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).

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