

**GENDER INTEGRATION IN THE ARMED FORCES:
A CROSS NATIONAL COMPARISON OF POLICIES AND PRACTICES IN NATO
COUNTRIES**

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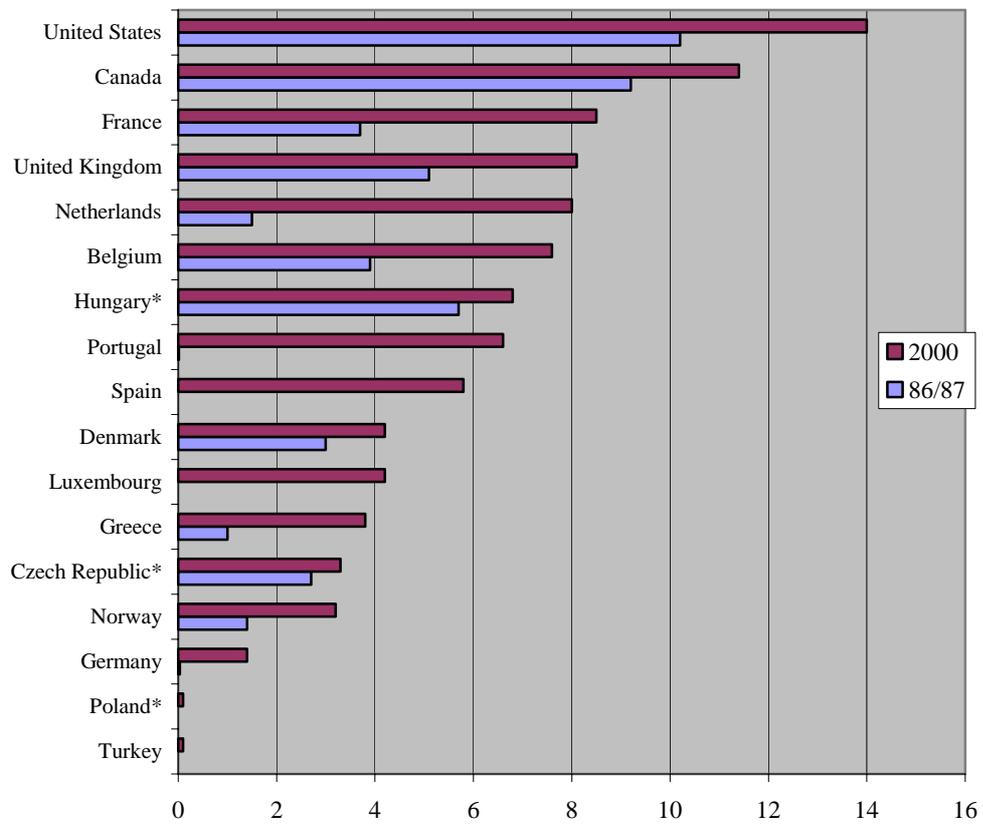
**Table 1 – Representation of Women in the Armed Forces of NATO Countries
(2000)**

Country	N	%
Italy	0	0
Poland	239	0,1
Turkey	917	0,1
Germany	4530	1,4
Norway	1030	3,2
Czech Republic	1935	3,3
Greece	6155	3,8
Denmark	1033	4,2
Luxembourg	29	4,2
Spain	6462	5.8
Portugal	2925	6,6
Hungary	2957	6,8
Belgium	3202	7,6
Netherlands	4170	8
United Kingdom	16623	8,1
France	27516	8,5
Canada	6558	11,4
United States	198452	14
Total	282673	12.7

Source: Organizational Survey, Annual Reports of the Committee of Women in the NATO Forces; *NATO Review*, summer 2001, p.34

N.B.: Values refer to active forces, conscripts included. When dimension of total force was not made available in the Survey, data from The Military Balance (2000) was used.

Figure 2 - Evolution of the percentage of women in the NATO forces (1986/7-2000)



* Data for the first period refers to years 1990/2

Sources: Stanley, Segal (1988:563); Organizational Survey; Annual Reports of the Committee of Women in the NATO Forces

N.B. Percentages of women in the total active force, including conscripts

Figure 3 – Percentage of Women in NATO Forces, by service (2000)

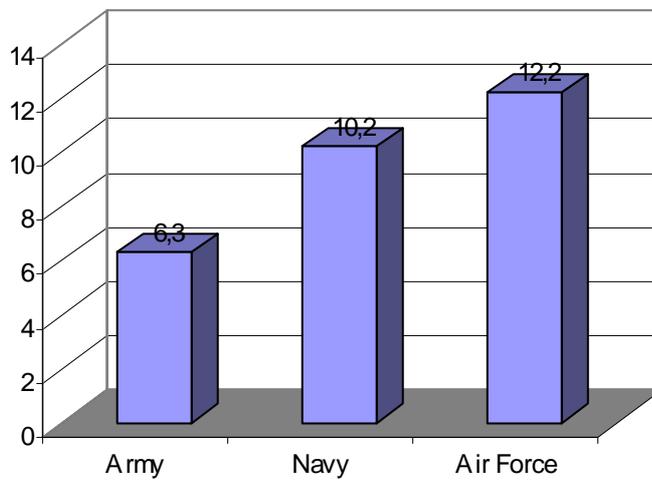
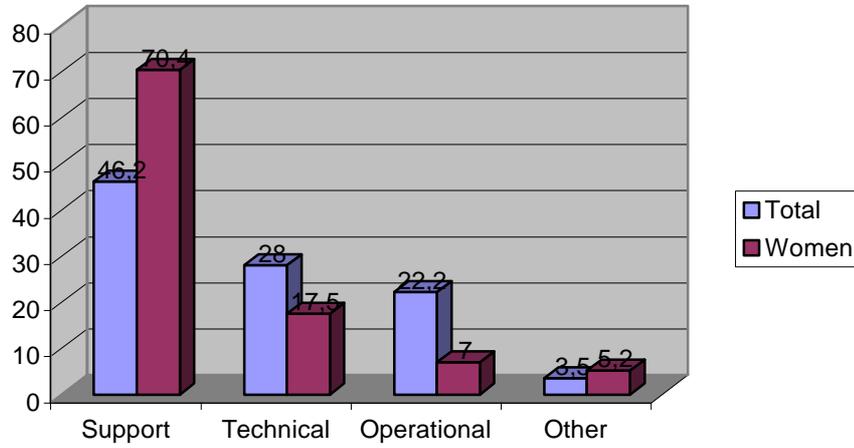
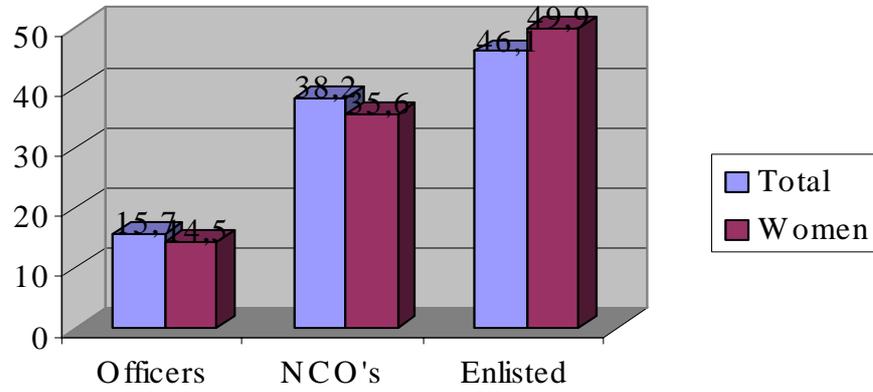


Figure 4 – Average occupational distribution of military personnel in 13 NATO nations (%) (2000)



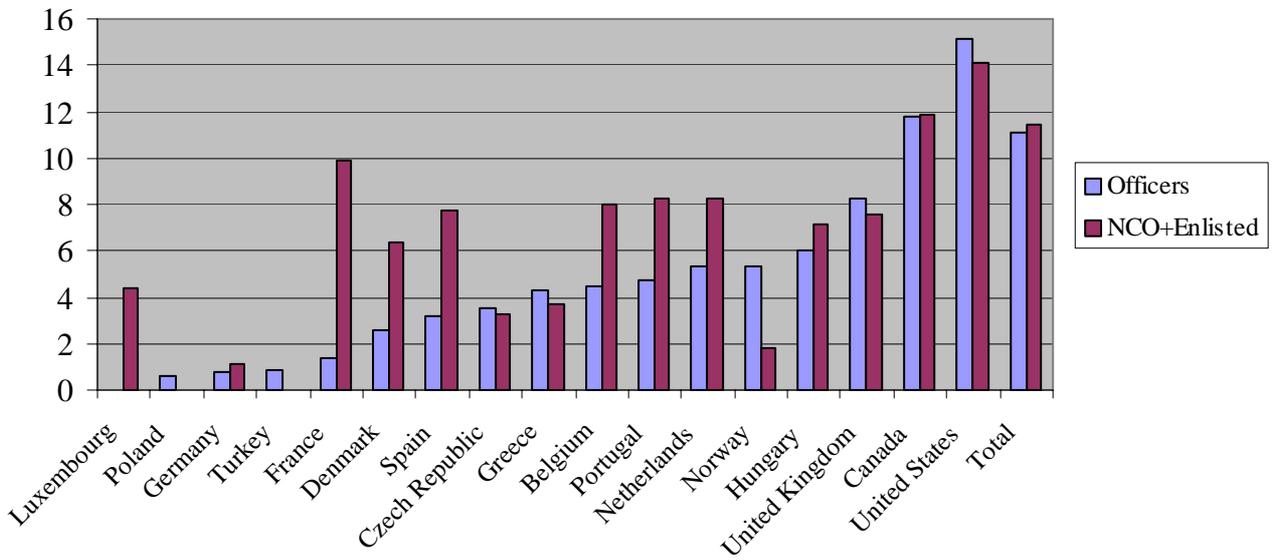
Source: Organizational Survey and Annual Reports from CWINF

Figure 5 - Average hierarchical distribution of military personnel in NATO (%) (2000)



Source: Organizational Survey and Annual Reports from the *Committee on Women in the NATO Forces*

Figure 6 - Percentage of women within rank categories in NATO (2000)



Source: Organizational Survey and Annual Reports from the CWINF

N.B. No data available for France, Poland and Turkey. Germany is not included because available percentages refer exclusively to the Medical Service.

Table 2- Representation of women in the officer's category (NATO-2000)

Countries	OF6+		OF4-5		OF1-3		Total W.Officers
	N	%	N	%	N	%	
Belgium	0	0	25	11	202	89	227
Czech Republic	0	0	85	21	320	79	405
Denmark	0	0	2	2	109	98	111
Greece	5	1	102	11	816	88	923
Hungary	0	0	49	8	591	92	640
Luxembourg	0	0	0	0	0	0	0
Norway	0	0	2	0,3	617	99,7	619
Portugal	0	0	0	0	313	100	313
Spain	0	0	0	0	622	100	622
Turkey	0	0	5	1	861	99	866
United Kingdom	2	0	134	5	2453	95	2589
United States	32	3	948	31	28582	66	29562
Total	987	3	9563	26	26327	71	36877

Source: Organizational Survey and Annual Reports from the CWINF

N.B. - OF6+ (Brigadier, General); OF4-5 (Lieutenant Colonel, Colonel); OF1-3 (Second Lt., Lt., Captain, Major); Data not available for France, Canada, Germany, the Netherlands and Poland.

Table 3 - Index of women's military integration in NATO (IWMI) (2000)

Variable (weight)	Indicator	Measurement
1. Global representation (3)	1. percentage of women in total active force	0 = 0-2%; 1=+2- 5%; 2= +5-10%; 3=+ 10%
2. Occupational integration (6)	2. formal functional restrictions	0=total; 1= many;2=few; 3=none
	3. % in traditional functions	0=90-100%; 1=66-89%; 2=50-66% ;3=less 50%
3. Hierarchical integration (6)	4. formal rank restrictions	0=total; 1=parcial; 2=none
	5. % in officers ranks	0= 0-1%;1=+1-5%;2=+5-10%;3=+ 10%
4. Training segregation(2)	6. segregation in basic training	0=total;1=partial;2=none
5. Social policies (6)	6. family programs	0=no; 3=yes
	7. harassment and gender equity monitoring	0=no; 3=yes

Figure 7 - Index of women's military integration in NATO (2000) (IWMI)

(0 = lower integration; 21 = higher integration)

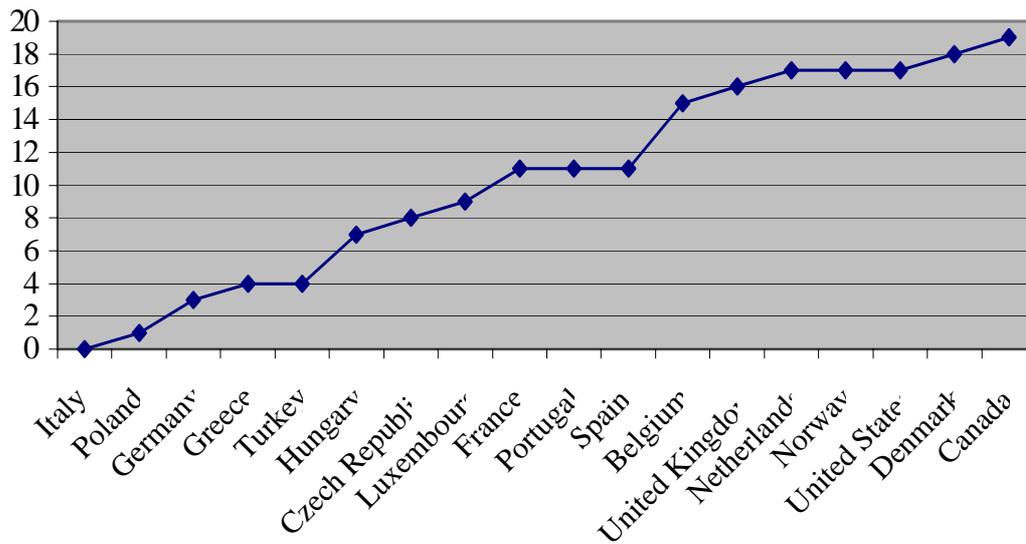


Figure 8 – Plot of countries’ rankings: time and women’s relative numbers (WR)

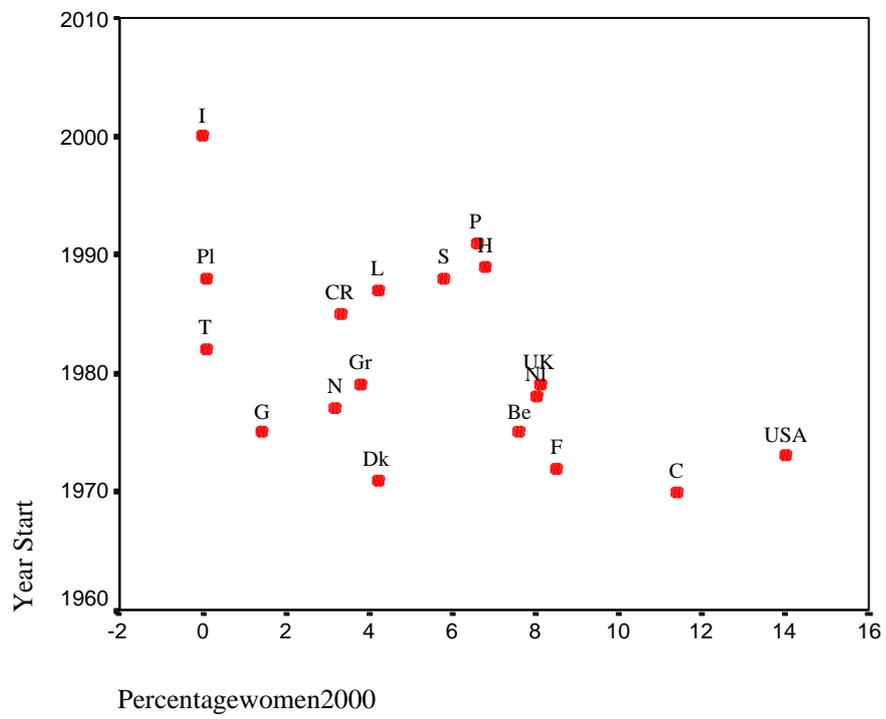


Figure 9 – Plot of countries' rankings: time and gender integration (WR)

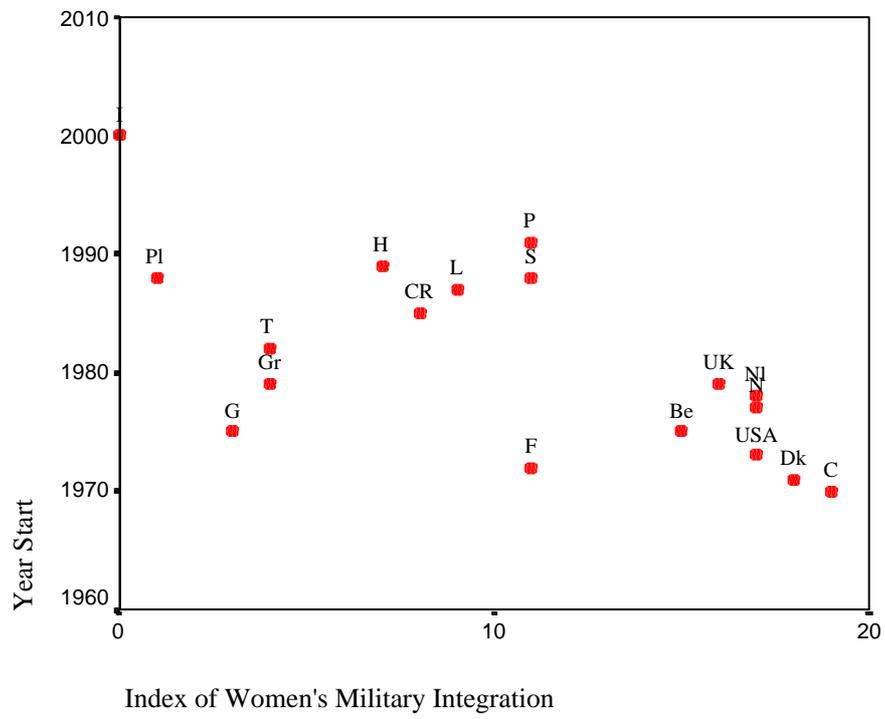


Figure 10 – Plot of countries' rankings: force structure (CR) and women's relative numbers (WR)

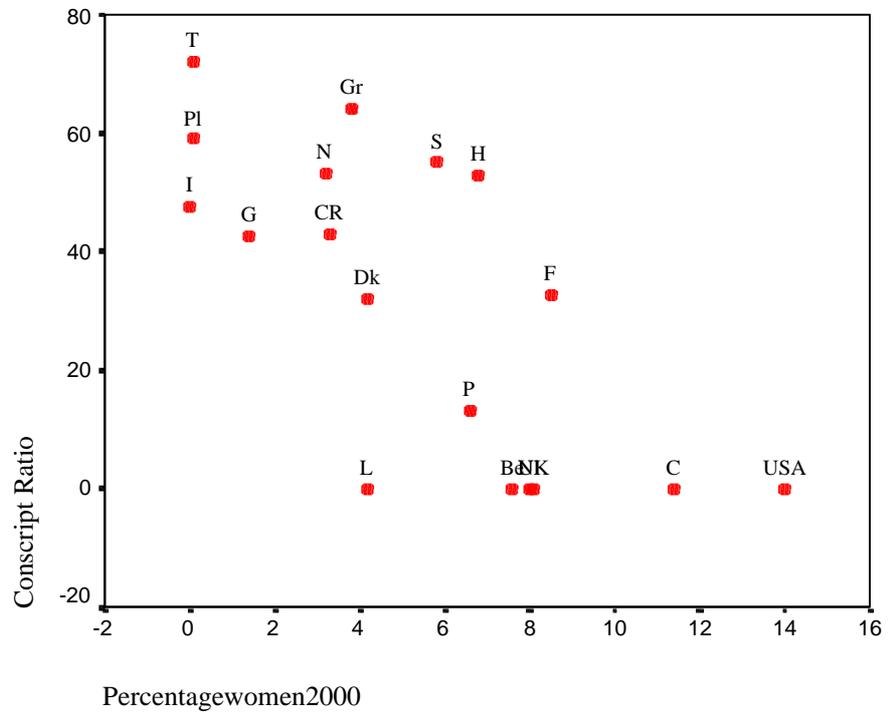


Figure 11 – Plot of countries' rankings: force structure (CR) and gender integration (IWMI)



Figure 12 – Plot of countries' rankings: Gender-related Development index and gender integration (IWMI)



Figure 13 – Plot of countries' rankings: gender inequality (GEM) and gender integration (IWMI)

