

NATIONAL REPORT 2009 DENMARK

POLICY

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, 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.

Comment:

The overall objective of equality and diversity of DAF is to create an organization that is capable of utilizing its many different people with various resources and different qualifications. This implies that the resources women bring to DAF are indeed considered as possibilities rather than limitations. The representation of women in DAF provides the organization with 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 optimising the organization.

Objectives

The MOD established in 2008 the equality policy objectives:

- More women in the military. There are efforts to be taken in terms of recruitment and retention, and networking among women in the military is to be supported.
- More women in DAF management group.
- Increase the number of women in international missions, and the UNSC Resolution 1325 concerning women, peace and security must be implemented.

Implementation of gender mainstreaming in the Armed Forces

In 2001 an inter-ministerial gender mainstreaming project in Denmark was initiated. MOD and all other ministries are participating in the project. Methods and tools for gender mainstreaming has been developed as part of the project. An action plan for 2007-2011 has been developed, which focuses on implementation, anchoring, differentiation and management. The following targets from the action plan can be mentioned as examples:

- development of an e-learning course (is ready, see <http://lige.dk/dkmd/index.html> (in English also), and
- develop plans and specific targets for capacity building and a strategy for how to enhance knowledge of gender mainstreaming.

The MOD has, in consequence, taken steps to establish a network of authorities within the MOD area of responsibility in order to build qualifications and to enhance knowledge of gender mainstreaming.

ORGANIZATION

About 17% of all military and civilian employees in DAF are in 2008 female.

The table below shows data from Marts 2009. 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 Marts 2009).

	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 military operations
Army	3,7	-	4,4	1	2,6	4,0	3
Air Force	8,0	-	5,0	1	6,4	10,5	4
Navy	6,3	-	4,3	1	4,3	8,4	4
Others²	-	-	-	-	-	-	-
TOTAL	5,2	-	4,5	1	3,9	6,2	5

¹ Senior officers and junior officers are statistically combined, and it is therefore not possible to distinguish between them.

² Others. The number of women who are engaged in compulsory military service-like conditions since the introduction of Armed Forces' Day is more than doubled, and in 2008 there the number was 469. As a consequence the proportion of women who, after their military service are employed in a military position, also increased.

³ About 5% of ISAF 7 was women – the highest number yet.

⁴ Unknown.

⁵ 157 women were deployed in 2008, which corresponds to 6.1% of the deployed personnel.

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 (male) conscripts.

The Armed Forces' Day

In 2004 a new political agreement on defence was entered for the period 2005-2009. The agreement amongst other things 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 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 with the aim of evaluating their fitness 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.

DAF is working continuously to increase the number of women who say yes to the invitation of Armed Forces' Day. This is done by making the invitation increasingly more attractive and by inviting women to a special day of inspiration only for women, as well as inviteing them to the Armed Forces' Day. On the day of inspiration the young women hear about other women's experience of being in the military. The intention is that the day motivates the women to subsequently join the Armed Forces' Day.

There are several ways of entering DAF. For admission to the 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.

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.

Women can serve within all branches, and are integrated in the services within the area of responsibility 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.

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 soldiers 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

Denmark wants to focus and strengthen implementation of the Resolution's objectives - both nationally and internationally. This will be done by comparing the foreign- defense- and development policies in crisis and conflict.

Focus will nationally be on women employed in defense and their role in international operations. The part of women must be increased in general and at all levels of management. In addition, gender-related issues shall be more prominently in the education given in DAF of basic and continuing education, and tools to make gender issues more visible to the soldiers must be developed.

Both the MOD and The Ministry of Foreign Affairs' pre-deployment training included issues around the position of women in conflict and the international organizations that Denmark supports with funding for humanitarian interventions in conflict zones must comply with the Danish goal of gender mainstreaming.

E.g. in Afghanistan Denmark has established a number of women's centers, where women can get advice about their rights, and established special girl schools to ensure girls' access to education, including English.

CAREER DEVELOPMENT

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.

However a pilot project for young female Captains/Lieutenant Commanders has been completed to see what a difference it would do.

SPECIAL INTERESTS ITEMS/EVENTS

Maternity/Paternity leave

The general rule in Denmark is that women are entitled to four weeks of maternity leave before birth and 14 weeks after birth. Men are entitled to two weeks' leave during the first 14 weeks. The parents have 32 weeks' parental leave each, which they can divided between them as they like. However, it is only 32 weeks of their total parental leave they are entitled to parental leave benefit.

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.