

UNITED STATES NATIONAL REPORT

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 390K women serve in the US Armed Forces (active and Reserve) in over 163 countries around the world.

Policy

US policy on the employment of women has remained constant since the implementation of the 1994 Department of Defense Assignment Rule that restricted women from assignment to units below brigade level whose primary mission is to engage in direct ground combat. Since that time, the Military Services have undergone significant organizational transformations requiring periodic reviews of the policies and practices impacting the assignment of women. One such review was the result of Public Law 109-163 of the National Defense Authorization Act for Fiscal Year 2006. The P.L. 109-163 required the Secretary of Defense to submit a report on the current and future implementation of DOD policy for the assignment of women. The Under Secretary of Defense Personnel and Readiness sponsored a study by the RAND National Defense Research Institute that focused on Army operations in Iraq and assessed compliance with DOD policy. The report, “*Assessing the Assignment Policy for Army Women*” was submitted to Congress in July 2007.

“...Army Modularization efforts and associate assignment policies, and assignment policies of Navy and Air Force comply with the 1994 DOD Policy”

Robert M. Gates, Secretary of Defense, 30 July 2007

Gender Mainstreaming

The Department of Defense has not implemented any new policy or initiatives specifically for gender mainstreaming in the Armed Forces. US military women play critical roles in national defense, humanitarian operations, peacekeeping and other directed missions.

Legislation

National Defense Authorization Act 2008: SEC. 586. Family Care Plans and Deferment of Deployment of Single Parent and Dual Military Couples with Minor Dependents

The Secretary of Defense shall establish appropriate procedures to ensure that an adequate family care plan is in place for a member of the Armed Forces with minor dependents who is a single parent or whose spouse is also a member of the Armed Forces when the member may be deployed in an area for which imminent danger pay is authorized under section 310 of title 37, United States Code. Such procedures should allow the member to request a deferment of deployment due to unforeseen circumstances, and the request for such a deferment should be considered and responded to promptly.

Service Policy Initiatives/Implementation Guidance

Army

Adoption Leave: Soldiers, male and female, who adopt a child are typically permitted up to 21 days of non chargeable leave and are non deployable for four months.

Navy

Operational Deferment. As of June 2007, pregnant servicewomen in the Navy will not be assigned to deployable units during the period from the 20th week through 12 months after the servicewomen's expected date of delivery and any additional deferment time as determined by the Health Care Provider. This change was introduced in the June 2007 update of OPNAVINST 6000.1C (Navy Guidelines Concerning Parenthood and Pregnancy).

Adoption Leave. Commanding Officers are authorized to grant up to 21 days of permissive temporary duty for any service-member adopting a child. This change was introduced in the June 2007 update of OPNAVINST 6000.1C (Navy Guidelines Concerning Parenthood and Pregnancy).

Family Care Plan. Mandatory Family Care Plan for single and dual military parents of minor children – NDAA FY 08 SEC. 586.

Coast Guard

Adoption Leave. A policy change for this past year has been the extension of administrative leave (non-chargeable leave) for adopting parents from 5 days to 21 days. The expanded time authorized takes into consideration the time required to complete paperwork and create all the required home preparations.

Dependent Care Plans. The return of formal documentation of dependent care plans is a pending initiative. With more single parents and dual military couples in the service, taking pre-emptive steps to ensure child or elderly parent care measures are in place is becoming increasingly important. Documenting dependent care plans and having those plans on file with the command ensures members with dependents are prepared to be deployed on a moment's notice. In addition to a basic dependent care plan, the Diversity Office is seeking to include a checklist for members that lists all the items they need to have in place (e.g. Power of Attorney, dependent ID cards, etc.).

Breastfeeding. Breastfeeding in the workplace is the newest initiative of the Diversity Office. As more women are choosing to breastfeed their infants after returning to work and for longer periods of time, units are facing many issues with providing adequate facilities/locations for members to breastfeed and/or pump. General guidance is needed to allow appropriate times and place for mothers to breastfeed while still meeting their professional obligations. The Diversity Staff is working to create and disseminate information and guidance on breastfeeding to aid units handling this issue.

Organization Current PERCENTAGES of Total Force by Service

	Total % of soldiers Female	% of female flag officers	% of female senior officers	% of female junior officers	% of female NCO	% female of soldiers lower rank than NCO	% of female soldiers participating in operations military
Army (Active)	13.7	4.4	13.0	19.3	12.3	14.3	10 ¹
Army (Reserve)	23.4	6.1	21.1	28.9	21.7	25.1	
Army Nat Gd	13.8	2.6	10.4	13.4	10.8	16.7	
Air Force (Active)	20	15	8	21	21	21	5.1
AF (Reserve)	18	23	9	33	22	31	1.7
Air Nat Gd	24	14	8	21	17	22	2.1
Navy	14.7	4.3	12.0	13.8	7.4	19.0	SEE NOTE ²
Marine Corps	6.3	3.6	3.1	7.2	6.4	6.2	3.7
MC (Reserve)	5.6	10	5.5	9.5	5.7	4.9	3.2
TOTAL	15.5	9.2	10	18.6	13.8	17.9	

NOTE: ¹ – Army deployed percentages represent active, Reserve and National Guard

² – The Navy does not track operational participation by gender, race or ethnicity.

Military Academies

No changes to entrance requirements to Military Academies, Colleges.

Number of Females Enrolled in Military Academies (2007)

	Army	Navy (Marine Corps)	Air Force	Coast Guard
Cadets/Midshipman	673	906	822	271

Source: DMDC

Military Services

The Department of Defense provides general guidelines to the military departments. The Secretaries of the military departments have the latitude to develop recruitment, retention, assignment and employment policies to meet Service missions based on that overarching guidance.

United States Army

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Recruitment. Army advertising efforts are geared to both genders; we do not have separate efforts geared toward increasing female enlistments.

Retention. The Army has no programs to specifically target females for retention.

Assignment. The Army's current assignment policy allows female Soldiers to serve in any officer or enlisted specialty or position except those with a direct ground combat mission or those in battalion-sized or smaller units that are assigned a routine mission to engage in direct ground combat or that collocate routinely with units assigned to a direct ground combat mission. Based on DoD and current Army policy, women remain restricted from specific specialties (i.e. infantry, armor, cannon field artillery, multiple launch rocket artillery, and special forces).

Employment ratios. Soldiers are assigned to units based on the needs of the Army and Army assignment policies. Once properly assigned, all Soldiers are subject to the same utilization policies. The following list presents strength percentages (male/female) as of 31 Dec 07:

BRANCH	Male %	Female %
Adjutant General	59	41
Air Defense	91	9
Aviation	94	6
Chaplains	85	15
Chemical	79	21
Dental*	84	16
Engineer	95	5
Field Artillery	99.7	0.3
Finance	69	31
Judge Advocate General	74	26
Medical	69	31
Medical Service*	72	28
Medical Specialist*	68	32
Military Intelligence	82	18
Military Police	85	15
Nurse*	35	65
Ordnance	93	7
Psychological Ops	88	12
Public Affairs	72	28
Quartermaster	72	28
Recruiting	90	10
Signal	85	15
Transportation	83	17
Veterinary*	56	44

Note: The branches identified with an * are commissioned officer numbers only.

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Employment considerations.

(a) There are differences in pay based on MOS, special pay, etc, but none are based on gender.

(b) There are separate accommodations based on gender and there are some special accommodations for females (e.g.; breast feeding rooms).

Training. The training of Soldiers is not based on gender, but rather the military occupational specialty to which they are assigned. Women and men train together at all levels of training, from gender integrated basic training through the Senior Service College for senior officers.

Deployments. The Army policy remains the same in the deployed environment.

Career Development. The United States Military Academy (West Point) established practices to maintain a competitive number of women on the Staff and Faculty. The academy sets the right climate for all our instructors, so they feel valued and respected. They track at the senior leadership level (Superintendent/Dean) the diversity of the workforce, and report on it at least semi-annually. The academy grows from within – selects high performing students (cadets) and tracks them throughout their careers; encourages them to attend graduate studies, which would enable them to be eligible to return to the faculty. Also, West Point collaborates with Human Resources Command (HRC) to share information and identify high performing ROTC graduates.

Special Interest Items / Events.

(a) The Women in the Army (WITA) Policy Branch works with the Defense Department Advisory Committee on Women in the Services (DACOWITS). One of the issues that DACOWITS will study in 2008 is Women's success strategies from recruitment to retirement.

(b) Pregnant Soldiers are treated in accordance with their medically limiting restrictions. They receive health care and follow doctors' instructions with regard to the length of their duty day at different stages of pregnancy. Their medical care is provided on a case by case basis, as with any Soldier receiving medical care. Following delivery, Army policy typically permits Soldiers 42 days of postpartum leave. Army policy also typically provides that a Soldier is non-deployable for four months following child birth.

(c) The Army commemorates the service of Women in the Military during the month of March and commemorates Women's Equality Day on 26 August each year. Women's History month honors and recognizes Women and promotes awareness of women's contributions in all organizations at all levels of the Service. Women's Equality Day commemorates and recognizes the struggle for equal rights for women.

United States Navy

Recruitment.

Enlisted Goaling: FY08 Goal is for 20.0% of new accessions to be female with a follow-on goal of 21% female accession for FY09. Since 2005 CNRC, PMO, and Women's Policy have focused on continued growth in female enlisted strength within the aviation and

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operation ratings, where their participation has the greatest impact on racks at sea. The majority of missed assignments at sea (empty racks) have been on carriers and large deck amphibious ships where there are a greater number of aviation and operation rating billets.

Retention programs

Task Force Life/Work: Female attrition is historically higher than males, particularly at 4-9 years of service. Women are also more likely than men to report difficulties achieving life/work balance as the main reason for separating from the Navy. As part of an effort to increase retention of females, the Navy established Task Force Life/Work with a mission of developing and implementing policies, programs, and changes with the real potential to enhance life/work balance. The Task Force is pursuing various non-monetary retention incentives such as paternity leave, telecommuting, geographic stability, extended childcare center hours and seats, sabbatical programs, etc. While these programs will be available to both men and women, the primary affect is designed to retain women.

Areas forbidden for female soldiers

Submarines: Female Sailors are not authorized to serve onboard submarines or hold ratings associated with the submarine community, such as Fire Control Technician (FT), Missile Technician (MT), or Sonar Technician (STS). The policy of not assigning women to submarines remains unchanged. There are currently no plans to assign women to submarines. The Navy remains committed to assigning women to all seagoing billets, wherever this can be practically accommodated while providing necessary privacy and habitability arrangements for both genders. However, due to their very unique space limitations, equipment density, design constraints and extended mission requirements, submarines cannot provide the necessary privacy to properly accommodate mixed gender crews. (Reference - title 10, U.S. Code).

The most popular programs or disciplines chosen by female applicants in military academies.

- 52% of females at the Naval Academy are in a liberal arts major- Political Science, English, and Economics are the most popular majors for women overall and are also all considered liberal arts programs. In contrast, 27% of women are in a soft science program (Oceanography is the most popular) and only 21% of women select to major in the engineering program (Aeronautical Engineering is the most popular).
- For the enlisted personnel, 38% of women are in "Traditional" rates (Administrative, Supply, Medical and Dental). Despite the lifting of combat exclusion and opening more ratings to women, the Navy continues with many women serving in administrative and medical ratings.

Deployments

References - Decisive factors determining deployment of women (e.g. conditions are to be fulfilled, others not related to specified requirements etc.)

- Assignment of Women: Before women can be assigned to any operational unit, the conditions prescribed in SECNAVINST 1300.12C (Assignment of Women in the Department of the Navy) and (OPNAVINST 1700.10A Assignment of Women in the Navy) must be met to include berthing, sanitary and medical provisions.

Factors determining deployment according to national regulations (obligatory, voluntary basis etc.)

- Deployability: There are no prescribed National Regulations of female deployability outside of those associated with restricted communities or platforms. Female

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deployability is governed by each service, for the Navy, deployability is governed by those instructions referenced in the previous question.

Career Development

Mentoring programmes.

- E-Mentoring. The Navy will launch an E-Mentoring pilot program by July 2008. The mentoring program will be conducted entirely on line with mentors and protégés matched through a virtual mentoring website. Protégés will use their mentoring relationships to access information, for skill development or career building. Mentor pairs will receive ongoing support and training through online tools and communication to include discussion topics, newsletters, reminder and encouragement emails as well as guidance on how to nurture the mentoring relationship. The program will be available for all active duty and reserve females in Navy service.
- Network News. Surface Warfare Officer (SWO) Network News is an electronic publication for all female Surface Warfare Officers. The PDF is published quarterly by the most senior female SWO. The mission of the publication is to connect female Surface Warfare Officers (a minority in their community) with each other in order to provide distance mentoring, encouragement, role models, success stories, and recognition. The publication includes interviews with female SWOs in senior positions, statistics on current female SWOs at various ranks and levels of commands, career achievement highlights, commentary on the dilemma of life/work balance and the demands of family or personal life, career opportunities, etc.

Education and awareness programs available.

- Enlisted and Officer personnel have both formal and informal required counseling semi-annually. Once a year, a Sailor is required to receive a formal evaluation by their immediate superior, and six months later, receive more informal midterm counseling.
- Enlisted Sailors also participate in Career Development Boards (CDB), which are a formal extension of counseling and mentorship. A CDB is responsible for the administrative review and counseling of all enlisted personnel by senior enlisted service members, ensuring junior personnel are afforded the opportunity to attain positions of greater responsibility commensurate with their potential. A CDB is held within 30 days of reporting for first-term Sailors; within 60 days of reporting for second and subsequent enlistments; and then, at least annually throughout a tour. Issues addressed during CDBs help guide Sailors towards making intelligent and appropriate career decisions.
- Officers receive informal career counseling through community detailers who help guide Officers toward making positive career development and education choices. Community detailers also assist Officers in outlining career road-maps and identifying necessary qualifications to obtain personal and professional goals. In conjunction with traditional communication methods, detailers also travel to Fleet Concentration Areas to meet with Officers in both one-on-one and group settings.
- For both Enlisted and Officer personnel, the Center for Personal and Professional (CPPD) conducts symposiums throughout the year in Fleet Concentration Areas around the world led by knowledgeable CPPD Officers and Sailors. These symposiums cover several topics such as: Career Management and Manpower, Spouse Career Information, and Promotion/Advancement. Each includes details on the topic from expert, customer-oriented specialists in career development programs.

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Military placement managing partners also join the group to assist those who have completed their tour in the Navy to procure job employment in the civilian sector.

Leadership programs are not restricted to either gender.

Special Interest Items/Events (Recent and Projected Developments)

- Female Mineman: Due to the decommissioning of the integrated mine hunter ships, female mineman have no opportunity to gain time at sea, which places them at a disadvantage for promotion. The Navy plans to convert 6 of 12 smaller MCM hulls (currently with all-male crews) with the Women-At-Sea habitability modification. This will open MCM platforms to female MN in the pay grades E3-E6 and provide female apprentice experience tours for professional growth for these Sailors.
- Maternity leave for Servicewomen: Pregnant servicewomen in the Navy will not be assigned to deployable units during the period from the 20th week through 12 months after the servicewomen's expected date of delivery and any additional deferment time as determined by the Health Care Provider. Sailors can request to return earlier if desired. Pregnant servicewomen may be assigned stateside without restriction providing they do not have to fly after the 36th week of pregnancy. No servicewoman may be assigned overseas or travel overseas after the completions of the 28th week of pregnancy. Pregnant servicewomen stationed at an overseas duty station that has adequate OB care and available housing will remain at their current duty station. Female servicewomen are authorized six weeks of convalescent leave after delivery.

Initiatives to improve the work-life balance.

- Telecommuting: A telecommuting pilot was conducted from September to December 2007 resulting in a Navy-wide instruction authorizing Sailors the option to perform official assigned duties at an alternate worksite 1 to 2 times a week.
- Childcare: The Navy will open 12 new Child Care Centres through FY13.
- Career Intermission Pilot Program: Pending Congressional approval, the Navy will begin a sabbatical program to transition twenty voluntary officers and twenty voluntary enlisted personnel each year into the Individual Ready Reserve for a period not to exceed 3 years to support family issues, perform civic duties, or for higher education. During the sabbatical, these individuals will maintain full Active Duty health care benefits and exemption from operational mobilization.

Trends.

- Recruiting. Since FY05 we have set an enlisted women's recruiting benchmark, as a percentage of the overall mission goal, to help grow the number of enlisted women in the Navy. The annual benchmark is set based on the Women at Sea (WAS) model, an analysis of racks at sea for women, sea-shore rotation, promotion, and continuation rates. We have attained the goal for every year and are meeting our goal of increased female percentage.
FY06 = 19.7%, FY07 = 19.9%, FY08 = 20.0%, FY09 = 21.0%
- Enlisted Retention. The current retention rates for female enlisted are actually historically higher than the 12-month average. After analysis, we contribute this higher retention rate for women in large in part to the programs and policies which have contributed to increased life/work balance throughout the Fleet, specifically

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the new Pregnancy & Parenthood Policy, telecommuting, online networking communities.

Retention Zone A (1 through 5 years of service) = 57.7%
Retention Zone B (6 through 10 years of service) = 58.9%
Retention Zone C (11 through 14 years of service) = 78.8%

- Surface Warfare Officer Retention. (YG01 to Dept Head): 11.4% is a consistent trend since FY95 for female SWOs. While the new Pregnancy instruction and telecommuting should have some positive affect on female SWOs in the long run, other programs are currently in the works, such as the Off-On Ramp or Sabbatical program, which should have a greater impact on female SWO retention.
- Aviation Officer Retention. (FY98 to Dept Head): 35.6% is consistent with FY07 rates and compared to female SWO rates is considered a successful rate for women. We expect TFLW efforts, mentioned above, should also have a positive impact on female aviators.

United States Air Force

Officer/Enlisted Skills Closed to Women.

13DX (AB) Combat Control Officer (Combat Rescue/Special Tactics)
1C2X1 Combat Controller
1C4X1 Tactical Air Command and Control
1T2X1 Pararescue
11SX (A) Special Operations Helicopter Pilot (MH-53)
15WX Weather
"U" Suffix Air Liaison Officer (11XXU/12XXU)
1A1XXB Flight Engineer
1A7X1 Weather
2E1X3 Ground Radio Communications
3C1X1 Radio Communications

Deployments.

Qualified women and men are equally eligible to fill deployment positions unless otherwise prohibited by rule governing direct combat engagement.

United States Marine Corps

Initiatives.

- Officer Accession Bonus of \$4000: Provided to all accessions regardless of gender based target years of accessions
- College Loan Repayment: Provided to all accessions, except National Service Academies, regardless of gender based on targeted years of accession. Will pay unlimited qualified loan used for the completion of bachelors degree.

Reserve Accession Programs. Two new programs designed to bring officers into the reserves directly vice from those that are leaving active service. Target is to increase the number of junior officers regardless of gender. No special incentives. They are new programs to reach a greater audience.

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Special Interest Items.

- Child Development Center (CDC). Programs are nationally accredited facility-based child care services that support child care needs for children ages 6 weeks through 12 years. Care options include full-day, part-day, and hourly care. Operating hours vary from installation to installation as determined by the needs of the base community and available resources.
- Family Child Care (FCC). Home based child care programs are encouraged to be come nationally accredited and are a viable means of expanding care in addition to center based programs. FCC providers are private contractors certified and monitored by the command.
- School Age Care (SAC). The SAC program provides nationally accredited comprehensive, supervised child care services for children ages 6 thru 12 or enrolled in kindergarten through sixth grade, during duty hours before and after school, full day camps on school holidays, teacher-in-service days, inter-sessions, and during school closings. SAC provides a safe, supervised, healthy, age-appropriate environment while parents are at work. SAC shall be located primarily in youth centers, FCC/OFCC homes, schools and other appropriate facilities that meet USMC requirements.
- Short-Term Alternative Child Care (STACC). The STACC option provides care on an occasional rather than daily basis, and allows on-site hourly group care when parents of the children are attending command functions in the same facility. Appropriately trained children, youth and teen personnel care for the children, in the same facility or in a building immediately adjacent to the facility where the command function is being held.
- Youth and Teen Programs. Programs affiliated with Boys and Girls Club of America and consist of a comprehensive series and balance of activities and events, which respond to the recreational, developmental, social, psychological, cultural, and educational needs of eligible youth. The programs support the development of lifelong skills and transition to adulthood, within a physically and emotionally safe environment.

United States Coast Guard

Recruitment

Entrance eligibility for the Coast Guard Academy requires all perspective members to be 17-22, hold a high school diploma, be a US citizen of sound moral character, and be unmarried without dependents or financial debt. Applicants are expected to make above an 1100 on the SAT or above a 24 on the ACT as well as pass a physical fitness exam and the DoDMERB medical exam.

Academy programs with high rates of women are the Marine Science and Government majors each with 22.0% of the female cadet population. The Operations Research program has 14.3% of female cadets, which is followed by the Management and Civil Engineering programs with 13.2%. These percentages do not include freshmen (first year students) since they have yet to declare their majors.

All areas are open to women in the Coast Guard and its academy.

Deployments

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Berthing space on cutters is the largest obstacle to deploying women. The aging Coast Guard fleet has large open berthing spaces which makes it difficult to deploy a mixed gender crew. Newer cutters such as the 225' buoy tenders, CGC HEALY, and CGC BERTHOLF are designed with multiple smaller berthing spaces to accommodate a mixed crew. A side benefit to this berthing arrangement is improved habitability for all crewmembers.

Career Development

The Coast Guard provides various women's conferences/symposiums throughout the year (e.g. Academy Women, Women in Aviation, Women's Leadership Symposium, etc). These events provide mentoring, awareness, and education to members through lectures, networking, and activities. Feedback from attendees is positive.

There are no organizational obstacles to advancement for women in the Coast Guard. Some women choose to postpone high profile jobs or educational opportunities in favour of family needs. Conversely, there are women who choose to remain single or not to have children in favour of a career. This work / family decision is societal and far from unique to the Coast Guard.

Special Interest Items/Events (Recent and Projected Developments)

Maternity leave in the Personnel Manual.

District commanders and commanding officers may grant maternity leave without the Commandant's approval for prenatal periods up to a cumulative total of 30 days. A medical officer or practicing physician shall certify all periods of prenatal leave as necessary. In addition, postnatal leave of 42 days shall be granted without referral to Commandant. Members on postnatal leave may, with their physician's concurrence, terminate their leave status sooner.

Paternity leave in the Personnel Manual is as follows.

Up to five days can be authorized to attend to associated family needs immediately following the birth of a child.

Work-life balance initiatives primarily focus on childcare. The Coast Guard has 18 Child Development Centers (CDC) that provide child care to members, and it participates in a partnership with the Department of Defense and General Service Administration (GSA) to assist members with childcare in areas without a Coast Guard CDC. Additionally, there is an in-home childcare program for members in Coast Guard owned housing. This program allows a member's civilian spouse to be trained on caring for children and receive a subsidy for providing child care for up to 6 children for fellow Coast Guard members.

Compressed or flexible work hours at Coast Guard Headquarters provide members with the ability to adjust their schedules based on personal needs. Additionally, some offices allow telecommuting in order to facilitate members needing to work from home without sacrificing productivity.

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Conclusion

The United States remains free today as a result of the bravery, excellence, and selfless service of our military members. Military women play a critical and vital role in our Armed Forces. Military women lead and serve proudly in support of our national defense.

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