



## Luxembourg - National Report 2005

### 1. Introduction

After the abolishment of the compulsory military service in 1967, LU Army was reorganized to a battalion size all volunteer force with the aim to form during their 36 month term a breeding ground of personnel for different state administrations (Gendarmerie, Police, Customs, Penitentiary Administration, Post and Telecommunications....) while disposing of a military force to contribute to the Alliance and to the defence of the national territory.

Although in our days some administrations are more and more recruiting directly from the civilian sector, this career prospect still represents the major attractiveness for young people to join LU army.

As for today, the following careers are open for luxemburgers (male and female) having served in the army for a 18 month term at least:

#### Exclusive right for voluntary servicemen/women

- |                     |  |
|---------------------|--|
| Army :              | - career NCO and Corporals<br>- security personnel |
| Police :            | - career of the "Brigadier de Police" (low ranks)  |
| Customs:            | - customs officer                                  |
| P & T :             | - postman  |
| Penitentiary Dep. : | - prison guard                                     |

#### Priority right for voluntary servicemen/women

- |                                      |  |
|--------------------------------------|--|
| Police :                             | - Career of the "Inspecteur de Police" (mid ranks) |
| Department of<br>Civil Engineering : | - road mender                                      |
| Adm. of urban districts :            | - communal agent                                   |
| City of Luxembourg :                 | - fireman  |

Several other ministries, state administrations and offices are regularly recruiting among our volunteers for their low ranks careers.

## **2. Policy Changes / New policy**

In order to improve our usability, LU army has developed a concept for a new type of professional soldier, the so called “soldier in operational availability”, who may be designated for any type of mission and will thus be a complement to the current personnel establishment. This will help increasing the number of troops available for NATO and EU led operations.

Although the extent and final conditions of this “professionalisation” are still under discussion, it is obvious that this fundamental change will bring new possibilities to both female and male future volunteers.

There has been no change since last report to specific regulations on gender issues.

## **3. Organization/Employment**

On the 24 may 2005, the overall Army personnel strength was 945, with 150 vacancies. Currently 51 women serve as officers, NCOs and enlisted troops. 32 are civilian employees.

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

(Numbers as of 24.05.05)

	TOTAL	Men	Women	% of women in the Army
Officers	61	58	3	4,91 %
Cadets	10	10	0	0 %
NCOs <sup>1</sup>	184	177	7 (5) <sup>1</sup>	3,80 %
Volunteers	577	535	42	7,28 %
Total <sup>2</sup>	832	780	52	6,25 %
<i>Civilians</i>	<i>113</i>	<i>81</i>	<i>32</i>	<i>28,32 %</i>

1 includes the military band

2 military personnel only

## **4. Recruitment.**

The engagement period for army volunteers is 18 month with the possibility to reengage annually for up to a total of 15 years.

Following the continuation of our active recruitment campaign (21 information days in high schools and on public fairs), 507 applicants made the selection tests in 2004 for admission in our army.

244 were refused (48,12%) due to insufficient results in the tests (52,88%), medical reasons (7,78%), insufficient physical condition (6,96%) and other reasons (32,38%).

Of the remaining 263, only 215 subscribed a 36 month contract after their 4 month basic training. 14 of them were women (6,5%).

Due to the fact that we do not make any distinction between men and women (except lower standards for the physical selection test and separate housing location), women are not being addressed specifically in the recruitment campaign.

After the opening of LU Army for EU citizen not having yet the luxemburgish nationality, but living for at least 36 month in the Grand-Duchy, 52 volunteers (24,18% of the selected candidates) of foreign nationalities were incorporated: 29 portuguese (1 female), 13 italians (1 female), 4 dutch, 4 belgiums and 2 french.

For your information, find hereafter some interesting statistical figures concerning the population of the Grand-Duchy of Luxembourg.

Year	2001	2003	2004
Total population (x 1000)	439,5	448,3	451,6
Women	223	227,3	228,6
Luxemburgers	277,2	277,6	277,4
Foreigners	162,3	170,7	174,2
- Portuguese	58,7	61,4	63,8
- French	20	21,6	21,9
- Italian	19	19	18,9
- Belgium	14,8	15,9	16,0
- German	10,1	10,2	10,3
- UK	4,3	4,7	4,6
- Dutch	3,7	3,6	3,6
- Other EU states	9,2	9,7	9,6
- Non EU states	22,5	24,6	25,5
- Foreigners in %	36,9	38,1	<b>38,6</b>

## **5. Training**

Women must comply with the same entry requirements and training as their male counterparts. After their basic training (4 month) they join the “mixed” units where they do their unit training without distinction to their male comrades (except lower standards for physical tests).

This is applicable also for the 4 months KFOR training preceding the deployment to KOSOVO.

## **6. Deployments.**

During the last year, 5 women have been deployed in support of KFOR mission on normal volunteer soldier rotation.

Participation in non-Article 5 operations are on a voluntary basis for all categories of personnel. However, the Minister of Defence has the authority to designate officers, NCOs and corporals for such missions, without distinction between men and women.

For cultural and religious reasons, no female participation has been envisaged for ISAF (Afghanistan) until now.

### **7. Career developments.**

Men and women in all careers enjoy the same development possibilities.

### **8. Conclusion.**

Gender problems are at a very low level and are mostly due to differences in individual characters.

Following numerous interviews with female volunteers, my personal perception is that inter-women clashes are more frequent than those opposing men to women, or are at least of a higher intensity.

Although most of the women serving in Luxembourg Army have an overall positive attitude towards military life in general and in their respective jobs in particular, it stays very difficult to get them motivated to opt for a military career.

While 9,3 % of the Police are women (132 of 1408), LU Army remains at very low 6,25 %, even if this constitutes an increase of 0,21% in regard to 2004.