

W·R·E·I * WOMEN'S RESEARCH AND EDUCATION INSTITUTE

Women in the Military

Eighth Edition



Where They Stand

We wish to express our appreciation to the WREI Advisory Committee on the Women in the Military Project for their continued invaluable advice.

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in forest camouflage uniforms.

Women in the Military

WOMEN IN THE MILITARY WHERE THEY STAND

Eighth Edition

**A Women in the Military Project Report of the
Women's Research & Education Institute**

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W • R • E • I

Background

Military women serving in war zones are such a common sight in world-wide media these days that their presence is little remarked. In both Operation Enduring Freedom (Afghanistan) and Operation Iraqi Freedom, military women from the US and other countries have shown the mental and physical toughness needed to perform well under fire, to defend themselves and their comrades with courage, and to endure the conditions inherent to life in a combat zone.

Officially, women have been serving on active duty in the U.S. military since 1901. Unofficially, they have been serving since the American Revolution, during which some women, like Deborah Samson, dressed as men to enter the Continental Army, while others, like Margaret Corbin, accompanied their husbands to camp and then onto the battlefield. It was during the Civil War that the U.S. government first recruited women to serve with the armed forces as nurses, although without military status. About 4,200 served with the Army of the North. During the Spanish-American War, the Army again recruited female nurses, and again these women kept their civilian status. About 1,500 served. They were so successful that the War Department requested that Congress authorize establishment of an Army Nurse Corps; this was done as part of the Army Reorganization Act of 1901. The Navy Nurse Corps was established in 1908 by the FY 1909 Naval Appropriations Act, (PL-115).

During World War One, the Navy became the first service to recruit women for other than nursing roles. These women—about 12,500 of them—called “Yeomen (f)” and nicknamed “Yeomanettes” served principally in secretarial and communications assignments. The first African American women enlisted to serve on active duty were Yeomen (f) who were assigned to various Navy Department offices in Washington, D.C. The Marine Corps also enlisted about 300 women during this war and a few also served with the Coast Guard. The Army did not recruit women other than nurses, but it did hire about 200 bilingual civilian women as telephone operators to serve with the American Expeditionary Force in France. These women, nicknamed “Hello Girls,” were given veteran status in 1977.

World War Two saw active recruitment of women by all services for a wide variety of noncombat assignments. In 1948, in recognition of their superb service during the war, women became eligible for permanent assignment in the regular active forces in non-nursing capacities and, since then, military women have served with distinction, continuing to win new opportunities for themselves through the high caliber of their performance.

Table 1 indicates the numbers of women who have served in various military actions since 1917.

**Table 1 – Women Who Served in Selected
U.S. Military and Peacekeeping Actions 1917 – 2012**

Conflict	Dates	Number of Women Who Served*
World War I	1917 - 1918	33,000
World War II	1941 - 1945	400,000
Korean War	1950 - 1953	120,000
Vietnam War	1962 - 1975	7,000
Grenada	1983	170
Panama	1989	770
Persian Gulf War	1991	41,000
Somalia	1992 - 1994	1,000
Haiti	1994	1,200
Bosnia Air War	1994 - 1995	16,000**
Kosovo	1999	
Operation Enduring Freedom	2001 -	See below***
Operation Iraqi Freedom	2003 - 2010	See below***
Operation New Dawn	2010 - 2011	See below***

* The numbers are not at all comparable. The numbers for World Wars I and II and for the Korean War are the best estimates of the total number of women who served in the armed forces during these conflicts. Although the number of women on active duty on any single day is known, the total number of individual women who served can only be approximated. The number for the Vietnam War includes only those who served in theater—i.e., those eligible to wear the Vietnam Campaign Service Ribbon. The numbers for the military actions in Grenada, Panama, Somalia, and Haiti as well as OEF, OIF and Operation New Dawn include only women eligible to wear the relevant campaign service ribbons.

**The Bosnia and Kosovo number includes military women who have served in either of these areas but only through March 2001. More up-to-date numbers are not available at this time.

***Women comprise about 9 -11% of those who have served or are serving in these operations.

Women have served more than 285,000 tours of duty in these operations as of January 2013. This number is not the number of individual women who have served. Since many women have served more than one tour in these campaigns, many individuals are double counted.

Sources: U.S. Department of Defense, Department of Veterans Affairs, Women in Military Service for America, and MG General Jeanne Holme USAF (ret), *Women in the Military: An Unfinished Revolution*, (revised edition), Presidio Press, 1992. Compiled by the Women's Research & Education Institute, December 2012.

Some Historical Facts

- The first woman awarded a disability pension by Congress for wounds incurred during military service was Margaret Corbin. She was wounded after taking over her fallen husband's cannon during the Battle of Fort Mifflin in the American Revolution.
- During the Civil War, women disguised as men fought on both sides. Women also served as spies and medical personnel. Three of the most famous women who served were Dr. Mary Walker, a physician and the only woman ever awarded the Congressional Medal of Honor; Clara Barton, who served at the Siege of Petersburg, *inter alia*; and Harriet Tubman, who was a volunteer nurse, spy and scout for the Army of the North.
- In 1862, four Sisters of the Holy Cross and five African American women served aboard the Navy's first Hospital Ship, USS RED ROVER, providing medical care.
- Cathay Williams is the only woman known to have served as a Buffalo Soldier. A former slave, she served as Private William Cathay for two years before her true sex was discovered during an illness.
- During World War One, military nurses served close to the front lines and some were gassed or wounded. Three were awarded the Distinguished Service Cross.
- Over 200 military nurses died while serving in overseas theaters during World War Two—543 American service women died overall, 16 from enemy fire. Eighty-five women were prisoners of war, all but one in the Pacific theater.
- Fifty-seven Army nurses arrived in Pusan, Korea less than 72 hours after the first US troops landed. Within days, they were treating casualties at the battlefield's perimeter. Army nurses also landed on the beaches at Inchon on the day of the invasion. Seventeen military women were killed during the Korean War, mostly in aircraft accidents.
- Eight US servicewomen died while serving in theater during the Vietnam War, including one from hostile fire. Their names are inscribed on the Vietnam War Memorial.
- During the Gulf War, almost 41,000 women served in theater—fifteen were killed and two were taken as prisoners of war.
- Two U.S. Navy warships have been named in honor of Navy women: USS HIGBEE (DD 806)—a Gearing-class destroyer—named for Lenah S. Higbee, Superintendent of the Navy Nurse Corps (1911-1922) and USS HOPPER (DDG 70)—an Arleigh Burke-class, guided-missile destroyer—named for computer pioneer Rear Admiral Grace M. Hopper, USN (1906-1992).
- Forty-three American servicewomen have died in Operation Enduring Freedom (Afghanistan) as of January 2013, including 22 from hostile fire. One hundred and seven women were killed during Operation

Iraqi Freedom, which ended on 31 August 2010. Sixty-two of these were from hostile fire. More than 865 servicewomen have received Purple Hearts for wounds incurred through enemy action during these operations. Two women have received the Silver Star for heroism—one in Operation Iraqi Freedom and one in Operation Enduring Freedom (Afghanistan).

Chronology of Significant Legal and Policy Changes Affecting Women in the Military: 1947-2013

1947

- Congress passes the Army-Navy Nurse Act (PL-36-80C) which:
 - Establishes the Army Nurse Corps and the Navy Nurse Corps as permanent staff corps of the regular Army and Navy.
 - Integrates nurses into the officer ranks of the regular Army and Navy with Lieutenant Colonel/Commander as the highest permanent ranks. Nurse Corps directors are authorized to hold the temporary rank of Colonel/Captain.

1948

- Congress passes the Women's Armed Services Integration Act (PL-625). Women win the right to serve in the regular active peacetime forces under the following conditions:
 - Women can constitute no more than 2 percent of the total force.
 - The number of women officers can total no more than 10 percent of the 2 percent.
 - Promotion of women officers is capped above paygrade 0-3 (Captain/Lieutenant). Paygrade 0-5 (Lieutenant Colonel/Commander) is the highest permanent rank women can obtain. Women serving as directors of WACs, WAVES, WAFs, and Women Marines are temporarily promoted to paygrade 0-6 (Colonel/Captain).
 - Women are barred from serving aboard Navy vessels (except hospital ships and certain transports) and from duty in combat aircraft engaged in combat missions.
 - Women are denied spousal benefits for their husbands unless they depend on their wives for over 50 percent of their support.
 - By policy, women are precluded from having command authority over men (i.e., authority to award Non-Judicial Punishment in accordance with Article 15 of the Uniform Code of Military Justice or to refer to a Court Martial).
 - The Coast Guard is not included in this legislation, but a few remained in the Women's Coast Guard Reserve.

1949

- The Air Force Nurse Corps is established.

1951

- The Defense Advisory Committee on Women in the Services (DACOWITS) is created.
- Executive Order 10240 authorizes the services to discharge any woman who becomes pregnant or a parent by adoption, or who has a minor child/stepchild at home at least thirty days a year.

1955

- Army and Air Force Nurse Corps opened to men.

1965

- Navy Nurse Corps opened to men.

1967

The Women's Armed Services Integration Act is modified by PL-90-130:

- The 2-percent ceiling on women's numbers is lifted.
- The caps on officer promotions above paygrade O-3 are removed and women become eligible for permanent promotion to paygrade O-6.
- Women become eligible for Flag/General officer rank.

1969

- The Air Force opens ROTC to women.
- The Joint Armed Forces Staff College admits women.

1971

- The Air Force allows pregnant women to request a waiver of the automatic discharge policy. The Air Force also changes recruiting rules to allow the enlistment of women with children—the first service to do so.

1972

- *Frontiero v. Richardson*—This Supreme Court decision strikes down the differences between men and women with respect to dependents' benefits.
- The Army opens ROTC to women.
- Chief of Naval Operations Elmo Zumwalt issues a directive, Z-116, which:
- Suspends restrictions on women succeeding to command ashore.
 - Authorizes limited entry of women into all enlisted ratings.
 - Opens assignment aboard the hospital ship USS *Sanctuary* to all women.
 - Allows women officers into additional occupational fields such as intelligence, cryptology, public affairs, and aircraft maintenance.
 - Opens the Chaplain Corps and Civil Engineering Corps to women.

- Opens Navy ROTC to women.
- Allows women to be selected for war college.

1973

- The draft ends with the expiration of the Selective Service Act. As the era of the All-Volunteer Force starts, recruiting goals for women begin to increase.
- Navy women become eligible for aviation duty in noncombat aircraft.
- The Coast Guard begins accepting women for regular active duty for first time since World War II ended.

1974

- Army women become eligible for aviation duty in noncombat aircraft.

1975

- Women enroll in the Coast Guard Academy.

1976

- Congress opens the remaining service academies to women through PL-94-106.
- In *Crawford v. Cushman*, the Second Circuit Court rules that Marine Corps regulations mandating the discharge of pregnant Marines violate the due process clause of the Fifth Amendment to the Constitution.

1977

- Air Force women become eligible for aviation duty in noncombat aircraft.
- The Coast Guard assigns women to shipboard duty.

1978

- As required by PL-95-79, Sec 303, the Department of Defense (DoD) provides a definition of combat to Congress.
- The Coast Guard removes all assignment restrictions based on gender.
- *Owens v. Brown* – District Judge John J. Sirica, U.S. District Court for the District of Columbia, rules that 10 USC Section 6015, which precluded the permanent assignment of women to Naval vessels other than hospital and transport ships, is unconstitutional.
- As part of the FY-79 Defense Authorization Act, 10 USC 6015 is amended to allow permanent assignment of women to non-combatant ships and temporary assignment to any ship not expected to have a combat mission.
- Congress passes PL-95-202, which grants veteran status to Women Air Force Service Pilots (WASPs).

1979

- The Navy opens the Surface Warfare and Special Operations (diving

and salvage) communities to women officers. Enlisted women become eligible for many shipboard occupations.

1980

- Congress passes the Defense Officer Manpower Personnel Management Act (DOPMA) which:
- Abolishes laws requiring separate appointment, promotion, accounting, and separation procedures for women officers in the Army, Navy and Marine Corps. (The Air Force, founded in 1947, operated under laws providing a single personnel system from its inception.)
- Requires that women in the Army, Navy, and Marine Corps now must be selected for (rather than appointed to) Flag/General officer rank, i.e., they must compete with male peers for promotion.

1981

- In *Rostker v. Goldberg*, the Supreme Court upholds the constitutionality of excluding women from the draft and Selective Service registration.

1983

- Operation Urgent Fury (the invasion of Grenada)—170 women soldiers serve, as do Air Force women in air transport crews.
- Air Force women in KC-135 and KC-10 tanker crews participate in a raid on Libya.
- Congress passes PL-98-160, establishing the Secretary of Veterans' Affairs Advisory Committee on Women Veterans.

1988

- The DoD Risk Rule is promulgated. It sets a single standard for evaluating positions and units from which the services can exclude women. As a result, 30,000 new positions are opened to women; however, units supporting ground combat operations remain closed to women.

1989

- Operation Just Cause (the invasion of Panama)—770 women deploy or are already there. A woman MP commands troops in a ground combat-like operation. Women flying Black Hawk helicopters come under fire.

1990/1991

Persian Gulf War

- 40,782 women deploy to the Persian Gulf.
- 15 women are killed and 2 are taken prisoner of war.

1991

- The Kennedy-Roth Amendment to the FY 1992-93 Defense Authori-

zation Act repeals the provisions of Title 10 USC 8549 banning women from serving aboard combat aircraft engaged in combat missions.

- The Presidential Commission on the Assignment of Women in the Armed Forces is convened.

1993

- Secretary of Defense Les Aspin:
 - Orders all services to open combat aviation to women.
 - Directs the Navy to draft legislation to repeal the combat ship exclusion, Title 10 USC 6015.
 - Directs the Army and Marine Corps to study opening more assignments to women.

1994

- Over 1,000 women participate in operations in Somalia between 1992-1994.
- Over 1,200 women deploy for peacekeeping duties in Haiti.
- A Secretary of Defense memo of January 13, 1994 rescinds the 1988 DoD Risk Rule. As a result, 32,700 Army positions and 48,000 Marine Corps positions are opened to women. The memo, which remained in effect until January 2013 with one modification, announced the following Ground Combat Rule: "...woman shall be excluded from assignment to units below the brigade level whose primary mission is to engage in direct combat on the ground." Additionally, the memo allows (but does not require) the individual services to impose additional restrictions on the assignment of women for the following reasons: 1.) "where the Service Secretary attests that the costs of appropriate berthing and privacy arrangements are prohibitive." 2.) "where units and positions are doctrinally required to physically collocate and remain with direct ground combat units that remain closed to women." (This clause was removed in May 2012.) 3.) "where units are engaged in long range reconnaissance operations and Special Operations Forces missions." 4.) "where job-related physical requirements would necessarily exclude the vast majority of women service members."
- Congress repeals Title 10 USC 6015, opening most Navy combatant ships to women (submarines and a few smaller ships remain closed).
- P.L. 103-446 requires the establishment of the Center for Women Veterans within the Department of Veterans Affairs.

1995

- The Marine Corps selects a woman for aviation training for the first time.

1998

- Operation Desert Fox (enforcement of the no-fly zone in Iraq) begins.

US women aviators fly and crew combat aircraft on combat missions for the first time.

1999

- The Navy opens Coastal Mine Hunters and Mine Counter Measures ships to women.
- Women aviators participate in combat operations during the air war in Kosovo.

2000

- Two women sailors are among those killed in a terrorist attack upon the destroyer USS COLE (DDG 67) while it was refueling in the port of Aden, Yemen.

2001

- Six military women are among those killed during the September 11th attack on the Pentagon.
- Operation Enduring Freedom (OEF) begins. Military women deploy to the Afghan theater as part of Combined Forces Command-Afghanistan. As of January 2013, 43 US servicewomen have died while serving in Afghanistan.

2002

- The Office of the Secretary of Defense (OSD) allows the DACOWITS charter to expire and issues a new charter, which reduces by over half the number of committee members and modifies the committee's mission. Among the changes is the addition of family matters to the list of issues within the purview of DACOWITS.
- The FY 2003 Defense Authorization Act forbids military commanders from requiring (or strongly suggesting) the wearing of the *abaya* by military women serving in Saudi Arabia.

2004

- Lioness program operations begin when Army women join with Marine Corps ground combat units for raids on locations in which Iraqi women and children could be present. Later, women Marines and Sailors also participate in Lioness operations with both Marine Corps and Army units.

2005

- PL 109-163 (2006 Defense Authorization Act) Sec 541 mandates that prior to implementing any change in the ground combat exclusion policy [i.e., opening or closing any units and positions to women (as these stood by DoD or individual service policies as of 01 October 1994) or to the opening or closing of any military career designator to women (as these stood on 18 May 2005)], the Secretary of Defense must first submit a report to Congress providing notice of the pro-

posed change thirty legislative working days in advance of the effective date of the proposed change. The notification report must include:

- a. A description of and justification for the proposed change.
- b. A detailed analysis of the impact the proposed change is expected to have on the constitutionality of continuing to exclude women from the Military Selective Service Act.

2007

- RAND issues the report *Assessing the Assignment Policy for Army Women* which analyzes the assignment policy for Army women serving in Iraq.

2008

- An Army woman, Ann E. Dunwoody, is the first woman nominated and confirmed for four-star rank.

2009

- The Female Engagement Team (FET) Program is established by Task Force Leatherneck in Afghanistan. The principal FET mission is to interact with rural Afghan women in their homes or elsewhere. FET team members—all women—are attached to small ground combat units operating in the field.

2010

- After notifying Congress, the Navy opens service aboard its Fleet Ballistic Missile submarines (SSBN) and Guided-Missile Attack Submarines (SSGN) to women officers. Attack submarines (SSN) remain closed to women due to privacy considerations.
- The Secretary of Defense issues a revised DACOWITS charter. Among other things, the new charter delineates military women as the sole focus of the DACOWITS and expands the number of members, allowing up to 35 to be appointed.
- The Caregivers and Veterans Omnibus Health Services Act of 2010 is passed. Title II of the legislation is aimed at improving the Department of Veterans Affairs' ability to meet the physical and mental health needs of women veterans.
- After notifying Congress, the Marine Corps opens two MOSs to women. These are Counter Intelligence and Human Source Intelligence Operations Officer (0210) and Specialist (1211).
- With the end of combat operations in Iraq, OIF ends and Operation New Dawn begins on 01 September 2010.
- Legislation repealing the "Don't Ask; Don't Tell" provision that barred gay, lesbian and bi-sexual personnel from serving openly in the US military is signed into law on 22 December 2010.

2011

- Gay and lesbian personnel begin serving openly in the military as of

20 September 2011.

- The Army establishes all-female Combat Support Teams. The women assigned to these teams can be attached to Special Forces units for certain missions.

2012

- In February 2012, OSD notifies Congress of its intent to abolish the collocation clause of the 1994 Memorandum delineating occupations and units closed to women. Thirty Congressional working days later, on 14 May 2012, the collocation clause was abolished, opening over 13,000 positions and six additional specialties—or Military Occupation Codes (MOS)—to Army women. The newly opened Army MOSs are: 13M Multi-Launch Rocket System (MLRS)/High-Mobility Artillery Rocket System (HIMARS) Crew, 13P MLRS Operations Specialist, 13R Radar Specialist, 91A M1 Abrams Tank System Repairer, 91M Bradley Fighting Vehicle System Maintainer, 91P Artillery Mechanic.
- In February 2012, OSD notifies Congress of its intent to make an exception to the provision of the 1994 Memorandum delineating occupations and units closed to women that will allow women to be assigned to some battalion-level ground combat unit staffs. Thirty Congressional working days later, on 14 May 2012, the exception to policy became effective, opening 1,186 positions to women from the Army, Navy and Marine Corps.
- The Marines Corps announces it is initiating five research lines to study what units and occupations it ought to open to women. These are:
 - Opening the Infantry Officers Course to women volunteers to gather data on their performance during both the initial Combat Endurance Test and during the course itself (for those who pass the Combat Endurance Test).
 - Gathering data on the performance of women assigned to Marine Corps Ground Combat Battalion Staffs.
 - Researching Ground Combat Element Physical Performance standards.
 - Analyzing criteria used to close MOSs to women.
 - Conducting a Marine Corps-wide survey of attitudes on the assignment of women Marines.
- Two lawsuits to open ground combat units and occupations to women are filed. The first filed in May by a team from University of Virginia Law School is *Baldwin et al. v. Panetta et al.* The second, filed in November by ACLU, is *Hegar et al. v. Panetta*.
- The Shaheen Amendment to the 2013 Defense Authorization Act permits servicewomen and military family members who become pregnant due to rape or incest to receive abortions through the military medical system.

2013

- Secretary of Defense Leon Panetta announces that DoD is notifying Congress of its intent to open all military units and occupations to women thereby ending the ground combat exclusion and eliminating the last barrier to full integration of women into the US military. The phase-in of the new policy will take place over three years with the expectation that it will be fully implemented by January 2016. Each service will develop its own integration plan. There is also a provision that will allow an individual service to apply for a special exemption if it is determined that certain occupations or units should be closed to women.

Military Women in Operation Enduring Freedom and Operation Iraqi Freedom.

Military women's contributions to Operation Enduring Freedom (OEF) and Operation Iraqi Freedom (OIF) are indispensable and more far-reaching than in any of the country's earlier wars or operations. Women have served over 285,000 tours of duty in these operations and, despite long-extant policies designed to prevent them from encountering enemy ground forces, they have routinely done so. All evidence shows that these servicewomen have performed well.

OEF and OIF have provided ample empirical data on and observations of women's performance under fire. Prior to these operations, one could only speculate on how women might perform. Many of these speculations were voiced by those who felt that women's presence was softening the military: that, in combat, women would destroy the important unit bond; that women would not have the physical strength to remove wounded comrades to safety; that female casualties would excessively upset male soldiers; and that the American public would find the loss of women soldiers too unbearable to continue the fighting. None of these speculations has held up under the real-world tests of OEF and OIF.

Three programs, in particular, have established the importance and prowess of military women in counterinsurgency (COIN) warfare operations. The first is the Lioness program. This program was initiated in Iraq when Army women were employed with Marine Corps ground combat units for missions such as house raids in which American forces were likely to encounter Iraqi women and children. The Marine Corps also pioneered the use of Female Engagement Teams (FET) in Afghanistan. These teams were "attached" because policy forbade them from being "assigned" to infantry squads, platoons and companies. FETS made it possible for Marines in the field to interact with locals of both sexes. The FET women work, live, and train with the ground combat units to which they are attached. The third program, the Culture Support Team pro-

gram (CST) was created by the Army in 2011. It trains women who then attach to Special Forces units for various missions where contact with Afghan women is likely. The women train at Fort Bragg, NC for six weeks in skills such as advanced weapons handling.

A further issue for women serving in Iraq and Afghanistan has been that their body armor, some of their combat fatigue uniforms and other equipment such as backpacks are made in male sizes, shapes and configurations only. The Army began field testing body armor made for women's bodies in September 2012. The Marine Corps is also developing body armor for women.

US women are not the only military women who have served in the Iraq and Afghanistan Wars. Women from the United Kingdom, Australia, Spain and the Ukraine, *inter alia*, have served in Iraq and women from many NATO countries, including Canada, have been assigned in Afghanistan.

There continues to be some decline in the percentage of enlisted women serving in the Army since the end of fiscal year 2001—just before the start of OEF. At the end of FY 2001, women comprised more than 15.3 percent of the Army's enlisted force. At the start of FY 2012, they comprised 13.0 percent of that force. The number of enlisted women serving in the Air Force has dropped slightly since FY 2009 from 19.7% to 19.1% at the end of FY 2011. Meanwhile the number and percentage of enlisted women serving in the Navy, Marine Corps and Coast Guard has grown as has the percentage participation of women officers in all services. (See Table 2).

Women on Active Duty in 2012

Since 1973, when the draft ended, the percentage of active duty personnel who are women has increased dramatically—from 1.6 percent in 1973 to about 14.5 percent at the start of Fiscal Year 2012 (see Figure 1 and Table 3). Today, almost 205,000 women serve on active duty in the military services of the Department of Defense (Army, Navy, Marine Corps, and Air Force) and another 5,799 women serve in the active Coast Guard, part of the Department of Homeland Security in peacetime.

Minority Women

More than half the enlisted women in the DoD services are minority women (55.4 percent) as are 38.0 percent of women officers (see Table 4). A significant proportion of all U.S. military women are African American; African Americans account for a considerably higher percentage of military women than of military men (27.3) percent versus 14.9 percent). The Army has the highest percentage of African Americans among its women and the Coast Guard the lowest (36.3 percent and 6.5 percent, respectively). Women of Hispanic origin account for 12.2 percent of military

**Table 2 – Service Sizes and Percentages of Women
as of 30 Sep 2002, 2007, 2009 and 2011**

Service	Total Size	Number of Women	Percent Women
Army			
30 Sep 2002	484,551	74,301	15.3
30 Sep 2007	517,783	71,100	13.7
30 Sep 2009	549,015	73,771	13.4
30 Sep 2011	561,437	76,015	13.5
Navy			
30 Sep 2002	379,457	54,677	14.4
30 Sep 2007	332,269	48,755	14.7
30 Sep 2009	324,239	50,090	15.4
30 Sep 2011	320,141	52,416	16.3
Marine Corps			
30 Sep 2002	173,897	10,456	6.0
30 Sep 2007	186,425	11,706	6.3
30 Sep 2009	203,075	12,964	6.3
30 Sep 2011	201,026	13,691	6.8
Air Force			
30 Sep 2002	364,215	70,743	19.4
30 Sep 2007	329,094	64,430	19.6
30 Sep 2009	328,847	64,063	19.5
30 Sep 2011	328,821	62,592	19.0
Coast Guard			
30 Sep 2002	37,175	3,836	10.3
30 Sep 2007	40,650	4,950	12.2
30 Sep 2009	42,426	5,512	13.0
30 Sep 2011	42,011	5,799	13.8

Prepared by the Women's Research and Education Institute, August 2012, using unpublished data from the Defense Manpower Data Center as of 30 Sep 2002, 30 Sep 2007, 30 Sep 2009 and 30 Sep 2011.
 Note: As can be seen from the chart, the Army, Marine Corps, and Coast Guard have grown in total size since the end of FY 2002 while the Navy and Air Force have fewer people than they did then. The total percentage of DoD troops who were women at the end of FY 2002 percentage was at 15%; at the end of 2011 it was 14.5%.

women. The Marine Corps has the highest percentage (18.7 percent) and the Air Force the lowest (5.5 percent). Native American women account for 1.6 percent of military women. The Navy has the highest percentage (3.4 percent) while the Air Force has the lowest (0.7 percent). Asian-American/Pacific Islander women make-up 5.1 percent of all military women. The Navy has the highest percentage (5.6 percent) and the Coast Guard the lowest (2.0 percent). Women who claim bi/multi-racial/other heritage comprise 5.9 percent of the DoD services. The Coast Guard has the highest percentage (11.1 percent) and the Army has the lowest at 2.6 percent.

Women Officers

About 18.5 percent of military women are officers, while about 16.6 percent of military men are (see Table 3). There are two important trends with respect to women officers that will continue over the next years.

The first is their growing seniority (see Table 5). Well into the 1980s, women constituted less than 2 percent of colonels and captains. Now the comparable figures are 11.0 percent for the Army, 12.8 percent for the Navy and 12.0 percent for the Air Force. The Marine Corps lags behind the other DoD services—3.1 percent of Marine Corps colonels are women. It should be noted that many of the colonels and captains in the other services are medical professionals or chaplains. The Marine Corps has no chaplains or medical professionals since the Navy covers these responsibilities for them. In the Coast Guard, which began accessing women in 1972, the current percentage of captains who are women is 7.1. At the start of FY 2012, there were 72 women generals and admirals on active duty in the five services—up from just over 30 at the start of FY 2000. This includes seven serving at the three-star level. The second woman nominated for the four-star level was named by the Air Force in 2012.

The other major trend with respect to the outlook for women officers is the increasing percentage and seniority of those who are serving in their services' mainstream combat occupations. These include pilots, navigators, and other air crew in all services, surface and submarine warfare in the Navy, and long-range air defense artillery in the Army. Women now command combatant vessels, long-range artillery battalions, air squadrons, carrier strike groups and carrier air wings. Women aviators, surface warfare and long-range field artillery specialists have been promoted to flag and general officer ranks including a Navy Surface Warfare Officer now serving at the three-star level.

Figure 2 compares the occupational distribution of female and male active-duty officers. A Freedom of Information Act request was submitted in March 2012 to obtain 2012 Occupational Distribution data. As of January

Table 3 -- Active Duty Service Personnel by Branch of Service, Officer/Enlisted Status and Sex as of 30 September 2011

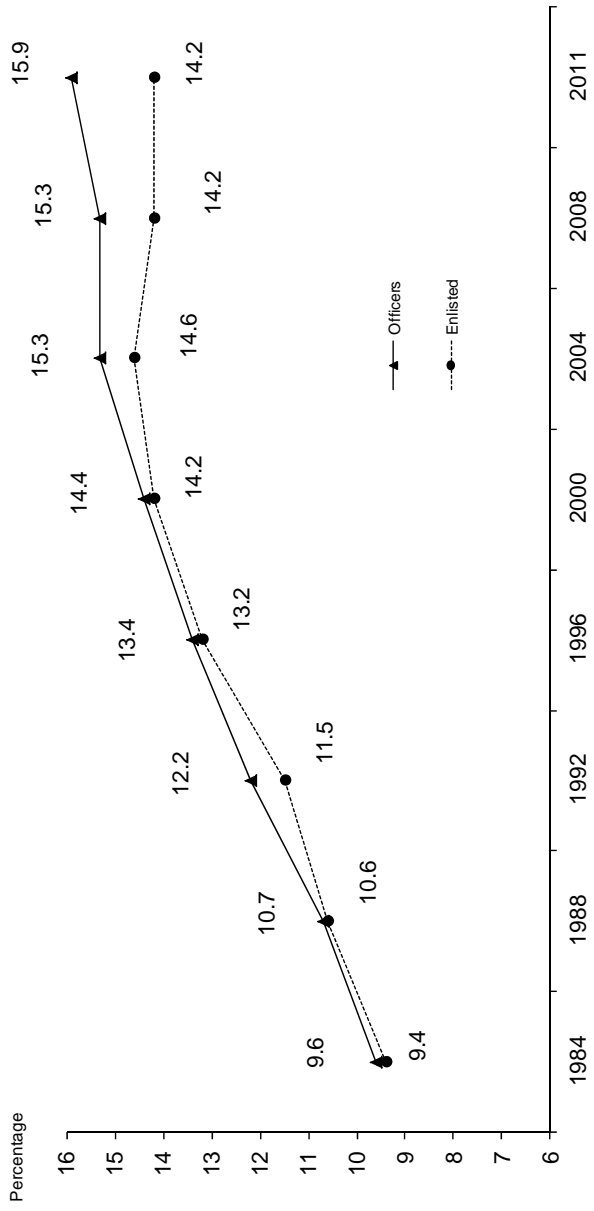
Branch of Service & Status*	Number of Women	Number of Men	Total	Women as Percentage of Total
Department of Defense**				
Officer	37,899	200,204	238,103	15.9%
Enlisted	166,815	1,006,507	1,173,322	14.2%
Total	204,714	1,206,711	1,411,425	14.5%
Army				
Officer	14,346	76,449	90,795	15.8%
Enlisted	59,425	398,795	458,220	13.0%
Total	73,771	475,244	549,015	13.4%
Navy				
Officer	7,961	44,070	52,031	15.3%
Enlisted	42,129	230,079	272,208	15.5%
Total	50,090	274,149	324,239	15.4%
Marine Corps				
Officer	1,328	20,537	21,865	6.1%
Enlisted	12,363	166,798	179,161	6.9%
Total	13,961	187,335	201,026	6.8%
Air Force				
Officer	12,097	53,399	65,496	18.5%
Enlisted	51,966	211,385	263,351	19.7%
Total	64,063	264,784	328,847	19.5%
Coast Guard				
Officer	1,295	7,069	8,364	15.5%
Enlisted	4,217	29,845	34,062	12.4%
Total	5,512	36,914	42,426	13.0%

*Officers include Warrant Officers.

**Does not include Coast Guard, which in peacetime, is part of the Department of Homeland Security.

Source: U.S. Department of Defense, Defense Manpower Data Center, unpublished data as of 30 September 2011. Compiled by the Women's Research & Education Institute, March 2012.

Figure 1 • Active-Duty Servicewomen in the Department of Defense Services by Officer/Enlisted Status, 1984-2011 (in percentages)*



*Does not include Coast Guard, which, in peacetime, is part of the Department of Homeland Security.

Sources: U.S. Department of Defense, Defense Manpower Data Center, unpublished data, April 30, 1998; March 31, 2000; September 30, 2002; September 30, 2004; September 30, 2008 and September 2011. Compiled by the Women's Research and Education Institute (WREI), October 2012.

Table 4 – Active Duty Servicewomen by Branch of Service, Enlisted/Officer Status, Race and Hispanic Origin as of 30 September 2011 Percentage Distribution of Women*

Service and Status	Number of Women	Percentage Distribution of Women*						
		White	Black	Hispanic Origin#	Native American	Asian/Pacific Islander	Multi-Racial/Other	
DoD**								
Officer***	37,899	62.0	17.2	6.1	.6			8.3
Enlisted	166,815	44.5	29.6	13.6	1.9			5.4
Army								
Officer***	15,760	55.2	25.7	7.0	.5			5.4
Enlisted	60,255	38.9	39.1	13.7	1.3			1.9
Navy								
Officer***	8,520	68.8	12.2	7.2	.6			5.2
Enlisted	43,896	35.1	26.0	20.7	3.9			8.9
Marine Corps								
Officer***	1,328	66.3	7.4	10.7	1.0			10.2
Enlisted	12,363	54.7	15.7	19.6	1.9			4.2
Air Force								
Officer^	12,291	65.5	10.7	3.6	.4			14.1
Enlisted	50,301	56.9	24.9	6.0	.9			6.7
Coast Guard								
Officer***	1,345	71.3	6.5	6.8	.7			12.6
Enlisted	4,454	67.3	6.6	11.5	1.8			10.7

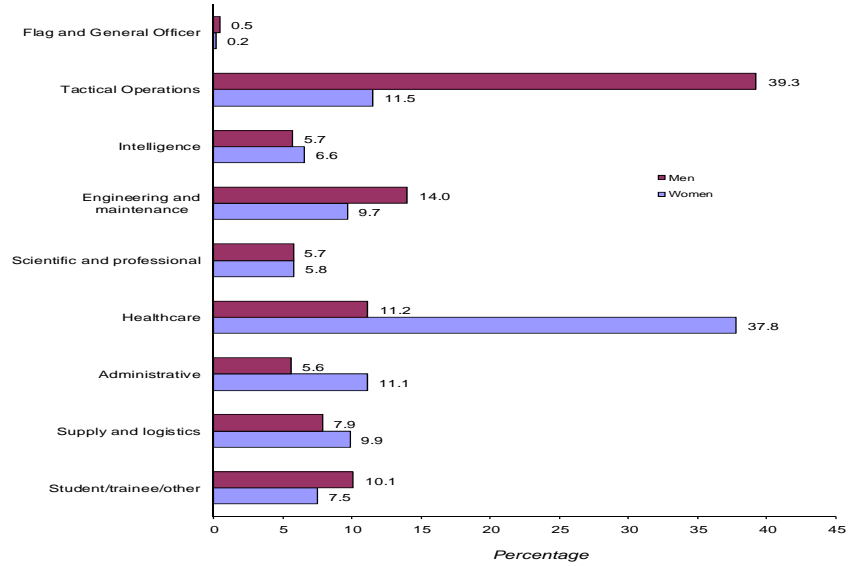
*Percentages may not total 100% due to rounding. #Those of Hispanic Origin may be of any race. **Does not include the Coast Guard which, in peacetime, is part of the Department of Homeland Security. ***Includes Warrant Officers. ^The Air Force does not have Warrant Officers. Source: U.S. Department of Defense, Defense Manpower and Personnel Data Center, unpublished data as of September 30, 2011. Compiled by the Women's Research & Education Institute, April 2012.

**Table 5 – Woman as a Percentage of all Active Duty Officers*
and as a Percentage of Flag/General Officers and of
Colonels & Navy/Coast Guard Captains 1972 – 2011**

	1972	1980	1988	1996	2004	2011
Army						
Total Officer	3.6%	7.7%	10.9%	13.0%	15.3%	16.1%
General Off, Colonel	.4%	.5%	1.0%	1.6%	3.2%	5.9%
	1.0%	2.0%	2.4%	6.2%	9.2%	11.0%
Navy						
Total Officer	4.4%	7.7%	10.1%	13.6%	14.9%	16.0%
Flag Officer Captain	0%	.8%	.8%	2.4%	5.2%	8.4%
	1.1%	2.2%	2.9%	7.3%	11.5%	12.8%
USMC						
Total Officer	1.3%	2.7%	3.2%	4.2%	5.8%	6.1%
General Off. Colonel	0	0	.1%	.1%	2.5%	1.0%
	.6%	1.0%	1.6%	1.6%	3.3%	3.1%
USAF						
Total Officer	3.9%	8.7%	12.3%	15.7%	18.3%	18.8%
General Off. Colonel	.2%	.8%	.6%	2.2%	5.8%	8.8%
	.9%	1.1%	2.3%	5.0%	12.1%	12.0%
USCG**						
Total Officer			N/A	7.1%	13.2%	15.9%
Flag Officer Captain	N/A	N/A	0.0%	0.0%	N/A	8.9%
			0.0%	0.3%	N/A	7.1%

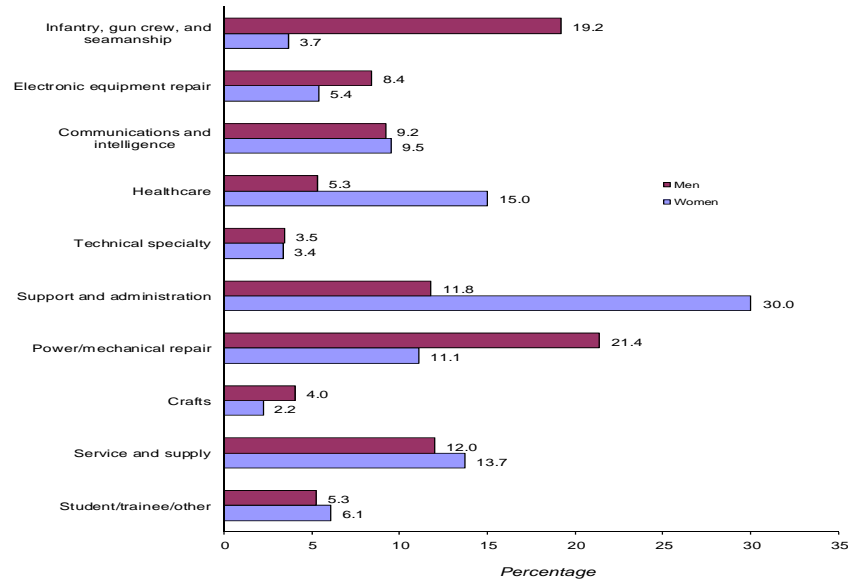
*Officers include warrant officers. **The Coast Guard did not accept women for active duty between 1945 and 1972. They began to accept them again in 1973. Data for 1980, and 1988 is unavailable. The first USGC woman promoted to Captain since World War II reached that rank in 1992. The first USCG woman to reach Flag rank did so in 2000. Coast Guard data for 2004 not available. Source: US Department of Defense, Defense Manpower Data Center, published data as of 30 September 1972, 1980, 1988, 1996, 2004 and 2011. Compiled by the Women's Research & Education Institute, May 2012.

FIGURE 2 • Occupational Profile of Active-Duty Officers in the Department of Defense Services by Sex, February 2010 (percent distributions)*,†



Source: U.S. Department of Defense, Defense Manpower Data Center, unpublished data, February 2010; compiled by the Women's Research and Education Institute (WREI), August 2010.
 *Percentages may not total 100% due to rounding.
 †Does not include Coast Guard which, in peacetime, is part of the Department of Homeland Security.

FIGURE 3 • Occupational Profile of Active-Duty Enlisted Personnel in the Department of Defense Services by Sex, February 2010 (percent distributions)*,†



Source: U.S. Department of Defense, Defense Manpower Data Center, unpublished data, February 2010; compiled by the Women's Research and Education Institute (WREI), August 2010.
 *Percentages may not total 100% due to rounding.
 †Does not include Coast Guard which, in peacetime, is part of the Department of Homeland Security.

2013, the data has not been provided. When it becomes available we will post it on WREI's website www.wrei.org.

Enlisted Women

Like women officers, enlisted women are getting more senior (see Table 6). Until about 1988, women constituted less than four percent of the three senior enlisted paygrades (E-7 to E-9). As FY 2012 began, 10.8 percent of Army personnel in these paygrades were women, while the numbers for the other services were 16.0 percent for the Air Force, 8.3 percent for the Navy, 5.4 percent for the Marine Corps and 7.8 percent for the Coast Guard. The Navy lags in the number of women serving in the top three enlisted pay grades and has for a number of years. Enlisted women are also serving in a wide range of occupations and units. They routinely serve as crew members aboard combatant ships, as air crew in combatant and non-combatant aircraft, and as part of units deployed for military operations in Iraq and Afghanistan—including as members of Female Engagement Teams and Cultural Support units, and various peacekeeping missions. Figure 3 compares the occupational distribution of enlisted men and women. Both the women who have won the Silver Star for heroism during Operations Iraqi and Enduring Freedom are enlisted.

Note: The following paragraphs lay out the assignment policies for each service effective on 01 January 2013. Thirty Congressional working days after Congressional notification of the DoD decision, announced on 24 January 2013, to open all military occupations and units to women, these service policies will also be eliminated unless Congressional legislation bars the new policy from taking effect.

Women in the Army

Number on Active Duty

76,015 (15,760 officers and 60,255 enlisted): Women constitute 13.5 percent of Army personnel. This percentage is down from 15.3 percent at the end of FY 2002. (The decline is caused by a drop in the percentage of women serving in the enlisted ranks. At the start of FY 2003, 15.5 percent of the Army's enlisted members were women, now 13.0 percent are); the percentage of women officers, on the other hand, has grown since that date. Then it was 14.7 percent; now it is 16.1 percent.

Assignment Policy

AR 600-13 Army Policy for the Assignment of Female Soldiers: "The Army's assignment policy for female soldiers allows women to serve in any officer or enlisted specialty or position except in those specialties, positions or units which are assigned a primary mission to engage in direct combat on the ground." (Revised 14 May 2012.)

Based on DoD and current Army policy, women remain restricted from

**Table 6 -- Women as a Percentage of all Active Duty Enlisted Personnel
and as a Percentage of Senior Enlisted Personnel (E/7 – E/9) 1972 – 2011**

	1972	1980	1988	1996	2004	2011
Army						
Total Enlisted Force	1.8%	9.1%	10.8%	10.1%	14.6%	13.0%
Senior Enlisted	.6%	1.0%	3.8%	4.3%	11.0%	10.8%
Navy						
Total Enlisted Force	1.1%	6.5%	9.2%	12.2%	14.4%	16.4%
Senior Enlisted	.2%	.4%	2.7%	6.3%	7.1%	8.3%
USMC						
Total Enlisted Force	1.8%	3.6%	5.0%	5.0%	6.0%	6.9%
Senior Enlisted	.4%	1.0%	1.9%	4.7%	4.9%	5.4%
USAF						
Total Enlisted Force	1.9%	11.2%	13.1%	16.9%	19.9%	19.1%
Senior Enlisted	.2%	.3%	3.6%	10.5%	9.0%	16.0%
USCG*						
Total Enlisted Force	NA	NA	NA	9.3%	10.8%	13.3%
Senior Enlisted				3.8%	5.5%	7.8%

*The Coast Guard did not accept women for active duty between 1945 and 1972. They began to accept them again in 1973. Data for 1980, and 1988 is unavailable.
Source: US Department of Defense, Defense Manpower Data Center, unpublished data as of 30 September 1972, 1980, 1988, 1996, 2004 and 2011. Compiled by the Women's Research & Education Institute, May 2012

specific occupational specialties (i.e., Infantry, Armor, Cannon Field Artillery, and Special Forces). Although women can not be assigned to units whose primary mission is direct ground combat, they are at times temporarily attached to such units.

Women in the Navy

Number on Active Duty

52,416 (8,520 officers and 43,896 enlisted): Women are 16.3 percent of Navy personnel. This is up from the start of FY 2003, when they were 14.4 percent of all Navy personnel.

Assignment Policy

Occupations closed to women:

Officers— Special Warfare (SEALS)

Enlisted—Five ratings particular to Special Warfare and Submarine Warfare are closed to enlisted women. These are Special Warfare Boat Operator (SB); Special Warfare Operator (SO); Missile Technician (Submarine) (MT); Fire Control Technician (Submarine) (FT); Sonar Technician (Submarine) (STS).

Units closed to women:

Special Forces units, Riverine Special Boat Unit crews and Attack submarines (SSN). Enlisted women have not yet been authorized to serve on any class of submarine. Also closed are support positions with Marine Corps ground combat units except a few positions on certain Marine Corps Battalion staffs in which women can serve as an exception to policy as of May 2012.

When considering only the occupations and units closed to women or those assignments closed due to direct ground combat policies, women are eligible for over 90 percent of all Navy assignments. However, one must also consider shipboard berthing, a major factor in determining the actual assignment of Navy women. To ensure privacy, men and women are accommodated in separate shipboard berthing areas. Aboard those ships that have crew members of both sexes, a certain percentage of bunks are designated for women and a certain percentage are designated for men. The percentage of bunks/assignments afloat earmarked for enlisted women roughly matches the percentage of enlisted women in the Navy. The availability of accommodations does not keep women from any particular jobs/positions afloat; it should be understood, rather, as a cap on the total percentage of any particular crew that can be female (or male).

Women in the Marine Corps

Number on Active Duty

13,691 (officers 1,328; enlisted 12,363). Women constitute 6.8 percent

**Table 7 - Reserve & Guard Component Personnel by Component,
Officer/Enlisted Status & Sex as of 30 September 2011**

Component & Status*	Number of Women	Number of Men	Total	Women as Percentage of Total
Total Reserve & Guard**				
Officer	23,062	103,009	126,071	18.3%
Enlisted	129,585	592,278	721,863	17.9%
Total	152,647	695,287	847,934	18.0%
Army Guard				
Officer	5,431	38,157	43,588	12.4%
Enlisted	47,276	270,697	317,973	14.9%
Total	52,707	308,854	361,561	14.6%
Army Reserve				
Officer	8,659	26,840	35,499	24.4%
Enlisted	38,737	130,567	169,304	22.9%
Total	47,396	157,407	204,803	23.1%
Navy Reserve				
Officer	2,433	11,785	14,218	17.1%
Enlisted	10,670	39,904	50,574	21.0%
Total	13,103	51,689	64,792	20.2%
Marine Corps Reserve				
Officer	264	3,549	3,813	6.9%
Enlisted	1,562	34,397	35,959	4.3%
Total	1,826	37,946	39,772	4.6%
Air Guard				
Officer	2,514	11,904	14,418	17.4%
Enlisted	16,986	74,281	91,267	18.6%
Total	19,500	86,185	105,685	18.4%
Air Reserve				
Officer	3,761	10,774	14,535	25.9%
Enlisted	14,354	42,432	56,786	25.3%
Total	18,115	53,206	71,321	25.4%
Coast Guard Reserve				
Officer	267	1,042	1,309	20.4%
Enlisted	1,001	5,623	6,624	15.1%
Total	1,268	6,665	7,933	16.0%

*Officers include Warrant Officers. ** Does not include Coast Guard which, in peacetime, is part of the Department of Homeland Security. Source: U.S. Department of Defense, Defense Manpower Data Center, unpublished data as of 30 September 2011. Compiled by the Women's Research & Education Institute, April 2012.

Table 8 – Guard and Reserve Servicewomen by Branch of Service, Enlisted/Officer* Status, Race and Hispanic Origin as of 30 September 2011

Percentage Distribution of Women**									
Service and Status	Number of Women	White	Black	Hispanic Origin#	Native American	Asian/Pacific Islander	Multi-racial/ unk.		
DoD***									
Officer	23,062	66.3	18.4	6.2	.6	4.3	4.1		
Enlisted	129,585	54.0	27.0	11.2	4.1	1.1	2.5		
Army Guard									
Officer	5,431	69.5	16.6	6.7	.7	3.5	3.0		
Enlisted	47,276	60.3	24.4	9.8	3.0	1.1	1.3		
Army Reserve									
Officer	8,659	56.1	28.3	6.8	.5	5.3	2.9		
Enlisted	38,737	42.4	36.3	14.4	5.0	.9	1.0		
Navy Reserve									
Officer	2,433	67.9	11.0	6.6	.6	4.8	9.0		
Enlisted	10,670	40.5	25.7	18.6	2.9	5.3	7.0		
Marine Corps Reserve									
Officer	264	72.7	6.0	8.0	.8	3.8	8.7		
Enlisted	1,562	56.9	12.6	20.3	4.3	1.5	4.3		
Air Guard^									
Officer	2,514	79.7	7.7	4.8	.7	3.5	3.6		
Enlisted	16,986	70.9	14.5	5.5	4.2	1.0	3.8		
Air Force Reserve^									
Officer	3,761	74.5	10.9	4.9	.3	3.8	5.6		
Enlisted	14,354	54.0	28.1	7.6	.7	4.2	5.4		
Coast Guard Reserve									
Officer	267	61.0	2.6	5.6	.7	1.5	28.5		
Enlisted	1,001	60.3	5.6	11.1	.8	2.5	19.8		

* Includes warrant officers. **Percentages may not total 100% due to rounding. #Those of Hispanic Origin may be of any race. ***Does not include Coast Guard which in peacetime is part of the Department of Homeland Security. ^Air force and Air Guard do not have warrant officers.

Source: US Department of Defense, Defense Manpower and Personnel Data Center, unpublished data as of 30 September 2011. Prepared by the Women's Research & Education Institute May 2012.

of Marine Corps personnel. This is up slightly since the start of FY 2003, when women constituted 6.0 percent of the Marine Corps.

Assignment Policy:

Over 92 percent of Marine Corps occupational fields are open to women. Those closed are occupations within the following fields: infantry; tank and assault amphibian vehicles (AAV); and artillery. Sixty-two percent of Marine Corps units are opened to women. Units closed are: infantry regiments and below; artillery battalions and below; all tanks and AAV units; combat engineer divisions and below; reconnaissance units; low-altitude air defense units; and fleet antiterrorism security teams. Under a May 2012 exception to policy, women may now serve on certain Marine Corps Ground Combat Battalion staffs.

Women in the Air Force

Number on Active Duty:

62,592 (officers: 12,291; enlisted 50,301). Women are 19.0 percent of Air Force personnel. This is down a bit from the start of FY 2003, when they constituted 19.4 percent of the Air Force.

Assignment Policy:

The following positions are closed or restricted:

Officers: *Closed*—Combat Control. *Restricted*—Special Operations Force (SOF) Rotary Aircraft (MH 53/MH 60 helicopters), Weather Officer assignments with infantry or SOF, and Combat Liaison Officer assignments with infantry battalions.

Enlisted: *Closed*—Combat Control, Tactical Air Command and Control, and Pararescue. *Restricted*—Flight Engineer/Gunner aboard MH 52/MH 60 helicopters, and weather, ground radio control, and radio communications occupations that collocate with ground combat units.

Women in the Coast Guard

Number on Active Duty:

5,799 (officers: 1,345; enlisted: 4,454). Women are 13.8 percent of Coast Guard personnel.

Assignment Policy: All Coast Guard occupations and positions are open to women.

Women in the Reserve and Guard Components

The Reserve components are federal forces while Guard components play dual state and federal roles. Like most of the active forces, the Reserve and Guard components have an increasing percentage of women in their ranks. At the start of fiscal year 2012, 152,647 women, constituting 18.0 percent of all personnel, were serving in the six DoD Reserve and Guard forces. This is up from 17.2 percent at the start of FY 2003. There were also 1,268 women in the Coast Guard Reserve in which

women comprise 16.0 percent of the force. Table 7 shows the numbers of men and women serving in each of the seven Reserve and Guard components.

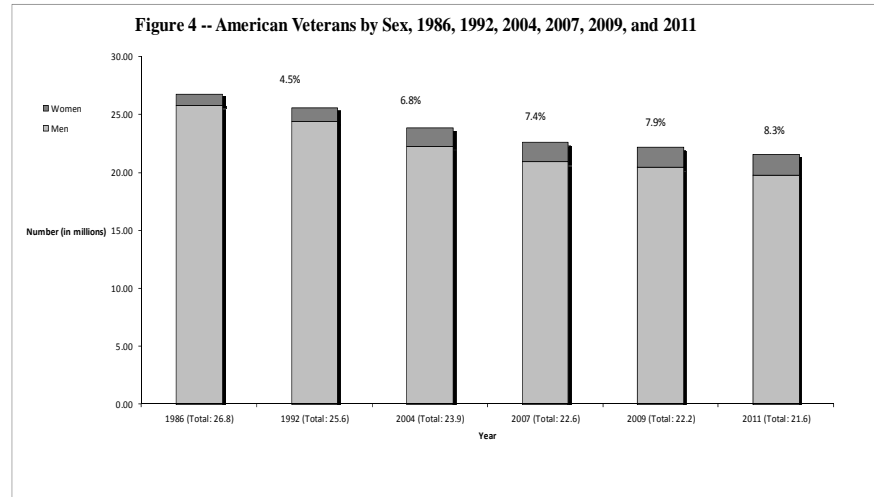
Women in the Reserve and Guard components serve in the same military occupations as active-duty women and the same occupational and unit restrictions (described earlier) apply to them. As of 30 September 2011, there were 68 women generals and admirals serving at one and two-star rank and one at the three star level within the Guard and Reserve forces. Table 8 shows the distribution of women in the Reserve and Guard components by race and ethnicity. Of the enlisted women in these forces, 45.9 percent are members of minority groups, as are 33.6 percent of the officers. As with their male counterparts, many Reserve and Guard women have deployed in support of Operations Enduring and Iraqi Freedom. As of December 2012, 21 of the women who have given their lives while serving in OIF and OEF were members of the Army Reserve or National Guard.

Women Veterans

The growing number of women in the armed forces means concomitant growth in the number and percentage of women veterans (see Figure 4). The population of women veterans differs from that of male veterans in several ways. The average woman veteran is younger than her male counterpart and more likely to belong to a minority group (see Table 9).

In 1983, Congress established the Secretary of Veterans Affairs Advisory Committee on Women Veterans and, in 1994, Congress passed legislation providing for a Center for Women Veterans within the Department. Over the past two decades, Congress has noted this growing segment of the veterans' population and has taken legislative action to ensure that the Department of Veterans Affairs accords women veterans the same access to veterans' benefits and health care services as male veterans. However, in 2008, a Congressionally-mandated internal VA study of the quality of care at Veterans Administration facilities found that at one-third of out-patient facilities, women veterans received care of lesser quality than male veterans. The Caregivers and Veterans Omnibus Health Services Act of 2010 is aimed at rectifying this situation and bringing the care and services provided to woman veterans to the same level of quality as that of males.

Concern has also been growing about the unemployment rate for both male and female veterans of Operations Enduring Freedom and Operation Iraqi Freedom. Table 10 compares unemployment rates for veterans of various eras using data from *The Current Population Survey 2011 Annual Summary*.



Source: Bureau of Labor Statistics, unpublished data, from the 2011 Current Population Survey, Annual Average.

Compiled by the Women's Research and Education Institute, July 2012.

Table 9 - American Veterans by Sex, Age, Race and Hispanic Origin, 2011

<i>Women</i>			<i>Men</i>	
Total Veterans	Number	Percent*	Number	Percent*
21,613,000	1,801,000	8.3%	19,812,000	91.7%
Age				
Under 45	696,000	38.7%	3,557	17.8%
45-64	825,000	45.8%	7,895	40.0%
Over 65	280,000	15.5%	8,360	42.2%
Race				
White	1,404	77.9%	17,059	86.1%
African American	306	17.0%	2,040	10.3%
Asian	19	1.1%	243	1.2%
Other	72	4.0%	470	2.4%
Hispanic Ethnicity**	130,000	7.2%	1,130,000	5.7%

Source: Bureau Of Labor Statistics, published and unpublished data from the 2011 Current Population Survey Annual Average. Compiled by the Women's Research & Education Institute, July 2012.

*Percentages may not total 100% due to rounding.

**People of Hispanic ethnicity can be of any race and are also included in the White, African American, Asian and Other categories.

Table 10 – Veterans Unemployment Rates by Sex and Era of Service* from BLS Annual Average 2011

Era of Service	Women	Men
All Eras	8.2%	8.3%
Vietnam Era	7.1%	7.8%
Gulf War I Era**	6.3%	7.1%
Gulf War II Era**	12.4%	12.0%
Other Eras of Service	9.4%	7.9%

Data from Bureau of Labor Statistics, Department of Labor Current Population Survey Annual Average 2011. Compiled by the Women's Research & Education Institute, October 2012. *Does not include World II and Korean Era veterans, most of whom have left the labor force. **Gulf War I refers to veterans of the 1990-91 war and Gulf War II refers to veterans of Operations Enduring Freedom (Afghanistan 2001-Present), Iraqi Freedom (Iraq 2003-2010) and New Dawn (Iraq 2010-Present).

Sexual Assault and Sexual Harassment Chronology

1979

- The Assistant Secretary of Defense for Manpower, Reserve Affairs and Logistics directs the military services to incorporate newly issued Office of Personnel Management (OPM) guidelines on sexual harassment into employee orientation and to provide employees with information on how to obtain redress from sexual harassment.

1980

- The first congressional hearings on sexual harassment in the military are held by the Subcommittee on Military Personnel of the House Committee on Armed Services.
- The DoD adopts Equal Opportunity Commission guidelines on sexual harassment and establishes an overall definition of sexual harassment.

1988

- The DoD conducts a survey on sexual harassment in the military services; it is usually referred to as the "1988 Sexual Harassment Survey."

1991

- The DoD issues "Strategies to Eradicate Sexual Harassment in the Military and Civilian Environment."
- The Tailhook Association loses Navy sponsorship after widely reported incidents of alcohol abuse, destruction of private property, and sexual assault at the association's annual convention.

1995

- The DoD Task Force on Discrimination and Sexual Harassment convenes.
- The DoD conducts its second Sexual Harassment Survey.

1997

- Incidents of rape, sexual assault, and sexual harassment occurring at the Army's Aberdeen (Maryland) Proving Grounds are revealed. In the aftermath, several drill sergeants are convicted by courts-martial of rape or sexual harassment.
- As a result of the problems found at Aberdeen, the Army convenes a Senior Review Panel to look at the problem of sexual harassment and assault Army-wide.
- The Army's top enlisted man, the Sergeant Major of the Army, is charged with sexual harassment.
- As a result of the incidents at Aberdeen, the Secretary of Defense

appoints the Federal Advisory Committee on Gender-Integrated Training and Related Issues with former U.S. Senator Nancy Kassebaum-Baker as chair. The committee's report is issued in December 1997.

1998

- The Sergeant Major of the Army is court-martialed on five charges springing from the accusations of sexual harassment lodged against him. He is acquitted of all sexual harassment charges but convicted of one charge of obstruction of justice.
- In response to the incidents at Aberdeen, Congress orders its own commission—The Congressional Commission on Military Training and Gender-Related Issues—to review matters.

1999

- The Report of the Congressional Commission on Military Training and Gender-Related Issues is released.

2000

- Lieutenant General Claudia J. Kennedy, the senior woman in the Army, brings sexual harassment charges against Major General Larry Smith after his nomination as the Deputy Inspector General of the Army. After investigating, the Army upholds Lieutenant General Kennedy's charges.
- The Navy renews official ties with the Tailhook Association.

2003

- Investigations are convened into charges of sexual assault at the Air Force Academy and retaliation against women cadets who report it.
- A Working Group chaired by the Honorable Mary Walker, General Counsel of the Air Force, issues "The Report of the Working Group Committee Concerning the Deterrence and Response to Incidents of Sexual Assault at the U.S. Air Force Academy."
- The House Armed Services Committee (HASC) and the Senate Armed Services Committee (SASC) appoint an independent panel to investigate sexual misconduct allegations at the U.S. Air Force Academy. The Committee, chaired by The Honorable Tillie Fowler, issues a tough critique of the handling of sexual assault charges at the Air Force Academy: "Report of the Panel to Review Sexual Misconduct Allegations at the US Air Force Academy." The HASC and SASC each hold hearings incident to the issuance of the report.

2004

Congressional hearings are held after charges of sexual assaults perpetrated by US servicemen against US servicewomen serving in Iraq

are made public.

- Secretary of Defense Donald Rumsfeld directs the Under Secretary of Defense for Personnel and Readiness to review all sexual assault policies and programs among the services and to recommend the changes necessary to increase prevention, promote reporting, enhance the quality of support provided to victims and provide increased accountability of sexual offenders.
 - An eight-member Task Force, chaired by Ellen P. Embrey, formed in response to this tasking, issues its "Task Force Report on Care for Victims of Sexual Assault" in April 2004.
 - Congress, through the FY 2005 Defense Authorization Act, orders the Department of Defense to review the Uniform Code of Military Justice (UCMJ) and the Manual for Courts-Martial and to propose changes for addressing sexual offenses.
 - The Department of Defense convenes a Care for Victims of Sexual Assault Conference to address policy on five foundational issues: the definition of sexual assault, privacy and confidentiality matters, transparency, response capabilities—especially for deployed forces—and crimes committed by citizens of another country.
 - A Joint Task Force on Sexual Assault Prevention and Response is established as the single point of accountability on sexual assault policy matters within by Department of Defense.
 - The Secretary of Defense establishes the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies.
-
- **2005**
 - DoD announces sexual assault policy changes in January. These changes include a department-wide definition of sexual assault, increased support for victims, training standards for service members and responders and a departmental commitment to develop policy to provide for confidential reporting of sexual assaults.
 - "Report on the Service Academy Sexual Assault and Leadership Survey" is released. 262 of 1,906 female participants report 302 incidents of sexual assault. 54 of 3,107 male participants report 55 sexual assault incidents.
 - Procedures for providing confidentiality to victims of sexual assault are announced.
 - The Task Force on Sexual Assault Prevention and Response transitions into the permanent Sexual Assault and Prevention Response Office within the Office of the Secretary of Defense.

2007

Congress updates the *Uniform Code of Military Justice* Article 120 effective 01 October 2007. The update includes changing the title of this article from "Rape and Carnal Knowledge" to "Rape, Sexual Assault and Sexual Misconduct." Thirty-five separate offenses are included

in the updated version of the article.

2009

- The Task Force on Sexual Assault in the Military Services issues its report in December 2009.

2011

- New rules on retention of both Restricted and Unrestricted reports of sexual assault are issued. Unrestricted reports must be kept at least 50 years after the completion of the investigation in the case and Restricted reports must be kept for 50 years after the signature by the complainant of the Restricted Reporting form.

2012

- In January, Secretary of Defense Leon Panetta announces four initiatives to help sexual assault victims and to strengthen prosecutions:
 - 1.) Creation of a DoD-wide victims' advocate certification program.
 - 2.) Expansion of aid to sexual assault victims who are spouses or adult dependents of military members.
 - 3.) Ensuring that DoD civilian employees stationed abroad and DoD contractors in combat areas who are sexual assault victims receive emergency care as well as the aid of both a victim response coordinator and a victim advocate.
 - 4.) Increase in the training funds for investigators and JAG officers by \$9.3 million dollars over five years.
- In April, Secretary of Defense Panetta announces new sexual assault policies:
 - 1.) Disposition of all reports of sexual assault must now be handled by at least a Colonel or Navy Captain.
 - 2.) The Pentagon will establish units within each service with special training in gathering evidence and questioning complainants of sexual assault.
 - 3.) National Guard members and Reservists who file complaints of sexual assault will be allowed to remain on active duty until the completion of the investigation into the charges to ensure that complaints are not dropped.
 - 4.) New recruits will be briefed on sexual assault policies within 14 days of entering the service.
- In May, the Joint Chiefs of Staff and the Commandant of the Coast Guard issue "Strategic Direction to the Joint Force on Sexual Assault Prevention and Response."
- The Air Force investigates sexual assault charges against at least 28 instructors at Air Force Basic Training (i.e., boot camp) and boot-camp follow-on Technical Training Schools at Joint Base San Antonio-Lackland, Texas. As of December, five of these instructors have been convicted at courts-martial. Disposition of a number of other cases is pending. More than 54 women, all new entrants to the Air Force, were the targets of these instructors. The Basic Training Commander, an Air Force Colonel, was relieved of his command.
- Secretary of Defense Leon Panetta orders each service to perform a

training review of policies and procedures at basic training commands to stamp out sexual assault. These reports are due in February 2013.

Women in the Armed Forces: An International Sampler

More and more countries are opening military service to women, and more countries that already have women in their armed forces are expanding the occupations in which women can serve. There are a number of reasons for the increasing participation of women in armed forces internationally. These include growing recognition that women can do most military jobs as well as men, a continuing need for able-bodied service members, abolition of the draft in most countries, the growing reliance of the military on technology, the passage of equal rights laws, the desire to keep pace with the civilian sector, and court decisions opening military service or the admission of women into heretofore closed military occupations.

Military Occupations in which Women in Other Countries Serve

(This list is not exhaustive. Women in many countries not specified are serving in some of the occupations listed below.)

Some countries in which women can fly military aircraft: Australia, Belgium, Brazil, Canada, China, Chile, Denmark, France, Germany, India, Israel, Japan, Kenya, Morocco, the Netherlands, New Zealand, Pakistan, Portugal, Russia, Serbia, Singapore, South Africa, South Korea, Spain, Sri Lanka, Sweden, Taiwan, Turkey, United Kingdom.

Some countries in which women can serve on combat ships: Australia, Belgium, Canada, Chile, Denmark, France, Germany, Israel, Italy, the Netherlands, New Zealand, Norway, Portugal, Singapore, South Africa, Spain, Sweden, Tunisia, Turkey, United Kingdom.

Some countries in which women can serve in ground combat occupations: Australia, Belgium, Canada, Denmark, France, Germany, Hungary, Israel (some), the Netherlands (except the marines), New Zealand, Norway, Portugal (except Marines and combat divers), Spain, South Africa, South Korea, Sweden, Switzerland.

Some countries in which women can serve aboard submarines:
Australia, Canada, Norway, Spain, Sweden, United Kingdom.

International Updates

- India has over 2,000 women in its armed forces including over 50 pilots. Most women officers are eligible for short service commissions only (10 – 14 years of service). They remain ineligible for permanent commissions.
- Australian women—both officers and enlisted—currently serving in

the Army can request transfer to ground combat occupations beginning in January 2013. In January 2016, new female accessions will also be able to serve in ground combat occupations.

- Great Britain has opened service aboard Vanguard Class Trident submarines to women. The first women officers are expected to report aboard by the end of 2013. Enlisted women will begin training in 2014.
- Peru has fielded an all women peacekeeping unit comprised of members from all the armed services. They have deployed to Haiti as part of the UN Stabilization Mission.
- South Korea is opening 12 combat branches to women between 2012 and 2014, including Artillery and Armor. The South Korean Air Force and Navy are also beginning to send women through their respect Reserve Officer Training Corps units. The Army has already opened its ROTC to women.
- Serbia now has its first female military pilots.

Some U.S. Organizations that Work on Matters of Concern to Military Women and Women Veterans

Government Organizations

Bureau of Labor Statistics
Post Office Square
2 Massachusetts Ave NE
Washington, DC 20212
www.bls.gov

Defense Advisory Committee on Women in the Military (DACOWITS)
OUSD (P&R) DACOWITS Rm 2C548A
4000 Defense Pentagon
Washington, D.C. 20301-4000
www.dacowits.defense.gov

Army Research Institute
Army Personnel Survey Office
5001 Eisenhower Avenue
Alexandria, VA 22333-5600
www.hqda.army.mil/ari

Center for Naval Analysis
4825 Mark Center Drive
Alexandria, VA 22311-1850
www.cna.org

Center for Women Veterans
Department of Veterans Affairs
800 Vermont Avenue, NW
Washington, D.C. 20420
www.va.gov/womenvet

Defense Manpower Data Center
1600 Wilson Boulevard, Suite 400
Arlington, VA 22209
www.dmdc.osd.mil

Naval Personnel Research, Studies and Technology
5720 Integrity Drive
Millington, TN 38055-5026
www.nprst.navy.mil

Sea Services Leadership Association (SSLA)
P.O. Box 40371
Arlington, VA
www.sealeader.org

Civilian Organizations

Women's Research & Education Institute (WREI)
714 G St SE Suite 200
Washington, DC 20003
www.wrei.org

Academy Women
P.O. Box 5583
San Jose, CA 95150-5583
www.academywomen.org

Alliance for National Defense
P.O. Box 184
Alexandria, VA 22313
www.4militarywomen.org

Iraq and Afghanistan Veterans of America
292 Madison Ave 10th Floor
New York, NY 10017
www.iava.org

Minerva Center
20 Granada Road
Pasadena, MD 21122-2708
www.minervacenter.com

National Women's Law Center
11 Dupont Circle, NW, Suite 800
Washington, D.C. 20036
www.nwlc.org

Outserve – SLDN
P.O. Box 53013
Washington, D.C. 20009
www.sldn.org

Service Women's Action Network (SWAN)
P.O. Box 1758
New York, NY 10156-1758
www.servicewomen.org

Women in Military Service for America
Department 560
Washington, D.C. 20042-0560
www.womensmemorial.org

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NOTES

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