

**Senate Foreign Affairs, Defence and Trade Legislation Committee**

**Answers to written questions on notice  
DEPARTMENT OF DEFENCE**

**Additional estimates 2001—2002; 20–21 February 2002**

**Defence Equity  
QUESTION W42**

- a) Please provide figures on the number of women in each of the Services in the last 10 years, both in actual numbers and as a percentage of the Services in each year.
- b) Please provide figures on the number of women leaving each of the Services over the last 10 years.
- c) Please provide figures on the number of women enlisting in each of the Services in the last 10 years.
- d) Have there been any complaints made to the Defence Equity Organisation of racial vilification, or discrimination on religious or ethnic grounds, over the last 10 years? If yes, please provide year(s), number of complaints, basic detail of complaint (preserving anonymity of complainant and respondent) and any actions taken (preserving confidentiality of course).

**RESPONSE**

- a) The table below provides figures on the number and percentage of women in each of the Services over the last ten years.

Financial Year	1991-92		1992-93		1993-94		1994-95		1995-96	
	Women	%	Women	%	Women	%	Women	%	Women	%
Navy	1925	12.5	1871	12.4	1900	12.9	2116	14.4	2172	15.1
Army	2962	9.8	2860	10.2	2616	9.9	2632	10.1	2739	10.5
Air Force	3326	15.5	3046	15.7	2744	15.4	2754	15.7	2787	16.2
ADF	8213	12.2	7777	12.5	7260	12.3	7502	12.9	7698	13.4

Financial Year	1996-97		1997-98		1998-99		1999-2000		2000-01	
	Women	%	Women	%	Women	%	Women	%	Women	%
Navy	2249	15.3	2164	15.2	1974	14.7	1832	14.6	1900	15.5
Army	2783	10.8	2704	10.8	2636	11.0	2554	10.6	2524	10.4
Air Force	2645	15.9	2550	16.0	2275	15.5	2121	15.1	1964	14.9
ADF	7677	13.4	7418	13.4	6885	13.2	6507	12.8	6388	12.8

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- b) The table below provides figures on the number of women leaving each of the Services over the last ten years.

<b>Financial Year</b>	<b>1991-92</b>	<b>1992-93</b>	<b>1993-94</b>	<b>1994-95</b>	<b>1995-96</b>
Navy	164	161	227	248	289
Army	228	273	399	412	557
Air Force	318	503	474	297	308
ADF	710	937	1100	957	1154

<b>Financial Year</b>	<b>1996-97</b>	<b>1997-98</b>	<b>1998-99</b>	<b>1999-2000</b>	<b>2000-01</b>
Navy	274	304	352	342	339
Army	503	403	486	504	496
Air Force	308	312	372	325	374
ADF	1085	1019	1210	1171	1209

- c) The table below provides figures on the number of women enlisting in each of the Services over the last ten years.

<b>Financial Year</b>	<b>1991-92</b>	<b>1992-93</b>	<b>1993-94</b>	<b>1994-95</b>	<b>1995-96</b>
Navy	92	144	291	525	360
Army	235	180	143	348	605
Air Force	125	266	173	393	278
ADF	452	590	607	1266	1243

<b>Financial Year</b>	<b>1996-97</b>	<b>1997-98</b>	<b>1998-99</b>	<b>1999-00</b>	<b>2000-01</b>
Navy	302	229	197	200	410
Army	355	243	235	302	291
Air Force	215	255	116	198	214
ADF	872	727	548	700	915

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- d) Since the formation of the Defence Equity Organisation in 1997, there have been two reported complaints of general harassment based on religious grounds, and 15 reported complaints of discrimination based on racial grounds. The table below shows the details of these incidents.

<b>Year</b>	<b>Complaint</b>	<b>Actions Taken</b>
1996	A male RAAF person alleged that he was racially vilified in the workplace and given demeaning and degrading tasks.	Command appointed an investigating officer to conduct an assessment. Resolved through unit training and informal counselling.
1996	A male RAAF person alleged that lewd drawings were displayed depicting him and his wife, who is of Asian ethnicity.	Security police, in conjunction with State Police forensic investigators, conducted an investigation. Results were inconclusive. Workplace was monitored to ensure this behaviour was not repeated.
1996	A male RAAF person on a course overheard a conversation that he felt may have involved racially offensive remarks.	Investigation conducted, finding that no evidence existed that such remarks were made.
1997	A male contractor allegedly made racially offensive remarks to a male serviceperson.	Investigation conducted. Contractor formally counselled by supervisor.
1997	A male APS person felt he was being discriminated against on racial grounds.	Investigated by unit and MPRA. Claims found to be without merit. Complainant lodged appeal with HREOC. Not resolved.
1997	A male RAAF person alleges that he was exposed to racial slurs in the workplace.	Command commenced an investigation, but complainant withdrew the complaint.
1997	A male Navy trainee claims he was harassed due to his religious beliefs by a number of other Navy trainees.	Complaint investigated. All involved were formally counselled.
1997	A male Army person allegedly made inappropriate and racist remarks to another male Army person.	Results not reported to Defence Equity Organisation.
1997	A male Navy person allegedly directed racist remarks to a male Navy colleague.	Complainant given options for resolution, and chose to withdraw the complaint.
1998	A male Army person subjected a male Army colleague to racial abuse over a considerable period of time.	Investigation determined that both complainant and respondent had behaved inappropriately. Both members formally counselled.
1999	A male Army person verbally abused another male Army person using racial taunts.	Respondent charged under the Defence Force Discipline Act, fined and discharged from the Army.
1999	A male trainee sent pornographic e-mail to another male trainee, allegedly in order to offend the latter's strong religious beliefs.	Matter investigated. Respondent placed on a formal warning.
1999	A male APS person alleged that his work colleagues used inappropriate racial terms in the workplace.	Complaint investigated. Allegations unsubstantiated.
1999	A male Navy person made racist remarks to another male Navy person.	A conciliation session was arranged and the respondent apologised to the complainant.
2000	Two Navy trainees subjected a colleague to racial slurs and taunts.	Following investigation, both respondents issued with formal warnings.
2000	A male Army person directed racist remarks towards another Army person.	Pending notification of action under Defence Force Discipline Act.
2001	A male Army person alleged that members of his unit subjected him to a campaign of racial taunts. As a result, he went AWOL.	Unit formally investigated allegations. As a result, several members were formally counselled.