

NORWAY

1 NATIONAL REPORT 2008

1.1 Introduction

Women in the Norwegian Armed Forces have a long history of service. They have had access to military posts since 1938. During World War II they served in all arms and services, both in officer and enlisted ranks. A political decision in 1947 reduced women's service to civilian posts only. Due to increased demand 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 Norwegian Parliament. In **1985**, the Parliament decided that the equal opportunities act should also apply to the military. Consequently women were allowed in all combat functions. In recent years there has been a huge focus upon increasing the number of women in Service. Women serve on a voluntary basis, yet they have the same obligations as men to serve in the event of mobilisation.

This report concentrates on changes that have occurred since the NATO annual meeting in 2007.

1.2 Policies

The past year we have seen an increase in the will to recruit women to a career in the Armed Forces. The Minister of Defence has set down a committee with members from the Armed Forces, ministry of defence, former female officers, researchers from universities and members from other ministries. The assignment of the committee was to look into why there are so few women in the Armed Forces and how to recruit to and keep more women in the organisation. Their focus was on both gender mainstreaming and gender balancing. They delivered their report with an action list 31. March this year. The conclusion in this report is that there have been a number of good initiatives from the defence staff but the implementation and evaluation has not been good enough. Highlights from the report are:

- Establish a position close to the chief of defence that has the main focus on diversity in general and women in particular – due to be established summer 2008.

- Develop a mentoring system that supports women from the first day of duty. The mentors can be a more experienced colleague on lower levels to a higher ranked and positioned leader on higher levels – still under development.

- Create a leader developing program based on already existing development programs for women – still under development.

- Consider a gender neutral subscription – This is still a political question, and will be further discussed political, and this government is very positive to this question.

- All military selection criteria are to be evaluated to make them gender neutral and diversity friendly – the project on this evaluation is to be started 2008.

- All interview panels for selection of officers on level 2 and higher has to have a female member – not yet implemented.

The Norwegian government has, in accordance with the UN SR nr 1325 (2000), increased focus on raising awareness about gender. To ensure successful implementation of increased

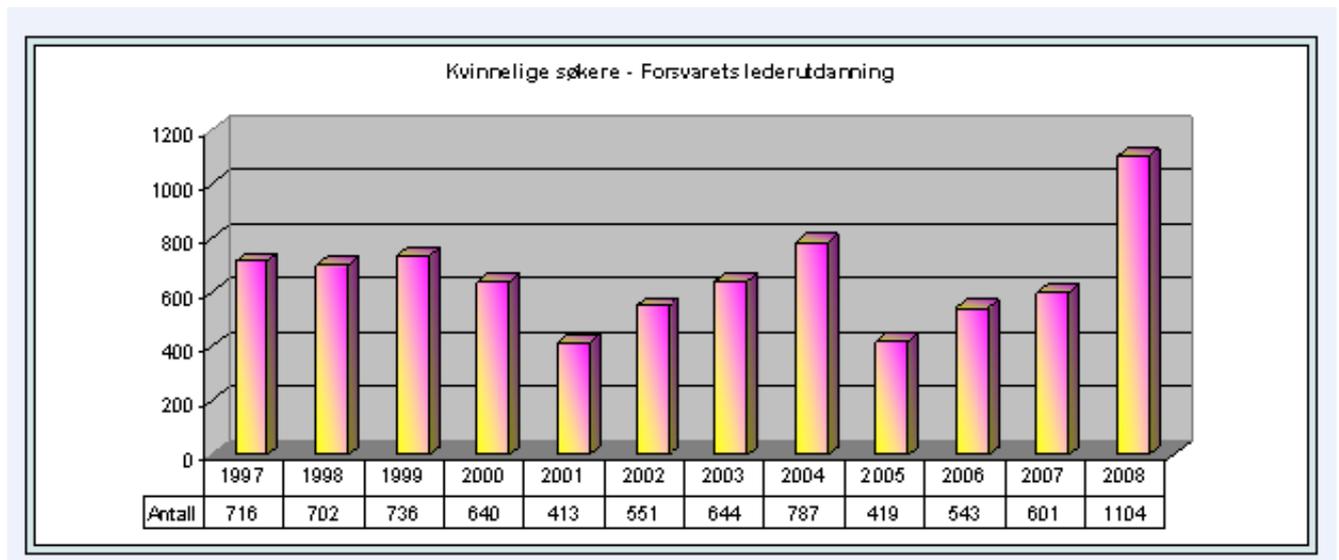
gender awareness in the Norwegian Armed Forces, both nationally and whilst deployed, there was issued a plan of action with guidelines, pinpointing tasks in 2006. The implementation of this action plan started in the second half of 2006. Following results are achieved:

In the demands for education and training for international operations UN resolution 1325 are represented.

In the chief of defence's directive on planning for international operations the focus on women and their role both in the operation area and as a part of the forces are focused upon.

In the Armed Forces strategy for recruitment the focus on women and the important role they play in making the Armed Forces better in solving their tasks are one of the main strategic issues.

In both officer training schools and higher officer educations the chief of defence has set a goal to reach at least a 25 % of female students. One of the methods to reach this is the use of separate selection of women, where 25 % of the student positions are open only to women. They, of course, have to be qualified. We have achieved the highest amount of female applicants ever this year:



The Norwegian Armed Forces are trying to change the organizational culture on selection to develop more in the direction of “qualified”, more than “best qualified”. Not because we want to reduce the quality of our personnel, but to be more flexible and open to complimentary competence and experience and to enhance diversity.

A directive, outlining the basic requirements for a family welfare policy, was issued by the Norwegian Chief of Defence at the turn of 2006, and is further developed through 2007. This document illustrates the minimum amount of support the Norwegian Armed Forces are required to provide to the families of military personnel. Establishing a compatible family policy is crucial in achieving this goal. Family web sites and family coordinator are established in all geographic areas. An example of one of the actions that are established is

that every family receives an amount of money when one of the parents is deployed. This to help cover the extra expenses to childcare, housekeeper etc to ease the strain on the family

Furthermore the Norwegian Government has issued a plan of action to prevent human trafficking.

In August 2007 the chief of the armed forces issued rules of behaviour for personnel in international assignments, from business travel to international operations. The gender perspective is to a certain degree issued here, as well as trafficking.

1.3 Organisation

Current numbers of total force by service is 11094 officers (March 2008), and of these 852 are female. The total percentage is 7,7 % and is increasing.

Total number of serving women in each service (all branches, all types of positions):

Service	Men (number)	% Men	Women (Number)	% Women	Development	Total (Number)
Army	2816	92,1%	240	7,9 %	Increasing	3056
Navy	1733	93,0%	131	7,0 %	Increasing	1864
Air force	1280	92,2%	109	7,8 %	Increasing	1389
Home guard	436	95,8%	19	4,2 %	Increasing	455
Logistic and technical	1953	94,5%	114	5,5 %	Decreasing	2067
Other Staff	2024	89,4%	239	10,6 %	Increasing	2263
Total	10242	92,3%	852	7,7 %	Increasing	11094

Number of female officers in rank (March 2008)

Grad	Women (number)	Percent	Development
General Lieutenant/Vice-Admiral	0	0	Stabile
General Major/Rear Admiral	1	4,8%	Increasing
Brigadier/Commodore	2*	2,4 %	Increasing
Colonel/Captain RN	2	1,1 %	Decreasing
Lieutenant Col/Captain senior grade RN	30	3,5 %	Increasing
Major/Commander	125	6,4 %	Increasing
Captain/Lieutenant	158	6,4 %	Increasing
Lieutenant/Sub Lieutenant	170	9,5 %	Increasing
Second Lieutenant	133	9,8 %	Decreasing
Sergeant/Petty	120	11,0 %	Increasing
Enlisted	112	8,5 %	Increasing

Percentage of female officers in total for each rank

*Norway has one female flag officer in the Ministry of Defence

Women in international duty per March 2008

Women	Percent	Development
52	5,6 %	Variable

1.4Employment

The new law also depicts the introduction of a new category of Officers, unit officers (similar to warrant officers) as well as providing guidelines for postings to international operations. The Armed Forces are increasing the amount of unit officers and are therefore employing a high number of newly educated personnel. In every employment where a woman is one of the candidates, the selection officer has to consider her in writing.

1.5Recruitment

In order to increase the number of women undertaking national conscription, it has been decided, at a political level, to every year give all women at the ages of 17 an invitation attending national conscription selection. This year 3000 women are ready to be invited to do military service. The Armed Forces are now preparing logistics and sanitary facilities to meet the demands of the increased number of women. The aim is to recruit them to military service and further to motivate them to choose a career as enlisted, unit officers or as students in our military academies. To be sure that all the receiving units are ready, three brigadiers are assigned to do inspections and arrange meetings with all the local leaders to be sure that the right focuses and achievements are made to receive this women properly.

Affirmative action /recruitment campaigns that have been undertaken to encourage the recruitment of women:

- More female recruitment officers - At Exhibitions: Always ensure that a female recruitment officer is present
- Streamlining adverts specifically towards women. Getting our own articles and extras, featuring women and military education, published in popular women’s magazines.
- All adverts are to show male and female co-workers and women who have a natural role in every position in the Armed Forces.
- Marketing research directed towards revealing what interests young people and especially women, and also what their attitude towards the Armed Forces is.
- Invitations to special activities – competitions on the internet.
- Visits to public and Folk schools
- Event messages/updates sent by e-mail and SMS

1.6Training

The Joint selection policy issued in 2005, which states that the Armed Forces carry out all selection to Officer Candidate School, Military Academies/Bachelor of Military science and Master degree program, in a joint selection program, is effectuated, with positive results. This has made it possible to discuss gender based subjects on the same level regardless of service or level of education. The gender awareness among our trainers, selection officers

and HR-personnel are increasing. The recent reorganization and change of tasks of the Armed Forces has brought on a demand for other qualities and competence.

The Armed Forces have set a goal to reach 25 % women in all military schools and academies.

The UN SR 1325 is implemented in the training program for international operations.

1.7 Deployments

Norwegian servicewomen have been, and will continue to be deployed in international operations. They have served in Iraq, Afghanistan, the Balkans, Africa and the Middle East, as well as in the Mediterranean and the English Channel. The focus on women's special role in conflicts is weighted in recruiting and selection to international operation.

The new law concerning military personnel states that officers can be given orders to serve in international operations. This constitutes a major change from the earlier practice in which Norwegian officers volunteered to serve in international operations. This new law has only been used on five occasions, and we still have no experience with the consequences. In evaluation reports a high amount of women in the Armed Forces wishes to do service international.

1.8 Career Development

The Norwegian Staff College is running two leader development programs for regional groups of female officers. The purpose of the program is to coach and support women to further their personal development, gain personal growth and establish female networks. This initiative complements already established mentoring programs, which are intended to motivate women to keep building their career in the Armed Forces.

The defence staff has two development program projects. One is a career program and the other is a leader development program. These programs embrace male and female, civilian and military personnel. They build upon the leader development programs for women.

1.9 Special Interest Items/Events

We have had a major restructuring of our officer-candidate education programs. Several of our Officers Candidate training and education are moved to the Brigade units. The candidates are recruited from the conscripts. The increase of female conscript due to the high number of women who join the national subscription election may lead to a higher percentage of women joining this education. The Armed Forces plan to increase the number of female conscripts from today's 8,5 % (increased from 3% last year) to about 15-20 %. The percentage isn't yet clarified.

1.10 Conclusion

The ongoing changes in organization and mission for the Armed Forces give us opportunities to meet this challenge. A new law concerning military personnel and the ongoing revision of personnel policy guidelines, including family policy and the action list from the Ministry's committee on women will contribute to emphasizing the importance of gender equality and diversity as a key to better performance, development and innovation. We are at the beginning of a new long term planning period, and have both the opportunity to implement the UNSCR 1325 (2000) in our strategic documents and also the obligation to work this down through the organization.

