

# **NATIONAL REPORT 2007/2008 DENMARK**

## **INTRODUCTION**

All initiatives by the Danish Armed Forces (DAF) in connection with new policies, recruitment, retention, training and career development are based on equality for all. 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 equality and diversity of DAF is to create an organisation that is capable of utilizing of many different people with varied resources and different qualifications. This implies that the resources that women bring to DAF are indeed considered as possibilities rather than limitations. The representation of women in DAF provides the organization a considerable diversity that improves the quality of the work as DAF is capable of utilising the diverse resources and qualifications that consist in the organization.

The efforts to ensure equal opportunities are seen as instruments for developing and optimizing the organisation.

## **POLICY**

### The Armed Forces' Day

In 2004 a new political agreement on defence was entered for the period 2005-2009. Among other things this agreement has implied that the examination of young men liable for military service has been placed in a new setting called the Armed Forces' Day. The first Armed Forces Day was carried out in February 2006.

The Armed Forces' Day is carried out on five recruitment centres 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 equally 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, as something new, the present political agreement on defence implies that all young women at the age of 17 – 18 are being invited to participate in the Armed Forces' Day too.

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

Initiative concerning the implementation of gender mainstreaming in the Armed Forces DAF has contributed to a national plan of action on Security Council Resolution 1325 on women, Peace and Security (2008-2013) which in May 2008 has been delivered for approval by the Minister of Foreign Affairs.

## **ORGANISATION**

The table shows data from December 2007. Personnel employed in civilian jobs, full- or part-time reserve forces and personnel engaged in the Home Guard are not included in the statistics.

**Table I: Current percentages of total force by service (data from 2007).**

	Total % of Female soldiers	% of female flag officers	% of female senior officers	% of female junior officers	% of female NCO	% female of soldiers lower rank than NCO	% of female soldiers participating in operations military
<b>Army</b>	4,4	1,3	5,4*	*	2,6	5,0	5,1
<b>Air Force</b>	7,3	1,1	5,9	*	6,3	9,3	5,0
<b>Navy</b>	6,5	1,0	5,3	*	3,9	8,8	4,5
<b>Others*</b>	-	-	-	-	-	-	-
<b>TOTAL</b>	5,8	1,1	6,5	*	3,9	6,7	5,1

\* Senior officers and junior officers are statistically combined, and it is therefore not possible to distinguish the percentage for each of them.

## **Others**

Conscripts/women personnel liable for military service in 2006 and 2007.

**Table II: The number and percentages of women admitted to compulsory military**

	2006	2007
<b>Women</b>	200	419
<b>Men</b>	5504	5700
<b>Total</b>	5704	6119
<b>% Women</b>	3,5 pct.	6,8 pct.

## **RECRUITMENT**

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. However, at present DAF pays special attention to the recruitment of women to the compulsory military service as the compulsory military service is one of the most important recruitment platforms of DAF.

The initiative to invite the Armed Forces' Day has proven to be a relative effective way of improving the recruitment of women to the military service. In 2007 419 women signed on for conscription which is a 100 pct. increase compared to 2006. Approximately 75 pct. of the women carry through and about 25 pct. choose to sign up for a contract with the DAF. So far this result is perceived as very satisfactory. It is difficult to predict whether the present tendency of increasing recruitment of women will carry on in years to come, as many external factors effect the scale of recruitment. Nevertheless, there is a widespread belief – and hope - that the positive effect of inviting the young women to participate in the Armed Forces' Day will continue for the years to come, and consequently result in more women in DAF. DAF will follow the development within this area very closely in the years to come to ensure that this positive trend continues.

Generally, women are integrated as a target group for recruitment into the recruitment campaigns of DAF. 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. No areas in DAF are forbidden for female soldiers. However, the physical demands have to date prevented women from joining the special operational forces.

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.

There are several ways of entering in DAF. For entrance to Military Academies the applicants have to have done his/her a-levels. The programmes and disciplines at the military academies are the same for all students regardless of gender.

Over the past years DAF has increasingly experienced problems with retention of personnel. Consequently, since autumn 2007 DAF has launched 66 different retention initiatives on different levels and topics such as increased support for relatives, healthier foods in the canteens, the right to do sports during working hours, increasing geographically stability in employment, increased options for the development of competences, etc. It is still to premature to determine the effect of the initiatives, but their success are important for DAF ability to recruit and maintain personnel.

## **TRAINING**

Information on personal career progression opportunities are offered to women and men by their commander in line and by their personal HR-manager. Women and men are also informed on career progression opportunities in general at the end of all basic and advanced NCO and officers training. As it appears, no special effort is done towards women.

### **Diversity management training**

The diversity management training is supposed to enable the Danish Armed Forces' employees to value human diversity in an organizational context and to take advantage of the possibilities that it brings about. The training will be carried out on all basic and

advanced NCO and officers training as an integrated part of the subject “Leadership”. The training program was implemented in 2005. At present an E-learning version of the program is being developed. The E-learning version is targeted at the managers employed in civilian jobs and the NCO and officers who will not go through the program at the schools and academies.

### **Organisation of Counsellors**

The purpose of the Organisation of Counsellors is to prevent insulting behaviour and to ensure that insulting behaviour is handled in a responsible way. 50 persons – already employed in DAF – are assigned and trained to be local counsellors. The local counsellors form a network that is coordinated and supported by a full time employed and professional counsellor located in the Danish Defence Personal Agency.

The counsellors are available for both managers and employees. They are trained to be professional listeners, and they have an insight into the ways insulting behaviour can be dealt with.

## **DEPLOYMENT**

### **Gender, units and performance**

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

The increased participation of female soldiers increases focus on the subject: “Gender in international operations”.

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

On order from the Ministry of Defence the Danish Defence Personnel Organization undertook a survey on how the Danish Armed Forces can implement UN Resolution 1325. The survey was finished in December 2006 and involved the answering of two questions:

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

The survey resulted in a number of recommendations concerning an update in three central areas: (1) The existing hierarchy of documents that regulates the Danish Armed Forces’ involvement in international operations, (2) Education and training, and (3) Evaluation.

The purpose of the update is to integrate the 1325-perspective in these areas.

In the survey three cases taken from Danish deployed units' 'real life' are used to illustrate, how the perspective that UN Resolution 1325 presents already are integrated in the performance of deployed Danish forces. In headlines the three cases are – (1) The building up of a radio station for women in Afghanistan made of women in Afghanistan (2) A project in Iraq where a Danish CIMIC unit supported local women in building up a sewing-school and in connection with the school also a sewing- factory, and (3) An example of how Danish female soldiers in house searches are used to address the local women in the searched houses to reduce the present threat and to promote a positive cooperation during the search. The point is - Danish forces deployed in international operations already occasionally handle challenges as the ones UN Resolution 1325 describes, but we need some instruments to ensure that it is done systematically and on a qualified basis.

Presently, the main findings and conclusions from the survey form a part of the present draft of Denmark's National Action Plan on Security Council Resolution 1325 in Women, Peace and Security 2008-2013, which at present – May 2008 - is sent to approval by the Danish Minister of Foreign Affairs.

### **CAREER DEVELOPMENT**

In connection with last years nomination of the Danish Defence Chief as an ambassador on women and leadership the Danish Defence Personnel Organization is presently starting (May 2008) a mentoring programme for selected female captains in DAF. The purpose of the programme is to provide the female captains with professional help, tools and guidance concerning their professional career. A specific focus in the programme is on leadership. The Danish Defence Chief has stated that he wants the specific mentoring programme for female captains to be an ongoing initiative in order to improve the number of female soldiers.

In spring 2008 the Danish Defence Personnel Organization has started a project on female networks. The idea with the project is to help female personnel in DAF to establish networks in order to create a setting for their professional and personnel training and development. The networks are for both military and civilian women.

As already mentioned, since 2005 DAF has had education and awareness programmes that are meant to enable the employees of DAF to value human diversity in an organizational context and to take advantage of the possibilities that it brings about.

Several obstacles in career advancement for women exist in DAF. Some are gender specific and others are not. However, overall – and equal to most male dominated organizations – belonging to a minority group makes it more difficult for women to have progressive career advancements. The obstacles are due to structural and cultural reasons. Culturally, many female soldiers experience that they have to perform so much better than their male counterpart in order to obtain the legitimacy of their presence in the armed forces. Structurally, female soldiers find it more difficult to find the right balance between working life and family life. Among other things, female soldiers in the navy experience that it is very difficult to reconcile a career in the navy with motherhood as there are more career advancements in sailing on warship – contrary to sailing on ships

that combat marine pollution. Sailing on warships means more days at sea than sailing on other types of ships.

### **SPECIAL INTERESTS ITEMS/EVENTS**

In June 2007 the Danish Defence Chief was nominated as an ambassador on women and leadership by the Minister of Equal Opportunity. The nomination is for one year and the target group is equally military and civilian personnel. The role as ambassador has committed the Defence Chief to participate in the public debate by participating in different events with the other nine ambassadors on women and leadership, by writing articles on the topic, and by starting four initiatives in DAF that – among other things- includes a conference on the topic in his own organization, the establishment of a female chief network, consisting of female chiefs in DAF as well as female chiefs from a number of the other “ambassadors on women and leadership organization”, and the establishment of special mentoring programme for young female captains.

Furthermore, in spring 2008 the Danish Defence Personnel Organization has started a project on female networks. The idea with the project is to help female personnel in DAF to establish networks in order to create a setting for their professional and personnel training and development.

In order to improve the work-life balance the majority of military and civilian personnel can work on flexible hours.

### **Maternity/Paternity leave**

The Agreement on Leave in connection with Childbirth gives the parents rights as follows:

- When a woman has given birth to a child, she is offered 14 weeks of paid maternity leave. Initially DAF provide the payment, but get the payment reimbursed from the government.
- After the mother’s 14 weeks of paid maternity leave, the parents are entitled to further 10 weeks of paid parental leave altogether. This means that the parents are free to decide, how they want to distribute these weeks among them. This is effective if both mother and father are embraced of the Agreement on Leave in connection with Childbirth. If the father is not embraced of the Agreement on Leave in connection with Childbirth, the mother is entitled to 10 weeks of paid parental leave.
- 24 weeks after the child is born each parent is entitled to 22 weeks of absence. This part of the parental leave is unpaid, but the parents are entitled to parental leave benefit in 22 weeks altogether. Again this means, that the parents are free to decide, how they want to distribute these 22 weeks with parental leave benefit among them. The benefit amounts to 60 pounds pr. week.

### **CONCLUSION**

The past years’ efforts to achieve equal opportunity and diversity have focused on removing the barriers of the corporate culture that makes it difficult to recruit and retain

women. This focus will continue to be maintained for many years to come. The on-going initiatives on women generally and specifically on women and leadership will continue to be a matter of interest and concern. It is still an open question of whether the initiatives will have a positive effect on the recruitment and retention of women in DAF, but the rate of success very much depend on the maintenance of the efforts and the support of DAF' board of directors.

However, DAF' increasing recruitment and retention problems put a lot of pressure on the present military and civilian personnel, which to a certain extent might endanger the on going efforts to strength the number and position of women in DAF. On the other hand, the present situation might also result in even greater efforts to enhance the recruitment, retention and career development of women.