

United States - National Report

Introduction

In 2004, the United States will reflect on the men and women of our Armed Forces who proudly served during World War II. As in subsequent wars, United States women continue to be an integral part of our national defense serving at home and around the world as allies and friends of our resolve to preserve America's freedom and security. Since September 11, 2001, the United States has been engaged in a global war on terrorism.

Policy

In 2003, US policies on the employment of military women remained unchanged. The objective of the Department of Defense's assignment policy remains consistent and requires that assignments are made for all service members "without regard to the race, religious preference, ethnic background, national origin, age, or gender (except where prohibited by statute and limitation of facilities.)" The primary considerations in assignments are the service member's current qualifications to fill a valid requirement.

Organization

The Department of Defense is responsible for providing the military forces needed to defend the United States and protect the security of the United States. The major elements of these forces are the Army, Navy, Air Force, and Marine Corps. Under the President, who is also Commander in Chief, the Secretary of Defense exercises authority, direction, and control over the Department which includes the Office of the Secretary of Defense, the Chairman of the Joint Chiefs of Staff, three Military Departments, nine Unified Combatant Commands, the DoD Inspector General, fifteen Defense Agencies, and seven DoD Field Activities.

The US military is organized into five branches of service -- the Army, Navy, Air Force, Marine Corps and Coast Guard. The regular and reserve forces of the Army, Navy, Air Force and Marine Corps are organized under civilian secretaries who report to the Secretary of Defense. The Coast Guard is also organized under the Secretary of the Navy who provides certain services. The Coast Guard is organized under the Department of Homeland Security during times of National emergencies or when directed by the President, becomes a part of the Navy.

Structure

The US Armed Forces consists of an active and reserve component. The Global War on Terrorism and OPERATION IRAQI FREEDOM highlighted the integration of the active and reserve components.

TOTAL ACTIVE AND RESERVE WOMEN			
	Active	Reserve	Total
Army	73170	94147	167317
Navy	58333	14574	72907
Air Force	74145	35993	110138
Marines	10593	5710	16303
Coast Guard	4430	1135	5565
Total	220671	151559	372230

Note: Active numbers include service academy numbers. Reserve numbers include numbers of Selected Reserves.

Recruiting

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

FY 2004 Active Duty Recruiting Stats (YTD through Mar 2004)

	Numeric Achievement (Non-Prior Service + Prior Service Accessions)				High School Diploma Graduate
	Shipped	Goal	Percentage	YTD Delta	
Army	34549	34227	101	367	91
Navy	15635	15559	100	76	91
Air Force	18335	18106	101	229	91
Marine Corps	12530	12506	100	24	91
Coast Guard	3126	3126	100	0	91
Active Duty Total	84175	83524	100	696	91

Note: Total (male and female) accessions.

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

Female Officer and Senior Enlisted Strength (Active Duty)

	Army	Navy	Air Force	Marines	Coast Guard
GO/FO	10	11	17	2	3
Field Grade	3515	2985	4263	146	188
Company Grade	7579	5285	6719	812	682
Warrant Officers	884	85	See note	127	86
E-9	286	172	343	49	10
E-8	1159	504	641	182	28

Note: There are no warrant officers in the Air Force.

Retention

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

Officer Accessions

For the Active Component there are four primary commissioning programs - the academies, the Reserve Officer Training Corps (ROTC), Officer Candidate/Training (OCS/OTS) and Direct Commissioning. There are over two thousand women enrolled in Service academies. Each cadet receives room, board, medical and dental care, and tuition throughout a 4-year academic program. ROTC programs are located at numerous undergraduate colleges and universities throughout the US. ROTC programs offer a number of full scholarships but most students enrolled in ROTC do not receive

scholarships. OCS/OTC provides a quick commissioning source for college graduates who did not receive military training as a part of their undergraduate education. It is also a promising enlisted personnel to earn a commission. Direct Commissions are offered to professionals in fields such as law, medical and the ministry. Officers under this program are usually commissioned at higher ranks based on degree and level of experience.

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

Career Development

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

Career Fields Open to Women			
	Career Fields	Open to Women	Percentage
Army	111	103	93
Navy	101	96	95
Air Force	259	255	98
Marines	45	42	93
Coast Guard	17	17	100

Physical Fitness Standards Physical fitness requirements vary among the Services.

- **Army** The Army's physical fitness standards apply to all soldiers, Active, Guard and Reserve. The physical fitness standards encompass both genders and all ages and ranks. Standards are in place for soldiers with limiting physical profiles who also are required to participate in physical fitness training. The purpose is to ensure all soldiers maintain acceptable levels of fitness throughout their career beginning with Initial Entry Training (IET). The Army physical fitness test consists of a 2 mile run, sit-ups and push-ups.

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

Air Force During initial entry processing, both men and women are required to pass a Physical Fitness test that measures cardiovascular endurance, muscular strength and endurance and mobility. The test consists of the 2-mile run, push-ups and sit-ups. In addition to initial entry physical fitness requirements, the Air Force has an annual fitness test requiring a passing score in a 1.5 mile run, push-ups and sit-ups.

Marine Corps The Physical Fitness Test is administered twice per calendar year. All Marines are provided time to train and are expected to maintain an acceptable degree of physical fitness. The standard physical fitness test consists of several events that measure cardiovascular endurance, muscular strength and endurance.

and mobility. Male Marines will perform "dead-hang" pull-ups, abdominal crabs, and a 3.0-mile run. Female Marines will complete the "flexed-arm" pull-ups, abdominal crunches, and a 3.0-mile run.

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

Marital Status

With 53% of its active force and 51% of the reserve forces married, the U.S. has institutionalized several quality of life programs to meet the needs of military members and their families. Military members want good pay, educational opportunities, rewarding work, challenging off-duty opportunities and adequate housing. Families want safe, modern communities and good schools.

Conclusion

This year we commemorate the 60th Anniversary of the Second World War at a time when we are engaged in a different type of war. A war where our enemy is not a traditional force but a global force whose weapon is terror and whose victims are not combatants but innocent men, women and children. To meet these challenges the United States Armed Forces are transforming and reshaping the defense strategy using state-of-the-art technology to its capabilities. Military women continue to be an integral part of the transformation.