

**COMMITTEE ON
WOMEN IN THE NATO
FORCES
25th anniversary**

**YEAR-IN-REVIEW
2001**

SPECIAL EDITION

FOREWORD

By the Chairman of the NATO Military Committee

I am pleased to contribute a foreword to this special edition of the publication Year-In-Review of the Committee on Women in the NATO Forces. This publication provides a brief overview of the status of the gender integration process throughout the Alliance.

Collectively, women in uniform represent an important pool of human resources in a wide variety of roles and functions throughout the Alliance. The Military Committee has relied upon your Committee to identify issues affecting servicewomen in the Alliance, and to provide recommendations for action. You have done that very well in the past and I hope to count on your dedicated members to continue in the future. The Committee on Women in the NATO Forces has long been a valuable forum for discussion of national views on a wide range of issues affecting service women throughout the Alliance. Representatives of each nation have been instrumental in providing a significant amount of information that was required to put together a publication like this one. All these dedicated volunteers need to be acknowledged for their respective commitment and efforts towards the overall improvement of the recruitment and employment, the training and development and the quality of life issues affecting women in uniform. Without their valuable participation, a publication such as this one would not be possible.

This publication provides an excellent overview of the status of Women in the NATO Forces and I applaud the efforts of all those who promote the status of women in the NATO Forces.

(Signed on original)

Guido Venturoni
Admiral
Chairman of the Military Committee

FACING CHALLENGES..... TOGETHER

Comments from Chairwoman of the Committee on Women in the NATO Forces

The events of 2001 reconfirmed in all our minds the need for strong national and Alliance security and defence. Women throughout the NATO Alliance are proud to be members of their nation's Army, Navy, Airforce and Marines and proud to be working to ensure the sovereignty of their nations.

Many people have likened the progress of women in armed services as solely a social issue of equality, fairness or egalitarianism. Having women in the military is sometimes perceived as only having benefit to individual women, not to their military or to their nation. However, being a woman in the military is more about being willing to defend your country, even unto death, and being proud of fulfilling this responsibility of citizenship. We are making valuable contributions to our militaries and to our nations.

The Committee on Women in NATO is about finding the most efficient and effective ways of attracting, selecting, training, developing and employing women so that their contribution to operational effectiveness is of the highest order. This Committee is about ensuring that men and women work well together, that nations within the Alliance work well together and about operational effectiveness throughout the Alliance.

The information you will see as you read through the Year in Review will give you a better understanding of how many women are working within the nations of the NATO Alliance, where they are working and what they are doing. This should give you a clearer indication of the contributions of military women throughout the Alliance.

(Signed on original)

Cheryl Lamerson
Colonel, CAAF
Chairwoman of the Committee
Women in the NATO Forces

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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 of the 2000 publication of the Women in NATO Forces and provides an assessment of the status of the integration process of women in the Alliance members' nations.

In Line with NATO's policy of enlargement and upon the availability of information, data on Partnership for Peace (PfP) countries will also eventually be included. The integration of women in the armed forces is a gradual process; therefore, it 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 in the Armed Forces of NATO member nations. 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 of 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 is comprised of 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 composed of a brief introduction of the country's history on the employment of women in their military and information on legislation, organisation, and policies of recruitment. It also covers the employment, service statistics, eligibility requirements, operational deployments, recent and projected developments, which are followed by 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.

History

The first NATO Conference of Senior Service Women Officers of the Alliance took place in Copenhagen in June 1961. It was organised by the Danish Atlantic Association as a first step to discuss the possibility of increasing co-operation on matters pertaining to the status and employment of women in the military forces of the Alliance. At the end of this conference, the delegates (representing Denmark, the Netherlands, Norway, the United Kingdom and the United States) adopted a resolution agreeing on the desirability of holding future conferences at regular intervals and expressing the hope that the appropriate NATO and national authorities would consider employing women more widely within their Services in the interest of NATO as a whole. In 1965, the Supreme Headquarters Allied Powers Europe (SHAPE) and the NATO Defence College visited NATO Headquarters which provided an opportunity to renew contacts and define an additional plan of action. This subsequently led to a Director's Conference of Senior Women Officers convened by the NATO Information Service in 1966, with the participation of seven NATO member countries.

During the 1973 Conference of Senior Service Women Officers, significant progress was made. Nine countries, including, for the first time, representatives from the Nursing Service, participated in the conference, which was sponsored by the NATO Information Service. The delegates, representing 28 different women's services and over 100 000 servicewomen, adopted a resolution agreeing that women should have the opportunity to serve in all job specialities, excluding combat, where it was decided that employment should be determined by national policy. Additionally, a recommendation was made to appoint an ad hoc committee tasked with developing the goals and objectives for the Alliance's women service organisations. This soon became a reality; Colonel Martensen-Larsen from Denmark was appointed the first Chairman and each delegation nominated a national representative to serve on the committee.

During the 1970's, the work of the committee progressed steadily. At the 1975 London Conference, delegates were briefed by representatives from Belgium, which was beginning to recruit women into its Armed Services and representatives from the Federal Republic of Germany also briefed, which was preparing to introduce specialist women medical officers into the Bundeswehr.

Minister of Defence
Germany 1975, Dr H.C.
Georg Leber, together with
the first (five) female
soldiers in the
Bunderswehr.



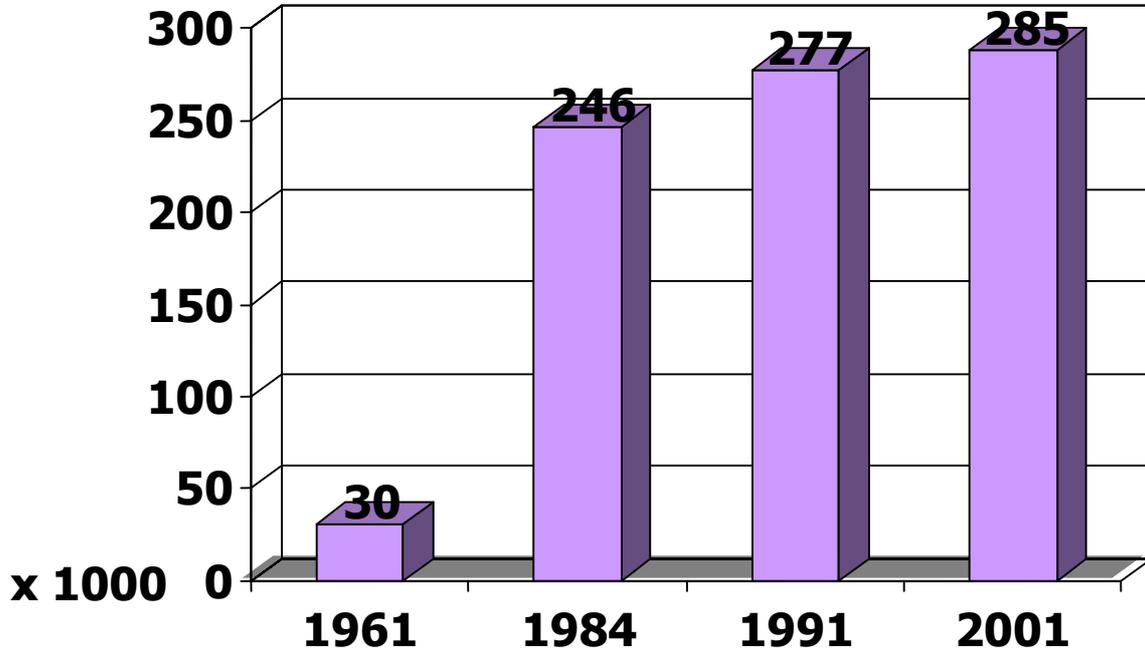
On July 19, 1976, in Document MC 249, the Military Committee formally recognised the Committee on Women in the NATO Forces (CWINF). Belgium and the Federal Republic of Germany became full members of the Committee during the 1977 conference held at NATO Headquarters. At the 1979 conference, Greece and Italy took part for the first time and the Committee revised its Terms of Reference to take into account the Committee's official military status.

In 1985, Spain participated in a conference of the Committee for the first time and was joined by 57 other participants from thirteen NATO countries to complete a much-needed revision of the Committee's Terms of Reference and to modify a resolution on the employment of women in NATO Forces. In 1987, Canada was able to share notes on the advancements made in its own integration program, which included the promotion of its first female general Officer, Brigadier General Sheila Hellstrom, and the expansion of the role of women in the Canadian Armed Forces in general.

In 1996, a former Chairperson of the Committee, Major General Marcelite Harris, USAF, advocated, in co-operation with the Director of International Military Staff, for a full-time secretariat position for the Committee. Because only temporary administrative support was being provided for the Committee, there was a lack of continuity in its goals and objectives. In March 1997, NATO's Military Committee approved the establishment of an advisory office on Women in the NATO Forces within the International Military Staff. The initial intention was to operate the office on a trial basis for up to three years in order to determine whether or not there was a continued requirement for such an office. The Office on Women in the NATO Forces was formally opened in 1998 and was initially staffed by two United States Air Force Members: Major Sarah Garcia and Master Sergeant Michele Tyler. The challenge of establishing a new office in such a large organisation was successfully met and it proved to be an effective liaison with the Military Representatives and their staff. Additionally, the new office provided the much-needed continuity to better manage and achieve the Committee's goals and objectives.

Current data on serving women in the Alliance (see charts below) show the progress that has been made over time. In 1961, the Alliance nations had 30,000 Servicewomen under their flag. Today, they are over 285,000 service women on full-time duty.

NATO Serving Women Strength Progression



IMS/OWINF Data as of June 2001

Committee of the women in the NATO Forces

Years	Chair Nation	Chair Elect
1961 – 1975	DE	N/A
1976 – 1979	UK	N/A
1980 – 1981	US	NL
1982 – 1983	CA	NO
1984 – 1985	US	UK
1986 – 1987	UK	NL
1988 – 1989	CA	NO
1990 – 1991	US	DE
1992 – 1993	UK	BE
1994 – 1995	CA	NL
1996 – 1997	US	NO
1998 – 1999	NO	NL
2000 – 2001	NL	CA
2002 – 2003	CA	NO
2004 – 2005	NO	To be determined

Office on Women in the NATO Forces

In December 2000, the Military Committee adopted a resolution that confirmed the permanency of the Office on Women in the NATO Forces as part of the International Military Staff structure. Major Suzie Bouchard, CAAR, and Sergeant 1 Karen van den Brink-Hedlund, NLAR, have staffed the office since August 2000. The intention is that national representatives will staff the two office positions on a rotational basis.

The main function of the Office is to co-operate and consult with top military representatives and the Committee on the Women in the NATO Forces on issues relating to women in the armed forces. The specific duties of the Office are wide and varied but include facilitating information-sharing between countries on programmes and techniques of the integration process, as well as creating and maintaining an international repository for the collection of related data. The Office also provides direct support to the Committee by assisting countries (on a consultative basis) to develop policy and programs relating to the recruitment, employment and retention of women in the armed forces. The Office also helps countries to design leadership and mentoring programs and to develop effective policies on maternity/ parental leave and health care. The Office is able to provide new ideas and expert advice to NATO member states, which are at various stages of the integration process.

In addition to supporting the work of the Committee and providing NATO with regular feedback on the process of integration, the Office also assists outside agencies that have a strong interest in the area of women in the military, with their specific research projects.

A further area of focus for the Committee is to engage in the distinct activities required to make it an active participant in the International Military Staff and to promote awareness of the clear benefits of having servicewomen actively engaged in the armed forces of Alliance member and Partner countries. The current strategy was designed to promote the Committee's goals and objectives and to execute an education and awareness program on the topic of servicewomen for military leadership. The Office is the focal point of all the issues facing servicewomen in NATO forces, including those relating to peace support operations and the collective defence of the Alliance. The Office continues to advocate that the topic of women in the Armed Forces is crucial to interoperability, military readiness, and the success of NATO missions. It therefore seeks to cultivate an effective working relationship with ACE, SHAPE, and SACLANT on all of these issues. The Office also strives to ensure the International Military Staff continues to support the Committee on Women in the NATO Forces and its Executive Committee members.

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25th Anniversary Committee on Women in the NATO Forces

The year 2001 is both the 25th and the 40th anniversary of the mission of the Committee on Women in the NATO Forces. To mark these important anniversaries, a commemorative sculpture was presented to NATO in the spirit of the Committee. The outgoing Chair of the Committee, LTC Elleke Overbeke from The Netherlands, presented the sculpture to the Chair of the Military Committee, Admiral Venturoni and the Director of the International Military Staff, Vice Admiral Sir Haddacks, as a symbolic present in recognition of the continued support of the Military Committee and its International Military Staff to the work of the Women in the NATO Forces Committee. The sculpture depicts a woman holding a large eye over her head; the centre of the eye shows a man and woman looking up at the expanding co-operation between them. It is strategically placed at NATO headquarters for maximum visibility, serving as a symbol to strengthen co-operation and cohesion amongst all members of the military staff.





THE COMMITTEE ON WOMEN IN THE NATO FORCES CELEBRATES ITS 25TH ANNIVERSARY WITHIN NATO – SPECIAL PRESENTATION FROM THE NETHERLANDS

Belgium



Introduction

In 1975, changes in legislation made it possible for women to sign up for service in the Belgian 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 and they were accepted as officer candidates to the Belgian Military Academy in 1978.



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. 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 compulsory for men 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 three categories: officers, NCOs and volunteers. 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, their promotion prospects are limited as complementary personnel who may take tests enabling them to become career personnel. Short-term personnel sign an employment contract for duration of two years, which is renewable five times, for a period of one year. In the future, a more attractive statute will change the statute "short-term".

To serve as active duty officers, candidates must first complete training and stage periods, usually 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.

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, set to become 12-15 years in the future) and can then, by passing examinations, join the career or complementary group.

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. A new policy is being studied in order to follow the modification of the civilian law.

As part of a force reduction program, the Belgian Armed Forces introduced a part-time work policy in October 1997. This includes a four-day workweek, the half-day workweek and early retirement. Of the service women, 15% choose to work part-time; the percentage is always the lowest among the officers.

Women are allowed 15 weeks of maternity leave. This leave opportunity counts as active service. Men and Women are entitled to three months of unpaid parental leave before the child's tenth birthday.

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. In 1999, for the first time, a woman obtained a Staff College Certificate. Among NCOs, the first women attended courses to reach the rank of Chief Warrant Officer and will soon be promoted. As stated above, all functions, including combat positions, are open to women. In February 1998, for the first time, nine women were operational aboard a mine-hunter vessel, accounting for 19% of the vessel's crew. Belgium has seven female pilots: one F-16 fighter pilot, one in training on the A-jet, three in training on the Marchetti aircraft, and two helicopter pilots in the Army.

Service Statistics

As of January 2001, women constitute 7.7% (3,190) of the Belgian Armed Forces, which represents a slight increase since 1995 (6.6%). The Army employs the majority of the women with 1,667 (6.3%), followed by the Air Force at 887 (8.4%). The Medical Service employs 535 (19.3%) and the Navy has 283 (11.4%) female personnel.



Recruitment

The current trend is still toward a reduction in the number of active service personnel and recruitment is consequently limited. 1767 men and women were nevertheless enrolled in 2000 and we can see that the proportion of women in the category of officers (13.4%) has been developing positively in relation to the personnel employed. There has not been any quota applied neither to overall recruitment, nor to the number of service women.

Recruitment requirements and employment opportunities are the same for women and men. The entrance age ranges from 16 years old to a maximum of 33 years old, depending on the 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, including physical fitness and aptitude selection tests. Women make up 17% of the students of the Royal Military Academy. The target is to recruit more women.

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 entails fulfilling the obligations linked with this statute. This means that female officers and NCOs may now 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. The training program for female personnel is the same as 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 the age of 17 in order to prepare for the entrance examinations to Officer Academies. Each year, a meeting takes place for women from different ranks and units to exchange information and to bring forward motions to improve women's integration into the Armed Forces.

Deployments



Belgian women continue to participate widely in humanitarian operations. They have participated in various operations in the former Yugoslavia, in Italy, and France (assistance in the forests destroyed by the storm). The operations generally last between one and six months, but mostly for three to four months.

In 2000, there were 178 women who participated in missions. The distribution per category was as follows: 91 volunteers, 56 NCOs, 25 officers and six civilians. At least 40% of these women were mothers.

In the Navy, 30 women are part of the sea-going personnel and serve regularly aboard ships.

Recent and Projected Developments

The year 2000 has been marked by several events related to the celebration of the 25th anniversary of the presence of servicewomen in the Belgian Armed Forces. This anniversary has entailed several positive developments.

Firstly, the Personnel Division of the General Staff has carried out a survey, among all servicewomen, in order to find how integration had been experienced and which problems need resolving. The conclusions of the survey were very positive, even though minor problems have been distinguished.

Secondly, on November 13, 2000, the Minister of Defence organised a General Meeting of the civilian and military female personnel of the department, the purpose of which was to give them the opportunity to voice their opinions. At the end of the year, a discussion forum brought female personnel together with high-ranking military authorities, as well as with civilian personalities who are authorities on the issue of equal opportunities, in order to discuss this topic further.

Finally, in March 2001, a second General Meeting was organised to announce the first concrete measures that would be taken as a result of the conclusions reached during the first General meeting.

Also notable is the creation of reception structures for children; three "day nurseries" are currently open for the children of service personnel. Within the framework of a personnel management policy, the authorities want as much as possible, to take into account the situation of couples where both partners are military (a situation that concerns 70% of servicewomen).

Conclusions

The percentage of women in the Belgian Armed Forces continues to increase each year. The Belgian Armed Forces, the Minister of Defence 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 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. During the First and Second World Wars, women served in an increasingly greater variety of roles outside of the traditional areas of nursing and administration. Unfortunately, this trend ended after the Second World War and employment opportunities were curtailed until only 80 women (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 Force in 1951, the Royal Canadian Army in 1954, and the Royal Canadian Navy in 1955.

A policy review resulting from the 1970 Royal Commission Report on the Status of Women abolished the 1500 personnel ceiling, expanded the career opportunities open to women in the military and revised policies on marriage, pregnancy and retirement benefits. By 1974, 66% of Canadian Forces (CF) trades and occupations were open to women, but they were still excluded 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 near-combat roles. By 1985, 75% of the trades were open, women started entering the Military Colleges (1980), and trials for their employment in combat roles began.

Before the completion of these trials, a 1989 Canadian Human Rights Tribunal decision directed that all restrictions barring women from employment in the CF be removed, the sole exception being service in submarines. Work on completing the intent of the tribunal continues as a component of employment equity and its underlying concept: that no one should be denied employment if they are capable of the work.

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. The CF is organised into two primary groups: Regular and Reserve Forces. Each group includes officers and non-commissioned members.



General Policies

Following the Canadian Human Rights Tribunal ruling in 1989, Canada's policy remains fixed on the full integration of women in the military and removing the remaining barriers on their employment. The CF has a harassment policy that provides for a work environment "supportive of the productivity, personal goals, dignity and self-esteem of all personnel." Additional policies on sexual misconduct, racist conduct and personal relationships compliment the harassment policy.

Maternity/Parental 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). This now includes adoptive parents.

Employment

On 8 March 2001, Canada removed the restriction on women serving in submarines. Women may now serve in all functions and environments including those in combat arms. In a study conducted by the National Defence Headquarters, it was revealed that 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 during this same period due to downsizing efforts of the CF. Similar results can be found in the rank structure of the NCOs. Over the last ten years, some progress was noted in the proportion of women who were in the senior ranks of Major and above. There are currently two women in the General Officer ranks.

Service Statistics

Today, women in the CF comprise 11.4% (6,558 of 57,441) 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 low at 1.9%. Eligibility requirements are the same for women and men depending on their entrance category/speciality.

Recruitment

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. Recruiting material has been developed which specifically targets women. The CF participated in the creation of the "Women in the New Millennium - Career Options" television series which showcases women working in non-traditional occupations. This series has been used extensively in schools and has been shown on national television networks. A second series is currently in production and a third is under development.

To decrease recruit attrition due to physical difficulties, the CF has instituted mandatory physical testing prior to enrolment. They also provide preparatory information on how to prepare for the rigors of recruit training. The Army has completed the "Leadership in a Diverse Army" program. This program was geared toward preparing combat units for the new female recruits. A handbook entitled; "Leadership in a Mixed Gender Environment" was 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 any unit. The high attrition rates at the combat schools are under study to determine causes and to develop solutions.

Since 1989, the Navy has increased the number of mixed gender ships. In 2000, the label "mixed gender" was removed, and all units are now considered mixed. The Navy continues to progress through "Vision 2010 - The Integrated Navy" plan which envisions the naval structure, and outlines barriers, requirements and policies to be addressed by 2010. Like the Army, the Navy is studying personnel retention, particularly concerning women, to determine the reasons for the high attrition rate and to discern changes that can be implemented to reduce this rate.

"Partnerships for the Future" is a program, which 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 affecting 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. This method is an age and gender fair test. The study of the validity of this CF physical fitness test (CF Express) has been completed. While the results confirm that the test is a valid indicator of physical fitness, there will be changes made to incorporate lessons learned since the introduction of the test in 1991. The lack of understanding of the CF Express has created difficulties, especially with the perception of bias in favour of women.

Modules on diversity and gender issues are part of the training curriculum, and is reinforced in follow-on leadership training as the member progresses in the military.

Deployments

Women have deployed in support of IFOR/SFOR missions in Bosnia-Herzegovina and other PKOs. A total of 2,910 women have served in PKOs since 1986. 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 requirements and accomplish certain 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.

The results of the survey on harassment in the CF were published in December 1999. Overall, the study found a decrease in the incidence of all types of harassment and a substantial increase in the level of knowledge of what constitutes harassment. While these are positive indications, the CF has

instituted a new policy on harassment. This major change in harassment policy strives to deal with complaints quickly and at the lowest possible level. The policy is accompanied by extensive guidelines, procedure manuals, specialised training for harassment investigators and advisors, statistical information gathering, external victim services, a streamlined investigative service with powers to lay charges, and embedded harassment training for all ranks.

At present, a number of 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 enhancement of maternity and parental benefits. Furthermore, the Services are conducting innovative 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 meet the needs of women, has been developed and is currently under review. Over the years, an understanding of the benefits of physical training for pre and post natal mothers had grown and a voluntary programme is under construction to assist expectant mothers to maintain physical tone during the pregnancy and regain physical condition prior to their return to work.

Conclusions

The Canadian military's commitment to gender integration is clearly reflected in the words of the Chief of Defence Staff: "...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. There is a continued commitment by the senior leadership of the CF to ensure no one who is qualified and willing to serve be turned away or that CF members are refused advancement based on who they are.



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Czech Republic



Introduction

For years, Czechoslovakian military regulations did not allow women in the military and it was not until WWII that the enlistment of women into military service was permitted. Czech women fought during WWII with distinction as medical personnel, phone operators, and anti-aircraft gun crews. They served in the Czechoslovakian unit in the Soviet Union, in the British Women Auxiliary Air Forces in the United Kingdom and the 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 military experiences, that the Army really became conducive to female membership. While servicewomen accounted for less than 3% of the Czechoslovakian Armed Forces in 1985, this number has since, more than tripled. In particular, the percentage of female officers grew from 8% in 1985 to 24% in 2000.

Organisation

Professional soldiers comprise almost half of the Czechoslovakian Armed Forces. Although conscription is mandatory only for men, women can serve in the same capacity under conditions of conscript alert or if they volunteer. In peacetime, women can serve on a voluntary basis as regular soldiers.

Once a woman voluntarily joins the military as a soldier, she is governed 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 do serve in higher posts, the majorities work together with men at the unit level.



General Policies

In 1999, new military legislation was passed by the Czech Parliament that governs the service of professional soldiers and contains provisions on servicewomen. No remarkable changes to existing laws have been introduced as they pertain to women's service. For example, the maternity policy is ruled by the same regulations as those 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 also 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 on their general level of education and any specialised qualifications necessary for a particular military speciality. Servicewomen most frequently serve in Engineering/Communications, Support Services, Logistics, and Combat units. They are excluded from airborne units, military bands, flight personnel and from serving as platoon and company commanders.



Services

Czech servicewomen currently comprise 1% (1,991) of the total force. Approximately two-third of women serve in the NCO Corps (76%), while 24% of the women serve in the Officers Corps. The highest rank currently held by a woman is Lieutenant Colonel.

Recruitment

There are no service recruiting quotas for women. Because a large pool of women with the required skills already exists, the military selects only the best-qualified recruits. Ninety percent of women join the military straight out of college and become regular soldiers (obligation for 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 interests result from the lack of civilian jobs, offering 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. On the other hand, 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. 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 remain excluded from serving on combat deployments, however, they have served in peacekeeping missions in support of IFOR, SFOR and KFOR as medical, signal corps, and administrative personnel.

While Czech women have participated in these missions, the overall number, one hundred since 1992, remains relatively low.



Recent and Projected Developments

The new military legislation that has recently been introduced 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 (2-5 years) will disappear and rank, speciality and education will determine 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 the monitoring of any forms of discrimination, primarily by means of the Army Open Line. In 1999, the group began to monitor the situation of equality between men and women within each service. In addition, the group co-operates with Czech women's movements and aims to promote women's military service to 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. Although personnel reductions have not affected the recruitment of women and their representation among military professionals, they are not perceived on equal status as the men. As a general rule, servicewomen continue to occupy mainly lower posts in the military hierarchy.

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**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 only stipulation was they could not serve in combat units. The enlistment of women as privates and NCOs began in 1971 and the military academies opened their doors to women in 1974. An equal opportunity law was passed in 1978, addressing the issue of women in combat. Studies and trials were conducted by the DAF, yielding satisfactory results, which opened all functional specialities to women.

Traditionally, compulsory service has been only for men 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 its operating conditions, without having to commit to several years of service. Hereby, these women will attain insight to encourage them to pursue a military career.

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. But as indicated above, it is possible for women to serve under the same terms as conscripts.



General Policies

A DAF committee exists which focuses on equal opportunity issues. This committee prepared a Chief of Defence Action Plan in 2000 describing initiatives to promote up to the year 2004. The long-term purpose of the Action Plan is to create an organisation that is capable of drawing on many different people with varied resources and different competence. This implies that the resources that women bring with them into the DAF are considered as potentialities rather than as obstacles. It is believed that the DAF will have more opportunities and will improve the quality of work when it is capable of using the fact that the organisation consists of different people with different resources. The Action Plan focuses on three factors that are playing a major role in the effort to obtain this objective: management, recruitment and the ability to retain the women once recruited.

As a part of the Danish Armed Forces Family Policy and in order to minimise the strains on family life, all personnel are given as much influence over their own work situation and duty cycle as possible. This includes the possibility to temporarily downgrade one's career without hampering the possibility of future career advancements.

Employment

All posts are available to women in the Danish Armed Forces. The highest rank attained by a woman so far is Lieutenant Colonel or Commander Senior Grade (Navy equivalent). Admission requirements 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% (862) of the total force. There are currently 98 officers, 191 NCOs, and 571 privates. During peacetime operations, the DAF consists of 16.271 military personnel on regular service and approximately 4200 conscripts per year. Out of the 4200 conscripts, there are 144 women serving on terms similar to those of conscripts.

Women serve in combat roles and 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 June 1 1988, all functions and units in the Danish Army were opened to women.

Recruitment

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

The number of applicants and recurring engagement for the different military education programs has, during 1999 and the beginning of 2000, been the lowest ever. The reason for the low percentage of women applying for education in the Armed Forces can potentially be found in the development of increased opportunities on the civilian labour market and the

fact that the percentage of youth has fallen over the past few years. Additionally, the cultural barrier needs to be removed in order to get more women to apply for a job in a male dominated working environment. A think tank consisting of specially appointed resource personnel has been established as a result of this recognition. The purpose of the think tank is to support the work of the action plan and one of its main tasks is to come up with ideas for actions that will turn this negative trend into a positive development.



Training

Equal opportunity applies to women and men. All personnel have the same rights to apply for and attend the Defence Academy and regular officer and NCO schools. When selecting a path to further education, only professional qualifications and needs are considered, not the applicant's gender.

In 2000, the physical requirements were revised, taking into account that men generally have greater physical strength than women do. Differentiation in physical requirements is therefore believed necessary to give women equal opportunities. This is possible in functions where a specific physical form is not a pre-condition for performing the job. Therefore, the introduction of the new physical requirements implies a distinction between basic requirements and physical requirements related to specific, physically-demanding functions. The basic requirements will be differentiated according to gender, whereas the physical requirements related to specific functions, will be the same irrespective of gender. It is expected that the new physical requirements will make it possible to increase the number of women recruited for military training. It is also expected that these requirements will make it easier for women actively engaged in military duty to meet the physical demands expected of them.

Deployments

Danish women have participated in various missions abroad. 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 as trained and to participate in all operations on equal terms with their male counterparts.

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

Recent and Projected Developments

A policy concerning harassment has recently been developed, stating that harassment of any kind will not be tolerated. This includes sexual harassment. Mutual respect is a fundamental principle behind The Personnel Policy of the Danish Armed Forces. This means that all employees immediately must put an end to offensive behaviour when they see it occurring.

At the beginning of 2000, the Danish Armed Forces implemented a horizontal career structure for officers on higher and highest middle rank level (Captain and Major). This enables the officers to choose a career in a specialised area through in-service training and as an alternative to a vertical career through higher education.

The Danish Armed Forces are developing a new appraisal interview system. It has been decided that this system must be mainstreamed. This project is designed to work as a pilot project in order to gain experience with the process of mainstreaming.

The Danish authorities have just recently addressed the issue of civilian recognition of military training. The Minister of Defence and the Minister of Education are in the process of discussing these matters in order to find a better solution regarding the transfer of credits from military training to the system of higher education.

These discussions will hopefully yield a co-ordinated and uniform system based on both formal and personal qualifications obtained through military training and service. It is also hoped that these will have a positive effect on civilian society's recognition of the merits of military training in general.



Conclusions

A major problem for the Danish Armed Forces is its inability to recruit and retain women. This insufficiency is further reflected in the inability of the DAF to appoint women to positions of leadership. Furthermore, during the past four years, the statistics have not been moving in a positive direction. The Danish Armed Forces want to stop this trend. The Danish Armed Forces therefore, have intensified the work on the issue of equal opportunities. Two attitudes are central to this effort: An open mind towards women and women's contribution be considered as an asset rather than limitations.

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France



Introduction

Women have always contributed directly to the operation of the Armed Forces whether in peacetime or 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 November 7, 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, consisting of nurses and first aide personnel was created. Female staff personnel took part in campaigns in Tunisia, Italy, France and Germany. Additionally, some 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 entrenched with a provisional decree in 1973. On May 9, 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, which includes 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 December 31, 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 regulations concerning sexual harassment and adds additional punishment of a disciplinary and statutory nature. Basically, sexual harassment comes under a broad legal framework that 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. Naval 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. Women in the officer corps make up approximately 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 January 1, 1999, must volunteer for sea duty. All personnel who join the Navy after January 1, 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 gender crews and the addition of the aircraft carrier, Charles de Gaulle, in the summer of 2000, almost doubled the number of women on board French naval vessels. Women at sea serve as helicopter pilots, watch officers, helmsmen, electricians, administration personnel, 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 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 affected 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 past standing 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. In 1999, the Navy recruited 30 female officers.

The allowable percentage of women in the Air Force 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 and 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 number of women in Medical Service Training Schools (doctors, pharmacist, veterinarians, and 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 currently 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 pilot positions since 1995.



Deployments

Female personnel (officers, NCOs and troops) frequently work in 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 an overseas operation was a squadron commander in Albania. Numerous NCOs served in the former Republic of Yugoslavia and in other theatres.

Recent and Projected Developments

The major development currently underway is the preparation for the transition from a conscription to a professional French Armed Forces. This should directly affect 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, will also affect 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 are 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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Introduction

Few military and social decision-making processes have given rise to such controversial discussions as did the complete opening of all career and career groups to women in the Armed Forces. Without a doubt, this marked the beginning of a process of fundamental change. At the same time, we should not forget that "women in uniform" are not new to the Bundeswehr. Since 1975, women have been employed in the Bundeswehr Medical Service. Although they were initially employed exclusively as medical officers, applicants could be recruited as candidates for the career group of medical officers beginning in 1989. This step was followed in 1991 by the opening of the career group of NCOs and junior ranks in the Bundeswehr Medical Service. Since 1992, the armed forces have also promoted top female athletes.

Organisation

While men are subject to compulsory service, female soldiers are only serving on a voluntary basis. Like male soldiers, they are integrated in the chain of command. There are no differences in work and female soldier's train with their male counterparts. They are subject to the same standards of performance and discipline.

General Policies

The ruling of the European Court of Justice on January 11, 2000 prompted the German government to make the necessary legal changes to the constitution, the Legal Status of Military Personnel Act and the Military Career Regulation in order to open up all career groups and careers to

women. Article 12a of the constitution was changed so that it clearly allows women to volunteer for military service involving armed combat.

At the same time, the Legal Status of Military Personnel Act and the Military Career Regulation were modified. This laid the legal foundations for recruiting women for the career group of NCOs / junior ranks as of January 2, 2001 and for officers as of July 2, 2001. Parallel to these legislative measures, the Ministry made the necessary preparations to recruit and integrate women. To do so, it was necessary to prepare specific principles to ensure the equal treatment of women in every possible respect.

In order to optimise the admission of women into the Armed Forces, superior officers have received special seminars on this subject and prospective female soldiers have been given in-depth brochures on "Women in the Bundeswehr" and "Social Security and Female Military Personnel." These provide not only information on the opportunities and special features of military service, but also concrete advice, for example, on questions of social security. In addition, information has been available on the Internet under www.bundeswehr.de.

Employment

Within the German Armed Forces, all standards are equal for women and men. The recruiting and selecting of personnel for further education or higher positions are based only on the joint criteria aptitude, performance and ability. Female soldiers receive the same promotion, consideration and payment as their male counterparts. There are no quotas for employment in assignments for women. The number of women holding important leadership positions in the highest ranks (e.g. General Officer) is still small. In the next few years, this will change as more women fulfil the requirements for promotion.

Services

Today, female soldiers constitute only 3,4% of the total personnel of the German armed forces (excluding draftees). Currently, there are more than 6300 women in the Bundeswehr. About 4848 women are employed by Medical and Military Music Services and about 1470 by Armed Forces.

Recruitment

Shortly after the ruling of the European Court of Justice was announced, the first applications were submitted to the recruiting centres.

As expected, a high percentage of applicants in the career group of NCOs / junior ranks seek positions in the headquarters and support services (43.6%). Other preferred areas are in the combat and combat support forces (17.3%) and the technical service (10.5%).

After comprehensive preparatory measures were completed, women entered service in the Armed Forces outside the Medical and Military Music Services on January 2, 2001 for the first time in the history of the Bundeswehr.

Since ^{July} 2, 2001, 196 female officer candidates for front-line service have started their career in the Bundeswehr. The areas of main interest are combat and combat support forces (21,9%), supply, technical logistic support, Military Police and command support (29,8%) and Air Force (19,3%).



Training

Female soldiers entering the Bundeswehr participate in integrated basic training. 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 are capable of withstanding the physical and mental strains of military service like men. Nevertheless, there may be some problems in areas requiring high levels of physical stamina. This problem must be given appropriate consideration in the selection of personnel and in assignment planning.

Soldiers have to take part in an annual test of physical fitness until they are forty years old. This test consists of strength and endurance disciplines. Performance in each discipline is rated with points. A few years ago, the standards were adapted to the age of women.

Deployment

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

As of October 2001, approximately 144 female soldiers, from all career groups, are stationed in the Balkans.

Recent and Projected Developments

With the opening of all careers and career groups, new career prospects and opportunities are being offered to dedicated and interested women.

The further integration of women in the Armed Forces will be an interactive process and the principle of "learning by doing" will play a significant role. Further action is nevertheless required in the following areas:

Creation of a child-care system:

Being a soldier inevitably requires men and women to be separated from their families for long periods of time. For this reason, the Armed Forces are

studying child-care models, which will make it easier to care for children during service-related absences of one or both parents.

Points of contact for specific problems of female military personnel:

The growing number of female soldiers will make it necessary for changes in this area. In addition to the spokespersons that safeguard the rights of soldiers in accordance with the Military Personnel Representation Act, it will be necessary to examine the extent to which a broader legal basis is required for the points of contact. This will be done against the background of the Equality Attainment Act (*Gleichstellungsdurchsetzungsgesetz*), which has yet to enter into force; this act is intended by the German Government to further promote equality but will not be applicable to the Armed Forces on account of their unique nature.

Improving Physical Fitness:

Numerous assignments require a high level of physical fitness. In order to ensure that, in accordance with the principle of equal treatment, women are not placed at a disadvantage when applying for such assignments, they can prepare themselves by suitable physical fitness training. The Bundeswehr Sports School is currently preparing a training program for this purpose.

Analysis of the integration process by the Bundeswehr Institute of Social Sciences:

The Bundeswehr Institute of Social Sciences will analyse the findings of a questionnaire to be completed after women have entered the armed forces. It will also examine various follow-up measures.

Conclusions

Women will make an ever-growing contribution to the accomplishment of the mission of the Armed Forces and will help shape the public image of the Bundeswehr. Initial reports from the units show that the reception of female soldiers has been extremely positive. Acceptance and integration have posed no problems. Media reporting, particularly in the press, has underlined this "success story."

After a successful start on January 2, 2001, it remains to be seen how a front-page story will become part of everyday military life. Women will undoubtedly continue to have a positive influence on the "working climate" in the former "male bastion" of the Bundeswehr. Mutual open-mindedness on the parts of both men and women will guarantee the success of this forward-looking concept.

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**Introduction**

After World War II, the need to modernise the Military Nursing Corp became readily 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 are assigned 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, albeit 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 in the event of 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 necessary. Women who are mothers, 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 end of that year, they return to active 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 banned 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 to date 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 female 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 approximately 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 attracting women are not required for the Greek Armed Forces because 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 determines 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 with training taking place in the Military Schools and Academies. The women NCOs attend an intensive 13-week basic training course at centres specifically for women. After basic training, they attend four months of speciality training with their male counterparts.

Deployments

The women of the Hellenic Armed Forces participate in peace-keeping operations. There are currently 37 Army women (five officers and 32 NCOs) and two Air Force women (NCO's) serving in Kosovo.

Recent and Projected Developments

In 1999, for the first time ever, six women (one officer and five NCOs) were selected to sail aboard a ship for six months. The results of the mission were encouraging for women's future career prospects on the ships and new posts are now open for Navy women.

It is expected that from the year 2002, women will have the chance to enter the Air Force Academy as pilot cadets.

Conclusions

The enlistment of women has proven successful and is continually progressing. The staff development and research programmes concerning women in the Hellenic Armed Forces helped to achieve this progress.

Integration of women continues to progress in the support specialities, however, current law prohibits women from serving in combat arms branches.

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Hungary



Introduction

The currently prevailing provisions of law being in harmony with the Constitution – relevant for the Hungarian Defence forces – lay down and guarantee in every aspect the equality before the law by forming a guaranty system and drafted in the spirit of the international contracts and charters approved and enacted by the Republic of Hungary.

Our constitution states that the Republic of Hungary assures the equal rights of men and women in every aspect of civilian, political, economical, social and cultural laws as well as human and civil rights for every person being within its territory, without any discrimination as to: race, skin colour, gender, language, religion, political or, without discriminating against difference of opinion, national or social origin, property, or age.

The above stated prohibition against discrimination is supplemented in accordance with the Defence Law stated here: “The armed organisation guarantees the promotion opportunities of the professional personnel without discrimination on the basis of professional skill, experience and performance, as well as service time, taking into account the payment related to the rank and posts.” In this context, it can be said that the legal base for any kind of freedom from discrimination is guaranteed by both by the Republic of Hungary and the Hungarian Defence Forces.

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 introduced for women in 1996. Starting in 1994, women have been able to apply and compete for entrance into the military academy (university). Female soldiers are covered under maternity/paternity leave policies as stipulated by national law.

Employment

Female personnel are integrated at all levels but fill only limited positions at the command level. 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, radio-reconnaissance, and as anti-tank missile operators.

Services.

Hungarian servicewomen comprise approximately 6.4% (3,017) of the total force (~46,678). 671 of the women serve in the officer ranks and approximately 2276 are NCOs. There are no differences in the promotion systems for women and men. The highest-ranking female in the Army is currently a Colonel and in the Air Force, a Major. (The Hungarian Defence Forces have only two Services: Army and Air Force.)



Recruitment

The Hungarian Defence Forces conducts its recruiting with no gender restriction. In the case of people applying for the contract service, the basic components of the entrance requirements is the completion of the 8-year long primary school and on age limit of 18-30.

The Hungarian Defence Forces would like to increase the numbers of contract personnel. For this reason, a Recruiting Office was opened in 2001. From the 300 people recruited, 163 were women.

The so-called “Open days” program, which has been organised regularly for 5 years, has been a great success from the point of view of career orientation and for increase the numbers of applicants joining the Hungarian Defence Forces. This program gives the military educational institutes and military organisations the opportunity to introduce themselves, as well as to make the Hungarian Defence Forces more attractive to the civilian population. According to the statistics, the program is very popular in the garrisons and contributes to a large extent the increase in numbers of those who apply to become contract personnel.

Training

The training of women for a military career involves the same provisions of law and inner regulations as for men. Women can apply for any of the military occupations and they can be admitted in the same as men as long as they are physically fit and healthy after successfully passing the entrance examinations conducted by the military educational institute.

For regular personnel, corresponding education, training organised in other forms at the military educational institute and in course of the examination women and men are on equal footing. Furthermore, their provisions, allowances, rights and responsibilities are the same in accordance with the laid down items of the educational contract.

The Hungarian Defence Forces operate Zríny Miklós National Defence University to provide the necessary supply of professional soldiers and to secure a sound basis for the preparation of young people entering military higher education. At the university, everyone receives the same training: professional military training with field exercises, economical and engineering

training and general intellectual training with an emphasis on foreign languages.

Deployments

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



Recent and Projected Developments

The Hungarian Defence Forces are currently in the middle of reorganisation. These changes concern the officers, NCOs and also their family members. It means that some of military and civilian personnel lost their current position, so they need to be helped in the integration into the civilian society. For this reason, one year ago, was established so-called Office of Manpower Conversation which offers different opportunities of position in the civilian sphere. This Office also has data bank to match the needs of military personnel and other opportunities (market, state and municipal).

The Defence portfolio also established a fund to help the personnel (women and men) in the education of new skills needing in the civilian sphere.

As women are also members of the military personnel, the reorganisation makes effect to them also. Basically, they have the same kind of problems as men. It is important to make a stress in connection with women that most of them serve as NCOs, so the effect of the reorganisation causes less negative consequences.

Conclusions

The Hungarian Defence Forces recognise the importance of fully integrating women into the military and are working on women's issues and concerns such as uniform standards, career development, and professional leadership training.

The Committee for the Examination of Equal Opportunities is tasked with reporting to the Chief of Defence and providing information and exchanging ideas with leadership and personnel in subordinate units regarding the situation of women carrying out professional and contract military service.

The reorganisation of the Hungarian Defence Forces, which started last year, actually means cutbacks in the overall number of personnel, however, according to the most recent data (the 31 Dec 2000), the number of women has actually increased.

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Italy



Introduction

The introduction in Italy of women's military service has long been the focus of debate for both the public opinion and the military and many relevant proposals for legislation have been submitted over the years.

The Armed Services were the only remaining public sector precluded to women and the situation was no longer acceptable in a country whose Constitution reads "All citizens are invested with equal social status and are equal before the law, without distinction as to sex,".

Finally, law n. 380 of October 20, 1999 admitted Italian female citizens to public competitions for the recruitment of Officers and Non-commissioned officers on active service and of other ranks on voluntary service.

Organisation

The Italian Armed Forces is at a turning point in its history, not only because of the admission of women into their ranks, but also because of the shift from conscription to an all-volunteer system of recruitment. Within the new organisation the presence of women will certainly represent a positive addition.

General Policies

The law that introduced the voluntary female service tasked the Government to issue one or more delegated decrees during the year 2000. These include:

- delegated decree n. 24/2000 intended to give provisions on recruitment, status and career progression largely based on the principle of equal opportunities in regards to ranks, qualifications, specialities and appointments;
- decree n. 114/2000 establishing specific fitness standards for admission to military service; in this respect, it is pointed out that the relevant existing decree has not been changed except for the addition of the specific illnesses that may affect women.
- ministerial decree dated February 9, 2000 established, how service women will be employed in the existing overall strength.

Based on the principle of the gradual intake of female personnel into the Armed Forces, the above-mentioned decree will be updated annually. In addition, the norms on maternity leave granted to civil servants will also apply to military female personnel.

Service Statistics

Today, women constitute 0.1% (438) of the Italian Armed Forces. The Army employs the majority of the women with 343 (0.2%), then the Navy with 50 (0.1%), followed by the Air Force 40 (0.06%). The Carabinieri employ 5 (0,004%) female personnel.

Recruitment

The same recruitment procedures for male servicemen also apply to servicewomen, with adjusting fitness standards as deemed necessary to take into account physiological differences.

The first competitions were announced in the year 2000. Given the large number of applications from women, almost all-available posts have been filled. In particular the competitions are for:

- The enrolment of officers at Military Academies where women are admitted to all occupations (to include the medical and engineering Corps): up to a 20% of available posts. The numbers of female intakes into Military Academies are as follows:
 - Army: 39 students (16% of available posts);
 - Navy: 31 students (20% of available posts);
 - Air Force: 30 students (20% of available posts);
 - Carabinieri: 3 students (6% of available posts);
- the recruitment of young officers holding a university degree for unrestricted admission to all rolls (medical, administration, etc.).

The numbers of female intakes into this category are as follows:

- Army: 17 personnel (42.5 % of available posts);
- Navy: 19 personnel (32.2% of available posts);
- Air Force: 10 personnel (40% of available posts);
- Carabinieri: 2 personnel (25% of available posts);
- the recruitment of, an extraordinary competition, with up to 30% of posts open to women.

In this respect 288 female non-commissioned officers have been recruited, only in the Army, on a trial basis, which represents 30% of available posts. Also this year a competition for volunteers on short-enlistment term, an extraordinary competition in the Army, has been launched. In this area we have recruited 280 personnel.

This year, in accordance with the principle of gradual recruitment, and for the purpose of a smooth integration of female personnel with their male counterparts, competitions for non-commissioned officers have been launched. A quota of 20% is in effect. This necessary limitation is due to two distinct of reasons: not yet all military structures are able to host female personnel and we have not yet gained any practical experience in the operational employment of women.

Training and Employment

In theory, no restrictions are forecasted on women's employment. To ensure a proper utilisation of female personnel, it is deemed appropriate to proceed gradually by assigning female personnel to logistic areas, to start with, so that problems, if any, may be identified and tackled before considering employment in other areas. Today all the cadets or young female officers are still attending the academies or the military school. Therefore integration of women in the Italian Armed Forces is at early stage of gaining experience. However, the short-term female volunteers, in the combatant specialisation inside infantry, regiment, tank group, parachutist school, mountain infantry school etc, are now assigned in Units to finish the specific training, right after the basic and intermediate training. The purpose of this initiative is to provide everyone with the necessary experience and unit exposure before a wider integration of women is possible.

As for men the selection of the specialisation is based on a combination of:

- service needs;
- personnel ask;
- physical and fitness standard;
- psycho profile
- previous experiences in the civilian live.

Career development

There will be no restrictions on promotion or career progression, and serving women will be able to reach the highest level of military hierarchy. Now the highest rank held by a female is lieutenant. They are the women who were recruited with the University decree.

Conclusion

The admission of women into the ranks of the Armed Forces marks an important social and cultural shift from the past because it helps to bring the military in line with a social system in which women are increasingly filling leadership positions.

Although, women's entry into such the military field has been far from easy, the favourable opinion expressed by the first female officers bears witness to the work of the Government and the Armed Forces as a job well-done.

Of course, the road to full integration is long and there will be stumbling blocks on the way to complete the integration process. Nevertheless, in the light of these first experiences, we are confident that the presence of military female will constitute an improvement in the Armed Forces, both in quality and in professional skills.

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Luxembourg



Introduction

The law of June 29, 1967 ended compulsory military service and reorganised the Army as an all-volunteer force. At this time, the missions of the Army are integrated within the broader mission of the Public Force, comprising the army, the *Gendarmerie* and the police. Luxembourg has no air force or navy.

In April 1979, the first female candidates were incorporated into the police. A year later, women were also allowed to join the *Gendarmerie*. In 1987, the Army opened up to women.

In 1999, the government decided to split the Ministry and to merge the Police and the *Gendarmerie*. The Defence Department was integrated into the Ministry of Foreign Affairs and Defence. The Police department now belongs to the Ministry of Interior.

In order to move towards professionalisation, the Army introduced, in 1997, in addition to professional officers and NCOs, career corporals. All other military personnel serve as volunteers.

Volunteer soldiers are the only eligible candidates for the lower ranks of the prison guard service, as well as postmen, customs officers and forest wardens. Moreover they have a priority right in other areas, as for instance the police forces.

The short career of temporary officers and NCOs was established in 1999. It allows young people to join the Army for up to six years.

Policy Changes/New Policy

The Army has no specific regulations on gender issues.

The government voted in two new laws that are applicable to military personnel:

1999: law that gives each parent a right to benefit from a 6-month parental leave (or 12 months part-time leave). This period is increased to 8 (16) months for each additional child. The parent is paid a fixed amount of approximately EUR 270 (135).

2000: law on sexual harassment addressing both genders.

Organisation/Employment

In April 2001, Army personnel strength was at 770, with 330 vacancies. Currently 22 women serve as NCOs and enlisted troops. There are no female officers in Luxembourg's military, but two female cadets are currently being trained.

Women serve without restrictions on positions or specialities, including combat. However, most of the female personnel work in administrative jobs. A few also serve as medics, cooks and in transportation (i.e. military drivers).



(Numbers as of April 01)

	Total	Men	Women	% of women in the Army
Officers	58	58	/	0%
Cadets	9	7	2	22,2%
NCO's¹	161	156	5	3,1%
Volunteers	429	412	17	4%
Total²	657	633	24	3,6%
Civilians	113	82	31	27,4%

¹ includes the military band

² military personnel only

Recruitment

The number of volunteers in the Army has been decreasing since 1994 and Luxembourg has had some difficulty meeting personnel recruiting goals (male and female). On the other hand, Luxembourg has responded favourably to the new security challenges and has decided to commit itself strongly to multinational security and defence. Thus, the army is confronted with new missions and needs to be restructured and adapted to meet the demands of this new environment.

The Army launched a recruitment campaign aiming first of all at making the voluntary military service more attractive to young people. The pay was increased substantially and civilian guardians were recruited in order to allow volunteers to concentrate on their military training.

The campaign also aims to attract more young people to commit themselves for a minimum of 18 months. An advertising campaign focuses on both Luxembourg citizens and EU citizens (living in Luxembourg) as the Army intends to open its voluntary military to the latter.

Due to the fact that the Army does not make any distinction between men and women (with the exception of lower standards for the physical selection test), women are currently not being addressed specifically.



Training

Women must comply with the same entry requirements and training as their male counterparts. Their basic training lasts four months and is conducted at the Army Training Centre, "Grand-Duc Jean", together with men. Following this period, all volunteers join male and female integrated training units. Lower standards for physical tests are applied to women, as mentioned above.

Deployments

Women have been deployed in support of UNPROFOR/IFOR/SFOR missions on normal volunteer soldier rotations.

Recruitment for non-Article 5 operations is done on a volunteer basis for all categories of personnel. However, the Minister of Defence has the authority to designate professional personnel for such missions, without distinction between men and women.

Career developments

Men and women enjoy the same career development opportunities.

Conclusion

Not only does Luxembourg have difficulties in meeting overall manning levels, but also surveys indicate that women tend to apply for positions with the police rather than the military. Until now, these young women have had to do their military service prior to joining the police forces. However, a new police law, adopted in 2000, opens Police careers to civilians.

Thus, one of the challenges of the Luxembourg Army will be first to stimulate the interest of women in the Army, and then secondly, to motivate them for a career with the Army.

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The Netherlands



Introduction

Since 1944, women have served in the Royal 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. Because there was no solid reasons for a separate female corps, by 1 January 1982, all the Women's Corps were 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

As of 1993, the Dutch military changed 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 such as part-time employment, policies on parental leave, child care (the fact that women can take six years unpaid leave) and family policy is designed to enhance recruitment.

The Dutch Armed Forces have a policy outlining a Complaints Procedure on all forms of undesirable behaviour, such as sexual harassment, bullying, teasing and discrimination. 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.

Employment

All posts, including all pilot specialities, are open to women. However, employment in the marines and the Submarine Service remains closed to

women on the grounds of combat effectiveness and practical reasons. 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 improve and enhance the utilisation of women in the Armed Forces, as it will provide them with additional opportunities.



Services

Dutch servicewomen make up 8% (4,170) of the total force (52,142). The Navy employs the majority of the women with 9.2%, the Army at 7.2%, the Air Force with 8%, and 8.7% in the Marechaussee (Military Police).

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

Recruitment

The recruitment requirement, especially for personnel on fixed-term contracts, is expected to increase in the coming years. The population in the age category between 15 and 29 is expected to decrease further in the Netherlands over the next few years and then stabilise. This means that there will be less candidates to recruit from in the coming years. It also means that more attention will need to be paid to the recruitment of women and people from ethnic minorities. The Services are working hard to attain their target goals. It is estimated that an admission of 20% women is required to achieve its goals.

As in many other countries, the physical requirements are high in operational 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. And in 2001, another new brochure was published specifically aimed at women. It includes a closer look at all regulations regarding work and care.

In addition, the selection procedure will have to be looked at with a critical eye. In view of the competition in the job market, candidates will not only want to know quickly whether they will be taken on or not, they will also

want to know precisely which job they are applying for and where they will be posted after training. In other words, as viewed from the job market, the aim is made-to-measure work down to specific function levels.

Training

All of the Services are trying to closely monitor the career development of their female personnel. In doing so, women are given opportunities for admission to career-development courses, if equally qualified as male personnel. Theoretically speaking, both genders have equal career development opportunities; 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 fitness standards. 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. Additionally, women are given the opportunity to attend training courses paid for by the government in the period prior to them entering military service.

Deployments

Dutch servicewomen have participated in various missions all over the world in support of PKO and other humanitarian operations. Women serve in different kinds of positions within headquarters staff, combat, logistic units, military police and pilot specialities. The operations last mostly six months. 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."

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:

1. Eight percent female service personnel by 2002. This target has been reached.
2. More women in part-time functions. The number of women working part-time has risen, but it is still low.
3. Completion of the VERGO (Women and Ergonomics) pilot projects. The VERGO pilot projects have been successfully completed. The projects have proven that procedures and equipment can often be adapted using simple aids in order to lighten the physical burden of the work considerably.
4. Development of a structural and visible career policy for female military personnel from the rank of Captain/Navy lieutenant and upwards, with a view to taking these into account and thereby limiting the outflow of women from the armed forces. The promotion of women, however, remains limited.

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 Defence organisation has opened its first in-house day-care centre at Twente air base. Preparations for similar forms of childcare are under way at the RNLNA and the RNLAf. 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.

An increasingly important issue is helping personnel cope with diversity, in light of the increasing number of minority personnel employed within the Armed Forces. All Service-training courses now devote attention to lessons in ethics, managing diversity and dealing with undesirable behaviour. All military personnel, both during initial training and during follow-up and career training courses, attend these lessons. Officers and NCOs are given additional training on these topics.

The RNLAR is following the example set by the RNLNA some years ago by appointing its first female colonel. The RNLAR had appointed female colonels before, but only as curative medical officers.

And last, but not least, the new Collective Labour Agreement states that military personnel – men and women – are entitled to partially paid parental leave.

Conclusions

Over the years, the Royal Netherlands Military has taken steps to improve upon their process of fully integrating women. Changes in the Defence organisation, such as the abolition of the conscript soldier, necessitate 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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Introduction

Women in the Norwegian Armed Forces have a long history of service. They have had access to military posts since 1938 and served in both officer and enlisted ranks, in all arms and services, 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 that the equal opportunities law should also apply to the military. Women were consequently allowed in all combat functions. The focus of attention during the last years has been on increasing 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 same 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 Ministry of Defence (MOD), in co-operation with the Chief of Defence (CHOD), has developed a Strategic Plan for Gender Equality in the Armed Forces. The four main objectives include proficiency enhancement, marketing (which includes recruitment), family policy, and real career opportunities at various stages. Additionally, equal opportunity and family policy are two of eight areas that 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 are also one of the stated values in the Armed Forces Ethical Tenets document, which was also published in 1998.

"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 an optional 52 weeks at 80% of their salary. Four of these are exclusively for 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. The number of staff dedicated to women's issues is significantly reduced, compared with the situation in the mid-nineties. In the eighties and early nineties five officers were responsible for

these issues. Today, one senior executive officer in the CHOD's staff is responsible for Norwegian positions and personnel policy for participation in international operations, women's issues, family related policies and gender equity.

Employment

Women serve under the same conditions as men and are integrated in mixed gender units. All positions are open to women and they have no limitations on combat operations. Except for Army and Navy special operations forces, there have been women in all kinds of operational functions in the Armed Forces. They serve as pilots (including fighter aircraft) and onboard all naval ships. Norway was the first NATO member to employ women on submarines. Women compete for admission at all levels and have the same terms of service and opportunities for promotion as men. Few women have advanced to the senior ranks.



Services

Norwegian service women make up 3.2% of the total force (36,000). There has been a positive development in the number of officers in the Army and the number of women who complete the national service. On the other hand, the number of female officers in the Navy and Air Force is, unfortunately, declining. There are 630 female officers, 42 enlisted personnel, and 54 students.

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 is responsible for co-ordinating all promotional and advertising activities for all three Services. It also organises exhibitions and visits to secondary schools.

Norway has taken an aggressive recruiting approach in the last three years, particularly in the Officer Candidate School (OCS) applications, with new methods to reach their set goal of 7% female personnel strength by 2005 (national service personnel excluded). Additionally, a new action plan for recruitment has been developed. This plan is also focused on reducing the

number of women who choose to leave the Armed Forces after some years of service.

The CHOD has tasked a project group to develop an exhibition on the History of Women in the Norwegian Armed Forces, which is available to the public.

Training

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. The annual physical tests for officers were changed in 1999. The time limits on the different tests (running, swimming, skiing and cycling) are tighter for both women and men. The initial evaluations conclude that the number of personnel that complete the test is the same, but fewer get the highest score. As a result, there will be some adjustments to the test. These changes include giving other optional tests and modifying the time requirements.

Norway's military career system is based on a "step-by-step" approach; this means one must start the officer career by attending OCS, which offers basic training 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. Army officers must have periods of service abroad in order to qualify and advance in rank. 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 will continue to be deployed in support of Crisis Response Operations (CRO) and other humanitarian operations. They have served in IFOR, SFOR, KFOR, Korea, the Middle East and in the Gulf War. Norway was one of the lead nations to get acceptance of deploying females on UN missions (manoeuvre elements). Norwegian women were employed as military UN observers in the mid-nineties. The proportion of women is larger in international missions, than in active duty.

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 mixed gender-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.

The CHOD is concerned that women leave the Armed Forces and has started an interrogation focusing on why women are leaving and why they

choose to stay. The result was published in summer 2001. Results indicate that women leave for reasons such as difficulties with combining work and family (same as men), not being listened to as women, and wanting other, more demanding, challenges. For the first time, women have been focused on by the CHOD and the Armed Forces. The issue has also been discussed in the media.

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

Conclusions

The Ministry of Defence is concerned about the goal of having at least 7% women (excluding national service personnel) by 2005 and has stated that gender equality needs follow-ups. The Chief of Defence will focus on the retention of women. An action plan for family policy concerning support and back up for families having members in international operations is also being worked out.

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Poland



Introduction

Polish military women have a long tradition of military service dating 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 at the same time, 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. In addition to other policy changes, women are now able to attend military schools and the Service academies.

Organisation

Professional service is voluntary. Compulsory basic military service applies only to men. According to the Constitution of the Republic of Poland, women can undergo basic military service but at present there are no adequate legal regulations that allow for such a possibility. Due to this, women in the Polish Armed Forces serve mainly in officer and warrant officer corps. Last year the first women were permitted in the non-commissioned officer corps, admitted under special conditions or after military training, consisting of specialities useful in the Army.

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 for 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 affecting 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 state women cannot be dismissed from service during maternity or parental leave. Additionally, they cannot be assigned duties that would be harmful to their health during their maternity status. The new 26 leave has been in the force since 2001.



An amendment to the Act on military service of professional soldiers, which concerns the equalisation of the retirement age of men and women, has yet to enter into Force. As it stands today, women soldiers have to retire at the age of 50; currently, the retirement age depends on the rank, regardless of the gender.

Employment

Women serving in the Polish Armed Forces still represent mostly medical professions and are employed mainly in health-care institutions. The remaining percentage is employed in logistics, administration, justice, Military Training Ground Centres, and military schools.

Services

Women make up only 0.33% of the total number of the Forces (240,650). Currently, there are 277 female military personnel, with 143 of them serving in the Army land forces, 60 in the Medical Service, 33 in the Air Force, 25 in the Ministry of Defence, and 16 in the Navy. An additional number of servicewomen also serve in other MOD institutions.

Recruitment

Since 1999, women have been admitted to military schools of various levels on the same conditions as men. The difference lies in the criteria of evaluating the physical fitness. The principles are different in different schools (no uniform set of criteria in this field).

This year, enrolment of women to military schools will be significantly reduced due to the planned reduction in the Armed Forces. In 2000, 163 women were admitted to the military schools and academy, next in 2001 – 33. Between 2000 and 2001, 24 women were admitted for the military service with specialities useful in the military.

The increase in the number of women has not been notable but the situation of the reduction in the Armed Forces is generally not conducive to recruit women to the military service. The number of women in the health service is still increasing faster than in other specialities. Currently, there are no programmes to maintain higher levels of recruitment for women due to the deep restructuring changes in the Armed Forces; in 2001, only 33 women applied for the military schools because of the process.

Training

In general, service requirements for women do not differ from those of men; the only differences are those concerning the evaluation of physical fitness during recruitment and during military service. So far, the physical education test is not obligatory for women in all types of Service; it is only obligatory for women in the Army. This rule is forecasted to apply to all types of service in the near future.

Deployments

The yearly participation of women in peace missions is steady but does not exceed 20 women. The main obstacle in taking posts different than medical ones is the lack of suitably trained female personnel. The situation in this area may change when it becomes possible to recruit women for wider range of posts than only medical ones.

Recent and Projected Developments

The most spectacular events in the military service of women in 2000 was the admittance of 163 women to military schools and the observed significant increase of interest in an education in the military among young women.

The necessary supplement was introduced to the uniform sorts for women officer trainees. The Council still works on introducing new uniform sorts for women. Contacts with the Parliamentary Commission of National Defence, Military Family Association, and other organisations working for the equal rights of women were maintained. The Council for Women proposed an entry for the Act on the military service of professional soldiers concerning the maternity of candidates for professional soldiers in schools, allowing the woman to continue studying after giving birth, but the proposal did not meet

with approval among the members of parliament. However, the Council's efforts in this field will continue. The Council also published a brochure about women service in the Polish Armed Forces, including information on rights, duties and other subjects of importance in respect to women's military service.



Conclusions

Although the process of integrating women into the Polish Armed Forces has been slow, due to regulations and cultural traditions, there has been a significant increase in the numbers being accepted. Since 1988, women have made great contributions to the military service in dedicated professions, especially as physicians.

Military officials state that women are interested in joining the military as contract soldiers and there will be more in the future. Additionally, Polish mass media have shown an increased interest, by women, in the subject of military service. 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 during pregnancy. 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, with some restrictions in the Navy. 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 the 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 for women and men.

Complementary personnel can only render service for a maximum of six 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.

The national legislation protecting maternity and paternity is the same for both civilian workers and military personnel. It was amended in August 1999, mainly to enlarge the rights of parental absence to assist young children, such as the possibility of a three-month leave or part-time work during six months. The implication of these changes is still under assessment due to their relatively recent implementation.

A change in the statutory legislation, also deserves a good mark, in establishing the principle of conciliation, whenever possible, between personal and work obligations, regarding transfer and posting, especially of military couples.

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 completely non-dependent on 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 6.6% (2,875) of the total force (43,491), including career personnel, short-term contract personnel and conscripts. The Army employs the majority of the women with 3.7% (1,620), the Air Force with 2% (875), and the Navy with 0.9% (380).



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, and dependent on 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 one of the Services, 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. Training programs for Complementary Personnel 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, except submarines, 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 2004. 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 process of women into the Spanish Armed Forces started in 1988 following a regulation introduced to comply with the no-gender discrimination principle established in the Spanish Constitution.

In the beginning, they were only allowed to serve as officers in twenty-four different corps and services and they had to wait until 1992 to be allowed to join the Armed Forces as soldiers and sailors, with some exceptions like Special Forces units. Following the Law on Military Personnel, approved in May 1999, they are able to serve in all posts without any restriction, including combat functions.

In the Spanish Armed Forces, there are no specific female units and there is no ceiling regarding the percentage they can represent in the total numbers.

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, Legal, Music and Medical. Servicewomen are subject to the same rigors, regulations and rules of discipline as their male counterparts.

Now that compulsory service (which only affected men) has been suspended, the principle of equality in the Armed Forces is being applied with all its consequences and any professional difference between the sexes has been eliminated.



General Policies

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

There are specific regulations concerning women in areas such as uniform, accommodation and maternity healthcare in order to achieve effective equality.

Among those specific regulations developed to promote the attraction and retention of women we can highlight the following:

Maternity protection: According to the 1999 Law on Military Personnel, if a woman is pregnant at the time of the selection process, she can do all the tests except the physical ones and keep the scores for one year (two if she becomes pregnant again the next year) only having to pass the physical tests, when she reapplies.

Should a woman become pregnant during her stay in the Armed Forces, she can apply for a shift to a less demanding job during her pregnancy period.

Parental leave: Parental leave covers a period of sixteen weeks, during which the member receives a full salary.

In addition, until the child is nine months old, they have the right to enjoy one hour off per day that can be divided into two halves or substituted by cutting half an hour off the daily working period. They are also entitled to enjoy up to three years leave without salary for childcare, holding the assigned post for the first year.

Disciplinary rules: Disciplinary regulations exist which consider a major offence to be any actions which are contrary to the sexual freedom of individuals, including sexual harassment, a serious offence is said to have occurred if those same actions are committed against an individual of the same or lower rank, taking advantage of the rank or seniority in service.

Lodgings: Because the Spanish Armed Forces did not have any women until 1988, some lodging facilities had to be adapted to accommodate them. This process is almost complete; only some minor details remain to be fixed in small units or assignments, like small ships, in which it is difficult to find the necessary privacy. As a general rule, all the lodging facilities are separate for each sex except during the cases in which, due to special situations like exercises or field training, they must share the same facilities.

Employment

1992 was the year when women were allowed to join all the ranks in the Armed Forces. It is important to highlight this fact because the progression of the integration process was very slow up until that date. Before, women could only apply as officers and the percentage of women remained very low.

Nowadays, women can apply for each and every post in the Armed Forces and there is no limit as to the rank they can reach. A career profile is exactly the same for men and women.

As of today, the highest rank among women in the Armed Forces is Captain, but this is due to the fact that the promotion among the first ranks is only based on the seniority criteria.

Services

Since 1992, the percentage of women applying to join the Armed Forces has continually increased and during the last recruitment campaign for soldiers and sailors, in July of this year, this figure rose to 27 percent of the applicants.

Currently, the total figure of women in the Armed Forces is 9.983, which represents 8,2 % of the total strength.

The percentage of women among soldiers and sailors is 12,8 % and among the commanding officers and NCOs, is 1,5 %. By services, women represent 8,4% of the Army, 8,1% of the Navy, 6,8% of the Air Force and, 12,2% of the Common Corps. These numbers are similar to the percentages of every service in the Armed Forces with the slight difference that women make up a smaller percentage of the Air Force and the Common Corps.

Recruitment

Although women are recruited based on the same process used for their male counterparts, some measures have been taken to facilitate the integration of women into the Spanish Armed Forces by way of positive discrimination. For example, differences are established in the physical conditions generally required for men and women wishing to join the forces or remain in service, except in the case of those units in which the physical condition of the soldier or sailor is of paramount importance. This includes, for example, special operations units, parachutists, divers, etc, where men and women must fulfil the same physical criteria (the physical tests and scores must be the same).

Training

The training for all the different specialities in the Armed Forces involves the same process for men and women. Soldiers follow two different training phases: the basic phase and the specific phase.

During the basic military training phase, which is two months long and is the same for all the branches, the new recruits receive information pertaining to the military structure, legal framework of the Armed Forces, physical and military training and, above all, they have the opportunity to adapt themselves to the military way of life.

After the basic military training, recruits receive the specific training, which is different for each speciality. This phase covers a period ranging from one month for the less demanding jobs, to ten months, for the most specialised ones.

In the case of the NCOs and the officers, the training is quite different. Once they pass the selection process, they go to the different academies and follow a comprehensive training process covering the basic and specific aspects of their function. This training lasts between one and five years, depending on the branch, speciality and type of contract they apply for.



Deployments

A significant step in the integration process took place in 1993, when the first woman deployed to the Former Yugoslavia as a member of SFOR. Since then, women have participated in all of the peace operations to which Spain has contributed.

Recent and Projected Developments

An agreement between the Ministry of Defence and the Institute of Women to promote and facilitate the integration process has been accepted by both institutions and is going to be signed in the near future.

The political decision to create childcare facilities in military units has already been taken and the military is currently drafting agreements with different regional governments and institutions to set them up as soon as possible. It is hoped that these facilities will provide military families with the necessary help they need to combine their professional duties and family care.

Conclusions

The integration process of women into the Spanish Armed Forces has not faced significant problems and the MOD continues working to develop and define policies regarding this issue.

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Turkey



Introduction

When Turkish history is examined, it is apparent that Turkish women have voluntarily taken tasks in the defence of their country, showing the same power and courage as men. One woman, whose monument has been erected in the city of Erzurum (Eastern Turkey) because of her gallant bravery during the Ottoman-Russian War, constitutes a very good example of this fact. Furthermore, the Independence War has taken its place in history with the unsurpassed heroism of Turkish women.

Prior to 1955, women had been assigned as civilian personnel (doctors, nurses, teachers, engineers, etc.) in the Turkish Armed Forces. Beginning in 1955, women were accepted to military academies and they started service as officers in 1957. Among these were women fighter pilots.

This recruitment process was interrupted due to various reasons and instead, recruitment of officers from civilian universities was preferred.

Starting in 1992, together with recruitment from other sources, women cadets were allowed to enter military academies.



Organisation

Women personnel are being employed as officers in the Turkish Armed Forces today. Special troops comprised of women do not exist. The women 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 women officers in suitable branches and ranks” to keep pace with technological advancements in the 21st century. Women civilian personnel have been assigned to the headquarters staff, technical fields, and social services without sexual discrimination.

According to Turkish law and culture, sexual harassment is viewed as a crime, and is punishable by law.

Amendments to laws concerning maternity were added in 1998. According to the new legislation, out of the nine weeks of authorised paid leave, three weeks can be taken prior to and 1½ months after giving birth. If requested, six months of unpaid leave can also be taken. Furthermore, women 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 women officers married to colleagues, and utmost care is given to the co-location of families.

Employment

Women officers serve in all branches except armour, infantry, and submarines. Twenty-one women are currently undertaking pilot training to be jet fighter or helicopter 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 918. In the Army there are 533, in the Navy 192, in the Air Force 160, and 33 in the Gendarmerie.

Women officers serve in branches such as ordnance, signals, transportation, quartermaster, finance/budgeting, 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 four percent of the total number of cadets. Women enter the Turkish military on a voluntary basis. There is no conscription for female personnel. No formal plan has been implemented in terms of the recruitment of women as corporals-privates, because there is no shortage of male volunteers in the Turkish population.

Training

Equal opportunity applies to women and men in terms of training. Training is provided in the academies and higher schools 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.



Military Academies, Gülhane Military Faculty of Medicine and other civilian schools constitute the three main institutions supplying personnel for commissioning as officers. The Gülhane Military Higher Nursing School, which trains military senior nursing officers, began training civilian senior nurses for the military in 2001. The graduates of this school were commissioned as senior nurse officers prior to enrolment. In the 2000-2001 educational year, the number of women cadets educated in military academies was 196. Female civilian university graduates joining the military undergo a three-month basic training course, together with male candidates. Both men and women receive the same training at the same schools and training centres.

Deployments

Turkish servicewomen have deployed in support of IFOR, SFOR and KFOR 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, as stated in the training section above.

Recent and Projected Developments

The Turkish Ministry of Defence is continuing their work on emphasising changes and advancements for the benefit of women in respect to policies concerning military uniforms, hair cuts, make up, duty for women and maternity

leave entitlements. The developments regarding women officers are dependent upon the national military requirements and there has been in creasingly more space allocated to them. The proposal for a law on contracted-commissioned and non-commissioned officers, which also permits women to serve as NCOs, is still under consideration by the Turkish Great National Assembly.

Conclusions

Several indicators point to the conclusion that conditions are improving for female officers in the Turkish military. Enrolment of female cadets in the military academies is increasing, and qualified women are filling more and more positions. It is expected that the female officers in the Turkish Armed Forces will be assigned to more effective and functional posts in the future.

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United Kingdom



Introduction

Manpower shortages in both World Wars gave women the opportunity to prove that they could successfully perform work previously undertaken only, or predominantly, by men. 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 continue to serve. 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 and the Queen Alexandra's Naval Nursing Service (QARNNS) was integrated in 1 April 2000. The integration of Women's Royal Army Corps (WRAC) personnel into their employed Corps was completed in April 1992 and in April 1994 the Women's Royal Air Force (WRAF) was disbanded.

Today, women are only excluded from a minority of roles, on the grounds of combat effectiveness or for medical reasons.

Organisation

Women today are integrated into the three main Services and serve alongside male colleagues in the Royal Navy, Army and Royal Air Force in nearly all specialities. In the UK Armed Forces, the Medical Services are integrated into each of these Services and do not form a separate entity.

Women may not serve as Royal Marine Commandos, in the Royal Armoured Corps, as Infantry and in the RAF Regiment, (those units whose primary duty is "to close with and kill the enemy"), on the grounds of combat effectiveness. They do serve, however, in administrative and support functions in these units, including in the Army support elements of 3 Commando Brigade. Women do not serve in submarines or as mine clearance divers for medical reasons.

General Policies

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

The Armed Forces Code of Social Conduct, which sets out the values and standards of behaviour expected of all Service personnel, was introduced as an underlying element of the announcement made by the Secretary of State in Parliament on 12 January 2000, that lifted the ban on homosexuals serving in the UK Armed Forces. The Code applies to all members of the Armed Forces, and regulates personal behaviour regardless of rank, status, gender or sexual orientation. The Code recognises the right of an individual to a private life, but also that the personal behaviour of Service personnel can impact on their professional duties. Hence the application of a Service Test, *'Have the actions or behaviour of an individual adversely impacted or are they likely to impact on the efficiency or operational effectiveness of the Service?'*, lies at the heart of the policy. Reviews of the effectiveness of the Code of Social Conduct and the policy on homosexuality in the Armed Forces, conducted six months following their introduction, concluded that the change of policy was introduced smoothly and with fewer problems than might have been expected. No changes to the revised policy on homosexuality or the Code of Social Conduct are considered necessary at the present time.

Concerning those areas from which women are excluded, the European Court of Justice (ECJ) ruling on the Sirdar case, published on 26 October 1999, upheld the policy of not employing women in the Royal Marines General Service. The Court accepted that Article 2(2) of the Equal Treatment Directive (ETD) (EC Council Directive 76/207 EEC of 9 Feb 1976) 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.



Extensive maternity leave provisions allow servicewomen to choose retirement/discharge on grounds of pregnancy or to return to duty after the birth of the child after a period of leave. For qualifying personnel, such leave comprises a period of 18 weeks ordinary maternity leave (OML) (14 weeks of which are on full pay for those returning to work). In addition unpaid additional maternity leave (AML) may be taken for up to 37 weeks after the birth of the child.

Employment

Promotion and pay arrangements are the same for men and women. 73% of posts in the Naval Service, 70% of posts in the Army, and 96% of posts in the RAF are open to women. The remaining posts are subject to the exclusions set out above. Women are deployed to all operational theatres where men serve without specific regard to gender, except when pregnant or on leave following childbirth, when they are re-assigned to duties where the health of the mother and baby can be protected.

In the RN Women have served on the front line onboard warships since September 1990. Four women have now commanded P2000 Fast Training Boats and earlier this year the first female to qualify as a Principal Warfare Officer was appointed as the Executive Officer to a major warship. In the RN's Fleet Air Arm women continue to successfully complete flying training and recently, a female achieved Top Student on the Observer Training Course. Women in the RAF are also flying aircraft and are in combat support and combat service support posts in the Army.

In the Medical Services, women from all three Nursing Services continue to support operational deployments along with their male counterparts.

Service Statistics

As of April 2001, women represent 8.1% of the UK Regular Armed Forces. There are 16,686 women on active duty: 3,471 (8.2%) in the Naval Service, 7,756 (7.1%) in the Army, and 5,459 (10.2%) 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. The highest rank attained by women is Commodore (OF6) and there are currently three Captains.

In the Army, the highest-ranking women are Brigadiers (OF6), of whom there are currently three, and Colonels (OF5), of whom there are 14.

In the RAF all posts, except those in the RAF Regiment, are open to women. The highest rank achieved by a female is Air Commodore (OF6). Female pilots, navigators and rear crew specialists fly in a variety of aircraft (multi-engine, jets, and helicopters). Currently the most senior rank held by a woman is Group Captain (OF5), of whom there are eight.

Recruitment

There is no unlawful gender discrimination with regard to recruitment. The Army introduced gender-free physical testing in April 1998 based on a 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. Basic recruitment requirements are the same for both genders. The Army's (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 its introduction has reduced injuries during training, particularly amongst women. Gender-free tests are also applied to certain trades in the RN and RAF that require a higher physical standard, in order 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 is basic military training and 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 New Entry Training Centre near Plymouth. The RN Seamanship Trade School is also located at HMS Raleigh and other specialist Trade Schools are located throughout the UK.

Training in the RAF is also fully integrated with initial officer training and Airman Aircrew training conducted at RAF College Cranwell near Grantham. Recruit training is conducted at RAF Halton near Aylesbury with the exception of that for RAF Regiment Gunners, which takes place at RAF Honington in Suffolk.

Following the Defence Training Review, completed in March 2001, it was recognised that there are a number of common single Service activities where it made sense to conduct training jointly in Defence Schools. Project Definition studies are currently underway to propose the best solutions.

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 help lines, videos looking at racial and sexual harassment, bullying, Continuous Attitude Surveys, workshops and Focus Groups.

Recent and Projected Developments

On 27 October 1997, when the Secretary of State for Defence announced that the Army was to extend employment opportunities for women from 47% to 70% of posts, he ordered an investigation as to whether employment options for women in the Armed Forces could be expanded even further. The Army together with the other 2 Services completed an initial study investigating any potential impact on combat effectiveness that the introduction



of women to forward units could cause. This is being evaluated and the results are expected to be announced later this year.

The Armed Forces Equal Opportunities Policy is currently under revision and is to be re-titled "Diversity Policy". The policy aims to go further than the mere elimination of unlawful discrimination. It recognises and values individuals from diverse backgrounds who bring fresh ideas, perceptions, skills and attributes to the military.

Conclusions

The UK Government's Strategic Defence Review delivers modern forces to the modern world. Like all NATO countries, work is still needed to ensure greater equality and diversity throughout the Services. The measures taken thus far in the UK Armed Forces reflect considerable progress, however, and more importantly, a determination shared by the Ministers and Service Chiefs to enable the Armed Forces to recruit from the widest possible base, become more open, tolerant and representative of the society they serve, to sustain our manning needs and to maintain operational capability.

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United States



Introduction

Women served with the military in one capacity or another dating back to the Revolutionary 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 increased considerably during WWI. During this period, 36,000 women served, of which 200 died and 80 were held as prisoners of war. In WWII, 400,000 women served. In 1948, Congress passed the Armed Forces Integration Act, which stipulated a 2% strength



limitation for 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 even 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 may 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 three-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

During the past few years, the Department opened more than 260,000 combat positions previously closed to women. The policy toward the assignment of women proceeded in three phases: first with a focus on aviation, then on the assignment to naval combatants, and finally on ground assignments. The last major change in US policy for women in the military occurred when the Defence Authorisation Act of Fiscal Year 1994 repealed the last ban on women on combat ships. The only positions that remain closed today are those that involve direct ground combat. The objective of the Department of Defence's assignment policy requires that assignments are made for all service members 'without regard to their colour, race, religious preference, ethnic background, national origin, age, or gender (except where prohibited by statute and limitation of facilities.)' The primary considerations in assignments are the service member's current qualifications to fill a valid requirement. This provides the flexibility needed to meet mission requirements.

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

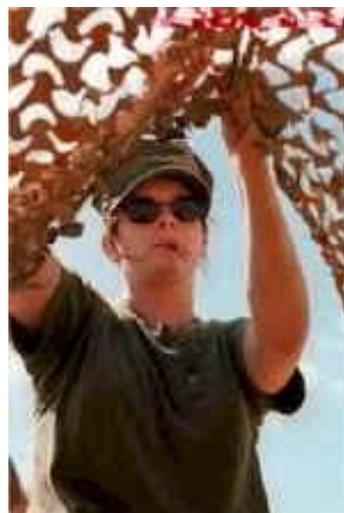
Since April 1993, over 95% of all career fields are now open to female personnel. However, several positions remain closed to women due to current assignment policy rules. To name a few, some include infantry, armour, certain artillery posts, Special Operations Forces (SOF) Army aviation, combat engineers, Air Force SOF rotary wing pilots, combat controllers, para rescue, 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 3,420 (10.2%) women in the US Coast Guard, which falls under the Secretary of the Navy only in wartime.

Servicewomen comprise 14% of the active duty force (over 1.3 million personnel). The Army consist of 14.8% (~70,590) female personnel; 14.5% (~48,910) in the Navy; 19.1% (~66,376) in the Air Force, and 6.4% (~10,435) 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 their speciality.

In the last few years, the Services have improved their methods to train warriors with the right tools for war fighting 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.

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 world-wide 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

The new millennium continues to provide new opportunities for US military women. The US military is developing new initiatives and visionary ideas towards joint operations, training, recruiting, and integration. "Joint Vision 2020" builds upon and extends the conceptual template established by "Joint Vision 2010" to guide the continuing transformation of America's Armed Forces. Military women are an integral part of this transformation process.

The US military continues to work in areas of equality management, force development and utilisation, and quality of life for all personnel. Among the issues underway include a review of the direct ground combat policy and the assignment of women aboard submarines. 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.

Conclusions

After more than 20 years of gender integration policies and regulations for its All-Volunteer Force, the US military continues to identify ways to increase opportunities for women. 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.



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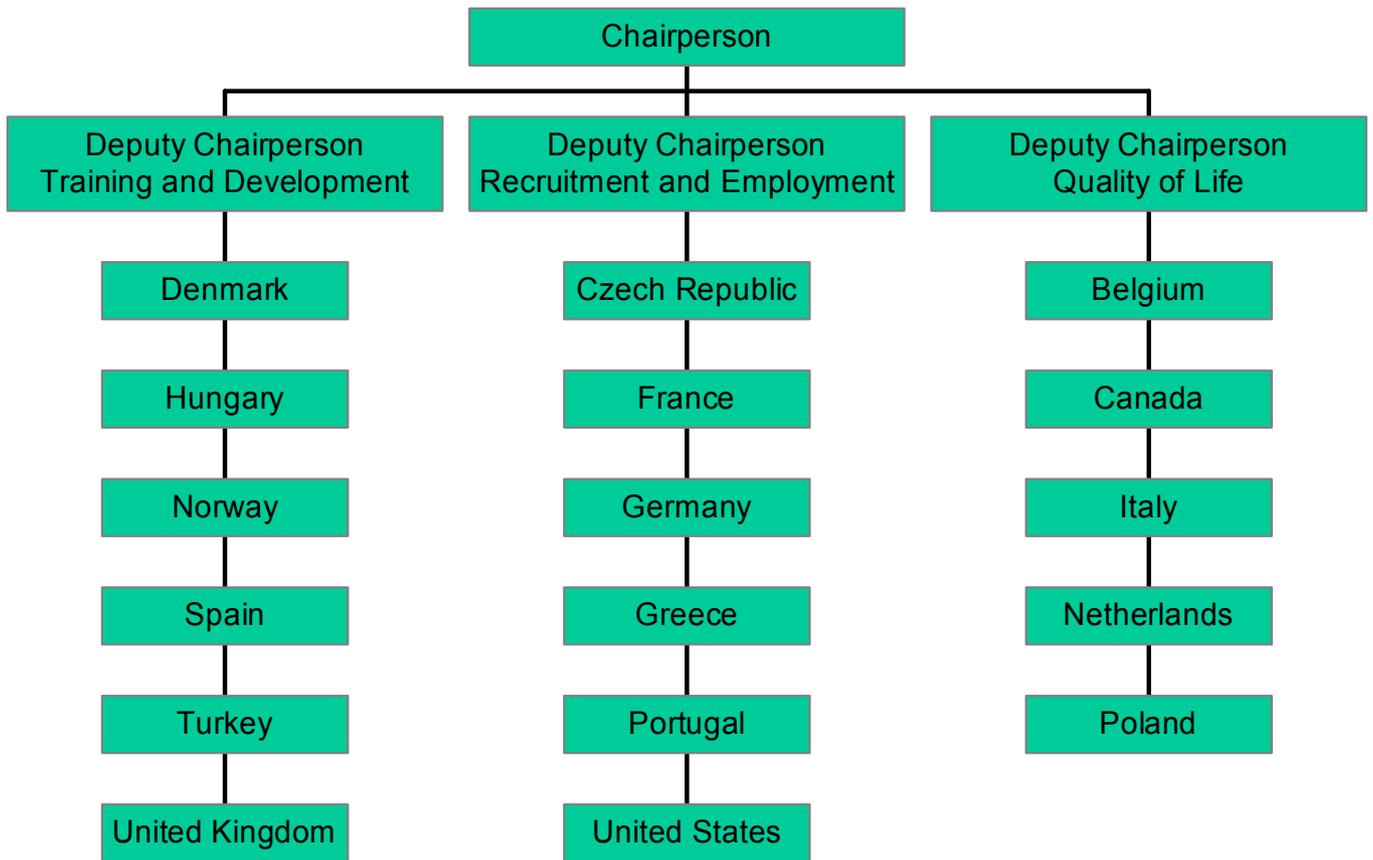
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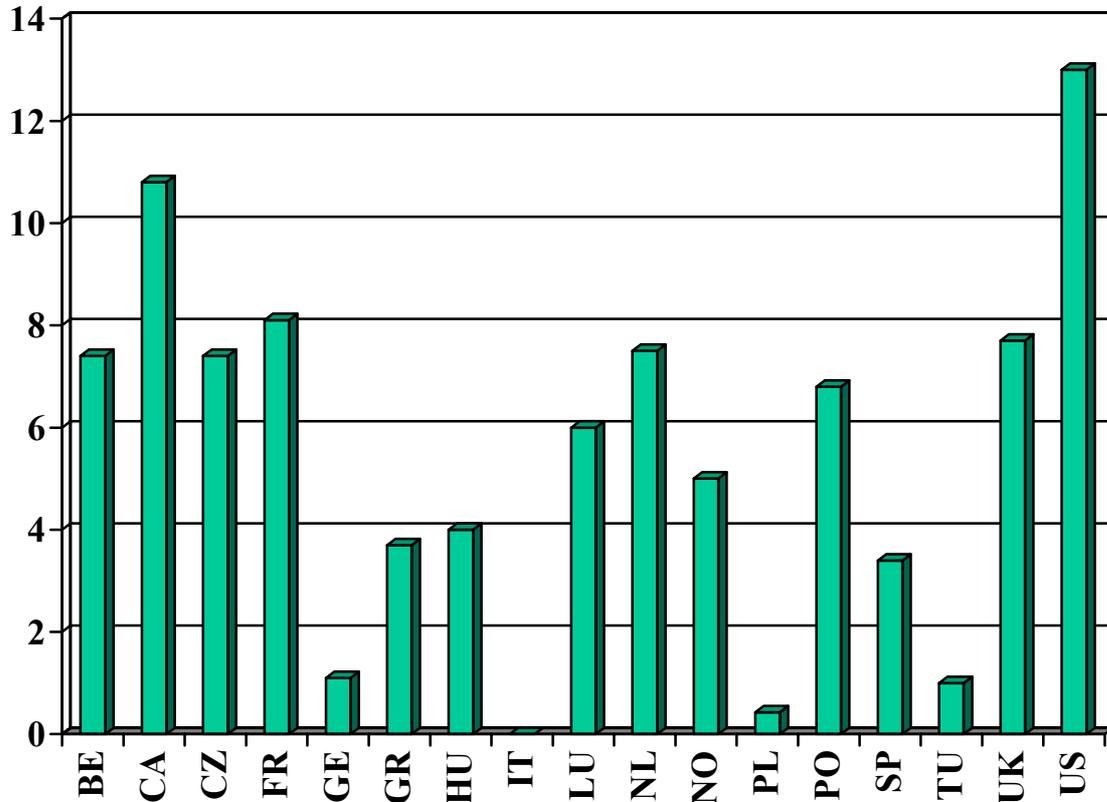
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Committee on Women in the NATO Forces



Military Female Personnel Force Strengths



Country	Numbers	% of Total Force	Total Force Numbers*
Belgium	3.202	7.6%	41.407
Canada	6.558	11.4%	57.441
Czech Republic	1.991	3.7%	53.588
Denmark	863	5.0%	20.471
France	27.516	8.5%	320.958
Germany	5.263	2.8%	311.381
Greece	6.155	3.8%	165.670
Hungary	3.017	9.6%	31.452
Italy	438	.1%	370.037
Luxembourg	47	.6%	768
Netherlands	4.170	8.0%	52.142
Norway	1.152	3.2%	36.000
Poland	277	.1%	240.650
Portugal	2.875	6.6%	43.491
Spain	6.462	5.8%	119.954
Turkey	917	.1%	800.200
United Kingdom	16.623	8.1%	206.469
United States	198.452	14.0%	1.391.755

* Source: 2001 The Military Balance
29-06-01

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