

GAO

Briefing Report to the Chairman,  
Subcommittee on Military Personnel  
and Compensation, Committee on  
Armed Services, House of  
Representatives

July 1990

# WOMEN IN THE MILITARY

## Attrition and Retention



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**National Security and  
International Affairs Division**

B-230552

July 26, 1990

The Honorable Beverly B. Byron  
Chairman, Subcommittee on Military  
Personnel and Compensation  
Committee on Armed Services  
House of Representatives

Dear Madam Chairman:

This report responds to your request that we examine the comparability of attrition and retention rates for men and women in the four military services. Because of your Subcommittee's interest in issues concerning women in the military, you asked us to

- compare attrition rates for men and women in officer and enlisted grades,
- identify the primary separation categories for enlisted men and women during their first enlistment term, and
- compare retention rates for men and women in officer and enlisted grades.

In this report, we use "attrition" to refer to the voluntary and involuntary loss of military personnel prior to completion of the first term of enlistment or obligated duty. "Retention" refers to the voluntary continuation in military service after completing the initial obligation.

Our review covered fiscal years 1980 through 1988 and included active duty personnel only. For enlisted attrition, we focused on the major enlistment terms in each service: the 3- and 4-year terms in the Army, and the 4-year term in the Air Force, Navy, and Marine Corps.

Since the inception of the All Volunteer Force in 1973, the number of women in the military has increased from 2.5 percent of total forces in 1973 to 10.4 percent in 1988. Table 1 shows this growth by service.

**Table 1: Number and Percent of Women in the Services** (Fiscal Years 1973 and 1988)

Service	Fiscal year 1973		Fiscal year 1988	
	Number of women	Percentage of force	Number of women	Percentage of force
Air Force	19,750	2.9	73,880	12.9
Navy	12,628	2.3	54,896	9.4
Marine Corps	2,288	1.2	9,612	4.9
Army	20,736	2.6	83,261	10.9
<b>Total</b>	<b>55,402</b>	<b>2.5</b>	<b>221,649</b>	<b>10.4</b>

As more women entered the military, officials expressed a concern about higher separation rates for women than men.

Several government and nongovernment studies have addressed attrition and retention issues, and some have focused on women. These studies generally examined one aspect of attrition or retention, and frequently focused on one service. The studies also generally worked with data from the 1970s and early 1980s.

For example, a 1984 study sponsored by the U.S. Army examined the impact of occupational specialties and gender on first-tour enlisted attrition in the Army. The study sample group entered the Army in fiscal year 1976. A recent cross-service study by the RAND Corporation issued in August 1988 examined attrition among high quality enlisted personnel.

## Results in Brief

### Enlisted Attrition

Women generally leave the service at higher rates than men. The overall attrition loss for enlisted women was 48.6 percent, or 4.5 percentage points higher than the 44.1 percent rate for men. However, the basic pattern of attrition losses for both men and women was similar. That is, most first term losses for both men and women occurred in the first 3 months when recruits generally have basic training, and in the last 3 to 6 months when people may leave the service early for reasons such as school attendance.

In the intervening periods of the enlistment term, measured in 3-month intervals, both men and women left the services at relatively steady rates, ranging primarily from 1 to 4 percent of the total group that

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entered the service in a given fiscal year. Women's rates tended to be slightly higher than men's.

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### Enlisted Separation Categories

Before completing their enlistment contract, enlistees may leave the service at their own request or they can be involuntarily separated from the service. Attrition losses during the first 6 months, for both men and women, were primarily for [inadequate] entry level performance. During the last 6 months, separations for both men and women were primarily for successful completion of the enlistment term, although many separations were early releases.

For each 6-month period in between, men were primarily separated involuntarily for misconduct, unsatisfactory performance, and/or drugs or alcohol abuse, while women left primarily at their own request because of pregnancy. When we removed women's voluntary separations for pregnancy from the data, men's attrition was generally higher than women's, although the differences were slight.

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### Officer Attrition

To review officer attrition, we looked at separations occurring during the first 3 years of service. Officer losses for each service in that period seldom exceeded 12 percent for men or women. For the four services together, women officer loss rates were less than 2 percentage points higher than men's. For each service separately, the differences in rates were greater. Except in the Navy, women's loss rates generally exceeded men's.

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### Enlisted Retention

Although enlisted retention is voluntary, the services determine whether a person will be allowed to reenlist based on such factors as professional growth and physical fitness. Except for the Army, men tended to have higher eligibility rates than women after the first term, while women had higher eligibility rates after the third enlistment. Retention of eligible women after the second term, and after third or subsequent terms (career), was generally lower than for men. The greatest differences in eligibility and retention rates occurred after the third enlistment.

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### Officer Retention

After completing their initial obligation, officers may remain in the service until they resign or fail to get promoted after being considered a second time. The greatest differences in retention rates for men and

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women officers appeared after 3, 4, and 20 years of service. For the services combined, men's retention rates after 3 years ranged from 7.9 to 9.9 percentage points higher than women's. After 4 years they were from 3.9 to 4.4 percentage points higher. After 20 years of service, however, women's retention was higher by 3 to 9 percentage points.

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## Observations on Attrition and Retention Rates

The attrition and retention rate differences between men and women can be characterized in ways that could potentially exaggerate their significance. For example, in fiscal year 1986, 5.4 percent of the 46,784 men and 8.0 percent of the 10,994 women who enlisted in the Air Force left the military in the first 2 months of service. While the actual difference in attrition rates was 2.6 percentage points, representing about 884 women, women's attrition could be characterized as being 48 percent higher than men's.

Presenting the rate differences in this way, however, tends to be misleading because it does not provide sufficient information for assessing the importance of the rate difference. To effectively assess rate differences, it is important to know the actual percentage point spread, the number of people affected, and the issue concerned.

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Appendixes I and II present a detailed discussion of the results of our review of attrition and retention rates. Appendixes III and IV contain the full set of attrition and retention rates and tables for each service, including data on the number of people involved in the statistical computations, except for officer retention data because of their complexity and volume. This data will enable analysis of the significance of attrition and retention of men and women in the context of specific issues.

The Department of Defense reviewed a draft of this report and fully concurred with it.

As arranged with your office, unless you publicly announce its contents earlier, we plan no further distribution of this report until 7 days from its issue date. At that time, we will send copies to the Chairmen, Senate Committee on Armed Services, House and Senate Committees on Appropriations, House Committee on Government Operations, and Senate Committee on Governmental Affairs; the Director, Office of Management and Budget; and the Secretaries of Defense, the Air Force, Army, and Navy; and other interested parties. We will also make copies available to others upon request.

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If you or your staff have any questions, please call me on (202) 275-3990. Major contributors are listed in appendix VI.

Sincerely yours,

A handwritten signature in cursive script that reads "Paul L. Jones".

Paul L. Jones  
Director, Defense Force Management Issues

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# Comparison of Attrition Rates of Men and Women in the Military

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Women generally left the service at higher rates than men. Enlisted women's total attrition exceeded men's, but the pattern of separation from the service during the enlistment term was similar for men and women. The primary difference in enlisted attrition throughout the enlistment term appears during the first 3 months of service, when most separations for basic training occur.

After the first 6 months of service, men were separated primarily involuntarily for misconduct, unsatisfactory performance, and drugs or alcohol abuse, while women left primarily for pregnancy at their own request. Voluntary separations for pregnancy were a major contributor to higher female attrition between the first and last 6 months of service. Women officers generally separated at higher rates than men.

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## Enlisted Attrition

We reviewed attrition rates for enlisted men and women (1) at regularly spaced intervals of 3 months during the entire enlistment term to observe attrition patterns through an entire enlistment period and (2) for total enlistment terms and terms minus the last 6 months to determine overall attrition. We reviewed this data for enlistees entering the service during fiscal years 1980 through 1984 for 4-year enlistments and through 1985 for the Army's 3-year enlistments.

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## Attrition Patterns Similar

Attrition patterns for men and women were similar throughout the duration of their first enlistment. Most attrition for both men and women occurred (1) in the first 3 months of service, when basic training occurs, and (2) in the last 3 to 6 months of service, during which enlistees may leave the service early and still successfully complete their enlistment.

From the fourth month of service until 42 months of service, there was a steady loss of both men and women at similar rates ranging generally from 1 to 3 percent of the entering group each 3-month period. For Army 3-year enlistments, that steady loss rate was slightly higher, generally ranging from 1.3 to 4 percent. This pattern was consistent for all fiscal years reviewed.

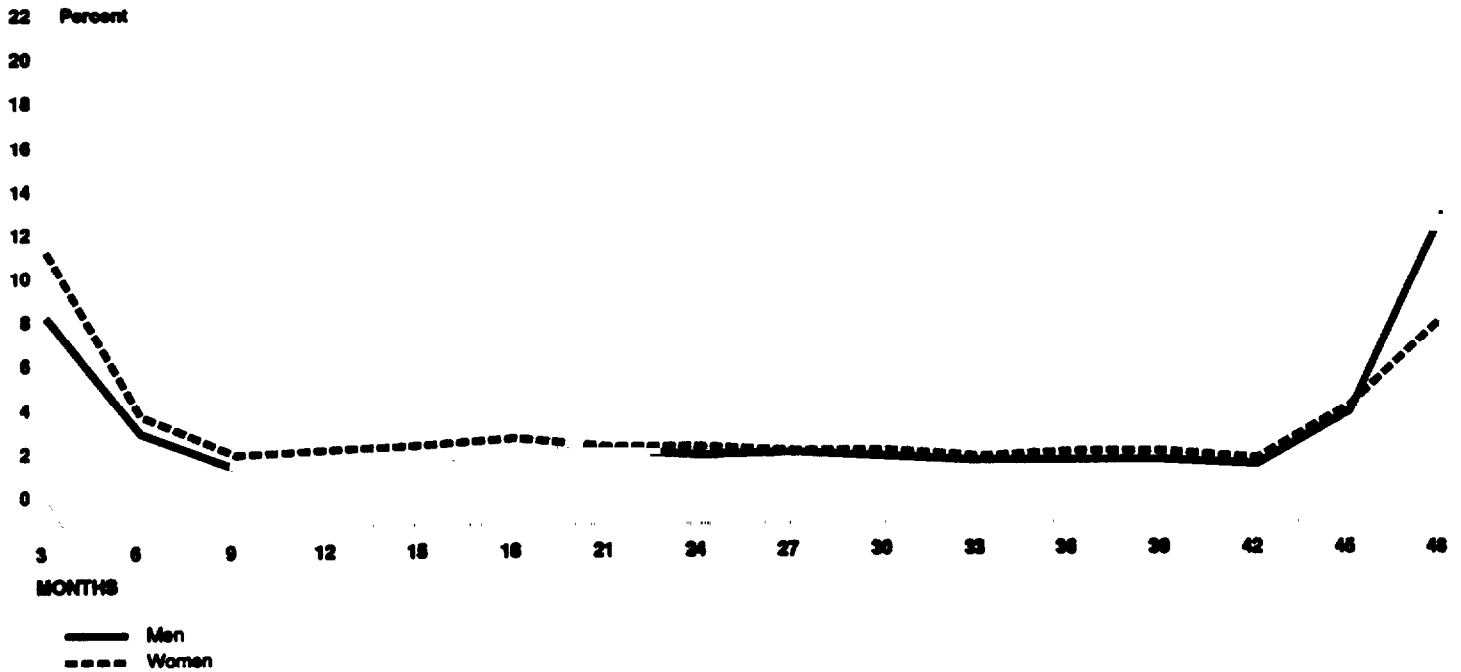
The primary difference in attrition rates for men and women during the enlistment term appears in the first 3 months of service. Differences in the last 3 to 6 months of an enlistment appear attributable to separations for successful completion of enlistment rather than to attrition.



**Appendix I  
Comparison of Attrition Rates of Men and  
Women in the Military**

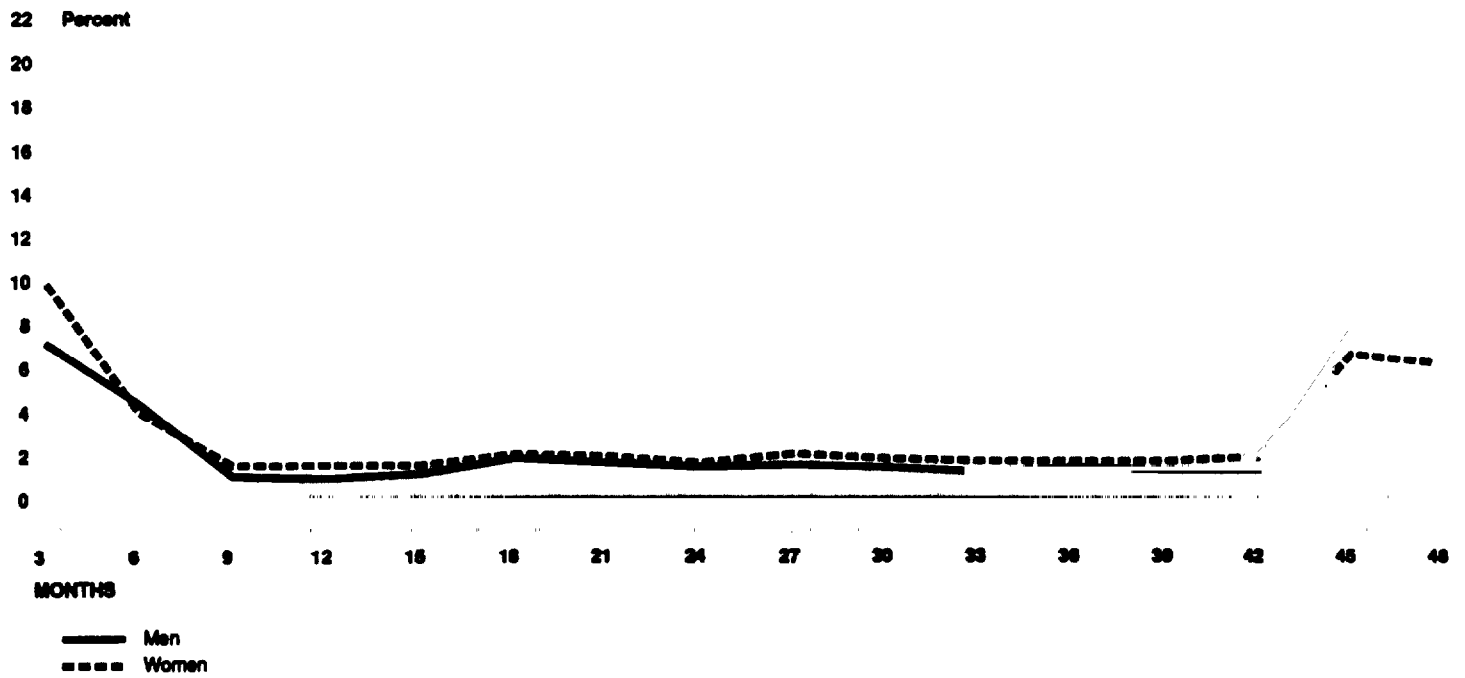
Figures I.1 through I.7 show the 3-month pattern of men's and women's attrition for enlistees entering the military in fiscal year 1984, and fiscal year 1985 for the Army's 3 year enlistment. Table I.1 presents the percentage point differences in men's and women's attrition during the 3-month intervals. Tables on attrition rates for each service for fiscal years 1980 through 1984 (through 1985 for the Army 3-year enlistment only) appear in appendix III in tables III.2 through III.7. Table I.2 shows how the percentage differences in attrition for men and women during the first 3 months of an enlistment varied by service.

**Figure I.1: Enlisted Attrition for the Services Combined at 3-Month Intervals (Fiscal Year 1984 Enlistees—4-Year Enlistment)**



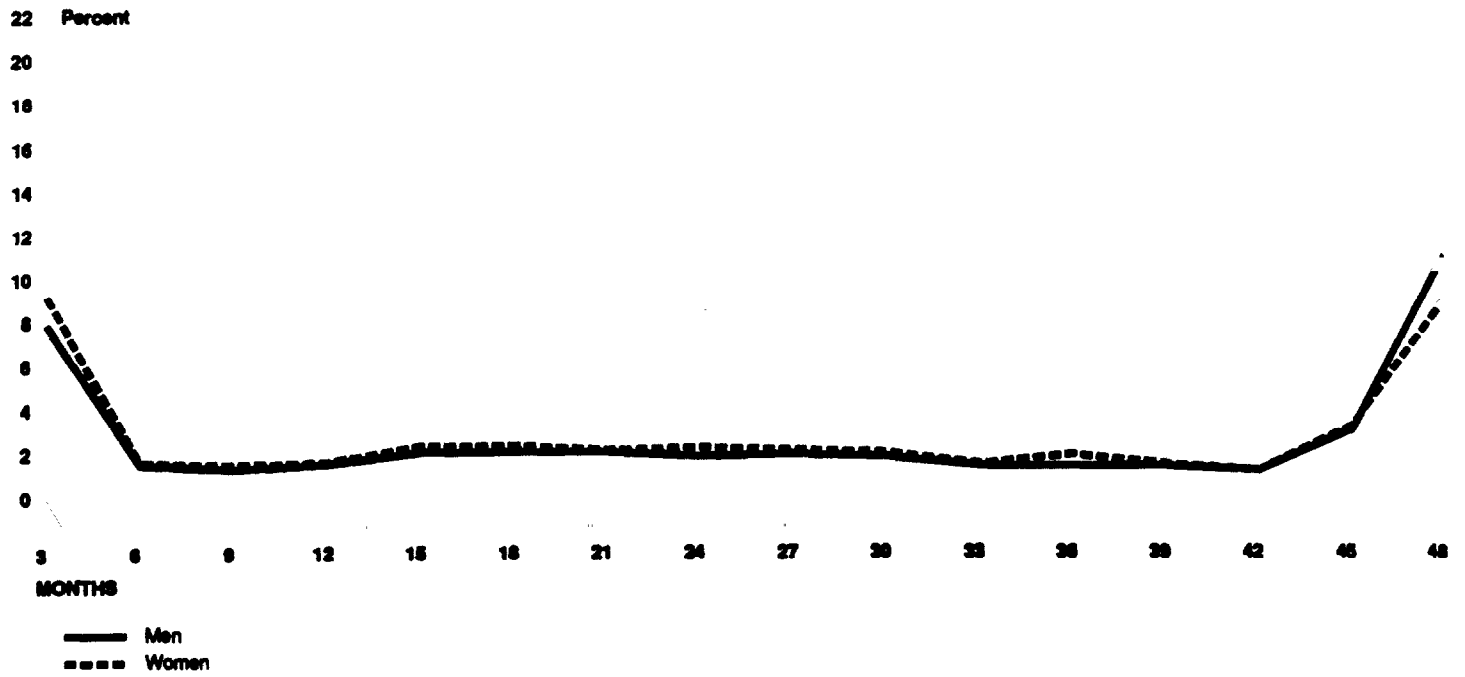
Appendix I  
Comparison of Attrition Rates of Men and  
Women in the Military

Figure I.2: Air Force Enlisted Attrition at 3-Month Intervals (Fiscal Year 1984 Enlistees—4-Year Enlistment)



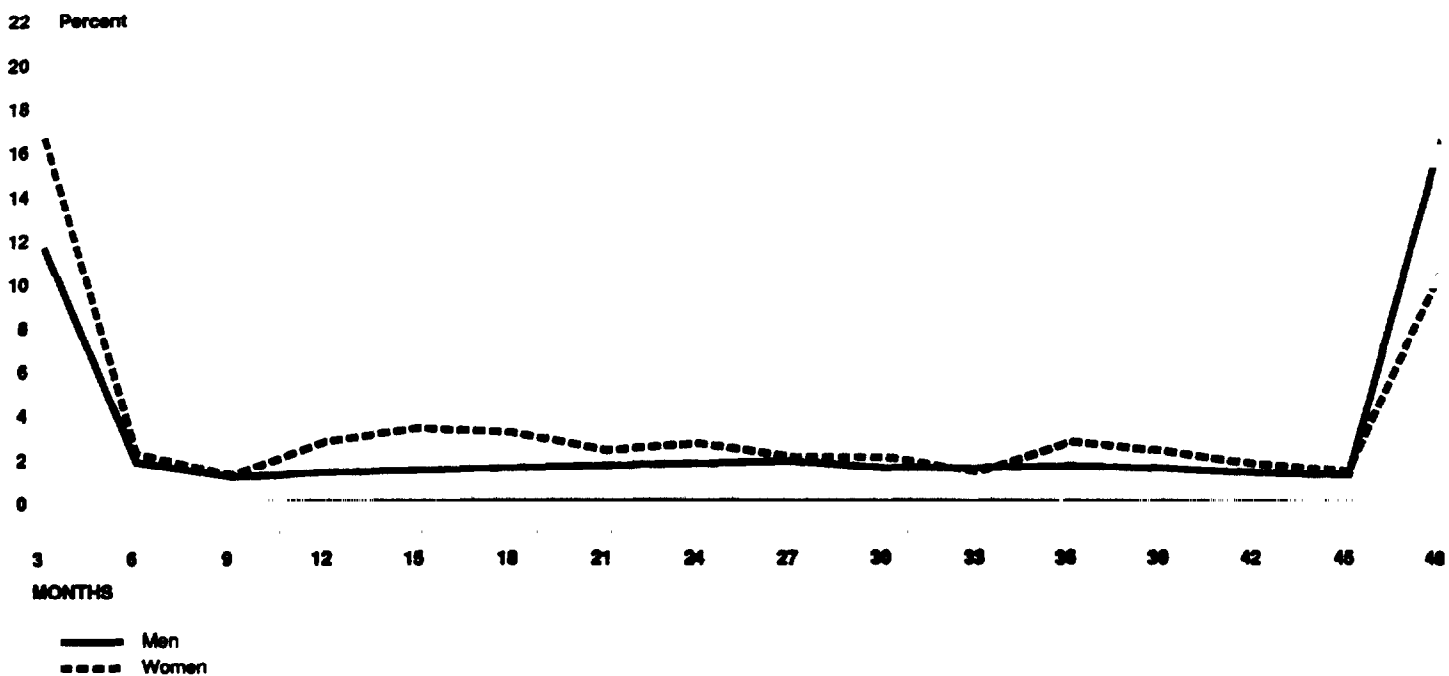
Appendix I  
Comparison of Attrition Rates of Men and  
Women in the Military

Figure I.3: Navy Enlisted Attrition at 3-Month Intervals (Fiscal Year 1984 Enlistees—4-Year Enlistment)



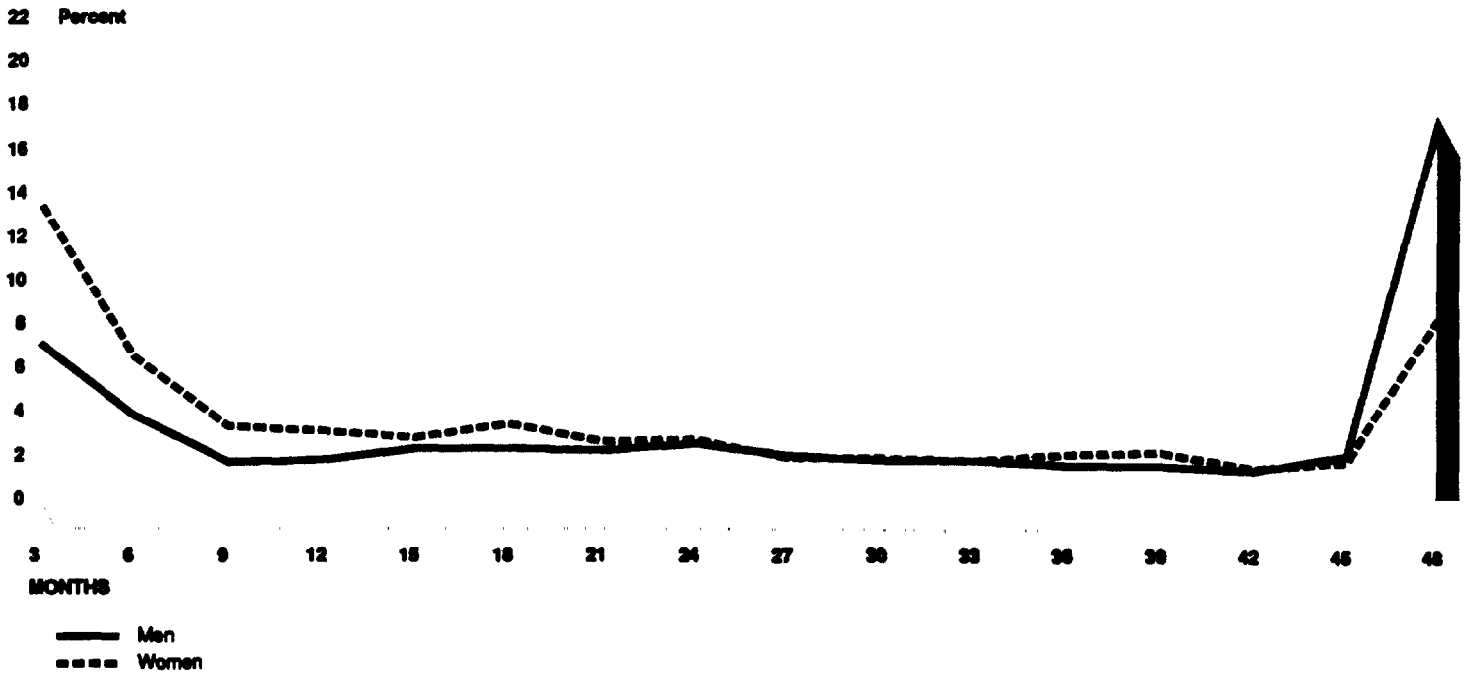
Appendix I  
Comparison of Attrition Rates of Men and  
Women in the Military

Figure I.4: Marine Corps Enlisted Attrition at 3-Month Intervals (Fiscal Year 1984 Enlistees—4-Year Enlistment)



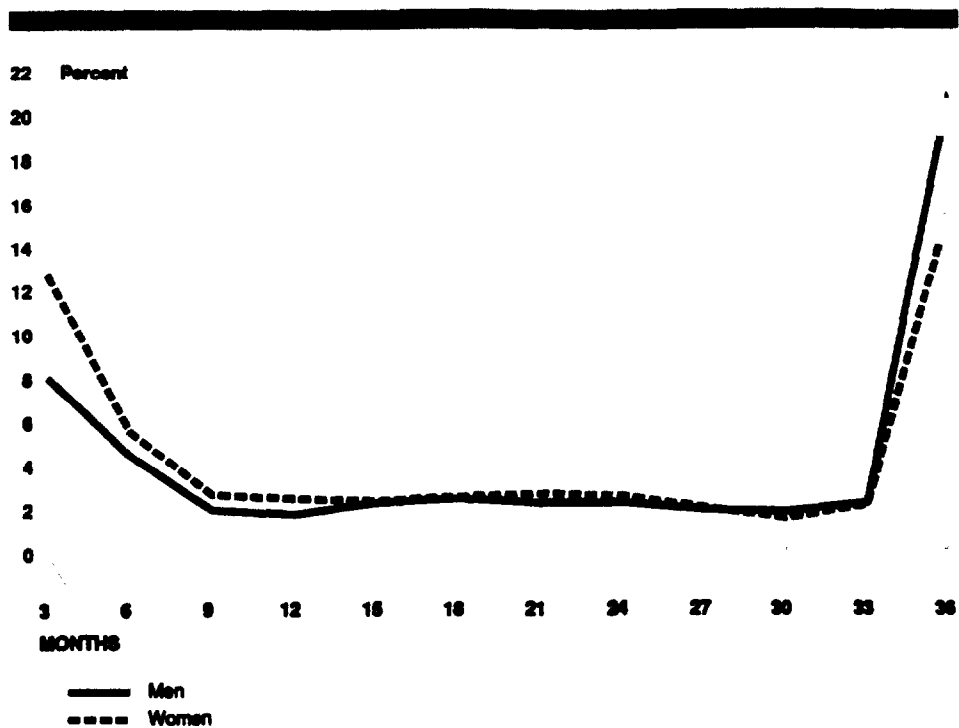
Appendix I  
Comparison of Attrition Rates of Men and  
Women in the Military

Figure I.5: Army Enlisted Attrition at 3-Month Intervals (Fiscal Year 1984 Enlistees—4-Year Enlistment)



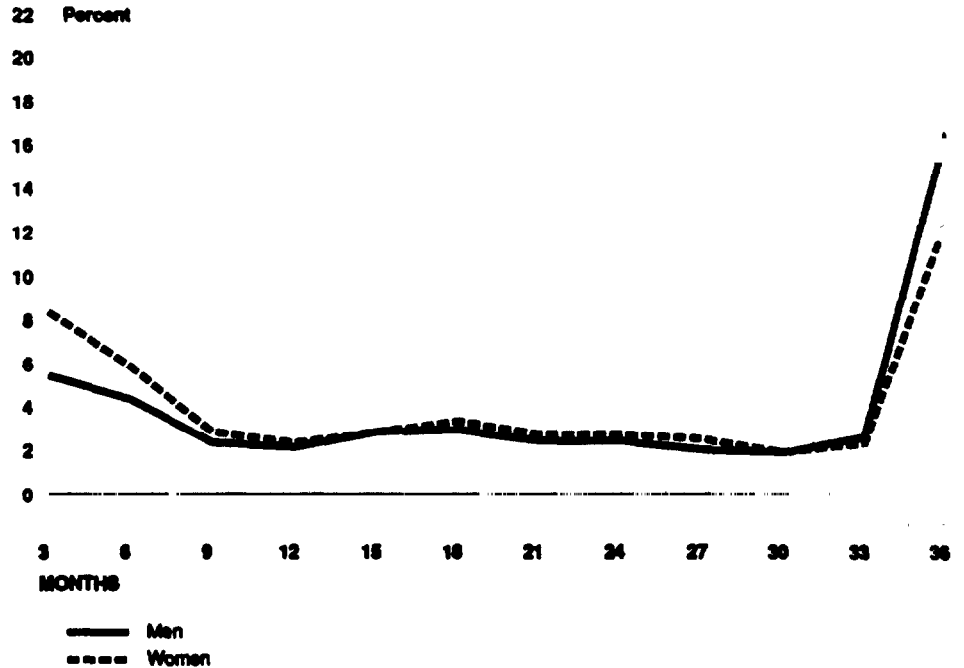
Appendix I  
Comparison of Attrition Rates of Men and  
Women in the Military

Figure I.6: Army Enlisted Attrition at 3-  
Month Intervals (Fiscal Year 1984  
Enlistees—3-Year Enlistment)



Appendix I  
Comparison of Attrition Rates of Men and  
Women in the Military

**Figure I.7: Army Enlisted Attrition at 3-Month Intervals** (Fiscal Year 1985 Enlistees—3-Year Enlistment)



**Table I.1: Percentage Point Differences in Attrition Rates of Enlisted Men and Women** (Fiscal Year 1984 Enlistees—4-Year Enlistment)

Months	Air Force	Navy	Marine Corps	Army	Total
3	2.7	1.3	5.0	6.3	3.0
6	-0.4	0.1	0.4	2.7	0.8
9	0.5	0.2	0.1	1.6	0.6
12	0.6	0.1	1.4	1.3	0.6
15	0.4	0.3	1.9	0.5	0.6
18	0.2	0.3	1.6	1.1	0.7
21	0.3	0.1	0.7	0.4	0.2
24	0.2	0.4	0.9	0.2	0.4
27	0.5	0.2	0.2	-0.1	0.1
30	0.4	0.2	0.5	0.1	0.3
33	0.5	0.1	-0.2	0.0	0.2
36	0.3	0.5	1.1	0.5	0.4
39	0.4	0.1	0.8	0.6	0.4
42	0.6	0.0	0.4	0.1	0.3
45	-1.0	0.2	0.2	-0.3	0.3
48	-1.5	-2.0	-5.9	-9.0	-4.7

Note: Men's rates were subtracted from women's rates. Therefore, a positive difference indicates a higher women's rate, while a negative difference indicates a higher men's rate.

**Appendix I  
Comparison of Attrition Rates of Men and  
Women in the Military**

**Table I.2: Differences in Men's and  
Women's Attrition During First 3 Months  
of Service**

Figures in percent

Service	Fiscal year					
	1980	1981	1982	1983	1984	1985 <sup>a</sup>
<b>(4-Year enlistment term)</b>						
<b>Air Force</b>	3.4	2.2	1.7	1.4	2.7	
<b>Navy</b>	2.2	1.0	1.4	2.3	1.3	
<b>Marine Corps</b>	3.5	-1.5	-0.8	.2	5.0	
<b>Army</b>	5.5	6.1	3.5	4.2	6.3	
<b>Total</b>	<b>3.1</b>	<b>1.9</b>	<b>1.4</b>	<b>1.6</b>	<b>3.0</b>	
<b>(3-Year enlistment term)</b>						
Army	3.9	6.2	4.6	4.0	4.7	2.9

<sup>a</sup>Fiscal year 1985 applies only to the Army's 3-year enlistment.

Note: Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate.

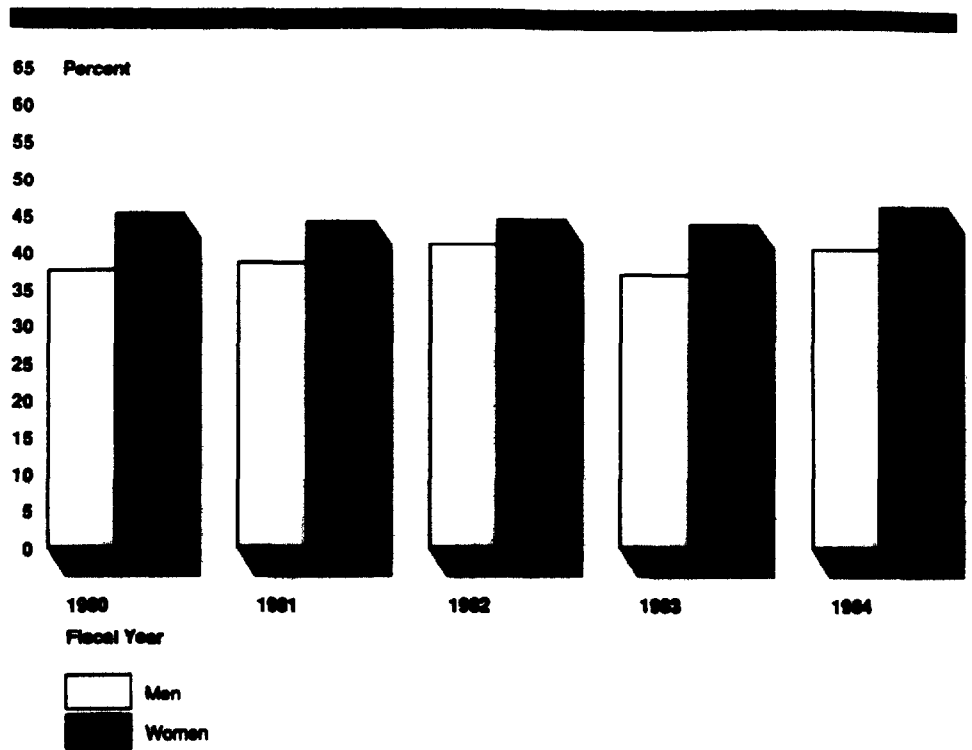
**Army and Marine Corps  
Have Greatest Differences**

Total loss rates for the first enlistment term generally were noticeably higher for women than men. The greatest differences in men's and women's rates overall occurred in the Marine Corps and in the 4-year enlistment term in the Army. Figures I.8 through I.13 show men's and women's separation rates 1 week short of the full calendar length of the enlistment term for each service, to show losses which occurred in less calendar time than the full 3- or 4- year commitment (see appendix III, table III.8, for actual rates). Table I.3 presents the differences in those rates. Data on separation categories indicate that separations occurring during the last 6 months of an enlistment were primarily for successful completion of the term. For example, an Air Force enlistee may be released up to 90 calendar days early to enter or return to school, or the enlistee may be released as much as a month early if the original release date occurs near Christmas.



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**Figure I.8: Enlisted Attrition for the Services Combined** (Enlistees for Fiscal Years 1980 Through 1984—4-Year Enlistment)

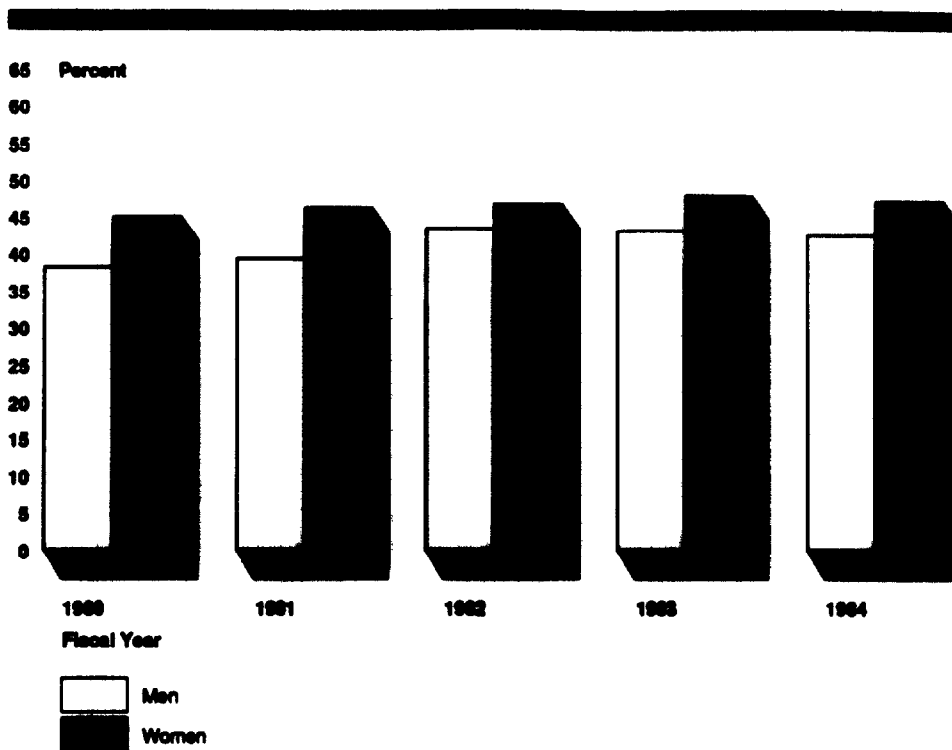


The length of time used is one week less (207 weeks) than the full duration of a four year term of enlistment (208 weeks).

Some separations occurring, particularly during the last six months of an enlistment, are "early release" and end of term of service discharges.

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**Figure I.9: Air Force Enlisted Attrition**  
(Enlistees for Fiscal Years 1980 Through  
1984—4-Year Enlistment)

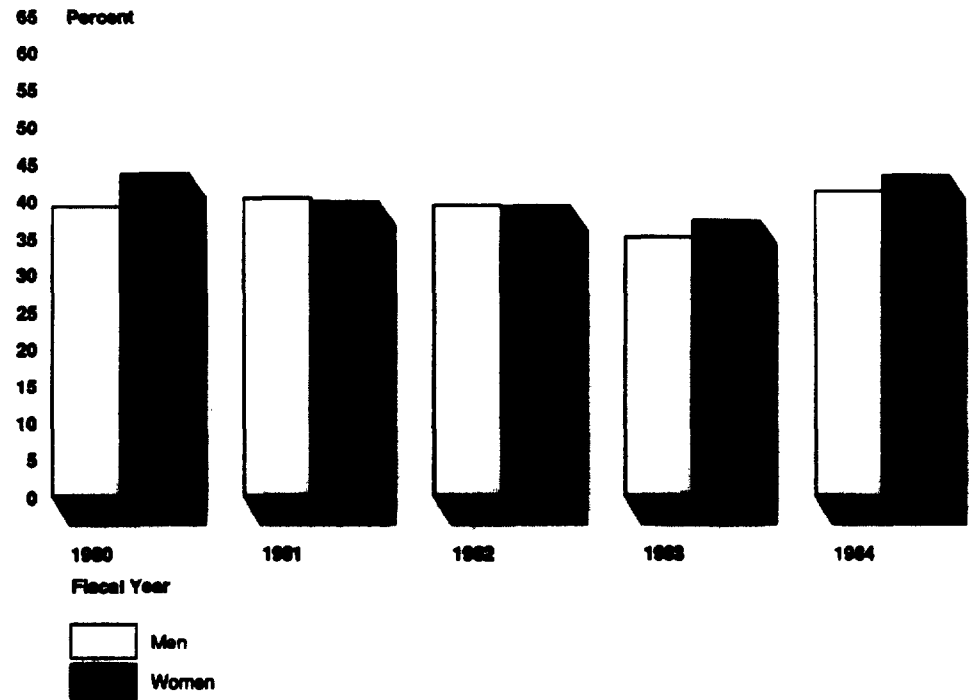


The length of time used is one week less (207 weeks) than the full duration of a four year term of enlistment (208 weeks).

Some separations occurring, particularly during the last six months of an enlistment, are "early release" and end of term of service discharges.

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**Figure I.10: Navy Enlisted Attrition**  
(Enlistees for Fiscal Years 1980 Through  
1984—4-Year Enlistment)

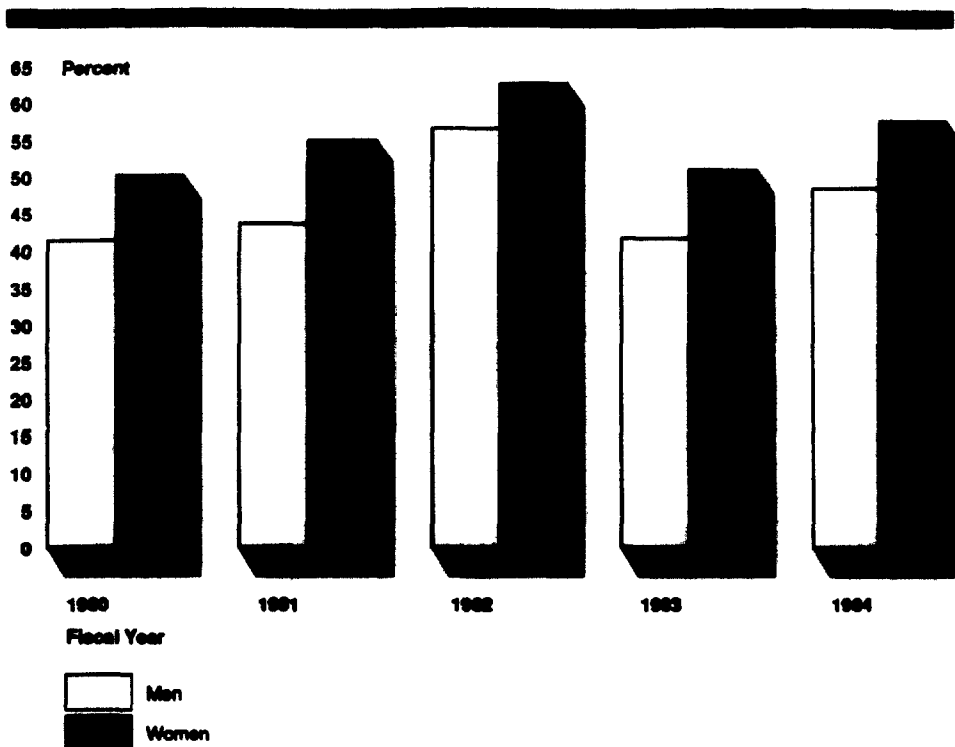


The length of time used is one week less (207 weeks) than the full duration of a four year term of enlistment (208 weeks).

Some separations occurring, particularly during the last six months of an enlistment, are "early release" and end of term of service discharges.

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**Figure I.11: Marine Corps Enlisted  
Attrition** (Enlistees for Fiscal Years 1980  
Through 1984—4-Year Enlistment)

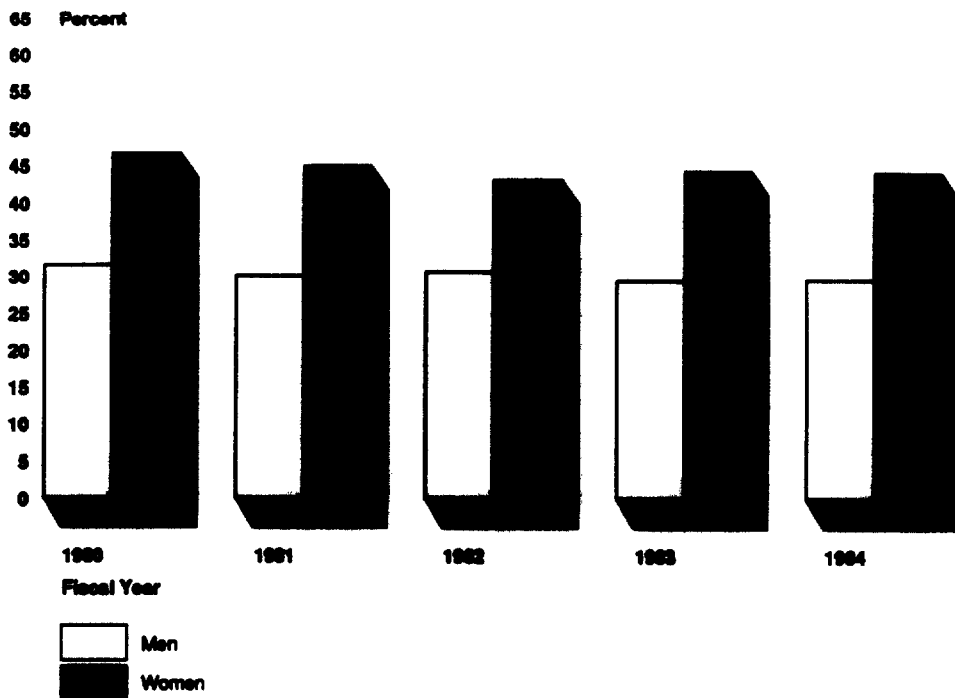


The length of time used is one week less (207 weeks) than the full duration of a four year term of enlistment (208 weeks).

Some separations occurring, particularly during the last six months of an enlistment, are "early release" and end of term of service discharges.

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**Figure I.12: Army Enlisted Attrition**  
(Enlistees for Fiscal Years 1980 Through  
1984—4-Year Enlistment)

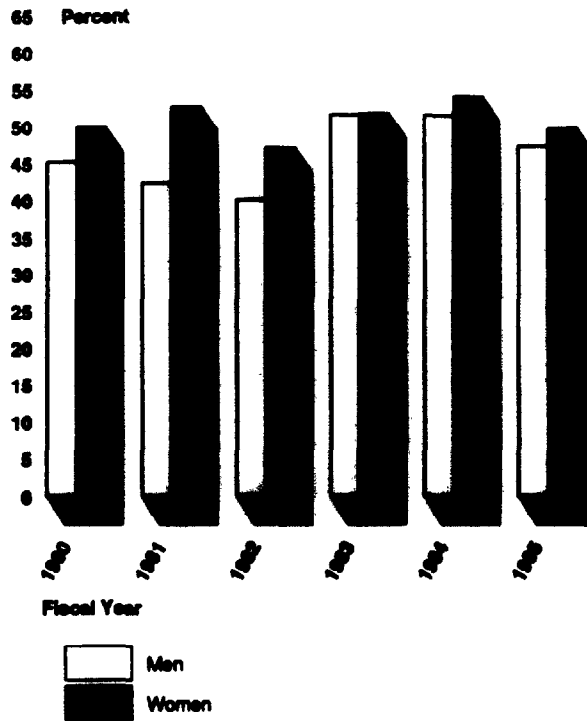


The length of time used is one week less (207 weeks) than the full duration of a four year term of enlistment (208 weeks).

Some separations occurring, particularly during the last six months of an enlistment, are "early release" and end of term of service discharges.

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**Figure I.13: Army Enlisted Attrition**  
 (Enlistees for Fiscal Years 1980 Through  
 1985—3-Year Enlistment)



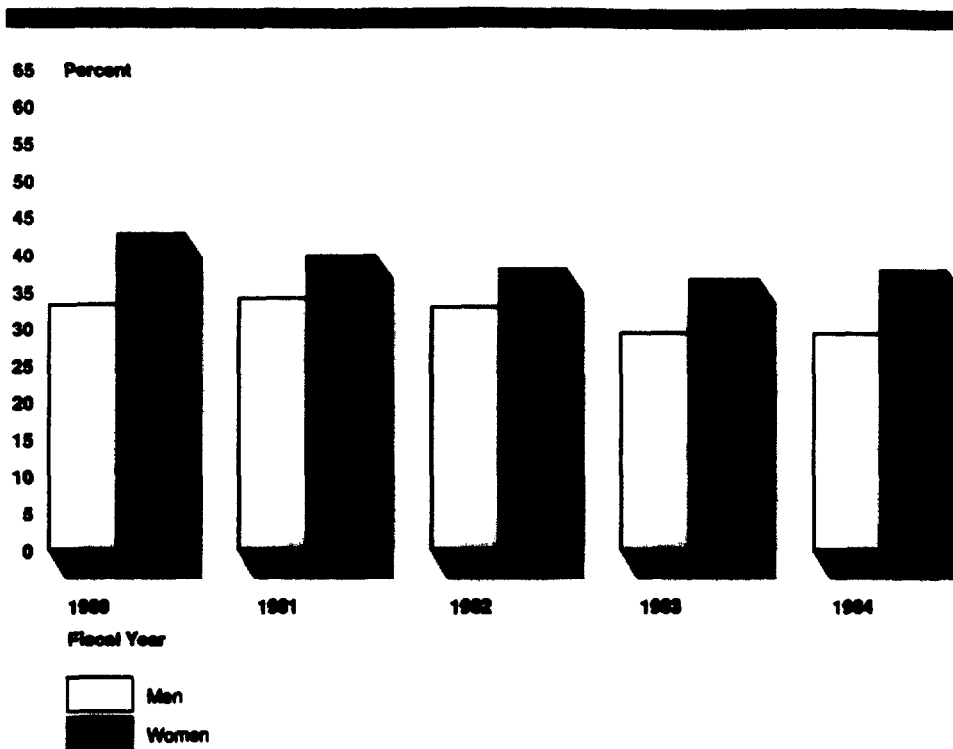
The length of time used is one week less (155 weeks) than the full duration of a three year term of enlistment (156 weeks).

Some separations occurring, particularly during the last six months of an enlistment, are "early release" and end of term of service discharges.

To minimize the impact of early releases on attrition rates, we examined attrition rates without the last 6 months of an enlistment. The result was a general increase in the extent to which women's attrition exceeded men's, except for the Army's 4-year term. Figures I.14 through I.19 show men's and women's attrition minus the last 6 months of the term. Table I.4 presents the percentage point differences in the rates for men and women (see appendix III, table III.9, for actual rates).

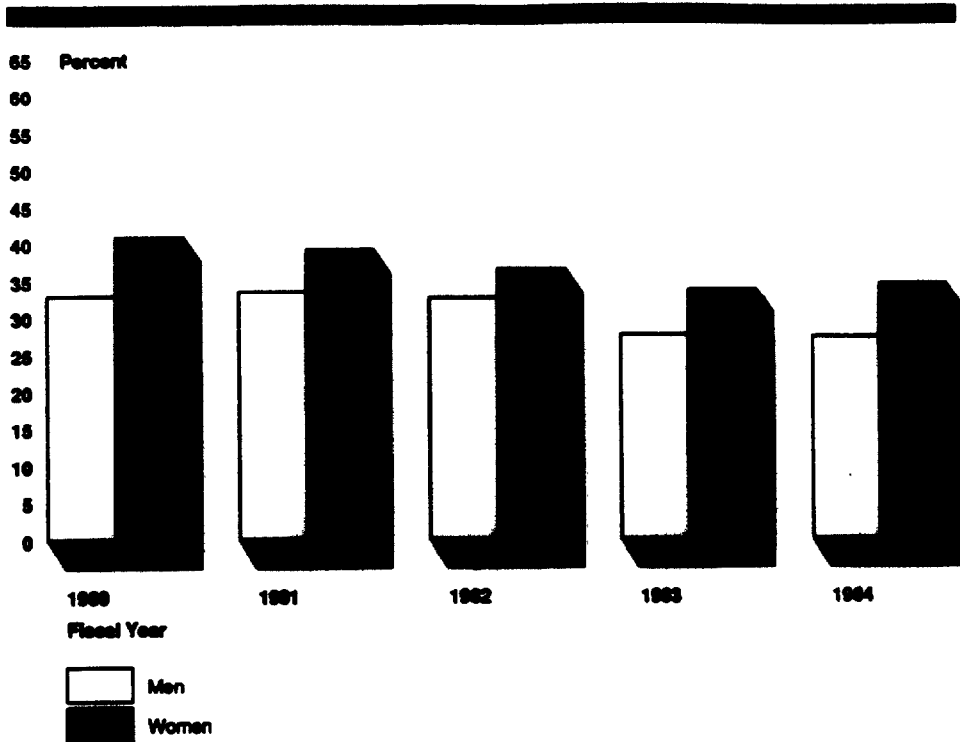
Appendix I  
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**Figure I.14: Enlisted Attrition for the Services Combined for 4-Year Terms Minus the Last 6 Months** (Enlistees for Fiscal Years 1980 Through 1984)



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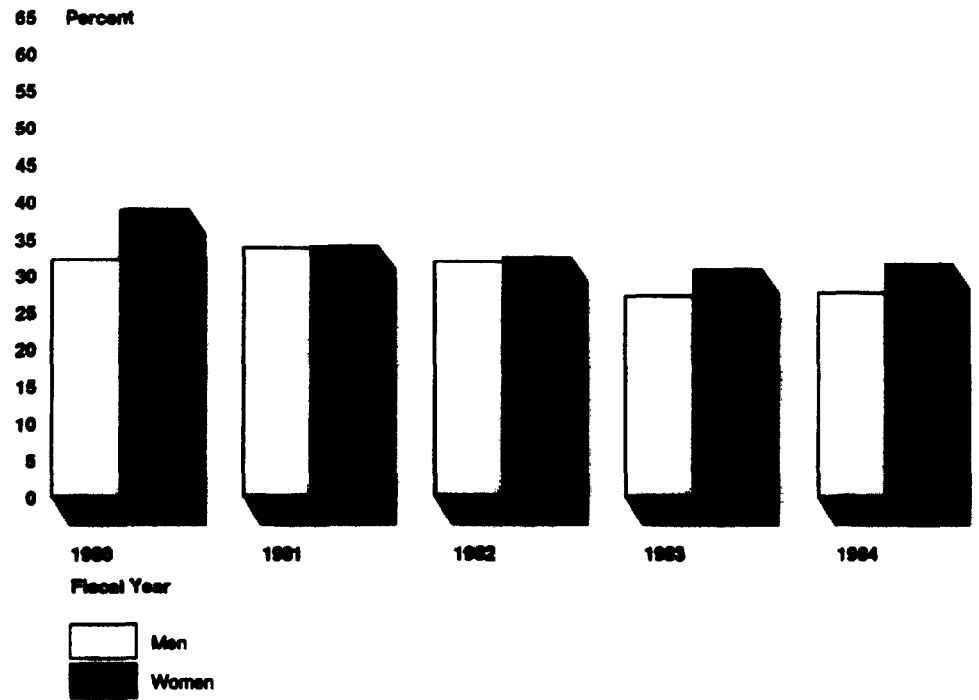
**Figure I.15: Air Force Enlisted Attrition for the 4-Year Term Minus the Last 6 Months** (Enlistees for Fiscal Years 1980 Through 1984)





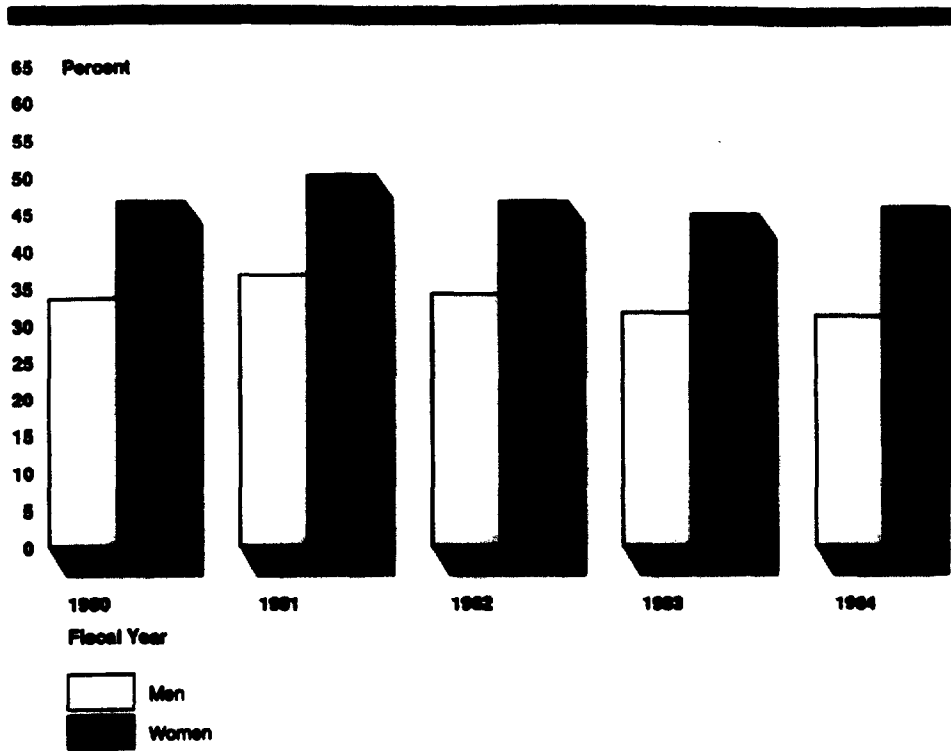
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**Figure I.16: Navy Enlisted Attrition for the  
4-Year Term Minus the Last 6 Months**  
(Enlistees for Fiscal Years 1980 Through  
1984)



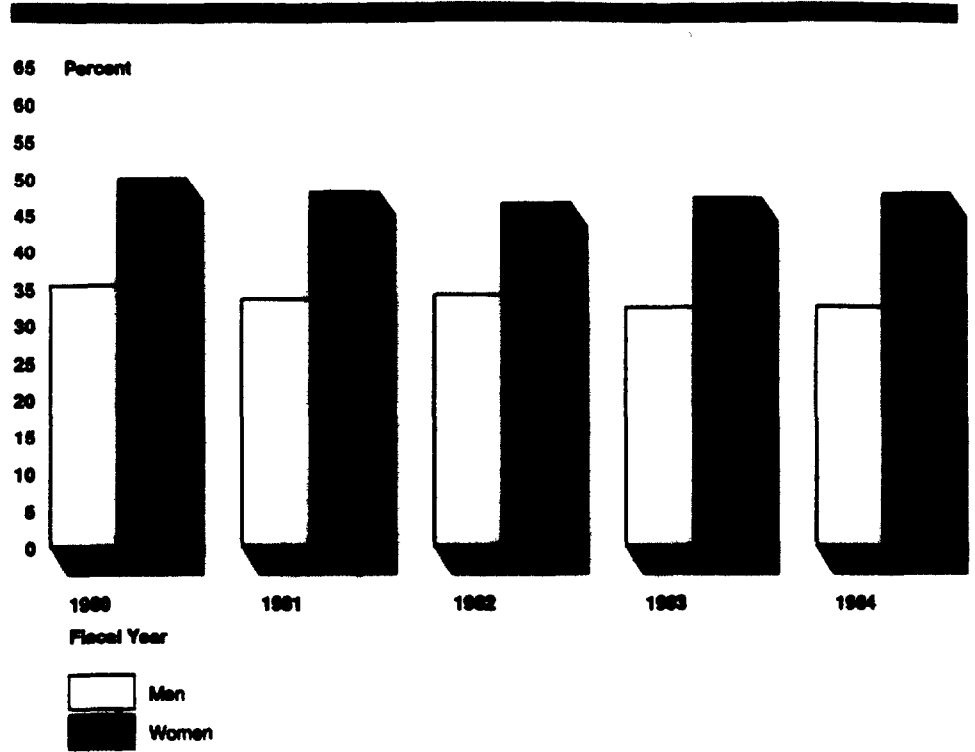
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**Figure I.17: Marine Corps Enlisted  
Attrition for the 4-Year Term Minus the  
Last 6 Months (Enlistees for Fiscal Years  
1980 Through 1984)**



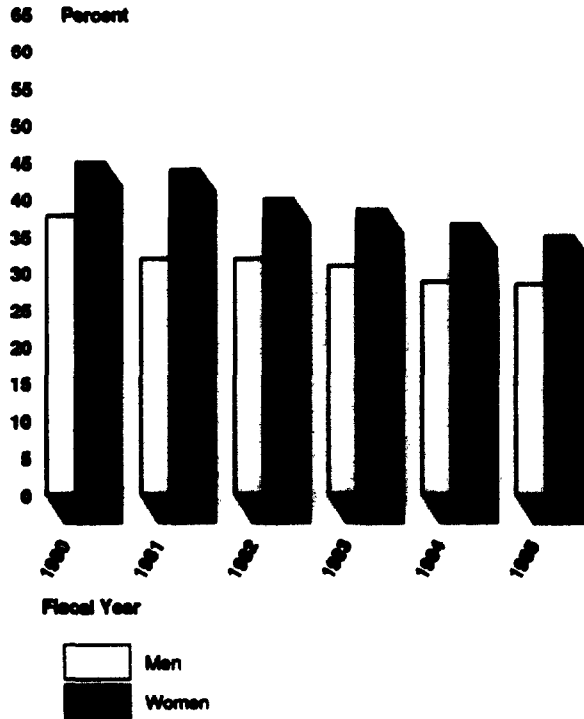
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**Figure I.18: Army Enlisted Attrition for  
the 4-Year Term Minus the Last 6 Months  
(Enlistees for Fiscal Years 1980 Through  
1984)**



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**Figure I.19: Army Enlisted Attrition for the 3-Year Term Minus the Last 6 Months**  
 (Enlistees for Fiscal Years 1980 Through 1985)



**Table I.3: Differences in Term Attrition Rates of Enlisted Men and Women (Fiscal Year Enlistees)**

Fiscal year	4-Year term			3-Year term		
	Air Force	Navy	Marine Corps	Army	Total	
1980	6.8	4.4	8.8	15.2	7.7	4.6
1981	6.9	-0.5	11.6	15.0	5.6	10.3
1982	3.3	-0.2	6.0	12.6	3.4	7.1
1983	4.9	2.2	9.5	15.1	6.9	0.2
1984	4.7	2.1	9.1	14.6	5.8	2.6
1985	a	a	a	a	a	2.3

<sup>a</sup>Not applicable

Note: Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate. Also, rates are for separations occurring up to 1 week short of the enlistment term.

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**Table I.4: Differences in Attrition Rates of Enlisted Men and Women for Enlistment Term Minus the Last 6 Months (Fiscal Year Enlistees)**

Fiscal year	4-Year term				3-Year term	
	Air Force	Navy	Marine Corps	Army	Total	Army
1980	8.0	6.8	13.2	14.6	<b>9.6</b>	7.3
1981	5.6	0.1	13.6	14.5	<b>5.7</b>	12.2
1982	4.0	0.6	12.7	12.4	<b>5.0</b>	8.1
1983	6.1	3.5	13.2	14.7	<b>7.3</b>	7.7
1984	7.2	3.9	14.8	15.3	<b>8.6</b>	7.9
1985	a	a	a	a	a	6.6

<sup>a</sup>Not applicable

Note: Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate.

**Categories of Enlisted Separations**

Enlisted personnel can be separated from the military prior to completion of the full enlistment term. Enlistees may voluntarily request to leave for reasons such as pregnancy, sole surviving son or daughter, accepting public office, and conscientious objection. Enlistees may be separated involuntarily for reasons such as defective or fraudulent enlistment, entry level performance, unsatisfactory performance, misconduct, and drug or alcohol abuse.

During the first 6 months of service, men and women enlistees separated primarily for inadequate entry level performance. During the last 6 months of a term, men and women separated primarily for successful completions of the enlistment term. Between the first and last 6 months, men were separated primarily involuntarily for misconduct, unsatisfactory performance, and/or drugs or alcohol abuse, while women left primarily for pregnancy at their own request. Removing pregnancy departures from separation data causes men generally to have a slightly higher separation rate than women between the first and last 6 months of an enlistment.

**Men's Separations Primarily for Misconduct, Women's for Pregnancy**

We reviewed enlisted separations through the standardized categorization of interservice separation codes used by the Defense Manpower Data Center.<sup>1</sup> We reviewed separations of enlistees who entered in the same fiscal year (for fiscal years 1982, 1983, and 1984) at 6-month intervals during the enlistment. A detailed listing of the categories used for analysis appears in appendix III, table III.15.

<sup>1</sup>The Defense Manpower Data Center maintains various military personnel databases. It collates service separation information into standardized categories called interservice separation codes. The codes reflect the conditions authorized by service regulations which govern voluntary and involuntary separations from military service.

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For the services combined, attrition losses during the first 6 months of service for both men and women were primarily for inadequate entry level performance. In addition, major separation categories for both men and women included disability, fraudulent entry, erroneous enlistment, and prior medical conditions. Table I.5 shows the primary separation categories for fiscal year 1984. The pattern was similar for fiscal years 1982 and 1983.

Each service's major separation categories for the first 6 months were similar to these for each fiscal year, except for fiscal year 1982 entrants in the Navy. The Navy's separations for fiscal year 1982 entrants were primarily for unsatisfactory performance, erroneous enlistment, and personality or behavior problems for men; for women, the categories were personality or behavior problems, disability, and erroneous enlistment. The negligible portion of those Navy separations for entry level performance may reflect a different application of separation categories.

**Table I.5: Primary Categories of Separation During First 6 Months of Service for All Services** (Enlistees for Fiscal Year 1984)

<b>Category of separations</b>	<b>Percentage of separations</b>
<b>Men</b>	
Entry level performance	42.97
Disability	12.67
Fraudulent entry	10.42
Erroneous enlistment	10.42
Prior medical condition	6.68
<b>Total</b>	<b>83.16</b>
<b>Women</b>	
Entry level performance	51.02
Disability	17.34
Erroneous enlistment	7.69
Prior medical condition	5.15
Fraudulent entry	4.64
<b>Total</b>	<b>85.84</b>

For each 6-month period during the remainder of the enlistment term, except the last one, men primarily separated involuntarily for misconduct and drugs or alcoholism, while women left primarily at their own request due to pregnancy. This pattern held for the 4-year enlistment term in the Air Force, Navy and Marine Corps. For both the 3- and 4-

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year enlistment terms in the Army, the primary separation categories for men were unsatisfactory performance and drugs or alcohol abuse.

Misconduct as used in this analysis included involuntary separation for commission of a serious offense, pattern of minor disciplinary infractions, shirking, civilian or military discreditable incidents, absent without leave or desertion, and misconduct for reason unknown. Separations involving legal actions, which some may consider misconduct, were a separate group in this analysis; that group included civil court convictions, court martials, and separations for the good of the service in lieu of a court martial.

Tables I.6 and I.7 show the proportion of separations for misconduct in the Air Force, Navy, and Marine Corps, and the proportion of separations for unsatisfactory performance and drugs or alcohol in the Army, during 6-month periods for enlistees entering the service in fiscal year 1984. The pattern was similar for entrants during fiscal years 1982 and 1983 (see appendix III, tables III.10 and III.11, for all fiscal years).

**Table I.6: Misconduct as a Percentage of Total Men's Separations During 6-Month Intervals of Enlistment Term (Fiscal Year 1984 Enlistees—4-Year Enlistment)**

<b>Months</b>	<b>Air Force</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Total<sup>a</sup></b>
0-6	0.3	0.5	0.1	<b>0.3</b>
7-12	36.6	18.0	9.9	<b>16.2</b>
13-18	31.7	27.9	15.8	<b>21.5</b>
19-24	32.8	29.9	16.7	<b>23.1</b>
25-30	31.4	30.7	19.4	<b>24.1</b>
31-36	30.7	31.8	19.9	<b>23.9</b>
37-42	13.2	25.6	19.5	<b>16.9</b>
43-48	1.4	1.7	0.8	<b>1.1</b>
<b>Total</b>	<b>9.8</b>	<b>10.0</b>	<b>4.6</b>	<b>7.1</b>

<sup>a</sup>Includes Army 4-year enlistment.

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**Table I.7: Unsatisfactory Performance and Drugs or Alcoholism as a Percentage of Total Men's Separations in the Army During 6-Month Intervals of the Enlistment Term**

Months	4-Year term		3-Year term			
	1984		1984		1985	
	Unsatisfactory Performance	Drugs or Alcohol	Unsatisfactory Performance	Drugs or Alcohol	Unsatisfactory Performance	Drugs or Alcohol
0-6	0.5	0.1	0.4	0.2	0.5	0.2
7-12	30.3	6.5	31.8	6.9	21.5	9.2
13-18	20.8	20.1	26.4	17.9	19.0	19.3
19-24	15.5	25.5	18.4	26.6	15.5	19.5
25-30	13.8	25.4	15.2	22.1	14.3	18.4
31-36	9.6	18.6	0.8	1.3	0.9	1.6
37-42	8.3	17.7	a	a	a	a
43-48	0.5	0.9	a	a	a	a
<b>Total<sup>b</sup></b>	<b>5.7</b>	<b>6.7</b>				

<sup>a</sup>Not applicable

<sup>b</sup>Total available for 4-year enlistment only.

If a woman is pregnant when she enters the service, she can be involuntarily discharged. Subsequent separations for pregnancy are voluntary and can occur during the entire enlistment term.

Table I.8 shows the proportion of separations for pregnancy during the 6-month intervals reviewed for enlistees entering the service during fiscal year 1984. The pattern was similar for fiscal years 1982 and 1983 (see appendix III, table III.12, for all fiscal years).

**Table I.8: Pregnancy as a Percentage of Total Women's Separations During 6-Month Intervals of Enlistment Term (Fiscal Year 1984 Enlistees)**

Months	4-Year term				3-Year term	
	Air Force	Navy	Marine Corps	Army	Total	Army
0-6	6.5	2.8	2.0	1.7	3.5	1.2
7-12	42.6	45.7	52.2	36.3	41.3	38.0
13-18	35.5	57.0	51.2	43.5	45.6	46.8
19-24	36.2	51.9	48.9	41.7	43.5	41.9
25-30	33.5	45.2	47.4	36.3	38.7	42.1
31-36	37.2	51.4	37.1	34.7	40.3	2.8
37-42	19.3	47.4	41.7	29.0	28.9	
43-48	2.7	3.8	2.6	2.1	2.9	
<b>Total</b>	<b>15.6</b>	<b>21.1</b>	<b>18.7</b>	<b>16.1</b>	<b>17.6</b>	

<sup>a</sup>Not applicable



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The proportion of women's separations due to pregnancy is greatest after the first 6 months and before the last 6 months of the initial term. The low proportion of separations due to pregnancy during the first 6 months of enlistment may be accounted for by the extent of higher losses of both men and women during basic training or the first 3 months of service. The low proportion of pregnancy separations during the last 6 months may reflect the impact of early releases and end of term separations on the separation categories. This pattern was similar for fiscal years 1982 and 1983.

Women's voluntary separation for pregnancy is a major contributor to the difference in attrition for men and women between the first and last 6 months of the initial term. Separation categories for men were dominated by involuntary causes. When women's voluntary separations for pregnancy are removed from the data, men generally separated at higher rates than women, though the differences were nominal. The impact of voluntary discharges for pregnancy on the difference in attrition rates for men and women entering the service for 4 years in fiscal year 1984 appears in table I.9 (see appendix III, table III.13, for all fiscal years).

**Table I.9: Differences in Men's and Women's Attrition Rates Without Pregnancy Separations for Women (Fiscal Year 1984 Enlistees—4-Year Enlistment)**

Months	Air Force	Navy	Marine Corps	Army	Total
0-6	1.7	1.2	4.8	9.8	3.6
7-12	-0.3	-1.1	-0.4	0.2	-0.5
13-18	-0.7	-2.0	0.2	-0.9	-1.0
19-24	-0.8	-1.5	-1.0	-1.7	-1.2
25-30	-0.5	-1.1	-1.1	-1.2	-0.9
31-36	-0.4	-1.0	-0.4	-0.7	-0.7
37-42	-0.5	-1.0	-0.7	-0.5	-0.5
43-48	-5.6	-4.8	-15.3	-15.2	-10.2
0-42	-1.4	-6.5	1.3	5.0	-1.3
0-48	-7.0	-11.3	-13.9	-10.3	-11.4

Note: Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate while a negative number indicates a higher men's rate.

## Officer Attrition

Officers served an initial tour of obligated duty lasting 3, 4, 5 or 6 years during the 1980s. Generally, academy graduates were obligated for 5 years, pilots and navigators for 6 years, while Reserve Officer Training Corps graduates and officer candidate school graduates were obligated for either 3 or 4 years.

**Women Officers Generally Separated at Higher Rates**

We reviewed Defense Manpower Data Center data on the separation rates of men and women who became officers during fiscal years 1981 through 1985. We looked at persons separating with up to 3 years of service. Some separations during this time frame, however, may be for completion of a successful tour of duty.

Loss rates for officers entering in fiscal years 1981 through 1985 for the first 3 years of service generally declined. Men and women entering officer ranks in fiscal years 1983 through 1985 separated at less than 10 percent, except for Army and Marine Corps women entering in fiscal year 1983.

Except for the Navy, women generally had higher loss rates, though the differences in separation rates for men and women were less than 2 percentage points for the services combined, and less than 5 percentage points for each service except the Marine Corps. Loss rates for men and women and the differences are shown in table I.10.

**Table I.10: Officer Separation Rates for First 3 Years of Service** (Fiscal Years 1981 Through 1985)

	Fiscal year				
	1981	1982	1983	1984	1985
<b>Air Force</b>					
Men	9.1	9.6	7.5	5.3	5.5
Women	9.4	10.1	7.5	7.3	8.7
Difference <sup>a</sup>	0.3	0.5	0	2.0	3.2
<b>Navy</b>					
Men	11.5	10.3	9.0	7.2	5.9
Women	8.2	6.9	6.3	6.2	6.4
Difference <sup>a</sup>	-3.3	-3.4	-2.7	-1.0	0.5
<b>Marine Corps</b>					
Men	4.8	6.1	4.4	3.7	3.7
Women	7.9	14.0	16.0	1.3	9.2
Difference <sup>a</sup>	3.1	7.9	11.6	-2.4	5.5
<b>Army</b>					
Men	11.3	8.6	8.8	4.0	2.3
Women	12.3	12.8	11.8	5.5	2.9
Difference <sup>a</sup>	1.0	4.2	3.0	1.5	0.6
<b>Total</b>					
Men	10.3	9.1	8.1	5.1	4.4
Women	10.2	10.5	9.0	6.3	6
Difference <sup>a</sup>	-0.1	1.4	0.9	1.2	1.7

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate.

# Comparison of Retention Rates of Men and Women in the Military

Retention is the voluntary continuation of service by enlisted personnel and officers who successfully complete their initial obligation. Enlisted personnel sign contracts for a specified period each time they reenlist. Officers have an initial service obligation ranging generally from 3 to 6 years. Officers who continue in service after that may serve until the second time they are considered for, but do not receive, promotion. Military personnel may retire after 20 years of service.

All personnel who successfully complete their contractual obligation may not be allowed to remain in the military. The services evaluate enlisted personnel for their eligibility to remain, and only those eligible may stay. For officers, evaluation for promotion generally serves as the screening process for eligibility to remain in the service.

## Enlisted Retention

Retention rates based on how many eligible persons reenlist are only part of retention. First, the services screen the men and women completing an enlistment to determine how many are eligible to reenlist. There are differences in eligibility rates for men and women as well as differences in the reenlistment rates of eligible persons.

## Eligibility Is Part of Retention

The services use similar criteria to evaluate the eligibility of enlisted personnel for retention, though there are some service-specific requirements. Generally, individuals must

- meet professional growth standards requiring progression through the pay grades; for example, a person with more than 8 years of service but below the grade of E-4 would not be eligible to reenlist;
- meet medical and physical fitness standards, including ones for weight and appearance; and
- meet standards relating to criminal convictions and incarceration; for example, enlistees with court martial convictions are not eligible to reenlist.

However, the services may waive some restrictions. Differences in service policies and procedures for identifying eligibility could also affect the eligibility rates of men and women. For example, consideration of vacancy needs in selected job categories could affect the number of men and women who are determined eligible. For example, major shortages in combat rather than support assignments can provide a greater need for men than women, because women are prohibited from combat assignments.

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**Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military**

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For fiscal years 1984 through 1988, we reviewed (1) the rates at which men and women were eligible to reenlist, (2) reenlistments as a percentage of those eligible to reenlist, and (3) reenlistments as a percentage of the total number of persons separating with successful term completions. We reviewed the eligibility and retention data for three groups: persons completing the first enlistment, persons completing a second enlistment, and persons completing three or more (career) enlistments.

We determined the rates using data on end of term of service separations, those eligible to reenlist, and those persons who did reenlist. We obtained this data from the services through a special request from the Office of the Assistant Secretary of Defense for Force Management and Personnel.

We did not review service programs or policies which might contribute to differences in retainability and retention in the services.

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**Few Cross-Service  
Patterns**

The data showed some similarities across the services. First, men completing their first term generally had higher eligibility rates after fiscal year 1984, except in the Army where women had consistently higher eligibility. For the services combined, first term eligibility rates were higher for women in 1984 and 1985, but subsequently were higher for men. Second, reenlistment of women completing a second term was generally lower than for men, as a percentage of both eligible persons and total separations.

Third, while career eligibility rates and reenlistment as a percentage of total separations were generally higher for women than men, the reenlistment rate of eligible persons was consistently lower for women, except in the Marine Corps. Also, the greatest magnitude of differences in rates for men and women usually occurred at the career level.

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**Differences Vary for First  
Term**

After 1984 (1985 for the services combined) men generally had higher eligibility rates than women, except in the Army, where women consistently had higher eligibility rates. Men's eligibility rates were greater by a range of 1.6 percentage points in the Navy to 16.9 points in the Air Force.

Women had consistently higher retention rates in the services combined, the Army, and the Marine Corps as a percentage of eligible persons reenlisting and of total separations. The rates for women were higher by .6 to 6.9 percentage points for the services combined, 5.7 to 11.8 points for the Army, and 1.5 to 16.4 points for the Marine Corps. The one exception was in fiscal year 1986, for the services combined, when the retention of men as a percentage of total separations was higher by 1.4 points.

Navy women had lower retention, with one exception, and with differences ranging from 3 percentage points to 6.2 points less. In the Air Force, women had higher rates some years and men others.

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### Lower Retention of Women for Second Term

Differences in eligibility rates for men and women completing their second term frequently reversed over the years. However, women generally had lower retention than men as a percentage of both eligible people reenlisting and of total separations. The exception was the Marine Corps, where differences in men's and women's rates were less than in the other services and reversed during the years reviewed. The gap in rates was generally closing toward 1988, except in the Navy and Marine Corps.

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### Greatest Differences in Career Level Rates

Among those completing three or more enlistments, women's eligibility for reenlistment was higher than men's by more than 10 percentage points, except in the Marine Corps and in fiscal year 1986 in the Air Force. Retention of women as a proportion of those eligible to reenlist, however, was generally lower than men's, often by as much as 5 to 10 percentage points in the Air Force, Army, and the services combined.

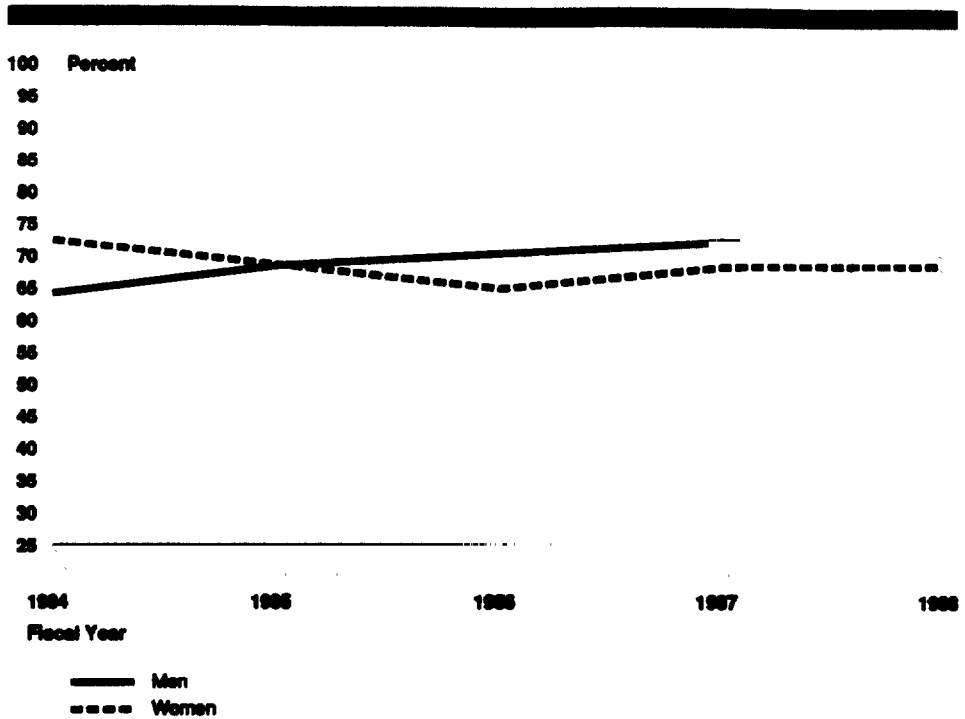
Women's reenlistment rates as a percentage of total separations generally exceeded men's by 8 to 19 percentage points. Exceptions were (1) the Marine Corps, where men's rates exceeded women's in 2 years and the higher women's rate in 1988 was 4.2 percentage points greater, and (2) the first 3 years for the Air Force, when women's rates ranged from 1.6 to 7.7 percentage points higher.

Figures II.1 through II.9 present eligibility and reenlistment rates for first term, second term and career reenlistments for the services combined. Figures IV.1 through IV.36, in appendix IV, present similar graphs for the four services. Tables IV.1 through IV.5 in appendix IV present the number and percentages of first, second, and career term

**Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military**

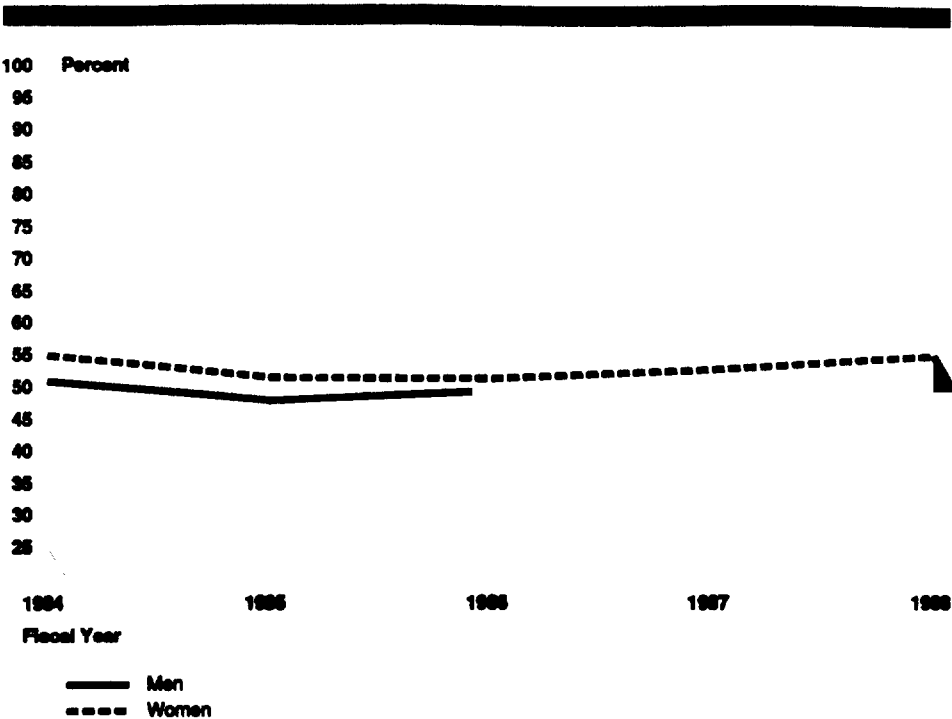
eligibility and retention, and the percentage point differences in rates for men and women.

**Figure II.1: Eligibility for Reenlistment for the Services Combined - First Term**



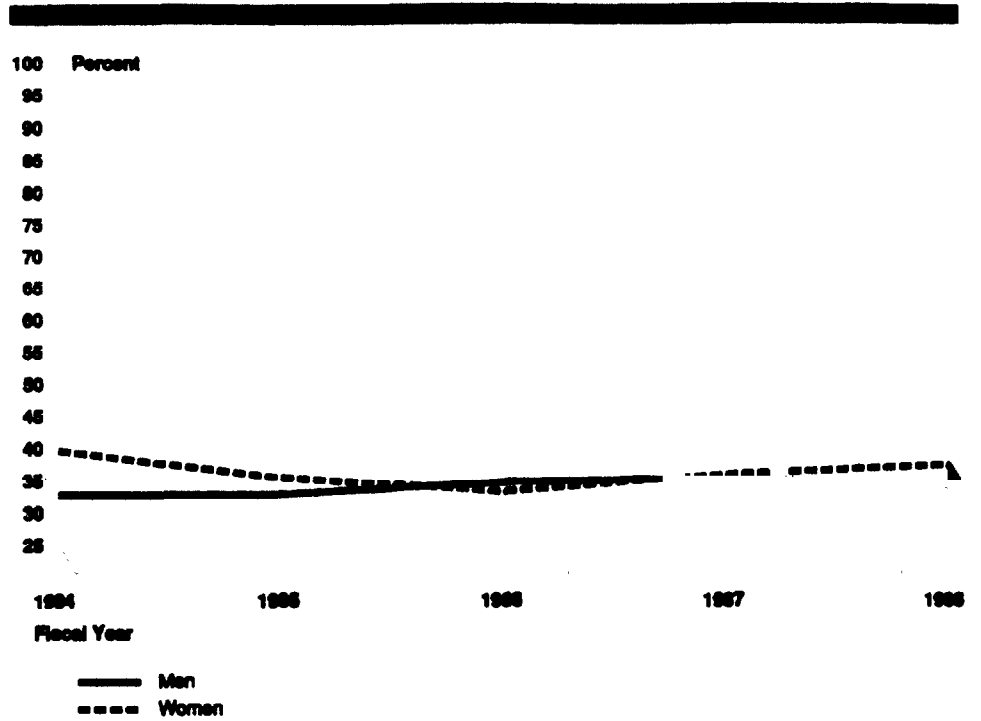
Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.2: Reenlistment of Eligible  
Persons for the Services Combined -  
First Term



Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

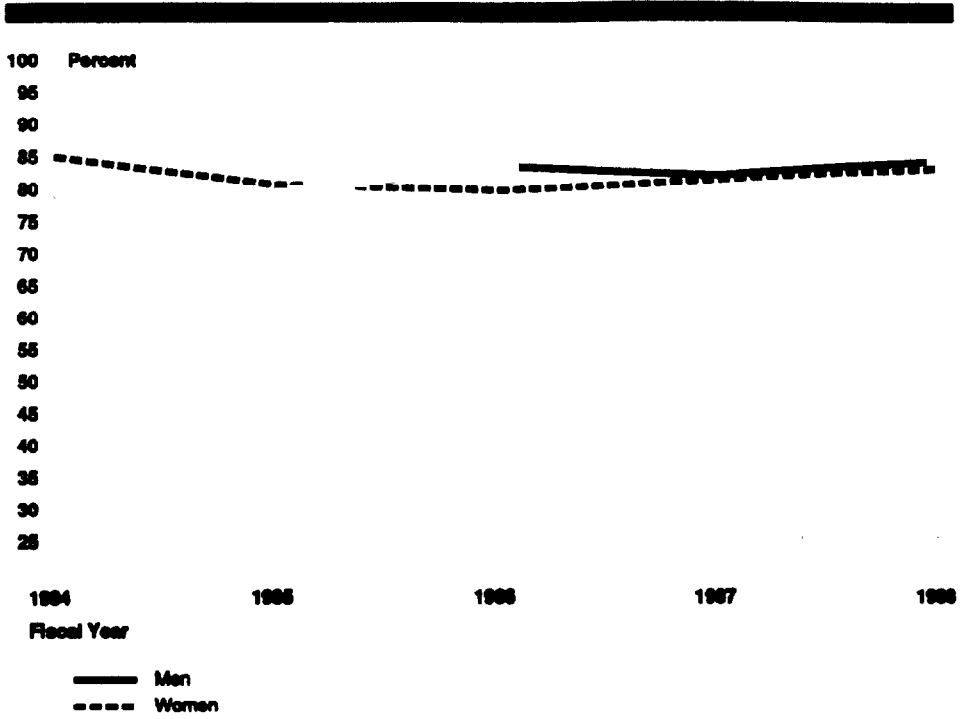
Figure II.3: Reenlistments as a  
Percentage of Total Separations for the  
Services Combined - First Term





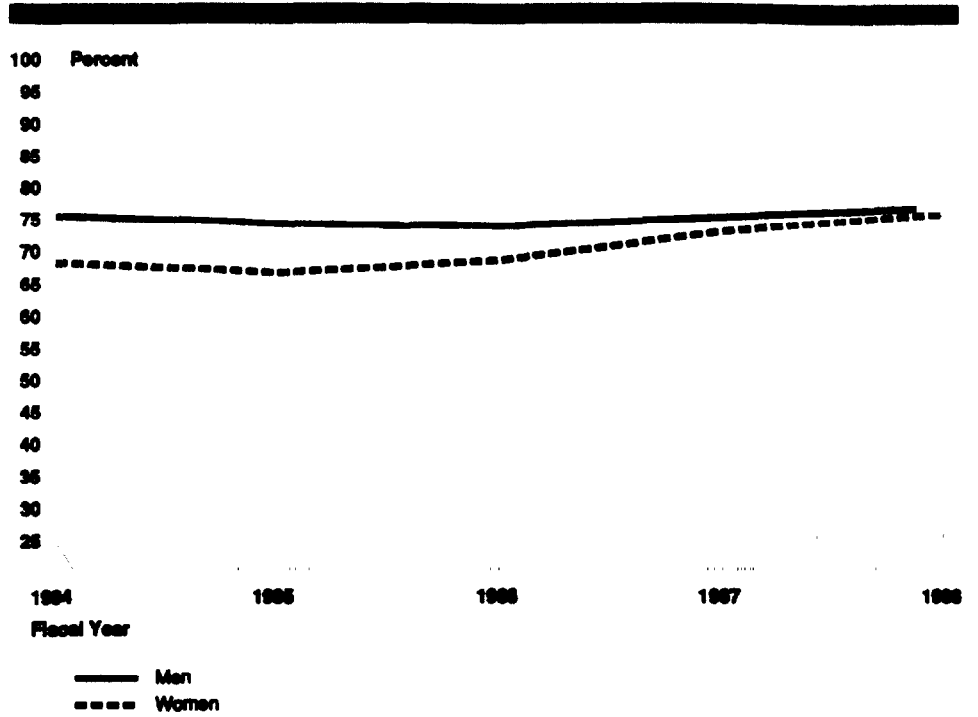
Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.4: Eligibility for Reenlistment for  
the Services Combined - Second Term



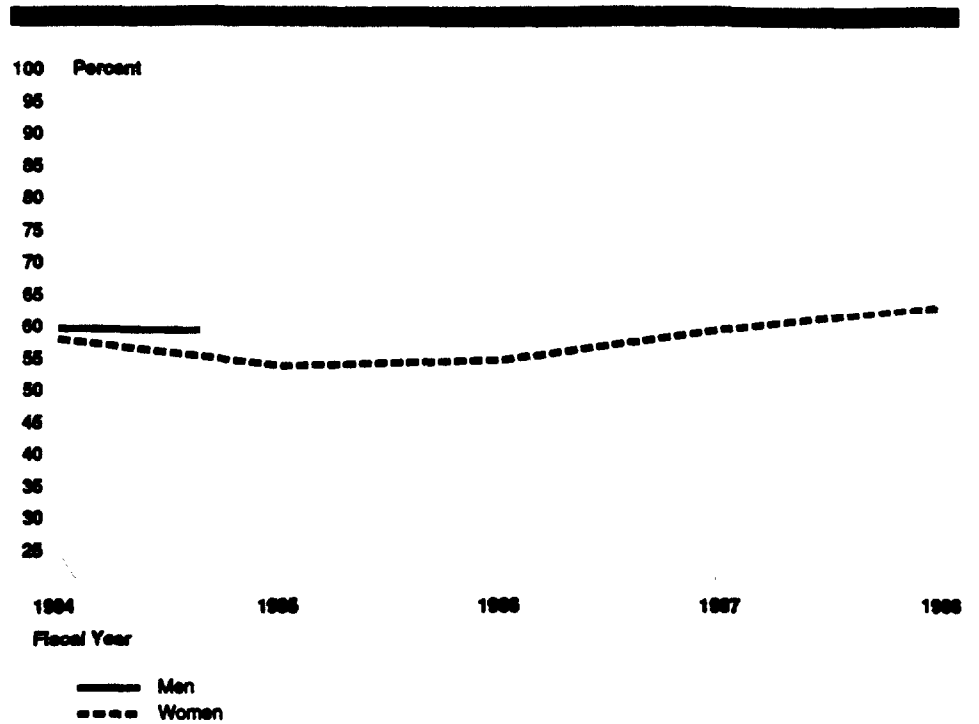
Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.5: Reenlistment of Eligible  
Persons for the Services Combined -  
Second Term



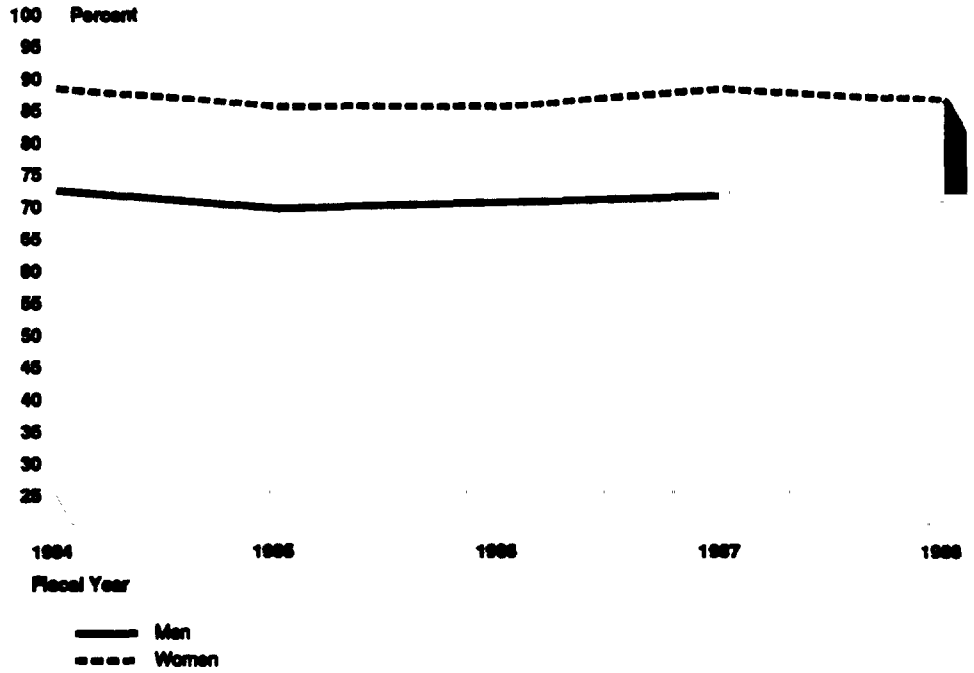
Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.6: Reenlistments as a  
Percentage of Total Separations for the  
Services Combined - Second Term



Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.7: Eligibility for Reenlistment for  
the Services Combined - Career



Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.8: Reenlistment of Eligible  
Persons for the Services Combined -  
Career

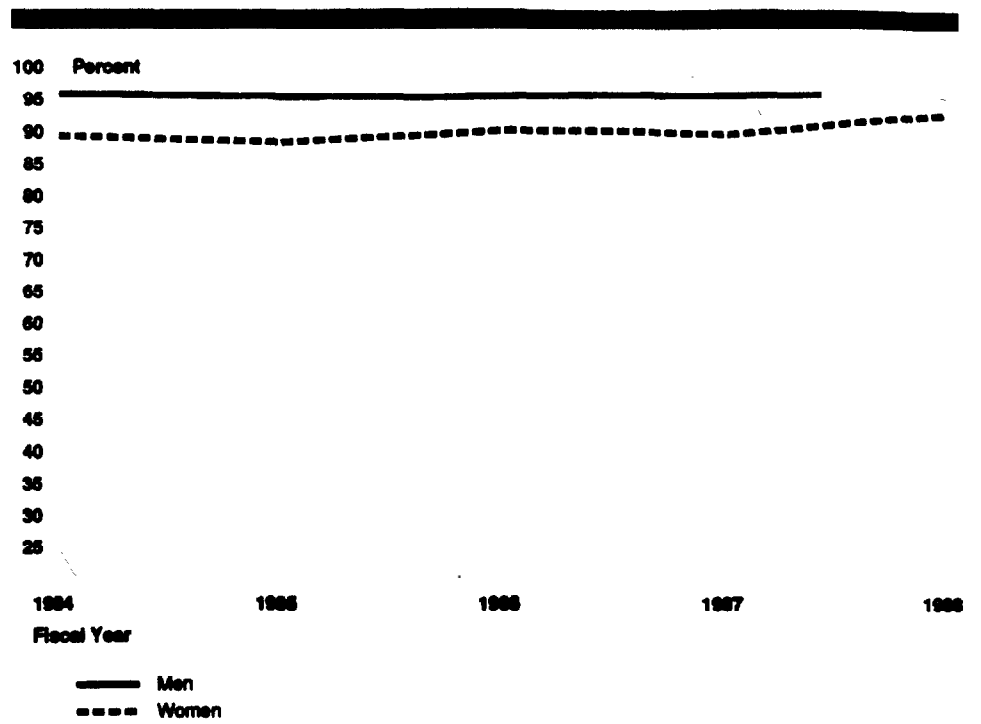
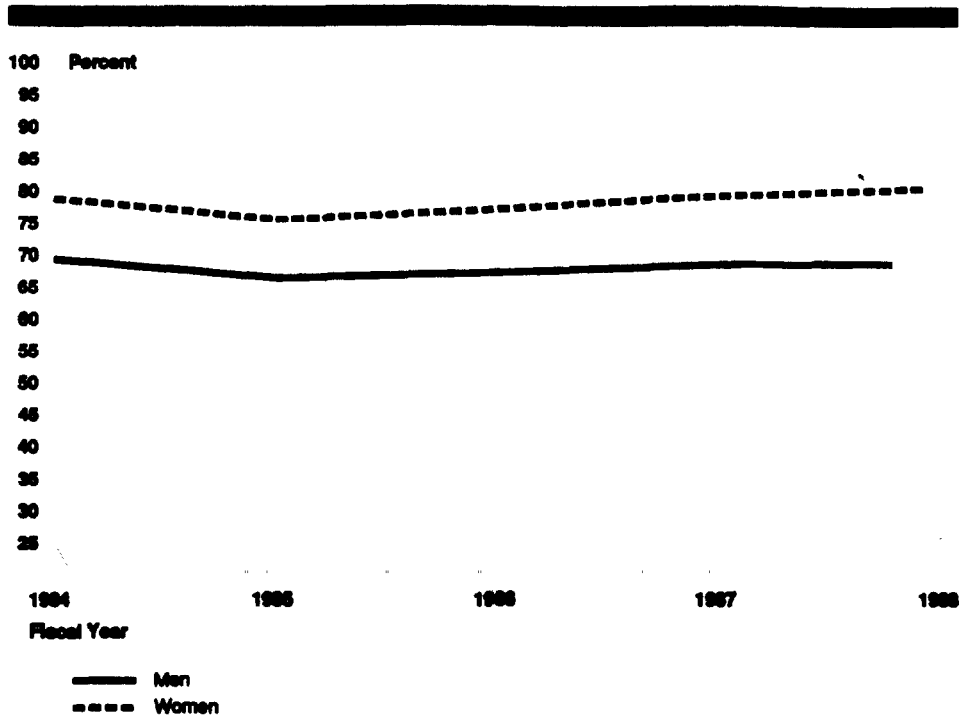


Figure II.9: Reenlistments as a  
 Percentage of Total Separations for the  
 Services Combined - Career



## Officer Retention

Officers first commissioned in the 1980s were generally obligated to serve 3, 4, 5, or 6 years. After completing the initial obligation, officers could serve until they resigned or were not promoted after being considered a second time.

We reviewed officer retention for the services combined and separately, except for the Marine Corps. We did not review retention among Marine Corps officers separately because the number of women officers was too small to provide meaningful information. However, data for the services combined include data for Marine Corps officers.

To determine retention rates, we obtained information from the Defense Manpower Data Center on (1) the number of men and women officers as of the end of the fiscal year and (2) the number of men and women who left the service since October 1 of the fiscal year. We assumed that the total number of officers who had completed the same number of years of service as of September, plus the number lost during the fiscal year with the same number of years of service when they left, would have

been the total number of officers for the fiscal year and years in service reviewed.

We determined retention rates for lengths of service in 1-year intervals. For example, for fiscal year 1988, we reviewed how many officers with from 3 to 21 or more years of service remained in the military for that fiscal year. Because of the varying lengths of initial obligated service, some of the retention among officers with 3 to 6 years of service includes officers who remained to complete their initial commitment. Retention rates for those with 20 years or more of service include retirement losses.

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### **Greatest Differences in Rates Appear After 3 and After 20 Years of Service**

Retention for both men and women generally increased the longer they remained in the military, until the 19th and 20th years in service. The greatest differences in retention of men and women generally occurred among those who had been in the military for 3 years and for 20 years. A secondary point of noticeable rate differences occurred after 4 years.

For the services combined, men had higher retention after 3 years, by 7.9 to 9.9 percentage points, and after 4 years by 3.9 to 4.4 percentage points. Women, however, had higher retention after 20 years, by a range of 3 to 9 percentage points. This aggregation, however, masks within-service patterns.

In the Air Force, men had higher retention after 3, 4 and 20 years of service. Differences ranged from 11 to 13.2 percentage points after 3 years, 4.2 to 9 percentage points after 4 years, and 11.8 to 27.6 percentage points after 20 years.

In the Navy, men had higher retention after 3 and 20 years, but not consistently after 4 years. After 3 years, men's retention was 4.5 to 11.2 percentage points higher than women's, and after 20 years it was 7.1 to 19.4 percentage points higher. Unlike the other two services, Navy women tended to have higher retention between years 5 and 19 more often than men, though the differences were generally nominal.

In the Army, the greatest differences in retention rates occurred after 3 years when men's retention was higher than women's by 5.5 to 9.4 percentage points. After 4 years of service, men's rates were higher, but the difference generally decreased from a high of 4.7 in 1984 to a low of .7 in 1988. After 20 years, men had higher retention for 4 of the 5 fiscal

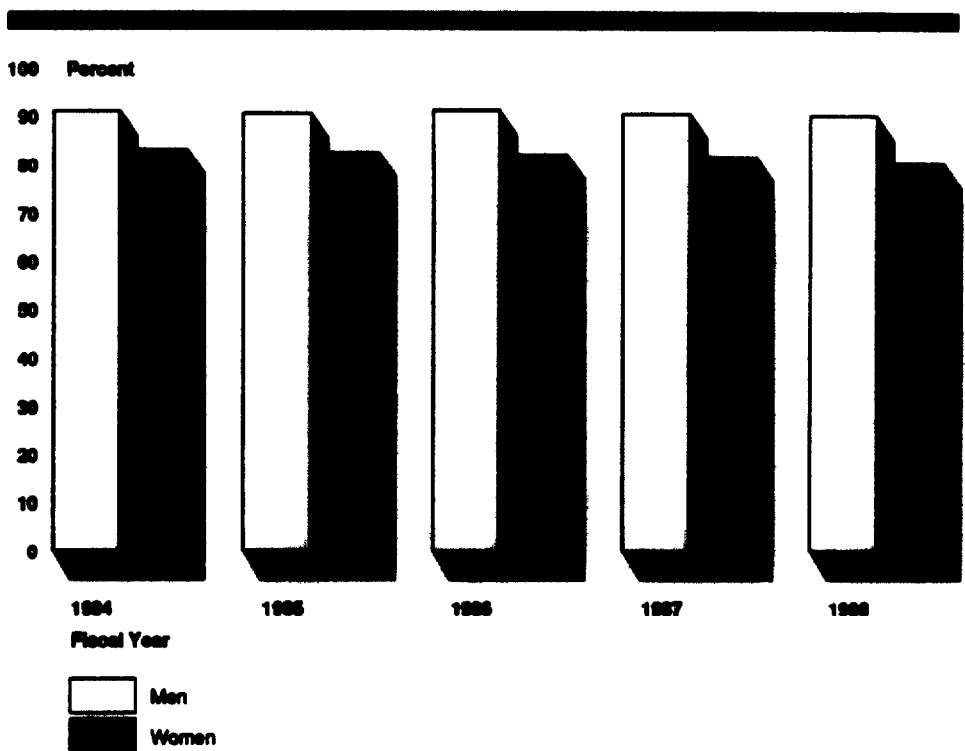
**Appendix II  
Comparison of Retention Rates of Men and  
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years reviewed, with differences ranging from a high of 7.9 in 1986 to 1 and 1.65 percentage points in fiscal years 1987 and 1988, respectively.

For officers with 5 to 19 years of service, higher retention varied between men and women in each of the services. The differences in rates were generally less than 2 percentage points, however, with over half less than 1.

Figures II.10 through II.18 show a comparison of officer retention for fiscal years 1984 through 1988. The figures show retention after 3 years of service and after 20 years of service, when the greatest differences occurred in rates for men and women. Figure II.13 also shows retention after 4 years in the Air Force, where the greatest differences occurred for that length of service. Tables IV.6 through IV.9 in appendix IV provide the retention rates for men and women and the differences in those rates at 1-year intervals, for 3 through 21 or more years of service, for fiscal years 1984 through 1988.

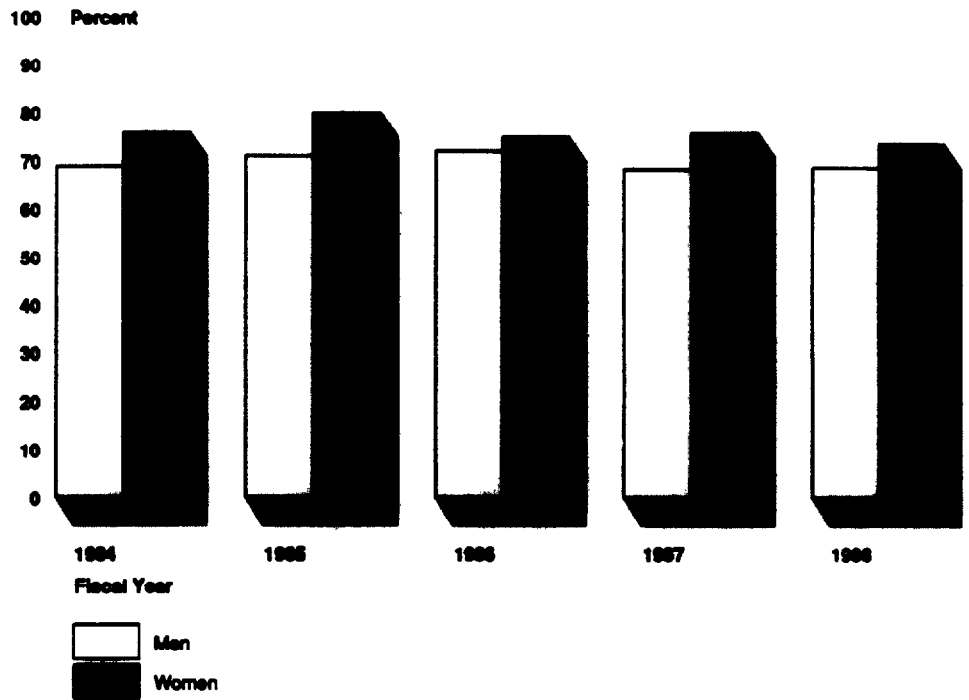
**Figure II.10: Officer Retention for the Services Combined (at the End of 3 Years of Service)**





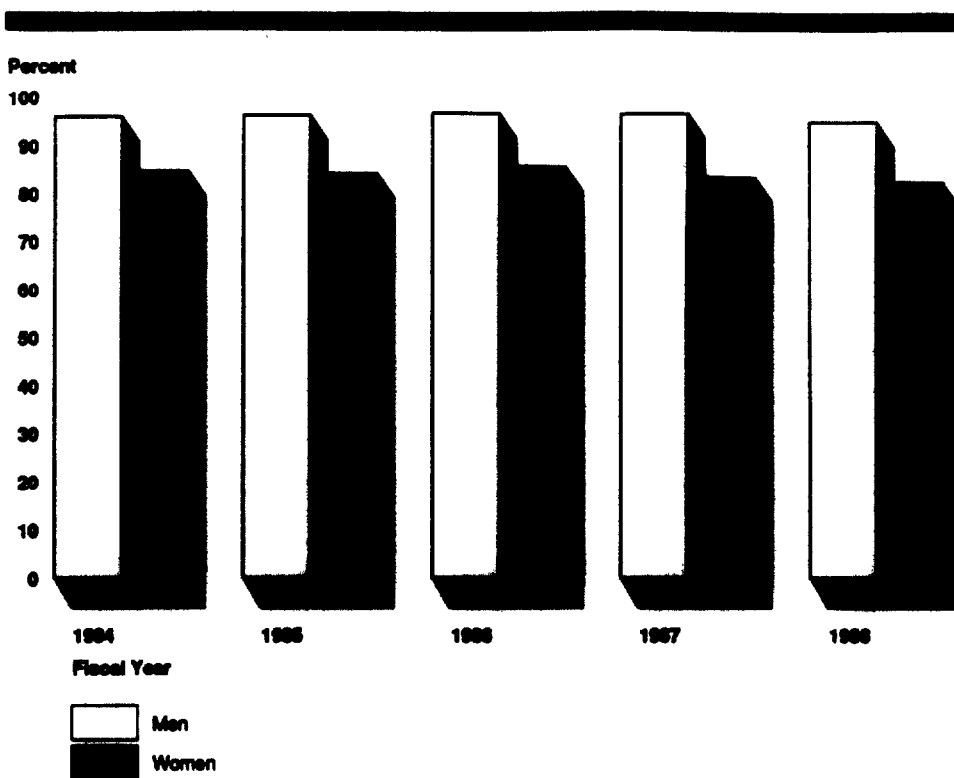
Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.11: Officer Retention for the  
Services Combined (at the End of 20 Years  
of Service)



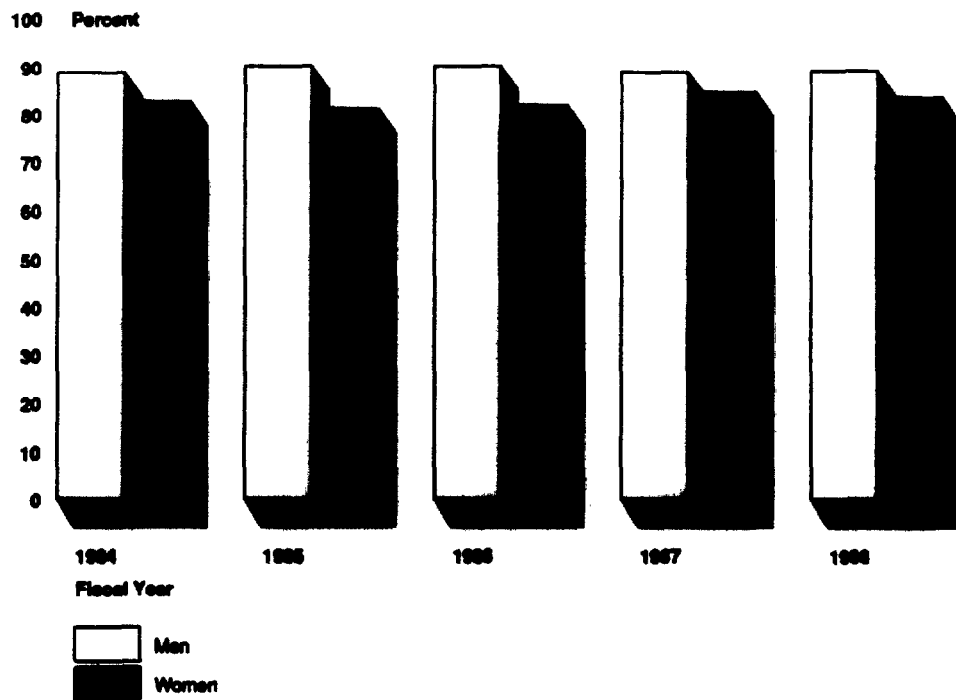
Appendix II  
Comparison of Retention Rates of Men and  
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Figure II.12: Air Force Officer Retention  
(at the End of 3 Years of Service)



Appendix II  
Comparison of Retention Rates of Men and  
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**Figure II.13: Air Force Officer Retention**  
(at the End of 4 Years of Service)



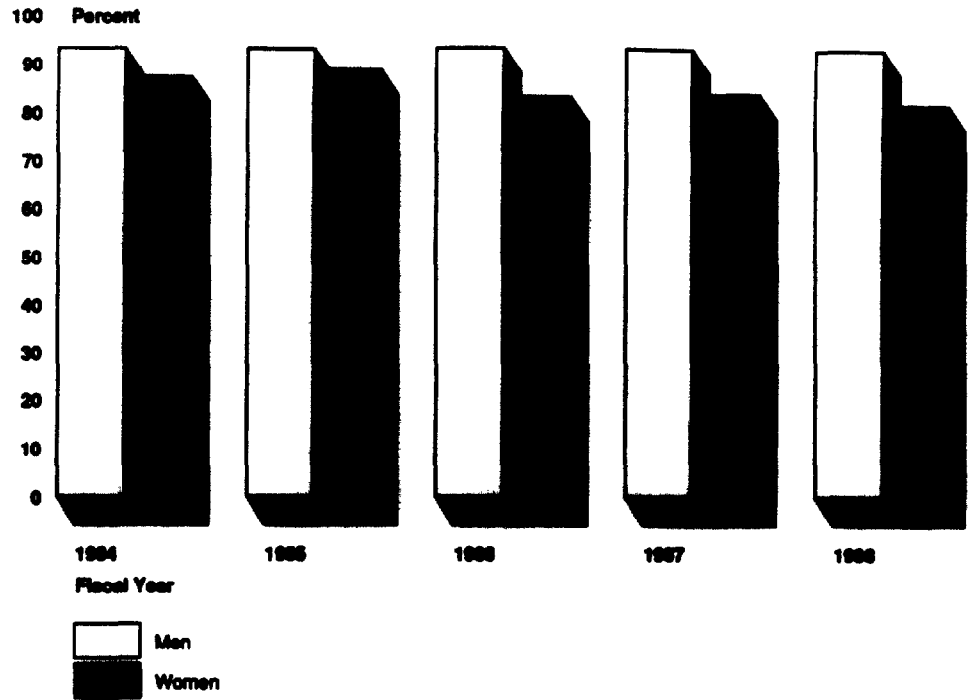
Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

**Figure II.14: Air Force Officer Retention**  
(at the End of 20 Years of Service)



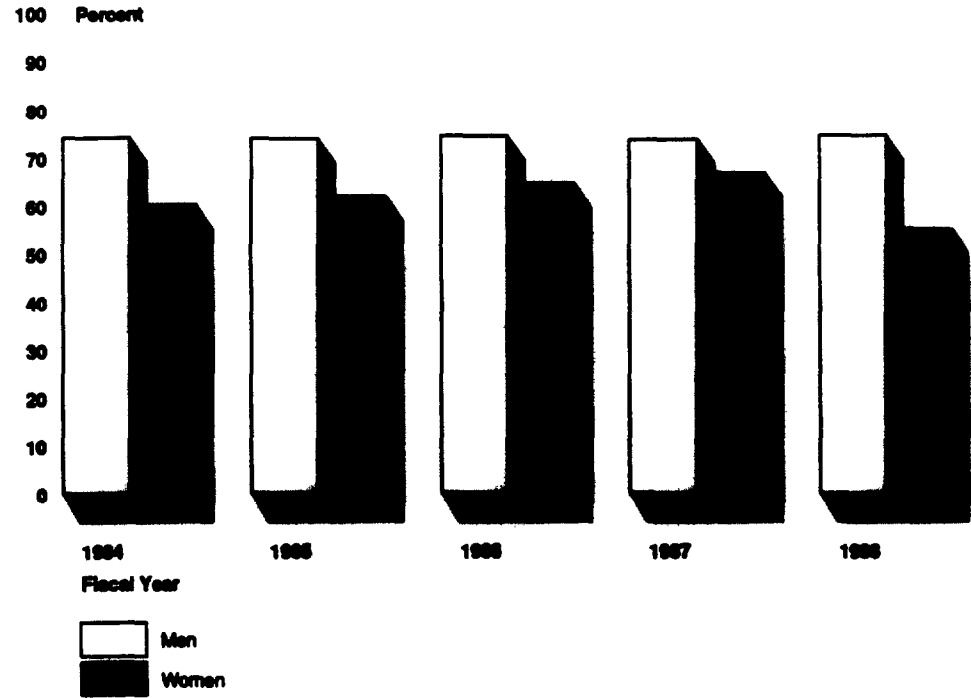
Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.15: Navy Officer Retention (at  
the End of 3 Years of Service)



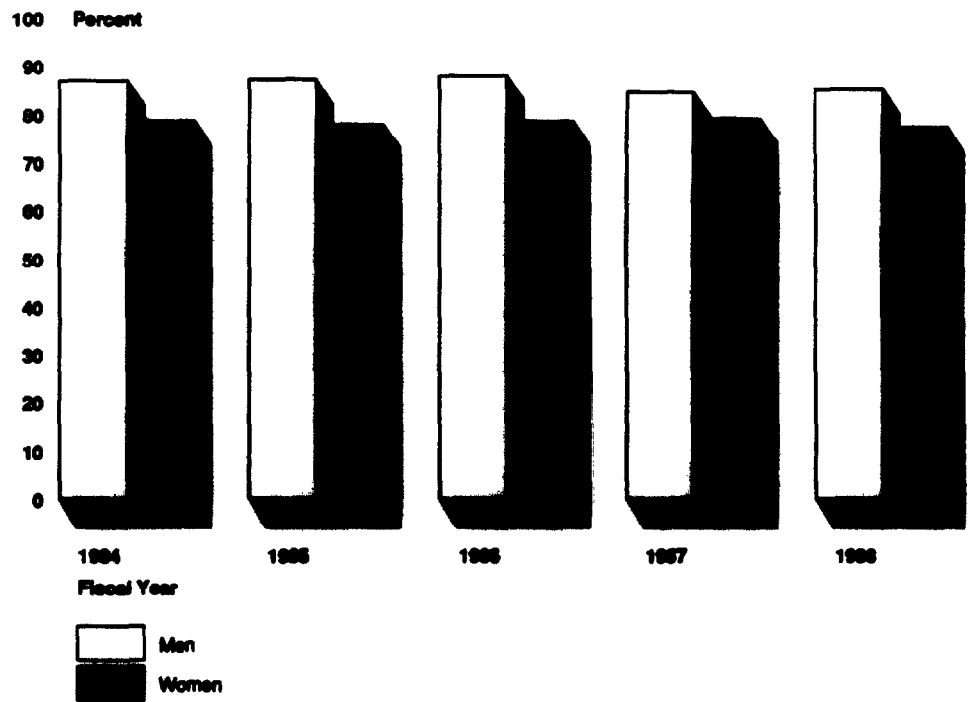
Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.16: Navy Officer Retention (at  
the End of 20 Years of Service)



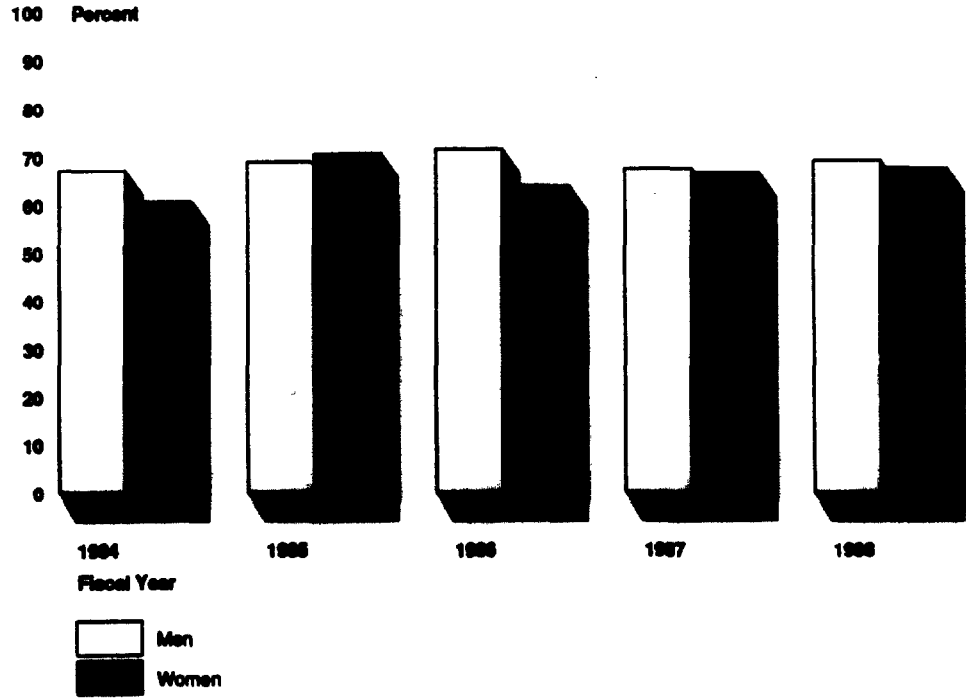
Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.17: Army Officer Retention (at  
the End of 3 Years of Service)



Appendix II  
Comparison of Retention Rates of Men and  
Women in the Military

Figure II.18: Army Officer Retention (at  
the End of 20 Years of Service)





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# Attrition Data

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Appendix III contains data on attrition for each service and the services combined. Tables III.2 through III.9 present the attrition rates and their differences for (1) the 3-month interval analysis of attrition patterns and (2) attrition rates for the enlistment term minus 1 week and minus the last 6 months. Tables III.1 and III.14 present the number of non-prior service enlistees and officers to enable calculation of the numerical impact of attrition rates or rate differences.

Tables III.10 through III.13 present the separation category data for each of the 3 years analyzed, for the categories discussed in appendix I. Table III.15 lists the groupings used in the analysis appearing in appendix I of the Defense Manpower Data Center's interservice separation codes.

Appendix III  
Attrition Data

**Table III.1: Number of Men and Women Enlisting in the Services** (Fiscal Years 1980 Through 1985—4-Year Enlistment<sup>a</sup>)

<b>Fiscal years by service</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>
<b>Air Force</b>			
1980	51,861	13,321	65,182
1981	59,072	9,935	69,007
1982	52,389	7,984	60,373
1983	45,097	7,982	53,079
1984	46,595	8,132	54,727
<b>Total</b>	<b>255,014</b>	<b>47,354</b>	<b>302,368</b>
<b>Navy</b>			
1980	59,881	9,919	69,800
1981	64,587	9,296	73,883
1982	51,643	7,586	59,229
1983	52,427	7,819	60,246
1984	56,589	7,275	63,864
<b>Total</b>	<b>285,127</b>	<b>41,895</b>	<b>327,022</b>
<b>Marine Corps</b>			
1980	24,931	1,234	26,165
1981	26,331	1,347	27,678
1982	23,981	1,509	25,490
1983	26,504	1,588	28,092
1984	32,306	1,853	34,159
<b>Total</b>	<b>134,053</b>	<b>7,531</b>	<b>141,584</b>
<b>Army (4-Year enlistment)</b>			
1980	39,328	8,549	47,877
1981	35,078	5,641	40,719
1982	39,412	4,696	44,108
1983	40,439	5,311	45,750
1984	39,212	5,941	45,153
<b>Total</b>	<b>193,469</b>	<b>30,138</b>	<b>223,607</b>
<b>Army (3-Year enlistment)</b>			
1980	93,189	13,326	106,515
1981	60,075	12,048	72,123
1982	57,248	9,748	66,996
1983	66,489	10,838	77,327
1984	65,825	10,593	76,418
1985 <sup>a</sup>	57,800	8,430	66,230
<b>Total</b>	<b>400,626</b>	<b>64,983</b>	<b>465,609</b>

<sup>a</sup>Fiscal year 1985 applies only to the Army, and only for the 3-year enlistment

Appendix III  
Attrition Data

**Table III.2: Attrition Rates for the Services Combined at 3-Month Intervals for 4-Year Enlistment Term (Fiscal Years 1980 Through 1984)**

Figures in percent

Months	Fiscal year				
	1980	1981	1982	1983	1984
<b>Men</b>					
3	6.6	7.4	8.0	7.8	8.1
6	3.2	3.2	3.3	3.1	2.8
9	1.8	1.6	1.5	1.2	1.2
12	1.8	1.8	1.3	1.2	1.4
15	2.0	1.9	1.7	1.5	1.6
18	2.0	1.9	2.0	1.7	1.8
21	2.2	2.0	1.9	1.7	1.9
24	2.2	1.9	2.0	1.7	1.7
27	2.0	2.1	1.8	1.8	1.8
30	1.9	2.0	1.8	1.7	1.6
33	1.7	2.0	1.6	1.4	1.4
36	1.8	1.9	1.6	1.5	1.4
39	2.0	2.3	2.4	1.6	1.4
42	2.0	2.0	2.0	1.4	1.2
45	2.0	2.3	2.4	2.2	3.6
48	4.4	4.4	11.1	11.9	12.5
<b>Women</b>					
3	9.7	9.3	9.4	9.4	11.1
6	4.8	3.6	3.3	3.4	3.6
9	2.8	2.5	2.0	1.9	1.8
12	3.0	2.7	2.2	1.8	2.0
15	3.2	2.8	2.1	2.3	2.2
18	3.2	2.6	2.2	2.3	2.5
21	2.9	2.4	2.2	2.2	2.1
24	2.5	2.2	2.2	2.2	2.1
27	2.2	2.0	2.0	2.2	1.9
30	2.1	1.8	2.0	1.8	1.9
33	1.8	1.7	2.1	1.8	1.6
36	1.6	1.7	1.8	1.7	1.8
39	1.5	2.4	2.4	1.9	1.8
42	1.5	2.0	2.0	1.7	1.5
45	1.5	2.4	2.5	2.6	3.9
48	2.5	4.1	7.2	8.2	7.8

(continued)

**Appendix III  
Attrition Data**

Months	Fiscal year				
	1980	1981	1982	1983	1984
<b>Women minus men<sup>a</sup></b>					
3	3.1	1.9	1.4	1.6	3.0
6	1.6	0.4	0	0.3	0.8
9	1.0	0.9	0.5	0.7	0.6
12	1.2	0.9	0.9	0.6	0.6
15	1.2	0.9	0.4	0.8	0.6
18	1.2	0.7	0.2	0.6	0.7
21	0.7	0.4	0.3	0.5	0.2
24	0.3	0.3	0.2	0.5	0.4
27	0.2	-0.1	0.2	0.4	0.1
30	0.2	-0.2	0.2	0.1	0.3
33	0.1	-0.3	0.5	0.4	0.2
36	-0.2	-0.2	0.2	0.2	0.4
39	-0.5	0.1	0	0.3	0.4
42	-0.5	0	0	0.3	0.3
45	-0.5	0.1	0.1	0.4	0.3
48	-1.9	-0.3	-3.9	-3.7	-4.7

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate.

**Appendix III  
Attrition Data**

**Table III.3: Air Force Attrition Rates at 3-Month Intervals for 4-Year Enlistment Term (Fiscal Years 1980 Through 1984)**

Figures in percent

Months	Fiscal year				
	1980	1981	1982	1983	1984
<b>Men</b>					
3	5.2	6.1	6.4	5.3	7.1
6	5.2	5.1	5.3	5.3	4.3
9	2.0	1.9	1.5	1.2	1.0
12	1.9	1.5	1.2	1.0	0.9
15	1.9	1.6	1.3	1.2	1.1
18	1.9	1.7	1.5	1.5	1.8
21	2.1	1.7	1.6	1.4	1.6
24	2.0	1.7	1.7	1.5	1.4
27	1.8	1.7	1.7	1.6	1.5
30	1.6	1.8	1.5	1.6	1.4
33	1.6	1.8	1.4	1.4	1.2
36	1.4	1.7	1.5	1.5	1.4
39	1.8	2.5	3.2	1.5	1.3
42	2.4	2.7	2.7	1.6	1.3
45	2.6	2.7	3.9	4.7	7.6
48	2.8	3.1	7.1	10.8	7.7
<b>Women</b>					
3	8.6	8.3	8.1	6.7	9.8
6	7.4	4.8	4.1	3.4	3.9
9	2.6	2.7	1.9	1.7	1.5
12	2.3	2.1	1.7	1.5	1.5
15	2.5	2.2	1.4	1.8	1.5
18	2.6	2.1	1.9	2.4	2.0
21	2.1	2.1	1.7	1.9	1.9
24	2.2	1.7	1.7	2.4	1.6
27	2.0	2.0	1.8	2.1	2.0
30	1.8	1.8	1.9	2.0	1.8
33	1.7	1.7	2.5	1.6	1.7
36	1.5	1.7	1.6	1.8	1.7
39	1.4	3.0	3.1	2.4	1.7
42	2.1	2.9	3.1	2.0	1.9
45	2.2	3.4	4.0	4.6	6.6
48	2.0	3.7	6.3	9.7	6.2

(continued)

**Appendix III  
Attrition Data**

Months	Fiscal year				
	1980	1981	1982	1983	1984
<b>Women minus men<sup>a</sup></b>					
3	3.4	2.2	1.7	1.4	2.7
6	2.2	-0.3	-1.2	-1.9	-0.4
9	0.6	0.8	0.4	0.5	0.5
12	0.4	0.6	0.5	0.5	0.6
15	0.6	0.6	0.1	0.6	0.4
18	0.7	0.4	0.4	0.9	0.2
21	0	0.4	0.1	0.5	0.3
24	0.2	0	0	0.9	0.2
27	0.2	0.3	0.1	0.5	0.5
30	0.2	0	0.4	0.4	0.4
33	0.1	-0.1	1.1	0.2	0.5
36	0.1	0	0.1	0.3	0.3
39	-0.4	0.5	-0.1	0.9	0.4
42	-0.3	0.2	0.4	0.4	0.6
45	-0.4	0.7	0.1	-0.1	-1.0
48	-0.8	0.6	-0.8	-1.1	-1.5

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate.

**Appendix III  
Attrition Data**

**Table III.4: Navy Attrition Rates at 3-Month Intervals for 4-Year Enlistment Term (Fiscal Years 1980 Through 1984)**

Figures in percent

Months	Fiscal year				
	1980	1981	1982	1983	1984
<b>Men</b>					
3	7.8	7.4	7.8	7.0	7.8
6	1.6	1.7	1.4	1.6	1.4
9	1.4	1.7	1.4	1.0	1.2
12	1.5	1.9	1.5	1.2	1.4
15	1.9	2.3	1.9	1.7	1.9
18	2.0	2.2	2.1	1.6	1.9
21	2.4	2.1	2.0	1.8	1.9
24	2.3	2.2	2.2	1.8	1.7
27	2.0	2.2	2.0	2.0	1.8
30	1.8	2.2	2.1	1.8	1.7
33	1.9	2.1	1.9	1.5	1.3
36	1.8	2.1	1.9	1.5	1.3
39	1.8	2.0	1.9	1.5	1.3
42	1.9	1.6	1.7	1.2	1.1
45	1.7	1.7	1.5	1.1	2.9
48	5.4	4.9	6.0	6.7	10.8
<b>Women</b>					
3	10.0	8.4	9.2	9.3	9.1
6	1.3	1.2	1.0	1.4	1.5
9	2.1	1.9	1.5	1.3	1.4
12	2.6	2.7	1.8	1.7	1.5
15	3.1	2.6	2.2	2.0	2.2
18	3.7	2.7	2.2	1.8	2.2
21	3.2	2.2	2.2	1.9	2.0
24	2.6	2.3	1.9	1.6	2.1
27	2.4	1.8	2.0	1.9	2.0
30	2.2	1.5	1.8	1.5	1.9
33	1.8	1.7	1.9	1.7	1.4
36	1.5	1.6	1.6	1.5	1.8
39	1.3	1.7	1.8	1.5	1.4
42	1.1	1.5	1.3	1.6	1.1
45	1.0	1.5	1.3	1.5	3.1
48	3.7	4.5	5.4	5.0	8.8

(continued)

**Appendix III  
Attrition Data**

Months	Fiscal year				
	1980	1981	1982	1983	1984
<b>Women minus men<sup>a</sup></b>					
3	2.2	1.0	1.4	2.3	1.3
6	-0.3	-0.5	-0.4	-0.2	0.1
9	0.7	0.2	0.1	0.3	0.2
12	1.1	0.8	0.3	0.5	0.1
15	1.2	0.3	0.3	0.3	0.3
18	1.7	0.5	0.1	0.2	0.3
21	0.8	0.1	0.2	0.1	0.1
24	0.3	0.1	-0.3	-0.2	0.4
27	0.4	-0.4	0	-0.1	0.2
30	0.4	-0.7	-0.3	-0.3	0.2
33	-0.1	-0.4	0	0.2	0.1
36	-0.3	-0.5	-0.3	0	0.5
39	-0.5	-0.3	-0.1	0	0.1
42	-0.8	-0.1	-0.4	0.4	0
45	-0.7	-0.2	-0.2	0.4	0.2
48	-1.7	-0.4	-0.6	-1.7	-2.0

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate.



Appendix III  
Attrition Data

**Table III.5: Marine Corps Attrition Rates  
at 3-Month Intervals for 4-Year  
Enlistment Term (Fiscal Years 1980  
Through 1984)**

Figures in percent

Months	Fiscal year				
	1980	1981	1982	1983	1984
<b>Men</b>					
3	9.1	11.4	13.2	12.6	11.6
6	2.6	2.7	2.2	1.5	1.8
9	0.9	0.8	0.5	0.9	1.1
12	1.2	1.2	0.9	1.2	1.3
15	1.7	1.6	1.4	1.4	1.4
18	1.7	1.5	1.7	1.5	1.5
21	1.9	1.6	1.9	1.4	1.6
24	2.0	1.8	1.8	1.6	1.7
27	2.1	2.2	1.7	1.6	1.8
30	1.7	2.3	1.7	1.7	1.5
33	1.8	2.2	1.6	1.4	1.5
36	2.3	2.1	1.5	1.6	1.6
39	2.4	3.0	2.3	1.8	1.5
42	2.1	2.2	1.6	1.4	1.3
45	1.8	1.9	1.4	1.2	1.2
48	6.1	5.1	21.4	9.0	16.3
<b>Women</b>					
3	12.6	9.9	12.4	12.8	16.6
6	1.7	2.7	3.2	3.1	2.2
9	2.3	2.7	0.7	1.2	1.2
12	4.7	3.3	2.8	1.9	2.7
15	4.7	3.7	3.7	2.1	3.3
18	3.8	4.0	2.6	2.5	3.1
21	3.0	3.3	3.6	3.7	2.3
24	3.0	3.5	2.9	3.6	2.6
27	2.4	2.5	2.5	1.9	2.0
30	2.3	2.3	2.4	2.5	2.0
33	2.0	2.0	2.1	2.5	1.3
36	1.3	2.3	2.2	2.0	2.7
39	1.7	4.3	3.4	3.0	2.3
42	1.2	3.7	2.2	2.0	1.7
45	1.4	2.0	1.3	1.2	1.4
48	2.1	3.0	14.8	5.2	10.4

(continued)

**Appendix III  
Attrition Data**

Months	Fiscal year				
	1980	1981	1982	1983	1984
<b>Women minus men<sup>a</sup></b>					
3	3.5	-1.5	-0.8	0.2	5.0
6	-0.9	0	1.0	1.6	0.4
9	1.4	1.9	0.2	0.3	0.1
12	3.5	2.1	1.9	0.7	1.4
15	3.0	2.1	2.3	0.7	1.9
18	2.1	2.5	0.9	1.0	1.6
21	1.1	1.7	1.7	2.3	0.7
24	1.0	1.7	1.1	2.0	0.9
27	0.3	0.3	0.8	0.3	0.2
30	0.6	0	0.7	0.8	0.5
33	0.2	-0.2	0.5	1.1	-0.2
36	-1.0	0.2	0.7	0.4	1.1
39	-0.7	1.3	1.1	1.2	0.8
42	-0.9	1.5	0.6	0.6	0.4
45	-0.4	0.1	-0.1	0	0.2
48	-4.0	-2.1	-6.6	-3.8	-5.9

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate.

**Appendix III  
Attrition Data**

**Table III.6: Army Attrition Rates at 3-Month Intervals for 4-Year Enlistment Term (Fiscal Years 1980 Through 1984)**

Figures in percent

Months	Fiscal year				
	1980	1981	1982	1983	1984
<b>Men</b>					
3	5.0	6.4	7.4	8.6	7.0
6	3.2	3.1	3.6	3.6	3.7
9	2.7	1.9	1.9	1.4	1.6
12	2.7	2.2	1.9	1.5	1.7
15	2.6	2.2	2.2	1.9	2.2
18	2.2	2.2	2.4	2.1	2.2
21	2.3	2.1	2.4	1.9	2.1
24	2.4	2.2	2.0	2.0	2.4
27	2.3	2.2	2.0	1.8	1.9
30	2.2	2.0	1.7	1.6	1.7
33	2.0	1.8	1.6	1.4	1.7
36	1.9	1.7	1.5	1.6	1.5
39	2.0	1.9	1.9	1.7	1.5
42	1.8	1.6	1.6	1.3	1.3
45	1.6	2.9	2.4	1.6	2.0
48	3.8	5.3	16.5	21.5	17.3
<b>Women</b>					
3	10.5	12.5	10.9	12.8	13.3
6	5.1	5.6	5.6	6.0	6.4
9	4.3	3.0	3.5	3.3	3.2
12	4.2	3.8	3.4	2.8	3.0
15	4.1	3.9	2.8	3.2	2.7
18	3.7	2.7	2.4	2.9	3.3
21	3.6	3.1	2.9	2.7	2.5
24	2.9	2.8	3.0	2.6	2.6
27	2.5	2.3	2.4	2.4	1.8
30	2.2	2.0	2.2	2.0	1.8
33	2.0	1.7	1.9	1.9	1.7
36	1.6	1.6	2.2	1.9	2.0
39	2.2	2.0	1.8	1.5	2.1
42	1.0	1.0	1.5	1.1	1.4
45	1.1	2.2	2.2	1.7	1.7
48	1.8	4.5	8.9	11.8	8.3

(continued)

**Appendix III  
Attrition Data**

Months	Fiscal year				
	1980	1981	1982	1983	1984
<b>Women minus men<sup>a</sup></b>					
3	5.5	6.1	3.5	4.2	6.3
6	1.9	2.5	2.0	2.4	2.7
9	1.6	1.1	1.6	1.9	1.6
12	1.5	1.6	1.5	1.3	1.3
15	1.5	1.7	0.6	1.3	0.5
18	1.5	0.5	0	0.8	1.1
21	1.3	1.0	0.5	0.8	0.4
24	0.5	0.6	1.0	0.6	0.2
27	0.2	0.1	0.4	0.6	-0.1
30	0	0	0.5	0.4	0.1
33	0	-0.1	0.3	0.5	0
36	-0.3	-0.1	0.7	0.3	0.5
39	0.2	0.1	-0.1	-0.2	0.6
42	-0.8	-0.6	-0.1	-0.2	0.1
45	-0.5	-0.7	-0.2	0.1	-0.3
48	-2.0	-0.8	-7.6	-9.7	-9.0

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate.

**Appendix III  
Attrition Data**

**Table III.7: Army Attrition Rates at 3-Month Intervals for 3-Year Enlistment Term (Fiscal Years 1980 Through 1985)**

Figures in percent						
Months	Fiscal year					
	1980	1981	1982	1983	1984	1985
<b>Men</b>						
3	7.6	7.8	8.1	9.7	8.0	5.4
6	5.3	4.4	5.6	4.7	4.4	4.3
9	3.5	2.3	2.7	2.1	1.9	2.3
12	3.5	2.4	1.9	1.5	1.7	2.1
15	3.5	2.8	2.5	2.3	2.2	2.8
18	3.1	2.8	2.5	2.4	2.4	2.9
21	3.0	2.7	2.6	2.2	2.2	2.4
24	2.9	2.5	2.1	2.1	2.2	2.4
27	2.8	2.0	2.0	2.2	1.9	2.0
30	2.5	2.1	1.8	1.6	1.8	1.9
33	2.7	3.5	2.6	2.6	2.2	2.6
36	4.8	7.0	5.8	18.2	20.6	16.3
<b>Women</b>						
3	11.5	14	12.7	13.7	12.7	8.3
6	6.2	6.4	7.1	7.0	5.5	5.8
9	4.7	3.6	3.6	2.7	2.6	2.8
12	3.9	3.7	2.7	1.9	2.4	2.3
15	4.0	3.8	2.7	2.8	2.3	2.8
18	3.7	3.1	2.6	2.7	2.5	3.3
21	3.5	3.3	2.6	2.3	2.6	2.7
24	3.4	2.4	2.3	2.1	2.5	2.7
27	2.2	1.9	2.0	2.0	2.0	2.5
30	1.9	1.8	1.6	1.3	1.5	1.9
33	1.7	2.6	2.1	2.3	2.1	2.3
36	3.1	6.0	5.3	11.0	15.4	12.3

(continued)

**Appendix III  
Attrition Data**

Months	Fiscal year					
	1980	1981	1982	1983	1984	1985
<b>Women minus men<sup>a</sup></b>						
3	3.9	6.2	4.6	4.0	4.7	2.9
6	0.9	2.0	1.5	2.3	1.1	1.5
9	1.2	1.3	0.9	0.6	0.7	0.5
12	0.4	1.3	0.8	0.4	0.7	0.2
15	0.5	1.0	0.2	0.5	0.1	0
18	0.6	0.3	0.1	0.3	0.1	0.4
21	0.5	0.6	0	0.1	0.4	0.3
24	0.5	-0.1	0.2	0	0.3	0.3
27	-0.6	-0.1	0	-0.2	0.1	0.5
30	-0.6	-0.3	-0.2	-0.3	-0.3	0
33	-1.0	-0.9	-0.5	-0.3	-0.1	-0.3
36	-1.7	-1.0	-0.5	-7.2	-5.2	-4.0

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate.

**Appendix III  
Attrition Data**

**Table III.8: Enlisted Attrition Rates for  
Enlistment Term** (Fiscal Years 1980  
Through 1985)

Figures in percent

Service	Fiscal year					
	1980	1981	1982	1983	1984	1985 <sup>a</sup>
<b>Total</b>						
Men	37.5	38.5	41.1	36.9	40.5	
Women	45.2	44.1	44.5	43.7	46.2	
Women minus men <sup>b</sup>	7.7	5.6	3.4	6.9	5.8	
<b>Air Force</b>						
Men	38.2	39.3	43.5	43.1	42.6	
Women	45.0	46.2	46.8	48.0	47.3	
Women minus men	6.8	6.9	3.3	4.9	4.7	
<b>Navy</b>						
Men	39.2	40.3	39.3	35.0	41.4	
Women	43.6	39.8	39.1	37.2	43.5	
Women minus men	4.4	-0.5	-0.2	2.2	2.1	
<b>Marine Corps</b>						
Men	41.4	43.6	56.8	41.7	48.7	
Women	50.2	55.2	62.8	51.2	57.8	
Women minus men	8.8	11.6	6.0	9.5	9.1	
<b>Army (4-Year enlistment)</b>						
Men	31.5	30.0	30.6	29.4	29.7	
Women	46.7	45.0	43.2	44.5	44.3	
Women minus men	15.2	15.0	12.6	15.1	14.6	
<b>Army (3-Year enlistment)</b>						
Men	45.2	42.3	39.9	51.6	51.5	47.4
Women	49.8	52.6	47.0	51.8	54.1	49.7
Women minus men	4.6	10.3	7.1	0.2	2.6	2.3

<sup>a</sup>Fiscal year 1985 applies only to the Army's 3-year enlistment term.

<sup>b</sup>Differences may not appear exact due to rounding.

Note: The enlistment term used here is 1 week short of the full 3- or 4-year term in calendar weeks.

**Appendix III  
Attrition Data**

**Table III.9: Enlisted Attrition Rates for  
Enlistment Term Minus the Last 6  
Months (Fiscal Years 1980 Through 1985)**

Figures in percent						
Service	Fiscal year					
	1980	1981	1982	1983	1984	1985 <sup>a</sup>
<b>Total</b>						
Men	33.2	34.0	32.9	29.3	29.3	
Women	42.8	39.7	37.9	36.6	37.9	
Women minus men	9.6	5.7	5.0	7.3	8.6	
<b>Air Force</b>						
Men	32.8	33.5	32.5	27.6	27.3	
Women	40.8	39.1	36.5	33.7	34.5	
Women minus men	8.0	5.6	4.0	6.1	7.2	
<b>Navy</b>						
Men	32.1	33.7	31.8	27.2	27.7	
Women	38.9	33.8	32.4	30.7	31.6	
Women minus men	6.8	0.1	0.6	3.5	3.9	
<b>Marine Corps</b>						
Men	33.5	36.6	34.0	31.6	31.2	
Women	46.7	50.2	46.7	44.8	46.0	
Women minus men	13.2	13.6	12.7	13.2	14.8	
<b>Army (4-Year enlistment)</b>						
Men	35.3	33.5	34.1	32.4	32.5	
Women	49.9	48.0	46.5	47.1	47.8	
Women minus men	14.6	14.5	12.4	14.7	15.3	
<b>Army (3-Year enlistment)</b>						
Men	37.7	31.8	31.8	30.8	28.7	28.5
Women	45.0	44.0	39.9	38.5	36.6	35.1
Women minus men	7.3	12.2	8.1	7.7	7.9	6.6

<sup>a</sup>Fiscal year 1985 applies only to the Army's 3-year enlistment term.



**Appendix III  
Attrition Data**

**Table III.10: Misconduct as a Percentage of Total Men's Separations During 6-Month Intervals (Fiscal Years 1982 Through 1984—4-Year Enlistment)**

Figures in percent				
Months	Air Force	Navy	Marine Corps	Services combined <sup>a</sup>
<b>1982</b>				
0-6	0.2	0.7	6.0	1.4
7-12	21.9	14.5	9.7	12.3
13-18	43.1	26.1	22.7	23.5
19-24	46.0	36.0	28.0	29.2
25-30	38.9	35.6	26.2	28.2
31-36	30.4	31.3	22.0	24.6
37-42	14.9	31.5	19.6	19.1
43-48	2.0	3.3	0.9	1.7
<b>Total</b>	<b>12.7</b>	<b>13.5</b>	<b>7.3</b>	<b>9.2</b>
<b>1983</b>				
0-6	0.3	1.1	0.1	0.4
7-12	30.1	15.9	12.5	14.5
13-18	35.8	26.3	20.8	21.5
19-24	33.8	31.7	22.0	23.6
25-30	33.3	31.8	20.6	24.7
31-36	27.6	30.2	17.5	22.4
37-42	22.2	28.9	20.5	21.2
43-48	1.5	2.2	1.0	1.4
<b>Total</b>	<b>10.7</b>	<b>10.9</b>	<b>5.1</b>	<b>7.4</b>
<b>1984</b>				
0-6	0.3	0.5	0.1	0.3
7-12	36.6	18.0	9.9	16.2
13-18	31.7	27.9	15.8	21.5
19-24	32.8	29.9	16.7	23.1
25-30	31.4	30.7	19.4	24.1
31-36	30.7	31.8	19.9	23.9
37-42	13.2	25.6	19.5	16.9
43-48	1.4	1.7	0.8	1.1
<b>Total</b>	<b>9.8</b>	<b>10.0</b>	<b>4.6</b>	<b>7.1</b>

<sup>a</sup>Includes Army 4-year enlistment.

**Appendix III  
Attrition Data**

**Table III.11: Unsatisfactory Performance, and Drugs and Alcoholism as a Percentage of Total Enlisted Men's Separations From the Army During 6-Month Intervals (Fiscal Years 1982 Through 1985<sup>a</sup>)**

Figures in percent

Months	1982		1983		1984		1985 <sup>a</sup>	
	Unsatisfactory performance	Drugs/alcohol	Unsatisfactory performance	Drugs/alcohol	Unsatisfactory performance	Drugs/alcohol	Unsatisfactory performance	Drugs/alcohol
<b>4-Year enlistment</b>								
0-6	1.2	0.1	0.4	0.2	0.5	0.1		
7-12	45.1	8.2	43.1	6.4	30.3	6.5		
13-18	40.2	20.2	36.2	13.3	20.8	20.1		
19-24	38.2	19.7	27.3	18.2	15.5	25.5		
25-30	29.5	18.4	18.0	22.9	13.8	25.4		
31-36	22.1	16.1	12.5	22.3	9.6	18.6		
37-42	17.0	26.0	9.7	22.6	8.3	17.7		
43-48	0.8	1.9	0.4	1.3	0.5	0.9		
<b>Total</b>	<b>11.7</b>	<b>7.0</b>	<b>7.5</b>	<b>5.8</b>	<b>5.7</b>	<b>6.7</b>		
<b>3-Year enlistment</b>								
0-6	1.2	0.1	0.5	0.2	0.4	0.2	0.5	0.2
7-12	47.2	6.0	41.7	8.1	31.8	6.9	21.5	9.2
13-18	42.6	19.9	36.9	15.0	26.4	17.9	19.0	19.3
19-24	43.1	18.4	29.5	18.2	18.4	26.6	15.5	19.5
25-30	36.8	15.7	21.3	21.6	15.2	22.1	14.3	18.4
31-36	2.3	1.4	1.0	1.8	0.8	1.3	0.9	1.6

<sup>a</sup>Fiscal year 1985 applies only to the Army for the 3-year enlistment term.

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Attrition Data

**Table III.12: Pregnancy as a Percentage of Total Enlisted Women's Separations During 6-Month Intervals (Fiscal Years 1982 Through 1984)**

Figures in percent

Months	4-Year term				3-Year term	
	Air Force	Navy	Marine Corps	Army	Total	Army
<b>1982</b>						
0-6	7.7	2.2	1.3	2.3	<b>4.1</b>	1.3
7-12	37.0	36.9	55.8	36.0	<b>38.0</b>	33.8
13-18	36.4	53.7	58.8	52.4	<b>48.5</b>	47.3
19-24	41.9	41.9	59.3	45.5	<b>44.6</b>	44.0
25-30	38.5	48.0	53.9	35.8	<b>42.0</b>	42.0
31-36	33.0	43.4	43.8	30.6	<b>36.4</b>	3.0
37-42	22.9	44.1	43.9	36.9	<b>32.3</b>	
43-48	3.5	4.4	1.9	2.5	<b>3.4</b>	
<b>Total</b>	<b>17.3</b>	<b>20.9</b>	<b>23.8</b>	<b>18.4</b>	<b>19.3</b>	
<b>1983</b>						
0-6	7.6	7.9	0.4	2.2	<b>5.2</b>	0.5
7-12	36.2	43.8	41.6	35.8	<b>38.9</b>	39.5
13-18	45.4	50.8	59.7	43.5	<b>47.3</b>	53.6
19-24	38.9	46.1	54.4	46.3	<b>44.4</b>	42.5
25-30	37.1	51.4	49.4	37.1	<b>42.1</b>	41.5
31-36	37.2	45.7	50.6	30.1	<b>39.2</b>	2.7
37-42	30.1	52.4	37.5	37.7	<b>38.7</b>	
43-48	3.0	4.7	1.8	1.9	<b>3.2</b>	
<b>Total</b>	<b>18.9</b>	<b>22.7</b>	<b>21.3</b>	<b>16.5</b>	<b>19.6</b>	
<b>1984</b>						
0-6	6.5	2.8	2.0	1.7	<b>3.5</b>	1.2
7-12	42.6	45.7	52.2	36.3	<b>41.3</b>	38.0
13-18	35.5	57.0	51.2	43.5	<b>45.6</b>	46.8
19-24	36.2	51.9	48.9	41.7	<b>43.5</b>	41.9
25-30	33.5	45.2	47.4	36.3	<b>38.7</b>	42.1
31-36	37.2	51.4	37.1	34.7	<b>40.3</b>	2.8
37-42	19.3	47.4	41.7	29.0	<b>28.9</b>	
43-48	2.7	3.8	2.6	2.1	<b>2.9</b>	
<b>Total</b>	<b>15.6</b>	<b>21.1</b>	<b>18.7</b>	<b>16.1</b>	<b>17.6</b>	

**Appendix III  
Attrition Data**

**Table III.13: Differences in Enlisted Attrition Rates for Men and Women During 6-Month Intervals, Excluding Women's Separations for Pregnancy (Fiscal Years 1982 Through 1984—4-Year Enlistment)**

Figure in percent

Months	Air Force	Navy	Marine Corps	Army	Total
<b>1982</b>					
0-6	-0.42	0.85	-0.10	5.93	<b>1.08</b>
7-12	-0.36	-0.88	0.32	0.50	<b>-0.26</b>
13-18	-0.80	-1.96	-0.54	-2.24	<b>-1.51</b>
19-24	-1.47	-1.68	-1.02	-0.93	<b>-1.40</b>
25-30	-0.67	-1.77	-1.35	-0.53	<b>-1.07</b>
31-36	-0.61	-1.73	-0.65	-0.58	<b>-0.98</b>
37-42	-1.23	-1.76	-0.95	-1.17	<b>-1.25</b>
43-48	-2.61	-3.47	-15.44	-12.05	<b>-7.36</b>
0-42	-5.56	-8.93	-4.29	0.98	<b>-5.39</b>
0-48	-8.17	-12.04	-19.73	-11.07	<b>-12.75</b>
<b>1983</b>					
0-6	-1.15	1.27	1.35	6.72	<b>1.32</b>
7-12	-0.09	-0.35	-0.10	0.96	<b>0.04</b>
13-18	-0.61	-1.58	-0.63	-0.54	<b>-0.92</b>
19-24	-0.26	-1.53	-0.19	-1.25	<b>-0.94</b>
25-30	-0.67	-1.77	-0.71	-0.54	<b>-1.01</b>
31-36	-0.71	-1.21	-0.94	-0.52	<b>-0.89</b>
37-42	-0.10	-0.97	-0.67	-1.16	<b>-0.67</b>
43-48	-4.47	-6.07	-17.29	-14.21	<b>-9.89</b>
0-42	-3.59	-6.14	-1.89	3.67	<b>-3.07</b>
0-48	-8.06	-12.21	-19.18	-10.54	<b>-12.96</b>
<b>1984</b>					
0-6	1.65	1.24	4.78	9.77	<b>3.63</b>
7-12	-0.26	-1.12	-0.44	0.19	<b>-0.47</b>
13-18	-0.68	-1.99	0.22	-0.94	<b>-1.03</b>
19-24	-0.77	-1.49	-0.98	-1.65	<b>-1.24</b>
25-30	-0.47	-1.14	-1.12	-1.21	<b>-0.93</b>
31-36	-0.39	-1.02	-0.44	-0.71	<b>-0.71</b>
37-42	-0.50	-0.95	-0.69	-0.50	<b>-0.50</b>
43-48	-5.58	-4.79	-15.27	-15.24	<b>-10.18</b>
0-42	-1.42	-6.47	1.33	4.95	<b>-1.25</b>
0-48	-7.0	-11.26	-13.94	-10.29	<b>-11.43</b>

Note: Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate.

**Appendix III  
Attrition Data**

**Table III.14: Number of Officers Entering the Services** (Fiscal Years 1981 Through 1985)

<b>Service</b>	<b>1981</b>	<b>1982</b>	<b>1983</b>	<b>1984</b>	<b>1985</b>
<b>Air Force</b>					
Men	6,956	7,343	7,685	7,681	7,523
Women	1,304	1,481	1,423	1,573	1,626
<b>Total</b>	<b>8,260</b>	<b>8,824</b>	<b>9,108</b>	<b>9,254</b>	<b>9,149</b>
<b>Navy</b>					
Men	6,527	6,050	6,341	5,185	6,682
Women	828	756	936	747	843
<b>Total</b>	<b>7,355</b>	<b>6,806</b>	<b>7,277</b>	<b>5,932</b>	<b>7,525</b>
<b>Marine Corps</b>					
Men	1,667	1,965	2,107	1,768	1,587
Women	89	86	106	76	65
<b>Total</b>	<b>1,756</b>	<b>2,051</b>	<b>2,213</b>	<b>1,844</b>	<b>1,652</b>
<b>Army</b>					
Men	9,093	8,069	8,556	8,971	8,310
Women	1,452	1,315	1,332	1,603	1,528
<b>Total</b>	<b>10,545</b>	<b>9,384</b>	<b>9,888</b>	<b>10,574</b>	<b>9,838</b>

**Appendix III  
Attrition Data**

**Table III.15: Categorization of Defense Manpower Data Center Interservice Separation Codes**

<b>Label</b>	<b>Interservice separation code number and description</b>
End of term of service	01 expiration of term of service
Early release	02 early release, insufficient retainability
	03 early release to attend school
	04 early release for police duty
	05 early release in the national interest
	06 early release for seasonal employment
	07 early release to teach
	08 early release for other reasons including reduction in force
	Prior service medical
Disability	11 disability, severance pay
	12 permanent disability, retired
	13 temporary disability, retired
	14 disability, not existing prior to service, no severance pay
	15 disability, Title 10 retirement
	16 unqualified for active duty, other
Dependency/ hardship	22 dependency or hardship
Death	30 death, battle casualty
	31 death, non-battle disease
	32 death, non-battle, other
	33 death, cause not specified
Enter officer programs	40 officer commissioning program
	41 warrant officer program
	42 service academy
Retirement (nonmedical)	50 20 to 30 years of service
	51 over 30 years of service
	52 other categories
Personality/ behavior	60 character or behavior disorder
	61 motivational problems
	62 enuresis
	70 unsanitary habits
Misconduct	65 discreditable incidents, civilian or military
	66 shirking
	75 absent without leave, desertion
	80 misconduct, reason unknown
	83 pattern of minor disciplinary infractions
	84 commission of a serious offense
Misconduct (legal action)	71 civil court conviction
	73 court martial
	78 good of the service, in lieu of court martial

(continued)

**Appendix III  
Attrition Data**

<b>Label</b>	<b>Interservice separation code number and description</b>
Drugs/alcoholism	64 alcoholism
	67 drugs
Financial irresponsibility	68 financial irresponsibility
Inaptitude	63 inaptitude
Fraudulent entry	74 fraudulent entry
Unfit/unsuitable, reason unknown	81 unfitness, reason unknown
	82 unsuitability, reason unknown
Not retainable	85 failure to meet minimum qualifications for retention
Unsatisfactory performance	86 expeditious discharge/unsatisfactory performance
Entry level performance	87 trainee discharge, entry level performance and conduct
Other 6 through 9	69 lack of dependent support
	72 security
	76 homosexuality
	77 sexual perversion
	79 juvenile offender
Erroneous enlistment	91 erroneous enlistment or induction
Marriage	93 marriage
Pregnancy	94 pregnancy
Parenthood	97 parenthood
Other 9	90 secretarial authority
	92 sole surviving family member
	95 minority
	96 conscientious objector
	98 breach of contract
	99 other

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# Retention Data

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Appendix IV contains retention data for enlisted and officer grades. Tables IV.1 through IV.5 provide enlisted eligibility and retention data for each service and the services combined for the 5 fiscal years reviewed. The tables also include the number of separations and reenlistments used in determining the eligibility and reenlistment rates.

Figures IV.1 through IV.36 present the graphical analysis of enlisted retention for each of the services (appendix II presented the graphs only for the services combined).

Tables IV.6 through IV.9 contain the annual officer retention rates for the services combined, and each service except the Marine Corps, for the 5 fiscal years reviewed.



**Appendix IV  
Retention Data**

**Table IV.1: Enlisted Retention for the Services Combined (Fiscal Years 1984 Through 1988)**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>First term retention</b>						
<b>1984</b>						
Men	234,216	149,971	64.0	75,805	50.5	32.4
Women	34,148	24,652	72.2	13,425	54.5	39.3
Women minus men <sup>b</sup>			8.2		3.9	6.9
<b>1985</b>						
Men	235,254	160,389	68.2	76,319	47.6	32.4
Women	32,125	21,984	68.4	11,241	51.1	35.0
Women minus men <sup>b</sup>			0.3		3.5	2.6
<b>1986</b>						
Men	235,628	165,262	70.1	80,951	49.0	34.4
Women	33,386	21,599	64.7	10,990	50.9	32.9
Women minus men <sup>b</sup>			-5.4		1.9	-1.4
<b>1987</b>						
Men	233,307	167,895	72.0	81,539	48.6	34.9
Women	30,279	20,613	68.1	10,772	52.3	35.6
Women minus men <sup>b</sup>			-3.9		3.7	0.6
<b>1988</b>						
Men	241,218	170,013	70.5	82,054	48.3	34.0
Women	32,005	21,856	68.3	11,880	54.4	37.1
Women minus men <sup>b</sup>			-2.2		6.1	3.1
<b>Second term retention</b>						
<b>1984</b>						
Men	83,614	65,969	78.9	49,623	75.2	59.3
Women	8,136	6,892	84.7	4,684	68.0	57.6
Women minus men <sup>b</sup>			5.8		-7.3	-1.8
<b>1985</b>						
Men	82,874	65,670	79.2	48,617	74.0	58.7
Women	9,447	7,603	80.5	5,048	66.4	53.4
Women minus men <sup>b</sup>			1.2		-7.6	-5.2

(continued)

**Appendix IV  
Retention Data**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>1986</b>						
Men	87,308	72,744	83.3	53,524	73.6	61.3
Women	11,280	8,971	79.5	6,126	68.3	54.3
Women minus men <sup>b</sup>			-3.8		-5.3	-7.0
<b>1987</b>						
Men	80,572	66,102	82.0	49,606	75.0	61.6
Women	11,486	9,338	81.3	6,800	72.8	59.2
Women minus men <sup>b</sup>			-0.7		-2.2	-2.4
<b>1988</b>						
Men	94,607	79,553	84.1	60,941	76.6	64.4
Women	14,386	11,929	82.9	9,024	75.6	62.7
Women minus men <sup>b</sup>			-1.2		-1.0	-1.7
<b>Career retention</b>						
<b>1984</b>						
Men	104,265	75,272	72.2	71,897	95.5	69.0
Women	3,039	2,679	88.2	2,387	89.1	78.5
Women minus men <sup>b</sup>			16.0		-6.4	9.6
<b>1985</b>						
Men	100,696	69,927	69.4	66,596	95.2	66.1
Women	3,686	3,141	85.2	2,771	88.2	75.2
Women minus men <sup>b</sup>			15.8		-7.0	9.0
<b>1986</b>						
Men	100,363	70,625	70.4	67,279	95.3	67.0
Women	4,480	3,820	85.3	3,443	90.1	76.9
Women minus men <sup>b</sup>			14.9		-5.1	9.8
<b>1987</b>						
Men	101,786	72,642	71.4	69,456	95.6	68.2
Women	4,972	4,378	88.1	3,924	89.6	78.9
Women minus men <sup>b</sup>			16.7		-6.0	10.7
<b>1988</b>						
Men	118,317	84,389	71.3	80,875	95.8	68.4
Women	7,000	6,049	86.4	5,604	92.6	80.1
Women minus men <sup>b</sup>			15.1		-3.2	11.7

<sup>a</sup>ETS refers to end of term of service separations.

<sup>b</sup>Differences may not appear exact due to rounding.

**Appendix IV  
Retention Data**

**Table IV.2: Air Force Enlisted Retention (Fiscal Years 1984 Through 1988)**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>First term retention</b>						
<b>1984</b>						
Men	54,767	32,372	59.1	20,240	62.5	37.0
Women	11,472	7,617	66.4	4,513	59.2	39.3
Women minus men <sup>b</sup>			7.3		-3.3	2.4
<b>1985</b>						
Men	67,891	40,976	60.4	22,265	54.3	32.8
Women	11,707	6,681	57.1	3,449	51.6	29.5
Women minus men <sup>b</sup>			-3.3		-2.7	-3.3
<b>1986</b>						
Men	53,874	34,975	64.9	20,414	58.4	37.9
Women	11,718	5,624	48.0	3,058	54.4	26.1
Women minus men <sup>b</sup>			-16.9		-4.0	-11.8
<b>1987</b>						
Men	53,364	34,592	64.8	22,411	64.8	42.0
Women	9,766	5,253	53.8	3,289	62.6	33.7
Women minus men <sup>b</sup>			-11.0		-2.2	-8.3
<b>1988</b>						
Men	62,336	42,193	67.7	22,956	54.4	36.8
Women	10,937	6,373	58.3	3,622	56.8	33.1
Women minus men <sup>b</sup>			-9.4		2.4	-3.7
<b>Second term retention</b>						
<b>1984</b>						
Men	15,163	11,864	78.2	9,799	82.6	64.6
Women	2,952	2,409	81.6	1,565	65.0	53.0
Women minus men <sup>b</sup>			3.4		-17.6	-11.6
<b>1985</b>						
Men	18,664	13,742	73.6	11,122	80.9	59.6
Women	3,689	2,715	73.6	1,730	63.7	46.9
Women minus men <sup>b</sup>			0		-17.2	-12.7

(continued)

**Appendix IV  
Retention Data**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>1986</b>						
Men	19,531	16,219	83.0	12,928	79.7	66.2
Women	4,638	3,299	71.1	2,186	66.3	47.1
Women minus men <sup>b</sup>			-11.9		-13.4	-19.7
<b>1987</b>						
Men	20,706	17,091	82.5	13,687	80.1	66.2
Women	4,690	3,846	82.0	2,773	72.1	59.1
Women minus men <sup>b</sup>			-0.5		-8.0	-7.1
<b>1988</b>						
Men	28,311	23,963	84.6	19,125	79.8	67.2
Women	5,679	4,667	82.2	3,466	74.3	61.2
Women minus men <sup>b</sup>			-2.5		-5.5	-6.0
<b>Career retention</b>						
<b>1984</b>						
Men	38,459	26,936	70.0	25,859	96.0	67.2
Women	1,116	963	86.3	813	84.4	72.2
Women minus men <sup>b</sup>			16.3		-11.6	5.6
<b>1985</b>						
Men	36,866	23,207	62.9	22,419	96.6	60.8
Women	1,488	1,202	80.8	1,019	84.8	68.5
Women minus men <sup>b</sup>			17.8		-11.8	7.1
<b>1986</b>						
Men	34,410	23,321	67.8	22,565	96.8	65.2
Women	1,874	1,427	76.1	1,258	88.2	67.1
Women minus men <sup>b</sup>			8.4		-8.6	1.6
<b>1987</b>						
Men	35,080	24,064	68.6	23,462	97.5	66.3
Women	1,976	1,692	85.6	1,552	91.7	78.5
Women minus men <sup>b</sup>			17.0		-5.8	11.2
<b>1988</b>						
Men	40,740	27,554	67.6	26,858	97.5	65.2
Women	2,765	2,306	83.4	2,144	93.0	77.1
Women minus men <sup>b</sup>			15.8		4.5	11.9

<sup>a</sup>ETS refers to end of term of service separations.

<sup>b</sup>Differences may not appear exact due to rounding.

**Appendix IV  
Retention Data**

**Table IV.3: Navy Enlisted Retention (Fiscal Years 1984 Through 1988)**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>First term retention</b>						
<b>1984</b>						
Men	64,220	40,040	62.3	23,385	58.4	36.4
Women	8,816	5,884	66.7	3,246	55.2	36.8
Women minus men <sup>b</sup>			4.4		-3.2	0.4
<b>1985</b>						
Men	60,695	40,935	67.4	22,507	55.0	37.1
Women	8,796	5,653	64.3	2,938	52.0	33.4
Women minus men <sup>b</sup>			-3.2		-3.0	-3.7
<b>1986</b>						
Men	60,933	39,308	64.5	23,154	58.9	38.0
Women	9,338	5,724	61.3	3,014	52.7	32.3
Women minus men <sup>b</sup>			-3.2		-6.2	-5.7
<b>1987</b>						
Men	60,748	39,530	65.1	22,001	55.7	36.2
Women	8,472	5,375	63.4	2,788	51.9	32.9
Women minus men <sup>b</sup>			-1.6		-3.8	-3.3
<b>1988</b>						
Men	66,269	42,915	64.8	23,499	54.8	35.5
Women	8,516	5,273	61.9	2,598	49.3	30.5
Women minus men <sup>b</sup>			-2.8		-5.5	-5.0
<b>Second term retention</b>						
<b>1984</b>						
Men	23,303	18,939	81.3	12,239	64.6	52.5
Women	1,135	913	80.4	545	59.7	48.0
Women minus men <sup>b</sup>			-0.8		-4.9	-4.5
<b>1985</b>						
Men	23,471	19,176	81.7	12,344	64.4	52.6
Women	1,358	1,076	79.2	592	55.0	43.6
Women minus men <sup>b</sup>			-2.5		-9.4	-9.0

(continued)

**Appendix IV  
Retention Data**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>1986</b>						
Men	25,559	21,329	83.5	13,739	64.4	53.8
Women	1,799	1,431	79.5	842	58.8	46.8
Women minus men <sup>b</sup>			-3.9		-5.6	-7.0
<b>1987</b>						
Men	25,950	22,158	85.4	13,657	61.6	52.6
Women	2,075	1,703	82.1	957	56.2	46.1
Women minus men <sup>b</sup>			-3.3		-5.4	-6.5
<b>1988</b>						
Men	27,609	23,366	84.6	14,447	61.8	52.3
Women	2,692	2,209	82.1	1,175	53.2	43.6
Women minus men <sup>b</sup>			-2.6		-8.6	-8.7
<b>Career retention</b>						
<b>1984</b>						
Men	27,568	20,143	73.1	19,126	95.0	69.4
Women	1,015	909	89.6	853	93.8	84.0
Women minus men <sup>b</sup>			16.5		-1.1	14.7
<b>1985</b>						
Men	27,386	20,160	73.6	18,853	93.5	68.8
Women	1,125	995	88.4	903	90.8	80.3
Women minus men <sup>b</sup>			14.8		-2.8	11.4
<b>1986</b>						
Men	28,583	20,561	71.9	19,255	93.6	67.4
Women	1,372	1,281	93.4	1,180	92.1	86.0
Women minus men <sup>b</sup>			21.4		-1.5	18.6
<b>1987</b>						
Men	29,164	21,453	73.6	19,853	92.5	68.1
Women	1,660	1,533	92.3	1,392	90.8	83.9
Women minus men <sup>b</sup>			18.8		-1.7	15.8
<b>1988</b>						
Men	30,784	22,028	71.6	20,307	92.2	66.0
Women	2,087	1,851	88.7	1,651	89.2	79.1
Women minus men <sup>b</sup>			17.1		-3.0	13.1

<sup>a</sup>ETS refers to end of term of service separations.

<sup>b</sup>Differences may not appear exact due to rounding.

**Appendix IV  
Retention Data**

**Table IV.4: Marine Corps Enlisted Retention (Fiscal Years 1984 Through 1988)**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>First term retention</b>						
<b>1984</b>						
Men	42,705	20,742	48.6	8,010	38.6	18.8
Women	2,558	1,285	50.2	700	54.5	27.4
Women minus men <sup>b</sup>			1.7		15.9	8.6
<b>1985</b>						
Men	37,006	19,975	54.0	7,085	35.5	19.1
Women	2,266	1,093	48.2	556	50.9	24.5
Women minus men <sup>b</sup>			-5.7		15.4	5.4
<b>1986</b>						
Men	39,514	18,094	45.8	8,197	45.3	20.7
Women	2,569	1,082	42.1	632	58.4	24.6
Women minus men <sup>b</sup>			-3.7		13.1	3.9
<b>1987</b>						
Men	34,334	18,815	54.8	6,376	33.9	18.6
Women	2,053	931	45.3	468	50.3	22.8
Women minus men <sup>b</sup>			-9.5		16.4	4.2
<b>1988</b>						
Men	34,830	19,659	56.4	5,058	25.7	14.5
Women	2,150	890	41.4	344	38.7	16.0
Women minus men <sup>b</sup>			-15.0		12.9	1.5
<b>Second term retention</b>						
<b>1984</b>						
Men	11,751	7,281	62.0	5,602	76.9	47.7
Women	458	321	70.1	238	74.1	52.0
Women minus men <sup>b</sup>			8.1		-2.8	4.3
<b>1985</b>						
Men	8,663	5,869	67.7	4,403	75.0	50.8
Women	509	367	72.1	274	74.7	53.8
Women minus men <sup>b</sup>			4.4		-0.4	3.0

(continued)

**Appendix IV  
Retention Data**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>1986</b>						
Men	10,086	6,910	68.5	4,815	69.7	47.7
Women	732	499	68.2	376	75.4	51.4
Women minus men <sup>b</sup>			-0.3		5.7	3.6
<b>1987</b>						
Men	8,515	6,132	72.0	4,207	68.6	49.4
Women	674	481	71.4	335	69.6	49.7
Women minus men <sup>b</sup>			-0.6		1.0	0.3
<b>1988</b>						
Men	9,411	6,827	72.5	4,400	64.4	46.8
Women	745	509	68.3	337	66.2	45.2
Women minus men <sup>b</sup>			-4.2		1.8	-1.5
<b>Career retention</b>						
<b>1984</b>						
Men	6,464	4,558	70.5	4,398	96.5	68.0
Women	66	56	84.8	54	96.4	81.8
Women minus men <sup>b</sup>			14.3		-0.1	13.8
<b>1985</b>						
Men	6,247	4,436	71.0	4,189	94.4	67.1
Women	81	60	74.1	50	83.3	61.7
Women minus men <sup>b</sup>			3.1		-11.1	-5.3
<b>1986</b>						
Men	7,413	5,105	68.9	4,831	94.6	65.2
Women	125	97	77.6	93	95.9	74.4
Women minus men <sup>b</sup>			8.7		1.2	9.2
<b>1987</b>						
Men	7,750	5,603	72.3	5,198	92.8	67.1
Women	168	129	76.8	22	17.1	13.1
Women minus men <sup>b</sup>			4.5		-75.7	-54.0
<b>1988</b>						
Men	7,972	5,616	70.4	5,111	91.0	64.1
Women	208	158	76.0	142	89.9	68.3
Women minus men <sup>b</sup>			5.5		-1.1	4.2

<sup>a</sup>ETS refers to end of term of service separations.

<sup>b</sup>Differences may not appear exact due to rounding.



**Appendix IV  
Retention Data**

**Table IV.5: Army Enlisted Retention (Fiscal Years 1984 Through 1988)**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>First term retention</b>						
<b>1984</b>						
Men	72,524	56,817	78.3	24,170	42.5	33.3
Women	11,302	9,866	87.3	4,966	50.3	43.9
Women minus men <sup>b</sup>			9.0		7.8	10.6
<b>1985</b>						
Men	69,662	58,503	84.0	24,462	41.8	35.1
Women	9,356	8,557	91.5	4,298	50.2	45.9
Women minus men <sup>b</sup>			7.5		8.4	10.8
<b>1986</b>						
Men	81,307	72,885	89.6	29,186	40.0	35.9
Women	9,761	9,169	93.9	4,286	46.7	43.9
Women minus men <sup>b</sup>			4.3		6.7	8.0
<b>1987</b>						
Men	84,861	74,958	88.3	30,751	41.0	36.2
Women	9,988	9,054	90.6	4,227	46.7	42.3
Women minus men <sup>b</sup>			2.3		5.7	6.1
<b>1988</b>						
Men	77,783	65,246	83.9	30,541	46.8	39.3
Women	10,402	9,320	89.6	5,316	57.0	51.1
Women minus men <sup>b</sup>			5.7		10.2	11.8
<b>Second term retention</b>						
<b>1984</b>						
Men	33,397	27,885	83.5	21,983	78.8	65.8
Women	3,591	3,249	90.5	2,336	71.9	65.1
Women minus men <sup>b</sup>			7.0		-6.9	-0.8
<b>1985</b>						
Men	32,076	26,883	83.8	20,748	77.2	64.7
Women	3,891	3,445	88.5	2,452	71.2	63.0
Women minus men <sup>b</sup>			4.7		-6.0	-1.7

(continued)

**Appendix IV  
Retention Data**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>1986</b>						
Men	32,132	28,286	88.0	22,042	77.9	68.0
Women	4,111	3,742	91.0	2,722	72.7	66.0
Women minus men <sup>b</sup>			3.0		-5.2	-2.0
<b>1987</b>						
Men	25,401	20,721	81.6	18,055	87.1	71.0
Women	4,047	3,308	81.7	2,735	82.7	67.0
Women minus men <sup>b</sup>			0.2		-4.5	-3.0
<b>1988</b>						
Men	29,276	25,397	86.8	22,969	90.4	78.0
Women	5,270	4,544	86.2	4,046	89.0	76.0
Women minus men <sup>b</sup>			-0.5		-1.4	-1.0
<b>Career retention</b>						
<b>1984</b>						
Men	31,774	23,635	74.4	22,514	95.3	70.0
Women	842	751	89.2	667	88.8	79.0
Women minus men <sup>b</sup>			14.8		-6.4	8.0
<b>1985</b>						
Men	30,197	22,124	73.3	21,135	95.5	70.0
Women	992	884	89.1	799	90.4	80.0
Women minus men <sup>b</sup>			15.8		-5.1	10.0
<b>1986</b>						
Men	29,957	21,638	72.2	20,628	95.3	68.0
Women	1,109	1,015	91.5	912	89.9	82.0
Women minus men <sup>b</sup>			19.3		-5.5	13.0
<b>1987</b>						
Men	29,792	21,522	72.2	20,943	97.3	70.0
Women	1,168	1,024	87.7	958	93.6	82.0
Women minus men <sup>b</sup>			15.4		-3.8	11.0

(continued)

**Appendix IV  
Retention Data**

Fiscal year	Total ETS <sup>a</sup>	Number eligible	Eligible as percentage of ETS	Eligible who reenlist	Reenlistments as	
					Percentage of eligible	Percentage of ETS
<b>1988</b>						
Men	38,821	29,191	75.2	28,599	98.0	73.7
Women	1,940	1,734	89.4	1,667	96.1	85.9
Women minus men <sup>b</sup>			14.2		-1.8	12.3

<sup>a</sup>ETS refers to end of term of service separations.

<sup>b</sup>Differences may not appear exact due to rounding.

Figure IV.1: Air Force Eligibility for Reenlistment - First Term

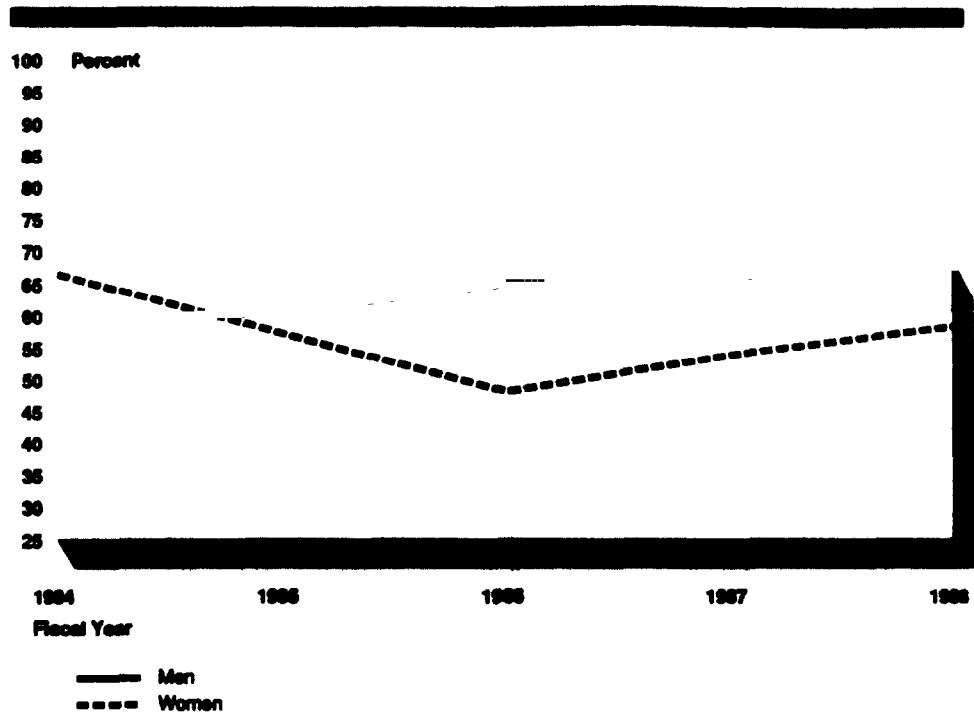


Figure IV.2: Air Force Reenlistment of Eligible Persons - First Term

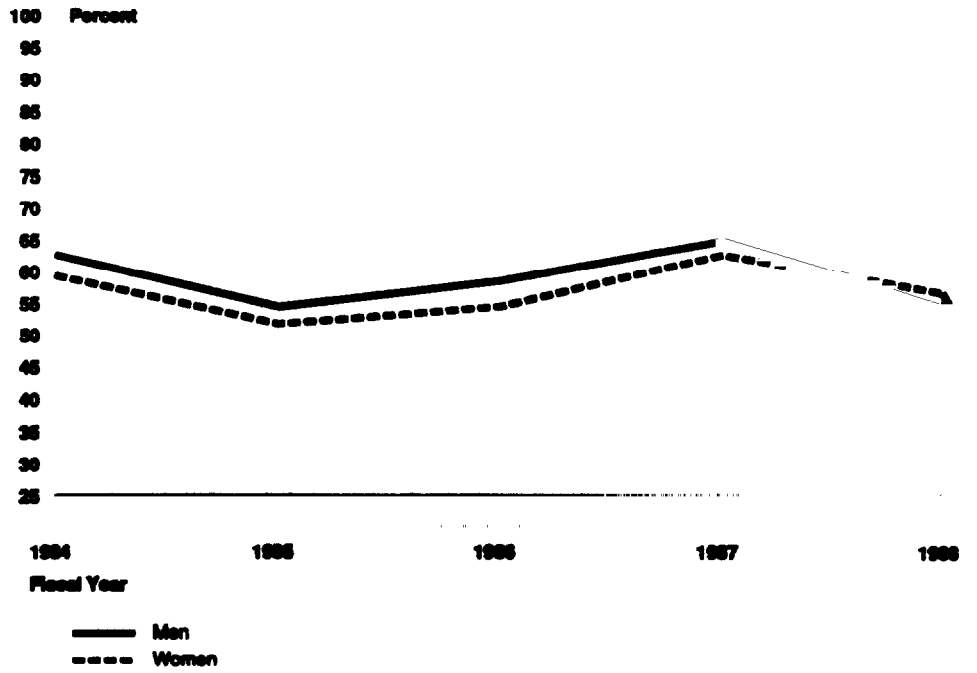


Figure IV.3: Air Force Reenlistments as a Percentage of Total Separations - First Term

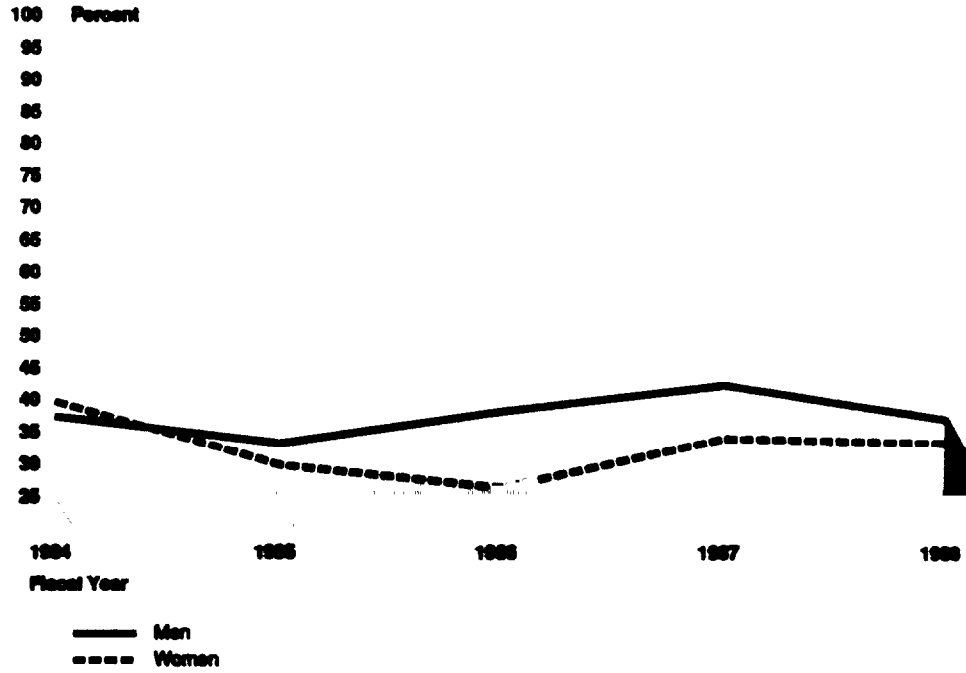


Figure IV.4: Air Force Eligibility for Reenlistment - Second Term

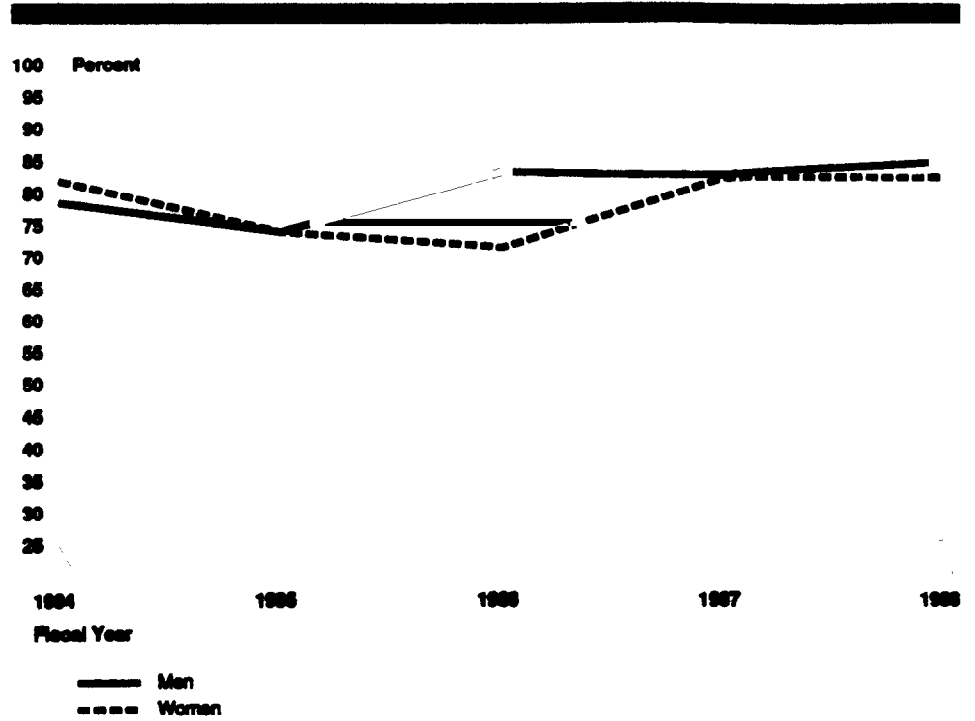


Figure IV.5: Air Force Reenlistment of  
Eligible Persons - Second Term

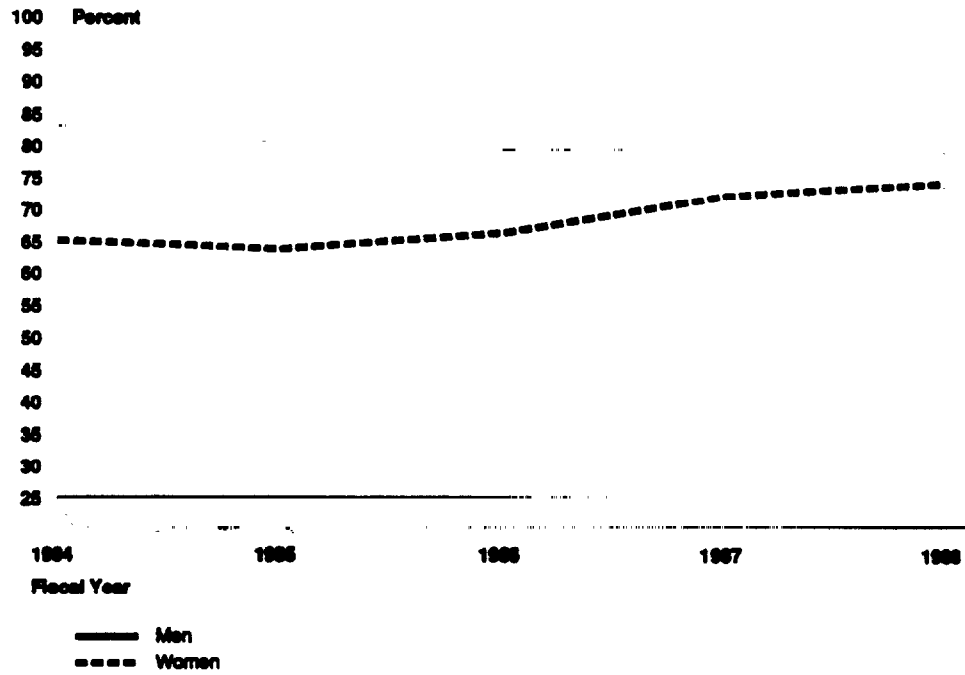




Figure IV.6: Air Force Reenlistments as a Percentage of Total Separations - Second Term

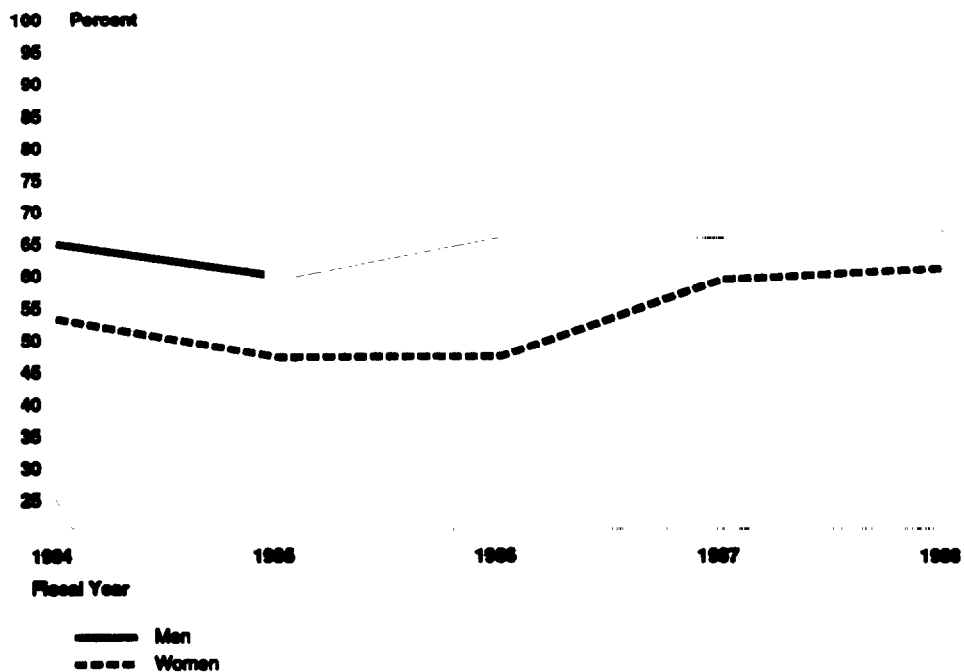


Figure IV.7: Air Force Eligibility for Reenlistment - Career

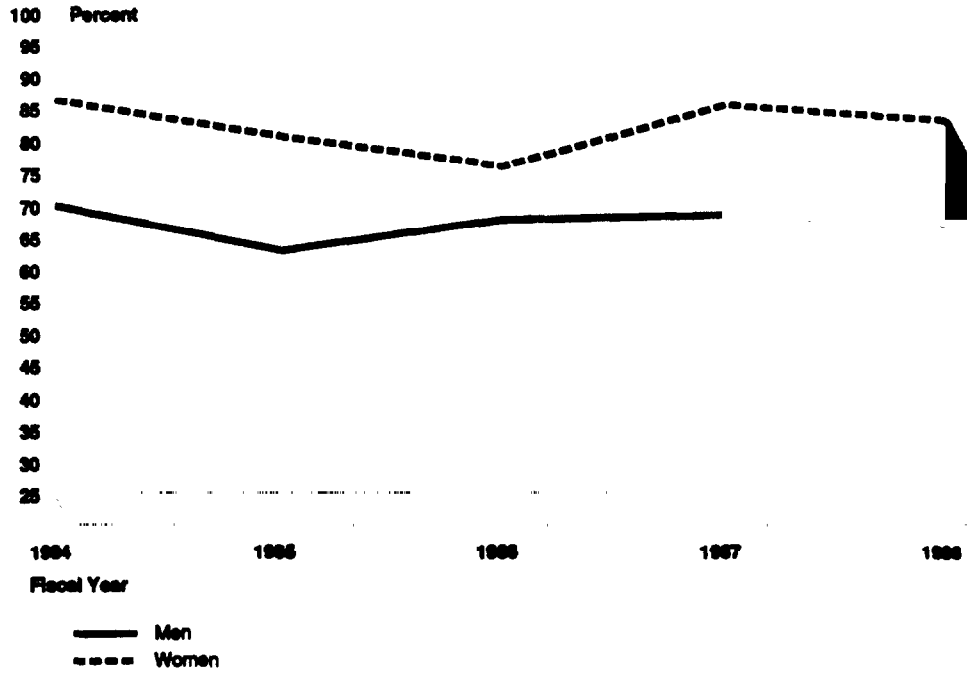


Figure IV.8: Air Force Reenlistment of Eligible Persons - Career

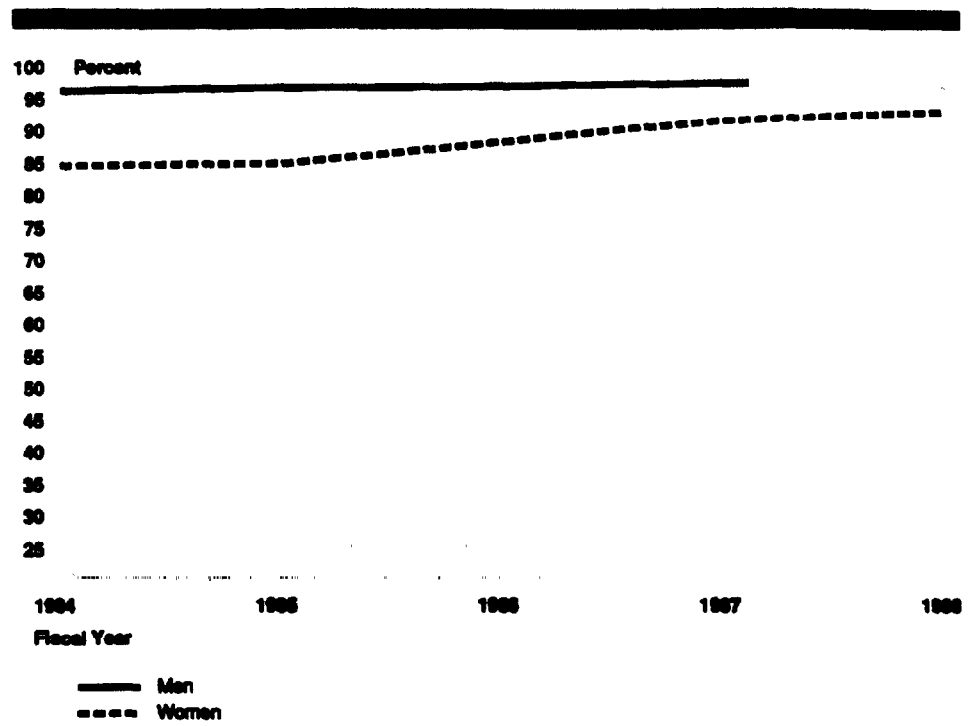


Figure IV.9: Air Force Reenlistments as a Percentage of Total Separations - Career

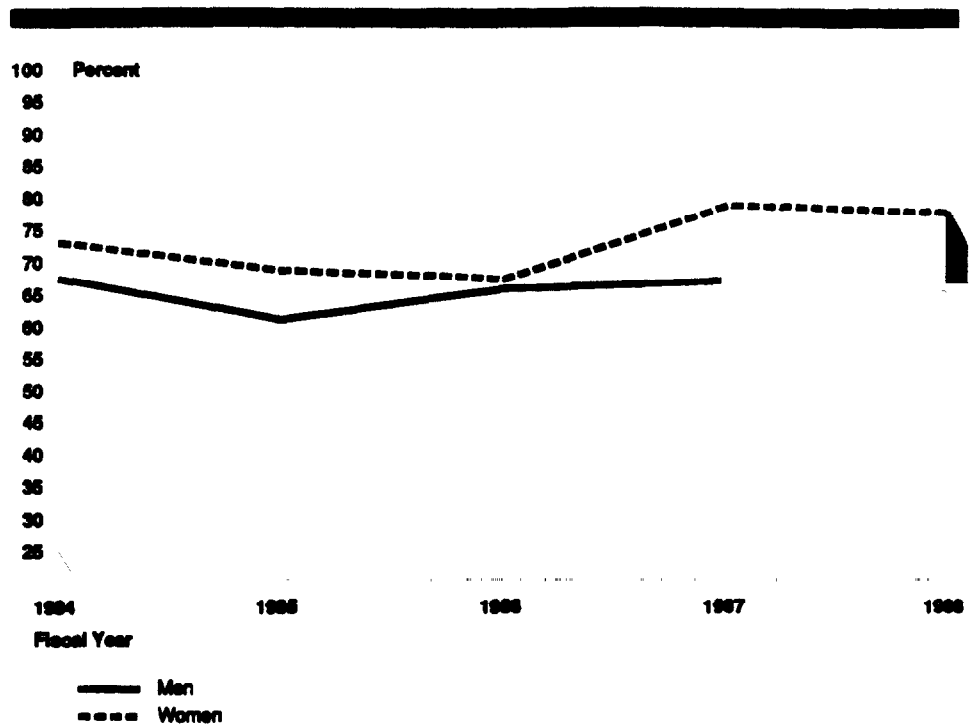


Figure IV.10: Navy Eligibility for  
Reenlistment - First Term

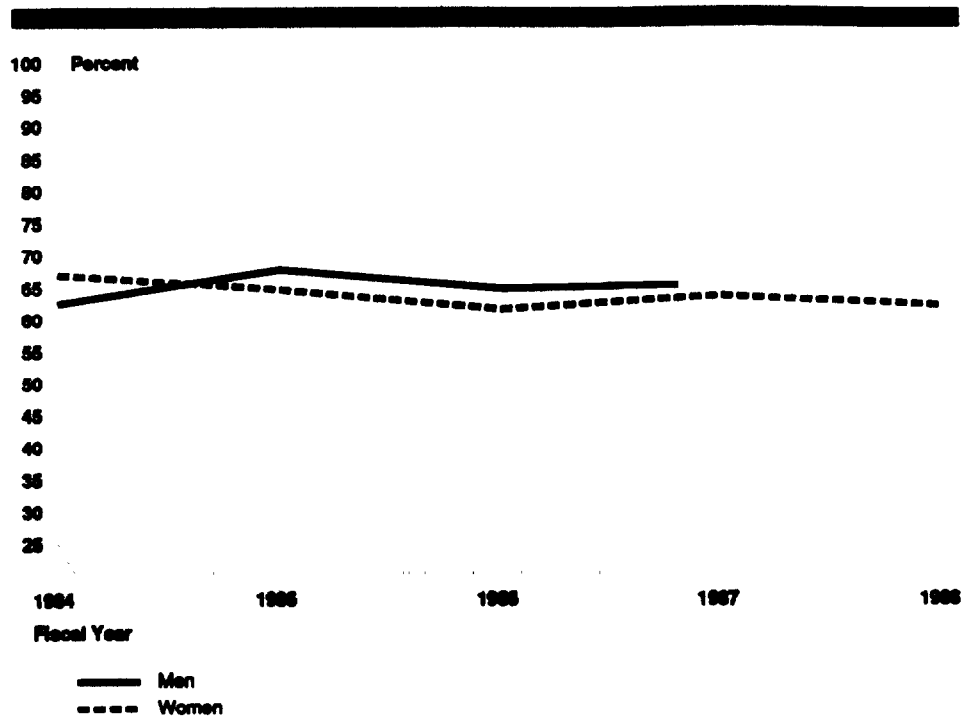


Figure IV.11: Navy Reenlistment of  
Eligible Persons - First Term

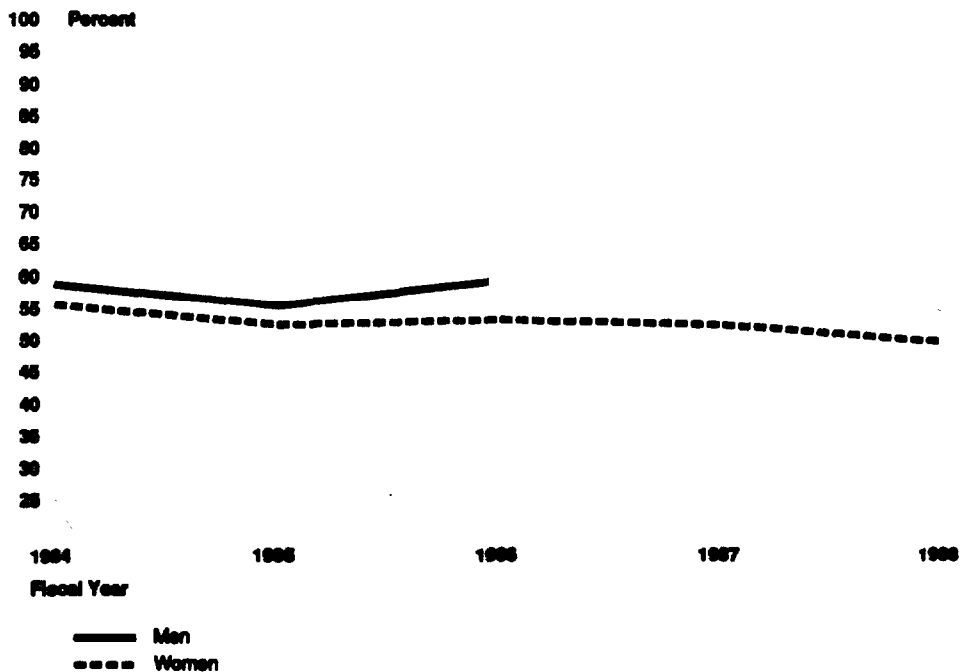
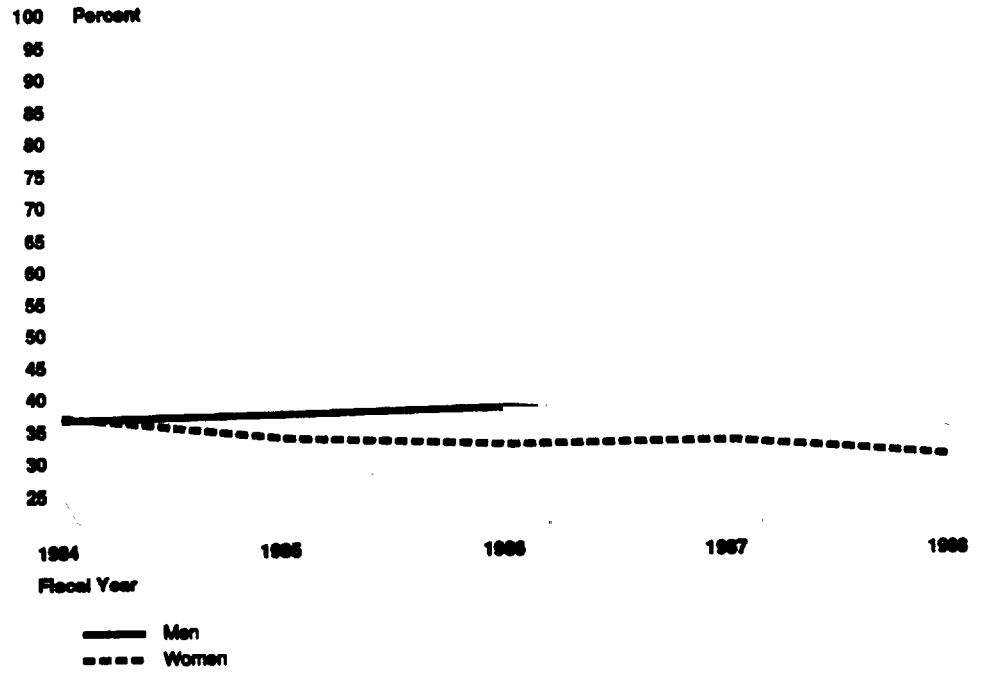


Figure IV.12: Navy Reenlistments as a Percentage of Total Separations - First Term



Appendix IV  
Retention Data

Figure IV.13: Navy Eligibility for  
Reenlistment - Second Term

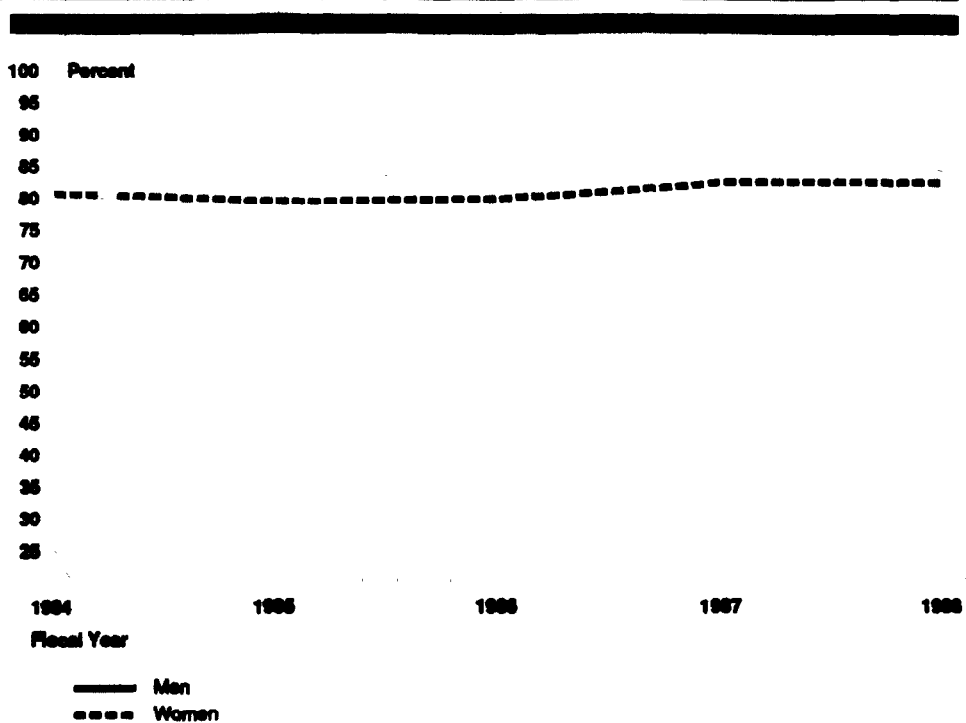




Figure IV.14: Navy Reenlistment of  
Eligible Persons - Second Term

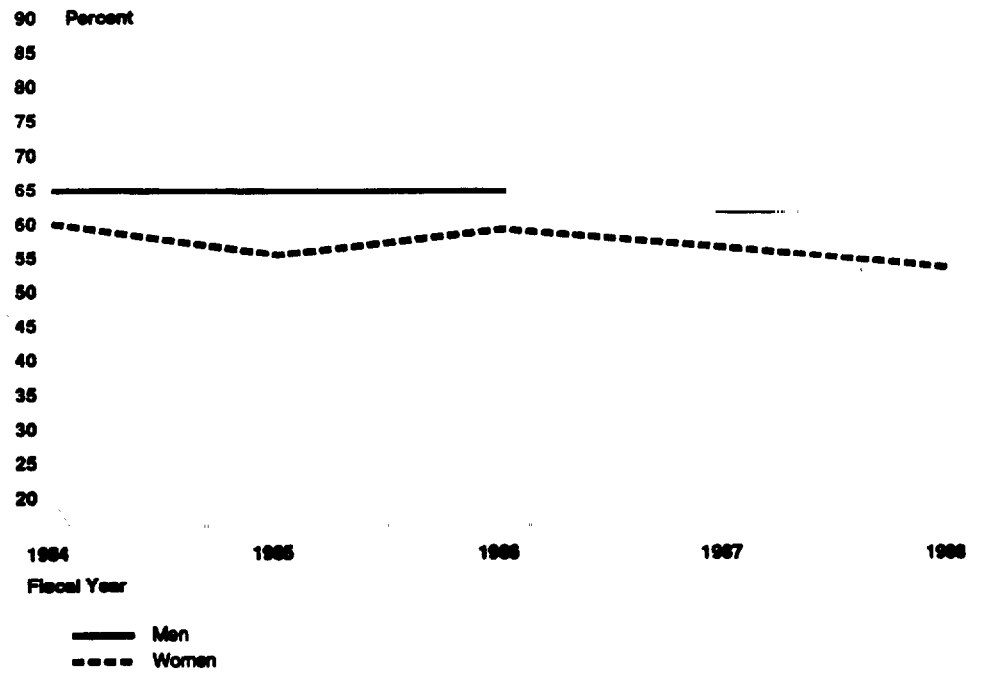


Figure IV.15: Navy Reenlistments as a Percentage of Total Separations - Second Term

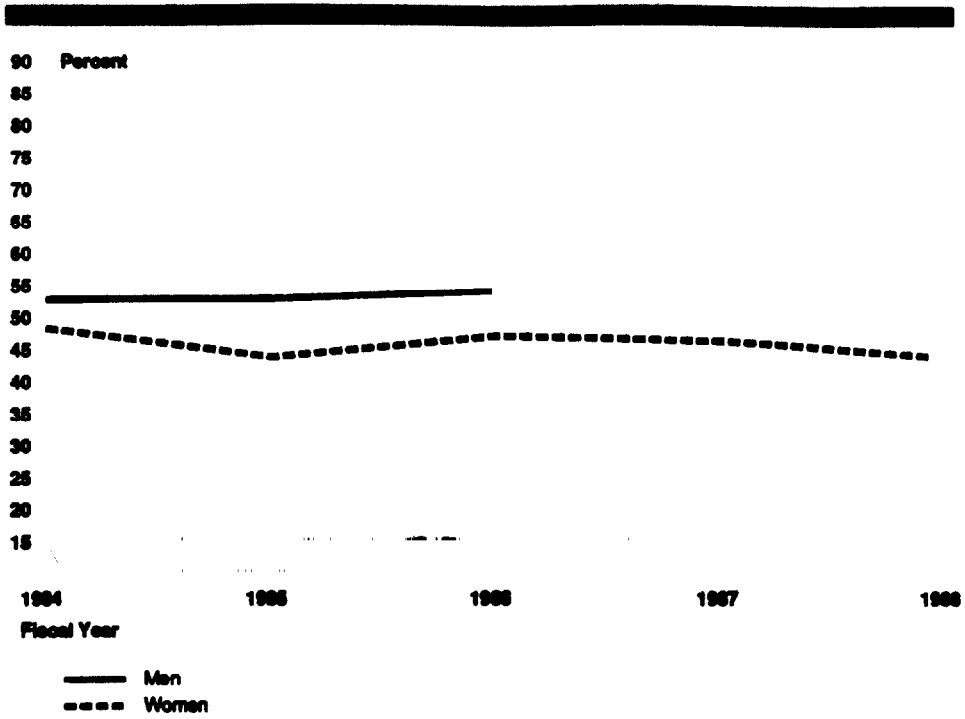


Figure IV.16: Navy Eligibility for Reenlistment - Career

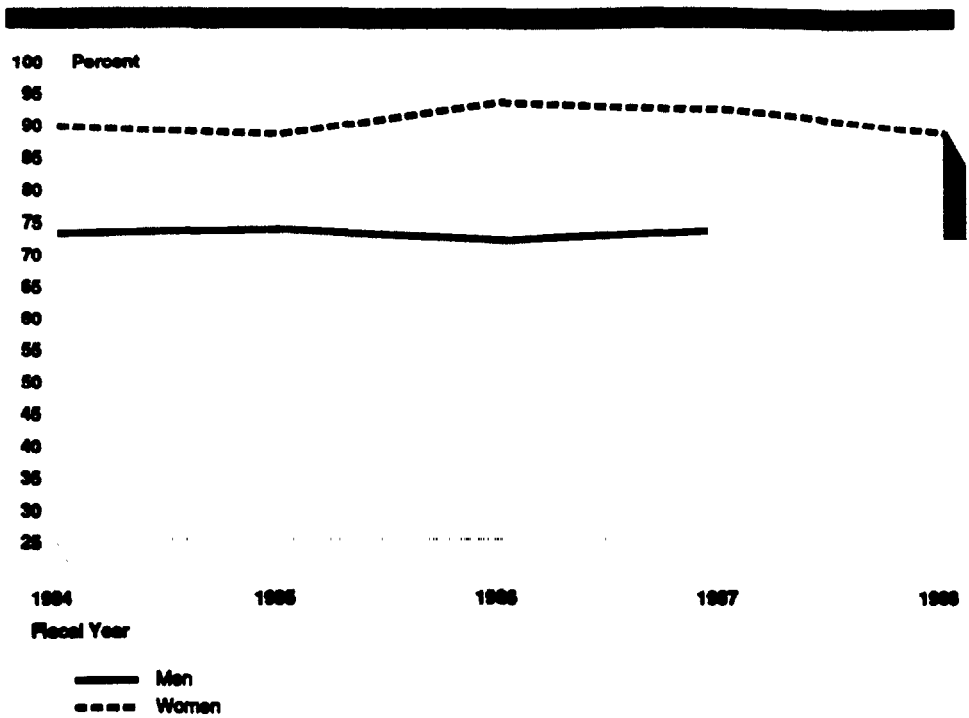


Figure IV.17: Navy Reenlistment of  
Eligible Persons - Career

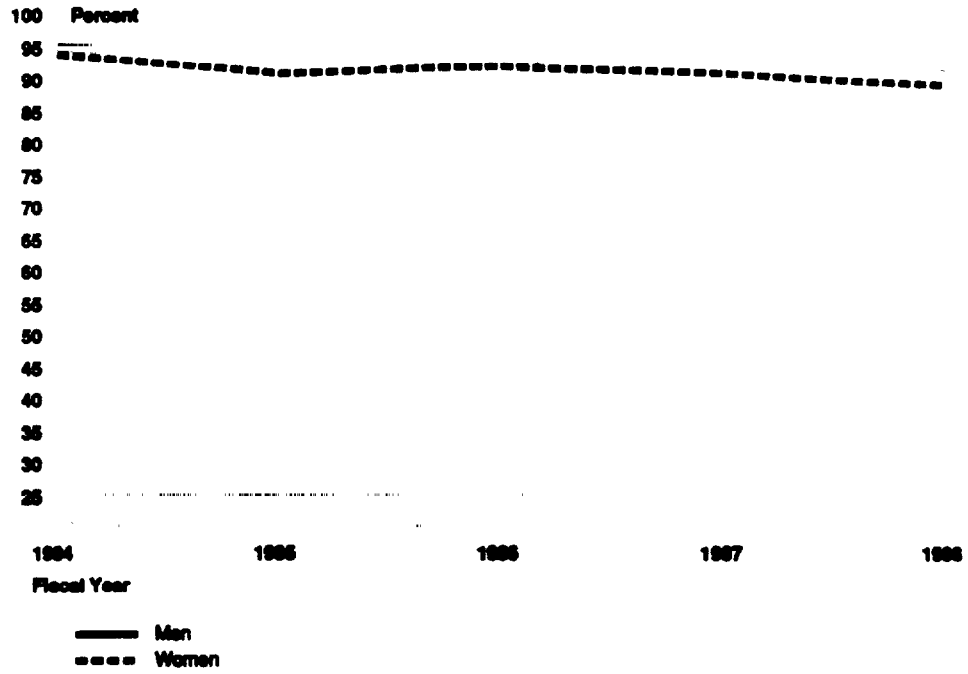


Figure IV.18: Navy Reenlistments as a Percentage of Total Separations - Career

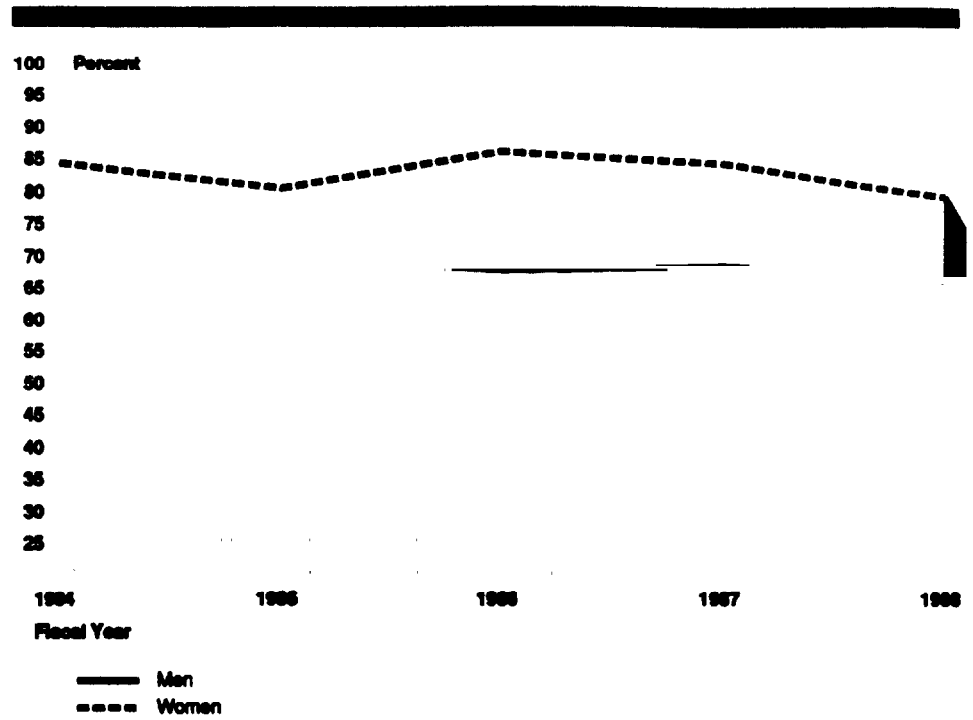


Figure IV.19: Marine Corps Eligibility for Reenlistment - First Term

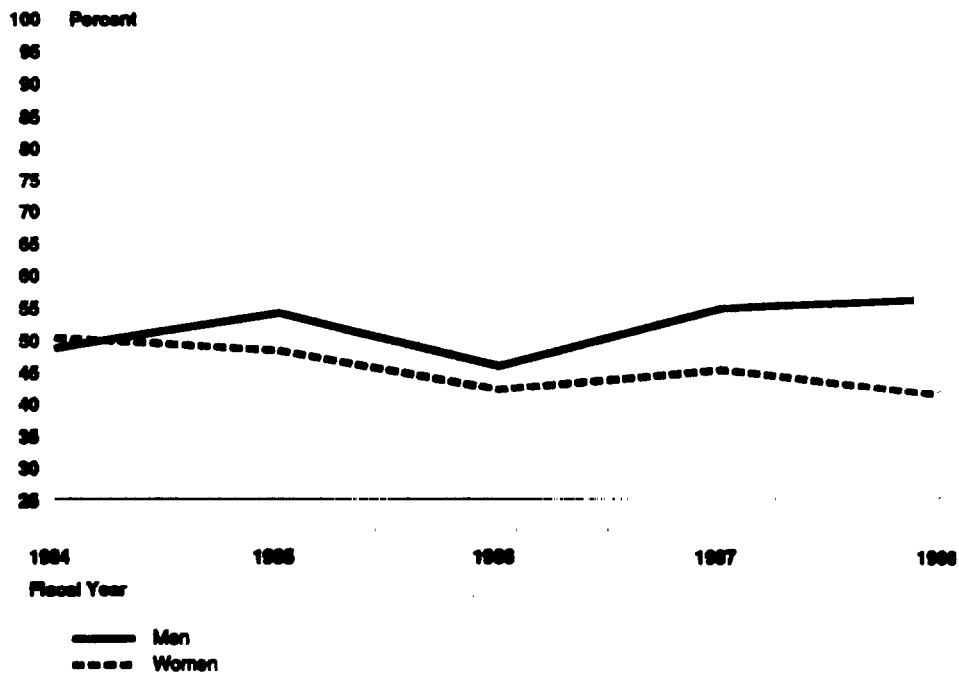


Figure IV.20: Marine Corps Reenlistment  
of Eligible Persons - First Term

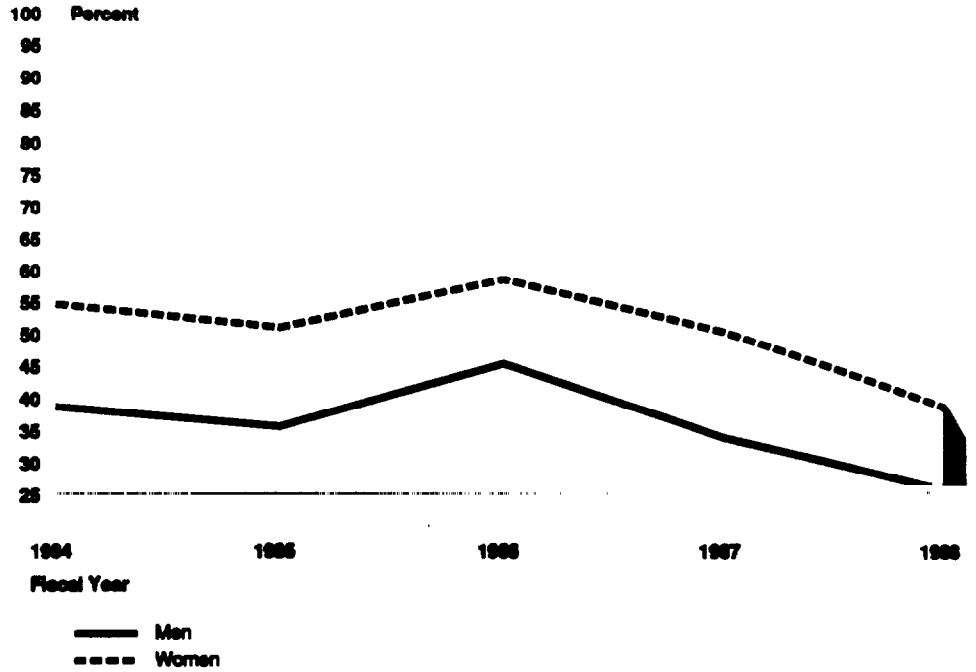


Figure IV.21: Marine Corps  
Reenlistments as a Percentage of Total  
Separations - First Term

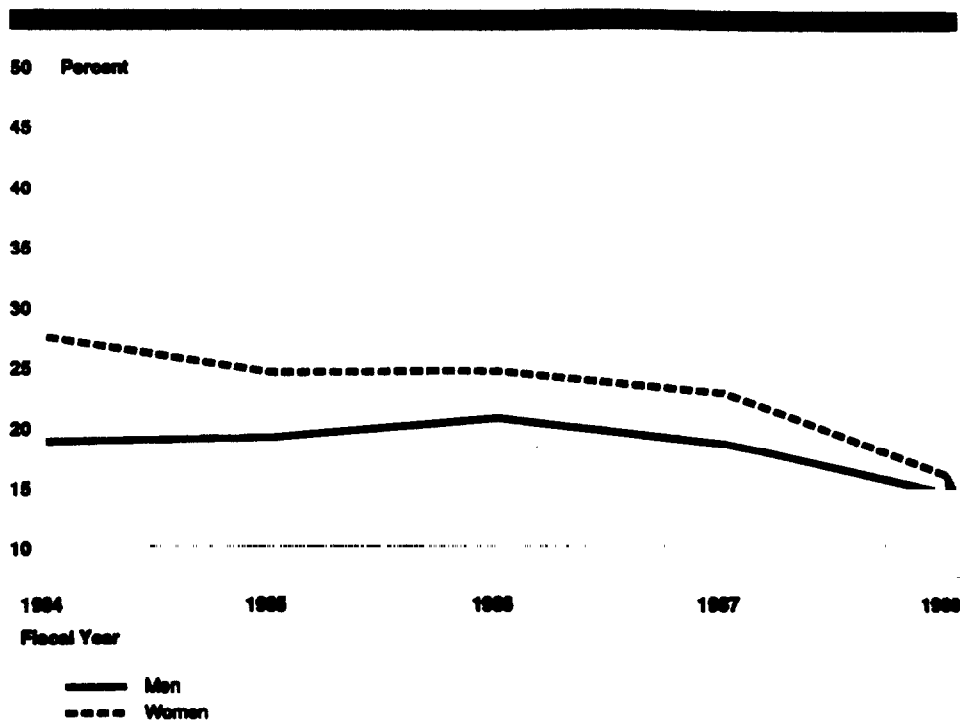




Figure IV.22: Marine Corps Eligibility for Reenlistment - Second Term

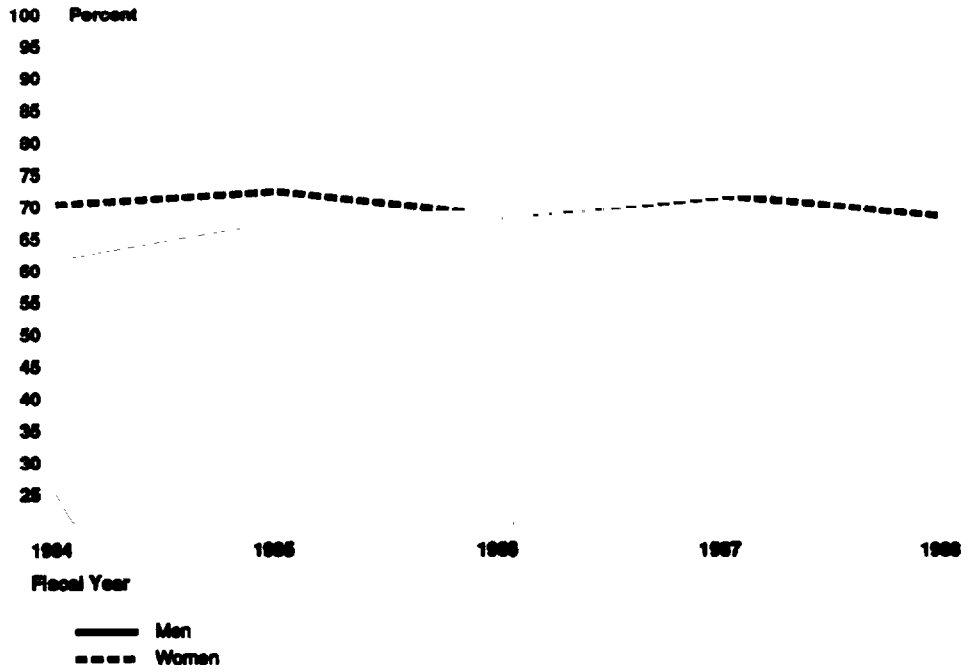
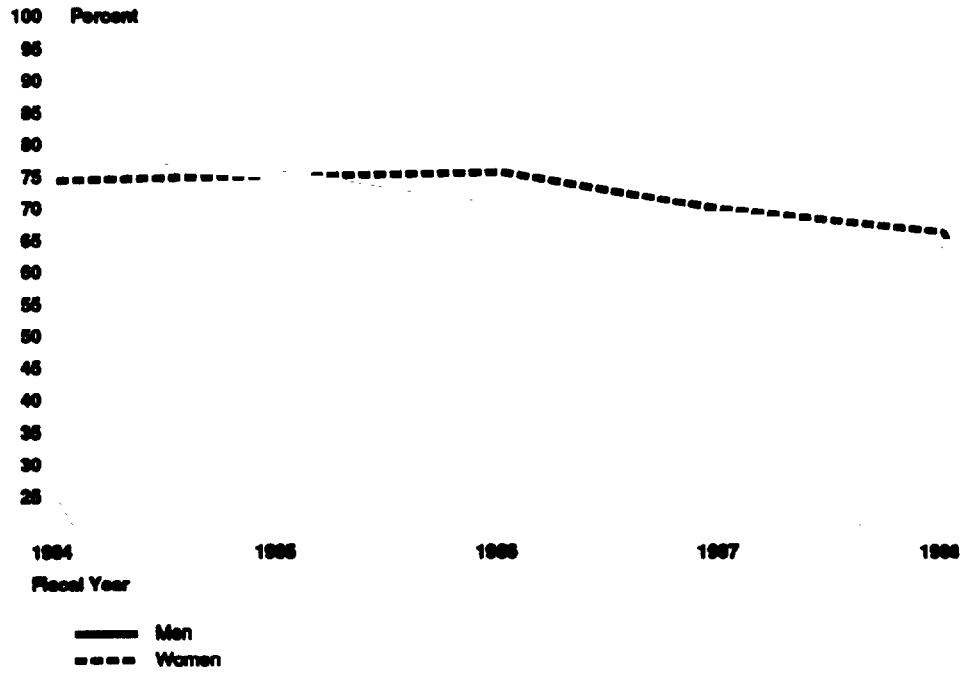


Figure IV.23: Marine Corps Reenlistment  
of Eligible Persons - Second Term



**Figure IV.24: Marine Corps  
Reenlistments as a Percentage of Total  
Separations - Second Term**

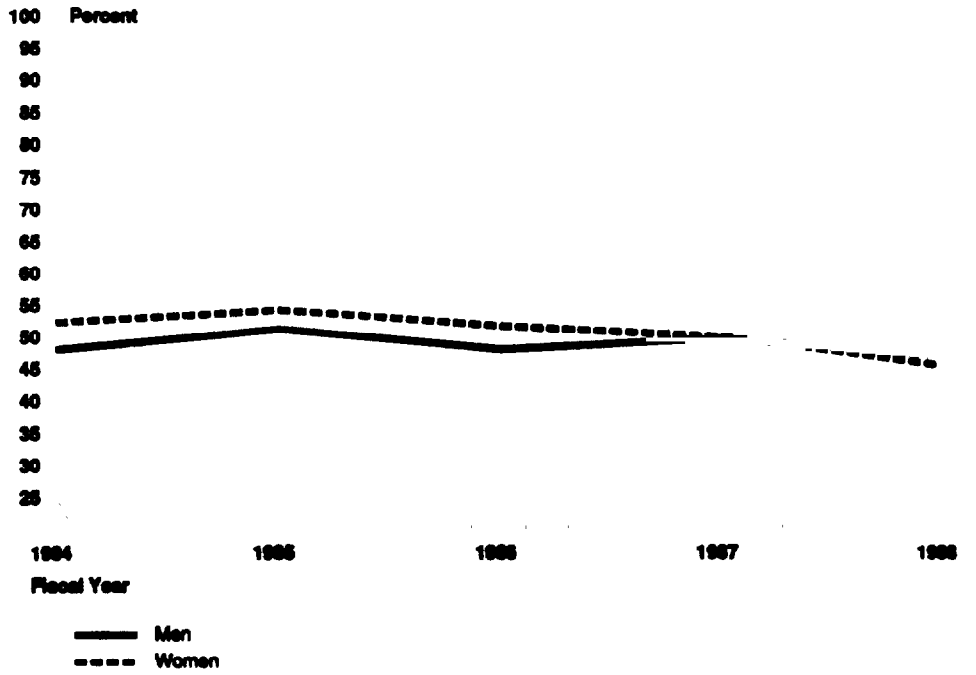


Figure IV.25: Marine Corps Eligibility for Reenlistment - Career



Figure IV.26: Marine Corps Reenlistment  
of Eligible Persons - Career

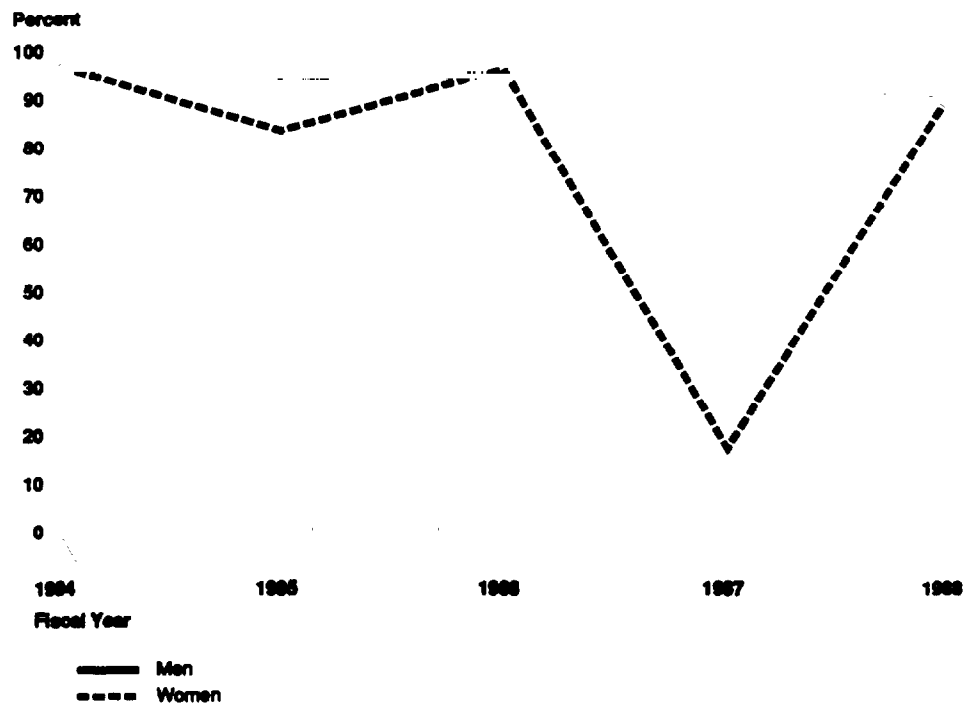


Figure IV.27: Marine Corps  
Reenlistments as a Percentage of Total  
Separations - Career

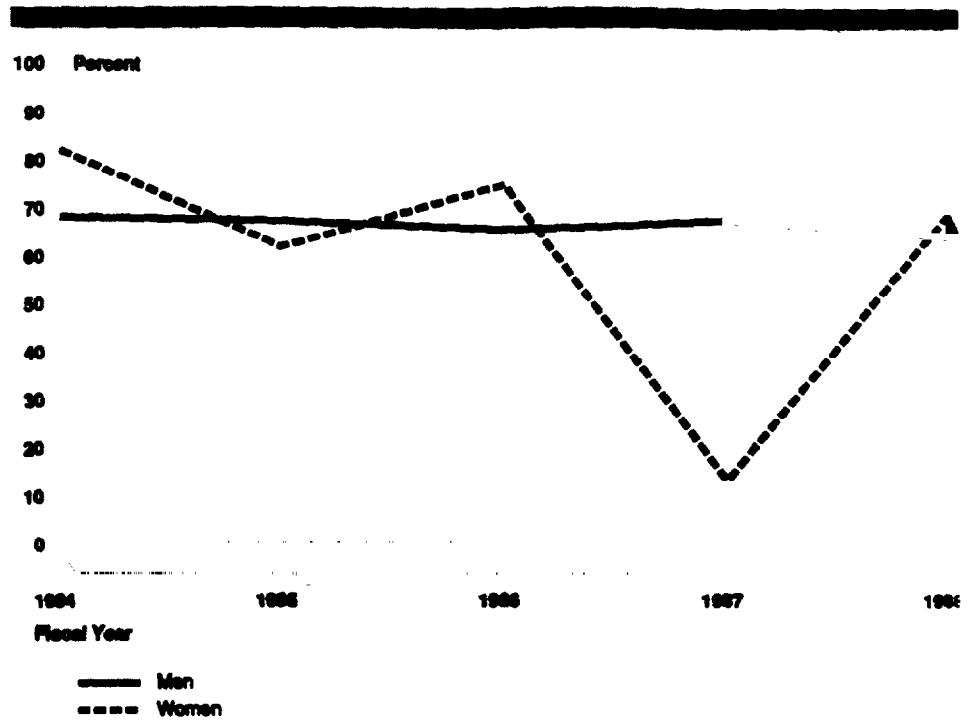


Figure IV.28: Army Eligibility for Reenlistment - First Term

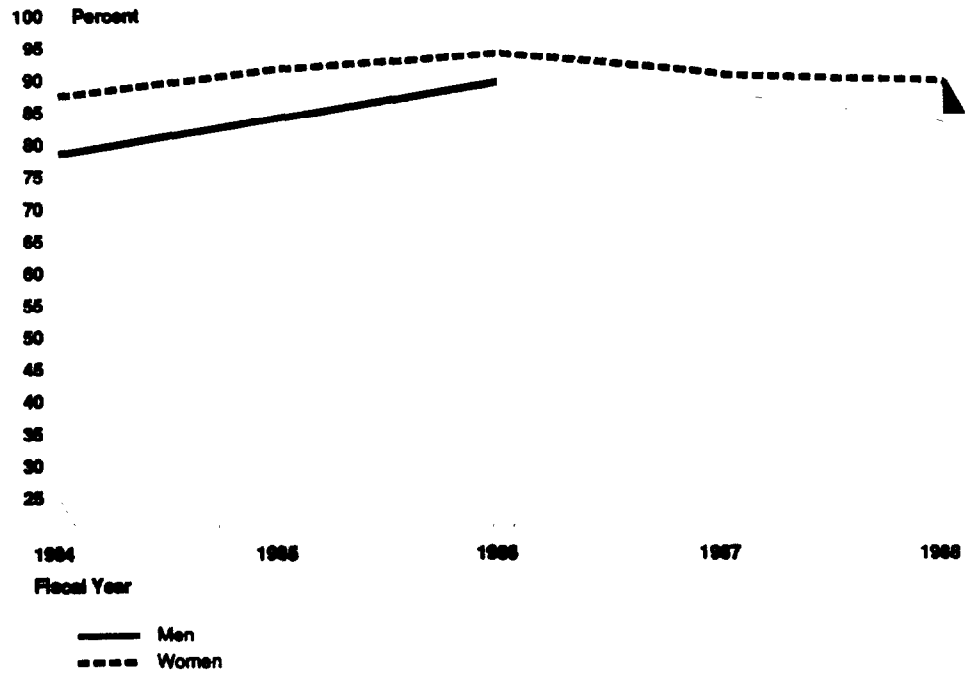


Figure IV.29: Army Reenlistment of  
Eligible Persons - First Term

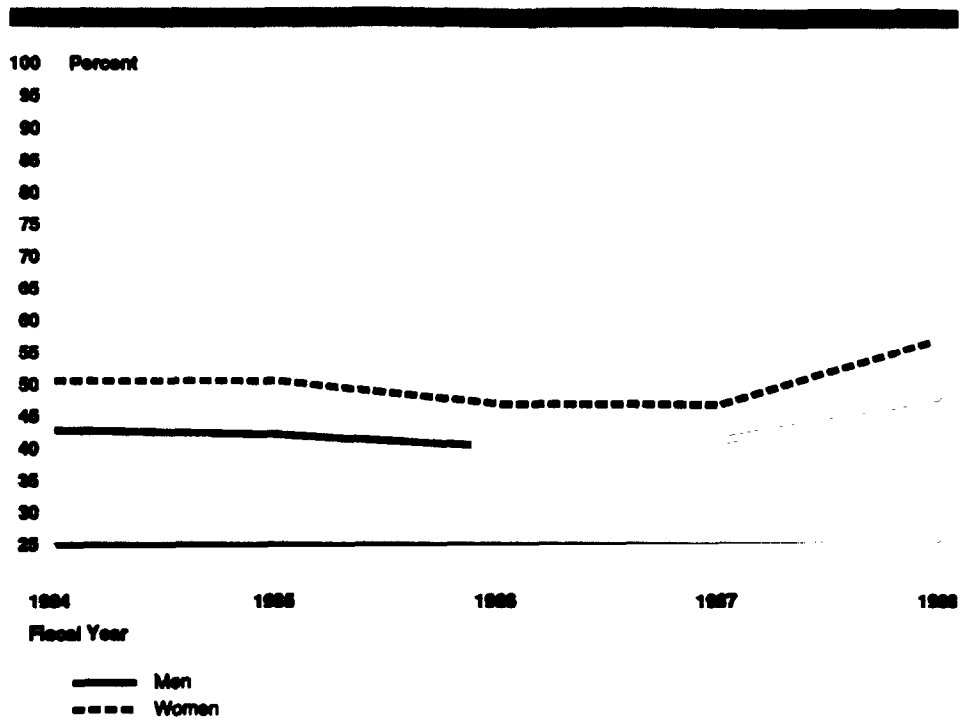




Figure IV.30: Army Reenlistments as a Percentage of Total Separations - First Term

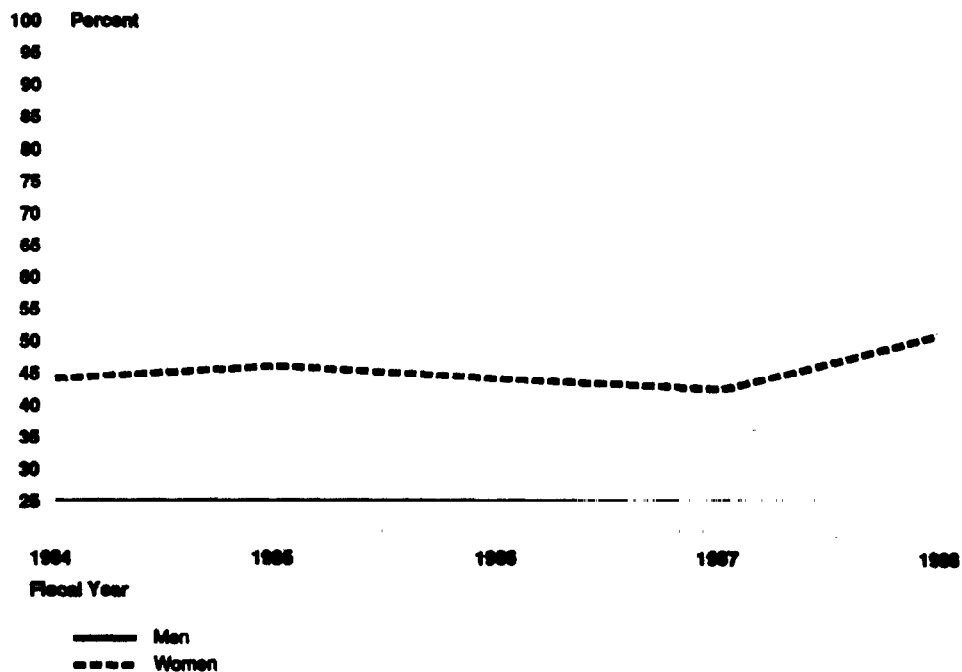


Figure IV.31: Army Eligibility for Reenlistment - Second Term

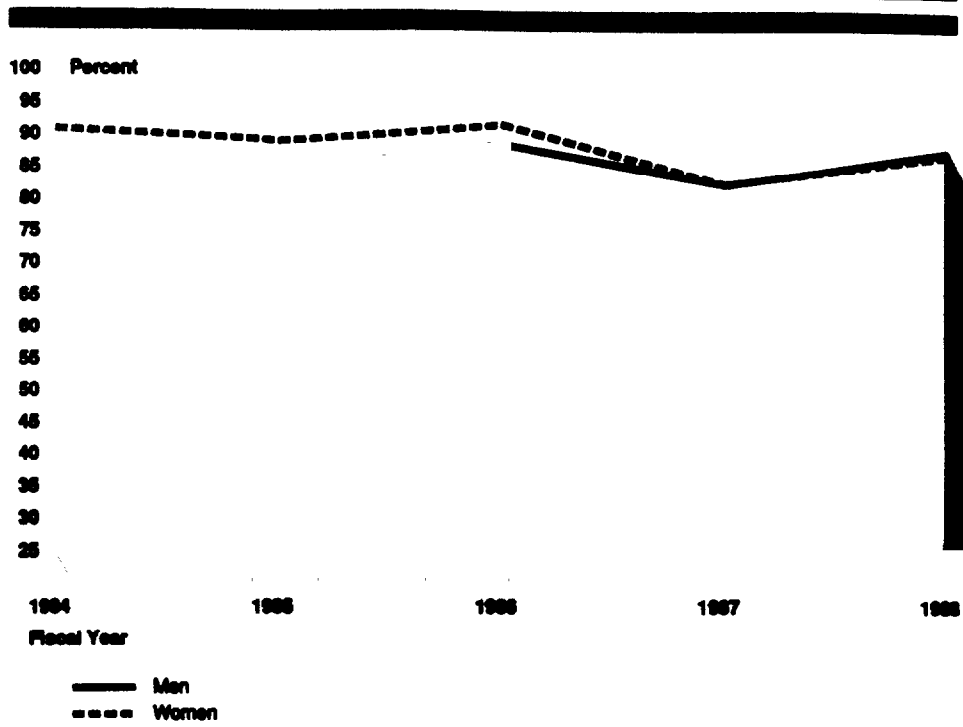


Figure IV.32: Army Reenlistment of  
Eligible Persons - Second Term

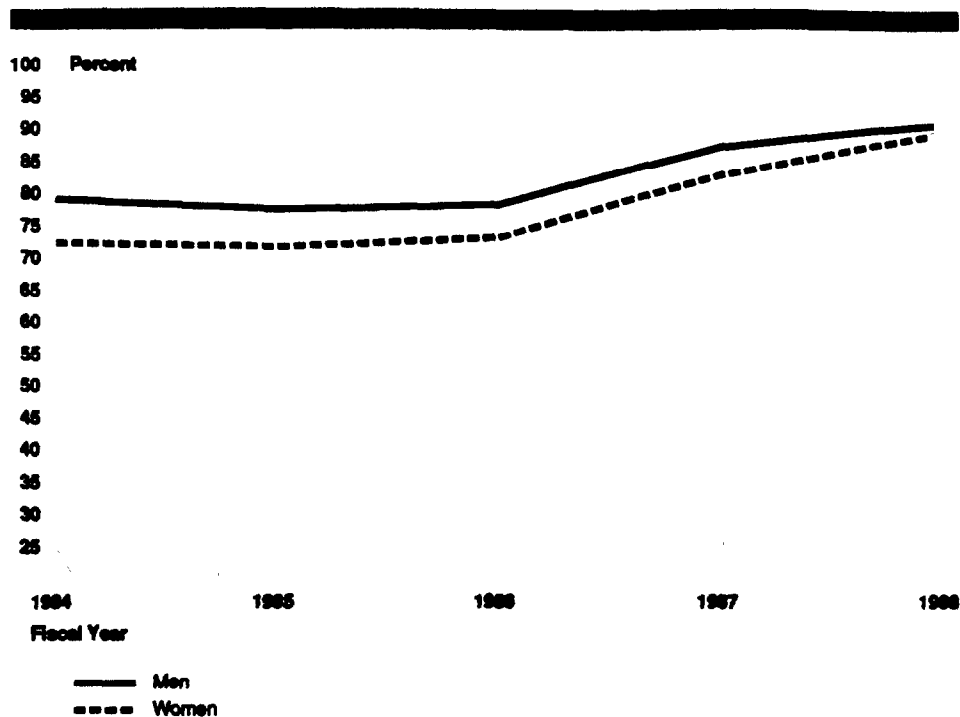


Figure IV.33: Army Reenlistments as a Percentage of Total Separations - Second Term

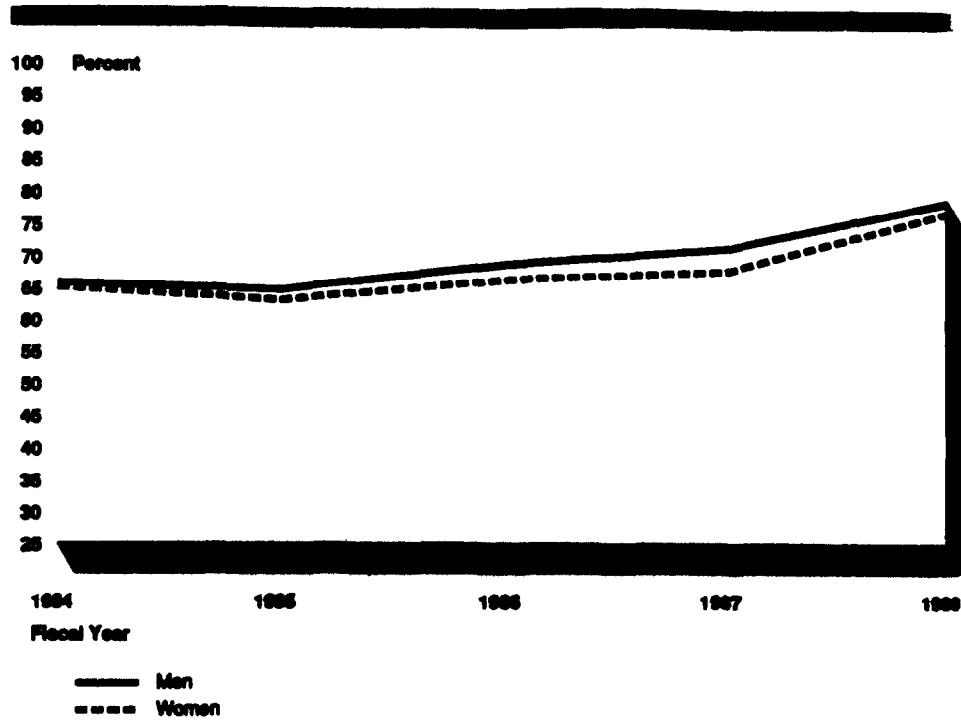


Figure IV.34: Army Eligibility for  
Reenlistment - Career

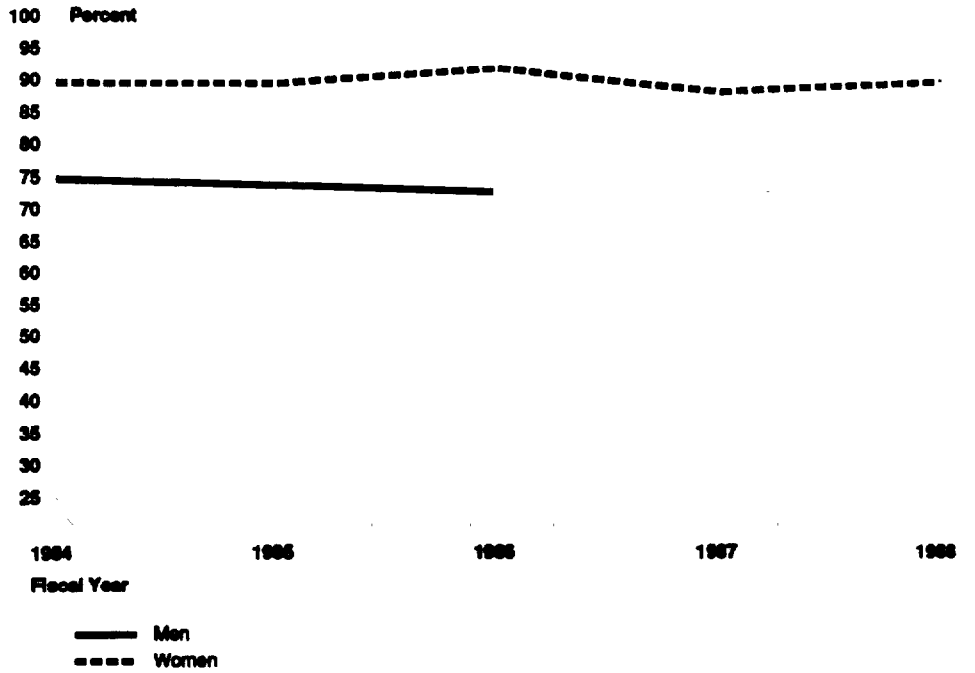


Figure IV.35: Army Reenlistment of  
Eligible Persons - Career

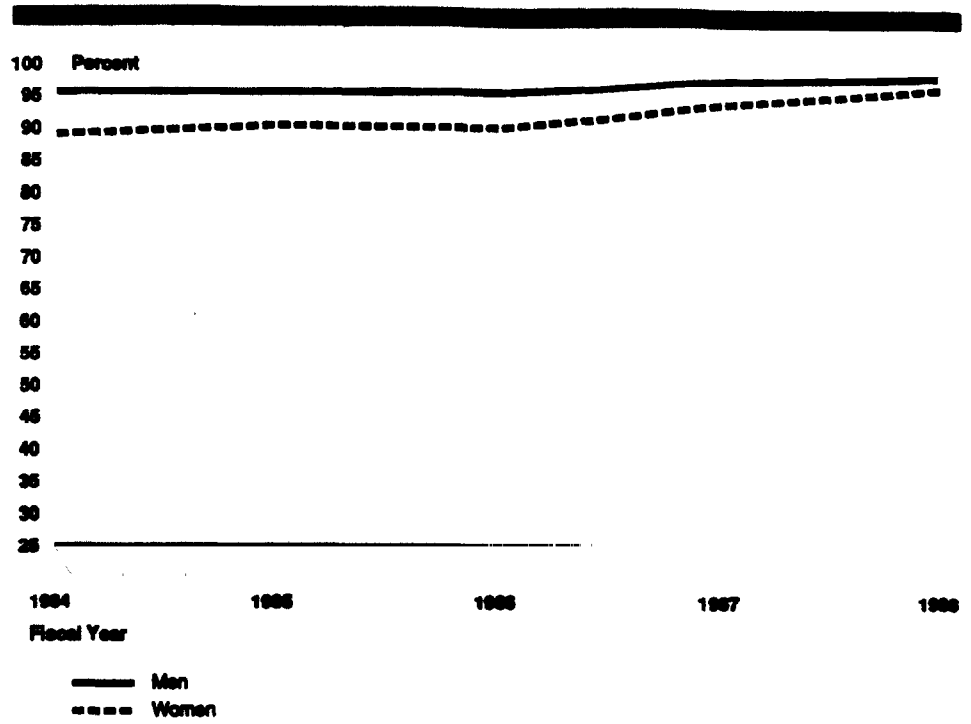
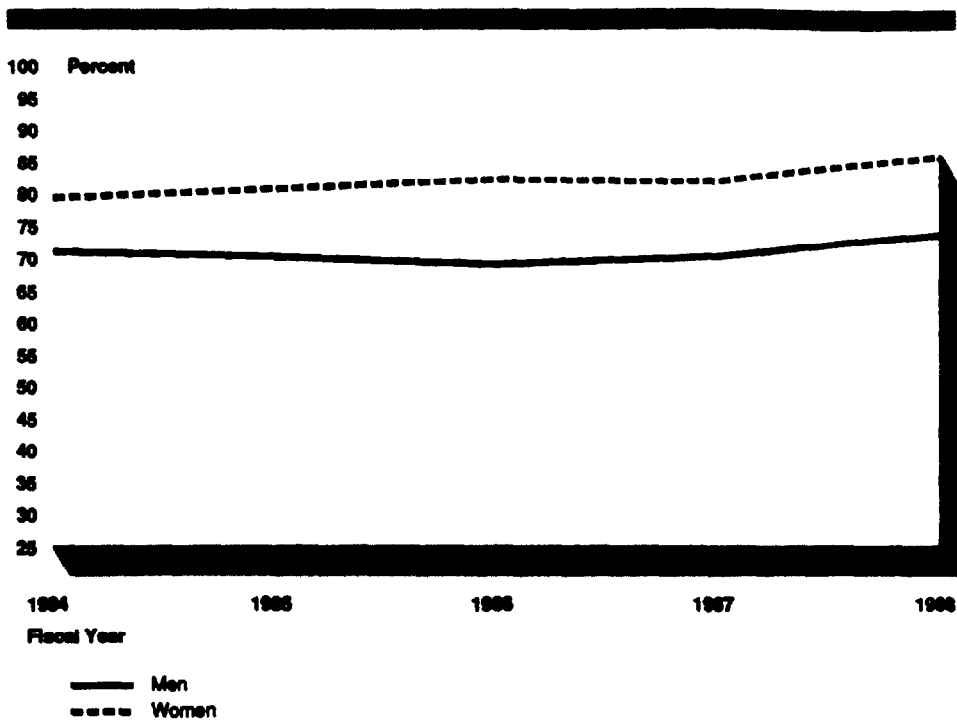


Figure IV.36: Army Reenlistments as a Percentage of Total Separations - Career



**Appendix IV  
Retention Data**

**Table IV.6: Officer Retention Rates for  
the Services Combined (Fiscal Years 1984  
Through 1988)**

Figures in percent					
Years in service	Fiscal year				
	1984	1985	1986	1987	1988
<b>Men</b>					
3	90.88	90.50	91.22	90.48	90.21
4	88.30	88.30	89.01	88.56	88.10
5	91.26	90.85	90.98	90.31	90.70
6	91.80	90.87	90.75	90.72	90.95
7	92.69	91.43	91.09	89.68	89.79
8	94.14	92.71	93.09	92.50	91.89
9	95.86	94.88	94.65	94.37	94.18
10	95.88	95.51	95.02	94.71	93.75
11	95.64	94.66	93.92	91.28	90.97
12	95.45	94.35	95.49	95.24	96.00
13	97.40	97.40	97.79	97.40	97.15
14	97.92	98.15	98.21	97.69	97.74
15	98.31	98.15	98.30	98.15	98.26
16	99.02	98.61	98.56	98.72	98.55
17	99.07	99.05	99.09	99.02	98.76
18	99.38	99.31	99.50	99.30	99.43
19	98.52	98.69	98.67	98.90	98.88
20	68.85	70.95	72.03	68.41	68.50
21+	81.77	82.74	84.15	83.85	82.71
<b>Women</b>					
3	82.96	82.50	82.11	81.67	80.29
4	84.39	83.85	84.95	84.62	84.16
5	91.25	89.85	88.13	88.53	88.88
6	91.78	91.11	89.88	88.73	89.30
7	92.92	91.94	91.47	89.69	88.43
8	93.62	93.00	93.19	92.85	91.31
9	92.65	94.44	94.30	92.80	93.23
10	93.44	91.44	95.41	93.05	93.13
11	95.93	95.43	93.44	90.66	91.29
12	96.25	94.83	93.55	94.36	96.04
13	97.21	97.52	95.99	95.56	94.82
14	96.24	97.37	97.30	97.71	96.66
15	97.96	97.60	96.07	97.65	97.24

(continued)



**Appendix IV  
Retention Data**

Years in service	Fiscal year				
	1984	1985	1986	1987	1988
16	98.40	98.17	98.09	98.93	99.19
17	98.96	99.68	98.94	99.17	99.14
18	99.48	98.97	99.68	99.73	98.89
19	96.18	94.57	96.89	96.62	96.73
20	75.84	79.95	75.00	75.88	73.75
21+	79.65	81.88	82.83	80.83	81.27

**Women minus men<sup>a</sup>**

3	-7.92	-8.01	-9.11	-8.80	-9.91
4	-3.91	-4.44	-4.06	-3.94	-3.94
5	-0.02	-1.00	-2.85	-1.79	-1.82
6	-0.02	0.24	-0.87	-1.99	-1.65
7	0.23	0.50	0.38	0.01	-1.36
8	-0.53	0.29	0.10	0.35	-0.58
9	-3.21	-0.44	-0.35	-1.56	-0.95
10	-2.44	-4.07	0.40	-1.66	-0.61
11	0.29	0.77	-0.49	-0.62	0.33
12	0.80	0.48	-1.94	-0.89	0.04
13	-0.19	0.12	-1.80	-1.85	-2.34
14	-1.69	-0.78	-0.91	0.02	-1.08
15	-0.35	-0.55	-2.23	-0.50	-1.02
16	-0.63	-0.44	-0.47	0.21	0.64
17	-0.11	0.63	-0.15	0.15	0.38
18	0.11	-0.34	0.17	0.43	-0.55
19	-2.34	-4.12	-1.78	-2.28	-2.15
20	6.99	9.00	2.97	7.47	5.10
21+	-2.12	-0.85	-1.32	-3.02	-1.44

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate. Differences may not appear exact due to rounding.

**Appendix IV  
Retention Data**

**Table IV.7: Air Force Officer Retention Rates (Fiscal Years 1984 Through 1988)**

Figures in percent					
Years in service	Fiscal year				
	1984	1985	1986	1987	1988
<b>Men</b>					
3	95.68	95.98	96.45	96.39	94.90
4	88.74	90.21	90.16	89.24	89.52
5	95.02	94.21	94.49	94.00	94.06
6	93.86	93.69	93.52	94.50	93.80
7	94.75	93.67	93.36	89.11	89.02
8	95.16	93.86	93.39	93.16	90.72
9	96.07	95.43	94.62	93.88	94.47
10	96.35	96.00	95.25	94.75	94.31
11	97.43	95.74	94.05	93.83	91.70
12	94.03	91.99	93.94	95.24	96.80
13	97.55	96.98	97.72	97.61	97.26
14	98.16	98.29	98.09	98.22	98.18
15	98.75	98.40	98.50	98.64	98.39
16	99.26	98.69	98.56	98.94	98.89
17	99.24	99.21	99.44	98.99	99.10
18	99.56	99.61	99.74	99.49	99.76
19	99.38	98.63	99.17	99.44	99.23
20	67.27	70.49	71.07	66.26	63.90
21+	77.61	80.22	82.71	82.01	80.59
<b>Women</b>					
3	84.45	83.93	85.46	83.24	82.27
4	82.69	81.22	81.93	85.01	83.85
5	91.37	89.33	87.21	90.31	88.90
6	93.05	93.17	90.50	87.18	89.76
7	93.31	91.77	91.97	89.67	85.93
8	94.10	92.82	93.28	93.52	91.45
9	93.61	94.12	94.54	93.23	94.07
10	93.73	91.51	94.40	95.64	93.66
11	96.88	95.36	92.49	90.55	89.77
12	94.22	90.98	91.48	94.50	96.90
13	97.37	97.72	96.28	97.73	97.59
14	96.10	98.39	98.07	98.25	97.70
15	97.48	99.32	98.90	98.81	96.88

(continued)

**Appendix IV  
Retention Data**

Years in service	Fiscal year				
	1984	1985	1986	1987	1988
16	99.39	97.44	97.97	98.35	99.59
17	98.99	100.00	98.25	100.00	99.44
18	99.21	100.00	100.00	100.00	100.00
19	100.00	99.21	97.00	99.38	98.20
20	47.25	42.86	56.20	48.57	52.10
21+	74.13	77.54	78.46	78.40	77.40

**Women minus men<sup>a</sup>**

3	-11.23	-12.05	-10.98	-13.15	-12.62
4	-6.05	-8.99	-8.23	-4.23	-5.68
5	-3.66	-4.87	-7.28	-3.70	-5.16
6	-0.81	-0.52	-3.03	-7.32	-4.05
7	-1.44	-1.90	-1.39	0.56	-3.09
8	-1.06	-1.04	-0.12	0.37	0.73
9	-2.46	-1.32	-0.08	-0.65	-0.40
10	-2.62	-4.49	-0.85	0.89	-0.65
11	-0.55	-0.39	-1.56	-3.28	-1.93
12	0.20	-1.02	-2.46	-0.75	0.11
13	-0.18	0.74	-1.44	0.11	0.34
14	-2.05	0.09	-0.02	0.03	-0.48
15	-1.27	0.93	0.40	0.17	-1.51
16	0.13	-1.26	-0.59	-0.58	0.70
17	-0.25	0.79	-1.19	1.01	0.34
18	-0.35	0.39	0.26	0.51	0.24
19	0.62	0.59	-2.17	-0.06	-1.03
20	-20.02	-27.64	-14.87	-17.69	-11.81
21+	-3.49	-2.68	-4.24	-3.62	-3.19

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate. Differences may not appear exact due to rounding.

Appendix IV  
Retention Data

**Table IV.8: Navy Officer Retention Rates**  
(Fiscal Years 1984 Through 1988)

Figures in percent					
Years in service	Fiscal year				
	1984	1985	1986	1987	1988
<b>Men</b>					
3	93.07	93.22	93.37	93.33	92.92
4	87.62	88.05	88.62	88.44	89.84
5	88.20	88.41	89.70	88.49	88.48
6	89.09	86.51	87.35	86.57	86.72
7	89.24	86.04	86.05	86.81	87.23
8	90.70	89.33	89.58	89.06	89.27
9	93.88	91.79	92.50	92.64	91.95
10	94.60	93.96	92.51	91.90	89.01
11	96.58	96.03	95.00	95.77	95.59
12	97.26	96.70	96.95	97.40	96.23
13	97.74	97.51	97.92	97.79	97.94
14	97.98	98.13	98.33	97.74	98.07
15	98.78	98.50	98.54	98.39	98.94
16	99.17	98.95	98.90	98.83	98.53
17	99.25	99.18	99.08	99.04	98.60
18	99.15	98.81	99.47	99.55	99.13
19	98.52	98.51	98.71	98.77	99.09
20	74.11	73.76	74.44	73.74	74.67
21+	85.99	85.35	85.23	85.22	83.67
<b>Women</b>					
3	87.35	88.77	83.23	83.91	81.70
4	89.36	87.75	88.73	84.48	81.94
5	90.08	90.89	89.97	88.54	89.33
6	90.20	89.93	88.40	86.96	89.92
7	92.89	91.01	90.98	87.28	90.14
8	94.27	95.78	91.71	92.03	89.91
9	93.91	96.30	92.89	92.43	92.66
10	96.23	87.98	96.60	90.74	89.10
11	98.80	96.09	93.65	94.76	96.05
12	98.34	97.64	97.20	98.37	96.73
13	98.59	98.87	94.92	93.57	92.67
14	96.64	98.60	98.26	97.98	97.05
15	99.03	97.96	97.16	97.67	97.56

(continued)

**Appendix IV  
Retention Data**

Years in service	Fiscal year				
	1984	1985	1986	1987	1988
16	100.00	99.07	97.93	99.26	99.43
17	100.00	100.00	100.00	99.30	99.25
18	100.00	98.48	100.00	100.00	97.92
19	98.28	96.67	100.00	100.00	98.13
20	60.00	61.67	64.52	66.67	55.32
21+	83.46	83.45	86.30	83.54	81.72

**Women minus men<sup>a</sup>**

3	-5.72	-4.45	-10.14	-9.42	-11.22
4	1.75	-0.31	0.11	-3.97	-7.90
5	1.88	2.49	0.27	0.05	0.85
6	1.12	3.42	1.05	0.39	3.19
7	3.65	4.97	4.93	0.47	2.92
8	3.57	6.45	2.13	2.96	0.65
9	0.03	4.51	0.39	-0.21	0.71
10	1.62	-5.98	4.09	-1.16	0.09
11	2.22	0.06	-1.35	-1.01	0.46
12	1.08	0.94	0.25	0.97	0.50
13	0.86	1.36	-3.00	-4.21	-5.27
14	-1.33	0.47	-0.07	0.24	-1.03
15	0.25	-0.54	-1.37	-0.71	-1.38
16	0.83	0.11	-0.97	0.43	0.90
17	0.75	0.82	0.92	0.26	0.65
18	0.85	-0.33	0.53	0.45	-1.21
19	-0.25	-1.84	1.29	1.23	-0.96
20	-14.11	-12.09	-9.92	-7.07	-19.35
21+	-2.53	-1.89	1.07	-1.69	-1.95

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate, while a negative number indicates a higher men's rate. Differences may not appear exact due to rounding.

**Appendix IV  
Retention Data**

**Table IV.9: Army Officer Retention Rates**  
(Fiscal Years 1984 Through 1988)

Figures in percent					
Years in service	Fiscal year				
	1984	1985	1986	1987	1988
<b>Men</b>					
3	86.89	87.21	88.08	84.69	85.55
4	88.33	87.38	88.59	88.29	86.36
5	89.73	90.40	89.88	88.57	88.63
6	92.97	92.38	92.59	91.24	92.91
7	93.36	93.10	92.64	92.13	92.68
8	95.21	93.43	94.86	93.87	94.19
9	96.55	96.00	95.75	95.46	95.07
10	96.65	96.28	96.23	95.62	95.57
11	93.71	93.73	93.54	85.99	87.57
12	95.36	95.27	95.82	93.55	96.54
13	96.83	97.68	97.93	96.78	96.47
14	97.55	98.05	98.18	96.94	96.88
15	97.54	97.66	97.86	97.49	97.71
16	98.65	98.28	98.36	98.49	98.25
17	98.75	98.81	98.75	99.12	98.38
18	99.39	99.27	99.42	98.99	99.26
19	97.88	99.02	98.33	98.77	98.64
20	66.97	68.88	71.52	67.42	69.27
21+	82.36	83.01	84.87	84.47	84.16
<b>Women</b>					
3	78.74	77.99	78.68	79.19	77.55
4	83.59	83.79	85.62	84.45	85.62
5	91.90	90.34	88.32	86.51	88.88
6	91.28	88.83	89.97	91.31	89.19
7	91.94	92.80	91.35	91.77	89.70
8	92.98	90.89	93.65	92.41	91.96
9	90.57	93.33	95.17	92.63	92.52
10	90.62	92.77	95.31	91.77	95.04
11	92.72	95.16	94.72	87.04	88.91
12	97.29	95.64	93.67	91.89	94.56
13	97.16	97.67	98.09	96.35	92.06
14	98.31	96.20	97.65	98.40	96.59
15	97.71	97.70	93.68	98.13	98.03

**Appendix IV  
Retention Data**

Years in service	Fiscal year				
	1984	1985	1986	1987	1988
16	97.04	97.84	99.37	99.44	99.03
17	98.45	99.21	98.51	98.75	98.84
18	100.00	98.52	99.20	99.25	99.37
19	95.83	96.04	97.74	96.12	97.74
20	60.53	70.42	63.64	66.42	67.63
21+	81.65	86.18	82.73	81.25	85.17

**Women minus men<sup>a</sup>**

3	-8.15	-9.22	-9.40	-5.50	-8.00
4	-4.74	-3.58	-2.96	-3.84	-0.74
5	2.16	-0.05	-1.56	-2.06	0.24
6	-1.69	-3.55	-2.61	0.07	-3.72
7	-1.42	-0.31	-1.29	-0.36	-2.98
8	-2.23	-2.53	-1.21	-1.46	-2.22
9	-5.98	-2.67	-0.58	-2.84	-2.56
10	-6.03	-3.51	-0.92	-3.85	-0.52
11	-0.99	1.43	1.18	1.05	1.34
12	1.93	0.36	-2.15	-1.66	-1.97
13	0.33	0	0.16	-0.43	-4.41
14	0.76	-1.86	-0.53	1.46	-0.29
15	0.17	0.05	-4.17	0.64	0.33
16	-1.61	-0.44	1.01	0.94	0.78
17	-0.30	0.41	-0.25	-0.37	0.47
18	0.61	-0.75	-0.22	0.26	0.11
19	-2.05	-2.98	-0.59	-2.65	-0.89
20	-6.44	1.54	-7.89	-1.00	-1.65
21+	-0.71	3.17	-2.14	-3.22	1.01

<sup>a</sup>Men's rates were subtracted from women's rates. Therefore, a positive number indicates a higher women's rate while a negative number indicates a higher men's rate. Differences may not appear exact due to rounding.

# Objectives, Scope, and Methodology

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The Chairman, Subcommittee on Military Personnel and Compensation, House Committee on Armed Services, requested that we review the attrition and retention of women in the military. The Subcommittee requested that we

- compare attrition rates for men and women in officer and enlisted grades,
- identify the primary categories of separation for enlisted men and women during their first enlistment, and
- compare retention rates for men and women in officer and enlisted grades.

As used in this report, attrition refers to the loss (voluntary or involuntary) of military personnel prior to completion of the first term of enlistment or obligated duty. Retention refers to the voluntary continuation in military service of persons who complete their first enlistment or obligation.

We discussed attrition and retention issues with, and obtained documentation from, officials of the Department of Defense, the Air Force, Army, Navy, and Marine Corps. For each service, we met with officials at headquarters, military personnel centers, training commands, and one basic training location.

Our analysis of enlisted and officer attrition, and officer retention, is based on data from the Defense Manpower Data Center. Our analysis of enlisted retention uses data obtained from the services through a special request from the Office of the Assistant Secretary of Defense for Force Management and Personnel. We did not verify the data obtained from these sources.

Our review covered attrition and retention of active duty officers and enlistees. For enlisted personnel, our analysis focused on non-prior service enlistees for the primary terms of enlistment, which were the 4-year enlistment in each service and also the 3-year enlistment in the Army. Because an officer's initial term of obligation was generally 3, 4, 5, or 6 years in the 1980s, our review of officer attrition focused on separations occurring during the first 3 years of service.

The data presented compares men and women who entered or left the service in the same time frame and context. Our review covered data for 5 fiscal years, with the exception of enlisted separation categories which were analyzed for 3 fiscal years. We did not review service programs or



policies which might contribute to differences in behavior for one group of fiscal year entrants or separations in comparison to another fiscal year's results. We did not obtain information on the causes of attrition beyond what separation category data provides. To reach enough people to conduct a valid independent survey would have required considerable calendar and staff time and produced results with very limited applicability.

We conducted our review from September 1988 to May 1989 in accordance with generally accepted government auditing standards.

# Comments From the Department of Defense



**FORCE MANAGEMENT  
AND PERSONNEL**

**ASSISTANT SECRETARY OF DEFENSE**

WASHINGTON, D.C. 20301-4000

09 APR 1990

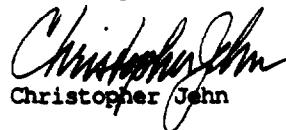
Mr. Frank C. Conahan  
Assistant Comptroller General  
National Security and International  
Affairs Division  
U.S. General Accounting Office  
Washington, D.C. 20548

Dear Mr. Conahan:

This is the Department of Defense (DoD) response to the General Accounting Office (GAO) draft report, "WOMEN IN THE MILITARY: Attrition and Retention," dated March 19, 1990 (GAO Code 391096/OSD Case 8273).

The DoD has reviewed the report and concurs without further comment. The Department appreciates the opportunity to review the report in draft form.

Sincerely,



Christopher John

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# Major Contributors to This Report

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