

NATIONAL REPORT 2002/2003 DENMARK

INTRODUCTION

All initiatives by the Danish Armed Forces (DAF) in connection with new policies, recruitment, training and career development are based on all personnel being given equal opportunities. All personnel - regardless of gender, race, colour of skin, religion, political views, sexual orientation, national, social and ethnical origin – should have equal opportunities for employment, education, promotion and working conditions. This implies that you sometimes have to treat different people differently to give them equal opportunities.

POLICY CHANGES/NEW POLICY

In 2001 a committee in DAF that focuses on equal opportunities issues prepared a Chief of Defence Action Plan describing initiatives to promote up to the year 2004. The long-term purpose of the Action Plan is to create an organisation that is capable of drawing on many different people with varied resources and different qualifications. This implies that the resources that women bring with them into the DAF are considered as possibilities rather than limitations. DAF will have more possibilities and will improve the quality of the work when the organisation is capable of utilising the fact that the organisation consists of different people with different resources. This Action Plan is describing the basis for all future policies and initiatives concerning equal opportunities.

ORGANISATION

Women are integrated in the services under the command of the Chief of Defence. They work and train with their male counterparts, and are subject to the same chains of command, standards of performance and discipline. There is no compulsory service for women in Denmark, but since 1998 women have had the possibility to serve on the same terms as conscripts.

The statistics below are statistics from January 2003. Personnel employed in civilian jobs are not included in the statistics.

Distribution of men and women on ranks

Ranks	Distribution of men and women expressed in figures		Distribution of men and women expressed in percentages	
	Men	Women	Men	Women
Senior Officers¹	409	3	99,3%	0,7%
Officers²	5.997	263	96%	4%
Non-commissioned officers	6526	180	97%	3%
Regulars	8.751	543	94%	6%
Medical corps, musicians.....³	487	191	72%	28%
Total	22.170	1180	95%	5%

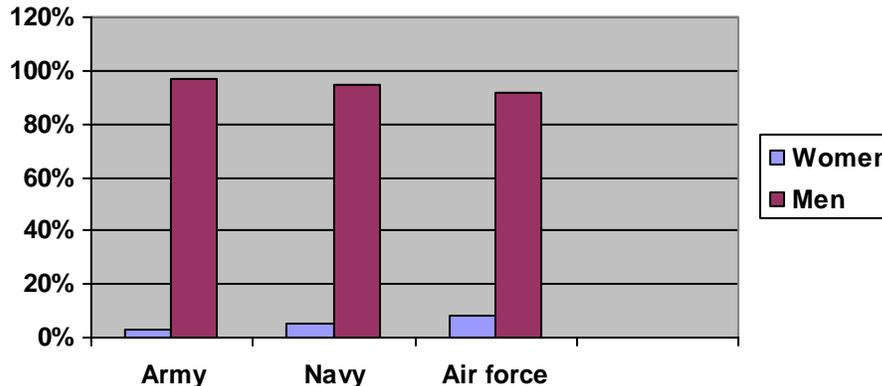
	Distribution of men and women expressed in figures		Distribution of men and women expressed in percentages	
	Men	Women	Men	Women
Conscripts/Women serving on similar terms as conscripts	15.421	463	97%	3%

¹ Lieutenant Colonel/Commander Senior Grade up to General/Admiral

² Second Lieutenant/Sub Lieutenant up to Major/Commander

³ legal advisers in military questions etc.

Distribution of men and women related to services (April 2002)



April 2002 percentage of women: 3% in the Army, 5% in the Navy and 8% in the Air force.

EMPLOYMENT

Women can serve within all branches. However no women have as yet served as fighter pilot, or within the Special Forces. However change is under way. In 2002 the first woman completed the training at the Danish Air Force College as part of a coming career as fighter pilot. Thereafter she is going to USA or Canada for training as fighter pilot.

RECRUITMENT

In 2001 a long-term strategy for the recruitment of women was introduced. The strategy has been developed on the basis of knowledge and experience gathered from the Danish police, from Sweden and from the Danish Conscript & Recruitment Agency. The strategy focuses on the communication of the recruitment process, on specific recruitment activities and on collection of knowledge in order to qualify the recruitment of women. So far this strategy has led to the following actions:

- The Conscript and Recruitment Agency has engaged two young women who among other things participate in information meetings for young students.
- At the examination for military service DAF prepare women who want to serve on the same terms as conscripts for the demands they have to respond to and for the conditions in a male dominated organization.
- Women as a target group for recruitment are integrated more deliberately into the recruitment campaigns.

In 2002 the number of women who have been admitted to the officer's, reserve officer's and pilot's education and training has increased markedly compared with 2001.

**The feminine part of the young people who are admitted to the officer's,
The reserve officer's and the pilot's education**

	Officers	Reserve Officers	Pilots
2001	10%	17%	2%
2002	20%	20%	9%

The 2002 numbers indicate that the long-term strategy makes a difference. However, in the same period the number of women who have been admitted to the private's education and training has decreased markedly. In 1998 26% of the young people who were admitted to the private's education were women. In 2002 only 6% were women. An explanation could be that women from 1998 have had the opportunity to enrol on the same terms as conscripts. Consequently, women have the opportunity to familiarise themselves with the military environment and conditions for a shorter period. The number of women who choose this possibility is increasing. In 2001 174 women did the voluntary compulsory service. In 2002 the number was 283.

TRAINING

In 2000, new physical standards were implemented. These physical standards imply a distinction between basic requirements and physical requirements related to specific physical demanding functions. The basic requirements are differentiated regarding to sex and age while the physical requirements related to specific functions are the same irrespective of sex and age. In 2001 the entry standards were adjusted to the basic requirements.

DAF is content with the new physical standards and also the entry standards because they take into account that men naturally are gifted with a greater physical strength than women. In reality you treat women and men equally by treating them differently, so to speak. Furthermore, the new entry standards make it possible for more women to meet the entry standards.

DEPLOYMENT

These years DAF main activity is participation in international operations. Numbers from April 2003 show that women are involved in this activity.

Unit	Women	Men
SFOR	7/ 5%	143/ 95%
KFOR	23 / 5%	442 / 95%
DANCON/ISAF	1 / 2%	40 / 98%
Monitors	0 / 0%	38 / 100%
Total	31 / 4%	663 / 96%

If you compare the distribution of men and women in the military staff with the distribution of men and women among the personnel that participates in international operations, it shows that 4% of the personnel that participate in international operations are women, while women make up 5% of the military staff. In other words, women are less involved in international operations than men. An explanation of why this is so could be that fewer women than men sign a contract with the Danish Reaction Brigade (DRB).

The DRB is a mobilization unit structured and trained for international operations only. It is an alternative way for military members to serve in Crises Respond Operations. The permanent staff and conscripts who have completed their military service are recruited to serve in the DRB, but members must apply for admittance. The DRB also consists of civilians, including doctors and nurses but they are not included in the statistics above.

CAREER DEVELOPMENT

Mentoring program

Preparations for establishing a mentoring program for young male and female officers were taken in 2001. The mentors were trained and some meetings were held for the young officers who want to have a mentor. In the beginning of 2002 the mentors and the young officers were matched. The young female officers had the possibility to choose if they wanted a male or female mentor. The men did not have this possibility.

The mentoring program is a pilot scheme that will run until the end of 2003.

Mainstreaming of DAF appraisal interview system

The Minister for Equal Opportunities plays a role as an external agent in relation to the integration effort in DAF. The Minister launched a cross-departmental mainstreaming project where each ministry is supposed to contribute with a pilot project. The Ministry of Defense's project is gender mainstreaming of the appraisal interview system. The system has a decisive influence on the personnel's career. At present the competencies that are to be evaluated are picked out and described. In this process steps are taken to ensure that both women's and men's competencies are picked out for evaluation and that competencies picked out reflects those considered important for the quality of the armed forces performance by both women and men. Later when the personnel are going to be trained to use the system the gender per-

spective will be integrated again. Among other things the personnel will learn about how genders influence the appraisal interview situation.

The gender mainstreamed appraisal system is expected to support women in the effort to make a career. It can also contribute to a change in the culture of DAF because the perspectives of women are integrated in the competencies considered important for the activities of the armed forces.

SPECIAL INTEREST/EVENTS

Study into the scope and nature of gender-linked insulting behavior

In 2000 a think tank concerning women engaged in military jobs in DAF was established. The think tank consists of special appointed resource persons. They are members of the think tank because of their personal commitment to this cause and not because of their organisational membership.

In 2001 this think tank made a visit to the Swedish Armed Forces. In Sweden the think tank learned that there had been made a study into the occurrence of sexual harassment in the Swedish Armed Forces. The conclusion of this study made the think tank to recommend that there should be made a study into the scope and nature of gender-linked insulting behaviour in DAF. If gender-linked insulting behaviour is frequently happening in DAF, this could be one of the most essential barriers to recruiting and integrating women. The Chief of Defence gave his consent to the recommendation. The Danish Defence Academy was asked to do the study, and DAF is expecting to receive the results of the study mid-May 2003.

While the study has been made, the think tank has been identifying and describing initiatives that can be implemented, if the results of the study make it necessary. These initiatives are:

- Initiatives to support networking among women,
- training in diversity management and
- a network of counsellors who are able to advise on matters in relation to unwanted insulting behaviour and an advising board that will investigate cases that are brought before them and advise the managers on possible sanctions to be used.

When the think tank has been describing the last initiative, the organization of confidential counsellors and complaint committees in the Dutch Armed Forces has worked as model.

Since DAF do not yet know the results of the study, it has not been decided if or when these initiatives will be implemented.

Mainstreaming of uniforms

Among Danish military women the dissatisfaction with the uniforms are massive. Women experience to be given uniforms designed for men. This means that women often experience that the uniforms do not function as they were intended to -neither when it is supposed to protect them, nor when it is expected to contribute to their appearance as a worthy representative of DAF. Thus, the Think tank has recommended uniforms to be mainstreamed. The

aim of the project is to ascertain that women and their needs are integrated into regulations and the general practice in the field.

This is a project to be worked on in 2003.

CONCLUSIONS

Working with integration of women in DAF there have been identified three overriding challenges:

- **Exaggeration of the importance of physical strength**

The physical strength is inclined to be a factor attached with great importance by both men and women. It is the women's strength that determine whether they can make themselves respected by the men, but often also whether they have respect for themselves or not. The reason why this happens is that the physical strength is one of the only competencies that are possible to measure. There is also another reason why this happens: Men are with certainty physically superior to women. It should be mentioned that many women have experienced, that mainly physical strength is used in this way by men who do not manage well in other respects.

Women's physical strength often becomes the one thing that determines whether they are entitled to be in the Armed Forces or not. Physical standards that are differentiated according to sex make it harder for women to make themselves respected. Therefore, physical standards that are differentiated according to sex create resistance, and the exaggeration of the importance of physical strength overshadows other competencies also of great importance for the quality of the job done.

- **The syndrome of the aquarium fish**

This conception is used to describe that women in DAF are different from the majority and that they experience this because they are and look different. They are constantly looked upon and assessed. Everyone knows who you are and you are considered as a representative of your sex. This means that if you make a mistake, it will harm many people. Life as an "aquarium fish" seems to be exhausting in the long run. However, being conspicuous also has a positive side to it. If you manage well, it is easier for you to gain recognition for it than it is for men who manage just as well.

- **The fear of not being politically correct may cause preferential treatment**

When you focus politically on a field such as the integration of women, it influences the social relations of men and women in their daily work. Whether they are sympathetic to the project or not men may be afraid of not behaving politically correct. This nervousness may cause that women are given a preferential treatment that they do not want, and which is not beneficial neither to the women nor to the way they are experienced by their male colleagues.

DAF have to face these challenges and to work on them if DAF want to create room for changes, and at the same time avoid women being put into the aquarium. This work first and foremost requires a change of attitude by many men on all levels of command.