

COMMITTEE ON WOMEN IN THE NATO FORCES UNITED KINGDOM ARMED FORCES REPORT 2003

Policy Changes/New Policy

1. Since 1998, women have been able to serve in 73% of posts in the Naval Service, 70% of posts in the Army, and 97% of posts in the RAF and are excluded only from ground close combat roles, and from submarines and some diving roles¹.
2. Close Combat Roles. At the same time the MOD launched an investigation into whether employment options for women could be expanded further. They conducted a detailed study into the performance and suitability of women in these close combat roles and a report entitled *Women in the Armed Forces*² has been made public. Taking into account the findings of the study, the Secretary of State for Defence, Mr Hoon, announced in the House of Commons on 22 May 2002 that the case for lifting the current restrictions on women serving in close combat roles has not been made. At the same time the Secretary of State announced that the MOD would continue to work with the Equal Opportunities Commission and discuss with it the results of further work to examine the wider issues raised by the study. "Women must have the same opportunities as men to progress to the highest ranks", he said³.
3. Alternative Work Patterns. New national legislation⁴ places an obligation on employers to consider seriously requests from parents of young children for more flexible working arrangements. The Armed Forces are exempt from these provisions and continue to accommodate personal circumstances as far as possible, subject always to overriding operational priorities.
4. Maternity Policy. With effect from April 2003, paid maternity leave for servicewomen has increased from 18 weeks to 26 weeks and can be followed with a period of 26 weeks additional maternity leave, which is unpaid. Adoption, parental and paternity leave arrangements have all been introduced within the past 12 months, which should help alleviate some of the demand on the woman as the primary carer.
5. Naval Service Rank & Gender Nomenclature. The Royal Navy recently concluded that there was no longer a requirement to have the 'W' designator to identify gender, ie POWWTR, Petty Officer 'Wren' Writer, although gender-specific service numbers would be retained. The 'W' designator (including the terms WRNS, Wren and (W)) was removed from administration systems and correspondence effective from April 2003.

Organisation

¹ For health reasons, service in submarines or as mine clearance divers continues to be precluded.
² This report can be found on the Internet at http://www.mod.uk/issues/women_af.htm
³ Extract from Hansard 22 May 02 (available at: www.parliament.the-stationery-office.co.uk)
⁴ The Employment Act 2002.

6. This table⁵ shows the total numbers of men and women in the Armed Forces:

	# Men	% Men	# Women	% Women	TOTAL
Navy	37790	91.1	3710	8.9	41500
Army	103990	92.6	8270	7.4	112260
RAF	47260	88.9	5890	11.1	53150
TOTAL	189040	91.4	17870	8.6	206,910

7. A more detailed breakdown by Service, rank structure and types of position held can be found at Annex A.

Employment

8. Today more women are serving in a greater variety of posts within the Armed Forces than ever before.

9. Women are integrated into three main Service branches of the military – the Naval Service, Army and Air Force (the Medical services are not a separate Service in the UK Armed Forces) - and serve in nearly all specialities, except in roles whose primary duty is “to close with and kill the enemy.” Women are therefore excluded from serving in the Royal Marines General Service (as Royal Marine Commandos), the Household Cavalry and Royal Armoured Corps, the Infantry and RAF Regiment.

10. The exclusion does not prevent them serving on the establishment of, i.e. as part of, such units in administrative and support roles.

11. For health reasons, service in submarines or as mine clearance divers continues to be precluded⁶.

12. Naval Service. The first woman to qualify as a Principle Warfare Officer continues to serve as the first female Executive Officer of a frigate, and a woman has completed for the first time an appointment as Head of Department (at OF4 rank) of a capital ship. Seven females have now commanded P2000 fast training boats attached to University Royal Naval Units and an increasing number of females successfully complete flying training, as both pilots and observers. Of the women who are liable for sea service, over a quarter are filling posts in 54 ships and 4 Royal Fleet Auxiliaries. Twenty-one ships have female officers, senior ratings and junior ratings; 15 have female officers only, 5 have junior ratings only and 13 have officers and junior ratings. Due to historic reasons and accommodation constraints, women make up 10-15% of a ship's company however with the change in configuration of mess deck spaces in the new Type 45, and the fact that there are more sea experienced females, there may be scope to review and increase this percentage. The shortage of senior female ratings continues to be a cause for concern, borne out by the fact that typically they fill

⁵ Extracted from Defence Analytical Service Agency statistics, TSP 1: UK Regular Forces Strengths and Changes at 1 March 2003

⁶ Some other nations (such as Canada) permit women to serve in submarines, but it is the operational patterns of Royal Naval submarines that give rise to the medical risks. All our submarines are nuclear powered and, unlike the diesel powered submarines, are able to remain submerged for long periods, during which contaminants build up in the atmosphere.

only 48 of a total of 164 seagoing billets, ie only 39% of mix manned ships have female senior ratings on board. This means that there continues to be a gap in the middle management level. Part of the problem is that a minority of females are competing with a majority of male colleagues for relatively few highly sought after sea jobs and also, of the total female senior ratings in the Naval Service, only 50% have sea liability. It is taking time to increase these numbers but gradually the situation should improve (the Naval Service now have its first female Warrant Officer at sea in a capital ship) providing that the trend for women to leave after only approximately 6 years can be halted. Work is in hand to address the issue of retention of all female personnel.

13. Army. Within the past 12 months a female officer, Capt Pip Tattershall, passed the elite All Arms Commando Training Course – mandatory training for those who serve in intimate support of Royal Marine Commandos – and is currently serving with 3 Cdo Bde. Most women continue to work within the areas that they have traditionally served: administrative, logistic, medical and communications. The Royal Artillery, which was opened up to women in 1998, remains a popular employment for female officers although after an initial surge female soldier recruitment and strengths have declined. Numbers overall continue to grow and servicewomen currently make up 7.4% of the regular strength, but as a proportion of the total strength in the branches which are open to women, they make up over 10%. The Army continues to refine its gender monitoring procedures which examine data and trends over a 10-year period with the aim of understanding better the patterns of employment of women.

14. Royal Air Force. With the exception of the RAF Regiment, all branches and trades in the RAF have been open to women for over 10 years. The majority of female personnel continue to be attracted to supply, medical, dental and administrative areas of employment. However, their representation among the aircrew categories, as engineers and as operations support staff, also continues to improve and women now comprise over 11% of the RAF strength. Within the last 12 months the first female Gp Capt (OF5) dentist and the first female manager of the World-famous Red Arrows have been appointed; in fact not only is the latter the first female manager of the Red Arrows, she as an air traffic controller is also their first ever non-aircrew manager. Finally of particular note the average return of service (ROS) over a 10-year period continues to rise for women and currently stands at 14.2 years for officers and 9.6 years for the ground trades.

Recruitment

15. Recruitment, including induction and selection tests, into all three Services continues to be conducted on a gender free basis for those branches and trades open to both sexes. Percentage intake figures from civilian life for women, for the 12 months up to the date shown, for each of the past six years are shown in this table⁷:

Intake to the UK Regular Forces: Women as a % of the Total						
	01-Apr-98	01-Apr-99	01-Apr-00	01-Apr-01	01-Apr-02	01-Mar-03
Navy	14%	14%	14%	14%	15%	16%
Army	13%	12%	11%	9%	8%	8%
RAF	20%	19%	17%	18%	19%	20%
TOTAL	14%	13%	12%	11%	11%	12%

⁷ Extracted from Defence Analytical Service Agency statistics, TSP 1: UK Regular Forces Strengths and Changes at 1 March 2003

16. Overall figures for the intake of women into the Services has varied by a few percentage points over the last six years and shown a percentage point overall increase this year. The decline in recruitment overall in the mid years may have been due, in part at least, to injury rates (which are twice as high for women as for men) and the introduction of job-related gender-free physical entry standards for men and women entering the Army.

Training

17. In most situations in the UK Armed Forces men and women train continue to together to the same job-related standard. There has been growing concern, mainly in the Army, that this has contributed to a much higher failure rate among women in initial and basic training mainly through physical injury and subsequent medical discharge. Women generally have to work harder on physical training than do men and this contributes to a greater incidence of injury (mainly lower limb) amongst women than men. Following analysis the Army have revised their basic training regimes to allow both men and women more time to develop physical fitness which takes into account the fact that men and women develop fitness and muscular strength at different rates. It was considered that training might not be sufficiently long to allow for physiological change, which was slower for women than for men. A rest-based training schedule, which allowed time for recovery after physically demanding activities, should address this problem. There is no intention to lower job related standards.

18. The Royal Navy continues to operate a gender and age fair annual fitness test (RNFT) however work has progressed into establishing a task-related test based on onboard firefighting and casualty handling which would be gender-free. This has led to an endorsed proposal to introduce a strength test comprised of, for example, standing broad jumps and shuttles in new entry training only and an improved stamina test. The standards set for the former would be gender free and although the latter would remain gender fair, new achievement levels would ensure more equality in the amount of effort needed by each sex to undertake them. It has been agreed that from May this year, a pre-selection physical test will be introduced to ensure that potential new entrants join at a consistent minimum level of fitness and thus should reach the RNFT standard by the end of 8 weeks basic training.

19. The RAF continues to operate a gender and age fair fitness test. The test is based very much on a Health & Lifestyle Strategy, not as in the case of the Army based on operational fitness. A study is currently being conducted with regard to Operational Fitness Testing for the RAF ie the requirements of the job, not a general level of fitness. There continues to be a greater injury rate for women than men during initial and trade training. An Injury Steering Group has been formed and huge progress has been made in the reduction of injury rates. All types of injury during initial and trade training are monitored and the design of military kit and textiles is constantly being looked at as to whether it needs to be gender specific.

Deployments

20. Currently, the Armed Forces are operationally deployed in more than 20 countries worldwide. Women deploy alongside their male counterparts. There are no operational restrictions on the deployment of women, unless they are pregnant. Cultural sensitivities of any prospective host nation would be taken into account, however, prior to deploying onto that nation's territory.

21 Pregnancy. The Armed Forces have a legal (and moral) obligation to protect a pregnant servicewomen and her unborn child and for this reason, upon notification of their pregnancy, women will be returned from, or not deployed to operational theatres, aircrew will be temporarily removed from flying duties and women serving at sea will be landed at the earliest convenient opportunity⁸. Past Naval Service policy dictated that all women employed in ships be landed but it has been agreed recently that those in ships which are alongside in base port can elect to remain employed on board, subject to health and safety and risk assessment considerations.

Career Development, Mentoring, Education & Leadership Programmes

22. Career Development. Service careers are managed objectively without reference to gender but must at the same time take into account gender-specific issues such as pregnancy whilst avoiding discrimination. It is being increasingly recognised that servicewomen's careers, and those of servicemen, must take greater account of their individual aspirations, as well as their abilities and the needs of the Services. More attention is being focussed on career progression: the requirement to identify (and eliminate) barriers to the advancement of women (and ethnic minorities) is a key objective set out in the Armed Forces Overarching Personnel Strategy Action Plan for 2002/3 and 2003/4.

23. Mentoring. The Armed Forces do not run a mentoring programme, or any specific leadership training for women. The feedback from gender focus groups makes it clear that women want to achieve on their own merit. They do not want any special assistance as they consider this would lead to criticism from men and the perception that their professional performance was not on a par with their male counterparts. The RAF has embarked on a mentoring programme, in conjunction with the National Mentoring Consortium, for their ethnic minority undergraduates at participating universities throughout the country, some of whom are women.

24. Education and Leadership. It is recognised that the management of "difference" within the Armed Forces includes gender and is a core leadership responsibility. Diversity and Equal Opportunities is being incorporated into leadership training at all levels within the Services, including upon promotion to OR4, OR6 and OR8 ranks.

Special Interest Items

25. Alternative Work Patterns. The Naval Service has completed its study of alternative working arrangements. Further work is underway at a tri-Service level to examine what can be achieved without compromising operational capability. Some proposals should be capable of being implemented by the single Services. These include:

Flexi-Time Working - Varying the pattern of the working day/week without any reduction in the overall number of hours worked.

⁸ A legal challenge to this policy, from a UK servicewomen serving in the Balkans, has been successfully resisted in the European Courts.

Career Breaks - The introduction of unpaid career breaks to enable individuals to take a specified period of time out of their career to meet personal objectives not currently covered by entitlement to paid or unpaid leave entitlements.

Others are more problematical, and raise significant conditions of service issues that would need to be addressed centrally. These include:

Restricted Commitment Arrangements – for a strictly limited number of posts, offering a restricted level of commitment in return for a reduction in pay, without any break in service, and for a continuous period upto 2.5 years.

Part-Time Working - for a strictly limited number of posts, there may be scope for a limited number of regular Service personnel to work part time for a short but continuous period (perhaps one 2.5 year tour)

26. Families Policy. The Armed Forces, through their Families Policy (Personnel Strategy Guideline 24) recognise the special circumstances of dependent families , both in the UK and overseas, so that they are not disadvantaged in comparison to their civilian counterparts. As childcare is often a significant issue for female service personnel, the RAF Benevolent Fund has recently provided £12m for childcare projects which are now underway at 29 RAF stations.

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Representation by Occupational Groups

Naval Service

Naval Service		Year	Representation by Occupational Groups				
		2003					
		Officers					
Function		TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	3548	45.3%	3325	93.7%	223	6.3%
	Group 2	719	9.2%	719	100%	0	0%
	Group 3	13	0.2%	13	100%	0	0%
Logistics		616	7.9%	482	78.2%	134	21.7%
Engineering		2312	29.5%	2200	95.1%	112	5.0%
Support (Admin/Personnel)		86	1.1%	82	95.3%	4	4.6%
Medical/Dental		493	6.3%	364	73.8%	129	26.0%
Professional (Legal)*		31	0.4%	28	90.3%	3	9.6%
Other		8	0.1%	0	0%	8	100%
TOTAL		7826	100%	7213	92.1%	613	7.8%

KEY: Group 1 constitutes Royal Navy Warfare Branch
 Group 2 constitutes Royal Marine General Duties
 Group 3 constitutes Royal Marine Band Service
 * Data not available for RN/RM. Lawyers are included in Logistics category.

Naval Service		Year	Representation by Occupational Groups				
		2003					
		NCOs and Other Ranks					
Function		TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	10468	31.1%	9454	90.3%	1014	9.7%
	Group 2	6062	18.0%	6062	100%	0	0%
	Group 3	420	1.2%	346	82.4%	74	17.6%
Logistics		3917	11.6%	2930	75.0%	987	25.2%
Engineering		11556	34.3%	11228	97.2%	328	2.8%
Support (Admin/Personnel)		98	0.3%	77	78.6%	21	21.4%
Medical/Dental		1101	3.3%	593	54.0%	508	46.1%
Professional (Legal)*		0	0%	0	0%	0	0%
Other		61	0.2%	0	0%	61	100%
TOTAL		33683	100%	30690	91.1%	2993	8.9%

KEY: Group 1 constitutes Royal Navy Warfare Branch
 Group 2 constitutes Royal Marine General Duties
 Group 3 constitutes Royal Marine Band Service
 * Data not available for RN/RM. Lawyers are included in Logistics category.

Naval Service

Naval Service		Year 2003	Representation by Occupational Groups				
			Officers				
Rank	NATO rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Admiral of the Fleet	OF-10	0	0	0	0	0	0
Admiral	OF-9	5	0.1%	5	100%	0	0
Vice Admiral	OF-8	6	0.1%	6	100%	0	0
Rear Admiral	OF-7	30	0.4%	30	100%	0	0
Commodore	OF-6	97	1.2%	96	99.0%	1	1.0%
Captain	OF-5	280	3.5%	278	99.3%	2	0.7%
Commander	OF-4	1117	14.1%	1096	98.1%	21	1.9%
Lieutenant Commander	OF-3	2493	31.6%	2388	95.8%	105	4.2%
Lieutenant	OF-2	2857	36.2%	2487	87.0%	370	13.0%
Sub Lieutenant	OF-1	855	10.8%	741	86.7%	114	13.3%
Officer Designate	OF(D)	160	2.0%	147	91.9%	13	8.1%
TOTAL		7900	100%	7274	92.1%	626	7.9%

Naval Service		Year 2003	Representation by Occupational Groups				
			NCOs and Other Ranks				
Rank	NATO rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Warrant Officer	OR-9	867	2.6%	852	98.3%	15	1.7%
	OR-8	202	0.6%	202	100%	0	0%
Chief Petty Officer	OR-7	5300	15.8%	5141	97.0%	159	3.0%
Petty Officer	OR-6	4706	14.0%	4418	93.9%	288	6.1%
Leading Rate	OR-4	6506	19.4%	5960	91.6%	546	8.4%
	OR-3						
Able Rate	OR-2	15917	47.5%	13862	87.1%	2055	12.9%
Ordinary Rate	OR-1						
TOTAL		33498	100%	30435	90.9%	3063	9.1%

Army

Army		Year 2003	Representation by Occupational Groups				
			Officers				
Function		TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	2,894	20.1%	2,894	100%		
	Group 2	3,773	26.2%	3,604	95.5%	169	4.5%
	Group 3	1,617	11.2%	1,408	87.1%	209	12.9%
Logistics		1,772	12.3%	1,625	91.7%	147	8.3%
Engineering/Comm		948	6.6%	703	74.2%	245	25.8%
Support (Admin/Personnel)		1,301	9.0%	876	67.3%	425	32.7%
Medical/Dental		97	0.7%	70	72.2%	27	27.8%
Professional (Legal)		2,017	14.0%	1,773	87.9%	244	12.1%
Other (finance)		14,419	100%	12,953	89.8%	1,466	10.2%
TOTAL							

KEY: Group 1 constitutes Combat Support Arms
 Group 2 constitutes Infantry and Royal Armoured Corps (**closed to women**)

Army		Year 2003	Representation by Occupational Groups				
			NCOs and Other Ranks				
Function		TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	26,149	26.7%	26,149	100.0%	0	0%
	Group 2	26,833	27.4%	25,963	96.8%	870	3.2%
	Group 3	15,200	15.5%	13,463	88.6%	1,737	11.4%
Logistics		19,332	19.8%	18,119	93.7%	1,213	6.3%
Engineering/Comm		6,104	6.2%	4,578	75.0%	1,526	25.0%
Support (Admin/Personnel)		3,093	3.2%	1,857	60.0%	1,236	40.0%
Medical/Dental		0	0%	0	0%	0	0%
Professional (Legal)		1,133	1.2%	913	80.6%	220	19.4%
Other (finance)		97,844	100%	91,042	93.0%	6,802	7.0%
TOTAL							

KEY: Group 1 constitutes Combat Support Arms
 Group 2 constitutes Infantry and Royal Armoured Corps (**closed to women**)

Army

		Year 2003	Representation by Occupational Groups				
		Officers					
Rank	NATO rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Field Marshall	OF-10	0	0%	0	0%	0	0%
General	OF-9	6	0.04%	6	100%	0	0%
Lieutenant General	OF-8	10	0.07%	10	100%	0	0%
Major General	OF-7	44	0.3%	44	100%	0	0%
Brigadier	OF-6	177	1.2%	175	98.9%	2	1.1%
Colonel	OF-5	559	3.9%	541	96.8%	18	3.2%
Lieutenant Colonel	OF-4	1,712	11.9%	1,659	96.9%	53	3.1%
Major General	OF-3	4,593	31.9%	4,267	92.9%	326	7.1%
Captain	OF-2	4,452	30.9%	3,903	87.7%	549	12.3%
Lieutenant/2nd Lieutenant	OF-1	1,909	13.2%	1,567	82.1%	342	17.9%
Officer Designate	OF(D)	957	6.6%	781	81.6%	176	18.4%
TOTAL		14,419	100%	12,953	89.8%	1,466	10.2%

		Year 2003	Representation by Occupational Groups				
		NCOs and Other Ranks					
Rank	NATO rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Warrant Officer Class 1	OR-9	1,733	1.8%	1,682	97.1%	51	2.9%
Warrant Officer Class 2	OR-8	4,839	4.9%	4,657	96.2%	182	3.8%
Staff Sergeant	OR-7	6,102	6.2%	5,848	95.8%	254	4.2%
Sergeant	OR-6	10,256	10.5%	9,736	94.9%	520	5.1%
Corporal	OR-4	16,031	16.4%	14,791	92.3%	1,240	7.7%
Lance Corporal	OR-3	16,114	16.5%	14,551	90.3%	1,563	9.7%
Private (classes 1-3)	OR-2	27,843	28.5%	26,188	94.1%	1,655	5.9%
Private (class 4)/Junior	OR-1	14,926	15.3%	13,589	91.0%	1,337	9.0%
TOTAL		97,844	100%	91,042	93.0%	6,802	7.0%

Airforce

RAF		Year 2003	Representation by Occupational Groups				
			Officers				
Function		TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Operations	Group 1	3571	37.1	3481	97.5	90	2.5
	Group 2	378	3.9	378	100	0	0
	Group 3	1437	14.9	1500	82.6	315	17.4
Supply		686	7.1	574	83.7	112	16.3
Engineering/Comm		1746	18.1	1672	95.8	74	4.2
Support (Admin/Personnel)		1267	13.2	933	73.6	334	26.4
Medical/Dental		431	4.5	294	68.2	137	31.8
Professional (Legal)		40	0.4	26	65	14	35
Other (Chaplains, Music)		77	0.8	76	98.7	1	1.3
TOTAL		9633	100	8556	88.8	1077	11.2

KEY: Group 1 constitutes Air Crew
 Group 2 constitutes RAF Regiment
 Group 3 constitutes Operations Support (Air Traffic, Fighter Control, Intelligence, Flight Operations)

RAF		Year 2003	Representation by Occupational Groups				
			NCOS and Other Ranks				
Function		TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Operations	Group 1	1132	2.9	1098	97	34	3
	Group 2	1700	4.4	1700	100	0	0
	Group 3	5194	13.4	4698	90.5	496	9.5
Supply		3068	7.9	2662	86.8	406	13.2
Engineering/Comm		20676	53.2	19716	95.4	960	4.6
Support (Admin/Personnel)		4964	12.8	3882	78.2	1082	21.8
Medical/Dental		1202	3.1	487	40.5	715	59.5
Professional (Legal)		0	0	0	0	0	0
Other (Photography, Music)		916	2.3	776	84.7	140	15.3

TOTAL	38852	100	35019	90.2	3833	9.8
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KEY: Group 1 Airmen Crew (Air Engineer, Air Loadmaster, Air Signaller, Air Electronics Operator)
constitutes
Group 2 RAF Regiment (**closed to women**)
constitutes
Group 3 Operations Support (Firefighter, Air Traffic Control, Aerospace Systems)
constitutes

Airforce

Service RAF	Year 2003	Representation by Occupational Groups					
		Officers					
Rank	NATO rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Marshal of the RAF	OF-10						
Air Chief Marshal	OF-9	4	0.1%	4	100%	0	0
Air Marshal	OF-8	7	0.1%	7	100%	0	0
Air Vice Marshal	OF-7	29	0.3%	29	100%	0	0
Air Commodore	OF-6	87	0.8%	87	100%	0	0
Group Wing Captain	OF-5	337	3.1%	327	97.0%	10	3.0%
Wing Commander	OF-4	1281	11.7%	1210	94.5%	71	5.5%
Squadron Leader	OF-3	3050	28.2%	2818	92.4%	232	7.6%
Flight Lieutenant	OF-2	4515	41.7%	3893	86.2%	622	13.8%
Flying Officer/Pilot Officer	OF-1	1163	10.7%	919	79%	244	21.0%
Officer Designate	OF(D)	355	3.3%	286	80.6%	69	19.4%
TOTAL		10828	100%	9580	88.5%	1248	11.5%

Service RAF		Year 2003	Representation by Occupational Groups				
		NCOs and Other Ranks					
Function	NATO rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Warrant Officer	OR-9	1177	2.8	1151	97.8%	26	2.2%
Flight Chief/Chief Tech'n	OR-7	3847	9.3%	3754	97.6%	93	2.4%
Sergeant	OR-6	7628	18.4%	7146	93.7%	482	6.3%
Corporal	OR-4	10091	24.1%	8977	89.0%	1114	11.0%
Junior Technician and Leading Aircraftman/Senior Aircraftman	OR-2	15237	38.0%	13020	85.4%	2217	14.6%
Air Craftman	OR-1	4347	7.3%	3626	83.4%	721	16.6%
TOTAL		42327	100%	37674	89.4%	4653	11.6%

Intake to the UK regular forces: by gender and Service

ANNEX B

The table below shows the intake to the UK regular forces by gender and Service over the last twenty years. Prior to 1986/87, the intake of professionally qualified female officers serving in the medical, dental, veterinary and legal specialisations is included in the male officer numbers.

	1980/8 1	1985/8 6		1990/9 1	1996/9 7	1997/9 8	1998/9 9	1999/0 0	2000/0 1	Number 2001/02
Females: total	3 800	2 240		4 430	2 940	3 340	3 430	3 160	2 610	2 690
Officers: total	410	330		390	250	360	300	390	350	310
Naval Service	50	30		50	50	70	40	70	80	60
Army	200	150		180	120	180	150	200	170	150
Royal Air Force	160	140		170	70	110	110	110	100	110
Other ranks: total	3 390	1 920		4 040	2 690	2 980	3 140	2 770	2 260	2 380
Naval Service	910	260		1 160	510	560	620	630	550	680
Army	1 430	940		1 370	1 820	1 830	1 820	1 540	1 150	1 090
Royal Air Force	1 050	720		1 510	360	590	690	600	560	610
Males: total	46 690	30 410		26 780	19 230	20 170	22 540	22 370	20 360	20 890
Officers: total	2 920	2 800		2 390	1 240	1 320	1 210	1 550	1 410	1 360
Naval Service	750	630		500	310	300	340	340	360	350
Army	1 280	1 370		1 280	680	730	540	840	700	670
Royal Air Force	880	790		610	250	290	320	370	340	340
Other ranks: total	43 770	27 610		24 390	17 980	18 850	21 340	20 820	18 960	19 520
Naval Service	9 050	4 450		5 200	3 080	3 660	3 760	3 910	3 620	3 920
Army	25 960	17 800		14 680	12 900	12 650	14 440	13 900	12 690	12 880
Royal Air Force	8 760	5 360		4 510	2 000	2 540	3 130	3 010	2 640	2 730



Percentage

Females as a percentage of total	<i>7.5</i>	<i>6.9</i>		<i>14.2</i>	<i>13.2</i>	<i>14.2</i>	<i>13.2</i>	<i>12.4</i>	<i>11.3</i>	<i>11.4</i>
Officers: total	<i>12.3</i>	<i>10.5</i>		<i>14.1</i>	<i>16.5</i>	<i>21.3</i>	<i>19.7</i>	<i>20.0</i>	<i>19.9</i>	<i>18.6</i>
Naval Service	<i>5.9</i>	<i>4.8</i>		<i>8.6</i>	<i>14.0</i>	<i>19.3</i>	<i>9.9</i>	<i>17.4</i>	<i>18.5</i>	<i>14.1</i>
Army	<i>13.7</i>	<i>9.9</i>		<i>12.1</i>	<i>15.0</i>	<i>19.6</i>	<i>21.8</i>	<i>19.4</i>	<i>19.2</i>	<i>18.0</i>
Royal Air Force	<i>15.1</i>	<i>15.4</i>		<i>21.6</i>	<i>22.9</i>	<i>27.0</i>	<i>24.8</i>	<i>23.6</i>	<i>22.8</i>	<i>23.8</i>
Other ranks: total	<i>7.2</i>	<i>6.5</i>		<i>14.2</i>	<i>13.0</i>	<i>13.6</i>	<i>12.8</i>	<i>11.7</i>	<i>10.6</i>	<i>10.9</i>
Naval Service	<i>9.1</i>	<i>5.5</i>		<i>18.2</i>	<i>14.2</i>	<i>13.3</i>	<i>14.2</i>	<i>13.9</i>	<i>13.2</i>	<i>14.9</i>
Army	<i>5.2</i>	<i>5.0</i>		<i>8.5</i>	<i>12.4</i>	<i>12.6</i>	<i>11.2</i>	<i>10.0</i>	<i>8.3</i>	<i>7.8</i>
Royal Air Force	<i>10.7</i>	<i>11.8</i>		<i>25.0</i>	<i>15.2</i>	<i>18.9</i>	<i>18.0</i>	<i>16.6</i>	<i>17.4</i>	<i>18.3</i>

Source: DASA (Tri-Service) *||* denotes discontinuity in time series

Source: DASA (Tri-Service)