

COMMITTEE FOR WOMEN IN NATO - UNITED KINGDOM NATIONAL REPORT **2006**

Policy Changes/New Policy

1. **Non Standard Working Hours.** A provision already exists that allows personnel to request adjustments to the start and finish times of their working day. In addition they are now able to apply for a Career Break of between 3 months and 3 years. These provisions are granted at the discretion of the Service and are only permitted where they do not compromise operational capability. The scope to introduce other alternative working arrangements, without compromising operational capability will be examined.
2. **Maternity Policy.** Maternity policy for the Regular Forces is being reviewed in light of the UK Work and Families Bill. The Act aims to increase leave and pay provisions for both mothers and fathers; accordingly the Armed Forces are considering how their policies could be amended to reflect these changes with minimal impact on operational effectiveness. Any changes are likely to increase maternity provisions for mothers. Leaflets and posters, which make information about Armed Forces maternity arrangements more accessible and easier to understand, have been widely circulated.
3. **Dealing with Sexual Harassment.** With surveys indicating that sexual harassment exists in the Armed Forces a great deal of work has been done to understand more about it. Work is continuing to amend processes and also to discourage such behaviour in the first place. A tri-Service policy on Equality and Diversity incident recording was introduced on 1 Jan 06 whereby units have to record all incidences of bullying and harassment and report to their Service Chains of Command every 6 months. We are looking closely at harassment complaints procedures to ensure that victims can have complete confidence that if they complain they will be treated fairly and that the issue addressed without undue delay. The Chief of the Defence Staff has taken a personal interest in this work.

Organisation

4. This table shows the total numbers of men and women in the Armed Forces on 1 Jan 06¹:

	Men	% Men	Women	% Women	TOTAL
Royal Navy	35,770	90.7%	3,650	9.3%	39,430
Army	99,040	92.4%	8,100	7.6%	107,140
Royal Air Force	43,320	87.7%	6,070	12.3%	49,390
TOTAL	178,140	90.9%	17,820	9.1%	195,960

Representation of Servicewomen continues to grow and now stands at 9.1%. This is a 0.1% improvement on last year. We continue to look at ways to improve the recruitment and retention of women and to provide supportive arrangements without

¹ Extracted from Defence Analytical Service Agency statistics, TSP 1: UK Regular Forces Strengths and Changes as at 1 Jan 06.

making women feel they are being singled out for special treatment. Further statistical information is at Annex A.

Employment

5. The UK Armed Forces consist entirely of volunteer Service personnel and women are integrated into the three main Service branches – the Royal Navy, Army and Royal Air Force (the Medical Services are not a separate Service in the UK Armed Forces). Women serve in all specialisations, except those where the primary duty is “to close with and kill the enemy.” Women are, therefore, excluded from the Royal Marines General Service (as Royal Marine Commandos), the Household Cavalry and Royal Armoured Corps, the Infantry and the Royal Air Force Regiment. The exclusion does not, however, prevent them serving on the establishment of (i.e. as part of) such units in administrative and support roles. For health reasons, service in submarines or as mine clearance divers continues to be precluded. The highest ranking women in the UK Armed Forces on 1 Jan 06 were:

Royal Navy - 1 Commodore (OF6) and 1 Captain (OF5)

Army - 2 Brigadiers (OF6) and 20 Colonels (OF5)

Royal Air Force - 20 Group Captains (OF5)

Women continue to serve as pilots and navigators in all aircraft types and in all roles on board Service warships, and in most parts of the Army, including the Royal Artillery and the Royal Engineers.

6. Royal Navy. 71% of jobs within the Royal Navy are open to women and 9.3% of the Navy are females. The majority of women choose to enter the Logistics and Warfare Branches, with a high percentage of the remainder selecting Engineering Training Management or Medical Branches. Twelve women have now qualified as Principal Warfare Officers and there are 1191 women serving on a selection of 55 ships at all ranks and rates; a further 130 women are serving in other operational or sea-going posts with the remaining 1679 being shore based.

7. Army. The percentage of female soldiers has remained constant over the last year but the % of female officers continues to increase steadily with the overall figure for females in the Army being 7.6%. Female Brigadiers are filling medical and pay and allowance policy jobs and Colonels are in several posts within the medical, dental, legal, educational, administrative, logistic and communications fields. One female Brigadier is the senior Logistic Officer in a deployable Divisional headquarters. Women are increasingly filling more command appointments with two University Officer Training Corps and the Staff and Personnel Support Training School commanded by women. In addition, a female Lieutenant Colonel has been selected to assume command of a Royal Military Police unit and a female is set to command the high profile Kings Troop which is the Ceremonial Saluting Battery of the Royal Artillery. We also have an increasing number of females commanding Reserve Forces units. We currently have female personnel filling a variety of roles in operational theatres including Iraq, Afghanistan and the Balkans with a female currently ADC to a 2* General in Afghanistan.

8. Royal Air Force. Women make up 12.3% of the Air Force with female pilots continuing to be employed in the various operational areas where the Royal Air Force

is serving, including Afghanistan and Iraq. The number of Servicewomen in command appointments continues to increase. For example, Operations Wing and the Central Air Traffic Control School at RAF Shawbury, are both commanded by women, and a female engineer has recently been appointed to the Brimstone Integrated Project Team based at MOD Abbey Wood. Female Group Captains head up the RAF's recruitment organisation and its public relations department; additionally, there are female base commanders at RAF High Wycombe, RAF Fylingdales and Swanwick Military. Finally, four flying Squadrons in the Royal Air Force have female flight commanders. The high profile post of Team Manager of the Red Arrows, the world renowned aerobatics display team, has again been filled by a female officer.

Recruitment and Retention

9. Intake figures from civilian life for women as a percentage of the total, for the 12 months up to the date shown, for each of the past seven years are set out in the table below:

Civilian Intake to the Regular Forces: Women as a % of the Total							
	1 Apr 00	1 Apr 01	1 Apr 02	1 Mar 03	1 Feb 04	1 Feb 05	1 Jan 06
Royal Navy	14%	14%	15%	16%	14%	13%	11%
Army	11%	9%	8%	8%	9%	8%	8%
Royal Air Force	17%	18%	19%	20%	24%	25%	21%
TOTAL	12%	11%	11%	12%	12%	11%	10%

Figures for the intake of women into the Services have varied by a few percentage points over the last six years.

10. We have completed a research study into why women typically serve fewer years than their male counterparts and separate work will review the findings and determine the feasibility of measures women identified that they believed would enable them to serve for longer. Many of the issues related to the provision of childcare and these are now being considered by the Services.

11. The representation of Servicewomen in the UK military is growing, and we continue to look at ways of improving recruitment and retention. There is also some concern about the concentration of women in certain trades and disciplines and the longer-term impact that this might have. Further work is likely to be undertaken on this.

Training

12. In most situations UK Servicemen and women continue to train together to the same job-related standard. There is a growing concern that this has contributed to a much higher failure rate among women in initial and basic training mainly through physical injury and subsequent medical discharge. Women generally have to work harder than men on physical training and this creates a greater incidence of injury (mainly lower limb) amongst women. Following analysis, the Army revised its basic training regimes to take into account that men and women develop fitness and muscular strength at different rates. The Army now trains recruits in separate male

and female platoons to address this issue although the final standard required is identical for both genders. There is no intention to lower job related standards.

Deployments

13. Over 10% of the UK Armed Forces are currently operationally deployed in many locations worldwide. Consistent with the UK's policy on the deployment of Servicewomen, women deploy alongside their male counterparts and there are no restrictions on their deployment, unless they are pregnant. Cultural sensitivities of any prospective host nation are, however, taken into account, prior to deploying onto that nation's territory.

14. Our Armed Forces have continued to be involved in a wide range of demanding tasks at home and overseas. The contribution of Servicewomen, alongside their male counterparts, has been vital, and it is expected that their role will continue to develop in future operations.

Education and Awareness

15. The UK is currently formalising procedures whereby all future policies will be diversity proofed, and more specifically gender proofed, prior to acceptance. Introduction of this will require co-operation of the main stakeholders across all disciplines in the Armed Forces and increased awareness of gender issues. We are also looking at ways of taking into account the role of women in operational planning. Awareness of gender issues in the operational context continues to grow at both doctrinal and policy level.

Annex:

A. UK Armed Forces statistics split by Service, Organisational Group and Rank.

The data is inclusive of both trained and untrained personnel.
The data has been rounded to the nearest 10 to avoid systematic bias.
When rounding, totals and sub totals are rounded separately.

ROYAL NAVY - SPLIT BY ORGANISATIONAL GROUPS AND RANK

OFFICERS							
Organisational Group		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	3,400	44.4%	3,170	93.3%	230	6.7%
	Group 2	770	10.0%	770	100.0%	0	0.0%
	Group 3	10	0.1%	10	100.0%	0	0.0%
Logistics		590	0.4%	450	75.7%	140	24.3%
Engineering		2,210	7.7%	2,070	93.9%	130	6.1%
Support (Admin/Personnel)		80	28.9%	80	97.4%	0	2.6%
Medical/Dental		560	1.0%	420	73.6%	150	26.4%
Professional (Legal)		30	7.4%	30	92.9%	0	7.1%
Other		3	0.0%	0	0.0%	3	100.0%
TOTAL		7,640	100.0%	6,980	91.4%	660	8.6%
NCOS/TROOPS							
Operations (Combat Arms)	Group 1	9,290	29.2%	8,200	88.3%	1,090	11.7%
	Group 2	6,230	19.6%	6,230	100.0%	0	0.0%
	Group 3	410	1.3%	330	79.1%	90	20.9%
Logistics		3,700	11.6%	2,730	73.8%	970	26.2%
Engineering		11,050	34.8%	10,710	96.9%	340	3.1%
Support (Admin/Personnel)		30	0.1%	20	57.6%	10	42.4%
Medical/Dental		1,070	3.4%	570	53.8%	490	46.2%
Professional (Legal)		0	0.0%	0	0.0%	0	0.0%
Other		0	0.0%	0	0.0%	0	0.0%
TOTAL		31,780	100.0%	28,790	90.6%	2,990	9.4%

OFFICERS							
Rank	NATO rank	TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Admiral of the Fleet	OF-10	0	0.0%	0	0.0%	0	0.0%
Admiral	OF-9	4	0.1%	4	100.0%	0	0.0%
Vice Admiral	OF-8	7	0.1%	7	100.0%	0	0.0%
Rear Admiral	OF-7	33	0.4%	33	100.0%	0	0.0%
Commodore	OF-6	80	1.0%	79	98.8%	1	1.3%
Captain	OF-5	300	3.9%	300	99.7%	1	0.3%
Commander	OF-4	1,070	14.1%	1,050	97.7%	25	2.3%
Lieutenant Commander	OF-3	2,420	31.6%	2,280	94.1%	140	5.9%
Lieutenant	OF-2	3,030	39.6%	2,630	87.0%	390	13.0%
Sub Lieutenant	OF-1	660	8.6%	560	85.4%	96	14.6%
Officer Designate	OF(D)	41	0.5%	39	95.1%	2	4.9%
TOTAL		7,640	100.0%	6,980	91.4%	660	8.6%
NCOS/TROOPS							
Warrant Officer	OR-9	830	2.6%	810	97.6%	20	2.4%
Warrant Officer	OR-8	870	2.7%	870	99.9%	1	0.1%
Chief Petty Officer	OR-7	4,450	14.0%	4,290	96.3%	170	3.7%
Petty Officer	OR-6	4,770	15.0%	4,460	93.3%	320	6.7%
Leading Rate	OR-4	6,630	20.9%	5,980	90.3%	650	9.7%
	OR-3	0	0.0%	0	0.0%	0	0.0%
Able Rate	OR-2	14,230	44.8%	12,380	87.1%	1,840	12.9%
Ordinary Rate	OR-1	0	0.0%	0	0.0%	0	0.0%
TOTAL		31,780	100.0%	28,790	90.6%	2,990	9.4%

ARMY - SPLIT BY ORGANISATIONAL GROUPS AND RANK

OFFICERS							
Organisational Group		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	2,910	19.9%	2,910	100.0%	-	0.0%
	Group 2	3,880	26.6%	3,670	94.4%	220	5.6%
Logistics		1,650	11.3%	1,420	86.4%	220	13.6%
Engineering/Comm		1,840	12.6%	1,680	90.8%	170	9.2%
Support (Admin/Personnel)		1,000	6.8%	740	73.9%	260	26.1%
Medical/Dental		1,430	9.8%	950	66.3%	480	33.7%
Professional (Legal)		100	0.7%	70	70.1%	30	29.9%
Other (Finance)		1,790	12.3%	1,600	89.6%	190	10.4%
TOTAL		14,600	100.0%	13,030	89.3%	1,570	10.7%
NCOS/TROOPS							
Operations (Combat Arms)	Group 1	23,350	25.2%	23,350	100.0%	-	0.0%
	Group 2	24,950	27.0%	24,150	96.8%	800	3.2%
Logistics		15,400	16.6%	13,790	89.5%	1,620	10.5%
Engineering/Comm		18,690	20.2%	17,580	94.0%	1,110	6.0%
Support (Admin/Personnel)		5,610	6.1%	4,150	73.9%	1,460	26.1%
Medical/Dental		3,250	3.5%	1,950	59.9%	1,300	40.1%
Professional (Legal)		-	0.0%	-	0.0%	-	0.0%
Other (Finance)		1,290	1.4%	1,060	82.0%	230	18.0%
TOTAL		92,540	100.0%	86,010	92.9%	6,530	7.1%

OFFICERS							
Rank	NATO rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Field Marshall	OF-10	-	-	-	-	-	-
General	OF-9	10	0.1%	10	100.0%	-	0.0%
Lieutenant General	OF-8	10	0.1%	10	100.0%	-	0.0%
Major General	OF-7	40	0.3%	40	100.0%	-	0.0%
Brigadier	OF-6	180	1.3%	180	98.9%	-	1.1%
Colonel	OF-5	570	3.9%	550	96.5%	20	3.5%
Lieutenant Colonel	OF-4	1,720	11.8%	1,660	96.1%	70	3.9%
Major	OF-3	4,810	33.0%	4,390	91.3%	420	8.7%
Captain	OF-2	4,530	31.0%	3,930	86.7%	600	13.3%
Lieutenant/2nd Lieutenant	OF-1	2,040	14.0%	1,690	82.9%	350	17.1%
Officer Designate	OF(OD)	680	4.7%	580	84.6%	100	15.4%
TOTAL		14,600	100.0%	13,030	89.3%	1,570	10.7%
NCOS/Troops							
Warrant Officer Class 1	OR-9	1,750	1.9%	1,680	96.0%	70	4.0%
Warrant Officer Class 2	OR-8	4,820	5.2%	4,620	96.0%	190	4.0%
Staff Sergeant	OR-7	6,110	6.6%	5,800	94.9%	310	5.1%
Sergeant	OR-6	10,300	11.1%	9,640	93.6%	660	6.4%
Corporal	OR-4	15,800	17.1%	14,350	90.8%	1,460	9.2%
Lance Corporal	OR-3	15,920	17.2%	14,380	90.3%	1,540	9.7%
Private (Classes 1 to 3)	OR-2	27,990	30.2%	26,420	94.4%	1,570	5.6%
Private (Class 4) /Junior	OR-1	9,860	10.6%	9,120	92.5%	740	7.5%
TOTAL		92,540	100.0%	86,010	92.9%	6,530	7.1%

ROYAL AIR FORCE - SPLIT BY ORGANISATIONAL GROUP AND RANK

OFFICERS							
Organisational Group		TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	4010	38.8%	3860	96.1%	160	3.9%
	Group 2	340	3.3%	340	100.0%	0	0.0%
	Group 3	1580	15.2%	1190	75.2%	390	24.8%
Supply		680	6.5%	540	79.4%	140	20.6%
Engineering/Comm		1810	17.5%	1700	93.9%	110	6.1%
Support (Admin/Personnel)		1260	12.1%	870	69.5%	380	30.5%
Medical/Dental		560	5.4%	350	62.1%	210	37.9%
Professional (Legal)		40	0.4%	30	69.2%	10	30.8%
Other (Chaplains, Music)		80	0.8%	80	96.3%	0	3.8%
TOTAL		10350	100.0%	8950	86.4%	1400	13.6%
NCOS/Troops							
Operations (Combat Arms)	Group 1	1324	3.4%	1268	95.8%	56	4.2%
	Group 2	1878	4.8%	1878	100.0%	0	0.0%
	Group 3	2692	6.9%	2232	82.9%	460	17.1%
Supply		3140	8.0%	2675	85.2%	465	14.8%
Engineering/Comm		20648	52.9%	19546	94.7%	1102	5.3%
Support (Admin/Personnel)		6989	17.9%	5485	78.5%	1504	21.5%
Medical/Dental		1429	3.7%	521	36.5%	908	63.5%
Professional (Legal)		0	0.0%	0	0.0%	0	0.0%
Other (Photography, Music)		935	2.4%	769	82.2%	166	17.8%
TOTAL		39035	100.0%	34374	88.1%	4661	11.9%

OFFICERS							
Function	NATO rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Marshal of the RAF	OF-10	0	0.0%	0	0.0%	0	0.0%
Air Chief Marshal	OF-9	2	<0.1%	2	100.0%	0	0.0%
Air Marshal	OF-8	8	0.1%	8	100.0%	0	0.0%
Air Vice Marshal	OF-7	27	0.3%	27	100.0%	0	0.0%
Air Commodore	OF-6	90	0.9%	90	100.0%	0	0.0%
Group Wing Captain	OF-5	330	3.2%	310	93.9%	20	6.1%
Wing Commander	OF-4	1301	12.6%	1221	93.9%	80	6.1%
Squadron Leader	OF-3	2753	26.6%	2495	90.6%	258	9.4%
Flight Lieutenant	OF-2	4688	45.3%	3927	83.8%	761	16.2%
Flying Officer/Pilot Officer	OF-1	1117	10.8%	838	75.0%	279	25.0%
Officer Designate	OF(D)	37	0.4%	30	81.1%	7	18.9%
TOTAL		10353	100.0%	8948	86.4%	1405	13.6%
NCOS/Troops							
Warrant Officer	OR-9	1204	3.1%	1173	97.4%	31	2.6%
	OR-8	0	0.0%	0	0.0%	0	0.0%
Flight Sergeant/Chief Tech	OR-7	3659	9.4%	3542	96.8%	117	3.2%
Sergeant	OR-6	7417	19.0%	6805	91.7%	612	8.3%
Corporal	OR-4	9714	24.9%	8460	87.1%	1254	12.9%
	OR-3	0	0.0%	0	0.0%	0	0.0%
Junior Technician and	OR-2	16041	41.1%	13540	84.4%	2501	15.6%
Leading Aircraftman/Senior Aircraftman							
Air Craftman	OR-1	1000	2.6%	854	85.4%	146	14.6%
TOTAL		39035	100.0%	34374	88.1%	4661	11.9%

