

VOLUNTEERS IN THE DANISH HOME GUARD 2011



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SFI – THE DANISH NATIONAL CENTRE FOR SOCIAL RESEARCH

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PREFACE

The Home Guard Command has asked the Danish National Centre for Social Research (SFI) to identify the characteristics of the Home Guard's volunteer members in 2011. This study is designed to provide a better understanding of the composition of the volunteer members, as well as the members' attitudes to and expectations for the Home Guard and their own volunteer work. The report follows up on a study of the Home Guard members that the SFI completed in 2007 (Fridberg and Jæger, 2007).

This study was conducted in November 2011 based on the answers of a representative sample of Home Guard members to posted questionnaires and web-based surveys. Reserve members were also included in the study.

We particularly wish to thank Professor Lars Skov Henriksen of Aalborg University, who has served as referee for the report, as well as the advisory committee, who have also contributed constructive comments.

The report was written by senior researcher Torben Fridberg, who was also the project manager for the study, and research assistant Malene Damgaard.

Copenhagen, July 2013

JØRGEN SØNDERGAARD

SUMMARY

In this report, we identify the composition of the Home Guard's volunteer members and their attitudes to and expectations for the Home Guard and their own volunteer work. The report follows up on a report from 2007, when the SFI conducted a similar survey. We therefore also examine trends from 2007 to 2011.

THE VOLUNTEER MEMBERS IN FIGURES

In September 2011, the Home Guard had 47,786 members, 19,678 of whom were in the active force, while the rest were in the reserve, meaning that they spent fewer than 24 hours per year on function-related activities for the Home Guard. The 19,678 members of the active force comprised 1,519 officers, 3,471 non-commissioned officers and 14,688 privates allocated to the different branches: the Army Home Guard (AHG), the Police Home Guard (PHG), the Infrastructure Home Guard (IHG), the Naval Home Guard (NHG) and the Air Force Home Guard (AFHG). Organisationally, the Police and Infrastructure Home Guards fall under the Army Home Guard, but in this study they are treated as independent branches of the Home Guard. The Army Home Guard is by far the largest of the Home Guard branches: it consists of 30,587 volunteer members, approximately 19,000 of whom are in the reserve. The

smallest branch is the Infrastructure Home Guard, which has 1,345 volunteer members, 602 of whom are active.

THE TYPICAL HOME GUARD SOLDIER

Many of the members of the Home Guard have been members for a long time. On average, the volunteers in 2011 have been members for 24.3 years. In 2007, the average length of service was 23.1 years. There are some significant differences between the five Home Guard branches in terms of the volunteers' length of service. On average, the volunteers in the Air Force Home Guard have been members for 28.9 years, while the volunteers in the Naval Home Guard have been members for 21.1 years. The difference in seniority between the Home Guard branches with the most and the least experienced volunteers is 7.8 years.

The many volunteer members of the Home Guard make up a broad cross-section of the Danish population, but there is a clear majority of men aged between 25 and 50. However, there are also a number of female members. They make up 13% of the volunteers. The Air Force Home Guard has the most female members.

The average age is 52, which is slightly higher than in 2007, when it was 49. This average ageing is solely due to the fact that, on average, members of the reserve have aged approximately five years from 2007 to 2011, while the average age of the active members is roughly the same as it was in 2007. Since 2007 the Home Guard has had an increasing influx of young volunteer members. The proportion of 18-29-year-olds among the active members has increased from 7% in 2007 to almost 13% in 2011. But the proportion of the oldest age group – 60 years old and above – has also increased since 2007. So along with the influx of new young members, there are also more older members who remain active.

There are relatively many volunteer members of the Home Guard who have vocational educations. Compared to the whole adult population, there are relatively fewer members of the Home Guard with no vocational education, but also fewer people with higher education. However, the proportion of members with higher education has increased since 2007.

Further, a larger proportion of volunteers in the Home Guard are employed in the private sector compared to the population as a whole, have longer working weeks and are slightly more likely to have irregular

working hours. Since 2007, the number of members who have retired has increased, which fits with the higher number of older members.

Finally, a relatively larger proportion of the volunteers live outside the large urban areas.

MEMBERS ARE ALSO INVOLVED IN OTHER VOLUNTARY WORK

As in 2007, this study shows that, in addition to volunteering in the Home Guard, many members also engage in other forms of volunteering. As much as 62% of the volunteers in the Home Guard are engaged in some form of voluntary work alongside their activity in the Home Guard. By contrast, only around 40% of the adult Danish population is engaged in voluntary work. Thus, the Home Guard volunteers are much more involved in various forms of other voluntary work than Danes in general. As in the general population, the Home Guard volunteers mainly volunteer in the fields of sports, leisure, housing and community in addition to their volunteer work in the Home Guard. This high level of volunteering activity can be found in all the Home Guard branches.

The members of the Home Guard are also very active when it comes to helping others in other ways than through organised volunteer work. Compared to the population as a whole, Home Guard members provide somewhat more assistance to people outside their own household (e.g. family, friends and neighbours) in the form of practical tasks or money or other kinds of financial assistance. This is also true for all the branches.

CAUSES AND MOTIVATIONS

As with other forms of volunteering, being encouraged to engage in voluntary work is a major factor. Recruitment typically depends on social networks or social capital, which increase the likelihood of being encouraged and thus experiencing that there is a need for the volunteer's efforts. In the 2007 survey, the volunteers also most frequently indicated that they had been encouraged by others to join. In 2011, a larger proportion indicated that their enrolment was a result of their military service, namely 28.7% compared to 22.9% in 2007.

Many of the Home Guard members have a network within the Home Guard. 32% have family who are members, and 69% have friends in the Home Guard.

As regards the volunteers' motivations for being a member of the Home Guard, they can be divided into four groups. *Traditionalists* are especially motivated by a wish to defend Denmark and by the fact that the Home Guard performs important services for society. *Aspiring leaders* are motivated by the opportunity for training and leadership experience. The *social and recreational* volunteers stress the importance of an active recreational lifestyle and social life, and the *super-motivated* mention many different reasons, both of a military and social nature.

A THIRD OF THE MEMBERS WOULD LIKE TO SPEND MORE TIME ON HOME GUARD ACTIVITIES

The volunteers spend an average of 8.4 hours per month on volunteering for the Home Guard. If we disregard the members in the reserve, the active volunteers spend an average of 19.6 hours a month. The overall average has fallen by almost half an hour since 2007, but it has risen by more than an hour for the active force. There are large differences between the branches when it comes to time spent on the Home Guard. The active volunteers in the Naval Home Guard spend the most time: an average of 24.3 hours. The least time is spent by the active volunteers in the Air Force Home Guard: an average of 15.6 hours per month. The numbers of hours spent by the other branches falls between these two figures.

Most of the volunteers used to be more active. The main reason for the lower activity today compared to earlier is that the volunteers would rather spend time on other things than the Home Guard.

31% of the volunteers would like to participate in more activities if they were asked to.

44% of the volunteers sometimes consider leaving the Home Guard, and approximately 17% have decided to leave. The proportion of members who sometimes consider leaving is slightly lower than in 2007, but the proportion who have decided to leave has increased. Since 2007, there are more who wish to leave because of illness or disabilities.

THE HOME GUARD IS RESPECTED, BUT THERE ARE PREJUDICES ABOUT THE MEMBERS

A large proportion of the volunteers feel that the Home Guard as an institution is well respected in Denmark. On the other hand, many of the volunteers also feel that the Home Guard members are subjected to many prejudices. However, only a few of the volunteers have experi-

enced that someone in their social circle has been against their membership of the Home Guard.

80% of the volunteers believe that the perception of the Home Guard has improved in recent years after Home Guard members have been deployed on international operations.

THE HOME GUARD'S DUTIES

The volunteers agree that the Home Guard has both military and civilian tasks and that both types of tasks are important. In terms of what they feel the Home Guard's most important duties are, the volunteers can be divided into three groups. Those focused on *emergency response* mainly indicate emergency tasks such as maritime search and rescue and surveillance; those focused on *civilian duties* mainly indicate tasks such as traffic control and sanitation, and those focused on *security and defence* mainly indicate the military defence of Denmark and support for the armed forces. These results do not differ from those of the 2007 survey.

83% of the volunteers believe it is very important or important for their membership that the Home Guard is a voluntary military organisation.

CIVILIAN SKILLS

Almost half of the active members report that they often or sometimes use their civilian skills in connection with their service in the Home Guard. Volunteers from the Naval Home Guard make the most frequent use of their civilian skills.

Two thirds of the active members also believe that it is beneficial to use their civilian education or professional experience in their service in the Home Guard.

Almost every fourth active member believes that the Home Guard should be much better at focusing on the members' civilian skills, and a further third of the members responded that the Home Guard should be a little better at this.

MANY WOULD LIKE TO CONTRIBUTE TO INTERNATIONAL OPERATIONS

Approximately 36% of the most active Home Guard members indicate that they would like to participate in the Home Guard's international operations and that they would like to be deployed internationally.

The Home Guard volunteers are even more positive about contributing to the armed forces' international operations from within Denmark, e.g. by participating in exercises and replacing soldiers deployed abroad for short periods.

The willingness to be deployed is strongly age-dependent. 70% of the 18-29-year-olds in the active force would like to be deployed in connection with the armed forces' international operations, as opposed to only 20% in the oldest age group.

The vast majority of the Home Guard volunteers are positive about the Home Guard considering participating in international operations involving military support to civil reconstruction.

45% of the volunteers in the active force indicate that they would be willing to take part in military support to civil reconstruction tasks. Here too there is a clear division in terms of age. 70% of the 18-29-year-olds would be willing to take part in civil reconstruction. In the oldest age group this figure is 29%.

SATISFACTION AND RECOGNITION

Although there are some differences between the Home Guard branches, the volunteers are generally very satisfied with their training, duties, opportunities to develop further, immediate superiors, equipment and the social aspects. They are also generally quite satisfied with the *specific* activities they perform in the service.

On a 10-point scale of overall satisfaction with the way the Home Guard operates, the average for all volunteers is 6.6. This is slightly higher than in 2007.

Most of the volunteers also feel that their efforts are appreciated in their subdivisions. Fewer volunteers feel that their efforts are appreciated by the rest of the Home Guard. A third of the volunteers do not know if their efforts are appreciated by the Home Guard.

HEALTH AND TRAINING INITIATIVE

16.8% of the volunteers are familiar with the 'Health and Training Initiative in the Home Guard' project, but by far the majority (76.5%) are not. However, 86% of the volunteers feel that it is a good idea or a very good idea for the Home Guard to concern itself with health and encourage more physical activity. Only 6% do not think it is a good idea.

INFORMATION

The vast majority of the Home Guard members feel that they receive an appropriate amount of information from the Home Guard, and that they are up to date or somewhat up to date with the developments in the Home Guard: 19% believe that they are up to date, and 63% that they are somewhat up to date.

In general there has been an increase from 2007 to 2011 in how often the members use and log into the Home Guard's website, www.hjv.dk. 55% of the volunteers read the Home Guard's website, and slightly fewer log into the website to get more information about their subdivision. The proportion of volunteers who use the website daily and volunteers who use the site several times a week has doubled from 2007 to 2011.

The volunteers can be divided into two groups when it comes to how they get their information about the Home Guard. One group receives information orally or through electronic media and one group receives information through printed media. In 2007 it was possible to identify four types, but the fact that so many more people are using the internet to get information in 2011 means that there is now less differentiation among the volunteers in terms of how they receive information.

BACKGROUND

The Home Guard Command has asked the Danish National Centre for Social Research (SFI) to identify the characteristics of the Home Guard's volunteer members in 2011. This study is designed to provide a better understanding of the composition of the volunteer members, as well as the members' attitudes to and expectations for the Home Guard and their own volunteer work. The SFI conducted a similar survey in 2007, and the report therefore also examines changes in the volunteers' composition and attitudes to the Home Guard from 2007 to 2011.

This follow-up report was commissioned because of the major changes in the Home Guard duties in recent years. The 2007 survey was conducted after the Home Guard had been reorganised from top to bottom after the 2000-2004 and 2005-2009 Defence Agreements. Since the 2007 survey, a new Defence Agreement (2010-2014) has been implemented, involving a range of further streamlining and restructuring measures.

In recent years, the Home Guard has also been given a number of new duties, since the Home Guard soldiers are deployed on international operations as support troops for the armed forces and help to train the armed forces' soldiers for deployment.

This follow-up survey examines whether the changes in the Home Guard have led to changes in the members' motivations for volunteering in the Home Guard. As in 2007, the overall objective of the study is to

create a better basis for organising the volunteer services to ensure that they are as interesting and challenging as possible for each member.

Another part of the background is that the Home Guard has seen a steady decline in membership after the Cold War. At its peak in 1983, the Home Guard had 77,892 members. In October 2011, it had approximately 47,800 members. In recent years, however, the rate of decline has slowed, and interest in the Home Guard appears to be on the increase: the Home Guard reports a rise in the number of new young members.

The 2007 survey of volunteering in the Home Guard (Fridberg and Jæger, 2007) was partly based on the SFI's studies of voluntary work in Denmark, the most recent of which was conducted in 2004 on a representative sample of the adult population (Boje, Fridberg and Ibsen, 2006; Koch-Nielsen et al., 2005). In addition to identifying the extent of volunteering in the Danish population, that study examined the nature of the work, the amount of time spent, motivations for volunteering, the volunteers' opinions of the requirements, thoughts about leaving and obstacles to volunteering in different groups of the population. This study has thus contributed some tried-and-tested methods, as well as a basis for comparing the analysis of volunteering activities in the Home Guard.

ABOUT THE HOME GUARD

The Home Guard is a military organisation under the Ministry of Defence consisting mainly of voluntary and unpaid members. About 13% of the approximately 47,800 volunteer members are women. The Home Guard employs a total of approximately 770 staff. Approximately 370 of these are military staff and approximately 400 are civilians. All Danish citizens above 18 years of age may apply for admission to the Home Guard. The requirement for Danish nationality can be disregarded in special cases.

The primary task of the Home Guard is to support the rest of the armed forces. In peacetime the Home Guard also performs a number of activities to assist with civil emergency services, e.g. in connection with terrorism-related emergency response, maritime rescue, sealing off areas in cases of major accidents, searches for missing persons and the deployment of personnel and equipment in case of disasters such as floods. In addition, the Home Guard often provides assistance with

sporting events, traffic regulation, boat races or towing at sea, sanitation, demonstrations of fireworks, etc.

Since 2008, the Home Guard has also provided support for the armed forces' international operations. In 2010, the Home Guard deployed 96 volunteer soldiers. These deployments mainly took the form of two guard divisions and two extra groups during the summer period. In addition, 186 volunteer soldiers in the Home Guard have been deployed under ordinary contracts with the armed forces. This gives a total of 282 Home Guard volunteers who have been deployed in international service.

The Home Guard is divided into an active force and a reserve. The Home Guard's active force consists of approximately 19,700 members. Members of the active force must spend at least 24 hours a year working for the subdivision to which they belong. Members with weapons must pass an annual shooting test. The active soldiers are part of the Home Guard operational readiness troops. Besides function and unit training, the volunteer soldiers admitted in 2005 or later undergo a complete defence training programme that is equivalent to the training received by conscripts in the other armed forces. Volunteer soldiers admitted before 2005 are also offered this training. The volunteers in the reserve are attached to a subdivision, but are not required to spend time on Home Guard work. The reserve comprises members with fewer than 24 hours of service per year. However, all members of the active force and the reserve have a duty to report for service when needed.

The Home Guard is divided into the Army Home Guard (AHG), the Naval Home Guard (NHG) and the Air Force Home Guard (AFHG). The Army Home Guard also incorporates the Police Home Guard (PHG) and the Infrastructure Home Guard (IHG). This study therefore distinguishes between five Home Guard categories or branches:

- The Army Home Guard, whose duty is to support the army and the police, is by far the largest Home Guard branch in terms of membership. The Army Home Guard includes:
 - The Police Home Guard, whose primary duty is to assist the police.
 - The Infrastructure Home Guard, whose main task is to protect the vital functions of society, such as the telephone network, the electricity grid, the railway and the postal services in the event of a threat to the country's infrastructure.

- The Naval Home Guard, whose main duty is to support the navy, the tax authorities, the police and other authorities. The marine guard is mainly used for maritime surveillance, maritime search and rescue operations and pollution control.
- The Air Force Home Guard, whose task is to support the air force. It is mainly used for surveillance and guard duties at airports and as part of emergency response teams in connection with potential chemical, biological and radioactive threats.

METHOD

Since an important aim of this survey of the Home Guard's volunteer members is to shed light on developments since the last survey in 2007, its methodology is designed to allow the results of the two studies to be compared.

This study of the Home Guard's volunteer members is based on a combination of posted questionnaires and a web-based survey among a representative sample of the Home Guard's volunteer members. The questionnaire was sent out with a covering letter informing the recipients that they could also answer the questionnaire on the internet.

The questionnaires were sent out in late October 2011 and a reminder with a new questionnaire was sent approximately two weeks later. An additional reminder was sent by mail one week thereafter. The data collection was completed in early December 2011.

At the end of the collection period we telephoned the members we had not received replies from. Those we managed to contact answered the questionnaire by telephone.

The sample group was extracted at random from the Home Guard's member register and was stratified based on 20 groups:

- The five service branches: the Army Home Guard, the Police Home Guard, the Infrastructure Home Guard, the Naval Home Guard

and the Air Force Home Guard. Roughly the same numbers of samples were extracted from each of these service groups.

- Active members and members of the reserve: active members are members who are listed in the Home Guard member directory as performing at least 24 hours of function-related service per year.
- Rank: officers, non-commissioned officers and privates.

In October 2011 the Home Guard had 47,786 volunteer members, as shown in Table 2.1. Of these, 28,108 were in the reserve, which corresponds to 59% of the members. A total of 1,600 members were included in the study. These included a proportion from each of the 20 groups of members divided according to service branch, rank and active/reserve status, as is also shown in Table 2.1.

A total of 925 people from the extracted sample completed the questionnaire, representing an overall response rate of 58%. The 925 responses comprise 605 paper questionnaires, 290 web-based questionnaires and 30 telephone interviews. However, as shown in Table 2.1, there are significant differences between the responses of the various groups. The response rate among officers is 76%. Among non-commissioned officers it is 70%, and among privates in the active force it is 57%. Finally, the response rate among the members of the reserve is 42%. Thus the least active members have also participated least in the study. In all the service branches, the officers have responded most. The officers and non-commissioned officers provided the highest response rates. The biggest differences in response rates between the Home Guard branches were found among the officers. In the Air Force Home Guard the response rate was 86%, compared to 71% in the Army Home Guard.

This pattern of responses corresponds roughly to that of 2007. In 2007, 1,005 of the selected 1,600 members answered the questionnaire, which equals an overall response rate of 64%. Also in 2007, there were significant differences in response rates between the different groups.

In all the report's descriptive tables, we have weighed up the number of responses against the total number of members in each of the 20 groups of volunteers (the five service branches and the four groups according to their rank and reserve status). There are some discrepancies between the volunteers' own statements and the membership register's information on the branches they belong to and whether they are in the reserve or not. This report uses the volunteers' placement in the mem-

bers' register as the basis for the division according to branch, rank and status, as the weighting is calculated according to these strata.

TABLE 2.1

No. of members, samples and response rates.

No. of members	Officers	Non-commissioned officers	Privates	Reserve	All
<i>Population</i>					
The Army Home Guard	838	2,097	8,400	19,252	30,587
The Police Home Guard	209	569	2,257	2,960	5,995
The Infrastructure Home Guard	68	122	412	743	1,345
The Naval Home Guard	261	346	2,269	2,023	4,899
The Air Force Home Guard	143	337	1,350	3,130	4,960
All	1,519	3,471	14,688	28,108	47,786
<i>No. in samples</i>					
The Army Home Guard	70	80	165	165	480
The Police Home Guard	60	60	80	100	300
The Infrastructure Home Guard	50	50	50	80	230
The Naval Home Guard	60	60	80	100	300
The Air Force Home Guard	50	60	80	100	290
All	290	310	455	545	1,600
<i>No. of questionnaires answered</i>					
The Army Home Guard	50	55	84	65	254
The Police Home Guard	43	47	49	42	181
The Infrastructure Home Guard	39	35	28	35	137
The Naval Home Guard	45	42	48	41	176
The Air Force Home Guard	43	39	49	46	177
All	220	218	258	229	925
<i>Response percentages</i>					
The Army Home Guard	71	69	51	39	53
The Police Home Guard	72	78	61	42	60
The Infrastructure Home Guard	78	70	56	44	60
The Naval Home Guard	75	70	60	41	59
The Air Force Home Guard	86	65	61	46	61
All	76	70	57	42	58

WHO VOLUNTEERS FOR THE HOME GUARD?

In this chapter we describe the Home Guard's members based on a number of demographic, social and family characteristics. The purpose of this chapter is to provide a characterisation of the volunteers in the Home Guard's different service branches (the Army Home Guard, the Police Home Guard, the Infrastructure Home Guard, the Naval Home Guard and the Air Force Home Guard) and compare it with the characterisation from 2007.

The characterisation includes the volunteers' demographic and socioeconomic circumstances, such as gender, age, education, occupation and family situations. It also includes a number of factors such as leisure activities and involvement in other voluntary social work. We also describe the volunteers' positions and lengths of service in the Home Guard. The characterisation is used to illustrate whether there are similarities or differences between the various branches in terms of education, length of service in the Home Guard and hobbies.

The characterisation is also used to compare the Home Guard's members in 2011 with the members in 2007 in terms of demographics and socioeconomic conditions, as well as their social profile regarding participation in voluntary social work. The comparison is made on the basis of the analyses from 2007. In 2007 the vast majority of members were men aged 25-50. Women made up 14% of the members. In 2007

many of the members had vocational training, and a large proportion lived in rural areas.

DEMOGRAPHICS, FAMILY SITUATIONS AND PLACES OF RESIDENCE

In this section, we examine whether there are variations between the five branches in terms of various demographic and social characteristics, and whether these have changed since 2007.

TABLE 3.1

The volunteer members gender, family situation and average age, by active and reserve members. 2007 and 2011. Percentages and average age.

	2007			2011		
	The Home Guard	Active	Reserve	The Home Guard	Active	Reserve
<i>Gender*</i>						
Female	13.5	13.8	13.6	12.5	12.6	12.4
Male	86.5	86.3	86.4	87.5	87.4	87.6
Age in years (average)***	49.0	47.5	50.2	52.1	47.8	55.2
<i>Family situation***</i>						
Lives with spouse/partner	77.3	75.7	79.5	73.5	68.9	76.7
Lives alone	17.6	17.9	16.2	14.8	17.1	13.1
Has children below school age (0-6 years)	12.7	15.1	11.1	13.1	12.5	13.5
Has children of school age (7-17 years)	26.4	29.7	24.5	27.9	23.1	31.2
<i>Place of residence***</i>						
In the capital or one of its suburbs	15.8	25.4	8.5	13.0	11.2	12.0
In a provincial town or one of its suburbs	33.9	30.2	37.1	40.8	37.4	38.8
In a built-up area	18.6	18.7	18.4	20.4	19.4	19.8
In a rural area	31.7	25.8	36.1	25.8	32.0	29.4

Note: Weighted figures. We have examined the differences between the active and reserve forces in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. The respondents could choose between several categories regarding family situations. This is why the numbers do not add up to 100%.

Source: The questionnaire surveys from 2007 and 2011 respectively.

Table 3.1 compares the members in 2011 with the members in 2007 as regards gender, age, family situation and place of residence.

The vast majority of the volunteers in the Home Guard are men: approximately 87.5%. The proportion of women is in line with the proportion in 2007: 12.5% in 2011 and 13.5% in 2007. As shown in Table 3.2, there are differences between the proportions of men and women

across the branches. The highest proportion of women is found in the Air Force Home Guard, where 18% of members are women. In the other branches the percentages of female members lie between 8% and 15%.

According to the completed questionnaires, the average age is 52, which is higher than in 2007, when it was 49. This average ageing is solely due to the fact that the members of the reserve have grown approximately five years older on average from 2007 to 2011, while the average age of the active members is roughly the same as it was in 2007. The Home Guard reports that it has experienced an increasing influx of young volunteers, which is confirmed in Table 3.3, where members are divided by age groups. This table shows that the proportion of 18-29-year-olds among the active members has increased from 7% in 2007 to almost 13% in 2011. But the proportion of members in the oldest age group of 60 years and above has also increased since 2007. Thus, while there has been an influx of new young people, there are also more older people who remain active.

TABLE 3.2

The volunteers gender, family situation, place of residence and average age, by Home Guard branches. 2011. Percentages and average age.

	AHG	PHG	IHG	NHG	AFHG
<i>Gender*</i>					
Female	12.2	8.4	7.7	14.6	18.1
Male	87.8	91.6	92.3	85.4	81.9
Age in years (average)***	50.0	54.9	51.5	57.0	57.2
<i>Family situation***</i>					
Lives with spouse/partner	72.8	74.1	77.2	81.1	68.1
Lives alone	13.9	17.3	12.7	12.1	22.1
Has children below school age (0-6 years)	16.6	5.9	8.5	7.3	6.7
Has children of school age (7-17 years)	33.6	17.2	20.0	16.0	19.1
<i>Place of residence***</i>					
In the capital or one of its suburbs	12.3	7.1	16.1	24.8	2.5
In a provincial town or one of its suburbs	40.6	42.5	44.8	31.7	28.3
In a built-up area	17.2	25.7	15.4	19.6	30.7
In a rural area	30.0	24.8	23.8	24.0	38.5

Note: Weighted figures. We have examined the differences between the active and reserve forces in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. The respondents could choose between several categories regarding family situations. This is why the numbers do not add up to 100%.

Table 3.2 shows that the average age of the volunteers varies considerably across the Home Guard branches. On average, the Naval Home

Guard and the Air Force Home Guard have the oldest members: their average age is 57.

As regards family situations, Table 3.1 shows that about 73% of the volunteers in the Home Guard live with a spouse or partner and approximately 15% live alone. Moreover, members of the Home Guard often have school-age children. This has not changed since the 2007 survey. Finally, Table 3.2 shows that the Army Home Guard stands out from the other branches by having relatively more members with children aged up to 17.

TABLE 3.3

Volunteers in the Home Guard according to age groups, by active and reserve members. 2007 and 2011. Percentages.

Age ***	2007			2011		
	All	Active	Reserve	All	Active	Reserve
18-29	6.3	6.9	5.7	6.7	13.1	2.2
30-39	16.8	20.1	14.1	10.8	15.4	7.6
40-49	33.8	33.5	34.0	30.3	27.5	32.3
50-59	18.8	19.9	17.9	20.1	20.1	20.1
60	24.4	19.6	28.3	32.1	23.9	37.9
Total	100.1	100.0	100.0	100.0	100.0	100.1

Note: Weighted figures. We have examined the differences between the active and reserve forces in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. Due to rounding up the numbers do not all add up to 100.

Table 3.1 also shows the volunteers' places of residence divided into geographical areas: 13% live in the metropolitan area, 41% in a provincial town, 20% in built-up areas and 26% in rural areas. Compared to the population as a whole, fewer Home Guard members live in the capital and in the major provincial towns, and more live in rural areas. Table 3.2 also shows that there are big differences between the Home Guard branches themselves in terms of where the volunteers live. Volunteers in the Infrastructure and Naval Home Guards mostly live in the larger cities, while volunteers in the Police Home Guard tend to live in rural areas.

EDUCATION AND LABOUR MARKET POSITION

This section describes the volunteers' educational backgrounds and labour market positions.

Table 3.4 shows the volunteers' vocational training and number of years of education. The table has not been divided into branches, since there are few statistical differences between the branches as regards the members' level and type of education. Half the members of the Naval Home Guard have long, medium-length or short higher educations. The Air Force Home Guard has the fewest members with higher educations, and one out of four have no education beyond primary school.

TABLE 3.4

Volunteers in the Home Guard distributed according to vocational training and average years of education for those with completed educations. 2007 and 2011. Percentages and averages.

Education***	2007	2011
No education	19.5	12.3
Semi-skilled workers	4.7	4.3
Trade-specific vocational training	29.4	27.8
Other vocational training	20.0	16.3
Short higher education	6.7	11.9
Medium-length higher education	12.1	16.1
Long higher education	7.7	11.4
Total	100.1	100.1
No. of years of education for members with completed educations (average)	10.4	12.4

Note: Weighted figures. We have examined the differences between the active and reserve forces in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. Due to rounding up the numbers do not all add up to 100.

The 2007 survey showed that the educational profile of the Home Guard members differed in certain areas from those of the general population, but that there are no differences in terms of the overall duration of training or education. Firstly, compared to the general population, the Home Guard includes significantly more people with vocational training. Secondly, relatively more Home Guard members have vocational training (semi-skilled, trade-specific and other vocational training). Thirdly, there are fewer Home Guard members with higher educations (medium-length and long) than in the general population. However, as regards their overall length of education, members of the Home Guard (10.4 years of education on average) did not differ from the general population (10.3 years of education on average).

In 2011, the average length of education among Home Guard volunteers has risen to 12.4 years. The proportion of members with higher educations has increased. This also applies to the proportion with universi-

ty educations. Conversely, the proportion of members with vocational training has decreased, as has the proportion of members without vocational training. There are minor differences in educational attainment between the active force and the reserve. 13% of members of the active force have different vocational training backgrounds compared to 19% of the members of the reserve. 7% of the active members have long-lasting higher educations, compared to 14% of the reserve members.

TABLE 3.5

The volunteer members labour market positions. 2007 and 2011. Percentages and averages.

	2007	2011
<i>Employment situation***</i>		
Salaried employee/civil servant	30.1	27.7
Skilled worker	20.7	15.9
Unskilled worker	15.8	12.6
Self-employed	8.6	7.5
Unemployed ¹	3.5	6.1
Early retirement and old-age pension	14.0	23.6
In education	2.5	2.6
Out of the labour market ²	4.8	3.8
Other and unspecified	0.2	0.3
<i>Employment sector^{3***}</i>		
Private sector	74.4	65.9
Public sector	22.7	28.4
Other or not indicated	2.9	5.7
Total weekly working hours (average) ⁴	43.1	42.3
<i>Structure of working hours***</i>		
Permanent daytime hours	67.9	71.8
Irregular night/day hours	16.7	20.8
Shifts	4.8	2.7
Other or not indicated	4.8	4.5
Not indicated	5.9	0.1

Note: Weighted figures. We have examined the differences between the active and reserve forces in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

1. Unemployed on unemployment benefits, employed in flexible/light jobs.

2. Early retirement pensioner, stay-at-home wife/husband.

3. Only applies to people employed as salaried employees, skilled workers and unskilled workers.

4. Only applies to employed people, i.e. salaried employees, skilled workers, unskilled workers and the self-employed.

Table 3.5 shows the members' labour market positions, employment sectors, total weekly working hours and the distribution of their working hours in 2007 and 2011. Table 3.6 breaks down the numbers across the Home Guard branches. 28% of the Home Guard members are employed as salaried employees or civil servants, 28% are skilled or unskilled workers, 7.5% are self-employed, and 24% have withdrawn from

the labour market (early retirement or old-age pensioners). In particular, many members of the reserve have left the labour market. The proportion among the active members is 14%, but among the reserve the proportion is twice as high, namely 30%. Compared to 2007, a markedly higher proportion of members have retired or gone on early retirement, which fits with the greater proportion of members who are aged 60 or over. Table 3.6 shows the volunteers' labour market positions across the Home Guard branches. The table shows that the Infrastructure Home Guard has more salaried employees than the other branches. The marine and Air Force Home Guards have many retired volunteers, and there are relatively many skilled workers in the Army Home Guard.

TABLE 3.6

The volunteer members by labour market positions, by Home Guard branches.
2011. Percentages and averages.

	AHG	PHG	IHG	NHG	AFHG
<i>Employment situation</i>					
Salaried employee/civil servant	30.6	23.6	50.3	24.7	18.9
Skilled worker	18.6	10.7	12.4	13.2	12.8
Unskilled worker	12.4	19.7	6.7	10.2	13.7
Self-employed	7.9	9.1	1.8	5.7	8.6
Unemployed	6.1	6.9	6.1	7.1	6.1
Early retirement and old-age pension	21.5	24.3	20.3	33.0	34.7
Out of the labour market ²	3.0	5.8	2.4	6.1	5.4
<i>Employment sector²</i>					
Private sector	68.3	59.0	65.5	60.4	60.8
Public sector	25.4	35.2	26.5	36.7	37.2
Other or not indicated	6.3	5.8	8.0	2.9	2.1
Total weekly working hours (average)	42.7	43.7	40.2	40.4	39.8
<i>Structure of working hours³</i>					
Permanent daytime hours	73.6	69.6	71.1	62.6	69.8
Irregular night/day hours	19.2	20.7	24.4	26.7	27.6
Shifts	2.5	4.2	0.4	6.3	0.1
Other or not indicated	4.7	5.5	4.0	4.4	2.5

Note: Weighted figures. We have examined the differences between the branches in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

1. The categories under 'education' and 'not indicated' are excluded due to a low number of observations.
2. Only applies to volunteers who are salaried employees, skilled workers or unskilled workers.
3. Only applies to volunteers who are employed, i.e., salaried employees, skilled workers, unskilled workers and the self-employed.

As regards the employment sectors, almost 66% of the Home Guard members are employed in the private sector, and approximately 28% in the public sector. Compared to the general population, there are more

people in the private sector and fewer people in the public sector among the Home Guard's members.

RANK, ACTIVITY AND LENGTH OF SERVICE IN THE HOME GUARD

How are the volunteers organized across the Home Guard branches with respect to rank, participation in the Home Guard's activities and seniority/length of service?

TABLE 3.7

The volunteer's rank, participation and number of years in the Home Guard by Home Guard branches. 2007 and 2011. Percentages and averages.

	2011					2007	
	AHG	PHG	IHG	NHG	AFHG	All	All
<i>Active members</i>							
Officers	2.7	3.5	5.1	5.3	2.9	3.2	5.9
Non-commissioned officers	6.9	9.5	9.1	7.1	6.8	7.3	10.8
Privates	27.5	37.7	30.6	46.3	27.2	30.7	27.2
Active force in total ***	37.1	50.6	44.8	58.7	36.9	41.2	43.9
Reserve	62.9	49.4	55.2	41.3	63.1	58.8	56.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
No. of years in the Home Guard***	23.3	27.6	25.7	21.1	28.9	24.3	23.1

Note: Weighted figures. We have examined the differences between the branches in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

Table 3.7 presents information on rank, participation and seniority in each guard branch. In the Home Guard as a whole, approximately 3% of members are officers, 7% are non-commissioned officers and 90% are privates, 59% of whom are in the reserve. There are no statistically significant differences in the distribution of officers, non-commissioned officers and privates between the branches.

In the Home Guard as a whole, 41% of the volunteers are in the active force, while 59% are in the reserve. However, there are significant differences between the five branches in terms of the proportion of reserve members. In the Naval Home Guard, approximately 59% of the members are in the active force, while only approximately 37% of members in the Army Home Guard and Air Force Home Guard are active.

The average length of service in the Home Guard is 24 years. However, there are quite marked differences between the five branches in

terms of the volunteers' length of service. The volunteers in the Air Force Home Guard have on average been members for 28.9 years, while the volunteers in the Naval Home Guard have an average of 21.1 years of service in the Home Guard. The difference in members' seniority between branches with the most and least experienced volunteers is thus 7.8 years.

In comparison with the 2007 survey, in 2011 a slightly larger proportion of members belong to the reserve, and the average length of service has increased from approximately 23 years to 24 years.

VOLUNTARY WORK

Are the Home Guard members involved in voluntary work in addition to their membership in the Home Guard? In this study, as in 2007, the volunteers were asked whether they do certain other types of volunteer work. In 2007, the results showed that volunteers in the Home Guard are more likely to volunteer and to help family and friends than Danes in general.

The different types of volunteer work are divided into 13 different categories:

- Cultural: museums, cultural institutions, cultural associations, local historical societies and archives, cultural preservation societies and choirs.
- Sports: sports associations and clubs, dance associations, riding clubs, sports centres and facilities, leisure centres, public baths, skating centres and swimming pools.
- Leisure activities in general: hobby associations, children's and youth corps, scouts, youth clubs, hunting associations, allotment associations, gardening associations, genealogy associations, soldier and sailor associations, Rotary, the Lions' Club.
- Education, teaching and research: school boards¹, elementary schools, upper secondary schools, independent schools, after-school classes, continuation schools, evening schools, folk high schools, adult and leisure education, continuing education, handicraft and housekeeping associations, lecture associations, private research institutions and research centres.

1. Parents Teachers Ass.

- Health and disease: drug and alcohol recovery, patient and disability associations, hospitals, mental health, crisis counselling and blood donors.
- Social welfare: associations and clubs for children, young people and the elderly, old-age pensioners associations, private institutions (nursing homes, day care centres, youth homes, drug abuse institutions, shelters), other services for marginalised groups and refugee organisations.
- Housing and local communities: parish associations, citizen and neighbourhood associations, recycling and antenna associations, wind turbine guilds, associations for the promotion of regional infrastructure, economy, etc., housing, tenants and homeowners' associations, community and activity centres, tenants' houses.
- Professional, trade and business organisations: trade unions and trade associations, worker and employee organisations, craft and business associations, tourist associations, beekeeper associations, musicians' associations and other business and industry associations.
- Consulting and legal services: advocacy organisations, civil rights and human rights associations, associations for particular values, crime prevention associations, legal counselling associations and consumer organisations.
- Political associations and political parties: voter and party associations, political youth organisations, other political associations and grassroots organisations.
- International activities: international humanitarian organisations, peace and solidarity organisations, exchange organisations and development organisations.
- Religion and church: religious associations and communities, Sunday school, recognised churches, free churches and religious communities, i.e. outside the national church.
- Other: other activities not covered by the above.

As the table shows, no less than 62% of the volunteers in the Home Guard engage in some form of voluntary work alongside their activity in the Home Guard. By comparison, only around 40% of the adult Danish population is engaged in voluntary work (Boje et al., 2006). Thus, the volunteers in the Home Guard are much more involved in various forms of other voluntary work than Danes in general. As in the general popula-

tion, the Home Guard members mainly take part in volunteer work related to sports, leisure and housing and local communities.

Another form of volunteering relates to the help that members give family and friends. This can involve both practical and financial assistance. Table 3.9 shows the number of volunteers in the Home Guard who regularly give their parents (including in-laws), children (including children-in-law and grandchildren), other relatives or social relations (including neighbours and friends) or others practical and financial support.

TABLE 3.8

The proportion of volunteers engaged in voluntary work of various types. 2011.
Percentages.

	2007	2011
Cultural***	6.3	7.5
Sports	22.0	22.6
Other leisure activities***	16.2	14.1
Education, teaching and research*	8.6	9.3
Health and disease	12.3	12.0
Social welfare	9.7	9.5
Environment**	6.0	5.1
Housing and local communities***	15.4	9.4
Professional, trade and business organisations**	9.0	7.6
Consulting and legal assistance	1.1	1.0
Political associations and political parties*	7.7	7.0
International activities***	2.2	3.6
Religion and church***	6.7	4.0
Other areas	8.3	8.6
None of the above*	39.6	38.1

Note: Respondents could select several categories. Therefore the figures do not add up to 100%. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

98% of the volunteers provide either practical or financial assistance to family, friends or neighbours. As the table shows, the volunteers in the Home Guard are again characterised by a high level of engagement. Approximately 33% regularly help their parents or other relatives with practical tasks and about 28% help their children, children-in-law or grandchildren. The figures for financial support are lower, but the volunteers in the Home Guard provide practical and financial help to family and relatives to a far greater extent than the general population. The SFI's study of volunteer work in 2004 showed that about 25% regularly help their parents or parents-in-law, and approximately 11% regularly help their children, children-in-law or grandchildren. Nor is there any differ-

ence across the five branches with respect to the volunteers providing practical and financial help to close and distant relatives.

TABLE 3.9

The proportion of volunteers who regularly provide practical and financial assistance to family, friends, or others. 2007 and 2011. Percentages.

	2007	2011
<i>Regularly help with practical tasks</i>		
Parents or parents-in-law***	36.5	33.3
Children/children-in-law or grandchildren*	29.2	27.6
Relatives/neighbours/friends***	42.8	38.0
Others**	9.8	11.7
<i>Regularly help with money or other forms of financial assistance</i>		
Parents or parents-in-law	4.0	4.0
Children/children-in-law or grandchildren	24.1	24.1
Relatives/neighbours/friends***	10.7	9.6
Others***	6.5	8.9

Note: Weighted figures. We have examined the differences between the branches in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

CHURCH ATTENDANCE, POLITICAL INTERESTS AND TRUST IN OTHER PEOPLE

In this section we briefly describe three other areas that are often discussed in the context of volunteering: How often do the volunteers go to church? How interested are they in politics? And do they feel that other people are trustworthy? The figures for these three topics are summarised in Table 3.10.

As regards church attendance, the volunteers in the Home Guard do not differ from the Danish population as a whole. As in the general population, only a few frequently go to church. There are no differences in church attendance between the 2007 and 2011 surveys in terms of volunteers who often go to church. Since 2007, there are more volunteers who only go to church on holidays.

In terms of their interest in politics, the volunteers in the Home Guard are also in line with the population. In 2011, slightly more are very or fairly interested in politics than in 2007, and only a few are not interested. The difference between 2007 and 2011 may be due to the fact that general elections had just been held when the data collection took place. There are no differences across the branches in this area either.

TABLE 3.10

The volunteers according to church attendance, interest in politics and trust in others. 2007 and 2011. Percentages.

	2007	2011
<i>Church attendance***</i>		
Approx. once a week or more	2.7	2.6
Approx. a few times a month	1.6	2.0
Approx. once a month	2.3	4.4
Less than once a month	14.1	14.3
Only on holidays	31.0	38.0
Never/almost never	48.3	38.6
<i>Interest in politics***</i>		
Very interested	13.5	21.7
Fairly interested	49.1	50.0
Hardly interested	31.1	22.1
Not interested at all	5.5	6.2
<i>Trust. Are most people trustworthy, or can you never be too careful?</i>		
You can trust most people	56.0	54.0
Both/Undecided	30.4	30.9
You can never be too careful	13.6	15.0

Note: Weighted figures. We have examined the differences between the branches in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

56% of the volunteers believe that most people can be trusted. The level of trust in other people has not changed since 2007, and the level among the volunteers corresponds closely to that of the Danish population in 2004. There is no difference in attitudes across the branches.

SUMMARY

The purpose of this chapter has been to describe the volunteers in the Home Guard on the basis of demographic information, family and socio-economic circumstances, position and length of service in the Home Guard, participation in voluntary social work, as well as a range of values and attitudes. The results from the survey in 2011 have also been compared with the results from the 2007 survey (see Fridberg and Jæger, 2007). The description can be summarised as follows:

- There are far more men than women in the Home Guard. Of the Home Guard's five branches, there are most women in the Air Force Home Guard.

- The average age of the Home Guard volunteers (active and in the reserve) is approximately 52. The average age has been rising since 2007.
- The proportion of young people aged 18-29 among the active members has increased from 7% to 13% since 2007.
- Compared to the general population, more volunteers in the Home Guard live with a spouse or partner and fewer live alone.
- Volunteers in the Home Guard are more likely to live in rural areas than the population as a whole.
- The educational profile of the Home Guard members is different from the general population. Compared with the general adult population, there are relatively fewer unskilled workers in the Home Guard, but also fewer people with higher educations. On the other hand, a relatively large number of volunteers in the Home Guard have vocational training. However, since 2007, the proportion of members with higher education has increased.
- Compared to 2007, several members have become old-age pensioners or taken early retirement in 2011.
- As in 2007, the volunteers in 2011 are significantly more involved in other voluntary work and in helping family and friends than the population as a whole.
- The volunteers resemble the population in terms of frequency of church attendance, political interest and trust in other people.
- The proportion of active and reserve volunteers varies between the five Home Guard branches. Relatively speaking there are most active members in the Naval Home Guard, while members of the Army and Air Force Home Guards are more likely to be in the reserve.
- The average length of service in the Home Guard is 24 years. However, there are significant differences between the five branches in terms of the volunteers' length of service. The volunteers in the Air Force Home Guard have on average been members for 28.9 years, while the volunteers in the Naval Home Guard have an average of 21.1 years of service.
- In comparison with the 2007 survey, in 2011 a slightly higher proportion of members are in the reserve, and the average length of service has increased from approximately 23 years to 24 years.

WHAT MOTIVATES THE VOLUNTEERS?

In this chapter we examine the volunteers' motivations for being in the Home Guard, how much time they spend on Home Guard activities, their attitude to their membership, and the various reasons why some are considering or have decided to leave the Home Guard.

This chapter contains a descriptive and an analytical part. The descriptive part presents an overview of the volunteers' commitment to the Home Guard, how they spend their time and how they see the relevance of their work. In the analytical part, we examine whether it is possible to isolate the individual factors (position in the Home Guard, demographic, socioeconomic and family circumstances, etc.) to explain the differences between the volunteers' level of commitment.

WHY VOLUNTEER IN THE HOME GUARD?

What were your reasons for joining the Home Guard? In this study the volunteers were asked to indicate the reasons why they originally joined the Home Guard. They were given up to 12 different reasons to choose from. Table 4.1 shows the distribution of the different motivations. The most common reason for joining the Home Guard is that the volunteer was encouraged by others to join. 45.7% of all volunteers selected this

reason. The other reasons for becoming a member are mainly personal: general interest, participation in national defence, to make a difference, to be part of a social community, and a desire to participate in the promotion of civil society. Relatively few members, 3.6%, joined in order to take part in international operations – this has only been an option since 2008. Recruitment through media and advertisements directed at new members has only had an impact on a relatively small group: a total of 5.8%. 28.7% joined as an extension of their military service, which is an increase of almost 6% since 2007. 86% of those who joined as an extension of their military service are more than 40 years old.

TABLE 4.1

Reasons why the volunteers joined the Home Guard. 2011. Percentages.

What were your reasons for joining the Home Guard?	Percentages
Was encouraged by others	45.7
Was interested	37.3
Wanted to take part in the national defence	33.5
Military service	28.7
Wanted to do good/make a difference	21.0
Wanted to be part of a social life	16.4
Wanted to contribute to civil society	15.3
Wanted to learn	7.8
Other	6.6
Saw advertisement for members	3.9
Wanted to join international operations	3.6
TV programmes, newspaper articles, etc. about the Home Guard	1.9

Note: Respondents could choose several categories. Therefore the numbers do not add up to 100%. Weighted figures.

The pattern of reasons for joining the Home Guard broadly corresponds to the results of the 2007 survey. In that study, too, the volunteers most frequently indicated that they had been encouraged to join by others. In 2011, a larger proportion stated that their membership grew out of their military service, namely 28.7%, as opposed to 22.9% in 2007.

These results are consistent with other studies on volunteering, which clearly show that being encouraged by others is a big factor in choosing to engage in volunteer work. Recruitment typically depends on social networks and social capital, which increase the chances of being encouraged and thus the chance to experience that there is a need for the volunteer's efforts.

TYPES OF VOLUNTEERS IN THE HOME GUARD

This section highlights the main reasons for why the volunteers continue to be members of the Home Guard. Table 4.2 shows that the military defence of Denmark and the belief that the Home Guard performs important tasks for society are the most commonly cited reasons why members volunteer for the Home Guard. These two explanations are consistent with the Home Guard's basic functions and the results of the 2007 survey. In addition, the volunteers mention socialising, personal development, an active recreational life, educational and leadership opportunities, the exercises and the equipment as important reasons for participating in the Home Guard. The breakdown in Table 4.2 shows that there are more and more varied reasons for being or remaining a member of the Home Guard than for becoming a member. For example, the social life gains greater significance after volunteers become members, whereas this is not cited as a major reason for becoming a member.

TABLE 4.2

Reasons why the volunteers remain members of the Home Guard. 2011. Percentages.

What are the most important reasons why you are in the Home Guard?	Percentages
The military defence of Denmark	58.7
The Home Guard performs important tasks for society	57.5
The social life	43.1
Personal development and skills training	39.0
Opportunity for an active recreational life	38.7
Educational opportunities	26.6
I like being on exercises	24.7
Leadership opportunities	19.7
I am interested in the equipment	17.9

Note: Respondents could choose several categories. Therefore the numbers do not add up to 100%. Weighted figures.

The volunteers were able to select multiple reasons for why they remain in the Home Guard, which makes it possible to examine whether there are patterns in the main reasons indicated in the members' responses. In the 2007 survey, five different response patterns of the volunteers' motivations for being members were identified based on the same questions. The five types of responders that emerged were: *traditionalists*, *recreational volunteers*, *aspiring leaders*, *social volunteers* and the *super-motivated*. In 2007 the aspiring leaders made up the largest group, and a large proportion of them were officers and non-commissioned officers. In the 2011 study,

we find four main types of motivations for volunteering, rather than five types in 2007, as the recreationally and socially oriented members form one group in this study, referred to here as the *social and recreational volunteers*. Table 4.3 summarises the motivations that the four types often mention and the ones they rarely mention. In addition, the table shows the relative proportions these four types make up among the volunteers.

Thus the four types in 2011 are the *traditionalists*, the *aspiring leaders*, the *social and recreational volunteers* and the *super-motivated*. The volunteers who fall within each type indicate the same reasons for being members of the Home Guard. Based on the volunteers' patterns of responses to the nine questions it is possible to identify latent groups of volunteers.

TABLE 4.3

The volunteers divided into types based on their answers to nine questions about their motivations. 2011. Percentages.

Type	Often indicated	Seldom indicated	Total percentages
Traditionalists	1.2	3.4.5.6.7.8.9	35
Aspiring leaders	1.2.5.6.7.8.9	3.4	33
Social and recreational	2.3.6.9	1.4.5.7.8	19
The super-motivated	1.2.3.4.5.6.7.8.9		13

Note: 'Often indicated' is defined as a probability of more than 50% of choosing a certain motivation given latent class membership; cf. Appendix table B1.1. The different motivations are: 1. The military defence of Denmark 2. The Home Guard performs important services for society 3. I like being on exercises 4. I am interested in the equipment 5. The educational opportunities 6. The social life 7. Personal development and skills 8. Leadership opportunities 9. Opportunities for an active recreational life.

The largest group are the traditionalists, who are focused on the Home Guard's traditional duties. They are motivated by wanting to defend Denmark and by their belief that the Home Guard performs important tasks for society. However, this group rarely indicates the other reasons. The traditionalist group makes up approximately 35% of the Home Guard, which is an increase of 9% since 2007.

The second-largest group is the aspiring leaders, who are oriented towards personal development and skills training, leadership opportunities and opportunities for an active recreational and social life. The aspiring leaders also rate the military defence of Denmark highly and believe that the Home Guard performs important tasks for society, but they are rarely motivated by being on exercises and are not very interested in the equipment. The aspiring leaders make up 33% of all the volunteers.

The third group consists of what we call the social and recreational volunteers. The people in this group are particularly motivated by the opportunities for an active leisure life and socialising, and they like to be on exercises. This group more rarely indicates reasons such as personal development, education and leadership. The social and recreational volunteers make up 19% of all the volunteers.

The fourth and smallest group is the super-motivated members. People in this group are very likely to indicate all nine reasons for being in the Home Guard. The group is motivated by the defence and educational aspects, the social life and the opportunity for an active recreational life. The super-motivated members account for 13% of the volunteers in the Home Guard. This group was also the smallest in 2007.

Figure 4.1 illustrates the distribution of the four types between the active and reserve groups, the three ranks and age groups. All groups have relatively large proportions of both traditionalists and aspiring leaders. Overall, the aspiring leaders are a large group: approximately one third of all volunteers belong to this group.

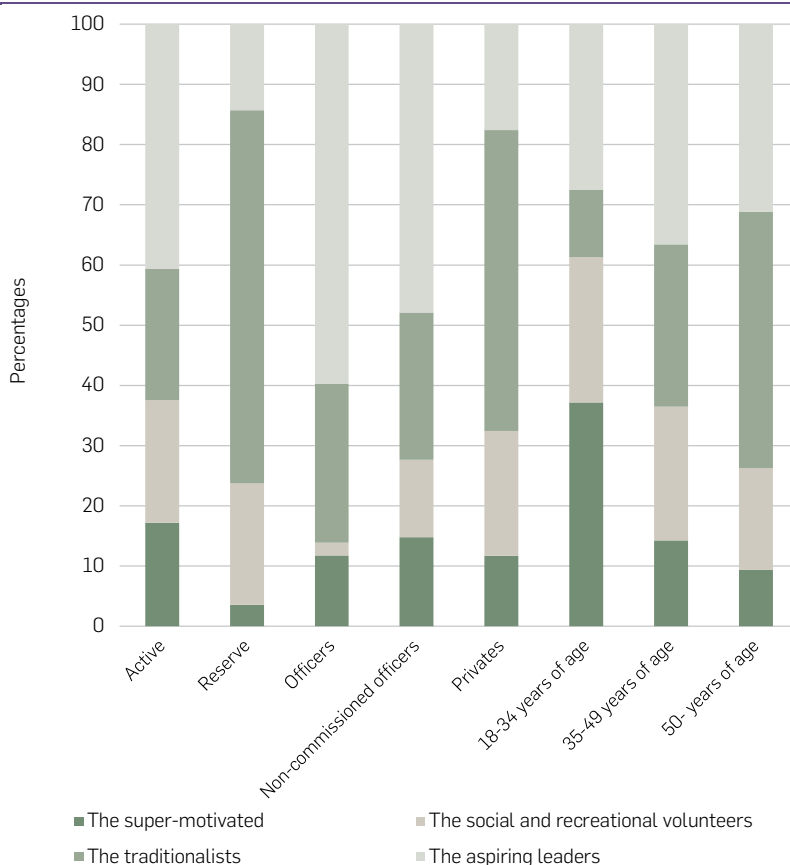
41% of the members of the active force belong to the group of aspiring leaders. This figure is only 14% among the reserve. On the other hand, the reserve includes a large group of traditionalists. One out of five of both active members and reserve members belongs to the social and recreational group.

Not surprisingly, a large proportion of officers and non-commissioned officers (NCOs) are motivated by opportunities for personal development and leadership experience, but the same is also true for the privates. However, approximately half of the privates fall into the group of traditionalists, and approximately 21% of the privates belong to the social and recreational and social group.

When we divide members into three age groups, we find that the young members aged 18-34 are super-motivated, and their membership is motivated by the military and social aspects as well as the educational and leadership opportunities. The members aged 35-49 are motivated by the opportunities for personal development and leadership, while 43% of the oldest age group, whose members are aged 50 and above, belong to the group of traditionalists.

FIGURE 4.1

The volunteers divided according to their motivations for being in the Home Guard, by status, rank and age. 2011. Percentages.



TIME SPENT AND TYPES OF ACTIVITIES

There are relatively big differences between how much time volunteers spend on Home Guard activities and which activities they spend their time on. Table 4.4 shows how much time the volunteers spend on various activities as well as differences between the active members in the five branches and according to rank and status.

The table shows that volunteers spend an average of 8.4 hours a month on the Home Guard. There is a significant difference between the

active and reserve members behind the average figure. The active members spend an average of 19.6 hours a month, while the members of the reserve spend on average less than half an hour a month. The overall average has fallen by almost half an hour since 2007, but it has increased by more than an hour for the active force. The overall decrease is solely due to the fact that the reserve members spend significantly less time on the Home Guard than in 2007.

TABLE 4.4

No. of hours per month spent on the Home Guard according to activities. Averages. 2011. Hours.

	Total hours	Exercises	Meetings	Training	Administration	Tasks for the armed forces	Deployment for civil society	Social activities	Other	Total hours in 2007
Averages	8.4 ***	2.8 ***	2.0	1.8	1.3	1.5	0.8 ***	0.8	1.7	8.8
<i>Home Guard branches, only active members</i>										
AHG	19.0	7.4	5.0	5.6	3.0	2.6	0.9	1.7	4.9	17.4
PHG	20.3	2.3	4.0	3.1	2.4	0.7	6.3	1.9	2.3	18.5
IHG	18.0	4.8	4.3	6.8	2.2	0.7	3.3	4.1	2.1	16.8
NHG	24.3	12.2	5.9	3.5	5.5	1.9	1.2	1.2	3.2	24.8
AFHG	15.6 ***	2.9	4.7 ***	3.5	3.0 ***	1.4 **	1.3 ***	1.3	3.5	14.2
<i>Rank</i>										
Officers	42.1	8.6	10.7	7.0	14.0	4.1	3.5	2.0	4.2	29.3
Non-commissioned officers	22.9	5.7	5.7	5.1	4.2	1.0	3.3	1.5	3.0	19.5
Privates	16.4 ***	6.4 ***	3.5 ***	3.7 ***	1.2 ***	1.8	1.2 ***	1.6 ***	3.6 **	15.3
<i>Status</i>										
Active force	19.6	6.4	4.6	4.3	3.0	1.9	1.8	1.6	3.5	18.2
Reserve	0.4	0.1	0.0	0.0	0.2	1.3	0.2	0.2	0.6	1.7

Note: Weighted figures. We have tested the differences between time spent on different activities. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. No. of hours per month truncated at 100.

There is a further significant variation between the Home Guard branches. The active volunteers in the Naval Home Guard spend most time on Home Guard activities, averaging 24.3 hours. The active volunteers in the Air Force Home Guard spend the least time: they reported 15.6 hours per month on average. The other branches fall between these two highest and lowest figures.

There are also significant differences in time spent across the ranks. The active privates spend approximately 16 hours a month on the Home Guard, the NCOs around 23 hours a month and the officers over 42 hours. All three groups spend more time on the Home Guard than they did in 2007. For officers, the average time spent has increased from 29 hours to 42 hours per month.

In addition to the total time spent on the Home Guard, there are also differences across the guard branches and ranks regarding what the volunteers spend their time on. Table 4.4 shows the hours spent per month on a variety of activities broken down by branch and rank, and Figure 4.2 illustrates the relative time spent on each activity.²

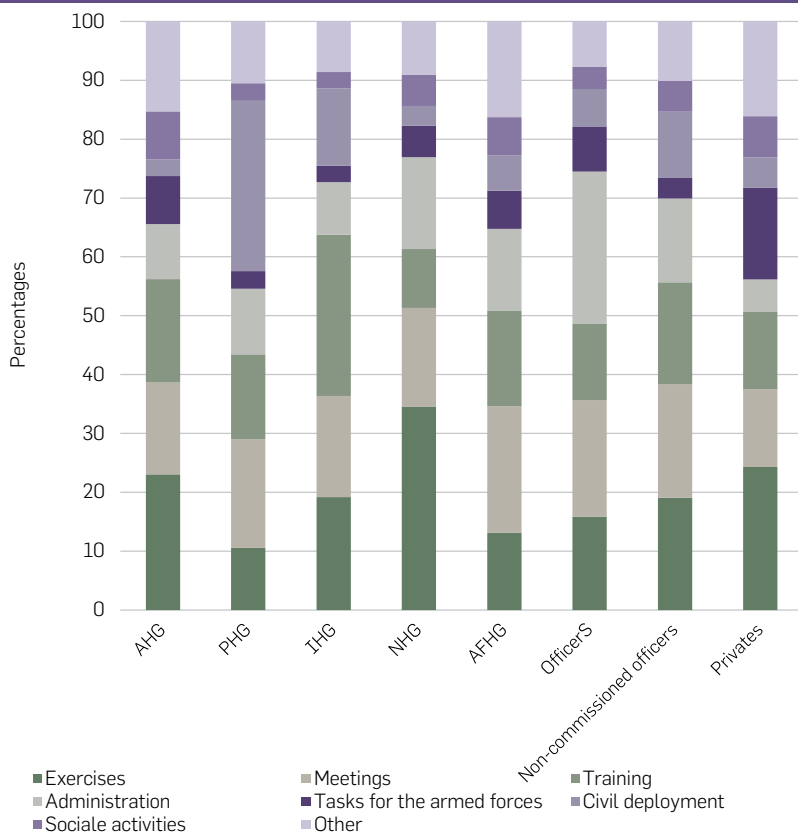
As shown in Table 4.4, there are statistically significant differences between how much time volunteers from the various branches spend, respectively, on exercises and deployments in civil society. In absolute terms, the active volunteers in the Naval Home Guard spend most time on exercises (eight hours per month), and they also spend the largest relative proportion of their time (35%) on exercises (Figure 4.2). The active volunteers in the Air Force and Police Home Guard spend least time on exercises, both in absolute (about one hour per month) and relative (respectively 11% and 13% of the total time) terms. The remaining branches fall between these two highest and lowest figures.

Finally, Figure 4.2 also shows that the volunteers in the Police Home Guard spend most time on deployments in civil society. On a relative scale, the Police Home Guard members spend 29% of their time on deployments in civil society. In all the other branches, the volunteers have indicated that they spend significantly less of their time on deployments. In the Army and Naval Home Guards, deployments account for about 3% of the time spent.

2. The total number of hours spent as shown in Table 4.4 does not completely correspond to the number one gets by adding up the individual activities. The reason for this is that, when indicating the time spent on individual activities, the respondents do not always match the numbers they have listed as the total time spent.

FIGURE 4.2

The active volunteers according to how much time they spend on various activities, by branches and ranks. 2011. Percentages.



In addition to differences between the branches with regard to activities, there are also differences between the privates, NCOs and officers with regard to their activity profiles. As mentioned earlier, the officers spend most time on the Home Guard, the NCOs less time and the privates least time. In addition, it is apparent from Table 4.4 and Figure 4.2 that the officers in particular spend their time on administrative tasks and meetings (a total of 46% of the officers' time is spent on administration and meetings), while on average, privates only spend 18% of their time on meetings and administrative tasks.

There is some variation among the volunteers as to whether they feel they spend too much or too little time on the Home Guard, as

shown in Table 4.5. Only about 2% of the volunteers feel they spend too much time on the Home Guard, 53% feel they spend an appropriate amount of time, and 45% feel they spend too little time.

TABLE 4.5

The volunteer members according to whether they think they spend too much, an appropriate amount or too little time on the Home Guard, by branch, rank and status. 2011. Percentages.

	Too much time	Appropriate amount of time	Too little	Total
All	2.2	52.6	45.2	100.0
<i>Home Guard branch</i>				
AHG	2.1	50.5	47.4	100.0
PHG	1.0	59.1	39.9	100.0
IHG	0.1	63.8	36.1	100.0
NHG	4.9	52.0	43.2	100.1
AFHG	2.3	54.7	43.0	100.0
<i>Rank***</i>				
Officers	18.4	68.3	13.3	100.0
Non-commissioned officers	5.8	73.9	20.3	100.0
Privates	1.1	63.6	35.3	100.0
<i>Status**</i>				
Active force	3.1	63.3	33.6	100.0
Reserve	1.5	44.0	54.5	100.0

Note: We have examined the differences between time spent on different activities. *statistically significant at 5% level.

statistically significant at 1% level. *statistically significant at 0.1% level. Due to rounding up, not all the numbers add up to 100%

There is no significant difference between the five branches with regard to whether the volunteers feel they spend too much or too little time on the Home Guard. On the other hand, there are big differences between the ranks. More officers (18%) feel they spend too much time on the Home Guard than privates and NCOs do. But 13% of the officers think they spend too little time. 20% of the NCOs think they spend too little time, and 35% of all privates think they spend too little time. Of the reserve members, approximately 55% feel they spend too little time on the Home Guard.

WHO SPENDS MOST TIME ON THE HOME GUARD?

We conducted a multivariate analysis to determine how much time the volunteers spend on the Home Guard. In addition to rank, branch and

activity status, the multivariate analysis includes a wide range of demographic, socioeconomic and social circumstances to explain how many hours per month the volunteers spend on the Home Guard. The results of the multivariate analysis are shown in Appendix Table B1.2, and Table 4.6 summarises the main results. The dependent variable that we wanted to explain is the total number of hours spent on the Home Guard per month. To explain how many hours the volunteers spend, we include the explanatory factors of rank, branch, status, demographic characteristics (gender and age), family situation (marital status, number of children), socioeconomic factors (education and labour market position) and information about where the volunteers live (whether they live in urban or rural areas, and how many years they have lived in the same municipality). Unlike the results in Table 4.5, the multivariate analysis simultaneously takes into account all the different explanatory conditions.

As shown in Table 4.6, once other background factors have been taken into account, rank, branch and status are the most important explanatory factors when it comes to how much time the volunteers spend on the Home Guard. Officers spend the most hours on the Home Guard per month, followed by NCOs, while the privates spend the least time.

TABLE 4.6

Summary of factors affecting the number of hours volunteers spend on the Home Guard per month.

Factors	Explanation
Rank	Privates spend the lowest no. of hours per month, NCOs the next-lowest, and officers the most.
Branch	The Naval Home Guard spends most hours compared to the other branches.
Status	Volunteers in the active service spend more time on the Home Guard than the reserve volunteers.
Age, gender, family situation, children, education, place of residence, labour market position.	Do not affect level of activity.

Note: The table summarises the main results of a multivariate statistical analysis, the results of which are described in Appendix Table B1.2. The statistical model is a zero-inflated negative binomial model whose dependent variable is the number of hours spent on the Home Guard per month.

The Home Guard branch in which the volunteers are least active on average is the Air Force Home Guard. Then follow the Infrastructure Home Guard, the Police Home Guard, the Army Home Guard and the Naval Home Guard. Volunteers in the active service spend more time on

the Home Guard than the reserve volunteers. Neither demographic nor socioeconomic factors influence the level of activity.

WHO HAS PREVIOUSLY BEEN MORE ACTIVE?

Table 4.7 shows that the vast majority of the volunteers, namely 86.5%, estimate that they have previously been more active than they are today. This proportion has fallen by 3.5% since the 2007 survey, which is a significant difference. In Table 4.4, we found that members of the active force spend more time on average in 2011 than they did in 2007. In fact, 30% of the active force in 2011 indicates that they were not more active in the Home Guard in the past. This figure is just 2% among the reserve. On average, members of the reserve are older than those in the active force, and the older members probably answered the question, ‘Were you more active in the Home Guard in the past?’ based on their level of activity at a younger age.

TABLE 4.7

The volunteers according to whether they were more or less active in the past, and reasons for their lower current activity level. 2007 and 2011. Percentages.

	2007	2011
<i>Has the respondent been more active in the Home Guard in the past? ***</i>		
Yes	90.0	86.5
No	10.0	13.5
<i>If yes, what prevents the respondent from spending more time on the Home Guard? ***</i>		
Does not have time/would rather spend time on something else	52.6	48.9
Illness or disability	15.0	22.5
It no longer interests me	14.0	20.3
Not getting enough recognition	11.4	5.8
Have had some bad experiences	11.2	7.3
Increased requirements on the volunteers	10.3	5.1
Not satisfied with the tasks	8.0	3.2
<i>Would the respondent like to take part in more activities if asked? ***</i>		
Yes	34.1	31.3
No	36.4	44.1
Undecided	29.5	24.6

Note: Weighted figures. We have examined the differences between the branches in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

The volunteers give different reasons for why they are not as active as before. The main reason is that the volunteers do not have the time or would rather spend their time on something else, which almost half of respondents give as a reason. Other reasons include illness or disability, that they no longer care about the Home Guard, increased demands, lack of recognition, bad experiences or dissatisfaction with their tasks.

The volunteers were also asked whether they would like to participate in more activities if they were asked to, and 31.3% said they would. 44.1% do not want to participate in more activities, while 24.6% are undecided. This result follows the same trend as the answers to the question of whether the respondents feel they spend too much, an appropriate amount or too little time on the Home Guard. Table 4.5 showed that nearly half think they spend too little time on the Home Guard. The results follow the same pattern as the 2007 survey.

TABLE 4.8

Summary of factors affecting the likelihood of having been more active in the Home Guard in the past and the likelihood that the member would like to participate in more activities if asked.

Factor	Previously more active	Would like to participate in more activities if asked
Rank	Officers and NCOs are much less likely to have been more active in the past than privates	Officers and NCOs are more likely than privates to want to participate in more activities
Status	Volunteers in the active force are much less likely to have been more active in the past than volunteers in the reserve	Volunteers in the active force are much more likely to want to participate in more activities than volunteers in the reserve
Live alone	Volunteers who live alone are more likely to have been more active in the past than volunteers who do not live alone	Does not affect the likelihood of wanting to participate in more activities
Age	Does not affect the likelihood of having been more active in the past	The likelihood of wanting to participate in more activities falls with age
No. of years the volunteer has lived in the same municipality	Does not affect the likelihood of having been more active in the past	The likelihood of wanting to participate in more activities falls along with the number of years the volunteer has lived in the same municipality
Home Guard branch, gender, children, education, place of residence, labour market position, family income	Does not affect the likelihood of having been more active in the past	Does not affect the likelihood of wanting to participate in more activities

Note: This table summarises the main results of two multivariate statistical analyses, the results of which are described in Appendix Table B1.3. The statistical models are a binary and a multinomial logistical regression model. The dependent variable in the first model is whether the respondent has previously been more active in the Home Guard and in the second model whether the respondent would like to take part in more activities if asked. The response categories in the second analysis are: (1) no, (2) yes and (3) undecided.

Two multivariate analyses have been carried out to identify who used to be more active in the past, as well as who would like to participate in more activities if they were asked to. The results of the multivariate analysis are shown in Appendix Table B1.3, and Table 4.9 sums up the main results.

Rank and status are two significant explanatory factors explaining whether the volunteers used to be more active than they are today. Officers and NCOs are less likely to have been more active previously than privates. NCOs and officers are more likely to maintain a high level of involvement and activity over time. In addition, the volunteers in the active force are more likely not to have been more active in the past than volunteers in the reserve. The analysis also shows that volunteers who live alone are more likely to have been more active in the past than volunteers who do not live alone.

In general, officers and NCOs are more willing to participate in more activities than privates. Volunteers in the active force are more likely than the reserve to want to take part in more activities. Age is another explanatory factor. The probability that volunteers would like to participate in more activities decreases with age. The same trend applies when it comes to the number of years the volunteers have lived in the same municipality: the probability decreases along with the number of years the volunteers have lived in the same municipality.

Gender, children, education, place of residence and labour market situation do not affect the probability of having been more active in the past or the desire to participate in more activities if asked.

WHO IS CONSIDERING LEAVING AND WHY?

The question of what motivates volunteers to be members of the Home Guard is central to an organisation based on voluntary participation. In this section, we look more closely at the volunteers' desire to continue to be volunteers in the Home Guard. Are the majority of the volunteers satisfied being members of the Home Guard, or are they considering leaving? The volunteers in this study were asked about their thoughts on their future involvement in the Home Guard. Table 4.9 shows the proportion of volunteers who are considering leaving and why.

39.8% of all the volunteers have not considered leaving the Home Guard. A larger proportion, 43.7%, sometimes consider leaving,

and the remaining 16.5% have decided to leave. Since 2007, there are more members who are not considering leaving and fewer who sometimes consider leaving, but there are also more who have decided to leave. This change from 2007 to 2011 is statistically significant.

TABLE 4.9

The volunteers according to whether they are considering leaving the Home Guard and the reasons for this. 2007 and 2011. Percentages.

	2007	2011
<i>Do you sometimes consider leaving the Home Guard? ***</i>		
No	33.7	39.8
Yes, I sometimes consider leaving	53.6	43.7
Yes, I've decided to quit	12.7	16.5
<i>If yes, what is the reason?</i>		
Don't have time/would rather spend the time on something else	53.3	56.0
No longer interested	21.4	24.8
Illness or disability***	12.3	19.3
Have had some bad experiences***	12.7	8.6
Not getting recognition***	14.2	8.4
The requirement for 24-hour standby	7.8	6.5
Increased administrative requirements***	8.9	6.0
Increased training requirements***	8.6	5.7
The Home Guard is no longer necessary***	4.3	2.1

Note: Respondents could select several categories. Therefore the figures do not add up to 100%. Weighted figures. We have examined the differences between 2007 and 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

Volunteers who are either considering leaving or have decided to leave the Home Guard give a number of reasons for this. The main reason for leaving is that the volunteers no longer feel they have time for the Home Guard or that they would rather spend that time on something else. More than half of the volunteers, who are considering leaving or have decided to leave give this reason. Wanting more time for other activities is also the most frequently mentioned reason for why more of the volunteers are not as active in the Home Guard as they used to be (see Table 4.7).

Other reasons to quit are that the volunteers are no longer interested in the Home Guard, that they do not get enough recognition, that they have had some bad experiences, or that illness or disability inhibit their ability to be active. Some also mention increased administrative and training demands and a minimum activity requirement as reasons why they are either considering leaving or have decided to leave.

Compared to the 2007 survey, more volunteers mention illness and disability, and fewer mention other reasons.

Is it possible to determine the factors that have a bearing on whether a volunteer is considering leaving the Home Guard? We have carried out a multivariate analysis of the likelihood of a volunteer either considering leaving or having decided to leave. The likelihood of whether they are considering or have chosen to leave is a function of rank, branch membership, activity status as well as demographic, socioeconomic and social conditions. The results of this analysis are shown in Appendix Table B1.4 and the main conclusions are summarised in table 4.10.

TABLE 4.10

Summary of factors affecting the likelihood of whether the volunteers are considering or have decided to leave the Home Guard. 2011.

Factor	Explanation
Home Guard branch	Volunteers from the Army Home Guard are less likely to consider leaving. Volunteers from the Police Home Guard are less likely to have decided to leave.
Status	Volunteers in the active force are significantly less likely to consider leaving and less likely to have decided to leave compared to volunteers in the reserve.
Age	The likelihood of having decided to leave decreases with age.
Rank	Officers and non-commissioned officers are less likely to consider leaving. NCOs are less likely to have decided to leave.
Rank, gender, family status, children, education, labour-market position, place of residence, no. of years the volunteer has lived in the same municipality	Do not affect the likelihood of having considered or decided to leave.

Note: This table summarises the main results of a multivariate statistical analysis, the results of which are described in Appendix Table B1.4. The statistical model is a multinomial logistic regression model. The dependent variable is whether the respondent: (1) is not considering, (2) is considering, or (3) has decided to withdraw from the Home Guard.

Volunteers in the active force are much less likely both to consider and to have decided to leave than volunteers in the reserve.

As was the case with the volunteers' activity level, the socioeconomic, family-related and demographic factors do not explain who is considering leaving the Home Guard. In other words, there are no differences in terms of the levels of education, labour market position, income and family situation with regard to whether the volunteers are considering leaving the Home Guard. The only significant demographic factor is age: the likelihood of whether members have decided to leave is greatest among the oldest members, as is shown in table 4.11. The table

also shows that 50% of the reserves sometimes consider leaving, and a further 25% of the reserve have decided to leave.

TABLE 4.11

The members according to whether are considering leaving the Home Guard, by age groups, status and rank. 2011. Percentages.

	No	Yes, sometimes consider leaving	Yes, have decided to leave	Total
All	39.8	43.7	16.5	100.0
<i>Age***</i>				
18-29	55.8	24.3	20.0	100.1
30-39	42.7	46.2	11.1	100.0
40-49	30.3	55.7	14.1	100.1
50-59	47.8	40.1	12.1	100.0
60+	39.4	37.6	23.0	100.0
<i>Status***</i>				
Active force	60.3	34.6	5.1	100.0
Reserve	25.1	50.2	24.7	100.0
<i>Rank*</i>				
Officers	70.4	29.6	0.0	100.0
Non-commissioned officers	61.6	38.1	0.4	100.1
Privates	64.6	30.3	5.1	100.0

Note: Weighted figures. We have examined the differences between age, status and rank. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. Due to rounding off, not all the figures add up to 100%.

SUMMARY

This chapter has highlighted the volunteers' motivations for joining the Home Guard, how much time they spend on the Home Guard, the activities they participate in, how satisfied they are with participating in the various activities, and whether they are considering leaving. The chapter's main conclusion can be summarised as follows:

- The volunteers' main reason for joining the Home Guard is that they were encouraged by others to join. Other reasons are that they were interested in the Home Guard, that they wanted to participate in the country's defence, and that they wanted to make a difference. Compared to 2007, more have indicated that their membership grew out of their military service.
- The volunteers can be divided into four groups in terms of their motivation for being members of the Home Guard. The *traditional-*

ists are especially motivated by wanting to defend Denmark. The *aspiring leaders* are motivated by the opportunities for training and leadership experience. The *social and recreational* volunteers attach importance to the social life of the Home Guard, an active leisure life and being on exercises, and the *super-motivated* give numerous reasons why they joined.

- The active volunteers spend an average of 19.6 hours a month on the Home Guard. This figure has increased by more than one hour since 2007. Officers are more active than NCOs, who in turn are more active than the privates. Socioeconomic and family circumstances have no effect on how much time the volunteers spend on the Home Guard.
- 45% of the volunteers feel they spend too little time on the Home Guard. Half of the privates in the reserve feel they spend too little time on the Home Guard.
- There are differences across the branches and ranks as to what the volunteers spend their time on. Volunteers in the Naval Home Guard spend more time on exercises, and volunteers in the Police Home Guard spend more time on civil deployments than the other branches. With respect to rank, officers spend up to half of their time on administration and meetings, while the privates only spend about a fifth of their time on these activities. On the other hand, the privates spend more time on exercises, deployments and tasks for the national armed forces.
- Most of the volunteers used to be more active in the past. The main reason for their current lower level of activity is that they would rather spend time on something other than the Home Guard. Compared to the privates, the officers and NCOs are less likely to become less active over time.
- 31% of the volunteers would like to participate in more activities if they were asked to, and a further 25% answered 'Undecided' to this question. It is mainly privates and younger members who would like to participate in more activities.
- A total of 44% of the volunteers sometimes consider leaving the Home Guard, and approximately 16% have decided to leave. This is slightly fewer than in 2007. The main reason the volunteers indicate for wanting to leave is that they do not have time or would rather

spend their time on something else. Since 2007, more volunteers are considering leaving because of illness or disability

THE SURROUNDING WORLD, PREJUDICES AND THE HOME GUARD'S DUTIES

The Home Guard is a public institution that volunteers, media and citizens relate to in various ways. The volunteers in the Home Guard were asked how they think society views the Home Guard and its role in Danish society. Which prejudices do their family, friends and colleagues have as regards their membership of the Home Guard? The overall theme of this chapter is the relationship between the Home Guard and the outside world.

The chapter examines two main issues. The first concerns the reactions from family, friends and colleagues experienced by the Home Guard volunteers. Do others take a negative or unsympathetic view of the volunteer being active in the Home Guard, or are they indifferent? And as for the volunteers themselves, are they proud to be members of the Home Guard? The second issue relates to the volunteers' perception of the Home Guard's role in society. Do the volunteers feel that the Home Guard is first and foremost a military organisation, or has its military role been replaced by more important civilian tasks? In addition, we compare the results of this study with the results of the 2007 survey in order to examine the evolution of volunteers' perception of how the surrounding world views the Home Guard.

SOCIAL RELATIONS IN THE HOME GUARD

Chapter 4 showed that participation in social activities is an important reason why many of the volunteers are in the Home Guard. In this section, we look at the volunteers’ social relations in the Home Guard. Volunteers were asked which other Home Guard members they know. Two important social arenas are family and friends. Table 5.1 shows how many volunteers have family and friends in the Home Guard.

TABLE 5.1
Volunteers according to who has friends and family in the Home Guard. 2011.
Percentages.

Do you have family or friends who are in the Home Guard?	Yes	No	Don't know
Family	25.9	72.0	2.2
Friends	67.4	25.5	7.1

Note: Weighted figures.

Table 5.1 shows that more volunteers have friends in the Home Guard than family members. One in four has a family member who is also in the Home Guard, while 67.4% have friends in the Home Guard. There are fewer volunteers in 2011 who have family in the Home Guard than in 2007, when the proportion was 32.1%

We conducted two multivariate analyses that examine whether there are socioeconomic and social characteristics that determine the volunteers’ social relations within the Home Guard. We examine which volunteers are most likely to have family and friends in the Home Guard. The results are shown in Appendix Table B2, and Table 5.2 summarises the main results.

Table 5.2 shows that there are differences in terms of the factors that determine whether the volunteers have friends or family in the Home Guard. Officers are more likely than both privates and NCOs to have family and friends who are members. There is no difference between the five branches as regards the extent of the volunteers’ social contacts. Volunteers in the active force are more likely than volunteers in the reserve to have friends who are members, while this difference does not apply to family members. Furthermore, the higher the seniority of the volunteers, the more likely they are to have family and friends in the Home Guard. The probability of having family and friends in the Home

Guard decreases with age. Female volunteers are more likely than male volunteers to have family members in the Home Guard. Volunteers with children are less likely to have family in the Home Guard than volunteers who do not have children. However, these factors do not determine whether the volunteers have friends in the Home Guard. The volunteers' family situation, place of residence, Home Guard branch, labour-market position, education, and the number of years the volunteers have lived in the same municipality do not affect the probability of having friends or family in the Home Guard.

TABLE 5.2

Summary of factors influencing the likelihood that the volunteers have family or friends in the Home Guard. 2011.

Factor	Have family in the Home Guard	Have friends in the Home Guard
Rank	Officers are more likely than privates to have family in the Home Guard. NCOs are not different from privates in this respect	Officers are more likely than privates to have friends in the Home Guard. NCOs are not different from privates in this respect
Status	No significance	Volunteers in the active force are more likely than reserve members to have friends in the Home Guard
Seniority	The higher the volunteers' seniority in the Home Guard, the more likely they are to have family in the Home Guard	The higher the volunteers' seniority in the Home Guard, the more likely they are to have friends in the Home Guard
Age	The probability of having family in the Home Guard decreases with age	The probability of having friends in the Home Guard decreases with age.
Gender	Female volunteers are more likely than male volunteers to have family members in the Home Guard.	No significance
Children	Volunteers with children are less likely to have family in the Home Guard than volunteers who do not have children.	No significance
Family situation, place of residence, Home Guard branch, labour-market position, education, and the number of years the volunteer has lived in the same municipality	No significance	No significance

Note: This table summarises the main results of two multivariate statistical analyses, the results of which are described in Appendix Table B2.1. The statistical models are binary logistical regression models. The dependent variables are whether the respondent has: (1) family and (2) friends in the Home Guard.

In the 2007 survey, the educational level and family situation significantly affected the likelihood of the volunteers having family members in the Home Guard. This difference is not statistically significant in 2011.

HOW DO FAMILY AND FRIENDS VIEW THE VOLUNTEERS' COMMITMENT TO THE HOME GUARD?

In this section, we illustrate how the outside world views being a member of the Home Guard and what the volunteers themselves believe. The questionnaire asked the volunteers how their families, friends and colleagues view their being members of the Home Guard. The response rates for these questions are shown in table 5.3.

TABLE 5.3

The volunteers according to their assessment of how their families, friends and colleagues view their membership of the Home Guard. 2011. Percentages.

	They think it's a good thing	They don't care	They make fun of it	They are against it	They don't know about it
What does your family think about you being a member of the Home Guard?	60.1	31.1	5.2	1.6	2.1
What do your friends think about you being a member of the Home Guard?	44.7	35.5	6.8	0.9	12.1
What do your colleagues think about you being a member of the Home Guard?	35.3	32.4	7.4	0.9	24.0

Note: Weighted figures

As the table shows, approximately 60% say that their families have a positive attitude towards their involvement in the Home Guard. Slightly fewer, about 45%, indicate that their friends see their voluntary membership of the Home Guard as a good thing, and here there is a larger proportion of the friends, namely 12.1%, who do not know that the volunteers are members. The same trend applies to the colleagues' views of the volunteers' involvement. The difference is that colleagues are much less likely to know about the volunteer's membership of the Home Guard. The pattern in terms of the attitudes of the volunteers' family, friends or colleagues is the same as in 2007. Thus in 2011, as in 2007, the people closest to the volunteers are generally the most sympathetic towards their membership of the Home Guard, and the positive attitude is slightly reduced the further away one moves from the close family.

There are differences between the branches when it comes to the colleagues' attitude to the volunteers' membership. The members of the Infrastructure Home Guard and the Army Home Guard find that

one in 10 of their colleagues make fun of their membership of the Home Guard. Half of the Naval Home Guard members' colleagues view it positively. More officers indicate that their colleagues are positive about their involvement in the Home Guard than NCOs and privates.

PROUD TO BE A MEMBER

The questionnaire also asked the volunteers about their own attitude towards their involvement in the Home Guard. Are you proud to be a member or is it a little embarrassing to tell others that you are in the Home Guard? Since 2007, the Home Guard has focused more on ensuring that members of the Home Guard are deployed and that there are opportunities for deployment in connection with surveillance and security tasks for the armed forces' deployed soldiers. This may have affected the members' attitude to their involvement in the Home Guard in the sense that more volunteers are proud of their membership in 2011.

In this study, 57.3% of the volunteers indicate that they are proud to be members of the Home Guard, 3.0% are a little embarrassed to be members, and 39.6% are neither proud nor embarrassed. As regards the differences between the branches, we find that relatively more members of the Naval Home Guard, namely 64.5%, indicate that they are proud to be members of the Home Guard. Relatively, more officers and NCOs than privates are proud to be members, and this also means that active members are generally more proud to be members of the Home Guard than reserve members. There is a slight increase of 3.5% from 2007 to 2011 when it comes to volunteers who are proud to be members, and a decrease of 1.4% in the proportion who are embarrassed to be members.³

STATEMENTS ABOUT THE HOME GUARD

There can be differences between how the general population perceives the Home Guard and how the members themselves perceive it. This section looks at how the volunteers perceive the general population's attitude to the Home Guard, and what they themselves believe is the Home

3. The differences are statistically significant.

Guard's primary role in society. This section is based on the volunteers' answers to three questions. Firstly, they were asked to respond to a number of statements about the Home Guard. Secondly, they were asked how important they think it is that the Home Guard is a voluntary military organisation. Thirdly, they were asked to rate how important they think a number of tasks are to the Home Guard. Table 5.4 shows the volunteers' attitudes to a number of statements about the Home Guard.

TABLE 5.4

The volunteers according to whether they agree with a number of statements about the Home Guard. 2011. Percentages.

	Completely agree	Agree	Disagree	Completely disagree	Total
The Home Guard is generally respected	13.3	62.2	23.2	1.2	99.9
Home Guard volunteers are subjected to many prejudices among other people	29.2	52.1	17.5	1.0	99.8
It is important for the Home Guard to contribute to the population's will to defend the nation	30.8	57.5	8.5	3.0	99.8
The Home Guard is first and foremost a military organisation that is part of Denmark's armed forces	41.9	39.3	17.1	1.6	99.9
The Home Guard's societal duties, such as providing assistance in case of accidents or major events are just as important as its military duties	33.1	44.9	18.1	3.7	99.8
The Home Guard's military structure is necessary to provide effective and rapid response to natural disasters and the like	42.4	49.2	6.5	1.7	99.8
The perception of the Home Guard has improved in recent years after the deployment of the Home Guard on international operations	30.0	48.7	18.0	3.0	99.7

Note: Weighted figures. Due to rounding off, not all the figures add up to 100%.

The first two questions relate to the Home Guard's reputation and people's prejudices about volunteers in the Home Guard. More than 75% of the volunteers agree or strongly agree that the Home Guard is generally respected. The remaining 25% believe that the Home Guard is not respected. More than 80% agree or completely agree with the other statement, which says that Home Guard volunteers are subjected to the prejudices of others. As in the 2007 survey, these results suggest that most of the volunteers think that the Home Guard as an institution is generally respected, but at the same time, that the volunteers as individuals are often subject to the prejudices of the wider community. The next two statements are about the Home Guard's overall role in society. The vast

majority of the volunteers agree or strongly agree that the Home Guard should contribute to the population's will to defend the country, and that the Home Guard is first and foremost a military organisation that is part of Denmark's armed forces. The proportion who agree with the statement that the Home Guard is first and foremost a military organisation is 6% lower in 2011 than in 2007, and this is the statement where we find the greatest difference between the two studies. The next two statements deal with the Home Guard's civilian tasks. The first statement says that the Home Guard's role in providing assistance in case of accidents and major events is as important as its traditional military role. 78% of the volunteers agree or strongly agree that the Home Guard's civilian duties are as important as its military roles, and only a minority insists that the military duties have priority. The other statement says that the Home Guard's military tasks are necessary to provide rapid and effective response in the event of natural disasters and the like. Here, more than 91% agree or strongly agree that the Home Guard's military structure is necessary. The last statement also relates to the Home Guard's reputation. It says that the perception of the Home Guard has become more positive after members of the Home Guard have been deployed in international operations in recent years. Nearly 80% indicate that they agree or strongly agree, and almost 20% do not believe that the international engagement has improved the perception of the Home Guard.

There is little variation across the five branches in terms of the volunteers' agreement with the seven statements. Volunteers in the Police, Air Force and Infrastructure Home Guards agree more with the statement that the Home Guard's societal tasks are as important as its military tasks as the volunteers in the other branches do.

A VOLUNTARY MILITARY ORGANISATION

The above section showed that just over 70% of volunteers believe that the Home Guard is primarily a military organisation that is part of Denmark's armed forces. In 2011, the volunteers were also asked whether it is important to their membership that the Home Guard is a voluntary military organisation. In other words, we examined their opinions on the voluntary and military aspects of the organisation.

83% of all members feel that they are important or very important. In the infrastructure branch, almost every fourth member feels that it is not very important or not important at all that the Home Guard is a voluntary military organisation. More than 80% of the Police and Army Home Guard members think it is very important or important that the Home Guard is a voluntary military organisation. There are no big differences in terms of rank and status. However, privates are more likely to think that it is important rather than very important that the Home Guard is a voluntary military organisation.

TABEL 5.5

The volunteer members according to how important it is for their membership that the Home Guard is a voluntary military organisation. 2011. Percentages.

	Very important	Important	Not very important	Not important at all	Total
All	54.5	28.4	10.6	6.5	100.0
<i>Home Guard branches</i>					
AHG	56.5	26.8	9.4	7.3	100.0
PHG	56.0	27.9	10.8	5.3	100.0
IHG	47.7	29.1	16.5	6.7	100.0
NHG	47.3	34.3	13.9	4.5	100.0
AFHG	48.8	33.4	12.7	5.0	99.9
<i>Rank</i>					
Officers	65.5	21.0	11.6	2.0	100.1
Non-commissioned officers	61.8	21.8	12.5	4.0	100.1
Privates	52.5	31.0	12.3	4.3	100.1
<i>Status</i>					
Active	55.2	28.5	12.3	4.0	100.0
Reserve	54.0	28.3	9.3	8.3	99.9

Note: Weighted figures. Due to rounding off, not all the figures add up to 100%.

THE HOME GUARD'S MAIN DUTIES – THREE MAIN TYPES

The previous section suggested that the volunteers prioritise both the Home Guard's traditional military duties and its civil, societal duties. The questionnaire asked volunteers to rate the importance of a number of duties. The answers to these questions are shown in Table 5.6.

A general distinction is drawn between a focus on: *emergency response*, which covers disaster relief, maritime rescue, maritime surveillance, and pollution control; *civil deployment*, which covers sanitation, traffic reg-

ulation, explosive-device clearance, rallies and concerts; and finally *defence*, covering terrorism response, military defence of Denmark, support for the other armed forces' training and exercises, as well as assistance with the armed forces' international operations.

In general, the volunteers believe that most of these duties are important for the Home Guard. The task that most volunteers believe is either important or very important is disaster relief. Next in order of importance are: maritime rescue, terrorism emergency response, support for the other armed forces' training and exercises, the military defence of Denmark, explosive-device clearance, maritime surveillance, pollution control, support for the armed forces' international operations, sanitation, security, traffic control and finally rallies and concerts, which 60% do not consider an important task for the Home Guard. The highest and lowest ranking duties match the order in the 2007 survey.

TABLE 5.6

Volunteers according to how important they think a number of duties are for the Home Guard. 2011. Percentages.

	Very im- portant	Im- portant	Not very important	Not important at all	Total
Disaster relief	67.3	29.4	3.2	0.1	100.0
Search and Rescue	58.4	32.8	7.0	1.8	100.0
Maritime surveillance	41.2	42.0	13.8	2.9	99.9
Pollution control	34.7	46.1	16.3	2.9	100.0
Sanitation	23.1	54.6	18.0	4.3	100.0
Traffic regulation	18.3	46.5	28.5	6.7	100.0
Explosive-device clearance	31.6	53.0	12.0	3.2	99.8
Rallies and concerts	10.0	30.9	44.0	15.1	100.0
Terrorism emergency response	56.5	34.6	7.1	1.9	100.1
Military defence of Denmark	45.5	39.8	11.4	3.3	100.0
Support for the other armed forces' training and exercises	35.8	52.4	10.2	1.6	100.0
Support for the armed forces' inter- national operations	31.2	47.3	17.6	3.9	100.0

Note: Weighted figures. Due to rounding off, not all the figures add up to 100%.

The volunteers' assessments of the importance of the 12 different duties are based on three overall attitudes or opinions concerning which duties are most important for the Home Guard. These three attitudes can be deduced from the volunteers' relative emphasis on certain duties. The differences between the three types of attitude are summarised in table 5.7 and the results of the underlying statistical analysis are shown in Appendix Table B2.2.

The same analysis was carried out in 2007 and we find the same tendency in 2011 as in 2007. The first attitude concerns emergency response. Volunteers with this orientation emphasise that the Home Guard should assist with disaster relief, search and rescue and maritime surveillance and pollution control. These volunteers do not feel that the Home Guard’s traditional defence tasks are particularly important.

TABLE 5.7
Three types of attitudes to which duties are important for the Home Guard. 2011.

	Emergency-response orientation	Civil-deployment orientation	Defence orientation
Believe that the following tasks are particularly important for the Home Guard	Disaster relief, search and rescue and maritime surveillance and pollution control	Rallies and concerts, traffic regulation, sanitation, security, explosive-device clearance	Military defence of Denmark, support for the armed forces' international operations, support for the rest of the armed forces' training and exercises, terrorism-emergency response

Note: This table is based on a factor analysis using three factors. The results are shown in Appendix Table B2.2.

The second orientation concerns civil deployment. Volunteers with this orientation place special emphasis on the Home Guard’s ‘practical’ work at rallies and concerts, with traffic regulation, sanitation and clearance of explosive devices. Volunteers with this orientation do not place much emphasis on defence and emergency-response tasks.

The third orientation has to do with national defence. Volunteers with this attitude believe that the traditional defence role is particularly important for the Home Guard. These volunteers especially indicate the military defence of Denmark, terrorism-related emergency response and support of the armed forces (training, exercises and international operations) as important tasks for the Home Guard. Few volunteers with this orientation believe that emergency response and especially civil-deployment duties are important for the Home Guard.

SUMMARY

The purpose of this chapter has been to analyse the volunteers’ social relations in the Home Guard, their perception of others’ attitudes to the Home Guard and the volunteers, and the volunteers’ own attitudes to the Home Guard’s different roles. Additionally, we looked at changes

that have taken place since the 2007 survey. The main conclusions can be summarised as follows:

- One in four volunteers has family in the Home Guard. This is slightly fewer than in 2007. Seven out of 10 volunteers have friends who are also members. This figure was the same in 2007.
- Officers are more likely than both privates and NCOs to have family and friends who are members. There is no difference between the five branches regarding the extent of the volunteers' social contacts in the Home Guard. Apart from age and length of service, there are no socioeconomic or social-background factors that determine whether or not the volunteers have family or friends who are members of the Home Guard. It is mainly female volunteers and volunteers with children who have family in the Home Guard. Active members are more likely than reserve members to have friends in the Home Guard.
- The volunteers' family, friends and colleagues generally take a positive view of the volunteer's membership of the Home Guard. Only a few are against the volunteers' participation in the Home Guard. The results in 2011 are consistent with the results in 2007.
- A large proportion of the volunteers find that the Home Guard as an institution is respected by society. However, the volunteers also feel that the Home Guard volunteers as individuals are subjected to many stereotypes.
- 80% of the volunteers believe that the general population's perception of the Home Guard has improved in recent years after the Home Guard has been deployed on international operations.
- The volunteers believe, firstly, that the Home Guard has both military and civilian duties, and secondly that both types of duties are important. In terms of what they feel the Home Guard's most important duties are, the volunteers can be divided into three groups. Those focused on *emergency response* mainly indicate emergency tasks such as disaster relief, maritime rescue and surveillance and pollution control; those focused on *civilian relief work* mainly indicate practical tasks such as sanitation and traffic regulation; and those focused on *defence* mainly indicate the military defence of Denmark and support of the armed forces. These results do not differ from those of the 2007 survey.

- 83% of the volunteers believe it is very important or important for their membership that the Home Guard is a voluntary military organisation.

CIVILIAN SKILLS AND INTERNATIONAL DUTIES

This chapter examines three factors: firstly the volunteers' assessment of whether the Home Guard uses their civilian skills; secondly whether the volunteers would like to participate in the armed forces' international operations; and thirdly, the volunteers' opinion of the Home Guard's potential participation in international operations involving civilian reconstruction and whether they want to take part in them. The 2007 survey did not include questions on these issues.

USE OF CIVILIAN SKILLS

The Home Guard is a voluntary and military organisation, and like other voluntary organisations, it gives members the opportunity to employ the skills that they have acquired in their civilian lives. The survey asked the volunteer members whether they use the skills and competencies from their civilian education and/or professional experience in relation to their functions in the Home Guard. As Table 6.1 shows, almost half of the active members report that they often or sometimes employ their civilian skills in connection with their service in the Home Guard. But the table also shows that there are significant differences between which branch the members are in and how often they use their civilian skills.

Volunteers from the Naval Home Guard make most frequent use of their civilian skills, members of the Air Force Home Guard most rarely or never. There is also a significant difference between the groups when it comes to rank. 43.9% of the officers and 30.3% of NCOs often use their civilian skills, while only 15.8% of the active privates often use their civilian skills in connection with their service in the Home Guard.

TABLE 6.1

Volunteers according to how often they employ their civilian skills in connection with their Home Guard duties, by branch, rank and status. 2011. Percentages.

	Often	Sometimes	Rarely	Never	Don't know	Total
All	16.2	18.5	16.3	23.4	25.7	100.1
<i>Home Guard branches**</i>						
AHG	14.6	18.3	15.3	24.5	27.3	100.0
PHG	15.9	18.4	22.0	19.6	24.3	100.2
IHG	22.0	16.2	17.7	19.8	24.4	100.1
NHG	28.9	23.2	16.6	15.5	15.8	100.0
AFHG	10.3	14.8	14.1	31.8	29.1	100.1
<i>Rank***</i>						
Officers	43.9	33.4	15.0	7.0	0.8	100.1
Non-commissioned officers	31.0	28.7	24.3	15.0	1.0	100.0
Privates	15.8	30.1	23.7	22.4	8.1	100.1
<i>Status ***</i>						
Active force	20.1	28.3	22.5	20.5	8.6	100.0
Reserve	12.8	10.2	11.0	25.9	40.1	100.0

Note: We have examined the differences between branches, status and rank. *statistically significant at 5% level.

statistically significant at 1% level. *statistically significant at 0.1% level. Due to rounding off, not all the figures add up to 100%.

Although there are differences in the use of civilian skills between the branches, ranks and statuses, a large proportion of all the volunteers feel that it is an advantage to use their civilian training or professional experience in their Home Guard service. Table 6.2 shows that it is mostly the officers and NCOs who either think it is an advantage or have indicated both. Among the privates, 20.7% do not know whether it is an advantage or a disadvantage to use their civilian skills. As regards the active members in general, a relatively small proportion see it as a disadvantage, and approximately 69% see it as an advantage.

TABLE 6.2

The volunteers according to whether they believe it is an advantage or disadvantage to use their civilian skills and whether they feel that the Home Guard should be better at focusing on the members' civilian skills, by rank and status. 2011. Percentages.

Is it an advantage or disadvantage to use your civilian skills/professional experience in connection with your Home Guard service?	An advantage	Both	A disadvantage	Don't know	Total
All active	68.8	22.2	0.4	8.7	100.1
<i>Rank***</i>					
Officers	82.2	15.5	0.0	2.3	100.0
Non-commissioned officers	73.4	22.7	2.2	1.7	100.0
Privates	66.3	22.7	0.0	11.0	100.0
The Home Guard should be better at focusing on your civilian skills	Yes, very	Yes, a little	No	Don't know	Total
All active	23.9	34.7	29.8	11.6	100.0
<i>Rank**</i>					
Officer	38.1	35.1	24.8	2.0	100.0
Non-commissioned officers	25.2	36.6	31.5	6.8	100.1
Privates	22.1	34.2	30.0	13.7	100.0

Note: Weighted figures. We have examined the differences between ranks. *statistically significant at 5% level.

statistically significant at 1% level. *statistically significant at 0.1% level. Due to rounding off, not all the figures add up to 100%.

Table 6.2 also describes the volunteers' views on whether the Home Guard should be better at focusing on the volunteers' civilian skills. More than half of the active members feel that the Home Guard should be very or slightly better at focusing on their civilian skills. 73.2% of the officers and 61.8% of the NCOs indicate that the Home Guard should be much or a little better at focusing on their civilian skills.

The volunteers were also asked to indicate whether they would like to be able to use their civilian skills more. 28% of the active volunteers answer yes. Approximately 39% of the officers indicate that they would like to be able to use their civilian skills in connection with the functions they perform in the Home Guard. As regards the Home Guard branches as a whole, the members of the Police Home Guard most frequently indicate that they would like to be able to use their civilian skills more.

PARTICIPATION IN THE HOME GUARD'S CONTRIBUTION TO THE ARMED FORCES' INTERNATIONAL OPERATIONS

The Home Guard has provided support for the armed forces' international operations since 2008. This is a relatively new duty for the Home Guard and thus was not covered by the 2007 survey. The Home Guard has increased its focus on this aspect of its duties, partly through its recruitment campaigns. But how widespread is the desire among the current volunteers to be deployed abroad or to contribute to the armed forces' deployment to international operations from within Denmark, e.g. by taking part in exercises and replacing soldiers deployed abroad for short periods?

Almost one in three of the active members of the Home Guard indicate that they want to participate in the Home Guard's contributions to the armed forces' international operations and be deployed abroad in this capacity (see Table 6.3). Approximately 12% answered 'Undecided' and just over half (54%) answered 'No'. Almost half of the officers (about 46%) would like to be deployed abroad. 9% of the members of the reserve members would also like to be deployed abroad. 15% of the women in the active force would like to be deployed, while 40% of the men in the active force indicate that they would like to participate in the Home Guard's international operations and be deployed abroad.

The Home Guard's volunteers are even more positive about contributing to the armed forces' deployment to international operations from within Denmark, e.g. by participating in exercises and replacing soldiers who are deployed abroad for short periods. Almost half of the active members are prepared to do so, and more than 60% of officers and NCOs say that they would like to contribute. Both sexes are more prepared to support international operations in Denmark in 2011. 32% of the women and half the men in the active force state that they would like to help in Denmark.

Thus, quite large proportions of the active members of the Home Guard are willing to participate, either by being deployed abroad or participating here at home. Table 6.4 provides an overview of what characterises these members. The table summarises the factors that make volunteers likely to wish to participate in the Home Guard's international contributions and be deployed abroad, and the likelihood that the volun-

teers want to contribute to the armed forces' deployment to international operations from within Denmark.

TABLE 6.3

Volunteers according to whether they wish to participate in the Home Guard's international contributions and be deployed abroad or participate in the armed forces' international operations from within Denmark. 2011. Percentages.

	Yes	No	Undecided	Total
Would you like to take part in the Home Guard's international contributions and be deployed abroad?				
All	20.5	70.6	8.9	100.0
<i>Rank</i>				
Officers	45.8	42.2	12.0	100.0
Non-commissioned officers	40.1	48.8	11.1	100.0
Privates	34.1	54.3	11.6	100.0
<i>Status***</i>				
Active	36.1	52.4	11.5	100.0
Reserve	9.3	83.7	7.0	100.0
<i>Gender, active***</i>				
Women	14.9	74.9	10.1	99.9
Men	39.1	49.3	11.7	100.1
Would you like to contribute to the armed forces' deployments to international operations from within Denmark?				
All	29.4	61.1	9.5	100.0
<i>Rank***</i>				
Officers	62.3	28.9	8.9	100.1
Non-commissioned officers	61.2	30.5	8.3	100.0
Privates	44.4	43.7	12.0	100.1
<i>Status***</i>				
Active	48.8	40.1	11.1	100.0
Reserve	15.6	76.0	8.4	100.0
<i>Gender, active***</i>				
Female	31.6	54.4	14.0	100.0
Male	51.0	38.3	10.7	100.0

Note: Weighted figures. We have examined the differences between rank, status and gender. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. Due to rounding off, not all the figures add up to 100%.

The significant factors in both questions are: rank, branch, status, gender, age and the number of years the volunteer has lived in the same municipality.

Compared to privates and non-commissioned officers, officers are more likely to want to participate in the Home Guard's international contributions and to be deployed abroad. The Army Home Guard is the only branch that differs significantly from the other branches: its members are more likely to want to be deployed abroad. In addition, the vol-

unteers in the active force are more likely than those in the reserve to want to be deployed abroad. Men are more likely than women to want to be deployed abroad.

TABLE 6.4

Summary of factors affecting the likelihood of volunteers wishing to participate in the Home Guard's international contributions and to be deployed abroad, and the likelihood of volunteers wishing to contribute to the armed forces' deployment to international operations from within Denmark. 2011.

Factor	Willingness to take part in the Home Guard's international contributions and be deployed	Willingness to contribute to the armed forces' deployment to international operations from within Denmark
Rank	Officers are more likely than privates and NCOs to want to participate in the Home Guard's international contributions and be deployed abroad	Officers and NCOs are more likely than privates in the active force to want to contribute to the armed forces' deployment to international operations from within Denmark
Home Guard branches	Volunteers in the Army Home Guard are more likely to want to participate in the Home Guard's international contributions and be deployed abroad than the other Home Guard branches	Volunteers in the Police Home Guard are less likely than the other Home Guard branches to want to contribute to the armed forces' deployment to international operations from within Denmark
Status	Volunteers in the active force are more likely than the reserve volunteers to want to participate in the Home Guard's international contributions and be deployed abroad	Volunteers in the active force are more likely than the reserve volunteers to want to contribute to the armed forces' deployment to international operations from within Denmark
Gender	Men are more likely than women to want to participate in the Home Guard's international contributions and be deployed abroad	Men are more likely than women to want to contribute to the armed forces' deployment to international operations from within Denmark
Age	The likelihood of wanting to participate in the Home Guard's international contributions and be deployed abroad decreases with age	The likelihood of wanting to contribute to the armed forces' international operations from within Denmark decreases with age
No. of years the volunteer has lived in the same municipality	The likelihood of wanting to participate in the Home Guard's international contributions and be deployed abroad decreases the longer the volunteer has lived in the same municipality	The likelihood of wanting to contribute to the armed forces' international operations from within Denmark decreases the longer the volunteer has lived in the same municipality
Family situation, children, education, labour market position and place of residence	Does not affect the likelihood of wanting to participate in the Home Guard's international contributions and be deployed abroad	Does not affect the likelihood of wanting to contribute to the armed forces' international operations from within Denmark

Note: This table summarises the main results of two multivariate statistical analyses, the results of which are described in Appendix Table B3.1. The statistical models are multinomial logistical regression models. The dependent variable in the first model is whether the respondent wants to participate in the Home Guard's international contributions and be deployed abroad and the possible responses are: 1) Yes (2) No (3) Undecided. In the second analysis, the dependent variable describes whether the respondent would to contribute to the armed forces' international operations from within Denmark. The response categories in the second analysis are: (1) Yes, (2) No and (3) Undecided.

The likelihood of wanting to be deployed abroad diminishes as the volunteer's age and the number of years the volunteer has lived in the same

municipality increase. However, family situation, children, education, labour-market position and address do not affect the likelihood of wanting to participate in the Home Guard's international contributions and be deployed abroad.

TABLE 6.5

Volunteers according to whether they wish to participate in the Home Guard's international contributions and be deployed abroad or contribute to the armed forces' international operations from within Denmark, by age groups. Percentages. 2011.

	Active			Reserve		
	Yes	No	Undecided	Yes	No	Undecided
Would you like to take part in the Home Guard's international contributions and be deployed abroad?***						
Aged 18-29 [†]	69.5	17.5	13.0	-	-	-
Aged 30-39	45.9	49.8	4.3	1.0	91.5	7.5
Aged 40-49	33.6	49.7	16.8	15.7	76.8	7.5
Aged 50-59	30.4	56.8	12.7	11.4	82.1	6.6
Aged 60+	19.6	72.3	8.1	1.9	91.0	7.1
Would you like to contribute to the armed forces' deployments to international operations from within Denmark?***						
Aged 18-29 [†]	78.1	12.7	9.2	-	-	-
Aged 30-39	59.2	33.8	7.0	8.8	84.5	6.7
Aged 40-49	57.2	30.8	12.1	26.3	66.1	7.7
Aged 50-59	39.2	45.3	15.4	9.2	79.6	11.2
Aged 60+	24.3	65.9	9.8	5.5	86.0	8.5

Note: Weighted figures. We have examined the differences between the age groups. *statistically significant at 5% level.

statistically significant at 1% level. *statistically significant at 0.1% level.

Only a few members of the reserve between 18 and 29 are included in the survey.

As for whether volunteers want to contribute to the armed forces' deployments to international operations from within Denmark, both officers and NCOs are more likely to want to contribute than privates in the active force. Volunteers in the Police Home Guard are less likely to want to contribute than the other four Home Guard branches. Volunteers in the active force are more likely than volunteers in the reserve to want to be deployed abroad. Moreover, men are more likely than women to want to contribute to the armed forces' international operations from within Denmark. Also, the likelihood of wanting to contribute decreases with age and how long the volunteer has lived in the same municipality. Finally, the family situation, children, education, labour-market situation and place of residence do not affect the likelihood of the volunteers' willing-

ness to contribute to the armed forces’ international operations from within Denmark.

Age is a major factor in the analysis. As Table 6.5 shows, significantly higher proportions of young volunteers would like to participate. 70% of 18-29-year-olds in the active force would like to be deployed in connection with the armed forces’ international operations. Among the elderly aged 60 and above, approximately 20% would like to be deployed.

The young people in the active force are also significantly more positive than older age groups when it comes to wanting to contribute to the armed forces’ deployment to international operations from within Denmark.

KNOWLEDGE OF AND ATTITUDE TO CIVIL RECONSTRUCTION

This survey also included some questions about the volunteers’ attitudes to the Home Guard’s possible participation in international operations involving civil reconstruction. Since this topic is new to the Home Guard’s members, it was introduced with this brief explanation: ‘The following are some questions about the Home Guard’s potential participation in civil reconstruction internationally.

TABLE 6.6

The volunteers according to whether they are aware that the Home Guard is considering participating in international operations involving civilian reconstruction, by rank. 2011. Percentages.

Are you aware that the Home Guard is considering participating in international operations involving civilian reconstruction?	Yes	No	Total
All active members	38.7	61.3	100.0
<i>Rank***</i>			
Officers	68.5	31.6	100.1
Non-commissioned officers	38.2	61.8	100.0
Privates	35.7	64.3	100.0

Note: Weighted figures. We have examined the differences between the ranks. *statistically significant at 5% level.

statistically significant at 1% level. *statistically significant at 0.1% level.

For example, based on their military training and civilian skills, Home Guard soldiers could volunteer to be deployed (in uniform) to assist with the construction of civic institutions or infrastructure in a crisis or post-

conflict area. The respondents were first asked whether they were aware that the Home Guard is considering participating in international operations involving civilian reconstruction. Most answered no, but 38.7% of the active members responded that they were aware of the discussion (see Table 6.6). Awareness among the officers is much greater: 68.5% of officers are familiar with the Home Guard’s considerations.

Without initially having to consider the question of their own participation, the vast majority of the Home Guard is supportive of the Home Guard’s possible participation in international operations involving civilian reconstruction, as shown in Table 6.7. A total of 85% of the active members are either in favour or very much in favour of it. There are no significant differences between the ranks on this issue. By far the majority of the reserve members are also positive: only 19% are not in favour or not at all in favour of the Home Guard’s considerations concerning taking part in civil reconstruction.

TABLE 6.7

The volunteers according to whether they are in favour of the Home Guard being involved in civilian reconstruction, by rank and status. 2011. Percentages.

Are you in favour of the Home Guard being involved in civilian reconstruction?	Very much in favour	In favour	Not in favour	Not at all in favour	Total
All	33.0	49.8	12.7	4.2	99.7
<i>Rank</i>					
Officers	45.0	40.3	11.9	2.7	99.9
Non-commissioned officers	36.6	44.9	15.5	2.7	99.7
Privates	37.5	48.7	11.7	2.2	100.1
<i>Status**</i>					
Active	37.9	47.3	12.4	2.3	99.9
Reserve	29.4	51.7	13.0	5.6	99.7

Note: Weighted figures. We have examined the differences between status and rank. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. Due to rounding off, not all the figures add up to 100%.

PARTICIPATING IN CIVIL RECONSTRUCTION

Although most members of the Home Guard are in favour of the Home Guard participating in civil reconstruction, not everyone would be willing to take part in civil reconstruction. A total of 45% of the active members replied that they would be willing to take part in civil reconstruction, and a further 20% did not dismiss it, but answered ‘Undecided’

to this question (see Table 6.8). There is less difference between men and women here than in relation to the desire to be deployed aboard in connection with the armed forces' international operations. Among the active members, 33% of women and 47% of men would be willing to participate in international operations involving civilian reconstruction.

TABLE 6.8

The volunteers according to whether they would be willing to participate in international operations involving civilian reconstruction, by rank, status and gender. 2011. Percentages.

Would you be willing to participate in civilian reconstruction?	Yes	No	Undecided	Total
All	33.0	49.7	17.3	100.0
<i>Rank</i>				
Officers	54.8	32.9	12.3	100.0
Non-commissioned officers	52.0	34.0	14.0	100.0
Privates	42.7	37.4	20.0	100.1
<i>Status***</i>				
Active	45.2	36.4	18.3	99.9
Reserve	24.1	59.3	16.6	100.0
<i>Gender, active*</i>				
Female	32.8	45.8	21.4	100.0
Male	47.0	36.0	17.0	100.0

Note: Weighted figures. We have examined the differences between age, status and rank. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. Due to rounding off, not all the figures add up to 100%.

Table 6.9 provides an overview of what characterises the volunteer members who would be willing to participate in international operations involving civilian reconstruction.

The significant factors are: Home Guard branch, status, gender, age and the number of years the volunteer has lived in the same municipality. Volunteers in the Army Home Guard are more likely than volunteers in the other four guard branches to be willing to participate in civil reconstruction. Rank, family situation, children, education, labour-market situation and place of residence do not affect the likelihood of the volunteers being willing to take part in civil reconstruction.

TABLE 6.9

Summary of factors affecting the likelihood that the volunteers would be willing to participate in civil reconstruction. 2011.

Factor	Would be willing to take part in civilian reconstruction
Home Guard branches	Volunteers in the Army Home Guard are more likely to be willing to participate in civil reconstruction than volunteers in the four other Home Guard branches.
Status	Volunteers in the active force are more likely than the reserve members to be willing to participate in civil reconstruction.
Gender	Men are more likely than women to be willing to participate in civil reconstruction.
Age	The likelihood of being willing to participate in civil reconstruction declines with age.
No. of years the volunteer has lived in the same municipality	The likelihood of being willing to participate in civil reconstruction declines with the no. of years the volunteer has lived in the same municipality.
Rank, family situation, children, education, labour-market position and place of residence	Do not affect the likelihood of the volunteers being willing to take part in civil reconstruction.

Note: This table summarises the main results of a multivariate statistical analysis, the results of which are described in Appendix Table B3.2. The statistical model is a multinomial logistical regression model. The dependent variable is whether the respondent would be willing to take part in civil reconstruction. The response categories are: (1) yes, (2) no and (3) undecided.

Here again, the volunteers' age prove to be a significant factor in the analysis. As Table 6.10 shows, significantly more volunteers in the younger age groups would be willing to participate. 70% of the 18-29-year-olds in the active force would be willing to take part in international operations involving civilian reconstruction. Among the active members aged 60 and above, this figure is approximately 29%.

TABLE 6.10

Volunteers according to whether they would be willing to take part in civilian reconstruction, by age groups. 2011. Percentages.

Would you be willing to take part in civil reconstruction ***	Active			Reserve		
	Yes	No	Undecided	Yes	No	Undecided
18-29 ¹	70.3	5.5	24.1	-	-	-
30-39	54.9	30.6	14.5	3.3	86.0	10.7
40-49	43.7	36.6	19.7	33.2	51.7	15.2
50-59	42.6	41.9	15.5	38.5	44.3	17.2
60-	28.7	52.9	18.5	10.4	69.8	19.8

Note: Weighted figures. We have examined the differences between the branches in 2011. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

The survey only includes a few reserve members in the 18-29 age group.

SUMMARY

The purpose of this chapter has been to highlight three issues that were not included in the 2007 survey. Firstly, the volunteers' attitude to the use of their civilian skills in relation to their service in the Home Guard; secondly, the extent to which the volunteer members would like to participate in the armed forces' international operations; and thirdly, the volunteers' attitude to the Home Guard's possible participation in international operations involving civilian reconstruction and whether they would be willing to participate in such civilian reconstruction tasks.

The results can be summarised as follows:

- Almost half of the active members report that they often or sometimes use their civilian skills in connection with their service in the Home Guard. Volunteers in the Naval Home Guard most frequently make use of their civilian skills.
- Two thirds of the active members also believe that it is beneficial to use their civilian education/professional experience in connection with their service in the Home Guard.
- Almost every fourth active member believes that the Home Guard should be much better at focusing on its members' civilian skills, and a further third of the members responded that the Home Guard should be a little better at this.
- Approximately 36% of the active members of the Home Guard indicated that they would like to participate in the Home Guard's international operations and be deployed abroad in this connection.
- The Home Guard volunteers are even more positive about contributing to the armed forces' international operations from within Denmark, for example by participating in exercises and replacing soldiers deployed abroad for short periods.
- The volunteers' willingness to be deployed abroad strongly depends on the person's age. 70% of the 18-29-year-olds in the active force would like to be deployed in connection with the armed forces' international operations. Only 20% of the oldest age group would like to be deployed.
- The vast majority of the Home Guard volunteers are in favour of the Home Guard taking part in international operations involving civilian reconstruction.

- 45% of the volunteers in the active force indicated that they would be willing to take part in civil reconstruction. Here too, there is a clear correlation with age. 70% of the 18-29-year-olds would be willing to take part in civil reconstruction. In the oldest age group, this figure is about 29%.

SATISFACTION AND RECOGNITION

In this chapter, we examine the Home Guard volunteers' satisfaction with the Home Guard as a whole and with the activities they participate in. The chapter examines five factors. The first factor is the volunteers' satisfaction with various aspects of their service (training, duties, etc.). The second is the volunteers' satisfaction with the specific tasks (exercises, meetings, etc.) they participate in. The third is the volunteers' satisfaction with the way the Home Guard works as a whole. The fourth is whether the volunteers feel that their efforts are appreciated in their subdivision and in the rest of the Home Guard. Finally, the volunteers' awareness of the Home Guard's project on health and training level is examined. Apart from the last factor about health and training, all these questions about satisfaction were also analysed in the 2007 survey.

SATISFACTION WITH THE SERVICE IN THE HOME GUARD

The service in the Home Guard involves taking part in a series of activities and relationships with other members. Table 7.1 shows the volunteers' level of satisfaction with various aspects of their service. The table shows that, as in 2007, the volunteers' satisfaction with the training, duties, and opportunities to develop further, immediate superior officers,

equipment and social life is very high. The vast majority of the volunteers are either satisfied or very satisfied with the various aspects of their service. Approximately 93% of the volunteers are either satisfied or very satisfied with the training and social life, around 90% with the opportunities for further development, around 87% with the duties, 84% with their immediate superior officers and 81% with the materials and equipment provided. All of these figures are slightly above the 2007 level.

TABLE 7.1

The volunteers according to their degree of satisfaction with various aspects of their Home Guard service. 2011. Percentages.

	Very satisfied	Satisfied	A little unsatisfied	Very unsatisfied	Total
Satisfaction with the training received in the Home Guard	30.6	62.0	5.2	2.2	100.0
Satisfaction with the duties in the Home Guard	18.0	69.3	9.2	3.4	99.9
Satisfaction with the opportunities for further development in the Home Guard	21.5	68.8	7.4	2.3	100.0
Satisfaction with the immediate superior officers	23.8	60.5	12.4	3.3	100.0
Satisfaction with the material and equipment	11.4	69.7	15.9	3.1	100.1
Satisfaction with the social life	32.2	61.7	4.6	1.5	100.0

Note: Weighted figures. Due to rounding off, not all the figures add up to 100%.

As Table 7.2 shows, there are some variations in the level of satisfaction across the branches. As in 2007, the highest level of dissatisfaction is found in the Air Force Home Guard. 11% of volunteers in the Police Home Guard and 18% in the Air Force Home Guard are a little or very dissatisfied with their own tasks in the Home Guard. As regards the degree of satisfaction with the volunteers' immediate superiors, 10% of the Police Home Guard and 20% of the Air Force Home Guard are a little or very dissatisfied. There are also differences between the branches with regard to the volunteers' satisfaction with the Home Guard's social life. In the Police Home Guard, only 3.5% are unhappy with the social interaction. Finally, there are some differences between the active and reserve members. More active members than reserve members express dissatisfaction with the equipment. Conversely, the proportion who are happy with the social life is slightly larger among the active than in the reserve. These differences are also found in both the 2007 and 2011 surveys.

TABLE 7.2

The proportion of volunteers who are a little or very dissatisfied with various aspects of their Home Guard service. Divided by Home Guard branches. 2011. Percentages.

	AHG	PHG	IHG	NHG	AFHG	Active	Reserve
Satisfaction with the training received in the Home Guard	7.5	5.9	4.9	8.9	8.4	7.8	7.2
Satisfaction with the duties in the Home Guard	10.5	11.2	13.8	21.6	17.9	13.4	12.0
Satisfaction with the opportunities for further development in the Home Guard	8.1	8.9	6.0	16.3	16.2	10.8	8.9
Satisfaction with the immediate superior officers	15.8	11.0	10.3	18.3	19.9	15.3	16.0
Satisfaction with the material and equipment	19.9	18.5	20.4	13.6	18.6	24.2	14.4
Satisfaction with the social life	5.5	3.5	8.5	8.2	9.6	5.1	6.9

Note: Weighted figures.

The survey also asked the volunteers what they think about the Home Guard's recruitment campaigns. Approximately 40% responded that the campaigns are good, approximately 53% that they are neither good nor bad, and the remaining 7% that the campaigns are not good. In 2007, 48% of all members thought the campaigns were good.

SATISFACTION WITH VARIOUS ACTIVITIES

Apart from the various general aspects of the service, how satisfied are the volunteers with the specific activities they participate in? The breakdown of the various activities is the same as in Chapter 4, and the volunteers' satisfaction with their participation in the activities is shown in Table 7.3.

The satisfaction with the various specific activities is generally very high, as it was with the service in the Home Guard in general. At least three quarters of the volunteers are either very satisfied or satisfied with taking part in exercises, meetings, training, tasks for the armed forces, civil deployment and social activities. The exception to this pattern is administration, which more than half of the members do not like. These results correspond exactly to the results in 2007, but as with the satisfaction with the general aspects, the level of satisfaction in 2011 is slightly above the 2007 level.

TABLE 7.3

The volunteers' satisfaction with taking part in various activities. Percentages. 2011.

	Very satisfied	Satisfied	Not very satisfied	Very dissatisfied	Total
Exercises	34.3	51.8	7.7	6.2	100.0
Meetings	15.8	59.9	17.2	7.1	100.0
Training	35.8	50.4	6.7	7.1	100.0
Administration	7.5	38.5	35.9	18.0	99.9
Tasks for the armed forces	26.0	54.0	10.7	9.3	100.0
Civil deployments	33.4	48.4	10.2	8.0	100.0
Social activities	25.5	53.5	14.4	6.6	100.0

Note: Weighted figures. Due to rounding off, not all the figures add up to 100%.

As shown in Figure 7.1, there are some differences between the five branches with regard to how the volunteers feel about taking part in three of the seven different activities (exercises, meetings and civil deployments). Volunteers in the Naval Home Guard are particularly satisfied with taking part in exercises. Compared to the other guard branches, volunteers in the Air Force Home Guard are least satisfied with taking part in exercises.

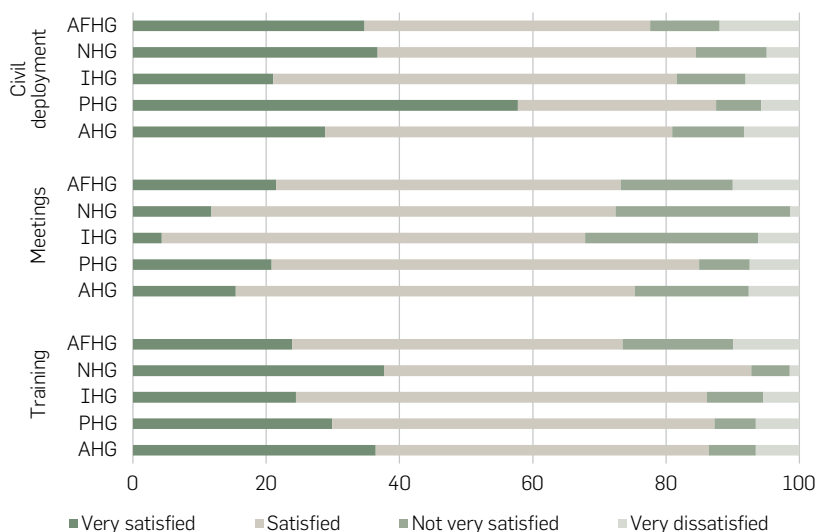
There are fewer differences between the Home Guard branches regarding their satisfaction with going to meetings compared to participating in exercises, but the figure shows that volunteers in the Police Home Guard are, relatively, the least dissatisfied with going to meetings, while volunteers in the other branches are more dissatisfied with the meetings.

Finally, the volunteers in the Police and Naval Home Guards like taking part in civil deployments more than volunteers in the other service branches. This is not surprising, as the volunteers in these two branches – compared to the other branches – spend a relatively large proportion of their time on various types of civil deployment (see Table 4.4).

As in 2007, there are no significant differences between the active volunteers with different ranks in terms of their satisfaction with taking part in various activities.

FIGURE 7.1

The volunteers according to how satisfied they are with taking part in exercises, meetings and civil deployments, by Home Guard branches. 2011. Percentages.



Note: Weighted figures.

SATISFACTION WITH THE HOME GUARD AS A WHOLE

Finally, the volunteers were asked about their general satisfaction with the way the Home Guard operates. The volunteers answered on a scale from 1 to 10, where 1 was 'extremely dissatisfied' and 10 was 'extremely satisfied'. The results are shown in Figure 7.2. A large proportion of the volunteers are happy with the way the Home Guard as a whole operates. The average level of satisfaction on a scale from 1 to 10 is 6.6, which is slightly higher than in 2007, as shown in table 7.4, which also shows that active members are slightly more satisfied than the reserve.

FIGURE 7.2

The volunteers' level of satisfaction with the way the Home Guard operates. 2011. Percentages.

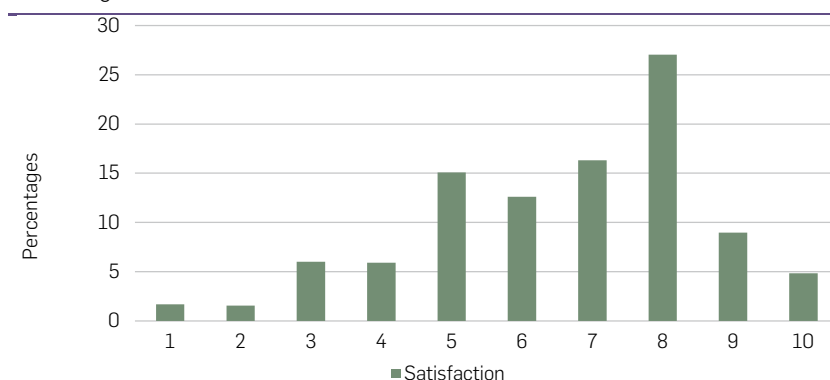


TABLE 7.4

The volunteers' general satisfaction with the way the Home Guard operates, by Home Guard branches and rank. Average on a scale from 1 to 10. 2011.

	Active	Reserve	All	All 2007
Average	6.8	6.4	6.6	6.3
Home Guard branches				
AHG	6.7	6.3	6.5	6.3
PHG	7.2	6.8	6.9	7.1
IHG	7.3	6.0	6.7	6.6
NHG	6.8	6.8	6.8	6.5
AFHG	6.6	6.5	6.6	5.3
Rank, active				
Officers	6.9			6.2
Non-commissioned officers	6.7			6.5
Privates	6.8			6.3

There are no big differences between the five guard branches when it comes to the average degree of satisfaction. As in 2007, the most positive members are the active members of the Police and Infrastructure Home Guards. Also as in 2007, there is no difference between active volunteers with different ranks in terms of their overall satisfaction with the way the Home Guard operates, but the level for all rank groups is slightly higher than in 2007.

HEALTH

The Home Guard has launched a project called the Health and Training Initiative as a new feature for its volunteers. This initiative is intended to give members experiences of community and success while also improving their overall health. This will enhance the Home Guard’s ability and capacity to take on national and international assignments.

Table 7.5 shows that 16.8% are familiar with the Health and Training Initiative project in the Home Guard, but the majority (76.5%) did not know about the project. The officers (62.8%) and NOCs (50.1%) are most aware of the project. The same pattern applies to the difference between the active and reserve volunteers: 86.2% the reserve are not aware of the project.

TABLE 7.5

The volunteers according to whether they are aware of the Health and Training Initiative project in the Home Guard, by rank and status. Percentages. 2011.

	Yes	No	Don't know	Total
All	16.8	76.5	6.7	100.0
<i>Rank***</i>				
Officers	62.8	34.6	2.6	100.0
Non-commissioned officers	50.1	46.0	4.0	100.1
Privates	25.9	69.9	4.2	100.0
<i>Status***</i>				
Active	33.1	62.9	4.1	100.1
Reserve	5.2	86.2	8.6	100.0

Note: Weighted figures. We have examined the differences between rank and status. *statistically significant at 5% level.

statistically significant at 1% level. *statistically significant at 0.1% level. Due to rounding off, not all the figures add up to 100%.

86% of the volunteers think it is a very good idea or a good idea for the Home Guard to concern itself with health and encourage more physical activity. Only 6% do not think it is a good idea. 8% answered ‘Don’t know’. There are no differences between the branches, ranks or statuses in terms of attitudes to whether increased focus on health in the Home Guard is a good idea.

RECOGNITION

The survey asked the volunteers about the extent to which they feel that their efforts are appreciated in their subdivision and in the rest of the Home Guard. Table 7.6 shows that approximately 26% feel that their efforts are greatly appreciated in their subdivision. Just over half, 53%, believe that their efforts are somewhat appreciated, while 19% believe that their contribution to the local division is not very or only slightly appreciated. There are significant differences between the five branches in terms of whether the volunteers feel that their efforts are appreciated. Significantly more of the volunteers in the Police Home Guard than in the Air Force Home Guard indicate that their efforts are ‘very’ appreciated (about 35% compared to 21%). Volunteers in the Army, Infrastructure and Naval Home Guards fall midway between these two branches. There are also some differences across the ranks with regard to whether the volunteers feel that their efforts are appreciated in their subdivisions, as shown in Table 7.6. The officers are more likely than the privates to feel that their efforts are highly appreciated in their subdivision, and the active members feel more appreciated than the reserve members.

TABLE 7.6

The volunteers according to how much they feel their efforts are recognised and appreciated in their subdivisions and in the rest of the Home Guard, by rank and status. 2011. Percentages.

	Very much	Some-what	Not very much	Very little	Don't know
Do you feel that your efforts are appreciated in your subdivision?	25.6	52.6	14.4	5.0	2.4
<i>Rank</i>					
Officers	58.9	33.8	5.9	1.4	0.0
Non-commissioned officers	45.3	45.6	6.3	2.5	0.3
Privates	36.5	51.0	8.9	3.0	0.5
<i>Status</i>					
Active	39.9	48.7	8.2	2.8	0.4
Reserve	13.3	55.9	19.7	6.9	4.1
Do you feel that your efforts are appreciated in the rest of the Home Guard?	13.6	42.3	12.1	4.4	27.7
<i>Rank</i>					
Officers	26.9	54.0	8.2	4.8	6.1
Non-commissioned officers	21.9	48.9	12.2	6.0	11.0
Private	19.0	43.4	12.5	2.9	22.2
<i>Status</i>					
Active	20.1	45.2	12.1	3.7	19.0
Reserve	8.0	39.8	12.2	4.9	35.1

Note: Weighted figures.

The volunteers are more likely to feel that their efforts are appreciated by their subdivisions than by the rest of the Home Guard. 14% of the volunteers believe that their efforts are very much appreciated in the Home Guard as a whole. 42% believe that their efforts are somewhat appreciated, and approximately 16% do not believe that their work is appreciated. As in 2007, it is noteworthy that many of the volunteers do not know whether their efforts are appreciated in the rest of the Home Guard. This applies to 28% of all the volunteers and 22% of the active privates. Again, there are differences between the branches with regard to the volunteers feeling that their efforts are appreciated/recognised. As was the case with the question of whether they felt their efforts were appreciated in their subdivisions, the volunteers in the Police, Infrastructure and naval branches are more likely to feel that their efforts are appreciated throughout the Home Guard than volunteers in the Army and Air Force Home Guards are. In addition, as shown in Table 7.6, officers are more likely than NCOs and privates to feel that their efforts are appreciated in the Home Guard.

SUMMARY

The purpose of this chapter has been to analyse the volunteers' degree of satisfaction with their service and activities in the Home Guard and with the Home Guard as a whole, as well as their perception of whether their efforts are recognised in their subdivisions and in the Home Guard as a whole. In addition, the chapter examines the volunteers' awareness of the Home Guard's current project on health and training. The chapter's main conclusions can be summarised as follows:

- The volunteers are generally very satisfied with their training, duties, opportunities for further development, immediate superior officers, equipment and social life. There are some differences between the branches as regards satisfaction with various aspects of the service. In general, members of the Air Force Home Guard are most dissatisfied and members of the Police Home Guard are least dissatisfied. The overall level of satisfaction is slightly above the 2007 level.

- 40% of the volunteers are satisfied with the Home Guard's recruitment campaigns, 53% believe that they are neither good nor bad, and the remaining 7% indicate that the campaigns are not good.
- Overall, the volunteers are very satisfied with the *specific* activities they perform in their service: exercises, meetings, training, administration, tasks for the defence, civil deployments and social activities. Relatively speaking, however, the volunteers are least satisfied with performing administrative tasks. There are certain differences between the branches in terms of their satisfaction with taking part in exercises, meetings and civil deployments. The overall degree of satisfaction is slightly above the 2007 level.
- On a 10-point scale of overall satisfaction with the way the Home Guard operates, with 10 being the most satisfied, the average for all volunteers is 6.6. In 2007, the average was 6.3. Volunteers in the Police Home Guard are relatively speaking most satisfied with the Home Guard as a whole, while volunteers in the Air Force Home Guard are relatively least satisfied.
- The vast majority of the volunteers feel that their efforts are very much or somewhat appreciated by their subdivisions.
- Fewer volunteers feel that their efforts are recognised in the rest of the Home Guard. 28% of all the volunteers do not know if their efforts are appreciated by the Home Guard. The same applies to 22% of the active privates.
- 16.8% of the volunteers know about the 'Health and Training Initiative in the Home Guard' project, but by far the majority (76.5%) are not aware of the project. 86% of the volunteers think it is a very good idea or good idea that the Home Guard is concerning itself with health and encouraging more physical activity. Only 6% do not think it is a good idea.

INFORMATION AND COMMUNICATION

The Home Guard uses different means – oral communication and printed and electronic media– to communicate with its members. In this chapter, we examine which media the volunteers use to keep informed about what is happening in the Home Guard, whether they are given an appropriate amount of information, and whether the Home Guard's website (www.hjv.dk) functions as intended. In addition, the chapter focuses on whether the increasing use of the internet in society as a whole also applies to members of the Home Guard.

In this chapter, we analyse three topics. Firstly, we look at which means and media the volunteers use to get information about the Home Guard. Second, we analyse whether the volunteers feel they receive too much or too little information. Thirdly, we look at how often the volunteers use the Home Guard's website.

HOW DO THE VOLUNTEER'S GET INFORMATION ABOUT THE HOME GUARD?

The Home Guard informs its members of its activities in both printed and electronic media. But which sources of information do the volunteers prefer to use in 2011 to be informed about what is going on in the

Home Guard, and what changes have occurred since the 2007 survey? Table 8.1 shows how often the volunteers use various sources of information in 2007 and in 2011.

TABLE 8.1

The volunteers according to how often they use various sources of information about the Home Guard. 2007 and 2011. Percentages.

	2007			2011		
	Often	Sometimes	Never	Often	Sometimes	Never
The Home Guard magazine	76.5	22.2	1.5	70.0	26.7	3.2
The Home Guard website, www.hjv.dk	15.2	34	50.9	26.1	30.2	43.4
Meetings in the subdivisions	29.1	33.3		20.5	24.2	55.0
Newsletters/leaflets from the districts	21.2	61.2	17.7	18.9	48.7	32.2
Newsletters/leaflets from the subdivisions	30.9	53.4	15.7	18.5	49.9	31.3
Ordinary conversations with others	18.9	54	27.1	16.0	51.7	32.0
Newspapers and leaflets	11.5	65.7	22.7	10.8	62.7	26.3
Courses	9.9	41.3	48.7	9.7	31.8	58.2
Meetings in the districts	8.8	28.4	62.4	5.8	18.9	74.9
Meetings of subdivision councils	3.4	12	84.6	3.7	11.0	84.9
Other	3.2	14.7	82.1	3.5	11.8	84.7
Other newsletters/leaflets	3.7	34.5	61.8	3.3	33.9	62.2

Note: Weighted figures

The most popular source of information is the Home Guard magazine (HJV-magasinet). 70% often read the magazine, almost 27% read it occasionally, and only 3.2% never read it. Slightly fewer people read the magazine than in 2007, and slightly more never read it. On the other hand, there is a marked increase in the proportion of volunteers who use www.hjv.dk. In 2007, only 15% often used the website, while in 2011, one in four often uses the site. In 2007, half the members never used the website, while in 2011, 43% never use it. The use of newsletters from districts, subdivisions, etc., has decreased since 2007. The main difference is to be found in the newsletters from subdivisions. In 2007, 15% never read them, while in 2011, 31% never read them. The same trend is found among the volunteers who obtain information from meetings in the subdivisions, districts and subdivision councils. Fewer volunteers often or sometimes attend these meetings than in 2007. The volunteers do not attend courses or meetings or read newspapers, magazines and newsletters quite as often, which is consistent with the pattern that emerged in 2007.

TABLE 8.2

The volunteers according to how often they use various sources of information about the Home Guard, by active and reserve members, 2011. Percentages.

	Active			Reserve		
	Often	Sometimes	Never	Often	Sometimes	Never
The Home Guard magazine	75.1	23.0	1.9	66.2	29.5	4.1
The Home Guard site, www.hjv.dk	51.6	29.8	18.7	5.2	30.6	63.7
Meetings in the subdivisions	45.1	36.3	18.6	0.0	14.1	85.3
Newsletters/leaflets from the districts	23.9	49.7	26.3	14.7	47.8	36.9
Newsletters/leaflets from the subdivisions	28.1	49.7	22.3	10.7	50.1	38.6
Ordinary conversations with others	28.2	57.9	13.7	5.6	46.4	47.4
Newspapers and leaflets	9.6	57.2	33.2	11.7	66.9	21.1
Courses	20.6	53.9	25.5	0.6	13.5	85.4
Meetings in the districts	12.6	34.1	53.1	0.3	6.4	92.7
Meetings of subdivision councils	7.5	20.4	72.0	0.5	3.5	95.4
Other	4.1	37.7	57.2	2.6	30.8	66.1

Table 8.2 shows the sources that the active and reserve members often, sometimes and never use to get information about the Home Guard. Both active and reserve members read the Home Guard magazine, but there is a big difference among membership statuses when it comes to using www.hjv.dk. More than 80% of the active members often or sometimes use the website, while only 36% of the reserve members use it. Active members attend more meetings than members of the reserve, and the same trend applies to getting information via ordinary conversation with others. The difference between members of the reserve and active members is smaller as regards getting information from print media, newsletters and newspapers.

TABLE 8.3

The proportion of volunteer members who neither read www.hjv.dk, nor the Home Guard magazine (HJV-magasinet), by active and reserve. 2011. Percentages.

Neither read www.hjv.dk nor the Home Guard magazine	
All	2.4
<i>Status</i>	
Active	0.4
Reserve	3.8

1% of all members receive no information from the Home Guard. 2.4% neither read the website www.hjv.dk nor the magazine, as Table 8.3

shows. It is mainly members of the reserve who do not obtain information from these two sources (3.8%); the corresponding figure for members of the active force is only 0.4%.

TWO WAYS TO GET INFORMATION

In 2011, the volunteers' responses to the question of which sources of information they use most frequently (shown in table 8.4) are based on two different ways of getting information about the Home Guard. Both these two ways of informing oneself involve using some sources of information and deselecting others. The differences between the two approaches are summarised in table 8.4, and the results of the underlying analysis are shown in Appendix Table B4.1.

TABLE 8.4

Two ways to get information about the Home Guard. 2011.

	Orally and electronically	Printed media
Mainly get information from:	www.hjv.dk, meetings in the subdivision, subdivision-council meetings, the district, courses, ordinary conversations with others	HJV-magasinet, newsletters/leaflets from the subdivisions or districts and other newsletters/leaflets

Note: This table is based on a factor analysis using two factors. The results are shown in Appendix Table B4.1.

The type of member who gets information *orally and through electronic media* typically receives it at meetings in the subdivision, subdivision councils and districts, as well as at courses and in ordinary conversations with others. These members also obtain information from the website and thus are the members who most commonly use the Home Guard website.

The second type mainly gets information from *printed media*. These members inform themselves through the Home Guard magazine, newsletters from their subdivision or district, and other newsletters/leaflets.

The results of the same analysis in 2007 showed that there were four different types of members in this area: the *meeting type*, the *newsletter type*, the *conversation type* and the *magazine type*. The big difference between 2007 and 2011 is due to the more frequent use of the website, as well as the decrease in the number of members who read the newsletters. The

differences are not as great as they were in 2007 among those who make use of written information, i.e. newsletters and the Home Guard magazine.

TOO LITTLE, TOO MUCH OR SUFFICIENT INFORMATION?

Nearly nine out of 10 volunteers feel that they receive an adequate amount of information about the Home Guard. 9.7% feel that they get too little information, and 3.1% feel that they get too much information. In other words, the vast majority of volunteers feel that they receive an appropriate amount of information about the Home Guard. These results do not differ from those of 2007. There are no differences between the branches as regards whether they feel they get enough information.

19% the volunteers feel they are up to date with the developments in the Home Guard, 63% feel that they are somewhat up to date, while 16% do not feel up to date. As in the 2007 survey, the Air Force Home Guard stands out because a relatively large proportion of members (22%) feel that they cannot keep up with the development of the Home Guard. However, this proportion has fallen by 16 percentage points since 2007.

DIGITAL INFORMATION AND COMMUNICATION

As Table 8.1 showed, 56% of the volunteer members of the Home Guard often or sometimes use the website (www.hjv.dk), which represents a rise of 7 percentage points since 2007. In this section, we examine in more detail how often the volunteers use the website and what information they read on the website.

Table 8.5 describes how often the volunteers look at the website and how often they have logged into the site in 2007 and 2011. Almost 44% of the volunteers do not use the website, either because they do not have access to the internet (2.8%) or because they choose not to visit the site (41 pct.). The remaining 56% use the website to varying degrees. 20% use the site less than once a month, while the rest use it once or more. The overall pattern is consistent with the 2007 results, but generally, the number of members who frequently use the website has increased since 2007.

The proportion of volunteers who use the website daily has doubled, as has the proportion of volunteers who use the site several times a week.

Table 8.5 further shows how often the volunteers log into www.hjv.dk, and the difference between 2007 and 2011. By logging into the website, volunteers can access more information from their local divisions. The table shows that the volunteers sign in to www.hjv.dk almost as often as they look at the website. Here too, there is a marked increase from 2007 to 2011 in the proportion of volunteers who log into www.hjv.dk daily, several times a week or once a week. As in 2007, there is a strong correlation between how often the volunteers look at www.hjv.dk and how often they log into the website.⁴

TABLE 8.5

The volunteers according to how often they use www.hjv.dk. 2007 and 2011. Percentages.

	2007		2011	
	How often do you look at the Home Guard's website, www.hjv.dk	How often do you log into www.hjv.dk	How often do you look at the Home Guard's website, www.hjv.dk	How often do you log into www.hjv.dk
No access to the internet at home or at work	6.2	8.0	2.8	2.9
Every day	2.0	1.6	4.0	4.2
Several times a week	5.9	5.0	11.1	10.2
Once a week	5.6	4.7	6.9	6.8
Several times a month	7.8	7.6	8.0	5.4
Once a month	10.0	6.9	5.6	4.5
Less than once a month	24.6	21.4	20.6	18.1
Never	38.0	44.8	41.0	47.9
Total	100.1	100.0	100.0	100.0

Note: Weighted figures. Due to rounding off, not all the figures add up to 100%.

Table 8.6 shows that there are differences between the Home Guard branches and ranks and whether the volunteers are active or reserve members when it comes to how often they use www.hjv.dk. Among the branches, the Naval Home Guard members use the website most frequently: 56% of its members visit the site at least once a month and 20% visit it less than once a month. In 2007, it was also the Naval Home Guard members who used the website most frequently. By contrast, in 2011 the Army Home Guard members use the site least: only about half

4. The statistical correlation between how often members look at www.hjv.dk and how often they log into the site is 0.95.

of these members use the site. In 2007, it was the Air Force Home Guard that used the site least, with a total of 36% using the site.

TABLE 8.6

The volunteers according to how often they use www.hjv.dk, by branch, rank and status. 2011. Percentages.

	At least once a month	Less than once a month	Never	Do not have access to the internet	Total
All	35.6	20.6	41.0	2.8	100.0
<i>Home Guard branches*</i>					
AHG	31.6	20.9	44.9	2.7	100.1
POAHG	40.5	18.2	37.7	3.6	100.0
IHG	41.1	22.8	35.0	1.1	100.0
NHG	56.5	19.8	21.5	2.2	100.0
AFHG	31.7	21.9	42.2	4.2	100.0
<i>Rank***</i>					
Officers	97.6	1.9	0.5	0.0	100.0
Non-commissioned officers	87.6	6.9	5.0	0.5	100.0
Privates	59.8	20.7	16.6	2.9	100.0
<i>Status***</i>					
Active	67.8	16.8	13.3	2.2	100.1
Reserve	12.8	23.3	60.6	3.3	100.0

Note: Weighted figures. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. Due to rounding off, not all the figures add up to 100%.

Nearly seven out of 10 of the active members visit the site at least once a month, compared to only one out of 10 members of the reserve. The proportion of members who frequently use www.hjv.dk has risen among the active and fallen among the reserve members since 2007.

TABLE 8.5

The volunteers according to what they read on www.hjv.dk 2011. Percentages.

	Often	Sometimes	Never	Total
The news on the home page	21.6	32.0	46.3	99.9
The news on the branch/regional pages	11.8	36.2	51.8	99.8
Your local page	28.7	24.7	46.5	99.9

Note: Only respondents with internet access at home or at work have answered. Weighted figures. Due to rounding off, not all the figures add up to 100%.

As shown in Table 8.7, the volunteers use the Home Guard's website to read the news at different organisational levels. Many of the volunteers read the news on the home page, the branch and regional pages and their

local page. Like the previous tables, this table shows that the volunteers now use the site more frequently. Compared to 2007, 6% more volunteers visit their local page, making this the largest increase in popularity in terms of the media the volunteers use to keep up to date with the Home Guard.

SUMMARY

The purpose of this chapter has been to illustrate how the volunteers obtain information about the Home Guard, whether they think they receive too much or too little information, how often they use the Home Guard's website (www.hjv.dk), and the development from 2007 to 2011. The chapter's main conclusions can be summarised as follows:

- The volunteers fall into two groups with respect to how they get their information about the Home Guard. There is the type who receives information through oral communication and the type who receives information through written communication. In 2007, it was possible to identify four types, but because more people use the internet to get information in 2011, there is less difference between the volunteers in terms of how they receive information.
- Nine out of 10 of the volunteers believe that they get an appropriate amount of information about the Home Guard, which corresponds to the 2007 figure.
- 19% of the volunteers feel that they are up to date with the developments in the Home Guard, while 63% believe that they are somewhat up to date. Thus, a total of 83% of all the volunteers feel that they are somewhat up to date with the developments in the Home Guard, which corresponds to the level in 2007.
- There has been a general increase from 2007 to 2011 in the proportion of members who use www.hjv.dk and in how often the volunteers log into the website. 55% of the volunteers use the Home Guard's website, and slightly fewer log into the website to get more information about their subdivision. Between 2007 and 2011, the proportions of volunteers who use the website daily and several times a week have doubled.

- Volunteers use the Home Guard website to get news on all three levels: the home page (about the Home Guard in general), the branch and regional pages, and the local pages. This was also the case in 2007.

APPENDICES

APPENDIX 1 APPENDIX TABLES FOR CHAPTER 4

APPENDIX TABLE B1.1

Latent class model of reasons for being in the Home Guard. Four classes. The table shows conditioned probabilities of indicating the various reasons for being in the Home Guard given latent class membership.

Description	The super-motivated	Tradition-alists	Aspiring leaders	The social and recre-ational members
Military defence of Denmark	0.80	0.49	0.63	0.48
The Home Guard carries out important tasks for society	0.93	0.53	0.85	0.57
Like being on exercises	0.90	0.03	0.08	0.50
Interested in the equipment	0.75	0.06	0.10	0.27
Opportunities for training/education	0.98	0.01	0.60	0.21
The social life	0.91	0.25	0.53	0.80
Personal development and skills	1.00	0.11	0.83	0.35
Leadership opportunities	0.70	0.03	0.61	0.08
Opportunities for an active recreational life	0.87	0.17	0.57	0.67
Class proportion in percentages	13.00	35.00	33.00	19.00

Note: Latent class analysis with four latent classes. The log likelihood for the model is -4397.33, and the likelihood ratio tested for global fit has test size 1007.42, df = 1490.

APPENDIX TABLE B1.2

Zero-inflated negative binomial model for number of hours of service within the past month. Parameter estimates, standard errors and p-value.

	Negative binomial model		Zero-inflated model (logit link)		
	Parameter estimate	Std. errors Sig.	Parameter estimate	Std. errors	Sig.
<i>Rank</i>					
Officers	1.64	0.31***	n.s.		
Non-commissioned officers	1.11	0.31***	-6.29	1.77***	
Privates ¹	0	--	0	--	
<i>Status</i>					
Active service	1.04	0.32***	-1.19	0.53**	
Reserve ¹	0	--	0	--	
<i>Home Guard branches</i>					
The Naval Home Guard	0.32	0.12***	-1.22	0.69**	
The Army Home Guard	n.s.		n.s.		
The Police Home Guard	n.s.		-0.84	0.67*	
The Infrastructure Home Guard	n.s.		n.s.		
The Air Force Home Guard ¹	0	--	0	--	
Age in years	n.s.		n.s.		
<i>Gender</i>					
Female	n.s.		n.s.		
Male ¹	0	--			
<i>Civilian status</i>					
Single	n.s.		n.s.		
Married/living with partner	n.s.		n.s.		
Has children	n.s.		n.s.		
<i>Education</i>					
Long higher education	n.s.		n.s.		
Medium-length higher education	n.s.		n.s.		
Short higher education	n.s.		n.s.		
Vocational	n.s.		n.s.		
None ¹	0	--	0	--	
<i>Labour-market position</i>					
Skilled worker	n.s.		n.s.		
Unskilled worker	n.s.		n.s.		
Other	0.25	0.10***	n.s.		
Salaried employee/civil servant ¹	0	--	0	--	
<i>Place of residence</i>					
In a rural area	n.s.		-2.26	0.89***	
In an urban area	n.s.		-1.97	0.88**	
In a provincial town or one of its suburbs	n.s.		-1.91	0.91**	
In the capital or one of its suburbs ¹	0	--	0	--	
No. of years the volunteer has lived in the same municipality	n.s.		n.s.		
Constant	1.06	0.38***	4.31	1.83**	
Model log-likelihood	-2659.48				
Alpha and p-value for test alpha = 0	0.71	***			
P-value for vuong test for zero-inflating	0				
No. of observations	809				

Note: *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

n.s.: not significant.

1. Reference category.

APPENDIX TABLE B1.3

Logistical regressions for (1) the likelihood of previously having been more active in the Home Guard and (2) the likelihood of being willing to participate in more activities if asked. Parameter estimates, standard errors and p-value.

	Model 1: The likelihood of previously having been more active in the Home Guard		Model 2: The likelihood of being willing to participate in more activities if asked	
	Parameter estimate	Std. errors Sig.	Parameter estimate	Std. errors Sig.
<i>Rank</i>				
Officers	-2.86	0.61 ***	0.96	0.39 *
Non-commissioned officers	-2.22	0.62 ***	0.90	0.39 *
Privates ¹	0.00	--	0.00	--
<i>Status</i>				
Active service	-1.35	0.67 **	0.91	0.37 *
Reserve ¹	0.00	--	0.00	--
<i>Home Guard branches</i>				
The Naval Home Guard	-0.49	0.28 **		
The Army Home Guard	n.s.	0.27 **		
The Police Home Guard	n.s.			
The Infrastructure Home Guard	n.s.			
The Air Force Home Guard ¹	0.00	--	0.00	--
Age in years			-0.02	0.01 *
<i>Gender</i>				
Female	n.s.			
Male ¹	0.00	--		
<i>Civilian status</i>				
Single	0.80	0.38 **	0.00	--
Married/living with partner	n.s.			
Has children	n.s.			
<i>Education</i>				
Long higher education	n.s.			
Medium-length higher education	n.s.			
Short higher education	n.s.			
Vocational training	n.s.			
None ¹	0.00	--	0.00	--
<i>Labour-market position</i>				
Skilled worker	n.s.			
Unskilled worker	n.s.		0.75	0.33 *
Other	n.s.			
Salaried employee/civil servant ¹	0.00	--	0.00	--
<i>Place of residence</i>				
In a rural area	n.s.			
In an urban area	n.s.			
In a provincial town or one of its suburbs	n.s.			
In the capital or one of its suburbs ¹	0.00	--	0.00	--
No. of years the volunteer has lived in the same municipality	n.s.		-0.01	0.01 **
Constant	2.89	0.88 ***		
Model log-likelihood	-401.82		-804.80	
No. of observations	829		829	

Note: This model is a multinomial logistical regression in which the likelihood of answering 'Undecided' is also modelled. Estimation results for 'Undecided' are not shown. *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level. n.s.: Not significant.

1. Reference category.

APPENDIX TABLE B1.4

Multinomial logistical regression for the likelihood of (1) having decided to leave and (2) sometimes considering leaving the Home Guard. The reference category is 'not wanting to leave'. Parameter estimates, standard errors and p-value.

	Has decided to leave		Sometimes considers leaving	
	Parameter estimate	Std. errors Sig.	Parameter estimate	Std. errors Sig.
<i>Rank</i>				
Officers	n.s.		-1.11	0.36 ***
Non-commissioned officers	-2.78	0.77 ***	-0.92	0.36 **
Privates ¹	0	--	0	--
<i>Status</i>				
Active service	-1.58	0.50 ***	-1.08	0.35 ***
Reserve ¹	0	--	0	--
<i>Home Guard branches</i>				
The Naval Home Guard	n.s.		n.s.	
The Army Home Guard	n.s.		-0.51	0.24 *
The Police Home Guard	-1.08	0.57 *	n.s.	
The Infrastructure Home Guard	n.s.		n.s.	
The Air Force Home Guard ¹	0	--	0	--
Age in years			-0.02	0.01 **
<i>Gender</i>				
Female	n.s.		n.s.	
Male ¹	0	--	0	--
<i>Civilian status</i>				
Single	n.s.		n.s.	
Married/living with partner	n.s.		n.s.	
Has children	n.s.		n.s.	
<i>Education</i>				
Long higher education	n.s.		n.s.	
Medium-length higher education	n.s.		0.68	0.32 *
Short higher education	n.s.		n.s.	
Vocational training	n.s.		n.s.	
None ¹	0	--	0	--
<i>Labour-market position</i>				
Skilled worker	n.s.		n.s.	
Unskilled worker	-1.53	0.66 **	n.s.	
Other	-1.11	0.47 **	n.s.	
Salaried employee/civil servant ¹	0	--	0	--
<i>Place of residence</i>				
In a rural area	n.s.		n.s.	
In an urban area	n.s.		n.s.	
In a provincial town or one of its suburbs	n.s.		n.s.	
In the capital or one of its suburbs ¹	0	--	0	--
No. of years the volunteer has lived in the same municipality	n.s.		n.s.	
Constant	0.95	1.36	n.s.	
Model log-likelihood	-613.62			
No. of observations	835			

Note: *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

n.s.: Not significant.

1. Reference category.

APPENDIX 2 APPENDIX TABLES FOR CHAPTER 5

APPENDIX TABLE B2.1

Binary logistical regressions for the likelihood of having (1) family (2) friends who are members of the Home Guard. Parameter estimates, standard errors and p-value.

	Have family who are members			Have friends who are members		
	Parameter estimate	Std. errors	Sig.	Parameter estimate	Std. errors	Sig.
<i>Rank</i>						
Officers	0.66	0.23***		0.98	0.43**	
Non-commissioned officers	n.s.			n.s.		
Privates ¹	0	--		0	--	
<i>Status</i>						
Active service	n.s.			1.22	0.36***	
Reserve ¹	0	--		0	--	
<i>Home Guard branches</i>						
The Naval Home Guard	n.s.			n.s.		
The Army Home Guard	n.s.			n.s.		
The Police Home Guard	n.s.			n.s.		
The Infrastructure Home Guard	n.s.			n.s.		
The Air Force Home Guard ¹	0	--		0	--	
Length of service in the Home Guard	0.03	0.01***		0.04	0.01***	
Age in years	-0.03	0.01***		-0.03	0.01***	
<i>Gender</i>						
Female	1.32	0.24***		0.16	0.29*	
Male ¹	0	--				
<i>Civilian status</i>						
Single	n.s.			n.s.		
Married/living with partner	n.s.			n.s.		
Has children	-0.45	0.20**		n.s.		
<i>Education</i>						
Long higher education	n.s.			n.s.		
Medium-length higher education	n.s.			n.s.		
Short higher education	n.s.			n.s.		
Vocational training	n.s.			n.s.		
None ¹	0	--		0	--	
<i>Labour-market position</i>						
Skilled worker	n.s.			n.s.		
Unskilled worker	0.58	0.29**		n.s.		
Other	n.s.			0.57	0.25**	
Salaried employee/civil servant ¹	0	--		0	--	

(Continued)

APPENDIX TABLE B2.1 (CONTINUED)

	Have family who are members			Have friends who are members		
	Parameter estimate	Std. errors	Sig.	Parameter estimate	Std. errors	Sig.
<i>Place of residence</i>						
In a rural area	n.s.			n.s.	0.33	
In an urban area	n.s.			n.s.	0.34	
In a provincial town or one of its suburbs	n.s.			n.s.	0.30	
In the capital or one of its suburbs ¹	0	--		0	--	
No. of years the volunteer has lived in the same municipality	n.s.			n.s.		
Constant	-0.57	0.68		-0.11	0.76	

Note: *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.
n.s.: Not significant.

1. Reference category.

APPENDIX TABLE B2.2

Factor model for the assessed importance of various duties for the Home Guard.

Model with three factors. Factor weights.

Description	Focus on emergency response	Focus on civil deployment	Focus on military defence
Military defence of Denmark			0.30
Terrorism emergency response	0.25		0.31
Pollution control	0.46	0.31	
Traffic regulation		0.75	
Rallies and concerts		0.78	
Sanitation duty		0.61	0.25
Explosive device clearance	0.33	0.36	0.36
Disaster relief	0.50		
Maritime rescue	0.74		
Maritime surveillance	0.71		0.30
Support for the other armed forces' training and exercises	0.25		0.69
Support for the armed forces' international operations	0.22		0.69
Eigenvalue (percentage explained variation)	1.9 (35%)	1.9 (35%)	1.5 (28%)

Note: Model estimated based on polychoric correlation matrix. The estimation method is a principal component analysis with varimax rotation.

APPENDIX 3 APPENDIX TABLES FOR CHAPTER 6

APPENDIX TABLE B3.1

Multinomial logistical regressions for the likelihood of (1) taking part in the Home Guard's international operations and being deployed abroad and (2) taking part in the armed forces' deployments to international operations from within Denmark. Parameter estimates, standard errors and p-value.

	Taking part in the Home Guard's international operations and being deployed abroad			Taking part in the armed forces' deployments to international operations from within Denmark		
	Parameter estimate	Std. errors	Sig.	Parameter estimate	Std. errors	Sig.
<i>Rank</i>						
Officers	0.81		0.42*	1.64		0.41***
Non-commissioned officers	n.s.			1.25		0.41***
Privates ¹	0		--	0		--
<i>Status</i>						
Active service	1.48		0.46***	0.92		0.41**
Reserve ¹	0		--	0		--
<i>Home Guard branches</i>						
The Naval Home Guard	n.s.			n.s.		
The Army Home Guard	0.54		0.28*	n.s.		
The Police Home Guard	n.s.			-0.73		0.28***
The Infrastructure Home Guard	n.s.			n.s.		
The Air Force Home Guard ¹	0		--	0		--
Age in years	-0.05		0.01***	-0.06		0.01***
<i>Gender</i>						
Female	-1.38		0.33***	-1.18		0.28***
Male ¹	0		--	0		--
<i>Civilian status</i>						
Single	n.s.			n.s.		
Married/living with partner	n.s.			n.s.		
Has children	n.s.			n.s.		
<i>Education</i>						
Long higher education	n.s.			n.s.		
Medium-length higher education	n.s.			n.s.		
Short higher education	n.s.			n.s.		
Vocational training	n.s.			n.s.		
None ¹	0		--	0		--
<i>Labour-market position</i>						
Skilled worker	n.s.			n.s.		
Unskilled worker	n.s.			n.s.		
Other	n.s.			n.s.		
Salaried employee/civil servant ¹	0		--	0		--

(Continued)

APPENDIX TABLE B3.1 (CONTINUED)

	Taking part in the Home Guard's international operations and being deployed abroad			Taking part in the armed forces' deployments to international operations from within Denmark		
	Parameter estimate	Std. errors	Sig.	Parameter estimate	Std. errors	Sig.
<i>Place of residence</i>						
In a rural area	n.s.			n.s.		
In an urban area	n.s.			n.s.		
In a provincial town or one of its suburbs	n.s.			n.s.		
In the capital or one of its suburbs ¹	0	--		0	--	
No. of years the volunteer has lived in the same municipality	-0.02	0.01	***	-0.01	0.01	*
Constant	0.96	0.77		1.83	0.75	
Model log-likelihood	-621.764			-638.713		
No. of observations	828			823		

Note: *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

n.s.: Not significant.

1. Reference category.

APPENDIX TABLE B3.2

Multinomial logistical regression for the likelihood of being willing to take part in civil reconstruction. Parameter estimates, standard errors and p-value.

	Likelihood of being willing to take part in civil reconstruction		
	Parameter estimate	Std. errors	Sig.
<i>Rank</i>			
Officers	n.s.	0.42	
Non-commissioned officers	n.s.	0.43	
Privates ¹	0	--	
<i>Status</i>			
Active service	1.48	0.46	***
Reserve	0	--	
<i>Home Guard branches</i>			
The Naval Home Guard	n.s.		
The Army Home Guard	0.54	0.28	*
The Police Home Guard	n.s.		
The Infrastructure Home Guard	n.s.		
The Air Force Home Guard ¹	0	--	
Age in years	-0.05	0.01	***
<i>Gender</i>			
Female	-1.38	0.33	***
Male ¹	0	--	
<i>Civilian status</i>			
Single	n.s.		
Married/living with partner	n.s.		
Has children	n.s.		

(Continued)

APPENDIX TABLE B3.2 (CONTINUED)

	Likelihood of being willing to take part in civil reconstruction		
	Parameter estimate	Std. errors	Sig.
<i>Education</i>			
Long higher education	n.s.		
Medium-length higher education	n.s.		
Short higher education	n.s.		
Vocational training	n.s.		
None ¹	0		--
<i>Labour-market position</i>			
Skilled worker	n.s.		
Unskilled worker	n.s.		
Other	n.s.		
Salaried employee/civil servant ¹	0		--
<i>Place of residence</i>			
In a rural area	n.s.		
In an urban area	n.s.		
In a provincial town or one of its suburbs	n.s.		
In the capital or one of its suburbs ¹	0		--
No. of years the volunteer has lived in the same municipality	-0.02	0.01	***
Constant	0.96	0.77	
Model log-likelihood	-621.76		
No. of observations	828		

Note: *statistically significant at 5% level. **statistically significant at 1% level. ***statistically significant at 0.1% level.

n.s.: Not significant.

1. Reference category.

APPENDIX 4 APPENDIX TABLES FOR CHAPTER 8

APPENDIX TABLE B4.5

Factor model for sources of information about the Home Guard. Model with two factors. Factor weights.

Description	Oral communication	Written communication
Newspapers and leaflets		
The Home Guard magazine		0.28
The Home Guard website, www.hjv.dk	0.72	0.21
Meetings in the subdivisions	0.80	
Meetings of subdivision councils	0.50	0.26
Meetings in the districts	0.57	0.27
Courses	0.75	0.22
Newsletters/leaflets from the subdivisions	0.31	0.64
Newsletters/leaflets from the districts	0.33	0.67
Ordinary conversations with others	0.27	0.33
Newspapers and leaflets	0.56	0.21
Eigenvalue (percentage explained variation)	2.9 (63 pct.)	1.4 (30 pct.)

Note: Model estimated based on polychoric correlation matrix. The estimation method is a principal component analysis with varimax rotation.

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VOLUNTEERS IN THE DANISH HOME GUARD 2011

This report describes the composition of the Home Guard's volunteer members and their attitudes to and expectations for the Home Guard. A similar survey was carried out in 2007, and the present report therefore also examines the trends from 2007 to 2011.

Among other things, the report shows that the voluntary members are a stable resource, as on average they have been members of the Home Guard for more than 24 years. There is a clear majority of men aged 25-50. Relatively many have vocational training, and many are employed in the private sector. Members are also relatively more active in other voluntary work than the population as a whole.

The report also shows that one in three active members of the Home Guard would like to be deployed on international operations to support the armed forces. The young members are especially willing – and these members have increased in recent years.

This report is based on a representative questionnaire survey and was commissioned and funded by the Home Guard command.