



Canadian Forces Spousal/Partner Employment and Income Project: Research Framework and Methodology

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Abstract

The successful recruiting and retention of military personnel is dependent to a large extent on the degree to which service members and their spouses/partners are satisfied with their life in the military. In particular, research has identified spousal employment as a contributing factor that has a significant influence on the commitment, job performance, readiness and retention of military personnel. To date, little empirical research has examined the employment experiences of CF spouses/partners. To address this limitation, research will be conducted that explores the impact of military life on the employment and income of CF spouses and partners. This paper provides an overview of the research that has been conducted on military spousal/partner employment and income. In addition, this paper documents the research framework and methodology that will be employed for the Spousal/Employment and Income Project.

Résumé

Le recrutement et la conservation efficaces du personnel militaire dépend en grande partie de la mesure dans laquelle les militaires et leurs conjoints sont satisfaits de leur vie au sein des Forces canadiennes. Plus particulièrement, la recherche indique que l'emploi du conjoint est l'un des facteurs qui a une incidence importante sur l'engagement, le rendement au travail, l'état de préparation et la conservation du personnel militaire. Jusqu'à présent, très peu de recherche empirique s'est penchée sur les expériences d'emploi des conjoints de militaires. Afin de pallier cette carence, on mènera des travaux de recherche sur l'incidence de la vie militaire sur l'emploi et la rémunération des conjoints de militaires. Le présent document donne un aperçu de la recherche qui a été menée sur l'emploi et le revenu des conjoints de militaires. De plus, le présent document décrit le cadre et la méthodologie de recherche qui seront utilisés pour le Projet d'emploi et de revenu du conjoint.

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Executive summary

Canadian Forces Spousal/Partner Employment and Income Project: Research Framework and Methodology:

Julie Coulthard; Jason Dunn; DGMPPRA TM 2009-012; Defence R&D Canada – DGMPPRA; September 2009.

In October 2008, the Chief Military Personnel (CMP) and Director General Military Personnel Research and Analysis (DGMPPRA) prioritized the requirement to conduct research into the employment/income of CF spouses/partners. The successful recruiting and retention of military personnel is dependent to a large extent on the degree to which service members and their spouses/partners are satisfied with their life in the military. In particular, research has identified spousal employment as a contributing factor that has a significant influence on the commitment, job performance, readiness and retention of military personnel. To date, little empirical research has examined the employment experiences and conditions of CF spouses/partner. In order to address this limitation, research will be conducted that explores the impact of military life on the employment and income of CF spouses and partners.

There are many factors unique to a military lifestyle, such as long and unpredictable work hours, frequent relocations and deployments, all of which make it difficult for many spouses/partners to obtain and maintain employment. The irregularity and unpredictability of a service member's work hours and required time away for military duties often make it difficult for the spouse/partner to depend upon them for childcare and other family and household responsibilities. As such, the primary burden of family life responsibilities tend to fall upon the military spouse/partner, thereby making it difficult for them to also manage employment. There are also many structural forces that act as potential barriers for military spousal employment, including issues such as geographic location, language requirements, availability of childcare, transportation, and attitudes of employers towards the military. As a result, there are instances where military spouses/partners find themselves lacking the necessary experience, training, and education to find suitable employment or find themselves employed in positions that are below their training and education level.

The objective of this paper is twofold: a) to provide an overview of some of the key issues identified in recent research conducted on spousal employment in the CF, the U.S. military and academia, and b) document the methodology that will be used for the Spousal/Partner Employment and Income Project (SPEI). This paper represents the completion of Phase One of the SPEI Project.

The SPEI Project consists of two phases. Phase One includes a literature review of key issues associated with the income/employment of CF member spouses as well as an overview of survey questions administered to CF members and CF member spouses in Dec 2008. Phase Two will report on survey data analysis and integrate Statistics Canada data. Top line results are anticipated in Winter 2009.

Sommaire

Canadian Forces Spousal/Partner Employment and Income Project: Research Framework and Methodology:

Julie Coulthard; Jason Dunn; DGMPPRA TM 2009-012; R & D pour la défense Canada – DRASPM; Septembre 2009.

En octobre 2008, le Chef du personnel militaire (CPM) et le Directeur général - Recherche et analyse (Personnel militaire) (DGRAPM) ont donné la priorité à la nécessité d'effectuer de la recherche sur l'emploi/le revenu des conjoints de militaires. Le recrutement et la conservation efficaces du personnel militaire dépend en grande partie de la mesure dans laquelle les militaires et leurs conjoints sont satisfaits de leur vie au sein des Forces canadiennes. Plus particulièrement, la recherche indique que l'emploi du conjoint est l'un des facteurs qui a une incidence importante sur l'engagement, le rendement au travail, l'état de préparation et la conservation du personnel militaire. Jusqu'à présent, très peu de recherche empirique s'est penchée sur les expériences et les conditions d'emploi des conjoints de militaires. Afin de pallier cette carence, on mènera des travaux de recherche sur l'incidence de la vie militaire sur l'emploi et la rémunération des conjoints de militaires.

De nombreux facteurs sont uniques au style de vie militaire, tels que des heures de travail longues et imprévisibles, des réinstallations et des affectations fréquentes, et ils font tous en sorte qu'il est difficile pour beaucoup de conjoints de se trouver un emploi et de le conserver. L'irrégularité et le caractère imprévisible des heures de travail d'un militaire ainsi que la période d'absence requise pour le service militaire font qu'il est difficile pour le conjoint de se fier sur lui pour la garde d'enfants et d'autres responsabilités familiales et ménagères. À ce titre, le fardeau principal des responsabilités familiales a tendance à incomber au conjoint du militaire, ce qui fait qu'il lui est difficile de gérer aussi un emploi. Il y a également de nombreuses forces structurelles qui agissent comme des obstacles potentiels à l'emploi des conjoints de militaires, notamment l'emplacement géographique, les exigences linguistiques, la disponibilité de services de garde d'enfants, le transport et les attitudes des employeurs à l'égard des Forces canadiennes. Par conséquent, il y a des cas où les conjoints de militaires constatent qu'ils ne possèdent pas l'expérience, la formation et l'éducation nécessaires pour trouver un emploi approprié ou se voient occuper des postes qui ne correspondent pas à leur niveau de formation et d'éducation.

Le présent document comprend deux objectifs : donner un aperçu de certains enjeux clés définis dans le cadre de travaux de recherche récents menés dans les FC, les forces américaines et les universités sur l'emploi du conjoint, et décrire la méthodologie qui sera utilisée pour le Projet d'emploi et de revenu du conjoint. Le présent document représente la fin de la première phase du Projet d'emploi et de revenu du conjoint.

Le Projet d'emploi et de revenu du conjoint compte deux phases. La première phase comprend une analyse documentaire des questions clés liées au revenu/à l'emploi des conjoints de membres des FC ainsi qu'un aperçu des questions d'enquête posées aux membres des FC et à leurs conjoints en décembre 2008. La deuxième phase rendra compte de l'analyse des données d'enquête et intégrera les données de Statistique Canada. On prévoit obtenir les résultats préliminaires à l'hiver 2009.

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1 Introduction

“We recognize the important role families play in enabling the operational effectiveness of the Canadian Forces and we acknowledge the unique nature of military life. We honour the inherent resilience of families and we pay tribute to the sacrifices of families made in support of Canada. We pledge to work in partnership with the families and the communities in which they live. We commit to enhancing military life”

(Canadian Forces Family Covenant)

According to Castedena and Harrell (2008), the successful recruiting and retention of military personnel relies on the “ability of the military to afford both service members and their spouses job satisfaction and contentment with all facets of life. Members of the Armed Forces must be motivated for them to perform at their best” (2008:389). They add that the “economic well-being of military members, the degree to which they believe that their families are cared for, and their general quality of life are the key to maintaining and motivating the force” (2008:389). Castedena and Harrell suggest that an important feature of military spouse quality of life is the ability for him or her to pursue a career or employment if he or she chooses to do so.

Given social trends in Canadian society over the past decade, such as the rising number of dual income families, it is only normal that military spouses and partners would expect or want to be gainfully employed should they choose. In today’s society, dual income families are now the norm for a variety of reasons ranging from the requirement to pay bills to both partners wanting a sense of fulfillment after attaining educational goals. While these trends are occurring, the Canadian Forces’ (CF) career management system for example, has consistently maintained the continuous movement of its personnel through postings – an important aspect of a military career. Recent research with CF personnel has indicated concerns with the employment opportunities of their spouses/partners¹ as a result of such aspects of military life.

The objective of this paper is twofold:

- a. to provide an overview of some of the key issues identified in recent research conducted on spousal employment in the CF, the U.S. military and academia, and
- b. document the methodology that will be used for the Spousal/Partner Employment and Income Project (SPEI). This paper represents the completion of Phase One of the SPEI Project.

¹ For the remainder of this paper, the word ‘spouse’ will refer to and have the same meaning as spouse/partner.

1.1 Background

In October 2008, the Chief Military Personnel (CMP) and Director General Military Personnel Research and Analysis (DGMPPRA) prioritized the requirement to conduct research into the employment/income of CF spouses. It is generally understood that a significant component in the successful recruiting and retention of military personnel is the degree to which CF members and their families experience job satisfaction and fulfillment with life in the military. One of the contributing factors considered to be an important aspect of a service member's commitment to military life, job performance, military readiness and retention is that of spousal employment. To date, little scientific research has focused on the employment situations and income of CF spouses. In addition, no quantitative data collection or research has been directly undertaken with CF members and their spouses in this area. The SPEI Project is aimed at providing insight into the influence of military life on the spousal employment/income of CF personnel. It is an exploratory examination of the issue.

1.2 CF Spousal/Partner Employment and Income Project

The primary goals of the SPEI Project and some of its related research questions are:

- a. To obtain data on CF member spouses' income: What are the individual incomes of CF spouses and what are the key variables that affect their income?
- b. To obtain data and findings on spousal income to provide comparability with Canadian society: Is there a difference in income between the spouse's of CF members and civilian spouses? Given demographic variables, what is the best comparable group for CF spouses (general population or public service)? Are there geographic income differences between CF spouses and civilian spouses?
- c. To gain insight into how aspects military life affect the employment and employment opportunities of CF personnel spouses: What are the consequences of postings on individual and household income? Do the demands that the CF places on its personnel impact the employment status of their spouses?

The SPEI Project consists of two phases. Phase One includes a literature review of key issues associated with the income/employment of CF member spouses as well as an overview of survey questions administered to CF members and CF member spouses in Dec 2008. Phase Two will report on survey data analysis and integrate Statistics Canada data. Top line results are anticipated in Winter 2009. Further details on the project framework and methodology are provided in Section 4 of this report.

1.3 Aim

This aim of this report is to:

- a. Review the existing literature on military spousal employment and income that has been conducted in the United States (U.S.), and identify the key issues and findings that have emerged from this research;

- b. Review the research on CF spousal employment and income, and explore the issues that have been identified in the literature;
- c. Document the research framework that has been developed to help categorize some of the key outputs that may emerge from the SPEI Project; and
- d. Document the methodological approach for the SPEI Project.

2 Review of U.S. Research

2.1 Overview

A significant amount of research has been conducted in the U.S. that examines military spousal income and employment. This research covers a broad range of areas, including: employment challenges of military spouses; the impact of military service, specifically the deployment and postings on military spousal employment; and the income and earnings of military spouses. This section provides a detailed summary of a number of key studies that have been conducted on military spousal employment.

2.2 Challenges to Military Spouse Employment

In 2004, Harrell *et al.* conducted a study on the challenges associated with military spousal employment. The three objectives of this study included:

- a. to provide a comprehensive depiction of military spouse employment and earnings;
- b. to examine the extent to which employment is a challenge faced by military spouses; and
- c. to identify policies to reconcile the issues related to spousal employment with that of the need for the military to retain qualified personnel.

Multiple data sets were employed by Harrell *et al.* (2004), including two 1990 U.S. Census Public Use Microdata Samples (PUMS). Parallel analyses were also conducted with data from the 1999 Military Spouse Survey and the 1999 Current Population Survey (CPS). In addition, telephone and in-person interviews with slightly more than 1,100 military spouses were conducted across eight different U.S. military installations. The following subsections will focus on the quantitative and qualitative components of this study.

2.2.1 Quantitative Component – Descriptive Profile of Military Spouses

A profile of the typical U.S. military spouse was presented in comparison to civilian spouses, illustrating that military spouses were, on average: younger; had graduated from high school or had some college experience; had young children at home; experienced frequent long-distance relocations; lived in metropolitan areas and were more likely to be racial or ethnic minorities. In considering the geographic mobility of military spouses, it was found that they moved significantly more than their civilian counterparts. In the five years prior to the 1990 Census, it was found that half of civilian wives had not moved during this time. In contrast, only ten percent of military wives had stayed in one location during this period, with the majority of moves by military wives being across state lines or abroad. The profile of military spouses demonstrated that there were differences between military and civilian wives; as a result, it was expected that certain differences would emerge in the labour market activities of each group (civilian spouse vs. military spouse). Therefore, the central question driving the remainder of the

analyses in the study was whether these observed differences accounted for the differences of each group in the labour market (Harrell *et al.*, 2004).

2.2.2 Quantitative Component – Comparison of Employment Conditions of Military Spouses with Civilian Spouses

In comparing military spouses with civilian spouses who shared the same observed characteristics, it was found that the civilian ‘look-alikes’² tended to do better in finding employment than military spouses. More specifically, in examining the employment conditions of military wives with that of their civilian counterparts, it was found that military spouses were less likely to be employed than civilian spouses and more likely to be seeking work. For those that were employed, it was observed that military spouses earned lower hourly wages than civilian spouses, both at a national and local level. Yet, the characteristics of military spouses, such as their higher education level and location in a metropolitan area, suggest that their outcomes should be better than the average civilian spouse. Interestingly, the look-alike analysis indicates that poorer labour market outcomes can not necessarily be attributed to the specific characteristics of military spouses, suggesting that there are additional factors that need to be explored in further depth (Harrell *et al.* 2004).

As previously discussed, military spouses generally relocate more frequently and across greater distances than civilian spouses. It was found that, although in-state moves had only a negligible effect on employment status, moves that were across state lines or abroad had a significant negative effect on the likelihood of employment. Military spouses were also observed to be more likely to be actively seeking work or their job searches were of a longer duration. The authors noted that, unlike civilian spouses, military spouses would be unable to overcome the challenges posed by labour market conditions by changing their residence as easily as civilian spouses, given that military spouses are unable to assert much control over the nature and frequency of household moves. Further, the degree of involvement that the military requires from its service personnel is likely more extensive than what is required in civilian occupations (Harrell *et al.*, 2004).

There was also some evidence that military spouses tended to earn a higher return on their education and work experiences than civilian spouses. In other words, military spouses were better able to improve upon their labour market conditions by obtaining a higher education more so than civilian wives. Further, there was some evidence that more experienced military spouses learned to minimize the impact of military lifestyle over time, for example by becoming more adept and efficient at organizing household moves. The authors posit that all of these aspects call into question whether military spouses truly make the choice to leave the workforce or whether the largest obstacles to employment are the demands of military life (Harrell *et al.*, 2004).

² The term “look-alikes” refers to civilians who share the same observed characteristics, such as: age; education level; number and age of children, etc.

2.2.3 Qualitative Component of the Study - Motivations for Working

The RAND study by Harrell *et al.* (2004) also included a qualitative component whereby 1,100 military spouses were interviewed. One of the areas they focused on during the interviews was the motivations of the spouses for working. The authors argued that key to understanding this population and designing effective policies supporting spousal employment was determining which groups of spouses work for which motivating factors (Harrell *et al.* 2004).

Out of the 1,100 interviewed spouses, 731 spouses were currently in the labour market or seeking employment at the time of the interviews. They were asked open-ended questions to explain why they worked. Responses ranged from monetary to nonmonetary reasons. Seventy-five percent of participants cited financial reasons as a motivation to work outside the home, while slightly more than half of the spouses cited other, nonmonetary reasons. The most widely reported primary reason for working was to pay bills and to cover basic expenses. Additional financial reasons cited for working were for longer-term savings and for extra spending money. The nonmonetary motives discussed included: working to avoid boredom and keeping busy; personal fulfillment; to maintain their skills and career status; and to obtain a return on their education (Harrell *et al.* 2004).

There was some differentiation in the motivations for working based on the financial situation of the family, the pay grade of the service member, and the education and occupation of the military spouse. For example, spouses who worked in clerical or retail positions were more likely to mention working to pay bills and other basic expenses, along with spouses of junior enlisted and mid-grade enlisted personnel. Military spouses with less education and in reduced financial circumstances also tended to indicate financial necessity as a reason for working. Alternatively, spouses who were better educated and those in higher pay grade categories were more likely to report nonfinancial motivators for working such as personal fulfillment and independence. Approximately 40 percent of spouses who had a graduate degree indicated that personal fulfillment was their most important reason for working. It should be noted that this was the only education category whereby financial necessity was not the most frequently cited motivation for working. The range of motivations for working indicated that future policies aimed at addressing military spousal employment need to take into account the differing reasons and types of work being done (Harrell *et al.* 2004).

2.2.4 Qualitative Component of the Study - Reasons for Not Working

At the time of the interviews, approximately one-third (371) of the spouses were out of the labour force. These spouses were asked to provide their reasons for not working. The majority (three-quarters) of spouses cited parenting responsibilities as their reason for not working. One-third of these spouses who were at home for parenting reasons, however, also reported a barrier to their working. This indicates that this may not have been the preferred outcome for all of the military's stay-at-home parents. Some of the barriers cited included: frequent moves; local labour market conditions; the demands of the military lifestyle; and problems with day care. Although civilian spouses also face many of the same issues, it was found that many military spouses perceived these barriers to be caused by the military lifestyle. Specifically, they cited aspects such as: being removed from extended family that could provide support with the demands of parenting; moving to a location they would not have chosen; or because they attributed

the demands of military service, such as long hours, time away from home, and the general inability of service members to accommodate sudden family needs as those precluding the ability of the service member to provide support (Harrell *et al.* 2004).

2.2.5 Qualitative Component – Impact of Military Life on Employment Opportunities

During the interviews, military spouses were asked to discuss how military life impacted their employment opportunities. Almost two-thirds stated that they felt that being a military spouse had a negative impact on their work opportunities. Another one-third felt that their circumstances had no effect on their work opportunities, while a small number of spouses believed that there was a positive impact. Upon closer observation, it was found that those married to junior enlisted personnel were the least likely to perceive a negative impact (slightly less than half). On the other hand, the more senior the service personnel, the more likely the spouse would perceive a negative impact, with more than three-quarters of the senior officer spouses perceiving a negative impact on their employment opportunities (Harrell *et al.* 2004).

For the majority of spouses who perceived military life as having a negative impact on their opportunities for work, a number of different factors were cited. Frequent and disruptive moves were the more frequently cited (one-third) causes of the negative effect, particularly by spouses with a higher level of education. Others mentioned that their employment history, due to the instability imposed upon them by the military, makes it difficult to compete with civilian employees. Further, many military spouses reported some combination of time away, deployments or military work schedules of service personnel as having a negative impact on their employment opportunities. The negative impact that these factors had on work opportunities was cited second only to frequent moves, with approximately one-quarter of spouses naming service member absence as the cause of such negative impacts. In addition, some spouses cited employer bias or stigmatization of military spouses as having a negative effect on their employment. Some perceived the bias to be driven by the concern of the employer that the spouse will be required to leave soon and thus would only be a temporary fill. While fewer spouses indicated this was a problem as compared to frequent moves or service member absence, this is an aspect of military life (Harrell *et al.*, 2004; Castaneda and Harrell, 2008).

2.2.6 Recommendations for Addressing Military Spouse Employment Opportunities

In analysing both the quantitative and the qualitative data, Harrell *et al.* (2004) generated a number of recommendations for the Department of Defense (DoD) to consider in their efforts to address the challenges that military spouses face in pursuing employment opportunities. The recommendations were:

- a. Continue to address military childcare availability and affordability;
- b. Pursue relationships with local employers;
- c. Pursue spouse employment incentives with military contractors;

- d. Re-examine the priority system for civil service jobs;
- e. Address licensing and certification hurdles;
- f. Tailor spouse employment programs and policies to appropriate audience;
- g. Raise awareness about existing spouse employment programs; and
- h. Become a more family-friendly employer.

2.3 Updated Study on the Challenges to U.S. Military Spousal Employment

In 2007, Lim *et al.* updated the RAND Corporation study discussed above by Harrell *et al.* (2004) and explored the gaps in employment and earnings between military and civilian spouses. They also examined the demographic and contextual differences that may be associated with such gaps. The earlier study by Harrell *et al.* (2004) was based on the 1990 census and was confined to military wives with respect to inferences made from the census data. The Lim *et al.* study repeats and extends the census-based analysis of military wives based on data from the 2000 census. In addition, it also reports the first census-based analysis of military husbands (Lim *et al.* 2007).

For the purposes of this study, Lim *et al.* (2007) examined:

- a. the background characteristics of military and civilian spouses potentially related to employment and earnings, such as education, mobility and location;
- b. the employment and earnings status of military and civilian spouses;
- c. trends in all of the relevant variables since 1990; and
- d. the impact of individual and contextual characteristics of military and civilian spouses on employment disparities.

2.3.1.1 Military Spouses – Descriptive Profiles

Given that military spouses may differ from civilian spouses in ways that may have implications for their employment opportunities and experiences, it is important to develop a profile of who military spouses are and how their characteristics differ from their civilian counterparts (Lim *et al.* 2007). This section will first examine military wives, followed by a review of military husbands.

2.3.1.2 Military Wives

Based on the 2000 census, it was determined that military wives tended to be more racially and ethnically diverse, better educated, younger, and more likely to be raising young children than civilian wives. Thus, it would appear that military wives were at different stages of the life cycle

than civilian wives. In addition, differences were also noted between military and civilian wives due to the demands of the military lifestyle. More specifically, it was found that military wives were more likely to relocate and to be located near metropolitan areas than their civilian counterparts (Lim *et al.* 2007).

In comparing the demographic profiles of military wives between this study versus those examined in Harrell *et al.*, it was generally found that trends were consistent over time. However, it was reported that the age gap between military and civilian wives was wider in 2000 than in 1990, that the probability of residing in metropolitan areas for civilian wives was more similar to the rates for military wives in 2000, and that the likelihood of having a young child at home had decreased for civilian wives while remaining constant for military wives. Overall, the researchers note that these differential trends indicate that the employment situation of military wives was worsening relative to civilian wives (Lim *et al.* 2007).

2.3.1.3 Military Husbands

Due to the small sample size of military husbands, the researchers were unable to obtain the same degree of reliability in the results at the individual level. As such, they reported differences between civilian husbands and military husbands as a whole. It was found that when compared to civilian husbands, military husbands were more likely to be: more educated; have a young child at home; relocate more often; and less likely to be white. These demographic characteristics were similar to what was observed for military wives (Lim *et al.* 2007).

2.3.2 Comparison of Employment Conditions of Military Spouses

In order to isolate the effects of observable background characteristics on the employment conditions of military spouses, including both husbands and wives, the researchers conducted a “look-alike” analysis by comparing the military spouses with the civilian spouses who had similar background characteristics. This look-alike analysis therefore ensured that any remaining differences that may be present in the employment conditions between the military spouses and their look-alike civilian spouse counterparts were not attributable to the differences in the individual and contextual characteristics that were included in the analysis (Lim *et al.* 2007).

2.3.2.1 Military Wives

Based on the 2000 census data, it was determined that military wives were less likely to be employed and more likely to be unemployed than civilian wives³. In addition, military wives earned less than civilian wives. The rates of labour force participation were found to be similar

³ The definitions of labour force, employment and unemployment are consistent with earlier research by Harrell *et al.* (2004): being “made up of individuals who are either employed or jobless but actively looking for working for work (unemployed). Individuals who are not employed and not actively looking for work are not considered to be part of the labour force. Therefore there are two kinds of jobless people: those who are unemployed (and thus actively seeking work) and those who are not part of the labour force (and thus not seeking work). In the look-alike analyses, the population consists of those who are in and out of the labour force, in order to accurately estimate the look-alike comparison groups. Thus, the calculations of employment and unemployment rates in this report are based on the total population and not just those who are in the labour force.” (Lim *et al.* 2007: 29).

between 1990 and 2000 for both military and civilian wives. In order to address a potential bias in the national earnings comparison, depending on whether military wives were located in areas with lower or higher wages, the researchers compared civilian and military wives according to their location across the overall wage-earning distribution for each metropolitan area and aggregated the results. Although there was a slight improvement in the wage distribution of military wives in 2000 as compared to the prior decade, it was found that military wives were more likely than civilian wives to fall within the bottom 30 percent of the distribution and less likely to be in the top 40 percent of the distribution. In terms of hourly wages in 2000, it was found that the look-alike civilian wives were earning close to \$12 whereas military wives were earning an average of around \$9. Thus, even when comparing military wives to their civilian counterparts, it was found that military wives continued to earn less. It was contended that the actual wage differential cannot be explained by the available demographic characteristics (such as education, age, location of residence) and, therefore, may be due to unobserved factors (Lim *et al.* 2007).

2.3.2.2 Military Husbands

The look-alike analysis of the military husbands determined that they were less likely to be in the labour force than their civilian counterparts. In addition, military husbands who were actively seeking employment were found to have a higher likelihood of being unemployed than their civilian counterparts, with the percentage of unemployed military husbands twice as high as that of unemployed civilian husbands. In terms of income, it was determined that military husbands earned less than civilian husbands, with civilian husbands wage rate at around \$21 per hour while military husbands earned only \$17 per hour. In terms of the metropolitan analysis, it was found that, similar to military wives, military husbands were more likely to fall in the bottom 40 percent and less likely to fall in the top 30 percent. Although the distribution for military husbands was slightly more favourable than that of military wives, these spouses still appeared to have labour market outcomes that were not as favourable as that of civilian husbands (Lim *et al.* 2007).

2.4 Assessing Employment Conditions of Spouses

A third RAND study by Lim and Golinelli (2006) assessed the research measures employed to study the employment conditions of military spouses. The study emerged as a response to a request from DoD to help them develop reliable employment statistics for military spouses. The researchers assessed various Bureau of Labour Statistics (BLS) measures used to monitor the changes in the labour market conditions of military spouses as compared to their civilian counterparts. It was maintained that these statistics would enable the DoD to: monitor the labour market conditions of spouses; to conduct a comparison with the labour market conditions with civilian spouses; and to develop policy interventions that were more directly targeted and effective in alleviating some of the challenges faced by the military spouses (Lim and Golinelli, 2006).

The conclusion made by the researchers was that the present use of the traditional and supplementary employment measures of the BLS may not adequately provide a complete representation of the impact that military life has on the employment conditions of military spouses. In addition, it was concluded that the CPS was insufficient for the stated goals due to the current smaller number of military families included. Therefore, the recommendation was

made to supplement the BLS measures with measures derived from the Labour Utilization Framework (LUF). The LUF employs three measures to capture three dimensions of underemployment, namely work time lost, income deficiency, and the mismatch of the required job skills with the skill attainment of the worker. Rather than gathering data on military spouses from other surveys, the contention was made that the DoD could collect information on military spouses directly and more efficiently on its own. For example, the researchers suggested that additional questions be added to existing DoD surveys, such as the Status of Forces Survey of Active-Duty Personnel and Spouses (Lim and Golinelli, 2006).

2.5 Military Deployment and Spousal Labour Force Participation

A study by Savych (2007) examined the impact of active duty personnel deployment⁴ on spousal labour force participation. The data on spousal employment was based on the Status of Forces Surveys of Active-Duty members (SOFS) administered by the Defense Manpower Data Center (DMDC). Deployment histories were constructed from the Active Duty Pay Files (ADPF) for each service member for the period of January 1999 to December 2005. These deployment histories were then linked to survey responses.

In 2005, the median length of deployment for U.S. military personnel was just over seven months long. Although a member may have knowledge of a deployment a few months to a year in advance, service members have little control over whether, when, and/or for how long they will be gone. In addition, the spouses who remain at home subsequently face an increased responsibility in solely managing all of the household duties, such as maintenance of the household, providing childcare and the care of sick relatives (Savych, 2007). In some instances, this compromises the ability of the military spouse to find or maintain employment.

Savych, (2007) determined that spousal labour force participation decreased by 2.8 percentage points because of military deployment. However, it was noted that the effect may vary by characteristics of the family and the deployment. For example, the largest effects of deployments was found in families with children under age six, with the labour force participation of spouses declining by 4.9 percentage points. This finding suggests that the employment situation of spouses with young children may be more adversely affected by the deployment of their military spouse (Savych, 2007).

The length of deployment was also found to have an impact on the labour force participation of spouses. For example, it was found that the labour force participation of spouses decreased two to three months prior to the military member being deployed, with the effect holding throughout the deployment period. It was observed that the effect gradually disappeared after military members returned home, although it still took spouses several months to return to the labour force. Different responses of spouses were also found for the expected time the service members were away. For example, for deployments shorter than four months, it was observed that spouses did not change their labour forces participation, while for deployments that were five months in length or longer, spouses responded by reducing their labour force participation (Savych, 2007).

⁴ For the purposes of this study, a deployment refers to serving in a combat zone (Savych, 2007).

2.6 Migration and Employment of Military Spouses

In family migration research, the effects of household migration on the employment status and labour force participation of the accompanying spouses has often been examined. While the majority of this research is conducted with the civilian population, there are some researchers who have undertaken analyses of military families specifically in an effort to assess how migration impacts upon the economic status of the accompanying spouse. Military families are considered to provide a natural experiment for such observations as the migration decisions are generally determined by the military rather than at the discretion of the family. In addition, the identity of the leading (military) and trailing (civilian) spouse is clearly established. Therefore, researchers are able to more directly observe how migration affects the economic status of the trailing spouse (Cooke and Speirs, 2005).

Migration is a central and unique attribute of military service, with military families moving frequently and repeatedly, particularly in comparison to civilian families (Harrell *et al.* 2004; Hosek *et al.* 2007). Wardynski (2000) noted that between March 1998 and 1999, 32 percent of families moved across state or international boundaries. In contrast, during that same period, only six percent of civilian households moved across county lines. As such, the impact of migration upon spousal employment is an area of research that warrants further examination.

Prior to discussing the impact of migration on the labour force participation of military spouses, it is important to define some of the key concepts employed in the literature. The terms generally employed in analyses of migrating spouses and the impact on their labour force outcomes are that of the “tied mover” and “tied migrant”. These terms emerged from the notion that the individual costs and benefits of moving or staying are unlikely to be evenly shared among spouses and may be used interchangeably. A tied mover

“experiences a move that does not maximize his or her individual life-time utility and tend to be individuals who have a lower relative earning ability than their spouses such that the increase in earnings associated with a move for the high-income spouse more than compensates for both the costs of moving and the decline in earnings of the other spouse” (Cooke and Speirs, 2005: 344).

In other words, a “tied mover” or “tied migrant” refers to individuals whose migration is determined by the labour force status of their spouses, rather than by their own employment status. Thus, for the purposes of this discussion, a tied mover or tied migrant refers to the spouses of military personnel.

Relocation has been identified as one of the major challenges to spousal employment as some military spouses are unable to participate fully in the labour force due to frequent postings. U.S. military personnel tend to change stations every two to three years. In research comparing military wives to that of civilian wives, the most statistically significant factor found of all the work outcomes measured was the length of time military households were stationed at the same location. The longer one was in the same location, the more likely that individual was to have sought out and obtained employment. More specifically, a change in location in the previous five years has been found to be a statistically significant and negative predictor of spousal labour force participation, particularly with respect to full-time employment and the extent to which usage of the skills of the spouse will be maximized. As such, it has been determined that,

at a given point in time, relocating has a negative impact on labour force participation (Segal and Harris, 1993). Schwartz *et al.* (1991) also found that Army wives whose husbands were moved less frequently appeared more likely to: participate in the labour force; to find a job; to find full-time employment; and more likely to be using their skills in their work. As such, the authors argued that the policy implications for the Army were clear – implementing a policy that would increase the time that a family spends stationed in one place would have a positive influence on spousal work outcomes (Schwartz *et al.* 1991).

A study by Cooke and Speirs (2005) examined the effects of being a tied migrant on the economic status of civilian spouses (both male and female) of military personnel. Their data was drawn from the 1990 PUMS Census. The goal of the study was to determine whether the trailing-wife effects that have been observed in prior research were consistent with being a tied migrant. A similar pattern was observed for both civilian wives and husbands of military personnel in the analysis. More specifically, Cooke and Speirs (2005) found that migration was associated with a ten percent decline in employment among all civilian wives. For those wives who remained employed, a four hour decline in hours worked per week was observed. In terms of civilian husbands, migration was associated with a similar six percent decline in employment and a five hour decline in hours worked per week. Overall, it was found that military migration is disruptive to both the labour market status and hours worked for all civilian spouses, irrespective of gender (Cooke and Speirs, 2005).

Little and Hisnanick (2007) also conducted a study that analyzed the earnings and labour force characteristics of military spouses who are tied-movers. Their study was based on the analysis of data from the 2000 Census of Population and Housing, Sample Edited Detail File (SEDF)⁵. Four groups were identified in the analysis: civilian males and females of military spouses; the tied movers and their civilian counterparts; and civilian males and females of civilian spouses. It was found that all spouses experienced an earnings penalty as a result of moving, at least in the short run. A military husband who had lived in a different state five years earlier, earned 32 percent less compared to a civilian husband who had not moved in the past five years. A military husband who had lived outside the U.S. five years earlier earned 47 percent less on average than a civilian husband who had not moved in the same time period. For military wives, similar results were observed, however the magnitude was much greater than for military husbands. For example, compared to a civilian wife who had not moved in the past five years, military wives who had lived in a different state five years earlier earned 60 percent less, and military wives who had lived outside the country in the same time period earned 83 percent less on average. Little and Hisnanick (2007) also found that military families earned less than civilian families, with the military wife's lower earnings accounting for about 57 percent of the family's lower earnings and the military husband's lower earnings accounting for about 41 percent of the lower earnings for the family. Thus, the authors maintained that it is reasonable to conclude that military spouses account for approximately 50 percent of their lower family earnings. Although there was no direct evidence that moves were a factor in the lower earnings of military husbands, due to data limitations, implied support was provided for the contention that rotation policies were a factor in the lower earnings of military husbands when compared to civilian husbands (Little and Hisnanick, 2007).

⁵ The SEDF is comprised of social, economic and housing characteristics that have been compiled from approximately 19 million housing units (Little and Hisnanick, 2007).

Overall, the family migration research suggests that the continual migration required of military families does have a negative impact on the employment outcomes for military spouses. While there is some evidence that the impact may be more detrimental for military wives, these studies demonstrated that the labour force participation for both military wives and husbands is disrupted by the military postings. Thus, it is clear that there are significant implications for all U.S. military families when it comes to military migration.

There may be, however, other contributing factors than the act of migration itself that may have an impact on the income and employment of military spouses, namely the geographic location of the military posting. For example, in analyzing the data from the 1999 CPS, Wardynski (2000) determined that wives of military personnel incurred a substantial wage penalty and experienced reduced employment prospects in comparison to their civilian counterparts. In linking the spousal wages to local labour market conditions, it was found that the Army and, to a lesser extent the Air Force, operates in areas characterized by relatively poor labour market conditions. For example, in reviewing the geographic distribution of Army duty assignments within the U.S., the author noted that most assignments were located in rural areas characterized by their relatively meagre wages and household earnings. Further, it was observed that the average private sector wages in the Army locales were well below the national average. As such, it was contended that the substantially worse outcomes for military wives cannot necessarily be attributed to migration alone and there is a need to take into consideration the local labour market conditions. In other words, although migration is shown to have a negative effect on the labour market outcomes of spouses of military personnel, the effect of such migration is relatively moderate when compared with locally-based effects (Wardynski, 2000).

2.7 Income and Earnings of Military Spouses

The impact of military life on the earnings and income of military spouses is of particular interest to researchers as they seek to assess whether there are financial ramifications for being a spouse of military personnel. Two studies are of particular interest as they both specifically examined the relationship between military life and the income and earnings of military spouses and their families. A third study, also discussed below, examined spousal income and military compensation policy.

A study by Hosek *et al.* (2002) focused on the contribution of military spouses to family income. The study was based on a sample of husband-and-wife families drawn from the 1988-2000 CPS March Supplement and contained retrospective information for the previous year. There were two sub-samples in the sample, one for military families and one for civilian families⁶ (Hosek *et al.* 2002). The objective was to analyze the employment and earnings of military wives as compared to civilian wives between 1987 and 1999. Specific estimates were made by examining the labour supply and wage outcomes for wives of military families and wives from comparable civilian families using the estimated models employed by the researchers. Analysis of the data revealed that military family earnings averaged about \$10,500 less than the earnings of civilian families. In addition, the researchers found that about half the difference in income came from

⁶ The researchers weighed each subsample for each year to reflect the male age, education and race/ethnicity composition of the active-duty force in that year. The weighing of the military subsample assured that it would be representative of the active-duty population and the weighing of the civilian subsample assured that it would be comparable to the military subsample (Hosek *et al.* 2002).

the difference in wife earnings with the military wife earning about \$5,400 less than the civilian wife (Hosek *et al.* 2002).

It was also found that 74 percent of military wives worked during the year as compared to 82 percent of civilian wives. Of those working, 59 percent of civilian wives worked full-time as opposed to 48 percent of military wives. Military wives worked 3.3 weeks less than civilian wives and, at a weekly wage of \$268, military wives earned about \$40 less than civilian wives who earned a weekly wage of \$308. When controlling for education level, it was determined that military wives with only a high school diploma had weekly earnings that were 11 percent less (at \$46 per week less) than their civilian counterparts, while for those with a college education, the difference was 16 percent (at \$116 per week less). Taking into consideration the fact that military wives moved more frequently and their moves were geographically longer (distance), it was found that the difference in frequency and length of (out-of-country) moves accounted for a 2.7 week difference in weeks of work. As such, it was determined that the frequent movement of military families accounts for the fewer weeks of work per year on average for military wives compared to their civilian counterparts (Hosek *et al.* 2002).

A second study by Lipari (2006) examined the differences between civilian and military families in terms of their financial well-being and analyzed how characteristics of military service affected the financial well-being of the family⁷. The study was based on data collected from both a military and a civilian sample. The military sample was drawn from the 1999 Survey of Spouses of Active Duty Personnel, which consisted of 16,103 spouses; the civilian sample was based on data from the 1998 Survey of Consumer Finances, which consisted of 4,309 cases. The analysis focused on the effect of relocations and separations on military family financial well-being, with an emphasis on how these factors influence spousal employment (Lipari, 2006). In assessing the link between employment, unemployment, underemployment, as well as financial well-being, it was found that employed spouses had: a higher income; more beneficial savings habits; more positive perceived financial well-being; and lower savings and debt. Underemployment was found to have a negative impact on total household income, saving habits, and the perspective of the spouse regarding the financial well-being of the family. Generally, the research supported the contention that military spouses were less likely to be employed than their civilian counterparts and that both unemployment and underemployment of the spouse had a negative financial consequence on military families. The author suggested that military spouse employment programs should not only focus on helping military spouses obtain employment, but also work towards matching the skills and qualifications of the spouses to their employment. This is particularly important as the results suggested that being underemployed is more closely related to poor financial well-being than being voluntarily out of the labour force (Lipari, 2006).

In summary, the two U.S. studies above demonstrated that there is an apparent negative financial consequence associated with being a U.S. military spouse. Generally, it has been found that military spouses do tend to earn less than civilian spouses, in part due to their working less and frequent residential migration.

⁷ Financial well-being was defined by the author as the overall economic status of an individual or household, with economic status derived from combinations of the following elements: income level; amount of debt; level of savings; and personal assessment of financial state (Lipari, 2006).

A study by Wardynski (2000) was also conducted that examined spousal income and military compensation policy. The objective was to provide policy makers with an updated analytical framework that accounts for the effects of military service on the earnings of spouses as well as identifying and examining policy options that would enhance military household earnings without requiring a dramatic increase in soldier pay. Through an analysis of the 1999 CPS, the author argued that increasing soldier pay in an effort to offset lost civilian spouse earnings would be an ineffective substitute for solutions that would drive more directly into the basis of the poor labour market outcomes of the spouse. First, as many civilian spouses make the personal choice to not enter the labour force, it was posited that raising the pay of the military spouse would be both inefficient and inequitable. As much of the relatively low earnings, and therefore output, of the civilian spouse was attributed to a large extent to local market conditions, it was argued that policy should therefore seek to address the conditions that engender this loss. Given the finding that the earnings and employment outcomes displayed by spouses of Navy personnel were relatively robust in contrast to that of spouses of Army and Air Force personnel, it was maintained that the locus of this penalty could be attributed to an identifiable set of Army and Air Force installations. As such, it was posited that policies should be developed that address the local conditions which disproportionately impair the employment and earnings of the spouses of these two environments (Wardynski, 2000).

2.8 U.S. Army Research Institute for the Behavioral and Social Sciences

Several reports have been produced by the U.S. Army Research Institute for the Behavioral and Social Sciences that address issues surrounding the spousal employment of Army personnel. They are discussed below.

2.8.1 Study on the Inter-Relationships of Childcare Use, Spouse Employment, Army Satisfaction and Retention

In addressing questions regarding the benefits of the U.S. Army's childcare programs and its effects on Army families, Lakhani and Hoover (1994) conducted a study that examined the inter-relationships between childcare use, Army wives employment/earnings, their satisfaction with Army life and their desire for soldier retention in the Army. The data was based on two surveys of Army families, the Survey of Army Families (SAF) 1986/87 (SAF1) and 1991/92 (SAF2). SAF1 included a sample of 1,007 spouses of enlisted soldiers and 2,646 wives of officers. SAF2 included a sample of 290 spouses of both enlisted and officers. The objectives of this research were to: determine the factors that contributed to the use of childcare – this was then related to the earnings of the Army wives in order to assess whether there was an increase in childcare use associated with an increase in spouse earning; determine which variables affected the satisfaction of the spouse with Army life (SAL); and how SAL affected the desire of the spouse for her husband's retention in the Army (Lakhani and Hoover, 1994).

Analysis of the data indicated that 75 percent of the spouses had children and two-thirds of them used some form of childcare. It was concluded that use of childcare increased along with an increase in spouse employment and earnings. Further, an increase in the satisfaction of Army wives with childcare use was found to increase their SAL, subsequently increasing their desire for

their husband's retention in the Army. Given the findings, particularly the increase in retention support, it was argued that the provision of childcare is a cost-effective approach to improving retention, especially in comparison to the alternative, namely recruiting and training new soldiers (Lakhani and Hoover, 1994).

2.8.2 Research on the Army Family Action Plan

The Army Family Research Action Plan (AFRP) was a five-year integrated research program that commenced in November 1986 by the Army Research Institute for the Behavioral and Social Sciences (ARI) and the Army Community and Family Support Center (CFSC). The objective was to support the Army Family Action Plan through research products that would:

- a. determine the demographic characteristics of Army Families;
- b. identify the positive motivators and the negative factors that detract personnel retention;
- c. develop pilot programs and policy initiatives to increase retention;
- d. develop pilot programs that would improve family adaptation to military life; and
- e. increase operational readiness of personnel.

Generally, research that was conducted under the AFRP demonstrated that family factors, such as spousal employment, influenced the retention decisions and readiness of Army personnel (Scarville, 1990).

2.8.2.1 Review of Army Families

In 1993, a report summarized research from approximately 70 studies on American military families in order to examine the implications for the Army. The objective of the report was to disseminate research-based information and recommendations about soldiers and their families throughout the Army (Segal and Harris, 1993). In 2007, this report was updated to address the substantial changes that had occurred within the Army, its families, the U.S. military and in American society (Martin *et al.* 2007).

Based on this review of research conducted under the purview of the AFRP, Martin *et al.* (2007) noted that, in comparison to their civilian counterparts, military spouses are: less likely to be active in the labour force; less likely to work full-time; more likely to be unemployed; and tend to earn substantially less. This was observed even after controlling for age and education level. As such, the authors maintain that it is evident that the labour market outcomes for military spouses are not as favourable as those of civilian spouses. The authors also discussed several aspects to military service and the particular demands made of military personnel that distinguish the military from other occupations. For example, they discussed the impacts of deployments and other kinds of physical family separations, as well as family relocations/postings, and other issues previously identified in this report. These demands placed upon military personnel make it especially challenging for their spouses to obtain and maintain employment (Martin *et al.* 2007).

2.8.2.2 Army Spousal Employment

A number of studies were conducted under the umbrella of the AFRP that examined the impact of military life on the employment of Army spouses. Scarville (1990) conducted a study that explored the spousal employment issues that military families are experiencing generally, and among Army families specifically. The majority of the data discussed in this report was based on AFRP analyses of two large-scale military data sets. The analysis of the data suggested that the labour force participation of Army wives was: slightly behind that of civilian wives; unemployment was considerably higher among Army wives than among civilian wives, particularly for wives of junior enlisted personnel; and plenty of evidence indicating underemployment. Several structural/institutional barriers to spousal employment were also identified. They included: employment interruptions because of frequent relocations; inadequate transportation; and difficulties with childcare (Scarville, 1990).

Another study by Braddy (1990) examined the factors that contributed to the employment difficulties of Army spouses. The study included aspects such as: reasons for not working; barriers to employment; education and training needs; and the perceived effects of spouse employment on readiness, retention and family wellness. The data for the study was based on interviews conducted with 152 Army spouses, of which 79 were employed and 73 were non-employed, and 30 Army program personnel located at four interview sites⁸ (Braddy, 1990). In examining the motivation of spouses to find work, financial reasons were cited frequently. Financial reasons given ranged from the immediate need to pay bills and make ends meet to longer term goals, such as saving for children's college education or retirement. Personal reasons were also cited with the same or greater frequency as financial reasons, suggesting that both monetary and nonmonetary reasons were important to military spouses. Personal reasons given included: personal satisfaction; the desire to get out of the house; seek personal challenge; the need to interact with others; and the desire to gain self-confidence and skills (Braddy, 1990). The study also examined barriers to employment and to career development. Participants discussed problems associated with finding and obtaining employment and developing a career, as well as challenges that precluded their ability to work. These barriers included issues such as childcare and transportation; the reluctance of employers to hire military spouses due to their reputed short-term job tenure; the limited number of jobs available to them in the community; and reporting that often the jobs available were low-paying and low-status with minimal opportunity to advance in their position. Many spouses discussed their dissatisfaction regarding the obstacles that Army life created for career development opportunities, largely a consequence of limited job opportunities in their region. In addition, the frequent relocations were reported to preclude their upward mobility in a given job or career path. Underemployment was also a serious problem for the interviewed spouses as only a small proportion considered their current employment to be appropriate given their education or skill level (Braddy, 1990).

⁸ A series of core questions were asked of both employed and non-employed spouses. Employment-specific questions were asked of the employed spouse, including: employment status; satisfaction with employment status; reasons for working; possible barriers imposed by the lifestyle in obtaining and maintaining employment and career development; education and training needs; and perceptions of how spouse employment relates to soldier readiness and career decisions. For the non-employed spouses, questions focused on: the need/desire to obtain employment; barriers to obtaining a job and seeking a career; education and training needs; knowledge and use of available employee assistance programs; and perceptions of how not being employed impacts soldier readiness and career decisions (Braddy, 1990).

A third study by Schwartz *et al.* (1991) on Army spousal employment focused on the underlying determinants of Army spouse labour force outcomes. The authors operated under the premise that gaining an understanding of the factors that contribute to the work outcomes of spouses would help guide programs and policies designed to improve these outcomes. The study used data from the 1985 DoD Survey of Military Spouses Survey⁹ and the 1985 DoD Survey of Officer and Enlisted Personnel¹⁰, with the focus on the determinants of four work-related outcomes for Army spouses including: labour force participation; employment; level of employment; and underemployment. The results of the study indicated that Army spouses who have a higher education level, spouses who are black and spouses with children 12 to 17 years of age were more likely to be in the labour force. On the other hand, women with preschool children appeared less likely to be in the labour force. Also, the likelihood of the spouse participating in the labour force appeared to decrease with an increase in the husband's wages; a finding consistent with earlier research which indicated that households with a greater financial need were more likely to have a spouse in the labour force. The researchers contended that Army programs designed to improve spousal employment would be most effective if they were targeted towards younger and less experienced spouses as they appear to be the group that needs the greatest support with job placement. This was suggested given that the findings demonstrated that older, more experienced spouses were more likely to be in the labour force, be employed, and have jobs that utilize their skills. Overall, there was evidence to support that there are a number of mechanisms that the Army can employ which could enhance spousal employment. For example, the data suggests that providing spousal employment programs, increasing the time that families are stationed in the same location, and supporting programs that increase the education and skills of spouses can have a positive impact on spouse employment (Schwartz *et al.* 1991).

A fourth study by Scarville and Bell (1993) conducted under the purview of the AFRP examined employment and underemployment of Army wives. The data for the study was based on the 1989 Soldier and Spouse Surveys and was based on a sample of 2,861 civilian female spouses¹¹. The researchers first identified the proportion of civilian women married to male soldiers that were employed, unemployed or out of the labour force, and described the employment characteristics of those who were employed. Second, the researchers identified the predictors of employment status (employed versus unemployed). Third, the proportion of underemployed wives was identified through: part-time employment when full-time employment was preferred;

⁹ The sample size of the DoD Survey of Military Spouses was comprised of a total of 20,066 Army spouses: 5,282 Army officers' male and female spouses and 14,784 male and female spouses of enlisted Army personnel (Schwartz *et al.* 1991).

¹⁰ The sample size of the DoD Survey of Officer and Enlisted Personnel was comprised of a total of 7,912 Army officers and 34, 601 enlisted Army personnel (Schwartz *et al.* 1991).

¹¹ Two dependent variables were used in the analysis, namely employment status and the use of abilities. There were three types of independent variables, namely: the personal predictors which included education, race and occupation; family predictors, which included parenthood, the number of children under the age of 5; and husband's pay grade. Lastly, the researchers included a barrier scale with the following variables: lack of jobs that use training/experience/skills; lack of transportation, spouse does not want wife to work; employers do not like to hire Army spouses; no jobs available at acceptable salary; lack of skills/training/experience; too many family responsibilities; available jobs too far away; and too difficult to work because of the work demands of the husband (Scarville and Bell, 1993).

working in a position that required a less formal education than the respondent had obtained; and the underutilization of skills and abilities. It was found that, similar to other studies, higher education, time at location, and the presence of small children was found to influence the likelihood that an Army wife was employed. The three barriers to employment that were cited most frequently included: childcare too expensive (58 percent); lack of jobs in skill area (42 percent); and jobs in salary range not available (41 percent). Other barriers also mentioned included: member not wanting wife to work (10 percent); Army leaders do not support employment (23 percent); and lack of transportation to available job (23 percent). This finding suggests that there may be multiple barriers that preclude the ability of the spouse to participate fully in the labour force. Depending upon the estimation measure used, it was found that underemployment of spouses ranged from 20-35 percent of spouses. In addition, approximately one in five spouses were employed part-time but wanted to work full-time and more than one-third of employed spouses cited inadequate use of their abilities in their current position (Scarville and Bell, 1993). Overall, this research suggests that military spouses experience many challenges in obtaining and maintaining suitable employment.

2.9 Relationship between Spousal Employment and Military Personnel Retention

Research on military families suggested that the retention of a military member is affected by spousal support. In addition, research has also found that spousal support for retention is affected by spousal employment; not only with respect to whether the spouse is employed or not, but also whether the employment situation (i.e., type of work, earnings, etc.) meets the expectations of the spouse. For example, spouses who are unemployed or underemployed are more likely to be dissatisfied with the military lifestyle, thereby negatively affecting the retention of the military personnel (Russo *et al.* 2000). Another study by Wood (1989) found that the intention of the soldier to leave the Army was significantly affected by the likelihood of the spouse being unemployed (cited in Schwartz *et al.* 1991). Further, a study by Braddy (1990) that examined the effects of spousal employment on personnel readiness¹² and retention found that the majority of spouses and Army program personnel perceived spousal employment to be a positive contributor to soldier readiness and retention. Generally, spouses reported that the member was happier and better able to perform their military duties when the spouse was employed. This was due in part to the member experiencing a decrease in financial stress due to the extra income contributed by the spouse. In terms of retention, the majority of spouses indicated that the career of their military spouse would come first and that their own employment was a secondary concern. Although Army spouses were by and large supportive of the service personnel's career, there was some evidence to suggest that there would be a possible shift in the future whereby the spouse's own career would assume greater importance and would likely play a larger role in the career decisions of the member. The data suggested the shift will occur first young officers, followed by other groups (Braddy, 1990).

¹² Readiness was defined as both the ability to perform daily responsibilities and the availability for short-term and long-term deployment (Braddy, 1990).

The relationship between spousal employment and the impact on stay-leave decisions is not a simple, nor direct one. Spousal employment is related to spousal satisfaction with the military, while spousal unemployment is associated with spousal dissatisfaction and the subsequent intent of service members to leave the military. For example, research found that in the U.S. Army, for male soldiers married to civilian women, the level of spousal support for a member staying in the Army was strongly and consistently related to the retention intentions and behaviour of the member. Thus, “very clearly demonstrating the strong influence that Army spouses have on the goals, attitudes and career intentions of soldiers and officers” (Segal and Harris, 1993: 17).

Research by Savych (2007) indicates that it is very likely that the decision of service members to remain in the military is influenced by the way in which their spouses perceive their life and employment in the military. Service members may be less inclined to sign up for an additional term of active duty if the frequency and length of deployments impede the employment opportunities of their spouse and the well-being of the family. This is particularly important in the era of an all-volunteer force.

2.10 Discussion of U.S. Research

Hosek *et al.* (2002) contended that due to high proportion of military members who are married and the fact that the employment rate of military wives is higher than 70 percent, it is important to gain an understanding as to how military life affects family earnings, particularly spouse earnings and employment. Generally, the research has demonstrated that much of the difference between the annual earnings of military and civilian wives is due to the low labour supply among military wives. Military wives supply fewer hours of work each year, either because they are less likely to be employed, earn a lower wage, or because they work fewer hours per week (Hosek *et al.* 2002).

There are many factors unique to military life, such as unpredictable work hours, frequent relocations and deployments, which make it difficult for many spouses to obtain and maintain employment. The irregularity and unpredictability of the service member’s work hours and the required time away for military duties often make it difficult for a spouse to depend upon the member for childcare and other family and household responsibilities. As such, the primary burden of family life responsibilities tends to fall upon the military spouse, making it difficult to also manage employment (Russo *et al.* 2000). There are many structural forces that act as potential barriers for military spousal employment, including: geographic location; availability of transportation; attitudes of employers towards the military; and salary. Generally, military spouses have very little control over these barriers. For example, overcoming employment attitudes can be especially difficult as many employers are resistant to hire and train an individual, particularly for a professional position, if they believe that individual will only be in the position for a short period of time. Military spouses are often associated with the perception of employment instability, thereby causing employers to be reluctant to hire them. Transportation is also an issue for military spouses as many military installations are not located in communities with public transportation systems and are often removed from the greater civilian community in which the spouse would seek employment. Often, the costs associated with purchasing, operating and maintaining a second car for the spouse to travel to and from work outweigh the potential income that will be earned. Additionally, the requirement for frequent relocation by the military makes it difficult for the spouse to continually obtain employment and develop a career. There are also issues relating to education and training, in which military spouses tend to either find

themselves lacking the necessary training and education, and are thereby underskilled, or find that the employment opportunities are below their training and education level, and are thereby underemployed (Russo *et al.* 2000).

There are a number of key factors that have been identified in the literature on military spousal employment that should be included in future analyses. They include:

- a. Education (of both military member and spouse);
- b. Age of spouse;
- c. Presence, age structure and number of children;
- d. Geographic location;
- e. Economic conditions of region;
- f. Language;
- g. Earnings of spouse/household;
- h. Rank of military spouse;
- i. Occupation of spouse;
- j. Mobility impact (i.e., number of postings, disruption to employment, increased/decreased opportunities);
- k. Motivation/desire to obtain employment;
- l. Reasons for not working or seeking employment;
- m. Perceptions of qualifications for employment (i.e., feelings of being overqualified/underemployed);
- n. Perceptions regarding the impact of military life on employment and income (i.e., postings, deployments, work demands, time away, employment stigma, etc.);
- o. Perceptions of barriers to employment;
- p. Satisfaction with labour market experiences and opportunities; and
- q. Relationship of spousal employment to retention decisions of military spouse;

3 Review of Research on the CF

3.1 Overview

Minimal research has been conducted directly on the topic of spousal employment in the CF. Apart from work on the income of CF spouses (Truscott, 1995), the majority of knowledge regarding the employment of CF spouses has emerged from other research investigating broader subjects, such as quality of life issues of CF personnel and their families, attrition of CF personnel, and in assessments of services and initiatives for CF families. Although these studies do not necessarily examine spousal employment issues directly, they do contribute to the larger discussion. This section will first provide an overview of the impact of military postings on the employment of CF spouses and the relationship between spousal employment issues and attrition. This will be followed by a review of a research on the employment experiences of CF spouses.

3.2 Military Postings

In terms of personal careers, CF research has suggested that spouses can be disadvantaged by repeated postings. According to Sudom and Dursun (2006), it may be difficult for spouses to obtain employment when potential employers realise that individuals will not necessarily remain in the same location for a long period of time. Geographical moves can lead to spouses feeling devalued when they are unable to secure employment for positions which they are qualified for. Further, although one may be successful in obtaining employment, acquiring seniority and obtaining promotions can become problematic given that the spouse might only be in his/her present community for a limited time. Upon being posted, the CF spouse is required to start over again in a new community (Sudom and Dursun, 2006; Stow, 1996).

According to Harrison, in the majority of military families, the service member is the primary breadwinner. In her research, Harrison suggests that “largely as a result of their frequent moves (military postings), military spouses (most of them women) do not participate in the labour market on an equitable basis with their civilian counterparts” (2000:8). She adds that their geographic mobility forces a “disproportionate number of them into part-time or low-waged jobs, and makes it difficult for the professionally qualified among them (e.g., teachers, nurses) to acquire seniority” (2000:8). Harrison also reports that most spouses endure periods of involuntary unemployment and fail to make significant contributions to employer pension plans. Also problematic is that the deployments of military members can “create so much instability in military families that spouses decide to confine themselves to the home as a way of compensating their children for the absences of their fathers” (Harrison, 2000:8). This can be compounded when the CF spouse is posted to a community where the primary language spoken is not his/her first official language, therefore severely limiting the potential employment opportunities. In addition to concerns surrounding language, moving from urban to rural areas can also limit employment prospects (Dunn *et al.* 2005). Harrison (2000) notes that there are several categories whereby CF spouses can be considered to be “language disadvantaged”. They included Francophone spouses living on or near Anglophone CF bases and Anglophone spouses living on or near Francophone CF bases.

Issues surrounding postings and geographical instability may lead some spouses to making employment decisions that are not ideal. However, the possibility that postings may also have the positive aspect of opening new opportunities for some should not be overlooked. In addition, research has indicated that CF spouses are generally satisfied with their current employment (Dowden, 2002a).

3.3 Spousal Employment and Attrition/Retention

Research that has been conducted on CF personnel and their families has demonstrated that one of the greatest factors affecting retention are family considerations (Pépin *et al.* 2006). As early as 1991, spousal employment was identified as being a key reason for personnel leaving the CF. Specifically, analyses of the Canadian Forces Attrition Interview Questionnaire (CFAIQ) found that conflict with the career of a spouse was an important reason for a CF member leaving. Although it was not identified as the most important reason for leaving, it does indicate that spousal employment was a significant dissatisfier for CF personnel and may be a contributing factor in making the decision to leave the military (Parker, 1991).

More recent research confirms the importance of spousal employment for CF members. In their study examining service personnel reasons for leaving the CF, Dunn and Morrow (2002) conducted focus groups with 517 regular force members. The impact of military life on spousal income and employment was identified as a source of significant dissatisfaction for CF personnel. In particular, the negative financial impact of being posted was identified by many participants and was clearly a significant dissatisfier that affected military life. CF members and their families have seen their household incomes reduced as a result of the loss of a spouse's employment. Another source of dissatisfaction was the negative impact that postings often had on the career of CF spouses as many CF members have reported that their spouses have had good careers be negatively affected by a posting. Further, relocation to particular locations meant that their spouses would have difficulty in finding suitable employment (Dunn and Morrow, 2002).

The negative impact on the career of the spouse as a dissatisfier for CF personnel has also been documented in a study on Quality of Life in the CF. As one senior officer stated, "Disruption of civilian spouse's career every time a posting occurs is a major dissatisfier, because of the impact on the spouse's career development (or lack thereof) and the financial impact on the family" (Thivierge, 1997). A study by Jenkins (2003) based on the open-ended data from the Canadian Forces Attrition Information Questionnaire-Revised (CFAIQ-R) provided further confirmation of the above findings. Several respondents indicated that, given the employment of their spouse, they had been forced to make a choice between being separated from their spouse, asking their spouse to quit their job, or leave the CF (Jenkins, 2003). Thus, although not assessed directly, the research supports the contention that spousal employment and income issues are a concern for CF personnel and may be a significant contributing factor to their decision to leave the military.

3.4 Research on CF Spousal Employment

Truscott (1995) conducted the only study specifically pertaining to spousal income and employment in the CF. The purpose of the study was to examine: the labour force participation rate and income of civilian spouses in the CF relative to their counterparts in the Public Service (PS); the loss of secondary income among military families as a consequence of the military

lifestyle; and compensation for loss of spousal income as part of the posting disruption of military compensation. Census data was analyzed for 1981, 1986 and 1991, allowing for point-in-time comparisons to be made, as well as comparisons between the three census years. In this analysis, spousal income was comprised of income derived from employment, as well as any unemployment income. Also included were spouses with no employment income (Truscott, 1995).

The census data indicated that participation in the labour force of CF spouses, including those spouses who also serve in the CF, was 65 percent in 1981, 67 percent in 1986 and 79 percent in 1991. At the time of this study, the proportion of dual-earner families in the CF exceeded the proportion of the general population. The data also confirmed that employed CF spouses make a significant contribution to household income. In comparing CF spouses and spouses of PS members¹³, it was found that the average annual income of CF spouses was significantly lower than that of PS members. Further, it was determined that spouses of CF members reported higher contributions of earnings from Unemployment Insurance (UI) than spouses of PS members. This suggests that they were more likely to be unemployed and for longer periods of time. In controlling for the occupational group of the spouse, with few exceptions it was found that the average employment income of the CF spouse and the average total income of CF families was significantly lower than for their PS counterparts. Also included in the study were preliminary analyses of methods to compensate military personnel for the loss of spousal income. When this report was conducted, military pay was comprised of components to compensate personnel for code of military discipline (0.5 percent of pay), separation (1.5 percent of pay), and posting turbulence (2 percent of pay). Investigated as a separate item was the loss of spousal income. The author noted that, for example, the loss of spousal income as a result of days spent packing and unpacking during a cost move can be calculated, along with the average cost due to the waiting period for UI following a cost move when a spouse is unable to find immediate employment (Truscott, 1995).

In 1999, Ewins (2000) conducted a study that examined the income of CF personnel, spousal employment and household cash flow. This study was based on data obtained from a 30-item questionnaire that included information on: Member Demographics; Spousal Employment; Accommodation; and Household Income and Spending. The survey was administered to 5,456 Regular Force members.

Ewins (2000) found that 65.1 percent of CF spouses were employed outside the home, with over half of this group employed full-time and one in five spouses employed part-time¹⁴. Slightly less than ten percent of those working part-time were also seeking full-time employment. This large proportion of spouses who are employed demonstrates the importance of matters concerning their participation and experience in the labour force. Amongst those spouses not employed, 32.5 percent were seeking employment. For those not seeking paid employment, the three major reasons cited were “prefers to work in the home” (15.3 percent); “childcare too expensive” (12.8 percent); and “too difficult to work because of military’s work demands” (10.8 percent)

¹³ The PS is the comparative group for military compensation and benefit evaluations.

¹⁴ Dursun and Sudom (Draft) also found in their study that just over 65 percent of CF spouses were employed with 45.5 percent employed full-time and 19.9 percent employment part-time, and the remaining respondents were not employed with 18.0 percent or respondents reporting being a homemaker, 9.2 percent unemployed and 7.4 reporting the other category.

(Ewins, 2000). Thus, it would appear that, while a small number of spouses prefer to not be employed outside of the home, there was evidence that some spouses experience similar barriers to employment as previously identified in the literature on the U.S. military.

When taking into account the previous posting of CF spouses, Ewins (2000) reported that approximately two-thirds (63.4 percent) of spouses had some type of employment. In considering the median¹⁵ number of days between moving to current location and spouses obtaining employment, it was reported that Junior NCM spouses took the longest (at 365 days); followed by Senior NCM spouses (at 304 days); and Junior Officer spouses (at 273 days); with Senior Officers spouses taking the shortest amount of time (at 198 days). Generally, it would appear that it takes a significant amount of time for the CF spouse to re-obtain employment upon the family being posted, suggesting a lengthy period of lost income and employment experience during each move. In considering the impact that the posting had on the income of the CF spouse, over half of respondents (51.6 percent) indicated that the present monthly salary of their spouses was lower; 15.8 percent reported no change; and 32.5 percent indicated that it was higher. For those spouses whose income was higher in the present posting than in the previous, it was found that half of them took almost two and a half years to obtain the higher salary (Ewins, 2000).

In her discussion, Ewins (2000) reflects on the finding that over half of the sample reported that their spouses were earning less than in their previous posting, that half of the spouses required almost a year to find employment, and that almost one-third of CF spouses were currently seeking employment. The author contended that these observations cannot be considered in isolation and that the financial cost to the career of the CF spouse was revealing. In assessing the non-financial cost to the CF spouse's career, the author discussed how the requirement of CF spouses to leave their employment and continually start over again in a new location is an act that incurs additional penalties than just lost income, such as the loss of seniority. For example, the author maintained that although there are some occupations that may appear to be geographically mobile, such as nursing or teaching, the continued requirement to start at the bottom every few years would take a toll on the ability to secure career advancement and progression. It was also pointed out that some spouses may have been unable to obtain employment in their chosen field and have been required to accept less suitable work out of financial necessity, and hence, not keeping their professional skill set current. As such, it is argued that there are many career implications that spouses face due to military life (Ewins, 2000).

In 2002, a study by Dowden examined the quality of life (QoL) among CF spouses. For the purposes of this study, a survey was administered to 1,800 CF spouses. A little over two-thirds of the sample (64.4 percent) reported that they were employed. Of this group, seven percent reported being "completely satisfied" with their current job; 39 percent reported that they were "satisfied"; 32 percent reported being "somewhat satisfied"; while nine percent reported being "somewhat dissatisfied"; five percent reported being "dissatisfied"; and two percent reported being "completely dissatisfied" (Dowden, 2002a). Overall it would appear that, while some CF spouses are dissatisfied with their current jobs, CF spousal satisfaction with their current employment was generally positive, with the majority of respondents either being satisfied or somewhat satisfied.

¹⁵ The median is the value exceeded by 50 percent of the observations, in other words, the halfway point of all the observed values (Ewins, 2000).

Additional insight regarding CF spousal employment experiences was provided by the Human Dimensions of Deployment Study survey which was administered to 1,661 CF spouses (Dursun and Sudom, Draft). When examining the financial circumstances of CF spouses, it was found that the majority of spouses (49.3 percent) were comfortable on their present income, with only ten percent reporting that they found it difficult or very difficult to live on their present income. The remaining 40.5 percent reported that they were coping on their present income. With respect to the career of CF spouses, half of the respondents (50.7 percent) reported that they had made career sacrifices due to the military service of their CF spouse; another 10.9 percent reported that they were unemployed or that their career was severely affected; and 8.4 percent reported that they were underemployed or overqualified for their work. Only 30.9 percent reported that their career had not been affected by their partner's military service. Although the majority of respondents were supportive of the CF career of their spouse (Dursun and Sudom (Draft), it is clear that there are career implications for many CF spouses; an element that warrants further consideration.

3.5 Discussion of CF Research

Consistent with U.S. studies, CF research identified many of the same key variables and challenges faced by CF spouses with respect to their employment and income. What is also clear from recent research is that family considerations (be it for children, spousal employment, etc.) are front and center in the lives of CF members. In their work on PERSTEMPO in the CF, Dunn, Ford and Flemming (2005) state that in general, "today's military family is much less portable, that is, that families were no longer traditional (e.g., male breadwinner) and that family considerations such as the impacts of postings on children's education often outweighed career considerations" (2005:40).

Although complications arise as a result of military requirements and military life, there is a need for compromise within military families. In relation to employment, Sudom and Dursun (2006) argue that spouses cannot be "too independent of one another, and must be flexible and willing to compromise at times" (2006:11). In terms of the CF members employment and that of their spouse's, compromises need to be made when a couple realizes that both cannot "simultaneously advance their careers" (Sudom and Dursun, 2006:11). In some cases, the couple might agree to let the member advance his or her career, while the non-member will have their turn later. As noted by Norris and Dunn (2005), however, this principle of equity can become problematic when members are posted. While a posting may be a "good move" that may result in a promotion or other career benefits for the member, there may be costs for the family. The possibility that the member's spouses' career will need to be refocused or changed as a result of difficulties in finding employment in their field is one such example (Norris and Dunn, 2005).

Ewins (2000) posited that issues related to spousal careers and employment must be considered in accordance with changes in the CF, for example, recruiting standards. The author notes that if all officers are required to have an undergraduate degree, it is likely that their spouses will also be similarly educated. Thus, it is queried that "if the CF intends to attract the 'best and the brightest', how long can the organization realistically expect spouses to forego their career aspirations?" (Ewins, 2000: 41). A study by Durson and Sudom (Draft) examining the impact of military life on families found that with respect to the education level of CF spouses, only 21.2 percent had a high school diploma or less, while 78.8 percent had some college or higher

education levels. Given that the majority of CF spouses are well-educated, career issues are likely to arise. Ewins (2000) suggests that spouses may be willing to accommodate a few postings, but that there may come a time when the spouse is no longer willing to accept the costs to their career; an issue that may have a subsequent impact on the stay or leave decision of CF members. It is contended that spousal employment issues do not exist in isolation as the career of the CF member interacts with the career of the spouse in a complex manner. As such, being perceived as an “employer of choice” is more likely to have an impact that extends well beyond the career of CF personnel (Ewins, 2000).

Overall, the literature review reveals that CF spouses face some challenges with respect to their employment and income. Specifically, the findings that over half of employed spouses were earning less than in their previous posting, that almost one-third of CF spouses were seeking employment, that half of CF spouses reported making career sacrifices, while close to 20 percent reported that they were underemployed or had a career that was severely affected by the military service of their spouse all suggest that there are some negative implications associated with CF spousal employment and income. Given the importance of issues surrounding spousal employment for CF personnel, their spouses and the organization, further research is required to better parse out the associations between military life and spousal income and employment.

4 SPEI Research Framework

In order to gain an understanding of CF spousal employment and income, a research framework was developed to categorize some of the key outputs that could potentially emerge from the SPEI Project. Based on the literature reviewed in the previous sections, it was determined that three major components needed to be explored:

- a. key factors related to employment and income;
- b. consequences for CF spouses and partners; and
- c. organizational consequences.

Figure 1 illustrates the framework.

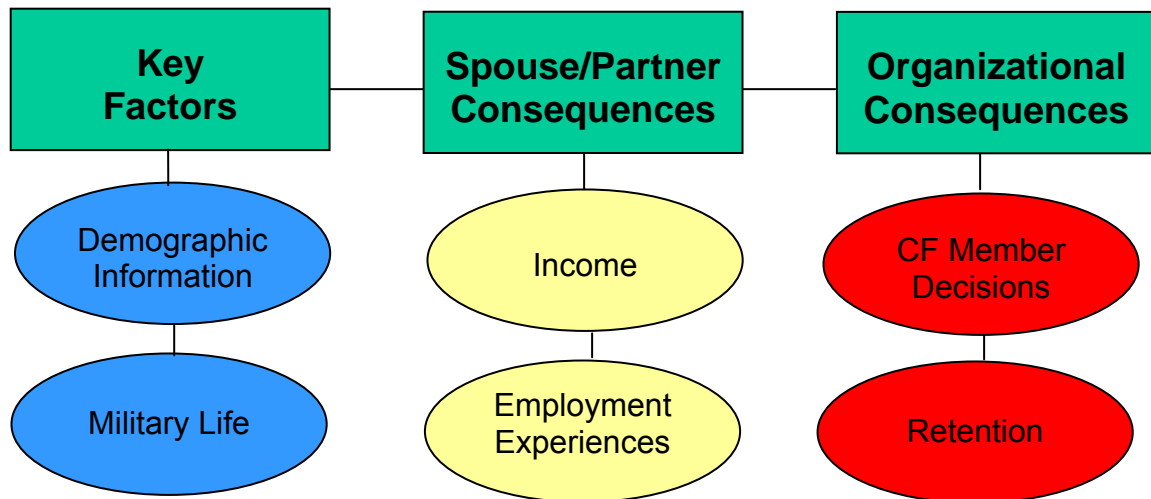


Figure 1: PSEI Project Framework

Prior to referring to the annexes of this report, it should be noted that when examining the questions found throughout the annexes, some of the questions can fall under different categories. They are not mutually exclusive. In addition, questions that are bolded reflect the questions that pertain to the annex being examined. Annexes A through F reflect the questions that were posed in the Your Say Survey which was administered to CF members (see Annex G for actual survey). All the questions were then modified and asked of CF spouses in the Quality of Life Spousal/Partner Survey (see Annex H for actual survey).

4.1 Key Factors

For the purposes of this study, the main factors in examining the employment and income of CF spouses and partners have been grouped into two categories: a) demographics and b) military life.

4.1.1 Demographics

The use of demographic variables allows researchers to get a broad perspective on how individuals in similar groups or with similar characteristics share their experiences. For example, an individual with a university or college degree has different or potentially more job prospects than an individual with a high school degree. Demographics also enable researchers to identify key trends that emerge over time. For example, has the income of CF spouses increased or decreased over the past ten years? Some of the key demographic variables identified in the literature when examining questions surrounding income and employment which will be incorporated into the SPEI include age, education level, geographic area of residence, mobility, number of children and so forth (see Annex A for a more detailed list of demographic variables used in this study).

4.1.2 Military Life

One of the primary objectives of this exploratory research is to gain an understanding of the impact of military life on spousal employment and income. Key variables that emerged from the literature and have been incorporated into the SPEI project include time away, deployments, imposed restriction, and postings (see Annex B for a more detailed list). The use of these variables will assist in possibly explaining military factors that might influence the income and employment situation of CF member spouses and partners.

4.2 Spouse/Partner Consequences

There are many potential impacts or consequences that military life could have on CF member spousal employment and income. For the purposes of this study, they have been grouped into two categories: a) income and b) employment experience.

4.2.1 Income

The income component of this study is of great importance. Questions asked of members and spouses were related to personal income and household income (see Annex C). The data gathered from these questions will be compared with data that is obtained from Statistics Canada. DGMPPRA and Statistics Canada personnel are currently in the process of identifying data requirements.

4.2.2 Employment Experience

While it is necessary to gain an understanding of CF member spouses income, equally important is the requirement for information on their employment experiences. Many of the questions in this section overlap with questions related to military life. Types of questions asked include motivations for working, reasons for not working, education and job fit, and job opportunities (see Annex D for related questions).

4.3 Organizational Consequences

For the purposes of this study, organizational consequences have been grouped into two categories:

- a. CF member decisions and
- b. retention.

4.3.1 CF Member Decisions

An important aspect that emerged from the literature review was how the employment situation of CF member spouses can influence a military member's decisions regarding aspects of their military career. These aspects include refusing or potentially refusing future postings and promotions. Questions related to CF member decisions can be found in Annex E.

4.3.2 Retention

Associated with member decisions is the possibility that CF members might decide to leave the CF as a result of the employment situation of their spouse. For example, CF members might decide to put their spouses' career ahead of their own, ultimately leading to them making a stay/leave decision. Questions related to retention can be found in Annex F.

4.4 SPEI Project Methodology

This section documents the data collection methodology that was used in Phase One of the SPEI project. Data for this project is currently being gathered from three sources:

- a. the Your-Say Survey;
- b. the Quality of Life Among Military Families Survey; and
- c. data from Statistics Canada.

4.4.1 Your-Say Survey

The Your-Say (YSS) is a continuous attitude survey that was developed in 2003 as a way to gather Regular Force members' attitudes and opinions on a variety of topics important to the CF (Urban, 2007). The YSS consists of three major components. They include:

- a. classification;
- b. core question section; and
- c. focus question section.

The focus section is used to conduct more in-depth research into specific themes/topics (Dunn and Pépin, 2006). The theme/topic for the November 2008 survey administration was CF member spousal employment and income (see Annex G for a copy of the survey). Each Your-Say is administered to a starting sample of 3000 Regular Force members, selected through a two stage stratified random sampling technique using Level 1 affiliation and grouped rank (Norton, 2004).

4.4.2 Quality of Life Among Military Families Survey

The aim of this survey is to gather information about the experiences and attitudes of CF families in relation to the demands of military service, including deployments and postings. Given that this survey was to be administered in November 2008, questions surrounding the employment of spouses of CF members were embedded. The employment and income questions developed for the Your-Say Survey were slightly modified to reflect the target audience for this survey. A copy of this survey is found in Annex H. The survey is being administered to approximately 10,000 CF spouses.

4.4.3 Statistics Canada

Discussions surrounding this component of the methodology are currently taking place between DGMPPRA and Statistics Canada personnel. It is anticipated that Census and other survey data collected by Statistics Canada will be incorporated into the SPEI to further inform the data captured via the Your-Say and Quality of Life surveys.

5 Conclusion

To a certain extent, the successful recruiting and retention of military personnel is dependent upon the degree to which service personnel and their spouses experience satisfaction with both work and life in the military. Military spousal employment may pose a major challenge to securing family-wide quality of life. While the U.S. data on spousal employment demonstrates that the majority of military spouses are in the labour market, research efforts have indicated that these individuals confront significant challenges in obtaining and maintaining employment and nurturing a career. The difficulty of spouses in finding employment and the generally limited career opportunities of the military spouse may be a contributing factor in a military members decision to leave the service. CF research revealed similar challenges and indicated that military spouses face significant obstacles with regards to their participation and experiences in the labour force. Research on the CF has also revealed that spousal income and employment can be a major dissatisfier for CF personnel. The economic well-being of the family, the level of care they believe their families are receiving, and their general quality of life, are key to not only maintaining the force but also in motivating it (Harrell *et al.* 2004; Castaneda and Harrell, 2008; Lim and Golinelli, 2006).

Given the importance of issues surrounding spousal employment for CF personnel, their spouses and the organization, one of the primary objectives of the SPEI project is to examine the impact of military life on spousal employment and income.

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Annex A Questions Related to Demographics

1. What is your spouse/partner's sex?
☐ Male ☐ Female

2. How old is your spouse/partner?
 years

3. What is the highest level of education your spouse/partner has completed?
☐ Less than high school
☐ High school
☐ High school diploma
☐ Some college or CEGEP
☐ College or CEGEP diploma
☐ Some university
☐ University degree
☐ Some graduate school
☐ Graduate degree

4. What is your spouse/partner's first Official Language?
☐ English
☐ French

5. In your current location, how comfortable is your spouse/partner in communicating in the language most commonly spoken in the community?
☐ Very comfortable
☐ Somewhat comfortable
☐ Neither comfortable nor uncomfortable
☐ Somewhat uncomfortable
☐ Very uncomfortable

6. Is your spouse/partner a member of the CF?
- ☐ No
 - ☐ Yes, in the Reserve Force (Class A)
 - ☐ Yes, in the Reserve Force (Class B)
 - ☐ Yes, in the Reserve Force (Class C)
 - ☐ Yes, in the Regular Force
7. Is your spouse/partner a former member of the CF?
- ☐ Yes
 - ☐ No
8. Overall, how long have you and your spouse/partner been together (round up to the nearest year?)
- years
9. What is your spouse/partner's current employment status? (select the one that best describes his/her situation)
- ☐ Employed full-time
 - ☐ Employed part-time
 - ☐ Seasonal (full-time)
 - ☐ Seasonal (part-time)
 - ☐ Self-employed
 - ☐ Working in family business
 - ☐ Other – employed (please specify) _____
 - ☐ Unemployed, seeking employment
 - ☐ Unemployed, not looking for work
 - ☐ Student
 - ☐ Homemaker
 - ☐ Other – unemployed (please specify) _____

10. Is your spouse/partner currently working in his/her first Official Language?
- ☐ Yes
- ☐ No
11. Is your spouse/partner employed by the CF/DND or working on a military base?
- ☐ Yes
- ☐ No
12. Which of the following best describes his/her work?
- ☐ Self-Employed
- ☐ Small Business Owner
- ☐ Manager
- ☐ Professional
- ☐ Scientific
- ☐ Working in family business
- ☐ Technical
- ☐ Administrative/Clerical
- ☐ Labourer
- ☐ Retail
- ☐ Hospitality
- ☐ Other (please specify): _____
13. In what city or closest town is your spouse/partner employed?
- _____
14. How long have you served in the CF (round up to the nearest year)?
- Years

15. What is your military rank?

- | | | | |
|-----------------------|----------------|---|--|
| <input type="radio"/> | Junior NCM | → | <input type="radio"/> Private/Ordinary Seaman/Able Seaman |
| | | | <input type="radio"/> Corporal/Leading Seaman |
| | | | <input type="radio"/> Master Corporal/Master Seaman |
| <hr/> | | | |
| <input type="radio"/> | Senior NCM | → | <input type="radio"/> Sergeant/Petty Officer 2nd Class |
| | | | <input type="radio"/> Warrant Officer/Petty Officer 1st Class |
| | | | <input type="radio"/> Master Warrant Officer/Chief Petty Officer 2nd Class |
| | | | <input type="radio"/> Chief Warrant Officer/Chief Petty Officer 1st Class |
| <hr/> | | | |
| <input type="radio"/> | Junior Officer | → | <input type="radio"/> Officer Cadet/Naval Cadet |
| | | | <input type="radio"/> Second Lieutenant/Acting Sub-Lieutenant |
| | | | <input type="radio"/> Lieutenant/Sub-Lieutenant |
| | | | <input type="radio"/> Captain/Lieutenant (N) |
| <hr/> | | | |
| <input type="radio"/> | Senior Officer | → | <input type="radio"/> Major/Lieutenant-Commander |
| | | | <input type="radio"/> Lieutenant-Colonel/Commander |
| | | | <input type="radio"/> Colonel/Captain(N) and above |

16. Which environmental uniform do you wear today?

- ☐ Sea
- ☐ Land
- ☐ Air

17. Please identify the number of children living with you full-time and record their ages:

(example: 3 Child(ren) Ages: 2, 4, 8)

Child(ren) Age(s): _____

18. Of these children, please identify how many have special needs and record their ages:

Child(ren) with special needs Age(s): _____

19. Please identify the number of children living with you part-time and record their ages.

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 Child(ren) Age(s): _____

Of these children, please identify how many have special needs and record their ages.

--	--

 Child(ren) Age(s): _____

21. What type of dependants do you have? Mark all that apply.

- ☐ My parent(s)/My partner's parent(s)
- ☐ My grandparent(s)/My partner's grandparent(s)
- ☐ Other relatives
- ☐ Other people (non-relatives)

22. Where are you currently posted, and where do you live? Please fill in all spaces below, even if you are in the same location.

a. Location of your posting: _____

b. What is the postal code? _____

c. Where do you live (city/town): _____

d. What is the postal code? _____

23. How long have you been in your current location?

--	--

 years and

--	--

 months

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Annex B Questions Related to Military Life

1. Please estimate how many hours per week during the past year you worked on average.

hours per week on average

2. Please give your best estimate of the total number of 24-hour days you were away from home in the past 6 months as a result of military service for all reasons.

days away for all military reasons in the past 6 months

3. Please give your best estimate of the total number of 24-hour days you were away from home in the past 12 months as a result of military service for all reasons.

days away for all military reasons in the past 12 months

4. Please give your best estimate of the total number of days you were away from home in the past 12 months as a result of a deployment.

days away for deployment in the past 12 months

5. Including the current or most recent deployment (if applicable), how many operational deployments of 30 days or longer have you been on in total and since you have been together with your spouse/partner?

Deployments in total

Deployments since you have been with your spouse/partner

6. How many times overall have you moved your residence because of your postings?

postings

7. Please describe your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
a. The demands of the military interfere with my spouse/partner's employment prospects						
b. The work demands placed upon me by the CF do not allow for my spouse/partner to seek employment						
c. The time away I spend from home does not allow for my spouse/partner to work						
d. My career in the CF has had no impact on my spouse/partner finding employment						
e. My spouse/partner's career has suffered as a result of my postings						
f. I have refused a posting as a result of my spouse/partner's employment						
g. Due to my spouse/partner's employment, I will refuse my next posting						
h. Due to my spouse/partner's employment, I will leave the CF if I am posted again						
i. I have refused a promotion as a result of my spouse/partner's employment						
j. Due to my spouse/partner's employment, I will refuse my next promotion						
k. From this point forward in my CF career, my spouse/partner's employment/career is of a higher priority than mine						
l. Spouses/Partners of CF members today are much less supportive of military careers than they were ten years ago.						
m. My spouse/partner has threatened to leave me as a result of her/his career/employment suffering due to my military service.						
n. I have made career sacrifices as a result of my spouse/partner's employment/career						
o. I am unhappy as a result of balancing my career needs with the career needs of my spouse/partner						

8. Are you currently on Imposed Restriction (IR)? (IR – you take a posting in another location away from your family)

☐ Yes
☐ No

9. How long have you currently been on IR?

years and months

10. To what extent does each of the following explain why you are on IR?
(Please respond to all items.)

	No influence	Slight influence	Moderate influence	Considerable influence	Very considerable influence	Not Applicable
a. Stability in family life						
b. Children's education						
c. Spouse/partner's education						
d. Spouse/partner's employment						
e. Family responsibilities (e.g. aging parent)						
f. Marriage/relationship difficulties						
g. Child(ren) with special needs						
h. Spouse/partner is not interested in moving						
i. Other (please specify):						

11. My spouse/partner's career suffered as a result of me being deployed.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither agree or disagree
- ☐ Agree
- ☐ Strongly Agree
- ☐ Not applicable

12. If your spouse/partner was employed during the past year, please estimate how many hours per week he or she worked on average.

--	--

hours per week on average

Annex C Annex C – Questions Related to Income

1. Please estimate your spouse/partner's total income from all sources in the last 12 months.

\$

--	--	--	--	--	--	--	--

2. Please estimate your total household income from all sources in the last 12 months.

\$

--	--	--	--	--	--	--	--

3. How has your spouse/partner's personal income been impacted as a result of your most recent posting?

- ☐ Her/His income has increased
- ☐ Her/His income has stayed the same
- ☐ Her/His income has decreased
- ☐ My spouse/partner no longer has an income as a result of my recent posting
- ☐ Not applicable

4. Do you feel you are:

- ☐ Living comfortably on present household income
- ☐ Coping on present income
- ☐ Finding it difficult to cope on present household income
- ☐ Finding it very difficult to cope on present household income

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Annex D Questions Related to Spousal Employment Experiences

1. To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
a. I feel like I have no personal control over my career while in the CF.						
b. I have generally been happy with my postings in the CF.						
c. Postings are having a negative impact on my children's education.						
d. Postings are having a negative impact on my spouse's employment.						
e. I want more geographical stability.						

2. In answering the following set of questions, please think about your current relationship with your spouse/partner. If you feel a question accurately describes your relationship with your spouse/partner, you would say "yes". If the question does not describe your relationship, you would say "no". If you cannot decide whether the question describes your relationship with your spouse/partner, you may say "not sure".

	No	Not Sure	Yes
a. I respect my spouse/partner's skills and abilities			
b. I recognize my spouse/partner's competence and skills			
c. I support my spouse/partner's employment/career aspirations			

3. The following statements describe aspects of the connection between the demands of service life, work, and personal or family life in general. Please rate how much you agree or disagree with each.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
a. My spouse/partner's educational pursuits have suffered as a result of my service-related duties.						
b. The demands of our family interfere with my spouse/partner's work-related activities.						
c. My spouse/partner has to put off doing things at his/her work because of the demands on his/her time at home.						
d. Things my spouse/partner wants to do at work do not get done because of the demands of our family.						
e. My spouse/partner's home life interferes with his/her responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.						
f. Family-related strain interferes with my spouse/partner's ability to perform work-related duties.						
g. My spouse/partner's job progression has suffered as a result of his/her family obligations.						
h. My spouse/partner's job progression has suffered as a result of my service-related duties.						
i. My family life has suffered as a result of my spouse/partner's work commitments.						

4. Has your spouse/partner's employment/career suffered as a result of you being away on military service?
- ☐ Not at all
 - ☐ Somewhat
 - ☐ Very much so
 - ☐ Not applicable

5. In your opinion, how satisfied is your spouse/partner with his/her employment opportunities in the city/town he or she currently resides in?

- ☐ Very satisfied
☐ Somewhat satisfied
☐ Neither satisfied nor unsatisfied
☐ Somewhat unsatisfied
☐ Very unsatisfied

6. Regardless of whether your spouse/partner is employed or not, please indicate to what extent you agree with each of the following:

	Not at all	Somewhat	Very much so
a. My spouse/partner's current employment status makes her/him feel resentment towards me			
b. My spouse/partner's current employment status makes her/him feel resentment towards the CF			
c. provide a lack of support towards the employment pursuits of my spouse/partner due to my work commitments			

7. When you have relocated, how difficult has it been for your spouse/partner to re-establish the following? (Please respond to all items. If something does not apply, please mark the “not applicable” option).

	Not at all difficult	Somewhat difficult	Extremely Difficult	Not Applicable
a. Childcare				
b. Schooling for children				
c. Your family's day-to-day routines				
d. Medical services				
e. His/Her employment				
f. His/Her professional certification(s)				
g. His/Her seniority at work				
h. His/Her support network/social contacts				
i. His/Her educational requirements				
j. Access to services to support your family's special needs				
k. Access to transport				
l. Housing				

8. Which of the following best describes the employment experience of your spouse/partner during your relationship?
- ☐ My military career has had a positive impact on his/her employment or career
 - ☐ His/Her employment or career has not been affected by my military career
 - ☐ He/She has made some employment or career sacrifices because of my military career
 - ☐ He/She is “under-employed” or over-qualified for the work he/she is doing because of my military career
 - ☐ He/She is unemployed or his/her career has been severely affected by the demands of my military career
 - ☐ N/A – He/She has not sought employment since being with me
9. In your current location, have childcare difficulties affected your spouse/partner’s ability to obtain/maintain employment?
- ☐ Never
 - ☐ Seldom
 - ☐ Sometimes
 - ☐ Often
 - ☐ Always
 - ☐ Not Applicable – I do not have a need for childcare

10. Please describe your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
a. The demands of the military interfere with my spouse/partner's employment prospects						
b. The work demands placed upon me by the CF do not allow for my spouse/partner to seek employment						
c. The time away I spend from home does not allow for my spouse/partner to work						
d. My career in the CF has had no impact on my spouse/partner finding employment						
e. My spouse/partner's career has suffered as a result of my postings						
f. I have refused a posting as a result of my spouse/partner's employment						
g. Due to my spouse/partner's employment, I will refuse my next posting						
h. Due to my spouse/partner's employment, I will leave the CF if I am posted again						
i. I have refused a promotion as a result of my spouse/partner's employment						
j. Due to my spouse/partner's employment, I will refuse my next promotion						
k. From this point forward in my CF career, my spouse/partner's employment/career is of a higher priority than mine						
l. Spouses/Partners of CF members today are much less supportive of military careers than they were ten years ago.						
m. My spouse/partner has threatened to leave me as a result of her/his career/employment suffering due to my military service.						
n. I have made career sacrifices as a result of my spouse/partner's employment/career						
o. I am unhappy as a result of balancing my career needs with the career needs of my spouse/partner						

11. To what extent does his/her job fit his/her educational and prior employment background?

- ☐ Not at all
- ☐ Somewhat
- ☐ Very much so

12. To what extent do you agree with each of the following? Please respond to all items.

	Strongly Disagree	Mostly Disagree	Mostly Agree	Strongly Agree
a. My spouse's/partner's organization is a good place to work.				
b. My spouse/partner is satisfied with his/her current job.				
c. My spouse/partner is satisfied with his/her career.				
d. My spouse/partner is strongly committed to making his/her organization successful.				

13. What is his/her motivation for working? Please respond to all items.

	Not at all	Somewhat	Very Much So
a. to pay bills, cover expenses			
b. for extra spending money/long-term savings			
c. to avoid boredom			
d. to keep busy			
e. for personal fulfilment			
f. for independence			
g. to maintain skills and career status			
h. to obtain a return on education			
i. to make a contribution to society			
j. to interact with peers			
k. to pursue personal objectives			
l. other (please specify) _____			

14. To what extent does each of the following contribute to your spouse's/partner's reasons for not working? (Please respond to all items. If a statement does not apply, please mark "not applicable".)

	No influence	Slight Influence	Moderate Influence	Considerable Influence	Very Considerable Influence	Not Applicable
a. Not interested in working						
b. No work available in line of work or area						
c. Made a personal choice to stay at home to raise children						
d. Unable to find employment						
e. Unable due to difficulties transferring professional credential(s) to a new location						
f. Lack necessary schooling, training, skills or experience						
g. Unable due to childcare responsibilities						
h. Unable due to family responsibilities other than childcare						
i. In school or other training						
j. Completing move; settling into new location as a result of a posting						
k. Anticipating a posting; did not want to commit to new job						
l. Difficulties due to the job search process						
m. Illness or physical disability						
n. Mental health						
o. Parental/maternity leave						
p. Prefer to volunteer his/her time						
q. Unable due to my work commitments						
r. Unable due to language requirements						
s. Reluctance of employers to hire spouses/partners of CF members						
t. Currently on a leave of absence from work as a result of my career						
u. Retired						
v. Other _____						

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Annex E Questions Related to CF Member Decisions

1. How supportive is your spouse/partner towards each of the following?

	Not at all supportive	A bit supportive	Somewhat Supportive	Very Supportive
a. My current service in the CF				
b. Myself pursuing a long-term career in the CF				
c. Myself deploying within the next six months				
d. Myself deploying six months from now or later				

2. Please describe your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
a. The demands of the military interfere with my spouse/partner's employment prospects						
b. The work demands placed upon me by the CF do not allow for my spouse/partner to seek employment						
c. The time away I spend from home does not allow for my spouse/partner to work						
d. My career in the CF has had no impact on my spouse/partner finding employment						
e. My spouse/partner's career has suffered as a result of my postings						
f. I have refused a posting as a result of my spouse/partner's employment						
g. Due to my spouse/partner's employment, I will refuse my next posting						
h. Due to my spouse/partner's employment, I will leave the CF if I am posted again						
i. I have refused a promotion as a result of my spouse/partner's employment						
j. Due to my spouse/partner's employment, I will refuse my next promotion						
k. From this point forward in my CF career, my spouse/partner's employment/career is of a higher priority than mine						
l. Spouses/Partners of CF members today are much less supportive of military careers than they were ten years ago.						
m. My spouse/partner has threatened to leave me as a result of her/his career/employment suffering due to my military service.						
n. I have made career sacrifices as a result of my spouse/partner's employment/career						
o. I am unhappy as a result of balancing my career needs with the career needs of my spouse/partner						

Annex F Questions Related to CF Retention

1. What are your intentions in regards to staying in the CF?
 - ☐ I will definitely stay until retirement
 - ☐ I will probably stay until retirement
 - ☐ I intend to stay until 20/25 years of service are up
 - ☐ I will definitely stay in beyond the present term of service, but not necessarily until retirement
 - ☐ I am undecided about whether to stay after completion of the current term of service
 - ☐ I will probably leave upon completion of the current term of service
 - ☐ I intend to get out of the CF as soon as possible

2. Do you intend to leave the CF within the next 3 years?
 - ☐ Yes
 - ☐ No

3. To what extent have the following factors influenced your decision to leave the CF?
(Please respond to all items.)

	No influence	Slight influence	Moderate influence	Considerable influence	Very considerable influence	Not Applicable
a. A lack of work-family balance						
b. A desire to stay in one place						
c. Lack of options for flexible work practices and career breaks						
d. Lack of family support services						
e. Dissatisfaction with relocation services						
f. Lack of suitable childcare services						
g. Family isolation/lack of social support						
h. Dissatisfaction with CF housing services						
i. Complications resulting from being a dual-service couple						
j. Lack of educational opportunities for my spouse/partner						
k. Lack of career opportunities for my spouse/partner						
l. Family responsibilities (e.g., caring for aging parent)						
m. Retirement						
n. My physical/psychological well-being						
o. My spouse/partner would prefer that I leave the CF						
p. Due to my spouse/partner's job/career						
q. Other (please specify):						
1. _____						
2. _____						

Annex G Your-Say Regular Forces Survey



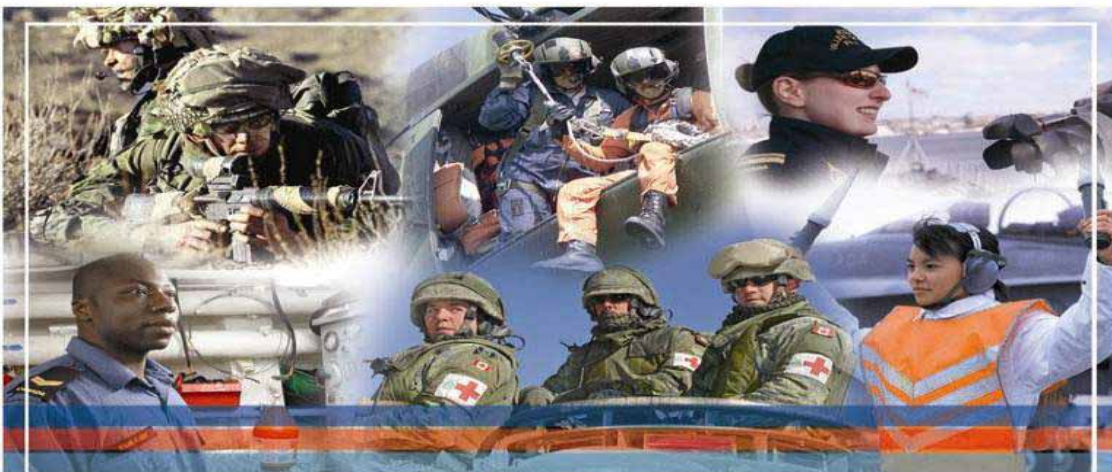
Social Policy Section

Director Military Personnel Operational Research and Analysis

Fall 2008

Your-Say

Regular Forces Survey



***Senior leaders need your open, honest responses
to make decisions affecting all CF members.***

Survey Objective

"Your-Say" looks at the effectiveness of the Department of National Defence and the Canadian Forces from the perspective of individual CF members. Senior leaders use the results to evaluate existing and proposed policies, procedures and programs in the CF.

The Questionnaire

The questionnaire is designed to measure the attitudes, circumstances and experiences of CF members on a periodic basis.

Your Participation

This is your opportunity to share your views with leaders at the highest levels of the Department - to have Your Say! Participation is voluntary; however, maximum participation is needed for results to be accurate.

Director General Military Personnel Research and Analysis authorizes the administration of this survey within DND/CF in accordance with CANFORGEN 198/08 CMP 084/08 271214Z Oct 08. Authorization number 705/08



Time Commitment

We hope that participating in this survey will be important to you. The quality of this survey depends on the quality of your answers. We estimate the survey will take about 40 minutes to complete. Thank you for your time.

Confidentiality

Confidentiality will be protected to the extent permissible under Canadian law. To ensure that your answers and your identity are protected, we have taken the following precautions:

- The survey is ANONYMOUS. Your name is not required.
- The data will be used only to produce statistical summaries in the form of tables and graphs.
- All tables will be verified to ensure that they do not reveal anyone's identity.

Access to Information

You should be aware that under the Access to Information Act, Canadian citizens are entitled to obtain copies of research reports and research data (including the database pertaining to this project) held in Federal government files. Similarly, under the Privacy Act, Canadian citizens are entitled to copies of all information concerning them that is held in Federal government files including research databases. Prior to releasing requested information, the Directorate of Access to Information and Privacy (DAIP) screens the data to ensure that individual identities are not disclosed.

To further safeguard your anonymity and privacy, you should not write your name, service number or personal record identifier anywhere on this questionnaire. Second, you should ensure that any written comments you may offer are sufficiently general that you cannot be identified as the author.

Questions

If you have any questions or concerns, please call or email us at:

Samantha Urban
Research Officer
Director Military Personnel Operational Research and Analysis 3-2
(613) 995-7620
Urban.SA@forces.gc.ca

Life Satisfaction

1. All things considered, how satisfied or dissatisfied are you with each of the following, OVERALL

	Completely Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Neutral	Somewhat Satisfied	Satisfied	Completely Satisfied	Not Applicable
a. The military way of life.								
b. Your life as a whole.								
c. Your health.								

Career Management and Postings

2. To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
a. I feel like I have no personal control over my career while in the CF.						
b. I have generally been happy with my postings in the CF.						
c. Postings are having a negative impact on my children's education.						
d. Postings are having a negative impact on my spouse's employment.						
e. I want more geographical stability.						

Work- Life Balance

3. Please estimate how many hours per week during the past year you worked on average.

--	--

 hours per week on average

4. Please give your best estimate of the total number of 24-hour days you were away from home in the past 6 months as a result of military service for all reasons.

--	--

 days away for all military reasons in the past 6 months

5. Please give your best estimate of the total number of 24-hour days you were away from home in the past 12 months as a result of military service for all reasons.

--	--

 days away for all military reasons in the past 12 months

6. Please give your best estimate of the total number of days you were away from home in the past 12 months as a result of a deployment.

--	--	--

 days away for deployment in the past 12 months

7. To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
a. I feel I have more to do than I can comfortably handle.						
b. Making arrangements for family (e.g., children, elderly relatives) while I work involves a lot of effort.						
c. My work schedule often conflicts with my personal life.						
d. The military is a way of life and can never be just a job.						

8. Are you currently on Imposed Restriction (IR)? (IR – you take a posting in another location away from your family)

- ☐ Yes
- ☐ No – **skip to question 12**

9. How long have you currently been on IR?

years and months

10. To what extent does each of the following explain why you are on IR?
(Please respond to all items.)

	No influence	Slight influence	Moderate influence	Considerable influence	very considerable influence	Not Applicable
a. Stability in family life						
b. Children's education						
c. Spouse/partner's education						
d. Spouse/partner's employment						
e. Family responsibilities (e.g. aging parent)						
f. Marriage/relationship difficulties						
g. Child(ren) with special needs						
h. Spouse/partner is not interested in moving						
i. Other (please specify): _____						

11.

	Completely Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Neutral	Somewhat Satisfied	Satisfied	Completely Satisfied	Not familiar
How satisfied are you with the:								
a. Benefits regarding IR								
b. Policies regarding IR								

Your Supervisor

12. To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
What does your supervisor actually do?					
a. Tells me when I do a good job.					
b. Ensures people have what they need to get the job done.					
c. Wants to get ahead no matter what.					
d. Encourages my personal and professional development.					
e. Fails to take action until problems become serious.					
f. Sets a high standard of ethical behaviour.					

13. All things considered, how satisfied are you with the leadership provided by your immediate supervisor (the person who writes your PER)?

- | | |
|---|--|
| <input type="radio"/> Completely Dissatisfied | <input type="radio"/> Somewhat Satisfied |
| <input type="radio"/> Dissatisfied | <input type="radio"/> Satisfied |
| <input type="radio"/> Somewhat Dissatisfied | <input type="radio"/> Completely Satisfied |
| <input type="radio"/> Neutral | |

14. Please rate the effectiveness of your immediate supervisor at managing people.

- ☐ Very High
- ☐ High
- ☐ Moderate
- ☐ Low
- ☐ Very Low

CF as a Whole

15. To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
a. Policies and programs support the development of leaders in the CF.					
b. The CF places too many demands on its personnel.					
c. I am familiar with the Department's strategic direction and vision.					
d. The CF looks after the families of its service members.					
e. I am satisfied that changes in the CF occur for a reason.					
f. The contribution service members make to the CF is recognized by the institution.					
g. The people I work with behave ethically.					
h. The military and civilian staff of DND work together effectively as a team.					
i. Policies and programs in the CF support and reinforce the military ethos.					
j. Organizational policies are equally fair to everyone.					
k. I have faith in the military justice system to grant fair and unbiased judgments.					
l. The military justice system is effective for maintaining and enforcing discipline in the CF.					
m. Getting ahead in the CF means behaving ethically.					
n. I am supported by leaders in balancing work-life commitments.					

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
o. The CF has achieved the right balance in maintaining current capabilities and developing new military capabilities.					
p. The CF lacks the equipment it needs to perform well in operations.					
q. I know the CF will look after my needs if I become injured on the job.					
r. Methods for resolving complaints in the CF are fair and unbiased.					
s. The CF has shown itself to be a progressive organization as far as social change is concerned.					
t. Failures in the CF are seen as a source of learning.					
u. Other government departments seem to understand the roles and function of the CF.					
v. I have access to the information I need when I need it for planning and decision-making.					
w. Senior leaders use media in a way that gives members a sense of pride in what they do.					
x. The CF looks to other national and international organizations for knowledge.					
y. There is a strong sense of cohesion and esprit de corps in the Canadian Forces.					
z. The Department actively strives for continuous improvement.					
aa. The CF provides a reasonable quality of life for service members and their families.					
bb. Canadian Forces members are losing their military customs and traditions.					
cc. CF members who submit a grievance are likely to obtain justice.					
dd. This organization has rules and regulations that are strictly followed.					
ee. CF personnel are given adequate training and development opportunities to acquire leadership skills.					
ff. The CF has enough of the right people to do the job.					
gg. There doesn't seem to be any long term planning in the military.					
hh. Senior leaders do a reasonable job of explaining CF activities to the Canadian public.					

Career Intentions

16. What are your intentions in regards to staying in the CF?

- ☐ I will definitely stay until retirement
- ☐ I will probably stay until retirement
- ☐ I intend to stay until 20/25 years of service are up
- ☐ I will definitely stay in beyond the present term of service, but not necessarily until retirement
- ☐ I am undecided about whether to stay after completion of the current term of service
- ☐ I will probably leave upon completion of the current term of service
- ☐ I intend to get out of the CF as soon as possible

17. To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
a. I intend to leave the CF as soon as I have completed my current terms of service.							
b. I intend to leave the CF as soon as I become eligible for pension benefits.							
c. I intend to stay in the CF as long as I can.							
d. I intend to leave the CF as soon as another job becomes available.							

18. Do you intend to leave the CF within the next 3 years?

- ☐ Yes
- ☐ No – skip to question 20

19. To what extent have the following factors influenced your decision to leave the CF?
(Please respond to all items.)

	No influence	Slight influence	Moderate influence	Considerable influence	Very considerable influence	Not Applicable
a. A lack of work-family balance						
b. A desire to stay in one place						
c. Lack of options for flexible work practices and career breaks						
d. Lack of family support services						
e. Dissatisfaction with relocation services						
f. Lack of suitable childcare services						
g. Family isolation/lack of social support						
h. Dissatisfaction with CF housing services						
i. Complications resulting from being a dual-service couple						
j. Lack of educational opportunities for my spouse/partner						
k. Lack of career opportunities for my spouse/partner						
l. Family responsibilities (e.g., caring for aging parent)						
m. Retirement						
n. My physical/psychological well-being						
o. My spouse/partner would prefer that I leave the CF						
p. Due to my spouse/partner's job/career						
q. Other (please specify):						
1. _____						
2. _____						

Willingness to Deploy

20. Please indicate the extent of your willingness to deploy on international operations or missions on each of the following statements.

	Definitely Not	Probably Not	Uncertain	Probably Yes	Definitely Yes
a. I am ready and willing to deploy.					
b. I would welcome an opportunity to deploy.					
c. I would try to avoid deploying.					

Marital Status

21. What is your current marital status?

- ☐ Legally married (and not separated)..... go to question 22
- ☐ Legally married (and separated)..... go to question 22
- ☐ Common-Law..... go to question 22
- ☐ Living Together (not married/common-law)..... go to question 22
- ☐ Single go to question 54
- ☐ Widowed go to question 54
- ☐ Divorced go to question 54

Your Spouse/Partner

In recent years, research with CF personnel has indicated concerns with the employment opportunities of their spouses/partners as a result of aspects of military life. The next few sections will allow us to gain insight into how military life impacts upon CF spousal/partner employment and income. Under no circumstances will these responses be used to identify either yourself or your spouse/partner.

22. What is your spouse/partner's sex?

- ☐ Male
- ☐ Female

23. How old is your spouse/partner?

years

24. What is the highest level of education your spouse/partner has completed?

- | | |
|--|--|
| <input type="radio"/> Less than high school | <input type="radio"/> Some university |
| <input type="radio"/> High school | <input type="radio"/> University degree |
| <input type="radio"/> High school diploma | <input type="radio"/> Some graduate school |
| <input type="radio"/> Some college or CEGEP | <input type="radio"/> Graduate degree |
| <input type="radio"/> College or CEGEP diploma | |

25. What is your spouse/partner's first Official Language?

- ☐ English
- ☐ French

26. In your current location, how comfortable is your spouse/partner in communicating in the language most commonly spoken in the community?

- ☐ Very comfortable
- ☐ Somewhat comfortable
- ☐ Neither comfortable nor uncomfortable
- ☐ Somewhat uncomfortable
- ☐ Very uncomfortable

27. Is your spouse/partner a member of the CF?

- ☐ No
- ☐ Yes, in the Reserve Force (Class A)
- ☐ Yes, in the Reserve Force (Class B)
- ☐ Yes, in the Reserve Force (Class C)
- ☐ Yes, in the Regular Force

28. Is your spouse/partner a former member of the CF?

- ☐ Yes
- ☐ No

29. Please estimate your spouse/partner's total income from all sources in the last 12 months.

\$

--	--	--	--	--	--	--	--

30. Overall, how long have you and your spouse/partner been together (round up to the nearest year?)

--	--

 years

31. Including the current or most recent deployment (if applicable), how many operational deployments of 30 days or longer have you been on in total and since you have been together with your spouse/partner?

--	--

 Deployments in total

--	--

 Deployments since you have been with your spouse/partner

32. My spouse/partner's career suffered as a result of me being deployed.

- ☐ Strongly Disagree
☐ Disagree
☐ Neither agree or disagree
☐ Agree
☐ Strongly Agree
☐ Not applicable

33. In answering the following set of questions, please think about your current relationship with your spouse/partner. If you feel a question accurately describes your relationship with your spouse/partner, you would say "yes". If the question does not describe your relationship, you would say "no". If you cannot decide whether the question describes your relationship with your spouse/partner, you may say "not sure".

	No	Not Sure	Yes
a. I respect my spouse/partner's skills and abilities			
b. I recognize my spouse/partner's competence and skills			
c. I support my spouse/partner's employment/career aspirations			

- 34.** The following statements describe aspects of the connection between the demands of service life, work, and personal or family life in general. Please rate how much you agree or disagree with each.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
a. My spouse/partner's educational pursuits have suffered as a result of my service-related duties.						
b. The demands of our family interfere with my spouse/partner's work-related activities.						
c. My spouse/partner has to put off doing things at his/her work because of the demands on his/her time at home.						
d. Things my spouse/partner wants to do at work do not get done because of the demands of our family.						
e. My spouse/partner's home life interferes with his/her responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.						
f. Family-related strain interferes with my spouse/partner's ability to perform work-related duties.						
g. My spouse/partner's job progression has suffered as a result of his/her family obligations.						
h. My spouse/partner's job progression has suffered as a result of my service-related duties.						
i. My family life has suffered as a result of my spouse/partner's work commitments.						

35. How supportive is your spouse/partner towards each of the following?

	Not at all supportive	A bit supportive	Somewhat Supportive	Very Supportive
a. My current service in the CF				
b. Myself pursuing a long-term career in the CF				
c. Myself deploying within the next six months				
d. Myself deploying six months from now or later				

36. Has your spouse/partner's employment/career suffered as a result of you being away on military service?

- ☐ Not at all
- ☐ Somewhat
- ☐ Very much so
- ☐ Not applicable

37. In your opinion, how satisfied is your spouse/partner with his/her employment opportunities in the city/town he or she currently resides in?

- ☐ Very satisfied
- ☐ Somewhat satisfied
- ☐ Neither satisfied nor unsatisfied
- ☐ Somewhat unsatisfied
- ☐ Very unsatisfied

38. Regardless of whether your spouse/partner is employed or not, please indicate to what extent you agree with each of the following:

	Not at all	Somewhat	Very much so
a. My spouse/partner's current employment status makes her/him feel resentment towards me			
b. My spouse/partner's current employment status makes her/him feel resentment towards the CF			
c. I provide a lack of support towards the employment pursuits of my spouse/partner due to my work commitments			

39. When you have relocated, how difficult has it been for your spouse/partner to re-establish the following? (Please respond to all items. If something does not apply, please mark the "not applicable" option).

	Not at all difficult	Somewhat difficult	Extremely Difficult	Not Applicable
a. Childcare				
b. Schooling for children				
c. Your family's day-to-day routines				
d. Medical services				
e. His/Her employment				
f. His/Her professional certification(s)				
g. His/Her seniority at work				
h. His/Her support network/social contacts				
i. His/Her educational requirements				
j. Access to services to support your family's special needs				
k. Access to transport				
l. Housing				

- 40.** How has your spouse/partner's personal income been impacted as a result of your most recent posting?
- ☐ Her/His income has increased
 - ☐ Her/His income has stayed the same
 - ☐ Her/His income has decreased
 - ☐ My spouse/partner no longer has an income as a result of my recent posting
 - ☐ Not applicable
- 41.** Which of the following best describes the employment experience of your spouse/partner during your relationship?
- ☐ My military career has had a positive impact on his/her employment or career
 - ☐ His/Her employment or career has not been affected by my military career
 - ☐ He/She has made some employment or career sacrifices because of my military career
 - ☐ He/She is "under-employed" or over-qualified for the work he/she is doing because of my military career
 - ☐ He/She is unemployed or his/her career has been severely affected by the demands of my military career
 - ☐ N/A – He/She has not sought employment since being with me
- 42.** In your current location, have childcare difficulties affected your spouse/partner's ability to obtain/maintain employment?
- ☐ Never
 - ☐ Seldom
 - ☐ Sometimes
 - ☐ Often
 - ☐ Always
 - ☐ Not Applicable – I do not have a need for childcare

43. Please describe your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
a. The demands of the military interfere with my spouse/partner's employment prospects						
b. The work demands placed upon me by the CF do not allow for my spouse/partner to seek employment						
c. The time away I spend from home does not allow for my spouse/partner to work						
d. My career in the CF has had no impact on my spouse/partner finding employment						
e. My spouse/partner's career has suffered as a result of my postings						
f. I have refused a posting as a result of my spouse/partner's employment						
g. Due to my spouse/partner's employment, I will refuse my next posting						
h. Due to my spouse/partner's employment, I will leave the CF if I am posted again						
i. I have refused a promotion as a result of my spouse/partner's employment						
j. Due to my spouse/partner's employment, I will refuse my next promotion						
k. From this point forward in my CF career, my spouse/partner's employment/career is of a higher priority than mine						
l. Spouses/Partners of CF members today are much less supportive of military careers than they were ten years ago.						
m. My spouse/partner has threatened to leave me as a result of her/his career/employment suffering due to my military service.						
n. I have made career sacrifices as a result of my spouse/partner's employment/career						
o. I am unhappy as a result of balancing my career needs with the career needs of my spouse/partner						

44. If your spouse/partner was employed during the past year, please estimate how many hours per week he or she worked on average.

hours per week on average

45. What is your spouse/partner's current employment status? (Select the one that best describes his/her situation)

- ☐ Employed full-time
- ☐ Employed part-time
- ☐ Seasonal (full-time)
- ☐ Seasonal (part-time)
- ☐ Self-employed
- ☐ Working in family business
- ☐ Other – employed (please specify) _____
- ☐ Unemployed, seeking employment..... **skip to question 53**
- ☐ Unemployed, not looking for work..... **skip to question 53**
- ☐ Student..... **skip to question 53**
- ☐ Homemaker..... **skip to question 53**
- ☐ Other – unemployed (please specify) _____ **skip to question 53**

Spouse's/Partner's Employment

46. Is your spouse/partner currently working in his/her first Official Language?
- ☐ Yes
 - ☐ No
47. Is your spouse/partner employed by the CF/DND or working on a military base?
- ☐ Yes
 - ☐ No

48. Which of the following best describes his/her work?

- ☐ Self-Employed
- ☐ Small Business Owner
- ☐ Manager
- ☐ Professional
- ☐ Scientific
- ☐ Working in family business
- ☐ Technical
- ☐ Administrative/Clerical
- ☐ Labourer
- ☐ Retail
- ☐ Hospitality
- ☐ Other (please specify): _____

49. To what extent does his/her job fit his/her educational and prior employment background?

- ☐ Not at all
- ☐ Somewhat
- ☐ Very much so

50. To what extent do you agree with each of the following? Please respond to all items.

	Strongly Disagree	Mostly Disagree	Mostly Agree	Strongly Agree
a. My spouse's/partner's organization is a good place to work.				
b. My spouse/partner is satisfied with his/her current job.				
c. My spouse/partner is satisfied with his/her career.				
d. My spouse/partner is strongly committed to making his/her organization successful.				

51. What is his/her motivation for working? Please respond to all items.

	Not at all	Somewhat	Very Much So
a. to pay bills, cover expenses			
b. for extra spending money/long-term savings			
c. to avoid boredom			
d. to keep busy			
e. for personal fulfilment			
f. for independence			
g. to maintain skills and career status			
h. to obtain a return on education			
i. to make a contribution to society			
j. to interact with peers			
k. to pursue personal objectives			
l. other (please specify) _____			

52. In what city or closest town is your spouse/partner employed?

_____ skip to question 54

53. To what extent does each of the following contribute to your spouse's/partner's reasons for not working? (Please respond to all items. If a statement does not apply, please mark "not applicable".)

	No influence	Slight Influence	Moderate Influence	Considerable Influence	Very Considerable Influence	Not Applicable
a. Not interested in working						
b. No work available in line of work or area						
c. Made a personal choice to stay at home to raise children						
d. Unable to find employment						
e. Unable due to difficulties transferring professional credential(s) to a new location						
f. Lack necessary schooling, training, skills or experience						
g. Unable due to childcare responsibilities						
h. Unable due to family responsibilities other than childcare						
i. In school or other training						
j. Completing move; settling into new location as a result of a posting						
k. Anticipating a posting; did not want to commit to new job						
l. Difficulties due to the job search process						
m. Illness or physical disability						
n. Mental health						
o. Parental/maternity leave						
p. Prefer to volunteer his/her time						
q. Unable due to my work commitments						
r. Unable due to language requirements						
s. Reluctance of employers to hire spouses/partners of CF members						
t. Currently on a leave of absence from work as a result of my career						
u. Retired						
v. Other _____						

Background

The next several questions will help relate your background to that of other CF members with similar backgrounds. The information will only be used to produce statistical summaries in the form of tables and graphs.

54. What is your age?

		Years
--	--	-------

55. How long have you served in the CF (round up to the nearest year)?

		Years
--	--	-------

56. What is your first Official Language?

- ☐ English
- ☐ French

57. What is your military rank?

<input type="radio"/> Junior NCM	→	<input type="radio"/> Private/Ordinary Seaman/Able Seaman <input type="radio"/> Corporal/Leading Seaman <input type="radio"/> Master Corporal/Master Seaman
<hr/>		
<input type="radio"/> Senior NCM	→	<input type="radio"/> Sergeant/Petty Officer 2nd Class <input type="radio"/> Warrant Officer/Petty Officer 1st Class <input type="radio"/> Master Warrant Officer/Chief Petty Officer 2nd Class <input type="radio"/> Chief Warrant Officer/Chief Petty Officer 1st Class
<hr/>		
<input type="radio"/> Junior Officer	→	<input type="radio"/> Officer Cadet/Naval Cadet <input type="radio"/> Second Lieutenant/Acting Sub-Lieutenant <input type="radio"/> Lieutenant/Sub-Lieutenant <input type="radio"/> Captain/Lieutenant (N)
<hr/>		
<input type="radio"/> Senior Officer	→	<input type="radio"/> Major/Lieutenant-Commander <input type="radio"/> Lieutenant-Colonel/Commander <input type="radio"/> Colonel/Captain(N) and above
<hr/>		

58. Which organization does your unit report to?

- | | |
|-----------------------------------|-------------------------------|
| <input type="radio"/> CANCOM | <input type="radio"/> CLS |
| <input type="radio"/> CANOSCOM | <input type="radio"/> CMP |
| <input type="radio"/> CANSOFCOM | <input type="radio"/> CMS |
| <input type="radio"/> CEFCOM | <input type="radio"/> ADM IM |
| <input type="radio"/> CAS | <input type="radio"/> ADM MAT |
| <input type="radio"/> Other _____ | <input type="radio"/> VCDS |

59. What is the highest level of education you have completed?

- ☐ Less than high school
- ☐ High school
- ☐ High school diploma
- ☐ Some college or CEGEP
- ☐ College or CEGEP diploma
- ☐ Some university
- ☐ University degree
- ☐ Some graduate School
- ☐ Graduate degree

60. Please estimate your total household income from all sources in the last 12 months.

\$

--	--	--	--	--	--	--	--

61. Do you feel you are:

- ☐ Living comfortably on present household income
- ☐ Coping on present income
- ☐ Finding it difficult to cope on present household income
- ☐ Finding it very difficult to cope on present household income

62. Are you:

- ☐ Male
- ☐ Female

63. Which environmental uniform do you wear today?

- ☐ Sea
- ☐ Land
- ☐ Air

64. What is your Military Occupation Structure Identification Code or MOSID:

65. Are there any children living in your household?

- ☐ Yes
- ☐ No – **skip to question 69**

66a. Please identify the number of children living with you full-time and record their ages:

(example: 3 Child(ren) Ages: 2, 4, 8)

--	--

 Child(ren) Age(s): _____

66b. Of these children, please identify how many have special needs and record their ages:

--	--

 Child(ren) with special needs Age(s): _____

67a. Please identify the number of children living with you part-time and record their ages.

--	--

 Child(ren) Age(s): _____

67b. Of these children, please identify how many have special needs and record their ages.

--	--

 Child(ren) Age(s): _____

68. In your current location, how often have you experienced difficulties finding suitable childcare?
- ☐ Never
 - ☐ Seldom
 - ☐ Sometimes
 - ☐ Often
 - ☐ Always
 - ☐ N/A I do not have a need for childcare
69. Aside from children, are there any additional dependants living full-time or part-time in your household?
- ☐ Yes
 - ☐ No – **skip to question 71**
70. What type of dependants do you have? Mark all that apply.
- ☐ My parent(s)/My partner's parent(s)
 - ☐ My grandparent(s)/My partner's grandparent(s)
 - ☐ Other relatives
 - ☐ Other people (non-relatives)
71. In what type of dwelling do you live?
- ☐ Married Quarters (PMQs)
 - ☐ Rented Civilian Property
 - ☐ Owned Civilian Property
 - ☐ Other (Please specify)_____

**This information is solely being used to gather economic information on your region.
Under no circumstances will these responses be used to identify you.**

72. Where are you currently posted, and where do you live? Please fill in all spaces below, even if you are in the same location.

- a. Location of your posting: _____
- b. What is the postal code? _____
- c. Where do you live (city/town): _____
- d. What is the postal code? _____

73. How many times overall have you moved your residence because of your postings?

postings

74. How long have you been in your current location?

years and months

75. Please feel free to write in any additional comments.

THANK YOU FOR YOUR PARTICIPATION

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Annex H Quality of Life among Families Survey

Quality of Life among Military Families: A Survey of Spouses and Partners of Canadian Forces Members

INSTRUCTIONS:

Please answer the questionnaire fully and honestly. It will take approximately one hour to complete. The confidentiality of your responses is guaranteed. Help us contribute to the health and effectiveness of our people and the organization.

WHEN YOU'RE FINISHED:

*Seal the questionnaire in the enclosed envelope and place it in any mailbox.
Thank you for your assistance.*



Please use a pencil or pen to complete the survey and write firmly and clearly. DO NOT use a marker of any kind. Thank You.

Conducted by:

**Directorate of Military Personnel Operational Research and Analysis
National Defence Headquarters
MGen George R. Pearkes Building
101 Colonel By Drive
Ottawa, Ontario K1A 0K2**

AIM:

As you are aware, military duty often involves the separation of members from their families, as well as frequent moves that involve adaptation to a new location. While this is a necessary part of military life, we understand that this can have a significant impact on the families of military members. The attached survey will be an important source of information about the experiences and attitudes of Canadian Forces families in relation to the demands of military service, including deployments and postings, as well as employment of spouses/partners of CF members. The information that you provide will be used to inform policies, programs, and service to support our families when military members are away from home, and will enable us to understand the impact of military service on family members' quality of life. We hope that you will see this survey as an opportunity to communicate your views. Please complete the questionnaire by December 22 and place it in any mailbox using the enclosed envelope.

PARTICIPATION:

Participation in this study is voluntary. However, maximum participation is crucial in order for us to obtain an accurate picture of the impacts of military life on families. Should you decide to participate, please complete all sections of this survey fully and honestly.

CONFIDENTIALITY:

The responses that you provide will remain confidential. We do not ask for any identifying information, and there is no possibility that the completed survey will be linked to you or your military spouse. Under the Access to Information Act, Canadian citizens are entitled to obtain copies of reports and data held in federal government files - this includes information from this survey. Similarly, under the Privacy Act, Canadian citizens are entitled to copies of all information concerning them that is held in federal government files. However, prior to releasing the requested information, the Director of Access to Information and Privacy (DAIP) screens the data to ensure that individual identities are not disclosed. The results from this survey administration will only be released in combined form to ensure that the anonymity of all participants is protected. In other words, your individual responses will not be released, and you will not be identified in any way.

If you have any questions or concerns regarding this project, please contact Dr. Kerry Sudom (**Sudom.KA@forces.gc.ca; 613-995-0706**).

Thank you for your valuable contribution to our study.

H.1 Section A: You and Your Military Spouse/Partner

This section tells us about you and your military spouse/partner. Responses will be grouped to help us understand how views are different across the CF – **under no circumstances will this information be used to identify you or your spouse/partner.**

YOU AND YOUR BACKGROUND

1. What is your sex?

- ☐ male
- ☐ female

2. How old are you?

years

3. What is the highest level of education you have completed?

- ☐ Less than high school
- ☐ High school
- ☐ High school diploma
- ☐ Some college or CEGEP
- ☐ College or CEGEP diploma
- ☐ Some university
- ☐ University degree
- ☐ Some graduate school
- ☐ Graduate degree

4. What is your first Official Language?

- ☐ English
- ☐ French

5. In your current location, how comfortable are you in communicating in the language most commonly spoken in the community?
- ☐ Very comfortable
 - ☐ Somewhat comfortable
 - ☐ Neither comfortable nor uncomfortable
 - ☐ Somewhat uncomfortable
 - ☐ Very uncomfortable
6. Are you currently working in your first Official Language?
- ☐ Yes
 - ☐ No
 - ☐ N/A – not currently employed
7. Are you currently a member of the CF?
- ☐ No
 - ☐ Yes, in the Reserve Force (Class A)
 - ☐ Yes, in the Reserve Force (Class B)
 - ☐ Yes, in the Reserve Force (Class C)
 - ☐ Yes, in the Regular Force

If you are a member of the CF: We understand that you have your own unique experiences in your military career. However, we would ask that you think about your spouse/partner's military career when answering the questions on the survey.

8. Are you a former member of the CF?
- ☐ Yes
 - ☐ No
9. Please estimate your total household income from all sources in the last 12 months.
- \$

--	--	--	--	--	--	--	--	--	--

10. Please estimate your total individual income from all sources in the last 12 months.

\$

--	--	--	--	--	--	--	--

11. Do you feel you are:

- ☐ Living comfortably on present household income
- ☐ Coping on present income
- ☐ Finding it difficult to cope on present household income
- ☐ Finding it very difficult to cope on present household income

12. In what type of dwelling do you live?

- ☐ Married Quarters (PMQs)
- ☐ Rented civilian property
- ☐ Owned civilian property
- ☐ Other: please specify _____

YOUR WORK EXPERIENCES

13. What is your current employment status? (Select the one that best describes your situation)

- | | |
|--|--|
| <ul style="list-style-type: none"><input type="radio"/> Employed full-time<input type="radio"/> Employed part-time<input type="radio"/> Seasonal (full-time)<input type="radio"/> Seasonal (part-time)<input type="radio"/> Self-employed
<input type="radio"/> Working in family business<input type="radio"/> Other – employed (please specify):
_____ | <ul style="list-style-type: none"><input type="radio"/> Unemployed, seeking employment<input type="radio"/> Unemployed, not looking for work<input type="radio"/> Student<input type="radio"/> Homemaker<input type="radio"/> Other – unemployed (please specify):
_____ |
|--|--|

14. Are you employed by the CF/DND or working on a military base?
- ☐ Yes
 - ☐ No
15. How satisfied are you with the employment opportunities in the city/town you currently reside in?
- ☐ Very satisfied
 - ☐ Somewhat satisfied
 - ☐ Neither satisfied nor unsatisfied
 - ☐ Somewhat unsatisfied
 - ☐ Very unsatisfied
16. **If you are employed**, which of the following best describes your work?
- | | |
|--|--|
| <input type="radio"/> Self-Employed | <input type="radio"/> Technical |
| <input type="radio"/> Small Business Owner | <input type="radio"/> Administrative/Clerical |
| <input type="radio"/> Manager | <input type="radio"/> Labourer |
| <input type="radio"/> Professional | <input type="radio"/> Retail |
| <input type="radio"/> Scientific | <input type="radio"/> Hospitality |
| <input type="radio"/> Working in family business | <input type="radio"/> Other (please specify):
_____ |
17. **If you are employed**, to what extent does your current job fit your educational and prior employment background?
- ☐ Not at all
 - ☐ Somewhat
 - ☐ Very much so

18. **If you are employed**, to what extent do you agree with each of the following?
(Please respond to all items.)

	Strongly disagree	Mostly disagree	Mostly agree	Strongly agree
My organization is a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my current job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am strongly committed to making my organization successful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. **If you are employed**, what is your motivation for working? (Please respond to all items.)

	Not at all	Somewhat	Very much so
To pay bills, cover expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For extra spending money/long-term savings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To avoid boredom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To keep busy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For personal fulfilment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To maintain skills and career status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To obtain a return on education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To make a contribution to society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To interact with peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To pursue personal objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify) _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. **If you are NOT currently employed**, to what extent does each of the following contribute to your reasons for not working? (Please respond to all items. If a statement does not apply to you, please mark “not applicable”.)

	No influence	Slight influence	Moderate influence	Considerable influence	Very considerable influence	Not applicable
Not interested in working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No work available in line of work or area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made a personal choice to stay at home to raise children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unable to find employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unable due to difficulties transferring professional credential(s) to a new location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack necessary schooling, training, skills or experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unable due to childcare responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unable due to family responsibilities other than childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In school or other training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Completing move; settling into new location as a result of a posting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anticipating a posting; did not want to commit to new job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Difficulties due to the job search process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Illness or physical disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental/maternity leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prefer to volunteer my time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unable due to work commitments of my CF spouse/partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unable due to language requirements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reluctance of employers to hire spouses/partners of CF members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Currently on a leave of absence from work as a result of spouse/partner's career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retired	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Regardless of whether you are employed or not, please indicate to what extent you agree with each of the following:

	Not at all	Somewhat	Very much so
My current employment status makes me feel resentment towards my spouse/partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current employment status makes me feel resentment towards the CF	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a lack of support in my employment pursuits from my CF spouse/partner due to his/her work commitments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Which of the following best describes your employment experience during your relationship with your military spouse or partner?
- ☐ My spouse/partner's military career has had a positive impact on my employment or career
 - ☐ My employment or career has not been affected by my spouse/partner's military career
 - ☐ I have made some employment or career sacrifices because of my spouse/partner's military career
 - ☐ I am "under-employed" or am over-qualified for the work I am doing because of my spouse/partner's military career
 - ☐ I am unemployed or my career has been severely affected by the demands of my spouse/partner's military career
 - ☐ N/A – I have not sought employment since being with my military spouse/partner

YOUR MILITARY SPOUSE/PARTNER

23. How long has your spouse or partner served in the CF (round up to the nearest year)?

years

24. What is the current military employment status of your spouse or partner?
- ☐ Reserve Force (Class A)
 - ☐ Reserve Force (Class B)
 - ☐ Reserve Force (Class C)
 - ☐ Regular Force

25. What is your military spouse/partner's rank?

<input type="radio"/> Junior NCM	→	<input type="radio"/> Private/Ordinary Seaman/Able Seaman
		<input type="radio"/> Corporal/Leading Seaman
		<input type="radio"/> Master Corporal/Master Seaman
<hr/>		<input type="radio"/> Sergeant/Petty Officer 2nd Class
<input type="radio"/> Senior NCM	→	<input type="radio"/> Warrant Officer/Petty Officer 1st Class
		<input type="radio"/> Master Warrant Officer/Chief Petty Officer 2nd Class
		<input type="radio"/> Chief Warrant Officer/Chief Petty Officer 1st Class
<hr/>		<input type="radio"/> Officer Cadet/Naval Cadet
<input type="radio"/> Junior Officer	→	<input type="radio"/> Second Lieutenant/Acting Sub-Lieutenant
		<input type="radio"/> Lieutenant/Sub-Lieutenant
		<input type="radio"/> Captain/Lieutenant (N)
<hr/>		<input type="radio"/> Major/Lieutenant-Commander
<input type="radio"/> Senior Officer	→	<input type="radio"/> Lieutenant-Colonel/Commander
		<input type="radio"/> Colonel/Captain(N) and above
<hr/>		

26. What is your military spouse/partner's job in the CF (what is his or her Military Occupation Structure Identification Code or MOSID, or simply describe his or her work):

27. Which environmental uniform does your spouse/partner wear today?

- ☐ Sea
- ☐ Land
- ☐ Air

28. Where is your spouse/partner currently posted, and where do you live? Please fill in both spaces below, even if you are in the same location. Under no circumstances will this information be used to identify you or your military spouse/partner. It will be used solely to gather economic information on your region.

- a. Location of your spouse/partner's posting: _____
- b. Where do you live (city/town): _____
- c. What is your residential postal code? _____
- d. If applicable, in what city or closest town are you employed? _____

29. Is your military spouse or partner currently on Imposed Restriction (IR – he or she takes a posting to another location, and you and your family remain in your current location)?

- ☐ Yes
- ☐ No

30. If yes, to what extent does each of the following explain why your spouse/partner is on IR? (Please respond to all items.)

	No influence	Slight influence	Moderate influence	Considerable influence	Very considerable influence	Not applicable
Stability in family life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children's education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your own education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family responsibilities (e.g., aging parent)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marriage/relationship difficulties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child(ren) with special needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You are not interested in moving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. If your spouse/partner is or was recently on IR, how satisfied were you with the financial and other incentives of IR policy?

- ☐ Very satisfied
- ☐ Somewhat satisfied
- ☐ Neither satisfied or unsatisfied
- ☐ Somewhat unsatisfied
- ☐ Very unsatisfied
- ☐ Not familiar with IR policies

- 32.** If you were not satisfied with the financial and other incentives of IR policy, please explain in the space below.

- 33.** Based on your understanding, what are your spouse/partner's intentions in regards to staying in the CF?

- ☐ He/she will definitely stay until retirement
- ☐ He/she will probably stay until retirement
- ☐ He/she intends to stay until 20/25 years of service are up
- ☐ He/she will definitely stay in beyond the present term of service, but not necessarily until retirement
- ☐ He/she is undecided about whether to stay after completion of the current term of service
- ☐ He/she will probably leave upon completion of the current term of service
- ☐ He/she intends to get out of the CF as soon as possible
- ☐ I am not sure of my spouse/partner's intentions

34. If your spouse/partner intends to leave the CF within the next 3 years, in your opinion, to what extent have the following factors influenced his/her decision?
(Please respond to all items.)

	No influence	Slight influence	Moderate influence	Considerable influence	Very considerable influence	Not applicable
A lack of work-family balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A desire to stay in one place	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of options for flexible work practices and career breaks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of family support services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dissatisfaction with relocation services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of suitable childcare services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family isolation/lack of social support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dissatisfaction with CF housing services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complications resulting from being a dual-service couple	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of educational opportunities for myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of career opportunities for myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family responsibilities (e.g., caring for aging parent)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spouse/partner's physical/psychological well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My preference that he/she leaves the CF	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job/career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify): _____						<input type="radio"/>
1. _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR CHILDREN

If you have no children, please skip to Question 40.

35a. Please identify the number of children living with you full-time and record their ages:

(example: 3 Child(ren) Ages: 2, 4, 8)

Child(ren) Age(s): _____

35b. Of these children, please identify how many have special needs and record their ages:

Child(ren) with special needs Age(s): _____

36a. Please identify the number of children living with you part-time and record their ages:

Child(ren) Age(s): _____

36b. Of these children, please identify how many have special needs and record their ages:

Child(ren) with special needs Age(s): _____

37. While you and your spouse/partner are at work or studying, do you use childcare services?

- ☐ No – My children are too old
- ☐ No – Not required
- ☐ Yes – In someone else's home by a non-relative
- ☐ Yes – In someone else's home by a relative
- ☐ Yes – In our home by a non-relative
- ☐ Yes – In our home by a relative
- ☐ Yes – In a civilian daycare center
- ☐ Yes – In a MFRC daycare

- 38.** In your current location, how often have you experienced difficulties finding suitable childcare?
- ☐ Never
 - ☐ Seldom
 - ☐ Sometimes
 - ☐ Often
 - ☐ Always
 - ☐ N/A – I do not have a need for childcare
- 39.** In your current location, have childcare difficulties affected your ability to obtain/ maintain employment?
- ☐ Never
 - ☐ Seldom
 - ☐ Sometimes
 - ☐ Often
 - ☐ Always
 - ☐ N/A – I do not have a need for childcare
- 40.** Aside from children, are there any additional dependants living full time or part time in your household?
- ☐ Yes
 - ☐ No
- 41.** If yes, what types of dependants do you have? Select all that apply.
- ☐ My parent(s)/ My partner's parent(s)
 - ☐ My grandparent(s)/ My partner's grandparent(s)
 - ☐ Other relatives
 - ☐ Other people (non-relatives)

H.2 Section B: You and Your Spouse/Partner's Workload/ Perstempo/Optempo

The questions below ask you to tell us how frequently you have moved your residence because of your spouse/partner's military career; aspects of your employment and your spouse/partner's workload; how much your spouse/partner is away from home; and how often he or she has been deployed.

POSTING HISTORY

42. How many times overall have you moved your residence because of your spouse/partner's postings?

postings

43. How long have you been in your current location?

years AND months

44. When you have relocated, how difficult has it been to re-establish the following? (Please respond to all items. If something does not apply to you, please mark the "not applicable" option).

	Not at all difficult	Somewhat difficult	Extremely difficult	Not applicable
Childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schooling for children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your family's day-to-day routines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your professional certification(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your support network/social contacts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your educational requirements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to services to support your family's special needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to transport	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your seniority at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. When you have relocated, how difficult has it been to maintain services to support a family member (e.g., aging parent) in your previous location?
- ☐ Not at all difficult
 - ☐ Somewhat difficult
 - ☐ Extremely difficult
 - ☐ Not applicable
46. How has your personal income been impacted as a result of your spouse/partner's most recent posting?
- ☐ My income has increased
 - ☐ My income has stayed the same
 - ☐ My income has decreased
 - ☐ I no longer have an income as a result of the posting
 - ☐ Not applicable

WORKLOAD

47. If you were employed during the past year, please estimate how many hours per week you worked on average.

hours per week on average

48. Please estimate how many hours per week during the past year your military spouse or partner worked on average.

hours per week on average

TIME AWAY

49. Please give your best estimate of the total number of 24-hour days your military spouse or partner was away from your home in the past 12 months as a result of military service for all reasons.

50. days away for all military reasons in the past 12 months
Has your employment/career suffered as a result of him/her being away for military service reasons?
- ☐ Not at all
 - ☐ Somewhat
 - ☐ Very much so
 - ☐ Not applicable

DEPLOYMENTS

Note: for the following questions, “deployment” refers to any NATO or UN operations, deployments to sea for any non-routine operational reason, and to unexpected deployments within Canada, such as those involving floods or other emergencies.

51. Is your spouse/partner currently deployed?
- ☐ Yes
 - ☐ No
- If yes, please specify the location of the deployment. _____
52. If your spouse/partner is preparing for a deployment, when does he/she expect to leave?
- months
53. How long ago did your spouse/partner return from his/her most recent deployment?
- months ago

Please answer the following questions in reference to your spouse/partner’s current or most recent deployment. If your spouse/partner has never deployed, please skip to Question 66.

54. Please give your best estimate of **the total number of days away** your military spouse or partner was away from your home **in the past 12 months** as a result of a **deployment**.
- days away for deployment in the past 12 months

55. Including the current or most recent deployment (if applicable), how many operational deployments of 30 days or longer has your spouse/partner been on in total and since you have been together?

Deployments in total

Deployments since we have been together

56. Please answer the following questions in terms of your spouse/partner's current or most recent deployment.

- a. How long was (or will be) the current or most recent deployment in total (in months)?

Month(s)

- b. How much formal notice (in weeks) were you given before your spouse/partner departed on the current or most recent deployment?

Week(s)

- c. After being notified of the coming deployment, how long was your spouse or partner away from home (in weeks) for training and other preparation before he or she actually deployed?

Week(s) away

- d. Before your spouse or partner deployed did you participate in a pre-deployment screening (an interview with a military Padre or Social Worker or other official to discuss you and/or your family's readiness for your spouse/partner's absence)?

☐ Yes

☐ No

- e. Before the deployment did you attend an information session describing the deployment and services that would be available during your spouse/partner's absence?

☐ Yes

☐ No

- f. Were you contacted by the Military Family Resource Centre (MFRC) during your spouse/partner's absence?
- ☐ Yes
- ☐ No
- g. Were you contacted by a CF official during your spouse/partner's absence?
- ☐ Yes
- ☐ No
- h. Did you use any CF/DND services during the deployment?
- ☐ Yes
- ☐ No
- i. If yes, which ones (select all that apply)?
- | | |
|--|---|
| <input type="radio"/> Mission Information Line (MIL) | <input type="radio"/> Computers at MFRC |
| <input type="radio"/> Deployment Information Package | <input type="radio"/> Drop-In Centre at MFRC |
| <input type="radio"/> Resource Library at MFRC | <input type="radio"/> Childcare Services at MFRC |
| <input type="radio"/> Odd Job Registry | <input type="radio"/> Mail Drop-Off at MFRC |
| <input type="radio"/> Warm Line Telephone Support | <input type="radio"/> Father's Deployment Support Group |
| <input type="radio"/> Spousal Support Groups | <input type="radio"/> Emergency Child Care |
| <input type="radio"/> Deployment-Related Counselling | <input type="radio"/> Prevention and Intervention Services |
| <input type="radio"/> Deployment Cycle Workshops | <input type="radio"/> Canadian Forces Member Assistance Program |
| <input type="radio"/> Web Sites | <input type="radio"/> Civilian Services/Resources |
| <input type="radio"/> Unit Family Briefings | <input type="radio"/> Other (please specify) _____ |
- j. If you didn't use any services during the deployment, why not (select the most important reason)?
- ☐ Had no need
- ☐ Wasn't aware services available
- ☐ My spouse/partner discouraged me from using them
- ☐ I don't trust CF service providers
- ☐ Didn't want contact with the CF
- ☐ Fear of negative career repercussions for my spouse/partner
- ☐ The type of support that I required was not available. Please specify support needed: _____

- k. Did or will your spouse/partner return on a Home Leave Travel Assistance (HLTA) during the deployment?
- ☐ Yes
- ☐ No
- l. If the deployment is over, did you attend an information session or “de-briefing” providing information on the return and re-integration of your spouse or partner and describing post-deployment services that would be available?
- ☐ Yes
- ☐ No
- m. If the most recent deployment is over, did you use any post-deployment services?
- ☐ Yes
- ☐ No
- n. If yes, which ones (select all that apply)?
- | | |
|--|---|
| <input type="radio"/> Individual counselling (CF counsellor) | <input type="radio"/> Social Worker (CF) |
| <input type="radio"/> Individual counselling (civilian) | <input type="radio"/> Social Worker (civilian) |
| <input type="radio"/> MFRC programs | <input type="radio"/> Psychiatrist/psychologist (CF) |
| <input type="radio"/> Spousal support group (MFRC) | <input type="radio"/> Psychiatrist/psychologist (civilian) |
| <input type="radio"/> Mess-affiliated support group | <input type="radio"/> Clergy/Padre (CF) |
| <input type="radio"/> OSISS Family Peer Support Coordinator | <input type="radio"/> Clergy (civilian) |
| | <input type="radio"/> Canadian Forces Member Assistance Program (CFMAP) |
- o. If you didn't use any services after the deployment, why not (select the most important reason)?
- ☐ Had no need
- ☐ Wasn't aware services available
- ☐ My spouse/partner discouraged me from using them
- ☐ I don't trust CF service providers
- ☐ Didn't want contact with the CF
- ☐ Fear of negative career repercussions for my spouse/partner
- ☐ The type of support that I required was not available. Please specify support needed:
-

- p. If the deployment is over, what was the total time away of your spouse/partner from your home resulting from all phases of the deployment (including training and travel)?

Months

57. Please answer the following questions in terms of your spouse/partner's current or most recent deployment.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Not applicable
The deployment was stressful for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spouse/partner's mid-tour leave was important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Going on this tour has brought my spouse/partner and me closer together.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was satisfied with the support set up for me by my spouse/partner's home unit/base during his/her absence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was satisfied with the support set up for me by other agencies within the CF (family resource centres, padres) during my spouse/partner's absence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would prefer to seek support from outside the CF such as friends, relatives, and civilian support services during my spouse/partner's absence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opportunity for my spouse/partner to telephone home was important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was worried about my spouse/partner's safety on the tour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was worried about my own safety during the period when my spouse/partner was absent on tour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was proud of my spouse/partner going on the tour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spouse/partner had difficulties adjusting back into the family when he/she returned home at the end of the tour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our relationship changed when my spouse/partner returned home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spouse/partner and I needed time to adjust and get to know each other again when he/she returned home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Going on this tour has caused my spouse/partner to have concerns about our family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My career/employment suffered as a result of my spouse/partner being deployed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Pre-Deployment

58. How often do you experience the following feelings prior to deployment?

	Never	Seldom	Sometimes	Often	Always	Not Applicable
resentment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
pride	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
anger	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
guilt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
frustration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
anxiety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
sadness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
capable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
apprehension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

59. Please identify the main stressors/challenges you experienced prior to your spouse/partner deploying.

1. _____

2. _____

3. _____

Deployment

60. How often do you experience the following feelings during deployment?

	Never	Seldom	Sometimes	Often	Always	Not Applicable
resentment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
pride	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
anger	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
guilt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
frustration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
anxiety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
sadness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
capable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
apprehension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

61. Please identify the main stressors/challenges you experienced during your spouse/partner's deployment.

1. _____

2. _____

3. _____

Post-Deployment

62. How often do you experience the following feelings following deployment?

	Never	Seldom	Sometimes	Often	Always	Not Applicable
resentment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
pride	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
anger	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
guilt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
frustration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
anxiety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
sadness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
capable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
apprehension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

63. Please identify the main stressors/challenges you experienced following your spouse/partner's return from deployment.

1. _____

2. _____

3. _____

64. In your opinion, to what extent does frequent or regular contact with your spouse/partner, during a deployment help you to cope with separation?

- ☐ Makes it much harder to cope
- ☐ Makes it somewhat harder to cope
- ☐ It makes no difference
- ☐ Makes it easier to cope
- ☐ Makes it much easier to cope

65. If you have no children, neither full-time nor part-time custody, please skip to **Question 66**. Children respond to deployment in different ways. Have you observed the following in your child or among one or more of your children during a deployment?

	Never	Seldom	Sometimes	Often	Always
"Acting out"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decline in school performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More "clingy"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anxiety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fearfulness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall behaviour changes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unhappiness/sadness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nightmares	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disruptions in friendships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An increase in sibling rivalry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emotional withdrawal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Young children sleeping with parent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anger	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aggression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

H.3 Section C: Your Health, Your Relationship, Your Family

YOUR HEALTH AND WELL-BEING

Please be frank in responding to the questions below – it is crucial that you answer these difficult personal questions to the best of your ability.

66a. Do you have a family doctor?

☐ Yes

☐ No

66b. If no, how long have you been without a family doctor?

months

67. Below is a list of things that you might have been diagnosed as having by a medical practitioner. Please answer “yes” to any of these that you have been diagnosed with during your spouse/partner’s career in the CF. This information will be kept COMPLETELY CONFIDENTIAL.

Have you been medically diagnosed with Post Traumatic Stress Disorder?	<input type="radio"/> Yes	<input type="radio"/> No
Have you been medically diagnosed with Depression?	<input type="radio"/> Yes	<input type="radio"/> No
Have you been medically diagnosed with Anxiety Disorder?	<input type="radio"/> Yes	<input type="radio"/> No
Have you been medically diagnosed with Adjustment Disorder?	<input type="radio"/> Yes	<input type="radio"/> No
Have you been medically diagnosed with any other stress-related physical or psychological problem? Please Identify: _____	<input type="radio"/> Yes	<input type="radio"/> No

68. Have you recently:

	Not at all	No more than usual	Rather more than usual	Much more than usual
been able to concentrate on whatever you are doing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
lost much sleep over worry?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
felt that you are playing a useful part in things?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
felt capable of making decisions about things?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
felt constantly under strain?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
felt that you couldn't overcome your difficulties?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
been able to enjoy your normal day-to-day activities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
been able to face up to your problems?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
been feeling unhappy and depressed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
been losing confidence in yourself?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
been thinking of yourself as a worthless person?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
been feeling reasonably happy, all things considered?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

69. How often have each of the following happened to you DURING THE PAST WEEK.

	Rarely or none of the time	Some or little of the time	Occasionally or a moderate amount of the time	Most or all of the time
I was bothered by things that usually don't bother me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt that I could not shake off the blues even with the help of my family and friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had trouble keeping my mind on what I was doing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt depressed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt that everything I did was an effort	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My sleep was restless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was happy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoyed life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt sad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

70. If you had a problem that you wanted to talk about, could you go to the following people?

	Definitely no	No	Don't know	Yes	Definitely yes
Spouses of other military members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of your family (e.g., parents, siblings)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of your spouse/partner's family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friends not associated with the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

71. Could you count on the following people for help with a personal or family problem?

	Never	Rarely	Sometimes	Most of the time	All of the time
Spouses of other military members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of your family (e.g., parents, siblings)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of your spouse/partner's family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friends not associated with the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

72. To what extent does each of the following statements describe you?

	Not at all true	Hardly true	Moderately true	Exactly true
I can always manage to solve difficult problems if I try hard enough.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If someone opposes me, I can find the means and ways to get what I want.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is easy for me to stick to my aims and accomplish my goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that I could deal efficiently with unexpected events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thanks to my resourcefulness, I know how to handle unforeseen situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can solve most problems if I invest the necessary effort.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can remain calm when facing difficulties because I can rely on my coping abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I am confronted with a problem, I can usually find several solutions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I am in trouble, I can usually think of a solution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can usually handle whatever comes my way.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- 73.** We are interested in how people respond when they confront difficult or stressful event in their lives. There are lots of ways to try to deal with stress. This set of questions asks you to indicate what you generally do and feel when you experience stressful events. Obviously, different events bring out somewhat different responses, but think about what you **usually do** when you are under a lot of stress.

	I usually don't do this at all	I usually do this a little bit	I usually do this a medium amount	I usually do this a lot
I concentrate my efforts on doing something about the situation I am in.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to come up with a strategy about what to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to see it in a different light to make it seem more positive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I accept the reality of the fact that it happened.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make jokes about it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to find comfort in my religion or spiritual beliefs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get emotional support from others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to get advice or help from other people about what to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I turn to work or other activities to take my mind off things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I say to myself 'this isn't real'.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I say things to let my unpleasant feeling escape.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I use drugs or alcohol to make myself feel better.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I give up trying to deal with it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I criticize myself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I take action to try to make the situation better.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think hard about what steps to take.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I look for something good in what is happening.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I learn to live with it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make fun of the situation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I pray or meditate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get comfort and understanding from someone.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get help and advice from other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do something to think about it less, such as going to movies, watching TV, reading, daydreaming, sleeping, or shopping.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I refuse to believe that it has happened.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I express my negative feelings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I use alcohol or drugs to help me get through it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I give up the attempt to cope.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I blame myself for things that happened.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

74. To what extent do you agree or disagree with each of the following statements about your willingness to reveal personal problems.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
It is not good to let your military spouse or partner's superior(s) at work know about your personal or family problems (e.g., depression, addiction to alcohol, strains in your relationship, etc.) because his or her career might be affected.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is not good to let your spouse or partner's military co-workers know about your personal or family problems because they might talk about it to others and your spouse/partner's career might be affected.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is not good to let other spouses/partners of military members know about your personal or family problems because they might talk about it to others and your spouse/partner's career might be affected.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is not good to seek assistance with personal or family problems from CF service providers (military Padres, Social Workers, Doctors, MFRC staff, etc.) because they might reveal these problems and your spouse/ partner's career might be affected.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR SPOUSE/PARTNER'S HEALTH

This next section of the survey contains some difficult questions. **You are under no obligation to answer them.** However, if you are experiencing some of the problems referred to in this section, your responses will help us in developing relevant policies and programs that could help you and others in the same situation.

75. Has your spouse or partner been diagnosed by a medical practitioner as having any of the following disorders? This information will be kept COMPLETELY CONFIDENTIAL.

- ☐ Post Traumatic Stress Disorder
- ☐ Depression
- ☐ Anxiety Disorder
- ☐ Adjustment Disorder
- ☐ Other stress-related physical or psychological problem –
Please identify: _____

76. If your spouse/partner has been diagnosed with any of the disorders listed above, does his or her problems affect YOU in any of the following ways?

	Never	Seldom	Sometimes	Often	Always
Fear of spouse/partner and his/her behaviour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fear of triggering symptoms in spouse/partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fear of breakdown of the relationship with spouse/partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fear of breakdown of other relationships within the family (e.g. with children)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

H.4 Section D: Your Relationship with your Spouse/Partner

77. What is the current status of your relationship with your military spouse or partner?

- ☐ Legally married (and not separated)
- ☐ Legally married (and separated)
- ☐ Divorced
- ☐ Widowed
- ☐ Common-Law
- ☐ Living together (not married/common-law)

78. Overall, how long have you and your military spouse or partner been together (round up to the nearest year)?

years

79. How supportive are you toward each of the following?

	Not at all supportive	A bit supportive	Somewhat supportive	Very supportive
Your spouse or partner's current service in the CF	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your spouse or partner pursuing a long-term career in the CF	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your spouse or partner deploying within the next six months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your spouse or partner deploying six months from now or later	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- 80.** In answering the following set of questions, please think about your current relationship with your **spouse/partner**. If you feel a question accurately describes your relationship with your spouse/partner, you would say “yes”. If the question does not describe your relationship, you would say “no”. If you cannot decide whether the question describes your relationship with your spouse/partner, you may say “not sure”.

	No	Not sure	Yes
Can you depend on your partner to help you, if you really need it?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you feel you could not turn to your partner for guidance in times of stress?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does your partner enjoy the same social activities that you do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you feel personally responsible for the well-being of your partner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you feel your partner does not respect your skills and abilities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If something went wrong, do you feel that your partner would not come to your assistance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you feel your competence and skills are recognized by your partner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you feel your partner does not share your interests and concerns?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you feel your partner does not really rely on you for his or her well-being?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you feel your spouse/partner supports your employment/career aspirations?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- 81.** The following statements describe aspects of the connection between the demands of service life, work, and personal or family life in general. Please rate how much you agree or disagree with each.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
The demands of the military interfere with my home and family life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of time my spouse or partner's duty takes up makes it difficult to fulfill family responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Things I want to do at home do not get done because of the demands my spouse or partner's military service puts on me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spouse or partner's job produces strain that makes it difficult to fulfill family duties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family life has suffered as a result of my spouse/partner's work commitments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My educational pursuits have suffered as a result of family-related obligations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My educational pursuits have suffered as a result of my spouse/partner's service-related duties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Due to my spouse or partner's service-related duties, I have to make changes in my plans for family activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The demands of my family or spouse/partner interfere with my work-related activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to put off doing things at my work because of the demands on my time at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Things I want to do at work do not get done because of the demands of my family or spouse/partner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family-related strain interferes with my ability to perform work-related duties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job progression has suffered as a result of my family obligations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job progression has suffered as a result of my spouse/partner's service-related duties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family life has suffered as a result of my work commitments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spouse/partner has refused a posting as a result of my employment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spouse/partner has refused a promotion as a result of my employment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From this point forward, my career is of a higher priority than my spouse/partner's.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have threatened to leave my spouse/partner as a result of my career/employment suffering due to his/her military service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

82. How often do you worry about the following?

	All of the time	Most of the time	More often than not	Occasionally	Rarely	Never
Divorce or the termination of your relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your spouse/partner having an intimate relationship with another person when he or she is away from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your spouse/partner leaving you when she or he is away from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

83. How well does each statement describe your attitudes and behaviours in response to family problems or difficulties? Please mark accordingly as each statement applies to you.

When facing problems/difficulties in the family, we respond by:	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Sharing our difficulties with relatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeking encouragement and support from friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowing we have the power to solve major problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeking information and advice from persons in other families who have faced the same or similar problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeking advice from relatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeking assistance from community agencies and programs designed to help families in our situation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowing that we have the strength within our own family to solve our problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving gifts and favours from neighbours (e.g., food, taking in mail).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeking information and advice from a doctor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asking neighbours for favours or assistance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facing the problems head-on and trying to get a solution right away.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Watching television.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing that we are strong.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accepting stressful events as a fact of life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sharing concerns with close friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowing luck plays a big part of how well we are able to solve family problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exercising with friends to stay fit and reduce tension.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accepting that difficulties occur unexpectedly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doing things with relatives (get together, dinners, etc).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeking professional counselling and help for family difficulties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Believing we can handle our own problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Defining the family problem in a more positive way so that we do not become discouraged.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asking relatives how they feel about the problems we face.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling that no matter what we do to prepare, we will have difficulty handling problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Believing if we wait long enough, the problem will go away.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sharing problems with neighbours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

84. Please respond frankly to the following difficult, personal questions.

At any time during your spouse or partner's most recent absence on a deployment did you think about taking your own life?

- ☐ Yes
- ☐ No
- ☐ Not applicable

At any time during your spouse or partner's most recent absence on a deployment did you think about ending your relationship with him or her?

- ☐ Yes
- ☐ No
- ☐ Not applicable

85. Is (or has been) your spouse or partner violent or abusive toward:

- | | | |
|------------------------------------|---------------------------|--------------------------|
| you | <input type="radio"/> Yes | <input type="radio"/> No |
| children in your family | <input type="radio"/> Yes | <input type="radio"/> No |
| older adults in your family | <input type="radio"/> Yes | <input type="radio"/> No |
| family pets | <input type="radio"/> Yes | <input type="radio"/> No |
| household property | <input type="radio"/> Yes | <input type="radio"/> No |
| your personal possessions | <input type="radio"/> Yes | <input type="radio"/> No |
| the personal possessions of others | <input type="radio"/> Yes | <input type="radio"/> No |

H.5 Section E: Your Views on Policies

In this section we ask for your guidance on how the CF should properly govern deployments and Time Away. This is your opportunity to contribute your views and to influence the policies that will affect you and your loved ones.

Think about HOW YOU BELIEVE the CF should manage deployments. For each of the following, give us your opinion on what policy would be best for our people, their loved ones, and the organization.

In Your Opinion....

86. What is the MAXIMUM length of time a deployment should last if there is NO mid-tour home leave?

months

87. What is the MAXIMUM length of time a deployment should last if there is a mid-tour home leave?

months

88. What is the MAXIMUM total period of Time Away from their homes (for all military reasons) involving overnight absences that members SHOULD EXPERIENCE in any 12 month period?

months

89. What is the MAXIMUM number of deployments (assume a six-month tour length) members SHOULD EXPERIENCE in any 3-year period?

full deployments

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

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The successful recruiting and retention of military personnel is dependent to a large extent on the degree to which service members and their spouses/partners are satisfied with their life in the military. In particular, research has identified spousal employment as a contributing factor that has a significant influence on the commitment, job performance, readiness and retention of military personnel. To date, little empirical research has examined the employment experiences of CF spouses/partners. To address this limitation, research will be conducted that explores the impact of military life on the employment and income of CF spouses and partners. This paper provides an overview of the research that has been conducted on military spousal/partner employment and income. In addition, this paper documents the research framework and methodology that will be employed for the Spousal/Employment and Income Project.

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Military Spousal Employment; Military Spousal Income; Impact of Military Life; CF Families/Partners



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