



1st ERASMUS+ Staff Mobility (STT) "Gender Seminar"

27th-29th September 2018 – Theresan Military Academy – Austria



White Paper

Background:

The European Initiative for the exchange of young officers inspired by Erasmus (EMILYO / Military Erasmus) aims to enable European Union BOEIs (Basic Officer Education Institutions) to explore possibilities for quantitative and qualitative exchanges of knowledge and know-how through mobility of their students and personnel.

During the iMAF 2018 at NUPS (National University of Public Service) in Budapest it was agreed to find possibilities to strengthen gender issues within the European basic officer education.

Aim:

The aim of the 1st ERASMUS+ Staff mobility "Gender Seminar" is to figure out possible measures for the quantitative increase of female cadets recruiting for the basic officer education.

Results and recommended actions:

1) In general:

- Female cadets should be treated as soldiers. Their performance is important, not their sex. Minimize differences.
- Make successful female students and officers "visible" (role model; e.g.: media)
- Integrate more female officers and cadets/students in the marketing process of recruiting.
- Main effort on marketing measures between the ages of 16 to 18 years.
- Main effort on social media during marketing process of recruiting.
- No positive discrimination (treat females and males equally, accept national laws and regulations)
- Mentoring before, during and after basic officer training.
- Highlight positive aspects (e.g. CIMIC, HUMINT, LMT/LOT)

2) Phase Recruiting:

- Regular contacts during High school. Increase the number of contacts during the last year of education.



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- Regular Open-door days at the academy/university focused on high/secondary schools.
- If possible, provide volunteer sport-pre-tests before entrance examination to identify personal fitness and suggest proposals for appropriate training.
- Main effort on social media and institutional websites to show the presence of women in the forces, especially in officer ranks and on operation/mission.
- Commercials should focus more on pictures/videos (emotions) than just on information. "See/Feel instead of read". Pictures/Videos should show females too (e.g.: daily life stories - personal and professional experiences)
- Discuss the necessity of sport entrance examination, which could be a first possible obstacle for female cadets (e.g.: support during basic officer education).

3) Phase Education:

- Joining male-female during training and education strengthens integration.
- Creation of associations (networks) among cadets/students and officers.
- Gender topics should be included in lecture subjects.
- Different physical limits (sport) for males and females during basic officer education, when appropriate.

4) Phase Alumni:

- Creation of associations (networks) among cadets/students and officers.
- Improve work-life balance / duty-family-balance (offer a "social package")
- Bullying prevention programmes (e.g. sexual harassment)
- Make female officers contribution more publicly visible when they are on duty/mission/operation.
- Keep all career possibilities and promotion courses open for females.



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