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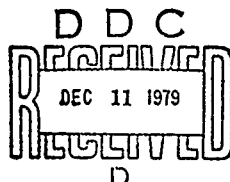
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WOMEN SOLDIERS IN KOREA: COMMANDERS' VIEWPOINTS

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WOMEN SOLDIERS IN KOREA: COMMANDERS' VIEWPOINTS

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WOMEN SOLDIERS IN KOREA: COMMANDERS' VIEWPOINTS

INTRODUCTION

Study Purpose

The purpose of this study was to assist the Eighth United States Army (EUSA) in identifying problem areas associated with assignment of women soldiers to duty in the Republic of Korea in increasing numbers. The study was designed to aid the command in determining which problem areas are capable of being addressed by direct command action and which, more appropriately, through long-term education.

Approach

The approach taken in this study can be described as a survey and analysis to determine unit commanders' perceptions regarding the duty performance and effective utilization of women soldiers.

The scope of the study encompassed whether assignment of women soldiers to Army units in Korea has influenced in any manner the individual unit commander's ability to develop unit readiness. In addition, unit commanders were asked to express an opinion as to the advisability of utilizing women soldiers in their respective units in time of war.

Following are brief descriptions of main elements in the study.

The Commander's Questionnaire (CQ). The commander's questionnaire (CQ) was the principal survey instrument used in gathering data regarding the perceptions of unit commanders in EUSA. A copy of the CQ is included following the technical supplement to this report. The CQ provided insights with respect to:

- The degree of acceptance of women soldiers by unit commanders under both current and wartime conditions.
- The professional profile of the unit commanders included in the study.
- A profile of the EUSA units included in the study.

The Unit Commanders. The population targets to which the CQ was addressed were those commanders in EUSA who had women soldiers currently assigned to their units. The initial requirement was to identify every major subordinate command in EUSA to which women soldiers were assigned. A Survey Control Officer (SCO) was then designated within each of these major subordinate commands and charged with the task of further identifying every company-sized unit within that subordinate command to which women soldiers were currently assigned. The SCO then provided the commanders of each of the aforementioned units with a CQ. Upon completion of the CQ, unit commanders were to mail their questionnaire to the office of the principal investigators: ARI Field Unit-Far East (ARI-FE), located at Yongsan Garrison, Seoul, Republic of Korea.

A total of 111 unit commanders from every Military Area in the Republic of Korea returned CQs to ARI-FE for analysis. The unit commanders who participated in the survey ranged in grade from senior enlisted personnel (2 each detachment commanders) to O6. The bulk of the questionnaire respondents, i.e., 67 unit commanders, were captains. Of the 111 unit commanders, 79 (approximately 71%) were in grades O3 and below.

The unit commanders surveyed included commanders of combat, combat support and combat service support units, as defined in AR-310-35. Profiles of the unit commanders, determined from their questionnaire responses, appear in Table 1.

Table 1. Distribution of Commander Rank as Compared to Type of Units

Type of Unit	Rank						
	SGT	WO	1LT	CPT	MAJ	LTC	COL
Combat				6	3	1	
Combat Support			1	26	3		
Combat Service Support	2	4	5	35	13	7	5
Total: 111	-	2	4	6	67	19	8

Note. While research efforts were specifically targeted toward the small unit commander in EUSA, senior commanders were not prohibited from actively participating in the survey. Senior commanders (8 LTCs and 5 COLs) in fact did submit Commander's Questionnaires.

The Units. Each of the 111 units in the study had female soldiers assigned for duty at the time of the survey. Table 2 reveals the number of units representing each of the 3 types of units covered. The 10 combat units appearing in Table 2 were primarily headquarters elements of combat units, i.e., INF, ADA, CBT, AVN.

Table 2. Type and Number of Units in Survey

	Type of Unit		
	Combat	Combat Support	Combat Service Support
Number of Units	10	30	71

Table 3 and Figure 1 combine to present a picture of where the surveyed units are physically located in the Republic of Korea.

Table 3. Location of Units in Survey

	Military Area Designation in ROK					
	I	II	III	V	VI	VII
Number of Units	22	1	43	14	24	7

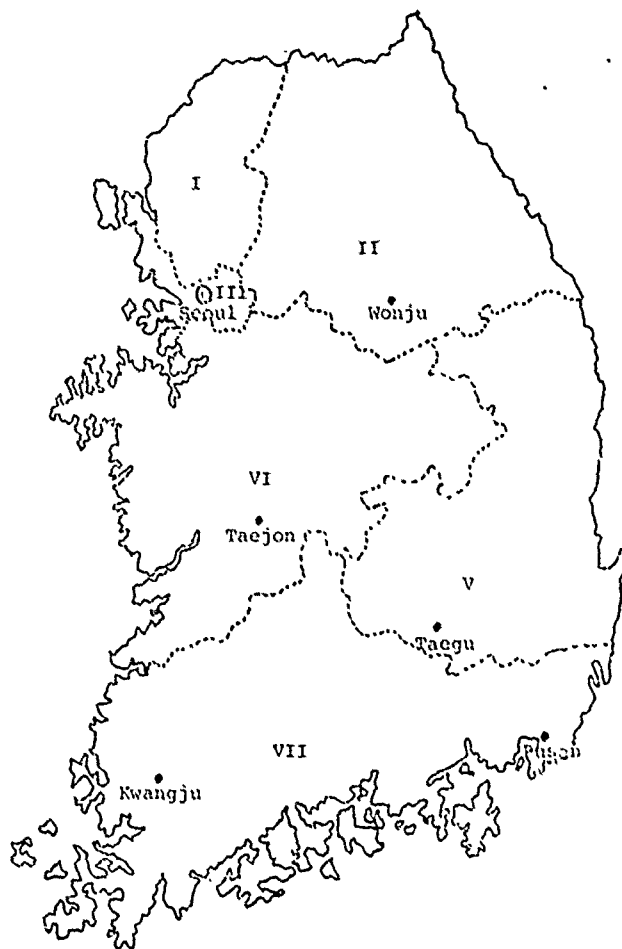


Figure 1. Military Area Designations in the Republic of Korea.

More than half the units in the study had a US military personnel strength of less than 100 soldiers (see Table 4). The percentages of women soldiers assigned to the various units are summarized in Table 5.

Table 4. US Military Personnel Strength of Units in Survey

	Number of Assigned US Military Personnel		
	Less Than 100	Between 100&200	More Than 200
Number of Units	64	30	14

Note. Three unit commanders did not include the size of their units in their respective CQs.

Table 5. Percentage of Women Soldiers in Units Represented

	Percentage of Women Soldiers in the Unit		
	Less Than 5%	Between 5&10%	More Than 10%
Number of Units	30	39	38

Note. Four unit commanders did not include information pertaining to the percentage of women soldiers among their total US military personnel strength.

RESULTS AND CONCLUSIONS

An analysis of the 111 CQs revealed the perceptions of the subject unit commanders with regard to their acceptance of assignment of women soldiers to their respective units under:

- current conditions in EUSA
- wartime conditions.

Conclusions and subsequent implications derived from an analysis of data in the CQs are summarized within this section of the report. The following discussion of commander's responses to questions in the CQ is organized in terms of: (1) current conditions in EUSA, (2) wartime conditions, (3) current and wartime conditions, (4) summary, and (5) conclusions.

Current Conditions in EUSA.

The extent to which survey respondents, i.e. unit commanders, voiced their acceptance of the assigning of women soldiers to their units under current conditions in EUSA can be interpreted from answers given to Question 10, 12, 13 and 14 of the CQ (summarized in Tables 6 through 9). The findings suggest that even though more than half the unit commanders surveyed reported having problems with their assigned women soldiers (Tables 8 and 9), these problems did not, in their opinion, offer sufficient justification for not assigning women soldiers to their units either now or in the future. Of the unit commanders surveyed, 90 (approximately 81%) were favorably inclined toward assignment of women soldiers to their units under current conditions in EUSA.

Table 6. Question 10.

How do you evaluate the military performance of female soldiers you have known? Compared with men in the same MOS and grade, women are:

	Possible Responses				
	Much Better	Better	The Same	Poorer	Much Poorer
Number of Responses	3	11	82	11	1

Note. Three unit commanders did not respond to this question.

It can be observed in Table 6, above, that of the 111 unit commanders included in the survey, 96 commanders (approximately 86%) evaluated the military performance of women soldiers as being either the same or better when placed in comparison with men in the same MOS and grade.

In Table 7, below, 88 of the 111 unit commanders included in the survey (approximately 79%) reported that the assigning of women soldiers has had either a positive influence or no discernible effect on their ability to develop mission readiness.

Table 7. Question 12.

How have the assigned women influenced your ability to develop mission readiness?

	Possible Responses	
	Positive Influence	Adverse Influence
Number of Responses	88	14

Note. Nine unit commanders did not respond to this question.

In response to Question 13 (see Table 8), slightly more than half the 111 unit commanders included in the survey reported that the women soldier assigned to their units have presented problems that they would not have had with men. The specific problems cited by unit commanders are listed in Table 9 as a response to Question 14.

Table 8. Question 13.

Have your assigned women presented any problems you would not have had with men? Yes/No

	Possible Responses	
	Yes	No
Number of Responses	64	42

Note. Five unit commanders did not respond to this question.

While 64 of the unit commanders surveyed reported having problems with their assigned women soldiers that they would not have experienced with men (Table 8), a relatively small number of the unit commanders actually cited what these problem areas were. It should be noted that the questionnaire did not suggest any problem areas to questionnaire respondents.

All problems cited by unit commanders were written-in by those commanders in response to Question 14. In the analysis of Question 14 (see Table 9) only those problem areas were listed which were reported by at least five unit commanders. Examples of problem areas cited infrequently by unit commanders and therefore not reported in Table 9 include such things as:

- the requirement to provide joint domicile for married soldiers assigned to a unit -- cited twice;
- a lack of off-duty recreational facilities suitable for the one woman soldier assigned to a certain unit -- cited once; and
- the loss of duty time for one woman soldier due to the necessity for her to care for her dependent child -- cited once.

The problem areas listed in Table 9 are translated below. The average percentages of reported problem areas appear in parentheses and are expressed in terms of a 99% confidence interval for those EUSA commanders who have women soldiers assigned to their unit.

Physical and Medical. Loss of duty time was reported by 29 unit commanders for assigned women soldiers due to either pregnancy, menstrual discomfort or abortions. (26%+11%)

Separate Facilities. Maintenance of separate billets and latrine facilities, both in garrison and on field training exercises, was reported by 24 unit commanders as constituting a problem they would not otherwise experience if the units were composed of male soldiers only. (22%+10%)

Stereotype Sex-Role Behavior. According to 17 unit commanders, the assigning of women soldiers to their units occasionally resulted in undermining of good order and discipline. The commanders referred both to men and women soldiers engaging in stereotype sex-role behavior such as fraternization between supervisors and subordinates. (15%+9%)

Duty Limitations. Six unit commanders reported that some assigned women soldiers were incapable of performing heavy duty such as lifting heavy items (7%+7%). Five unit commanders reported that they are prohibited from assigning women soldiers either to sentry, guard or CQ duties (7%+7%).

Table 9. Question 14.

What problems have been presented by your assigned women soldiers that you would not have had with men?

Problem Areas Cited	Number of Individual Citings
Physical and Medical	29
Separate Facilities	24
Stereotype Sex-Role Behavior	17
Duty Limitations	11

Wartime Conditions.

The extent to which survey respondents voiced acceptance of women soldiers being assigned to their units under wartime conditions can be interpreted from Questions 18, 19 and 20 as well as Table 3 of the CQ (summarized in Table 10). An analysis of the aforementioned questions revealed that 79 unit commanders (approximately 71%) were in favor of having women soldiers assigned to their unit under wartime conditions. It should be noted, however, that not one unit commander suggested that women soldiers be placed in a direct combat role. To the contrary, several unit commanders favored utilization of women soldiers in wartime, and specifically stated they would avoid placing women soldiers in situations involving a direct threat of enemy contact.

Table 10. Acceptance of Women Soldiers Under Wartime Conditions

	Possible Responses	
	For	Against
Number of Responses	79	21

Note. Eleven unit commanders did not respond to questions relating to wartime conditions.

Current and Wartime Conditions.

Seventy-one unit commanders (approximately 64%) were favorably inclined to the assigning of women soldiers to their unit under both current and wartime conditions (see Table 11).

Table 11. Acceptance of Women Soldiers Under Both Current and Wartime Conditions

	Possible Responses	
	For	Against
Number of Responses	71	20

Note. Questions relating to wartime conditions did not elicit responses from 11 unit commanders.

Summary.

Five variables were considered in the analysis of the CQ:

- (1) The time of the survey.*
- (2) The commander's prior experience in working with women soldiers.
- (3) The type of unit (reference Table 2, page 3 of this report).
- (4) The percentage of women soldiers assigned to the unit (reference Table 3, page 3 of this report).
- (5) Problem areas cited by unit commanders (reference Table 9, page 9 of this report).

*Prior to initiating the CQ analysis all questionnaires were divided into 2 categories. One category consisted of those CQs returned to ARI-FE prior to the Korea-wide military alert of 19 August - 7 September 1976 (a total of 59 CQs). The other category consisted of those CQs returned to ARI-FE after the aforementioned alert (a total of 52 CQs). This dual categorization was deemed necessary by the principal investigators in order to determine if the perceptions of unit commanders would vary as a result of the increased military readiness posture assumed by KUSA units during the alert.

The analysis showed that 64% of the questionnaire respondents were favorably inclined toward the assigning of women soldiers to their unit under both current and wartime conditions. It can be estimated with 99% confidence that other similar samples of unit commanders in EUSA would yield percentages ranging from 52% to 76%.^{*} It was also determined that no significant difference exists in the percentage of favorable responses with respect to the above 5 variables.^{**} There were also no significant interactions between the time the survey was conducted (variable 1, above) and the remaining 4 variables with respect to the percentage of favorable responses.

SUMMARY

The purpose of this research was to identify problem areas associated with the assignment of women soldiers in increasing numbers to the Eighth United States Army (EUSA) in the Republic of Korea, and to help determine which areas could be addressed best by direct command action and which, more appropriately, by long-term education.

Two survey questionnaires were developed to examine the situation from the viewpoint of the individual enlisted soldier in EUSA and the unit commander. This report is based on the responses from 111 unit commanders whose units included women soldiers.

The commanders' questionnaire focused on whether the assignment of women soldiers had influenced unit readiness. Questions also asked the commander's opinion on the advisability of employing women soldiers in the unit in wartime and requested write-in comments on specific problem areas.

Results showed that 64% of the responding commanders were favorably inclined toward assigning women soldiers to their units under both current and wartime conditions. Four primary problem areas were volunteered:

- (1) loss of duty time due to physical/medical conditions such as pregnancy and menstrual discomfort mentioned by 26%;
- (2) requirement for separate billets and latrine facilities (22%);
- (3) undermining of good order and discipline by men and women behaving in sex-role stereotypes (19%), and
- (4) inability of some women to perform physically heavy work, and local prohibitions on using women for guard/sentry duty (10%).

^{*}The standard error of 64.0% with 111 observations is $\pm 4.6\%$. The 99% confidence interval is 64.0% $\pm 11.9\%$ (11.9 = 2.58×4.6).

^{**}The principal investigators looked for a 99% confidence level in statements of difference. In this particular sample, no differences exceeded even a 90% level in any test.

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CONCLUSIONS

On the average, 1/2 to 3/4 of the commanders in EUSA who currently have women soldiers assigned to their unit express a positive attitude toward the utilization of these soldiers under both current conditions in EUSA, and wartime conditions.

Implications point to the fact that while the existence of some problems is directly attributable to the assigning of women soldiers to their units, the same unit commanders:

- (1) do not indicate that said problems impair their ability to maintain unit readiness;
- (2) nor do they view these problems as sufficient justification for eliminating women soldiers from their respective TOEs/TDAs in time of war.

Attitudes of unit commanders as interpreted from their comments on the CQ would seem to suggest that the acceptance of women soldiers in EUSA will increase with time and experience.

WOMEN SOLDIERS IN KOREA: COMMANDERS' VIEWPOINTS

TECHNICAL SUPPLEMENT

This section of the report consists of the primary tables, figures and notes employed in analyzing responses offered to questions appearing in the CQ. Much of the material appearing in this Technical Supplement has been summarized in tables presented earlier in this report.

The standard error of 64.0% with 111 observations is $\pm 4.6\%$. The 99% confidence interval is 64.0 $\pm$ 11.9% ($11.9 = 2.58 \times 4.6$). The principal investigators looked for a 99% confidence level in statements of difference. In this particular sample there were no differences which exceeded even a 90% level in any test.

Variables

The five variables itemized below were included in the analysis of the CQ. It was later determined that no significant difference existed in the percentage of responses to CQ questions in so far as these 5 variables were concerned.

- (1) Time of the Survey. Prior to initiating the CQ analysis all questionnaires were divided into 2 categories. One category consisted of those CQs returned to ARI-FE prior to the Korea-wide military alert of 19 August - 7 September 1976 (a total of 59 CQs). The other category consisted of those CQs returned to ARI-FE after the aforementioned alert (a total of 52 CQs). This dual categorization was deemed necessary by the principal investigators in order to determine if the perceptions of unit commanders would vary as a result of the increased military readiness posture assumed by EUSA units during the alert. Many of the tables and figures included in this section of the report are displayed in terms of "BA" (before alert) and "AA" (after alert). Analysis revealed no significant interaction between the time the survey was conducted and the remaining four variables.

- (2) Commander's Prior Experience. Questionnaire responses were analyzed in terms of the unit commander's prior experience in working with women soldiers. Several of the tables included herein are displayed in terms of "PE" (prior experience) and "NPE" (no prior experience).
- (3) Type of Unit. Reference AR 310-35, 15 September 1975. Three general categories were used to describe units included in this study: (a) combat, (b) combat support, and (c) combat service support units. Several of the tables appearing in the Technical Supplement display data in terms of "C" (combat units), "CS" (combat support units) and "CSS" (combat service support units).
- (4) Percentage of Women Soldiers. The percentage of women soldiers assigned to units included in the survey varied from less than 1% to more than 40% of unit strength. The latter percentile representing small personnel administrative and medical detachments.
- (5) Problem Areas. Problem areas cited by unit commanders as being associated with the assigning of women soldiers to their units are displayed in this section in relation to variable 1 (time of survey).

Table 12. Distribution of Rank Among the 111 Unit Commanders in the Survey as Compared to the Type of Units Represented

PART I. BEFORE ALERT

Type of Unit	Rank							Σ
	SGT	WO	1LT	CPT	MAJ	LTC	COL	
Combat				6	3	1		10
Combat Support			1	12	3			16
Combat Service Support	2	4	3	16	5	2	1	33
Σ	2	4	4	34	11	3	1	59

PART II. AFTER ALERT

Type of Unit	Rank							Σ
	SGT	WO	1LT	CPT	MAJ	LTC	COL	
Combat								-
Combat Support				14				14
Combat Service Support			2	19	8	5	4	38
Σ			2	33	8	5	4	52

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Table 13. Type and Number of Units Represented in the Survey

PART I. BEFORE ALERT

	Type of Unit			Σ
	Combat	Combat Support	Combat Service Support	
Number of Units	10	16	33	59

PART II. AFTER ALERT

	Type of Unit			Σ
	Combat	Combat Support	Combat Service Support	
Number of Units	-	14	38	52

Table 14. Location of Units Represented in the Survey

PART I. BEFORE ALERT

	Military Area Designation in ROK						Σ
	I	II	III	V	VI	VII	
Number of Units	20	1	25	3	10	-	59

PART II. AFTER ALERT

	Military Area Designation in ROK						Σ
	I	II	III	V	VI	VII	
Number of Units	2	-	18	11	14	7	52

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Table 15. US Military Personnel Strength of the Units
Represented in the Survey

PART I. BEFORE ALERT

	Number of Assigned US Military Personnel			Σ
	Less Than 100	Between 100&200	More Than 200	
Number of Units	28	22	7	57

Note. Two CQs contained no response in this area.

PART II. AFTER ALERT

	Number of Assigned US Military Personnel			Σ
	Less Than 100	Between 100&200	More Than 200	
Number of Units	36	8	7	51

Note. One CQ contained no response in this area.

Table 16. Percentage of Women Soldiers in the Units
Represented in the Survey

PART I. BEFORE ALERT

	Percentage of Women Soldiers in the Unit			Σ
	Less Than 5%	Between 5&10%	Greater Than 10%	
Number of Units	16	16	24	56

Note. Three CQs contained no response in this area.

PART II. AFTER ALERT

	Percentage of Women Soldiers in the Unit			Σ
	Less Than 5%	Between 5&10%	Greater Than 10%	
Number of Units	14	23	14	51

Note. One CQ contained no response in this area.

Table 17

Q 10. How do you evaluate the military performance of female soldiers you have known? Compared with men in the same MOS and grade, women are:

PART I. BEFORE ALERT

Type of Unit	Possible Responses					Σ
	Much Better	Better	The Same	Poorer	Much Poorer	
Combat		2	4	2		8
Combat Support		4	11		1	16
Combat Service Support	1	1	28	3		33
Σ	1	7	43	5	1	57

Note. Two CQs contained no response in this area.

PART II. AFTER ALERT

Type of Unit	Possible Responses					Σ
	Much Better	Better	The Same	Poorer	Much Poorer	
Combat						-
Combat Support	1	1	10	1		13
Combat Service Support	1	3	29	5		38
Σ	2	4	39	6		51

Note. One CQ contained no response in this area.

Table 18

Q 10. How do you evaluate the military performance of female soldiers you have known? Compared with men in the same MOS and grade, women are:

PART I. BEFORE ALERT

	Possible Responses					Σ
	Much Better	Better	The Same	Poorer	Much Poorer	
Prior Experience	1	2	17	2		22
No Prior Experience		5	26	3	1	35
Σ	1	7	43	5	1	57

Note. Two CQs contained no response in this area.

PART II. AFTER ALERT

	Possible Responses					Σ
	Much Better	Better	The Same	Poorer	Much Poorer	
Prior Experience	1	3	10	1		15
No Prior Experience	1	1	30	4		36
Σ	2	4	40	5		51

Note. One CQ contained no response in this area.

Table 19

Q 12. How have the assigned women influenced your ability to develop mission readiness?

PART I. BEFORE ALERT

Type of Unit	Possible Responses		Σ
	Positive Influence	Adverse Influence	
Combat	7	2	9
Combat Support	11	1	12
Combat Service Support	27	4	31
Σ	45	7	52

Note. Seven CQs contained no response in this area.

PART II. AFTER ALERT

Type of Unit	Possible Responses		Σ
	Positive Influence	Adverse Influence	
Combat			-
Combat Support	14		14
Combat Service Support	29	7	36
Σ	43	7	50

Note. Two CQs contained no response in this area.

Table 20.

Q 12. How have the assigned women influenced your ability to develop mission readiness?

PART I. BEFORE ALERT

	Possible Responses		Σ
	Positive Influence	Adverse Influence	
Prior Experience	19	1	20
No Prior Experience	26	6	32
Σ	45	7	52

Note. Seven CQs contained no response in this area.

PART II. AFTER ALERT

	Possible Responses		Σ
	Positive Influence	Adverse Influence	
Prior Experience	14	1	15
No Prior Experience	32	5	37
Σ	46	6	52

Table 21

Q 13. Have your assigned women presented any problems you would not have had with men? Yes/No

PART I. BEFORE ALERT

Type of Unit	Possible Responses		Σ
	Yes	No	
Combat	5	4	9
Combat Support	10	5	15
Combat Service Support	19	14	33
Σ	34	23	57

Note. Two CQs contained no response in this area.

PART II. AFTER ALERT

Type of Unit	Possible Responses		Σ
	Yes	No	
Combat			-
Combat Support	10	4	14
Combat Service Support	20	15	35
Σ	30	19	49

Note. Three CQs contained no response in this area.

Table 22

Q 13. Have your assigned women presented any problems you would not have had with men? Yes/No

PART I. BEFORE ALERT

	Possible Responses		Σ
	Yes	No	
Prior Experience	13	8	21
No Prior Experience	21	15	36
Σ	34	23	57

Note. Two CQs contained no response in this area.

PART II. AFTER ALERT

	Possible Responses		Σ
	Yes	No	
Prior Experience	8	6	14
No Prior Experience	22	13	35
Σ	30	19	49

Note. Three CQs contained no response in this area.

Table 23

Q 14. What problems have been presented by your assigned women soldiers that you would not have had with men?

Problem Areas Cited	Number of Individual Citings		Σ
	Before Alert	After Alert	
Physical and Medical	12	17	29
Separate Facilities	14	10	24
Stereotype Sex-Role Behavior	12	5	17
Duty Limitations	9	2	11

Table 24

Q 15. In a combat situation, do you believe your men would be overly protective toward the women in your unit?
Yes/No

PART I. BEFORE ALERT

Type of Unit	Possible Responses		Σ
	Yes	No	
Combat	4	5	9
Combat Support	7	8	15
Combat Service Support	15	18	33
Σ	26	31	57

Note. Two CQs contained no response in this area.

PART II. AFTER ALERT

Type of Unit	Possible Responses		Σ
	Yes	No	
Combat			-
Combat Support	6	8	14
Combat Service Support	18	17	35
Σ	24	25	49

Note. Three CQs contained no response in this area.

Table 25

Q 15. In a combat situation, do you believe your men would be overly protective toward the women in your unit?
Yes/No

PART I. BEFORE ALERT

	Possible Responses		Σ
	Yes	No	
Prior Experience	12	9	21
No Prior Experience	14	22	36
Σ	26	31	57

Note. Two CQs contained no response in this area.

PART II. AFTER ALERT

	Possible Responses		Σ
	Yes	No	
Prior Experience	4	10	14
No Prior Experience	20	15	35
Σ	24	25	49

Note. Three CQs contained no response in this area.

Table 26

Q 16. Can you train your people effectively against the possibility of over protection? Yes/No

PART I. BEFORE ALERT

Type of Unit	Possible Response		Σ
	Yes	No	
Combat	2	5	7
Combat Support	7	6	13
Combat Service Support	8	18	26
Σ	17	29	46

Note. Thirteen CQs contained no response in this area.

PART II. AFTER ALERT

Type of Unit	Possible Response		Σ
	Yes	No	
Combat			-
Combat Support	8	5	13
Combat Service Support	14	17	31
Σ	22	22	44

Note. Eight CQs contained no response in this area.

Table 27

Q 16. Can you train your people effectively against the possibility of over protection? Yes/No

PART I. BEFORE ALERT

	Possible Responses		Σ
	Yes	No	
Prior Experience	4	13	17
No Prior Experience	13	16	29
Σ	17	29	46

Note. Thirteen CQs contained no response in this area.

PART II. AFTER ALERT

	Possible Responses		Σ
	Yes	No	
Prior Experience	10	4	14
No Prior Experience	12	18	30
Σ	22	22	44

Note. Eight CQs contained no response in this area.

Note. The following is a description of symbols used in Tables 28 through 37 and Figures 2 and 3.

<u>Symbol</u>	<u>EXPLANATION</u>
AA	CQs completed after the Korea-wide military alert of 19 August - 7 September 1976
BA	CQs completed before the Korea-wide military alert of 19 August - 7 September 1976
C	Combat units
CS	Combat support units
CSS	Combat service support units
f	Frequency
n	Number of questionnaire respondents (i.e., unit commanders)
NPE	Questionnaire respondent reports having no prior experience serving with women soldiers
NR	No response given to a question
PE	Questionnaire respondent reports having some prior experience serving with women soldiers
(+)	A positive/affirmative response to a question
(-)	A negative response to a question
f++	Number of questionnaire respondents who indicated their acceptance of assigning women soldiers both in wartime and under current conditions in EUSA
f non ++	Refers to responses other than "++" such as: "+-", "-+", and "--" (see Tables 32 through 35).

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Note. Questions 18, 19, 20 and Table 3 of the CQ relate to whether or not a commander is in favor of having women soldiers assigned to his (or her) unit in wartime.

Table 28

NUMBER OF UNIT COMMANDERS FOR OR AGAINST THE ASSIGNING
WOMEN SOLDIERS IN WARTIME

PART I. BEFORE ALERT

	(+)	(-)	NR	Σ
C	6	3	1	10
CS	11	4	1	16
CSS	22	7	4	33
Σ	39	14	6	59

	(+)	(-)	NR	Σ
PE	15	4	3	22
NPE	24	10	3	37
Σ	39	14	6	59

PART II. AFTER ALERT

	(+)	(-)	NR	Σ
C				-
CS	10	3	1	14
CSS	30	4	4	38
Σ	40	7	5	52

	(+)	(-)	NR	Σ
PE	11	2	2	15
NPE	29	5	3	37
Σ	40	7	5	52

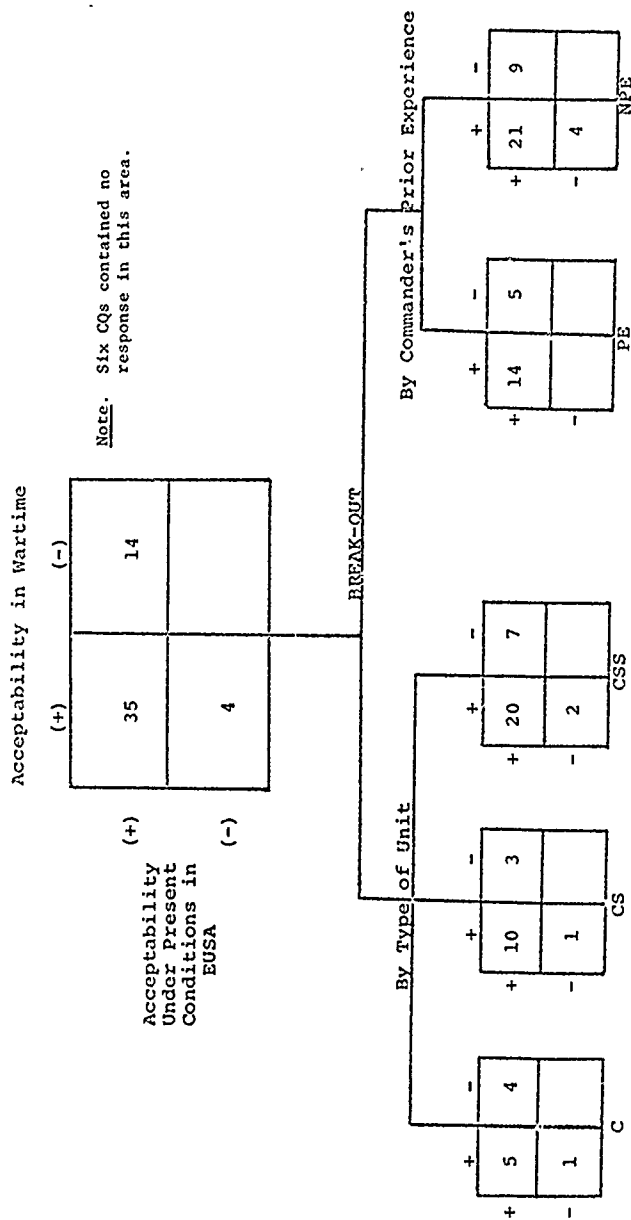


Figure 2. BEFORE ALERT - Number of unit commanders expressing acceptability of assigning women soldiers in wartime vs the assigning of women soldiers under current conditions in EUSA.

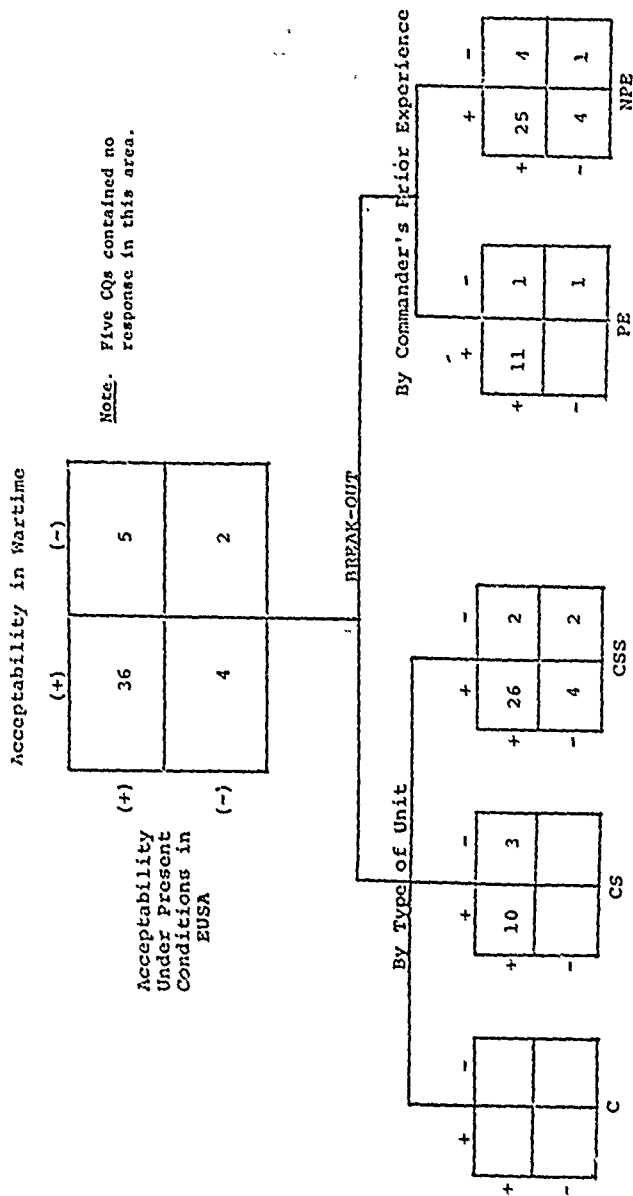


Figure 3. AFTER ALERT - Number of unit commanders expressing acceptability of assigning women soldiers in wartime vs the assigning of women soldiers under current conditions in EUSA.

Table 29

TABULAR SYNOPSIS OF QUESTIONNAIRE RESPONSES DEPICTED IN
FIGURES 2 AND 3

	C			CS			CSS			Total Sample		
	BA	AA	ΣC	BA	AA	ΣCS	BA	AA	ΣCSS	BA	AA	ΣΣ
++	5		5	10	10	20	20	26	46	35	36	71
+-	4		4	3	3	6	7	2	9	14	5	19
-+	1		1	1		1	2	4	6	4	4	8
--								2	2			2

Table 30

f++ BY TYPE OF UNIT

	C	CS	CSS
BA	10/5	16/10	33/20
AA		14/10	38/26

Note. n/f++ nBA = 59 nAA = 52

Table 31

f++ BY COMMANDER'S PRIOR EXPERIENCE

	PE	NPE
BA	22/14	37/21
AA	15/11	37/25

Note. n/f++ nBA = 59 nAA = 52

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Note. n/f++ & n/f non ++. f non ++ refers to responses other than "++" such as: "+-", "-+", and "--". This note applies to Tables 32, 33, 34 and 35.

Table 32
PHYSICAL/MEDICAL

	Problem Mentioned 29 Times	
	n	n
BA	12/4	12/8
	f++	f non ++
	n	n
AA	17/11	17/6
	f++	f non ++

Table 33
SEPARATE FACILITIES

	Problem Mentioned 24 Times	
	n	n
BA	14/9	14/5
	f++	f non ++
	n	n
AA	10/7	10/5
	f++	f non ++

Table 34
STEREOTYPE SEX-ROLE BEHAVIOR

	Problem Mentioned 17 Times	
	n	n
BA	12/5	12/7
	f++	f non ++
AA	n	n
	5/3	5/2
	f++	f non ++

Table 35
DUTY LIMITATIONS

	Problem Mentioned 11 Times	
	n	n
BA	9/5	9/4
	f++	f non ++
AA	n	n
	2/1	2/1
	f++	f non ++

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Table 36

f++ BY SIZE OF UNIT

	<u>Less Than 100</u>	<u>Between 100&200</u>	<u>More Than 200</u>
BA	28/20	22/11	7/4
AA	36/26	8/6	7/4

Note. n/f++

Table 37

f++ BY PERCENTAGE OF WOMEN

	<u>Less Than 7%</u>	<u>Between 5&10%</u>	<u>Greater Than 10%</u>
BA	16/10	16/10	24/15
AA	14/9	23/16	14/11

Note. n/f++

REFERENCES

- Savell, J. M., Woelfel, J. C., & Collins, B. E. Attitudes Concerning Job Appropriateness for Women in the Army. ARI Research Memorandum 75-3, June 1975.
- Savell, J. M., Woelfel, J. C., & Collins, B. E. Soldier's Attribution of Contemporary vs Traditional Sex-Role Attitudes to Themselves and to Others. ARI Research Memorandum 75-7, July 1975.
- Savell, J. M., Woelfel, J. C., & Collins, B. E. A Preliminary Version of A Scale to Measure Sex-Role Attitudes in the Army. ARI Research Memorandum 76-3, February 1976.
- Savell, J. M., Woelfel, J. C., Collins, B. E., & Bentler, P. M. Male and Female Soldiers Beliefs About the "Appropriateness" of Various Jobs for Women in the Army. Draft ARI Research Publication, April 1976.

APPENDIX A

SURVEY OF WOMEN IN EUSA: COMMANDER'S QUESTIONNAIRE

This three-part questionnaire asks about past and present experience in command of units where women have been assigned, and about the impact of women on unit mission capability.

The numerical assignment data is to be prepared for company-sized units. Battalion level aggregates are not required but may be prepared if the battalion commander or technical service equivalent wishes to contribute to the survey.

Section I

1. Commander's Name, Rank, Branch: _____
2. Unit: _____ APO: _____ Date: _____

Personal Experience: Circle your answer or write as appropriate.

3. How long have you been in command of this unit? _____ Months
4. Have you had prior direct experience with this type of unit?
Yes/No
5. If yes, in what capacity? _____
6. How long? _____ Months
7. Were women assigned to the unit then? Yes/No
8. In the same/fewer/greater numbers than your current unit?
9. Have you rated or reviewed the job performance of women? Yes/No
10. How do you evaluate the military performance of female soldiers you have known? Compared with men in same MOS and grade, women are:
much better _____ better _____ the same _____ poorer _____ much poorer _____

COMMENTS/SUGGESTIONS:

Section II

Current Assignments of Women:

This section asks for numbers of women by assignment and by supervisory relationship to men. Two tables are requested. These tables will be used by commanders in addressing questions on the impact of women on mission capability. These provide a basis for commanders' recommendations regarding increases/decreases in the numbers of women by MOS and supervisory assignments for women.

These tables appear complicated, but they may be completed easily by following a few simple instructions.

All of the information required is usually available in company personnel rosters or on the manning tables/organizational charts maintained in company orderly rooms. We assume that women and their male counterparts at work are well known by company level commanders and staff.

Except for a few units where women have traditionally been assigned, the numbers of women in a single unit run from one or two individuals to a dozen. Hence, the work involved in filling out these tables is small for most units.

Instructions for Table 1:

- 1) List Primary/Duty MOS filled by women in the left-hand column. Drop special qualification suffixes unless these are critical to the present duty assignment. List MOS within two major categories of EER/OER raters and reviewers as contrasted with non-raters. MOS skill digits (two digits after the first letter) and rank will ordinarily determine the rater/non-rater grouping but the organizational chart and knowledge of unit chain of command may be needed. The other subgroupings in the left-hand column are defined in the table.
- 2) Enter the total numbers of women in the total column for women.
- 3) Enter total strength in personnel for these MOS and grade/rank levels in the Grand Total column.
- 4) Subtract women from grand total to enter the numbers of men in their total column.
- 5) Do not break out the totals by time in Korea unless there are more men than women within a particular MOS and grade/rank group. The time in Korea breakdown is needed only for the purpose of matching men and women in the survey sample when there are enough men to make matching possible. The Survey Control Officer needs this information to select samples of men. The SCO will assist in making the time in Korea breakdown as necessary.

Table 1 - Grade Level, MOS, Time in Korea by Sex

MOS Numerical Order	Time Remaining in Korea (Months to DEROS)								Grand Total
	Women				Men				
	Short 0-3	Mid 4-8	Long 9-13	Total	Short 0-3	Mid 4-8	Long 9-13	Total	
Officers/WO _____ _____ _____ _____									
Senior NCOs/ Specialists _____ _____ _____ _____									
Total Raters/ Reviewers									
Junior NCOs/ Specialists _____ _____ _____ _____									
Lower (E1-E4) Enlisted _____ _____ _____ _____									
Total Non-Raters									
Grand Total									

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RETURN THIS INFORMATION ALONG WITH THE ANONYMOUS QUESTIONNAIRES, FOR EACH UNIT:

UNIT: _____ Date: _____

1. Total number of males in unit _____
2. Total number of females in unit _____
3. How many "rating" supervisors are male? _____
4. How many "rating" supervisors are female? _____
5. How many men are rated by women? _____
6. How many women are rated by women? _____

Note: Instructions to unit commanders for the completing of Table 2 (see opposite page) proved to be somewhat confusing. As a result, the simplified form shown above was employed to extract certain key data.

Table 2 - Total Strength and Male-Female Supervisory Relations

All Personnel (Rating Supervisors)	Direct Supervisor is		Total ()
	Male ()	Female ()	
All Males	(a)	(b)	(a+b)
All Females	(c)	(d)	(c+d)
Total Personnel	(a+c)	(b+d)	(a+b+c+d)

Section III

11. Mission Capability: At the present time and with the women now assigned, how do you appraise your unit's mission capability? (Check as many as apply or write-in as appropriate.)
- a. We need supplies/logistic support _____
 - b. We need more people _____
 - c. We need different people _____
 - d. We need mission training time _____
 - e. Assuming that supply/strength/MOS needs have been met, how much mission training time do you need in days? _____

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12. How have the assigned women influenced your ability to develop mission readiness?
13. Have your assigned women presented any problems you would not have had with men? Yes/No
14. What problems?
15. In a combat situation, do you believe your men would be overly protective toward the women in your unit? Yes/No
16. Can you train your people effectively against the possibility of over-protection? Yes/No
17. How?

Wartime Strength and Assignments:

In terms of mission capability in wartime, how would you want women assigned by MOS? Assume that all women had training as good as that given to men. Base your answers on your present MOS strength in women shown in Table 1.

18. + Increase numbers of women in the following MOS:

MOS Assigned						
Desired Number						

19. - Reduce number of women in the following MOS:

MOS Assigned						
Desired Number						

20. For wartime mission capability, how would you prefer to assign women within your chain of command? Refer to your Table 2 showing the total numbers of men and women and the numbers now reporting to the opposite sex. Complete Table 3 (page A-8) to show how many men and women you want in wartime and how you would want them reporting by sex. Note that zeros in cells b and c mean that you would want men and women entirely segregated by sex in your chain of command.

Table 3 - Desired Wartime Strength and Supervisory Relations

All Personnel (Rating Supervisors)	Direct Supervisor is		Total ()
	Male ()	Female ()	
All Males	(a)	(b)	(a+b)
All Females	(c)	(d)	(c+d)
Total Personnel	(a+c)	(b+d)	(a+b+c+d)

Conditions/Requirements: Use this space or reverse side to specify any conditions or special requirements you would place on the utilization of women in wartime in your unit.

 COMMANDER'S SIGNATURE

 Date