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WOMEN AT SEA:
A SINKING SHIP?

by

Paulette Reichert

December 1976

Thesis Advisor: R. A. McGonigal

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Women represent the majority of the population in the United States today. Throughout many of the major institutions, including the Navy, acceptance of women's talents and contributions is limited -- they represent an underutilized resource.

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Because of the continuing problems of recruiting, retention and reenlistment of men, ~~it is~~ concluded that women must be utilized in all aspects of the Navy and not restricted from sea/combat duty. Women serving as part of the total mission of the Navy is a new concept -- both to men and women. This thesis ~~will~~ highlight the barriers toward utilization of women at sea and discuss recommendations for future action and research.

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Women At Sea:

A Sinking Ship?

by

Paulette Reichert
Lieutenant, United States Navy
B.A., Marymount College of Kansas, 1971

Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF SCIENCE IN MANAGEMENT

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ABSTRACT

Women represent the majority of the population in the United States today. Throughout many of the major institutions, including the Navy, acceptance of women's talents and contributions is limited -- they represent an underutilized resource.

In four years, personnel shortages will be realized by U.S. military establishments. The manpower pool will no longer provide enough physically and mentally eligible men to accomplish its mission. With this in mind, this thesis examines three proposals concerning the utilization of womanpower: 1) continuing to utilize women in the traditional support roles of the past; 2) decreasing the participation of women; and 3) expanding women's roles to include sea/combat duty.

Because of the continuing problems of recruiting, retention and reenlistment of men, it is concluded that women must be utilized in all aspects of the Navy and not restricted from sea/combat duty. Women serving as part of the total mission of the Navy is a new concept -- both to men and women. This thesis will highlight the barriers toward utilization of women at sea and discuss recommendations for future action and research.

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I. INTRODUCTION

It is the purpose of this thesis to examine women's participation in the Navy in the past, their present utilization and to propose additional utilization of their talents and abilities in the future. In addition, this thesis will also present information on male naval officers' attitudes toward women's roles in society and in the Navy from a survey conducted at the Naval Postgraduate School. Finally, this thesis will highlight the barriers toward utilization of women at sea and discuss recommendations for future action and research.

The first part of the thesis will concern itself with the issue of the changing times which affect the Navy. Specific areas covered will be the all-volunteer force and social changes concerning women. The next section will examine the personnel requirements and consider the alternatives of increasing the number of men recruited or of utilizing women as sailors. The final part of this section will consist of three propositions which set the scene for the remainder of the thesis.

A. CHANGING TIMES

This portion of the introductory section will examine the effect of the all-volunteer force on the Navy. In addition, it will discuss the impact of the social changes involving the women's liberation movement and the status of the Equal Rights Amendment.

Increasingly, the traditional roles assigned to men and women are being scrutinized and challenged. The challenges, which are supported by both men and women, are of concern to the Navy as it seeks to solve its problems in terms of changes that are acceptable to society. In a study on the potential impacts of cultural change on the Navy in the 1970's, it was stated that "as futurists peer a decade ahead, few cultural areas are likely to exceed that related to women in importance as an area for ferment and change." [Ref. 6] One of the changes which made this observation a reality occurred when the draft ended on 1 July 1973 and the all-volunteer force concept was instituted.

1. The All-Volunteer Force

The all-volunteer force changed the environment in which the Navy existed. Although few recognized it at the time, a new era for women began in March of 1969 when the President appointed a commission on the All-Volunteer Force with a charter to develop a comprehensive plan for ending the draft. [Ref. 51] When the draft finally expired in 1973, the military was placed in the position of competing with industry for the talent being sought. Ultimately the all-volunteer force concept required a re-examination of the utilization and abilities of all persons in the military, particularly women. According to former Chief of Naval Operations, Admiral Zumwalt, this involved changing women's roles in the Navy:

"The imminence of an all volunteer force has heightened the importance of women as a vital personnel resource. I foresee that in the near future we may very well have authority to utilize officer and enlisted women on board ships. In view of the possibility we must be in a position to utilize women's talents to help us achieve the size Navy we need under an all volunteer force environment and still maintain the sea-shore rotation goals for all Naval personnel towards which we have been working." [Ref. 17]

2. Social Changes

With the advent of the women's liberation movement many of the traditional sex-role patterns were no longer blindly accepted as the way things must be. The revolt was against the concept that man alone was free to make choices about the direction of his life. Women in greater numbers now demanded that they be given the same choices about their lives. The result of this social change is reflected in the following statement:

"We have always admired her, pursued her, whistled at her, even enshrined her, now we need to use her, not just for the jobs men don't want to do, not grudgingly because we want to shut her up, not slyly because we think she's cute, but thankfully because she has brains, that are needed in our struggle for survival."
--New York Times

While some men and women herald the coming of social change with regard to sex-roles, it is unclear as to how many support the Equal Rights Amendment as an integral step toward achieving those changes. The Amendment, approved by the Senate in March of 1972, has as its principal clause the following:

"Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex." [Ref. 41]

In 1976, the question remains as to whether the ERA will become the 27th Amendment to the U. S. Constitution.

B. PERSONNEL REQUIREMENTS

The major initiative has been taken, i. e., the all-volunteer force is now a reality. This section examines the manpower requirements, which are of continuing concern to the Navy since the end of the draft in 1973. No longer are all young eligible males a guaranteed personnel resource. Whether it is possible to increase the number of eligible males recruited is the first issue examined.

Another alternative is to increase the numbers of women brought into the military. The final portion of this section reviews that possibility and the barriers limiting women's utilization.

1. Increase the number of men recruited

The fundamental question is whether enough men can be recruited to sustain the personnel requirements of the military. In a speech given at Arizona State University, R. J. Murray, Under Secretary for Manpower and Reserve Affairs stated that "by 1980, 43% of the eligible male population will have to be recruited in order to meet required manning levels." [Ref. 28] That is a formidable challenge, when one considers the competition that is faced from private industry for meeting their manpower requirements.

2. Women as sailors

In the past, utilization of additional women was considered only as a last resort -- after all efforts to draft or recruit from the male population were exhausted. By 1980, this will become an even more crucial consideration, since there will simply not be enough talented men to do the job. Even though this shortage of available males exists, the Defense Manpower Commission reported the following:

> "While more women are being recruited, a ceiling does exist on the number of women authorized to enter the armed forces. In recent years, the percentage of women in the DOD as part of nonprior service accessions varied from 2.4 percent in FY 1971 to a high of 9 percent in FY 1975, and is programmed to be 8 percent in FY 1978. However, in relation to total DOD strength, women still comprise a small percentage and are programmed to be 6.2 percent by FY 1978." [Ref. 11]

In today's Navy, the consideration of the utilization of women as sailors is a continued realization of personnel shortages as well as the changing role of women in our society. The words of former Secretary of Defense, Elliot P. Richardson illustrate the need for increasing the utilization of women in meeting the manpower requirements:

> "We need to make more and better use of women. We say this not just because we're for, in principle, the idea of assuring the equality of opportunity to women. We're not talking about the Department of Defense or the Services as instruments for putting an end to the vestiges of discrimination toward women. We're talking about the very direct interests of the Services, for their own purposes, in doing a better job for the United States in the era of the All-Volunteer Force. We're not thinking in terms of what we can do for women, we're thinking in terms of what women can do for us and for the national security. And I'm not sure that we're asking them to do enough." [Ref. 51]

This statement was made three years ago and women still are not being utilized for sea/combat duty. As of the cutoff date for this thesis, 1 December 1976, the legal barriers to full utilization of women limit the Navy in depending on women as the solution to the manpower gap.

C. PROPOSITIONS

Up to this portion of the thesis, problems which the Navy faces have been identified. This section will introduce three propositions which set the basis for examination throughout the rest of the thesis. It is suggested that the Navy must consider three alternatives concerning the utilization of women: 1) maintaining the status quo, 2) decreasing women's participation and 3) expanding women's role.

The following propositions are recommended for consideration in light of these alternatives.

1. Proposition One - Maintain status quo

Women should continue to be utilized in traditional jobs, such as medical, dental, and various administrative areas, since maintaining the status quo will not alter the Navy's operational effectiveness.

2. Proposition Two - Decrease women's participation

Women's roles in the Navy should be restricted to a greater extent than now exists, because of social and legal difficulty in assimilating women into the Navy on the expanded basis suggested in Z-Gram 116.

3. Proposition Three - Expansion of women's roles.

Women's roles in the Navy must be expanded to include sea/combat duty, if the Navy is to continue to meet manpower requirements and to maintain operational effectiveness.

II. STATEMENT OF THE PROBLEM

The problems created for the Navy by the shift to the all-volunteer force are those of recruiting and retaining the best personnel possible in order to continue to carry out its assigned mission. In stating the problem, this portion of the thesis will focus on three manpower problems which continue to plague the Navy: 1) recruiting, 2) attrition rates, and 3) reenlistment rates. These issues will also be discussed in light of important financial considerations.

A. MANPOWER PROBLEMS

The manpower requirements of the Navy relate primarily to its ships and associated aviation elements. At the height of the Vietnam War in 1968, the Navy had an active fleet of 976 ships, some of which were not fully manned. By FY 1976, the total number of ships in the active fleet was reduced to 480. Congress has approved a shipbuilding and a modernization program which will increase the active fleet to 509 ships by the end of FY 1977. The Navy has set as its objective a modern, balanced fleet of about 600 ships by the mid-1980's. [Ref. 11]

In view of this expansion of the fleet, there will be a resulting increase in the demand for manpower. The requirement for highly trained technicians plus difficult operating conditions make recruiting and retention very challenging problems for the Navy.

1. Recruiting

Future Navy manpower requirements appear to be increasing as the number of physically and mentally eligible males are decreasing in the United States. By Department of Defense projection, the qualified and available pool of 18 year old males will reach minimum numbers by 1985 before increasing again. The decline in the 18 year old male population is considered significant because this group represents the single largest year group from which male accessions come each year, more than one-quarter of the total recruited in FY 1972, FY 1973, and FY 1974. [Ref. 12]

The future expansion of the active Navy and its manpower requirements make it more important than ever to give serious consideration to the utilization of women to fill this manpower gap. Former Secretary of Defense Elliot P. Richardson concurs noting that "an important consideration in implementing the all-volunteer forces was the potential tradeoff between men and women. By enlisting more women, fewer men had to be enlisted." [Ref. 51]

2. *Attrition rates*

Attrition, interacting with accession composition, ultimately determines the composition and quality of the active military force. Since the military is now in competition with industry to keep the individuals they have acquired, the attrition rates are viewed as indicators of their success in this mission. In the past women were known to have higher attrition rates than their male counterparts. Today, that is no

longer accurate as evidenced by this report from the Defense Manpower Commission: "While it is obvious that female retention is now better than male retention, it should be noted that the female subgroup is still very small (less than 3%) and that the performance of the male group is still the primary determinant of overall force performance." [Ref. 12]

Looking at the attrition rates for the male population, the following information is presented for FY 1975 and FY 1976. Also shown are the goals which have been established by BUPERS for retaining newly recruited personnel.

Beginning with 100 males at the Recruit Training Center the following attritions occurred for the males recruited during the first four years in the Navy.

TABLE 1

NAVY ATTRITION RATES

	ESTABLISHED GOAL		ACTUAL PERFORMANCE FY 1975		FY 1976	
YR	Attrition	Remaining	Attrition	Remaining	Attrition	Remaining
RTC	9	91	11	89	9	91
1	5	86	10	79	8	83
2	8	78	12	67	11	72
3	6	72	9	58	6	66
4	5	67	6	52	5	61
1	33	67	48	52	39	61
	22 of Remaining Reenlist		17 of Remaining Reenlist		18 of Remaining Reenlist	

[1]Navy attrition rates

[1]Phone Conversation of 9 December 1976 with PERS-212.

In 1975 the attrition rates were high and although they were down about 10% in 1976, they were still below the target goal the Navy has established. It should be noted, however, that the Navy's desertion rate is now 24.8 per 1,000 enlisted men. This is twice the Vietnam war rate. The Marine Corps rate is higher (69.2 per 1,000 men). But the Army's rate has declined to 17.7 in FY 76 and the Air Force desertion rate is only 1.2 per 1,000 men. [Ref. 33]

3. Reenlistment rates

The projected Department of Defense requirement for active forces non-prior service accession that established the annual demand for 18 year-old male recruits assumes that present reenlistment rates, will remain constant in the future. Reenlistment rates also reflect both the career preference of people completing the first term of enlistment satisfactorily and the reenlistment objectives of the services.

The trend of the reenlistment rates is noted in the following.

TABLE 2

NAVY REENLISTMENTS

	FIRST Term	CAREER
FY 74	32.9	80.3
FY 75	39.9	80.5
FY 76	35.2	74.8

[2]Navy reenlistments

[2]Phone conversation of 9 December 1976 with PERS-5212.

The reenlistment rate is not increasing, yet the demand for highly trained technicians in the Navy is increasing. The Defense Manpower Commission notes that "the Navy has personnel shortages throughout much of its fleet with a particularly serious shortage in some petty officer billets." [Ref. 11]

Thus, with serious attrition rates, rising desertion rates and slightly decreasing reenlistment rates, Navy managers are facing a manpower crisis. Unless more individuals can be recruited or attrition rates are decreased, the percentage of unfilled billets will grow to an unacceptable level.

B. FINANCIAL CONSIDERATIONS

The all-volunteer force has not only increased the costs of recruiting talented personnel, but has also increased the costs of retaining these personnel. The evidence indicating high attrition rates and gradual decreases in the reenlistment rates are not promising. Since the cost of acquiring personnel is so high, the best qualified, both physically and mentally, should be selected. Arbogast observes that: "the military establishment today faces a problem of filling its manpower needs with the most qualified personnel at the least cost. The information now available hints that women may be more cost effective than men, even given a higher turnover rate for women." [Ref. 1]

The female labor force constitutes an important reservoir of skills needed by the military in the face of manpower shortages. With the advent of the all-volunteer force, Arbogast made this observation

concerning important financial considerations:

> "Studies have been made on the costs which would be associated with pay changes of sufficient magnitude to draw in the needed number of qualified manpower into the services. But we are in a period of budgetary cutbacks for the military in both nominal and real, or constant dollar, terms. Since the costs of recruiting an all-volunteer force have been estimated to be in the range of $5 to $8 billion, the feasibility of such plans as an increased wage incentive has to be questioned. It is a fact, that during 1972, the costs of recruiting men rose and that male recruiting costs are likely to remain high in at least the near future. The queue of qualified women volunteers during the same time period means that the relative cost of recruiting a woman has remained roughly constant. Given a budget constraint and the shifts in the relative costs of recruiting military personnel, there is an obvious need, in terms of maximizing 'person-power' supply, to reallocate scarce recruiting resources away from men toward women to meet any given recuiting allocation." [Ref. 1]

III. PROPOSITION ONE: MAINTAIN STATUS QUO

This section of the thesis discusses proposition one: Women should continue to be utilized in traditional jobs such as medical services, dental services and various administrative areas, since maintaining the status quo of women's participation will not alter the Navy's operational effectiveness.

To examine proposition one more thoroughly, the mission of the Navy will be reviewed. The subsequent section will examine women's participation from a historical perspective, first looking at the past utilization of women in support units and then examining the present utilization of women in the Navy, showing that some could support maintaining the status quo.

A. MISSION OF THE NAVY

"Manpower is the lifeblood of our national defense; it has been and will be." [Ref. 11] The Navy as part of the total national defense system relies on that lifeblood, men and women, to perform its mission. The mission of the Navy includes insuring our use of vital sea areas in peacetime and their control in event of war, transporting our forces overseas in time of war, existing as a nuclear deterrent and being a positive extension of U.S. foreign policy. The requirement for highly trained technicians to meet the stated goals of the mission, plus difficult

operating conditions combine to make recruiting and retaining personnel very challenging problems for the Navy.

In the past the Navy relied heavily on the available male population to secure the talent necessary to accomplish its mission. As stated in the problem portion of this thesis, it is becoming increasingly more difficult to recruit enough men. The trend toward utilizing more women began in 1972 -- the number of enlisted women has increased from under 5,000 to approximately 20,000 in 1976. While more women are being recruited, a ceiling does exist on the number of women that are allowed to enter the armed forces.

The next section will examine in more detail women's participation in the mission of the Navy.

B. PARTICIPATION OF WOMEN

Women are not new to the Navy. Their participation began in 1908 and continues in 1976. What is new are some of the jobs they are performing. This section will examine their past participation and some of the changes that have led to their present utilization. It will also include a statement of the law which dictates and limits their participation in the Navy.

1. Past--support units

The history of women in the Navy dates back officially to 1908 when the Navy Nurse Corps was established. Thus women's participation in the Navy began in the healing arts. These women were allowed

to go to sea -- by 1913 nurses were being assigned to the transport ships MAYFLOWER and DOLPHIN.

With the advent of World War I a crucial question was posed by Josephus Daniels, Secretary of the Navy: "Is there any law that says a yeoman must be a man?" He was advised that there was not, but that to date the practice had been to enlist men only. Subsequently, Daniels ordered that women were to be enrolled in the Naval Reserve as yeoman. This expansion of women's role in the Navy was deemed necessary when a particular need for yeoman and personnel related jobs arose from headquarters and naval shore establishments. The women were tasked with clerical and administrative duties, serving as translators, draftsmen and recruiting agents. The Secretary's belief was that "in such jobs, women would offer the best assistance that the country can provide." [Ref. 34]

It is noted that women who came in as Yeoman (F) during World War I did not go to sea even though all yeoman were supposed to be assigned for duty to a ship. Women did not become sailors because a regulation dating back to 1881 prohibited women from serving aboard ships. To resolve this dilemma, the Yeomanettes were assigned to a ship; only their ship, supposedly a tug, was resting on the bottom of the Potomac River. [Ref. 1]

Jobs which women did participate in ended in July of 1919. With this message, then Secretary of the Navy, Josephus Daniels, released from active duty all women except the Navy nurses:

"It is with deep gratitude for the service rendered by the Yeoman (F) during our national emergency that I convey to them the sincere appreciation of the Navy Department for their patriotic cooperation." [Ref. 53]

It was not until the event of another World War that women once again appeared in the Navy in an acknowledged role other than that of a nurse. In April of 1942, the House Naval Affairs Committee proposed legislation that the Naval Reserve Act of 1938 be amended to include an organization to be known as the Women's Auxiliary Reserve. Behind the proposal was the fact that with the outbreak of World War II, the U.S. Navy faced both acute personnel shortages and an expanding fleet. The decision was made to cure this manpower shortage with womanpower. It became official when in July of 1942, President Roosevelt signed Public Law 889 which authorized enlistment and commissioning of women in the Naval Reserve.

There were congressional restrictions on this new organization and women's participation was limited. Women could not serve at sea or outside the continental United States. In addition women were not permitted to exercise military command over men and could not go beyond the rank of lieutenant commander. [Ref. 34] The women of the Naval Reserve eventually became known by the acronym WAVES, meaning Women Accepted for Volunteer Emergency Service.

Following World War II, the total number of women on active duty decreased. However, this time all women did not leave the Navy. During the war, the WAVES had demonstrated an ability to learn and

perform tasks in new fields and the Navy was reluctant to give up the programs it had established for the women.

Women were officially given partnership on the Navy team when the Women's Armed Forces Integration Act, Public Law 625, established WAVES as a permanent part of the Navy in 1948. It was at this time that Section 6015 of U.S. Code Title 10 was initiated. This law has set the guidelines for women's participation to the present:

> "The Secretary may prescribe the kind of military duty to which such women members may be assigned and the military authority which they may exercise. However, women may not be assigned to duty in aircraft that are engaged in combat missions nor may they be assigned to duty on vessels of the Navy other than hospital ships and transports." [Ref. 46]

2. Present--continued restricted utilization

Although the 1948 law remains, Navy women continued to achieve milestones which their predecessors might have thought impossible. Some of the most rapid changes resulted when in 1972 Admiral Elmo Zumwalt issued Z-Gram 116. The Z-Gram made clear that as another step toward ensuring that women in the Navy would have equal opportunity to contribute their talents and background to accomplishment of the Navy's mission, the following actions would be taken:

1) Authorize limited entry of enlisted women into all ratings.

2) As an immediate step, a limited number of officer and enlisted women are being assigned to the ship's company of the USS SANCTUARY as a pilot program.

3) Suspend restrictions regarding women succeeding to command ashore and assign them correctly.

4) Accept applications from women officers for the Chaplain and Civil Engineer Corps.

5) Expand assignment of technically qualified unrestricted line women to restricted line billets.

6) Offer various paths of progression to Flag Rank within the technical, managerial spectrum in essentially the same manner as we are contemplating for male officers.

7) Open midshipmen programs to women at all NROTC campuses in FY-74. [Ref. 17]

What was initially established as an instant program of equal opportunity has been a slow process resulting in what most would consider less than equal conditions. A look at the actual changes that have occurred in the five years since Z-Gram 116 was issued highlight the disappointing disparity found between Navy policy and Navy practice.

1) *Enlisted women never gained access to certain ratings,* even to a limited degree. Currently, all enlisted ratings are classified into three categories, representing open, controlled, and closed jobs for women. Fifteen ratings are closed to women, forty-four are controlled, while only forty-three remain open. [Ref. 30]
Although women work in most noncombat career fields including air controlman, aviation and radioman, two-thirds still work in the traditional medical and administrative fields. [Ref. 11]

2) The USS SANCTUARY received its first women personnel, who were the first women at sea in non-medical positions, in November 1972. The ship was decommissioned in March 1975 and although this pilot program was successful, the women at sea program ended at this time. [Ref. 32]

3) A total of nine women have succeeded to command ashore and five are currently serving as Commanding Officers. [Ref. 30]

4) There are now six female chaplains and four female civil engineer officers. [Ref. 30]

5) There is one woman flag officer in the unrestricted line and several in the Nurse Corps. [Ref. 22]

6) About 240 women are now attending college under the Navy ROTC scholarship program and 80 female plebes entered the Naval Academy in 1976. [Ref. 18]

This portion of the thesis has examined women's historical role in the Navy and found that the talents and abilities of women were accepted when manpower shortages became a reality. After both World Wars there arose a great deal of discussion as to whether non-medical women were needed by the military during peacetime. In 1948, it was decided that women were needed and they became a permanent part of the Navy. Although the Women's Armed Forces Integration Act placed many restrictions on women, it was a step in the direction of the achievement of a non-medical career by women in the military establishment.

The present Navy policy is apparently determined to do nothing more than to take those actions outlined in Z-Gram 116 and to leave a ceiling upon the total accessions of women, waiting for others to initiate the legal actions to change Public Law 6015 of Title 10.

In 1976, the Navy not only faces severe manpower shortages, but also the possibility of an expanding fleet. It is believed that women are once again the solution and that it is time that their traditional participation be changed. The Navy needs individuals to man its ships. Therefore proposition one is not considered feasible. The Navy must change the utilization of its women personnel to to include sea/combat duty if it is to maintain operational readiness.

IV. PROPOSITION TWO: DECREASE WOMEN'S PARTICIPATION

This section of the thesis will examine proposition two: Women's role in the Navy should be restricted to a greater extent than now exists, because of social and legal difficulty in assimilating women into the Navy on the expanded basis suggested in Z-Gram 116. This proposition will be discussed by first examining the socialization process and the resulting sex-roles assigned. Following will be a presentation of information on the attitudes of Navy men toward women's roles in society and in the Navy. A sample survey taken at the Naval Postgraduate School provided the data for this section. The next portion will provide some of women's reactions concerning their Navy career and equal opportunity. Concluding this section will be the legal restrictions in existence.

A. TRADITIONAL ROLES

This portion of the thesis is concerned with the socialization process and the effect it has on the sex-roles assigned to men and women. First, we shall examine how the traditional roles have been established. Secondly, we shall examine the resulting cultural and biological division of labor. Concluding this section will be a discussion on consequential utilization of military women.

The media reports almost daily on women entering jobs previously considered for men only. In the military the issue becomes one of whether society views changing the role of women to include sea/combat

duty favorably or whether there is rejection toward utilization of women as sailors in the U. S. Navy. Revell, in reporting on women going into combat asks the crucial question: "But are Americans ready to accept reports of women being killed, wounded and captured in battle?" [Ref. 38]

One cannot ignore the impact of the traditional socialization process when it comes to the issue of involving women in combat aboard ships or on land. This controversial as well as emotional subject can best be discussed by looking at the roles traditionally assigned to men and women.

Socialization is part of one's past, present and future. The term socialization refers "to all the factors and processes which make any one human being fit to live in the company of others." [Ref. 36] Although socialization begins at birth and is a continuing process throughout one's life, the earlier years of childhood appear to be a very critical aspect of the socialization process. The infant and young child tend to imitate and this represents an important developmental step beyond the initial phase of total dependency. [Ref. 42] It has been established that what parents do, the behavior they reward and the behavior they punish all assist in channeling a child in a certain direction.

The traditional socialization process led parents to prepare their sons for the role of provider and their daughters for the role of homemaker. The tasks required different attitudes and skills, hence the socialization process for the young boy and girl were markedly

differentiated. An example of this differentiation began with the toys the young child was given and the resulting behaviors. Boys were given toys such as baseballs, bats, equipment, guns -- toys which required the child to be active, competitive and aggressive. Girls were given dolls, dish sets, cradles, doll houses -- toys which didn't require much action other than caring for and being concerned about setting up house.

In our society, the differentiation between the sexes has become to be known as sex-role stereotyping. The resulting social roles are based on one's sex and they define behavior appropriate to males and females. The concept of sex-role stereotyping implies extensive agreement among people as to the characteristic differences between men and women. Some stereotypic sex-role items found to be pervasive in our society attribute women with being unaggressive, excitable in a minor crisis, highly subjective and illogical in their thought patterns. Men on the other hand are attributed with being aggressive, cool in a minor crisis, very objective and always logical. [Ref. 4]

These sex-role characteristics are carried over to the military organization. Goldman notes that "the heroic officer is an active type of man; in the past he engaged in horseback riding and even polo, while in the contemporary scene his activities are survival training, parachuting, and the like, plus a range of hard-driving sports." [Ref. 20] It is noted that this theme of masculinity implies that the good fighter is also a man of sexual power and exploits. Goldman concludes that "this aggressive sexual symbolism is based on the assumption that an

effective officer cannot be a sissy or a virgin." [Ref. 20]

In the past, the sex roles of men and women as dictated by society became highly restrictive strongly influencing attitudes and behavior. This is evidenced by returning to the issue of whether Americans are ready to see the roles of women in the military changed to include sea/ combat duty. Revell points out that there appears to be a "generational disagreement" on that question:

> "Most Americans of my generation don't cotton to that sort of treatment for our women folk ... It might be fit treatment for a Ma Barker, or a Bonnie who ran with a Clyde, but for God's sake, says my generation, keep our women -- our sisters, wives, daughters and the girl next door -- out of the world of bullet holes, gun shots and dismembered limbs." [Ref. 38]

Continuing with the viewpoint of the present generation, Revell notes that they are not in full agreement with that philosophy. He points to two important differences which are at work in the present generation:

> "First is the blurring of sex roles that's come from the easier, less formal relationships existing between younger males and females.
> Second, males and females compete as equals. With equal ranks and pay, and equal opportunities to work at most jobs in the military, young people of both sexes now believe that they should share the hazards." [Ref. 38]

1. Cultural division of labor

It appears that in most of the literature today, the arguments favor the fact that cultural conditioning continues to be primary in emphasizing the differences between men and women. The disparity in physical performance between men and women cannot be contested.

In fact many jobs within this culture are delineated as the work of men or of women based on the physical strength required. What can be contested is the assumption that the differences are totally biological, Streshinsky points to the influence culture plays in the determination of men's and women's roles:

> "All kinds of cultural restrictions are applied to girls at puberty, although menstruation has never been a hindrance to women athletes. Nevertheless, at about the age of 13 girls tend to give up hopscotch, jump rope and the so-called tomboy sports of climbing trees, playing baseball and pitting their strength against peers in tug-of-war. Thus teenage girls seldom use the muscles in their arms and shoulders; their activities become increasingly sedentary. [Ref. 43]

The fact that women discontinue their physical activity goes back to the socialization process -- they are being prepared for the future social role of homemaker, and muscle power is not considered essential to accomplishing their purpose in life.

The cultural division of labor has traditionally been accepted by both men and women. Thomas notes in her research on utilization of enlisted women in the military that:

> "Being male historically has been a prerequisite for certain occupations in our culture. In big business, politics, religion, higher education, law, medicine, and the military men work together and make critical decisions in a virtually female-free environment. While a few women have gotten 'in on the action' in board rooms, the halls of government, and the Pentagon, only recently have changes in social attitudes and civil rights legislation forced a re-examination of the barriers that have kept most of them out." [Ref. 30]

2. Biological division of labor

This final section on the socialization process will discuss biological differences attributed as determining the division of labor between men and women. Controversy continues to rage between those who believe that the work roles men and women are assigned are determined by biological differences and those who believe that cultural factors are primary in this determination. Bullough, supporting the biological division of labor theory, provides this argument as to why the male-female inequality in assignment of work roles continues to exist:

> "In large part the answer seems to be biological. In the early development of society physical strength was a significant variable in helping to establish the subordinate position of women. The greater size and strength of the male made him better able than the female to fight off animal and human enemies, and even though the female in individual cases might have been equal to the male in strength, as a group they were not. In return for male protection woman offered obedience. If man's asserted superiority to woman was only due to simple brute strength, it would seem logical as civilization progressed and physical strength became less important the position of woman should have improved. Nonetheless, the nature of the reproductive processes with the attendant responsibilities in caring for offspring still kept women at a disadvantage in the world of work, and it was the world of work rather than that of home and family which has carried the higher statue in most societies. In effect women's greatest disadvantage until fairly recently was their unlimited fertility." [Ref. 5]

In a technological society, arguments supporting the biological division of labor carry little credibility. Weiss concludes that:

"... sexual division of labor was necessitated in hunting cultures by the long dependency of offspring and the need for each woman to produce one child per year to perpetuate a vulnerable species. These traits are no longer adaptive. Since the greater size, strength and dominance of the male are carryovers from his evolutionary roles of hunting and territorial defense, both of which we now accomplish by mechanical means, the continuation of separated sexual roles has no adaptive function in a technical society. There is no hormonal imperative for the male to continue to be the provider, nor is there any indication that he would do it without social conditioning." [Ref. 25]

3. Consequential utilization of military women

The socialization process together with the cultural and biological division of labor have played a major part in determining the roles of women in the military. Arbogast found that:

"In the past, women in the services have worked chiefly in only two of the eight military occupation groups: administration, about 67 percent, and health, about 22 percent." [Ref. 1]

Major General Jeanne M. Holm, past director of women in the Force, summed up women's utilization in the military in this manner:

"In the past 21 years, military women have generally fallen into the same patterns of employment that prevail in the private sector .... that is, a concentration in the jobs traditionally classified as 'women's work' and in the lower skill grade levels." [Ref. 47]

B. ATTITUDES OF NAVY MEN

This portion of the thesis will examine some of the attitudes of male naval officers toward women in society and women in the Navy. To accomplish this, information from a survey conducted at the Naval

Postgraduate School will be utilized. The survey and sample will be described and results reported in the following sequence: Equal Rights Amendment, views towards women's role in society, contemporary vs. traditional viewpoints and views toward women in the Navy.

Sixty-four male naval officers at the Naval Postgraduate School were asked questions about their experiences and feelings concerning women's roles in society and women's participation in the Navy. The men who participated in the survey were members of the Communications in Management and Psychology classes. A wide variety of Navy communities were represented. They consisted of the following areas of specialty/designator:

FIGURE 1

SAMPLE PROFILE

DESIGNATOR	NO. IN SAMPLE	DESCRIPTION OF DESIGNATOR
1110	27	Line officer qualified in surface warfare
1310	14	Line officer qualified for duty involving flying aircraft as a pilot
1320	7	Line officer, member of aeronautical organization who is a flight officer
3100	4	Supply Corps
1410	4	Engineering Duty Officer
1630	2	SDO, Naval Intelligence
1120	2	Line officer qualified in submarine warfare
1317	1	Similar to 1310
1510	1	AERO Engineering Duty Officer
1615	1	SDO, Cryptology
1100	1	Unrestricted line officer

Of the men sampled, 5% had been in the Navy less than five years, 45% six-ten years and 50% had been in the Navy over ten years. A majority reported having worked with women at some time in their Navy career -- 58% reported that they had worked with Navy women, either as peers of women officers, supervisors of enlisted women and six reported having worked for a woman as a subordinate.

The majority of the men were married and none of their wives had ever been in the military. Most of their wives worked in the home, and only 11% reported their wives to be employed full time (40 hours per week) outside of the home.

The questionnaire was developed from a "Women in the Navy Questionnaire" acquired from P. J. Thomas at the Manpower Research and Development Center in San Diego, CA. The information requested concerned the men's experiences and feelings about women's roles in society and their attitudes towards women's participation in the Navy. These issues will be looked at in greater detail in the following sections.

1. Equal Rights Amendment

The Equal Rights Amendment (ERA) has not as yet achieved the support needed from thirty-eight states in order for it to be ratified. Although ratification of the ERA would not in itself repeal any existing statutes or change any existing regulations, many consider it essential in giving women equal status under the law. Furthermore, it would provide a constitutional basis upon which any statute or regulation making a distinction between men and women could be challenged.

Some have suggested that the decision should come from the American people and accepted or rejected on the basis of popular vote. The response given by the male naval officers was surprising, because if the decision were to be made on a popular vote basis, a majority of the men indicated that they would vote for the ERA.

If the ERA were ratified, many laws restricting women would be challenged including those prohibiting women from going to sea. In an effort to see how many men adamantly opposed changing of these laws, they were asked whether they would leave the Navy on the basis of the law changing. Eighty-nine percent resoundingly replied in the negative.

TABLE 3

ATTITUDES TOWARDS THE ERA AND CHANGES IN THE LAW

	YES	NO	UNDECIDED
If the Equal Rights Amendment (ERA) were put to a popular vote, I would vote for it.	52%	28%	20%
If the law were changed so that women were assigned to ships, I would get out of the Navy.	5%	89%	6%

2. Views toward women's roles in society

Previously discussed in this section of the thesis were the traditional sex-roles acquired during the socialization process. Noted was the influence they exerted on one's choice of career later in life. Attitudes toward the proper sex-role are therefore considered

important because they are transmitted to the young boys and girls by their parents. Young girls are reported by Macy to be particularly influenced by their father. [Ref. 24]

The attitudes of the male naval officers toward the traditional sex-role was unanticipated. When asked whether parents should guide their children into traditional roles and goals appropriate for their sex, fifty-eight percent said no. Surprisingly, but in agreement with the previous statement, sixty percent also felt that no military or civilian job was so unfeminine to require that women be excluded from them. The majority of the men agreed that women should be allowed to work at any job they are capable of performing.

TABLE 4

ATTITUDES TOWARD SEX-ROLES

	YES	NO	UNDECIDED
Parents should guide their children into traditional roles and goals appropriate for their sex.	22%	58%	20%
Certain civilian and military jobs are so unfeminine that women should be excluded from performing them.	23%	60%	17%
Women should be allowed to work at any job they are capable of performing.	84%	10%	6%

If parents in reality are today allowing their children more freedom in choosing roles, as these attitudes show, the military may require new require new definitions for its roles. What was once

described by Moskos as a "vestige of male sanctity" when speaking of the Navy will become an outmoded description. [Ref. 27]

Although the majority of the wives of these men were reported as not working outside of the home, the men expressed liberal attitudes regarding women who do choose to work. Eighty-one percent expressed the belief that women are able to be good wives, good mothers and good employees simultaneously.

Due to the past socialization, regarded as traditional, of many of the men questioned, it was anticipated that they might express negative viewpoints towards the ability of women to be leaders and compete in the world of work. On the contrary, it was found that the majority did not believe women should take only the supportive role in society, marriage and the world of work. They indicated a belief that women could stand the stress and strain associated with being a high level manager or commanding officer. In addition, they expressed a firm belief that women's careers were just as important as those of men and that women should compete with men for promotions.

TABLE 5

ATTITUDES TOWARD WORKING WOMEN

	YES	NO	UNDECIDED
Some women are able to be good wives, good mothers, and good employees simultaneously.	81%	10%	9%
Women should take a supportive position in society, marriage, and the world of work rather than trying to be leaders.	17%	72%	11%
Most women cannot stand the stress and strain associated with being a high level manager or a commanding officer.	22%	55%	23%
Women should not compete with men for promotions because a man's career is more important and should not be jeopardized.	6%	85%	9%

3. Contemporary vs. traditional viewpoints

Another portion of the questionnaire dealt with the men's viewpoint of contemporary versus traditional role affiliations. The definitions of these concepts used in a 1974 Army survey, were presented and the men were asked to indicate which they felt described them as well as in what category they thought the majority of active duty Navy women, Navy wives, other Navy officers and enlisted men fit. The definitions of the statements given are as follows:

> The contemporary view of male/female roles involves husbands and wives sharing domestic and financial responsibilities.
> The traditional view assigns primary responsibility for the home and children to the woman and the man provides the financial support. [Ref. 49]

The results indicated that the men consider active duty Navy women to be the most contemporary in their attitudes while they judge other male naval officers to be the most traditional. However, when speaking for themselves as a naval officer only forty-one percent feel that they tend to be traditional in their attitude toward male/female roles. This finding does support the more liberal attitudes expressed in the previous section toward women's role in society.

While they judge Navy women as contemporary, they expressed less certain attitudes about the category describing Navy wives. The results show that they were almost evenly split on the issue of whether Navy wives are contemporary or traditional. Although most of their wives assume the traditional role, remaining full time in the home, this appears to indicate that they do not necessarily stereotype other women as remaining in this category.

The final group, Navy enlisted men, were judged to be traditional by the male naval officers. Overall, they consistently judged other men to be the most traditional in their view of male/female roles.

TABLE 6

CONTEMPORARY VS. TRADITIONAL MALE/FEMALE ROLES

	Contemporary	Traditional	Undecided
Active duty Navy women	64%	3%	33%
Navy wives	41%	40%	19%
Male Naval officers(others)	16%	77%	8%
Male Naval officers(themselves)	48%	41%	11%
Enlisted men	14%	69%	17%

The findings of this survey are consistent with those of the Army survey conducted in 1974 to determine the sex-role attitudes of male soldiers. The respondents felt that women in the Army hold the most contemporary view and that men hold the most traditional view. However, while judging other men to be traditional, they judge themselves to be contemporary. [Ref. 49] Thomas, in noting the difference, makes this observation:

> "This difference is striking, leading to the suspicion that the men privately held traditional views and willingly attributed these views to the majority of men in the Army. However, because they presumed their peers held a contemporary view, they were unwilling to describe themselves in unpopular terms." [Ref. 30]

4. Views toward women in the Navy

The final portion of the questionnaire concerned men's attitudes towards women's participation in the Navy. The reaction of the men is considered important in identifying barriers that may exist as the Navy changes its utilization of women to include them in jobs previously considered for men only.

The men were first asked their opinions on the subject of equal opportunity in the Navy -- an issue of continuing concern not only in the Navy, but in society. To alleviate some of the inequities and to manifest the concern of the organization toward equal opportunity, OPNAV Instruction 5354.1, known as the "Equal Opportunity Manual," was issued in May of 1974. It listed as one of its goals the following:

> "To make service in the Department of the Navy, a model of equal opportunity for all regardless of race, creed, religion, sex or national origin, i.e., the Navy must strive to elevate the dignity of each individual and eliminate all vestiges of discrimination and intolerance so that all members of the naval service can be equally proud to serve." [Ref. 15]

In 1976, according to the results of the survey, the men believe that the Navy has not as yet achieved the stated goal of equal opportunity for its women. Of those surveyed, eighty-eight percent felt that there was discrimination on the basis of sex in the Navy, and sixty-four percent agreed that the opportunities for Navy women to develop their individual capabilities were not as good as those for men. Even though they subscribed to the existence of unequal opportunities for women in the Navy, half of them felt that there were better opportunities for women in the Navy than there are for them in civilian society. This may be due to the fact that women are entering more jobs than they have traditionally in the Navy. In addition, they receive the same pay as men for the jobs they do.

TABLE 7
EQUAL OPPORTUNITY FOR WOMEN IN THE NAVY

	AGREE	DISAGREE	NO RESPONSE
There is no discrimination on the basis of sex in the Navy.	10%	88%	2%
The opportunities for Navy women to develop their individual capabilities are as good as those for men.	33%	64%	3%
There are better opportunities for women in the Navy than there are for them in civilian society.	50%	45%	5%

"... I think it's time the nation deal with the issue of women warriors realistically ... and make the hard decision ..." observed Revell. [Ref. 38] Related to the issue of women as warriors is the issue of women as sailors. Both issues have received some debate, but neither have been resolved. In fact little research has been conducted on whether women will be accepted as warriors or as sailors. However, the Army has attempted to ascertain Army male attitudes toward women as soldiers and the survey conducted at NPGS looked at some Navy male attitudes toward women as sailors.

One study of 724 Army personnel conducted in January of 1974 found that 60% of the respondents felt that women should not serve on the front line. About 50% did not think women would make good front line combat soldiers even if they were properly trained. In addition over half felt that if women were assigned to combat units, the Army would become less effective. [Ref. 48]

The study of sixty-four men at the Naval Postgraduate School provided a different attitude toward women as sailors. Sixty-four percent of the men felt that women should be allowed to go to sea if they want to go and can do the job. They also agreed that if women go to sea, they should serve on board ships going into combat. Furthermore, a resounding ninety-two percent said that if women do serve on board ships at sea, they must do so under the same living and working conditions as the men. Although they indicate that women should go to sea if they have the ability, sixty-four percent believe that if women were

assigned to ships, relationships between men and women would affect the efficient running of the ship.

TABLE 8

ATTITUDES TOWARDS WOMEN AS SAILORS

	AGREE	DISAGREE
Women should be allowed to go to sea if they want to and can do the job.	64%	36%
If women go to sea, they should not serve on ships going into combat.	30%	70%
If women do serve on board ships at sea, they must do so under the same living and working conditions as men.	92%	8%
If women were assigned to ships, relationships between men and women would affect the efficient running of the ship.	64%	36%

It is noted that the Army men and Navy differ in their views of women's involvement in combat situations. The following explanation provided by Revell may account for the difference:

> "It's not quite the same in the Army. In the Army a woman faces the prospect of suddenly finding herself facing an enemy attack and killing or being killed." [Ref. 38]

A major similarity between the two surveys is that they seem in agreement that the addition of women to the combat team would reduce its effectiveness. The underlying concern that too many women will lessen combat effectiveness appears to be a critical issue. This concern is not only expressed by men throughout the ranks, but also by

commanders. The Defense Manpower Commission received these responses when surveying the effect of increased numbers of women upon the mission of the military. Of those who had women assigned, 53% said that women had no impact, 27% a positive impact and 20% a negative impact on the unit's effectiveness. Furthermore, the Commission noted in the survey that:

> "Of those commanders who had no women assigned, many indicated a fear that women might hamper effectiveness. This unsubstantiated fear could be a significant barrier to increased utilization and acceptance of military women." [Ref. 11]

B. WOMEN'S REACTIONS

This section of the thesis continues with attitudes and reactions of women toward their participation in the Navy. Past research will be utilized in discussing women's reaction to the issues of changing career patterns and equal opportunity.

Until recently, few voices were raised in protest over the inequities of the present restrictive situation; few woman had openly expressed an interest in becoming sailors in the U. S. Navy and the Navy didn't actively pursue questions on the possibility of underutilization of its human resources. The standard cliche that it takes time to change old attitudes and behaviors was widely accepted. There was very little dissension from either men or women, because there was very little difference between what men thought women ought to do and what women thought women ought to do.

Times have changed. Today, some of the attitudes and policies prohibiting women from going to sea are considered barriers. Career disillusionment and loss of equal opportunity appear to be some of the results of these policies and will be discussed further.

1. Career disillusionment

In the words of Brig. General Mary Clarke, director of the Women's Army Corps, "Progress has been good for women in the military, but there is still a long way to go." [Ref. 40]

Although recruiters promise women that there are virtually no barriers to career choice and advancement in the Navy, there are as Purcell reports fifteen ratings which are closed to women and twenty ratings which have very small quotas for women that may not be exceeded. [Ref. 37]

In addition, women appear to become increasingly disillusioned with their Navy career as they become more senior. Using data from a Human Resource Management survey, a study was conducted by Durning and Mumford on the differential perceptions of organizational climate held by Navy men and women. They provide these observations concerning career disillusionment:

> "Even though women hold views which are consistently more positive than those of their male counterparts at entry level, results on 14 of the 19 indices indicated that their views are more negative than those of men by pay grade E-6. [Ref. 31]

Indices of the survey included the major categories of command climate, supervisory leadership, peer leadership, work group processes, and equal opportunity. Durning and Mumford's study suggests that "women who move up occupationally in the Navy, as in the external society, run the risk of losing friendship, team feeling, and the relatively unquestioning unfavorableness with which they view other aspects of their job." [Ref. 31]

2. Loss of equal opportunity

"I believe that the Department of Defense is firmly committed to the concept of equal opportunity for women in the Service....." [Ref. 51] Despite former Secretary of Defense James R. Schlesinger's statement of a commitment of equal opportunity, critics say the number of military women who find themselves in jobs which reflect their main interests and professional ability are too few. They point to the rules that bar women from serving at sea and explicitly prescribe different treatment for men and women. Navy LT Margaret Harlow, who teaches basic ship handling and naval warfare at the Navy's Officer Candidate School in Newport, R.I. observes that "...the policy that bars women from combat also keeps them out of certain key training courses that are considered prerequisites for advancement in the military." [Ref. 40]

Further frustration created for women in today's Navy are encountered by enlisted women. To explore these issues, it is beneficial to look at an individual case -- that of Interior Communications Second

Class Yona Owens, one of a number of women who have been trained in a shipboard rating. In a letter to the American Civil Liberties Union, she outlined some of the problems encountered, which ultimately lead to a loss of equal opportunity:

> "The first problem occurs when these women compete for rate against men who are working with the equipment and who are exposed daily shipboard routine. The women fall far short of passing examinations which include questions on the same. When women do successfully advance in rate these points should be examined:
>
> 1) The military leadership exam which must be completed before qualifying to take rating examinations, is no longer administered as separate tests for men and women. However, the questions are directly related to shipboard situations. Women who are asked, for example, how they are supposed to know what direction the end of a firehose is pointed when it is raked on a bulkhead, are told the answer is in the book. Unless a woman specially requests firefighting school, chances are a woman has never even seen a firehose, much less had to rake one on a bulkhead. This is not normally the case with men taking the same examinations.
>
> 2) Women who advance to second class are the problem, rather than the asset they should be to the service. Where are these women to be billeted? Though a billet will be listed as legitimate for a rate, a woman will generally find her duties lacking in actual contact with gear associated with her rate. Many second class women feel that they will automatically be assigned to a recruit training command if they reenlist.
>
> The second problem in giving women training in the shipboard ratings and not assigning them accordingly centers around retention:
>
> 1) For a woman who considers reenlistment and/or a career in the Navy, these factors might be considered. If she remains in a shipboard related rate, the present situation make it highly unlikely that she will surpass the second class mark. If she has not made third class, she cannot reenlist at all.

2) A woman who would consider conversion to another rate will find that this is possible. Present policy dictates, however, that she convert to an above or equally critical rating as described in BUPERSINST 1133.25B, dated 30 JULY 1975. Most of the time these are again shipboard related rates and the advantages in conversion are minimal. In some cases conversion is impossible because the other choices of rate are involved in weaponry systems or nuclear power and these are not open to women." [Ref. 35]

Owens concludes her letter to the American Civil Liberties Union by summarizing her feelings and frustrations toward women's present split into half sailor, half traditionally protected female:

"I feel I have, like many women in other rates, been denied the right to pursue a career that was chosen, in a rating that was assigned to me by the Navy. I reflect, as do 120 of the 315 letters I received in reply to a letter I wrote to the editor of the Navy Times in May of 1975, on a group of women who are filling empty billets created for them, though I will admit that there are some women who are serving in legitimate billets on shore, related to their rates. Most disgustingly of all, I feel, I am of that group that we shore based sailors call the 'Zumwalt Specials.' We don't hate the Navy, rather we are striving as diligently as possible to participate in the one Navy concept with the spirit of the goals outlined in the Equal Opportunity Manual. ... I strongly feel that the waste of the talents and skills that we have invested with the women in the shipboard ratings is too precious." [Ref. 35]

D. LEGAL RESTRICTIONS

This section completes the discussion of the anticipated barriers to increasing women's participation and utilization in the Navy. Mentioned previously in this thesis have been two of the major legal barriers which remain in existence. The Equal Right Amendment, which would

provide the basis upon which to challenge other restrictions of women's utilization, remains in an uncertain status. Section 6015 of Title 10, U.S. Code, which prohibits the assignment of women and their use in combat activities, has not been repealed.

This portion of the thesis will complete the list of legal barriers women face by referring to Navy policy and regulations. OPNAV Instruction 5720.2G of September 1973 is the "basis authority for the e mbarkation and passage of all persons in U.S. naval ships." It echoes the restriction of Section 6015, Title 10, U.S. Code and states that "Embarkation of female U.S. military personnel, in a guest status, in fleet units may be authorized only for daylight cruises by CINCPACFLT, or CINCUSNAVEUR..." [Ref. 14]

This section of the thesis opened by introducing proposition two which suggested that women's participation in the Navy should be decreased because of the social upheaval that would result if women's roles were expanded. However, in examining the socialization process, attitudes of Navy men and women's reaction, this proposal appears to be archaic. None of these issues presented as severe a threat as anticipated toward the Navy's operational effectiveness. The major restriction remaining appears to be the legal restrictions. Since these were initiated in 1948, it appears to be time to challenge their adequacy and application in an age when women's talents, abilities and skills are more crucial than ever.

It is concluded that the evidence provided in this portion of the thesis does not support the proposition that women's participation in the Navy should be decreased.

V. PROPOSITION THREE: EXPANSION OF WOMEN'S ROLES

This section of the thesis introduces the final proposition. Proposition three states that women's roles in the Navy must be expanded to include sea/combat duty, if the Navy is to continue to meet manpower requirements and to maintain operational effectiveness. To explore this alternative, the changes brought about by the women's liberation movement will be presented. Information that has been gathered by the Navy on women as sailors will then be discussed. Concluding the examination of this proposition will be a section on the implications of women going to sea, presenting both the anticipated problems and the major advantages anticipated.

A. WOMEN'S MOVEMENT

In the introduction of this thesis, the social changes regarding women and their roles was mentioned. This section will examine in greater depth the effect the women's movement had on all social institutions, including the military.

The women's liberation movement, which began in the early '60's, has changed the lives of many Americans and the way in which they now view family, job and the equality of men and women. The following topics of major changes in roles and expectations and impending legal changes introduce two major reasons for changing the utilization of women in the Navy.

1. Major changes in roles and expectations

> "Seven short years ago the Women's Movement was considered a joke, an occasion for derision, an uprising of 'angry,' 'unfeminine,' 'man-hating' craziness. It had nothing but a lot of rage, the mixed blessing of the attention of the media and a few flimsy, unenforced laws prohibiting sex discrimination. Today, because it has followed witty actions with solid achievements and because it has gained broad-based support for its ideas, it is treated with the greatest seriousness. Hardly a day goes by that there isn't a newspaper report, often on page one, of significance to women. Far from evaporating into thin air like the latest fad or having been consumed in the intensity of its own fire, the Movement has had an immense effect on every area of American life." [Ref. 16]

With the advent of the women's movement, the traditional roles of both men and women in society were challenged. Women became dissatisfied with the restrictions which barred them from certain jobs and some men supported their viewpoint. One of these men, former Chief of Naval Operations, Admiral Zumwalt, summed up the thoughts of many people with regard to changing roles and expectations:

> "When you really stop to think about the state to which our society has developed, there is no reason in theory, sociology, or equity why women should not have every opportunity the men have. I believe any man or woman should be permitted to serve his country in any capacity that he or she, as an individual, views as appropriate." [Ref. 51]

Some of the major changes that led many to alter their attitude with regard to women's roles involved technological effects, family changes and status of women within society. Discussions of each of these issues follow.

a. Technological Effects

Technology has had a tremendous impact on the world of women. It has provided for the first time in human history the conditions for the potential eradication of sex-based differences among humans. Because of the impact of technological changes, Weiss describes the continued perpetuation of traditional roles as archaic and anachronistic:

> "...the sexual division of labor was an adaptation to a hunting ecology. We no longer adapt directly to our ecology, but to our technology. The continuation of separated sex-labor is anachronistic and wasteful of differential individual ability in an environment where the work of foodgetting, territorial defense and childbearing is taken over or aided by technology." [Ref. 25]

Because of the invention of household conveniences, traditional feminine tasks in the home were virtually abolished. Freed from the restrictions which made the role of homemaker a full time job, women began searching for other ways to enhance their lives.

A major solution for many women was to seek employment. Their dramatic entry into the labor force in the last two decades is one of the strongest indications of the changing social and economic role of women. This significant entry of women into the labor force is verified by a recent U.S. Census Study which indicated that by 1974, there were 63 women for every 100 men in the labor force, compared to 41 women for every 100 men in 1950. [Ref. 3]

Technology also brought about the contribution of the pill -- perhaps one of the key factors in changing woman's world. This invention coupled with growing concern over an expanding population have social implications concerning the present and future for women as will be discussed in the following section on changes in the family.

b. Family Changes

The social implications of technology are nowhere more evident than with the changing concept involving the family. Women's traditional housewife and childbearing roles face a rapid state of occupational decline. No longer is it the dream of every woman to conceive a child for self-fulfillment. More than one wife in six in the 18-24 year group expects to remain childless or to bear only one offspring. [Ref. 44] This is contrasted to past human history when the world was underpopulated and the goal was to produce as many children as possible. As Clare Booth Luce states: "Man's back and woman's wide pelvis were the prime tools of human progress. Without plenty of muscles and plentiful wombs, civilization could not have been created. Man placed a high value on motherhood." [Ref. 23]

With the lessening importance of their reproductive role and the altered conditions resulting from technological changes, the trend of women to demand that oppressive institutional restraints be lifted from them will continue. Women can no longer justify their existence in the traditional sense.

Another change that became a characteristic effect of the women's movement was the change in the structure of marriage. The social system in which the husband was the head of the family and the wife was the dependent eroded as women changed the balance between job and home in their lives. In a survey by REDBOOK, seventy-two percent of the 120,000 women who responded said that "the best way for most women to develop their potential is by taking jobs that most fulfill them as individuals." Furthermore, seventy-four percent reported that raising a child was not enough to satisfy most women, and sixty-five percent said that housewife/mother role didn't provide women with enough opportunity for self-fulfillment. [Ref. 16]

c. Status of Women

To prevent social isolation in formulating and expounding an official position on women in the Navy, the Navy must continually appraise the status of women in the total society.

It is becoming increasingly apparent that changing values emerging from the women's movement have created acceptable roles for women other than the traditional homemaker role. Caroline Bird indicates that the trend is toward rejection of old artificial forms:

> "All of the measurable data -- vital statistics, education, and job patterns -- indicate that women will increasingly find themselves living in ways that parallel rather than complement the lives of men. Even fashions in clothing, homemaking, recreation, and social life are emphasizing the similarities between men and women and playing down the differences." [Ref. 2]

Given such expansion in societally accepted roles for women, it appears that attention must be focused on new horizons for women in the Navy.

2. Impending legal changes

This thesis has previously discussed the legal barriers to women's utilization in the Navy, beginning with the Equal Rights Amendment. This is the proposed 27th Amendment to the constitution, which is still pending ratification. Women continue to encounter sex-discrimination and look for changes in the law to protect their rights. Department of Health, Education and Welfare (HEW) studies show that numerous distinctions based on sex still exist in the law. HEW concludes that:

> "Although it is possible that these and other discriminations might eventually be corrected by legislation, legislative remedies are not adequate substitutes for fundamental constitutional protection against discrimination. Any class of persons (i.e., women) which cannot successfully invoke the protection of the Constitution against discriminatory treatment is by definition comprised of second class citizens and is inferior in the eyes of the law." [Ref. 6]

The other major legal barrier previously mentioned was Section 6015, Title 10 of the U.S. Code, which forbids women from serving aboard U.S. Navy vessels. Recently a class action suit challenging that law as unconstitutional was filed in U.S. District Court in Washington D.C. for four Navy women by the American Civil Liberties Union and the League of Women Voters Education Fund. [Ref. 52] The women are charging that the federal statute deprives them and members of their class of their right to the equal protection of the laws guaranteed by the due process clause of the 5th Amendment to the Constitution.

These impending legal changes provide some basis for women to be optimistic -- they are being taken more seriously by society and by the Navy in their quest for equal opportunity. Furthermore, as one of the Navy women filing the suit noted: "Someone told me that they believe that this is what the Navy has been waiting for -- someone to come up with something like this." [Ref. 45]

B. WOMEN AS SAILORS

This portion of the thesis will present information that has been collected on women as sailors in the U. S. Navy. The plans for women going to sea began before August of 1972. However, specific sections were initiated following Z-Gram 116 when Admiral Zumwalt stated that "the ultimate goal, assignment of women to ships at sea, will be timed to coincide with full implementation of pending legislation." [Ref. 17]

Once the all-volunteer force became a reality in 1973 and the problems of personnel shortages continued to plague the efficient and effective operations of the fleet, expansion of women's role to include sea duty came under consideration. The following discussions of Navy action and women in the military and at sea in other countries provide information on how the pilot projects of women at sea have fared.

1. Navy actions to date

Realizing that there was a lack of information on women at sea, the Navy instituted a pilot project to gather that data. Following Z-Gram 116, the USS SANCTUARY was assigned a limited number of women

officers and enlisted women in November of 1972. It was the first Navy ship to have women personnel serving in non-medical jobs at sea.

Although the ship reportedly was not a rigid test on the ability of women to perform at sea, it was a first step toward integrating women aboard sea-going vessels. From the evidence gathered women did their share of work. A study of the women aboard the USS SANCTUARY which was conducted by the Naval Electronics Laboratory Center made these observations:

> "That women work well in all departments of the ship; that they improve the morale of the crew -- a healthy coed situation exists; that women cause no major shipboard problems; and that no major changes in habitability for women aboard ship are required. Additional conclusions were that equal improvements for men and women are required; that separate berthing limits the amount of freedom in staffing and housing on the ship; that smaller sections of berthing would facilitate the conversion of quarters for different numbers of women; and that the women were inexperienced in certain aspects of shipboard life which more thorough training could correct." [Ref. 29]

In addition to the favorable technical reports, the male sailors aboard the USS SANCTUARY also responded favorably to the addition of women sailors to the crew. One of the sailors aboard the ship observed the following:

> "Most of the people who worked with the girls were quite surprised at how well they adapted to their chosen work. Their dedication to their jobs was due to the fact that they realized that they were in a sense on trial, therefore they tried harder. The average Navy man, who usually does only what is necessary to get by, served as an invaluable aid which made the women's endeavors look doubly efficient in the eyes of their superiors." [Ref. 9]

The embarkation of women aboard the USS SANCTUARY as non-medical personnel was an event which was carefully scrutinized by many because of the novelty of the situation. One of the more detailed documents reporting on the pilot project was issued by the Naval Ship Engineering Center. The report provides some major findings and projected future implications:

> WORK RELATED
> To date, women have taken on and successfully carried out all tasks opened to them. Reports from military and commercial ships employing women illustrate that they are capable of performing most, if not all, shipboard tasks.
>
> OFF-DUTY RELATED
> Men and women can work together aboard ship. The key to the successful integration of women aboard ship is the provision of appropriate berthing, sanitary, and leisure facilities.
>
> Male and female needs associated with berthing, stowage, dressing, sanitary, food service, personal service, medical, dental, leisure, utility, and interior effects systems are very much the same.
>
> The arrangement of male and female facilities must not only ensure privacy between the sexes, but must also ensure adequate access and traffic flow.
>
> Although it is anticipated that there will be complete equality with respect to working conditions, administrative and personnel policies, ships should be designed to allow men and women the opportunity to maintain their individual roles during their off-duty hours. [Ref. 32]

To this point, the technical reports have been discussed and a viewpoint concerning the attitude of a male sailor was presented with regard to women's performance as sailors. The women who took part

in the pilot project were for the most part also favorable in their comments toward going to sea. A woman sailor aboard the USS SANCTUARY expressed this sense of adventure as she took part in an experience which is rare for Navy women:

> "Going to sea is like nothing else in the world. It's exhilerating. At night, you can see thousands of stars that you've never seen before. You have water hitting you smack-dab in the face, and the movement of the ship -- all you want to do all day is sleep. You don't worry about what your hair's going to look like or if you've got your makeup on, because it does no good. It gets washed off and salt gets caked on your face. But it's a clean feeling. You just sit there on the weather decks and see miles and miles of nothing but water. Its just you and the water and God. You get to do a lot of thinking, itemizing things, breaking things down. It gives you a chance to stop and look at what you've done and what you're going to do." [Ref. 39]

Despite all of the reports that the USS SANCTUARY was a successful pilot program, it was cautioned that a sense of exploration and adventure existed -- a feeling which may well become obsolete as women encounter the routinization of becoming sea-going individuals. [Ref. 32]

In addition to the SANCTUARY, a study of enlisted women aboard U.S. Navy tugs and other service craft units has been in progress. Women were first assigned to service craft in November 1974 following a Judge Advocate General (JAG) opinion that the Public Law restriction did not generally apply to the mission assignment of such vessels. It was the conclusion of the JAG that the context of Title 10 of the U.S. Code, Section 6015, the term "vessels of the Navy" refers to vessels

which "go to sea." Furthermore, it was the view of the JAG that the phrase "go to sea" refers, in its ordinary meaning, to deployment to the high seas for extended periods of time. The phrase "go to sea," therefore, does not include the operation of small craft attached to and serving in support of Navy shore installations which do not deploy to the high seas for extended periods. [Ref. 26]

The service craft which belong in the category judged as serving in support of Navy shore installations include such vessels as the following:

FIGURE 2

SERVICE CRAFT ABBREVIATIONS

ARD	Auxiliary Floating Drydock (non-self propelled)
AVR	Aircraft (Aviation Rescue Vessel)
LCM	Landing Craft, Mechanized
LCPL	Landing Craft, Personnel
LCU	Land Craft Utility
NMB	Noise Monitoring Boat
TRB	Torpedo Recovery Boat
WPB	Weather Patrol Boar
YC	Open Lighter (non-self-propelled)
YF	Covered Lighter (self-propelled)
YFU	Harbor Utility Craft (self-propelled)
YO	Fuel Oil Barge (self-propelled)
YOG	Gasoline Barge (self-propelled)
YON	Oil Storage Barge (non-self-propelled)
YSD	Sea Plane Wrecking Drrrick (self-propelled)
YTB	Large Harbor Tug
YTL	Small Harbor Tug
YTM	Medium Harbor Tug
YW	Water Barge (self-propelled)

At this point, reports concerning women's performance aboard the tugs are to a great extent inconclusive. However, twenty-four service craft units were contacted early in 1976 by PERS-5K and twelve of these units reported that female physical strength was a major factor as part of the women's job performance. Statements made by the units included:

-- It takes two women to do one man's job

-- You are sending us too many small women

-- They do the best they can in handling deck tasks. [Ref. 21]

Complaints came not only from the commands but from the women assigned to the service crafts. A spokesman summarized the women's comments in this manner:

> "Many are outspokenly critical of the women's liberation movement, consider service craft degrading womanhood, both for the type of physical labor they must perform and for the obscenities to which they are occasionally exposed when working with fleet units." [Ref. 37]

Assignment of women to service crafts has not been problem free -- growing and changing have and will continue to cause obstacles for some men and women. However, the conclusion of the report by PERS-5K to the Chief of Naval Personnel was not negative with respect to employing women as sailors. It concluded that in general women were able to perform the tasks required aboard the service craft. It did suggest that the Navy investigate the feasibility of considering physical strength as an assignment criteria to the service craft. [Ref. 21]

Navy action to implement programs for women at sea has been limited because publicly Navy policy is to follow to the letter the 1948 law that prohibits women from service on Navy ships. However, the pilot projects undertaken to date suggest that some women have the ability and talent to become sailors.

2. Women in the military and at sea in other countries

Continuously since 1945, the U.S. military has made plans based on the notion that women would be excluded from armed combat and from going to sea. One would often hear rumors that women in such countries as Israel and the U.S.S.R. were far ahead of their American counterparts in the roles and assignments they received in their country's armed forces. Reports received in this country do not indicate that to be factual information

It does appear that Israel is the only country in the world where there is full-scale conscription of women as well as men into the military. However, Dickerson reports that "the women are neither trained for combat nor assigned to combat roles, but some serve with combat units." [Ref. 50] The general attitude in Israel does consider military service an important stage in the life of a young woman, but only as a "prelude for most of them to fulfilling their primary social roles as mothers." [Ref. 50]

Recent reports from the U.S.S.R. indicate that the participation of women in the Soviet armed forces mirrors their status in Soviet

society as a whole. Leibst observes that "propaganda notwithstanding, women do not have equality of status or opportunity with Soviet men." [Ref. 10] Military service in the Soviet Union appears to be governed by a 1967 law on universal military service prescribing the military obligations of both male and female Soviet citizens. Article 16 specifically concerns the role assigned to women and its contents are analyzed by Leibst in the following manner:

> "Women 19 to 40 years of age who have medical or specialized training can be taken into military service in peacetime, recruited for refresher training periods or admitted as volunteers for active duty. ... in wartime women can be drafted into the USSR armed forces, but Soviet servicewomen are not subjected to the rigid regimentation, intensive training, and generally austere conditions characterizing the service of male conscripts." [Ref. 10]

No mention of women serving in the Navy of Israel or the Navy of the Soviet Union was made in either of the reports. According to the roles ascribed to women in both countries, it appears unlikely that women would be employed as sailors.

Although it appears that no Navy forces have female personnel aboard combatant ships, the possibility of women serving aboard ships in other industries has been under consideration by some countries. Principally, it was discovered that foreign maritimes were encouraging women to serve aboard ships to counteract personnel recruitment and retention problems. [Ref. 32] For these reasons, women have been employed in the Merchant Navy ships of Scandinavia and certain East European countries.

In addition, the shortage of available labor, the growing number of women seeking careers at sea and the trend towards total emancipation of women induced the British Shipping Industry to employ women at sea. An investigation concerning the attitudes held by male seafarers found that acceptance of women at sea was significantly affected by the stereotypical opinions held by the men. However, those sailors who had previously worked with women aboard ship were more able to accept them than were the men who were basing their attitudes and expectations on preconceived ideas. Once initial apprehensions and misconceptions were overcome, no problems resulted from the introduction of women aboard ship. [Ref. 19]

Research into women going to sea shows that the impetus toward utilizing women aboard ships has been slow not only in the United States, but in countries throughout the world. It is not that the reports have shown women to be incompetent or incapable of handling tasks associated with becoming sailors. On the contrary, the following summarization indicates that women possess the potential to become sailors:

> "Reports from all U.S. and foreign sources indicate that women aboard ships 'normalize' and improve shipboard life. Just like any organization or community, ships will always have personnel problems no matter what their personnel composition. However, it is being found that the problems resulting from women aboard ships are not as great as those resulting from an all-male environment." [Ref. 32]

C. IMPLICATIONS

In considering proposition three, this section of the thesis has concentrated on reports that have been issued regarding women's participation in pilot projects designed to focus on women's performance as sailors. This section introduces some of the favorable and unfavorable implications associated with expanding women's roles to include sea/combat duty. The information which will be utilized was collected in the survey conducted at the Naval Postgraduate School described in Chapter IV of this thesis.

The discussion on implications will include the major problems the men anticipate will occur as a result of women going to sea. Concluding the discussion on proposition three will be a presentation of the anticipated major advantages of women going to sea.

1. Major problems anticipated with women aboard ships

The feasibility of utilizing of women aboard Navy ships, while maintaining operational effectiveness, has been studied in the cases of assignment of women to the now decommissioned USS SANCTUARY and the various service craft. Both men and women have voiced problems in these pilot projects -- no matter what the composition of the crew, male or female, or both, no ship will experience a problem free atmosphere.

However, many unanswered questions and undiscovered problems on the issue of women going to sea are crucial to keeping the ships afloat. In an attempt to discover problems which male naval officers

anticipate, the men in the survey at the Naval Postgraduate School were asked why they would not want women to serve aboard ships. Since most of these men have been in the Navy over ten years and have experienced the shipboard environment personally, it was felt they would provide realistic observations.

Each of the men were allowed to list at least three responses. The anticipated problems were divided into the following categories listed in order of frequency of response:

1) Male/female relationships

2 Living conditions aboard ships are considered inadequate

3) Shipboard life is too physically demanding for women

4) Impossible to separate aspects of the traditional role

Under each category are listed some of the statements made by the male naval officers in response to the question:

WHY SHOULD WOMEN NOT BE ALLOWED TO SERVE ABOARD A SHIP?

1) Male-female relationships
   -- disrupt efficiency and dependability of men in combat due to male-female relationships
   -- disrupt discipline in men aboard ships due to male-female relationships forming
   -- create conflict (boy-girl relationships)
   -- the wives will be greatly distressed
   -- the potential for sexual liaisons that could seriously affect morale exist
   -- because sailors are men -- hanky panky doesn't belong at sea
   -- C.O. has enough trouble without irate wives
   -- sexual stress
   -- horseplay and competition for favors among male crew
   -- pregnancy
   -- personal (male-female) relationships interfering with ship's mission

-- create problems for married men at home
-- people live together on ships (can we cope with the implications?)
-- additional emotional problems for all
-- to preserve marriage of the married sailors
-- distraction
-- harmony of men eating and working together in a disciplined environment would be strongly usurped.

2) Living conditions aboard ships are inadequate
-- ships are not set up for both men and women at the same time
-- privacy problems for women
-- berthing problems
-- time and expense of reconfiguring facilities for women's needs
-- lack of facilities in already crowded conditions

3) Shipboard life is too physically demanding
-- can do most jobs, but my experience shows they cannot perform a few tasks which causes them to be a liability
-- too rigorous
-- not physically able to pull their load
-- physically not strong enough for regular shipboard tasks
-- most cannot handle heavy jobs as performed by BT's, MM's, BM's
-- ammunition handling

4) Impossible to separate aspects of traditional role
-- not willing to place wife or daughter or any other woman in a role which includes combat
-- inability of officers and petty officers to treat them as equals
-- lack of preparation from their background for that kind of living
-- unsure of how U.S. culture has conditioned women for stress
-- traditional views create conflict

5) Additional comments
-- law does not allow women onboard
-- too much conflict potential
-- most Navy women are incompetent
-- too emotional (especially at end of month)

-- detrimental to morale
-- wartime environment
-- "esprit de corps" would be lessened
-- inadequate positions they might fill
-- dangerous

2. Anticipated major advantages of women going to sea

Reports from military and commercial vessels employing women illustrate that women have shown themselves capable of performing most of the tasks of a sailor. Although women are by no means a new addition to the U.S. Navy, most men have never personally viewed women in non-traditional tasks.

With the advent of possible changes in Navy policy, the men in the survey at the Naval Postgraduate School were asked to identify some of the major reasons why women should go to sea. Some of the men gave only one response -- "I don't," while others exhibited a more positive approach -- "they have a right to do it."

They were asked to give three responses to the questions. The anticipated major advantages were divided into the following categories listed in order of frequency of response:

1) Equality of opportunity

2) Eliminates possible inequities in sea/shore rotation of men/women Navy career patterns

3) Source of talent to the Navy

4) Would change the shipboard climate in the positive direction

Under each category are listed some of the statements made by the male naval officers in response to the question:

WHY WOULD YOU WANT WOMEN TO SERVE ABOARD A SHIP?

1) Equality of opportunity
   -- provide opportunity to be an integral part of Navy
   -- equal opportunity requires equal responsibility
   -- they have a right to do it
   -- equal opportunity means equal distasteful jobs also
   -- equal pay should be synonymous with equal jobs and hardships
   --end bullshit about discrimination
   -- to learn their reaction to obtaining equal rights
   -- five women opportunity to serve as Unrestricted Line Officers
   -- to allow women to experience the same experiences as men, i.e. 7 month deployments, travel, unsure schedule, etc.
   -- they may want to serve at sea

2) Eliminates possible inequities in sea/shore rotation of men/women Navy career patterns
   -- more shore duty billets for men (serious problem for enlisted Navy)
   -- so women would vacate shore billets
   -- open more shore billets for sea-going personnel
   -- do away with standard gripes of women occupying shore duty billets
   -- make cruises shorter

3) Source of talent
   -- to provide skills in short supply
   -- this would expand population for finding good people
   -- billets should be filled with most qualified people allowing Navy to use best assets
   -- excellent workers, they do a good job
   -- many are as or more capable than male counterparts
   -- additional typists
   -- to sew, cook
   -- to work in galley
   -- to enhance combat readiness

4) Would change the shipboard climate in the positive direction
   -- better behavior by men while in deployed ports ashore
   -- improved morale
   -- change of pace
   -- companionship, tired of talking to just men

-- tends to mellow actions of everyone
-- enhance shipboard atmosphere
-- better climate
-- generally provide a different point of view
-- improve level of conversation and hygiene
-- reduce tensions

5) Additional comments
-- easier to look at than a bunch of unshaven sailors
-- free men for maintenance work
-- gain confidence of men
-- ease personnel crunch -- greater manpower pool
-- more motivated than men
-- better attitude than men
-- fewer behavior problems
-- to see what would happen (CURIOSITY)

This portion of the thesis has considered the proposition that women's roles in the Navy must be expanded to include sea/combat duty, if the Navy is to continue to meet manpower requirements. The first woman line officer to be designated by the Navy for the rank of Admiral concurs with this proposition. Admiral McKee feels "women represent a reservoir of talent the Navy will have to tap of necessity." [Ref. 22] In addition, the Admiral would like to see the federal law prohibiting women from serving on combat ships changed, stating that the "larger vessels could be modified to accommodate women if necessary." [Ref. 22]

Supporting the expansion of women's roles in the Navy are the changing roles of women in society. The major changes in roles and expectations combined with the laudatory reports concerning women who have gone to sea are reasons proposition three is considered viable.

Perhaps the strongest argument for supporting the third proposition is one of sheer pragmatism. If the Navy does not expand its utilization of women resources the Navy will simply be unable to meet its operational commitments. This position is based on conservative personnel forecasts.

VI. CONCLUSION

As was stated in the introduction, the purpose of this thesis was to examine women's participation in the Navy in the past, their present utilization and to propose additional utilization of their talents and abilities in the future. This was accomplished by examining three propositions: 1) maintaining the status quo for women, 2) decreasing women's participation and 3) expanding women's roles.

Proposition one stated that women should continue to be utilized in traditional jobs such as medical, dental and various administrative areas, since maintaining the status quo will not alter the Navy's operational effectiveness. In looking at historical evidence to discuss this proposition, it was found that women have traditionally been called upon to fill the manpower shortages which resulted during both World Wars. Today, the Navy ships are undermanned and the forecast for the future acquisition of manpower is not optimistic. Major recruiting shortages are forecast to occur by the 1980's, an "aftershock of the post-war 'baby boom.'" [Ref. 12] This forecast coupled with competition from private industry for these vital human resources are cause for rejection of proposition one.

Proposition two stated that women's roles in the Navy should be restricted to a greater extent than now exists, because of social and legal difficulty in assimilating women into the Navy on the expanded

basis suggested in Z-Gram 116. In examining these barriers, it was found that they do not pose as great a threat as anticipated. Women's roles in the Navy have historically closely resembled women's status within society -- today women are entering jobs within society which were once considered for men only and it is anticipated that they will do likewise in the Navy. Women are not only entering traditionally male jobs -- there are indications that men accept women in these jobs. Responses from male naval officers at the Naval Postgraduate School were not as negative toward changing women's participation in the Navy as initially hypothesized. They indicated that they were in favor of women participating in jobs they possess the talents and abilities to perform and even agreed that they should go to sea if they so desire. The majority also agreed that the legal status of women should be changed, indicating that if the Equal Rights Amendment were put to a popular vote, they would be in favor of its passage. Since the social upheaval that would be created is not as great as initially anticipated, it is believed that proposition two is unrealistic. To decrease women's participation in the Navy would not only deny the established goals of equal opportunity, but would severely limit the Navy in accomplishing its mission.

Proposition three stated that women's roles in the Navy must be expanded to include sea/combat duty, if the Navy is to continue to meet manpower requirements and to maintain operational effectiveness. The evidence examined centered on major changes in the roles and

expectations of women in society and on women's performance in pilot projects at sea. It was noted that technology has given women more time to develop interests outside the traditional role of homemaker. In addition, social concern over an exploding population has limited the demand for her to produce children. Consequently women have increasingly become part of the labor force. While the Navy has accepted only a limited number of women from the labor force, the forecasts of manpower shortages and the all-volunteer force concept indicate that women represent a necessary human resource. Pilot projects initiated to evaluate the utilization of that human resource at sea made it apparent that women were capable of performing a variety of assignments traditionally given to men and of adjusting to shipboard life. And although some problems were voiced over the physical limitations some women experienced aboard tug boats, overall results of women's performance aboard service craft were praiseworthy. Since the Navy needs more human resources to man the ships of an expanding Navy and results show women to possess the capabilities necessary to become sailors, it is considered imperative that women be utilized to fill the manpower gap. Therefore, proposition three is considered the most acceptable of all the propositions presented. It is anticipated that women will become sailors in the U. S. Navy -- a part of the total Navy team ensuring survival of a free society.

To implement proposition three -- expansion of women's roles to include sea/combat duty -- requires further action by the Navy.

Primary among these actions is the removal of the legal restrictions barring women from Navy combat vessels. Four Navy women have recently challenged the federal statute and asked the U.S. District Court in Washington D.C. to rule the statute that prohibits them from going to sea as unconstitutional. In addition members of the Defense Advisory Committee on Women in the Services (DACOWITS) have unanimously recommended "that the law barring women from serving on combat vessels and aircraft be revised." DACOWITS called the present law "unnecessary and arbitrary" in urging that it be changed. [Ref. 8] It is time that the Navy publicly support the changing of the law as a necessary step toward meeting its future manpower requirements.

Another action recommended is the continued accumulation of information on the anticipated problems with women going to sea. Suggested are those that were identified by the male naval officers at the Naval Postgraduate School. Once the legal restrictions are removed, new policies will need to be established integrating women into the Navy's total mission. Investigation of some of the anticipated problems will establish a base of information providing for realistic policy making.

Primarily, the men voiced concern over resulting male-female relationships and its effect upon the ship's mission. Many were of the opinion that the addition of women to the crew would disrupt the

efficiency and dependability of the men in combat due to male-female relationships which would develop. The information gathered to date does not concur with that belief. A report by Cherrix and Coffman concerning the placement of women aboard freighters concluded that "...anticipated problems such as disruption of morale or frequent sexual activity and resulting jealousies have not developed. While there has been some pairing off between men and women, no disruptive incidents have occurred." [Ref. 7]

Another area anticipated by the male naval officers to present a problem is the physical construction of the Navy's ships. To date, studies on shipboard design, environment and habitability have been conducted to identify changes necessary to incorporate women as part of the crew. A report issued by the Naval Ship Engineering Center stated the following:

> "Existing shipboard working and living conditions are poor. It is difficult for individuals, men or women to accept and adapt to these conditions. It does not appear that existing deficiencies will impair the health, safety, morale, and performance of women any more than they do that of men." [Ref. 32]

While Navy management recognizes that certain personnel problems can be attributed to ship design deficiencies in physical working and living conditions, the extent to which the addition of women will increase these problems is uncertain. What does appear conclusive, however, is that equal treatment of men and women in all aspects, including berthing, duty assignments, etc., is necessary.

Many of the male naval officers indicated that shipboard life would be too physically demanding for women. Under certain circumstances, many of the men suggested that lack of physical strength could be critical. To curtail complaints that some women lack the strength to perform tasks aboard tug boats, the Navy initiated action to provide physical conditioning programs for both men and women at bootcamp. "The purpose of this program is to provide the fleet with sailors equipped to properly handle their normal duties and to cope in emergency situations." [Ref. 13] However, the final outcome of these physical conditioning programs is as yet unclear. It must also be taken into consideration that the tasks of Navy personnel are becoming more and more characterized by brain power rather than brawn as indicated in a report by the Naval Ship Engineering Center:

> "Whereas in the past muscle power was an essential characteristic of those who served on board Naval ships, it is less essential on today's ships. While elements of strength still play a part in the sailor's role, those elements are no longer the major elements. The ship's crew must possess the know-how to cope with the increased technological sophistication of today's naval vessels. It it anticipated that there are a few physically strenuous tasks which most women cannot perform. However, it should be noted that there are other tasks at which women are more proficient than men, including those associated with vigilance." [Ref. 32]

Finally, it is recommended that the positive aspects concerning women going to sea be remembered. The male naval officers indicated that equal opportunity is the primary reason women should not be restricted from going to sea. However, the issue does not only concern equal

opportunity for women, but also includes the realization that women's skills and abilities may be the crucial factor which keeps the ships of the U.S. Navy afloat.

APPENDIX A

ATTITUDES TOWARDS WOMAN'S ROLE (N=64)

	Question	Yes	No	Undecided
1.	If the Equal Rights Amendment (ERA) were put to a popular vote, I would vote for it.	52%	28%	20%
2.	If the law were changed so that women were assigned to ships I would get out of the Navy.	5%	89%	6%
3.	Women should be allowed to work at any job they are capable of performing.	84%	10%	6%
4.	Parents should guide their children into traditional roles and goals appropriate for their sex.	22%	58%	20%
5.	Some women are able to be good wives, good mothers, and good employees simultaneously.	81%	10%	9%
6.	Women should take a supportive position in society, marriage, and the world of work rather than trying to be leaders.	17%	72%	11%
7.	Most women cannot stand the stress and strain associated with being a high level manager or a commanding officer.	22%	55%	23%
8.	Certain civilian and military jobs are so unfeminine that women should be excluded from performing them.	23%	60%	17%
9.	Women should not compete with men for promotions because a man's career is more important and should not be jeopardized.	6%	85%	9%

APPENDIX B

CONTEMPORARY VS. TRADITIONAL VIEW OF MALE/FEMALE ROLES

(N=64)

Contemporary view of male/famel roles involves husbands and wives sharing domestic and financial responsibilities.

Traditional view assigns primary responsibility for the home and children to the woman and the man provides the financial support.

Question	Yes	No	Undecided
1. Active duty Navy women tend to be contemporary, rather than traditional, in their attitudes towards male/female roles.	64%	3%	33%
2. Navy wives tend to be contemporary also.	41%	40%	19%
3. Male Naval Officers tend to be traditional, rather than contemporary.	77%	16%	8%
4. Navy enlisted men tend to be traditional, rather than contemporary.	69%	14%	17%
5. I tend to be traditional in my attitude toward male/female roles.	41%	48%	11%

APPENDIX C

ATTITUDES TOWARDS WOMEN IN THE NAVY (N=64)

	Question	Agree	Disagree	No Response
1.	There is no discrimination on the basis of sex in the Navy.	10%	88%	2%
2.	The opportunities for Navy women to develop their individual capabilities are as good as those for men.	33%	64%	3%
3.	Women should be allowed to go to sea if they want to go and can do the job.	64%	36%	
4.	If women go to sea, they should not serve on ships going into combat.	30%	70%	
5.	If women were assigned to ships, relationships between men and women would affect the efficient running of the ship.	64%	36%	
6.	If women do serve on board ships at sea, they must do so under the same working conditions as men.	92%	8%	
7.	There are better opportunities for women in the Navy than there are for them in civilian society.	50%	45%	5%

8. Which of the following are the most important reasons you feel women joined the Navy?

10% a. travel

9% b. education or training

21% c. a good job or career

11% d. more chances for a woman to get ahead in the Navy than in civilian society

16% e. get away from home

2% f. benefits

5% g. find a husband

26% h. meet people, do new things

APPENDIX D

WOMEN IN THE NAVY QUESTIONNAIRE

(Do not fill out unless you are male and on active duty status in the U. S. Nav6)

PRIVACY ACT STATEMENT

Confidential information is requested regarding your experiences and feelings about the role of women in the Navy. This information will be used in writing a thesis concerning women in the Navy. In no case will an individual's response be scrutinized or used for evaluation purposes. You are not required to provide this information; your participation is voluntary.

INSTRUCTIONS

This survey asks questions about your experiences and feelings concerning the role of women in the Navy. There are no right or wrong answers. Please answer each question honestly. Your truthful answers will be used in the writing of a thesis examining the utilization of women in the Navy.

Remember -- this questionnaire is anonymous. THERE IS NO WAY THAT YOU CAN BE IDENTIFIED BECAUSE YOU DID NOT PLACE YOUR NAME OR SOCIAL SECURITY NUMBER ON THIS FORM. Please answer the questions for yourself and do not discuss answers with anyone until all have completed the survey.

Please answer all items and do not leave anything blank. This should take about 10-15 minutes to complete.

Return to SMC #2597 ASAP.

Today's date _____

The following questions ask for some background information about you.

1. How long have you been in the Navy?

   a. Less than one year
   b. 1-2 years
   c. 3-5 years
   d. 6-10 years
   e. Over 10 years

2. What is your area of specialty/designator? (ex. 1100) _____

3. Have you ever worked with Navy women?

   a. Supervised them (enlisted women)
   b. Worked with them as peers (Naval Officers)
   c. Worked for a woman as a subordinate
   d. Never worked with women in the Navy

4. Marital Status

   a. Single (never married)
   b. Married
   c. Other (divorced, separated, widowed)

5. If married, is your wife:

   a. Currently in the military
   b. Was once in the military
   c. Was never in the military

6. Describe your wife's status from the following:

   a. Works in the home
   b. Is employed at a job part time
   c. Is employed full time outside the home (40 hrs per week)

ATTITUDES TOWARDS WOMAN'S ROLE

Please answer the following questions using the coding system below:

1 = YES 2 = UNDECIDED; DON't KNOW 3 = NO

_____ 1. If the Equal Rights Amendment (ERA) were put to a popular vote, I would vote for it.

_____ 2. If the law were changed so that women were assigned to ships, I would get out of the Navy.

_____ 3. Women should be allowed to work at any job they are capable of performing.

_____ 4. Parents should guide their children into traditional roles and goals appropriate for their sex.

_____ 5. Some women are able to be good wives, good mothers, and good employees simultaneously.

_____ 6. Women should take a supportive position in society, marriage, and the world of work rather than trying to be the leaders.

_____ 7. Most women cannot stand the stress and strain associated with being a high level manager or a commanding officer.

_____ 8. Certain civilian and military jobs are so unfeminine that women should be excluded from performing them.

_____ 9. Women should not compete with men for promotions because a man's career is more important and should not be jeopardized.

****

The contemporary view of male/female roles involves husbands and wives sharing domestic and financial responsibilities. The traditional view assigns primary responsibility for the home and children to the woman and the man provides the financial support.

Please answer the following questions with these definitions in mind, using the same coding as above.

_____ 10. Active duty Navy women tend to be contemporary, rather than traditional, in their attitudes towards male/female roles.

_____ 11. Navy wives tend to be contemporary, also.

_____ 12. Male Naval Officers tend to be traditional, rather than contemporary.

_____ 13. Navy enlisted men tend to be traditional, rather than contemporary.

_____ 14. I tend to be traditional in my attitude toward male/female roles.

ATTITUDES TOWARDS WOMEN IN THE NAVY

The following questions deal with your attitudes or opinions about women in the Navy. Please use the coding system below to answer the questions:

1 = STRONGLY AGREE 2 = AGREE 3 = DISAGREE 4 = STRONGLY DISAGREE

_____ 1. There is no discrimination on the basis of sex in the Navy.

_____ 2. The opportunities for Navy women to develop their individual capabilities are as good as those for men.

_____ 3. Women should be allowed to go to sea if they want to go and can do the job.

_____ 4. If women go to sea, they should not serve on ships going into combat.

_____ 5. If women were assigned to ships, relationships between men and women would affect the efficient running of the ship.

_____ 6. If women do serve on board ships at sea, they must do so under the same living and working conditions as men.

_____ 7. There are better opportunities for women in the Navy than there are for them in civilian society.

****

_____ 8. Which of the following are the two most important reasons you feel women joined the Navy: (Use 8 & 9 to answer)

_____ 9.

a. travel
b. education or training
c. a good job or career
d. more chances for a woman to get ahead in the Navy than in civilian society
e. get away from home
f. benefits
g. find a husband
h. meet new people, do new things

_____ 10. Why would you want women to serve aboard a ship?

1. _____
2. _____
3. _____

_____ 11. Why should women not be allowed to serve aboard a ship?

1. _____
2. _____
3. _____

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