

Improving employment for military spouses/partners

Spousal employment is an enduring issue for AFF. To determine our next steps, we commissioned the Warwick Institute of Employment Research to conduct surveys of spouses/partners and employers, conduct in-depth interviews and review current employment statistics and support available to discover the key issues and what can be done to help.

Our research found:

Military spousal/partner employment: Identifying the barriers and support required

84%

of the non-working spouses we consulted wanted to work. **63**%

of spouses/partners had changed their career to cope with the military lifestyle, and were more likely to look for 'portable' jobs such as teaching, nursing and childminding.

45%

of spouses/partners had experienced discrimination from employers when applying for jobs because their partner was in the military.

Who are the spouses/partners in our research?

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96%	47%		80%	42 %	88%
are female	are aged 30-39 years		have children under 16 years	have a degree, higher degree or professional qualification	live with their soldier and 65% live in SFA



What can we do about it?

In the short term... AFF will create a new, free online jobs and training platform for military spouses/partners featuring Covenant signatories.

AFF will promote the benefits of new ways of working to employers, such as flexible contracts and homeworking.

In the long term... AFF will be looking at:

How we can change the current culture.

How employer perceptions can be improved.

Our research overwhelmingly showed that military spouses/partners feel they face greater challenges than their civilian counterparts:

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'It can be harder. No family network nearby [grandparents for additional childcare]...can't count on my husband who is often away'.

Source: Military spousal/partner employment: Identifying the barriers and support required



Army Families Federation is a charitable incorporated organisation registered in England and Wales with registered charity number 1176393 and a charity registered in Scotland with registered charity number SC048282 having its principal office at IDL 414, Floor 1, Zone 6, Ramillies Building, Marlborough Lines, Monxton Road, Andover SP11 8HJ