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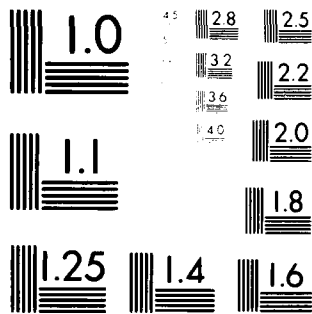
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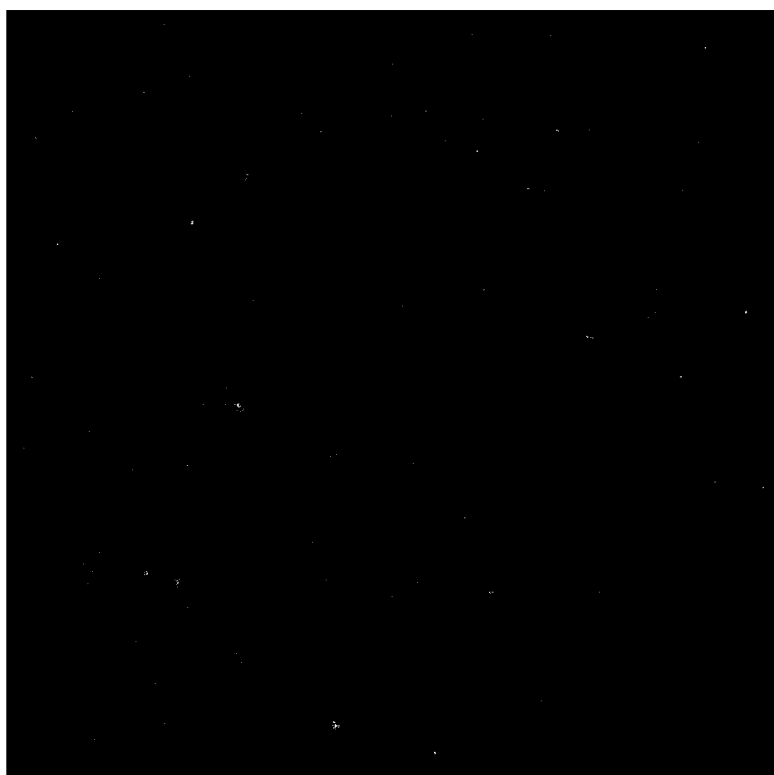
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**FORECASTING THE SUPPLY OF WOMEN AVAILABLE
TO THE NAVY**

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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) Defense planners have given increased thought to expanding the role of women in the military. To gain insight into and obtain estimates of the relative size of the potential female and male Navy military supply pool, health examination survey data, mental aptitude data, and demographic data were analyzed. The population of females and males 17 to 24 years old was successively decremented by estimates of the population of these individuals not available for military service due to physical/medical, mental, or family status reasons. Additionally, individuals not interested in military service were deleted from the estimated supply pool. 4		

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FOREWORD

This study was conducted in response to Navy Decision Coordinating Paper, Manpower Requirements Development System (NDCP-Z0109.PN) under subproject PN.02, Long-range Manpower Supply Forecasting, and the sponsorship of the Deputy Chief of Naval Operations for Manpower (OP-01) and the Office of the Secretary of Defense (Manpower and Reserve Affairs). The objective of the subproject is to identify and measure those variables and interrelationships that define the national supply of manpower eligible for Navy recruitment during and beyond the Five Year Defense Plan (FYDP). The objective of this effort was to determine the number of women and men qualified for and interested in joining the military. The results are intended for use by individuals interested in forecasting the supply of women for the military or other areas relating to the expansion of the role of women in the Armed Services.

Appreciation is expressed to Barry Siegel for assisting in the assembling of data relevant to this research.

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SUMMARY

Problem

The Navy's primary source of manpower supply, young men 17-21 years old, will decline well into the 1990's. Greater utilization of women by the Navy is one of the options available to military planners for dealing with this situation. At present, little information exists relating to the number and composition of women qualified and interested in military service.

Objective

The objective of this effort was to determine the number of women and men qualified for and interested in joining the military.

Approach

The United States population of women and men 17-24 years old was used as the "bottom-line" population of potential military enlistees. These populations were successively decremented by the percentages estimated to be physically/medically unqualified for military services, mentally unqualified for military service, unqualified for military service due to family status, and finally, not planning to pursue a military career. Data utilized in this study consisted of results from the national Health and Nutritional Examination Survey (physical/medical disqualification rates); the national Armed Services Vocational Aptitude Battery (mental disqualification rates; military career plans); United States Bureau of the Census (population data; family status disqualification rates); and the Defense Manpower Data Center (historical enlistment data). Throughout the analysis, it was assumed that the reasons for not serving in the military (physical/medical, mental, family status, lack of interest) were independent of each other, since different data bases were used to determine the proportion of individuals disqualified for each of these reasons.

Results

It was estimated that, as of 1 July 1978, 268,525 women and 756,119 men were qualified for and interested in military service, for a total population pool of 1,024,644. Therefore, the ratio of the number of females to males in this pool is estimated to be .36.

Conclusions

Because of the variety of assumptions underlying the analysis performed, the results obtained must be carefully scrutinized and used with extreme caution. It is likely that the assumptions of independence have biased the estimates of the qualified and interested pools downward since physical/medical qualification, mental qualification, and interest are all likely to be positively correlated. Hence, the estimates obtained in this report may well be of a conservative nature.

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INTRODUCTION

Problem

United States Bureau of the Census population projections for the period 1977 to the mid-1990s indicate a steady decline in the size of the primary military supply pool of young men 17 to 21 years old. These projections, related to three different fertility assumptions, are presented in Figure 1.

In anticipation of this declining male supply pool, increasing thought has been given towards expanding the role of women in the military, in terms of both the physical locations where they may serve and the specific jobs they may perform.

Objective

The objective of this effort was to determine the number of women and men qualified for and interested in joining the military.

METHOD

Choice of Relevant "Bottom-Line" Population

Table 1 presents, for FY79, the number of individuals enlisting in the military, segmented by branch of service, age, sex, and race. Virtually all individuals who enlist fall between the ages of 17 and 26 years old, although the age distribution within this interval is somewhat different for men and women. As shown in Table 2, which provides an age distribution of female and male Navy accessions for FY79, a greater proportion of females than males fall at the upper end (25+ yrs.) of the distribution (7.6 vs. 3.0%).

Various "bottom-line" or total relevant population figures have been used in studies to forecast the supply of men available to the military. These have included (1) the total number of men 17-21 years old (Jehn & Shughart, 1976), (2) the total number of men 18-24 years old (Goldberg, 1979), (3) the number of male high school graduates (Siegel, 1979), and (4) the average number of men (17 to 21 years old), weighted by the proportion of all enlistments occurring from each specific age group (Cooper, 1978). All of these bottom-line populations have appeal, and the author does not wish to imply that they should not be considered in discussions of military manpower supply. For purposes of this study, however, the bottom-line population shall be the total number of women and men between the ages of 17 and 24. Since approximately 92.4 percent of all female enlistments occur within this age range (Table 2), use of the entire 17 to 26-year-old age range would have inflated the bottom-line population to such an extent as to clearly overstate female supply. Thus, as shown in Table 3, which presents the number of males and females in selected age groups, the bottom-line female and male populations to be included in this effort are 16,358,000 and 15,708,000 respectively.

Physically/Medically Qualified Population

Obviously, all individuals within the bottom-line population are not physically and medically qualified for military service. Although draft-era data provide an indication of the percentage of males in the population who are physically/medically qualified for military service, no such data exists for women. Therefore, the percentages of females and males 17 to 24 years old who would fail to meet current Navy physical/medical standards were estimated by analyzing data from the National Health and Nutritional

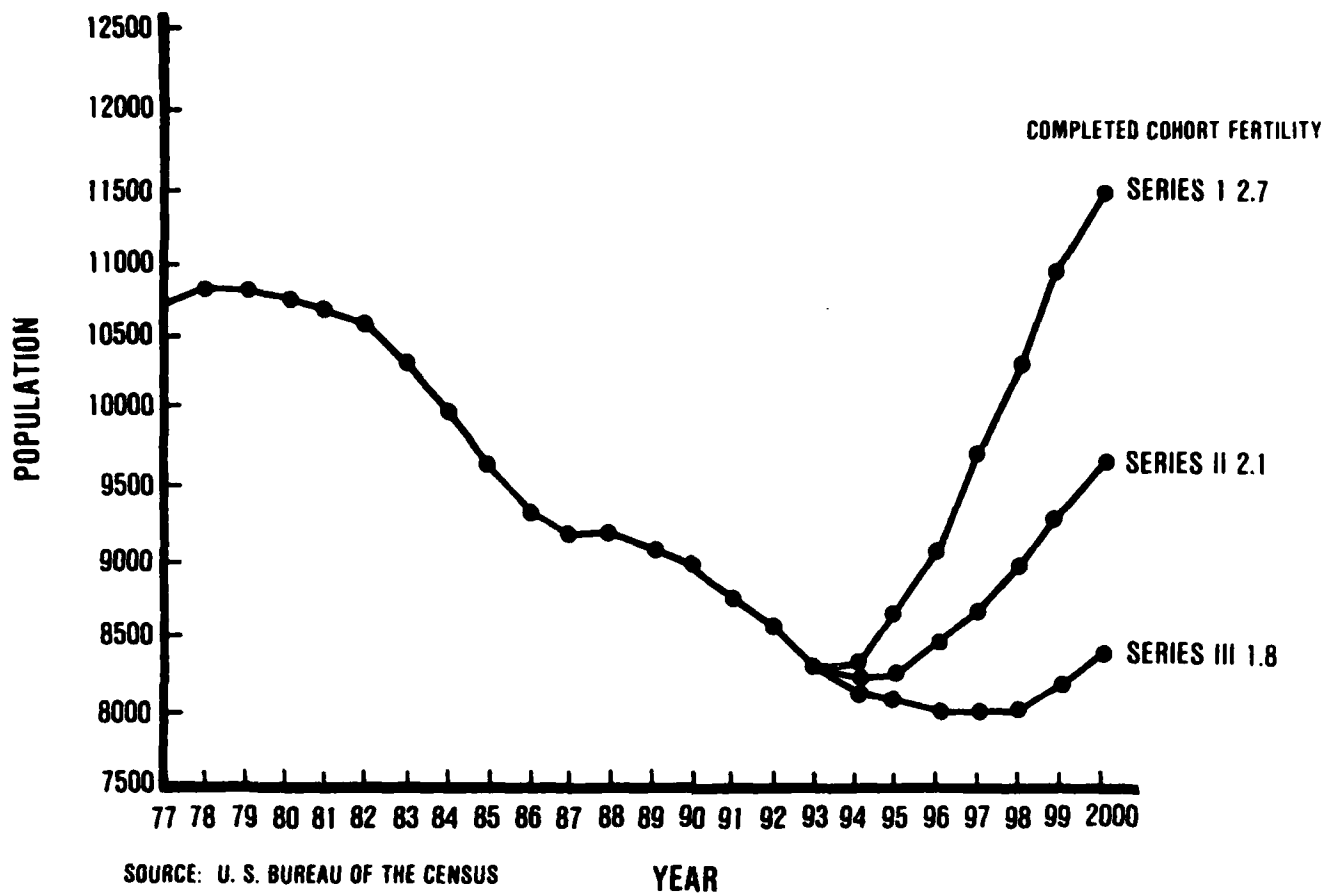


Figure 1. Estimates (in thousands) of U.S. male population age 17 to 21, including armed forces overseas.

Table 1
Accessions by Age, Race, Sex, and Military Service for FY79

Accessions	Age									Total
	17	18	19	20	21	22	23	24	25+	
Male										
Non-Black:										
USA	7,536	29,184	14,097	7,043	4,159	2,685	1,842	1,282	3,005	70,855
USN	10,853	22,048	11,528	5,161	2,823	1,790	1,267	871	1,574	57,926
USAF	5,767	16,507	9,038	4,543	2,753	2,011	1,423	1,015	1,645	44,712
USMC	5,850	11,068	5,044	2,003	969	570	313	168	338	26,329
Total DoD	30,006	78,807	39,707	18,750	10,704	7,056	4,845	3,336	6,562	199,822
Black:										
USA	3,116	14,318	9,004	4,940	2,875	1,877	1,225	855	1,809	40,030
USN	1,235	3,633	2,205	1,245	789	548	363	249	505	10,773
USAF	818	2,791	1,590	1,022	694	509	359	277	371	8,433
USMC	1,633	3,877	2,248	1,021	526	303	216	130	201	10,159
Total DoD	6,802	24,619	15,047	8,228	4,884	3,237	2,163	1,511	2,886	69,395
Total Males:										
USA	10,652	43,502	23,101	11,983	7,034	4,562	3,067	2,137	4,814	110,885
USN	12,088	25,681	13,733	6,406	3,612	2,338	1,630	1,120	2,079	68,699
USAF	6,585	19,298	10,628	5,565	3,447	2,520	1,782	1,292	2,016	53,145
USMC	7,483	14,945	7,292	3,024	1,495	873	529	298	539	36,488
Total DoD	36,808	104,426	54,754	26,978	15,588	10,293	7,008	4,847	9,448	269,217
Female										
Non-Black:										
USA	817	3,288	1,860	1,112	763	570	421	285	1,022	10,150
USN	647	2,153	1,468	934	616	483	343	232	549	7,425
USAF	907	2,994	1,994	1,251	1,002	807	593	497	1,083	11,130
USMC	175	637	303	158	115	67	50	27	64	1,596
Total DoD	2,546	9,072	5,625	3,465	2,496	1,927	1,407	1,041	2,718	30,301
Black:										
USA	516	2,024	1,371	907	584	475	317	236	578	7,010
USN	98	347	238	146	109	86	67	55	111	1,257
USAF	145	479	361	267	188	188	157	100	250	2,135
USMC	58	215	99	54	37	27	18	13	15	536
Total DoD	817	3,065	2,069	1,374	918	776	559	404	954	10,938
Total Female:										
USA	1,333	5,312	3,231	2,029	1,347	1,045	788	521	1,600	17,160
USN	745	2,500	1,706	1,080	725	569	410	287	660	8,682
USAF	1,052	3,473	2,355	1,518	1,190	995	750	597	1,333	13,265
USMC	233	852	402	212	152	94	68	40	79	2,132
Total DoD	3,363	12,137	7,694	4,839	3,414	2,703	1,966	1,445	3,672	41,239
Total Accessions:	540,171	115,563	62,448	31,817	19,002	12,996	8,974	6,292	13,120	310,456

Source. Defense Manpower Data Center, Report 584.

Table 2
Age Distribution--FY79 Accessions to U.S. Navy

Age	Male		Female	
	N	%	N	%
17	12,088	17.6	745	8.6
18	25,681	37.4	2,500	28.7
19	13,733	20.0	1,706	19.6
20	6,406	9.3	1,080	12.4
21	3,612	5.2	725	8.4
22	2,338	3.4	569	6.6
23	1,630	2.4	410	4.7
24	1,120	1.6	287	3.3
25+	2,079	3.0	660	7.6
Unknown	12	0.1	0	0.0
Total	68,699	100.0	8,682	99.9

Table 3
Number of Civilians in Age Groups 17 to 26
as of 1 July 1978

Age	Female		Male	
	N (000s)	%	N (000s)	%
17	2,087	10.4	2,146	11.1
18	2,081	10.4	2,042	10.6
19	2,108	10.5	1,983	10.3
20	2,133	10.6	2,016	10.5
21	2,061	10.3	1,962	10.2
22	1,978	9.8	1,868	9.7
23	1,939	9.7	1,828	9.5
24	1,971	9.8	1,863	9.7
Total--17-24	16,358	81.5	15,708	81.6
25	1,891	9.4	1,808	9.4
26	1,821	9.1	1,745	9.0
Total--25-26	3,712	18.5	3,553	18.4
Total	20,070	100.0	19,261	100.0

Note. Derived from U.S. Census Bureau Current Population Reports, Series P-25, No. 800.

Examination Survey administered during 1971-1974 (Kim, 1979).¹ In the analysis, a correspondence was made between reasons why the services classify persons as disqualified (e.g., respiratory system diseases) and International Classification of Diseases (ICDA) codes² (see Appendix, Table A-1). Persons whose record contained a disqualifying ICDA code (as related to 1977 standards) and/or failed to meet height/weight standards (Tables A-2 and A-3) and blood pressure standards (diastolic > 90mm and systolic > 159, for both males and females at any age) were classified as not qualified for military service. Results indicated that 49 and 37 percent respectively of the examined women (N = 1688) and men (N = 976) in the 17 to 24-year age group would fail to qualify for military service based on physical and/or medical reasons. This means that, of our bottom-line female and male populations, 8,342,580 females (.51 x 16,358,000) and 9,896,040 males (.63 x 15,708,000) are estimated to be physically/medically qualified for military service.

Physically/Medically and Mentally Qualified Population

All physically/medically qualified individuals are not accepted for military service. A significant number are disqualified due to failure to meet minimum mental test standards.³ Since the advent of the all volunteer force, minimum mental test standards have varied with respect to acceptance for both Navy service and for specific Navy educational/training programs. Table 4, which is a breakdown of FY79 military enlisted accessions by branch and mental category, indicates that the mental category distribution is quite different among services. Table 5, which presents the percentage distribution of FY79 Navy accessions by mental category, shows that only 2.8 percent of Navy accessions are derived from category IV individuals. Therefore, for purposes of this study, only individuals in mental categories I-III B will be considered mentally qualified for military service.

Table 6 presents an estimated mental grade distribution for women and men 17 to 24 years old, based upon scores obtained by high school seniors on the Armed Services Vocational Aptitude Battery (ASVAB) during the 1976-77; 77-78; and 78-79 school years. The individuals taking this exam may not be representative of the nation's youth as a whole, since the geographic distribution of ASVAB exam takers is quite different from the geographic distribution of high school seniors. It is assumed, however, that relative comparisons between females and males will not be severely affected by this lack of a random sample of test takers.

Using the aforementioned mental standard, Table 6 shows that 72.46 and 78.79 percent of females and males respectively would be mentally qualified for Navy military service. Assuming the probability that an individual will be physically/medically disqualified for military service is independent of mental grade, the percentage of females and males physically/medically and mentally qualified for Navy military service would be 37 (.72 x .51) and 50 (.79 x .63) percent respectively. This means that, of the

¹The data and analyses used in this study will be available from the Defense Manpower Data Center's Recruit Marketing Network.

²See Eighth Revision International Classification of Diseases (Adopted for Use in the United States), U.S. Department of Health, Education, and Welfare, Public Health Service, U.S. Government Printing Office.

³Determined by scores obtained on entrance examinations.

bottom-line populations, 6,052,460 females and 7,854,000 males are estimated to be physically/medically and mentally qualified.

Table 4

Nonprior Service Male Accessions by Service for Fiscal Year 1979--
High School Graduates (HSGs) and Non High School Graduates (NHSGs)

Mental Category	Navy	Army	Air Force	Marine Corps	Total
I-II (HSG)	18,106	13,266	17,339	6,319	55,030
I-II (NHSG)	5,300	4,486	3,573	1,988	15,347
IIIA (HSG)	13,050	12,698	15,012	6,622	47,382
IIIA (NHSG)	9,169	10,105	3,086	4,171	26,531
IIIB (HSG)	15,137	26,549	10,656	9,993	62,335
IIIB (NHSG)	3,885	30,286	1,506	4,022	39,699
IV (HSG)	2,669	11,493	119	1,278	15,559
IV (NHSG)	110	400	7	101	618
Unknown	1,273	1,602	1,847	1,994	6,716
Total	68,699	110,885	53,145	36,488	269,217

Source. Defense Manpower Data Center, Report 3144.

Table 5

FY79 Distribution of Navy Nonprior Service Male
Accessions Broken Down by Mental Grade

Mental Category	Number	Percent
I-II	23,406	34.1
IIIA	22,219	32.3
IIIB	19,022	27.7
IV	2,779	4.0
Unknown	1,273	1.8
Total	68,699	99.9

Source. Defense Manpower Data Center, Report 3144.

Table 6
Distribution of School Year 76-77, 77-78, 78-79
Test Takers by ASVAB Mental Categories

Mental Category	Female (%)	Male (%)
I-II	21.39	29.44
IIIA	20.70	21.97
IIIB	30.37	27.38
IVA-IVC	18.90	14.53
V	8.64	6.68
Total	100.00	100.00

Source. Defense Manpower Data Center.

Physically/Medically, Mentally, and Family Status Qualified Population

As a general rule, the Navy discourages individuals from enlisting if doing so would have a detrimental effect upon the welfare of their immediate families. Therefore, for purposes of this study, we shall exclude from consideration for military service all individuals who are head of a household (i.e., with children) with no spouse present. As shown in Table 7, which presents data on various types of households headed by individuals under 25 years of age, 150,000 males and 717,000 females would not be available for military service under these standards. Assuming that disqualification for family status is independent of disqualification for other reasons, an additional 265,290 females ($717,000 \times .37$) and 75,000 males ($150,000 \times .50$) would be removed from the surviving pool of individuals. Thus, the estimated number of individuals surviving physical/medical, mental, and family status criteria would be 5,787,170 females ($6,052,460 - 265,290$) and 7,779,000 males ($7,854,000 - 75,000$).

The Population Qualified and Interested in Military Service

The population who have survived our physical/medical, mental, and family status screening procedures includes individuals who may have to desire or "taste" for military service. In the ASVAB examinations, respondents are asked whether they plan to enlist in the military. In the tests taken during school years 76-77, 77-78, and 78-79, 4.64 percent of the female respondents indicated they planned to enlist, compared to 9.72 percent of the male respondents.

Assuming that this measure of interest is independent of the other factors examined in this study, it appears that, as of 1 July 1978, 268,525 females ($5,787,170 \times .0464$) and 756,119 males ($7,779,000 \times .0972$), or a total of 1,024,644 individuals, were qualified and interested in military service. Of this pool, 26.2 percent are females; and 73.8 percent, males. The ratio of females to males in this pool is .36 (see Figure 2).

It should be noted that any measure of interest used in a study is strongly related to the scenarios or options available to the respondent. In other words, a measure of interest in military service should properly be interpreted as a measure of interest related to a

specific enlistment option, incentive program, etc. Furthermore, this measure frequently relates to the level of knowledge the individual possess regarding military service. To illustrate, Table 8 presents the results of a nationwide survey of women regarding interest in military service (Borack, 1978). Option I related to service in nontraditional roles; Option II, to service in nontraditional roles with some chance of combat exposure; and Option III, to service in nontraditional roles with the likelihood of combat, etc. equal to that of a man in a corresponding skill. Since, as shown, the interest level of the respondents varied with respect to the options presented, any measure of interest should be interpreted in light of the specific alternatives, programs, etc. offered.

Table 7

Types of Households Headed by
Individuals Under 25 Years Old

Household Type	Number (000s)	Percentage
<u>Primary Families:</u>		
Husband-wife	2,892	46.5
Male head, no wife present	150	2.4
Female head, no husband present	717	11.5
Subtotal	3,759	60.4
<u>Primary Individuals:</u>		
Male	1,373	22.1
Female	1,087	17.5
Subtotal	2,460	39.6
Total	6,219	100.0

Source. U.S. Bureau of the Census, Current Population Reports, Series P-20, No. 340, July 1979, Table 21, p. 136.

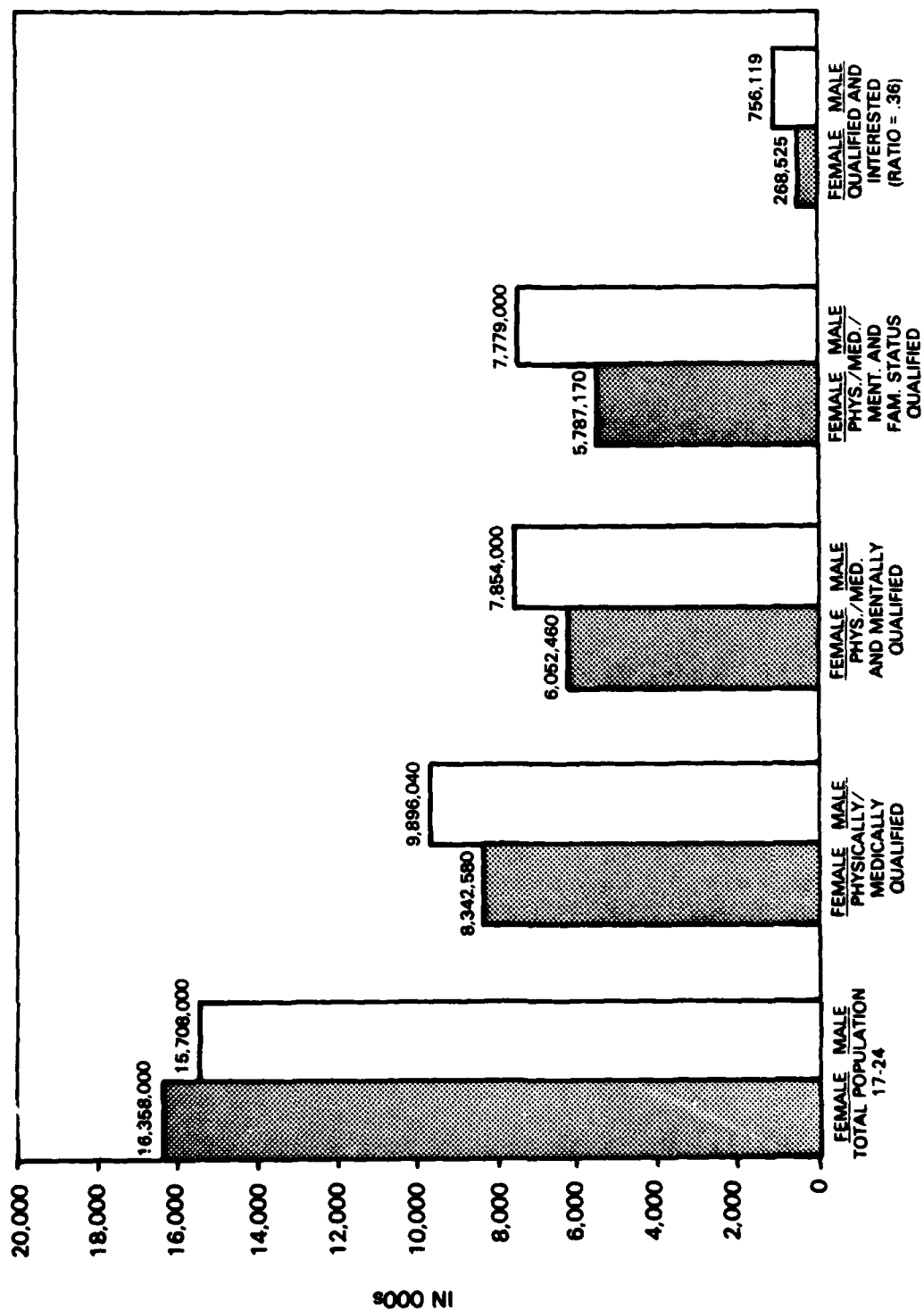


Figure 2. Relative size of female/male military supply pool.

Table 8
Percentage of Women with Positive
Interest in Enlistment

Service	Option I (%)	Option II (%)	Option III (%)
Air Force	13.8	10.8	10.1
Navy	11.1	8.5	8.4
Army	7.4	5.6	5.6
Marine Corps	3.9	3.4	4.7

CONCLUSIONS

The results obtained should be carefully scrutinized and used with extreme caution for a number of reasons. First, it is highly unlikely that failure to meet minimum physical/medical standards, failure to meet mental score qualifications, being head of household with no spouse, and lack of interest in pursuing a military career are all statistically independent events. Rather, the assumptions of independence made through out this report may have biased the estimates of the qualified and interested pools downward since physical/medical qualification, mental qualification, and interest are all likely to be positively correlated. Second, because of the lack of a random sample of ASVAB test takers, it is difficult to draw national inferences from these data. Third, the disqualification rate estimates were derived from data bases produced over a number of different years.

If a data base could be created that includes physical/medical data, mental data, family status data, and military interest data on an individual basis, all of these factors could be analyzed simultaneously. In this way, the almost certainly erroneous assumption of independence need not be made.

In spite of these caveats, the relative magnitude of the pools of females and males presented does shed some light on the relative number of accessions that might be expected from each source. Based on this analysis, it would appear reasonable to conclude that the Air Force and Navy should have minimal difficulty fulfilling their female recruit requirements. Due to the generally lower interest level accorded to the Army by women, however, it would be premature to reach a similar conclusion for the Army.

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APPENDIX
DISQUALIFICATION STANDARDS

**Table A-1--Correspondence Between Diagnoses Used by the Services and
International Classification of Diseases (ICDA) Codes**

Table A-2--Height/Weight Requirements for Military Service--Women

Table A-3--Height/Weight Requirements for Military Service--Men

Table A-4--Prevalence of Physically Disqualifying Conditions

Table A-5--Prevalence of Medically Disqualifying Conditions

Table A-1

Correspondence Between Diagnoses Used by the Services
and International Classification of Diseases (ICDA) Codes

Diagnosis	Corresponding ^a ICDA Code
Psychiatric Disorders	290-315
Psychoses	290-299
Psychoneuroses	300
Character and Behavior Disorders	301, 302, 303 ^b , 304, 305.0, 305.3, 305.5, 305.6, 308, 309
Mental Deficiency	310-315
Neurological Diseases	320-358
Epilepsy	345
Peripheral Nerve Diseases	350-358
Other	
Infective and Parasitic Diseases	000-136 ^c
Tuberculosis, All Forms	010-019
Venereal Diseases	090-099
Late Effects of Acute Poliomyelitis	044
Other	
Neoplastic Diseases	140-239 ^d
Malignant Neoplasms	140-199
Benign and Unspecified Neoplasms	200-239
Allergic Disorders	
Asthma	493
Other	
Endocrine System Diseases	240-258
Diabetes Mellitus	250
Other	
Metabolic Diseases and Avitaminoses	260-279
Blood and Blood-Forming Organ Diseases	280-289

^aSee Eighth Revision International Classification of Diseases (Adopted for Use in the United States), U.S. Department of Health, Education and Welfare, Public Health Service, U.S. Government Printing Office.

^b303--Nonpsychotic alcoholism.

^cExclude Measles (054)

^dExclude Lipoma (214) and Benign Neoplasms of Skin (216)

Table A-1 (Continued)

Diagnosis	Corresponding ICDA Code
Eye Diseases and Defects	360-379 ^e
Inflammatory Diseases	360-369
Refractive Errors	370
Strabismus	373
Blindness, Bilateral	379.0, 379.1
Blindness, Unilateral	379.2, 379.3
Defective and Insufficient Vision not Specifically Defined	
Other	
Ear and Mastoid Process Diseases and Defects	380-389
Otitis Media	381, 382
Tympanic Membrane Defects	387.2
Deafness, Bilateral	388, 389, 389.1
Defective Hearing	389.9
Other	
Circulatory System Diseases	390-458 ^f
Rheumatic Fever and Chronic Rheumatic Heart Diseases	390, 391, 392, 393-398
Other Heart Diseases	420-429
Hypertension	400, 401, 402, 403, 404
Varicose Veins, Including Varicocele	454-456
Other	
Respiratory System Diseases (Nontuberculous)	460-519
Digestive System Diseases	520-577 ^g
Ulcer of the Stomach, Duodenum and Jejunum	531-534
Hernia of the Abdominal Cavity	550-553
Orthodontic Appliances	
Other	
Genitourinary System and Breast Diseases	580-629
Diseases of the Urinary System	580-599
Diseases of the Genital Organs	600-607
(Nonvenereal) and Breast	610-611

^eExclude Pterygium (372)^fExclude Hypertrophy of Tonsils and Adenoids (500)^gExclude Periodontal Diseases (523) and Diseases of the Tongue (529)

Table A-1 (Continued)

Diagnosis	Corresponding ICDA Code
Skin and Cellular Tissue Diseases	680-709 ^h
Pilonidal Cysts or Sinus	685
Acne Vulgaris	706
Other	
Bones and Organs of Movement	
Diseases and Defects	710-738
Diseases of Bones	
Arthritis, Lower Extremities	710.3
Arthritis, Other Sites or	
Generalized	710-715
Rheumatism	718
Osteochondrosis	722
Other	
Defects of Joints	
Knee, Internal Derangement	724.4, 724.5
Intervertebral Disc Dis-	
placement	725
Ankylosis of Joints	727
Sacroiliac Joint, Affection	726
Other	
Musculoskeletal Diseases and	
Defects	
Curvature of Spine	735
Flatfoot	736
Clubfoot	754
Shortening of Lower	
Extremities	755.3
Other	
Amputations	885, 886, 887, 895, 896, 897
Fingers	885, 886
Other Extremities	
Limitation of Motion	787
Upper Extremities	
Lower Extremities	
Deformities and Impairments	738
Spine (including Neck)	735
Upper Extremities	738.0-738.3
Lower Extremities	738.4-738.7
Other and Multiple Sites	738.8-738.9

^hExclude Seborrheic Dermatitis (690), Other Hypertrophic and Atrophic Conditions of the Skin (701), Diseases of the Nail (703), and Other Diseases of the Skin (709).

Table A-1 (Continued)

Diagnosis	Corresponding ICDA Code
Congenital Malformations	740-759
Nervous System and Sense Organs	740-744, 745.0
Circulatory System	746-747
Digestive System	749-751
Genitourinary System	752-753
Undescended Testicles	752.1
Other	
Bones and Joints	754-756 ⁱ
Lumbosacral Region	756.1
Other	
Other Congenital Malformations	
Miscellaneous Diseases and Defects	780-789
Abnormal Urinary Constituents of Unspecified Cause	789
Abnormal X-Ray and Laboratory Findings	787, 789
Other Symptoms and Ill-defined Conditions	788

ⁱ754-Club Foot.

Table A-2

Height/Weight Requirements for Military Service-- Women

Height (inches)	Minimum Weight (regardless of age)	Maximum Weight					
		17-20	21-24	25-30	31-35	36-40	41 years and over
58	90	121	123	124	126	135	135
59	92	123	125	129	129	139	138
60	94	125	127	132	132	142	141
61	96	127	129	135	136	145	147
62	98	130	132	139	141	148	147
63	100	134	137	141	145	151	150
64	102	138	141	145	150	156	154
65	104	141	145	149	155	161	159
66	106	147	150	154	160	165	164
67	109	151	155	159	165	171	169
69	112	156	159	163	169	176	174
69	115	160	164	168	175	181	179
70	118	165	169	173	180	186	184
71	122	170	174	178	185	192	190
72	125	175	178	183	190	197	195
73	128	180	183	188	195	202	200
74	132	184	189	193	201	208	206
75	136	189	194	199	206	214	212
76	139	195	199	204	212	219	217
77	143	200	204	209	217	225	223
78	147	205	209	215	223	231	229

Table A-3
Height/Weight Requirements for Military Service--Men

Height (inches)	Minimum Weight (regardless of age)	Maximum Weight				
		16-20	21-30	31-35	36-40	41 years and over
60	100	158	163	162	157	150
61	102	163	168	167	162	155
62	103	168	174	173	168	160
63	104	174	180	178	173	165
64	105	179	185	184	179	171
65	106	185	191	190	184	176
66	107	191	197	196	190	182
67	111	197	203	202	196	187
68	115	203	209	208	202	193
69	119	209	215	214	208	198
70	123	215	222	220	214	204
71	127	221	228	227	220	210
72	131	227	234	233	226	216
73	135	233	241	240	233	222
74	139	240	248	246	239	228
75	143	246	254	253	246	234
76	147	253	261	260	252	241
77	151	260	268	266	259	247
78	153	267	275	273	266	254

Table A-4

Prevalence of Physically Disqualifying Conditions

DIV	CENSUS DIVISION	RACE	SEX	EDUC	SHORT	TALL	UNDERWT	OVERWT	DIASTOLIC	SYSTOLIC	COUNT
1	NEW ENGLAND	BLACK	F	HSG	33.333	.000	.000	100.000	23.333	.000	3
			M	HSG	.000	.000	.000	.000	.000	.000	1
		NON-BLACK	F	HSG	.000	.000	7.042	18.310	1.400	.000	71
			M	HSG	.000	.000	.000	.000	2.439	.000	41
2	MID ATLANTIC	BLACK	F	HSG	.000	.000	2.500	32.500	7.500	.000	40
			M	NON-HSG	.000	.000	.000	60.667	.000	.000	3
			M	HSG	.000	.000	.000	9.091	.000	18.182	11
			M	NON-HSG	.000	.000	.000	.000	.000	.000	5
		NON-BLACK	F	HSG	1.136	.000	2.041	25.000	4.545	1.136	176
			M	NON-HSG	.000	.000	.000	28.571	4.762	4.762	21
			M	HSG	.000	.000	2.041	2.041	7.143	1.020	98
			M	NON-HSG	.000	.000	3.846	.000	7.692	.000	26
3	EN CENTRAL	BLACK	F	HSG	.000	.000	2.057	28.571	2.057	2.057	35
			M	NON-HSG	.000	.000	.000	77.778	11.111	.000	9
			M	HSG	.000	.000	.000	.000	5.000	.000	20
			M	NON-HSG	.000	.000	.000	.000	.000	.000	4
		NON-BLACK	F	HSG	.585	.000	2.339	32.164	1.754	1.170	171
			M	NON-HSG	.000	.000	5.263	31.579	.000	.000	19
			M	HSG	.000	.000	1.111	2.222	4.444	.000	90
			M	NON-HSG	.000	.000	.000	.000	.000	6.250	16
4	WN CENTRAL	BLACK	F	HSG	.000	.000	11.111	33.333	11.111	11.111	9
			M	HSG	.000	.000	.000	.000	.000	.000	4
			M	NON-HSG	.000	.000	.000	100.000	.000	.000	1
		NON-BLACK	F	HSG	.000	.000	.625	31.250	3.125	.625	160
			M	NON-HSG	6.250	.000	.000	43.750	.000	.000	16
			M	HSG	.000	.000	1.695	1.695	3.390	1.695	118
			M	NON-HSG	.000	.000	.000	10.000	.000	.000	10
5	SO ATLANTIC	BLACK	F	HSG	.000	.000	5.882	35.294	4.902	1.961	102
			M	NON-HSG	.000	.000	.000	36.842	15.789	5.263	19
			M	HSG	.000	.000	.000	.000	10.256	.000	39
			M	NON-HSG	.000	.000	.000	16.667	25.000	.000	12
		NON-BLACK	F	HSG	.000	.000	7.006	22.930	1.274	.000	157
			M	NON-HSG	.000	.000	14.286	.000	.000	7.143	14
			M	HSG	.000	.000	2.532	7.595	3.797	3.797	79
			M	NON-HSG	.000	.000	.000	.000	.000	.000	12
6	ES CENTRAL	BLACK	F	HSG	2.174	.000	6.522	36.957	.000	2.174	46
			M	NON-HSG	.000	.000	.000	33.333	8.333	.000	12
			M	HSG	.000	.000	5.263	5.263	10.526	.000	19
			M	NON-HSG	.000	.000	.000	.000	.000	.000	5
		NON-BLACK	F	HSG	1.124	.000	5.618	28.090	3.371	1.124	89
			M	NON-HSG	.000	.000	.000	31.250	12.500	.000	16
			M	HSG	.000	.000	.000	8.889	2.222	4.444	45
			M	NON-HSG	.000	.000	.000	.000	22.222	.000	9
7	WS CENTRAL	BLACK	F	HSG	1.724	.000	5.172	37.931	5.172	1.724	50
			M	NON-HSG	.000	.000	.000	40.000	6.667	.000	15
			M	HSG	.000	.000	.000	12.500	4.167	4.167	24
			M	NON-HSG	.000	.000	20.000	.000	20.000	.000	10
		NON-BLACK	F	HSG	3.010	.000	4.762	31.429	1.905	.000	105
			M	NON-HSG	.000	.000	16.667	16.667	5.556	.000	10
			M	HSG	.000	.000	1.786	7.143	0.929	1.786	56
			M	NON-HSG	.000	.000	.000	5.000	5.000	10.000	20
8	MOUNTAIN	NON-BLACK	F	HSG	3.922	.000	5.002	29.412	1.961	3.922	51
			M	NON-HSG	.000	.000	.000	33.333	.000	.000	3
			M	HSG	.000	.000	.000	4.340	.000	.000	23
			M	NON-HSG	.000	.000	.000	.000	.000	20.000	5
9	PACIFIC	BLACK	F	HSG	0.333	.000	0.333	41.667	.000	.000	12
			M	NON-HSG	.000	.000	25.000	.000	.000	.000	4
			M	HSG	.000	.000	.000	.000	.000	.000	6
			M	NON-HSG	.000	.000	.000	.000	.000	.000	7
		NON-BLACK	F	HSG	.763	.000	2.290	20.611	.763	1.527	131
			M	NON-HSG	.000	.000	15.385	30.467	.000	.000	13
			M	HSG	.000	.000	1.449	4.340	10.145	.000	69
			M	NON-HSG	.000	.000	.000	.000	.000	.000	10

Source: Kim, K. Research into the proportion of the total youth population which is physically or mentally unfit for military service. Bethesda, MD: MATH TECH Corporation, November 1979.

Table A-5

Prevalence of Medically Disqualifying Conditions

DIV	CENSUS DIVISION	RACE	SEX	EDUC	DISQUALIFYING ICD CATEGORY	PERCENT PREVALENCE	COUNT BY CATEGORY
1	NEW ENGLAND	BLACK	F	HSG	10. CIRCULATORY	66.667	3
					15. SKIN AND CELL. TISSUE	33.333	3
					18. MISC. DISEASES	33.333	3
					9. EAR & MASTOID	4.225	71
					10. CIRCULATORY	11.268	71
					12. RESPIRATION	1.408	71
		NON-BLACK	F	HSG	13. DIGESTION	1.408	71
					15. SKIN AND CELL. TISSUE	2.817	71
					16. BONES, ORGANS OF MOVEMENT	4.225	71
					18. MISC. DISEASES	4.225	71
					3. ENDOCRINE	2.439	41
					6. PSYCHIATRIC	2.439	41
			M	HSG	9. EAR & MASTOID	2.439	41
					10. CIRCULATORY	7.317	41
					13. DIGESTION	2.439	41
					18. MISC. DISEASES	12.195	41
					6. PSYCHIATRIC	2.500	40
					10. CIRCULATORY	7.500	40
2	MID ATLANTIC	BLACK	F	HSG	15. SKIN AND CELL. TISSUE	5.000	40
					18. MISC. DISEASES	5.000	40
					18. MISC. DISEASES	33.333	3
			M	HSG	7. NEUROLOGICAL	9.091	11
					10. CIRCULATORY	9.091	11
					16. BONES, ORGANS OF MOVEMENT	9.091	11
		NON-BLACK	F	HSG	18. MISC. DISEASES	9.091	11
					1. INFECTIVE & PARASITIC	.571	176
					2. NEOPLASTIC	1.143	176
					3. ENDOCRINE	.571	176
					7. NEUROLOGICAL	.571	176
					9. EAR & MASTOID	5.143	176
			M	HSG	10. CIRCULATORY	11.429	176
					15. SKIN AND CELL. TISSUE	6.286	176
					16. BONES, ORGANS OF MOVEMENT	1.143	176
					17. CONGENITAL MALFORM.	.571	176
					18. MISC. DISEASES	4.000	176
					3. ENDOCRINE	4.762	21
				NON-HSG	9. EAR & MASTOID	4.762	21
					10. CIRCULATORY	19.048	21
					15. SKIN AND CELL. TISSUE	14.286	21
					18. MISC. DISEASES	4.762	21
			HSG	HSG	6. PSYCHIATRIC	1.020	98
					8. EYE DISEASES	1.020	98
					9. EAR & MASTOID	4.062	98
					10. CIRCULATORY	12.245	98
					15. SKIN AND CELL. TISSUE	10.204	98
					16. BONES, ORGANS OF MOVEMENT	2.041	98
				NON-HSG	17. CONGENITAL MALFORM.	2.041	98
					18. MISC. DISEASES	3.061	98
					2. NEOPLASTIC	3.046	26
					9. EAR & MASTOID	3.046	26
					10. CIRCULATORY	11.538	26
					15. SKIN AND CELL. TISSUE	15.385	26
					18. MISC. DISEASES	7.692	26
					19. NOT COUNTED	3.046	26

Table A-5 (Continued)

DIV	CENSUS DIVISION	RACE	SEX	EDUC	DISQUALIFYING ICD CATEGORY	PERCENT PREVALENCE	COUNT BY CATEGORY
3	EN CENTRAL	BLACK	F	HSG	3. ENDOCRINE	5.714	35
					6. PSYCHIATRIC	2.857	35
					7. NEUROLOGICAL	2.857	35
					9. EAR & MASTOID	2.857	35
					10. CIRCULATORY	11.429	35
					12. RESPIRATION	5.714	35
					13. DIGESTION	2.857	35
					16. BONES, ORGANS OF MOVEMENT	5.714	35
				NON-HSG	9. EAR & MASTOID	11.111	9
					10. CIRCULATORY	11.111	9
			M	HSG	10. CIRCULATORY	5.000	20
					15. SKIN AND CELL. TISSUE	15.000	20
					16. BONES, ORGANS OF MOVEMENT	5.000	20
				NON-HSG	8. EYE DISEASES	25.000	4
					10. CIRCULATORY	25.000	4
		NON-BLACK	F	HSG	1. INFECTIVE & PARASITIC	1.176	171
					3. ENDOCRINE	2.353	171
					8. EYE DISEASES	.508	171
					9. EAR & MASTOID	2.941	171
					10. CIRCULATORY	4.706	171
					12. RESPIRATION	.588	171
					15. SKIN AND CELL. TISSUE	2.353	171
					17. CONGENITAL MALFORM.	.588	171
					18. MISC. DISEASES	2.941	171
					19. NOT COUNTED	2.353	171
				NON-HSG	4. METABOLIC	5.263	19
					10. CIRCULATORY	10.526	19
			M	HSG	1. INFECTIVE & PARASITIC	2.222	90
					6. PSYCHIATRIC	1.111	90
					8. EYE DISEASES	2.222	90
					9. EAR & MASTOID	5.556	90
					10. CIRCULATORY	7.778	90
					12. RESPIRATION	2.222	90
					15. SKIN AND CELL. TISSUE	6.667	90
					16. BONES, ORGANS OF MOVEMENT	1.111	90
					17. CONGENITAL MALFORM.	2.222	90
					18. MISC. DISEASES	2.222	90
					19. NOT COUNTED	3.333	90
				NON-HSG	9. EAR & MASTOID	6.250	16
					10. CIRCULATORY	6.250	16
					15. SKIN AND CELL. TISSUE	6.250	16
4	WN CENTRAL	BLACK	F	HSG	10. CIRCULATORY	11.111	9
			M	HSG	6. PSYCHIATRIC	25.000	4
					15. SKIN AND CELL. TISSUE	25.000	4
		NON-BLACK	F	HSG	1. INFECTIVE & PARASITIC	.629	160
					3. ENDOCRINE	2.516	160
					8. EYE DISEASES	1.258	160
					9. EAR & MASTOID	.629	160
					10. CIRCULATORY	10.692	160
					13. DIGESTION	.629	160
					15. SKIN AND CELL. TISSUE	3.145	160
					18. MISC. DISEASES	1.887	160
					19. NOT COUNTED	.629	160
				NON-HSG	9. EAR & MASTOID	6.250	16
					10. CIRCULATORY	18.750	16
			M	HSG	6. PSYCHIATRIC	.847	118
					7. NEUROLOGICAL	.847	118
					9. EAR & MASTOID	5.085	118
					10. CIRCULATORY	6.700	118
					11. ALLERGIES	.847	118
					12. RESPIRATION	.847	118
					15. SKIN AND CELL. TISSUE	10.169	118
					16. BONES, ORGANS OF MOVEMENT	2.542	118
					17. CONGENITAL MALFORM.	1.695	118
					18. MISC. DISEASES	.847	118
					19. NOT COUNTED	.847	118
				NON-HSG	10. CIRCULATORY	10.000	10
					15. SKIN AND CELL. TISSUE	10.000	10

Table A-5 (Continued)

DIV	CENSUS DIVISION	RACE	SEX	EDUC	DISQUALIFYING ICD CATEGORY	PERCENT PREVALENCE	COUNT BY CATEGORY
5	SO ATLANTIC	BLACK	F	HSG	2. NEOPLASTIC	.980	102
					3. ENDOCRINE	3.922	102
					4. METABOLIC	.980	102
					8. EYE DISEASES	.980	102
					9. EAR & MASTOID	.980	102
					10. CIRCULATORY	8.824	102
					15. SKIN AND CELL. TISSUE	1.961	102
					16. BONES, ORGANS OF MOVEMENT	1.961	102
					17. CONGENITAL MALFORM.	.980	102
					18. MISC. DISEASES	1.961	102
					19. NOT COUNTED	2.941	102
				NON-HSG	10. CIRCULATORY	15.789	19
					15. SKIN AND CELL. TISSUE	5.263	19
			M	HSG	1. INFECTIVE & PARASITIC	10.256	39
					7. NEUROLOGICAL	2.564	39
					9. EAR & MASTOID	2.564	39
					10. CIRCULATORY	2.564	39
					11. ALLERGIES	2.564	39
					12. RESPIRATION	2.564	39
					15. SKIN AND CELL. TISSUE	12.821	39
					16. BONES, ORGANS OF MOVEMENT	2.564	39
					18. MISC. DISEASES	5.128	39
					19. NOT COUNTED	2.564	39
				NON-HSG	10. CIRCULATORY	33.333	12
					17. CONGENITAL MALFORM.	8.333	12
					18. MISC. DISEASES	8.333	12
					19. NOT COUNTED	8.333	12
		NON-BLACK	F	HSG	2. NEOPLASTIC	.637	157
					8. EYE DISEASES	1.274	157
					9. EAR & MASTOID	3.185	157
					10. CIRCULATORY	4.459	157
					11. ALLERGIES	.637	157
					12. RESPIRATION	.637	157
					13. DIGESTION	.637	157
					15. SKIN AND CELL. TISSUE	6.369	157
					16. BONES, ORGANS OF MOVEMENT	3.185	157
					17. CONGENITAL MALFORM.	1.911	157
					18. MISC. DISEASES	8.917	157
				NON-HSG	15. SKIN AND CELL. TISSUE	7.143	14
					18. MISC. DISEASES	14.286	14
			M	HSG	1. INFECTIVE & PARASITIC	1.266	79
					9. EAR & MASTOID	1.266	79
					10. CIRCULATORY	8.861	79
					11. ALLERGIES	1.266	79
					14. GENITOURINARY & BREAST	1.266	79
					15. SKIN AND CELL. TISSUE	8.861	79
					16. BONES, ORGANS OF MOVEMENT	6.329	79
					17. CONGENITAL MALFORM.	6.329	79
					18. MISC. DISEASES	1.266	79
					19. NOT COUNTED	2.532	79
				NON-HSG	10. CIRCULATORY	16.667	12
					15. SKIN AND CELL. TISSUE	8.333	12
					18. MISC. DISEASES	8.333	12

Table A-5 (Continued)

DIV	CENSUS DIVISION	RACE	SEX	EDUC	DISQUALIFYING ICD CATEGORY	PERCENT PREVALENCE	COUNT BY CATEGORY
6	ES CENTRAL	BLACK	F	HSG	8. EYE DISEASES	2.174	46
					10. CIRCULATORY	6.522	46
					13. DIGESTION	2.174	46
					16. BONES, ORGANS OF MOVEMENT	2.174	46
					17. CONGENITAL MALFORM.	2.174	46
				NON-HSG	10. CIRCULATORY	16.667	12
					18. MISC. DISEASES	8.333	12
			M	HSG	1. INFECTIVE & PARASITIC	5.263	19
					6. PSYCHIATRIC	10.526	19
					10. CIRCULATORY	21.053	19
					13. DIGESTION	5.263	19
					14. GENITOURINARY & BREAST	5.263	19
					18. MISC. DISEASES	5.263	19
				NON-HSG	10. CIRCULATORY	20.000	5
		NON-BLACK	F	HSG	1. INFECTIVE & PARASITIC	1.124	89
					9. EAR & MASTOID	12.360	89
					10. CIRCULATORY	10.112	89
					12. RESPIRATION	3.371	89
					15. SKIN AND CELL. TISSUE	12.360	89
					17. CONGENITAL MALFORM.	1.124	89
					18. MISC. DISEASES	6.742	89
					19. NOT COUNTED	1.124	89
				NON-HSG	10. CIRCULATORY	12.500	16
					15. SKIN AND CELL. TISSUE	12.500	16
					18. MISC. DISEASES	6.250	16
			M	HSG	1. INFECTIVE & PARASITIC	6.667	45
					2. NEOPLASTIC	2.222	45
					9. EAR & MASTOID	8.889	45
					10. CIRCULATORY	15.556	45
					13. DIGESTION	2.222	45
					15. SKIN AND CELL. TISSUE	24.444	45
					16. BONES, ORGANS OF MOVEMENT	2.222	45
					17. CONGENITAL MALFORM.	4.444	45
					18. MISC. DISEASES	4.444	45
					19. NOT COUNTED	4.444	45
				NON-HSG	10. CIRCULATORY	11.111	9
					15. SKIN AND CELL. TISSUE	11.111	9
					17. CONGENITAL MALFORM.	11.111	9
7	WS CENTRAL	BLACK	F	HSG	4. METABOLIC	1.724	58
					10. CIRCULATORY	10.345	58
					13. DIGESTION	1.724	58
					17. CONGENITAL MALFORM.	1.724	58
					18. MISC. DISEASES	1.724	58
				NON-HSG	1. INFECTIVE & PARASITIC	6.667	15
					10. CIRCULATORY	26.667	15
					18. MISC. DISEASES	6.667	15
			M	HSG	10. CIRCULATORY	4.167	24
					16. BONES, ORGANS OF MOVEMENT	4.167	24

Table A-5 (Continued)

DIV	CENSUS DIVISION	RACE	SEX	EDUC	DISQUALIFYING ICD CATEGORY	PERCENT PREVALENCE	COUNT BY CATEGORY
7	WS CENTRAL	BLACK	M	HSG	17. CONGENITAL MALFORM.	4.167	24
					18. MISC. DISEASES	12.500	24
					19. NOT COUNTED	8.333	24
				NON-HSG	10. CIRCULATORY	30.000	10
		NON-BLACK	F	HSG	5. BLOOD	.952	105
					10. CIRCULATORY	7.619	105
					12. RESPIRATION	.952	105
					15. SKIN AND CELL. TISSUE	.952	105
					17. CONGENITAL MALFORM.	.952	105
					18. MISC. DISEASES	1.905	105
				NON-HSG	10. CIRCULATORY	16.667	18
					15. SKIN AND CELL. TISSUE	11.111	18
					17. CONGENITAL MALFORM.	5.556	18
			M	HSG	8. EYE DISEASES	1.786	56
					10. CIRCULATORY	8.929	56
					15. SKIN AND CELL. TISSUE	5.357	56
					17. CONGENITAL MALFORM.	3.571	56
				NON-HSG	10. CIRCULATORY	20.000	20
8	MOUNTAIN	NON-BLACK	F	HSG	9. EAR & MASTOID	1.961	51
					10. CIRCULATORY	5.882	51
					17. CONGENITAL MALFORM.	1.961	51
			M	HSG	1. INFECTIVE & PARASITIC	4.348	23
					9. EAR & MASTOID	4.348	23
					10. CIRCULATORY	13.043	23
					16. BONES, ORGANS OF MOVEMENT	4.348	23
					18. MISC. DISEASES	8.696	23
					19. NOT COUNTED	4.348	23
9	PACIFIC	BLACK	F	HSG	16. BONES, ORGANS OF MOVEMENT	8.333	12
					18. MISC. DISEASES	8.333	12
					19. NOT COUNTED	8.333	12
			M	HSG	18. MISC. DISEASES	33.333	6
				NON-HSG	18. MISC. DISEASES	50.000	2
		NON-BLACK	F	HSG	3. ENDOCRINE	.769	131
					10. CIRCULATORY	11.538	131
					13. DIGESTION	.769	131
					15. SKIN AND CELL. TISSUE	1.538	131
					16. BONES, ORGANS OF MOVEMENT	1.538	131
					17. CONGENITAL MALFORM.	1.538	131
					18. MISC. DISEASES	.769	131
					19. NOT COUNTED	.769	131
				NON-HSG	10. CIRCULATORY	7.692	13
					15. SKIN AND CELL. TISSUE	7.692	13
					18. MISC. DISEASES	15.385	13
			M	HSG	7. NEUROLOGICAL	1.449	69
					8. EYE DISEASES	1.449	69
					10. CIRCULATORY	8.696	69
					14. GENITOURINARY & BREAST	1.449	69
					15. SKIN AND CELL. TISSUE	2.899	69
					16. BONES, ORGANS OF MOVEMENT	1.449	69
					17. CONGENITAL MALFORM.	2.899	69
					19. NOT COUNTED	1.449	69
				NON-HSG	16. BONES, ORGANS OF MOVEMENT	10.000	10
					19. NOT COUNTED	10.000	10

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