

COMMITTEE FOR WOMEN IN NATO - UNITED KINGDOM NATIONAL REPORT 2007

Policy Changes/New Policy

1. Non Standard Working Hours. Service personnel may request adjustments to their daily working hours and are 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 take up rate for these initiatives is, however, relatively low.
2. Maternity Policy. New and improved maternity arrangements have been introduced for Servicewomen whose babies were due on or after 1 Apr 07. All women now qualify for 52 weeks maternity leave, 39 of which are paid at the Statutory Maternity Pay rate (90% of average weekly pay). The Services Occupational Maternity Scheme has also been improved and now offers 26 weeks maternity leave on full pay (then 13 weeks at 90%) who have served for at least a year and who return to duty for at least 12 months following maternity leave. Leaflets and posters, which make information about these revised maternity arrangements more accessible and easier to understand, have been widely circulated.
3. Adoption Leave Policy. Adoption leave policy has also been improved following the introduction of national legislation. Service personnel who chose to adopt are entitled to leave and pay arrangements which are broadly similar to those for maternity leave.
4. Transsexual Personnel. Guidance for the management of transsexual Service personnel is being developed to provide supportive arrangements for serving transsexuals who wish to continue their careers during the process of, and following, gender reassignment.
5. Gay/Lesbian Personnel. UK policy is to allow gay and lesbian Service personnel to march, in uniform, as formed groups within recognised homosexual community organised events, at individual Service discretion. A Royal Naval contingent marched as part of the 2006 Europride event and plan to do so again in London in the UK national event in 2007.
6. Dealing with Sexual Harassment. Surveys of both Servicewomen and men indicate that sexual harassment exists in the UK Armed Services. A great deal of exploratory work has been conducted to understand why and to amend processes and discourage such behaviour. It is recognised that this is a matter of gentle and persuasive education using the 'improves operational effectiveness' key driver rather than a concerted effort to create culture change. All incidents of harassment and bullying are now the subject of administrative action. Revised direction for all personnel involved in events which may lead to the submission of a formal complaint of harassment has been issued. A thorough review of the Equality and Diversity training given to Service personnel is currently underway which aims to give every Service person a regular reminder of their responsibilities, to and for others, in this area. The UK Chief of the Defence Staff and Government Ministers are taking a very personal interest in this work.

Organisation

7. The total numbers of men and women in the UK Armed Services on 1 Jan 07¹ were:

	Men	% Men	Women	% Women	TOTAL
Royal Navy	35,510	90.6%	3,680	9.4%	39,190
Army	98,150	92.2%	8,270	7.8%	106,420
Royal Air Force	40,240	87.1%	5,940	12.9%	46,180
TOTAL	173,900	90.7%	17,890	9.3%	191,790

8. Representation of Servicewomen continues to grow and now stands at 9.3%, a 0.2% improvement on 2006. The UK continues to look at ways to improve the recruitment and retention of women and to provide supportive arrangements to allow a full and successful career. However, UK policy tries to ensure that women are treated as equals and are not directly singled out for 'special treatment.' Further statistical information is at Annexes A-C.

Employment

9. The UK Armed Services are entirely volunteer Active or Reserve personnel and women are integrated into the 3 arms – the Royal Navy, the Army and the Royal Air Force. The Medical Services are not a separate Service in the UK Armed Services. 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 within them 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 07 were:

Royal Navy - 1 Commodore (OF-6) and 1 Captain (OF-5)

Army - 1 Brigadier (OF-6) and 20 Colonels (OF-5)

Royal Air Force - 19 Group Captains (OF-5)

10. Royal Navy. 71% of jobs within the Royal Navy are open to women with the majority entering the Logistics and Warfare Branches, the remainder selecting Engineering Training Management or the Medical Branches. Women are, and have been, Commanding Officers of patrol ships, one of a mine-hunter and they serve as Executive Officers of mine-hunters and frigates. Sixteen women have now qualified as Principal Warfare Officers, 6 as pilots and 22 as observers. Approximately 1200 women are serving in a selection of 57 ships at all ranks and rates; a further 130 women are serving in other operational or sea-going posts with the remaining being shore based or under training.

11. Army. The percentage of female soldiers remains relatively constant but the numbers of female officers continues to increase steadily (currently 17% of the officers under initial training) with the overall figure for females in the Army being

¹ Extracted from Defence Analytical Service Agency statistics, TSP 1: UK Regular Forces Strengths and Changes as at 1 Jan 07.

7.8%. Senior Officers (OF-5+) fill posts within the medical, dental, legal, educational, administrative, logistic and communications fields. Women have commanded University Officer Training Corps and a female Lieutenant Colonel commands a Royal Military Police unit and another the very high profile Kings Troop which is the Ceremonial Saluting Battery of the Royal Artillery. There are also females commanding Reserve Forces units. Servicewomen also fill a variety of roles in operational theatres including Iraq, Afghanistan and the Balkans.

12. Royal Air Force. Women make up 12.9% of the Royal Air Force with female pilots continuing to be employed in the various operational areas, including Afghanistan and Iraq. A female is about to be promoted 1* and will become the Director Personnel & Training Strategy. The number of Servicewomen in command appointments continues to increase. The Station Commander at the Main Operating Base, RAF WITTERING, is a female Group Captain (OF-5). RAF BOULMER, a major training base, and the Operations Wing and Central Air Traffic Control School at RAF SHAWBURY, were both recently commanded by women. The Base Commanders at RAF HIGH WYCOME and RAF FYLINGDALES are both female. Operationally, a female engineer is about to assume command of the Joint Force Logistics Unit in the Falkland Islands and the Operational Support Wing at BASRAH Airfield, IRAQ, has been commanded by women twice in the last 18 months. Finally, the Team Manager of the world renowned aerobatics display team, the Red Arrows, is female.

Recruitment and Retention

13. Female recruits, as a percentage of the total, for the 12 months to the date shown, for each of the past 7 years, are:

	1 Apr 01	1 Apr 02	1 Mar 03	1 Feb 04	1 Feb 05	1 Jan 06	1 Jan 07
Royal Navy	14%	15%	16%	14%	13%	11%	12%
Army	9%	8%	8%	9%	8%	8%	8%
Royal Air Force	18%	19%	20%	24%	25%	21%	21%
TOTAL	11%	11%	12%	12%	11%	10%	10%

Figures for the intake of women into the Services have varied by a few percentage points over the last 7 years.

14. While there are ample opportunities for females to enjoy long and successful careers in the UK Armed Services, it nevertheless remains a fact that by far the majority leave after a few years. This remains so despite the measures introduced to ensure that childcare is as problem free as possible within deployable Armed Service employment. Initiatives continue to be developed and staffed to try and ensure that there is more female representation, based on professional merit, at the higher ranks.

15. There is particular concern about the concentration of women in certain trades and disciplines and the longer-term impact that this might have. This is planned to be a study area in the near future.

Training

16. UK Servicemen and women continue to train together to the same job-related standard although this has contributed to a much higher failure rate among women in initial and basic training, mainly through physical injury; in the Army this is mainly leg injuries. As a result, they have revised basic training regimes to take into account the fact that men and women develop fitness and muscular strength at different rates. They now train recruits in separate male and female platoons although the final standard required is identical for both genders.

Deployments

17. The UK Armed Services are currently operationally deployed in many locations worldwide. Consistent with the UK's policy, Servicewomen deploy alongside their male counterparts with no restrictions on their deployment, unless they are pregnant. Cultural sensitivities of any prospective host nation are, however, taken into account, prior to deploying into that nation's territory.

18. The Armed Services continue to be involved in a wide range of demanding tasks at home and overseas and 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

19. The UK is establishing procedures whereby all proposed policy changes will be diversity, and more specifically, gender proofed, prior to implementation. Once again this will involve the wider educational process of getting personnel to understand that it is not a matter of 'political correctness' rather that everybody is equal irrespective of gender, race, ethnic or national origins, religion or belief, sexual orientation, age, gender re-assignment, or of disability. The UK realises that by far the best way of getting the message across is through the use of discussion groups, using illustrative examples of inappropriate actions or behaviour to generate discussion and thus help promote understanding.

20. The UK is beginning to translate UNSCR 1325 on Women, Peace and Security (2000) into operational planning and the more general awareness of gender issues in the operational context continues to develop.

Annexes:

- A. UK Navy - UKN.
- B. UK Army – UKA.
- C. UK Royal Air Force - UKF.

Notes:

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 - BY ORGANISATIONAL GROUP AND RANK

OFFICERS							
Organisational Group		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	3,340	44.0	3,110	93.1%	230	6.9%
	Group 2	800	10.5%	800	100.0%	0	0.0%
	Group 3	10	0.1%	10	100.0%	0	0.0%
Logistics		580	7.6%	430	74.9%	140	25.1%
Engineering		2,190	28.8%	2,050	93.6%	140	6.4%
Support (Admin/Personnel)		70	0.9%	70			
Medical/Dental		570	7.5%	420	72.7%	160	27.3%
Professional (Legal)		30	0.4%	20	66.0%	10	34%
Other							
TOTAL		7,590	100.0%	6,910	91.1%	680	8.9%
NCOS/TROOPS							
Operations (Combat Arms)	Group 1	8,950	28.4%	7,900	88.3%	1,050	11.7%
	Group 2	6,290	20.0%	6,290	100.0%	0	0.0%
	Group 3	420	1.3%	340	79.5%	90	20.5%
Logistics		3,600	11.4%	2,640	73.3%	960	26.7%
Engineering		11,110	35.3%	10,740	96.6%	370	3.4%
Support (Admin/Personnel)		20	0.1%	10	50.0%	10	50.0%
Medical/Dental		1,100	3.5%	590	53.6%	510	46.4%
Professional (Legal)		0	0.0%	0	0.0%	0	0.0%
Other							
TOTAL		31,510	100.0%	28,510	90.5%	2,990	9.4%

OFFICERS							
Rank	NATO rank	TOTAL		WOMEN		% WOMEN	
Admiral of the Fleet	OF-10	0		0		0.0%	
	OF 6-9	490		1		0.8%	
Captain	OF-5	290		1		0.3%	
Commander	OF-4	1,090		32		2.9%	
Lieutenant Commander	OF-3	2,410		160		6.5%	
Lieutenant	OF-2	2,970		390		13.1%	
Sub Lieutenant	OF-1/OF(D)	700		100		14.2%	
TOTAL		7,950		684		9.4%	
NCOS/TROOPS							
Warrant Officer	OR-9	830		23		2.8%	
Warrant Officer	OR-8	810		1		0.1%	
Chief Petty Officer	OR-7	4,400		160		3.7%	
Petty Officer	OR-6	4,670		330		7.0%	
Leading Rate	OR-4	6,750		640		9.6%	
	OR-3	0		0		0.0%	
Able Rate	OR-2	14,140		1,840		13.0%	
Ordinary Rate	OR-1	0		0		0.0%	
TOTAL		31,600		3,000		9.5%	

ANNEX B

ARMY - BY ORGANISATIONAL GROUP AND RANK

OFFICERS							
Organisational Group		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	2,760	19.0%	2,760	100.0%	-	0.0%
	Group 2	3,890	26.8%	3,660	94.1%	230	5.9%
Logistics		1,660	11.5%	1,430	86.1%	230	13.9%
Engineering/Comm		1,860	12.8%	1,690	90.8%	170	9.2%
Support (Admin/Personnel)		1,000	6.9%	740	73.9%	260	26.1%
Medical/Dental		1,480	10.2%	980	65.6%	510	34.2%
Professional (Legal)		100	0.7%	70	70.5%	30	29.5%
Other (Finance)		1,760	12.1%	1,560	88.7%	200	11.3%
TOTAL		14,520	100.0%	12,890	88.2%	1,630	11.2%
NCOS/TROOPS							
Operations (Combat Arms)	Group 1	22,910	24.9%	22,910	100.0%	-	0.0%
	Group 2	25,010	27.2%	24,180	96.6%	840	3.4%
Logistics		15,330	16.7%	13,660	89.1%	1,670	10.9%
Engineering/Comm		18,620	20.3%	17,520	94.1%	1,110	5.9%
Support (Admin/Personnel)		5,270	5.7%	3,830	72.7%	1,440	27.3%
Medical/Dental		3,350	3.6%	2,000	59.6%	1,350	40.4%
Professional (Legal)		-	0.0%	-	0.0%	-	0.0%
Other (Finance)		1,340	1.5%	1,100	82.3%	240	18.7%
TOTAL		91,840	100.0%	85,200	92.8%	6,640	7.2%

OFFICERS							
Rank	NATO rank	TOTAL		WOMEN		% WOMEN	
Field Marshall	OF-10	-		-		-	
	OF-6-9	240		1		0.4%	
Colonel	OF-5	600		20		3.4%	
Lieutenant Colonel	OF-4	1,740		75		4.3%	
Major	OF-3	4,800		460		9.7%	
Captain	OF-2	4,540		620		13.6%	
Lieut/2nd Lieut/ OF(D)	OF-1	2,680		460		17.1%	
TOTAL		14,600		1,636		11.2%	
NCOS/Troops							
Warrant Officer Class 1	OR-9	1,730		71		4.1%	
Warrant Officer Class 2	OR-8	4,780		220		4.6%	
Staff Sergeant	OR-7	6,060		300		4.9%	
Sergeant	OR-6	10,340		720		7.0%	
Corporal	OR-4	15,290		1,460		9.6%	
Lance Corporal	OR-3	16,170		1,550		9.6%	
Private (Classes 1 to 3)	OR-2	26,320		1,380		5.2%	
Private (Class 4) /Junior	OR-1	11,150		930		8.3%	
TOTAL		91,180		6,640		7.2%	

ANNEX C

ROYAL AIR FORCE - BY ORGANISATIONAL GROUP AND RANK

OFFICERS							
Organisational Group		TOTAL	%	MEN	% MEN	WOMEN	% WOMEN
Operations (Combat Arms)	Group 1	4,100	41.1%	3,900	95.1%	200	4.9%
	Group 2	340	3.4%	340	100.0%	0	0.0%
	Group 3	1,270	12.8%	930	73.2%	340	26.8%
Supply		610	6.1%	480	79.1%	130	20.9%
Engineering/Comm		1,730	17.3%	1,610	93.3%	120	6.7%
Support (Admin/Personnel)		1,170	11.8%	790	67.0%	390	33.0%
Medical/Dental		570	5.7%	350	61.2%	220	38.8%
Professional (Legal)		50	0.5%	30	65.2%	20	34.8%
Other (Chaplains, Music)		80	0.8%	70			
TOTAL		9,980	100.0%	8,560	85.8%	1,420	14.2%
NCOS/Troops							
Operations (Combat Arms)	Group 1	1,310	3.6%	1,268	95.6%	60	4.4%
	Group 2	1,730	4.8%	1,730	100.0%	0	0.0%
	Group 3	2,630	7.3%	2,140	82.9%	460	17.1%
Supply		2,950	8.1%	2,510	84.9%	440	15.1%
Engineering/Comm		18,650	51.5%	17,610	94.4%	1,040	5.6%
Support (Admin/Personnel)		6,470	17.9%	5,030	77.8%	1,430	22.2%
Medical/Dental		1,360	3.8%	490	36.2%	870	63.8%
Professional (Legal)		0	0.0%	0	0.0%	0	0.0%
Other (Photography, Music)		850	2.4%	680	80.3%	170	19.7%
TOTAL		36,200	100.0%	31,680	87.5%	4,520	12.5%

OFFICERS							
Function	NATO rank	TOTAL		WOMEN		% WOMEN	
Marshal of the RAF	OF-10	0		0		0.0%	
	OF-6-9	130		0		0.0%	
Group Wing Captain	OF-5	310		19		6.1%	
Wing Commander	OF-4	1,230		87		6.1%	
Squadron Leader	OF-3	2,650		260		9.4%	
Flight Lieutenant	OF-2	4,530		760		16.2%	
Flying/Pilot Officer/ OF(D)	OF-1	1,130		290		25.0%	
TOTAL		9,980		1,420		14.2%	
NCOS/Troops							
Warrant Officer	OR-9	1,170		34		2.9%	
	OR-8	0		0			
Flight Sergeant/Chief Tech	OR-7	3,500		110		3.2%	
Sergeant	OR-6	6,830		610		8.9%	
Corporal	OR-4	9,170		1,270		13.8%	
	OR-3	0		0		0	
Junior Technician and	OR-2	14,330		2,260		15.8%	
Leading Aircraftman/Senior Aircraftman							
Air Craftman	OR-1	1,210		240		19.6	
TOTAL		36,200		4,520		12.5%	