
PREFACE

RAND's National Defense Research Institute (NDRI) was asked to assess the degree to which women are represented in the military occupations open to them and to determine whether there are factors that inappropriately hinder or preclude women's opportunities to work within their military specialties. Specifically, this work addresses whether women and men are receiving equal opportunities to work in selected occupations. Second, this analysis considers whether the number of women who can enter the selected occupations is limited, despite the occupation being open to women. This research included statistical analysis of all military occupations and detailed analysis of selected occupations. The statistical analysis is summarized herein but is published in more detail in a companion volume (Beckett and Chien, 2002).

This study was sponsored by the Under Secretary of Defense for Personnel and Readiness and was carried out in the Forces and Resources Policy Center of RAND's National Defense Research Institute, a federally funded research and development center sponsored by the Office of the Secretary of Defense, the Joint Staff, and the defense agencies. This work should be of interest to military service members, military policymakers, Congress, any media interested in the status of gender integration in the U.S. military, and academics and researchers interested in gender and work or gender and organizations.