

Women Veterans:

Who are they and how are they doing?

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Setting the stage

- Who are they?
 - Basic demographics by cohort
- How and why does military service affects civilian work life?
 - Employment, earnings, also educational attainment
 - Mechanisms generating outcomes
 - Employer attitudes, decisions & behaviors
 - Public meanings of military service
 - Veterans' attitudes, decisions & behaviors

Today's Focus

Differences between women veterans

And non-serving women peers, across cohorts

Are women veterans unique?

Labor force participation, Unemployment,
Earnings, & College enrollment

Are employers discriminating against women veterans in hiring?

Resume audit study

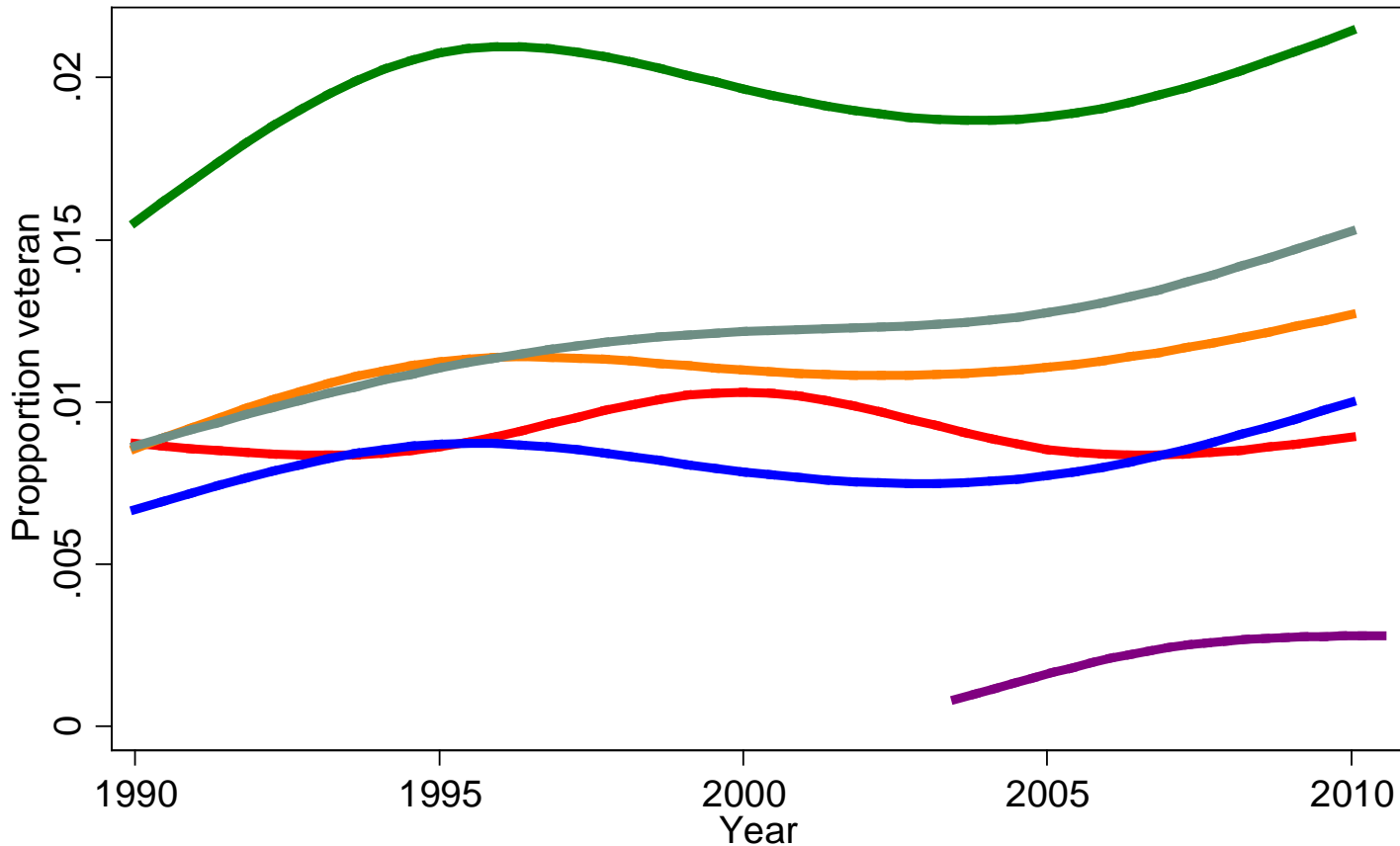
Demographic Data

- Current Population Survey
 - Charts: March data, 1988-2012 pooled
 - Regression: MORG, 2005-2012 pooled
 - National data source for labor force statistics, includes veteran status, wages (not just HH income), college enrollment (at older ages)
 - Lots it doesn't capture!!!
 - Pooling years allows for subgroup analyses
 - Gender, race/ethnicity, education



Highest rates of military service are found among the WWII cohort, followed by the AVF cohort who saw the sharpest rise in % female in the armed forces.

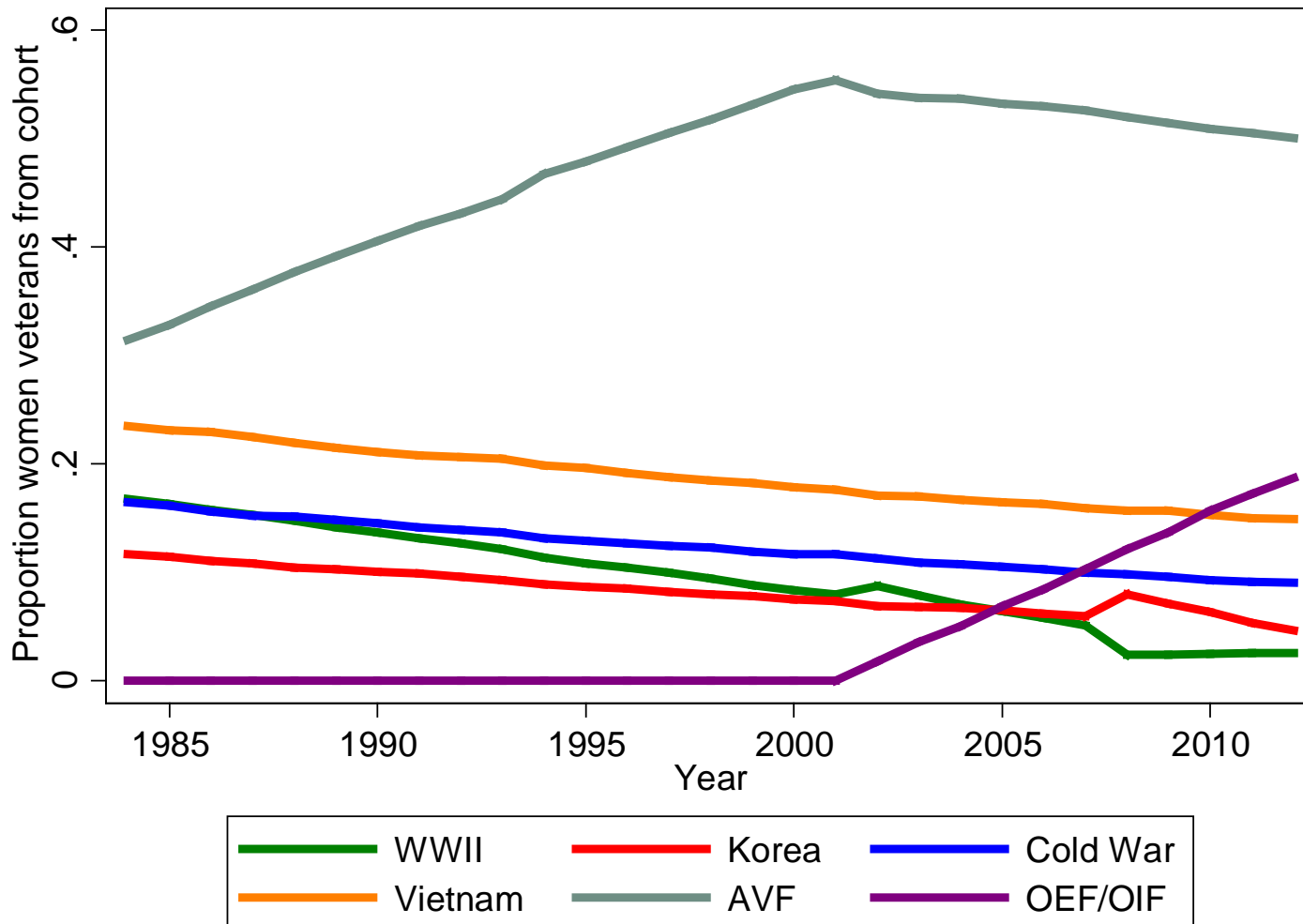
Highest proportion veteran among women from WWII, AVF and Vietnam cohorts.



Among women veterans, most are from the AVF, OEF/OIF cohort

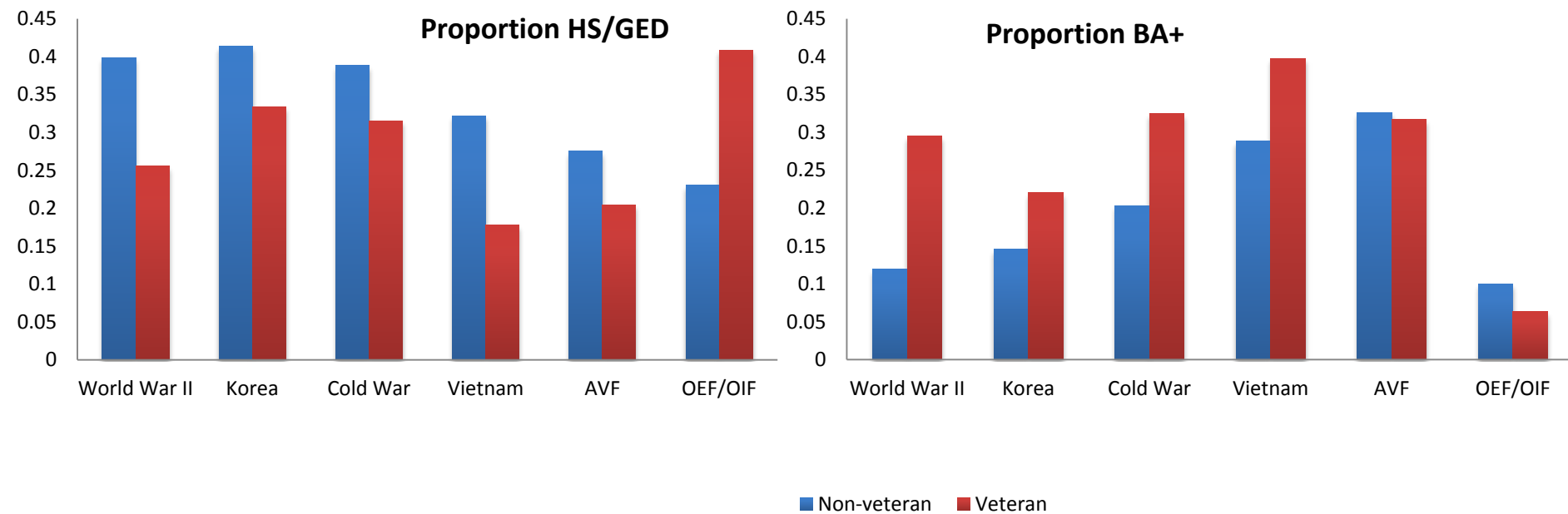


Today, most women veterans are from AVF, OEF/OIF, and Vietnam cohorts.



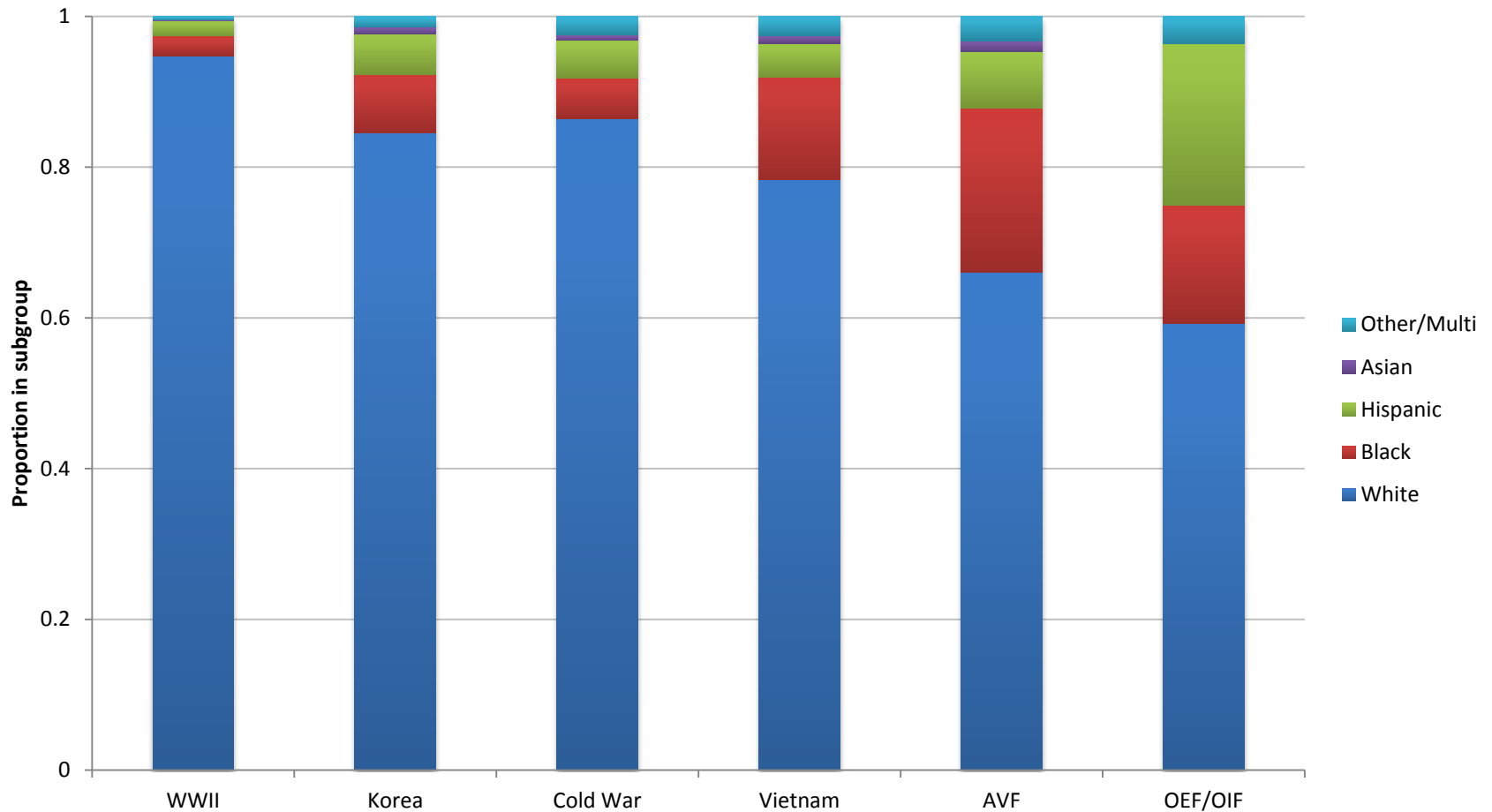
Veterans educational advantage varies by cohort :

After Vietnam, veterans less likely to have BA+ than civilian peers



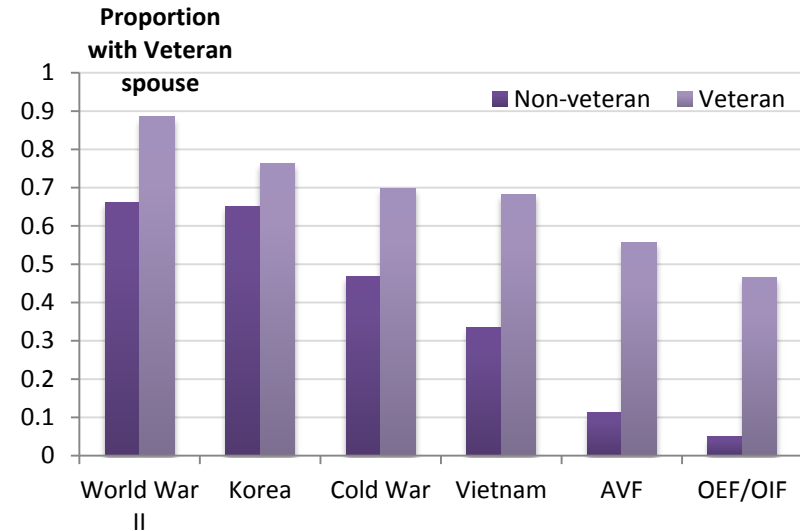
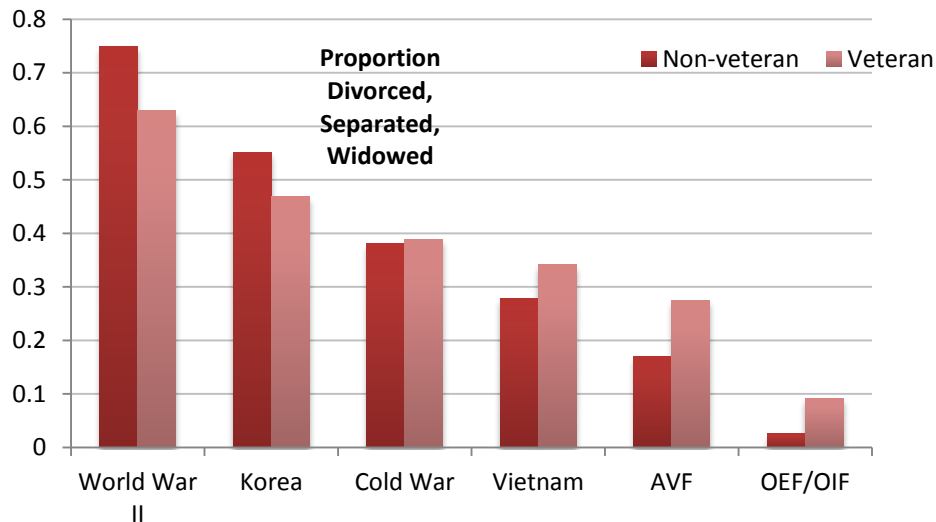
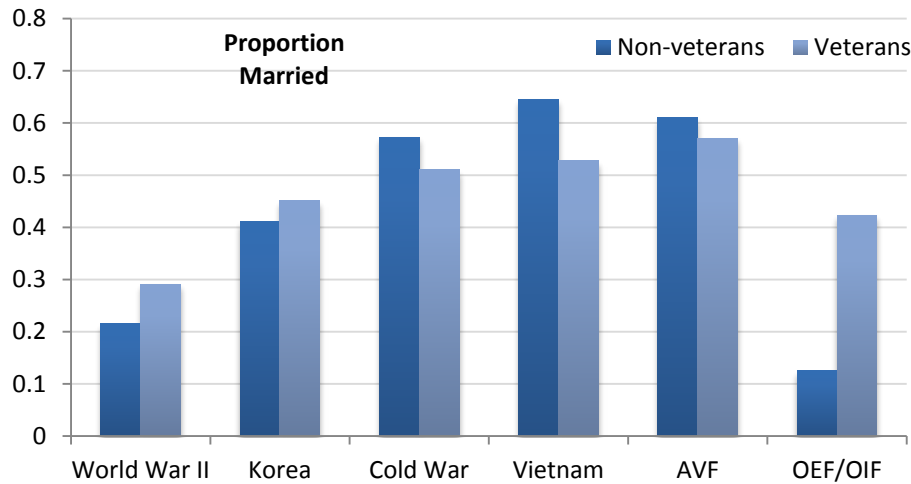
How will the post 9/11 GI Bill alter this emerging pattern?

Women veterans have become racially and ethnically diverse, with Hispanics the predominant minority group among OEF/OIF veterans

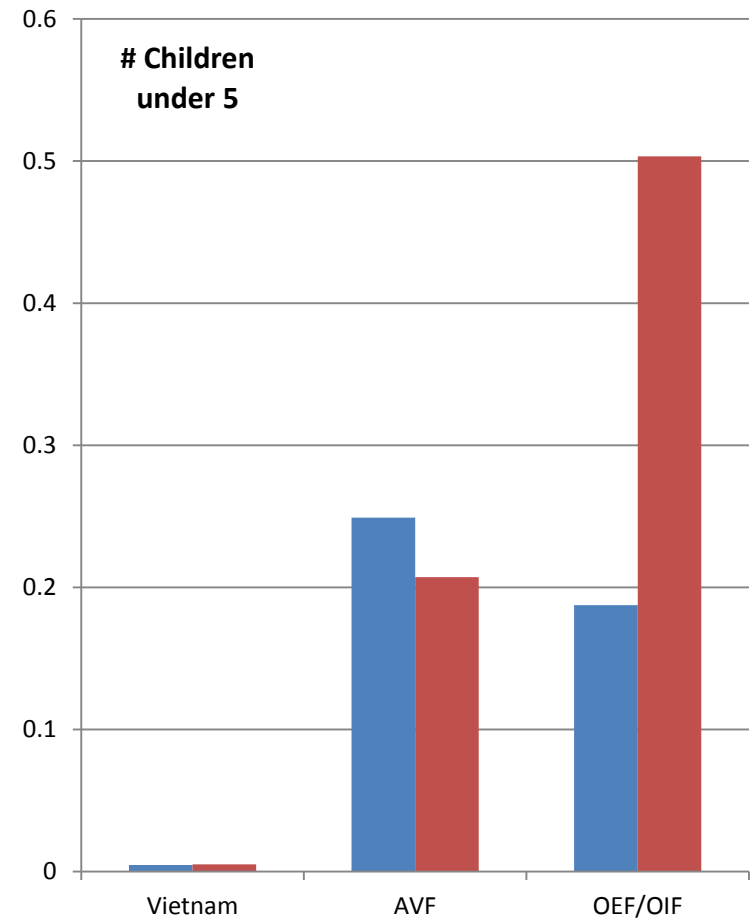
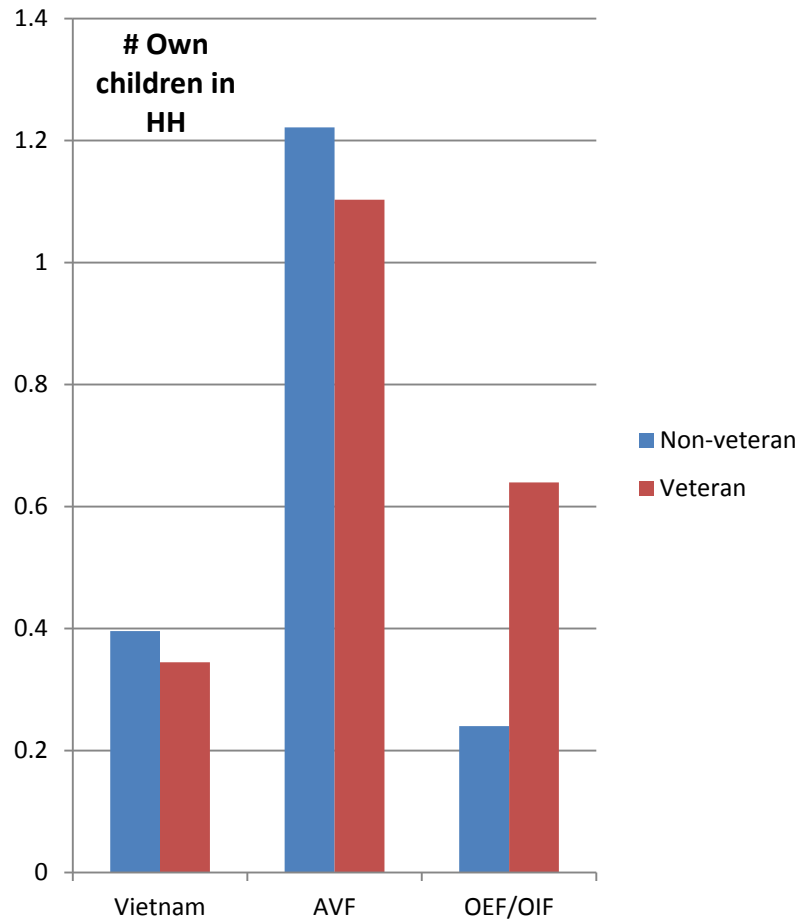


OEF/OIF veteran more likely to be married and divorced than civilian peers

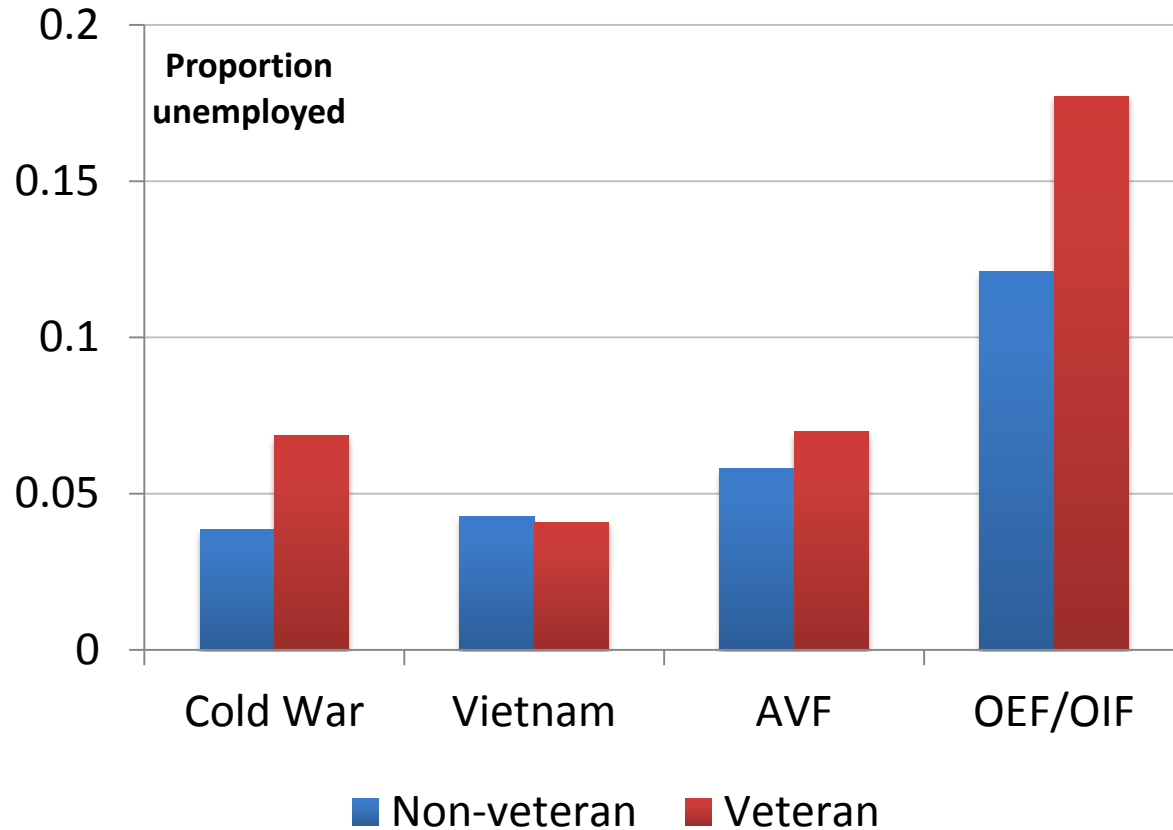
50% of them are married to another veteran



OEF/OIF women have greater childrearing responsibilities than their peers



OEF/OIF women veterans experience higher unemployment than their civilian peers



Women veterans have higher personal
income than their civilian peers

WHY?

Is there something unique about
women veterans' unemployment
compared with male counterparts?

Methods

- No-frills multiple regression

Kleykamp, Meredith. 2013. "Unemployment, Earnings and Enrollment among Post 9/11 Veterans." *Social Science Research* 42(3):836-51.

	Unemployment	Earnings	Enrollment
Model	Logistic regression	GLM: log link, gamma family	Logistic regression
Controls	Group A: {Veteran post 9/11, Age, Age ² , sex, race, education, marital status, urban/rural, child <5 at home}	Group A & Industry, occupation, sector	Group A
Interactions	Sex, race, education	Sex, race, education	Sex, race, education

Controlling for demographics, all veterans experience ~50-65% higher odds of unemployment than non-veterans

Odds of Unemployment

	Additive	Interaction Veteran*Sex	Interaction Veteran*Race	Interaction Veteran*Education
Veteran: Served since 9/11	1.58***	1.50***	1.65***	1.53***
Veteran 9/11×Female		1.38*		
Veteran 9/11×Black			0.62*	
Veteran 9/11×Hispanic			1.43	
Veteran 9/11×Other			0.94	
Veteran 9/11×LHS				1.09
Veteran 9/11×Some College				1.14
Veteran 9/11×BA+				0.71
N	296,513	296,513	296,513	296,513

legend: * p<.05; ** p<.01; *** p<.001

Reference is: Non-veteran, never married, HS/GED, white, rural, no children <5

The veteran unemployment “penalty” is ~38% higher among female veterans (compared to male veterans)

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	Additive	Interaction Veteran*Sex	Interaction Veteran*Race	Interaction Veteran*Education
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Conclusion and Challenges

- Veteran unemployment “penalty” is worse among women veterans compared with male veterans.
- Not fully explained by different compositional characteristics (age, education, family, rural/urban)
- Nationally representative data have little information on mechanisms
 - Without a WHY, policy may be inefficient/ineffective
 - Difficult for researchers to get at these mechanisms, especially among subgroups
 - Qualitative approaches, but difficulty identifying sampling frame without DoD/VA cooperation

What to do?

- Mechanisms generating veteran labor forces outcomes
 - Employer attitudes, decisions & behaviors
 - Public meanings of military service
 - Veterans' attitudes, decisions & behaviors

**ARE EMPLOYERS DISCRIMINATING
AGAINST WOMEN VETERANS IN HIRING?**

Theoretical explanations

Selection

“Capital” perspectives

- Human
- Social
- Cultural
- Bridging environment: these changes most beneficial for disadvantaged groups

Signalling/screening hypothesis:

- Signal as information shortcut
 - Signal that screening criteria met or exceeded, selectivity
 - Signal meaning may vary across employers, industries, markets

Basic Correspondence Audit Design

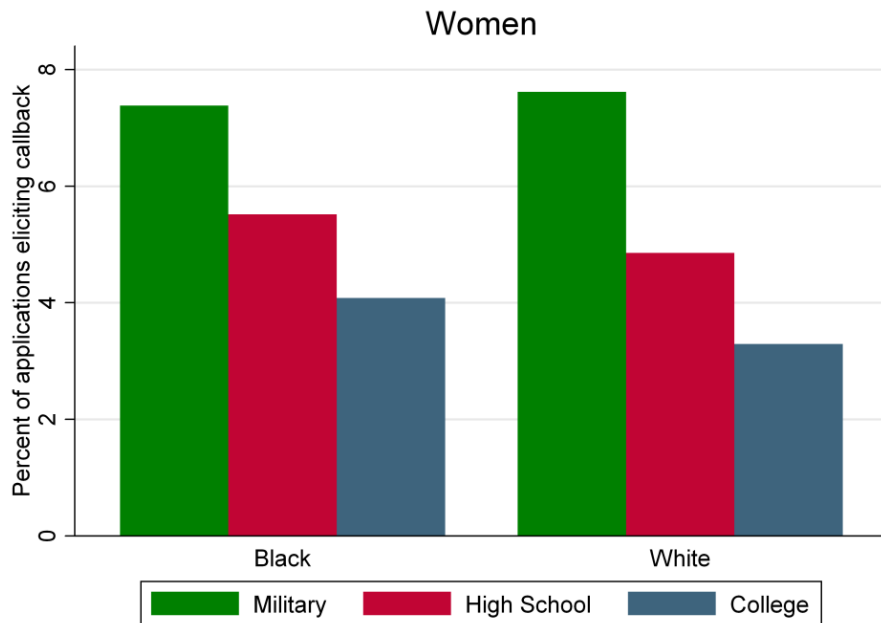
- Send matched sets of resumes in response to advertised positions (each matched unit is called a 'team').
- Convey characteristics of interest “on paper” (e.g. military experience, race, gender)
- Measure employer response as callback/e-mail for interview
- Run over several month period (depends on power calculations ex-ante)

Kansas City: A large-scale study of hiring

Sample: all entry level jobs accepting faxed resumes advertised in the KC Star online and in print.

Team	Race	Military Treatment	Civilian Control 1	Civilian Control 2	# tests
Women					
1	White	Clerk HS	Clerk HS	Clerk BA	305
2	Black	Clerk HS	Clerk HS	Clerk BA	294
Men					
3	White	Clerk HS	Clerk HS	Clerk BA	216
4	Black	Clerk HS	Clerk HS	Clerk BA	227

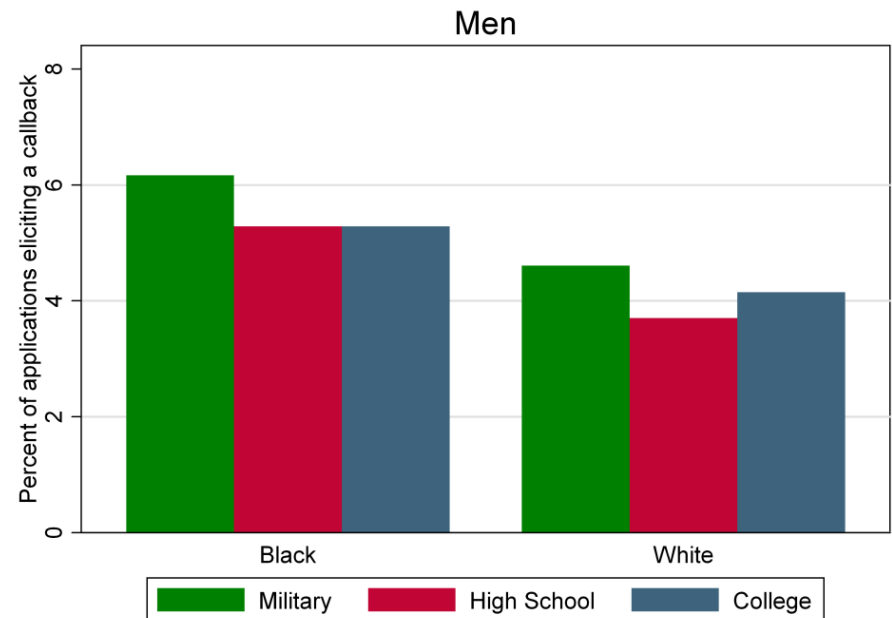
Callbacks: Female Veteran Advantage



- White and black FEMALE veterans preferred by employers
- Military-BA contrast significant, $p < 0.05$
- Military-HS contrast marginal sig., $p < 0:10$ for white women

Callbacks: Male Veterans Treated Equally

- White and black MALE veterans may be preferred by employers
- But not statistically significant
- Lower callback rates for men than women, but men tested during worse job market



Summary of findings

- Female veterans clearly preferred over civilian equals
- Male veterans face no clear hiring disadvantage or advantage
- No race differentials in treatment of veterans (no “bridging”)

Skills Matter

Experiment suggests discrimination is NOT a primary reason for high veteran unemployment, conditional on having transferrable skills.

Job search is a process of matching:

- Job seekers play an important role in their own search.
- Are women doing something differently here?
- Ensure women veterans have good job search skills!

Thank you!

Questions?

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