



NUMBERS OF MILITARY PERSONNEL – PERSONNEL STRENGTH OF EUROPEAN ARMED FORCES

November 2020



European Organisation of Military Associations and Trade Unions
www.euromil.org

1. Background

EUROMIL observed in the past months and years that European armed forces are reducing the numbers of their personnel and / or have problems to recruit enough young people to fill their ranks.

The trend of reducing European armed forces started with the end of the Cold War and the disintegration of the Soviet Union in the early 1990s when policy makers believed a peace dividend could be gained and huge traditional armed forces were no longer necessary. Many countries abolished or put on hold conscription and are today relying on a professional army. Economic considerations and tightened state budgets as a result of the economic crisis in 2008-9 only reinforced this trend. It still remains to be seen which impact the COVID-19 pandemic will have on defence forces and budgets, but (defence) budget cuts seem to be inevitable.

At the same time, the security situation of Europe has changed dramatically over the last years, challenges in the East and South are increasing and the transatlantic security partnership is challenged. Without analysing these trends in detail, one can conclude that the general trend has been a downsizing of military forces while at the same time the security challenges have increased.

EUROMILs member associations are monitoring these evolutions and in particular pay attention to the implications of national defence policies and budgets for the personnel. In some cases member associations advocate actively for a change in the recruitment policies of their armed forces.

In 2019, EUROMIL adopted a [position paper on recruitment and retention](#), laying down the minimum standards for both recruitment for short and long-term military careers as well as retention policies.

In autumn 2020, EUROMIL decided to take a step back and analyse the underlying political and military reasons for setting the desired numbers of military personnel and the role professional associations and trade unions are playing in this regard.

In order to gain a complete overview of the situation in Europe and the involvement of EUROMILs members, member associations were asked to fill in a survey. 16 associations from 15 different countries completed the survey. The results per country are available in section 3 of this paper.

2. General trends and observations

All trends and observations outlined below are solely based on the input received from member associations.

a. Defence forces are shrinking

A first general observation is that defence forces in European states are shrinking. Over 2/3 of the surveyed countries decreased the personnel strength of their military in the period between 2010 and 2020. The actual number of personnel serving decreased on average by 16%. 26,5% in Belgium and 25% in Germany are the largest decreases, while Slovakia (7%) and Greece (5%) are on the lower end of the scale.

In two countries the personnel size of the armed forces remained largely the same between 2010 and 2020 (North Macedonia, Spain).

An actual increase can only be seen in Hungary and Sweden (25%).

b. Decisions on the numbers of personnel are mostly taken by the government

In 9 countries, the government takes the decision on numbers of military personnel. In one country, the decision is shared by the government and the parliament and in 5 countries, the decisions lays with the parliament.

c. Budgetary consideration are the main driving force

In almost half of the countries surveyed, budgetary considerations were regarded as the main rationale behind the decrease of numbers of military personnel (Belgium, Denmark, Ireland, Italy, Netherlands, Portugal, Spain). In roughly 1/3 of the countries, a long term strategic vision is having the main impact on decisions regarding the personnel strength of the armed forces (Bulgaria, Germany, North Macedonia, Slovakia, Sweden), while in three countries, both aspects are equally considered (Greece, Hungary, Serbia).

It is interesting to note that all countries having budgetary considerations as the main driving force have actually reduced the number of personnel. Sweden has increased numbers as a result of a longer term strategic vision and Hungary has increased due to both, a strategic vision as well as budgetary considerations. In these general trends, Spain stands out as a country having held their force stable while at the same time basing this decision on largely on budgetary considerations.

d. The target numbers are decreasing

In 50% of the surveyed countries, the target numbers of military personnel have decreased between 2010 and 2020 (Belgium, Bulgaria, Denmark, Greece, Ireland, Italy, Netherlands, Portugal). The target numbers have increased in four countries

(Germany, Hungary, Slovakia, Sweden) but only two of them have seen an actual increase in the number of personnel (Hungary and Sweden). The target numbers have remained largely the same in 1/5 of the surveyed countries (North Macedonia, Serbia, Spain).

e. Recruitment targets have not been met

When comparing the target numbers with the actual numbers, recruitment targets have not been met in 80% of the surveyed countries (Belgium, Bulgaria, Denmark, Germany, Greece, Hungary, Ireland, Italy, Netherlands, Portugal, Slovakia, Sweden). Only North Macedonia, Serbia and Spain have met the targets.

f. Military associations and trade unions are mostly not involved in the process of defining the numbers of military personnel and recruitment targets

Only two of the surveyed associations are actively involved in a consultation process about recruitment targets (Denmark and Sweden). The other associations and trade unions are not involved at all or have an (less or not formalised) advisory role.

g. Recruitment and retention remain an issue

The survey showed no clear picture when it comes to the qualifications of applicants. In some countries the skills of the applicants match the open vacancies, on others candidates are over- or underqualified. Expectations of (young) people joining the forces are not always matched by reality and retention in the force (even during the basic training) remains an issue.

Associations suggested different action fields to improve recruitment:

- Social media campaigns

Action fields to improve working conditions and consequently retention:

- Adequate salaries and pay
- Parental and care leave
- Review short and long term contract systems

General demands regarding the military as a whole:

- Define military tasks better and recruit more personnel to carry them out, or reduce tasks
- Increase defence spending
- Facilitate mobility within the armed forces to fill vacant positions

3. Country Sheets

The following country sheets are the results of a survey carried out between EUROMIL member associations in autumn 2020. Not all member associations took part and not all who did take part answered all questions. If no answer was given this is marked with (-).

Belgium

ACMP-CGPM



Between 2010 and 2020, the armed forces have shrunk in size.

Actual numbers of people serving in the armed forces:

2010: 34.000
2020: 25.800

How are the decisions about the personnel size of the armed forces taken?

Decision by government

The decisions on numbers of military personnel are mainly based on budgetary considerations.

Between 2010 and 2020, the armed forces have decreased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

2010: 34.000
2020: 27.400

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

Generally, their skills match the required ones.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

No, never.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

Regarding recruitment: in general sufficient efforts are being done. The main issue is the retention: the (financial) compensation doesn't meet the expectations, the job content is often not motivating and the working conditions in many barracks are substandard.

Bulgaria

BUAFWA



Between 2010 and 2020, the armed forces have shrunk in size.

Actual numbers of people serving in the armed forces:

(-)

How are the decisions about the personnel size of the armed forces taken?

The National assembly of the Republic of Bulgaria takes the decision.

The decisions on numbers of military personnel are mainly based on a long term strategic vision.

Between 2010 and 2020, the armed forces have decreased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

(-)

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

The expectations of the younger generations differ from the reality of service in the armed forces.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

No. The BUAFWA association gives advice for recruiting campaign for women.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

Yes. The BUAFWA's proposals changed three times the Defence Act in Bulgaria for women and men service military personnel. Last change was for retention policies for father's child care leave.

According to us recruitment campaigns could be improved. Disseminated information via different info channels should be more understandable for young people. Social media could be use more actively in attractive presentation of your future job.

Denmark

CS



Between 2010 and 2020, the armed forces have shrunk in size.

Actual numbers of people serving in the armed forces:

2010: 23.000

2020: 20.000

How are the decisions about the personnel size of the armed forces taken?

Decision by parliament.

The decisions on numbers of military personnel are mainly based on budgetary considerations.

Between 2010 and 2020, the armed forces have decreased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

2010: 23.000

2020: 21.000

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

Certain skills lacking because the applicants are underqualified.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

We are involved in some way; helping with recruitment targets as publishing in media, and help ensure better education and working conditions for employees by being in good dialogue with the defence leadership.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

Not enough is done. Better working conditions, more education and higher wages are in demand. Especially more time for family life and education are wanted. Danish soldiers are often sent out in international operations, and are also providing support to the police and other authorities back home in Denmark. It can be very stressful. We are trying to get the government to either reduce the number of tasks or increase the number of soldiers.

Germany

DBwV



Actual numbers of people serving in the armed forces:

2010: 245.000

2020: 185.000 (July 2020)

How are the decisions about the personnel size of the armed forces taken?

The decisions about the personnel size of the Bundeswehr are taken by the German parliament.

The decisions on numbers of military personnel are mainly based on a long term strategic vision.

Between 2010 and 2020, the armed forces have increased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

The so called "PSM-185-Model" set an number of 185.000 soldiers by the year of 2012. Due to new security policy aspects this number increases. By now it is the strategic goal to have 203.000 soldiers by the year of 2025.

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

Especially in certain technical positions not all open positions can be filled.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

There is no direct involvement of the DBwV. But of course, especially the members of the federal board are actively participating within internal coordination processes within the Bundeswehr.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

The DBwV recognizes, what has been achieved. The trend reversal "Trendwende Personal" (initiated by the German government) shows effects and the Mindset towards growth changed within the Department of Defense. But in detail there are a dramatic amount of legal and factual aspects, problems and challenges. The DBwV evaluates relevant topics and tries to persuade wherever possible.

Overall it is clear, that not enough is done, to face the security challenges of our

time. In fact, more budget spending is mandatory. It also needs to be put in the "staff budget" of the Bundeswehr, in order to increase the number of soldiers more rapidly. Other than that the Bundeswehr will slip into obvious recruiting problems, when the demographic situation becomes evident in the middle of this decade.

Greece

PFEARFU



Between 2010 and 2020, the armed forces have shrunk in size.

Actual numbers of people serving in the armed forces:

*2012 (about 110.000 military personnel + about 50.000 conscripts)
2019 (about 105.000 military personnel + about 50.000 conscripts)*

How are the decisions about the personnel size of the armed forces taken?

The military leaders submit proposals and the government decides.

The decisions on numbers of military personnel are mainly based on a long term strategic vision and budgetary considerations.

Between 2010 and 2020, the armed forces have decreased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

Due to the economic crisis in Greece military personnel reductions were imposed at very high percentage and no new recruitments were made during this period. Also in the few vacancy announcements made, the interest was very low.

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

Usually the applicants are overqualified.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

Our federation has not yet participated in any consultation on recruitment.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

PFEARFU's view is that new recruitment is necessary as the average age of military personnel has increased. Also our constant request is the possibility of mobility and transfers within the Armed Forces in order to fill vacancies.

Hungary

HOSZ



Between 2010 and 2020, the armed forces have grown in size.

Actual numbers of people serving in the armed forces:

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How are the decisions about the personnel size of the armed forces taken?

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The decisions on numbers of military personnel are mainly based on a long term strategic vision and budgetary considerations.

Between 2010 and 2020, the armed forces have increased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

(-)

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

The applicants are moderate matched.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

No, it's measured of defence scientific methods.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

Yes.

Ireland

RACO



Between 2010 and 2020, the armed forces have shrunk in size.

Actual numbers of people serving in the armed forces:

In 2010 the military had an establishment of 11.500 but a strength closer to 11.000 all ranks and services. In 2020 our established has reduced to 9.500 but with a strength of 8.470 all ranks and services. These figures exclude the reserve which has been cut by 80% to 2.500.

How are the decisions about the personnel size of the armed forces taken?

Government mainly based on the requirement for costs reductions or savings rather than comprehensive review of defence requirements.

The decisions on numbers of military personnel are mainly based on budgetary considerations.

Between 2010 and 2020, the armed forces have decreased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

*2010: 11.500
2020: 9.500*

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

Generally, applicants meet the civilian entry requirements (which have been lowered in recent years to increase numbers) but as with all militaries, all recruits/cadets have to undergo military training and courses in order to be reach operational capability levels - For officers and particularly specialist officers this could be 5-7 years.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

No, as it is a matter outside "the scope of representation" and hence prohibited.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

No. In recent years much more emphasis was placed on increasing recruitment rather than addressing retention. When it comes to retention while there are certainly a range of non-pay measures that could be taken e.g. (improved married / single accommodation, reduce number of postings abroad and across the country,

improved medical services). When the reasons for premature departures from the military are examined, remuneration (pay and allowances) and superannuation (pensions) remain the number 1 issue cited for early departures.

Italy

ASSODIPRO



Between 2010 and 2020, the armed forces have shrunk in size.

Actual numbers of people serving in the armed forces:

2020: 179.000

How are the decisions about the personnel size of the armed forces taken?

Decision of the government.

The decisions on numbers of military personnel are mainly based on budgetary considerations.

Between 2010 and 2020, the armed forces have decreased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

2020: 179.000

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

The skills of the applicants match the open position.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

No.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

Absolutely no. Politics and staffs should better meet the needs of staff and adapt them to modern times.

The Netherlands

AFMP and MARVER



Between 2010 and 2020, the armed forces have shrunk in size.

Actual numbers of people serving in the armed forces:

2010: 40.176

2020: 31.680

How are the decisions about the personnel size of the armed forces taken?

Decision of the government and parliament.

The decisions on numbers of military personnel are mainly based on budgetary considerations.

Between 2010 and 2020, the armed forces have decreased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

2010: 46.580

2020: 40.101

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

The skills of the applicants is not the only problem. There are enough people recruited that fit the profile and they start their training. But many leave unplanned. Some of them because of their qualifications and on advice of their instructors, but also many of them because they realise that the army is not what they want.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

No.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

No, the MOD doesn't do enough to recruit and retain soldiers. Working conditions and payment aren't in balance with the market and should be improved. Next to that the trust of soldiers in the way the organisation is managed is very low. This is probably an even bigger problem than the payment and working conditions. Despite

of our efforts as unions it has showed to be a very difficult thing to change because of the cultural aspect that is involved with this problem (military hierarchy versus leadership). The demands of the armed forces nowadays are very different then in the past and the MOD has to compete with other organizations for skilled personnel.

North Macedonia

NSO



Between 2010 and 2020, the armed forces have remained the same.

Actual numbers of people serving in the armed forces:

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How are the decisions about the personnel size of the armed forces taken?

Decision of the government

The decisions on numbers of military personnel are mainly based on a long term strategic vision.

Between 2010 and 2020, the armed forces have not changed the target number of military personnel.

Target number of military personnel in 2010 and 2020:

(-)

Comparing the actual numbers with the target numbers, it can be concluded that the targets have been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

Yes.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

At the moment no, but we have some plans to be involved in this kind of situation.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

We are involved in retain personnel, with the largest amount payment.

Poland

KONWENT



Between 2010 and 2020, the armed forces have grown in size.

Actual numbers of people serving in the armed forces:

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How are the decisions about the personnel size of the armed forces taken?

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The decisions on numbers of military personnel are mainly based on a long-term strategic vision about the armed forces and its current and future capabilities.

Between 2010 and 2020, the armed forces have increased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

(-)

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

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Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

No.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

Yes, increase of wages and trainings, modernisation of the equipment.

Portugal

ANS



Between 2010 and 2020, the armed forces have shrunk in size.

Actual numbers of people serving in the armed forces:

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How are the decisions about the personnel size of the armed forces taken?

Decision of the government

The decisions on numbers of military personnel are mainly based on budgetary considerations.

Between 2010 and 2020, the armed forces have decreased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

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Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

There are not many candidates, and often, to be able to fill the number of vacancies, some candidates do not have the necessary qualifications.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

In no way.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

For our association isn't done enough to recruit and retain personnel, mainly because the payment is below the expectations of the personnel.

Serbia

NEZAVISNOST



Between 2010 and 2020, the armed forces have shrunk in size.

Actual numbers of people serving in the armed forces:

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How are the decisions about the personnel size of the armed forces taken?

After the wars of the 1990s, the number of members of the army is decided not only by the Government of Serbia, but also by regional agreements organized by the UN, EU, NATO, ...

The decisions on numbers of military personnel are mainly based on a long term strategic vision and budgetary considerations.

Between 2010 and 2020, the armed forces have not changed the target number of military personnel.

Target number of military personnel in 2010 and 2020:

(-)

Comparing the actual numbers with the target numbers, it can be concluded that the targets have been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

The situation is a bit more complicated because the economic situation in Serbia is such that leaving and looking for a job in EU countries is a priority for young people. As a result, the outflow of military and educated military personnel is increasing and the filling is getting weaker.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

The unions do not have the right to decide on that, but we constantly draw the employer's attention to the fact that, in search of paid jobs, military personnel are leaving us, and that the interest in working in the army has been declining in the last few years.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

The employer is also aware that the recruitment and retention of soldiers is directly related to the economic and social status of employees. Our influence is related to the improvement of material conditions as well as the attitude towards the subordinates, and we have done a lot with the help of the issue, but the restrictive measures of the Government of Serbia make it more difficult to act.

Slovakia

ZVSR



Between 2010 and 2020, the armed forces have shrunk in size.

Actual numbers of people serving in the armed forces:

2010: 14.199

2020: 13.265

How are the decisions about the personnel size of the armed forces taken?

Decision of the government in base of the Slovak MOD suggestions.

The decisions on numbers of military personnel are mainly based on a long term strategic vision.

Between 2010 and 2020, the armed forces have increased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

2010 - 15.803

2020 - 17.756

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

Mostly not.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

No. Military associations have just been involved in the new "National - education - at schools Project" since 2018.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

In base of opinion of the Slovak Minister of Defence: The process of recruitment is decelerated due to lack of the finances.

Spain

AUME



Between 2010 and 2020, the armed forces have remained the same.

Actual numbers of people serving in the armed forces:

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How are the decisions about the personnel size of the armed forces taken?

Parliament.

The decisions on numbers of military personnel are mainly based on budgetary considerations.

Between 2010 and 2020, the armed forces have not changed the target number of military personnel.

Target number of military personnel in 2010 and 2020:

(-)

Comparing the actual numbers with the target numbers, it can be concluded that the targets have been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

Mostly overqualified.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

No.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

Spanish Armed Forces have a specific trouble with the temporary personnel with long term contract (until 45 aged). This policy should be replaced to short term contract (10 years or less).

Sweden

SAMO



Between 2010 and 2020, the armed forces have grown in size.

Actual numbers of people serving in the armed forces:

2010: 17.300
2020: 22.700

How are the decisions about the personnel size of the armed forces taken?

Government.

The decisions on numbers of military personnel are mainly based on a long term strategic vision.

Between 2010 and 2020, the armed forces have increased the target number of military personnel.

Target number of military personnel in 2010 and 2020:

Not comparable numbers, system change from conscript to contract soldiers.

Comparing the actual numbers with the target numbers, it can be concluded that the targets have not been met.

Do the skills of the applicants match the open positions or are certain skills lacking or the applicants under- or overqualified?

Not comparable numbers, system change from conscript to contract soldiers.

Is your association involved in the process of defining the numbers of military personnel and recruitment targets (through consultation or lobbying etc.)?

Yes. Consultation both on parliament- and agency level.

For the target numbers to be met, recruitment and retention are important. Is your association of the opinion that enough is done to recruit and retain personnel? If yes, what is done concretely? If not, what could be improved?

No. Working conditions and particularly the salary level.

About EUROMIL

The European Organisation of Military Associations and Trade Unions (EUROMIL) is an umbrella organisation composed of 33 military associations and trade unions from 21 countries. It is the main Europe-wide forum for cooperation among professional military associations on issues of common concern. EUROMIL strives to secure and advance the human rights, fundamental freedoms and socio-professional interests of military personnel of all ranks in Europe and promotes the concept of "Citizen in Uniform". As such, a soldier is entitled to the same rights and obligations as any other citizen. EUROMIL particularly calls for recognition of the right of servicemen and -women to form and join trade unions and independent associations and for their inclusion in a regular social dialogue by the authorities.

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BELGIUM

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