

DENMARK - NATIONAL REPORT 2004/2005

INTRODUCTION

All initiatives by the Danish Armed Forces (DAF) in connection with new policies, recruitment, training and career development are based on a policy of giving all personnel equal opportunities. 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 sometimes different people must be treated differently in order to obtain equal opportunities.

The overall objective of the effort within the area of equal opportunities is to create an organisation that is capable of drawing on many different people with varied resources and different qualifications. This implies that the competencies that women bring with them into the DAF are considered as resources rather than limitations. DAF will have more possibilities and will improve the work quality when the organisation is capable of utilising the fact that the organisation consists of different people with different resources.

POLICY

A new military criminal code was passed in 2004. It opens up new possibilities to take measures against various forms of gender-linked insulting behaviour. It is still to be seen how these new possibilities will be applied. At best, this new criminal code will have a preventive effect on the occurrence of gender-link insulting behaviour in DAF.

ORGANISATION

The statistics below are from January 2005. Personnel employed in civilian jobs are not included in the statistics.

Distribution of men and women on ranks

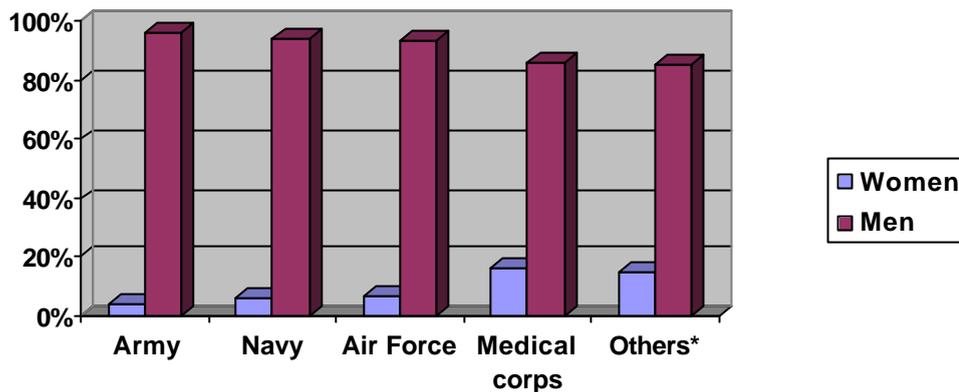
	Distribution of men and women expressed in figures		Distribution of men and women expressed in percentages	
	Men	Women	Men	Women
Senior Officers¹	465	7	98 %	2 %
Officers²	6.169	321	95 %	5 %
Non-commissioned officers	6.229	213	97 %	3 %
Regulars	8.685	567	94 %	6 %
Total	21.548	1.108	95 %	5 %

¹ Lieutenant Colonel/Commander Senior Grade up to General/Admiral

² Second Lieutenant/Sub Lieutenant up to Major/Commander

	Distribution of men and women expressed in figures		Distribution of men and women expressed in percentages	
	Men	Women	Men	Women
Conscripts/Women serving on similar terms as conscripts	2.240	113	95 %	5 %

Distribution of men and women related to services (April 2004)



* "Others" includes musicians, legal advisers in military questions etc.

January 2005 percentage of women: 4 % in the Army, 6 % in the Navy, 7 % in the Air Force, 16 % in the Medical corps and 15 % in others.

EMPLOYMENT

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.

There is no compulsory service for women in Denmark, but as of 1998 women have the possibility to serve on the same terms as conscripts.

RECRUITMENT

Women are included as a target group for recruitment into the recruitment campaigns, which DAF carry out. To provide a qualified basis for such a gender-mainstreamed recruiting practice the Recruitment Agency in 2004 had a report made that describes the motives of young women for choosing the armed forces as their future workplace.

Furthermore, two young women are engaged at DAF's Recruitment Agency. Among other things, they participate in information meetings for young students.

The feminine part of recruits by service

	Army	Navy	Air Force	Total
Officers	14 %	33 %	6 %	20 %
2002				
Privates	6 %	3 %	6 %	6 %
Officers	6 %	14 %	8 %	9 %
2003				
Privates	6 %	3 %	0 %	4 %
Officers	6 %	12 %	-	8 %
2004				
Privates	3 %	0 %	3 %	3 %

In the period 2002 - 2004 the number of women who are admitted to do the voluntary compulsory service is:

	2002	2003	2004
Women admitted to do the voluntary compulsory service	283	180	140

Comparatively, 2002 was a good year, but ever since women's share of the recruits has been decreasing. Probably, some of the following circumstances explain this trend:

- On 7 Mai 2003 the results of a survey concerning the scope and nature of gender-linked insulting behaviour in DAF were made public. The results told that this kind of behaviour is an issue in the Danish Armed Forces.
- The aggravated circumstances in Iraq and Afghanistan.
- At the end of 2004 the content and duration of the compulsory service were changed. From experience, we know that the women who applied for the voluntary compulsory service were attracted by the old concept of the compulsory service. DAF fears that the way the media during 2004 described the changes, made some young women lose their interest in DAF.

As of January 2006 a new initiative will be implemented: "Armed Forces' Day". All young men will be called up to participate in an arrangement like this, and on their eighteenth birthday all young women will receive an invitation to "Armed Forces' Day", too.

Examination of men and women liable for military service will be an integrated part of the arrangement. Furthermore, the young people will be informed about the job possibilities that exist in DAF, as well as they will be offered individual guidance. DAF expect that this initiative will have a positive influence on the number of young female recruits.

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 physically demanding functions. The basic requirements are graded regarding to sex and age, while the physical requirements related to specific functions are the same irrespective of sex and age.

DEPLOYMENT

DAF's Think Tank concerning Women in Uniform considers different subjects that influence the terms that women in uniform serve under. The think tank's deliberations usually end up with a number of recommendations that are implemented. At the end of 2004 the think tank began to consider the topic: "Women in international operations". At present, the think tank is gathering information and knowledge on the topic, and this will continue until the end of 2005.

SPECIAL INTEREST/EVENTS

Mentoring program

A mentoring program for young male and female officers was launched in 2002. At the end of 2003 the program was evaluated. The evaluation told that it was a success. Therefore, the mentoring program is implemented as a permanent arrangement.

Mainstreaming of DAF appraisal interview system

During 2006/2007 DAF will implement a revised appraisal interview system. It is called FOKUS. The system has a decisive influence on the personnel's career. FOKUS has been gender-mainstreamed as an integrated part of the development process. Different courses will be developed in relation to FOKUS. During the development of these courses, the gender perspective will be integrated.

The gender mainstreamed appraisal system is expected to support women in their career efforts. It can also contribute to a change in the culture of DAF, because the perspectives of women are included in the competencies considered important for the activities of the armed forces.

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 opportunities 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 will be implemented in the spring of 2005.

Networking among women

Different materials about networking among women have been developed: An information leaflet and a manual on how to start and keep up networks. The materials have been developed in a group of women, who either already are or are willing to be originators of networks. The purpose of such an organisation of the project is, that these women will hopefully make the idea of networking tangible through their own initiatives. With this strategy, DAF hope that good stories and experiences will spread like ripples in a pond and various forms of networks will come into existence in the wake of this initiative.

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 employee who is also a professional counsellor, located in the Danish Defence Personnel 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.

Mainstreaming of uniforms

Among Danish military women the dissatisfaction with their uniforms are massive. Thus, the DAF's Think Tank concerning Women in Uniform has taken up the issue for consideration.

The think tank has gathered information within the uniform area, and on how the personnel within the area experience the way women present their problems. The gathered knowledge has been transformed into a report, which identifies a number of problems and recommends a number of initiatives. Some of the initiatives are to ensure more flexibility and more knowledge about women's needs and wishes. The recommended initiatives are expected to be implemented over time.

UN Resolution 1325 on Women, Peace and Security

DAF and the Danish Ministry of Foreign Affairs in collaboration have taken UN Resolution 1325 on Women, Peace and Security up for consideration. Within DAF the collaboration so far has resulted in the following initiatives:

- A mapping of areas (regulations, training and practice) where DAF come up to the intentions in Resolution 1325 at present.
- Identification of areas which need to be improved.
- Preparation of a political working paper that suggests a policy and strategy on how DAF can work on implementing Resolution 1325 on different levels in the organisation. The paper will be presented to DAF's management.

CONCLUSION - THE CHALLENGES OF THE FUTURE

In 2004 a new agreement on defence was entered. Among other things the agreement entails that the armed forces are going to be ready to send twice as many units into international operations as before. And the armed forces must be ready to do this quicker and more flexibly. The fact that in future, more units are likely to be sent into international operations will result in more soldiers abroad and shorter intervals between each time the individual soldier will be sent out: Women sent out as part of a unit will be more common.

This trend increases focus on the subject: "Women in international operations". Simultaneously, UN Resolution 1325 has been put on the agenda. 1325 spreads out the subject, and involves women and girls who live in the areas where the international operations take place, too. Something seems to indicate, that the core of DAF's production will be the next area to be taken into consideration from a gender perspective.