

**National Report of Germany
to the
Committee on Women in the NATO Forces
2008**

I. Policies

The Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr (*Soldatinnen- und Soldatengleichstellungsgesetz*, SGleiG) has been in force since 1 January 2005. Since then, the Armed Forces have been able to gain first experience in the application of this act. The main concerns have been to examine and assess compatibility and practicability under the specific conditions of military service, military personnel management and the military organisational structure.

According to the law, the Federal Ministry of Defence has to report to the German Bundestag after two years at the latest and state whether the specified quotas adequately meet the objective of promoting equality. Female military personnel must be considered as underrepresented if their proportion in the statutory areas in all careers except for medical service careers is less than 15 percent and less than 50 percent in the medical service careers. The target of 15 percent for most of the military careers is constitutionally justified at the moment, because these careers have only been open to women since 2001, so the proportion of women is still small. The obligation to present this report constitutes an important foundation for the decision the German Bundestag has to take on whether a modification of the specified quotas is required to promote equality.

II. Organisation

Current percentages (Data from 2007) of total force by service:

	soldiers female Total % of	flag officers % of female	senior officers % of female	junior officers % of female	% of female NCO	rank than NCO soldiers of lower % of female	operations in military participating soldiers % of female
Army	4.6		0.6	0.9	2.2	6.7	
Air Force	4.3		0.7	1.6	2.7	7.8	
Navy	6.7		2.1	4.3	5.6	8.7	
Joint Support Service	5.1		0.7	4.5	4.0	7.8	
Joint Medical Service	32.9	10.0	24.8	25.1	31.2	38.6	
Total	7.6	0.48	4.53	0.49	5.82	10.4	

III. Recruitment

The number of women in the Armed Forces has tripled within a few years. Of the some 190,000 temporary career volunteers and career soldiers, 7.6 percent are female. The proportion of women in the Joint Medical Service amounts to 37.2 percent. The proportion of female recruits wishing to pursue the career of a line officer was 15 percent in 2007. In the line and general specialist services, the proportion of women pursuing the careers of NCOs and enlisted personnel amounted to just over 12 percent. In the medical service, 60 percent of the personnel recruited for officer careers and more than 50 percent recruited for careers as NCOs and enlisted personnel in 2007 were women.

The number of applicants is expected to decrease in the years to come. Already in 2007, the application figures for all careers were about 15 percent below the percentages of the previous year. The demographic development in Germany and the good situation on the civilian labour market at the moment can further intensify this trend in the foreseeable future. This will particularly affect the numbers of recruits interested in pursuing careers as NCOs and enlisted personnel. In contrast, the career of an officer will benefit from the increasing numbers of school-leavers with the *Abitur* (higher education entrance qualification) per year until 2018.

There are few areas in which the proportion of female military personnel is above the quota specified by law. The proportion of women among the NCO specialists in the military music service for example amounts to almost 37 percent throughout the Armed Forces. Except for the medical service, women still constitute clearly less than 15 percent of the personnel altogether in the other career groups. And even in the medical service career groups, the proportion of women is still well below 50 percent. The 50 percent quota is only exceeded in a few sub-areas. In the higher rank categories and assignments, female military personnel are still underrepresented because it takes them some time to advance in their careers. This can only change over time. Estimates as to when the quotas specified in Section 4, subsection 5 of the Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr might be achieved are difficult to make because the application and recruitment situation may change due to the political and security situation, the job situation and the demographic development. Even if the application situation remains good for quite a while, the specified quotas for the medical service and other careers will not be achieved in the next few years.

IV. Training

Female military personnel basically undergo the same training as their male counterparts. This applies in particular to the career training courses and specialty courses.

All military personnel are obliged to maintain and improve their physical fitness as prescribed in the directive on training and maintenance of individual basic skills. To prove their physical fitness, all service members have to meet the requirements of both the German Sports Badge and, until the age of 39, the Physical Fitness Test once a year. The evaluation of their performance depends on their gender and age group. In addition, one march has to be completed per year.

In 2003 and 2004, the Bundeswehr implemented the gender mainstreaming requirements at all schools of the Armed Forces by means of a multiplier training programme called "Acting in Partnership". The training programme was developed in close cooperation with the Federal Centre for Health Education. A social process with the five main topics of "men and women in the Bundeswehr", "discrimination, mobbing, sexual harassment", "partner-like behaviour", "compatibility of family and work" and "communicative behaviour" which takes account of the objectives of gender-mainstreaming and, thus, is hoped to contribute considerably to increasing confidence in dealings with the opposite sex has been initiated. The key phase of this project was successfully completed in 2004. The aim to considerably increase the confidence of servicemen and women in their dealings with each other has been achieved. The schools and training facilities involved have recognised the intent and meaning of the project and are responding accordingly. For the future, it is important to ensure the sustainability of the socialisation process initiated by the "Acting in Partnership" project. The Leadership Development and Civic Education Centre in Koblenz continues to offer the seminar.

V. Deployments

During all operations conducted under United Nations and NATO auspices in Cambodia, Somalia, Croatia, Bosnia-Herzegovina, Macedonia, Kosovo, Australia/East-Timor, Afghanistan and Lebanon, women in the Bundeswehr have done and continue to do an excellent job.

At present (as of 11 February 2008), there are 377 servicewomen on deployment outside Germany (152 ISAF, 22 OEF, 4 EUFOR, 168 KFOR, 31 UNIFIL). 5.4% of the military

personnel on deployment outside Germany (more than 6,950 service members) are women.

VII. Career Development

In view of the fact that all careers in the Bundeswehr are also open to women, career development and the individual assignment pattern of military personnel in the German Armed Forces are gender-neutral. Accordingly, there are no specific support programmes for the professional development of female military personnel, nor do the women concerned have to overcome particular obstacles or impediments. Women in the German Armed Forces are assigned, supported and promoted, just like male military personnel, on the basis of aptitude, qualification and merit, as prescribed by law.

The quotas specified by law that are intended to promote equality, however, have to be taken into account and, thus, have to find their way into various personnel selection procedures and guidelines. Consequently, female military personnel, if underrepresented, have to be given preference over male military personnel who have the same qualifications (aptitude, merit and qualification) in advancement selection procedures, for example, for senior NCO and officer careers (as specified in Section 4, subsection 5, first sentence of the Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr). Non-compliance with this rule is only permitted in quite specific cases.

The provisions of the Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr also have to be observed during the preparation and implementation of the appropriate selection procedure for the appointment of military personnel as career service members and officer specialists.

VIII. Special Interest Item

As specified in the Bundeswehr Concept, the compatibility of family life and military service is a capability of the Bundeswehr. It is in the "support and sustainability" capability category.

The subconcept on the subject of "compatibility of family life and military service" was approved by the Federal Minister of Defence on 30 March 2007. Demands on the Armed Forces to improve the compatibility of family life and military service concern the areas of personnel management, leadership competence, organisation of duty, duty hours, family services, information activities as well as financial and monetary benefits. The aspect of "family services" comprises demands and statements regarding childcare, family member nursing, family support, social counselling and support as well as housing support.

To facilitate the implementation of the subconcept, a "manual on the compatibility of family life and military service" is being developed in the form of a service regulation as General Handout 1/500. This manual is intended to combine the provisions of the Bundeswehr for the implementation of the subconcept that are already in effect and those that still have to be developed for all the organisational areas and to provide an overview of the current directives and procedures.

One measure designed to improve the compatibility of family life and military service for all Bundeswehr members is the demand-oriented provision of parent-child offices by the units / agencies, the aim being to improve the chances of harmonising parental and service duties, particularly when childcare cannot be ensured otherwise.

A kind of "operational test" is intended to be conducted over a two-year piloting phase to see whether the parent-child office allows male and female military and civilian personnel to take their children with them to work and to take care of them themselves in emergency or exceptional situations. The aim is to reduce the stress, for example, linked with having to make emergency arrangements or for looking for alternative care.

When places of work are modern and standardised and allow childcare to be provided, parents and guardians can do their work and keep an eye on the children they are entrusted with, as the children are always in their sight (in-house care).

IX. Conclusion

Military service is an attractive proposition for women. The numbers of female recruits are continuing to rise in every sector. The first jet pilot has been trained, female tank commanders are taking charge, and the Navy reports that it has got its first female helicopter pilot. Women are assuming more and more responsibility in all the services. Things are progressing!

For the Federal Minister of Defence
Mauersberger