

## UNITED STATES

### Introduction

As the United States continues to fight a war against terrorism and aggression, policies related to the employment of women continue to be based on the premise of “best qualified”. Over 95% of the career fields and over 80% of the total jobs are open to women. Today, more than 370K women serve in the US Armed Forces (active and Reserve) around the world.

<b>TOTAL ACTIVE AND RESERVE WOMEN</b>			
	<b>Active</b>	<b>Reserve</b>	<b>Total</b>
<b>Army</b>	74765	94166	168931
<b>Navy</b>	58786	17790	76576
<b>Air Force</b>	71075	36121	107196
<b>Marines</b>	10501	1899	12400
<b>Coast Guard</b>	3887	1796	5683
<b>Total</b>	219014	151772	370786

### Policy

US policies on the employment of women remain constant. There have not been any significant changes since the implementation of the 1994 DOD Assignment Rule that restricted women from assignment to units below brigade level whose primary mission is to engage in direct ground combat. In order to assess the status of women, the National Defense Authorization Act for Fiscal Year 03 mandates that the Secretary of Defense report the status of female members of the Armed Forces for fiscal years 2002 – 2006. The report requires the Department to provide information for the Army, Navy, Air Force and Marine Corps for the following areas:

- (1) Access to health care
- (2) Positions open
- (3) Assignment policies
- (4) Joint spouse assignments
- (5) Deployment availability rates
- (6) Promotion and retention rates
- (7) Assignments in nontraditional fields
- (8) Assignments to command positions
- (9) Selection to service schools
- (10) Sexual harassment

The 2002 report was submitted to Congress in March 2003.

## Structure

The US Armed Forces consists of an active and reserve component. The Global War on Terrorism and OPERATION IRAQI FREEDOM highlighted the integration of the active and reserve components. Over 200K reservists were called to active duty in support of partial mobilization.

## Female Representation

### *Total Active and Reserve Female Strength*

	<b>Active</b>		<b>Reserve</b>		<b>Total</b>
Army	74765	15.4%	94166	17.0%	168931
Navy	58786	14.7%	17790	20.2%	76576
Air Force	71075	19.6%	36121	19.5%	107196
Marines	10501	6.0%	1899	4.8%	12400
Coast Guard	3887	10.4%	1796	23.4%	5683
<b>Total</b>	<b>219014</b>	<b>15.0%</b>	<b>151772</b>	<b>17.4%</b>	<b>370786</b>

This year the US will celebrate the 30<sup>th</sup> anniversary of the All Volunteer Force (AVF). In the late 1970's while transitioning from the draft, the US was experienced difficulty enlisting qualified recruits to enter military service. The increase in highly qualified women entering military service helped the AVF survive the transition. Because the US military offers women an opportunity for increased responsibility and pay equity in terms of job performance, women continue to break barriers and moved into leadership positions at the highest levels.

### *Female Officer and Senior Enlisted Strength (Active Duty)*

	<b>Army</b>	<b>Navy</b>	<b>Air Force</b>	<b>Marines</b>	<b>Coast Guard</b>	<b>Total</b>
GO/FO	11	10	12	1	3	37
Field Grade	3468	3074	4121	142	167	10972
Company Grade	7252	5167	8675	767	619	22480
E-9	252	151	347	48	8	806
E-8	1187	525	635	189	25	2561

## Recruiting

The US recruiting programs are gender-neutral. The military services do not establish goals or targets for gender specific enlisted recruiting. The only exception is the Navy, which establishes gender specific recruiting goals because of the limited berthing available for women at sea. This is designed to ensure women are eligible for the same standard sea/shore rotation and career progression afforded men.

Over the years the US has designed special recruiting programs tailored to meet the challenges based on demographic changes, economic projections and interest of American youth.

## **Retention**

With a strong US economy, the US military Services are faced with the challenge to retain both enlisted and officer personnel with the required skills, experience, and military and technical training. Today's youth join the military because of the education benefits, skills training, pay and benefits and a desire to serve their country. This requires a commitment by the Department of Defense to provide a quality of military life that is competitive with the private sector.

## **Physical Fitness Standards** Physical fitness requirements vary among the Services.

- **Army** The Army's physical fitness standards apply to all soldiers in the Army (including the United States Army Reserve and Army National Guard) and encompasses both genders and all ages and ranks. Standards are in place for soldiers with limiting physical profiles who also are required to participate in physical fitness training. The purpose is to ensure all soldiers maintain acceptable levels of fitness throughout their careers beginning with Initial Entry Training (IET). The Army physical fitness test consists of a 2 mile run, situps and pushups.

**Navy** Physical readiness tests, with associated height/weight/body fat measurements, are conducted twice each fiscal year. The test is designed to measure flexibility, muscular endurance and aerobic capacity. The Navy physical fitness test consists of a 1.5 mile run, situps and pushups.

**Air Force** During initial entry processing, both men and women are required to pass a Physical Fitness test that measures cardiovascular endurance, muscular strength and endurance and mobility. The test consists of the 2-mile run, push-ups and sit-ups. In addition to initial entry physical fitness requirements, the Air Force has an annual requirement to test personnel using cycle ergometry, which measures oxygen uptake (ml/kg 2 minutes).

**Marine Corps** The Physical Fitness Test is administered twice per calendar year. All Marines are provided time to train and are expected to maintain an adequate degree of physical fitness. The standard physical fitness test consists of three events that measure cardiovascular endurance, muscular strength and endurance and mobility. Male Marines will perform "dead-hang" pull-ups, abdominal crunches, and a 3.0-mile run. Female Marines will complete the "flexed-arm" hang, abdominal crunches, and a 3.0 - mile run.

**Coast Guard** Physical fitness requirements in the Coast Guard are directly linked to On the Job requirements. Coast Guard men and women who are rescue swimmers, small boat crew members, etc., must comply with the specific physical standards set forth by their position.

**Officer Accessions**

For the Active Component there are four primary commissioning programs - the Service academies, the Reserve Officer Training Corps (ROTC) Officer Candidate/Training School (OCS/OTS) and Direct Commissioning. There are over two thousand women enrolled at the Service academies. Each cadet receives room, board, medical and dental care, salary and tuition throughout a 4-year academic program. ROTC programs are located at numerous undergraduate colleges and universities throughout the US. ROTC programs offer a limited number of full scholarships but most students enrolled in ROTC do not receive military scholarships. OCS/OTS provides a quick commissioning source for college graduates who did not receive military training as a part of their undergraduate education. It is also a way for promising enlisted personnel to earn a commission. Direct Commissions are offered to professionals in fields such as law, medical and the ministry. Officers under this program are usually commissioned at higher ranks based on degree and level of experience.

In addition to the commissioning programs mentioned for the Active Component, Reserve officers may receive commission through the Army National guard Academy of Military Sciences. An overwhelming majority of US Marine Corps Reserve officers receive their commissions through OCS or the Marine Corps Platoon Leader Class (PLC). The PLC is a split-training program in which candidates normally attend officer training in the summers after their junior and senior of college.

**Career Development**

In the late 1980s, women enlisted primarily for two occupational areas: functional support and administration and medical/dental. Although women continue to view those fields as more marketable for post military careers, many enlisted women are transitioning to the non-traditional occupations while many female officers are entering operational career fields.

<b>Occupation Change Report</b>		
<b>Title</b>	<b>Sep 1987</b>	<b>Sep 2002</b>
000-099 Infan., Seaman Enlisted	1.2%	4.9%
100-199 Elect. Equip. Rep. Enlisted	4.8%	6.1%
200-299 Comm. & Intel. Enlisted	11.3%	10.0%
300-399 Health Care Enlisted	13.4%	15.3%
400-499 Tech. & Allied Spec Enlisted	2.3%	3.1%
500-599 Func. Sup. & Admin. Enlisted	36.0%	33.1%
600-699 Elec/Mech Equip Rep Enlisted	8.3%	8.7%
700-799 Craftworkers Enlisted	1.9%	1.8%
800-899 Serv. & Supply Enlisted	9.1%	10.5%
900-999 Non-Occup Enlisted	11.7%	6.5%
1A - 1B Gen'l Off & Exec Officer	1.2%	0.2%
2A - 2H Tact. Oper's Officer	6.7%	10.0%
3A - 3C Intelligence Officer	5.8%	6.1%
4A - 4N Eng. & Maint. Officer	9.5%	10.9%
5A - 5N Sci. & Prof. Officer	4.5%	5.0%

6A - 6I Health Care Officer	39.1%	38.3%
7A - 7N Administrative Officers	18.7%	11.1%
8A - 8G Supply & Proc. Officers	8.5%	10.9%
9A - 9E Non-Occup Officer	1.7%	7.4%

**Marital Status** With 51% of its active force married, the U.S. has institutionalized several quality of life programs to meet the needs of military members and families. Military members want good pay, educational opportunities, rewarding work, challenging off-duty opportunities and adequate housing. Families want safe, modern communities and good schools.

**Social Compact**

*“The notion of a Social Compact or idea that we’re all in this together” is paramount for the provision of a successful military defense. The Social Compact recognizes the fundamental reciprocity exchange that exists between the service member, his/her family and the Department of Defense – the performance of each impacts the quality of each.”*

*A New Social Compact: A Reciprocal Partnership  
Between DOD, Service Members and Families*

The US Military Services recognizes the changing expectations of military members and their families. In order to meet those expectations and maintain readiness, a delicate balance is required. For several months, the Department of Defense examined the impact of health care programs, childcare, family support networks, spouse employment, dependent education, personal financial stability, off-duty education and consumer services on military families. The study resulted in Service initiatives and programs consistent with the premise of the Social Compact.

- World Class Health Care – Promote personal responsibility for health through preventive care
- Quality Housing – Housing that meets Service Member’s and families needs
- Education – Actively support Service Members and families desire for education
- Work Life Stress – Respond to Service Members and families rising work life stress
- Underwrite Family Support – Policies and laws that underwrite support to families
- Communication with Families – Improve access to Internet and connectivity for quality of life services
- Strengthen Employer Support – Reserve Components

**Conclusion**

US military women are well trained and an integral part of the total force.