

WOMEN IN THE NATO ARMED FORCES



**Year-In-Review
1999-2000**

Publication by
The Office on Women in the NATO Forces
International Military Staff
NATO Headquarters, Brussels, Belgium

FOREWORD

By the Chairman of the NATO Military Committee

I am pleased to contribute a foreword to this seventh edition of the publication "Women in the NATO Armed Forces".

This year was a banner year for NATO as we celebrated 50 years of successful collective defence, and brought in three new members. We also implemented a new Command Structure, adopted a new Strategic Concept, and successfully countered the conflict challenges during the Kosovo crisis. In this context, women continue to prove they can serve with distinction in the military services and their numbers have grown significantly. Another historical event occurred this year with the passage of a law by the Italian Parliament allowing women to voluntarily serve for the first time in the military. Today's military organisations, with their wide variety of tasks and facilities, offer women the opportunity to serve in the interests of our common defence and other missions through increased roles and responsibilities within NATO's military force structures. Alliance women in uniform have contributed and continue to contribute to promoting enhanced peace and security in the Euro-Atlantic area. This contribution is most visible in the NATO-led SFOR multinational force in Bosnia-Herzegovina and Croatia, and now KFOR, where military women serve side-by-side with their male counterparts bringing stability and security to this troubled region.

The Committee on Women in the NATO Forces has long been a valuable forum for the discussion of national views on a wide range of issues affecting servicewomen throughout the Alliance. Delegates to the Committee have provided strong support within their individual nations for servicewomen's roles in the Armed Forces. They collectively work towards improvements in the utilisation and development, equity and leadership, and quality of life of all military members.

This publication provides an excellent overview of the organisation and current status of women in the Armed Forces of the NATO Alliance. I applaud the efforts of all those who promote the status of women in our armed forces, and I wish them continued success in their endeavours.

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Admiral
Chairman of the
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The Year-In-Review is distributed by the Office on Women in the NATO Forces, International Military Staff (IMS). This issue is an update from the 1998 publication of the Women In NATO booklet and provides an assessment of the status of the integration of women within the Alliance members' Armed Forces.

In line with NATO Enlargement and upon the availability of information, data on Partnership for Peace (PfP) nations will eventually be included. The integration of women in the armed forces is gradual; therefore, this process varies from country to country due to differences in culture and tradition, as well as legislative and constitutional restrictions.

Using the Year-In-Review**Explanatory Notes**

The Year-In-Review is a quantitative assessment of the personnel strengths of women in uniform within the Armed Forces of NATO. Although similar in format, it has no affiliation with the official publication of *The Military Balance* produced by the International Institute for Strategic Studies. *The Year-In-Review* is not an assessment of women or men's capabilities. It does not attempt to evaluate the quality of training, personnel, nor the effectiveness, doctrine, leadership, political will or support from alliance members. *The Year-In-Review* is simply an overview on the status of the integration process of women in the military and the work completed in sub-committee by the Delegates of the Committee on Women in the NATO Forces. Hence, no analysis of such integration processes is given. Information in this publication is primarily a compilation of each nation's National Report and specific data provided by each country.

Country Entries

Information on each country is provided in a standard format, however, the varied availability of information results in some differences. Each entry is characterised by a brief introduction of the country's history including legislation on the employment of women in their military, organisation, policies, and recruitment and training in general terms. It also covers the employment, service statistics, eligibility requirements, operational deployments, recent and projected developments, and brief conclusions.

General Military Data

Operational deployment is defined as any mobilisation of forces in support of peace support operations (i.e. peacekeeping and humanitarian missions). This includes information on those who have deployed in support of IFOR/SFOR, and other peace support operations. Statistical data was provided by member-nations.

International Office on Women in the NATO Forces

Critical to the efficiency of the Committee's work was the establishment of an Advisory/Support Office. In March 1997, the NATO Military Committee (MC) approved the creation of this office on the IMS, currently manned by two United States Air Force personnel. The office provides continuity of staff actions for NATO and supports the Committee, and was initially approved on a trial basis, with the decision for "permanency" on the IMS to take place in the year 2000. It also assists outside agencies, which have strong interests in the area of women in the military, with their specific research projects. The office is used to help identify possible mission-limiting problems associated with the integration of women into countries' forces.

The office interfaces with each nation's top Military Representative to the MC and their staff, the Committee on Women in the NATO Forces, and focuses on issues concerning women in the armed forces. Duties of the office are varied, but include facilitating information sharing among countries on programs and techniques, as well as creating and maintaining an international repository for the collection of data. In support of the Committee, it assists nations (on a consultative basis) with policy and programs concerning utilisation, equity, recruiting and retention, leadership and mentoring, and quality of life (i.e. maternity/parental leave and health care etc.) Since each nation is at various stages in this process, there are practices to be shared, ideas to be provided, and advice to be given.

Since the office has only been in existence since January 1998, office personnel are engaged in a massive marketing/publicity strategy to foster an active role on the IMS and promote awareness on effective utilisation and development of servicewomen among Alliance members and Partner Nations. Basically, the strategy was geared to promote the Committee's goals and objectives, and execute an education and awareness program for the NATO leadership. The office's primary goal is to merit permanency on the IMS, and function as the focal point for all issues regarding servicewomen in NATO, including their role in peace support operations and the collective defence of the Alliance. The office maintains its view that the issue about women within the Armed Forces is a question of interoperability and military readiness. Hence, it hopes to cultivate a relationship with ACE and SHAPE and SACLANT agencies to emphasise the importance of this issue and its impact on NATO missions. It also strives to maintain the required IMS support to the Committee on Women in NATO, and its Executive Committee members.

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Highlights

1999 was a stellar year not only for NATO, with its 50th Anniversary celebrations, but also for the Committee on Women in the NATO Forces, women in uniform and women in general. The following captures just a few highlights among allied nations.

Promotions

- Canada appoints Forces' Provost Marshall to Brigadier General – marks a return of women to the Flag Officer ranks, and from a non-traditional speciality
- First women promoted to the rank of Colonel – Royal Norwegian Air Force
- First USAF woman nominated for the rank of Lieutenant General

Significant Legislation

- On 1 October 1999, Italy passed legislative law allowing women to serve in the military on a voluntary basis. This marks a major change in military history
- The Czech Parliament has initiated a Bill reflecting major changes in military service commitments and missions abroad
- Spain passes several draft laws concerning abolishing restrictions on servicewomen's postings, recruitment, and disciplinary rules

Milestones

- Female officers from the Czech Republic, Hungary and Poland officially participate as full members of the Committee on Women in the NATO Forces
- Spain scraps limitations preventing women to serve in special operations, airborne brigade, and the Spanish Legion
- Creation of first Equal Opportunity Study Committee in the Hungarian Defence Force
- The US selects first active duty woman to command a Flying Wing
- The UK replaces the gender-fair annual fitness test with a gender-free test which is related to the individual's employment
- The first woman assigned as a US Space Shuttle Commander
- First and only female officer (UKAR, Royal Logistics Corps) deployed to East Timor as part of the initial 1,000-strong UN Peacekeeping Force
- Poland establishes the first Council on Women in the Polish Armed Forces
- UK's Sandown Class vessels incorporates significant number of design improvements to accommodate both male and female officers and ratings
- UK appoints the first woman Minister at the MOD as Minister of State for Defence Procurement
- First woman to qualify as a fighter pilot in the French Air Force
- Norway appoints their first female Defence Minister
- First US Army female Command Sergeant Major to serve at the 3-star level, first female Sergeant Majors assigned to the USMC Combat Training Command and Weapons Training Command, and first female Sergeant Major assigned to the USMC School of Infantry

Belgium

Introduction

In 1975, changes in legislation made it possible for women to sign up for service in the Belgium Armed Forces. A 1976 law stipulated the conditions for admission of female officers and non-commissioned officers (NCOs). Women began joining the service in 1977. However, under that Act, not all posts were open to women. In 1978, the Belgian Government ratified the New York Treaty of 1953 concerning the political rights of women. Implementation of this law by the Armed Forces in 1981 eliminated all discrimination between women and men. Women were accepted as officer candidates to the Belgian Military Academy in 1978.

The 1984 Economic Recovery Act allowed young women to volunteer for military service, with the aim of encouraging recruitment to the regular Army, but this measure met with very little success. The military service requirement was suspended in 1995. Today, women are fully integrated and all functions are open to them.

Organisation

Active service personnel are organised into three groups: career, complementary and short-term personnel. Each group includes officers, NCOs and volunteers who all enjoy security of employment. All ranks in their category are open to career personnel; some of them may even move on to the next category as a result of social promotion. However, promotion prospects are limited for complementary personnel who may take tests enabling them to become career personnel. Short-term personnel sign an employment contract for a duration of two years, three times renewable for one year.

The Air Force includes a fourth group of auxiliary personnel, which is restricted to aircrews. These personnel initially serve for a limited period of time (9-12 years) and can then, by passing examinations, join the career or complementary group.

To serve as active duty officers, candidates must first complete a training period theoretically lasting four years (one year for short-term personnel). During that time, candidates receive academic and professional training in military academies and training centres, and undergo training and evaluation periods in their units.

General Policies

In addition to what was previously stated in the introduction above, it should be noted that in 1997, the Belgian General Staff implemented a regulation aimed at preventing sexual harassment, and personnel were trained to serve in "trustworthy persons" posts.

As part of a force reduction, the Belgian Armed Forces introduced a part-time work policy in October 1997. This includes a 4-day workweek, the half-day workweek and early retirement. Additionally, since August 1997, military personnel have the opportunity of a career break for a maximum of three years. Today, this policy has been extended to five years.

Maternity/Family Leave: Women are allowed 15 weeks maternity leave, at the end of which they can take an additional three months unpaid nursing leave. These leave opportunities count as active service.

Employment

Promotions and pay are the same for women and men. Promotion rules are based on seniority, personal qualities and professional qualifications. More and more women are being promoted to higher ranks. Two women have achieved the rank of Lieutenant Colonel and 18 wear the rank of Major (OF3). For the first time, a woman has obtained a Staff College Certificate. Among NCOs, the first women attended courses to reach the rank of Chief Warrant Officer, and will be promoted in the future.

As stated above, all functions including combatant positions are open to women. In February 1998, for the first time, nine women were operational aboard a mine-hunter vessel. This accounts for 19% of the vessel's crew. Belgium has one female F-16 fighter pilot.

Service Statistics

Today, women constitute 7.42% (3,147) of the Belgian Armed Forces, which is a slight increase since 1995 (6.63%). The Army employs the majority of the women with 1,649 (6.12%), followed by the Air Force at 870 (7.95%). The Medical Service employs 354 (18.52%) and the Navy has 274 (10.65%) female personnel.

Recruitment

Reorganisation of the Belgian Armed Forces and force reductions has limited the enlistment of personnel. In 1999, a publicity campaign was launched to attract young people to the Armed Forces. Recruitment requirements and employment opportunities are the same for women and men. The entrance age ranges from 16 or 17 years to a maximum of 20 to 33 years according to category. Minimum educational standards are required for each type of category. There is no gender discrimination with regard to recruitment; identical criteria apply to women and men, particularly physical fitness and aptitude selection tests. Women make up 16% of the students of the Royal Military Academy.

Reserve Personnel: Maintaining the mobilisation potential must be ensured in peacetime. All trained personnel must therefore be capable of fulfilling their wartime function. In the early years, female personnel did not have any military obligation in the event of mobilisation. A new law promulgated in March 1987 authorised female officers and NCOs to serve as reservists on a voluntary basis. This commitment entailed fulfilling the obligations linked with the status. This meant that female officers and NCOs might be mobilised in the same manner as their male counterparts.

Training

Career personnel are trained in military academies with the exception of certain specialities. Women were admitted to the Royal Military Academy in 1978, and since 1981, the same physical and aptitude selection criteria have been used for women and men. Complementary military candidates undergo a shorter training period at military training centres. The training program for female personnel is the same as for men and takes place in the same schools and training centres. During their career, female military personnel may attend specialisation courses and take examinations required for promotion to higher ranks. Since September 1989, young women have been able to attend the Joint Preparatory School at age 17 to prepare for the entrance examinations to Officer Academies. No formal mentoring program exists in the Belgian forces, but a meeting takes place each year for women from

different ranks and units to exchange information and brings forward motions to improve women's integration.

Deployments

Since at least 1995, the Belgian Armed Forces have deployed women in peacekeeping and/or humanitarian operations. The number of women in these types of operations increased from 39 in 1995 to 164 in 1997, then decreased to only 47 women in 1998. This decrease was due to a reduction in the number of operations supported and the types of units deployed, such as mechanised brigades, which traditionally employ fewer women.

Recent and Projected Developments

On 1 January 1998, 431 military women had chosen a 4/5 workweek. It represents 13.7% of female personnel. The 4/5 workweek seems to suit female NCOs and Volunteers very well and allows them to better combine work with family life.

On 20 April 1998, a "Contact Day" was organised for all female officers and representatives of NCOs and volunteers. The aim was to prepare for the annual "Committee on Women in the NATO Forces" conference in June. It also focused on the establishment of an internal information network.

The Armed Forces also work with the civilian sector to heighten awareness of women in the military. A local college student even published an essay entitled "Committee on Women in the NATO Forces: History, Goals and Activities".

Conclusions

While the number of women in the Belgian Armed Forces continues to increase each year, their decision to participate in training and promotion examinations remain low due to the traditional central role women play in the family. The Belgian Armed Forces and the Minister of Employment and Equal Opportunities remain supportive of the full integration of women in the military in terms of employment, promotion and pay, and career progression.

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Canada

Introduction

Women have served in the Canadian Military since 1885, when nurses first served during the Northwest Rebellion. The Canadian Army Nursing Service was organised in 1899. In the first and second world wars, they served in an increasingly greater variety of roles outside of the traditional areas of nursing or administration. Unfortunately, this trend ended with the second war and employment opportunities were curtailed until only 80 nurses remained from the 50,000 WWII peak.

The Korean conflict saw a resurgence and recognition of the abilities of women but numbers and employment varied. Women joined the Royal Canadian Air Forces in 1951, the Royal Canadian Army in 1954, and the Royal Canadian Navy in 1955. In 1968, the three Services united to form the Canadian Forces (CF). Eventually, a personnel ceiling of 1,500 women was set with employment restricted to only 20% of all CF occupations, specifically to the “traditional woman occupations” of administration, personnel and medical service.

In 1974, the fixed numerical ceiling on women in the CF was lifted, together with all previous limitations on the employment of women, except for combat roles, remote locations, and sea duty. As a result of the Royal Commission Report on the Status of Women, the CF expanded the career opportunities open to women in the military and revised policies on marriage, pregnancy and retirement benefits. By 1974, 66% of CF trades and occupations were open to women, but policy still excluded them from combat and near-combat positions. Following the proclamation of the Canadian Human Rights Act in 1979, trials were carried out to determine the suitability of women operating in rear-combat roles. By 1985, 75% of the trades were open, women started entering the Military Colleges, and trials for the employment in combat roles were to begin.

Before the completion of these trials, a Canadian Human Rights Tribunal in 1989 directed that all restrictions barring women from employment in the CF be removed; the sole exception being service in submarines. Additionally, the CF was given ten years to fully integrate women into the organisation. This included a requirement to produce a mutually agreeable plan and to undertake both internal and external monitoring of the status of women in the Canadian military.

Organisation

Under the direction of the Chief of the Defence Staff, the all-volunteer CF is responsible for Canada’s military operations on land, sea and in the air. Women and men train and work together, and are subject to the same chains of command, standards of performance and discipline. The CF are organised into two primary groups: Regular and Reserve Forces. Each group includes officers, NCOs and privates.

General Policies

Over the years since the Canadian Human Rights Tribunal, Canada’s policy remains fixed on the full integration of women in their military and removing the remaining barriers on their employment. The CF have policies to provide a work environment “supportive of the productivity, personal goals, dignity and self-esteem of all personnel” according to their policy on harassment. Additional policies on sexual misconduct, racist conduct and personal relationships compliment the harassment policy.

Maternity/Family Leave: Women can take up to 119 days paid leave, with an additional 70 days available as parental leave upon application (available to the military spouse also). Supervisors can get replacement personnel for people on leave. A “Family Friendly” policy/procedure is under development, and aimed at dealing with stresses placed on a military family. It will address tour lengths and deployments, housing, education, dependent travel, separation, spousal employment, family-related leave and childcare.

Employment

With the exception of service in submarines, women serve in all functions including those in combat arms. In a study conducted by the National Defence Headquarters, the number of women at the senior officer ranks has increased since 1989, but the number of women in junior officer ranks has decreased. This is a result of limited recruiting during the early to mid-1990s. The number of men in the officer ranks also decreased due to downsizing efforts of the CF. Similar results can be found in the rank structure of the NCOs: an increase in the more senior ranks with a decrease in the junior ranks. Over the last nine years, some progress was noted in the proportion of women who were in the senior ranks of Major and above. This year marks the return of a woman to the General Officer ranks, and additionally from a non-traditional source (Military Police). To date, there have been only two other women who have achieved the rank of Brigadier General or above.

Since the pre-1989 era, the areas of employment for women have shown a trend of moving away from the more “traditional” roles such as nursing and administration. However, these roles still represent the area of greatest concentration.

Service Statistics

Currently, women in the CF comprise 10.8% (6,663 of 61,882) of the Regular Force and 18.6% (5,787 of 31,479) of the Reserve Force. Of all the gender integration efforts in the CF, the least successful has been the integration of women into the combat arms (infantry, artillery, field engineer and armour) where representation remains less than 1%. Eligibility requirements are the same for women and men depending on their entrance category/speciality.

Recruitment

Despite the removal of restrictions on the employment of women, downsizing of the Regular Force in the early to mid-1990s directly impacted female representation rates. Nonetheless, the number of recruits has increased over the last nine years. Individuals who meet the basic entrance requirements and medical qualifications are accepted into the CF as a private with the possibility of accelerated promotion depending on if they have specialised skills or experience. Those possessing a college degree and meeting the requirements and aptitude standards can be recruited as officers. Individuals can also receive their commission while attending the Canadian Military College.

The Army’s plan to increase the number of women in the combat arms field is two-fold: an aggressive recruiting campaign, based on lessons learned from the 1998 campaign specifically targeting this career field, and implementation of the “Leadership in a Diverse Army” program. The response by women to the 1998 recruiting campaign was excellent, but restricted openings in all but infantry units and high attrition during training resulted in limited success. To increase the potential for

success, the CF has improved the training of recruiters to better allow them to evaluate the potential of possible recruits. Additionally, the CF has instituted mandatory physical testing prior to enrolment and is providing preparatory information on how to prepare for the rigors of recruit training. The "Leadership in a Diverse Army" program is geared toward preparing combat units for the new female recruits. The first stage included a 2-day seminar, attended by virtually all Generals in the Army, and aimed at ensuring current gender integration efforts within combat army units are successful. Studies to determine systemic or social barriers and examine attrition rates have been undertaken to understand and remedy the retention problem in these units. A handbook entitled, "Leadership in a Mixed Gender Environment" has been created and distributed. The publication dispels myths associated with mixed gender employment and emphasises, through practical examples, that leadership is the most effective tool to build teamwork in a unit. The Army-directed recruiting campaign is the first time this type of recruiting drive has been attempted. It also includes a "Women in the Army" website including video and audio interviews with women serving in the combat arms, and extensive media coverage.

Since 1989, the Navy has increased the number of mixed gender ships with the ultimate goal to make all units mixed. An interesting note is that some "male only" units have more women aboard than mixed gender units due to present crewing policies and training needs. Looking past the Tribunal's 1999 deadline, the Navy developed "Vision 2010 – The Integrated Navy" which envisions the naval structure, and outlines barriers, requirements and policies to be addressed to meet Vision 2010. Like the Army, the Navy is studying personnel retention, particularly women, to determine the possibility of any changes to reduce the high attrition rate.

"Partnerships for the Future" specifically targets the identification and elimination of barriers to women serving in Air Force occupations. Additionally, the Air Force's "Flight Plan for Life" program addresses many personnel issues and although it does not specifically target the employment of women, it does deal with issues impacting women, such as flexible work hours and work-family conflicts.

Training

Women entered military colleges in 1980. Recruit training is fully co-educational in mixed training platoons. Canada developed predictor tasks as proxy measures for performance of standard military tasks since it involves motorskills. This method is an age and gender fair test. Modules in diversity and gender issues are part of the training curriculum, and will be reinforced as follow-on leadership training as the member progresses in the military. Personnel in leadership positions are encouraged to take gender awareness training, provided by a commercial contractor. One-day executive and two-day supervisor courses focus on workplace interactions and strategies to maximise performance from individuals and teams.

Deployments

Women have deployed in support of IFOR/SFOR missions in Bosnia-Herzegovina and other PKOs. Total numbers of women serving in these operations are not available. Women served in the Gulf on the HMCS Protecteur, a replenishment ship, and on land in clerical, medical, communications, and military police posts, as well as aircraft maintenance and fighter squadrons.

Recent and Projected Developments

To meet readiness needs and accomplish tasks, equipment and personal uniform items had to be modified. The Army's "Clothe the Soldier" program has resulted in the first issue of a layered clothing system to accommodate the wide range of climates under which Canadian soldiers must function. New measurement and sizing methodology has resulted in a wider range of sizes and better fit for women as well as men. New personal webbing, including rucksacks designed with attention to gender physiometric differences, has resulted in more efficient load carrying for women. Progress continues to be made, and female ergonomics is considered in purchases of equipment like vehicles and workstation design.

The CF has instituted a number of measures to counter the extremely detrimental effects of sexual harassment on unit morale and cohesion. The measures include the establishment of a toll free line for complaints and advice, the appointment of unit harassment advisors, promulgation of harassment procedures manuals, external victim services, a new and streamlined investigative service with powers to lay charges, and embedded harassment training for all ranks. All these measures are aimed at recognising harassment in its many forms and dealing with harassment complaints in a speedy and fair manner.

Currently a number of studies and policies are being reviewed for improvement. For example, the CF is re-examining pregnancy policies in the field and aboard ships (i.e. employment limitations) and the possibility of extended leave without pay similar to public service employees (i.e. holding the position open for up to five years while on parental leave). Furthermore, the Services are conducting studies on the high attrition rates of women and validation studies on physical standards comprising gender and age free measurement criteria to predict performance. A new physical training program, tailored to the needs of women is being developed.

Conclusions

The commitment of gender integration was proclaimed by the Chief of Defence Staff and stated on several occasions, "...he who does not understand or fully support the right of women to serve equally with men in today's Army has no place in the Army's chain of command." Although the original Canadian Human Rights Tribunal Order requiring the CF to fully integrate ended in February 1999, the process is not yet complete. A Diversity Conference was held to mark this milestone but also highlighted a continued commitment by the senior leadership of the CF to ensure no one in the CF who is qualified and willing to serve is turned away or refused advancement based on who they are.

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Czech Republic

Introduction

Czech women fought alongside men, primarily as ambulance assistants, as early as the Hussite battles in the 15th century. For years Czechoslovak military regulations did not allow women in the military, until LTC Ludvík Svoboda, commander of the Czechoslovak unit in the Soviet Union, first decided to employ women. Battalion Order No. 41 confirmed the enlistment of women into military service. Czech women fought during WWII with distinction as medical personnel, phone operators, and anti-aircraft gun crews. They also served in units in the British Women Auxiliary Air Forces and British Army in the Middle East.

Although women were incorporated into the Army peacetime structure during the post cold-war period, their presence and importance was almost negligible. It was not until the early 1980s, due to manpower shortages and positive results concerning women's work experiences, that the Army opened up for women. Servicewomen accounted for less than 3% of the Czechoslovak Armed Forces in 1985, and in 1997, they more than doubled in number. In particular, the percentage of female officers grew from 8% in 1985 to 27% in 1998.

Organisation

Professional soldiers comprise almost half of the Czech Republic Armed Forces. Today, conscription is mandatory for men only, however, women can serve in the same capacity under conditions of conscript alert of the state or if they volunteer. In peacetime, women can serve on a voluntary basis in several categories: a soldier in basic compulsory service, which is 12 months long; a soldier in alternate service, a 5-month obligation; a soldier in further service, either during her study at a military school or military service lasting 2-5 years; a regular soldier; a soldier on military exercise; and a soldier performing an extra service. Although all these categories are open for women, only regular and further services are applicable.

Once a woman voluntarily joins the military, as a soldier she is obligated under the same rules as a male soldier. There are no restrictions as to what rank female soldiers hold in the Czech Armed Forces, and they are appointed to any position that is specified by speciality. Although a few women serve at higher posts, the majority work together with men at the unit level.

General Policies

In 1999, new military legislation was passed by the Czech Parliament. The Legislation governs the service of professional soldiers and contains provisions on servicewomen. No remarkable changes to previous laws have been introduced, as they relate to women's service. For example, the maternity policy is ruled by the same regulations as women in the civilian sector. When a pregnant soldier can no longer perform her duties, she will be reassigned other duties commensurate with her abilities without affecting her salary. A woman is also entitled to 28 weeks maternity leave after delivery with additional leave up to three years upon request. During this maternity leave period, she receives a "sickness" benefit in lieu of her normal salary, and gets a financial maternity benefit during additional maternity leave. There are other comprehensive entitlements provided to a female soldier during pregnancy/maternity leave, and until her child reaches 15 years of age.

Employment

Positions held by women depend upon their general education and any specialised qualifications for a particular military speciality. Servicewomen most frequently serve in Engineering/Communications, Support Services, Logistics, and Combat Arms. They are excluded from airborne units, military bands, flight personnel, and from serving as platoon and company commanders.

Services

Czech servicewomen comprise 7.7% (1,772) of the total force. Approximately two-thirds of the women serve in the NCO Corps (72%), while 28% of the women are in the officer corps, which accounts for 1% of the professional soldiers. The highest rank currently held by a woman is Lieutenant Colonel.

Recruitment

There are no service recruiting quotas for women. Since a large pool of women with required skills exist, the military can select only the best qualified recruits. Ninety percent of women join the military straight out of college, and become regular soldiers (an obligation of 15 years). About 13% of the women joining the military hold university degrees.

A study conducted by the Czech MOD Research Department indicated women and men join the armed forces due to different motivational factors. Women's interest result from the lack of civilian jobs, which offer comparable opportunities and compensation to that of military service. They are driven by better working conditions, self-actualisation, disciplined working relations, quality medical care, independence and recognition. Meanwhile, men place more emphasis on technology, defence of the country, and professional training gained to use in a future civilian job. As a result, men tend to prefer a short-term service contract while women regard the military as a lifetime career.

Training

The initial 12-month service or 5-month alternate service obligation (basic training/commitment) is conducted separately for women and men. Either one of these must be completed prior to receiving recognition as a regular soldier. Subsequent training (i.e. technical or speciality) is integrated at the military academies. Similar to other countries, physical training requirements are different for women and men.

Deployments

Women are excluded from serving on combat deployments. Although they exist, the number of women deployed abroad on international missions is relatively low (100 women since 1992). They have served in peacekeeping missions in support of SFOR and KFOR, mostly as medical, signal corps, and administrative personnel.

Recent and Projected Developments

The new law substantially modifies the concept of military service. The law changes military service from a lifetime career to a contract limited to the needs of the military. The further service category (2-5 years) will disappear and rank, speciality and education will rule the length of service.

In 1998, the Ministry of Defence established a Working Group for Solution of Enforcement of Equality between Men and Women. Members of the group include civilians and soldiers from the MOD, General Staff, and Troop Headquarters. The working group is devoted to the integration of women into military top management, the incorporation of equality into legal norms, and to monitoring any forms of discrimination, mainly by means of the Army Open Line. In 1999, the group devoted itself to monitoring the situation of equality between men and women within each service. The group co-operates with Czech women's movement organisations and aims to popularise women's service in the mass media.

Conclusions

Women have become an integral part of the Czech Armed Forces, and some of their positions proved to be indispensable, especially those in the Air Force. Albeit personnel reductions have not affected recruitment of women and their representation among military professionals, they are not perceived on equal status as the men. As a general rule, servicewomen occupy mainly lower posts in the military hierarchy.

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Denmark

Introduction

The Danish Armed Forces (DAF) have a long history of employing women. They have been present in the Danish Ground Observer Corps since its creation in 1934. Women joined the Women's Army Corps and Women's Naval Corps in 1946, and the Women's Air Force in 1953. The 1962 Act passed by Parliament enabled women to join the Danish Armed Forces on a voluntary basis. The stipulation was they could not serve in combat units. The enlistment of women as privates and NCOs began in 1971, while the military academies opened their doors to women in 1974. An equal opportunity law was passed in 1978, thus giving attention to the issue on women in combat. After studies and trials were conducted by the DAF, the satisfactory results opened all functional specialities to women.

Organisation

Women are integrated in the Services under the command of the Chief of Defence. They work and train with their male counterparts, and are subject to the same chains of command, standards of performance and discipline. There is no compulsory service for women in Denmark.

General Policies

A DAF committee focuses on Equal Opportunities (EO) issues, and in 1996, prepared a Chief of Defence Action Plan describing initiatives to promote EO up to the year 2000. This plan recommends a strategy to recruit more women into the Armed Forces. The plan addresses recommendations regarding the establishment of realistic target recruiting goals, policies on family, maternity and paternity leave. Currently, there is no official policy regarding Sexual and Gender Harassment. Maternity and Paternity leave policies vary from rights afforded to the mother, the father, and then both parents.

As a part of the Danish Armed Forces Family Policy, all personnel are given as much influence over their own work situation and duty cycle as possible, to minimise the strains on family life. This includes the possibility to temporarily downgrade one's career, which will not hamper a future upgrading of career ambitions.

Employment

All posts are available to women in the Danish Armed Forces. The highest rank attained by a woman today is Lieutenant Colonel or Commander Senior Grade (Navy equivalent). The rank structure is impacted by retention problems. Eligibility requirements for employment in the DAF are the same for women and men, and women have the same opportunities as their male colleagues if they desire a career in the DAF.

Services

Women make up 5.5% (979) of the total force. There are currently 127 officers, 179 NCOs, and 673 privates. During peacetime the DAF consists of 17,963 military personnel on regular service and approximately 7,700 conscripts a year.

Women serve in combat roles, train and work on equal terms with men. The combat capability of the mixed gender units is equal to that of other units. Trials in the combat arms areas were conducted from 1985 to 1987, and as of 1 June 1988, all functions and units in the Danish Army were opened to women.

Similar trials were conducted from 1981 to 1985 for the Navy and 1984 to 1987 for the Air Force. Results of these trials showed that women could effectively serve on equal terms with men in all offshore functions in the Navy and Air Force.

The Home Guard Act was passed in 1948, which stated only men were allowed in the Home Guard. This act, however, offered the opportunity to train women assigned to the separate Service Women's Corps to perform tasks for the Armed Forces, to enter an agreement with the Defence Minister and thereby obtain state support. This agreement was established in 1951 and held for ten years with minor changes until 1961. Over the years, the Home Guard underwent various changes due to reorganisations and passage of laws and Acts. In 1984, a six-year project was undertaken to look at abolishing the separate Women's Corps and integrating all personnel into one Service Corps, which was established on 1 October 1989. This Corps is comprised of female voluntary personnel designated to three services. Female personnel designated to the different Home Guard units were integrated by the end of September 1989.

Recruitment

The single authority responsible for personnel recruitment in the DAF is the Armed Forces Defence Conscription and Recruitment (DCR). They recruit conscripts and voluntary personnel. They are also responsible for recruiting personnel for officer education and training (including pilots), reserve officer education, privates' education, members for the Danish Reaction Brigade (DRB), and also personnel for the DAF Health Services. The DCR co-operates with the Ministry of Home Affairs

An aggressive recruiting campaign, using female officers as briefers, focuses on potential candidates early on via lectures in public schools and the school's job experience programs with the DAF, briefings in upper secondary schools, by participation in exhibitions, brochures and job surveys. Regular advertisement campaigns in newspapers, radio and television, cinemas, and information on the Internet website supplement the recruiting efforts at the schools.

Training

Equal opportunity applies to women and men. All personnel train on equal terms and are subjected to the same standards and requirements for basic and other military education. All personnel have the same rights to apply for and attend the Defence Academy, and regular officer and NCO schools. When selecting for further education, only professional qualifications and needs are considered, not the applicant's gender. The individual's strengths and weaknesses are evaluated during training. Gender differences are respected and individual talents are used to the fullest extent.

Deployments

Danish women have participated in operations at several locations including Cyprus, the Persian Gulf, the Former Republic of Yugoslavia (FRY), and the Adriatic. Generally, there is no gender-related differentiation between roles and functions performed by women and men. Women are treated and regarded as normal soldiers who are expected to perform and trained to participate in all operations on equal terms with their male counterparts.

In 1992-1993, Denmark had two larger units involved in action (peacekeeping operations) in the FRY; 24 women served in this deployment. Recruitment of

personnel for these operations was made from the regular permanent staff of each Service and the Danish International Brigade (DIB).

The DIB, a mobilisation unit constructed and trained for international operations only, is an alternative way for military members to serve in PKO. The permanent staff and conscripts who have completed their military service are recruited to serve in the DIB, but members must apply for admittance. The DIB also consists of civilians, including doctors and nurses. Currently, there are 123 women serving in the DIB.

Recent and Projected Developments

The results of the Officer Recruiting Campaign 1998/99 continue to show an increase in the number of applications from women in comparison to 1996/97 figures. The percentage of female applicants in 1996/97 was about 15% and 21% in 1997/98. Women made up 32% of the total applicants for 1998/99.

Physical demands has been a tremendous barrier for women applying for careers in the DAF, and many have not been able to meet these demands. The DAF is implementing new physical demands for applicants without changing the end requirements. What has changed are the initial requirements for applicants, allowing the entry of more women. The idea is for women to undergo training to meet the end requirement physical demands, even though they could not fulfil initial requirements.

Traditionally, compulsory service has been for men only in Denmark. But since a new statute was passed on 19 February 1998, women can now voluntarily enrol on the same terms as men, if they sign a contract. This new option makes it possible for women to familiarise themselves with the military environment and conditions, without having to commit to several years of service. Hereby, these women will attain insight to encourage them to pursue a military career.

Conclusions

Employment, training and education are based on equality, professional skill and need. The new law concerning women serving on similar conditions as conscript soldiers was effective in April 1998. This new opportunity facilitates the enrolment of women into the DIB. Prior to the new law, women who desired entry into the DIB had to be either officers, privates or have a medical education to obtain a contract with the DIB. These equal terms imply a much shorter military education is required of women than before, thus the new option for women is likely to increase the number of women in the DIB.

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France

Introduction

Women have always contributed directly to the operation of the Armed Forces whether in peace or in wartime. The Second World War put women in the French Forces on the “map” so to speak. They had already been serving since 1938, but only on a civilian basis. On 7 November 1940, the Women’s Corps attached to the Free French Forces was created in London. This gave rise to the opportunity for women to serve as ambulance orderlies and in the First Aide Corps. In 1943, the Rochambelles Corps (nurses and first aide personnel) was created. Female staff personnel took part in campaigns in Tunisia, Italy, France and Germany. Additionally, some also served in Indochina and North Africa.

In 1951, the French Parliament adopted a specific status for female personnel. The passage of the 13 July 1972 law gave women the same status as their male counterparts, which became confirmed with a provisional decree in 1973. On 9 May 1985, the Ministry of Defence instituted a number of measures aimed at ensuring women were better integrated within the military community.

Currently, the French Armed Forces are entering a period of transformation and the end of compulsory national service by the year 2002. This change should have a direct influence on the recruitment of women in the military.

Organisation

Women are now integrated in all the Services: Army, Navy, Air Force, Gendarmerie, and the Medical Service under the command of the Chief of Defence. They work and train with their male counterparts. Quotas were terminated in February 1998. There is no compulsory service for women in France, however, as of the year 2000, girls born after 31 December 1982 must attend a one-day course to prepare them for national defence.

General Policies

Equal opportunity in the Armed Forces is afforded to women without theoretical limitations. Military law complies with common law regulation concerning sexual harassment and adds additional punishment of a disciplinary and statutory nature. Basically, sexual harassment comes under a broad legal framework, which punishes infractions and misdemeanours in general linked to various forms of discrimination, whether racial, religious or sexual.

The French Armed Forces have set policies regarding maternity and parental leave. Maternity leave is linked to active duty: servicewomen maintain all rights concerning remuneration, promotion, retirement, etc. There is also an adoption leave policy which works similar to the maternity leave policy from a statutory point of view. The parental leave policy applies to women and men in six-month intervals until the child is three years old. From a statutory position, any person using the latter type of leave is no longer considered on active duty. Therefore, the person receives no pay from the armed forces, but still receives all the benefits of the French “social security” system, i.e. family allowance, reimbursement of health care, etc.

Employment

Due to rules, which may vary from one service to another, access to some specialities (infantry, armoured, the French Foreign Legion, submarines, marine commandos, and the Special Forces of the Gendarmerie) may be restricted. In the

Army, women can fill all posts in their rank and specialised trade with the exception of those trades involving the possibility of direct and prolonged contact with hostile forces. Eligibility requirements for employment in the French Forces are the same for women and men, and they have the same opportunities for promotion as their male counterparts. However, the redefinition of the employment of women and men is currently under study in the Army.

A number of women are assigned to operational regiments or on board Navy vessels. There are two general female officers (one in the Air Force and one in the Medical Service) and five female Colonels in the French Armed Forces. In the Navy, command posts at sea and ashore are open to women who meet the required qualifications. Navy vessels continue their refurbishment to accommodate female personnel.

Since the 1980s, France has undertaken a number of measures to integrate women; from common basic training, except in the Army, to access to all non-flying NCO trades without quotas (even in some commando branches since 1998).

Women have served in the Gendarmerie since the early 1980s and in the Medical Service since 1952. Personnel frequently work humanitarian missions and foreign operations under the same conditions

Services

Women make up 8.55% of the total force. The female officer corps consists of 500 in the Army, 232 in the Navy, the Air Force with 348, the Gendarmerie with 33, and the Medical Service with 2,865 servicewomen. Women in the officer corps make up about 4.97%, NCOs – 8.86%, Enlisted Volunteers – 5.2%, and MDR – 9.89%.

In the Army, the management and promotion of female officers and NCO personnel follow the same rules and go through the same departments as the men. Servicewomen serve in transportation, signals, ordnance, administration, supply and other specialities.

Career progression for women in the Navy is the same as their male counterparts. The exception is women who are mothers and were on active duty before 1 January 1999, must volunteer for sea duty. All personnel who join the Navy after 1 January 1999 are eligible for sea duty regardless of rank or family status. Sea trials for women began in the mid-1980s and took effect in 1993. Today, eight warships include mixed crews on board and the addition of aircraft carrier Charles de Gaulle by summer 2000 will almost double women staff on board. Women at sea serve as helicopter pilots, watch officers, helmsman, electricians, administration, cooks, and missile engineers. Naval vessels continue refurbishing efforts to accommodate female personnel onboard.

Over the years, the Air Force has pragmatically increased the number of women. In addition to measures implemented in 1980, the Decree of August 1995 authorised women to compete for fighter pilot positions. Access to higher military studies is open to women without restriction and some of them hold posts as Air Base Commander.

Women have been allowed to join the Gendarmerie Officer Corps since 1983 by Article 3 of the Decree on the special status of the Gendarmerie Officer Corps. Women in this Service serve mainly in the field (82.1%) in either the Home Defence Brigade or in Criminal Investigation units.

Recruitment

Recruitment of women should be positively impacted with the termination of compulsory national service by 2002. The Decree of February 1998 removed any mention of theoretical limitation to women's access to a military career. With the removal of quotas and quantitative limitations, women recruited by the colleges will depend exclusively on their pass rates in various competitions. In its women's recruiting policy, the Army has decided to reach the intermediate goal of 10%. In 1998, 49 officers were recruited.

With the exception of posts in the Navy, such as submarines and marine commando branches, women are allowed to serve in all other fields and serve in a ship with their assigned unit. The exception is mothers on active duty before 1 January 1999, who only serve on sea duty if they volunteer to do so. In 1999, the Navy recruited 30 female officers.

The allowed percentage of women in the Air Forces has risen from 15% in 1977, when the Air Force College was open to women, to 20% in the last few years.

Since 1992, 29 female officers have been recruited by the Gendarmerie. An Army Captain joined the Gendarmerie Officer Corps in August 1998, after completing her training on the Senior Course at the National Gendarmerie Officer College.

Between 1973 and 1997, the average acceptance rate of women doctors to school was 15%. With the removal of acceptance quotas to entrance examinations in 1998, there was a significant increase in the ratio of women in Medical Service Training Schools (doctors, pharmacist-chemist, vet-biologists). The percentage of women in these schools increased to 31.5%, with a first year acceptance rate of 39.7%. All Medical Service branches are currently open to women.

Training

Training is identical for women and men in the Air Force, Gendarmerie, and the Medical Service. Physical requirements are adapted to female personnel. The Army is transitioning from conscription to a professional army and has plans to reorganise its posts by trade, areas of competence and branches, the majority of which will have posts open to women.

Women have been allowed in the Naval Academy since 1993 and receive the same training and diplomas as their male colleagues. They have the same access to training corresponding to the posts open to them.

The Air Force College has been opened to women since 1977 and they train equally with the men. Women have been allowed to compete for transport pilot positions since 1983 and fighter pilots since 1995.

Deployments

Female personnel (officers, NCOs and troops) frequently work humanitarian missions and foreign operations under the same conditions as men. Since 1995, women have deployed in support of IFOR and continue to deploy today in support of SFOR. The first Gendarmerie female officer to serve in overseas operations was a squadron commander in Albania. Numerous NCOs served in ex-Yugoslavia or in other theatres.

Recent and Projected Developments

The major development is the preparation for the transition from a conscription to a professional French Armed Forces. This should directly impact the recruitment of women in the military. The February 1998 Decree removing all quotas

and mention of theoretical limitations to women's access to military careers also will impact recruitment.

The Status of Volunteer in the Armed Forces was created in 1998. The program was only open to men who had attended the call-up day, however it will be opened to women in 2000 and to men who have completed their national service obligations. The aim is to accommodate women serving under a female military volunteer contract and increase the female strength of the Armed Forces.

Conclusions

Women have made significant strides in the French Armed Forces over the years and continue to do so. Women are serving their country with pride and also able to lead a family life with the provision of maternity and parental leave policies. The Armed Forces enable those women who choose to have a career the opportunity to fulfil their goals and train equally with their male colleagues.

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Germany

Introduction

Until January 2000, women could only join the Bundeswehr in the Medical Service and the Military Music Bands. After the unprecedented decision by the European Court of Justice in January 2000, women have to be allowed to work generally in every Service and speciality of the Bundeswehr. It is uncertain at the moment how the Bundeswehr will prepare this decision in terms of directives and practice.

Female soldiers of the Medical Service and in Military Music Bands are unrestricted and accepted in the Bundeswehr. They demonstrate high performance, motivation and commitment at the training facilities as well as in their daily work at the dispensaries, hospitals, medical institutes and military training areas of the Bundeswehr or in Military Music Bands.

Organisation

While men are subject to compulsory service, female soldiers are only serving on a voluntary basis in the Bundeswehr. Like male soldiers, they are integrated under the command of the Chief of Defence. There are no differences in work, and female soldiers train with their male counterparts, and are subject to the same chains of command, standards of performance and discipline.

General Policies

After the decision of the European Court of Justice, the restriction on female personnel only to serve in the Medical Service and Military Music Bands cannot be maintained. The Court decided the case of a woman who wanted to serve with a Maintenance Support team, and was denied entry because women were not allowed to serve outside the medical and music corps. It is uncertain at this time whether it will necessary or required to amend the German Basic Law (constitution). Although this is a political decision, the Bundeswehr has begun new directions for the integration of women in all services of the Bundeswehr.

The Act on the Protection of Employees against Sexual Harassment at the Workplace affords protection against sexual harassment in the workplace to all employees in the civil and military service (soldiers included) and the private sector. The Act obliges all employers to take immediate, necessary protective steps in the event a female employee feels sexually harassed. This includes consequences for the offenders under labour and disciplinary law.

Maternity/Family Leave. Pregnant soldiers perform their regular duties until the start of their maternity leave. During this time, they are protected from performing duties that would require heavy physical strain or exposure to hazardous materials. The same duty restrictions apply to nursing mothers. Female soldiers are exempt from duties during the last six weeks before the birth of their child and during the first eight weeks thereafter. Military personnel, both women and men, may request parental leave. This leave must be granted upon application, until the child is three years of age. The soldier will not receive pay and allowances during this period. If a soldier is granted parental leave for a period of one year or longer, other personnel may be assigned to occupy the post. Leave for childcare may be granted for a period of three years, with a possibility of extension to a period of 12 years, until the child is 18 years of age.

Employment

Female soldiers receive the same promotion consideration and pay as their male counterparts. The number of women holding important leadership positions in the highest ranks (e.g. General Officer) is still small. In the next years, this will change as more women fulfil the assumptions for promotion.

Services

Female soldiers constitute only 1.1% of the total personnel of the Bundeswehr, but make up over 26% of the medical service. Currently, there are 4,512 women, including 57 in the military bands, who serve in the Medical Service Corps (2,929 assigned to the Army, 1,052 assigned to the Air Force, and 531 assigned to the Navy). There are 722 enlisted personnel, including 258 cadets studying to become non-commissioned officers. Moreover, there are 2,479 non-commissioned officers, 871 medical officer candidates, and 428 medical officers.

Recruitment

The current recruitment situation is rather favourable and guarantees that both the quantitative and qualitative personnel requirements of the Medical Service are met. This applies to the medical officer candidates, medical NCOs, and enlisted personnel.

At present, only applicants who have received civilian training and have worked in one of the health professions are admitted to the Bundeswehr as medical NCOs or enlisted personnel.

Training

Female soldiers entering the Bundeswehr participate in integrated basic training but have separate dormitory facilities. They are trained the same as their male counterparts, however, different physical standards have been established due to the physiological differences between men and women.

After basic military training and continuous physical training, female soldiers, like the men, are capable of withstanding the physical and mental strains of military service. Nevertheless, there may be some problems in areas requiring high levels of physical stamina such as recovering and carrying the wounded and loading/unloading patients into or from ambulance vehicles (or in the future in other services such as combat support engineers). This problem must be given appropriate consideration in the selection of personnel and in assignment planning.

Deployments

During all operations conducted under United Nations and NATO auspices in Cambodia, Somalia, Croatia, Bosnia-Herzegovina, Macedonia, Kosovo and Australia/East-Timor, women in the Bundeswehr have done and continue to do an excellent job.

Recent and Projected Developments

The European Court of Justice decision to allow women to serve in all services of the Bundeswehr has had a tremendous impact on the Ministry of Defence, who now is preparing the necessary assumptions for this change. An additional consequence of the decision will be that female soldiers in the medical service will be allowed to perform guard duty.

An office or point of contact remains in effect for “Specific Problems of Female Soldiers” which provides them a dedicated office to refer gender-related problems and issues. This office co-ordinates issues, provides information and advice, and establishes a central registry for complaints

Conclusions

The integration of women as soldiers in the Medical Service of the Bundeswehr has been successful. Furthermore, there is a high degree of acceptance of women in uniform in the Bundeswehr. After the decision of the European Court of Justice, the necessary basic steps must be given for the admittance of women to join all assignments within the Bundeswehr.

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Greece

Introduction

After World War II, the need to modernise the Military Nursing Corp became apparent. In February 1946, a law was enacted which provided for the establishment of the Nursing Officers Corps, and thus the entrance of women into the Hellenic Armed Forces. In October of the same year, another law established the Military Nursing School. The graduates of this school are commissioned Second Lieutenants and then allocated to the three services. Women NCOs were first introduced into the Greek Armed Forces in 1979. The aim was to release a significant number of enlisted men from support duties and increase their numbers in combat units and ultimately enhance the strength and combat effectiveness of the Armed Forces. Additionally, it shortened the long period of military conscription for males and allowed them an earlier return to civilian life. In 1990, the first women were admitted to the Military Academies, with some restrictions.

Organisation

In accordance with Greek Law, women aged 20 to 32, when called up, are obligated to enlist for service in the Armed Forces. This compulsory enlistment is envisaged only in times of war or on mobilisation. In exceptional cases during peacetime, the Minister of Defence can, on the recommendation of the Joint Chiefs of Staff Council, call up females to enlist in the Armed Forces. The enlistment comprises 14 months of obligatory service, which can be extended to 24 months, and obligations for reserve duty for as long as it may be necessary. Women who are mothers of a family, without parents, or family providers are exempted from enlistment.

General Policies

Women are treated equally in terms of training and promotion and are subject to the same rules of disciplinary action.

Pregnancy and Maternity laws allow a woman, after the completion of the 16th week of pregnancy, to take one-year leave with full pay. At the completion of that year they return to their duty.

Employment

Women officers and NCOs serve alongside their male counterparts and have the same rights and obligations. They are also subject to the same regulations and provisions regarding penal and disciplinary offences.

Women are restricted from combat tasks as defined by Presidential Decrees and Laws. Women officers may join the Armed Forces either through the Military Nursing School or the Service Academies. Women serve in the Army (not as line officers), Navy (only as finance officers), and Air Force (only as engineers) or as medical doctors, recruiters, finance officers, or on legal staffs. The highest rank obtained by a woman today is Brigadier General (Nursing Corp).

Women NCOs find 84 specialities open to them in the Army, 42 in the Navy, and 34 in the Air Force. In addition, there are some positions open in Paratrooper Battalions.

Services

Women account for 3.75% (6,155) of the Hellenic Armed Forces total strength. There are 717 officers and 5,438 NCOs, representing 2.6% of the Army personnel, 8.4% of the Navy, and 9.6% of the Air Force. The total number of active duty military personnel is about 162,300, of which 119,200 are conscripts. Greece has a reserve force of 291,000. The highest rank currently held by a woman is Brigadier General, of which there are three.

Recruitment

Nursing Officer School candidates must pass national competitive examinations and psychological and athletic tests before they are admitted to the school. Special recruiting efforts aimed at women are not required for the Greek Armed Forces since the number of applicants is generally high. Officers are selected by general examinations, while NCOs are selected by written exams. The management of annual exams given by the National Defence General Staff defines the number admitted.

Training

Women are admitted to the Military Academies after they have successfully passed Pan-Hellenic Examinations and have been tested in advance on preliminary exams adjusted to the female nature. They are limited to 10% of the total number of students and only allowed to serve in specific Logistic Branches (Ordnance, Transportation and Supply, Technical, and Finance).

Women officers are trained in the same way as their male counterparts. Training takes place in the Military Schools and Academies. The women NCOs attend an intensive 13 weeks basic training at centres specifically for women. After basic training, they attend four months of speciality training with their male counterparts.

Deployments

The Hellenic Armed Forces has not, as of yet, deployed any women in support of IFOR/SFOR missions.

Recent and Projected Developments

For the first time ever, six women (1 officer and 5 NCOs) were selected to sail aboard a ship for six months. This pilot mission will determine whether women will be eligible for sea duty in the future.

Conclusions

The enlistment of women has proved to be successful and in continuous progress. The staff development and research programmes concerning women in the Hellenic Armed Forces achieved this progress.

Integration of women continues to progress in the support specialities. Current law prohibits women from serving in combat arms branches. Although women have been allowed in the military academies, their numbers are restricted.

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Hungary

Introduction

Since 1989, the Hungarian constitution has changed to reflect the rights of women citizens in terms of their civil, political, economic, social and cultural rights. In 1996, Constitutional law was modified concerning service relations of professional military people. In particular, it prohibits discrimination of any kind, including promotion of its members. The legal regulations stipulate women's military service rights.

In the 1980s, Hungarian servicewomen worked in typical small garrisons usually at small military staff units such as air-defence, missile, and radio technical reconnaissance. Additionally, wives of professional soldiers had to work as civilian employees for the military due to the cost of living, and the fact that families could not live on one salary.

Organisation

Women are integrated in the Services under the command of the Chief of Defence. They work and train with their male counterparts, and are subject to the same chains of command, standards of performance and discipline. There is no compulsory service for women in Hungary.

General Policies

Combat assignments were availed to women in 1996. Female soldiers are covered under maternity/paternity leave policies as stipulated by national law. Family leave policies appear more advantageous to women concerning childcare and work schedules for mothers. Currently, there is no Hungarian law regarding sexual harassment. The Chief of Human Services within the Defence staff developed a plan in March 1998 regarding the furtherance of integration of female personnel. A few of the tasks concern analysing assignments in conjunction with the promotion system to determine those which can be filled by women, formulating a social support base, and a legal framework to deal with the infrastructure conditions for women in the military. Since 1994, women can apply and compete for entrance into the military academies.

Employment

Female personnel are integrated at all levels with limited positions at command levels. Although women can serve in almost all career fields, including combat, the majority of them perform their duties in administrative, personnel, and medical positions. However, one can also find female soldiers serving in the signal corps, finance, radio-reconnaissance, and as anti-tank missile operators.

Services.

Hungarian servicewomen comprise about 5.1% (2,793) of the total force. One-fifth of the women serve in the officer ranks. There are no differences in promotion systems between women and men. The highest-ranking female in the Army is Colonel, of which there are currently three.

Since 1996, women have served in a reactionary tactical unit created under the command of a Mechanised Infantry Division responsible for crisis management. This unit supports UN missions. Previously, civilian female personnel working for the Air Force were assimilated into the active force as air traffic controllers, intelligence, and resource management. The highest-ranking female in the Air Force is a Major.

Recruitment

The Hungarian Defence Force has 25,000-30,000 conscript soldiers per year (27,648 in 1999). Currently, they have 9,705 professional officers, 39 contract officers, 9,338 professional NCOs and 1,065 contract NCOs. By 2003, they hope to balance the numbers between contract and conscript soldiers with 10,000 and 15,000 respectively. Contract soldiers are obligated to serve five years prior to becoming a professional soldier.

There are four basic military training centres where men undergo three months of training. Female personnel receive a preparatory course prior to their speciality training at the unit level, and physical requirements are specific for each gender. Women, however, will soon be able to attend one of these training centres.

Training

In the past, the MOD provided scholarships to women who studied at civilian universities and prepared for a military career, i.e. doctors, lawyers, economists, etc. It was not until 1994 that women were allowed into military academies. In August 1998, the Hungarian Armed Forces graduated their first class of female cadets from the János Bolyai Military Technical Academy. The Academy was established in 1967, and since November 1994, it has been the only European military college to be accredited in the Euro-engineer Register. At the academy, the standards are the same and everyone receives the same training in three major areas: professional military training with field exercises, economical and engineering training; and general intellectual training with an emphasis on foreign language training.

The education of non-commissioned officers is of strategic importance for the future of the armed forces. Integration into western organisations fundamentally modifies the role of NCOs in the armed forces. The Hungarian Defence Force operates a military high school (for girls and boys) to provide the necessary supply of professional soldiers and to secure a sound basis for the preparation of young people entering military higher education.

The Chief of Defence Staff is working on NATO educational requirements and preparing their personnel for foreign duty, i.e. SFOR. Women receive the same on-the-job training as male soldiers. However, at the time of publication, women did not undergo basic training.

Deployments

Hungarian servicewomen have deployed in support of IFOR/SFOR missions since 1996. They continue to serve in SFOR operations as doctors, medical technicians, personnel and administrative posts, and in signal corps. Recruitment policy for these types of missions is the same for women and men. Both must undergo a screening process including a physical and mental examination and military peacekeeping training.

The autumn of 1995 signalled a qualitative change in the history of Hungarian peacekeeping. In August 1999, a 41-person Hungarian contingent started to work in Egypt's Sinai Peninsula. Service in the unit demands the presence of at least four women in every rotation. The Hungarian Defence Force also supports the UNFICYP mission in Cyprus. There are about ten women currently deployed, but it is possible the number of women serving in the mission will increase.

Recent and Projected Developments

The General Directorate of Human Resource Management announced the most important new policy was personnel education. A new annual fitness program and testing will begin in the year 2000 with gender specific standards. In 1999, a new promotion program was implemented which is based on time in grade. It will create a promotion board who will provide recommendations to the Minister of Defence for approval. Plans exist for improving recruiting offices. For the 1999/2000 school year, military high schools began accepting female applicants.

This year saw the creation of the Hungarian Armed Forces Equal Opportunities Committee. A total of five people, representing middle management in each service, comprise the membership. They report to the Chief of Defence and are charged with providing information and exchanging ideas with leadership and personnel in subordinate units, attending conferences to gather and exchange information on gender integration, and publicising their work through the media and civilian organisations.

Conclusions

The Hungarian Armed Forces are diligently working to modify their infrastructure, concepts, and philosophy from the previous regime during the Cold War era. Recruiting (women and men) and retention are a problem due to force reductions and increased operations tempo. The formalised process and establishment of recruiting centres should help their recruiting program. The Hungarian Defence Forces realise the importance of fully integrating women, and are considering formulating an advocacy group tailored to working military women's issues/concerns, such as uniform standards, family leave policies, career development, and professional leadership training.

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Italy

Introduction

Although the Italian Constitution provides for equal rights for women and men, there are currently no women in the Italian Armed Forces. The present legislature appears to be highly sensitive to this issue both because of pressure by public opinion who is largely in favour of allowing women in the military, and most of Italy's political parties have expressed positive opinions on the issue.

Changes, which have taken place on the international scene since the end of the 1980s, have created the necessary conditions for implementing important modification in Italy's armed forces, including the possibility of admitting women. Along with these international changes, the world's military transformation and new missions in support of peace and stability, containment of conflict, and humanitarian assistance have led many to reconsider the dimension, organisation and composition of the Italian Armed Forces. This has led many to look toward women as valid elements for the military ranks and as a source of those human and social characteristics that are necessary today in the armed forces.

Legal Status

The Italian Parliament passed the bill allowing women to serve on a voluntary basis in the armed forces at the end of September 1999. This is a monumental change in Italy's legislative law, and will change the structure of it's military. Application for potential candidates is expected in early 2000.

Organisation

It is envisioned that the female volunteers will serve equally with their male counterparts under the command of the Chief of Defence. The government is currently working all necessary decrees, policies, and programs for the initial entry of women into the military.

La Associazione Nazionale Aspiranti Donne Soldato (ANADOS), or the Association of Aspiring Women Soldiers, was created in Rome on 25 May 1995 and have diligently worked towards bringing the bill to Parliament. In 1992, the Italian Armed Forces carried out a short experiment (36 hours) at the Caserma dei "Lancieri di Montebello" in Rome. The selected group of 29 women was given the opportunity to experience military life and training activities. Twelve of these 29 women created ANADOS, whose objective is to promote the enrolment of female volunteers and admission into the military as a viable career in the armed forces. The group is a unique organisation self-supported by its members.

General Policies

The Services are developing regulations and policies for the integration of women. The criteria for selection of the first female officer candidates also have to be completed. Policies and procedures on career development and progression of servicewomen are being formulated to ensure the same opportunities as men apply. The MOD is also currently working on regulations concerning promotion, employment, standards, and disciplinary rules.

Projected Recruitment

The projected recruitment will be carried out according to the following schedule: In 2000, recruiting for officers only will begin for all roles including the Medical Corps, Quartermaster/Administration, and Corps of Engineers.

Approximately 250 of 750 positions in the Military Academies are reserved for female candidates. Young women holding degrees will have access in the initial rank of First Lieutenant. Additionally, there is a proposal to admit non-regular pilot officers for a 12-year period.

For the initial period, only officers will be recruited in order to prepare the instructors needed for the subsequent training of NCOs and soldiers. However, in the Army, they are preparing to recruit NCOs very soon. The Air Force and the Navy will begin recruiting NCOs in 2001.

In 2001 or 2002, volunteers on short enlistment terms will be recruited. This is likely to be the largest category. Women, however, will be enlisted gradually to facilitate their integration in the military.

Projected Employment

In theory, nothing is excluded. However, the overall orientation is towards general support positions, not of an operational nature. The employment of women in each Service will be determined based on different modalities depending on their type and specificity. This will be a gradual employment, as the Services will need time to work out possible problems, i.e. women in submarines etc.

There will be no difference in promotions between women and men; therefore, women may attain the highest levels in the armed services. Mobility related issues are being considered, in particular, cases where both parents are in the military.

Conclusions

The Italian government is trying to envision a balanced process of integration of women in the armed forces, with a delicate equilibrium between their rights, duties and career prospects, avoiding excessive protection measures and taking into account particular requirements of women.

With recruitment beginning in 2000, it is believed women may help make the military more efficient and representative of society and bridge the gap resulting from insufficient enlistment by male volunteers. Recruiting "le donne soldato" is considered under the MOD's plans for a new Defence Force Model, will place greater emphasis on professionalism (all volunteer force) and envisages new tasks, such as more international missions, peacekeeping operations, etc.

It is important to remember that the integration of women in the Italian military is a gradual process enabling the male military personnel time to accept this major cultural change.

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Luxembourg

Introduction

The law of June 29, 1967 ended the compulsory military service in the Luxembourg Armed Forces and reorganised the Army to an all-volunteer force (AVF), preparing their candidates in the Army Training Centre for future assignments. The legally prescribed mission of the Army was integrated within the broader mission of the Public Force, comprising the military armed forces, the police and Gendarmerie. Volunteer soldiers are the only eligible candidates in the lower ranks of the Public Force, in the prison guard service, as postmen, customs officers and forest wardens. In April 1979, the first female candidates were incorporated into the police course. A year later, women were also allowed in the Gendarmerie course. The first women were accepted in the AVF in April 1987. A new law on August 27, 1997, stipulated that in addition to officers and NCOs, the Army also includes career corporals. This innovation reflected the political will to move towards a standing army concept.

General Policies

National laws and policies prohibiting gender discrimination also apply to the military. Reports indicate women tend to apply for positions with the police rather than the military. Laws limit the number of soldiers allowed in the Armed Forces, impacting on female recruitment. Women serve without restrictions on positions or specialities, including combat.

Organisation

The Army, under the command of the Chief of Defence, Police, and Gendarmerie (together about 1,300 personnel) serves the Minister of Public Defence. All military personnel serve as volunteers, except the careers of corporal, NCO and Officer, which are professional.

Employment

Luxembourg's total armed forces number 800, of which women comprise about 47 or 6% of the total force. Currently, women only serve as NCO and enlisted troops. There are no female officers in Luxembourg's military, but one female cadet is currently studying at the French Military Academy at St. Cyr.

Most of the female personnel work in administrative jobs, however, a few also serve as medics, cooks, and in transportation (i.e. military drivers). No difference exists between female and male soldiers in terms of combat missions.

Recruitment/Training

Women volunteer for service in the same manner as their male counterparts. However, similar to her Alliance partners, Luxembourg has had some difficulty meeting personnel (male and female) recruiting goals.

Servicewomen must undergo the same entry requirements as men. Training is the same and conducted at the Army Training Centre of the Luxembourg Army together with men. After three months, they join male and female integrated training units. Physical fitness standards are tailored to women's physiology.

Deployments

Servicewomen have deployed in support of UNPROFOR/IFOR/SFOR missions on normal volunteer soldier rotations as medics and military drivers. At the time of this writing, women in SFOR multinational forces function as medics. Recruitment for peacekeeping operations is done on a volunteer basis, officer (men only) and NCO personnel alike. Furthermore, the Minister of Public Defence has authority to nominate professional personnel for such missions. Theoretically, there is no differentiation among men and women in terms of employment in combat missions.

Conclusions

Women continue to play a role in the integrated military structure. Although there are no major restrictions for women serving in the military, due to constitutional law, military volunteer personnel (women and men) cannot be forced to participate in Non-Article 5 Operations (Peace Support Operations).

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Netherlands

Introduction

Since 1944, women have served in the Netherlands Armed Forces when the Women's Corps was created in the United Kingdom. The Corps was comprised of several hundred Dutch women who fled the Netherlands during World War II. Prior to the 1980s, servicewomen were separated into three Women's Corps: the MARVA (Navy), MILVA (Army), and the LUVA (Air Force).

Integration of women began in January 1979 when they were assigned to various arms and branches of the three Services. Since there was no solid reasons for separate female corps, by 1 January 1982 all the Women's Corps was disbanded.

In 1988, the Services implemented various measures as part of the Positive Plan of Action for the Integration of Women into the Armed Forces. These measures included enhancing female recruitment, selection, training, part-time work, maternity leave and child care.

Organisation

The Dutch military has transitioned from a conscript to an all-volunteer professional organisation. In wartime, citizens can be called up to serve as conscripts. Women have the same treatment as men and must meet necessary entry requirements. Both women and men can serve in two major categories: Contract for an indefinite period of time or Short Term Contract.

General Policies

The Ministry of Defence Equal Policy Memorandum outlines recruitment goals for 2010 for all the services and has set a target of 12% female personnel strength. Concepts like part-time employment, policies on parental leave, child care and family policy will enhance recruitment.

Very few service women and men use parental leave because it currently is unpaid leave. The increased interest by service personnel to have paid parental leave stimulated further negotiations on terms of employment.

The Dutch Armed Forces has a policy outlining a Complaints Procedure on sexual harassment. It details the purpose, the use of confidential counsellors and a complaints committee. Both counsellors and the committee are obliged to report to the MOD and their respective Commander-in-Chief on a yearly basis. This year the sexual harassment policy will be evaluated. Additional measures or adjustments will be made based on the results of the evaluation and will be implemented in 2000.

Employment

All posts, including pilot specialities, are open to women. Nevertheless, some areas of employment remain closed to women on the grounds of combat effectiveness and practical reasons (i.e. submarines). The employment of servicewomen is kept under constant review.

Representations of women in more technical specialities remain lower than that of men. As a result, the Navy has developed a special training course for personnel who can acquire the necessary technical knowledge within a given speciality. This will impact and enhance the utilisation of women in the armed forces, as it will provide additional opportunity.

Services

Dutch servicewomen make up 7.6% (4,049) of the total force (indefinite and short-term contract personnel). The Navy employs the majority of the women with 9.1%, the Army at 6.7%, the Air Force with 7.3%, and 8.2% in the Marechaussee (Military Police).

Women serve in various positions within the Headquarters staffs, combat and support units. Very few women are represented in the higher ranks; this contributes to the retention problem.

Recruitment

Recruitment of women is influenced by factors like the scope of recruitment, physical requirements, and the current image of the Dutch military. The ongoing downsizing of the Dutch forces and a booming economy has negatively impacted their scope of recruitment. There has been an increasing need for personnel on fixed-term contracts for more flexibility. The Services are working hard to attain their target goals. It is estimated that an admission of 20% women is required to achieve the goals.

As in many nations, the physical requirements are high in functional areas like combat and combat support units. The Dutch military has a program to provide solutions for physical fitness concerns. One such solution allows young people to combine their preparation for vocational training with an opportunity to see what Army life has to offer. Evaluation reports thus far have been positive in terms of physical fitness and basic military knowledge.

The military is trying to change their image of an "all male society" through informational and recruitment campaigns. Qualified female personnel with operational experience are being assigned as recruiting officers and are viewed as role models for potential recruits.

Training

All of the Services are trying to closely monitor career development of their female personnel. In so doing, women are given opportunities for admission to career-development courses when equally qualified to male personnel. Theoretically speaking, both genders have equal career development; however, an impression exists among servicewomen that their career prospects are limited because of the lack of women in senior positions.

Training is related to realistic functional requirements; therefore, women and men must meet the same physical functional requirements. Currently, several studies are being conducted to find a better solution to optimise training efforts in relation to functional requirements. One measure taken into account is the new ergonomic design of tasks and equipment to reduce physical requirements without diminishing operational readiness.

Deployments

Dutch servicewomen have participated in various locations in support of IFOR and currently SFOR. Women serve in different kinds of positions within headquarters staff, combat and logistic units. According to regulations, "The military personnel of the Armed Forces, both men and women, are serving under the obligation to be fit for duty abroad, and the admission is not on a voluntary basis. Women with one or more children under the age of five are not deployed abroad, unless operational reasons make it absolutely necessary." Although women in the

Navy served and are serving aboard operational ships, no female sailors are assigned to SFOR missions.

The Army employs the largest number of women in peacekeeping operations at the headquarters and field level. They serve in fields ranging from clerk and driver to radio operators, nurses and deputy platoon commanders. Currently, female personnel in the ranks of private to captain serve in SFOR peacekeeping operations.

Female drivers, mechanics, intelligence officers, nurses, meteorologists, clerks, and helicopter pilots have served and continue to serve in the Dutch Air Force in support of IFOR/SFOR.

The Marechaussee deployed eight female NCO military police personnel last year at the headquarters and unit levels, and continue to do so.

Recent and Projected Developments

A new government was formed in 1998, with a woman serving as the State Secretary for Equal Opportunities, Employment and Care. She ordered all ministries to formulate a minimum of three targets in the framework of equal opportunities policy, and to have those policies implemented within four years. The Ministry of Defence selected four targets: 8% female service personnel by 2002; more women in part-time functions; completion of the VERGO (Women and Ergonomics) pilot projects; and development of a structural and visible career policy for women from the rank of Captain and upwards. Work to implement these policies has already begun and various aspects were discussed in the previous sections.

Several programs have been implemented to help with the retention problem (both men and women). For example, the military is trying to create more part-time jobs in a manner that will not negatively impact the effectiveness and readiness of the Services. The military is working on ways to improve the parental leave policy for women and men.

An increasingly important issue is helping personnel cope with diversity, in light of the increasing number of minority personnel employed within the Armed Forces. Various training courses are organised to improve "diversity awareness" among Defence personnel.

A few problems exist with current childcare programs, although they have been in place over the last six years. In 1999, a large-scale study was begun to determine the need for on-site childcare. Discussions are also ongoing concerning after-school care, 24-hour childcare, care for children over 12 years, and the high expense of childcare. The military is working hard to solve the issues in-house, but will investigate the possibility and feasibility of civilian care by local companies.

A family policy exists for women and men, which tries to prevent a situation where both parents are deployed abroad at the same time.

Conclusions

Over the years, the Royal Netherlands Military has taken steps to improve upon their processes towards the full integration of women. Changes in the Defence organisation such as the abolition of the conscript soldier necessitates the need for recruitment of qualified women to sustain its mission readiness. With the provisions set forth in equal opportunity and family care policies, and demographic developments, the number of women in the armed forces will increase over the years.

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Norway

Introduction

Women in the Norwegian Armed Forces have a long history of service. They have had access to military posts since 1938 and served as officers and soldiers during World War II. A political decision in 1947 reduced women's service to civilian posts only. Due to increasing demands for personnel, women were allowed to serve as reservists on a voluntary basis in 1959.

Women were given non-combat military appointments and functions between 1977 and 1984, following a resolution passed by the Storting (the Norwegian Parliament). In 1985, the Storting decided the law for equal opportunity for women should apply in the military. Women were consequently allowed in all combat functions. The focus of attention for the last years has been to increase the number of women. Women serve on a voluntary basis, yet they have the same obligations as men to serve in the event of mobilisation.

Organisation

Norwegian servicewomen are integrated in the units and serve under the rules and regulations as men. Women serve in all types of units, including combat units. Training standards, performance levels and discipline are equal. There is no compulsory service for women in Norway; however, they may complete the national service on a voluntary basis.

General Policies

The MOD, in co-operation with the Chief of Defence, has developed a Strategic Plan for Gender Equality in the Armed Forces. The four main objectives include competence enhancement, marketing, family policy, and real career opportunities at various stages. Additionally, the equal opportunity and family policy are two of eight areas, which have been given special attention in the Chief of Defence Personnel Policy. This personnel policy was published in June 1998, and has since been developed in more detail. Equal opportunities for women is also one of the stated values in the Armed Forces fundamental values which were also published in 1998.

A Chief of Defence action plan for recruitment was updated and improved in 1999. In general, the military follows public services' policy on maternity and paternity leave. Basically, an employee receives 42 weeks paid leave at 100% of their salary or optional 52 weeks at 80% of their salary. Four of these are exclusively to the father, and nine for the mother.

The Norwegian military has an overarching sexual/gender harassment policy detailing actions to be taken in rape cases. The Navy, in addition, has regulations defining sexual/gender harassment.

Employment

Norwegian servicewomen serve or have served in almost all military functions, including positions in the infantry, artillery, armour, and anti-air warfare units. They serve as pilots (including fighter aircraft), and onboard all naval ships. Norway is the only NATO member thus far who has employed women on submarines. No woman has served in the Special Forces. Women compete for admission on all levels and have the same terms of service and opportunities for promotion as men. Few women have advanced to the senior ranks.

Services

Female officers, enlisted personnel, and students comprise 5% (730) of the total force (in 1999). There are 619 female officers, 48 enlisted personnel, and 63 students. Currently, the highest-ranking woman is a Colonel.

Recruitment

The Headquarters Defence Command is responsible for the overall recruiting policy for the military. The Armed Forces Recruiting and Media Centre (AFRMC) is the executive organisation and responsible for co-ordinating all promotional and advertising activities for all three Services. It also arranges exhibitions and visits to secondary schools.

Norway has taken an aggressive recruiting approach in the last two years, particularly in the Officer Candidate School (OCS) applications, with new methods to reach their set goal of 7% female personnel strength by 2005. Additionally, a new action plan for recruitment has been developed. This plan is also focused at reducing the number of women who choose to leave the armed forces after some years of service.

The CHOD tasked a project group to develop an exhibition on the History of Women in the Norwegian Armed Forces, which will be available for the public in November 2000.

Training

The Armed Forces non-combat military education was opened to women in 1977. All personnel train in integrated units and are subject to the same standards and requirements for basic military training. Physical fitness criteria differ slightly between genders. Norway's military career system is based on a "step-by-step" approach, meaning one must start the officer career by attending OCS, which offers basic education for operative, administrative, and technical personnel. After serving in the forces for at least one year, one may apply for the Military Academy, a two-stage system.

So far, only a few female officers have completed Staff College and National Defence College. After maternity leave, many female officers change their service from operational to administrative, and in so doing, they reduce their chances of being selected for higher education.

Deployments

Norwegian servicewomen have and continue to deploy in support of peace enforcement, peacekeeping and humanitarian missions. They have served in KFOR, SFOR, Korea, the Middle East and in the Persian Gulf War. Norwegian women have held positions in different NATO Headquarters, and currently serve in Kosovo. Norway was breaking new ground when women were employed as military UN observers in the mid-nineties. In 1999, a female infantry company commander was serving in Bosnia. The proportion of women is larger in international missions, than in active duty in Norway.

Recent and Projected Developments

Women participate in three different mentoring programs; one is a program for the civilian sector, one is a program developed for women in the Armed Forces, and the last one is a mentoring program to develop the talents within the Air Force. The

initial evaluation of these programs concludes that they encourage women to stay and compete for senior positions.

In March 1999, the first-ever-female Norwegian Minister of Defence was appointed, and in November 1999, the first female Colonel was appointed.

Conclusions

Norway continues to put effort into recruitment of women, policies of equal opportunities for women and family policy. The aim is to increase the proportion of female personnel in the military to 7% by the year 2005.

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Poland

Introduction

Polish military women also have a long tradition of military service going back to WWI and especially in WWII. However, the women's service was never formally recognised by law or regulation. It was not until 1988 that basic regulations concerning women's military service were established. The Polish Armed Forces is currently in the process of modernising their military, while balancing the officer rank structure. The objective is aimed at increasing the junior officer ranks and the NCO Corps.

1999 has been a year of tremendous change in the system of recruiting women in the military. Among other policy changes, women are now able to attend military schools and the Service academies.

Organisation

Women are integrated in the Services under the command of the Chief of Defence. They work and train with their male counterparts and are subject to the same chains of command, standards of performance, and discipline. Women may join the Armed Forces either as permanent or contract soldiers.

General Policies

The National Defence Minister performs the major defence governmental tasks. During peacetime, the Minister manages the Armed Forces and the Chief of General Staff commands the forces. The constitution stipulates the requirements of the armed forces. Liability to compulsory national military service applies to all Polish citizens: men aged 18-50 (Warrant Officers and commissioned ranks to the age of 60), and women aged 18-40 who have skills and/or qualifications useful in the armed forces (Warrant Officers and commissioned ranks to age 50).

Military authorities are revamping their personnel policies concerning physical fitness evaluations, maternity regulations concerning women in the military schools and academies, and are changing regulations regarding recruitment of more female NCOs.

The Polish military has maternity and paternity leave policies which states women cannot be dismissed from service during maternity or parental leave. Additionally, they cannot be assigned duties which would be harmful to their health during their maternity status.

Polish policy states that a servicewoman is released from the professional military service at the age of 50, regardless of her rank. The age limit of men is differentiated by rank: for NCOs, Warrant Officer's and junior rank officers the age is 55; for senior ranked officers – age 58; and for general officers – age 60.

Employment

Current regulations allow women to apply for professional military service as a permanent regular soldier and as a voluntary contract soldier. Those women with a university degree can submit their application, as well as those who received their secondary education and whose professions are useful to the military. Women with higher education join the officer corps, while those with secondary education join the warrant officer corps or non-commissioned officer corps.

Services

Women make up only 0.28% of the total number of professional soldiers (~79,400). Currently there are 225 female military personnel, with 105 of them serving in the Army land forces, 55 in the Medical Service, 28 are in the Air Force, 23 in the Ministry of Defence, and 14 serve in the Navy. An additional 23 servicewomen serve in other MOD institutions. Practically all women perform their military duties in medical fields. Since women primarily serve in specialised fields, they have professional degrees including PhDs, and various post-graduate studies. The highest rank held by a woman is Major, and the majority of female officers are in the junior officer ranks.

Recruitment

The MOD is developing marketing schemes to increase the recruitment of women into the NCO Corps. Moreover, the study on modernisation and the continued integration of the Polish Armed Forces within NATO structures also addresses the status and number of military women. Similar to all nations, recruitment of women is on a voluntary basis.

Training

Training policies changed in 1999. As a result, the first female cadets (32) have entered military schools and the Service Academies for the first time.

Poland has begun work on amendments to regulations dealing with the physical requirements for soldiers. They envisage the requirements to be different for male and female soldiers, based on physiological differences. The new requirements will be used during the process of qualification for military schools, as well as during professional military service.

Deployments

Polish military women have deployed in support of SFOR missions in medical units. The appropriate division within the Ministry of National Defence recruits women to serve in NATO and UN peacekeeping operations. All the servicewomen sign an agreement for short-term service in the Polish Armed Forces abroad.

Recent and Projected Developments

In November 1999, the Council of Women in the Polish Armed Forces was established, and is subordinated to the Under-Secretary of State for Social Affairs. One of its primary duties will be conducting analytical and comparative research studies based on examples from other NATO member nations aimed at amending executive regulations concerning women's military service and their rights guaranteed by the Constitution. They are responsible for all issues/solutions concerning women in the military, including legal, organisational, educational and logistical aspects. The Council has received strong support from the MOD who sees the initiatives as a necessity and a good opportunity to recruit more women to military service.

Conclusions

Although women have slowly been integrated into the Polish Armed Forces due to regulations and cultural traditions, there has been a significant increase in

their numbers from 167 in 1998/1999 to 225 in 1999/2000. Since 1988 women have made great contributions to the military service in dedicated professions, especially as physicians.

Military officials state women are interested in joining the military as contract soldiers and there will be more in the future. Additionally, Polish mass media have also shown an increased interest in the subject of military service of women. Since 1998, the number of various publications pertaining to this topic has dramatically increased. The plan currently under development by the MOD to evaluate the status of women in the military will have a dramatic impact on the future recruitment and utilisation of female personnel within the Polish Armed Forces.

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Portugal

Introduction

Portugal's integration of women began in 1961, when a decision was made to train a group of nurses as part of the Portuguese Air Force. To provide the nurses with the physical and military preparation needed to accomplish their mission, the women were trained as parachutists. Their mission was to provide nursing assistance during the war on Portuguese overseas territories, in Africa. This was accomplished by parachuting into combat areas and providing medical assistance and evacuation for medical casualties.

Of the many candidates, 11 were initially selected to begin two months of military training. They were instructed in military education, physical training, combat, orientation and topography, and moral psychological preparation, followed by parachute training. Only five of the original 11 succeeded in completing the course.

For 13 years, parachutist nurses worked in combat areas providing medical field support. At the end of the war, the number of nurses was reduced from 21 to 16 (8 officers and 8 sergeants).

Until 1988, women were only employed in the Medical Service. Women may now volunteer for all of the Services under the same conditions as men, with minor exceptions designed to protect their motherhood. In 1988, two women were recruited as pilots for the Air Force Academy. Two years later a woman with a university degree in Administration joined the same Academy. In 1991, the Military Service Law allowed women to serve in the armed forces as volunteers in all functions. Consequently, at the end of 1991, the Air Force recruited 56 women; in March 1992, 80 women joined the Navy and 34 joined the Army.

Organisation

In spite of rendering service only on a volunteer basis, once women join the service their training and commitments are exactly the same as men. All active duty personnel are divided into two major groups: Career Personnel and Complementary Personnel. There is no compulsory service for women in Portugal.

Career personnel are subdivided into Officers, NCOs, and enlisted (for Navy). The highest rank officers may obtain is General/Admiral. NCOs may aspire to the rank of Warrant Officer, and enlisted personnel may reach the rank of Petty Officer third class. Career progression is the same between women and men.

Complementary personnel can only render service for a maximum of eight years. The highest rank Complementary officers can reach is Lieutenant. NCOs may reach the rank of 1st Sergeant.

General Policies

In spite of the non-existence of legal restrictions, marines and combatant specialities are not open to women. Maternity and childcare leave is based on civilian law with no special provisions for servicewomen. Also, gender-related mentoring and leadership programs do not exist.

Employment

Women are assigned to almost all posts and duties, except for some combatant specialities in the Army and Marines and combat divers in the Navy. Women and men must complete the same courses to be promoted. The criterion of

professional evaluation and selection are totally independent of gender. Currently, the highest rank for a woman officer is Captain and Sergeant for a woman NCO. The ranks and numbers of women are growing at a slow but steady pace.

Services

Women make up 6.1% (2,853) of the total force (46,540), including career personnel, short-term contract personnel and conscripts. There are currently 363 officers, 454 NCOs and 2,036 Privates. The majority of them serve as complementary personnel, which represent 12.8% of the Air Force personnel, 5.6% of the Army and 3.1% of the Navy.

Recruitment

Portugal does not have a special recruiting program aimed at women since the number of applicants is generally high. After volunteering for active duty, women must pass medical and psychological examinations, like their male counterparts. According to the results of these examinations, along with their educational and professional qualifications, women are assigned to a group of specialities. They are called to join based on the needs of the Services.

Training

After joining the Service, all personnel must attend a training program lasting from five weeks (for the less technical speciality) to seven years (for Engineers in the Military Academy), depending on their speciality.

Training programs are taught at Military Academies, Schools, and Units. There are no differences between women and men during training, with the exception of physical training, where there are some small differences in specific exercises.

As a general rule, training programs for Career Personnel last for several years initially and have several stages of career progression. Complementary Personnel training programs last from 4 to 16 months (with a few exceptions) and are rendered immediately after admission to active duty.

Deployments

The Portuguese Armed Forces have previously deployed women to various missions abroad in specialities ranging from medical officer, signal and radio specialist, to cooks, mechanical and administrative support. The deployment is voluntary and women must sign an agreement to serve abroad for six months, with the possibility to extend. Only if there are no volunteers in critical areas/specialities, such as medical officers, will the appointment be compulsory.

Recent and Projected Developments

All ships in the Portuguese Navy are being modified to accommodate up to 15% women per ship.

Women are fully integrated in the Air Force and serve in all specialities. There are currently four pilots, with one of them serving as an Alpha-Jet pilot.

The Portuguese Armed Forces plan to convert to a professional force by 2003. As a result, the majority of military legislation will change. The new legislation is expected to banish the still verifiable differences regarding equal opportunity and treatment between the genders.

Conclusions

Women have been well accepted in the Portuguese Armed Forces. They are slowly but steadily working their way into more specialities and higher ranks, as well as participating in more military operations. It is expected that the new legislation concerning the full professionalisation of the military will bring more opportunities for women.

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Spain

Introduction

The integration of women into the Spanish Armed Forces (SAF) celebrated its ten-year anniversary in February 1998, as a result of Decree-Law 1/88. This was a consequence of the non-discriminating sex principle proclaimed in the Constitution. Initially, they were allowed to serve as officers in 24 corps and services. However, it was 1992 before troops and sailors were able to serve. Service is compulsory for men and on a voluntary basis for women. Nevertheless, the end of 2002 expects the completion of the transformation of the military from conscription to professional.

No specific female corps was created, but rather, women were integrated into existing corps with opportunities to serve in all posts and access to all ranks. Additionally, there is no ceiling on the percentage of women in military.

The new Law 17/1999, approved in May, established the new model of the Spanish Armed Forces outlining three categories: Professional, Reservist, and Mobilisation System.

Organisation

Professional military personnel in the SAF are divided into three categories: Career personnel, complementary personnel, and professional soldiers/sailors. There are also three categories of Reserve Personnel: Temporary, voluntary, and compulsory.

Women serve in the Army, Navy and the Air Force. The Common Corps serve the three Services and include Corps such as Finance, Judge Advocate General, Music and Medical. Servicewomen are subject to the same rigors, regulations and rules of discipline as their male counterparts.

General Policies

Women and men serve under the same equality principles. They are allowed to serve in all aspects of the military including combat posts.

Parliament has ratified a new law modifying disciplinary rules on sexual harassment, especially of younger female troops. Also, in an effort to improve recruitment, the maximum age for joining the armed forces as a professional was raised from 26 years of age to 28 years.

Previously, pregnancy excluded women from joining Spain's Armed Forces; however, a new law was ratified allowing pregnant women entrance into the Armed Forces. Should a woman become pregnant during her military service, it is possible for her to receive a post change during her pregnancy period.

Recruitment

No quota is set for the amount of women applicants joining the military. They have access to all branches of service, hierarchy levels, and access to the highest military ranks.

Women are recruited similar to their male counterparts. The Spanish MOD has undergone a new advertising campaign to promote its new professional Armed Forces and is promoting the incorporation of young people. This campaign hopes to draw the attention of women as well.

Training

Like their male counterparts, women are subject to the same training requirements needed to enter Military Educational Centres. Everyone receives the same training, including physical fitness.

For the first time, the National Civilian Guard (La Guardia Civil) allowed women as officer cadets. In 1998, the top graduate was a woman. This organisation also trains female NCOs and soldiers.

Employment

Women (Officers and NCOs) may apply for any posting. Although allowed to do so, women have not yet joined the Marine Corps (officers from military academies) or as Musicians (officer rank).

Restrictions placed upon servicewomen include tactical and operational postings in Legion Units, Special Operation Units, Paratroops, Submarines, Marine Landing Forces, and small ships, which do not have appropriate accommodations.

Services

Today, 3,486 women, or 3.4% of the total force, proudly serve their country in the Spanish Armed Forces. The SAF categorises their military into *Armies* or *Ejércitos*: those belonging to the Army or Land Forces, Navy, Air Force, and Common Corps or *Cuerpos Comunes*.

Although the percentage is higher in the Common Corps, the Army employs the most female personnel with 1,665 (2.9%). The Navy is next with 856 women (4.1%), servicewomen in the Air Force number 556 (2.9%), and 409 (10%) serve in the Common Corps.

In 1997, the Air Force promoted its first female to the rank of Flight Lieutenant.

Deployments

The first Spanish servicewomen deployed in April 1993 to the Former Republic of Yugoslavia in support of peace operations. Since then, women have supported SFOR operations in Bosnia-Herzegovina in various specialities.

Recent and Projected Developments

Spain's Parliament formally eliminated the restrictions in late January 2000, which had prevented female volunteers from joining Special Operations units, the airborne brigade and the Spanish Legion. The Spanish Parliament also ratified a new law concerning disciplinary rules including major offences, which are contrary to sexual freedom of lower ranking personnel. Moreover, female recruits have already begun training to join these units. Officials have also extended retirement eligibility requirements for everyone from 32 to 34 years of service.

Last year the Navy approved regulations outlining new uniforms for pregnant personnel. Work is also being conducted on regulations concerning uniforms, grooming standards and pregnancy policies.

In co-operation between the Ministry of Defence and the Educational Department, the Spanish Parliament is studying a project to inform school children of the mission of the Armed Forces. Although the project does not specifically target

women, it could contribute to a better understanding by all students of the role that Spanish servicewomen have in their Armed Forces.

Conclusions

The Spanish Armed Forces, in particular the women in uniform, have made significant strides in the integration of female personnel within the last ten years.

The MOD is working with Parliament to develop and refine policies regarding sexual harassment, maternity and paternity leave for all military personnel. Like many of their sister comrades in arms, Spanish women in uniform continue to serve their country proudly internally, as well as in operations abroad.

With the continued recruiting campaign efforts and procedures to transform into a professional Armed Force by year 2002, women will persevere to play a vital role in their national security and support of peacekeeping operations.

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Turkey

Introduction

In Turkish society, the presence of women in war alongside men dates back many years. Besides their precious services as nurses and ammunition carriers for combat support, women fought voluntarily as combatants to defend the country. Among many of those who deserve to be mentioned is Nene Hatun, who gallantly fought during the 1877-1878 Ottoman-Russian War and later a monument was erected in remembrance of her courage and patriotism in the city of Erzurum, Eastern Turkey. Furthermore, the Independence War had taken its place in history with incomparable gallantry of Turkish women.

Prior to 1955, women had been assigned as civilian personnel (doctors, nurses, teachers, engineers, etc.) to the Turkish Armed Forces. Since 1955, women were accepted to military academies and they joined the army as officers in 1957. Among these were female fighter pilots. This implementation was interrupted due to various reasons and recruitment of officers from civil universities was preferred instead. Starting from 1992, together with recruitment from outer resources, female cadets were allowed into the military academies.

Organisation

Currently, female personnel are being employed only in officer status in the Turkish Armed Forces. Special troops comprised of women do not exist, and the female officers serve together with the men under the same respective chains of command.

General Policies

The personnel policy regarding women in the Turkish Armed Forces is based on the principle of “needing qualified female officers in suitable branches and ranks” to keep pace with technological advancements going into the 21st century. Female civilian personnel have been assigned to the headquarters staff, technical fields, and social services without sexual.

Currently, no formal policy or regulation regarding sexual harassment exists because it is not considered a problem. According to Turkish law and culture, sexual harassment is viewed as a crime, and punishable by law.

Amendments to laws concerning maternity were added in 1998. According to the new implementation, of the nine weeks authorised paid leave, three weeks can be taken prior to and 1.5 months after giving birth. If requested, six months of unpaid leave can also be given. Furthermore, female officers are entitled to 1.5 hours of breast-feeding leave each day for six months. Spouses are taken into consideration for the assignments of female officers married to colleagues, so utmost care is given to the co-location of families.

Employment

Turkish military women serve in all branches except armour, infantry, and submarines. Eleven women are currently being trained as pilots. Assignments, promotions, and training are considered on an equal basis with no gender bias.

Services

The number of female officers employed in the Turkish Armed Forces is 864: 510 of them serve in the Army; 181 in the Navy, 147 in the Air Force, and 26 in the Gendarmerie. Female officers serve in branches such as ordnance, signals, transportation, quartermaster, finance, personnel, air traffic control, and intelligence, but they also work in combat roles such as artillery, aviation and engineering.

Recruitment

Currently, the percentage of women admitted to the service academies is capped at 4% of the total number of cadets. Women enter the Turkish military on a voluntary basis. There is no conscription for female personnel. To date, no formal plan has taken place in regards to starting to recruit women as NCOs and corporals-privates because Turkey's manpower structure does not have any scarcity of resource regarding male population.

Training

Equal opportunity applies to women and men in terms of training. Training is provided in the military academies and other institutions of military education. Leadership training and basic training is provided to both genders. All entrance tests, except the physical proficiency test, are conducted under equal conditions with male candidates.

There are basically three sources of commissioning: the Military Academies, the, the Gulhane Faculty of Medicine and civil sources. The Gulhane Higher Military School of Nursing, which graduated military senior nursing officers, shall graduate civilian senior nurses for the military from now on. The number of female cadets enrolled in 1999 total 185. Civilian university graduates joining the military undergo 3-months basic training together with male candidates. Both men and women receive the same training regimen and train at the same schools and training centres.

Deployments

Turkish servicewomen have deployed in support of IFOR, and currently in SFOR peacekeeping operations as nursing supervisors in a special medical unit. Recruitment for such peacekeeping operations is no different from that of men. All military personnel are recruited from the same sources stated in the training section above.

Recent and Projected Developments

The Turkish Ministry of Defence is continuing the works emphasising on changes and advancements for the advantage of women regarding the policies of military uniforms and maternity leave entitlements. The developments regarding the female officers are recorded in accordance with the necessity.

Conclusions

Several indicators conclude conditions are improving for female officers in the Turkish military. Enrolment of female cadets in the military academies are increasing, therefore, more and more positions are being filled by qualified women. It is validated that female officers in the Turkish Armed Forces shall be assigned to more effective and functional posts in the future.

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United Kingdom

Introduction

Manpower shortages in both World Wars made it necessary for the Armed Forces to form the Women's Services and gave women the opportunity to prove that they could successfully perform work previously undertaken by men. After the Second World War, it was recognised that women had a role to play in the Armed Forces and the Women's Services were permanently established.

The early 1990s saw many changes for servicewomen in the United Kingdom (UK). Women were allowed to serve at sea in surface ships, including combatants and all aircrew roles were opened to women. Maternity policies were introduced which allowed pregnant Servicewomen to choose whether to leave the Armed Forces or take a period of maternity leave and return to duty after the birth of a child. By 1994, women were fully integrated into their respective Services: The Women in the Royal Naval Service (WRNS) integrated into the Royal Navy (RN) on 1 November 1993. The integration of Women's Royal Army Corps (WRAC) personnel into their employed Corps was completed in April 1992 and in April 1994 the use of the term Women's Royal Air Force (WRAF) was discontinued (although WRAF was never a separate Service).

Organisation

The Armed Forces have continued to seek to expand opportunities for women. Women today are integrated into three main service branches of the military: Army, Navy and Air Force and serve alongside their male counterparts in nearly all specialities, except in units whose primary duty is "to close with and kill the enemy." Women are therefore excluded from serving in the Royal Marines General Service (as Royal Marine Commandos), in the Infantry, Royal Armoured Corps (including the Household Cavalry), and RAF Regiment where it is assessed that their presence would impair combat effectiveness.

General Policies

The policy of not employing women in the Royal Marines General Service was upheld by the European Court of Justice (ECJ) ruling on the Sirdar case, published on 26 October 1999. The Court accepted that Article 2(2) of the Equal Treatment Directive was capable of justifying the exclusion of women from posts in the Armed Forces on grounds of combat effectiveness. On the particular facts of the Sirdar case, the ECJ concluded that competent national authorities were entitled, consistent with the principle of proportionality, to decide that all posts in the Royal Marines where there was a requirement for interoperability should remain exclusively male. The Sirdar case is due to return to an Employment Tribunal in July 2000.

UK Ministers, Service Chiefs, and other senior officials continue to afford a high priority to the promotion and integration of equal opportunity policies within the Armed Forces. The Services Equal Opportunities goal is to achieve universal acceptance and application of a working environment free from harassment, intimidation and unlawful discrimination, in which all have equal opportunity, consistent with the law, to realise their full potential in contributing to the maintenance and enhancement of operational effectiveness. The Armed Forces value every individual's unique contribution, irrespective of their race, ethnic origin, religion, gender, sexual orientation, or social background.

Additionally, the UK has well-established policies and complaints procedures dealing with cases of bullying, sex and racial discrimination and harassment. Extensive maternity leave provisions allow servicewomen to choose

retirement/discharge on grounds of pregnancy or to take a period of 18 weeks Ordinary Maternity Leave (OML) and up to 30 weeks Occupational Maternity Absence (OMA) and return to duty after the birth of the child. (This entitlement applies only to women whose expected week of childbirth is on or after 30 April 2000. Existing regulations apply to women whose expected week of childbirth is before this date).

Employment

73% of posts in the Naval Service, 70% of posts in the Army, and 96% of posts in the RAF are open to women. In the Naval Service, women are excluded from the Royal Marines General Service (Royal Marine Commandos); in the Army, posts in the Infantry and Royal Armoured Corps (including the Household Cavalry) are closed to women; and in the RAF women cannot serve in the RAF Regiment. Additionally, in the Royal Navy, women cannot serve in submarines or as mine clearance divers for medical reasons.

Services

Women represent 7.9% of the Armed Forces. As of 1 November 1999, there were 16,520 women in the Armed Forces: 3,381 (7.8%) in the Naval Service, 7,815 (7.1%) in the Army, and 5,324 (9.7%) in the RAF.

In the Naval Service, women have served at sea since 1990. On average, women make up between 10-15% of a ship's company and 800 women are currently at sea on around 40 ships. The highest rank attained by women is Captain (OF5), of which there are currently three.

The Army has introduced a new policy of gender free physical testing (since 1 April 1998) based on a more scientific approach to physical fitness. The aim of the Army's Physical Selection Standards (Recruits) (PSS/R) is to provide a valid and reliable predictor of physical task performance. (see also Recruitment Section). As part of the UK's approach to equal opportunity, the Army has introduced a programme of Female Focus Groups to identify the success of their EO policies and issues specific to women that require addressing. The highest-ranking female is a Brigadier (OF6).

All posts, except for the RAF Regiment, are open to women in the RAF. The highest-ranking female is Air Commodore (OF6). Female pilots and navigators fly in a variety of aircraft (multi-engine, jets, and helicopters).

In the Medical Services, women from all three Nursing Services continue to support operational deployments along with their male counterparts. Since 1 April 1998, all nurses attain the acting rank of Corporal equivalent (OR4) upon completion of basic and specialist training.

Recruitment

Basic recruitment requirements are the same for both genders. The Army's Physical Selection Standards for Recruits (PSS(R) operates at all Army Recruit Selection Centres. This scientific approach to physical testing consists of nine tests and measurements to predict the level of fitness each recruit will achieve at the end of basic training. This new test matches the recruits potential to an appropriate trade, and the Army hopes it will reduce injuries during training. Unlike the Army, neither the Naval Service (with the exception of the Royal Marines) nor the RAF has physical selection tests for recruits. However, there are certain branches/trades both within the RN and RAF that require a higher physical standard (e.g. MCD, Aerial Erector) which have their own gender-free tests to confirm suitability.

Training

Training requirements are the same for women and men. Army officer training is conducted at the Royal Military Academy Sandhurst. Soldier recruit training is broken into two phases: Initial Entry, which prepares recruits for phase two Trade School training. There are five Army Recruit Training Regiments, four of which conduct fully integrated training for male and female recruits.

Naval officer candidates undergo integrated training at Britannia Royal Naval College, Dartmouth, while recruit training is conducted at HMS Raleigh Training Centre near Plymouth. The RN Seamanship Trade School is also located at HMS Raleigh.

Training in the RAF is also fully integrated with initial officer training, aircrew selection, and Airman Aircrew Training conducted at RAF College Cranwell near Grantham.

In March 1998, the MOD established a new Tri-Service Equal Opportunities (EO) Training Centre at Shrivenham near Swindon, which was officially opened on 25 September 1998. The Centre trains Service Equal Opportunity Advisers and Trainers and also provides EO awareness seminars for Senior Service and Senior MOD Civil Servants. In addition, the Services have their own EO training and education programmes supplemented by telephone lines, videos looking at racial and sexual harassment, and bullying, Continuous Attitude Surveys, workshops and Focus Groups.

Recent and Projected Developments

The Army has in place an important 3-year study, which is looking at the impact of gender upon combat effectiveness. The results of this study will heavily influence their future decision whether or not the remaining 30% of Army posts should also be opened to women. The evaluation is being done in three phases, including a gap analysis report (literature trawl), attitudinal survey (measurable output of what women are capable of against attitudinal perceptions of what women are capable of doing), followed by field trials. This work is due to being completed in 2001.

Conclusions

The UK Government's Strategic Defence Review delivers modern forces for the modern world. Additionally, a new "Learning Forces" initiative addresses a range of measures for the provision of better opportunities for personal development linked to recognised and transferable academic, vocational and professional qualifications. This will encourage recruiting, improve retention rates, and provide valuable skills to those who transfer to civilian life.

Like all the NATO countries, work is still needed to ensure greater equality throughout the Services. However, the measures taken thus far in the UK Armed Forces reflect considerable progress, and more importantly, a determination shared by the Ministers and Service Chiefs to make the Armed Forces more open, tolerant and representative of the society they serve.

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United States

Introduction

Women served with the military in one capacity or another dating back to the Revolutionary and US Civil War. They became part of the Armed Forces early in the 20th century with the establishment of the Army and Navy Nurse Corps. However, the number of servicewomen really increased during WWI. During this period, 36,000 women served, of which 200 died and 80 were held as POWs. In WWII, 400,000 women served. In 1948, Congress passed the Armed Forces Integration Act, which stipulated a 2% compulsory strength of women serving in the military, a promotion ceiling no higher than Lieutenant Colonel/Commander, and a combat exclusion law.

In 1967, a Public Law eliminated the promotion and strength ceilings. Officer Training School, which was the only accession point for female officers, was not allowed until 1969. A year later, the Reserve Officer Training Corps was accessible to women joining the Air Force and to the Army and Navy in 1972.

The true break for women in the US came in 1973 with the All-Volunteer Force, which opened new career fields and opportunities to them. Separate female units were abolished in 1978, and in 1993, the combat exclusion law was repealed offering more opportunities.

Organisation

Active and reserve forces are organised under civilian Secretaries of the Army, Navy and Air Force, all of which report to the Secretary of Defence (SECDEF). The Marine Corps is organised under the Secretary of the Navy, while the Coast Guard falls under the Department of Transportation; but in times of war, it would organise under the Department of Defence (Secretary of the Navy).

Both women and men serve equally, receive equal pay and benefits, and are subject to the same disciplinary standards. They both are held to the same standards of performance levels and follow the same chain of command depending on the Service.

The Defence Advisory Committee on Women in the Services (DACOWITS) was established in 1951 by the SECDEF to provide information, advice and recommendations on matters and policies relating to women in the Armed Forces. Its members, civilian women and men, are appointed by the SECDEF for 3-year terms. The goal is to support the military's demand for excellence in performance from talented women and men in the Services, and seeks consistent adoption and vigorous enforcement of laws, regulations, and policies regarding gender discrimination.

General Policies

After the Persian Gulf War, the SECDEF directed the military to allow women to compete for assignments in aircraft engaged in combat missions. The Navy was directed to open as many additional positions aboard ships within current law and develop legislative proposals to repeal remaining restrictions to permit women in ships engaged in combat missions. Similarly, the Army and Marine Corps were tasked to study possibilities/opportunities for women to serve in additional ground positions. Hence, 41,000 new positions were availed to women.

In January 1994, a new assignment policy for women, along with the definition of "direct ground combat" was instituted. The rule states, "Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignments to units below brigade level whose primary mission is to engage in direct combat on the ground." Direct ground combat is defined as, "Engaging an enemy on the ground with individual or crew served weapons, while being exposed to hostile fire and to a high probability of direct physical contact with the hostile force's personnel." Four exceptions include berthing/privacy, Special Forces, physical demands, and collocation. Collocation is defined as "where units and positions are doctrinally required to physically collocate and remain with direct ground combat units that are closed to women."

In June 1997, the SECDEF appointed a Federal Advisory Committee on gender-integrated training and related issues to assess current training programs and policies, emphasizing initial entry training programs. Upon recommendation and review by the Services, the SECDEF approved the Army, Navy, and Air Force plans to continue their gender-integrated training and the continuance of gender separate basic training policy with gender integrated follow-on training used by the Marine Corps.

The US military has extensive policies and directives on sexual harassment, gender and race discrimination, and equal opportunity, which include education and training, enforcement and assessment of the methods used to measure effectiveness. The SECDEF and Service Chiefs monitor these policies and measure the effectiveness of such programs.

Employment

Since April 1993, over 95% of all career fields are now open to female personnel. However, several positions remain closed to women due to current assignment policy rules. To name a few, some include infantry, armour, certain artillery posts, Special Operations Forces (SOF) Army aviation, combat engineers, Air Force SOF rotary wing pilots, combat controllers, pararescue, tactical air command and control, anti-air warfare, submarine, and certain ordnance and assault amphibious vehicle maintenance posts in the Marine Corps.

In terms of advancement, women compete for promotions equally with servicemen. For the first time in history, the highest rank attained by a woman is Lieutenant General/Vice Admiral (3-star equivalent). Currently, four women, one from each of the Services (minus the Coast Guard) have achieved this rank.

Services

Nearly 200,000 women serve on active duty, excluding 3,300 women in the US Coast Guard, which falls under the Secretary of the Navy only in wartime.

Servicewomen comprise 13% of the active duty force (over 1.3 million personnel). The Army consist of 14.8% (~72,360) female personnel; 13.3% (~51,330) in the Navy; 18.3% (~65,150) in the Air Force, and 5.6% (~9,290) in the Marine Corps.

Recruitment

The US has comprehensive recruitment programs for each service. Both women and men require the same standards for entrance into basic training and initial officer training. To meet the recruiting challenges caused by a strong economy and the lowest youth unemployment rate in 29 years, the Services have devised new strategies to accomplish set recruitment goals. Recruiting initiatives include sign-up

and increased enlistment bonuses, increase in female recruiters, together with aggressive advertising campaigns and increased Service College funds.

Training

Women were allowed into the Service Academies and in flight programs in 1976. In 1993, the US repealed exclusion laws associated with combat aircraft. Female pilots are now allowed into the jet fighter training program. Aside from some differences in physical training and some weapons training, women and men train equally under the same standards. All personnel receive the same opportunities for additional professional military education and advanced training depending on the speciality.

In the last few years, the Services have improved their methods to train warriors with the right tools for warfighting in the 21st century. In the Marine Corps, a week was added to recruit training, and they overhauled combat training and Infantry school programs. The Army developed initiatives and efficiencies to reduce attrition, increase simulation use, and reduce combat training centre costs.

The Services' leadership training and mentor programs cultivate potential leaders, and help both women and men achieve their career goals via career development. In 1999, six women were enrolled in Foreign Military Schools, and 30 international servicewomen studied at US Military Schools.

Deployments

Combat and deployments are not novelties to American servicewomen. About 37,000 US women soldiers served in Operation Desert Storm in 1991, five of which gave their lives. This year, 8.6% of the US Forces deployed worldwide were women. Women pilots have participated in missions involving combat aircraft since 1993, when the exclusion law preventing them from ships and combat aircraft was lifted.

Women deploy all over the world in various specialities. Over 11,200 servicewomen representing each Service and over 180 occupational specialities have supported NATO peacekeeping operations. Currently, approximately 1,400 women support these missions.

Recent and Projected Developments

With the new millennium approaching, the US military has developed new initiatives and visionary ideas towards joint operations, training, recruiting, and integration. Joint Vision 2010 focuses each Service on taking full advantage of future capabilities matching operational concepts with emerging enabling technologies.

The US military continues their work in areas of equality management, force development and utilisation, and quality of life for all personnel. Among the issues underway include a fraternisation policy and the Navy's consideration of opening mine countermeasure/mine hunter class ships to female officers. In terms of quality of life for personnel, the military is looking at ways to improve health care in remote/deployed locations, foreign country customs and attitudes toward women and the impact of multiple operations/deployments.

The Army appointed the first four women Air Defence Artillery Battalion commanders, as well as the first female soldier Command Sergeant Major to serve at the 3-star level. The first female Surface Warfare Officer (Navy Captain) assumed major command afloat, and women F/A-18 pilots participated in Operation Desert Fox. The first active duty woman was appointed to command a flying wing, and a former Air Force Academy graduate became the first woman veteran in American

history to serve in Congress. In the Marine Corps, the first female officer entered the AV/8B (Harrier) pilot training, and two major commands (Marine Combat Training and Weapons Training) received their first female Sergeants Major. The Coast Guard selected its first female Commanding Officer of a Training Centre, and “Gold Badge” Command Master Chief.

Conclusions

The US military is in a “monitoring mode” after more than 20 years of gender integration policies and regulations for its All-Volunteer Force.

Regardless of gender, the best-qualified person can now fill more than 90% of the career fields in the Armed Forces. This is a testimony to military women who contribute to the nation’s security, and represents a major increase in the flexibility of the military to maintain a high state of readiness. Nevertheless, issues concerning sexual harassment, opening additional positions now closed to women, and the incredible high operations tempo all impact and continue to challenge the armed forces.

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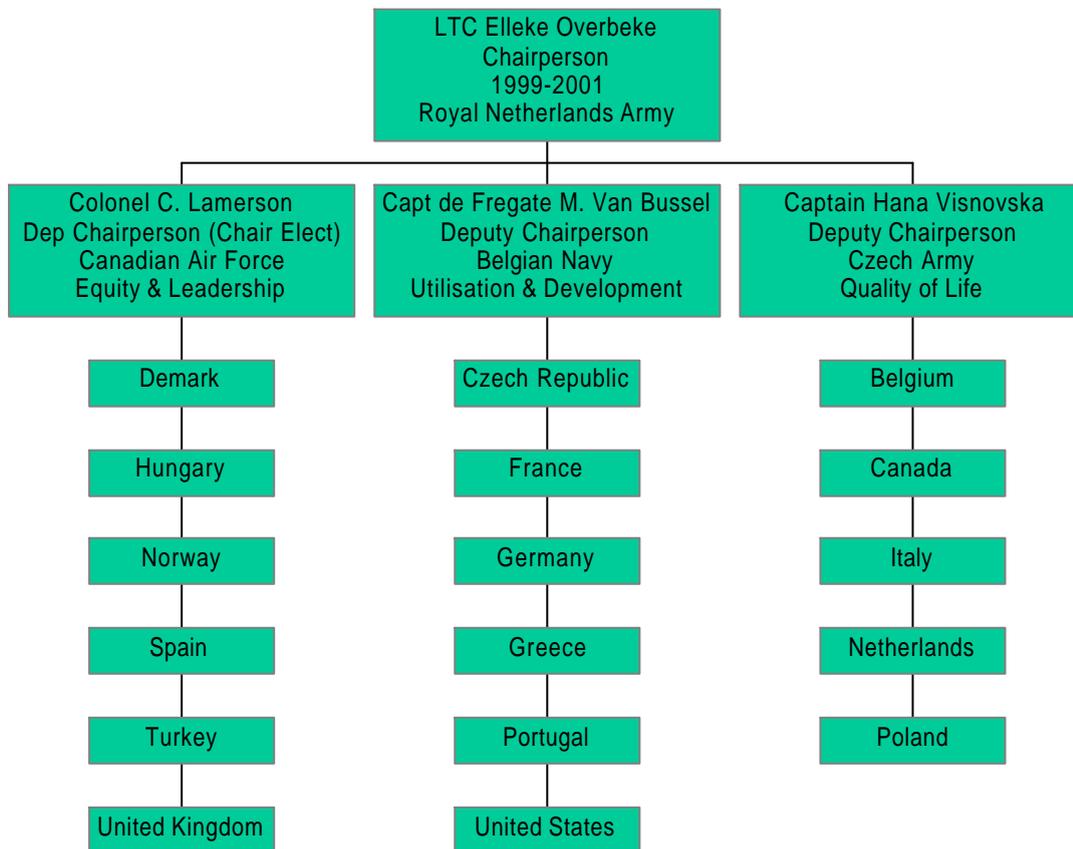
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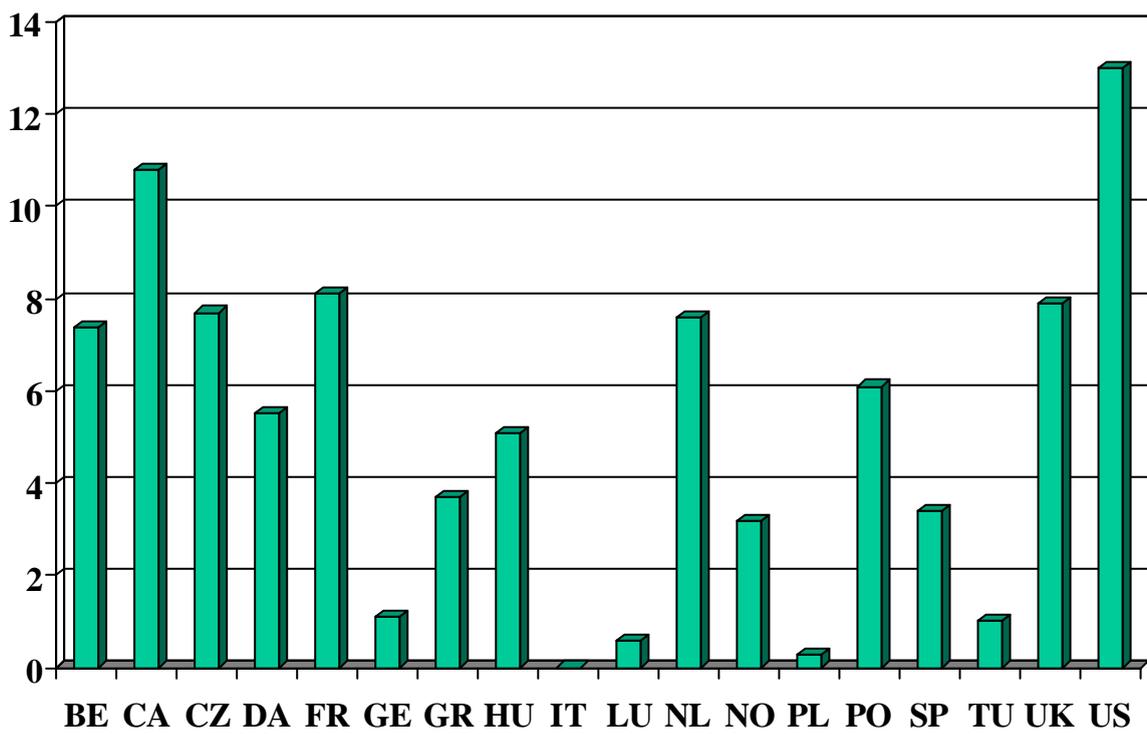
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Organisational Chart

Committee on Women in the NATO Armed Forces



Total Female Personnel Strength Chart (By Percentage)



Glossary

ACE – Allied Command Europe

CHOD – Chief Head of Defence

DOD – Department of Defence

EO – Equal Opportunity

IFOR – Implementation Force

IMS – International Military Staff

MOD – Ministry of Defence

NCO – Non-Commissioned Officer

PfP – Partnership for Peace

PKO – Peacekeeping Operation

POW – Prisoner of War

SECDEF – Secretary of Defence

SFOR – Stabilisation Force

SHAPE – Supreme Headquarters Allied Powers Europe

SOF – Special Operations Forces

UN – United Nations

UNIFIL – United Nations Interim Force in Lebanon

UNTAES – United Nations Transitional Administration for Eastern Slavonia, Baranja and Western Sirmium

