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INTRA-SERVICE MARRIED COUPLES IN THE CANADIAN FORCES

by

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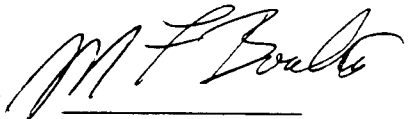
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ABSTRACT

¹⁵⁶⁶With the increase in the number of women in the Canadian Forces, the number of intra-service married couples has also increased over the last 13 years. This study examines the profile of intra-service married personnel in the Canadian Forces and analyzes some of the issues specific to such a population, such as mess conflicts, co-location and requirements for child-care. //

RÉSUMÉ

Avec l'accroissement du nombre de femmes dans les Forces Canadiennes (FC), le nombre de couples mariés dont les deux membres sont du service s'est aussi accru au cours des derniers 13 ans. Cette étude examine le profil du personnel faisant partie de ces couples et analyse quelques aspects spécifiques à cette population, tels que les conflits officier - sous-officier, les postes simultanés dans la même localité ainsi les besoins en garderie.

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INTRA-SERVICE MARRIED COUPLES IN THE CANADIAN FORCES

EXECUTIVE SUMMARY

STUDY AIM AND METHODOLOGY

1. As a result of the increased retention of women in the Canadian Forces (CF) over the past 13 years, there has been a growing number of servicemen married to servicewomen (i.e. intra-service (I-S) marriages). This study examines the profile of I-S married personnel in the CF and analyzes some of the issues specific to such a population. (Paras 1-4)

2. The study was conducted in two parts. The first part of the analysis was conducted on all CF personnel who have identified themselves within the Military Personnel Information System (MPIS) as being I-S married. Factors such as population growth, experience distributions, rank distributions, occupational distributions and attrition rates for I-S married personnel were compared with those of the CF population as a whole. For this part of the analysis, historical data were extracted for the first of January from 1980 to 1993. The second part of the analysis was conducted on I-S married personnel matched as couples to examine such issues as mess conflicts, co-location and child-care requirements. Within this section, matching was conducted on the population as the first of January for just two years - 1980 and 1990. (Para 3)

RESULTS

3. **Profile of Intra-Service Married Personnel** Intra-service married personnel now account for 8.6 percent of the CF as opposed to only 3.2 percent in 1980. As I-S married personnel are staying in the CF longer, there has been an increase in the percentages of more experienced and higher ranked I-S married personnel. The occupational distributions have shifted for I-S married officers while those for I-S married non-commissioned members (NCMs) have been relatively stable. The attrition rates for I-S married officers which were slightly higher than those for officers as a whole in 1980 are now lower. The attrition rates for I-S married NCMs have been consistently lower than those for NCMs as a whole. (Paras 5-18, Figures 1-8, Tables I-VI)

4. **Intra-Service Married Couples** The majority of I-S married couples are NCMs married to NCMs. Whereas a large percentage of couples are of the same rank, almost an equal percentage have the husband outranking the wife. Only a small percentage of I-S married couples experience mess conflicts - the majority of which involve a senior NCM married to a junior NCM. Approximately 45 percent of I-S married couples share the same type of occupation. Career managers have been successful in co-locating I-S married couples - roughly 90 percent are co-located. The child-care requirements of I-S married couples increased between 1980 and 1990. As of 1990, 55 percent of intra-service married couples had children as compared to only 24 percent in 1980. Almost 90 percent of these children were under the age of 12. (Paras 19-32, Figure 9, Tables VII-XIV)

INTRA-SERVICE MARRIED COUPLES IN THE CANADIAN FORCES

INTRODUCTION

Background

1. Due to changing social standards and the recognition that women are interested in careers in the military, there have been significant changes in Canadian Forces (CF) policy concerning the employment of women since the early 1970's. These changes have not only increased the range of occupations in which women can be employed but have also improved retention by modifying the policies on situations previously deemed unacceptable relating to marital status, pregnancy and dependents (References 1 to 4). As a result of the increased retention of women in the CF, there has been a growing number of servicemen married to servicewomen (i.e. intra-service (I-S) marriages).

Aim

2. This study examines the profile of I-S married personnel in the CF over the last 13 years and analyzes some of the issues specific to such a population.

Methodology

3. The study was conducted in two parts. The first part of the analysis was conducted on all CF personnel who have identified themselves within the Military Personnel Information System (MPIS) as being I-S married. Factors such as population growth, experience distributions, rank distributions, occupational distributions and attrition rates for I-S married personnel were compared with those for the CF as a whole. For this part of the analysis, historical data were extracted for the first of January from 1980 to 1993. The second part of the analysis was conducted on I-S married personnel matched as couples to examine such issues as mess conflicts, co-location and child-care requirements. Within this section, matching was conducted using population data as of the first of January for just two years - 1980 and 1990.

Parallel Work

4. The Director of Military Manpower Distribution (DMMD) is also examining the issue of I-S marriages (Reference 5). The aim of that study is "to conduct a detailed demographic analysis of [I-S married couples] and to examine the implications related to efficient and cost-effective management of our human resources". Social factors such as mess conflicts or child-care requirements are not examined in the DMMD study.

PROFILE OF INTRA-SERVICE MARRIED PERSONNEL

Population Growth

5. As of 1 January 1993, the trained strength of the CF consisted of more than 76,000 men and women. This represents a growth of 8.2 percent from the 1980 strength, as shown in Figure 1. The number of trained I-S married personnel seen in Figure 2 has grown by almost 200 percent over the same 13 years, increasing from almost 2300 individuals in 1980 to over 6500 by 1993. I-S married personnel now account for 8.6 percent of the CF, as opposed to 3.2 percent in 1980.

6. This growth is largely attributed to the number of I-S married non-commissioned members (NCMs). Since 1980 the number of I-S married NCMs has increased by almost 170 percent, from 2100 to over 5600 individuals. By 1993 I-S married personnel accounted for 9.2 percent of trained NCMs in the CF, as opposed to 3.6 percent in 1980. Although the number of I-S married officers has increased by over 400 percent in the past 13 years, from approximately 180 to 940 individuals, these officers now account for only 6.3 percent of all trained CF officers. In 1980 I-S married officers accounted for just 1.5 percent.

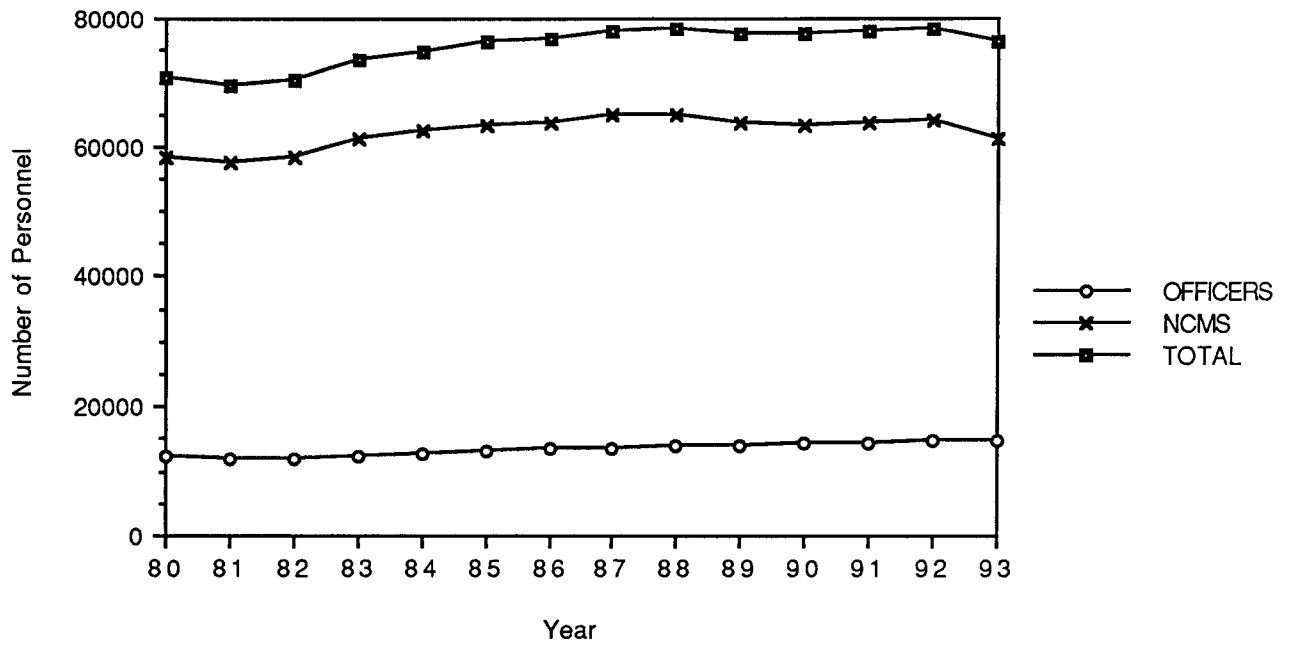


Figure 1: Population Growth of CF Personnel

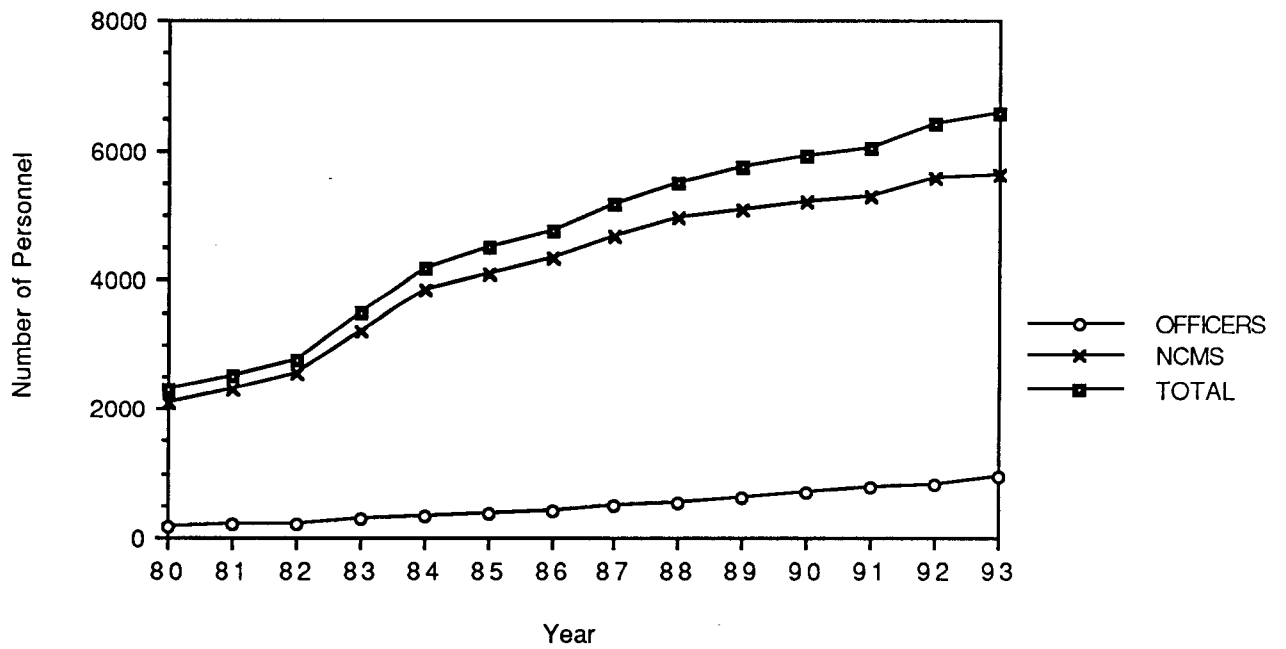


Figure 2: Population Growth of Intra-Service Married Personnel in the CF

Experience Distributions

7. The experience distributions are shown in Figures 3 and 4 for total trained officers and for trained I-S married officers. Experience is defined here in terms of years of service (YOS), which is simply the length of time a person has been enrolled in the CF. The experience distribution for officers as a whole has been relatively stable over the last 13 years, whereas the experience distribution for I-S married officers has shifted. Because women are staying in the CF longer, there has been an increase in the number of experienced I-S married officers, particularly women. This is shown in Table I which summarizes Figures 3 and 4 into intervals of five YOS. For example, the percentage of I-S married officers with more than 10 YOS was only 23 percent in 1980 but grew to 50 percent by 1993.

Table I: YOS Distributions of Trained Officers in the CF

	TOTAL OFFICERS		I-S MARRIED OFFICERS	
	1980	1993	1980	1993
0-5 YOS	16%	14%	35%	11%
6-10 YOS	18%	25%	42%	39%
11-15 YOS	17%	18%	12%	26%
16-20 YOS	20%	15%	5%	15%
21-25 YOS	16%	10%	4%	4%
26-30 YOS	11%	11%	2%	3%
31-35 YOS	2%	6%	0%	1%
36-40 YOS	0%	1%	0%	0%

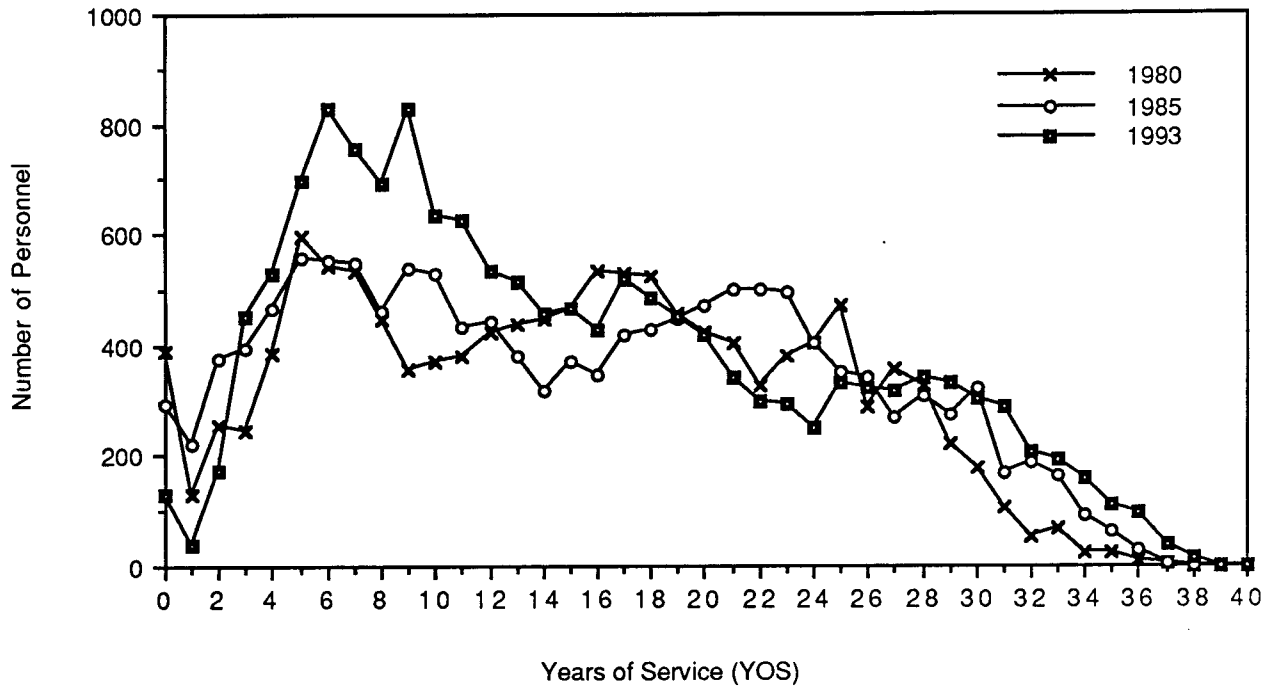


Figure 3: YOS Distribution of Trained Officers in the CF

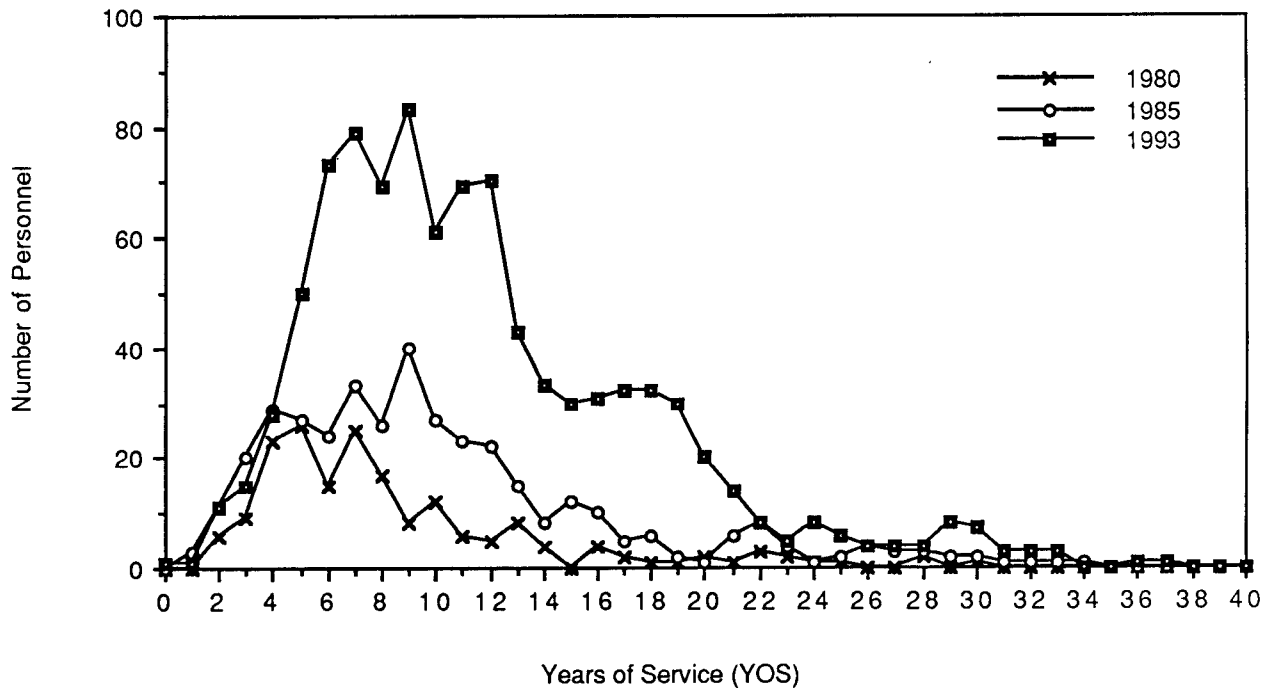


Figure 4: YOS Distribution of Intra-Service Married Officers in the CF

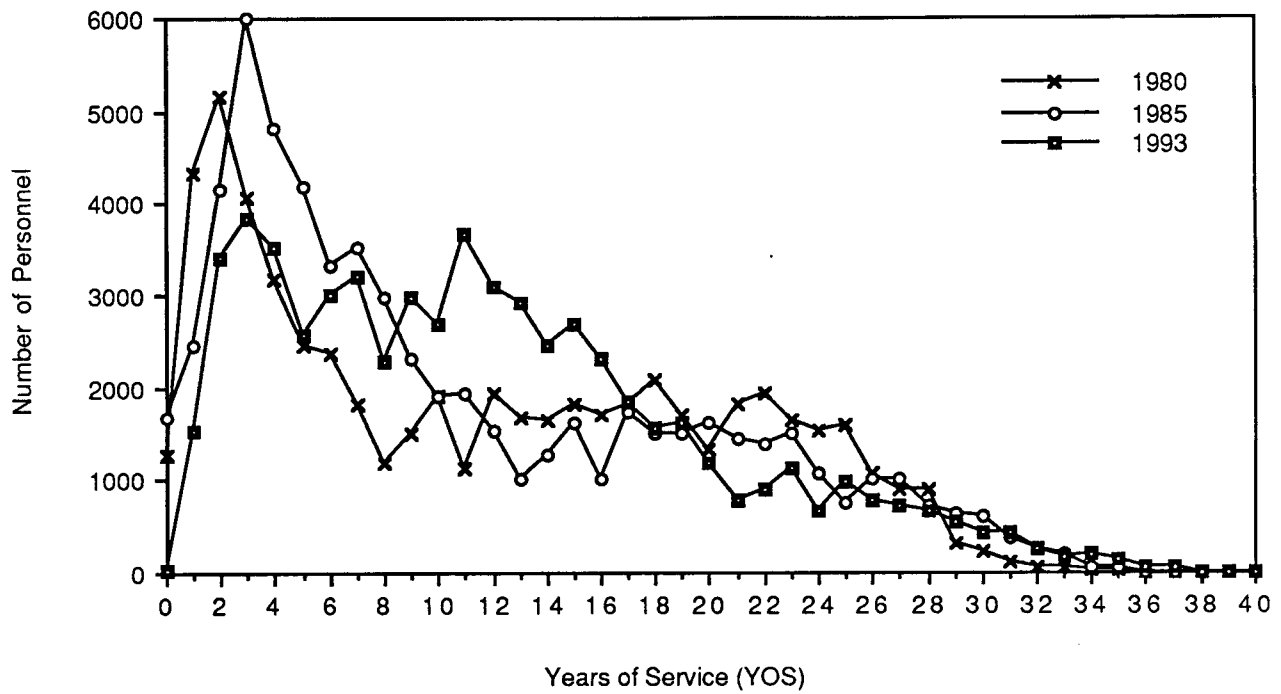


Figure 5: YOS Distribution of Trained NCMs in the CF

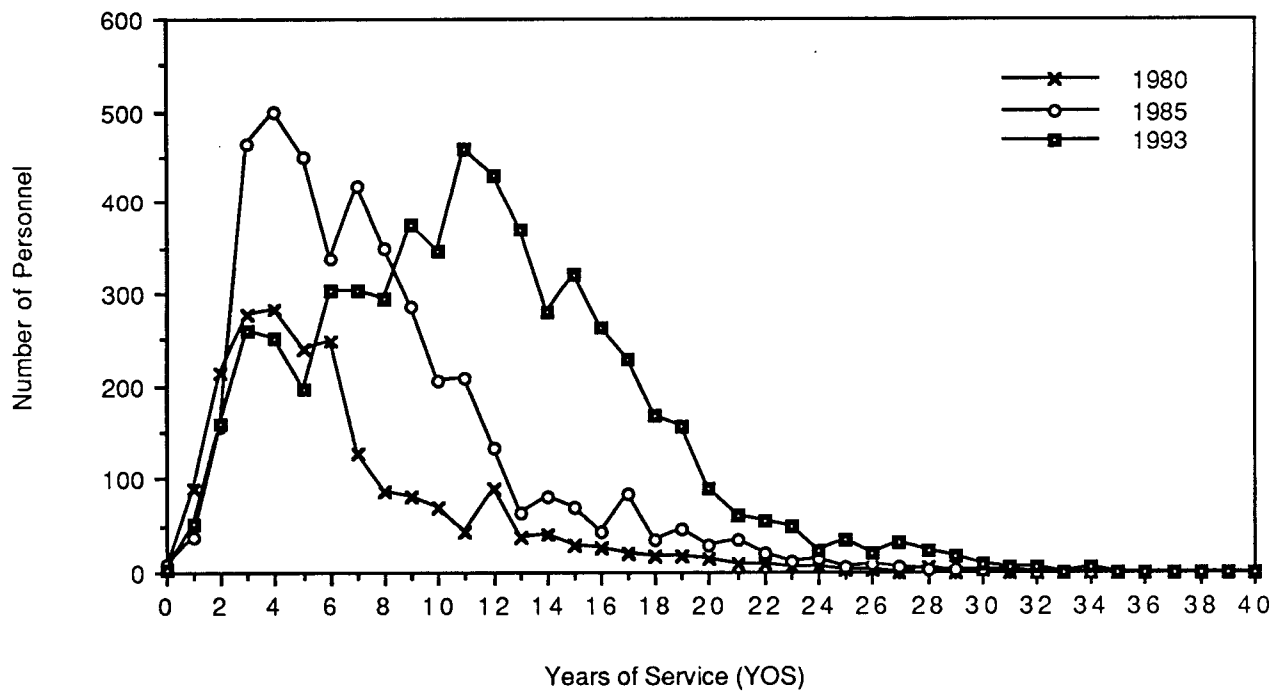


Figure 6: YOS Distribution of Intra-Service Married NCMs in the CF

8. A similar trend is seen for NCMs. The experience distributions for total trained NCMs and for trained I-S married NCMs are shown in Figures 5 and 6. The experience distribution for NCMs as a whole has been relatively stable over the last 13 years, whereas the experience distribution for I-S married NCMs has shifted. As with female officers, female NCMs are also staying in the CF longer. Hence there has been an increase in the number of I-S married NCMs with more experience. This is shown in Table II which summarizes Figures 5 and 6 into intervals of five YOS. For example, I-S married NCMs with more than 10 YOS was only 18 percent in 1980 but increased to 55 percent by 1993.

Table II: YOS Distributions of Trained NCMs in the CF

	TOTAL NCMs		I-S MARRIED NCMs	
	1980	1993	1980	1993
0-5 YOS	35%	24%	53%	16%
6-10 YOS	15%	23%	29%	29%
11-15 YOS	14%	24%	11%	33%
16-20 YOS	15%	14%	5%	16%
21-25 YOS	15%	7%	2%	4%
26-30 YOS	6%	5%	0%	2%
31-35 YOS	0%	2%	0%	0%
36-40 YOS	0%	0%	0%	0%

Rank Distributions

9. Based on the preceding experience distributions for I-S married officers, it would be expected that I-S married officers would tend to be in the lower ranks in 1980 with a similar shift upwards for 1993. This is borne out by Table III. The rank distribution for total trained officers has been relatively stable over the 13 year period, with roughly 36 percent in the senior ranks of Major and above. By comparison, only nine percent of I-S married officers were in the senior ranks in 1980, increasing to 21 percent by 1993.

Table III: Rank Distributions of Trained Officers in the CF

	TOTAL OFFICERS		I-S MARRIED OFFICERS	
	1980	1993	1980	1993
OCDT	3%	1%	2%	0%
LT (2)	0%	1%	0%	1%
LT	12%	11%	18%	12%
CAPT	50%	51%	71%	65%
MAJ	24%	25%	6%	18%
LCOL	7%	8%	2%	2%
COL	3%	2%	0%	1%
GEN	1%	1%	1%	0%

10. A similar trend is seen in the rank distributions for NCMs, shown in Table IV. The rank distribution for total trained NCMs has been relatively stable over the 13 year period with roughly 30 percent in the senior ranks of Sergeant and above. On the other hand, only ten percent of I-S married NCMs were in the senior ranks in 1980, increasing to 27 percent by 1993.

Table IV: Rank Distributions of Trained NCMs in the CF

	TOTAL NCMs		I-S MARRIED NCMs	
	1980	1993	1980	1993
PTE	25%	15%	28%	8%
CPL	25%	35%	46%	39%
MCPL	19%	19%	16%	25%
SGT	17%	17%	8%	18%
WO	8%	8%	2%	6%
MWO	4%	4%	0%	2%
CWO	1%	2%	0%	1%

11. Figures 5 and 6 and Tables I - IV clearly indicate that the decision to allow more women to enrol in the CF and to reduce the impediments to a career in the CF has led to an increase in the number of I-S married personnel. As time progresses it is expected to see

more of these personnel at the higher ranks which may lead to more difficulties in managing the career patterns for both spouses.

Occupational Analysis

12. Just as the experience and rank levels for I-S married personnel have been increasing, their type of experience has also been changing. As previously done in References 1, 3 and 4, the occupations for officers and NCMs have been divided into six groups: air, sea, land, communications and military engineering (COMM), medical and dental (MED) and administrative and support (ADMIN) occupations. The specific occupations in each of these groups are listed in Annex A.

13. As seen in Table V, the occupational distribution for total trained officers has been relatively stable over the last 13 years, while the distribution of trained I-S married officers by occupation has shifted. Whereas in 1980 I-S married officers were predominantly found in the medical and dental occupations and in the administrative and support occupations, a larger percentage are now pursuing careers in the air occupations. This shift in careers is similar to that observed for female officers and can be attributed to the lifting of restrictions on occupations for women in the CF (References 1, 3 and 4). It is also interesting to note the differences in occupational distributions between total trained officers and I-S married officers in Table V. Despite a shift in careers, there is still a higher percentage of I-S married officers in the medical and dental occupations and in the administrative and support occupations as compared to officers as a whole. The percentage of I-S married officers pursuing careers in the sea and land occupations remains low.

Table V: Occupational Distributions of Officers in the CF

	TOTAL OFFICERS		I-S MARRIED OFFICERS	
	1980	1993	1980	1993
AIR	34%	31%	17%	28%
SEA	11%	13%	3%	4%
LAND	16%	17%	8%	9%
COMM	11%	11%	8%	11%
MED	8%	8%	31%	19%
ADMIN	20%	20%	33%	29%

14. Table VI presents the occupational distributions for total trained NCMs and trained I-S married NCMs, and both have been relatively stable over the last 13 years. Comparing the distributions, a higher percentage of I-S married NCMs pursue careers in the administrative and support occupations and a lower percentage in the sea and land occupations. This trend was also observed in the occupational distribution of female NCMs, where women were predominant in the administrative and support occupations (References 1, 3 and 4).

Table VI: Occupational Distributions of NCMs in the CF

	TOTAL NCMS		I-S MARRIED NCMS	
	1980	1993	1980	1993
AIR	20%	19%	18%	22%
SEA	10%	11%	3%	3%
LAND	20%	21%	5%	7%
COMM	17%	16%	15%	14%
MED	3%	4%	8%	6%
ADMIN	30%	29%	50%	47%

Attrition Rates

15. Attrition is defined as the number of people who leave the CF over a period of time, while an annual attrition rate is the attrition for a particular year divided by the total strength at the beginning of that year. Attrition rates for total trained CF personnel and for trained I-S personnel were calculated for 1980 to 1989. After 1989 attrition rates could not be calculated as the releases of I-S married personnel were combined with those of married personnel within the MPIS.

16. The average attrition rate for total trained officers has been slightly higher than that for I-S married officers - 6.7 percent versus 6.2 percent. Attrition rates for I-S married officers were higher than those for officers as a whole in the early 1980's but were lower between 1986 and 1989, as seen in Figure 7.

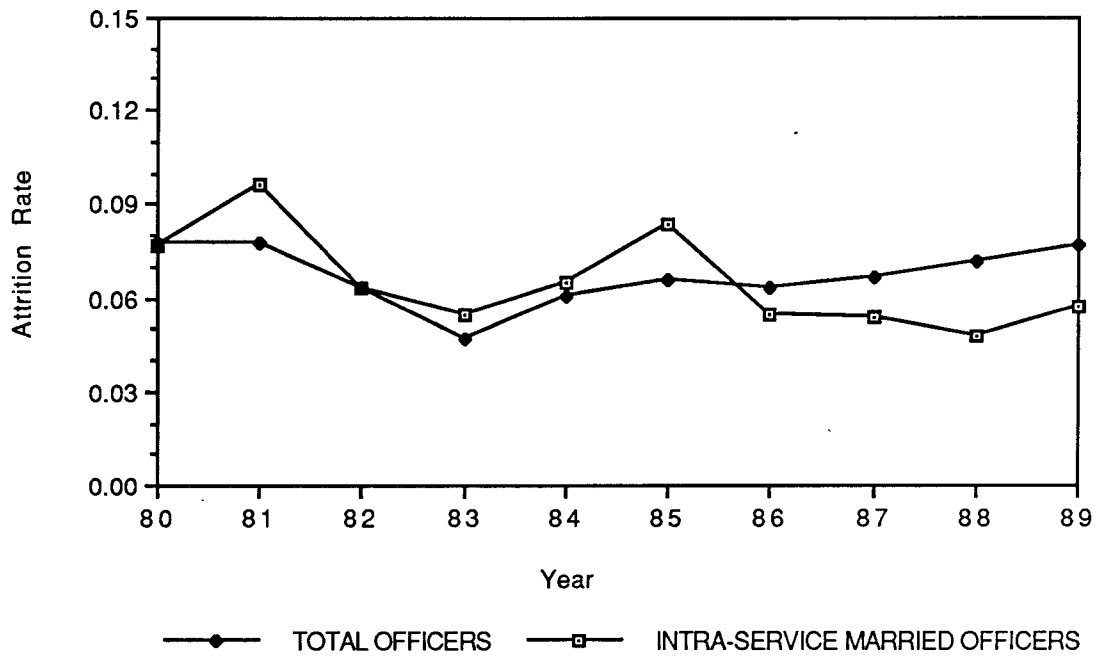


Figure 7: Attrition Rates for Trained Officers in the CF

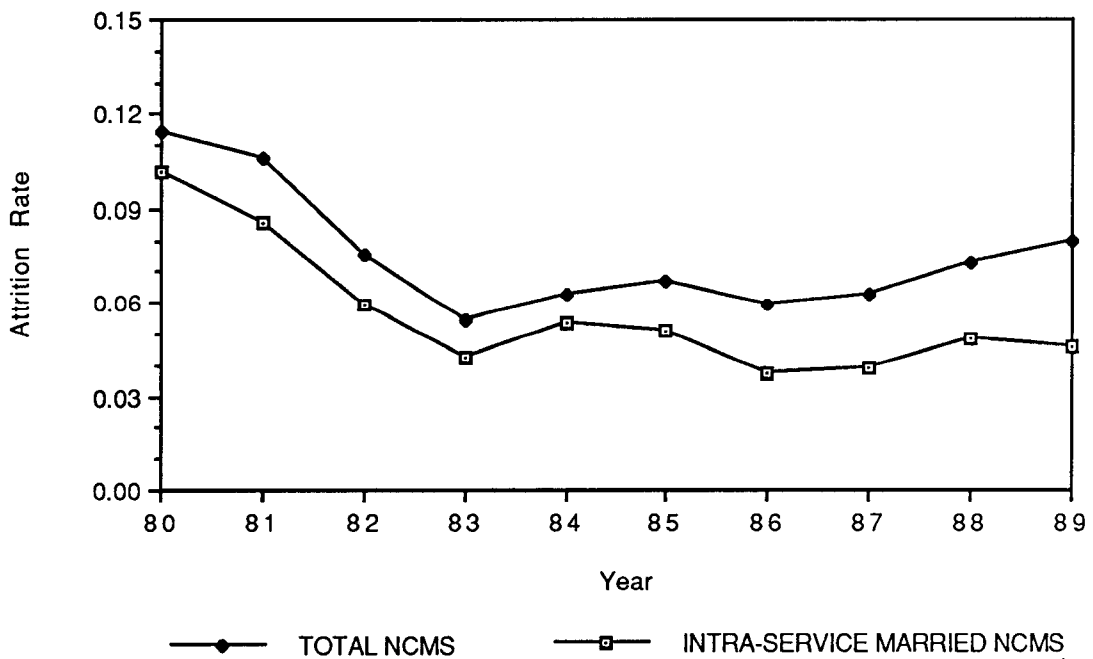


Figure 8: Attrition Rates for Trained NCMs in the CF

17. Figure 8 shows attrition rates for I-S married NCMs to be consistently lower than those for total trained NCMs. The average attrition rate for NCMs as a whole has been 7.5 percent while the average attrition rate for I-S married NCMs has been 5.2 percent.

18. Between 1980 and 1989, women formed the majority of I-S married personnel who left the CF, accounting for approximately 75 percent of the officer and NCM releases. There was no discernible reason for the higher proportion of women leaving, although initial theories attributed the attrition to having children. Investigation of the MPIS data failed to support this supposition. The attrition studies conducted by the Canadian Forces Personnel Applied Research Unit (CFPARU) may reveal more information.

INTRA-SERVICE MARRIED COUPLES

Rank Conflicts

19. I-S married couples can be paired four ways according to rank type, and the distribution of these pairs in 1980 and 1990 are summarized below in Table VII. The majority of I-S married couples have been NCMs married to NCMs, however there has been an increase in the proportion of officers married to officers and of officers married to NCMs. It is also evident that women are more prone to marrying a superior rank, although the difference is less apparent in the 1990 data.

Table VII: Rank Types of Intra-Service Married Couples

WIFE'S RANK TYPE	HUSBAND'S RANK TYPE	1980	1990
OFFICER	OFFICER	7.8%	11.1%
OFFICER	NCM	0.5%	2.8%
NCM	OFFICER	2.0%	3.3%
NCM	NCM	89.7%	82.7%

20. It has been well documented that women in the CF have generally less experience (measured in YOS) than their male counterparts (References 1, 3 and 4). This trend is also evident for I-S married couples. The YOS differential with respect to the husband's years

of experience (i.e. a positive YOS differential reflects more years served by a husband than by his wife) is illustrated in Figure 9. This figure shows that although roughly 20 to 25 percent of I-S married couples have the same YOS, over 60 percent of the couples are composed of husbands with more YOS in both 1980 and 1990.

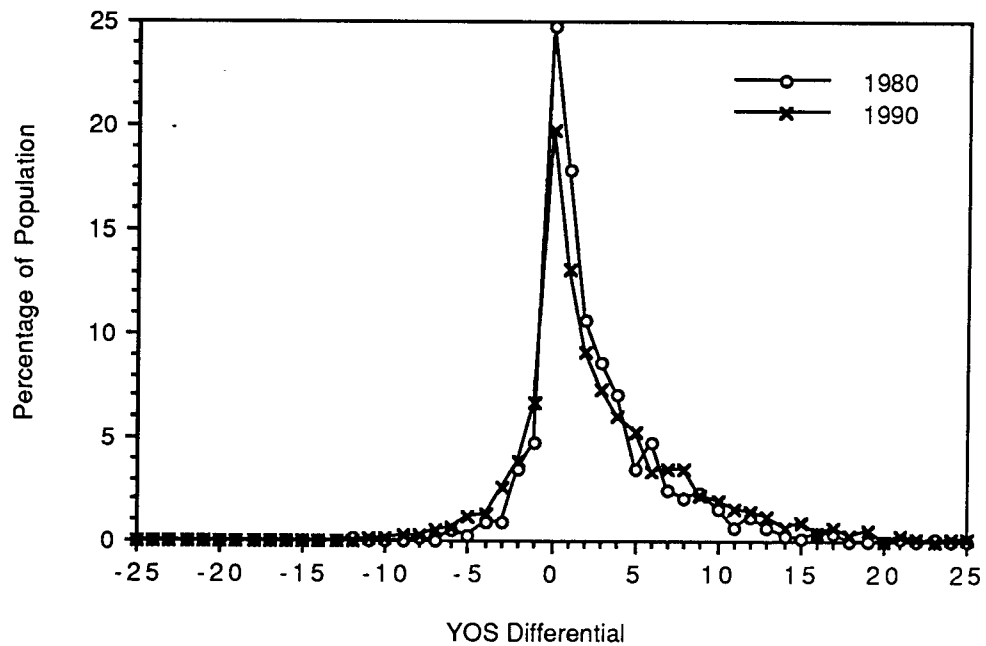


Figure 9: YOS Differential for Intra-Service Married Couples

21. Having examined the YOS differential, it is not surprising to find that while a large percentage of I-S married couples are of the same rank, an almost equal percentage have the husband outranking the wife, as seen in Table VIII. A much smaller percentage of I-S married couples have the wife outranking the husband, although this percentage did increase between 1980 and 1990. Very little of this difference is the result of officer/NCM marriages (Table VII) - most of it is due to officer/officer and NCM/NCM rank differences.

Table VIII: Rank Comparison of Intra-Service Married Couples

	1980	1990
SPOUSES HAVE THE SAME RANK	48%	41%
HUSBAND OUTRANKS WIFE	42%	42%
WIFE OUTRANKS HUSBAND	10%	17%

22. Military dining generally takes place in facilities that are referred to as messes for officers and senior NCMs and clubs or canteens for junior NCMs. As a result of rank differences between I-S married spouses, there have been some conflicts when both spouses are not able to use the same mess. In 1980, 13 percent of I-S married couples experienced mess conflicts, and by 1990, 25 percent had mess conflicts. The majority of mess conflicts arose from a senior NCM spouse (Sergeant or above) having a junior NCM spouse (Master Corporal or below). Less than a quarter of mess conflicts have been caused by officer/NCM type marriages.

Occupational Conflicts

23. The career flow of I-S married couples can be influenced by differences in occupational types. Couples in the same occupation pose a problem for career managers who must fill isolated positions where only one is required. Another challenge is to co-locate a couple who have diverse occupations, such as an avionics systems technician married to a naval engineering technician, since different career managers are involved. Officer and NCM occupations (i.e. the air, sea, land, communications and engineering, medical and dental, and administrative and support groups) have been combined in this analysis since a pilot and an airframe technician could be posted to the same base.

24. As seen in Table IX, approximately 45 percent of I-S married couples have the same occupational type, this having changed very little from 1980. As well, the majority of I-S married couples who have the same occupational type have been in the administrative and support occupations. For those I-S married couples who do not share the same occupational type, approximately 80 percent have one spouse in the administrative and support occupations.

Table IX: Occupational Types for Intra-Service Married Couples in 1990

		HUSBAND'S OCCUPATIONAL TYPE					
		AIR	SEA	LAND	COMM	MED	ADMIN
W	AIR	11.9%	0.1%	0.7%	1.7%	0.1%	1.9%
I O	SEA	0.0%	0.7%	0.1%	0.0%	0.0%	0.1%
F C	LAND	0.1%	0.0%	0.6%	0.2%	0.0%	0.1%
E C	COMM	1.4%	0.3%	0.7%	5.6%	0.1%	1.8%
	MED	2.9%	0.6%	1.3%	1.6%	2.7%	3.0%
S	ADMIN	15.3%	2.1%	8.0%	8.7%	1.4%	24.2%

Co-Location

25. Career managers have been quite successful in co-locating I-S married couples - approximately 90 percent of such couples have been co-located. The percentage of co-located couples seems to vary by rank type but not by occupational type. Table X shows the percentage of couples in each rank type combination who were co-located in 1990. Officers married to officers seem to be slightly harder to co-locate than NCMs married to NCMs. On the other hand, as seen in Table XI, the percentage of co-located couples varies little with occupational type. In this table, the air, sea and land occupations were combined into "OPS" and the communications/engineering, medical/dental and administrative/support occupations were combined into "SUPPORT".

Table X: Co-Location of Intra-Service Married Couples by Rank Type

RANK TYPE	% CO-LOCATED
OFFICER/OFFICER	79%
OFFICER/NCM	85%
NCM/NCM	93%

Table XI: Co-Location of Intra-Service Married Couples by Occupational Type

OCCUPATIONAL TYPE	% CO-LOCATED
OPS/OPS	94%
OPS/SUPPORT	90%
SUPPORT/SUPPORT	92%

26. Of those not co-located, data on I-S married couples were sorted according to how far apart the couples were posted. The criteria were:

- a. less than 250 kilometers (< 250 km) apart which could allow weekend visits by car;
- b. more than 250 kilometers but less than 500 kilometers (< 500 km) apart which could allow at least monthly visits by car;
- c. more than 500 kilometers (> 500 km) apart but in the same country; and
- d. in different countries (Foreign).

27. As seen in Table XII, the largest percentage of separated I-S married couples were more than 500 kilometers apart but still in the same country in both 1980 and 1990. This percentage did decrease as the percentage of I-S married couples being posted closer together increased, indicating better success on the part of career managers.

Table XII: Separation of Intra-Service Married Couples

DISTANCE	1980	1990
< 250 KM	21%	32%
< 500 KM	11%	20%
> 500 KM	54%	42%
FOREIGN	14%	6%

28. There has been some concern that the efforts of career managers to co-locate I-S married couples may have a detrimental effect on the posting of other personnel. To determine whether this concern was valid, the fifteen most populous locations for CF personnel as a whole were identified. The proportion of co-located I-S married couples was then compared with the proportion of non I-S married personnel at these locations. Proportional comparisons were also made for the fifteen least populous locations. In this analysis, there was no conclusive evidence that the effort to co-locate I-S married couples has a negative effect on the postings available to other personnel.

Child-Care Requirements

29. To study possible requirements by I-S married couples for child-care, the number of dependents per couple was examined. For this study, only data on those children who were 18 years of age or less and who were living with the I-S married couple were included. The percentage of I-S married couples with dependent children has increased from roughly 24 percent in 1980 to 55 percent by 1990, while the average number has increased slightly from 1.4 to 1.6 children per family. Table XIII shows the distribution of the number of children per family.

Table XIII: Size of Intra-Service Married Families

NUMBER OF CHILDREN	1980	1990
1	70%	50%
2	23%	42%
3	5%	7%
4	2%	1%

30. One of the key factors in determining the type of child-care required is the age of the child. The age distribution of children in I-S married families was therefore divided into three bands: less than five years of age (i.e. pre-school ages), five to 11 years of age (school age but still requiring care), and 12 to 18 years of age (school age and requiring

less care). Table XIV shows that while the age of children in I-S married families has increased slightly, almost 90 percent of these children are still less than 12 years of age and require some type of full-time care.

Table XIV: Ages of Children in Intra-Service Married Families

AGE	1980	1990
0 - 4 YEARS	56%	38%
5 - 11 YEARS	32%	48%
12 - 18 YEARS	12%	13%

SUMMARY

- 31. The analysis of I-S married personnel as individuals revealed the following:
 - a. in 1993 I-S married personnel account for 8.6 percent of the CF, as opposed to only 3.2 percent in 1980;
 - b. there has been an increase in the proportion of I-S married personnel with more experience and higher rank;
 - c. the occupational distributions have shifted for I-S married officers while those for I-S married NCMs have remained relatively stable;
 - d. the attrition rates for I-S married officers which were slightly higher than those for officers as a whole are now lower; and
 - e. the attrition rates for I-S married NCMs have been consistently lower than those for NCMs as a whole.

- 32. The analysis of I-S married personnel as couples showed that:
 - a. the majority of I-S married couples are NCMs married to NCMs;
 - b. a large percentage of I-S married couples are of the same rank, and almost an equal percentage involve husbands that outrank their wives;
 - c. only a small percentage of I-S married couples experience mess conflicts - the majority of which involve a senior NCM married to a junior NCM;

- d. approximately 45 percent of I-S married couples share the same type of occupation;
- e. career managers have been successful in co-locating I-S married couples - roughly 90 percent are co-located; and
- f. the child-care requirements of I-S married couples increased between 1980 and 1990 - as of 1990, 55 percent of I-S married couples had children as compared to only 24 percent in 1980. Almost 90 percent of these children were under the age of 12.

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OCCUPATIONAL GROUPS IN THE CF

1. This annex lists the various occupations for officers and non-commissioned members (NCMs) in the Canadian Forces (CF). For the purposes of this study, these occupations have been divided into the following six groups: air; sea; land; communications and engineering; medical and dental; and administrative and support.

AIR OCCUPATIONS

2. In this study, the air occupations for officers include the following trades:

- a. Air Navigator (MOC 31);
- b. Pilot (MOC 32);
- c. Aerospace Engineer (MOC 41);
- d. Air Traffic Control (MOC 63);
- e. Air Weapons Control (MOC 64); and
- f. Flight Engineer (MOC 65).

3. The air occupations for NCMs encompass the fields of Aircraft Electronics (ACE), Aircraft Technical (ACT1 and ACT2) and Aircraft Operations (AOPS). The Aircraft Electronics field includes the following trades for NCMs:

- a. Integral Systems Technician (MOC 521);
- b. Communication and Radar Systems Technician (MOC 524);
- c. Avionics Technician (MOC 525); and
- d. Instrument Electrical Technician (MOC 551).

4. The Aircraft Technical fields (ACT1 and ACT2) encompass the following trades:

- a. Aero-Engine Technician (MOC 511);
- b. Airframe Technician (MOC 512);

- c. Aviation Technician (MOC 513);
 - d. Safety Systems Technician (MOC 531);
 - e. Photographic Technician (MOC 541);
 - f. Metals Technician (MOC 561);
 - g. Machinist (MOC 562);
 - h. Refinisher Technician (MOC 563);
 - j. Weapons Technician (MOC 571); and
 - k. Air Weapons Systems Technician (MOC 572).
5. The Air Operations field for NCMs is comprised of the following trades:
- a. Airborne Electronic Sensor Operator (MOC 081);
 - b. Flight Engineer (MOC 091);
 - c. Meteorological Technician (MOC 121);
 - d. Search and Rescue Technician (MOC 131);
 - e. Air Traffic Controller (MOC 161);
 - f. Air Traffic Control Assistant (MOC 162); and
 - g. Air Defence Technician (MOC 171).

SEA OCCUPATIONS

6. In this study, the sea occupations for officers includes the following trades:
- a. Maritime Engineering (MOC 44); and
 - b. Maritime Surface and Sub-Surface (MOC 71).
7. The sea occupations for NCMs encompass the fields of Sea Operations and Sea Technical. The Sea Operations field includes the following trades:
- a. Naval Weapons Technician (MOC 065);
 - b. Boatswain (MOC 181);
 - c. Oceanographic Operator (MOC 191);

- d. Naval Signalman (MOC 262);
 - e. Naval Acoustics Operator (MOC 273);
 - f. Naval Radio Operator (MOC 274);
 - g. Naval Combat Information Operator (MOC 275);
 - h. Naval Electronic Sensor Operator (MOC 276);
 - j. Naval Electronic Technician (Acoustics) (MOC 283);
 - k. Naval Electronic Technician (Communications) (MOC 284);
 - m. Naval Electronic Technician (Tactical) (MOC 285);
 - n. Naval Electronic Technician (Systems) (MOC 286);
 - o. Clearance Diver (MOC 341); and
 - p. Clearance Diver Technician (MOC 342).
8. The Sea Technical field encompasses the following trades:
- a. Marine Engineering Mechanic (MOC 312);
 - b. Marine Engineering Technician (MOC 313);
 - c. Marine Engineering Artificer (MOC 314);
 - d. Hull Technician (MOC 321);
 - e. Electrical Technician (MOC 331); and
 - f. Marine Electrician (MOC 332).

LAND OCCUPATIONS

9. In this study, the land occupations for officers include the following trades:
- a. Armour (MOC 21);
 - b. Artillery (MOC 22);
 - c. Infantry (MOC 23); and
 - d. Land Electrical and Mechanical Engineer (MOC 43).

10. The land occupations for NCMs encompass the fields of Combat Arms and Land Electrical and Mechanical Engineering. The Combat Arms field includes the following trades:

- a. Crewman (MOC 011);
- b. Artilleryman (Field) (MOC 021);
- c. Artilleryman (Air Defence) (MOC 022); and
- d. Infantryman (MOC 031).

11. The Land Electrical and Mechanical Engineering field encompasses the following trades:

- a. Vehicle Technician (MOC 411);
- b. Weapons Technician (MOC 421);
- c. Electro-Mechanical Technician (MOC 431);
- d. Fire Control Technician (Electronic) (MOC 432);
- e. Fire Control Technician (Optromic) (MOC 433);
- f. Fire Control System Technician (Land) (MOC 435); and
- g. Materials Technician (MOC 441).

COMMUNICATIONS AND ENGINEERING OCCUPATIONS

12. In this study, the communications and military engineering occupations for officers include the following trades:

- a. Communications and Electronic Engineer (MOC 42); and
- b. Military Engineer (MOC 45).

13. The communications and military engineering occupations for NCMs encompass the fields of Communication and Electronic Operators (CELO), Communication and Electronic Technicians (CELT) and Canadian Military Engineers (CME). The CELO and CELT fields include the following trades for NCMs:

- a. Radio Operator (MOC 211);
- b. Teletype Operator (MOC 212);
- c. Communications Operator (MOC 213);
- d. Communicator Research (MOC 291);
- e. Radio Technician (MOC 221);
- f. Terminal Equipment Operator (MOC 222);
- g. Teletype and Cypher Technician (MOC 223);
- h. Communications Technician (MOC 224); and
- j. Radar Technician (MOC 231).

The Lineman trade (MOC 052) has also been included in this group.

14. The CME field encompasses the following trades:

- a. Field Engineer (MOC 041);
- b. Field Engineer Equipment Operator (MOC 042);
- c. Topographical Surveyor (MOC 141);
- d. Map Reproduction Technician (MOC 151);
- e. Construction Engineering Technician (MOC 611);
- f. Structures Technician (MOC 612);
- g. Plumber Gas Fitter (MOC 613);
- h. Electrician (MOC 614);
- j. Construction and Maintenance Technician (MOC 615);
- k. Refrigeration and Mechanical Technician (MOC 621);
- m. Electrical Generating Systems Technician (MOC 622);
- n. Stationary Engineer (MOC 623);
- o. Water Sanitation and POL Technician (MOC 624);
- p. Mechanical Systems Technician (MOC 625);

- q. Construction Engineering Procedures Technician (MOC 631); and
- r. Firefighter (MOC 651).

MEDICAL AND DENTAL OCCUPATIONS

15. In this study, the medical and dental occupations for officers include the following trades:

- a. Health Care Administrator (MOC 48);
- b. Physiotherapist (MOC 49);
- c. Dental Officer (MOC 51);
- d. Dental Associate (MOC 52);
- e. Pharmacy (MOC 54);
- f. Medical Officer (MOC 55);
- g. Medical Associate (MOC 56);
- h. Nurse (MOC 57); and
- j. Social Worker (MOC 58).

16. The medical and dental occupations for NCMs include the following trades:

- a. Medical Assistant (MOC 711);
- b. Operating Room Assistant (MOC 713);
- c. Medical Laboratory Technician (MOC 714);
- d. X-Ray Technician (MOC 715);
- e. Preventive Medicine Technician (MOC 716);
- f. Aeromedical Technician (MOC 717);
- g. Dental Clinic Assistant (MOC 722);
- h. Dental Laboratory Technician (MOC 723);
- j. Dental Equipment Technician (MOC 724); and
- k. Dental Hygienist (MOC 725).

ADMINISTRATIVE AND SUPPORT OCCUPATIONS

17. In this study, the administrative and support occupations for officers include the following trades:

- a. Physical Education and Recreation (MOC 53);
- b. Pastoral Associate (MOC 59);
- c. Chaplain (Protestant) (MOC 61);
- d. Chaplain (Roman Catholic) (MOC 62);
- e. Public Affairs (MOC 66);
- f. Legal (MOC 67);
- g. Personnel Administration (MOC 68);
- h. Logistics (MOC 69);
- j. Personnel Selection (MOC 72);
- k. Meteorology (MOC 73);
- m. Training Development (MOC 74);
- n. Music (MOC 75);
- o. Postal (MOC 76);
- p. Personnel Development (MOC 77);
- q. Personnel Support (MOC 79);
- r. Security (MOC 81); and
- s. Intelligence (MOC 82).

18. The administrative and support occupations for NCMs include the following trades:

- a. Intelligence Operator (MOC 111);
- b. Military Police (MOC 811);
- c. Administrative Clerk (MOC 831);
- d. Finance Clerk (MOC 841);
- e. Physical Education and Recreation Instructor (MOC 851);
- f. Cook (MOC 861);
- g. Steward (MOC 862);

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- h. Musician (MOC 871);
- j. Postal Clerk (MOC 881);
- k. Supply Technician (MOC 911);
- m. Ammunition Technician (MOC 921);
- n. Traffic Technician (MOC 933); and
- o. Mobile Support Equipment Operator (MOC 935).

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With the increase in the number of women in the Canadian Forces, the number of intra-service married couples has also increased over the last 13 years. This study examines the profile of intra-service married personnel in the Canadian Forces and analyzes some of the issues specific to such a population, such as mess conflicts, co-location and requirements for child-care.

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- women in the military
- experience distributions
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- attrition rates
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