

NORWAY

1 NATIONAL REPORT 2007

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 2006.

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.

- 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.

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

- Consider a gender neutral subscription.

- All military selection criteria are to be evaluated to make them gender neutral and diversity friendly.

- All interview panels for selection of officers on level 2 and higher has to have a female member.

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,

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there was issued a plan of action with guidelines, pinpointing tasks last year. 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.

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. 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.

1.3 Organisation

Current numbers of total force by service is 10812 officers (March 2007), and of these 732 are female. The total percentage is 7, 1% and is increasing.

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

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Service	Men (number)	% Men	Women (Number)	% Women	Development	Total (Number)
Army	2150	92,7%	157	7,3 %	Increasing	2307
Navy	1828	93,6%	117	6,4 %	Decreasing	1945
Air force	1270	92,6%	94	7,4 %	Increasing	1364
Home guard	463	95,9%	19	4,1 %	Stabile	472
Logistic and technical	2089	94,4%	117	5,6 %	Increasing	2206
Other Staff	2280	90%	228	10,0 %	Stabile	2508
Total	10080	92,9%	732	7,1 %	Increasing	10812

Number of female officers in rank (April 2007)

Grad	Women (number)	Percent	Development
General Major/Rear Admiral	0	0	Stabile
General Lieutenant/Vice-Admiral	0	0	Stabile
Brigadier/Commodore	2*	2,2 %	Increasing
Colonel/Captain RN	2	1,2 %	Decreasing
Lieutenant Col/Captain senior grade RN	28	3,3 %	Increasing
Major/Commander	114	6,1 %	Stabile
Captain/Lieutenant	137	6,1 %	Increasing
Lieutenant/Sub Lieutenant	182	9,4 %	Stabile
Second Lieutenant	135	10,8 %	Increasing
Sergeant/Petty	25	9,35 %	Increasing
Enlisted	69	6,2 %	Decreasing

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 April 2007

Women	Percent	Development
54	6,3 %	Variable

1.4 Employment

In January 2005 a new law concerning the employment of military personnel was introduced. This new law alters the rights of Norwegian military personnel considerably and was therefore disputed, and was reversed for personnel employed earlier than January 2005.

The Armed Forces have been through a great change over and are no longer producing personnel for mobilization. This has had a consequence on how and who we admit to our schools. Traditionally our student did their 2 years of duty and then as much as 80 % left us.

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

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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.

1.5 Recruitment

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. Females born in the year 1989 was last year invited to attend national conscription selection. 23, 2 % (6500) answered to the invitation, and so far this year 6000 of them attended the national subscription election and 4100 was found qualified. Some of them will start in service this year, and most of them in 2008. 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.

This year in all military camps arranged the amount of women participating has been increasing and it has been a goal to reach a high number of female participants.

The UN SR 1325 (2000) are implemented in the recruitment strategy.

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.
- Telemarketing
- Invitations to special activities – competitions on the internet.
- Visits to public and Folk schools
- Event messages/updates sent by e-mail and SMS

1.6 Training

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 resent 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 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 3 % to about 15-20 %. The percentage isn't yet clarified.

The Armed Forces has an home page on the internet where statistics etc are published: http://www.mil.no/felles/mangfold_likestilling/start/In_English/

The Chief of Defence's project on long term planning and strategic development has a personnel and competence group, with a subgroup which has culture development and gender mainstreaming as their main working area.

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, 5 % females serving in the Armed Forces by the end of 2007.

Today there are 7, 1 % women in the Armed Forces with an increasing tendency.

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.

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