

NATIONAL REPORT 2006/2007 DENMARK

INTRODUCTION

All initiatives by the Danish Armed Forces (DAF) in connection with new policies, recruitment, training and career development are based on all personnel being given 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 you sometimes have to treat different people differently to give them 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 resources that women bring with them into DAF are considered as possibilities rather than limitations. DAF will have more possibilities and will improve the quality of the work when the organisation is capable of utilising the fact that the organisation consists of different people with different resources.

In other words, the effort to ensure equal opportunities is seen as an instrument for developing the organisation.

POLICY

In 2004 a new political agreement on defence was entered. Among other things this agreement has entailed that the examination of young men liable for military service has been placed in a new setting called the Armed Forces' Day.

The Armed Forces Day is carried out on five recruitment centres, placed in different towns around the country. The 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 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 of young men liable for military service. However, the politicians have decided that all young women of 17 – 18 will be invited to participate in the event too. This, in itself is an improvement on DAF possibility to recruit women to the military service.

In addition to this, the invitation to the Armed Forces' Day is a welcome possibility to draw the young women's attention to the fact, that the armed forces is an exciting and challenging place to work – also for women! Never before has DAF had the opportunity to contact young women directly, at a time where most of them have not yet made their choice of career.

The first Armed Forces Day was carried out in February 2006.

ORGANISATION

The figures below are from March 2006. Personnel employed in civilian jobs and personnel engaged in the Home Guard are not included in the statistics.

Table I: Current representation by rank

	Senior Officers ¹	Officers ²	Non-commissioned officers	Regulars	TOTAL
Women	7	365	212	514	1.098
Men	470	5.833	5.249	7.477	19.029
Total	477	6.198	5.461	7.991	20.127
% Women	1,5 %	5,9 %	3,9 %	6,4 %	5,5 %

Table I a: Current representation among personnel doing their military service

	Conscripts/ Women serving on similar terms as conscripts
Women	285
Men	3.827
Total	4.112
% Women	6,9 %

Table II: Current representation by uniform

	Army	Navy	Air Force	Medical Corps	Others ³	TOTAL
Women	495	198	290	75	40	1.098
Men	11.604	3.069	3.675	372	309	19.029
Total	12.099	3.267	3.965	447	349	20.127
% Women	4,1 %	6,1 %	7,3 %	16,8 %	11,5 %	5,5 %

Table III: Total DAF Strength (2003 – 2006)

	January 2003	January 2004	January 2005	January 2006	January 2007
Women	1.234	1.064	1.108	1.079	1.088
Men	22.729	21.933	21.548	19.574	18.972
Total	23.963	22.997	22.656	20.653	20.060
% Women	5,1 %	4,6 %	4,9 %	5,2 %	5,4 %

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

² Second Lieutenant/Sub Lieutenant up to Major/Commander

³ "Others" includes musicians, legal advisers in military questions etc.

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 military service for women in Denmark, but since 1998 women have had the possibility to serve on the same terms as conscripts.

RECRUITMENT

Generally, women are integrated as a target group for recruitment into the recruitment campaigns of DAF.

However at present, DAF pays special attention to the recruitment of women to the compulsory military service. This is due to the fact that the compulsory military service is one of the most important recruitment platforms of DAF.

Table IV: The number of women admitted to compulsory military service

	2002	2003	2004	2005	2006
Women admitted to compulsory military service	283	180	140	178	516

As it appears from table IV, the number of women who have been admitted to compulsory military service has been decreasing in the period from 2002 – 2004. However, from 2004 to 2005 it seems that the decreasing curve is turning into a more positive development and from 2005 to 2006 the number of women who have been admitted to compulsory military service has grown markedly. No doubt, this growth is due to the implementation of Armed Forces' Day and the possibility to invite all young women of 17 – 18 to participate in the event too (compare p.1)

Thus, the challenge ahead will be to increase the number of female conscripts who are recruited to complete one of the educations DAF is offering. In 2005 approximately 23 % of all conscripts – women and men – were recruited to one of the educations that DAF offers, but it showed up that when the female part of the conscripts was isolated from the male part, only approximately 14 % of the female conscripts were recruited. However, in 2006 the positive development as regards the number of women who have entered into an agreement with DAF to do their compulsory military service has worked through to this part of the 'food chain' too. 24,5 % of all conscripts were recruited to one of the educations that DAF offers, and when the female part of the conscripts is isolated, it appears that the part of the women who are recruited make up 24,5 %. So far this result is very satisfactory.

DAF will follow the development within this area very closely in the years to come to ensure that this positive trend continues.

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.

DEPLOYMENT

Gender, units and performance

The current political agreement on defence from 2004 entails that the armed forces are going to be ready to send twice as many units into international operations than 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. Presumably, this means that women deployed as part of a unit will be more common.

This trend increases focus on the subject: "Gender in international operations". Therefore, the Danish Defence Personnel Organization has taken the subject up for consideration. The question of interest is: Which conditions have to be present, if the performance of units that consists of both men and women are going to be of high quality? – Which are the demands made on management, on the interaction in the unit, on the physical surroundings etc.?

Data on the subject have been collected and are going to be analyzed during in the course of 2007.

UN Resolution 1325 on Women, Peace and Security

On order from the Ministry of Defence the Danish Defence Personnel Organization has undertaken a survey, on how the Danish Armed Forces can implement UN Resolution 1325. This has happened from spring to Christmas 2006.

The survey was meant to answer two questions:

- How will Danish forces be able to improve the protection of women and girls living in areas, where forces are deployed?
- How will Danish forces be able to contribute to adding women's involvement in the peace- and reconstruction process?

The survey has resulted in a number of recommendations concerning an update in three central areas: (1) The existing hierarchy of documents that regulates the Danish Armed Forces' involvement in international operations, (2) Education and training, and (3) Evaluation.

The purpose of the update is to integrate the 1325-perspective in these areas.

In the survey three cases taken from Danish deployed unit's 'real life' are used to illustrate, how the perspective that UN Resolution 1325 present already are integrated in the

performance of deployed Danish forces. In headlines the three cases are – (1) The building up of a radio station for women in Afghanistan made of women in Afghanistan (2) A project in Iraq where a Danish CIMIC unit supported local women in building up a sewing-school and in connection with the school also a sewing- factory, and (3) An example of how Danish female soldiers in housesearches are used to address the local women in the searched houses to reduce the present threat and to promote a positive cooperation during the search. The point is - Danish forces deployed in international operations already occasionally handle challenges as the ones UN Resolution 1325 describes, but we need some instruments to ensure that it is done systematically and on a qualified basis.

Presently, the survey is considered in the Danish Ministry of Defence.

INTEGRATION MECHANISMS

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 possibilities 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 was implemented in 2005. At present an E-learning version of the program is being developed. The E-learning version is targeted at the managers employed in civilian jobs and the NCO and officers who will not go through the program at the schools and academies.

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 employed and professional counsellor located in the Danish Defence Personal 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.

SPECIAL INTEREST/EVENTS

Chief of Defence as ambassador

The Danish Minister of Equal Opportunity has asked the Danish Chief of Defence if he would accept being nominated as an ambassador on women and leadership. The Chief of Defence has accepted. The nomination is one for one year starting on 19th June 2007. Among other things the role as ambassador commits the Chief of Defence to participate in the public debate with discussion articles etc. and also to hold an event in his own organization.

CONCLUSION

The past years' effort to achieve equal opportunity and diversity has been focused on removing the barriers of the corporate culture that makes it difficult to recruit and retain

women. The next year, in continuation of the nomination of the Chief of Defence as an ambassador on women and leadership we will focus on this topic.