

We The People
Program 332 April 8, 2019
We the People 332 A Feminised ADF



Good Day to you. It seems that the feminisation of society is a two edged sword. On one hand it is a good thing women are enjoying equality in society which was long overdue. On the other hand some real nonsense is emerging as the pendulum over swings. This extreme is easily witnessed in our Australian Defence Force where 'equality' has over ridden common sense because of so called affirmative action. The result will be a compromised defence force by 2030 and it must be offending smart women and most of the men who serve. Here are some facts and opinion on the subject.

When it comes to experience, there are two ways this is being lost. Firstly, women in the ADF are being promoted faster than men. This might make for good reading in glossy politically-correct publications trumpeting gender-equality but it does come with a very real side-effect. If an organisation promotes a group of people based on their gender rather than their experience then experience is always going to lose out. Compounding this problem, women tend to serve for less time in the ADF than men. Female officers in the ADF serve up to 7 years less than men. There are also significant differences at the enlisted level, particularly in the Army where women serve for about half the time of men. As affirmative action plans increase the number of women in command and leadership positions, the ADF will also be increasingly forced to resort to temporary replacements to fill short-notice vacancies. It is an insidious cycle further reducing experience levels of commanders. Ironically, men who remain in the ADF will become increasingly valuable for their experience, even though their careers will be **marked down due to their gender**. The future feminised ADF will be an organisation that faces more churn within its workforce. It will need to recruit more women, more often to maintain the gender-diverse fantasy, even though it demonstrably results in a collective loss of experience. In regards to flexibility, the focus on increasing female participation rates has required the ADF to introduce flexible work arrangements. This is not good for military units that may be required to deploy at short notice. Women are far more likely to undertake flexible work arrangements. Further, they also fall pregnant which of itself is not a problem but it is in the ADF. Women's courage is vastly underrated in our society, so much so that we are leaving it, as a nation, **to expectant mothers to defend us**. Between 2013 and 2018 Defence granted more than 320,000 days of maternity leave. By 2030, based on current trends it is likely that **120,000 to 150,000 maternity leave days** will be taken by ADF members every year. It should also be noted that female soldiers are three times more likely to face infertility than other women, as well as an increased risk of premature delivery. So while around 8% of women take maternity leave annually, this is just part of the picture. So it is likely that the total number of women serving in the ADF at any one point in time who cannot deploy as a result of pregnancy or child birth is around 20%. This means that the future ADF is unlikely to be able to deploy about 6% of its officers and soldiers due to pregnancy or childbirth at any given time. This burden will fall primarily onto a decreasing number of men, but this will not benefit their careers. Indeed, the RAAF boasts that it is the **first military force in the world to have achieved accreditation as a breastfeeding-friendly workplace**.

The ADF can choose a flexible workplace for a feminised workforce, or it can pursue a force that is flexible enough to deploy at short notice. It cannot choose both. By 2030 it will be well and truly committed to the former to the detriment of our national security. To all this add tax payer funded sex change operations in the ADF and the obvious fact that men are more powerful physically than women and have more explosive energy. It's a brave new world out there where some jobs are carried out better by men and others by women but we should not confuse the two.

Until next time this is Kent Bayley
(With thanks to Major Bernard Gaynor)