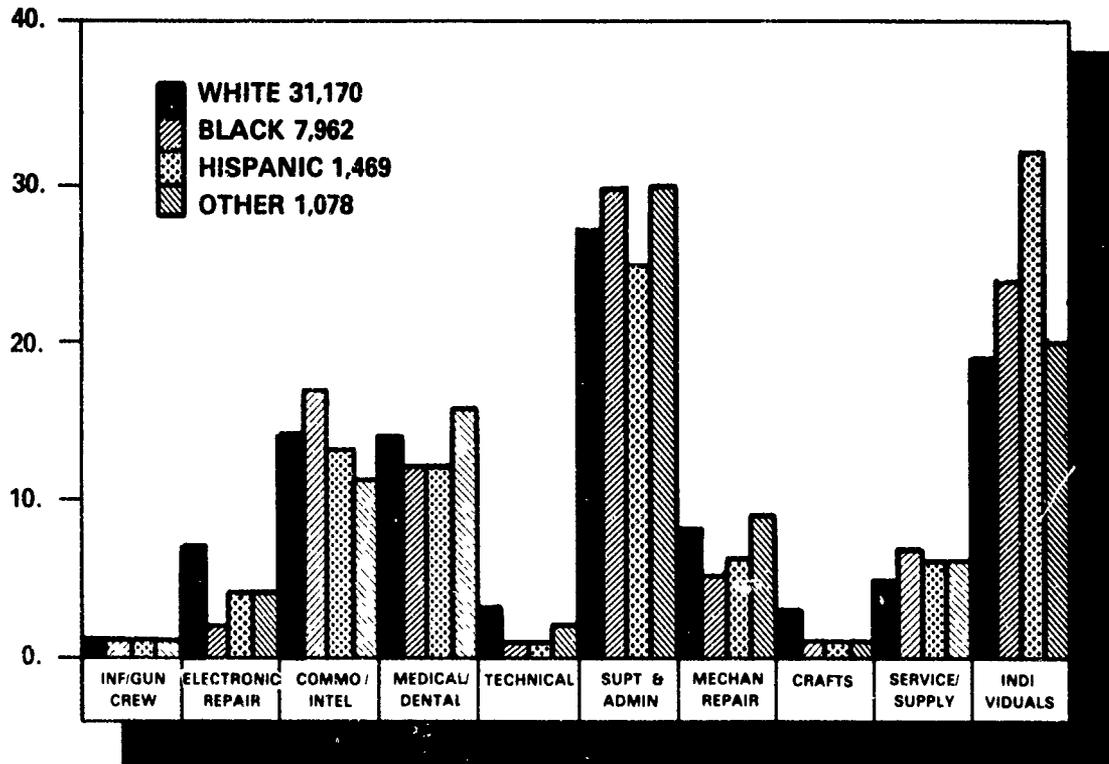
## ARMY

PERCENT



## NAVY

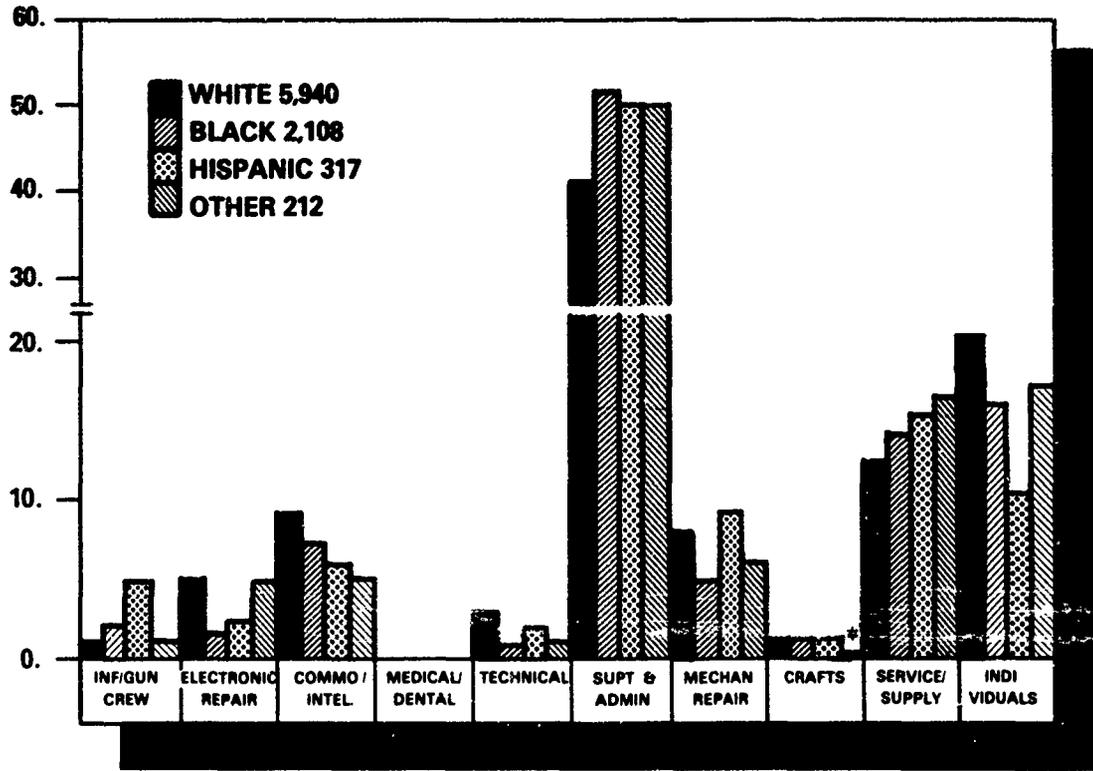
PERCENT



# ENLISTED WOMEN

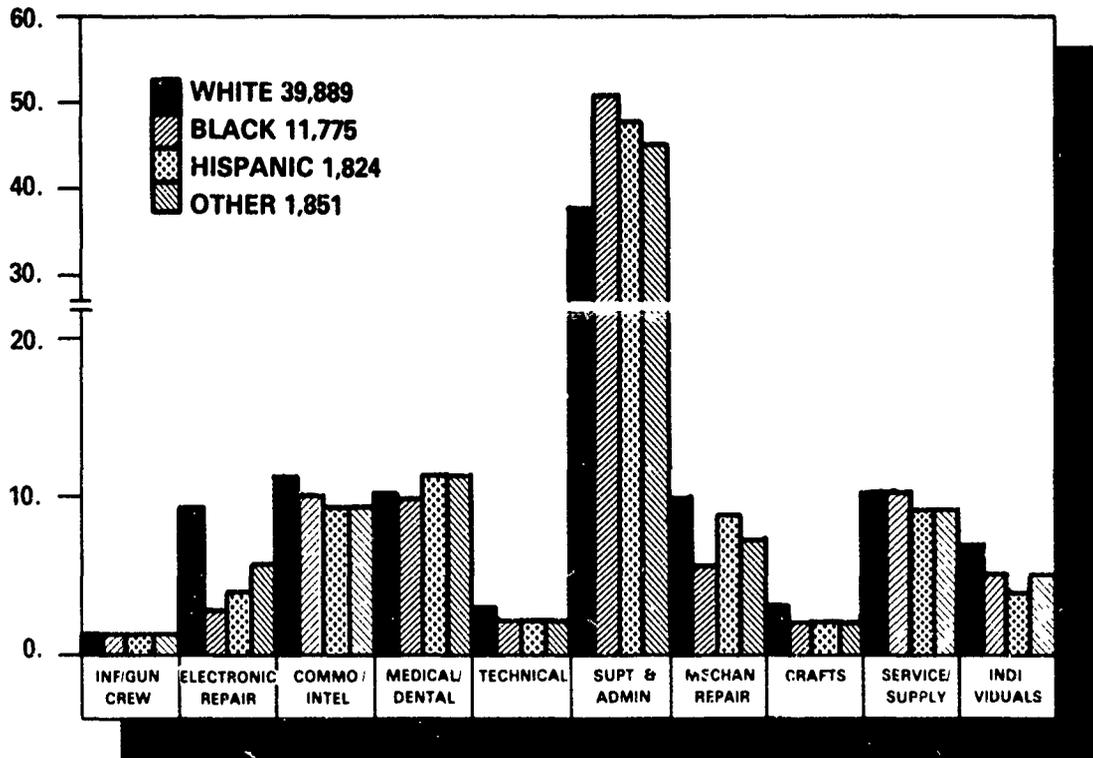
## MARINE CORPS

PERCENT



## AIR FORCE

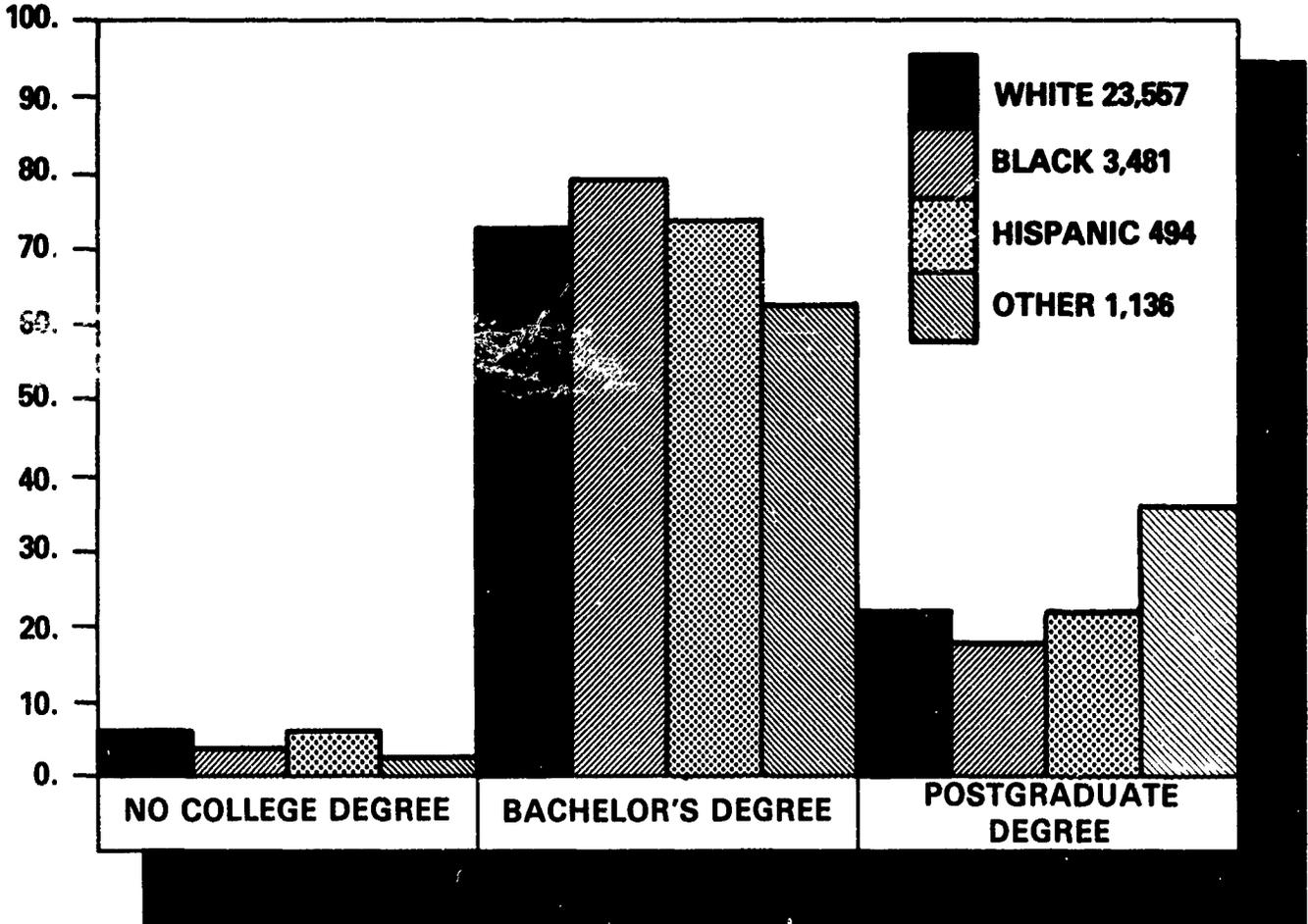
PERCENT



**WOMEN OFFICER EDUCATION LEVELS**  
**RACE/ETHNIC GROUP DISTRIBUTION**  
 SEPTEMBER 1984

DoD

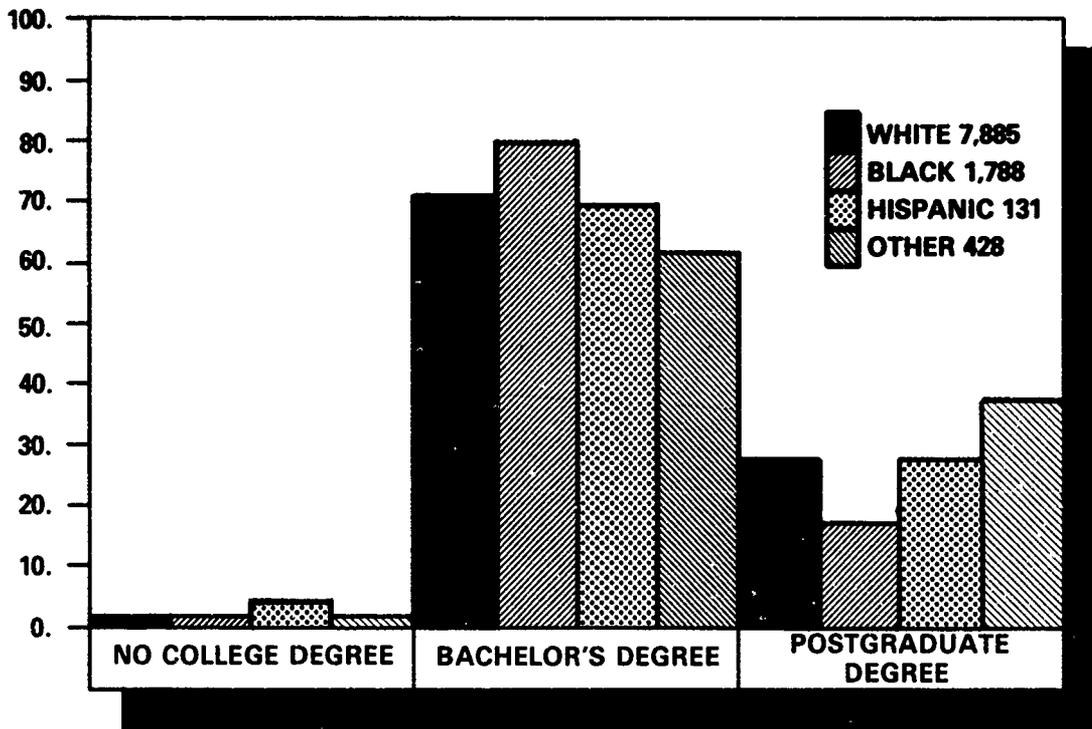
PERCENT



# OFFICER WOMEN

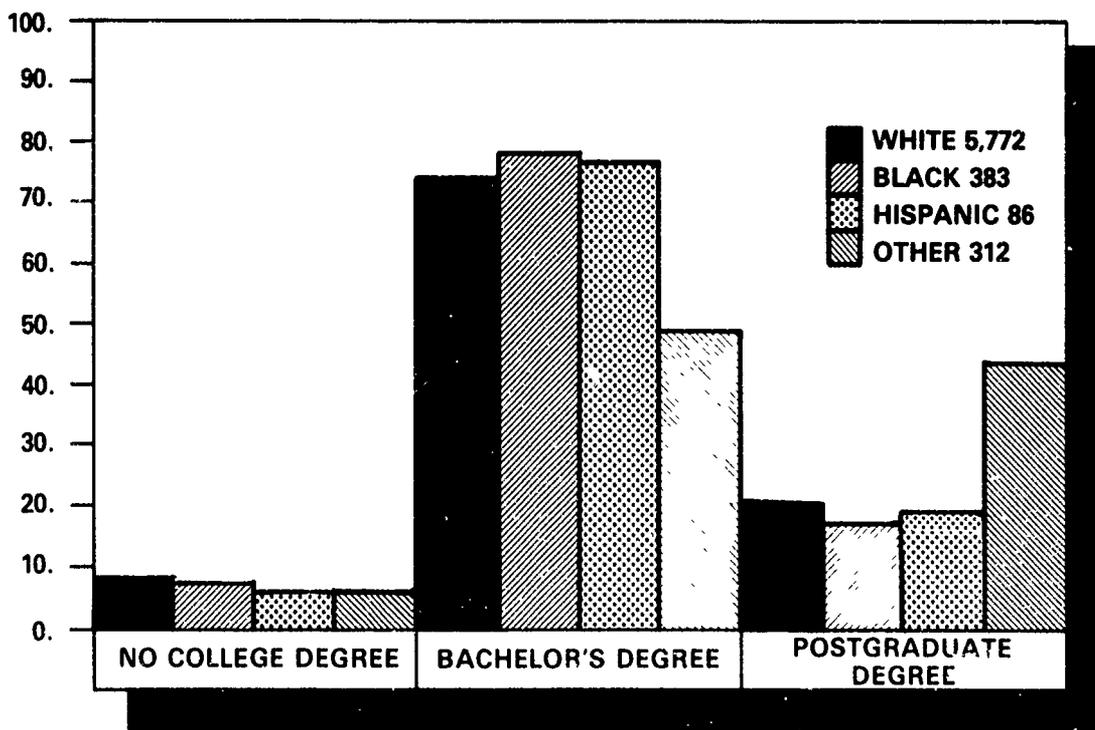
## ARMY

PERCENT



## NAVY

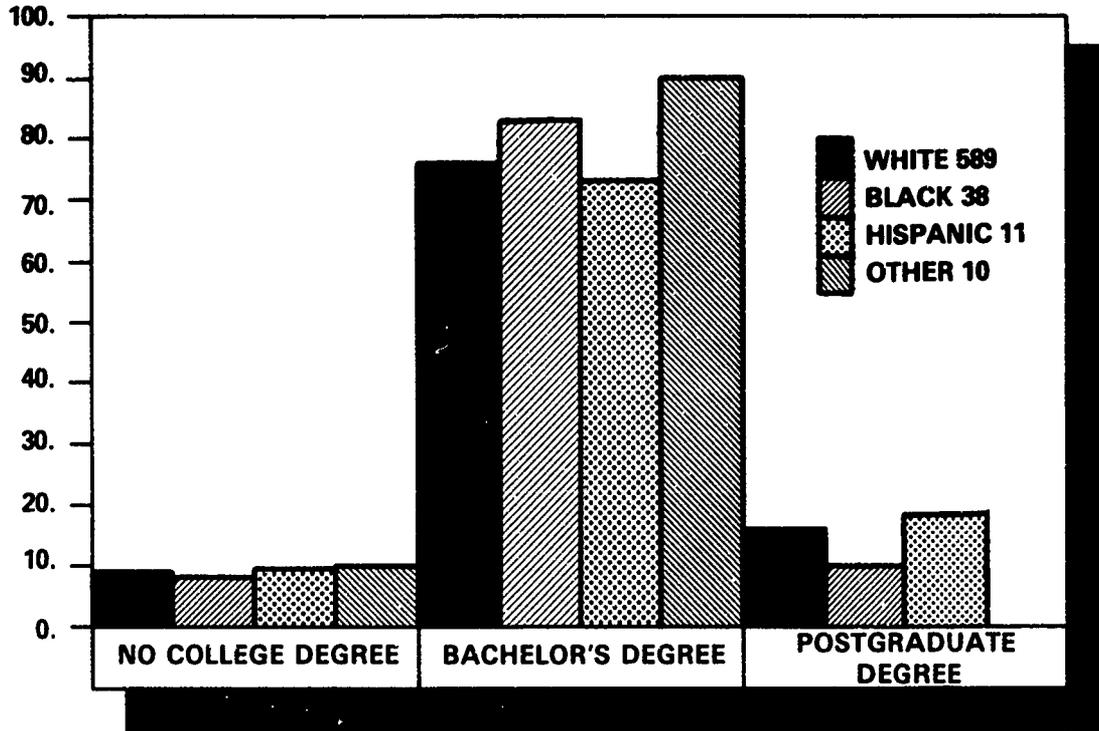
PERCENT



# OFFICER WOMEN

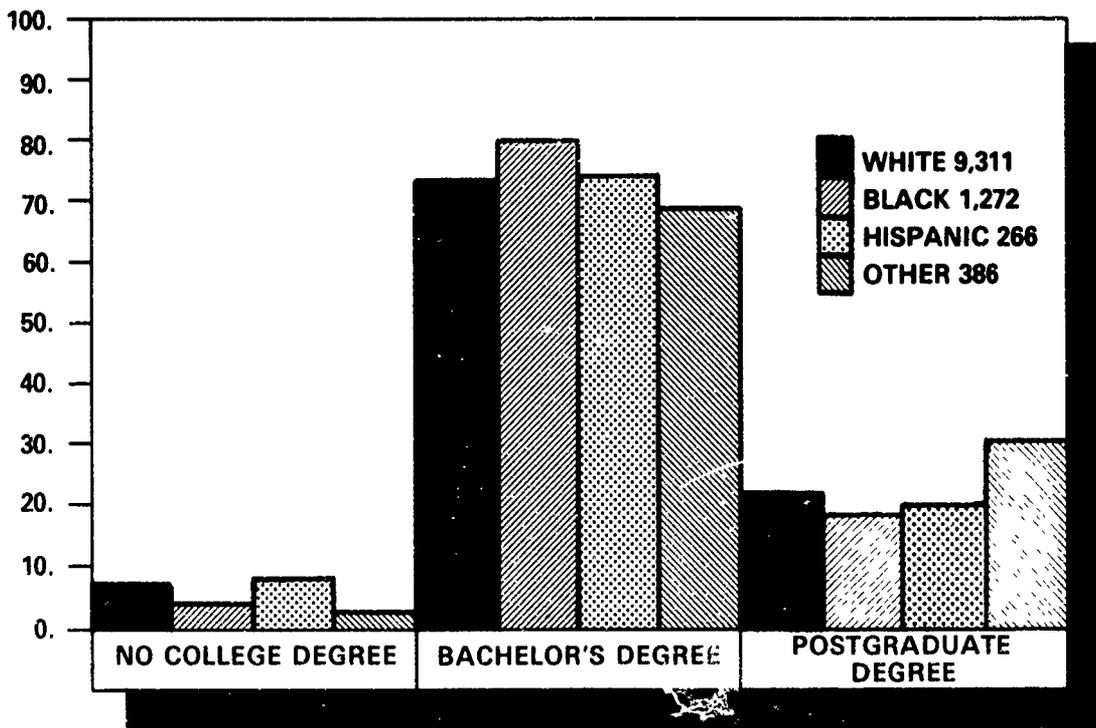
## MARINE CORPS

PERCENT



## AIR FORCE

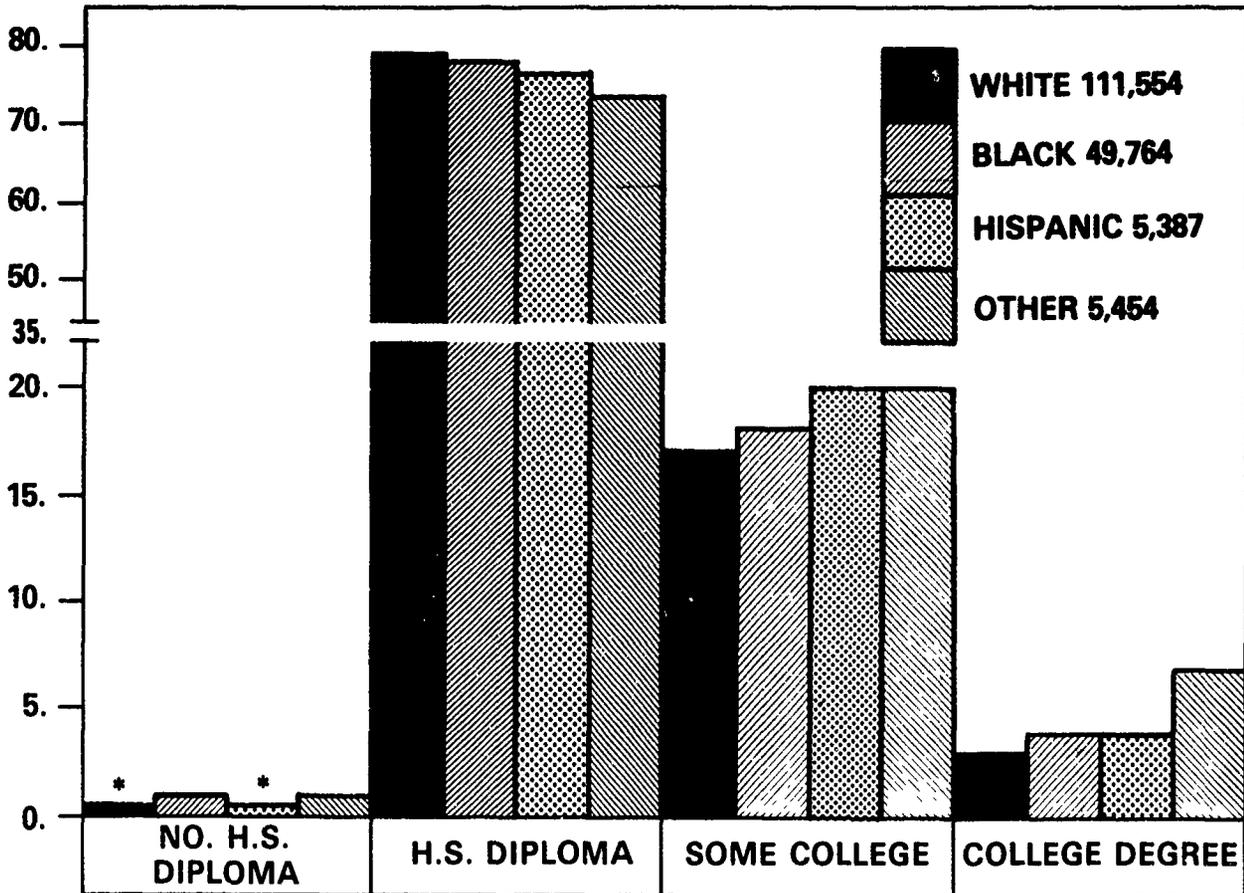
PERCENT



**WOMEN ENLISTED EDUCATION LEVELS  
RACE/ETHNIC GROUP DISTRIBUTION  
SEPTEMBER 1984**

**DoD**

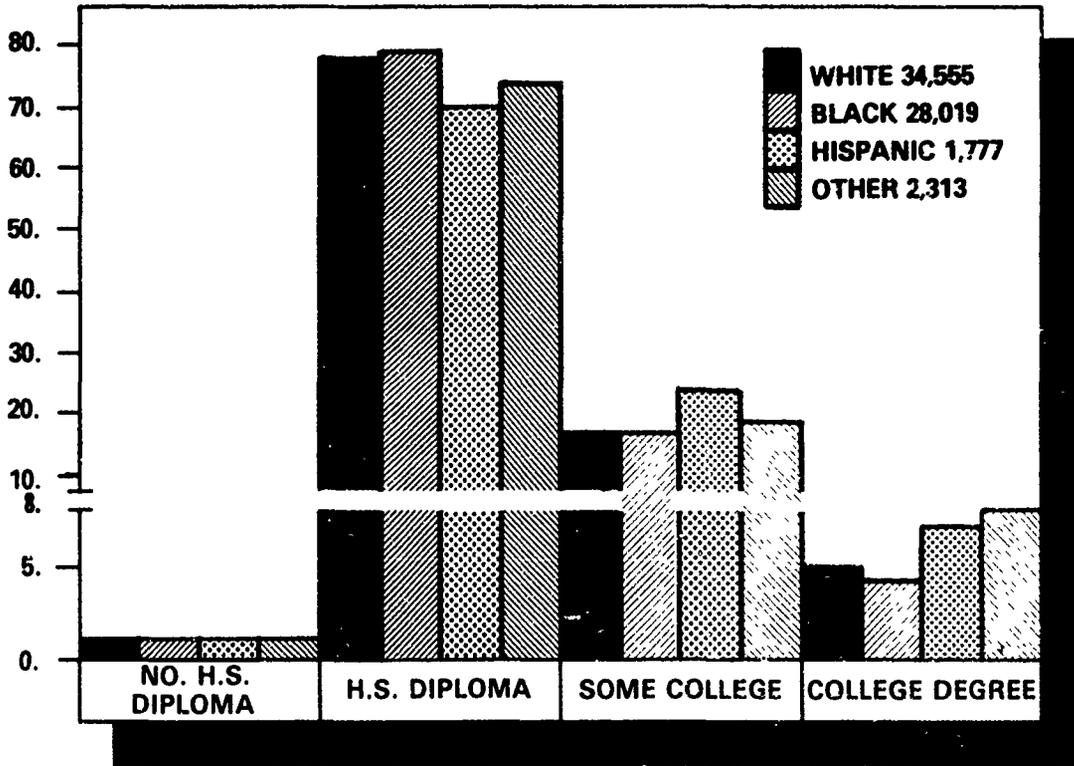
**PERCENT**



# ENLISTED WOMEN

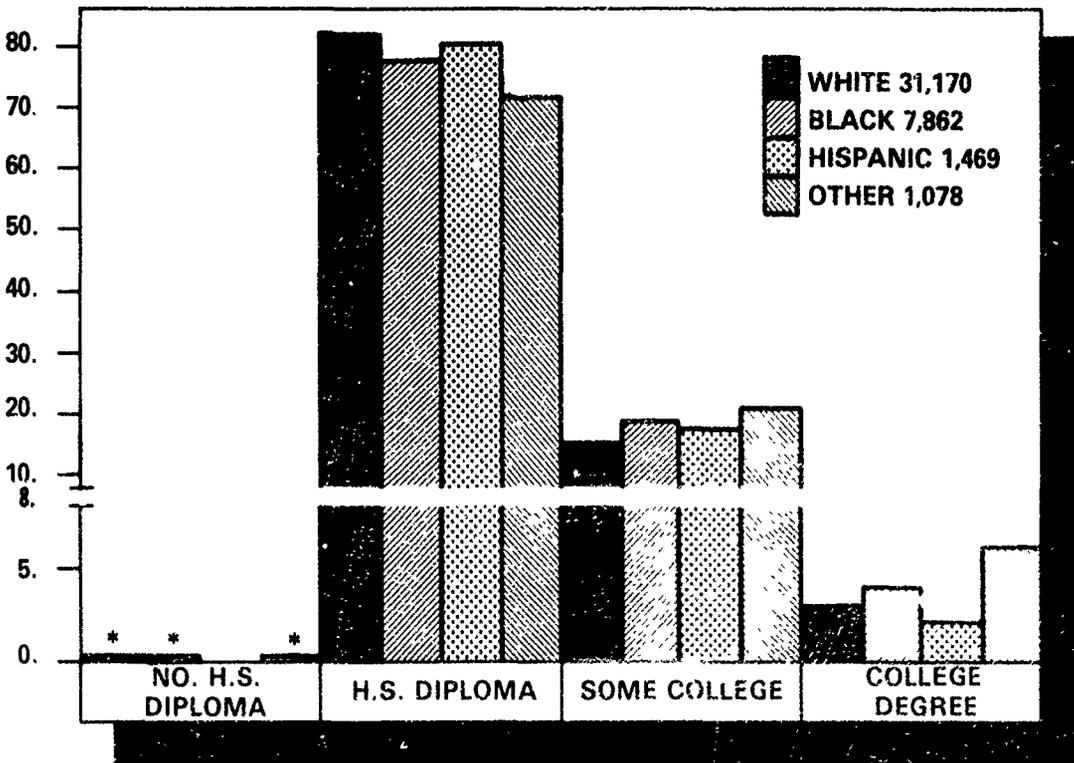
## ARMY

PERCENT



## NAVY

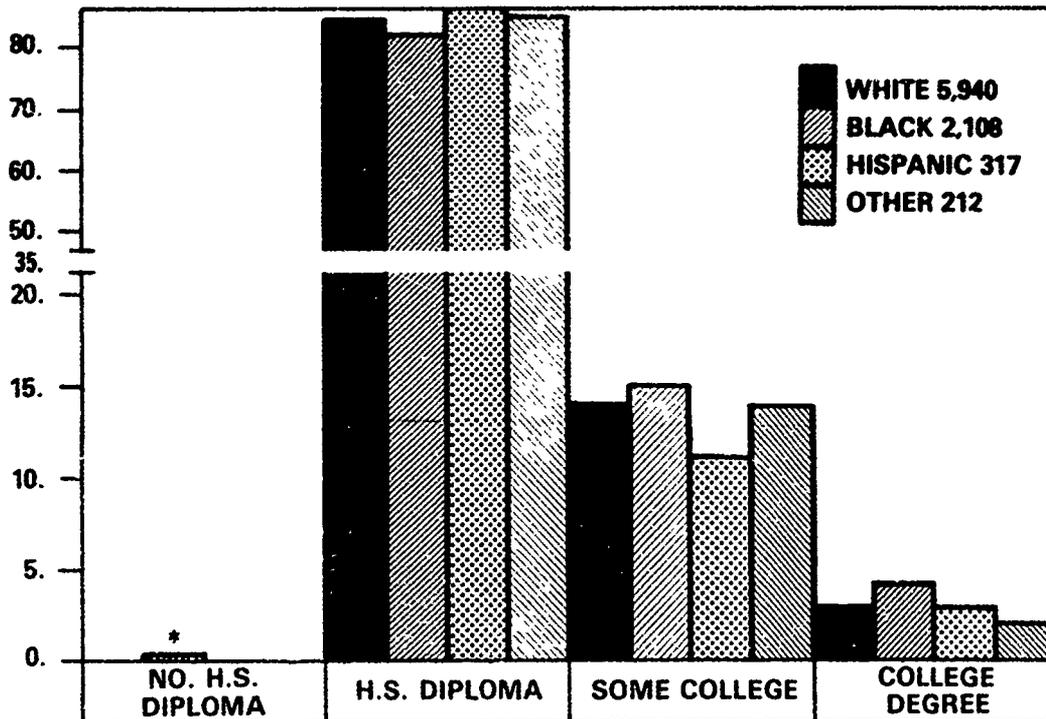
PERCENT



# ENLISTED WOMEN

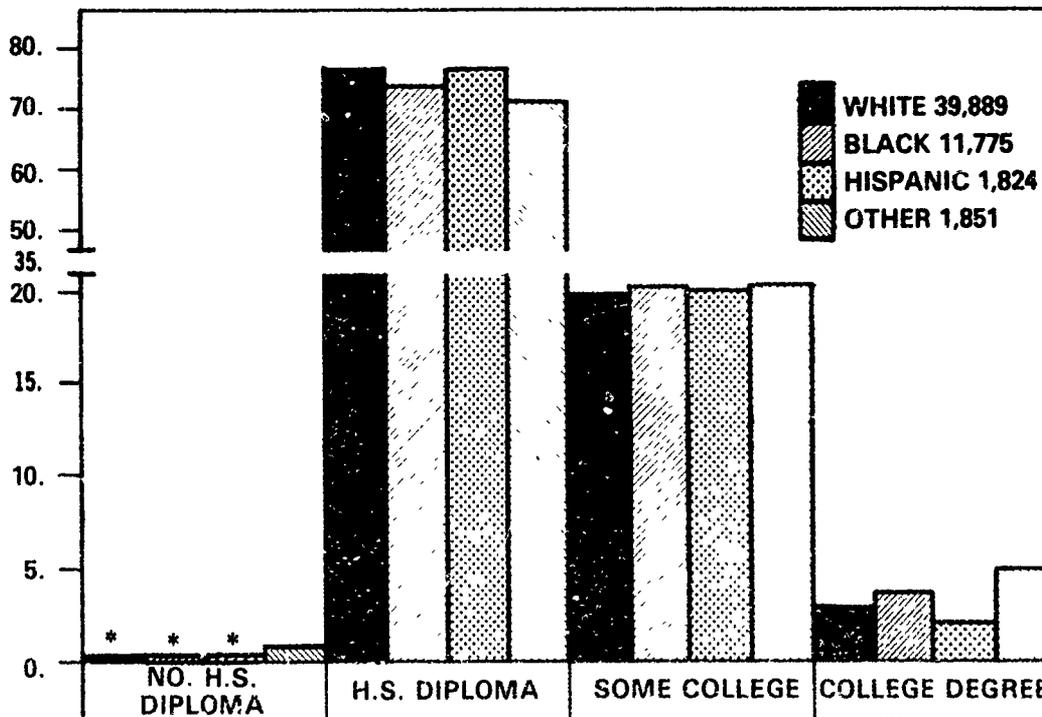
## MARINE CORPS

PERCENT



## AIR FORCE

PERCENT

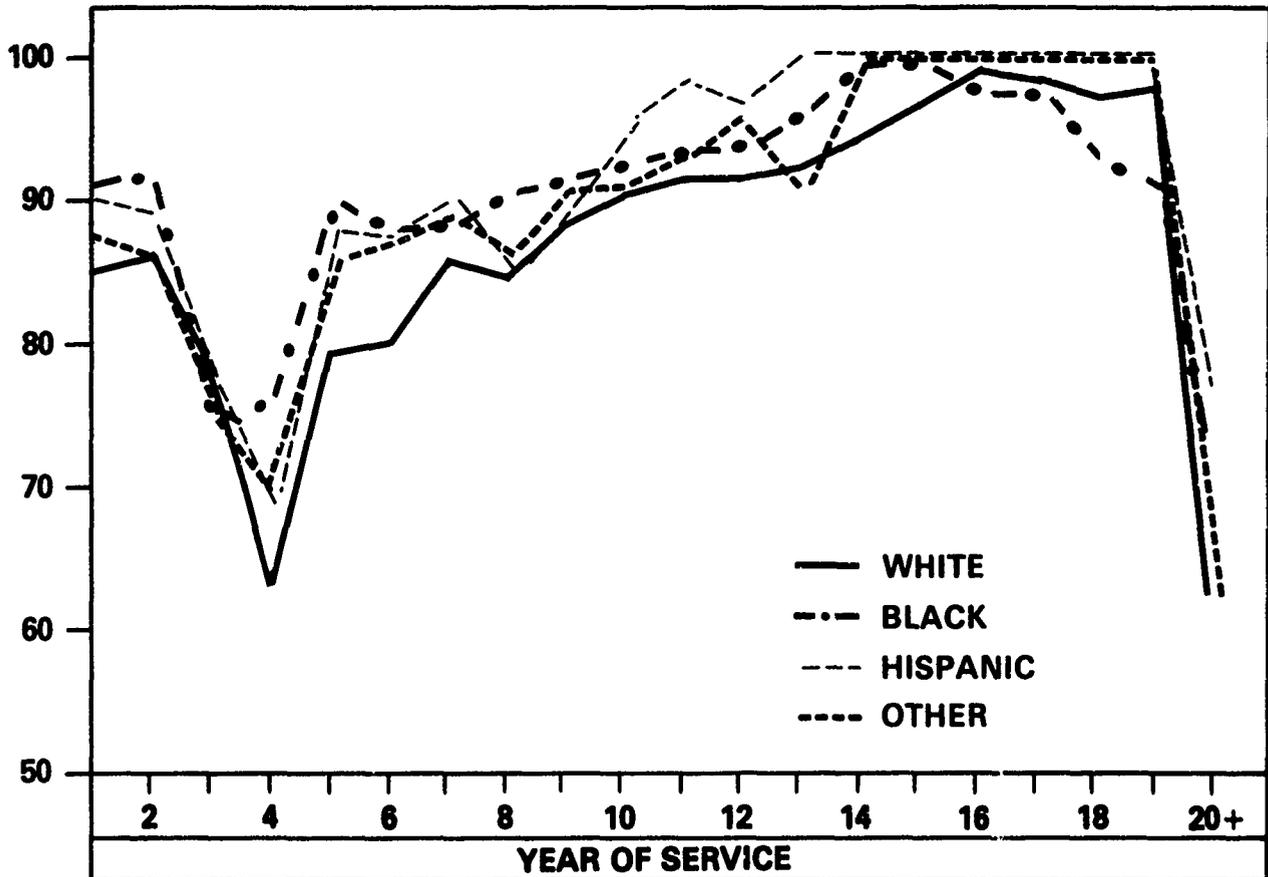


# FISCAL YEAR 1984 ENLISTED CONTINUATION RATES BY YEAR OF SERVICE

FOR WOMEN BY RACE/ETHNIC GROUP

DoD

PERCENT



## CONTINUATION BY YOS.

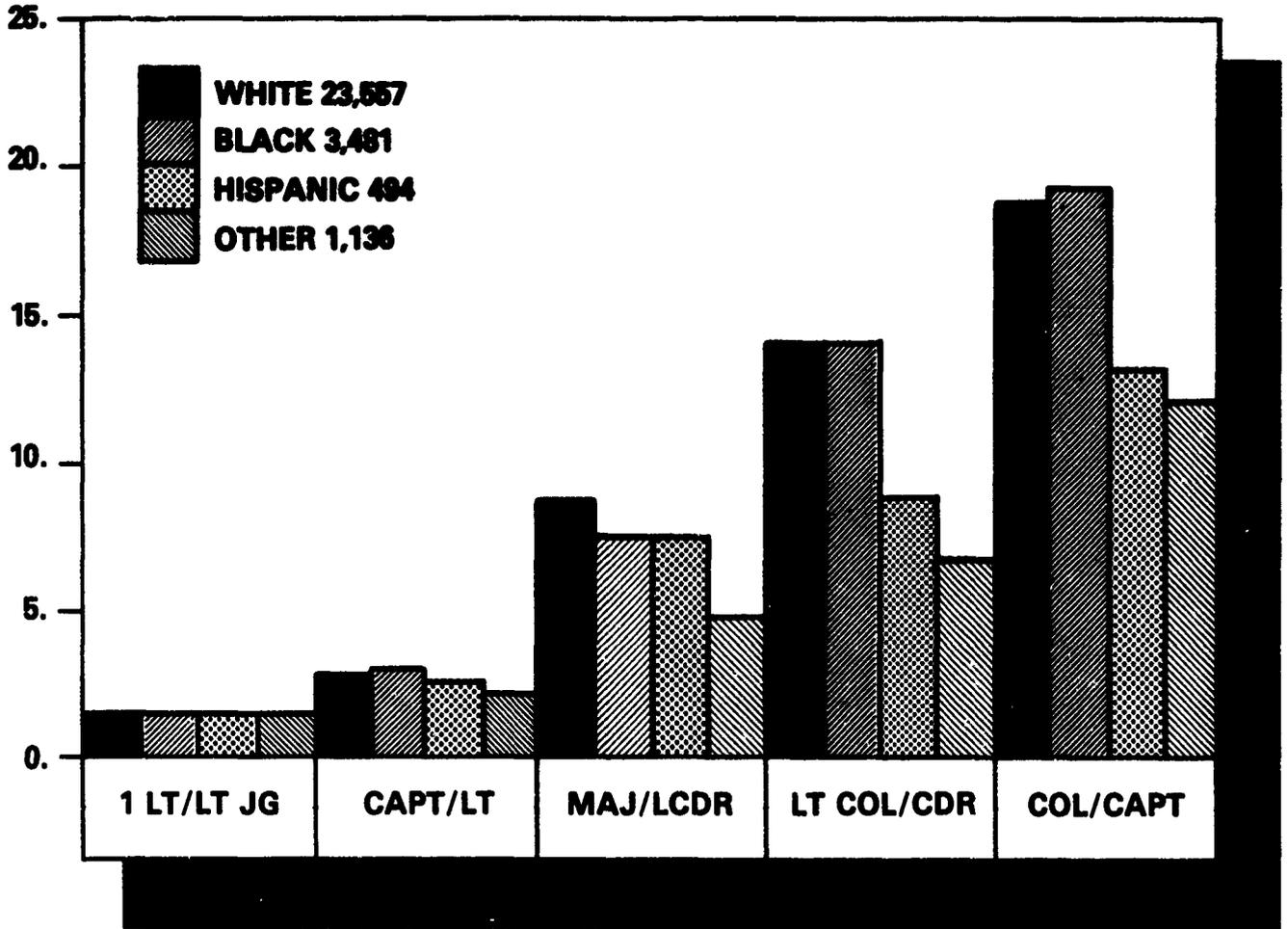
Fiscal Year 1984 continuation by YOS is the percent of each accession cohort that remained on active duty

throughout the past year (YOS beyond 20 years have been aggregated).

**OFFICER WOMEN TIME IN SERVICE (TIS)  
AT PROMOTION  
BY RACE/ETHNIC GROUP**

**DoD**

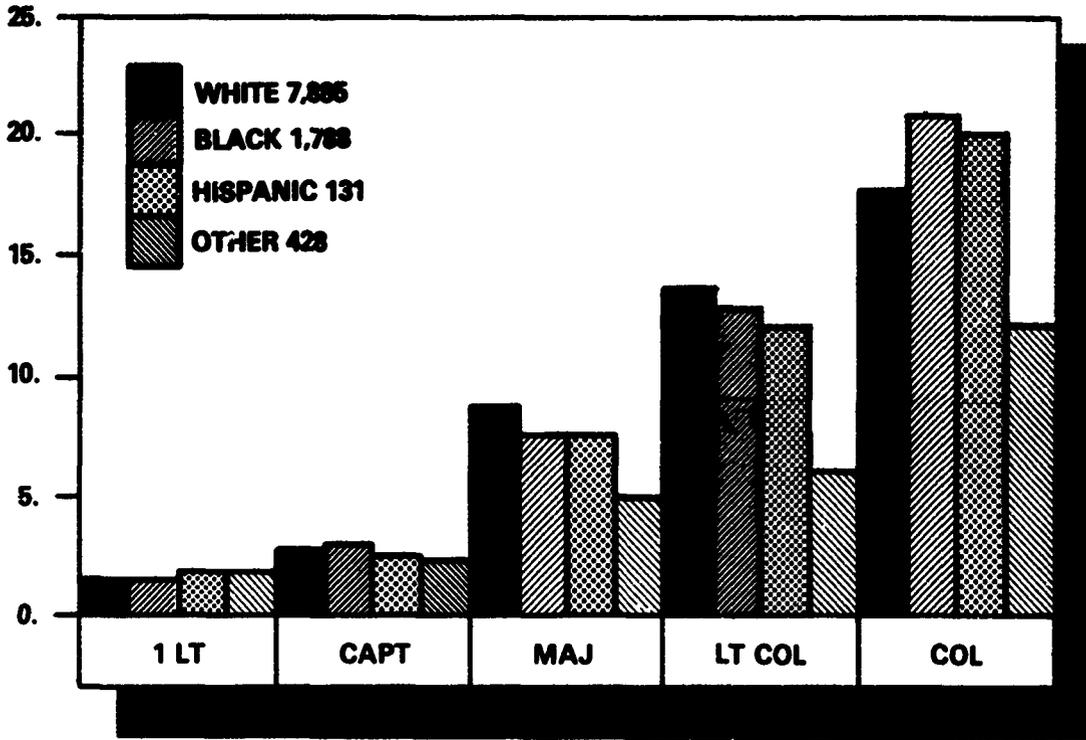
**YEARS**



# OFFICER WOMEN TIME IN SERVICE (TIS) AT PROMOTION

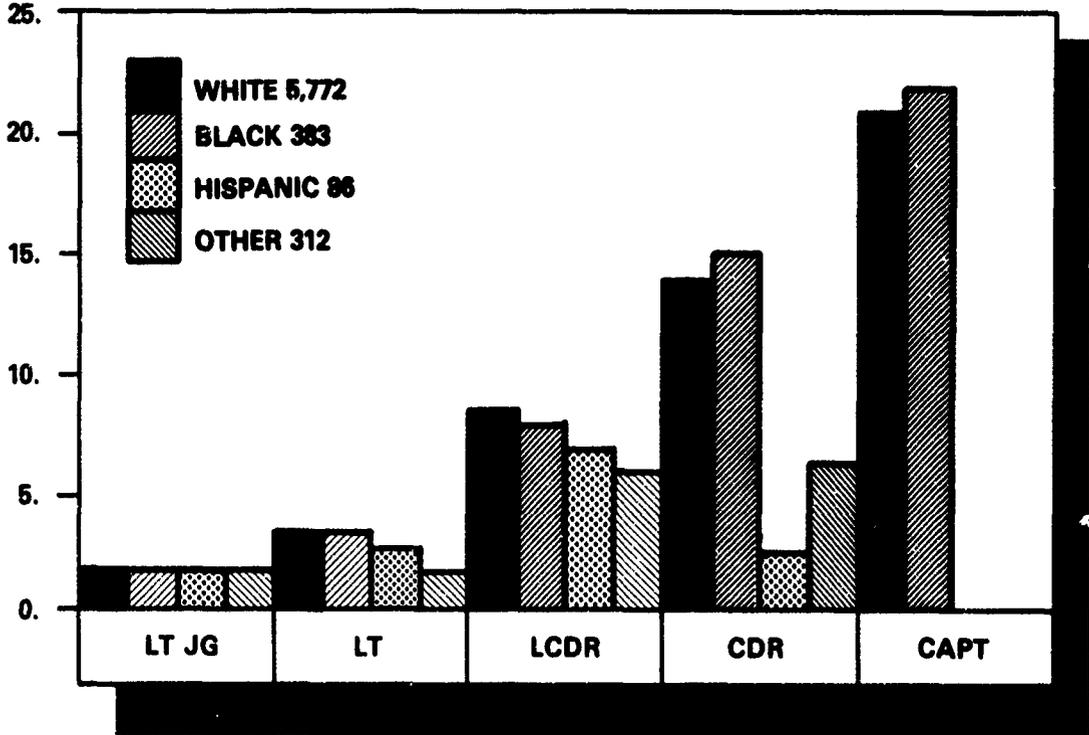
## ARMY

YEARS



## NAVY

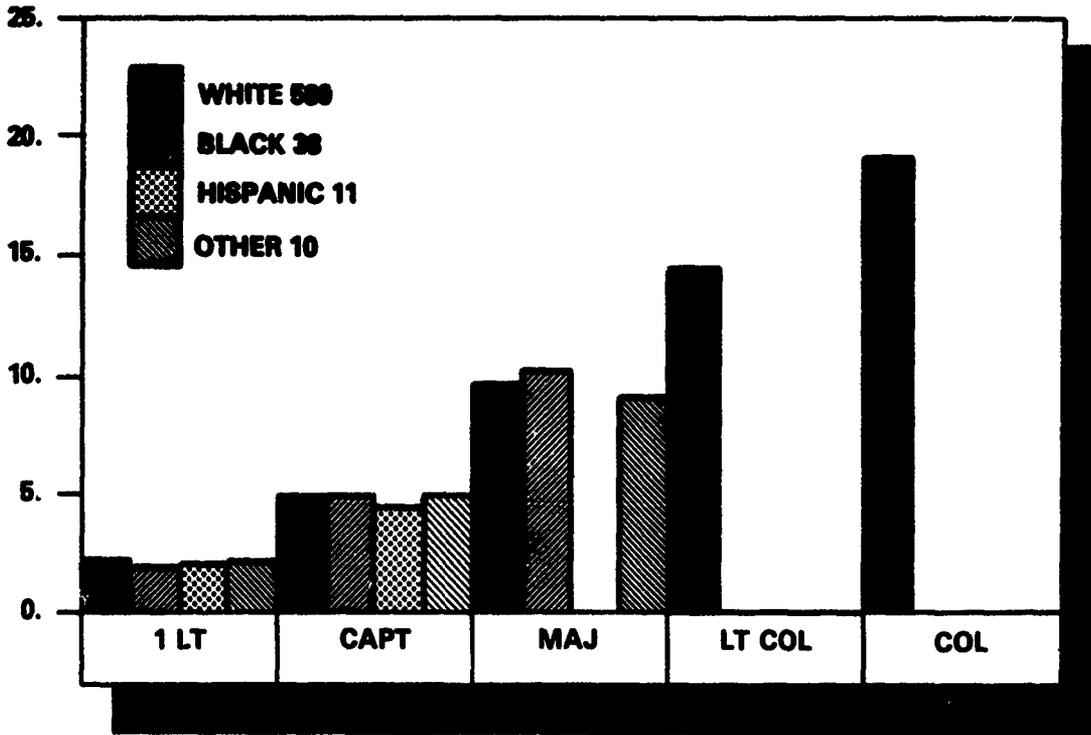
YEARS



# OFFICER WOMEN TIME IN SERVICE (TIS) AT PROMOTION

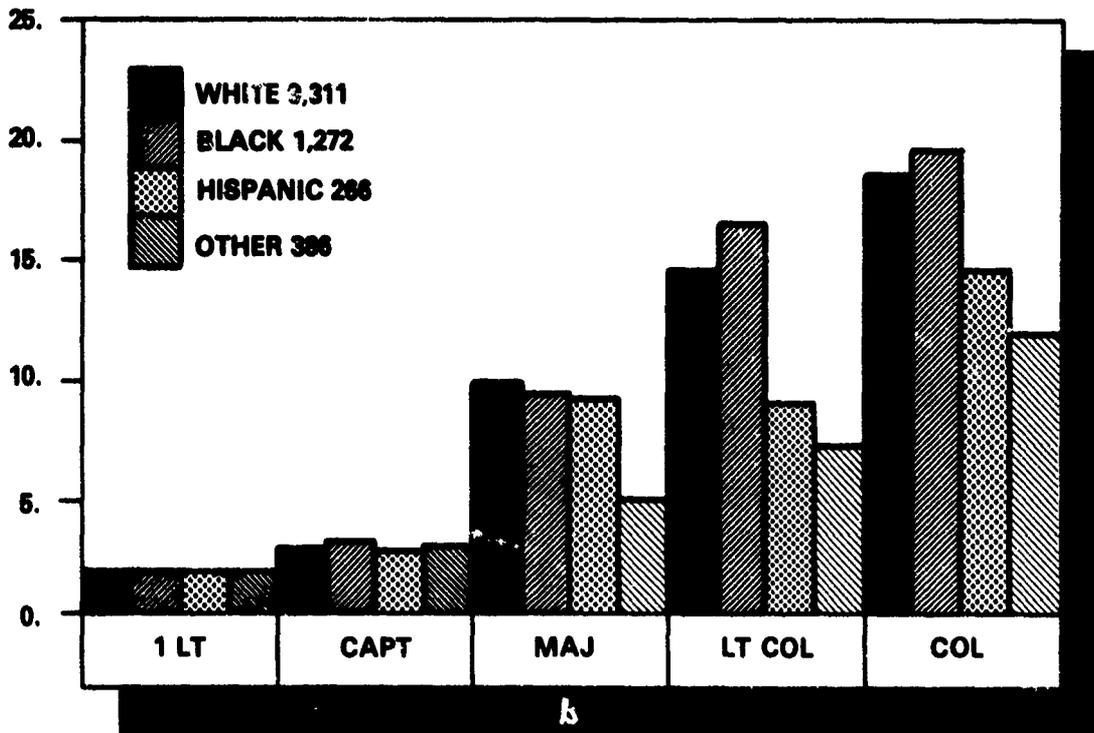
## MARINE CORPS

YEARS



## AIR FORCE

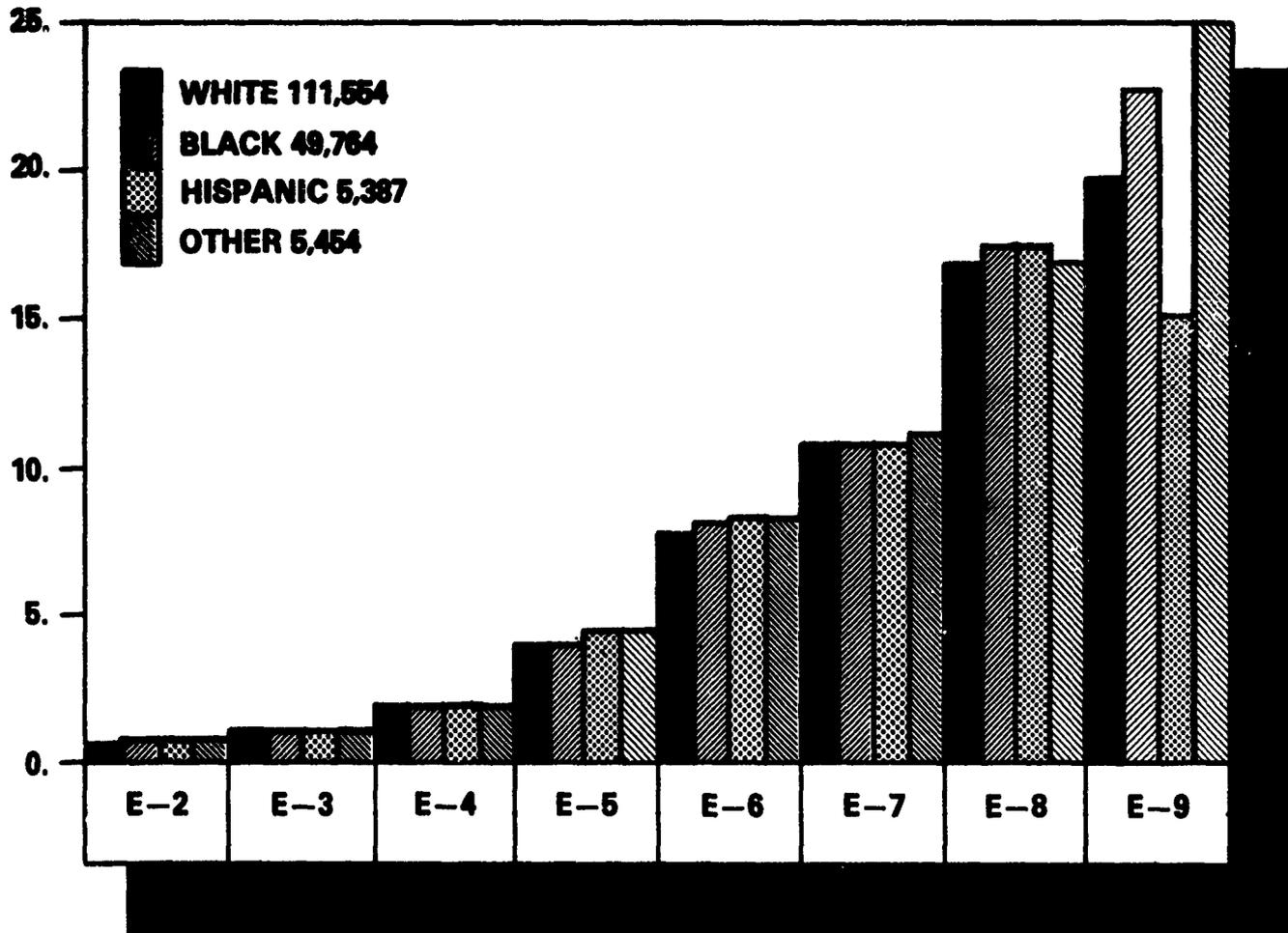
YEARS



**ENLISTED WOMEN TIME IN SERVICE (TIS)  
AT PROMOTION  
BY RACE/ETHNIC GROUP**

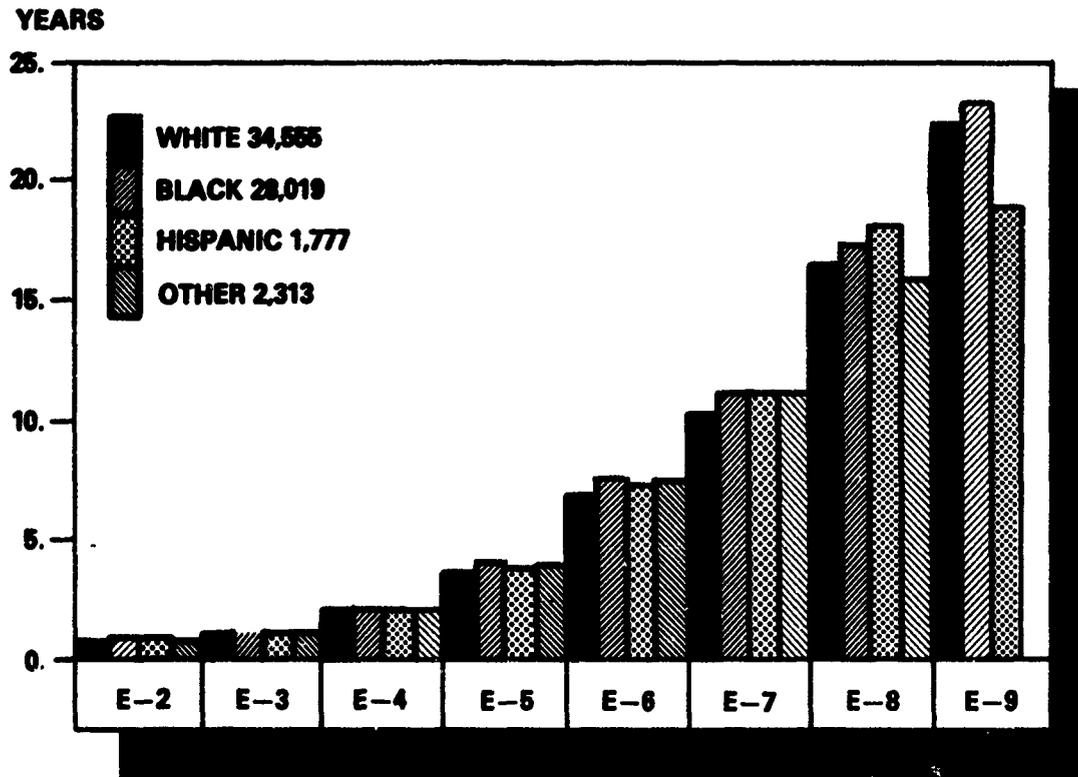
DoD

**YEARS**

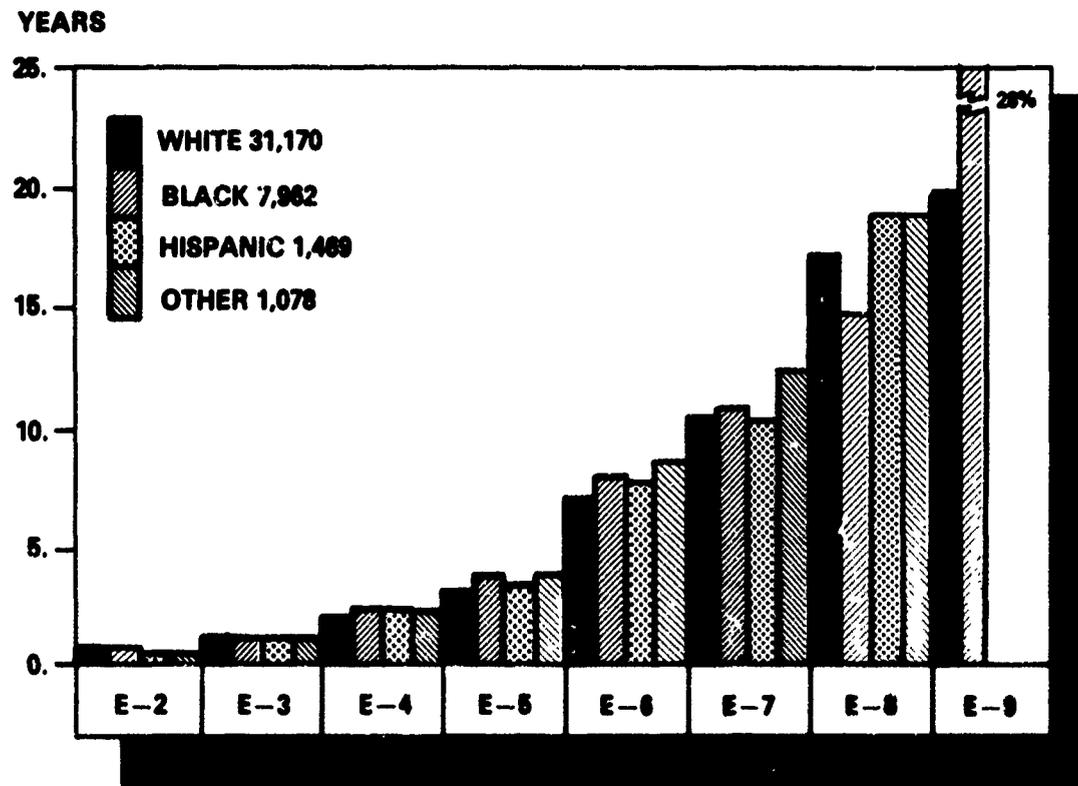


# ENLISTED WOMEN

## ARMY



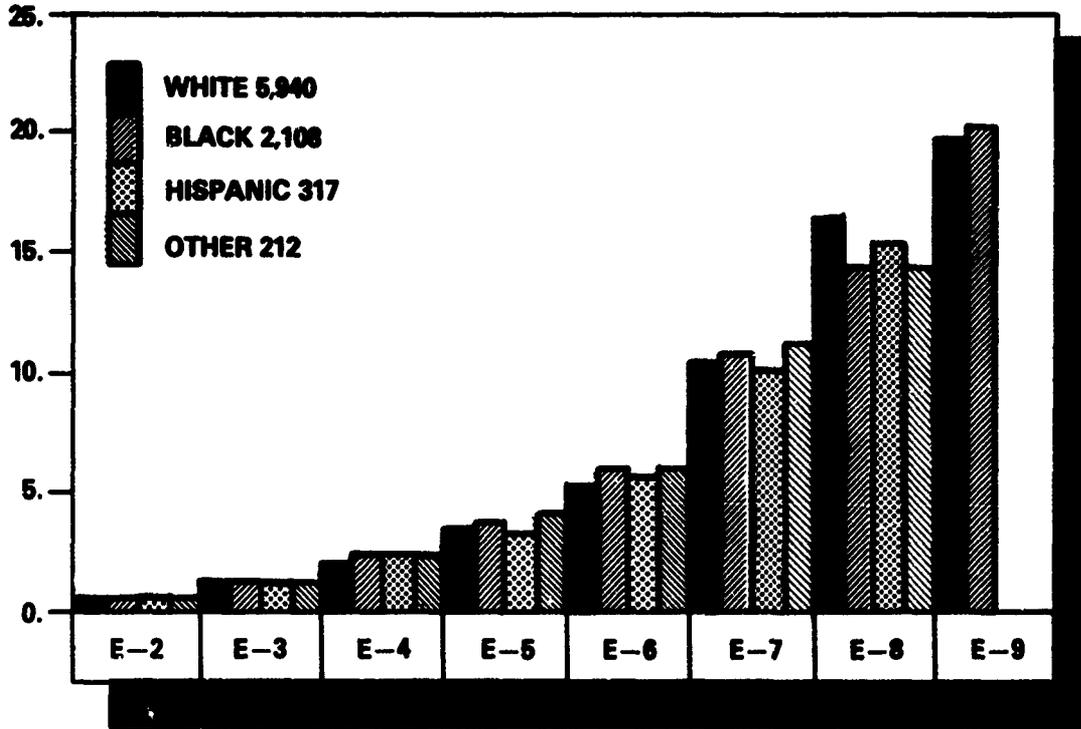
## NAVY



# ENLISTED WOMEN

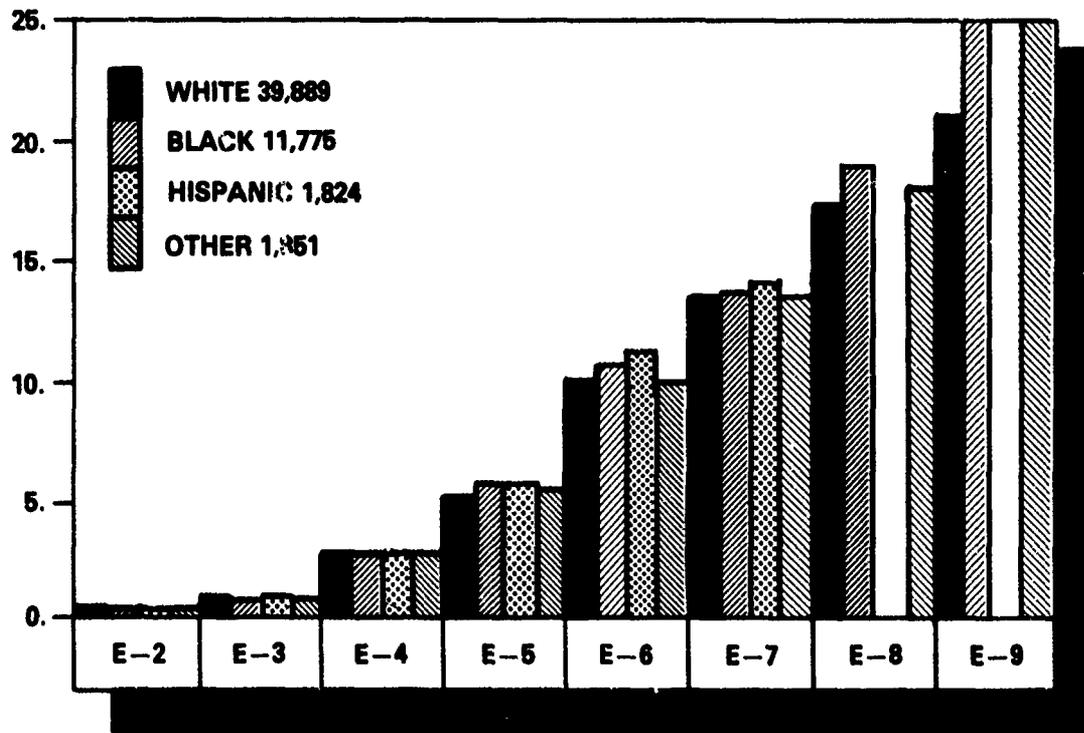
## MARINE CORPS

YEARS



## AIR FORCE

YEARS



**MILITARY WOMEN  
IN THE  
DEPARTMENT OF DEFENSE**

**APRIL 1985**

