

DACOWITS RFI #8



Navy Inclusion and Diversity (OPNAV N1D)

LCDR Richard McDevitt

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Family Planning and Birth Control

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The Committee requests a briefing from Navy on the results of their 2016 Pregnancy and Parenthood Survey. Of note, the Navy will lead this panel briefing.

▪ **Family Planning:**

- Most women report the best time to have a child is on shore duty, but not after receiving orders to sea duty
 - Next best time reported is “whenever the person wants a child”
- About 25% of service members report interest in freezing their eggs or sperm
- 10% of male enlisted, 14% of male officers, 20% of female enlisted, and 24% of female officers used or considered using infertility treatments

▪ **Birth Control:**

- Most service members report safe birth control behaviors
- Women discussed birth control options with their medical providers at far higher rates (79% Enlisted / 69% Officer) than men (24% Enlisted / 17% Officer)

▪ **Work/life balance trends are consistent with previous years**

Most service members practice responsible family planning



Pregnancy Trends

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▪ Prenatal:

- Nearly 75% of women reported pregnancies to command in accordance with policy requirement
 - The majority of women became pregnant at shore (61% enlisted / 79% officer)
- Officers are more pleased than enlisted with their new command after pregnancy transfer

▪ Postnatal:

- Six months was sufficient time for 55% of female officers and 39% of female enlisted to recover from pregnancy
- More female officers (81%) than female enlisted (53%) reported passing the Body Composition Assessment (BCA) and the Physical Fitness Assessment (PFA) after pregnancy
- Breastfeeding:
 - Almost all women reported breastfeeding or pumping
 - More officers than enlisted reported breastfeeding or pumping after returning to duty
 - The primary reason for stopping breastfeeding was the need to focus on other obligations

Pregnancy rates, trends, and prenatal/postnatal issues are similar to previous surveys



▪ **Parenthood in the Navy:**

- More men are parents than women:
 - Enlisted Parents: 31% female / 47% male
 - Officer Parents: 37% female / 58% male
 - Statistically significant increase of married male parents (39% to 47%) from 2014 to 2016
 - Statistically significant increase in female non-parents (65% to 67%) from 2014 to 2016
- Single parent rates are similar to previous surveys

▪ **Custody:**

- Women reported having custody of children more than in previous surveys
 - Officer women report more full custody (5% in 2014, 11% in 2016)
 - Female married parent and single parent rates remain stable, so only an increase in custody

▪ **Care During Deployment:**

- Increase in women (officer and enlisted) reporting the other parent as caregiver
- Decrease in Grandparent caregivers and non-relative caregivers

▪ **For men and women, divorce is the primary reason for single parenthood**

- Exception for enlisted women (unwed at birth of child)

Continued differences in male vs. female parenthood rates



Parenthood Policies as Retention Tools

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Positive or Neutral Effect on Retention

	Women		Men	
	Enlisted	Officer	Enlisted	Officer
Maternity Leave	92%	91%	91%	85%
Paternity Leave	87%	90%	86%	87%
Adoption Leave	95%	96%	95%	97%
Operational Deferment	92%	95%	88%	92%
Egg/Sperm Freezing	96%	97%	96%	98%
Career Intermission Program (CIP)	95%	96%	94%	97%

- Statistically significant increase in the positive retention effect of CIP from 2014 to 2016 as the program gains momentum

Parenthood policies have a positive effect on retention



Retention Influencers

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- **Primary reasons to stay:**

- Loyalty to Nation/Service
- Financial Security: job stability, retirement, benefits, etc.

- **Primary reasons to leave:**

- Impact of Navy career on family
- Work/Life Balance: unpredictable schedule, PCS moves, etc.

- **These reasons have remained relatively stable over time...**

- Most people report these negative influencers as weaker than previous years

- **... which may indicate that programs and policies designed to improve retention are having positive effect**

Men and women report similar reasons to stay in and leave the Navy