



0000015748

Copy 2

DEPARTMENT OF NATIONAL DEFENCE

CANADA

OPERATIONAL RESEARCH AND ANALYSIS ESTABLISHMENT

DIRECTORATE OF MANPOWER ANALYSIS

STAFF NOTE 7/90

MARITAL STATUS OF WOMEN IN THE CANADIAN FORCES

BY

L. TANNER

C. WALTERS

Staff Notes are written as informal records of data, analyses, tentative views, comments, methodology, or briefing material, which for one reason or another do not warrant or require formal publication. The contents are the responsibility of the author, and do not necessarily reflect the opinion of the Directorate.

OTTAWA, ONTARIO

DECEMBER 1990

DEPARTMENT OF NATIONAL DEFENCE

CANADA

OPERATIONAL RESEARCH AND ANALYSIS ESTABLISHMENT

DIRECTORATE OF MANPOWER ANALYSIS

STAFF NOTE 7/90

MARITAL STATUS OF WOMEN IN THE CANADIAN FORCES

BY

L. TANNER

C. WALTERS

Staff Notes are written as informal records of data, analyses, tentative views, comments, methodology, or briefing material, which for one reason or another do not warrant or require formal publication. The contents are the responsibility of the author, and do not necessarily reflect the opinion of the Directorate.

OTTAWA, ONTARIO

DECEMBER 1990

ABSTRACT

In the past, the Canadian Forces (CF) has limited the employment opportunities of women, e.g. by restricting the occupations in which women were allowed to enrol, requiring women to resign if they became pregnant, etc. However, within the last 20 years, policy changes have had a positive effect on encouraging women to select a career with the CF. This report reviews data on the enrolment of women from 1977 to 1990 and provides a profile of the variation in marital status associated with years of service. This profile is of interest in that decisions associated with attrition rates, postings and career development policies must recognize the needs of dual income families, particularly if both members are enrolled in the CF.

TABLE OF CONTENTS

	<u>Page No</u>
ABSTRACT.....	i
TABLE OF CONTENTS.....	ii
LIST OF TABLES.....	iii
LIST OF FIGURES.....	iii
INTRODUCTION.....	1
PARTICIPATION OF WOMEN IN THE CANADIAN FORCES.....	2
EXPERIENCE DISTRIBUTION - OFFICERS.....	10
EXPERIENCE DISTRIBUTION - NON-COMMISSIONED MEMBERS.....	23
ATTRITION ESTIMATES.....	35
SUMMARY.....	38
REFERENCE.....	40

LIST OF TABLES

	<u>Page No</u>
Table 1: Distribution of Women Officers.....	7
Table 2: Distribution of Women NCMs.....	9
Table 3: Distribution of Women Officers by YOS in 1990.....	17
Table 4: Distribution of Women NCMs by YOS in 1990.....	29
Table 5: Attrition Estimates for Women Officers.....	37
Table 6: Attrition Estimates for Women NCMs.....	37

LIST OF FIGURES

	<u>Page No</u>
Figure 1: Women in the Canadian Forces	3
Figure 2: Distribution of Women Officers by YOS.....	4
Figure 3: Distribution of Women NCMs by YOS.....	5
Figure 4: Distribution of Women Officers by Year	6
Figure 5: Distribution of Women NCMs by Year	8
Figure 6: Distribution of Women Officers by YOS	11
Figure 7: Distribution of Single Women Officers by YOS	13
Figure 8: Distribution of Married Women Officers by YOS	14
Figure 9: Distribution of Intra-Service Women Officers by YOS	15
Figure 10: Distribution of "Other" Women Officers by YOS.	16
Figure 11: Distribution of Women Officers with 0-3 YOS...	19

Figure 12: Distribution of Women Officers with 4-9 YOS...	20
Figure 13: Distribution of Women Officers with 10-20 YOS.	21
Figure 14: Distribution of Women Officers with 21-40 YOS.	22
Figure 15: Distribution of Women NCMs by YOS	24
Figure 16: Distribution of Single Women NCMs by YOS	25
Figure 17: Distribution of Married Women NCMs by YOS	26
Figure 18: Distribution of Intra-Service Women NCMs by YOS	27
Figure 19: Distribution of "Other" Women NCMs by YOS	28
Figure 20: Distribution of Women NCMs with 0-3 YOS.....	31
Figure 21: Distribution of Women NCMs with 4-9 YOS.....	32
Figure 22: Distribution of Women NCMs with 10-20 YOS.....	33
Figure 23: Distribution of Women NCMs with 21-40 YOS.....	34

MARITAL STATUS OF WOMEN IN THE CANADIAN FORCES

Introduction

1. Traditionally, women in the Canadian Forces (CF) have been limited to support roles, such as medical and clerical occupations. However, over the past 20 years, changing social standards and the recognition that women are interested in a career with the CF have led to significant changes in CF policy concerning the employment of women. In the late 60's and early 70's, women were progressively admitted to a range of occupations, except those which might be directly involved in the combat area. Other changes in policy included the enrolment of married women, continued service after pregnancy and the provision of maternity benefits. The most recent change has been a 1989 ruling by the Canadian Human Rights Tribunal which now requires the CF to admit women to all occupations (with the exception of submarine service), including combat duty.

2. The purpose of this paper is to review the retention patterns of both women officers and non-commissioned members (NCMs) to determine whether marital status is a factor in the shape of either the experience distribution or the attrition pattern associated with women in the CF. This paper discusses four categories of service women: single, married, intra-service married and "other". The single category consists of women who have never been married. The married category includes service women married to only civilian men. A separate category, the intra-service married category, contains service women who are married to service men. The "other" category combines data on divorced, separated and widowed service women. There is a companion paper (Ref. 1) which examines the experience distributions and attrition patterns of women in specific CF occupation groupings. A

follow-on study will examine the subject of intra-service married couples in greater depth.

3. The results in this paper are based on the MPIS database and are therefore only as accurate as the database. For example, the calculations for single and "other" women officers and NCMs may not be totally accurate, since single women may have actually been married but were released before their records could be updated and "other" women may have requested to be categorized as single rather than divorced. Hence, the results in this paper are estimates and small variations should be ignored.

Participation of Women in the Canadian Forces

4. The total number of women in the CF has increased 174% in the last 13 years, from 2703 in 1977 to 7412 in 1990, as seen in Figure 1. It is interesting to note that after the first period of growth in the mid 70's, the number of women remained fairly constant until 1982. There has been a steady rate of increase since then. The number of women officers has increased from 399 in 1977 to 1148 in 1990. The number of women NCMs has increased from 2304 to 6264. These changes are a direct result of the increased emphasis on the enrolment of women and of the tendency for women to remain longer in the CF. These two factors are evident in Figures 2 and 3 in that the 1990 curves indicate that women have increased in number and also in years of experience.

5. There has also been a redistribution of women by marital category over the last 13 years. As seen in Figure 4, the number of single officers was stable from 1977 to 1984 but has gradually increased since then, as larger numbers of women

Figure 1: Women in the Canadian Forces

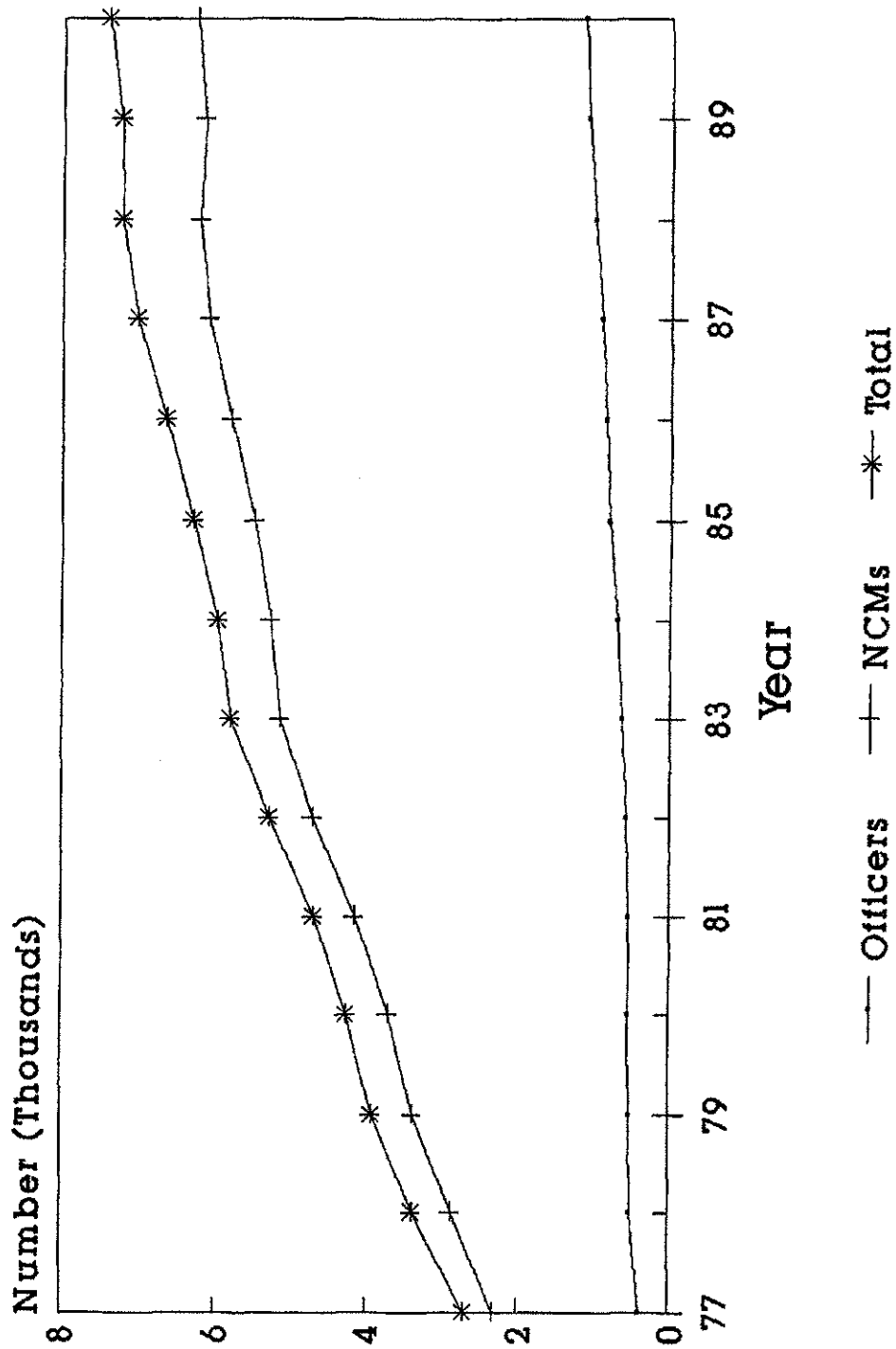


Figure 2: Distribution of Women Officers by YOS

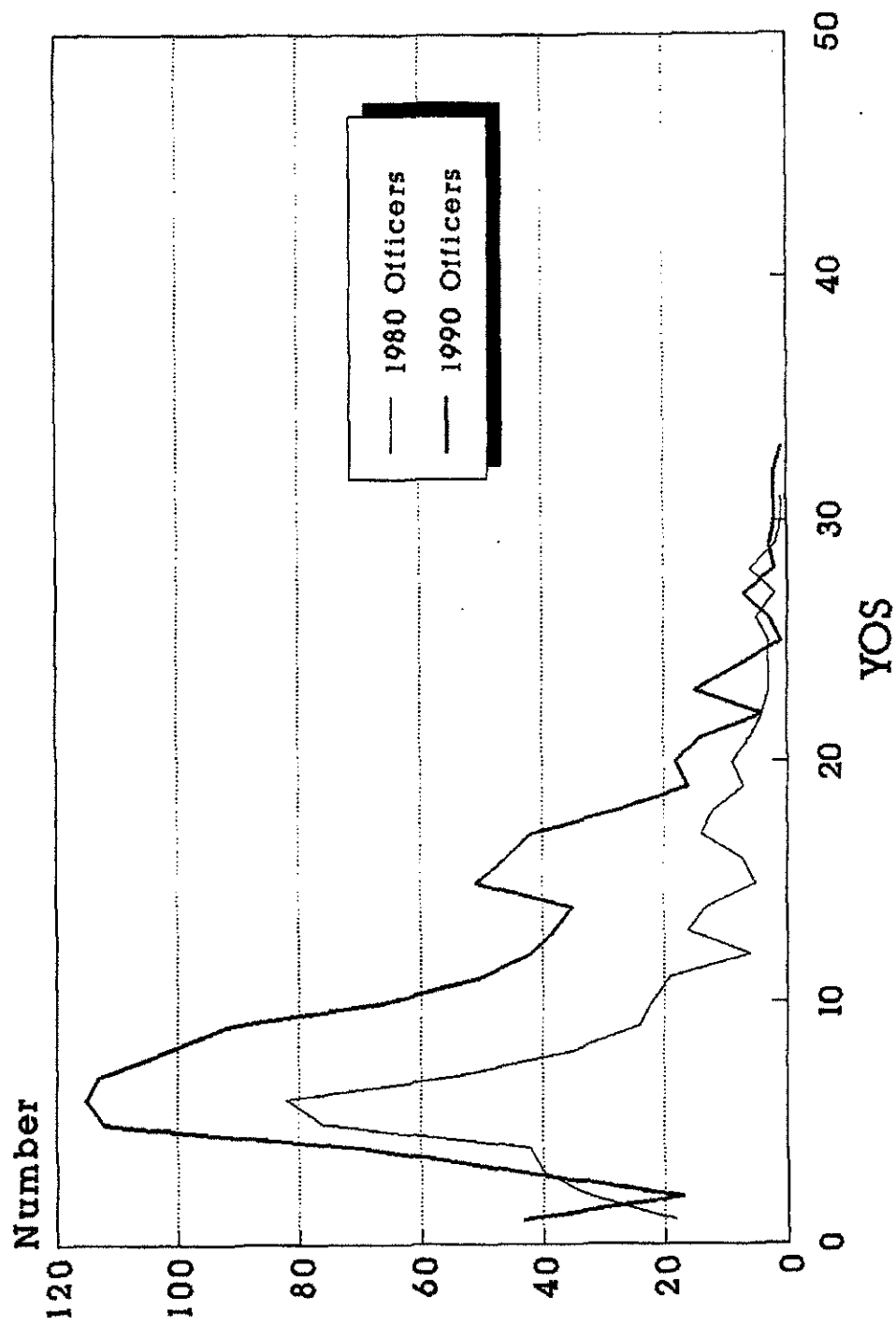


Figure 3: Distribution of Women NCMs by YOS

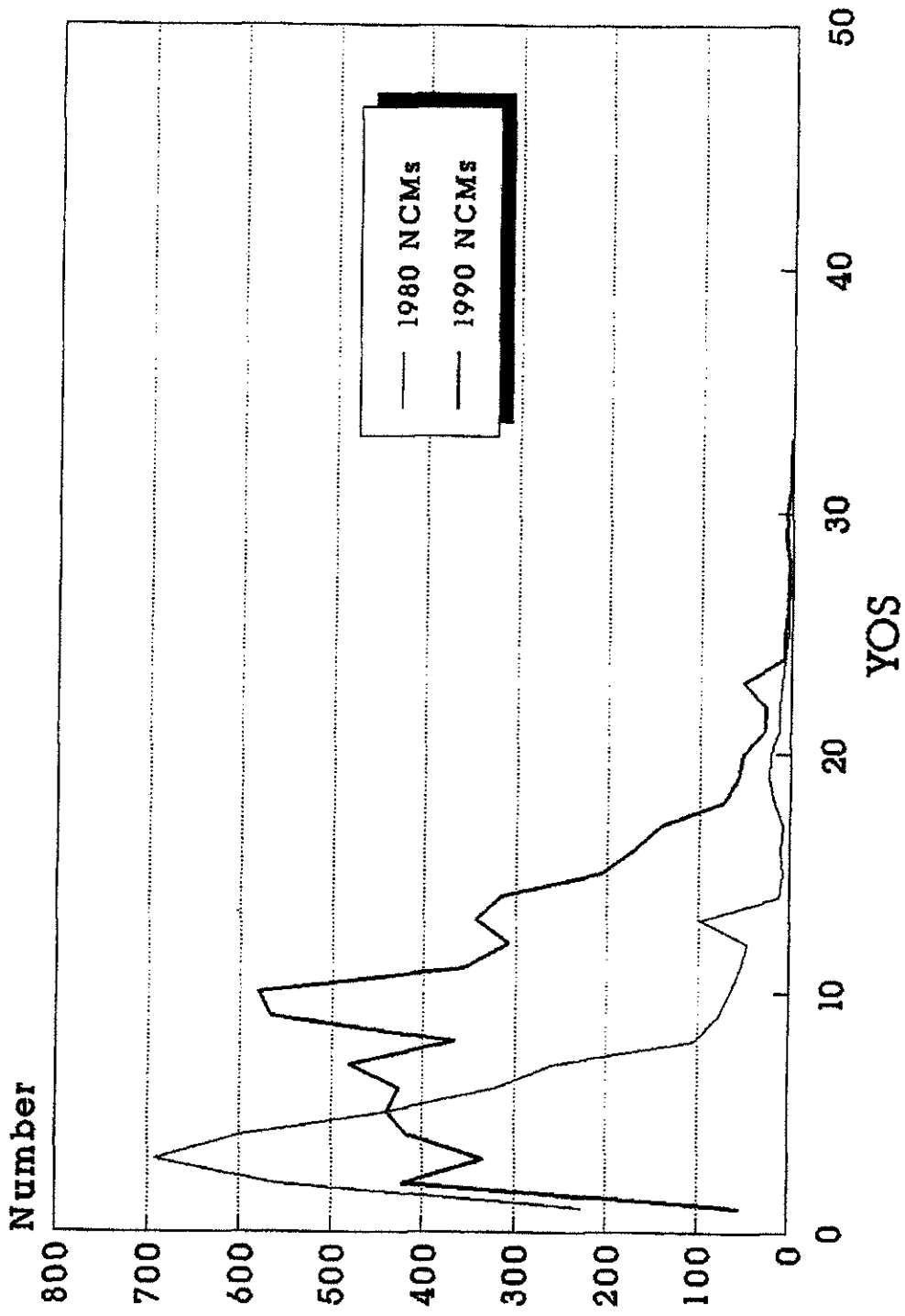
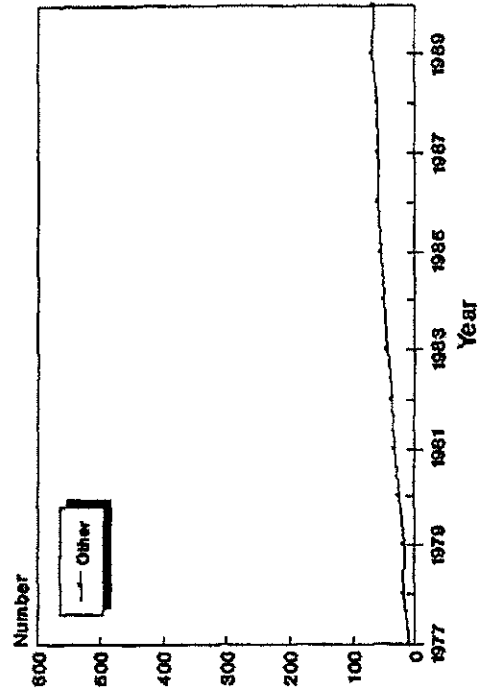
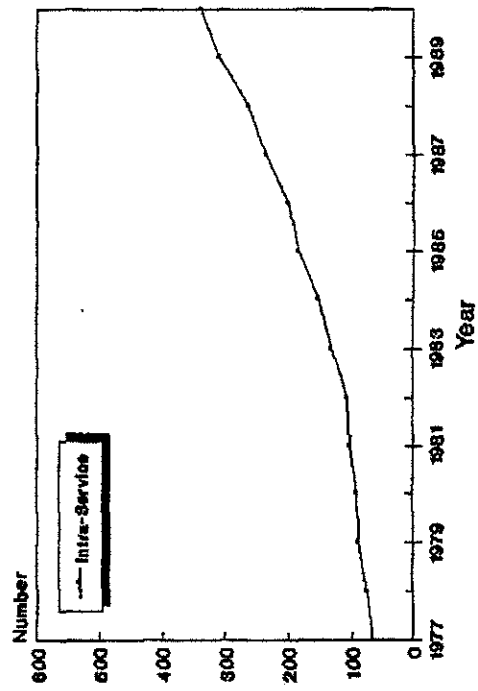
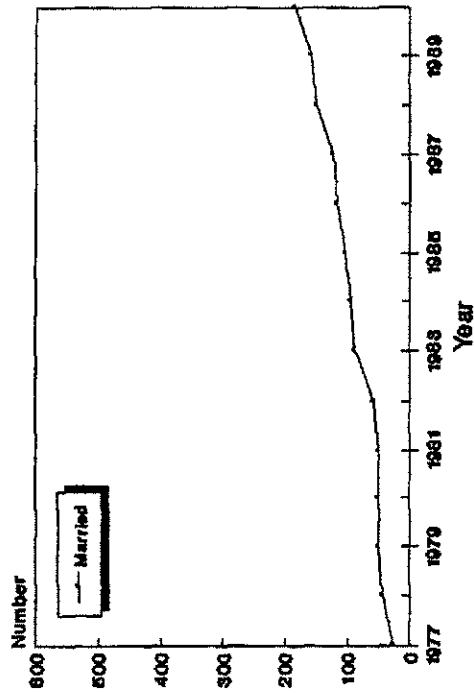
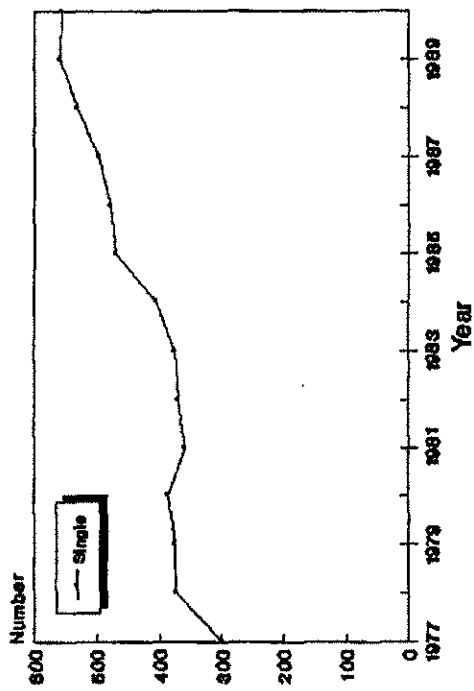


Figure 4: Distribution of Women Officers by Year



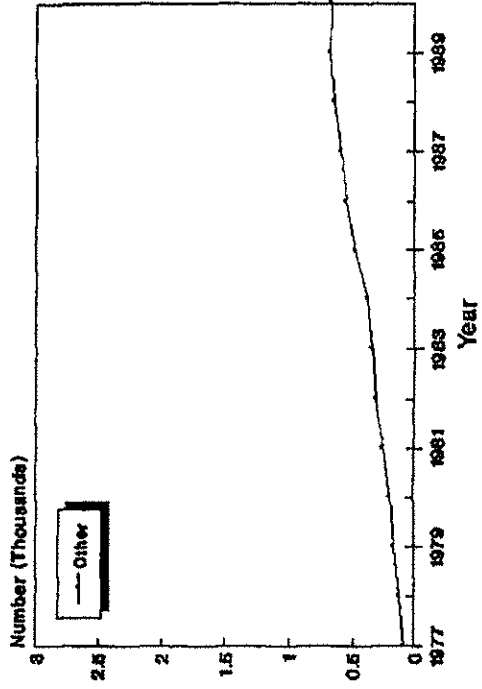
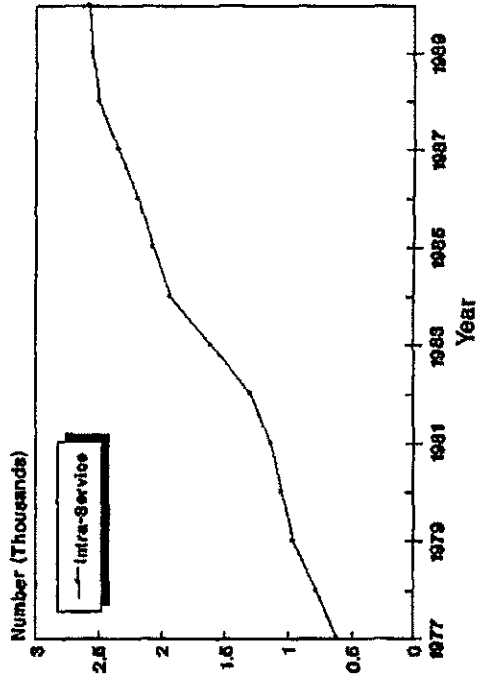
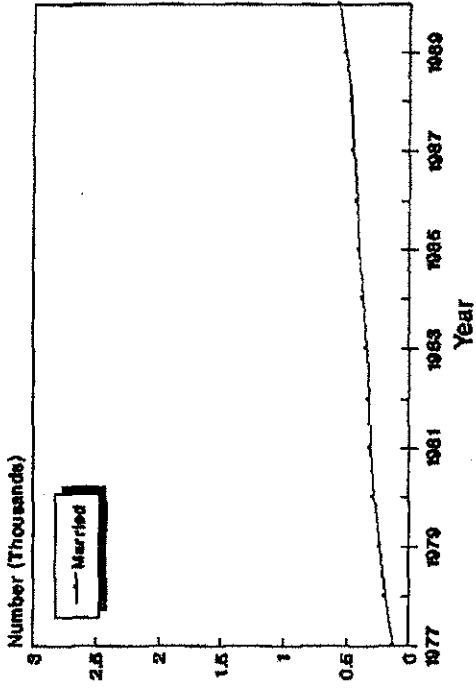
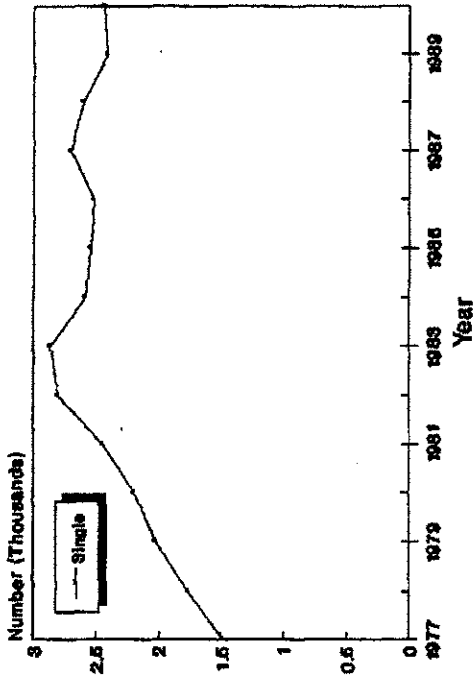
have been recruited. The number of married officers has grown gradually over the past 13 years. The number of intra-service married officers has grown continually but has increased at a higher rate since 1983. The number of "other" women officers has increased at a slower rate. The increases observed in these three latter categories reflects the maturing of the distributions over time.

6. The overall changes that have taken place since 1977 are summarized in Table 1. In 1977, the majority of women officers were in the single category. This was primarily a result of the fact that the majority of women then had less than 8 years of service (YOS), as shown in Figure 2. However, over the past 13 years, the number of women in intra-service marriages has increased substantially, becoming the most significant portion of women officers. Married and intra-service married women officers combined account for 50% of women officers in 1990. This change is primarily due to the increased number of women that are making the CF a career, as shown in the distributions of Figure 2. Consequently, the CF will have to address issues associated with dual income families, particularly those where both spouses are members of the CF.

Table 1: Distribution of Women Officers

Marital Status	1977	1990
Single Officers	64%	39%
Married Officers	5%	9%
Intra-Service Married Officers	27%	41%
Other Officers	3%	11%

Figure 5: Distribution of Women NCMs by Year



7. Figure 5 illustrates a similar redistribution of marital status for women NCMs. As seen in Figure 5, there was a steady increase in the number of single women NCMs from 1977 to 1983. After 1983 the number dropped slightly and then stabilized. The number of married women NCMs has increased at constant rate. The number of intra-service married women NCMs has grown at a much higher rate than that for married women NCMs, with numbers reaching a level higher than the population of single women NCMs. The number of other female NCMs has increased at a rate similar to that for married female NCMs.

8. These changes, which have taken place over the last 13 years, are summarized in Table 2. For example, in 1990, married and intra-service married women NCMs combined made up 46% of the total population of women NCMs, whereas in 1977 this combination represented only 24%. This shift in marital status is associated with the increased number of women with more than 8 YOS, as shown in Figure 3. As in the case for women officers, consideration must be given to dual income families.

Table 2: Distribution of Women NCMs

Marital Status	1977	1990
Single NCMs	75%	49%
Married NCMs	7%	16%
Intra-Service NCMs	17%	30%
Other NCMs	0%	6%

9. A comparison of Tables 1 and 2 reveals that the officer and NCM distributions have common characteristics. The percentage of married women is low in both cases relative to

the number of single and intra-service married women. This may indicate that married women tend to leave when asked to move, whereas the relative high percentage of intra-service married women may reflect the CF efforts to try to co-locate both members. These trends might also indicate that spousal pressure is different within the marriage, depending on whether the spouse has a commitment to the CF or not.

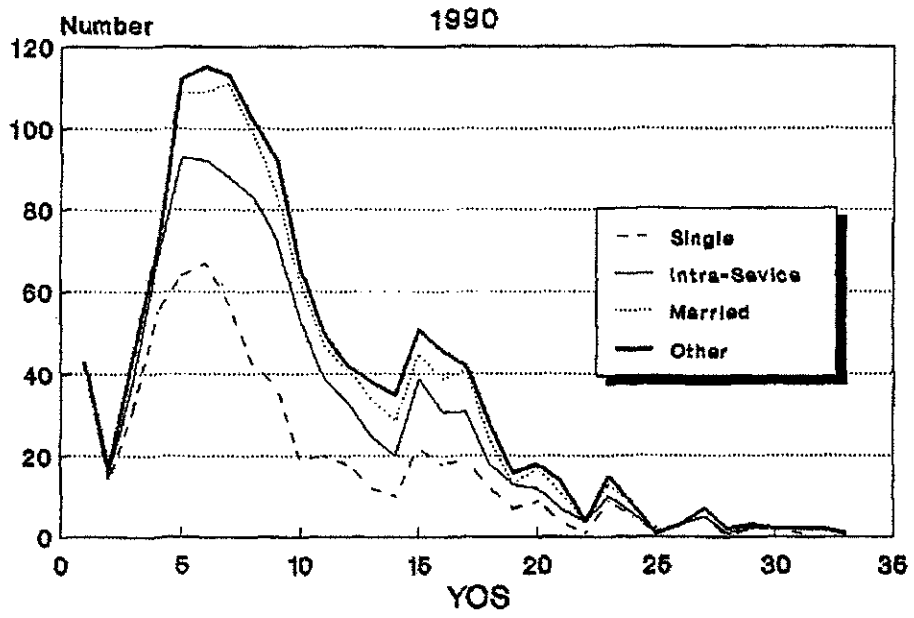
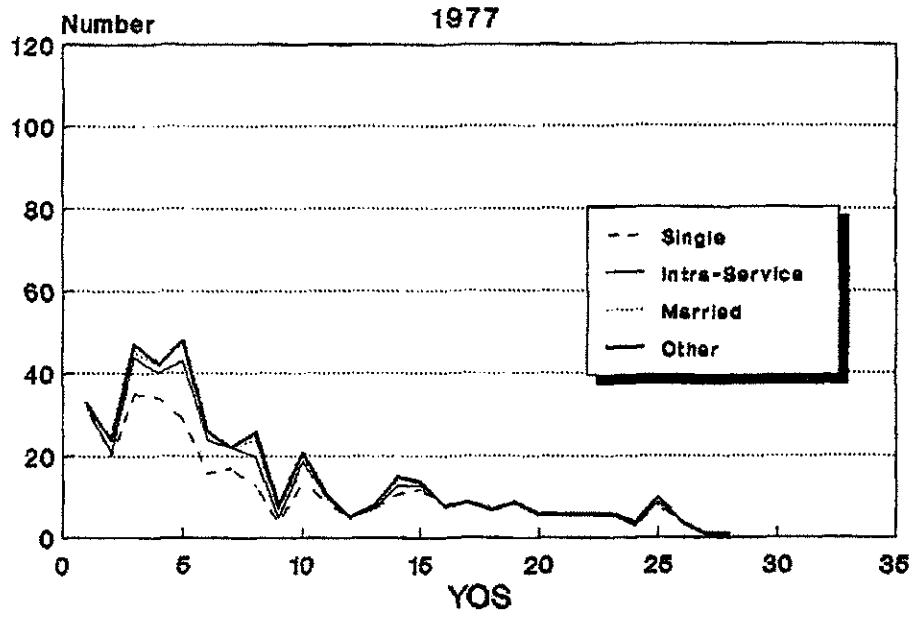
10. As shown in Figures 2 and 3, women are remaining in the CF longer. This tendency has created a redistribution in the women population according to marital status, placing considerably more emphasis on the married and intra-service married categories. Since the majority of women in the CF have less than 18 YOS, as illustrated in these figures, the redistribution between categories should continue and become more pronounced over the next 10 years.

Experience Distribution - Officers

11. The changed distribution by marital status which develops as women officers stay in the CF longer is illustrated in Figure 6. The chart for 1977 indicates the emphasis placed on recruiting women in the early 70's. These women had served less than five years in 1977 and the majority were still single. With passing time, indicated by more years of service, their marital status is likely to change, as indicated in the chart for 1990.

12. The historical development of experience for each marital category is illustrated in Figures 7-10. The number of single women officers has increased the least of all the marital categories. This is due to the fact that the number of single women with more than 9 YOS has remained low. The number of single women officers increased by 86% from 299 in 1977 to 557 in 1990. However, the distribution of these

Figure 6: Distribution of Women Officers by YOS



women by years of service (YOS) has not changed significantly over the past 13 years, as seen in Figure 7. The number of single women officers peaks at about five YOS and then drops off significantly over the next five YOS. This is a result of women officers joining the CF single and then getting married a few years later. Figure 4 indicates that the number of single women has stabilized in the last few years.

13. The number of married women officers has changed significantly over the past 13 years, having increased 607% from 26 to 184. Figure 4 indicates that there has been a steady increase since 1982 and that the increase will likely continue, at least in the near future. There tend to be very few married women officers with less than four YOS, and the numbers peak at about seven YOS. There has also been an increase in the number of married women officers with more than 10 YOS, as shown in Figure 8. Changes in CF policy concerning the employment of women over the past 20 years have made it more appealing for married women to stay in the CF longer. However, the fact that this group represents less than 10% of the women officers suggests that attrition within this group is higher than that experienced in the other categories.

14. The number of intra-service married women officers has increased 413% from 66 in 1977 to 339 in 1990 and, as shown in Figure 4, the numbers are rising fairly rapidly. The changes in distribution that have occurred over the last 13 years are shown in Figure 9. As for the case of married women officers, the number builds as time in service passes.

15. The number of "other" women officers has increased 750% from 8 women in 1977 to 68 women in 1990. The changes in the distribution of these women by YOS is shown in Figure 10. To be in this grouping one must have been married first, so the

Figure 7: Distribution of Single Women Officers by YOS

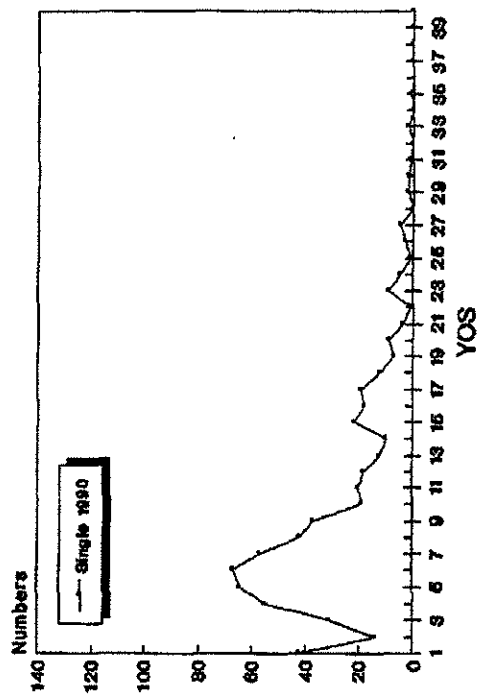
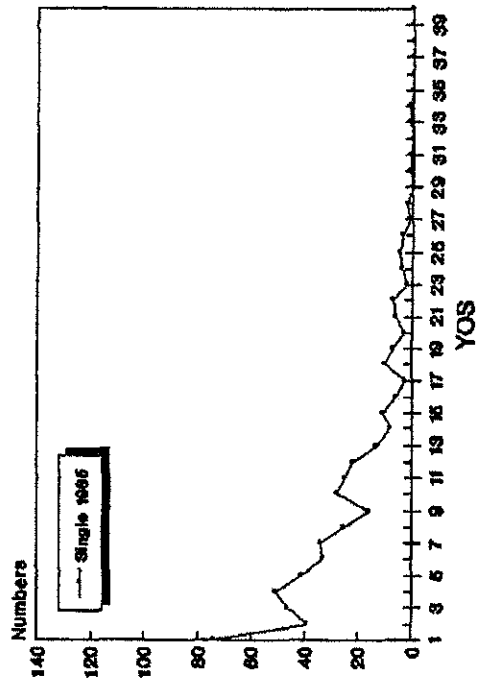
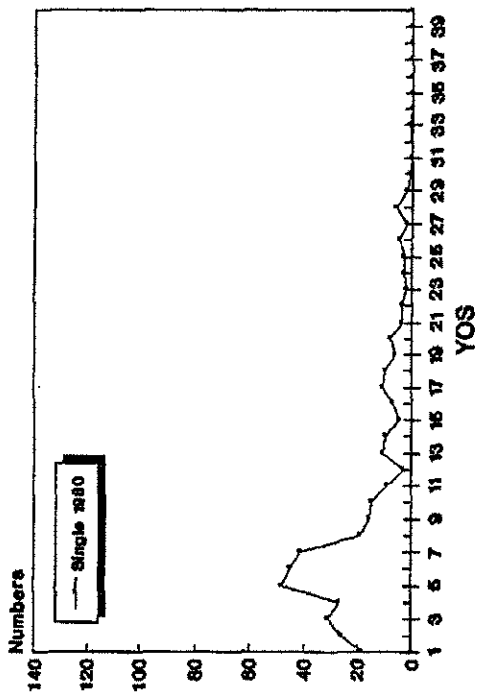
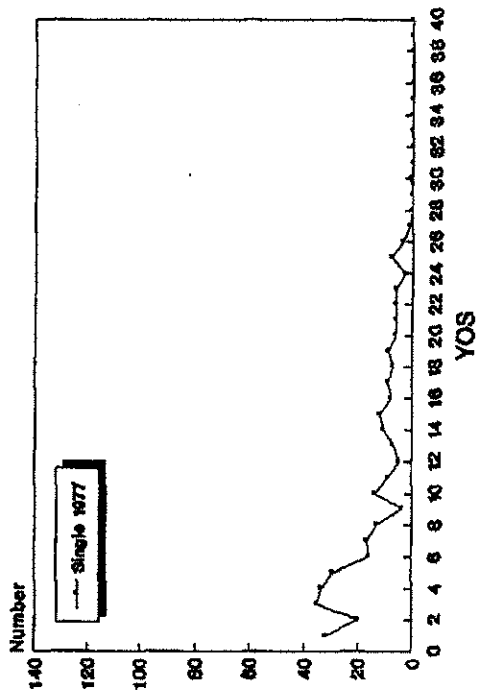


Figure 8: Distribution of Married Women Officers by YOS

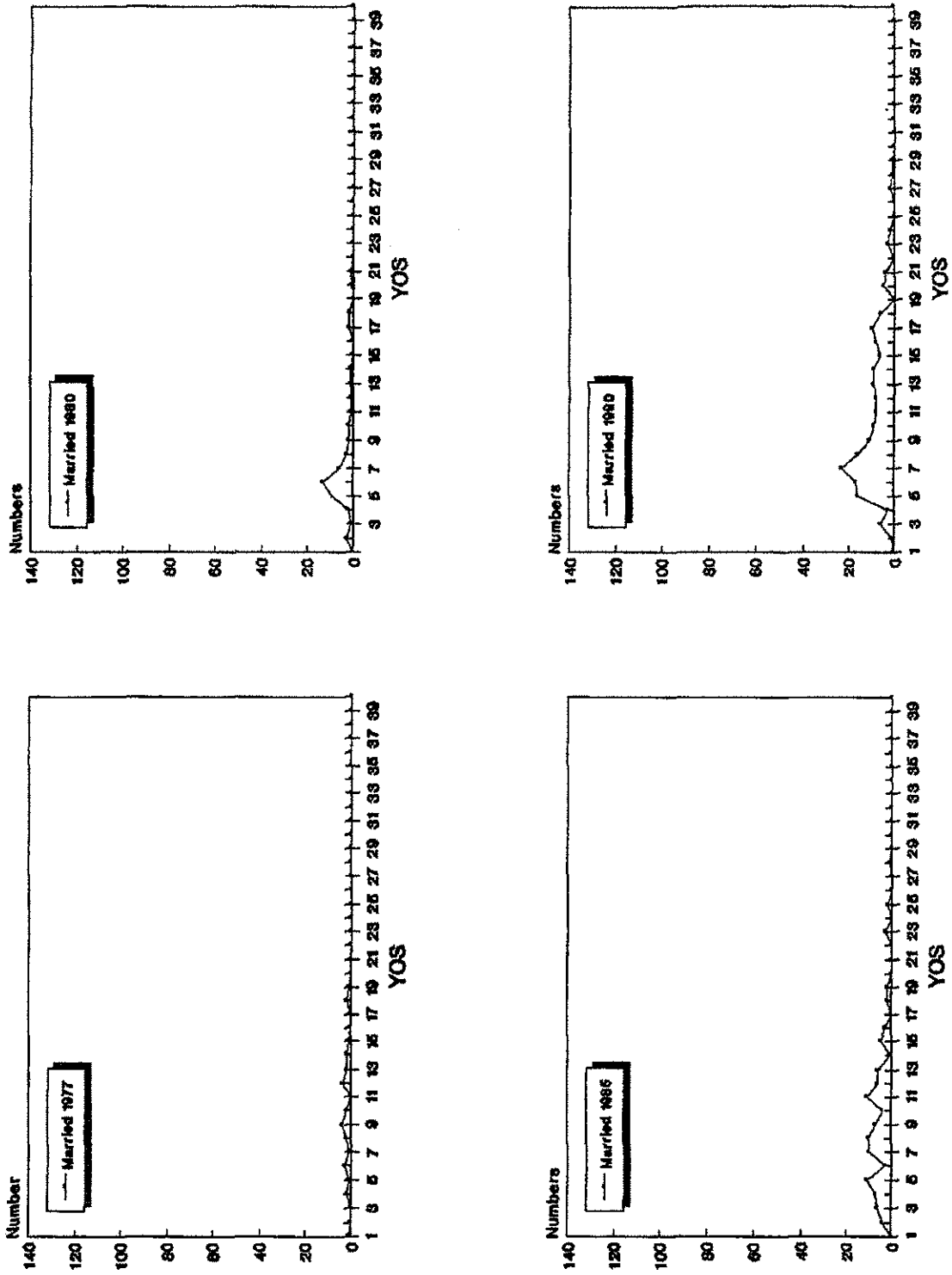


Figure 9: Distribution of Intra-Service Women Officers by YOS

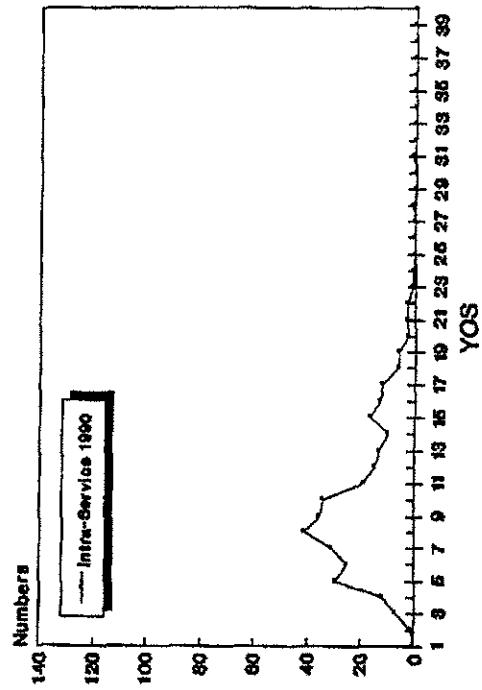
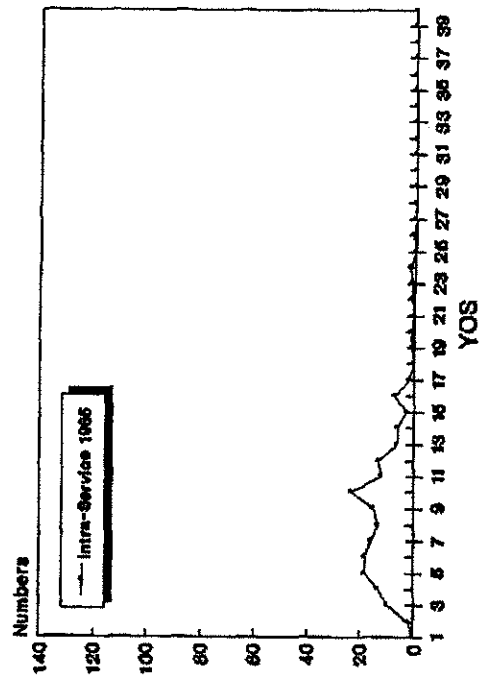
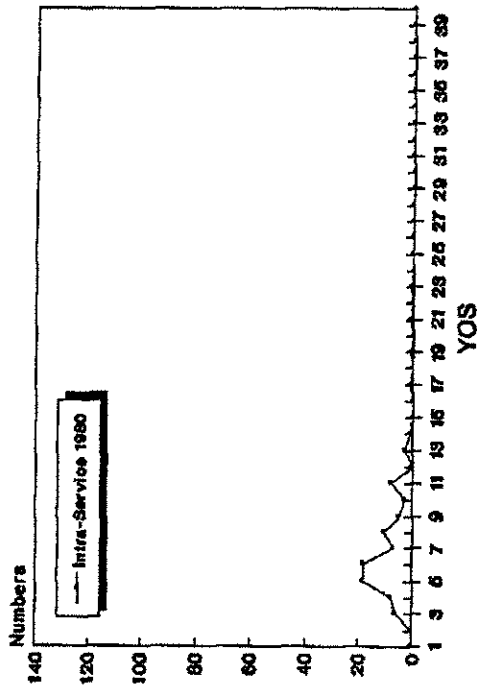
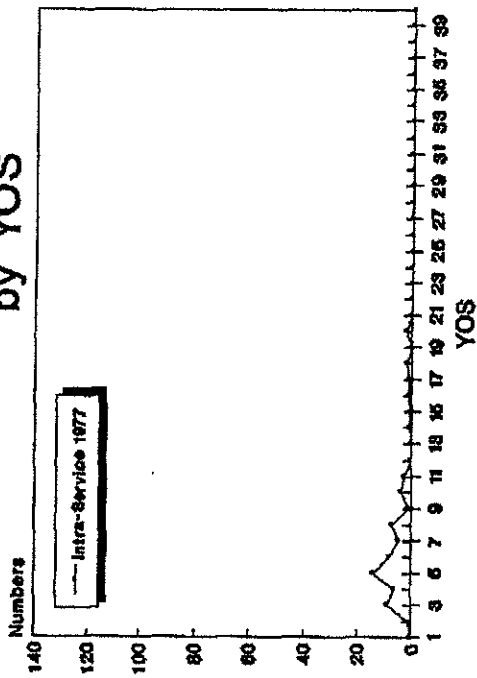
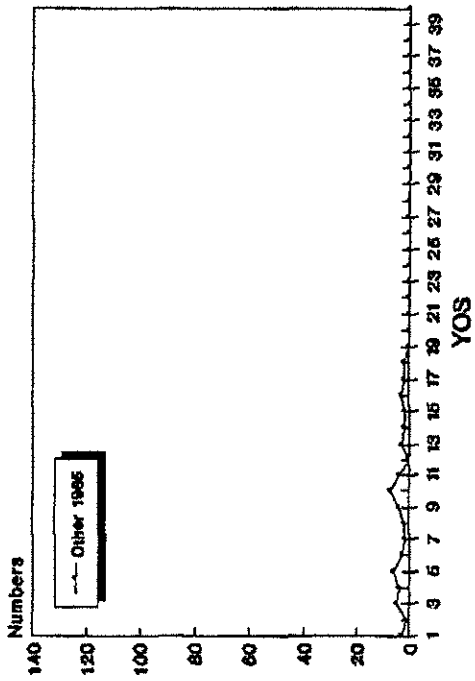
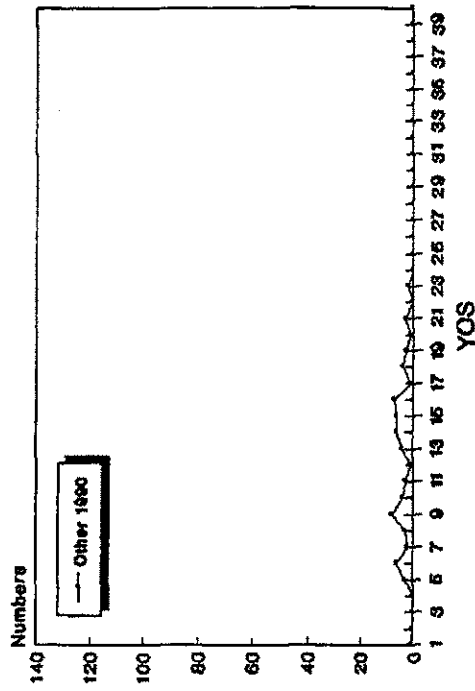
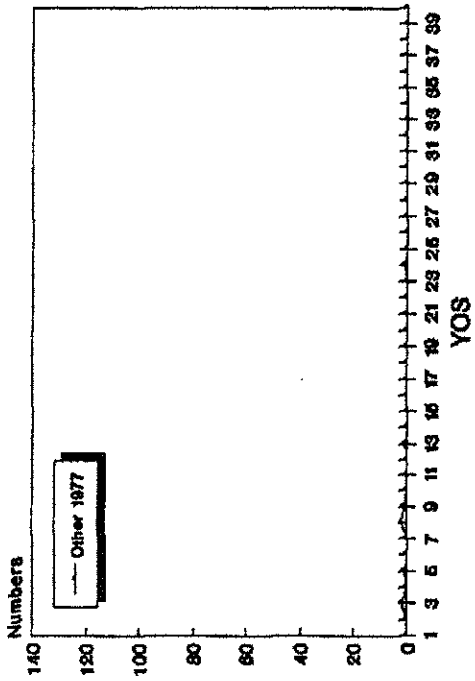
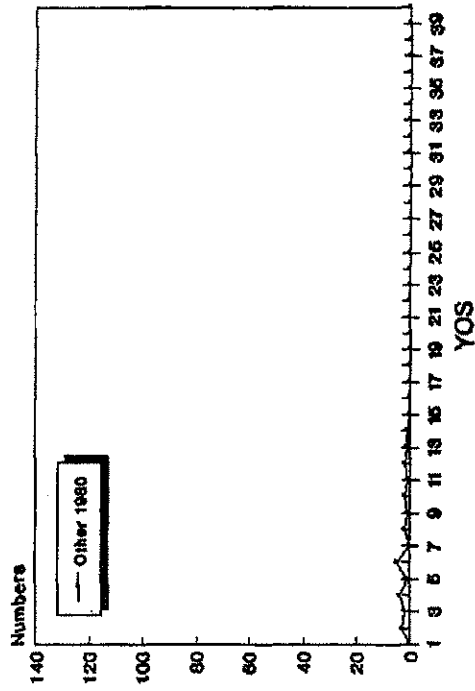


Figure 10: Distribution of "Other" Women Officers by YOS



population builds during the intermediate years of service. As more women move into this period, the number of "other" women officers could continue to increase.

16. To illustrate the significance of marital status as a factor in posting and career management decisions of women who continue serving in the CF, these statistics are presented in a different format. Four career zones were selected: 0-3 YOS, 4-9 YOS, 10-20 YOS and >20 YOS. The results for women officers in 1990 are summarized in Table 3. The changing profiles for women officers in each of these marital categories over time are shown in Figures 11-14. For example, Figure 14 shows the influence of old policies favouring single status on the 1977 distribution. The distribution is slowly changing but many years will be required before a stable trend can be achieved in the >20 YOS category.

Table 3: Distribution of Women Officers by YOS in 1990

	0-3 YOS	4-9 YOS	10-20 YOS	> 20 YOS
Single	71%	53%	38%	56%
Married	13%	14%	18%	20%
Intra-Service	14%	29%	34%	16%
Other	2%	4%	9%	8%

17. Single women officers are predominant in the 0-3 YOS band, as seen in Figure 11. Although the actual number of women officers over the past 13 years has been influenced by recruitment patterns, the percentage distribution of the marital status has not fluctuated significantly. The 1985 bar chart is a reasonable representation of the distribution of marital status which can be expected in this YOS band. The

figures in 1990 are distorted due to reduced recruitment of women officers in the late 1980's. Recruitment normally attracts single women, and the reduction therefore affected the marital status distribution within this YOS category. As recruitment stabilizes, however, percentages should move towards those shown for 1985.

18. The number of women officers with between four and nine YOS has steadily increased from 172 in 1977 to 596 in 1990, as illustrated Figure 12. However, the percentage of single women officers has steadily decreased from 66% to 53% because of increases in the remaining three categories of marital status. The proportion of married women officers has increased from 8% to 14%; of intra-service married women officers has increased from 24% to 29%; and of "other" women officers has increased from 2% to 4%. These changes for married and intra-service married women officers can be attributed to the policy changes that now make it possible for a woman to remain in the CF while married. The percentage distribution has not stabilized in this YOS band, although there has been little change in the last five years. The 1990 drop in recruiting will be felt here in four years.

19. The number of women officers with 10-20 YOS has increased over the years from 119 in 1977 to 432 in 1990, as shown in Figure 13. The percentages of married, intra-service married and "other" women officers have all increased at the expense of single women officers who experienced a decrease from 87% to 38%. The percent of married women officers increased from 5% to 18%; of intra-service married women officers increased from 13% to 34%; and of "other" women officers increased from 1% to 9%. Figure 2 indicates that women enroled in the early 70's are just reaching the 20 YOS point, and further adjustment in the percentage distribution can be expected as large numbers of women enter this category.

Figure 11: Distribution of Women Officers
with 0-3 YOS

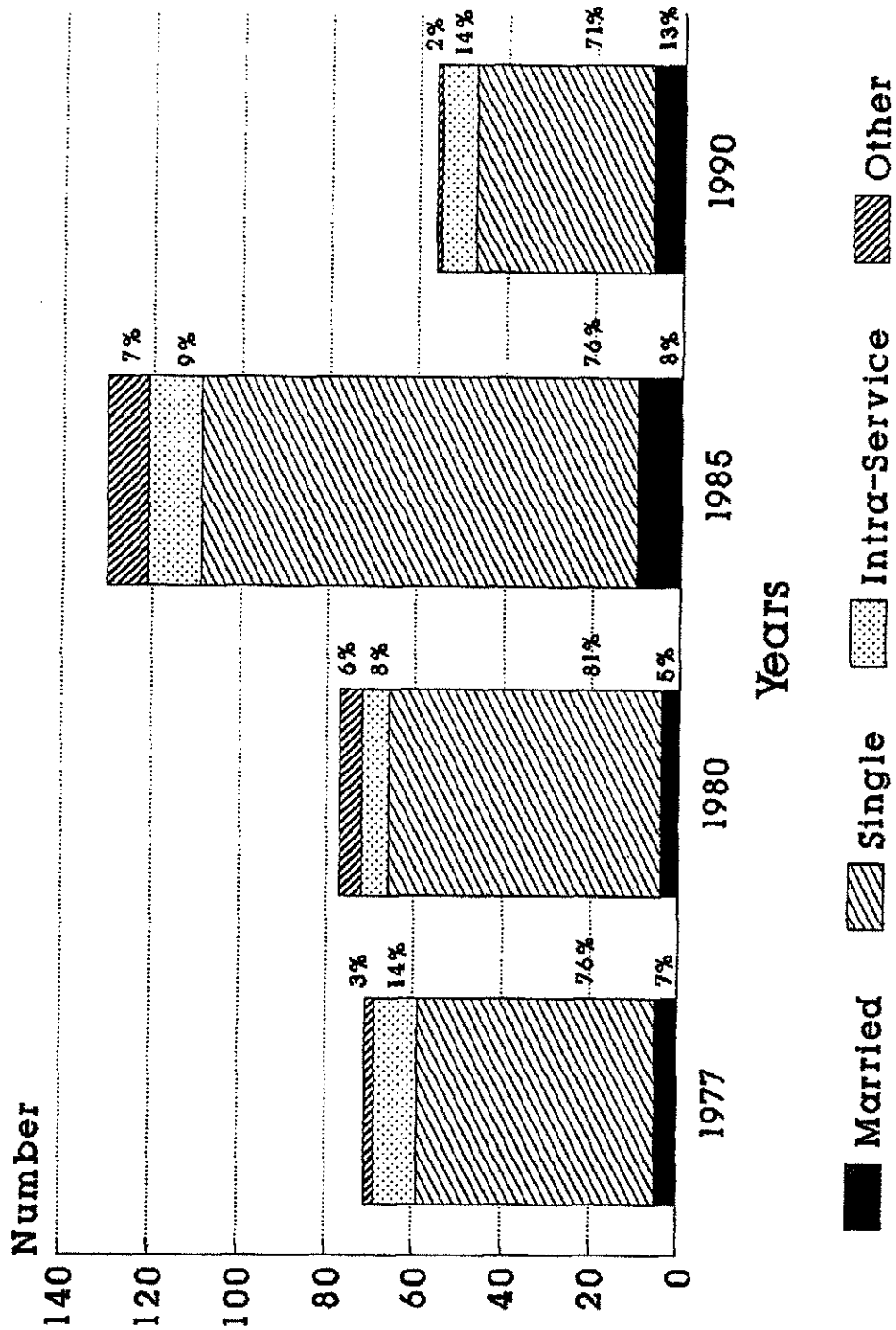


Figure 12: Distribution of Women Officers with 4-9 YOS

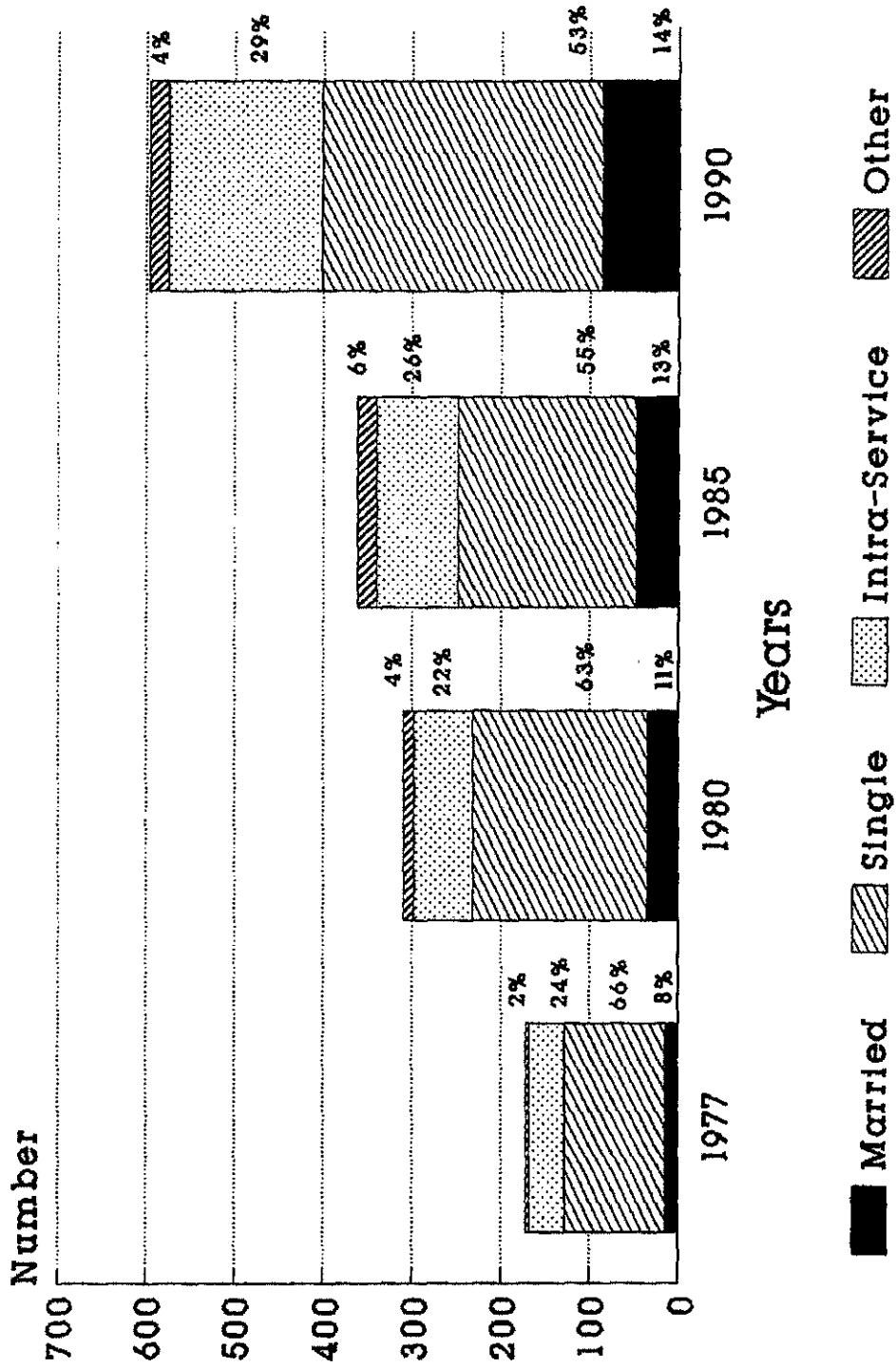


Figure 13: Distribution of Women Officers with 10-20 YOS

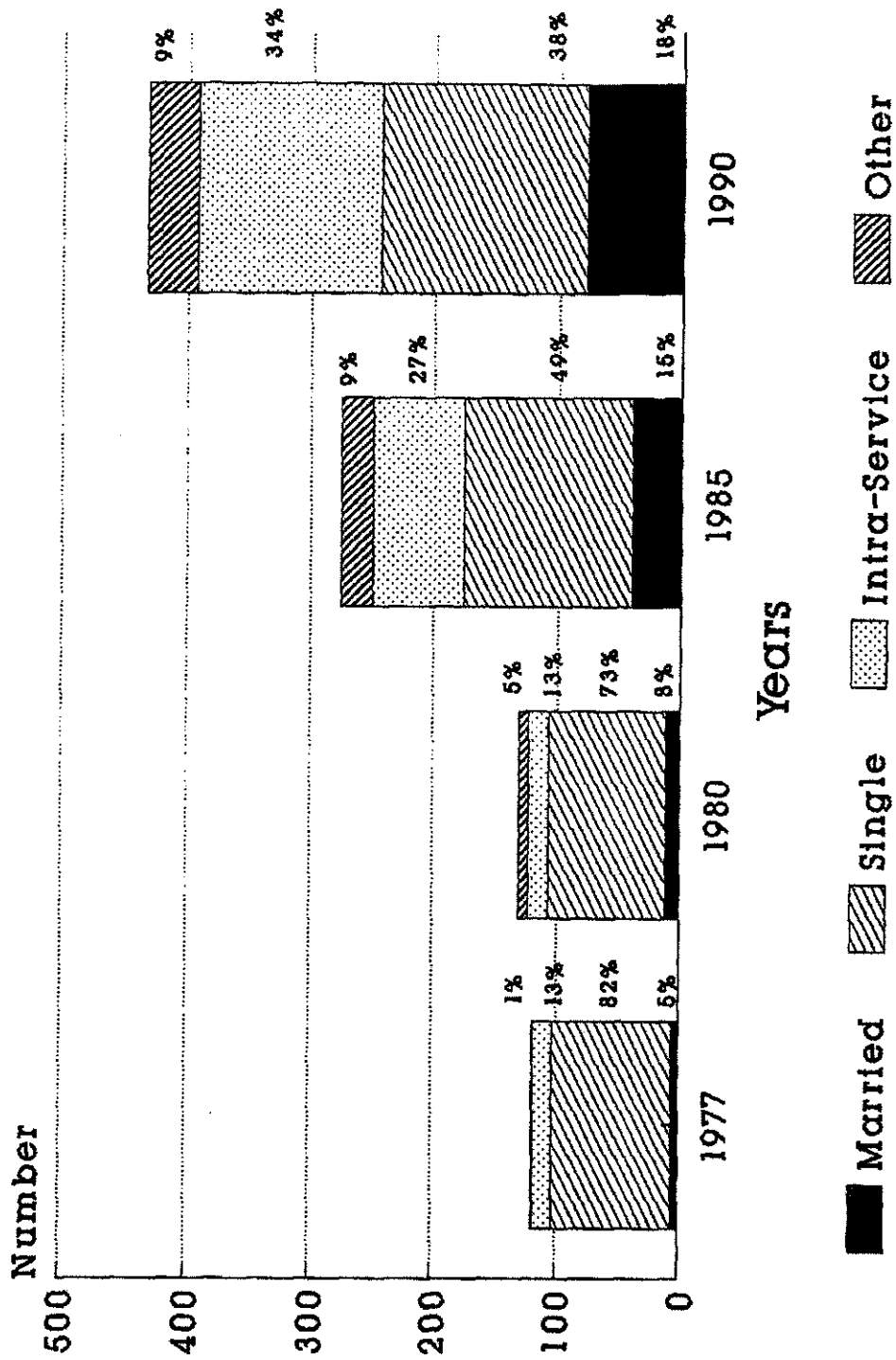
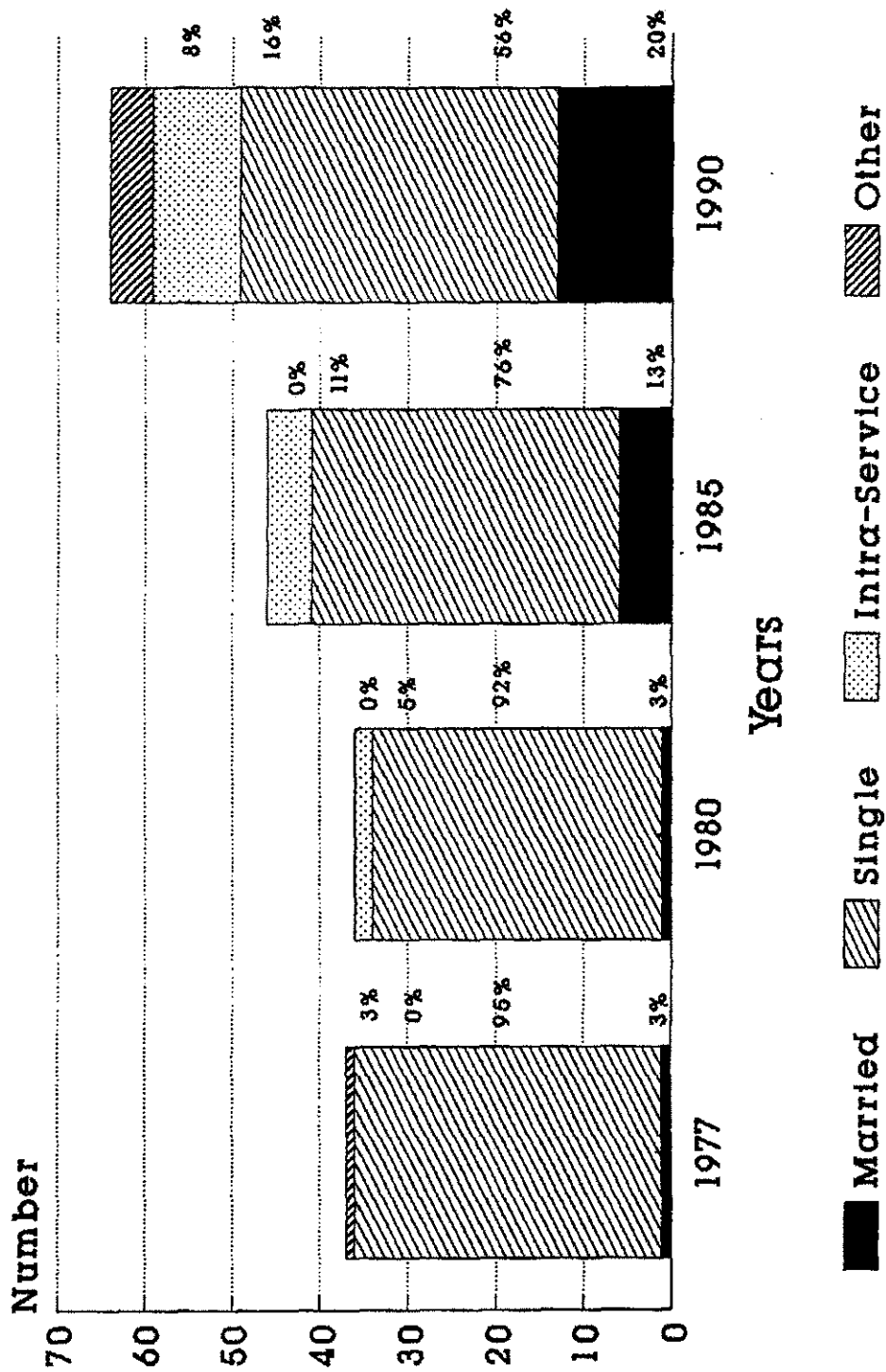


Figure 14: Distribution of Women Officers
with 21-40 YOS



20. There is a very small population of women officers with more than 20 YOS, increasing from only 37 in 1977 to 64 in 1990, as illustrated in Figures 6 and 14. Because the numbers are small, proportional changes are exaggerated. The proportion of single women officers with more than 20 YOS decreased from 95% to 56%; while married women and intra-service married women officers have increased from 3% and 0% to 20% and 16% respectively. As mentioned earlier, this population has not begun to change, let alone stabilize, and therefore should experience major changes in the upcoming years, provided that more women elect to serve beyond the 20 YOS point.

Experience Distribution - Non-commissioned Members

21. The changes in the marital status distribution which are developing as women NCMs stay in the CF longer are illustrated in Figure 15. The chart for 1977 indicates an emphasis on recruiting women in the early 70's. The majority of women in 1977 had served less than five years and were still single. As time passes, their marital status changes, as indicated in the chart for 1990.

22. The historical development of experience for each marital category is illustrated in Figures 16-19. The number of single women NCMs has grown 65% from 184 in 1977 to 2443 in 1990. The distribution of single female NCMs, as seen in Figure 16, has changed slightly by 1990. Instead of a peak in early YOS followed by a sharp decline, the 1990 distribution gradually declines over time. This change in shape reflects a decrease in the number of women recruited in the late 1980's. This decrease was also visible in the overall chart for 1990 shown in Figures 5 and 15.

Figure 15: Distribution of Women NCMs by YOS

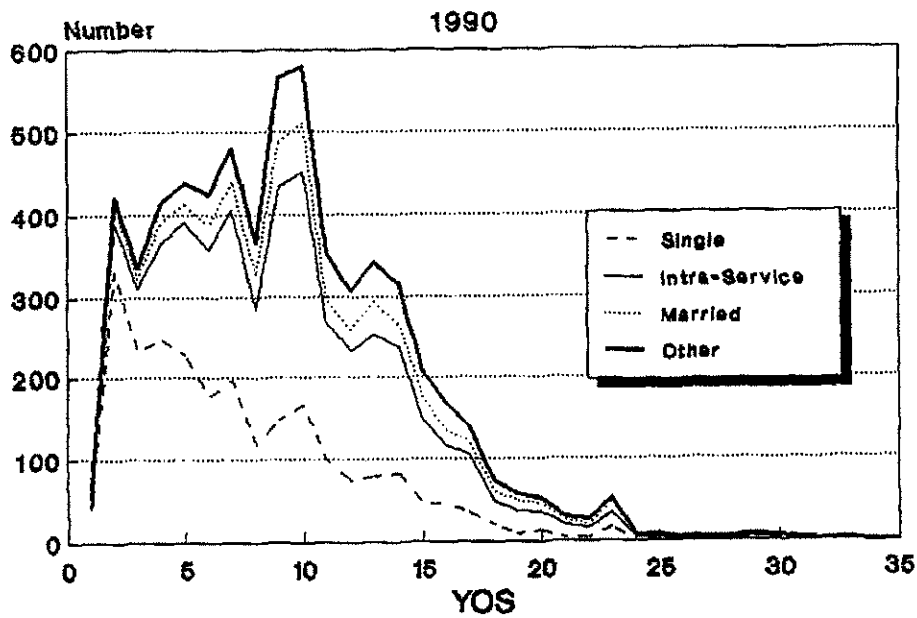
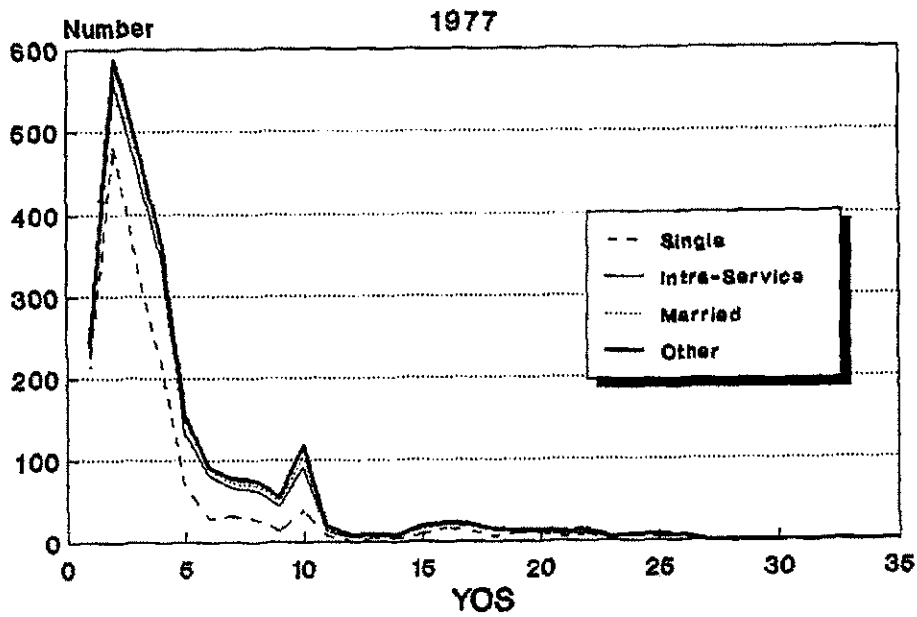


Figure 16: Distribution of Single Women NCMs by YOS

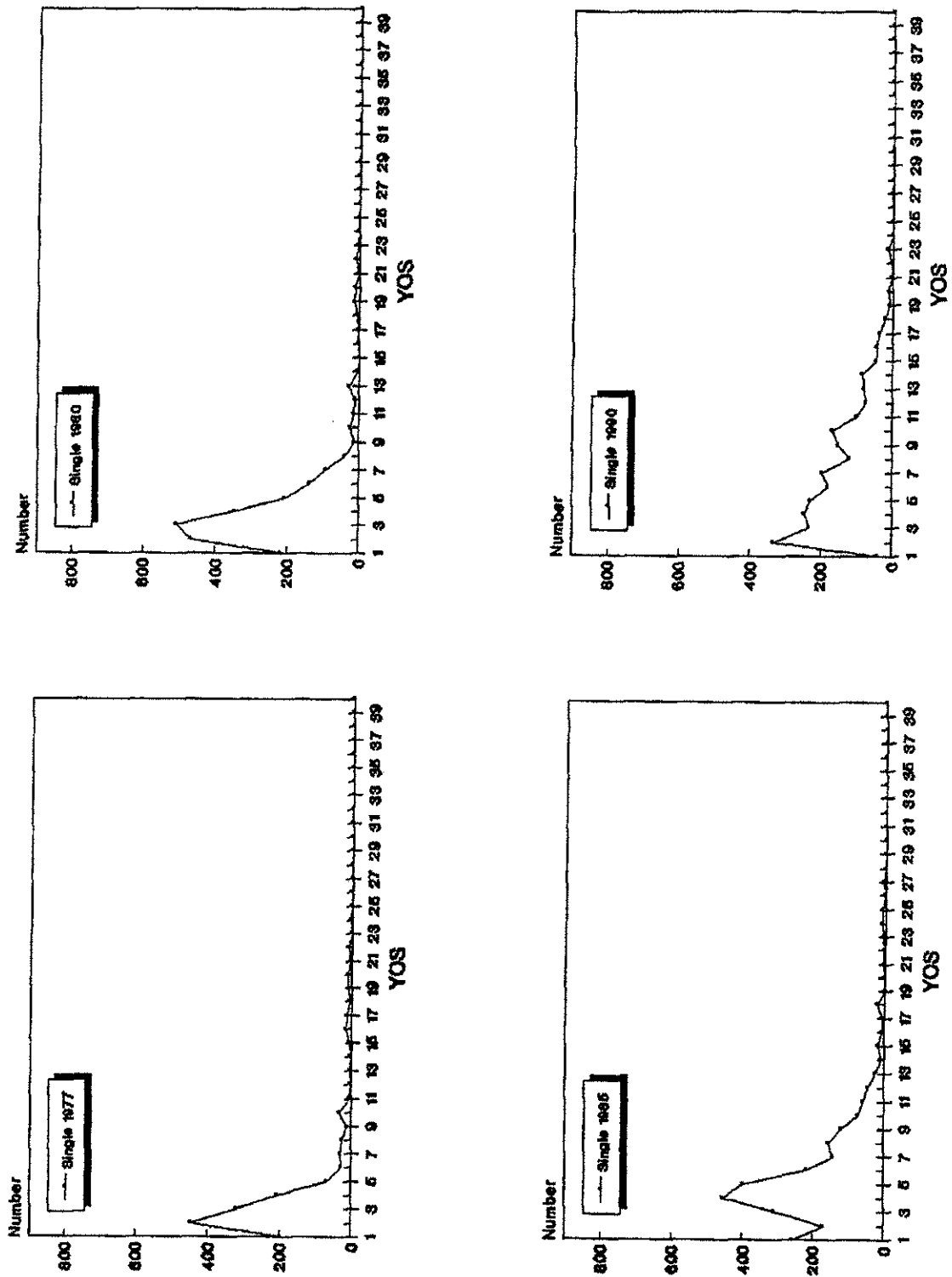


Figure 17: Distribution of Married Women NCMs by YOS

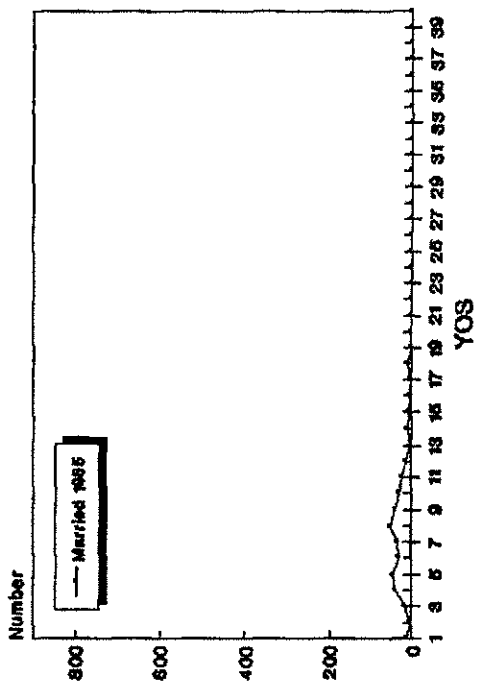
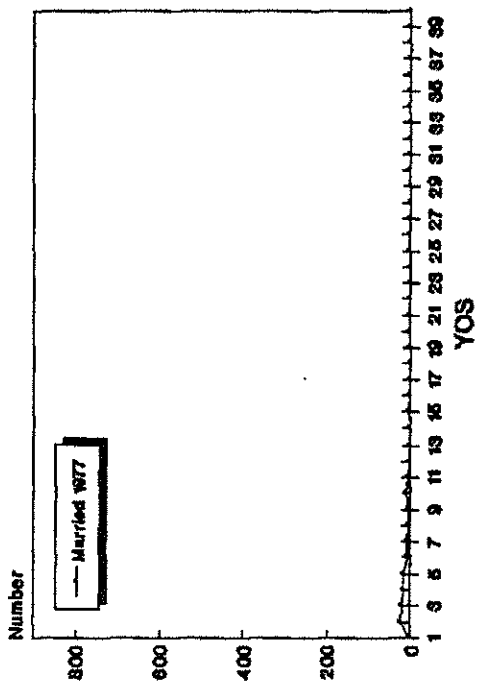
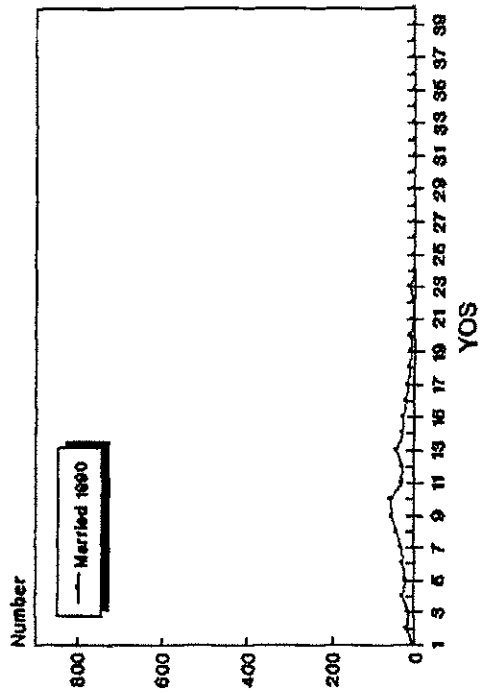
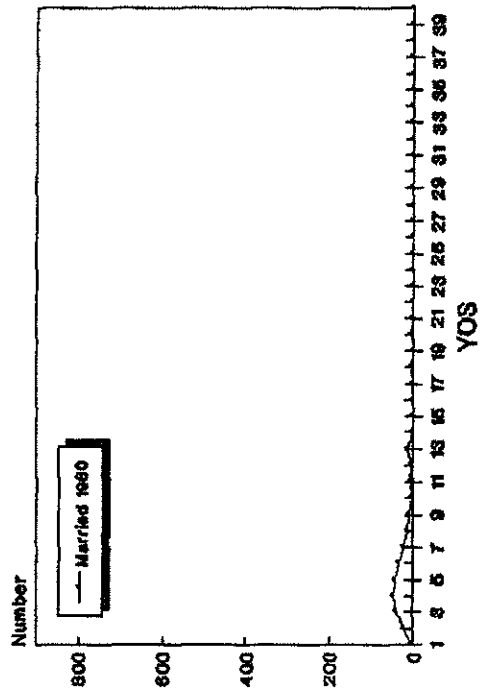


Figure 18: Distribution of Intra-Service Women NCMs by YOS

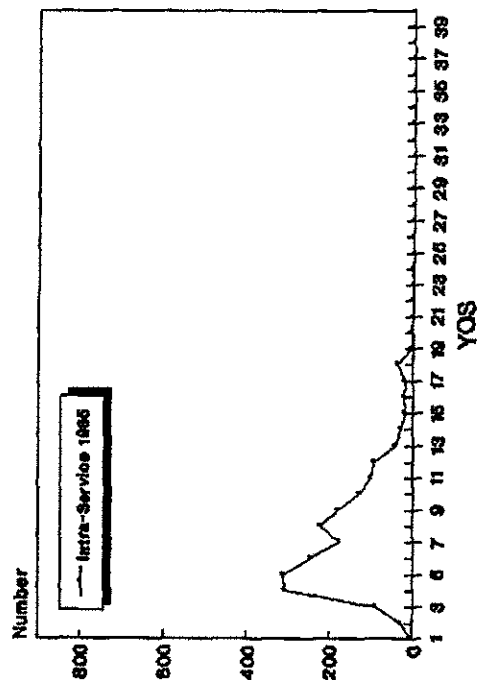
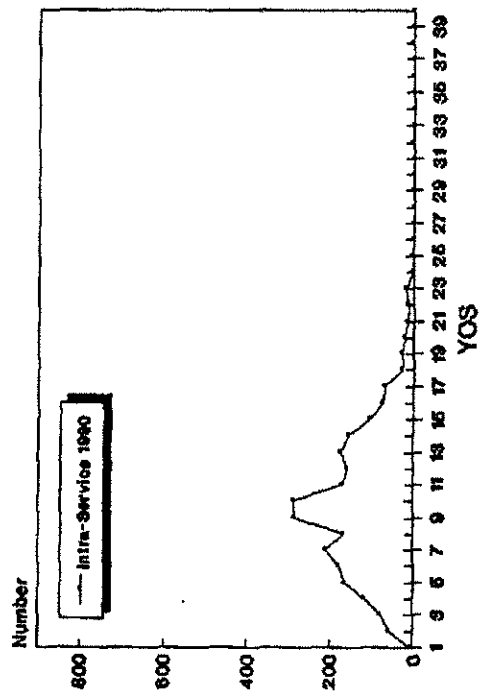
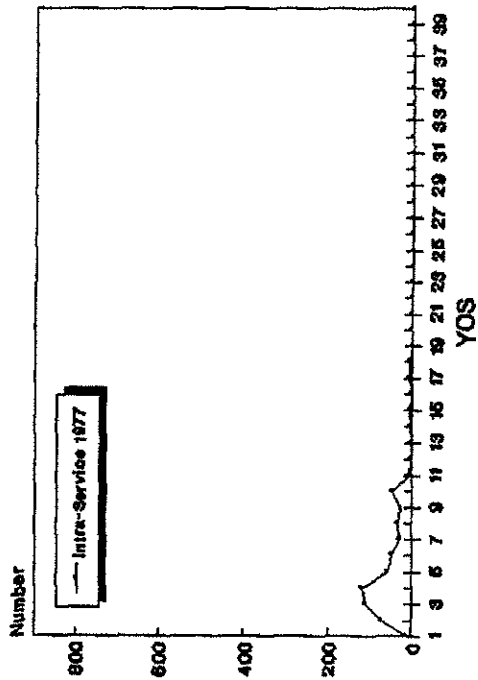
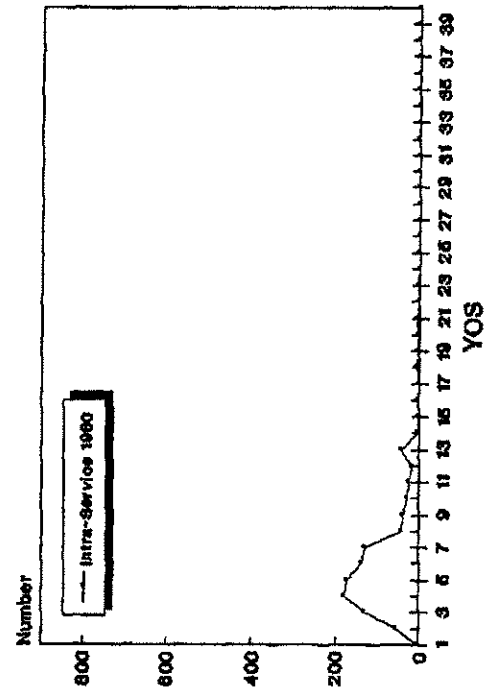
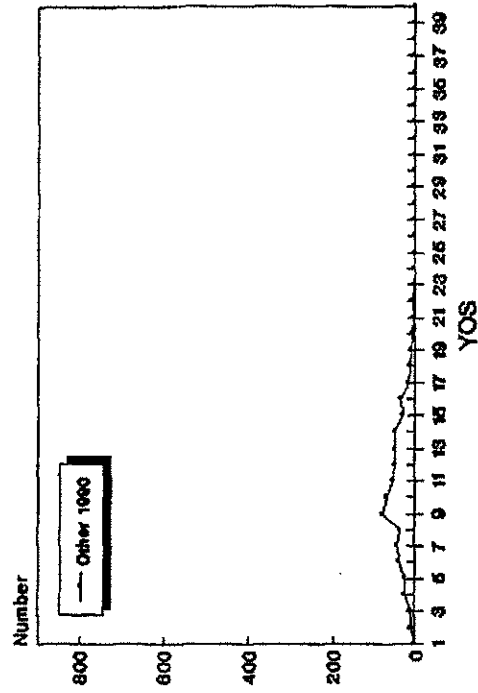
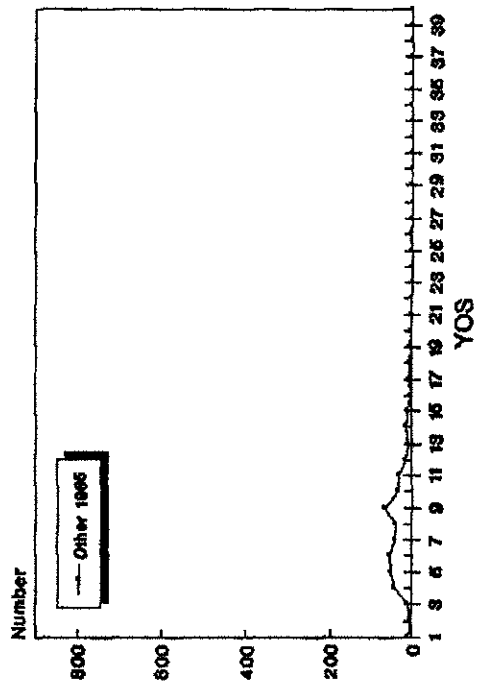
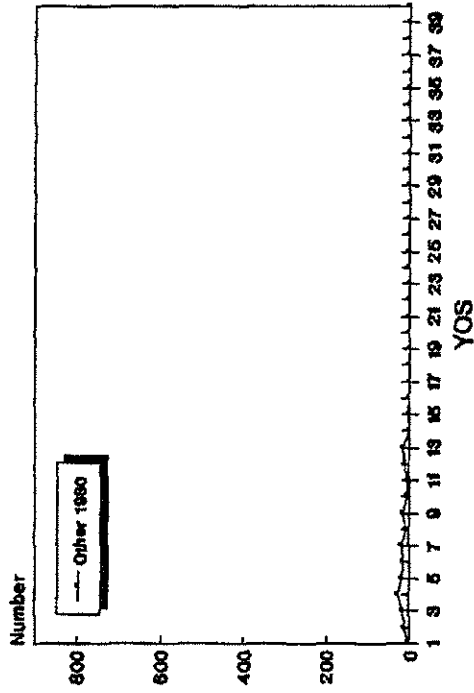
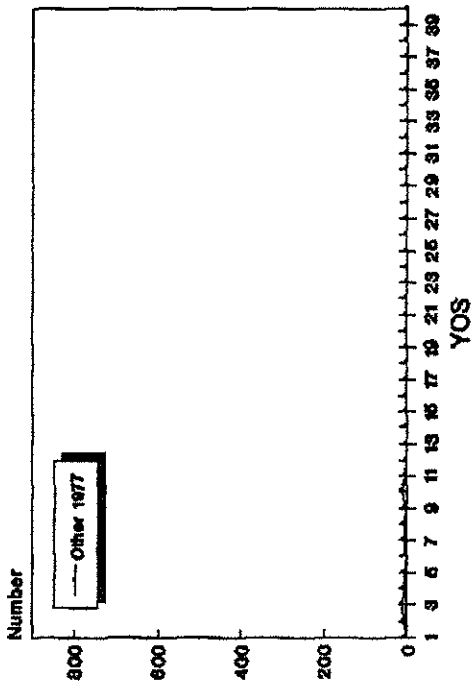


Figure 19: Distribution of "Other" Women NCMs by YOS



23. The number of married women NCMs has increased 350% over the last 13 years, from 125 to 562, as shown in Figure 17. The population builds later in service since single women marry after time in service has passed.

24. The number of intra-service married women NCMs increased 319% from 616 in 1977 to 2582 in 1990, as illustrated in Figure 18. Intra-service marriages follow the same patterns of civilian marriages, building in advanced years of service, but on a much larger scale.

25. The number of "other" women NCMs increased 756% from 79 in 1977 to 677 in 1990, as shown in Figure 19. To be in this category one must first be married, so the distribution builds even later in years of service than the married and intra-service married categories.

26. To illustrate the significance of marital status as a factor in posting and career management decisions of women NCMs who continue serving in the CF, these statistics are also presented in four career zones: 0-3 YOS, 4-9 YOS, 10-20 YOS and >20 YOS. The results are shown in Table 4.

Table 4: Distribution of Women NCMs by YOS in 1990

	0-3 YOS	4-9 YOS	10-20 YOS	21-40 YOS
Single	75%	42%	26%	28%
Married	5%	8%	11%	21%
Intra-Service	18%	42%	48%	36%
Other	3%	9%	15%	16%

27. The number of women NCMs in the 0-3 YOS band has decreased since 1980, as seen in Figure 20. The decrease of women NCMs from 1479 women in 1980 to 916 women in 1985 is due to the reduced recruitment following the recession in 1982. Single women NCMs form the majority in this YOS band, however the percent of single women NCMs in this group dropped to 75% in 1990 due to reduced recruitment. The number of married women NCMs has fluctuated over time but percentages have remained relatively constant between 4% in 1977 and 5% in 1990. The number of intra-service married women NCMs has also fluctuated over the past 13 years, with percentages increasing from 16% in 1977 to 18% in 1990. The percentage of "other" women NCMs has remained at 3%. As recruitment steadies, the relative stability of the 1980 and 1985 percentages reflects these numbers as good average trend indicators.

28. The number of women NCMs with between four and nine YOS increased from 766 in 1977 to 3458 in 1985, and then dropped to 2696 in 1990, as illustrated in Figure 21. This decrease in 1990 may have been carried over from the recession in 1982 when the CF cut recruiting. The percentage of single women NCMs in this YOS band has decreased from 48% to 42%, however, there has been a slight increase in the remaining marital categories. The number of married women NCMs fluctuated slightly over the last 13 years, with percentages remaining fairly constant near 7% in 1977 and 8% in 1990. The number of intra-service married women NCMs also fluctuated with the percentages increasing from 41% to 42%. The "other" women NCMs have experienced the largest percentage increase from 4% to 9% due to small numbers. A comparison of the bar charts and the distribution shown for 1990 in Figure 15 indicates that the percentage distributions have stabilized.

29. Due to recruitment in the 70s, the number of women NCMs with 10-20 YOS has increased 916% from 256 in 1977 to 2601 in

Figure 20: Distribution of Women NCMs with 0-3 YOS

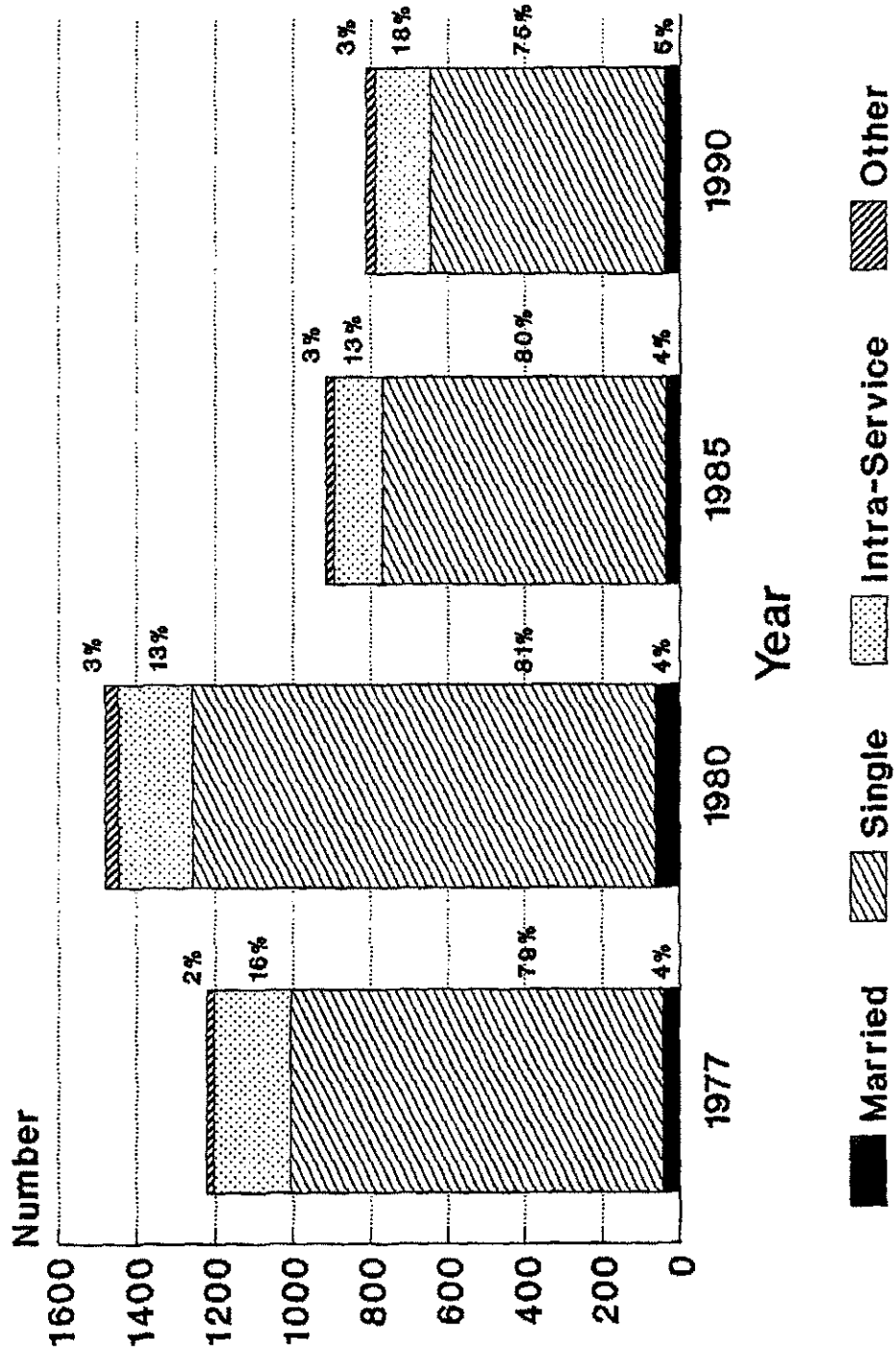


Figure 21: Distribution of Women NCMs with 4-9 YOS

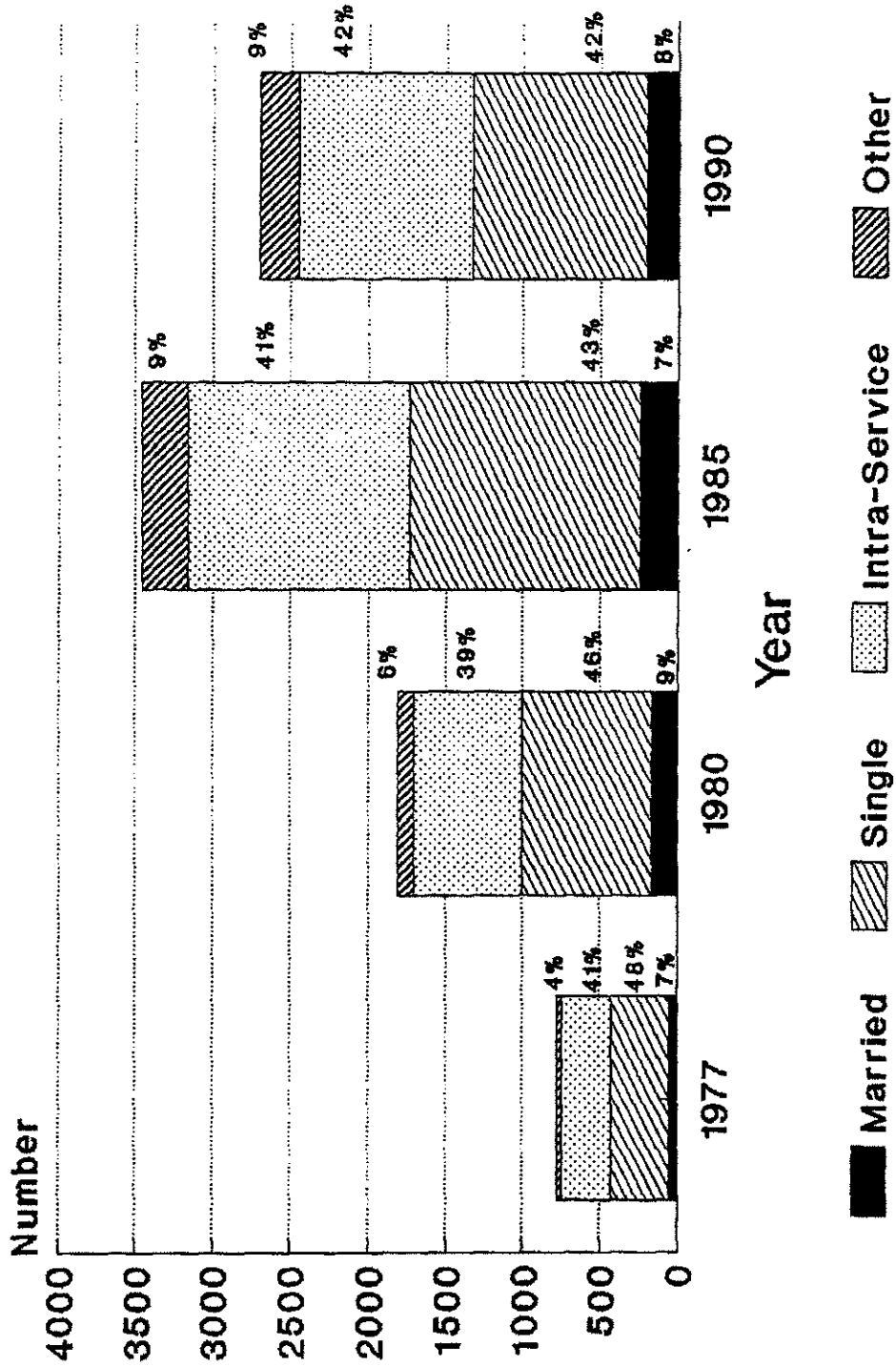


Figure 22: Distribution of Women NCMs with 10-20 YOS

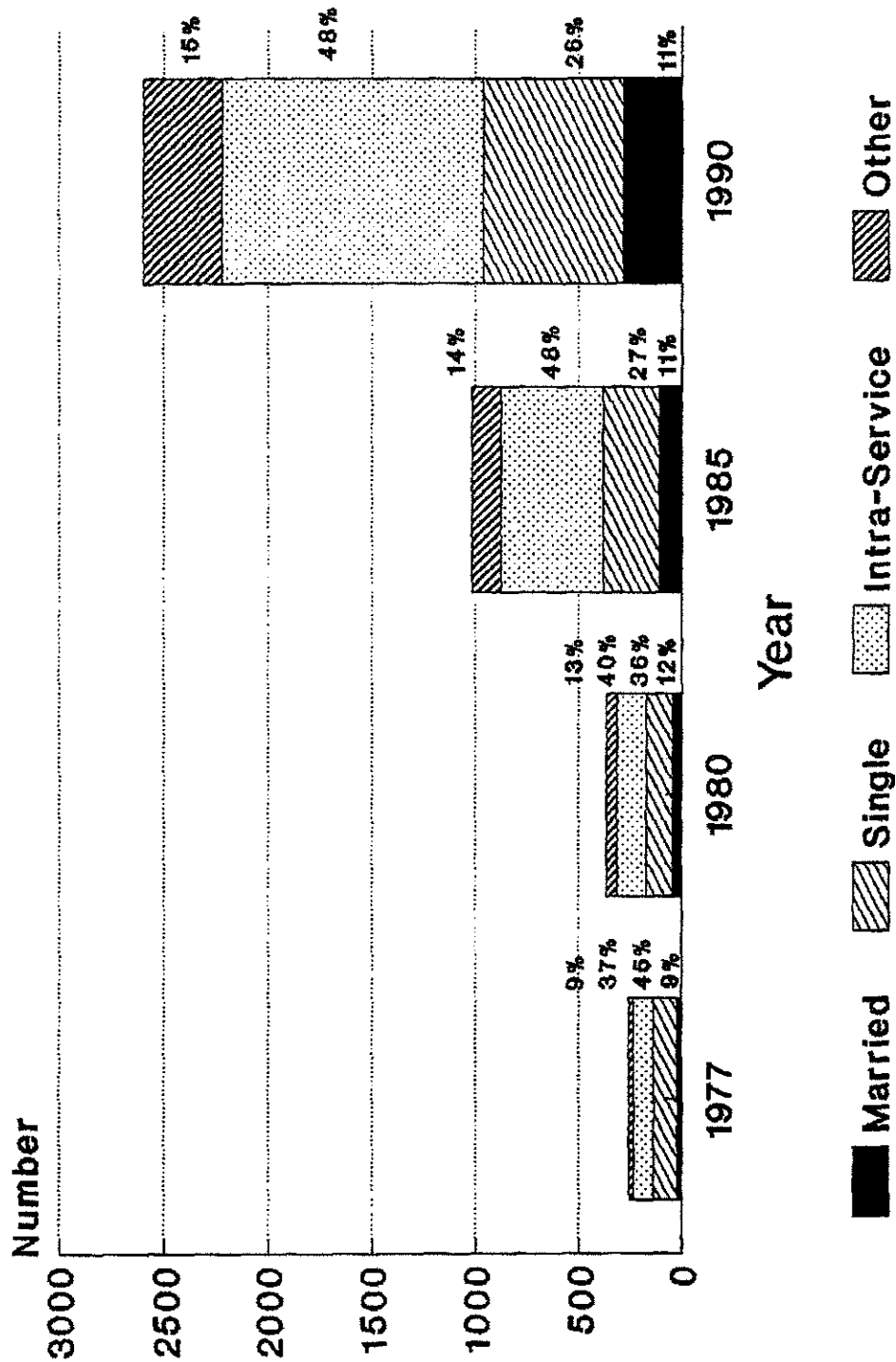
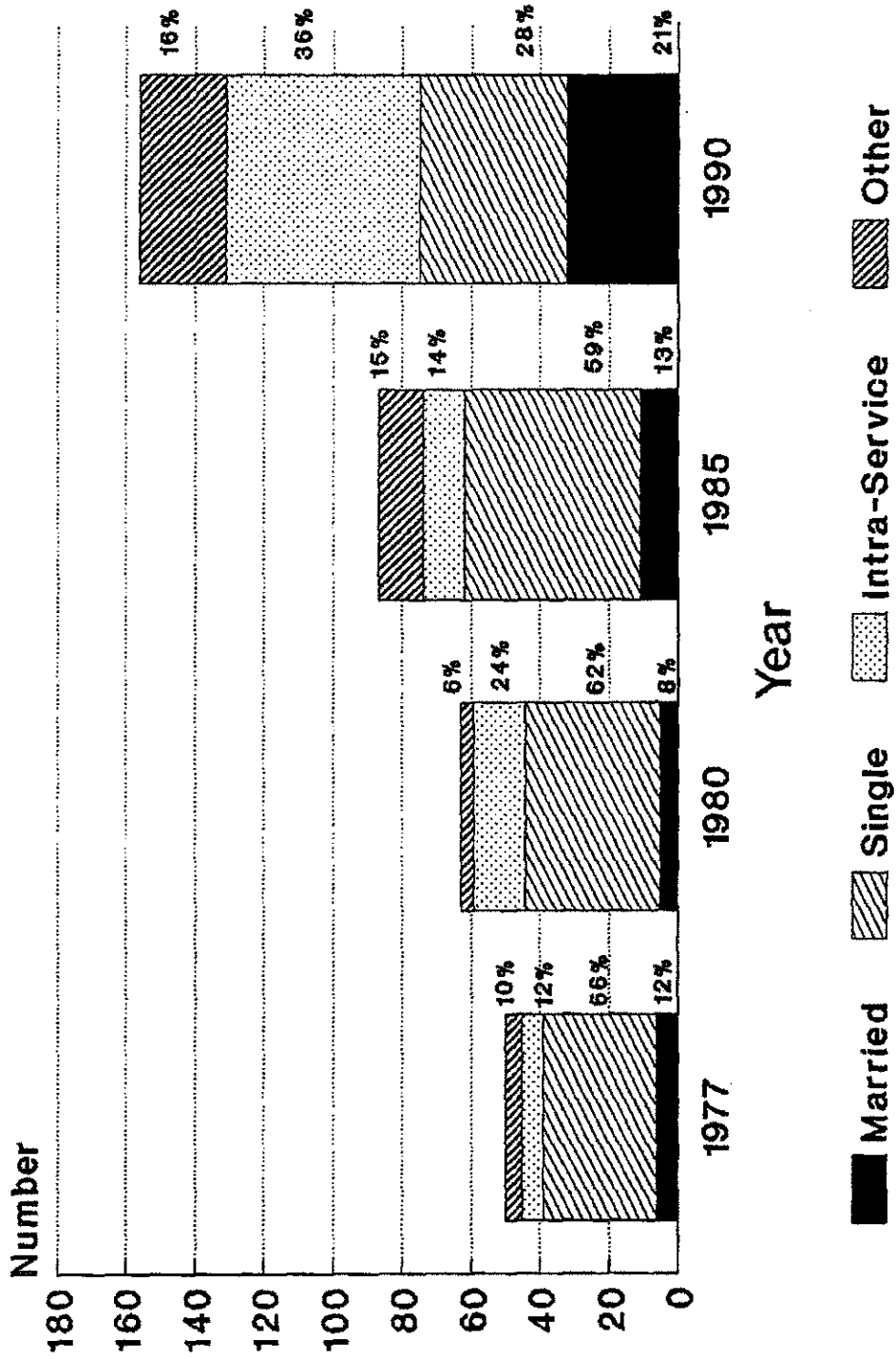


Figure 23: Distribution of Women NCMs with 21-40 YOS



1990, as shown in Figure 22. Each marital category has increased in numbers over the last 13 years, however the percentage of single women NCMs decreased from 45% to 26%. The percentage of married women NCMs increased slightly from 9% to 11%; of intra-service married women NCMs increased from 37% to 48%; and of "other" women NCMs increased from 9% to 15%. The increase in numbers will continue for the next four to five years as demonstrated by the changing distribution shown in Figure 15, however the consistency of the percentage distribution between 1985 and 1990 indicates that the patterns may be approaching a steady state.

30. There are few women NCMs with between 21-40 YOS, as seen in Figure 15. There has been an increase, however, of 212% from 50 in 1977 to 156 in 1990, as shown in Figure 23. The number of single women NCMs has fluctuated over the last 13 years. However the percentages have steadily decreased from 66% to 28%. The number and percentage of married women NCMs have increased over the years, from 12% to 21%. The number of intra-service married women NCMs has fluctuated with a very large increase in 1990. The percentages increased from 12% to 36%. The percentage of "other" women NCMs has also increased over the years from 10% to 16%. Figure 15 illustrates that it will be at least three to four years before significant numbers of women will have more than 20 YOS to provide statistics for this grouping. As well, the rapidly changing percentages shown in Figure 23 indicate that a trend analysis will not be possible for several years.

Attrition Estimates

31. Attrition rates for 1980-1989 were calculated for women officers and NCMs in the four marital categories, using four experience bands. For officers, the experience bands were based on years of commissioned service (YCS), while for NCMs,

the experience bands were based on YOS. Such specific groupings generated such small sample sizes that the difference of one would cause large fluctuations in attrition rates. Hence, an attrition estimate was used instead. For each grouping, the number of releases for 1980-1989 was summarized and averaged over the total strength for this time period. The attrition estimates for women officers and NCMs with more than 20 years were eventually excluded from analysis because of low numbers even when combined over ten years. As seen in Figures 6 and 15, the women officer and NCM populations have not yet matured and have insignificant numbers with more than 15 YOS.

32. Table 5 summarizes the attrition estimates for women officers. The highest attrition estimates for the four marital categories are found in the 4-9 YCS band. With the exception of the intra-service married category, the attrition estimates for the 4-9 YCS band are almost double those for the 0-3 YCS band and more than double those for the 10 YCS - 20 YOS band. Of the four marital categories, the married and intra-service married categories have the highest attrition estimates. Family problems caused by postings, such as a civilian spouse having to leave a job or finding childcare in a new location, may force a married woman officer to leave the CF - family responsibilities not shared by most single women officers. Due to possible inaccuracies in the database, these attrition results are estimates in the truest sense and small variations should be ignored. For example, there is no reason to assume the rates for 0-3 YCS & 4-9 YCS for the intra-service married grouping are different.

Table 5: Attrition Estimates for Women Officers

	0-3 YCS	4-9 YCS	10 YCS-20 YOS
Single	4.9%	7.1%	3.3%
Married	8.7%	15.8%	5.7%
Intra-service	10.6%	11.7%	4.3%
Other	3.0%	7.0%	5.2%
Overall	6.1%	9.6%	4.0%

33. Table 6 summarizes attrition estimates for women NCMs. The highest attrition estimates for the four marital categories are found in the 0-3 YOS band. The attrition estimates for the 0-3 YOS band are more than double those for the 10-20 YOS band. Of the four marital categories, the married category has the highest attrition estimates. As for the married women officers, family considerations most likely convince more married women NCMs to leave the CF.

Table 6: Attrition Estimates for Women NCMs

	0-3 YOS	4-9 YOS	10 - 20 YOS
Single	8.7%	6.5%	3.9%
Married	22.9%	12.7%	9.2%
Intra-service	19.1%	8.9%	3.6%
Other	11.8%	9.2%	4.3%
Overall	10.8%	8.1%	4.4%

34. There are some similarities and some differences between Tables 5 and 6. The attrition estimates are highest for married and intra-service married women officers and NCMs. However, the highest attrition estimates occur in the 4-9 YCS band for women officers while the highest attrition estimates for women NCMs occur in the 0-3 YOS band. This can be seen in Figures 2 and 3 where the distribution of women NCMs by YOS peaks earlier than the distribution of women officers by YOS. Since attrition is a relative measure, it is of interest to compare the statistics with that for men. This comparison has been provided in Ref. 1 and indicates that the attrition rates for women are slightly higher than that for men. As shown in Tables 5 and 6, the attrition rates for married and intra-service married women are fairly high and may be one of the contributing factors for the higher attrition rates for women.

Summary

35. Changes in CF policy over the past 20 years concerning the employment of women have encouraged enrolment of women officers and NCMs. As women stay in longer, the numbers by marital category, have correspondingly increased. Since recruitment of large numbers of women did not begin until the late 1960's and early 1970's, only 15-18 years of historical data are available on trained women. As a result, descriptive measures and retention trends can only be provided for women with less than 20 YOS. Another five to seven years are required before behaviour at the 20 YOS decision point can be evaluated.

36. The single woman category for both officers and NCMs has increased the least, indicating that a balance between the number of single women recruited and the number being released or re-categorized has been reached. This category primarily

consists of members with less than 10 YOS, but it still remains the largest overall category, mainly because more time is required to develop the complete career retention profile for women in the CF.

37. The married and intra-service married woman categories have both increased significantly as more women stay in longer. The number of married women officers has increased by over 600% and the number of intra-service married women officers has increased by over 400%. The numbers of married and intra-service married women NCMs have both increased by over 300%.

38. The numbers of "other" women officers and NCMs have both increased by over 700%, but large percentages in this category are due to the small sample size involved. Since less than 20 years have passed since women have been encouraged to join the CF, as seen in Figure 2, the numbers associated with these groupings will continue to increase.

39. Single women officers are most predominant in the 0-3 YOS band, accounting for more than 70% of the women in this experience group. As women stay in the CF longer, their marital status tends to change, as seen in the distributions for the 4-9 YOS, 10-20 YOS and >20 YOS bands. In 1990, single women officers accounted for slightly more than half of the women with between four and nine YOS and only 38% of the women with between 10 and 20 YOS.

40. Single women NCMs are also most predominant in the 0-3 YOS band, accounting for more than 75% of the women in this experience group. As women stay in the CF longer, their marital status tends to change, as seen in the distributions for the 4-9, 10-20 and >20 YOS bands. In 1990, single women NCMs accounted for slightly less than half of the women with

between four and nine YOS and only slightly more than a quarter of the women with between 10 and 20 YOS and more than 20 YOS.

41. The highest attrition estimates for women officers overall occur in the 4-9 YCS band while the highest attrition estimates for women NCMs overall occur in the 0-3 YOS band. Of the four marital categories, married and intra-service married women officers and NCMs have the highest attrition estimates.

42. More women are joining the CF and they are tending to stay longer. With the shift towards married and intra-service married women officers and NCMs, the CF will have to address modern social issues associated with dual income families, such as the employment mobility of the spouse, childcare facilities, etc. Since the married and intra-service married women officers and NCMs currently have the highest attrition estimates, these issues should be addressed to identify the underlying factors influencing the release rates.

Reference

1. "Women in the Canadian Forces", by L. Tanner, D Man A Staff Note (draft), February 1991.