



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JUN 4 2004

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The Honorable J. Dennis Hastert
Speaker of the House of Representatives
U. S. House of Representatives
Washington, DC 20515

Dear Mr. Speaker:

Section 562 of the Bob Stump National Defense Authorization Act for Fiscal Year 2003 requires the Secretary of Defense to submit a report on the status of female members of the Armed Forces. I am pleased to forward the enclosed report. This report addresses the request for data concerning the status of women in the Armed Forces. Information in the report is provided for the Department of Defense as a whole and separately for the Army, Navy, Air Force, and Marine Corps.

There are no changes from FY 02 in positions, weapon systems, and skills where women are or are not eligible. Service policies for assigning women are aligned with the Department's 1994 Assignment Rule for Women in the Services. This rule states: Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignments to units below the brigade level whose primary mission is to engage in direct combat on the ground.

This report also contains data pertaining to joint assignments for military members married to military members. Additionally, rates for promotion selection, retention, command selection, and selection for resident intermediate and senior service schools are reported. The number of women assigned to fields that are at least 80 percent men is also provided. Finally, this report includes Service and Department data concerning sexual harassment and women's satisfaction with health care benefits.

The Department appreciates your interest in these important issues and looks forward to working with the Congress to address and enhance the status of women in the Armed Forces.

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SPEAKER'S ROOMS
U.S. HOUSE OF REPS.

A similar letter is being sent to the Chairman and Ranking Member of the House Armed Services Committee, the Chairman and Ranking Member of the Senate Armed Services Committee, and the President of the Senate.

Sincerely,



Charles S. Abell
Principal Deputy

Enclosure:
As stated

cc:
Chairman,
House Armed Services Committee
Ranking Member,
House Armed Services Committee



**REPORT
ON
THE STATUS OF FEMALE MEMBERS
OF
THE ARMED FORCES**

Report to Congress

June 2004

**Prepared By:
Office of the Under Secretary of Defense
Personnel and Readiness**

**ANNUAL REPORT ON STATUS OF FEMALE MEMBERS OF THE
ARMED FORCES FY 2003**

REQUIREMENT FOR REPORT- Section 562 of P.L. 107-314, The Bob Stump National Defense Authorization Act for Fiscal Year 2003, requires the Secretary of Defense to submit to Congress, for each of fiscal years 2002 through 2006, a report on the status of female members of the Armed Forces. Information in the annual report shall be shown for the Department of Defense as a whole and separately for each of the Army, Navy, Air Force, and Marine Corps.

The requirements of the report are separated into the following nine sections:

1. DUTY POSITION: the positions, weapon systems, and fields for which policy on the eligibility of female members for assignments *has changed* during fiscal year 2003.

Include how the policy has changed and the rationale for the changes

Position, weapon system, and field of skills	Changed Policy (Rationale and how changed)
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NO CHANGES IN FY 03

2. SPOUSE ASSIGNMENTS:

The number of cases in which members of the Armed Forces married to each other are in assignments to which they were jointly assigned during that fiscal year, as defined (matching zip codes of service members' assigned unit) in the applicable Department of Defense and military department personnel assignment policies.

	<u>ARMY</u>	<u>NAVY</u>	<u>AIR FORCE</u>	<u>MARINES</u>	<u>TOTAL</u>
<u>ARMY</u>	15,096	21	41	1	15,159
<u>NAVY</u>	24	6,781	33	118	6,956
<u>AIR FORCE</u>	63	41	30,526	23	30,653
<u>MARINES</u>	2	133	30	3,394	3,559
					56,327

The number of cases in which members of the Armed Forces married to each other are in assignments to which they were assigned during that fiscal year, but were not jointly assigned (as so defined).

<u>ARMY</u>	10,059	117	286	53	10,515
<u>NAVY</u>	148	6,846	198	332	7,524
<u>AIR FORCE</u>	462	261	7,710	154	8,587
<u>MARINES</u>	104	510	179	1,454	2,247
					28,873

Service members' location are based on their assigned units' zip code with the exception of the Navy. In the case of the Navy, every ship/vessel has a distinct zip code (i.e. every vessel located at Norfolk, VA has a different zip code). Therefore, codes for Basic Allowance for Housing (BAH) were compared.

The data is based on the "Sponsor's Service," the data does not completely match(columns of each Service) due to differences of which spouse is claiming as the sponsor and which is the dependent.

3. PROMOTION AND SELECTION RATE:

Promotion selection rates for female members, for male members, and for all personnel in the reports submitted by promotion selection boards in that fiscal year for promotion to grades E-7, E-8, and E-9, and, in the case of commissioned officers, promotion to grades O-4, O-5, and O-6. The data below is based upon board results of calendar 2003

(AIR FORCE)

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
E-7	25.5%	26.0%
E-8	10.1%	10.8%
E-9	19.5%	22.6%
O-4	92.6%	91.5%
O-5	72.3%	71.5%
O-6	45.0%	55.1%

(ARMY)

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
E-7	30.5%	26.1%
E-8	12.2%	9.8%
E-9	10.1%	12.3%
O-4	94.0%	92.0%
O-5	78.9%	75.2%
O-6	51.5%	62.7%

(NAVY)

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
E-7	23.1%	18.9%
E-8	12.2%	9.9%
E-9	14.9%	16.7%
O-4	90.8%	66.7%
O-5	77.0%	75.0%
O-6	58.7%	30.0%

(MARINES)

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
E-7	52.6%	56.1%
E-8	59.6%	57.9%
E-8 1STSGT	14.7%	14.3%
E-9 MGYSGT	49.2%	60.0%
E-9 SGT MAJ	52.3%	80.0%
O-4	88.7%	86.7%
O-5	68.6%	54.5%
O-6	56.0%	66.7%

(DEPARTMENT OF DEFENSE)

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
E-7	28.1%	25.2%
E-8	12.6%	10.5%
E-9	15.3%	17.4%
O-4	92.0%	88.9%
O-5	74.9%	72.7%
O-6	51.1%	56.9%

4. RETENTION RATE:

Retention rates for female members in each grade and for male members in each grade during fiscal year 2003.

DEPARTMENT OF DEFENSE

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>POPULATION</u>
E-1	82.51%	81.35%	82.33%
E-2	88.22%	86.19%	87.90%
E-3	89.69%	87.82%	89.36%
E-4	82.12%	81.10%	81.94%
E-5	90.72%	88.44%	90.32%
E-6	90.97%	91.09%	90.86%
E-7	86.36%	86.03%	86.09%
E-8	83.47%	81.36%	82.89%
E-9	80.95%	80.71%	80.83%
O-1	99.01%	98.28%	98.87%
O-2	96.04%	93.05%	95.49%
O-3	93.08%	89.25%	92.44%
O-4	92.71%	91.57%	92.55%
O-5	89.55%	87.80%	89.33%
O-6	83.96%	86.65%	84.24%

AIR FORCE

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>POPULATION</u>
E-1	87.95%	86.55%	87.63%
E-2	91.77%	91.60%	91.72%
E-3	94.05%	91.28%	93.40%
E-4	86.62%	83.38%	85.85%
E-5	93.90%	90.68%	93.23%
E-6	91.69%	93.66%	91.95%
E-7	80.71%	81.40%	80.79%
E-8	80.71%	77.64%	80.36%
E-9	76.38%	75.57%	76.28%
O-1	99.33%	98.56%	99.16%
O-2	97.29%	94.50%	96.68%
O-3	93.93%	90.13%	93.17%
O-4	91.97%	91.80%	91.94%
O-5	88.57%	87.51%	88.43%
O-6	83.45%	87.72%	83.90%

ARMY

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>POPULATION</u>
E-1	78.78%	73.09%	77.88%
E-2	85.68%	78.69%	84.55%
E-3	88.83%	83.02%	87.79%
E-4	83.60%	79.45%	82.87%
E-5	89.86%	86.44%	89.19%
E-6	93.44%	92.20%	92.92%
E-7	89.91%	89.40%	89.18%
E-8	83.96%	82.49%	82.85%
E-9	81.90%	87.06%	81.96%
O-1	98.64%	97.64%	98.43%
O-2	94.90%	91.64%	94.24%
O-3	93.02%	88.52%	92.28%
O-4	93.52%	92.36%	93.36%
O-5	88.81%	87.86%	88.69%
O-6	82.75%	87.10%	83.20%

NAVY

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>POPULATION</u>
E-1	83.20%	85.84%	83.55%
E-2	88.50%	89.69%	88.70%
E-3	89.55%	89.99%	89.64%
E-4	85.43%	83.87%	85.15%
E-5	91.11%	88.39%	90.75%
E-6	87.71%	86.24%	87.58%
E-7	87.14%	85.50%	87.01%
E-8	84.87%	83.93%	84.81%
E-9	83.58%	81.25%	83.48%
O-1	98.97%	98.68%	98.92%
O-2	96.54%	93.16%	95.97%
O-3	91.83%	88.15%	91.25%
O-4	92.10%	90.28%	91.82%
O-5	91.57%	88.17%	91.12%
O-6	85.22%	84.54%	85.14%

MARINES

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>POPULATION</u>
E-1	81.79%	78.44%	81.64%
E-2	89.83%	89.47%	89.81%
E-3	86.63%	84.27%	86.48%
E-4	64.30%	65.11%	64.35%
E-5	83.42%	81.03%	83.27%
E-6	69.00%	90.20%	91.61%
E-7	89.40%	90.87%	89.48%
E-8	83.49%	80.65%	83.33%
E-9	81.65%	83.33%	81.70%
O-1	99.11%	98.13%	99.02%
O-2	94.82%	91.97%	94.59%
O-3	93.78%	94.60%	93.82%
O-4	94.26%	91.03%	94.18%
O-5	90.86%	87.50%	90.76%
O-6	86.90%	100.00%	87.30%

5. COMMAND POSITIONS:

Selection rates for female members and for male members for assignment to grade O-6 and grade O-5 command positions in reports of command selection boards that were submitted during fiscal year 2003

AIR FORCE

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
O-5 COMMAND *	15.5%	12.0%
O-6 COMMAND	25.8%	35.8%

* Command positions for O-5s are conducted at various levels of the AF and at various MAJCOMs, this reflects the current number of AF O-5s in a command position, male and female. Not every O-5 allows themselves to be a candidate for a command board. There are currently 10,694 O-5s in the Air Force—9,319 are males, and 1,375 are females.

ARMY

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
O-5 COMMAND	17.3%	15.8%
O-6 COMMAND	19.5%	18.6%

MARINES

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
O-5 COMMAND	21.7%	11.1%
O-6 COMMAND	14.1%	8.7%

NAVY

<u>O-5 COMMAND</u>	<u>MALE</u>	<u>FEMALE)</u>
<u>UNRESTRICTED</u>		
Surface Warfare	18.1%	28.6%
Aviation*	No Board Held In FY03	
Fleet Support**	Boards No Longer Held	
<u>RESTRICTED</u>		
Cryptology	58.8%	25.0%
Oceanography	36.0%	100%
Human Resources	33.3%	69.2%
Information		
Professional	33.3%	26.1%
<u>O-6 COMMAND</u>		
<u>UNRESTRICTED</u>		
Surface Warfare	26.2%	66.7%
Aviation	13.2%	33.3%
Fleet Support	Boards No Longer Held	
<u>RESTRICTED</u>		
Cryptology	No Separate Screen for O-6 command	
Oceanography	60.0%	100%
Human Resources	50.0%	37.5%
Information		
Professional	66.7%	33.3%
<u>STAFF CORPS***</u>		
Medical Corps	70.0%	0.0%
Medical Service Corps	66.7%	100%
Dental Corps	91.7%	0.0%
Nurse Corps	50.0%	100%

* The O-5 Aviation Command boards were shifted from March to October, thereby causing a skip in the FY03 accounting.

** The Fleet Support Community is being phased out.

*** Medical Communities do not hold O-5 command selection boards.

6. SELECTION TO SERVICE SCHOOLS:

Selection rates for female members and for male members for attendance at intermediate service schools (ISS) and, separately, for attendance at senior service schools (SSS) in reports of selection boards that were submitted during that fiscal year.

Selection to Intermediate Service School:

<u>SERVICE</u>	<u>MALE</u>	<u>FEMALE</u>
AIR FORCE	52.4%	51.0%
ARMY	28.1%	30.9%
NAVY	59.2%	37.9%
MARINES	39.4%	40.0%

Selection to Senior Service School:

<u>SERVICE</u>	<u>MALE</u>	<u>FEMALE</u>
AIR FORCE	39.9%	52.3%
ARMY	7.6%	7.8%
NAVY	47.7%	51.0%
MARINES	11.8%	5.6%

7. MALE DOMINANT FIELDS

Percentage of female members, during Fiscal Year 2003, in each field which at least 80 percent of the personnel assigned are men.

(AIR FORCE)

<u>Officer Fields</u>	<u>Extent of Female Assignments</u>
Astronaut	13.6%
Pilot	3.7%
Navigator	3.7%
Space/Msl/Astro	13.3%
Air Battle Mgt	11.5%
Air Traffic	16.3%
Weather	12.7%
Ops Supt	12.8%
Command and Control	15.6%
Control and Recovery	0.0%
Acft Maint/Mun	9.9%
Maintenance	13.9%
Supply	15.2%
Security Forces	9.2%
Civ Engr	12.4%
Comm/Computer/Vis	17.4%
Surgery	18.5%
Dental	16.1%
Aerospace Medicine	13.8%
Chaplain	5.4%
Program Dir	7.7%
Developmental Engr	9.8%
Acquisition Mgr	15.7%
Inspector General	11.3%

(AIR FORCE)

Enlisted Fields

Extent of Female Assignments

Aircrew/Aircrew Ops	10.5%
Safety	12.1%
Rescu/Protct	17.6%
Aero Maint	6.0%
Comm Elec	7.9%
Fuels	4.8%
Missile Maint	5.1%
Precision Msmt	9.2%
Trans/Veh Main	15.1%
Weap Maint	8.5%
Info Sys	16.5%
Civ Engr	6.2%
History	12.1%
Sec Forces	14.5%
Manpower	19.5%
OSI	11.9%

(ARMY)

Officer Fields

Extent of Female Assignments

Acquisition	5.8%
Air Defense	9.6%
Aviation	8.9%
Chaplain	4.5%
Dental	10.3%
Engineer	14.3%
Field Artillery	0.8%
Medical	16.2%
Intelligence	14.7%
Ordnance	19.3%

Warrant Officer Fields

Extent of Female Assignments

Field Artillery	0.5%
Air Defense	2.7%
Aviation	2.7%
Engineer	4.3%
Signal	8.1%
Mil Police	12.4%
Intelligence	12.3%
Veterinary	19.0%

Enlisted Fields

Extent of Female Assignments

Combat Engineer	1.2%
Field Artillery	.07%
Air Defense	7.7%
Signal	11.9%
Military Police	15.8%
Psychological Operations	10.9%
Medical	12.4%
Engineer, General	9.8%
Wheeled/Tracked Maintenance	6.8%
Aviation Maintenance	4.2%
Recruitment	9.5%

(NAVY)

<u>Officer Fields</u>	<u>Extent of Female Assignments</u>
Surface (Unrestricted Line (URL) Warfare Officer)	10.7%
Surface (Limited Duty Officer (LDO), Chief Warrant Officer (CWO))	2.6%
Aviation (URL General Aviation, Pilot, and Naval Flight Officer)	5.9%
Aviation (LDO, CWO, Aviation Duty Officer)	3.6%
Special Operations	3.8%
Engineering Duty Officer (EDO) (includes Aerospace EDO)	8.3%
Civil Engineering Corps	9.2%
Civil Engineering Corps (LDO, CWO)	1.7%
Submarine (LDO, CWO - Submarine Engineering/Repair, and Ordnance Specialties)	1.5%
Dental	19.0%
Cryptology	15.5%
Cryptology (LDO, CWO)	12.8%
Intelligence	16.2%
Intelligence (LDO, CWO)	3.3%
Oceanography/Meteorology (includes LDO)	20.0%
Supply	12.4%
Supply (LDO, CWO)	12.8%
Chaplain	5.9%
 <u>Enlisted Fields</u>	
Aviation	8.3%
Boatswains Mate	8.5%
Construction	6.1%
Machinists	3.9%
Electronics	7.2%
Engineering	10.7%
Logistics/Quartermaster/Mess Management	16.2%
Counselor	17.7%
Technicians (Turbine, Maintenance, Sonar)	6.3%
Cryptologic Technician	14.7%
Gunner's Mate	5.5%
Miscellaneous (Musician, Master-At-Arms, Administrative)	8.5%
Non-Rated (Seaman, Fireman, Airman, Constructionman)	8.7%

(MARINE CORPS)

<u>Officer Fields</u>	<u>Extent of Female Assignments</u>
Intelligence	5.6%
Logistics	11.4%
Command and Control Systems	8.5%
Utilities	4.0%
Engineer, Construction, Facilities and Equipment	5.3%
Ordnance	1.4%
Ammunition and Explosive Ordnance Disposal	0.9%
Signals Intelligence/Ground Electronic Warfare	2.7%
Ground Electronics Maintenance	3.1%
Supply Administration and Operations	9.6%
Food Service	9.3%
Financial Management	13.7%
Motor Transport	2.6%
Data Systems	4.7%
Legal Services	8.6%
Visual Information	8.7%
Music	6.7%
Military Police and Corrections	6.3%
Electronic Maintenance	4.8%
Aircraft Maintenance	7.5%
Avionics	2.9%
Aviation Ordnance	0.9%
Aviation Logistics	8.9%
Meteorological and Oceanographic Services	5.4%
Airfield Services	4.7%
Air Control/Air Support/AntiAir Warfare/Air Traffic Control	9.1%
Pilots/Naval Flight Officers	2.3%
Identifying and Reporting MOS's	5.5%

(MARINE CORPS)

Enlisted Fields

Extent of Female Assignments

Personnel and Administration	17.8%
Intelligence	6.6%
Logistics	8.7%
Marine Air Ground Task Force Plans	12.0%
Command and Control Systems	6.3%
Utilities	9.6%
Engineer, Construction, Facilities and Equipment	2.7%
Ordnance	1.7%
Ammunition and Explosive Ordnance Disposal	9.8%
Operational Communications	8.6%
Signals Intelligence/Ground Electronic Warfare	10.8%
Ground Electronics Maintenance	3.4%
Supply Administration and Operations	13.9%
Traffic Management	16.9%
Food Service	12.9%
Financial Management	17.4%
Motor Transport	4.2%
Data Systems	7.1%
Marine Corps Exchange	9.4%
Visual Information	14.3%
Music	15.6%
Nuclear, Biological, and Chemical	4.8%
Military Police and Corrections	6.7%
Electronic Maintenance	5.6%
Aircraft Maintenance	6.3%
Aircraft Maintenance (Helicopter)	1.8%
Aircraft Maintenance (Fixed Wing)	2.2%
Avionics	4.8%
Avionics (IMA)	6.7%
Aviation Ordnance	6.1%
Aviation Logistics	17.7%
Meteorological and Oceanographic Services	8.1%
Airfield Services	7.7%
Air Control/Air Support/AntiAir Warfare/Air Traffic Control	4.6%
Navigation Officer and Enlisted Flight Crews	4.4%
Recruiter/Retention Specialist/Psychological NCO	7.9%

8. SEXUAL HARRASSMENT:

The incidence of sexual harassment complaints made during fiscal year 2003, stated as the number of cases in which complaints of sexual harassment were filed under procedures of military departments that are applicable to the submission of sexual harassment complaints, together with the number and percent of the complaints that were substantiated.

	<u>ARMY</u>	<u>NAVY</u>	<u>AIR FORCE</u>	<u>MARINES</u>	<u>DoD</u>
Sexual Harassment Complaints	125	50	47	28	250
Complaints Substantiated	48 (38.4%)	34 (68%)	33 (70.2%)	17 (60.7%)	132 (52.8%)

All complaints have been completed.

9. SATISFACTION WITH DOD PROVIDED HEALTH CARE:

Satisfaction (based on surveys) of female active-duty members, female dependents of active-duty members, and female dependents of non-active duty members entitled to health care provided by the Department of Defense with access to, and quality of, women's health care benefits provided by the Department of Defense.

There are three measures available from the Health Care Survey of DoD Beneficiaries (HCSDB) that provide information on the access to healthcare for females in the Armed Services. Access to healthcare services may be improved to the extent that the beneficiary has a personal provider who knows her medical history and her routine needs for care. The tables on the next page indicate:

With the exception of those in the Air Force, less than one half of females on active duty report that they have a personal provider; and

The percent of active duty females who report that they have a personal provider is less than the percent of female dependents and retirees who report that they have a personal provider.

Additional access measures outlined on the next page, titled "Getting Needed Care" and "Getting Care Quickly", provide percentages of females who report no problem in aspects of getting care they or their provider think that they need and getting that care in timely fashion. These measures indicate, generally, that:

Nearly two thirds of females in all beneficiary categories have no problem getting care or getting it quickly; and

Retired female beneficiaries have greater success on both items.

<u>SERVICE</u>		<u>Female Active Duty</u>	<u>Female Dependents of Active Duty</u>	<u>Retired</u>
DoD	Have Personal Doc	45.4%	59.4%	83.9%
	Getting Needed Care	65.6%	68.1%	80.3%
	Getting Care Quickly	66.4%	68.5%	81.0%
ARMY	Have Personal Doc	43.2%	59.9%	82.5%
	Getting Needed Care	64.0%	67.4%	78.7%
	Getting Care Quickly	63.2%	69.9%	83.7%
NAVY	Have Personal Doc	39.9%	61.2%	85.4%
	Getting Needed Care	64.6%	68.9%	79.4%
	Getting Care Quickly	64.7%	67.1%	77.7%
AIR FORCE	Have Personal Doc	52.7%	58.9%	85.6%
	Getting Needed Care	70.9%	68.0%	83.4%
	Getting Care Quickly	72.0%	68.1%	82.7%
MARINE CORPS	Have Personal Doc	*	56.6%	85.6%
	Getting Needed Care	*	68.0%	79.8%
	Getting Care Quickly	*	62.5%	77.5%

* Small sample size

The following table provides self-reported ratings of health care received by females in specific categories of service affiliation and beneficiary status. The ratings are based on a scale of 0 (lowest) to 10 (highest) to the following question:

“We want to know your rating of all your healthcare in the last 12 months (FY 02) from all doctors and other health providers. Use any number from 0 to 10 where 0 is the worst healthcare possible, and 10 is the best healthcare possible. How would you rate all of your healthcare?”

<u>SERVICE</u>	<u>Female Active Duty</u>	<u>Female Dependents of Active Duty</u>	<u>Female Dependents of Non-Active Duty</u>
DoD	7.01	7.26	8.36
ARMY	6.61	7.23	8.45
NAVY	7.2	7.38	8.32
AIR FORCE	7.44	7.23	8.38
MARINE CORPS	6.76	6.95	7.93