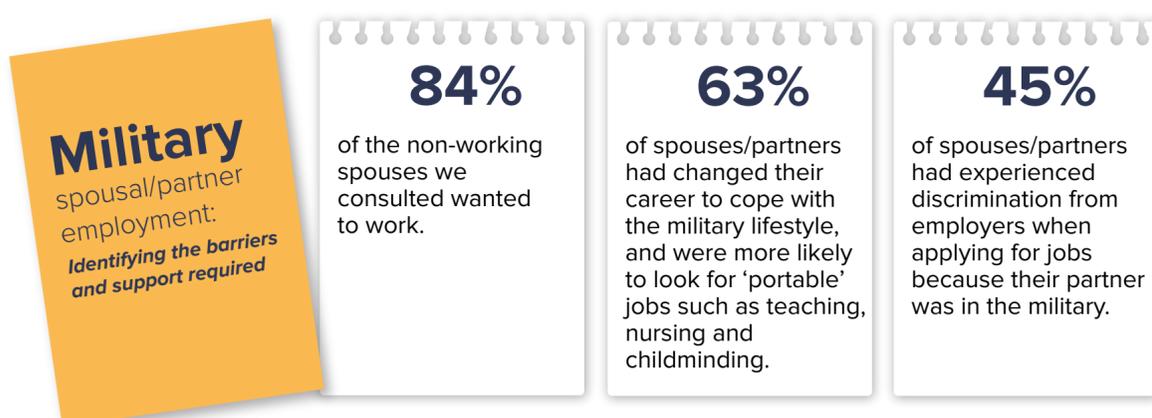
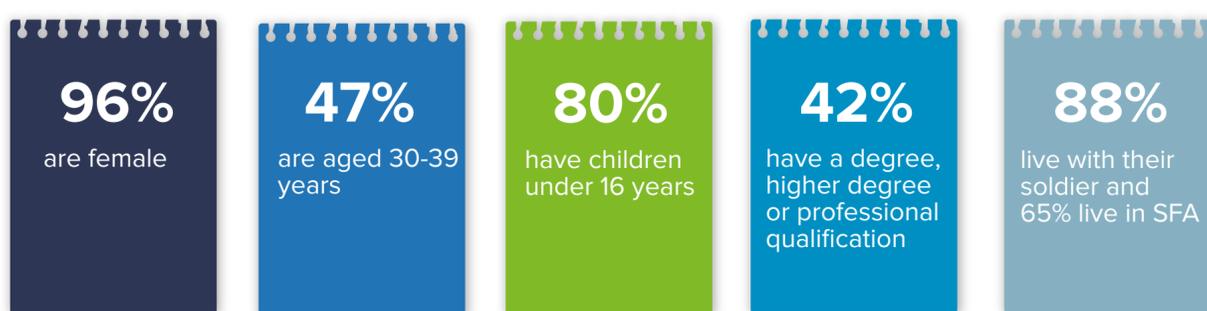


Spousal employment is an enduring issue for AFF. To determine our next steps, we commissioned the Warwick Institute of Employment Research to conduct surveys of spouses/partners and employers, conduct in-depth interviews and review current employment statistics and support available to discover the key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

Our research found:



Who are the spouses/partners in our research?



So what's the issue?



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:

'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