

# **NATIONAL REPORT 2005/2006 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.

The overall objective of the effort within the area of equal opportunities 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 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.

## **POLICY**

In 2004 a new political agreement on defence was entered. Among other things this agreement has entailed that the examination of young men liable for military service has been placed in a new setting called the Armed Forces' Day.

The Armed Forces Day is carried out on five recruitment centres, placed different places around the country. The day will be carried out not only once, but many times during the year. Every time it is expected that there will be around 50 participants. The new setting provides time to individual guidance and more time to inform the young participants about serving in the military, and about the different kinds of educations and jobs offered by DAF.

As before, the young men will be called up for the examination of young men liable for military service. However, the politicians have decided that all young women of 17 – 18 will be invited to participate in the event too. This, in it self is an improvement on DAF possibility to recruit women to the military service.

In addition to this, the invitation to the Armed Forces' Day is a welcome possibility to draw the young women's attention to the fact, that the armed forces is an exciting and challenging place to work – also for women! Never before has DAF had the opportunity to contact young women directly, at a time where most of them have not yet made their choice of career.

The first Armed Forces Day was carried out in February 2006.

## **ORGANISATION**

The figures below are from March 2006. Personnel employed in civilian jobs are not included in the statistics.

**Table I: Current representation by rank**

	Senior Officers <sup>1</sup>	Officers <sup>2</sup>	Non-commissioned officers	Regulars	TOTAL
<b>Women</b>	7	341	199	525	1.072
<b>Men</b>	447	5.813	5.401	7.617	19.278
<b>Total</b>	454	6.154	5.600	8.142	20.350
<b>% Women</b>	1,5 %	5,5 %	3,6 %	6,4 %	5,3 %

**Table I a: Current representation among personnel doing their military service**

	Conscripts/ Women serving on similar terms as conscripts
<b>Women</b>	142
<b>Men</b>	3.466
<b>Total</b>	3.608
<b>% Women</b>	3,9 %

**Table II: Current representation by uniform**

	Army	Navy	Air Force	Medical Corps	Others <sup>3</sup>	TOTAL
<b>Women</b>	507	201	280	68	16	1.072
<b>Men</b>	11.926	3.103	3.774	354	121	19.278
<b>Total</b>	12.433	3.304	4.054	422	137	20.350
<b>% Women</b>	4,1 %	6,1 %	6,9 %	16,1 %	11,7 %	5,3 %

**Table III: Total DAF Strength (2003 – 2006)**

	January 2003	January 2004	January 2005	January 2006
<b>Women</b>	1.234	1.064	1.108	1.079
<b>Men</b>	22.729	21.933	21.548	19.574
<b>Total</b>	23.963	22.997	22.656	20.653
<b>% Women</b>	5,1 %	4,6 %	4,9 %	5,2 %

<sup>1</sup> Lieutenant Colonel/Commander Senior Grade up to General/Admiral

<sup>2</sup> Second Lieutenant/Sub Lieutenant up to Major/Commander

<sup>3</sup> "Others" includes musicians, legal advisers in military questions etc.

## **EMPLOYMENT**

Women can serve within all branches, and 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 military service for women in Denmark, but since 1998 women have had the possibility to serve on the same terms as conscripts.

## **RECRUITMENT**

Generally, women are integrated as a target group for recruitment into the recruitment campaigns of DAF.

However at present, DAF pays special attention to the recruitment of women to the military service. This is due to the fact that the military service is one of the most important recruitment platforms of DAF.

**Table IV: The number of women admitted to military service**

	2002	2003	2004	2005
Women admitted to military service	283	180	140	178

As it appears from table IV, the number of women who have been admitted to military service has been decreasing in the period from 2002 – 2004. However, from 2004 to 2005 it seems that the decreasing curve is turning into a more positive development. It is expected that the Armed Forces Day (compare p. 1) will contribute to maintaining this positive development. The latest recruitment figures confirm this expectation: At the end of March 2006 154 young women had already made a contract with DAF to do their military service.

Thus, the challenge ahead will be to increase the number of female conscripts who are recruited to complete one of the educations DAF is offering. In 2005 approximately 23 % of all conscripts – women and men – were recruited to one of the educations that DAF offers. However, when the female part of the conscripts is isolated from the male part, it appears that only approximately 14 % of the female conscripts were recruited. Consequently DAF has to improve the ability to retain the young women while in military service as well as improve the ability to recruit them subsequently.

## **TRAINING**

In 2000, new physical standards were implemented. These standards are still effective. The 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.

## **DEPLOYMENT**

During 2005 approximately 3.550 of DAF personnel were deployed in international operations. 202 or approximately 6 % of them were women.

The new political agreement on defence from 2004 entails that the armed forces are going to be ready to send twice as many units into international operations than before. And the armed forces must be ready to do this quicker and more flexibly. The fact that in future more units are likely to be sent into international operations will result in more soldiers abroad. Presumably, this means that women deployed as part of a unit will be more common.

This trend increases focus on the subject: "Gender in international operations". Therefore, the Danish Defence Personnel Organization has taken the subject up for consideration. The question of interest is: Which conditions have to be present, if the performance of units that consists of both men and women are going to be of high quality? – Which are the demands made on management, on the interaction in the unit, on the physical surroundings etc.?

Data on the subject have been collected: A seminar has been convened in September 2005. Approximately 30 women who have been deployed in various international missions participated in the seminar. In addition to this, a number of men have been interviewed about their experience as commanders or leaders of units consisting of both women and men.

At present the collected data are being analyzed.

## **SPECIAL INTEREST/EVENTS**

### **UN Resolution 1325 on Women, Peace and Security**

During the last 1½ year UN Resolution 1325 on Women, Peace and Security has come into focus in the Danish setting of foreign-policy and security policy. Among other things this has resulted in a political paper. The ministry of foreign affairs and the ministry of defense have prepared the paper jointly, and in June 2005 it was sent to the Danish Parliament. This paper commits DAF to undertake a survey, on how DAF can implement UN Resolution 1325. The survey is going to answer two questions:

- How will Danish forces be able to improve the protection of the women and girls, who live in the area, where the forces are deployed?
- How will Danish forces be able to contribute adding women's involvement in the peace- and reconstruction process?

The survey is expected that will be finished by September 2006.

### **The first female fighter pilot**

September 2005 DAF got its first female fighter pilot. She is trained on Sheppard Air Force Base in USA, and at present she is being retrained to fly the Danish combat fighter F-16.

## **CONCLUSION**

DAF female part of the military personnel has been the same over a period of at least 10 years – approximately 5 %. For a period of at least 5 years DAF has worked determined to increase the female part of the military personnel, but as it appears, without any success. No doubt, there are many reasons why this is so. However, DAF considers the possibility to invite all young women to participate in the Armed Forces' Day as a very important and welcome tool to bring about progress in this area. Therefore, DAF is very serious about finding new and unorthodox methods to improve the ability to retain the young women while in military service as well as improve the ability to recruit them subsequently. This is one of the big challenges DAF is facing.