

Women In The Military

"The armed forces have done as much, if not more, to advance the social and economic role of women in our society than practically any other factor or organization . . ."



A combination of compassionate leadership and 14 hour days has made Brigadier General Sherian Cadoria the highest-ranking Black woman in the U.S. Army.

A generalized assumption that women who take non-traditional jobs (especially in the military) have a higher turnover rate than men has been challenged by a recent Rand Corporation Study.

"We find that women enlistees have much lower exit rates from the armed forces than their counterparts in civilian jobs. In a year's time, more than one out of every two women exited from civilian jobs. For the same period, one out of every five members of the military exited, most of them at the conclusion of their first term contract."

After evaluating multiple reasons for job turnover, the study concluded that "clearly the military selection, training, service contract and other human re-

sources policies are fairly successful in controlling turnover of women."

This extensive analysis, prepared by Linda J. Waite and Sue E. Berryman, prompted Berryman to extend their report and point out that "nearly 34% of women enrolled in our armed forces, compared with 3% in civilian life, are working in jobs that men have traditionally occupied. The armed forces have done as much, if not more, to advance the social and economic role of women in our society than practically any other factor or organization I can think of."

Whether in the military or civilian life (either male or female) "the findings provide general support for our hypothesis that job attractiveness decreases turnover." Those in jobs with more benefits, higher long-range wage prospects, union representation, lower perceived hazards, short travel time to work, and higher perceived extrinsic rewards leave their employers at lower rates than those in jobs without these features.

The Rand Study, called "Women in Non-traditional Occupations — Choice and Turnover," was based on interviews with 12,681 persons, with an over sampling of Hispanics, blacks, economically disadvantaged nonblack non-Hispanics, and a separate sample of 1,280 persons on active duty in the military.

This 85-page report examined many stereotypes about job choice and turnover rates and found that both men and women have parallel concerns that will cause them to leave one position in favor of another.

These include: those persons with higher informational, motivational and financial resources have a higher probability of turnover; the greater the number of labor market alternatives available, the higher the probability of turnover; less attractive jobs cause turnover; mismatch between abilities and job duties causes higher quit rates; and as the non-traditionality of the occupation increases, the probability of turnover increases.

"Just as women have less information about traditionally male jobs than men do or than women have about traditionally female jobs, the same expectation holds for males and their knowledge about jobs rarely held by men. And men as well may find it more difficult to operate in work groups comprised almost exclusively of those different in some easily identifiable and socially important characteristic from themselves," the study shows.

This doesn't hold true for the military which has made a concerted effort to integrate women into all occupations not closed by law — many of which have been traditionally held by men.

All things considered, "for women in the military we find no effect of being in a traditional female occupation or a traditionally male occupation on turnover," the Waite-Berryman report stated.

But this study does not state that because the military offers many training programs not usually open to women, this increases their earning capability, which is a primary motive for job retention (for both males and females) in or out of the military.

Finally, the report cites other in-depth studies which confirms their hypothesis about women's turnover rates in various occupations.

"It is important to remember that both Viscusi (1980) and Blau and Kahn (1981) find that while women in civilian jobs have higher aggregate quit rates than men, they have lower quit rates if they are given the same job and personal characteristics as men.

"It should also be remembered that Osterman (1982) finds that the federal enforcement of affirmative action in industries reduces women's quit rates.

"In other words, policies that begin to equalize work conditions for men and women also begin to equalize their aggregate quit rates."



Writers to Explore the Black Experience in America for 1986 Literary Achievement Awards

OAK BROOK, IL — The McDonald's Literary Achievement Awards program for writing on the Black experience in America was announced March 5, in New York by singer/actor Harry Belafonte.

The Literary Achievement Awards program is given in honor of three great living writers: the Toni Morrison Award for Fiction; the Gwendolyn Brooks Award for Poetry; and the Charles Fuller Award for Playwriting. The McDonald's program is co-sponsored by Essence Magazine, in conjunction with New Dramatists, an organization famous for developing and encouraging playwrighting talent. McDonald's sponsored the Lorraine Hansberry award in honor of the late author of Raisin in the Sun for seven years prior to the expanded Literary Achievement Awards program.

"The Literary Achievement Awards allow McDonald's to honor new and unknown authors as well as three great noted authors whose works champion the experience of America's Blacks,"

said Michael Gordon, McDonald's director, public relations.

Judges for the program, for which the deadline is March 15, 1986, include producer Joseph Papp, poets Ntozake Shange and Nikki Giovanni and Oscar Award-winning actor Sidney Poitier.

Recipients of the Literary Achievement Awards win an honorarium of \$1,000 and an all-expense paid trip to New York to participate in professional writing workshops. They will be introduced to literary agents, noted authors and producers and will work with New Dramatists on producing a celebrity reading of their work in June. In addition, the winning works will be published by Essence Magazine.

Joining Mr. Belafonte at the announcement were Gwendolyn Brooks, award-winning poet; Charles Fuller, Pulitzer Prize-winning playwright; Sammi-Art Williams, Tony Award-winning playwright; Maurice Hines, Broadway star, director and choreographer; August Wilson, playwright; and Susan L. Taylor, editor-in-chief of Essence Magazine.

March for Excellence

Work for the best! Expect the best! Be the best! Sunday afternoon, June 8, 1986. Begins at Maranatha Church, (N.E. 12th and Skidmore), at 12:30 p.m. for a Public Rally at Irving Park, at 1:30 p.m.

Special music! Special speakers, including: The Honorable Margaret Carter, Dr. Bill Thomas, Ken Mitchell and other students, The Reverend John Jackson.

This event is jointly sponsored by: The Coalition for Urban Youth, Maranatha Church, and other churches. For further information, call 288-7241.

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