

Luxembourg - National Report

Introduction

The law of 1967 ended the compulsory military service and reorganised the Army as an all-volunteer force. At this time, the missions of the Army were integrated within the broader mission of the Public Force, comprising the Army, the Gendarmerie and the Police.

Luxembourg has no air force or navy.

In April 1979, the first female candidates were incorporated into the Police and one year later in the Gendarmerie. It is only in 1987, that the Army opened itself to women.

In order to move towards professionalization, the Army introduced, in 1997, in addition to professional officers and NCOs, career corporals. All other military personnel serve as volunteers:

Volunteer soldiers are the only eligible candidates for postmen, customs officers or forest wardens. Moreover they have a priority enrolment right in other areas, as for instance the police.

In 1999, the government decided to split the Ministry of Law Enforcement Authorities. The Defence Department was integrated into the "Ministry of Foreign Affairs and Defence". The Police and the Gendarmerie were merged and the department belongs now to the Ministry of Interior.

Policy Changes / New Policy

The Army has no specific regulations on gender issues.

In recent years, the government voted new laws that are applicable to military personnel:

- Law that gives each parent a right to benefit from a 6-months parental leave (or 12-months part-time leave). This period is increased to 8 (16) months for each additional child. The parent is paid a fixed amount of approximately EUR 270.
- Law on sexual harassment addressing both genders
- Law on the onus of proof in case of sexual discrimination (access to employment, remuneration, career developments, training, ...). This law addresses both genders.
- Law on the protection of pregnant and nursing working women.

Organisation / Employment

In April 2004, Army personnel strength was at 952, with 148 vacancies. Currently 49 women serve in the Luxembourg Army: 1 officer, 1 cadet in training, 6 NCOs and 41 volunteers.

Women serve without restrictions on positions or specialities, including combat.

(Numbers as of April 04)

	Total	Men	Women	% of women in the Army
Officers	61	60	1	1,63 %
Cadets	10	9	1	10 %
NCOs¹	185	179	6	3,24 %
Volunteers	554	513	41	7,40 %
Total²	810	761	49	6,04 %
Civilians	142	98	44	30,98 %

1 includes the military band

2 military personnel only

Recruitment

The number of volunteers in the Army has been decreasing since 1994 and Luxembourg has had some difficulty meeting personnel recruiting goals (male and female). On the other hand, Luxembourg has responded favourably to the new security challenges and decided to commit herself strongly to multinational security and defence. Thus the Army is confronted with new missions and needs to be restructured and adapted to this new environment.

In 2000, the Army launched a recruitment campaign aiming at making the voluntary military service more attractive and at motivating more young people to commit themselves for a minimum of 18 months. The pay was increased substantially and civilian guardians were recruited in order to allow volunteers to concentrate on their military training.

Due to the fact that the Army does not make any distinction between men and women (with the exception of lower standards for the physical selection test), women are not being addressed specifically in the recruitment campaign.

In December 2002, Luxembourg Army opened-up to EU citizens.

EU citizens are admitted as volunteer soldiers. They have lived for more than 36 months in Luxembourg, know the 3 administrative languages and fulfil the same entry conditions as Luxembourg applicants. In order to become an officer, NCO or corporal, candidates still need the Luxembourg nationality.

Bilateral understandings have been agreed with most EU member states. Only Austria and Germany have constitutional restrictions. Citizens from the 10 new member states will be admitted as from May 2004.

The first EU citizens joined the Army in October 2003 (17 Portuguese, 7 Italians and 2 French). The first woman joined in February 2004.

With the success of the campaign and the opening of the Luxembourg's Army to EU citizens, the number of recruits increased in recent years.

Training

Women must comply with the same entry requirements and training as their male counterparts. Their basic training lasts four months and is conducted at the Army Training Centre "Grand-Duc Jean" together with men. Following this period, all volunteers join male and female integrated training units. Lower standards for physical tests are applied to women, as mentioned above.

Deployments

Women have been deployed in support of UNPROFOR/IFOR/SFOR/KFOR missions on normal volunteer soldier rotations.

Until now, no female volunteer has been taking part in an ISAF mission.

Confronted with new international responsibilities and adapting to the ever changing strategic environment, the Luxembourg Army needs well-trained and quickly deployable units to assume his international obligations. However, the recruitment for non-Article 5 operations is done on a voluntary basis for all categories of personnel. Although the Ministry of Defence has the authority to designate officers, NCOs and corporals for such missions (without distinction between men and women), he cannot designate volunteer soldiers.

This is why the Army is considering to introduce a new concept called "the volunteer soldier in operational availability". The volunteer is given the possibility to agree to be available to participate in non-Article 5 operations for the duration of three years. In return he is granted a monthly financial premium.

Career developments

Men and women enjoy the same career developments.

Conclusion

Even if the percentage of the women in the Army grew from 4.7% in 2002 to 6.04% in 2004, the number of female soldiers stays low, especially in the case of the professional career. Indeed, the Army has only one female officer, 6 female NCOs and one female cadets among its ranks. Until now, no female soldier has been interested in the career of corporal.

Thus one of the challenges of the Luxembourg Army will be first of all to stimulate the interest of women for the Army and then to motivate them for a career within the Army.