

NORWAY - NATIONAL REPORT 2005

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 rapport concentrates on changes that have occurred since the NATO conference in 2004.

1.2 Policies

The past year has seen an increase in the will to recruit women to a career in the armed Forces. The Minister of Defence in cooperation with the Chief of Defence has set a target number of 15% females serving in the armed forces by the end of 2008. In order to achieve this goal the organisation must work as a whole in a focused and methodical manner. The Staff at the Ministry of Defence are in the process of creating a unified forum across the board in which all areas of the force can discuss, and agree upon actions that can help achieve a percentage of 15% females in the armed forces by the end of 2008. At present, 2005 the percentage of females serving is 6.3%.

A draft outlining the basic requirements for the family welfare policy is presently under review. This document will illustrate the minimum amount of support and care that the Forces as an employer are required to commit to the families of Military personnel. Establishing a compatible family policy is a criterion for success. The Army has already made a family web site, which give the family an opportunity to seek information on ongoing missions and welfare information.

1.3 Organisation

Current numbers of total force by service is 10 671 officers (December 2004), and 656 are female.

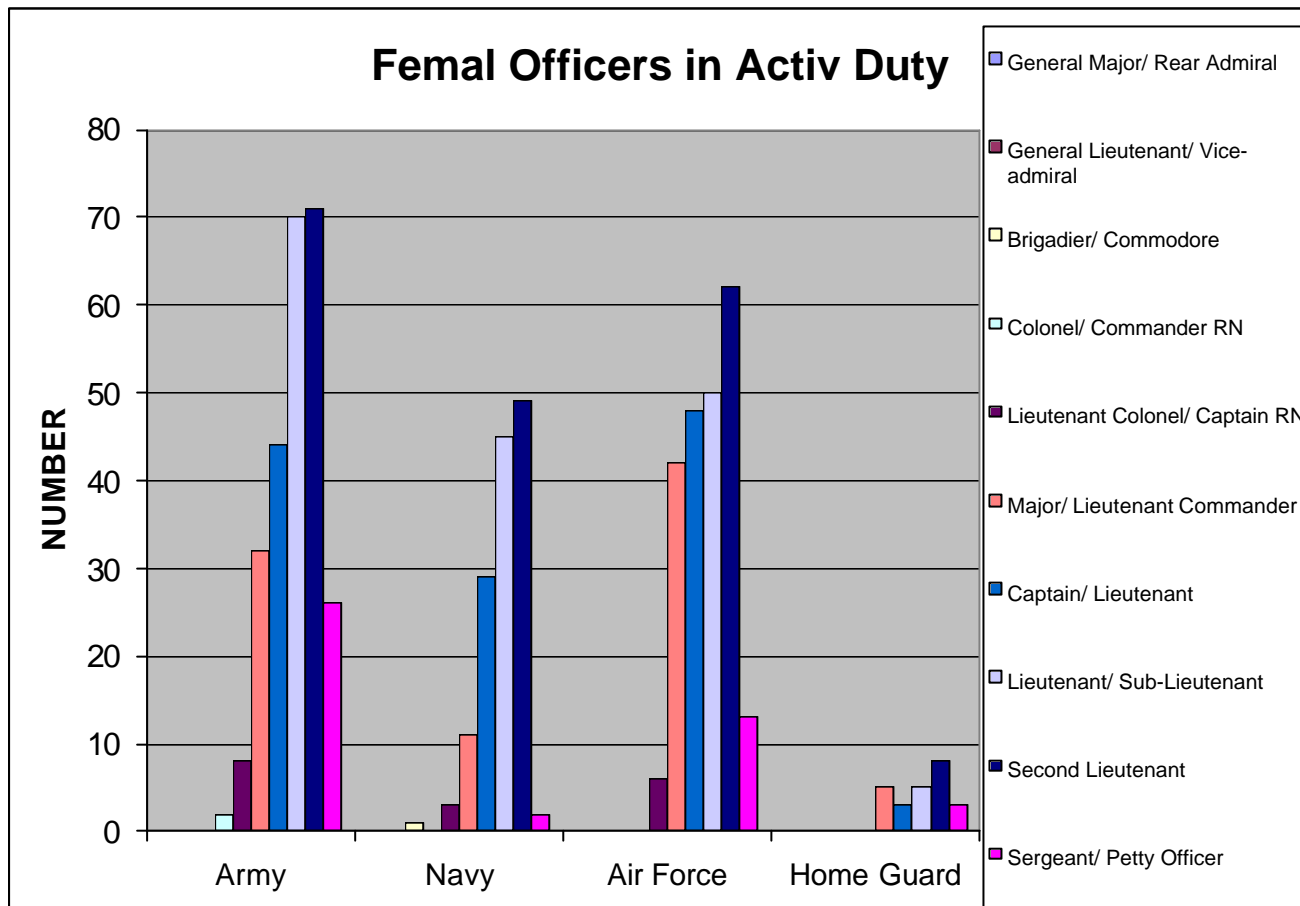
Total number of serving women in each service:

- Army 253
- Navy 157
- Air force 222

- Home Guard 24

The table show the break down of rank by service in the Army, Air Force, Navy and Home Guard.

Tabell 1 Number of female officers in services and rank



Tabell 2 The prescentage of female officers in total for each rank

RANK	Number of female	Per cent
General Major/ Rear Admiral	0	0 %
General Lieutenant/ Vice-admiral	0	0 %
Brigadier/ Commodore	1	2 %
Colonel/ Commander RN	2	1 %
Lieutenant Colonel/ Captain RN	20	2 %
Major/ Lieutenant Commander	107	5 %
Captain/ Lieutenant	158	6 %
Lieutenant/ Sub-Lieutenant	180	8 %
Second Lieutenant	142	9 %
Sergeant/ Petty Officer	61	8 %

1.4 Employment

In January 2005 a new law concerning military personnel employment was introduced. The Law depicts the introduction of a new category of Officer, unit Officers (similar to warrant officers) as well as providing guidelines for postings to international operations. This has resulted in a revision of today's Military Personnel Handbook. The work is ongoing. The intention is to attain a personnel policy that is in tune with today's social conventions and incorporates the new changes to the law. A part of the work is also to insure that the necessary perimeters are in place to achieve the aim of a higher percentage of women in the Forces.

1.5 Recruitment

To increase the amount of women undertaking national conscription, it has been decided at a political level to give all women between the ages of 18 – 20 the option of attending national conscription selection this autumn. The aim of the Forces is to contact as many women as possible that are in the correct age bracket. These in order to recruit them to military service and further recruit them to serve as unit officers or as students to the various military schools that exists today.

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

- Increase the percentage of female recruitment officers.
- At Exhibitions: Always ensure that there is a Female recruitment officer
- Larger proportion of adverts specifically focusing upon the areas of media in which women are large users.
- The Armed Forces own articles and extras about girls and military education in female magazines.
- Market research directed towards the interests of the local group and their attitude to the Forces, especially women. Also directed at women in the correct age range and correct interest in the "golden client program".
- Telemarketing
- Larger numbers of females at the "Military camp"
- Invitations to special activities – competitions on the www.mil.no.
- Visit Folk schools, (girls) branch in studying outdoor life.
- National conscripts as market specialists – 2 female graduates undertaking military service.
- Events messages/updates sent by e-mail and SMS

1.6 Training

In 2004 the Army Officer Candidate School had a goal to intake 50% female students. 50 % females started the education, but during the year 10 females (25%) have dropped out.

The policy from 2005, the services will have a joint selection to Officer Candidate School, Bachelor of Military science and Master degree program.

1.7 Deployments

Norwegian servicewomen have been, and will continue to be deployed in International Operations. They have served in Iraq, Afghanistan, Kosovo, Serbia, Bosnia and the Middle East.

The new law concerning personnel says that officers can be given order to be posted to international operation. Earlier officers volunteered to international operations. It is too early to say how this law will effect on recruitment and retaining women in the armed forces.

1.8 Career Development

The Norwegian Defence Leadership Institute has started a test program for regional groups of female officers. The purpose of the program is to coach and support women to further develop themselves, to gain personnel growth and establish female network. This is a further initiative, to already established mentoring program, to motivate the women to keep building their career in the Armed Forces. The army has started its first mentor program, 2 of the 10 students are female. The Air force introduced its mentor program in 2001 and 8 women have completed the course.

1.9 Special Interest Items/Events

In 2004 the "Defence prize for equality" was awarded to Colonel Kristin Lund. She is the first female officer to receive such an award.

The Network for Female Officers (NVKB) celebrated its 15 years anniversary in September 2004. An ethics seminar and a banquet were arranged.

Due to the reorganization of the Armed Forces, there has been a workforce reduction of 2227 military employees of which 89 female, which means a reduction of 11% females. The military employees have left the service voluntarily, on a severance pay agreement.

1.10 Conclusion

The past year has seen an increase in the will to recruit women to a career in the armed Forces. The Minister of Defence in cooperation with the Chief of Defence has set a target number of 7% females serving in the armed forces by the end of 2005. In the end of 2008 the goal is set to 15 %. This goal seems to be a big challenge as the past years percentages have been steady by 6.3% to 6.7%.

The ongoing changes in organization and mission for the Armed Forces make opportunities to meet the challenge. A new law of military personnel and a new audit of the personnel

policy will hopefully contribute to emphasizing the importance of gender equality and diversity as a key to success.

The change of the Chief of Defence this spring, and some of the other member of the Chief of Defence Staff (management team), will show signs of alteration in culture and change of attitude in relation to arrange for women in service and to retain and recruit women in service.

The arrangements with most success are networking among female officers. First of all the leadership development programs which coach and support women to apply for higher rank, and then the Network for Female Officers which gather everyone independent of rank.