

ASSEMBLY OF WESTERN EUROPEAN UNION

---

THIRTY-SEVENTH ORDINARY SESSION

(First Part)

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The rôle of women in the armed forces

REPORT

submitted on behalf of the Defence Committee  
by Mrs. Baarveld-Schlaman, Vice-Chairman and Rapporteur



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*by Mrs. Baarveld-Schlaman, Vice-Chairman and Rapporteur*

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1. Adopted in committee by 16 votes to 2 with 3 abstentions.

2. *Members of the committee: Sir Dudley Smith (Chairman); Mrs. Baarveld-Schlaman, Mr. Uyttendaele (Vice-Chairmen); MM. Alloncle, Bassinet, Borderas, Cariglia, Chevalier, Cox (Alternate: J. Thompson), De Decker, Dees (Alternate: Tummers), Ewing (Alternate: Lord Newall), Fernandes Marques, Fiandrotti, Fillon, Fioret (Alternate: Mezzapesa), Fourré, Irmer, Jung, Mrs. Lentz-Cornette, MM. Maris (Alternate: De Hoop Scheffer), Marten, Mota Torres, Moya, Pecchioli (Alternate: Mesoraca), Perinat (Alternate: de Puig), Scheer, Sinesio, Speed, Steiner, Sir John Stokes (Alternate: D. Thompson), MM. Vazquez, Vieira Mesquita, Zierer.*

N.B. *The names of those taking part in the vote are printed in italics.*

- VI. Organisation and conditions of service of women in the Swiss forces
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### ***Rapporteur's Preface***

In preparation for this report, *the Rapporteur* met or received evidence from the following:

#### *Copenhagen – 18th and 19th June 1990*

Mr. Knud Enggaard, Danish Minister of Defence;  
General Joergen Lyng, Chief of the Danish Defence Staff;  
Mr. Arne Melchior, Chairman of the Danish Parliamentary Defence Committee, and members of the committee.

At the meeting of the Committee on Women in NATO:

Rear Admiral Roberta Hazard, USN, Chairman of the Committee on Women in NATO, and members of the committee:

Captain S.A.B. Rasmussen, RDAF (Denmark), Vice-Chairman;  
Captain J.B. Simpson, WRNS, Secretary, NATO Headquarters;  
Captain M.C. de Blende (Belgium);  
Colonel Doris Toole (Canada);  
Commander A.M.S. Ruth (Denmark);  
Colonel Dr.Dr. Uta Hammer (Germany);  
Lieutenant Colonel Ephtezpi Gregorzaki-Noutsis (Greece);  
Colonel Gina Luca Muzarelli (Italy);  
Lieutenant Colonel A.E.M. Wijkmans (Netherlands);  
Major B.T.B. Brestrup (Norway);  
Captain T.M. Fernandez (Spain);  
1st Lieutenant Pinar Sanli (Turkey);  
Air Commodore Ruth M.B. Montague, ADC, WRAF (United Kingdom);  
Brigadier General Sharon Cadoria (United States);  
Lieutenant Commander Janice Gray (United States);  
Colonel Elsa Martensen-Larsen (former Chairman of the Committee on Women in NATO).

#### *Oslo – 20th and 21st June 1990*

Mr. John Kristen Skogan, Norwegian State Minister of Defence;  
Mrs. Margrethe Lied, Political Secretary, Ministry of Defence;  
Lieutenant Colonel Knut Noe, Ministry of Defence;  
Commander Elisabeth Westeng, Inspector of Women's Naval Service;  
Mr. Rolf Tamnes, Assistant Director, Institute for Defence Studies;  
Mr. Tomas Ries, Senior Research Associate, Institute for Defence Studies;  
Mr. Gundvald Oyna, Institute for Defence Studies;  
Mrs. Helen Bosterud, Vice-Chairman of the Norwegian Parliamentary Defence Committee, and members of the committee;  
Mr. Johan Jorgen Holst, Director of the Norwegian Foreign Policy Institute (now Minister of Defence);  
Mr. Bard B. Knudsen, Ministerial Adviser on European Affairs, Ministry of Defence;  
Mrs. Mari Heiberg, Ministry of Defence.

#### *Washington DC – 16th July 1990*

Major General Jeanne M. Holm, USAF (Rtd), Defence Advisory Committee on Women in the Services.

#### *Paris and Le Luc – 20th and 21st September 1990*

Lieutenant Colonel Patrick Boillot, Army Public Relations;  
Lieutenant Colonels Dubourdieu and Goasduff, Army Personnel Branch.

#### *International Symposium on Women in the Armed Forces, Ermatingen, Switzerland – 15th to 17th October 1990*

Mr. Kaspar Villiger, Federal Councillor and Head of the Swiss Department of Defence;  
Brigadier Johanna Hurni, President of the symposium;  
Colonel J.P. Flückiger, Head of Information, Swiss Army Training Command;  
Brigadier General Hedva Almog, Chief of the Women's Corps, Israel Defence Forces;

Commander Judith E. Harper, Director Combat Related Employment of Women, Canadian National Defence Headquarters;

Brigadier Gale K. Ramsey, MBE ADC, Director Women's Royal Army Corps, Ministry of Defence (London);

Dr. Sandra Carson Stanley, College of Liberal Arts, Towson State University (United States).

*Ministry of Defence, London – 14th and 15th March 1991*

The Honourable Archie Hamilton, MP, Minister of State for the Armed Forces;  
Commandant Ann Spencer, WRNS, Director of the Women's Royal Naval Service;  
Captain John Marshall, RN, Head of WRNS Sea Service Implementation Team;  
Commander Rosie Wilson, WRNS Sea Service Implementation Team;  
Group Captain Cynthia Fowler, Deputy Director Women's Royal Air Force;  
Major David Logan, representing Director Women's Royal Army Corps;  
Commandant Anthea Larken, Ex-Director Women's Royal Naval Service;  
Miss Sue Willett, Central Staff (Personnel Policy).

*The committee* as a whole received evidence from the following:

The Honourable Mary Collins, PC, MP, Canadian Associate Minister of National Defence;  
Mr. Martinazzoli, Italian Minister of Defence;  
Mr. Joaquim Fernando Nogueira, Portuguese Minister of Defence;  
Mr. Narcis Serra, Spanish Minister of Defence;  
Mr. Stephen M. Duncan, United States Assistant Secretary of Defence for Reserve Affairs.

*The committee and the Rapporteur* extend their thanks to those ministers, officials and senior officers who gave evidence for the preparation of this report.

The opinions expressed in the report, unless otherwise attributed, are those of the committee.

***Draft Recommendation******on the rôle of women in the armed forces***

The Assembly,

- (i) Recalling the United Nations conventions, European directives and national legislation concerning the equality of women, and civil liberties and rights to employment;
- (ii) Considering that there is a perceived reduction in East-West tension in Europe;
- (iii) In the knowledge that formal moves are under way towards a reduction in the strengths of armed services through negotiation (cf. the Vienna CFE process);
- (iv) Acknowledging that changing technologies are altering the way in which armed forces are employed;
- (v) Given the consequence of reduced defence budgets in most European countries;
- (vi) Bearing in mind that the debate on conscription is being re-opened in a number of WEU member countries, with a tendency towards shorter periods of service and a reduced requirement for the total male population to accomplish such service and that these considerations may lead in the future to volunteer forces;
- (vii) Recognising the growing operational character of the WEU organisation, with regular meetings now of chiefs of defence staff,

## RECOMMENDS THAT THE COUNCIL

1. Encourage, where appropriate, member nations to pay more than lip service to the principle of women serving in the armed forces and indeed persuade those countries which at present do not permit women to join their armed forces to change their policies;
2. Encourage those countries re-examining conscription to recognise the contribution to be made by women;
3. Encourage member nations with women serving to increase or at least maintain the same relative percentage of women in national military forces during all future force reductions;
4. Encourage all member countries actively to recruit women and provide full careers leading to the highest ranks on a basis both of equality of opportunity and integration;
5. Encourage member nations to consult together to harmonise policies concerning women and combat;
6. Persuade governments that the idea in some countries of a system of:
  - (a) advisory bodies on the rôle of women in the armed forces;
  - (b) women inspectors,
 should be adopted generally;
7. Suggest that the WEU chiefs of defence staff include the subject of women in the armed forces on their agenda at a future meeting.

### *Explanatory Memorandum*

*(submitted by Mrs. Baarveld-Schlaman, Vice-Chairman and Rapporteur)*

#### *I. Avant-propos*

1.1. The Defence Committee in past years has examined a plethora of subjects concerning security and defence in general and the armed forces of our member nations in particular. Where the latter are concerned, we have looked at conditions of service, conscription, training, equipment, the use of reserve forces, etc., etc., but we have never considered the rôle of women.

1.2. Maybe the reason for producing a report on the subject at this stage is linked with the fact that your Rapporteur is one of the few women members of the Defence Committee and also its first woman Vice-Chairman! Right at the outset she would like to put on record her gratitude for the support of the Chairman and members of the Defence Committee in the preparation of the report and express the hope that all colleagues in the Assembly and the reader at large will give a fair hearing to the evidence advanced.

1.3. In keeping with Article IV of the modified Brussels Treaty:

“ In the execution of the treaty, the high contracting parties and any organs established by them under the treaty shall work in close co-operation with the North Atlantic Treaty Organisation.

Recognising the undesirability of duplicating the military staffs of NATO, the Council and its Agency will rely on the appropriate military authorities of NATO for information and advice on military matters.”

your Rapporteur has relied heavily for basic information and statistics for this report on the Committee on Women in the NATO Forces. Chaired by Rear Admiral Roberta Hazard, United States navy, and with a secretary from the NATO international military staff (Captain Julia Simpson, Women's Royal Naval Service (United Kingdom) in 1990, Colonel Dennis Czaja, United States air force, at present), the Committee on Women in the NATO Forces is celebrating its 30th anniversary this year. Admiral Hazard very kindly invited your Rapporteur to attend the last meeting of the committee in Copenhagen as an observer.

1.4. Special thanks are due to Admiral Hazard, Captain Simpson, Colonel Czaja and all

members of the committee for their help and advice. In addition, the Rapporteur would like to thank Commander Judith Harper, Canadian forces, for forwarding extracts of the report by the Canadian Royal Commission on the Status of Women and information on the Canadian Human Rights Act; Captain Britt Brestrup, Inspector Women's Service Norwegian army, for detailed information on developments regarding women in the Norwegian forces, and Professor Sandra Carson Stanley, Associate Professor of Sociology at Towson State University, Maryland, United States, for her paper on the integration of women in the armed forces of the United States, as well as a copy of the testimony given by the Chairman of the Defence Advisory Committee on Women in the Services before the United States Senate Defence Appropriations Committee.

1.5. Perhaps the greatest measure of integration for women in the armed forces has been achieved in the Scandinavian countries where indeed the whole of society is integrated. It is no surprise therefore that some of the most interesting discussions took place in Denmark, with the Defence Minister, Mr. Knud Enggaard, and the Chief of the Defence Staff, General Joergen Lyng, and also in Norway with the former State Minister for Defence, Mr. John Kristen Skogan, and the former, now current Defence Minister, Mr. Johan Jorgen Holst. Among member nations, your Rapporteur is particularly grateful for the observations and personal commitment of the Defence Minister of Spain, Mr. Narcis Serra, and of the Minister for the Armed Forces in the United Kingdom, the Hon. Archie Hamilton. Much useful information was also received from the defence ministers of the other WEU nations who so courteously replied to your Rapporteur's questions.

1.6. When the WEU Defence Committee was invited to the United States and Canada in July 1990, a marked accent on the rôle of women in the armed forces was evident when it visited the reserves and saw them in action, and only a matter of days later many of the girls were already leaving for the Gulf region... In her speech before the committee, the Canadian Associate Minister of National Defence, The Honourable Mary Collins, PC, MP, emphasised the rôle of women in the Canadian services which might well serve as a model for what we are trying to do in our European forces – which is why the speech is given in full at Appendix III.

## II. Introduction

2.1. As a result of a perceived reduction of East-West tension<sup>1</sup> and vastly changing technology<sup>2</sup>, Western European and other alliance forces present a picture which is completely different from that of only twenty years ago. The reduction of tension means that armies (as well as populations) are shrinking, the increased use of technology means that no longer is brute strength a major consideration in recruiting terms.

2.2. In the majority of Western European nations, women are forming an increasing percentage of the population (on average now some 52%). Equal rights and equal opportunities mean equal responsibilities for women throughout our societies. And that means also in our armed forces where in the majority of our member countries women are serving in increasing numbers. Women, in terms of citizenship, have an equal duty to defend their country in the last resort, but in time of peace they are usually only accepted into the armed forces on a voluntary basis, although in some nations even this basic premise may be evolving.

2.3. For example, the debate on the wisdom or not of systems of conscription is being re-opened at present (and maybe WEU could play a part in preparing that debate as suggested recently by the Spanish Minister of Defence, Mr. Narcis Serra). The length of national service is being reduced in all countries which practise conscription (in one case the proposal is to reduce to merely four months). In addition, although conscription is in theory for all male members of the population, more often than not there is no requirement for the numbers that would be produced if all men were called up and so many dispensations are given that in a number of countries only 50% or less are finally required to serve. If this trend continues, then there will soon be only a fine line between an army of "conscripts" and an army of "volunteers". Maybe the answer is to allow more women to join the armed forces...

2.4. Part of the usual debate then concerns whether or not women should be exposed to the dangers of combat and the answer is different in different countries. The Gulf episode has shown that the debate is sometimes somewhat sterile. If, for example, the Scud missile lands on your barrack block, does it matter whether or not you were supposed to be combat-prone? If you are the pilot or navigator of the tanker aircraft,

should you be surprised if your 'plane is attacked in preference to the four F-16 fighters which without you will not be able to attack their targets or return to base? What price being a "combat" pilot or not? Professor Stanley sums up the phenomenon:

"The current deployment of United States forces to the Middle East exemplifies the integration of military women. Women have participated in all military crises since the revolutionary war, but never in such large numbers and rôles. While their exact number is classified, it is estimated to be about 11%, approximating their proportion of the total United States' military strength.

Women in all services are being deployed, the same as men, with their units. They carry weapons and are trained to use them if attacked. They serve in critical positions and will not be evacuated should open hostilities occur.

Women's participation in Operation Desert Shield has attracted considerable attention. Stories about "women warriors" and pictures of uniformed women saying goodbye to their husbands and children are frequent in the media. It is sometimes referred to as a "mom's war". Some believe that this involvement underscores the contradictions in military policies toward women. While they are prohibited from direct combat on the front, they are exposed to high levels of risk given the fluid parameters of the battlefield and the types of functions they perform. For example, women may not fly fighters, but they may refuel them and transport troops and supplies into hostile areas. While women are not permanently assigned to combat ships such as destroyers, carriers and submarines, they serve on repair and supply ships which may be in the same area. Questions about removing combat restrictions are certain to be raised once again."

2.5. A major premise has been that all men are willing and able for combat and women not so. Although one might imagine that attitudes are evolving, it is generally true that in times of all-out conflict, there has usually been less reluctance on the part of men to allow women to become involved. Work as members of the resistance or as partisans has proved women's rôle in defence of their country, as may often be seen in the origins of women's services. In the current period, fears about the coming "demographic trough" have relaunched the polemic on including more women in the armed forces, although if negotiations in Vienna continue with CFE 1A and large reductions in manpower, then presumably womanpower would also be at

1. Consequences of developments in Central and Eastern Europe for European security, Document 1263, Rapporteur: Mr. Caro.

2. New equipment requirements for restructured armed forces, Document 1272, Rapporteur: Sir Dudley Smith.

reduced levels (although see Appendix II for some interesting variations, depending on the country concerned).

2.6. The participation of women in the armed forces of most member countries has become a principle and a fait accompli and it would take quite a policy shift actually to reduce the growing proportion of women serving under the colours in a majority of our countries. No doubt those involved should remain vigilant as the CFE process evolves and the revised rôles of our armed services, their needs, readiness levels, etc. will determine the opportunities available for all people, men and women, serving in the military. At least a government's commitment, where it exists, to providing equal opportunity and equal treatment for women should mean that they will be given neither special consideration or targeted for more than proportional reduction. In international terms, the aim should now be to ensure that comparable opportunities for service exist in each of the WEU countries where at present certain members are more recalcitrant than others, for whatever reason, in treating women as eligible for the armed forces... Women must be given their chance with due respect for their specific characteristics, including legal protection for their status as women.

2.7. It must be admitted however that, while the ethical and practical aspects of women serving have been well researched and generally resolved in most countries, some research remains to be done in terms of medical effects of certain occupations on the female physiology and your Rapporteur was very grateful for our colleague, Dr. Borderas', observations at a recent Defence Committee meeting. Both Canadian and Danish ministries of defence, for example, have been researching the effects of flying fast jet fighters on women pilots.

### ***III. Conventions on non-discrimination, equal opportunities, etc.***

3.1. In legal theory there should be little difference between our member nations regarding the employment and status of women in the armed forces. After all, there have been many and various conventions and laws made, signed and ratified, both nationally and internationally, regulating the possibilities. Amongst the international agreements are:

- 1958: Convention on non-discrimination in employment and vocation, adopted at its general meeting in 1958 by the United Nations International Labour Organisation (ILO). The convention establishes, inter alia, equality of vocational opportunity for women and men;

- 1979: United Nations General Assembly adopted a convention abolishing all forms of discrimination against women.

3.2. The European Community has also adopted a series of directives which are supposed to outlaw discrimination on grounds of sex, provide equal opportunities and status for women, as well as pay and conditions of service. The Council directive 76/207 of 7th February 1976 relates to the application of the principle of equal treatment between men and women, concerning recruitment, training, promotion and working conditions. Not all nations are as scrupulous as the others in ensuring the rigorous application of such legislation when it comes to the armed forces...

3.3. The next section details the organisation and conditions of service in WEU and other NATO countries and also in the particular case of Switzerland, where the Federal Councillor and Head of the Department of Defence, Mr. Kaspar Villiger, was kind enough to brief your Rapporteur on Swiss policy during the international symposium on women in the armed forces held in October 1990.

### ***IV. Organisation and conditions of service of women in the forces of WEU countries***

#### ***(a) Belgium***

##### ***(i) Introduction***

4.1. In 1975, legal changes made it possible for the first time for women to volunteer for service in the Belgian armed forces. Recruitment of women started in June 1975. The 1975 act laid down the conditions governing the entry of female officers and the non-commissioned categories. However, under that act not all posts were open to women. In 1978, the Belgian Government ratified the 1953 New York Treaty concerning the political rights of women and in August 1978, the Belgian Parliament passed a law on economic policy which abolished sexual discrimination in the field of employment. Detailed application of this law in the armed forces was defined by royal and ministerial decrees in February 1981, which removed all discrimination between men and women in the armed forces.

4.2. The 1984 Economic Recovery Act provided for the possibility of voluntary female conscript service with the aim of encouraging recruitment for the regular army. However, this was only implemented after the Royal Decree of August 1987. In 1989, only ten young women availed themselves of this opportunity.

4.3. Today, women are totally integrated into the three services and the medical corps.

*(ii) Organisation*

4.4. As of 1991, regular military personnel have been subdivided into two groups: career and complementary personnel. Each group includes officers, non-commissioned officers and privates who all enjoy security of employment. All ranks are open to career personnel in their category; some of them may even move on to the next category as a result of promotion. Conversely, promotion prospects are limited for complementary personnel who may nevertheless take tests which will enable them to move on to a career posting in their category.

4.5. The air force includes a third group of auxiliary personnel which is restricted to air crews. These personnel serve initially for a limited period of time and can then, by passing examinations, join the career or complementary group.

4.6. To serve as regular military personnel, candidates must first complete a probationary period which generally lasts for four years. During that time, candidates receive academic and professional training in military academies and training centres and undergo training and evaluation periods in their units.

*(iii) Status of female personnel*

4.7. Regular female military personnel have the same rights, duties and obligations as male personnel.

4.8. Pregnant women are granted maternity leave, generally 14 weeks, beginning at the earliest six weeks before the confinement. Moreover, at the end of their maternity leave, unpaid nursing leave up to a maximum of three months is given on request. Both maternity and nursing leave are considered as time spent on active duty.

*(iv) Recruitment*

4.9. All recruiting must be open for both men and women. Age limits range from a minimum

of 16 or 17 years to a maximum of 19 to 33 years, depending on the category. Minimum educational standards are required for each type of recruitment.

4.10. Since all discrimination is now abolished, identical criteria apply to men and women, in particular when it comes to physical fitness and aptitude selection tests.

*(v) Training*

4.11. Career personnel are trained in military schools with the exception of certain specialities. Complementary military candidates undergo a shorter training period at military training centres. The training programme for female personnel is the same as for men and takes place in the same schools and training centres. During their career, female military personnel may attend specialisation courses and attend 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 gain a better preparation for entrance examinations to officers' academies.

*(vi) Reserve personnel*

4.12. Maintaining the mobilisation potential must be ensured in peacetime. All trained personnel must therefore be capable of carrying out any wartime function. In the early years, female personnel did not have any military obligation in the event of mobilisation. A law promulgated on 12th March 1987 authorised female officers and non-commissioned officers to serve as reservists on a voluntary basis. This commitment entailed fulfilling the obligations linked with the status. This meant that female officers and non-commissioned officers (NCOs) can be mobilised in the same way as their male counterparts.

*(vii) Statistics on women personnel*

Category	Army	Air force	Navy	Medical corps	Total
Officers .....	69	30	8	25	132
NCOs .....	394	252	61	56	763
Privates (volunteers) .....	1 251	692	138	192	2 273
Conscripts .....	7	0	0	2	9
Total .....	1 721	974	207	275	3 177
Distribution in the services .	53.5%	28.8%	9.1%	8.6%	(100%)

(72% other ranks; 24% non-commissioned officers (NCOs); 4% officers)  
39% of women are in operational units

(compared to 56% of men): infantry, tactical air force, medical companies, ambulance brigades.

*(viii) Summary*

4.13. Recruitment, training, employment, promotion and pay are identical for female and male personnel in the Belgian armed forces. Women account for approximately 6% of the total salaried military personnel.

*(b) France**(i) Introduction*

4.14 Women personnel were first admitted to the French armed forces at the start of the second world war, although a few volunteers had served as nurses and nursing assistants in military hospitals during the first world war.

4.15 The law of 11th July 1938, known as the "Loi Boncour" and concerning the nation in wartime, provided for the voluntary enrolment and even the conscription of women into the armed forces. Thus, volunteer Red Cross personnel – nurses, ambulance drivers, social/medical workers – served with combat units but not as members of them. A motorised medical section (SSA) was responsible for providing ambulances and drivers for the forces.

4.16. The women's formations were disbanded by order of the occupying forces, and many young women joined the Free French Forces in London where a unit of 100 French women volunteers was created, to be employed as secretaries or drivers.

4.17 In 1941, a corps of nurses and military welfare assistants made its appearance.

4.18 The decree of 11th January 1944, which was in response to the need to unite these various formations in a single corps governed by a statute, provided for the formation of "auxiliary women's formations for the land, air and sea forces".

4.19 In 1946, the corps became the Women's Service of the Armed Forces, with its strength set at 4 000. It subsequently underwent several changes.

4.20. The decree of 15th October 1951, governing the status of women officers and non-commissioned personnel, introduced a limited rank structure: four classes for the first four officer ranks, and six categories for non-commissioned ranks.

4.21. The decree of 23rd March 1973, which implemented the law of 13th July 1972 on the "general status of military personnel" provided for women to hold the normal military ranks up to the lowest general officer rank. Officer cadets would henceforth be recruited by competition among the non-commissioned officers with a certain seniority and holding a military qualification certificate; or by selection from among career women non-commissioned officers.

4.22. For the first time, the statute explicitly mentioned basic training, to be provided in a school for non-commissioned officers. It also specified that career status would be available under the same conditions as for male personnel.

4.23. But the 1973 decree was an interim measure and lasted only three years. It was replaced by several decrees in 1976, which offered young women officers the opportunity to enrol in services or corps open to both men and women; non-commissioned officers, however, are trained in groups, according to their speciality.

4.24. National service is also available for women on a voluntary basis.

4.25. Pursuant to statutory reforms of 1977, women personnel will henceforth serve under statutes governing both men and women, and can set their sights on the rank of major general. However, their numbers must remain within limits compatible with the nature of the mission of the various forces. Women may serve only in support formations. Operational forces are still closed to them.

*(ii) Organisation*

4.26. The army: operational forces except front-line combat units are now open to women. Recruitment and basic training are integrated.

4.27. The air force: recruitment as air cadets for service with the reserve officers on active duty (ORSA) status is open to women candidates for training as transport aircraft pilots.

4.28. The navy: women personnel are normally shore-based. However, since 1983, women have been posted on board warships on a trial basis. This trial was limited to surface ships and lasted for five years with senior women officers and chief petty officers serving on a voluntary basis.

*(iii) Outlook*

4.29. The measures taken in 1982 by the army were aimed at giving all servicewomen the chance to fulfil their aspirations and to pursue a career commensurate with their abilities.

4.30. The drive to increase the number of women in the air force is being pursued. Within the 20% yearly recruitment limit the number of women officers should gradually approach the 200 mark and the range of duties assumed by them should become ever wider as their numbers increase.

4.31. For air force non-commissioned officers, the aim is to maintain or indeed increase their total, in spite of the restrictions due to cuts in strength levels.

4.32. The introduction of women into the air force is continuing with satisfactory results.

4.33. The number of women ratings in the navy represents 3% of all enlisted personnel and this should increase to 5% in 1991.

*(iv) Special provisions*

4.34. Although barred from combat employment, army servicewomen have the same rights and duties as servicemen. Nevertheless, the exigencies of motherhood are taken into consideration:

- Maternity leave: 16 weeks (paid);
- Adoption leave: 10 weeks (paid);
- Postnatal leave: after maternity leave, up to the third birthday of the child. (In the case of adoption of a child under three years' old, such leave can be taken by the mother, after adoption leave, up to three years after the arrival of the child in the family.) (Law no. 89-466, 10th July 1989.)

4.35. The latter type of leave does not count toward pension benefits or for promotion, but does count at half its length for increment purposes. It can be requested by the father or by the mother.

4.36. Absences for men and women may be authorised for the care of a sick child or for the temporary care of a child, not to exceed 12 working days in any year if taken over two or more periods, or 15 days if taken consecutively. The limit can be extended to 24 working days in exceptional cases, but benefits will be affected beyond 12 days. These provisions are identical to those stipulated in the Labour and Social Security Code.

4.37. Contracts can be terminated in case of marriage or maternity occurring after signature.

4.38. In cases where both husband and wife are service members, personnel branches try to post the couple in the same region, but it is not necessarily always the wife who follows the husband.

*(v) Other services*

4.39. The Gendarmerie Nationale is beginning to accept women. Currently, it is employing 170 non-commissioned officers and 120 women auxiliary gendarmes. It has recently offered new career prospects to its women officers.

4.40. The medical services have the following women personnel:

- 138 doctors (including one officer of flag rank);
- 21 pharmacists;
- 1 veterinary surgeon;
- 51 nursing officers, as well as over 200 non-commissioned officers.

4.41. The MITHA (forces nursing and technicians) corps includes 2 500 women (98% of its strength).

4.42. On 23rd September 1982, measures were adopted to give women the opportunity to have the same career as men. Only the Foreign Legion is still closed to women. 1983 saw the institutionalisation of voluntary national service for women.

*(vi) Army*

4.43. Today in the army there are quotas that limit feminisation. These quotas are linked to the annual recruitment in each arm, e.g. 3.3% for combat arms (infantry, armoured), 7% for other arms.

4.44. The percentage of females compared to the total numbers in each rank (March 1989):

	Officers	NCOs	Troops	Total
Career .....	322 1.69%	6 041 10.37%	1 436 4.35%	7 800 7.07%
National service .....	0%	3.81%	0.55%	0.62%

4.45. Numbers and percentages of women according to specialisation and nature of contract (March 1989):

	Adminis- tration	Support	Combat arms	Total
Career NCOs .....	6 877 89%	331 4%	511 7%	7 719 100%
National service .....	714 62%	93 8%	343 30%	1 154 100%

*(vii) Navy*

4.46. Women have no access to the naval college. Women are recruited as specialised career or reserve officers in the same conditions as men. Selection criteria for recruitment and promotion are identical, as is the training process, colleges being open to both sexes.

– *Naval specialised officer corps (OSM)*

4.47. Career OSM specialities for which women may be recruited:

- signals;
- mechanics;
- electricity;
- aircraft control;
- aircraft maintenance;
- computers;
- meteorology;
- administration;
- community management;
- selection and guidance;
- naval security.

So far, the navy has actually recruited women OSMs only in the following branches:

- signals;
- aircraft control;
- computers;
- administration.

4.48. Recruitment of OSMs:

*(a) By open examination*

Among naval officers with at least 8 years' service

General officer training which stresses basic military and maritime knowledge (7 months at the naval military school)

Specialised training (3 months in specialised schools)

Practical training corresponding to the first year of assignment

*(b) Options*

Among naval officers with at least 15 years' service

Brief general officer training (3 months), then same specialised training as OSMs recruited by open examination.

– *Reserve officers on active service (ORSA)*

4.49. ORSAs are officers serving under contract of an initial duration of 4 years who may serve in the navy for a maximum of 20 years. Selected at the end of the first university cycle (two years after the baccalauréat).

4.50. Specialities open to women:

*(a) Computers*

Specific initial training lasts several months

*(b) Headquarters staff*

Various duties at headquarters or with management in the intelligence, operations and public relations branches

Certain women may also follow officer of the watch courses

*(c) Pilot*

Career as a pilot in the fleet air arm which may lead to command of an air unit

Women are assigned to support, liaison or training squadrons but not to combat units

Specific training lasts about 2 years

*(d) Aircraft control*

Work in supervising air traffic and preparing and controlling operational missions by aircraft

Training lasts 1 year.

– *Other corps*

4.51. Women may also be recruited for essential administrative duties in the following conditions:

*(a) ORSA supply and secretariat*

- on the basis of tests and records
- ORSA courses at the Ecole du commissariat at Toulon (5 or 6 months)

*(b) Naval technical and administrative corps (OCTAM)*

- open examination
- naval administration school at Cherbourg (2 years)

*(c) Maritime affairs technical and administrative corps*

- open examination
- maritime administration school at Bordeaux (2 years)

*(d) Maritime affairs administrator*

- open examination
- maritime administration school at Bordeaux (3 years)

*(e) Engineer in maritime work technology and studies*

- open examination
- national public works engineering school at Vaulx-en-Verin (3 years).

4.52. For women officers the major part of the career is spent on land and posts are assigned in the light of competence and experience. According to the needs of the navy or on a voluntary basis, they may serve at sea. For example, female volunteer doctors in service in the navy can serve at sea (Decree no. 89-281, 28th April 1989, Article 1). Female volunteers from the naval, technical and administrative corps (OCTAM) can also serve at sea (Decree no. 89-281, 28th April 1989, Article 3(1)).

4.53. "A trial period of having women serve at sea lasted five years and ended two and a half years ago. There were forty women volunteers on board ships of all sizes. Of the forty, only four wished to go to sea again. We considered this to be a significant sign and the Minister followed us in this policy. The policy now in force is to have women on board support ships, where facilities are adequate for correct living conditions, and on board units not in combat zones." (Vice-Admiral Gilbert le Mélédo, Chief of Naval Personnel, 19th June 1990.)

4.54. Women may also be assigned to posts which involve possible service in danger areas.

4.55. Some branches are at present closed to women, e.g. submarines, combat aircraft, marines.

4.56. Although not having access to the naval officers' corps, career prospects for women are nevertheless the same as for men since they have access to first- and second-degree military training in accordance with common rules. They may sit for open examinations and that of the Ecole Supérieure de Guerre Navale (Naval War College).

*Female posts in the navy*

Officer corps	Posts	Numbers
OFM (female naval officer) abolished in 1976	Headquarters staff, private office, public relations, etc.	12
ORSA .....	Officer of the watch, pilot, aircraft controller, operational research, supply and secretariat	11
OSM .....	Earlier specialisation as a naval officer, headquarters staff	26
OCTAM .....	Administrative posts	15
Total for the navy		64

*(c) Germany*

*(i) Introduction*

4.57. Under the constitution of the Federal Republic of Germany the Federal armed forces (Bundeswehr) are divided into the armed forces on the one hand and the Federal defence administration on the other. While only men are liable to military service, women between 18 and 55 can be called upon in a state of crisis (Verteidigungsfall) to perform civilian public health and medical service or in the fixed military hospital organisation by or pursuant to the law if requirements cannot be met on a voluntary basis. Furthermore, Article 12a of the constitution states that: "Women may on no account render service involving the use of arms."

*(ii) Women in the Federal defence administration*

4.58. Distinguishing between the armed forces and the Federal defence administration meant that women could be employed as civilians at all levels of the Bundeswehr organisation right from the very beginning. Providing they have the required aptitude, they can apply for almost any civilian post. They take up the same careers and receive the same pay as their male colleagues.

4.59. The spectrum of jobs held by women in the Federal defence administration is broad. Many are typists or office girls while others are employed as nurses, laboratory assistants, doctors, translators or jurists in a wide variety of fields. To some extent, they perform duties similar to female personnel in other countries' armed forces.

4.60. In recent years, women have shown a greater interest in work requiring higher qualifications, for example, a college or university education. If this trend continues, even more women will take up development and top-level posts in the future than they do at the moment.

4.61. There are 53 500 women (28.5%) in the present civilian work force of around 187 500. The majority work for the territorial Federal defence administration while the others work at military agencies and installations.

*(iii) Women in the medical and health service*

4.62. Since 1975, any woman under the age of 40 and licensed to practise as a doctor, a dentist, a veterinary surgeon or a pharmacist has been able to volunteer to become a medical officer in the armed forces. They enlist as temporary, career medical officers for a two- to twenty-year period of service and have the chance to become regular servicewomen later on. They basically have the same rights and duties as male medical officers.

4.63. Such assignments do not contravene the constitution. Under the Geneva Convention of 12th August 1949, medical service personnel are considered non-combatants. They are not allowed to play an active rôle in fighting and must not be attacked.

4.64. Female medical officers have certain special rights:

- If they become pregnant, they are entitled to a similar period of pre- and postnatal leave as female civil servants and government employees, with postnatal leave of a year. Female medical officers may furthermore be granted up to three years leave on family grounds with the option of extending this to nine if they wish.
- Female medical officers cannot be ordered to use arms in self-defence or to protect casualties against attacks carried out in violation of international law, even though they are permitted to under law.

4.65. Immediately after signing on, male and female medical officers attend an orientation course at the Federal armed forces medical academy in Munich to prepare them for their subsequent assignments.

4.66. Female medical officers are employed in almost every field of military medicine as unit surgeons in Federal armed forces station hospitals, and at institutes, academies and schools.

4.67. Female medical officers in the Federal armed forces:

Assignment	Army	Air force	Navy	Total
Doctor . . . . .	132	18	14	164
Dentist . . . . .	15	7	5	27
Veterinarian	3	-	-	3
Pharmacist .	5	2	4	11
Total . . . . .	155	27	23	205

4.68. Of these 205 female medical officers, 59 are regular and 146 temporary career servicewomen. Seven of them have since been promoted to the rank of colonel.

4.69. Pursuant to a decision taken by the Federal Minister of Defence in 1988, all the careers in the medical and health service are to be open to women in the future. The first medical officer candidates took up their duties in the summer of 1989. A second step was envisaged for 1990, when women would be able to become officer specialists, non-commissioned

officers and other ranks within the medical and health service. Preparations are underway to change the pertinent laws, regulations and directives as required.

*(iv) Women as service personnel*

4.70. The assignment of women as service personnel has been the subject of numerous detailed studies. The most recent study was in 1987. The result was again that under the constitution of the Federal Republic of Germany, women cannot volunteer for posts which either directly or indirectly involve the use of arms. The purpose of this ruling, which the Lower House of the Federal Parliament (the Bundestag) justified in 1956 on the grounds of the nature and rôle of women, is to eliminate the possibility of women taking an active part in fighting. This leading decision cannot be amended unless a two-thirds majority is in favour of such a proposal.

*(v) Summary*

4.71. Subject to changes in the laws and regulations, which have yet to be made, there will be a continuous rise in the percentage of women in all sectors of the medical and health service over the next few years.

*(d) Italy*

4.72. At present there are no women serving in the Italian forces (but see Chapter VIII).

*(e) Luxembourg*

4.73. The first women were integrated into the armed forces in 1987. There is no legislation on the subject of combat exclusion, therefore, in the event of a crisis, it is assumed that women would participate in combat.

4.74. There is total equality between men and women concerning rights and responsibilities. Legislation provides for maternity or adoption. The only restriction applies to the forces under NATO authority: there are no women because of the posting of this contingent (NATO mobile forces) either in Norway or Turkey.

4.75. There are 30 women in the Luxembourg armed forces: 28 volunteers, one non-commissioned officer (infantry) and one officer (doctor). Women constitute 5.83% of the army.

4.76. There are also some women in the Gendarmerie and the police (both paramilitary forces) considered as security forces in Luxembourg and subject to the same rules as the army.

*(f) The Netherlands*

*(i) Introduction*

4.77. Women have served in the Netherlands armed forces since 1944, when the first women's

corps was established in the United Kingdom. The corps was joined by several hundred Dutch women who had left the Netherlands during the second world war. Until the beginning of the eighties there were three separate women's corps in the armed forces: the MARVA (navy), MILVA (army) and LUVA (air force). The integration of women into the armed forces, which began in January 1979 when women were assigned to the various units of the three services, meant that there were no longer any well-founded reasons to maintain separate women's corps. The last one was disbanded on 1st January 1982.

*(ii) Legal status*

4.78. The general legal provisions have been the same for men and women since 1st January 1979. The conditions governing regular service and the various types of contracts apply to both sexes. This also means that entry requirements with regard to age, education and mental/physical abilities no longer differ, nor do assignment and career prospects.

*(iii) Organisation*

4.79. The Netherlands has a system of compulsory national service which applies solely to men. Initial training covers a period of 14 to 17 months depending on rank and service, although from 1991 onwards this will be reduced to between 12 and 14 months. The government does not intend to extend this system to women. The proportion of conscripts in the forces varies considerably for each service. In the army, approximately 60% of the total peacetime strength are conscripts; in the navy, this is under 10%. After leaving the service, officers, non-commissioned officers and other ranks may be called up until the age of 45, 40 and 35 years respectively. Since 1st January 1983, discharged servicewomen are also liable to be called up in time of mobilisation, as well as for refresher training.

*(iv) Recruitment and selection*

4.80. In addition to contracts for periods from two to eight years, personnel are recruited for indefinite contracts depending on the job and type of career. The following distinctions are made on entering the services:

- officers trained at the Royal Military Academy and the Royal Naval Academy;
- officers trained at the officers' training centre;
- non-commissioned officers trained at the Royal Military Non-commissioned Officers' school;
- officers and non-commissioned officers on short-term contracts;
- other personnel.

4.81. A trial contract is available for women, known as the "short contract for women", which offers them the opportunity to serve for two to three years. This enables them to gain an impression of work and training in the armed forces, with a view to a contract for a longer period of time.

4.82. The Royal Netherlands Army (RNLA) has a functional group system for classification according to physical demands and suitability. The basic physical requirements depend on the duties of the various posts which personnel have to be capable of fulfilling during their career.

*(v) Training*

4.83. In principle, there are no restrictions on women taking up any post in the armed forces. However, for practical reasons there are two exceptions in the Royal Netherlands Navy: the submarine service and the marine corps. All training institutes are open to women who receive the same training as men in the category to which they were assigned on entering the service.

*(vi) Summary*

4.84. In the years ahead, the Netherlands armed forces aim to increase the number of women in the forces. For this reason, a great deal of attention is being paid to the recruitment of women and the promotion of the position and acceptance of women in the armed forces. This policy has been set forth in a positive plan of action. Several measures have already been implemented into all services, namely part-time work, child care and re-entry.

*(g) Portugal*

*(i) Introduction*

4.85. In 1961, legislation was passed to create a body of female nurses to be an integral part of the Portuguese air force. It was decided to recruit nine volunteer trained nurses as officers and 12 volunteer auxiliary nurses as sergeants.

*(ii) Organisation*

4.86. The female nurses were given the rôle of providing nursing assistance in remote locations, on board aircraft, on special missions, in military hospitals and, exceptionally, in civilian hospitals and in emergency situations. In order to provide the nurses with the physical and military preparation for their mission, it was decided to train and employ them as parachutists.

*(iii) Recruitment and training*

4.87. Eleven volunteers were selected from a mass of candidates and they began two months

of rigorous basic training with the regiment of parachutists. Military education, intensive physical training, individual combat instruction, orientation and topography and moral and psychological preparation were followed by parachute training. Only five nurses (four officers and one sergeant) succeeded in passing the course. Courses continue to be organised annually.

4.88. For 13 years, parachutist nurses undertook strenuous military service and displayed remarkable tenacity and high morale. They served for six months in each operational theatre and were employed in the evacuation of casualties from fighting areas and in campaign hospitals. Apart from providing nursing skills, they had a strong moral impact which was beneficial to the troops.

4.89. At the end of Portugal's war in former overseas territories, the number of parachutist nurses was reduced to 16 (eight officers and eight sergeants). Currently, there are nine officer nurses all serving in the air force hospital in Lisbon.

4.90. The Portuguese Minister of Defence, Mr. Joaquim Fernando Nogueira, has kindly written to your Rapporteur to add the following:

"In the Portuguese armed forces there is no tradition for the fulfilment of military tasks by women. Therefore, progress in this field has been slow but gradual, and with different approaches from service to service.

By law, women are exempted from military obligations, these being only compulsory for male citizens. However, the same law (the military service law) foresees the case of women carrying out military service, provided it is on a voluntary basis.

Voluntary service is included in what we call "special recruitment" (as opposed to the general draft recruitment) and may be of normal length (as for conscripts) or may be extended up to several years or even opened to a professional career, depending on the particular regulations of each service.

The air force, taking the lead in this subject, obtained in January 1990 the approval of a subsidiary law allowing female citizens to apply for a career as pilots, engineers, administrative technicians and medical officers.

With the development of this new system, there are already three female officers in the financial and medical branches and another three are currently undergoing the pilot's course in the military academy.

The army has also a project for a similar subsidiary law allowing female citizens to embrace a professional career.

In the meantime, in the army medical corps, there are at the moment six female officers, who followed exactly the same training as their male colleagues.

At present, parliament has in hand for approval, some changes to the military service law, among which one clause requiring the services to produce specific instructions ruling the conditions and specialities for admittance of female volunteers.

This procedure, together with a group of incentives, mainly socio-economic incentives, which are also sought to be implemented for volunteers (male or female), will hopefully add a greater contribution of women to the military ranks in the future, namely in the army and air force."

#### (h) Spain

##### (i) Introduction

4.91. The practice of the military profession has traditionally been considered as the exclusive task of the male sex, but in spite of this, both national and international wars have been a testimony of the importance of women's rôles in the armed forces.

4.92. The government's authorisation of the admission of women candidates in military academies was regulated in the Decree-Law 1/88 of 22nd February 1988, establishing the first step towards a non-restricted integration of women into the armed forces. This was a consequence of the non-discriminating sex principle proclaimed in the constitution. This equality without discrimination embraces both the right to accede to tasks and public posts with the same equal conditions, and the right and duty to defend Spain.

##### (ii) Policy

4.93. The admission plan of women in the armed forces started to be put into practice in a progressive way in 1988. The programmes of the political parties advocated for this social claim and the courts of justice confirmed in their judgments the amendment to the laws in force.

4.94. The principle of equality and gradual incorporation are the two substantial elements which have made possible the political decision which allows the incorporation of women into the armed forces.

4.95. The integration model of women into the armed forces is a progressive one:

- there is no maximum percentage;

- no specific women's corps have been created;
- women may accede to all posts, even combat-related;
- women may accede to all military ranks.

*(iii) Organisation*

4.96. The armed forces comprise the army, navy and air force; the military common corps (legal corps, finance corps and medical corps) serve the three forces.

4.97. Women may become both officers and non-commissioned officers; educational centres have not been especially created for women; and specific women's corps have not been established.

4.98. Women are subject to the same legal régime as men, with the same rights, duties and obligations.

*(iv) Eligibility qualifications*

4.99. The admission selection for the military educational centres is carried out by means of several capacity tests in order to determine the ability of the candidates and to establish the precedence order. The only differences that may exist are those derived from the different physical conditions.

4.100. The cultural and psycho-technological tests are exactly the same for both sexes.

4.101. Medical check-ups require the existence of different selective medical standards due to existing biological differences in the sexes.

4.102. Physical fitness tests are different depending on which corps one enters:

- the general corps of the three services and the marine corps require the same physical tests for both men and women;
- the military common corps (legal corps, finance corps, medical corps, etc.), corps of engineers of the three services and military specialist corps require different physical tests for men and women.

*(v) Training*

4.103. As the tasks to be carried out in the future will be the same for both sexes, women are subject to the same internal régime as men in military academies for officers and non-commissioned officers, and they receive the same professional training, even in the physical aspect.

*(vi) Occupations*

4.104. Women are allowed to enter all corps, lists and branches without restriction and they can even accede to combat posts.

4.105. As for assignments, the policy that regulates their appointments may establish certain peculiarities for women due to physiological conditions (the main hypothesis of this aspect would be represented by pregnancy) which could condition the fulfilment of certain assignments.

4.106. Women may be promoted to all military ranks and the same promotion chances as for men are guaranteed.

*(vii) The services*

4.107. The induction of women into the armed forces is relatively new and this is the reason for the small number of women in the armed forces. Most of them have entered the military common corps. Only one woman has entered the army general academy and she is now following her first course of military training. There is another woman at the naval school who is also following the course as the first female midshipman. No woman has yet entered the air force academy.

4.108. Women serve the armed forces just like men. They can, for example, drive a combat tank. This position is egalitarian and progressive.

4.109. No policy exists regarding women's military service. The military service law in force establishes that women's military service will be regulated by the law that determines their participation in national defence. However, this precept has not yet been developed.

*(i) United Kingdom*

*(i) Introduction*

4.110. Following the work of Florence Nightingale during the Crimean War, the army nursing service, later to become Queen Alexandra's Royal Army Nursing Corps (QARANC), was formed in 1881. In 1884, trained nurses were appointed to certain Royal Naval hospitals and in 1902, Queen Alexandra's Royal Nursing Service (QARNS) came into being, followed by Princess Mary's Royal Air Force Nursing Service (PMRAFNS) in 1918. In 1917, during the first world war, when the shortage of manpower became acute, the Women's Royal Naval Service and the women's army auxiliary corps were formed. Women from both these services transferred to the Women's Royal Air Force on its formation in 1918. These three services were disbanded but in the years immediately preceding the second world war, it became apparent that women would again be required to help the armed forces. The Women's Royal Naval Service, the auxiliary territorial

service and the women's auxiliary air force were formed and, as war continued, women undertook an increasing number of duties, releasing men for active duty. In 1944, as a direct result of the invaluable service given by women in two world wars, it was decided to retain the women's non-nursing services as part of the regular services of the Crown. Accordingly, on 1st February 1949, the Women's Royal Naval Service (WRNS), the Women's Royal Army Corps (WRAC) and the Women's Royal Air Force (WRAF) came into being. The women's services are an integral part of the Royal Navy, army and air force.

4.111. The United Kingdom armed forces are all-volunteer and comprise regular and reserve services. With the exception of doctors, dentists and lawyers (and veterinarians in the army) women serve in either the nursing or non-nursing women's services. The service careers of doctors, dentists, lawyers and veterinarians of both sexes follow the same patterns. Pregnant women are eligible for special unpaid maternity leave but can choose to leave the service with the opportunity to rejoin at a later date.

(ii) *Policy*

4.112. Although the armed forces are excluded from the provisions of the United Kingdom's 1975 Sex Discrimination Act because of the nature of military employment, service policies aim to conform with the spirit of the act as far as is practicable. In accordance with the Geneva Convention, nursing personnel are non-combatant, although nurses receive training in weapons handling to enable them to render weapons "safe". WRNS, WRAC and WRAF personnel are trained in the use of firearms and can be employed on defensive duties. In February 1990, it was announced that WRNS officers and ratings would serve in surface ships and would therefore be liable to serve in combat. In accordance with government policy, women of the United Kingdom armed forces are excluded from direct combat rôles.

(iii) *Nursing services*

– *Recruitment*

4.113. Officers: candidates for entry to officer service must hold the minimum qualification of Registered General Nurse (RGN). Entry may be direct from civilian life or from enlisted service. The initial appointment is a short service commission with the opportunity to transfer to pensionable terms of service.

4.114. Servicewomen: both QARNNS and QARANC recruit for in-service RGN training. Candidates qualified as RGN and enlisted nurse (general) are also recruited direct from civilian life. Conditions of service vary slightly between the three services but all servicewomen have the opportunity to complete a pensionable engagement.

– *Queen Alexandra's Royal Naval Nursing Service (QARNNS)*

4.115. Organisation: until 1982 when men were first admitted, QARNNS was an all-female service. Since then both male and female have served on the same conditions in QARNNS.

4.116. Training: on entry officers attend a two-week basic naval training course which is collocated with RN and WRNS officer training at Britannia Royal Naval College, Dartmouth. Thereafter, in addition to specialist nursing and health-care training, officers are eligible for selection for RN staff training courses. Servicewomen attend the seven-week RN/WRNS basic training course at HMS Raleigh. The RGN training course at the Portsmouth District and Royal Naval School of Nursing lasts three years.

4.117. Employment: in peacetime women nursing officers and nurses are employed in naval hospitals in the United Kingdom and Gibraltar and in shore-based sick bays. In time of hostilities and war they serve wherever required, overseas and in ships. In addition to basic nursing duties, officers may specialise, for example, in training as registered nurse tutors and clinical teachers, health visiting, children's nursing, midwifery, orthopedic nursing, mental nursing, urology and theatre nursing.

– *Queen Alexandra's Royal Army Nursing Corps (QARANC)*

4.118. Organisation: QARANC is an all-female corps comprising officers and servicewomen engaged in nursing or associated health-care duties with a small number of non-nursing officers and servicewomen responsible for the administration and welfare of corps personnel. Male nurses in the army serve with the Royal Army Medical Corps.

4.119. Training: on entry officers attend a basic six-week military orientation course at the QARANC training centre. Throughout their service they are eligible to attend progressive military, staff and management courses as well as professional training courses, either within the service or by secondment to civilian establishments. On entry servicewomen attend a nine-week basic military orientation course before beginning nurse training courses in selected military hospitals. Thereafter servicewomen attend regimental courses prior to being promoted and becoming eligible for specialist professional training courses.

4.120. Employment: QARANC officers and servicewomen are employed in military hospitals and in other military medical establishments at home and overseas. With the advance of medical science and technology, the number of nursing specialities within military hospitals is increasing. Intensive care of the newborn,

oncology and terminal care are among the specialisations available. In addition, nurses take part in military exercises.

– *Princess Mary's Royal Air Force Nursing Service (PMRAFNS)*

4.121. Organisation: the PMRAFNS is a separate service within the Royal Air Force. Since 1980, male nurses have also been commissioned and enlisted into the PMRAFNS on comparable terms.

4.122. Training: all PMRAFNS officers and servicewomen are professionally qualified on entry. Basic officer training is carried out at the Royal Air Force College, Cranwell, and basic recruit training at RAF Swinderby and both courses are fully integrated. Throughout their service, ongoing professional and general service training courses are available and encouraged and in some instances are mandatory in order to qualify for promotion.

4.123. Employment: officers and servicewomen are employed in RAF hospitals, medical establishments and aeromedical duties both at home and overseas. All are required to maintain the standards set by the United Kingdom professional bodies with emphasis on further professional development. They also undertake a full range of general service duties.

(iv) *Women's Royal Naval Service (WRNS)*

– *Organisation*

4.124. The WRNS is a separate service within the naval service, but it is a permanent and integral part of the naval organisation. From 1st September 1990, everyone joining the WRNS is liable for sea service.

– *Training*

4.125. Basic training for both WRNS officers and ratings is fully integrated with their male counterparts. Officer training is carried out at Britannia Royal Naval College, Dartmouth, and rating training at HMS Raleigh, near Plymouth. Professional training is also combined and WRNS officers are eligible to attend RN and joint service staff training courses.

– *Employment*

4.126. Members of the WRNS are employed in surface ships and on shore duties. From 1st September 1990, WRNS officers enter as either seaman, engineer, supply and secretariat or instructor. Many traditionally "male only" branches are now open to WRNS ratings, for instance, weapon engineering mechanics and marine engineering mechanics. The act of sending women to sea has increased career opportunities.

(v) *Women's Royal Army Corps (WRAC)*

– *Organisation*

4.127. As one of several corps, the WRAC is an integral part of the army and carries out those tasks for which its members are best suited and qualified.

– *Training*

4.128. Officers attend a commissioning course at the Royal Military Academy, Sandhurst. Specialist training courses are integrated and WRAC officers are eligible to attend a 10-week basic training course at the WRAC centre according to their employment. Thereafter servicewomen are required to attend courses to qualify for advancement within their employment.

– *Employment*

4.129. Female officers are commissioned into the WRAC and all corps in the army less infantry and armoured regiments. WRAC officers are employed on a variety of administrative duties, staff work and training, as well as command appointments. Servicewomen have 25 specialisations open to them. They include clerk, telecommunications operators, chef, medical assistant, policewoman, electronic technician, military accountant and physical training instructor. Following a major review of the rôle of women in the army, 100 of 134 employments are being opened up to women.

(vi) *Women's Royal Air Force (WRAF)*

– *Organisation*

4.130. WRAF personnel are commissioned or enlisted in the RAF branches or trades in which combined career management applies.

– *Training*

4.131. All training in the RAF is totally integrated. The officers attend an 18-week basic course and then proceed to specialist training. Thereafter WRAF officers may be selected to attend staff courses and courses in general services such as ground defence. Servicewomen attend a six-week basic course and specialist training courses of varying length. Thereafter non-commissioned airwomen are eligible for selection for further specialist training and general service training courses to qualify for promotion.

– *Employment*

4.132. All officer branches are open to women, with the exception of the RAF regiment specialisation of the security branch and the music branch. WRAF officers serving in the general duties (flying) branch, since 1989, are restricted to flying non-combat aircraft. Women

pilots and navigators will forfeit the right to leave the service on or after marriage, until the cost of training has been met. Airwomen are debarred from three of the some 100 ground trades in the RAF, namely firemen, gunner and aerial erector. Both officers and airwomen are required to undertake general service duties on their stations and participate fully in station exercises including deployments with squadrons.

*(vii) Recent developments*

4.133. Women were present in all three services participating in recent Gulf operations, serving with their regular units and providing more than adequate proof, if such proof were needed, that they are fully capable members of the armed forces.

*(viii) Statistics on women personnel*

Service	Officers	Other ranks	Total
QARNNS . . . . .	81	328	409
WRNS . . . . .	318	2 958	3 276
Others . . . . .	27	0	27
Total navy . . . . .	426	3 286	3 712
QARANC . . . . .	491	1 081	1 572
WRAC . . . . .	585	4 900	5 485
Others . . . . .	116	0	116
Total army . . . . .	1 192	5 981	7 173
PMRAFNS . . . . .	173	259	432
WRAF . . . . .	891	5 511	6 402
Others . . . . .	77	0	77
Total air force . . . . .	1 141	5 770	6 911
Overall Total . . . . .	2 759	15 037	17 796

*Legend:* QARNNS = Queen Alexandra's Royal Nursing Service  
 WRNS = Women's Royal Naval Service  
 QARANC = Queen Alexandra's Royal Army Nursing Corps  
 WRAC = Women's Royal Army Corps  
 PMRAFNS = Princess Mary's Royal Air Force Nursing Service  
 WRAF = Women's Royal Air Force

***V. Organisation and conditions of service of women in the forces of other NATO countries***

*(a) Canada*

*(i) Introduction*

5.1. Women have served in the Canadian military forces since 1885 when trained nurses were

called for active duty during the suppression of the North West rebellion. The Canadian army nursing service was organised in 1899.

5.2. Owing to the increasing demand for personnel, the Royal Canadian Air Force Women's Division and the Canadian women's army corps were formed in 1941, and the Women's Royal Canadian Naval Service in 1942. At the end of the war numbers were drastically reduced; nursing sisters and a few catering officers were the only women who remained.

5.3. With the outbreak of the Korean war in 1950, enrolment of women began again: in the Royal Canadian Air Force in 1951, the Canadian army in 1954, and the Royal Canadian Navy in 1955.

5.4. In 1968, the three services were united to form the Canadian forces. The unification included women, who were to serve as an integral part of the forces alongside their male counterparts.

5.5. In 1971, the fixed numerical calling on women in the Canadian forces was lifted together with all previous limitations on the employment of women, with the exception that they were excluded from employment in primary combat rôles, remote locations, and from sea duty.

5.6. The Canadian Human Rights Act of 1978 prohibits discrimination on the basis of sex (and other grounds), except where justified by bona fide occupational requirements. Trials involving the employment of women in an isolated location, in a ship, service battalion and field ambulance, and as pilots and navigators, resulted in a 1986 decision to permit the assignment of women to all such units. Trials involving combat arms units and a destroyer were planned, and preparations begun, but before formal evaluation could be conducted, a tribunal convened under the Canadian Human Rights Act ruled that the Canadian forces must establish a new policy of equality for men and women in all types of military employment, except in submarines.

*(ii) Policy*

5.7. The policy of the Canadian forces is to remove the few remaining restrictions on the employment of women by 1999, as was ordered by the tribunal. Already men and women have equal opportunities for enrolment in all military occupations, but women will be introduced into previously all-male units in a gradual manner, a few more units each year, the rate dependent on the number of women enrolling in occupations central to the fighting units.

*(iii) Organisation*

5.8. Under the direction of the chief of the defence staff, the all-volunteer Canadian forces

are responsible for Canada's military operations on land, at sea and in the air. Women and men train together, work together, and are subject to the same chains of command, standards of performance and discipline.

*(iv) Recruitment and training*

5.9. A Canadian citizen who meets Canadian forces medical and aptitude standards may be enrolled in the rank of private, in the regular force or in the reserves. An applicant possessing specialised trade skills and experience will be considered for accelerated promotion following recruit training. The period of enrolment is three years.

5.10. A Canadian citizen who is able to meet Canadian forces medical and aptitude standards and is a university or technical college graduate or a registered nurse, may be enrolled as an officer. Provision is also made for selected high school graduates to attend university, including the Canadian military colleges, at government expense and to qualify for a commission. Officers serve an initial term of nine years, which may be extended to 20 years or for an indefinite period to the age of 55.

*(v) Recent developments*

5.11. In 1990, the Minister of National Defence appointed a seven-member minister's advisory board on women in the Canadian forces. The board is tasked with monitoring the implementation of the policy of equality.

*(vi) Item of interest*

5.12. Canadian servicewomen have participated in the peacekeeping forces in Cyprus, the Golan, the Sinai, Namibia, Honduras and among the Afghan refugees in Pakistan.

*(vii) Statistics*

5.13. In September 1990 women comprised 10.5% of the regular force and 20% of the reserves and were serving in all ranks up to and including brigadier-general.

*(viii) Summary*

5.14. The policy governing the employment of women in the Canadian forces is equal opportunity and equal liability. Restrictions on the enrolment of women have been removed so that in the selection of volunteers for each recruit vacancy, in both the regular force and reserves, the best candidate without regard to gender is enrolled. Restrictions on the units to which women are assigned are to be gradually removed. Already, women may be assigned to any air force squadron, to five ships, and to units of infantry, field artillery, armoured, field engineers, signals and air defence artillery.

*(b) Denmark*

*(i) Introduction*

5.15. Women have had a long and loyal past in the Danish armed forces. They have been present in the Danish ground observer corps since it was formed in 1934. Women joined the women's army corps and the women's naval corps in 1946, and the women's air force in 1953.

5.16. During the sixties and seventies all parts of Danish society endeavoured to establish equal treatment for women and men. The armed forces constituted no exception when an act of parliament in 1962 opened up the prospect of employing female personnel on a voluntary basis in the Royal Danish Army, the Royal Danish Navy and the Royal Danish Air Force. However, the conditions in the 1962 law were that women should not serve in units in combat or functions where the risk of being directly involved in combat was inherent. In 1971, the enlistment of women as privates and non-commissioned officers began, and from 1974, it was possible for women to attend military academies and get permanent commissions.

5.17. When the law concerning equal treatment of women and men was passed in 1978, the efforts to implement equality in the armed forces were intensified. Again the ethical question of women in combat functions came to the surface. As sufficient experience on this issue was not available it was decided that the armed forces for a limited period could be exempted from certain parts of the law, in order to clarify the matter. Consequently, trials in all services were conducted to examine the physical and psychological implementations connected with the employment of women in combat units. The trials turned out very satisfactorily, and today all functions – apart from that of fighter pilot – are open to women. This sole restriction is based on the question: does flying in high performance fighters endanger women more than it does men? The question has yet to be solved.

*(ii) Policy*

5.18. The policy of the ministry of defence is that women will be given the same full and equal opportunities as men. They have the right to pursue the same appropriate careers for which they qualify as their male colleagues. There is no difference in payment and other benefits, and pregnancy does not constitute grounds for discharge. Since there is no conscription for women, however, their service is on a purely voluntary basis.

*(iii) Organisation*

5.19. Women are fully integrated in the army, navy and air force under the command of the

chief of defence. They are employed and work together with men in mixed units, and they are subject to the same chains of command, standards of performance, and discipline.

*(iv) Recruitment and training*

5.20. Women recruited to the services must pass the same tests as men. Physical standard requirements are the same, basic military training and other military education is identical, and they have the same rights to apply for and attend the non-commissioned officers' and regular officers' school, as well as the defence academy. Their highest rank is not limited.

*(v) Recent developments*

5.21. In 1989, the Armed Forces Co-operation Committee formed a subcommittee to monitor the implementation of the law concerning equal treatment of women and men in the armed forces. This subcommittee is an advisory body to the chief of defence, tasked to follow developments and suggest possible improvements.

*(vi) Item of interest*

5.22. Since 1989, Danish military women have served in the United Nations peacekeeping forces in Cyprus.

*(vii) The services*

*– The army*

5.23. Military women have served in the Royal Danish Army since 1971, in the beginning only as privates and non-commissioned officers. In 1974, officers' training was restricted, however, to functions in non-combat units.

5.24. Following the 1978 law of equality, trials in the army were organised to analyse the consequences of employing women in combat units. The trial units selected were an armoured infantry company, two tank squadrons (Leopard and Centurion), a field artillery battery, and a short-range air defence battery. The trials turned out very satisfactorily and showed that women can be trained to and work on equal terms with men without weakening the combat capability of the unit.

5.25. The trials took place during 1985 to 1987, and from 1st June 1988, all functions and units in the Danish army were opened to women.

*– The navy*

5.26. The enlistment of women on a voluntary basis as privates and petty officers in the Royal Danish Navy began in 1971, and from 1974, women could attend the naval academy and gain permanent commissions. As in the army, women could only be employed in non-combat units, which for the navy meant functions on-shore only in administration, communications and training services.

5.27. The trials in the navy employing women on board Her Majesty's ships were conducted from 1981 to 1985. The vessels selected were a seaward defence craft, a large and a small mine-layer, two fast patrol boats, and two fishery protection ships. The trial results showed that women effectively can serve on equal terms with men in all off-shore functions in the navy.

5.28. As of 1st June 1988, all restrictions on employing women in the Danish navy were cancelled.

*– The air force*

5.29. The Royal Danish Air Force became a separate service in 1950 and in 1953, the women's air force was formed closely connected to the air force. From 1971, it was possible to serve in the regular air force, and some women from the corps took that opportunity. As was the case in the other services, women in the air force could only serve in non-combat functions: administration, supply, communications, control and reporting. Later women were allowed to work in air traffic control, fire and rescue, ammunition services and some of the technical trades.

5.30. The trials in the air force clarifying the question of women in combat functions took place during 1984 to 1987. The trial units selected were a surface-to-air missile squadron (hawk), a short-range air defence squadron, and a close defence and guarding unit. That covered (apart from service in the air) all functions not already open to women. The trial results were very satisfactory, showing as in the other services that women can do the work just as well as their male colleagues.

5.31. Service in the air as pilot or crew member (apart from the specialisation of fighter pilot) was arbitrarily accepted.

5.32. Since 1st June 1988, all functions and units in the Danish air force are open to women (excluding fighter pilot) pending recommendations from international aeromedical experts.

*– The home guard*

5.33. The women's army corps and the women's naval corps were founded in 1946, and the women's air force was formed in 1953. The first home guard act, passed in 1948, stated that only male personnel were admitted to the home guard. The act, however, offered a chance to those associations, to train women to perform tasks for the armed forces, to enter an agreement with the defence minister and thereby obtain state support. Such an agreement was established in 1951, and remained valid with few changes until 1961.

5.34. During this time, the women's corps were independent associations with independent chiefs and staffs who trained the voluntary

women to perform tasks in the army, navy, air force and home guard on the basis of directives from the armed forces headquarters.

5.35. By a new home guard act in 1961, the women's corps became part of the home guard, but still as an independent corps with its own chiefs and the same responsibilities as before. This act enabled women to be employed in military positions as officers of the home guard serving in the women's corps. This act was valid until 1973, when a new home guard act altered the organisation: the formerly independent staffs were joined in a home guard command and the former chiefs of the women's corps changed their status to "inspectors". The inspectors became an integral part of the home guard command responsible to the three home guard inspectors in matters concerning female personnel.

5.36. Denmark's first equal rights law of 1978 influenced the next home guard act passed in 1982. Previously, a possible dissolution could take place without passing a new act. Now amendments to the act argued that any dissolution could only take place by political approval.

5.37. In 1984, a long-term project commenced which, among other things, contained a draft for the dissolution of the women's corps and the integration of female personnel into the home guard units. This purpose was to simplify the organisation, to make it more effective and to make it as close as possible to the wartime organisation.

5.38. The preliminary long-term project and the comments made to the home guard command formed the basis on which a six-year project was made for 1988 to 1993. The plan was submitted to the ministry of defence and approved in April 1989. In the meantime, on 1st June 1988, the political limitation concerning the deployment of female personnel in combat units was abolished for full-time military personnel and on 1st January 1989, for voluntary military personnel.

5.39. Thereafter, it was decided that the service corps would be established on 1st October 1989, comprising female voluntary personnel designated to the three services. Female personnel designated to the different home guard units were integrated by the end of September 1989.

– *The service corps*

5.40. The service corps was formed on 1st October 1989 with the mission to recruit, train and deploy personnel to the armed forces as required in manning directives and so forth.

(viii) *Summary*

5.41. As of 1st January 1991, full equality came into effect in all home guard branches and all restrictions have been eliminated.

(c) *Greece*

(i) *Introduction*

5.42. There are two categories of women in the Hellenic armed forces: nursing officers and volunteers in the three services.

5.43. Nursing officers were introduced in the armed forces after the enactment of a special law for the establishment of a nursing officer corps in February 1946. In October of the same year another law provided for the establishment of the nursing officers' school. Today, all nursing officers serving with the Hellenic armed forces are graduates of the nursing officers' school and according to current legislation the highest rank to which they can be promoted is that of colonel.

5.44. Female volunteers now serving in the armed forces began enlisting voluntarily in 1979 after enactment of the law regarding the enlistment of Greek women. Under this law, women were initially enlisted to serve for 14 months and could then continue service on a voluntary basis.

5.45. According to the law concerning the chain of command and promotion of non-commissioned officers and regular volunteers in the armed forces, "female volunteers can be promoted up to the rank of sergeant. If they become regulars they can, depending on requirements, reach the highest rank envisaged for officers of the respective speciality".

5.46. A small number of the above volunteers serve as officers under a long-term re-enlistment programme.

5.47. The need to modernise the nursing section in military hospitals became imperative after world war II. This resulted in the establishment of the nursing officers' corps and its special school.

5.48. Volunteer enlistment of women and enactment of the relevant law aimed at:

- releasing a significant number of enlisted men to enhance the strength and combat effectiveness of the armed forces, and
- shortening the long period of military conscription for males and allowing them an earlier return to civilian life and society.

(ii) *Organisation*

5.49. For annual assessment, promotion and retirement of women nursing officers, the same regulations apply as for men with few variations. Nursing officers have the same rights and obligations as regular male officers and are subject to the same regulations and provisions regarding penal and disciplinary offences. Female volunteers are also subject to the same disciplinary regulations as are applicable to enlisted male personnel.

5.50. Today, all nursing officers serving with the armed forces come from the nursing officers' school, to which they are admitted through national competitive examinations and psychological and athletic tests.

5.51. In accordance with Greek law, Greek females aged 20 to 32, when called up, are obliged to enlist for service in the armed forces. However, this compulsory enlistment is envisaged only in wartime or on mobilisation.

5.52. In peacetime, in exceptional cases, the minister of defence can, on the recommendation of the Joint Chiefs of Staff Council, call up females to enlist in the armed forces.

5.53. Enlistment comprises compulsory service of 14 months which can be extended to 24 months and obligations for reserve duty for as long as it may be necessary.

5.54. Females who are mothers of a family, parentless or family providers are exempted from enlistment.

5.55. Voluntary enlistment of Greek women is permitted from the age of 18 to 32 to fulfil their military obligations or for a professional career irrespective of the situation of the country. Volunteer non-commissioned officers undertake to serve in the armed forces for five years.

5.56. Nursing officers are permitted to marry two years after their graduation from the nursing officers' school. In case of pregnancy they receive one year's leave with full pay. The same is applicable to volunteers in the case of pregnancy.

5.57. As the system of female service in the Hellenic armed forces is still at an experimental stage and studies for its full development have not yet been finalised, enlistment of female personnel has been suspended for the present.

5.58. Nursing officers are allocated to the three services of the armed forces and are subordinate to the respective medical branches of the services.

#### *(iii) Employment*

5.59. Besides their main employment in the armed forces medical units, nursing officers also have the opportunity of serving with the nursing officers' school, the medical corps application school and the respective service medical directorates.

5.60. At the direction of each service, volunteers are employed in specialities suitable to their sex (i.e. switchboard operators, typists, nursing assistants, etc.) excepting combat tasks as clearly defined by presidential decrees and laws.

#### *(iv) Training*

5.61. Attendance in the nursing officers' school lasts three years plus one year of training in the

medical corps application school. During their career, officers can get refresher training to specialise or to obtain a nursing diploma at the University of Athens. They can also attend schools of the Hellenic armed forces for further education or go abroad to obtain a Master's degree or a Doctor's degree.

5.62. The training of women who enlist for a 14-month term consists of five weeks basic training and six weeks of specialist training at the end of which they qualify as "administrative personnel". Later, they are trained for a second qualification. After obtaining their first qualification, they receive a four-week training as candidate non-commissioned officers after which they are commissioned as corporals. Those selected as sergeants continue their training for one to two weeks.

5.63. Volunteers with a university degree who are selected as candidate reserve officers are trained at a special school for two months after which they are commissioned as potential reserve officers.

#### *(v) Summary*

5.64. Since the establishment of the nursing officer corps, the employment of nursing officers has proved successful. Nursing officers have contributed decisively to the organisation and improvement of treatment provided by the medical units of the Hellenic armed forces.

5.65. Consideration is now being given to a possible increase in the period of attendance at the nursing officers' school from three to four years.

5.66. The enlistment of women and their employment in the Hellenic armed forces is still at an experimental stage and although so far the system has been considered satisfactory, final conclusions have yet to be reached.

#### *(d) Iceland*

5.67. At present Iceland has no indigenous military forces.

#### *(e) Norway*

##### *(i) Introduction*

5.68. The first time Norwegian women took part in defence-related activities was in 1889 when the Norwegian Defence Association formed a women's subcommittee.

5.69. In 1928, the Women's Voluntary Service (WVS), later known as the Norges Lotteforbund, was established. This was the first time a women's organisation was formed with the aim of enabling women to qualify for service in the armed forces.

5.70. After the end of the military campaign in Norway in 1940, the Norwegian armed forces were reorganised in the United Kingdom and in Canada. From the very beginning women joined the forces and a women's corps was organised in each of the three services, as well as a joint nursing corps.

5.71. Compulsory military service for Norwegian women abroad between 18 and 40 years of age was introduced in July 1942. This lasted until July 1945.

5.72. In 1942, Norwegian troops were established in Sweden. Women refugees from Norway were organised in an "active" group of WVS, and in March 1945, they were formally recognised as belonging to the military troops in Sweden.

5.73. During the occupation of Norway, a large part of the female population took part in all kinds of resistance work; 266 women were executed or died in concentration camps for their part in clandestine activities.

5.74. Army signals had their own women's corps in 1946-47. This corps was given ordinary weapons training. The corps and the military activity of the WVS came to an end in 1947. Some of the officers were allowed to continue in the service.

5.75. In 1951, an "umbrella" organisation comprising 10 of the largest women's and humanitarian organisations was formed. Its main objective was to inform and motivate women for service in the overall defence of the country.

5.76. In 1954, a joint council of women was formed within the armed forces. The council's objective was to plan and co-ordinate women's service in the armed forces. Parliament decided in 1957 that women should not serve as military personnel in peacetime. They were, however, allowed to do voluntary military training and to participate in exercises.

5.77. In 1977, parliament decided that women should be allowed to serve in the armed forces in non-combat rôles.

#### *(ii) Present policy*

5.78. In 1983, women were allowed by parliament to enlist for voluntary initial military service together with and for the same period as male conscripts. In 1984, parliament decided that women could also serve in combat rôles.

5.79. Appropriate steps have been taken to assure complete integration of women in the armed forces as soon as possible. The Norwegian Parliament, for the time being, does not wish to introduce conscription for women.

#### *(iii) Organisation*

5.80. At present there are "women inspectors" in all services and in the home guard. They serve

as advisors on matters concerning women's military service. In addition, there is an advisory committee to the chief of defence. The Norwegian armed forces are based upon mobilisation in times of crisis. As of 1st January 1985, approximately 3 000 women, including those in active service, were designated for service in mobilisation units. They comprise approximately 1% of the mobilisation force.

#### *(iv) Recruitment*

5.81. Recruitment is integrated for both sexes. As men are conscripted and women join as volunteers, special arrangements are necessary when women apply for initial service.

#### *(v) Employment/training*

5.82. Men and women are employed on equal terms according to qualifications. Both sexes, depending on military education, are obliged to remain in the mobilisation forces up to 44 or 55 years of age, and meet for regular refresher training. In times of crisis or war, they may be called up until the age of 55. Training is fully integrated. Since 1951, Norwegian women have been serving with the United Nations peace-keeping forces.

#### *(f) Turkey*

##### *(i) Introduction*

5.83. In Turkish society, the appearance of women in war side by side with men dates back many years. Besides their services as nurses and ammunition carriers for combat support, women have fought voluntarily in many wars as combatants. Among many of those who deserve mentioning here is Nene Hatun who gallantly fought during the 1877-1878 Ottoman-Russian War and later a monument was erected in remembrance of her courage and patriotism in the City of Erzurum, Eastern Turkey.

5.84. Officially, women were accepted to the war academies of the three services in 1955 for the first time and they graduated in 1957 as second lieutenants. In 1959, the areas of employment for women were expanded. That same year, university graduate women were admitted to both the navy and the air force as active duty officers. In subsequent years, recruitment of women ceased because the numbers were sufficient. Beginning in 1983, recruitment of women was restarted among university graduates for the various branches.

5.85. According to Turkish legislation:

- women in the Turkish armed forces have equal rights to their male comrades;
- they have 15 years of compulsory service as men do;

- they are entitled to a total of three months of paid maternity leave of which one and a half months can be taken before and the rest after delivery. They can also request up to six months of unpaid leave subject to the approval of their senior commanders.

*(ii) Policy*

5.86. The basis for the employment of women in the Turkish armed forces is the need. Women are selected among graduates for the required technical branches through an examination. Successful personnel are recruited either as officers or civilians. Even though the number of female officers is low, there are thousands of women working in the Turkish armed forces as doctors, nurses, teachers, engineers, architects, translators, secretaries, etc.

*(iii) Organisation*

5.87. There is no special organisation for female officers. They serve through the chain of command within their respective organisation.

*(iv) Qualifications*

5.88. Although the required qualifications may be different among the various branches, they are the same for men and women within the same branch.

*(v) Training*

5.89. Newly-joined female officers go through basic training of three months' duration together with their male compatriots. At the end of this training, they gain the necessary skills to lead a platoon-level unit. This training is specifically designed for combat branches and includes tank hunting, combat training, armaments and firing drills, maintenance, combat service support, leadership, etc. After this, they receive orientation training in the force to which they are assigned. Female officers also attend vocational training as do men when duty requires.

*(vi) Professions*

5.90. The professions that female officers occupy are medicine, pharmacology, engineering, teaching and health care.

*(vii) Employment*

5.91. Female officers employed in the Turkish armed forces occupy posts in the technical services supporting combat arms.

*(viii) Recent developments*

5.92. Nurses needed for the Turkish armed forces are now educated in the education/training institutions of the Turkish armed forces. Since 1988, some doctors have also been trained in the Turkish armed forces' institutions.

*(ix) Summary*

5.93. The number of female officers and their employment areas have been increasing and they are being promoted in parallel with their successes.

*(g) United States*

*(i) Introduction*

5.94. Women first became part of the United States armed forces early in the twentieth century when Congress authorised the army and navy nurse corps. The number of women on active duty grew to approximately 36 000 in world war I. An additional 13 000 women served in various non-medical specialities in order to release men for combat duty, but all were returned to civilian status in 1919. During world war II nearly 350 000 women answered the recruiting call ("Free a man to fight") and demonstrated their abilities in almost every occupation apart from direct combat. They served in the army, navy, marine corps and coast guard, both in the United States and overseas. During this time, the number of women in the two nurse corps rose to 68 000.

5.95. In the late 1940s, Congress passed a series of laws which permitted women to follow a limited military career outside the nursing service. The number of women serving in the forces rose again during the Korean conflict in the 1950s and the Vietnam era of the 1960s. In 1967 Congress repealed laws limiting the number of women in the forces. During the 1970s their numbers and the career fields open to them grew rapidly in response to such factors as the projected decline in male manpower, the end of conscription for men, and social pressures for equal opportunity. The 1970s also saw the admission of women into the services' military academies and pilot training programmes. In addition, the law affecting the service of women in the navy was changed to allow the assignment of women to ships with military support missions, such as repair and supply.

*(ii) Policy*

5.96. It is the policy of the Department of Defence that women will be provided full and equal opportunities with men, within statutory and related policy limitations, to pursue appropriate careers in the military services for which they can qualify. Statutory restrictions on women in combat (Sections 6015 and 8549 of Title 10, United States Code) apply to the navy, marine corps, and air force. Under these statutes, women in the navy and marine corps may not be assigned to duty on naval vessels except for hospital ships, transports and vessels of similar classification not expected to be assigned combat missions. In addition, women

in the navy, marine corps and air force are restricted from serving on aircraft engaged in combat missions.

5.97. For the army, constraints on the use of women in combat are covered by departmental policies which are consistent with the statutes governing the other services. Army policy excludes women from serving in positions or in units that have the highest probability of routine engagement in direct combat. In the coast guard, women may serve in any unit that provides reasonable privacy in berthing and personal hygiene.

*(iii) Organisation*

5.98. The regular and reserve forces of the army, navy and air force are organised under civilian secretaries who report to the Secretary of Defence, who is also a civilian. The marine corps is organised under the Secretary of the Navy, and receives certain support services, such as medical and dental care, from the navy. The coast guard is organised under the Department of Transportation, but in time of war, or when the President directs, it comes under the navy. Separate corps for women, which existed in previous years, no longer exist and women are fully integrated into the structure of each service. Men and women of the armed services receive equal pay and benefits and are subject to the same chains of command, standards of performance and discipline.

*– Defence Advisory Committee on Women in the Services*

5.99. The Defence Advisory Committee on Women in the Services (better known by the acronym "DACOWITS") was established in 1951 by the Secretary of Defence. Its purpose is to advise and assist the Secretary of Defence on policies and matters relating to women in the services. DACOWITS is composed of civilian women and men who are selected on the basis of their outstanding reputations in business, the professions, public service, and their records of civic leadership, with due regard to equitable distribution of fields of interest and geographical location. Members are appointed to DACOWITS by the Secretary of Defence for three-year terms. The members serve as individuals, not as official representatives of any group or organisation with which they are affiliated.

5.100. In carrying out its purpose, the committee interprets to the public the need for and the rôle of women as an integral part of the armed forces; encourages public acceptance of the military service as a citizenship responsibility and as a career for qualified women; and provides a vital link between the armed forces and civilian communities. Its recommendations are valuable in considering and seeking changes

in policies and laws. The committee meets formally in spring and autumn each year.

*(iv) Eligibility qualifications*

5.101. Physical standards for entry into the military are the same for both men and women in each service, except for adjustments based on physiological differences, such as height. All the services use gender-free physical strength tests for entry into certain specialties, if applicable.

5.102. There are some variations in educational standards among each of the services. However, within each service the same standards apply for both men and women.

5.103. Officer candidates of both sexes must have a college degree, which normally requires four years of formal education beyond high school. However, E-5 and above enlisted personnel within the coast guard, with at least four years of service, may attend officer candidate school with only one year of formal education beyond high school. Within each service, the age limits for enlistment and commissioning are the same for both men and women. In addition, females attending one of the four service academies (army, navy, air force, or coast guard) must also meet the same educational requirements as their male counterparts. Physical requirements for women at the academies are adjusted for physiological differences, such as height.

*(v) Training*

5.104. With the exception of some physical training, training in hand-to-hand combat, and some weapons training, there are generally no differences in the training provided for men and women. Once recruit training is completed, women receive identical training to that given to men of the same occupational specialty and career status. Women also compete equally for professional military education and career enhancing training programmes.

*(vi) Occupations*

5.105. The specific career fields open to women vary among each of the services because of the differences in combat mission and application of combat exclusion laws and policies. These differences range from the coast guard, where 100% of all their skills are open, to the marine corps where only 80% of all their skills are open to women. Overall, 49% of all enlisted women in the armed services still serve in traditional jobs such as health care and administration. The remainder perform such non-traditional skills as driving trucks, servicing aircraft, working in the deck force aboard support ships, and controlling air traffic. Approximately 54% of women officers serve in traditional administrative and health care fields, with others serving in such

positions as commanders, executive officers and department heads aboard ships; lawyers; cargo, training, and medical evacuation pilots; engineers, troop commanders; and commanders of shore-based facilities.

(vii) *The services*

– *The army*

5.106. Women first became an officially recognised part of the army with the formation of the army nurse corps in 1901. During world war I, over 22 000 women served in this newly-formed corps. At the height of world war II over 100 000 women served as members of the women's army corps (WAC) and nurse corps. Thousands of these WACs served in the army air force, although only a few were employed in flying duties. Many of the flying tasks were performed by approximately 1 000 civilian women known as WASPS. With demobilisation after the war the number of women on active duty declined rapidly, but again surged during the Korean and Vietnam conflicts. In 1978 the WAC was dissolved and women were assigned throughout the army in almost all units and specialties, except those involving direct combat. Today, the army's primary policy for women's assignments is the direct combat exclusion policy. This policy states that women will be assigned in all skills and positions except those which involve the highest probability of direct combat with enemy forces. The policy is implemented through the Direct Combat Probability Coding (DCPC) system. DCPC evaluates each position within the army based upon unit mission, duties of the job, and location on the battlefield according to army doctrine. Over 90% of all skills and 51% of all positions within the army are open to women.

– *The navy*

5.107. Naval service by women began with the formation of the navy nurse corps in 1908. In world war I, 1 400 nurses served in the navy, and some 12 500 more enlisted to perform clerical and administrative duties. Women entered the navy during world war II as WAVES, and the nurse corps was expanded. A total of 90 000 women were on duty at the height of the war. Navy WAVES were never a separate corps, and the title was dropped in the 1970s. That decade also saw expansion in career opportunities for women, such as the opening of pilot training positions, along with other command and occupational specialties associated with aircraft and ships. Today, women officers serve in all officer communities except submarine and special warfare, and enlisted women are serving in 81 out of 98 of the navy's enlisted ratings. The assignment of women to support ships has been successful, increasing the number of women at sea to over 8 000 in 1990 – from approximately 6 400 at the end of 1987.

This growth trend is expected to continue. Women, including those assigned to Special Operation Explosive Ordnance Disposal (EOD) units, members of helicopter squadron detachments, and ship's company augmenters may be assigned for up to 180 days in temporary duty status in any ship or squadron. In all, 83% of all navy skills and 56% of all positions are open to women.

– *The air force*

5.108. When the air force became a separate service in 1947, 6 000 army air corps women were organised into two separate air force organisations – the Women in the Air Force (WAF) and the air force nurse corps. Like the other services, the number of women on active duty varied depending on national need. In the 1970s, however, the air force was the first service to expand the number of career fields open to women. In addition to the traditional occupations, women began serving as engineers, pilots, mechanics, and in other previously male-only specialties. The air force was also the first service to permit women with children to remain on active duty and the first to establish equal enlistment standards for both sexes. Today, women in the air force may be assigned to all officer career fields and all but four of the enlisted specialty skills, with over 97% of all positions open to women.

– *The marine corps*

5.109. Approximately 300 women served in the marine corps during world war I and over 19 000 were on active duty during world war II. In 1950 there were 1 100 women marines on active duty – these numbers increased in response to the Korean war. During the Vietnam conflict, over 2 800 women served in the marine corps. Today, women make up slightly less than 5% of the corps, serving in a wide range of support positions. The marine corps is a relatively small service and due to the nature of its combat mission there are more assignment limitations for women than in the other services. In addition, unlike the other services, the marine corps does not have a nurse corps, which further reduces the number of opportunities for women. Women are employed, however, in all occupational specialties except infantry, artillery, armoured vehicles, combat engineers, and aircrews. Currently, 80% of all skills and 29% of all positions are open to women.

– *The coast guard*

5.110. A few women served in clerical jobs in the coast guard during world war I, and there were 11 000 coast guard women serving in a variety of jobs during world war II. Congress re-established the coast guard women's reserve in 1949 and some 40 women were called to active duty in 1950 to help the coast guard meet

mission requirements. In 1973 the women's reserve was dissolved and women entered the regular force. Women serving in the 1990s may serve in every unit and specialty within the coast guard, including command of coast guard vessels.

*(viii) Recent developments/items of interest*

5.111. Women comprise 11% of the active armed forces of the United States and over 13% of the selected reserve. Though the Department of Defence is expected to significantly reduce in size over the next five years, the percentage of women serving in the military will likely remain constant or grow slightly.

5.112. Though women are restricted from serving in direct combat positions, they made a large contribution to the force deployed to the Persian Gulf in support of Operation Desert Storm in early February 1991. The rôle of women in this conflict is being carefully watched by the United States Congress, the Department of Defence, and the public. Their performance will most certainly help shape policies governing the utilisation of women in the military for years to come.

**VI. Organisation and conditions of service of women in the Swiss forces**

6.1. Already, at the beginning of the second world war General Guisan recognised the importance of female co-operation in the Swiss army. Created in 1940, the then Women's Auxiliary Service (FHD) numbered over 20 000 volunteers.

*(i) Women's Service in the Army (WSA)*

6.2. Since the beginning of 1986 women doing military service are equal in rank to their male counterparts. The woman at the head of the WSA has the rank of brigadier, a one-star general.

6.3. Female Swiss citizens aged 18 to 35 may register for the WSA. When recruited, they may choose between various functions in telecommunications, administration, air surveillance and in logistic areas. By order of the Federal Council, members of the WSA do not take part in combat missions. Therefore the recruits' school lasts 27 days. Subsequently they follow 117 days of refresher courses, distributed over 15 years. After that they are free to engage for an additional 96 days.

6.4. Suitable candidates may be recommended for further training to NCO and officer. Here, too, "cadre" schools and promotion services are shorter than for men, because there is no combat training.

6.5. If a member of the WSA has to fulfil family tasks such as motherhood or care for rela-

tives, she can change into the reserve for 10 years and resume her military service later on. Each year about 200 young women enlist in the WSA, whose active strength is approximately 3 000.

*(ii) Red Cross Service*

6.6. A second opportunity for women to collaborate in the army is offered by the Red Cross Service (RCS). The Swiss Red Cross has been obligated by law to support the army medical service in case of war. In addition to female doctors, dentists and pharmacists, mainly women from auxiliary medical professions, who ensure the nursing service in the military hospitals, are integrated into the RCS.

6.7. Because of the professional knowledge of the RCS-members their services are shorter than in the case of the WSA and their ranks do not have to be earned.

**VII. The Committee on Women in the NATO Forces**

7.1. The first NATO conference of senior service women officers of the alliance took place in Copenhagen in June 1961. Organised by the Danish Atlantic Association and in co-operation with the Danish women's services, the aim of the conference was to collate information on the status, organisation and conditions of service in the women's services of NATO; and to examine future possibilities and prospects for the employment of women within the military forces of the alliance.

7.2. At the end of the 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.

7.3. In 1965, a study visit to NATO headquarters, the Supreme Headquarters Allied Powers Europe (SHAPE) and the NATO Defence College provided an opportunity to renew contacts. This led to a director's conference of senior women officers convened by the NATO information service in 1966 with seven NATO countries attending.

7.4. Significant developments occurred during the conference at NATO headquarters in November 1973. Sponsored by the NATO information service, nine countries, and, for the first time, representatives from the nursing services, were present. The delegates, representing 28 women's services which comprised over 100 000 servicewomen, adopted a resolution agreeing that women should have the opportunity to

serve in all job specialties with the exception of combat, where their employment should be determined by national policy. Additionally, during that conference, a recommendation was made for appointing an ad hoc committee with the responsibility for developing goals and objectives for the alliance women's services organisations. From that recommendation, an ad hoc committee was formed and each delegation nominated a national representative. Colonel Elsa Martensen-Larsen of Denmark was appointed its first Chairman.

7.5. At the London conference in 1975, the delegates were briefed by representatives from Belgium (as Belgium was beginning to recruit women into its armed services), and by representatives from the Federal Republic of Germany (as Germany was preparing to introduce specialist women medical officers into the Bundeswehr).

7.6. Formal recognition of the Committee on Women in the NATO Forces was endorsed by the military committee on 19th July 1976 in Document MC 249.

7.7. At the 1977 NATO headquarters conference, Belgium and the Federal Republic of Germany became full members.

7.8. At The Hague conference in 1979, the committee first saw representation from Greece and a male observer from Italy. Additionally, the terms of reference for the committee were revised to take account of the committee's official military status.

7.9. The NATO headquarters conference in 1985 was attended by 57 representatives from 13 NATO countries including first-time participants from Spain. Here, the committee completed a much-needed revision of its terms of reference and a modified resolution on the employment of women in the NATO forces.

7.10. Further enhancing developments concerning the progress of women in the NATO forces were shared with the committee during the 1987 conference held at NATO Headquarters. Particularly, Canada saw its first female general officer, Brigadier Sheila Hellstrom. Additionally, the Canadian Service Women in Non-Traditional Environments and Rôles (SWINTER) Trials resulted with the expansion of the rôle of women in the Canadian armed forces.

7.11. Today, all NATO countries with women in their armed forces are represented on the Committee on Women in the NATO Forces. At regular conferences and subsequent committee meetings, women officers of the alliance continue to discuss matters related to the optimum employment of women in the armed forces and to the provision of challenging and rewarding careers and improved terms of service for all servicewomen.

7.12. At the forthcoming 1991 conference (the 30th anniversary conference of the Committee on Women in the NATO Forces) the key-note speech will be given by your Rapporteur, who will also lead discussion during the subsequent round table.

### VIII. Conclusions

8.1. Fourteen of the 16 nations that make up the NATO alliance have women within their military forces. Iceland and Italy are the exceptions. Turkey has only women officers in its armed forces while Luxembourg has mainly women other ranks in its forces.

8.2. Although most of the NATO nations with women in their forces have compulsory service requirements for men, service for women is, in all cases, voluntary. The length of service for men and women in all nations, with the exception of Greece, is the same. Basic military training for women officers is the same as for male officers in all nations. Only Turkey has different basic training for women other ranks.

8.3. Pay for men and women is equal in all nations. Luxembourg and Spain are the only nations whose regulations concerning pregnancy do not provide for retention and they, as well as Greece, are the only nations whose parental regulations do not authorise maternity leave.

8.4. Retirement regulations in all nations except Turkey are the same for women as they are for men.

8.5. The number of men and women in the armed forces of the WEU member countries and other NATO nations are shown at Appendix I and a summary of national policies on the employment of women in the armed forces at Appendix II.

8.6. In general terms, the situation in most countries with respect to women and the armed forces is improving and there are comparatively few problems. The biggest changes of late have concerned Spain and the United Kingdom: in both countries proportionally enormous changes have been made in the past year or so. It is hoped that other WEU countries may follow their example.

8.7. Germany, for instance, Dr. Stoltenberg, Federal Minister of Defence, has recently informed your Rapporteur that through a change in the Legal Status of Military Personnel Act, it has now become possible to employ women in all careers of the medical service and the *military music service* (where all specialisations were open to women). The only uniformed female service personnel of the former East German Army to be integrated into the Bundeswehr on unification are career medical officers. Presumably ex-East German

army women are now part of the millions of unemployed in the eastern part of Germany. No female military personnel were assigned to participate in NATO operations in Turkey during the Gulf crisis. (Germany sent a squadron of Alphajets and various air defence elements as part of the Allied Mobile Force (Air) deployment to Turkey.)

8.8. Of course in the past there were excellent reasons for the German constitution containing such provisions, but maybe now that we are all such good Europeans...

8.9. Of the two countries within the Atlantic Alliance which have no women at all in their forces, the first, Iceland, has no indigenous armed force anyhow, so the explanation is simple. The other country concerned, Italy, the only WEU member state not to allow some women at least, presents a different figure.

8.10. Traditional attitudes to the rôle of women in society are often cited as the reason for excluding women from the Italian armed forces and indeed this very excuse was used by the former Italian Defence Minister, Mr. Martinazzoli, in response to your Rapporteur's question on the subject during the Defence Committee's meeting in Rome last year. It is difficult to understand, therefore, why so many women have been recruited into the Italian police force where they serve with at least as much brio as their male colleagues and indeed, like the men, are armed and liable to combat at

a moment's notice. In addition the girls have started to make their mark by progressing quickly through the ranks in the police force, with a proportionally large number of girls reaching the rank of inspector at a comparatively early age. If women may wear uniform and pack a pistol in the police force, why not in the armed forces?

8.11. It is understood that 10 years ago, in 1981, a draft white paper to bring women into the services was prepared and then never submitted to parliament. Your Rapporteur, having consulted Italian colleagues, believes that the time may now be right to dust off the draft white paper and place it before parliament.

8.12. As has become obvious in the wider debate on the future shape of European security, there comes a time when political impetus becomes necessary. In the realm of women in the armed forces this is also true. Political impetus may be what is required now in both Italy and Germany, just as it took direct ministerial intervention in the United Kingdom to send girls to sea.

8.13. Which is why the Assembly should now recommend that the Council encourage member nations in a series of actions to harmonise matters concerning the rôle of women in the armed forces and might even suggest that the (all male) WEU chiefs of defence staff committee include the subject on their agenda at a future meeting...!

APPENDIX I

*Women in the armed forces of WEU and other NATO countries – statistics (as at 31st December 1990)*

WEU COUNTRIES	BE	FR	GE	IT	LU	NL	PO	SP	UK
1. (a) Total men and women in the:									
Armed forces .....	86 868	550 000	433 450	–	700	95 723	74 951	230 470	303 003
Army .....	58 418	293 000	303 220			60 122	45 322	169 376	150 223
Air force .....	18 602	94 000	94 830			16 467	13 302	25 790	88 356
Navy .....	4 522	66 000	35 400			14 611	16 327	29 889	61 851
Nursing corps .....	5 326					4 523		5 425	2 573
(b) Total men and women less compulsory/conscripts in the:									
Armed forces .....	51 924	291 000	199 680	–	Same	52 840	28 707	59 668	Same
Army .....	33 159	110 000	12 430			23 187	10 834	35 241	
Air force .....	13 662	58 000	56 990			12 833	7 617	11 804	
Navy .....	2 951	46 000	22 260			13 111	10 256	11 836	
Nursing corps .....	2 152					3 709		5 425	
2. Total women in the:									
Armed forces .....	3 092	20 000	459	–	28	2 795	9	96	17 747
Army .....	1 699	8 500	307			1 188	1	3	5 523
Air force .....	894	5 900	101			508	8	5	6 521
Navy .....	217	1 500	51			836		1	3 321
Nursing corps .....	282	2 900				263		87	1 382
3. Total number of women officers:									
Armed forces .....	139	1 150	281	–	N/A	356	9	87	2 530
Army .....	75	300	217			175	1	1	582
Air force .....	31	200	36			107	8	–	896
Navy .....	8	50	28			70		–	311
Nursing corps .....	25	550				4		86	741
4. Total number of enlisted women:									
Armed forces .....	2 953	2 000	178	–	28	2 439	–	9	15 217
Army .....	1 624	1 056	90			1 013		2	4 941
Air force .....	863	185	65			401		5	5 625
Navy .....	209	107	23			766		1	3 010
Nursing corps .....	257	365				259		1	1 641

OTHER NATO COUNTRIES	CA	DE	GR	NO	TU	US
1. (a) Total men and women in the:						
Armed forces .....	85 606	30 542	161 500	40 637	598 856	2 029 300
Army .....	(unified	18 627	121 000	21 784	488 157	728 345
Air force .....	military	8 738	22 500	8 673	58 265	530 865
Navy .....	includes	5 177	18 000	9 987	52 434	770 090
Nursing corps .....	nurses)					109 754
(b) Total men and women less compulsory/conscripts in the:						
Armed forces .....	85 606	19 612	Same	14 878	85 330	Same
Army .....		9 046		6 631	44 274	
Air force .....		6 070		4 766	26 271	
Navy .....		4 496		3 286	14 785	
Nursing corps .....						
2. Total women in the:						
Armed forces .....	9 056	1 025	4 671	972	152	223 154
Army .....		411	2 284	452	106	83 152
Air force .....		403	1 266	315	24	73 581
Navy .....		211	1 121	199	22	66 421
Nursing corps .....						35 613
3. Total number of women officers:						
Armed forces .....	1 788	47	451	526	152	34 241
Army .....		27	259	240	106	12 411
Air force .....		17	107	189	24	13 331
Navy .....		3	85	96	22	8 499
Nursing corps .....						9 878
4. Total number of enlisted women:						
Armed forces .....	7 268	978	4 224	78	—	188 913
Army .....		384	2 025	33		70 741
Air force .....		386	1 163	28		60 250
Navy .....		208	1 036	17		57 922
Nursing corps .....						25 735

## APPENDIX II

*Women in the armed forces of WEU and other NATO countries – policies (as at 31st December 1990)*

	WEU COUNTRIES									OTHER NATO COUNTRIES					
	BE	FR	GE	IT	LU	NL	PO	SP	UK	CA	DE	GR	NO	TU	US
1. Legislation which prohibits discrimination on basis of gender? .....	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Does the legislation apply within the armed forces? .....	Yes	Yes	Yes	N/A <sup>1</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Combat exclusion legislation or policies on women in armed forces?															
(a) Legislation .....	No	Yes	Yes	N/A <sup>1</sup>	No	No	No	No	No	No	No	No	No	No	Yes
(b) Policies .....	No	Yes	Yes		No	Yes	No	No	Yes	No	No	Yes	No	Yes	Yes
4. Armed force initiatives to expand rôle of women in military .....	No	Yes	Yes	N/A	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
5. Service in armed forces .....	C <sup>2</sup>	C	C + V <sup>3</sup>	C	V	C + V	C + V	C + V	V	V	C + V	C	C	C	V
6. Women's service in armed forces .....	V	V	V	Ex <sup>4</sup>	V	V	V	V	V	V	V	V	V	V	V

1. Not applicable  
 2. Compulsory  
 3. Voluntary  
 4. Excluded

	WEU COUNTRIES									OTHER NATO COUNTRIES						
	BE	FR	GE	IT	LU	NL	PO	SP	UK	CA	DE	GR	NO	TU	US	
7. Women's length of service in armed forces different from men? .....	No	No	No	N/A	No	No	No	No	No	No	No	No	Yes	No	No	No
8. Training for female officers different from male officers?																
(a) Basic training .....	No	No	No	N/A	No	No	No	No	No	No	No	No	No	No	No	No
(b) Other .....	No	No	No	N/A	No	No	No	No	No	No	No	No	Yes	No	No	No
9. Training for enlisted women different from enlisted men?																
(a) Basic training .....	No	No	No	N/A	No	No	No	No	No	No	No	No	No	Yes	No	No
(b) Other .....	No	No	No	N/A	No	No	No	No	No	No	No	Yes	No	Yes	No	No
10. Discipline regulations for women different from men? ...	No	No	No	N/A	No	No	No	No	No	No	No	No	Yes	No	No	No
11. Pay for women different from men? .....	No	No	No	N/A	No	No	No	No	No	No	No	No	No	No	No	No
12. Pregnancy regulations provide for retention? .....	Yes	Yes	Yes	N/A	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

	WEU COUNTRIES									OTHER NATO COUNTRIES					
	BE	FR	GE	IT	LU	NL	PO	SP	UK	CA	DE	GR	NO	TU	US
13. Parental regulations provide for paternal/maternal leave? ...	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
14. Child care provisions in regulations .....	No	Yes	No	No	Yes	Yes	Yes	Yes	No	No	No	No	No	Yes	Yes
15. Retirement regulations different from men?	No	No	No	N/A	No	No	No	No	No	No	No	No	No	Yes	No
16. Numbers of women in armed forces expected to increase/decrease/no change? ...	NCh <sup>5</sup>	Inc <sup>6</sup>	Inc	N/A	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Dec <sup>7</sup>
17. Percentage of women in armed forces expected to increase/decrease/no change? ...	NCh	Inc	Inc	N/A	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Inc	Inc	NCh
18. Top female grade serving at present <sup>8</sup> .....	OF2	OF6	OF5	N/A	OR3	OF4	OF3	OF2	OF6	OF6	OF3	OF5	OF3	OF5	OF7

5. No change

6. Increase

7. Decrease

8. Grades: OF7 (2 star)

OF6 (1 star)

OF5 (Colonel)

OF4 (Lieutenant Colonel)

OF3 (Major)

OF2 (Captain, army)

OR3 (Senior non-commissioned officer)

## APPENDIX III

*Speech by The Honourable Mary Collins, PC, MP,  
Canadian Associate Minister of National Defence,  
to the Western European Defence Committee  
(Ottawa, Ontario, Canada, 26th July 1990)*

Sir Dudley, members of the Defence Committee of the Assembly of Western European Union, ladies and gentlemen.

I am most happy to welcome your committee back to Ottawa – particularly since you were gracious enough to start your visit to Canada in my own province of British Columbia.

I bring you greetings from my colleagues in the Cabinet and their best wishes for a productive, successful and enjoyable stay in our country.

The last visit to Canada by your committee, was I believe, in 1987.

What a different world it was then! The incredible changes that have taken place in Eastern Europe seemed impossible, or at best improbable, three short years ago. I'm sure you share our sense of amazement at the extent of these changes and the rate at which they occurred.

These developments in East-West relations will undoubtedly inform your discussions on arms control and security issues later today. But important as they are, they are not the only pressures for change in our traditional policies.

Canadian society, for example, is experiencing the winds of social change:

- a new emphasis on individual rights and freedoms;
- changing social values and customs; and,
- changes in the demographic make-up of the population.

The Canadian forces must adapt to these pressures if they are to continue to reflect Canadian society. To date, the most dramatic response to these pressures occurred last year with the decision to open up all combat-related positions in the forces to women. There is one exception to this general rule: women will not be eligible to serve in submarines.

I understand, Sir Dudley, that your committee is interested in our approach to the employment of women in the forces. I would like to share some thoughts with you on this timely and important issue this morning.

First, an historical perspective. Women have served with the Canadian army since 1885. Of course in those days, they were few in number and restricted to nursing duties. During the first world war the numbers increased, and 2 000 members of the Canadian army nursing service served their country.

It was not until the second world war that Canadian women were offered the opportunity to enrol in the navy and the air force and as other than nurses in all three services. During that war, 43 000 women joined up – but almost all were demobilised in 1945-46.

In the early 1950s, with the expansion of the Canadian forces in response to the formation of NATO and then the Korean war, women were again enrolled in all three services. In 1965, however, the number of women authorised to serve was set at 1 500 or about 1.8% of the total force.

In 1971, we had in Canada the Royal Commission on the Status of Women. The commission made some very significant recommendations about women in the Canadian forces. Among them were that:

- the recruiting of married women should be permitted;
- men and women should have the same initial engagement periods;
- pregnant servicewomen should not be automatically released;
- equal pension plans for men and women should be established;
- women should be admitted to the service colleges; and,
- all occupations and trades within the Canadian forces should be open to women.

All but the last of these recommendations were accepted. The Department of National Defence did, however, open up employment to women in the Canadian forces other than within the primary combat rôles, at remote locations, and at sea.

Since that time, two acts of the Canadian Parliament have had a significant impact on Canadian forces' employment policies for women. Both the Canadian Human Rights Act, which was passed in 1978, and the proclamation of the Charter of Rights and Freedoms in 1982, prohibit discrimination on the basis of sex – but the direction given was not at all clear. We have never had, in Canada, an act of parliament prohibiting the employment of women in combat. We have always relied on a military policy which reflected the values and conventions of Canadian society. This permitted both men and women to volunteer for service but restricted the choice of occupations in which women were permitted to serve.

Both the Human Rights Act and the constitution provide for exclusions from their anti-discrimination clauses for reasonable cause. It was far from certain, however, that the traditional grounds on which women were excluded from combat would withstand a challenge under the Human Rights Act.

Indeed, five complaints were lodged under that act, claiming sexual discrimination in the employment practices of the Canadian forces. These complaints were received by the Human Rights Commission, a government agency set up under the 1978 act, and, as provided for by law, an independent tribunal was set up to investigate these charges.

In 1987, the then Minister of National Defence announced plans to evaluate the operational effectiveness of combat units in which both men and women would serve. The purpose of the trials was to determine whether the employment of women should be extended to include the infantry, field artillery, air-defence artillery, armoured corps, field engineers, signals, naval operations and fighter air operations, the only areas then closed to women.

These trials, however, were overtaken by events. The Human Rights Tribunal announced its decision on the complaints on 20th February last year. It directed that the Canadian forces remove any remaining employment restrictions based on sex, with the exception of employment in submarines. The tribunal accepted the requirement to phase in such a change over a reasonable period, and set a goal of complete integration of women within the next 10 years.

To ensure that the integration process moves as quickly and smoothly as possible, I have created an advisory board on women in the Canadian forces, to make recommendations and advise on the progress made.

Against this background I would like to make some general observations about our experience to date. For the past 20 years, we in Canada have not set goals for the number of women to be enrolled. We have had a policy of recruiting either men or women for the positions from which women were not excluded. The best applicants were enrolled. Now all restrictions on recruiting have been removed, and the number of women in the forces is rising slowly, month by month. As of 30th June this year, we had 8 900 women in the Canadian forces – representing 10.4% of the regular forces. In the reserves we now have 5 500 women making up 20% of those forces.

Today, with all the new opportunities available to women, we have found that most women still want to work in the clerical, medical and communications areas. Because women can now serve with combat forces or at sea in these rôles, however, we do not have to place restrictions on the number of women enrolled. We take the best from among male and female candidates.

Women are entering the non-traditional areas, but these areas are seen by most women as police work, vehicle mechanic or aircraft technician. Some are also enrolling as pilots or navigators, in the naval operations specialties and trades, and in the combat arms of the army. In the Canadian experience, women have made very good pilots and navigators – and some have gone on to have children without any complications, thus easing our earlier concerns about the possible adverse effects of flying on women. I understand that some European nations will not recruit female pilots until further research has been done on the physiological effects of flying.

Most of the women who have undertaken naval or combat arms training courses have had no difficulty in meeting the required standards. The one major exception is in infantry training. Only one woman, of the 47 who have entered this training, has met the rigorous standards required to pass. Conversely, those who have been trained in armour, artillery and signals have fared much better.

The women who have passed this combat-related training have now been assigned to operational units. It is premature to draw too many conclusions but to date things seem to be going well, and many of the anticipated problems have not occurred.

The process of integrating women into combat-related rôles is not an easy one. We have found that it impacts on many of our personnel policies. For example, it may require the establishment of new policy statements on employment during pregnancy, on the assignment of married couples where both are members of the forces, and on fraternisation and harassment – problems not encountered in earlier years. We have found that with well-defined policies in place, good leadership is resulting in effective forces, despite the change in the gender composition of many units.

For the immediate future, the middle and senior leadership positions will remain male in the combat arms, naval operations, and flying units – but over time this will change as male and female members of the Canadian forces are promoted on their individual merit.

The employment of women in the Canadian forces is also changing in other ways. It is now accepted as normal that women will serve in medical and clerical rôles in our peacekeeping contingents. Last year we went one step further. We were asked to provide women trained in the identification and disposal of land mines and bombs, to go into the Afghanistan refugee camps in Pakistan. These women taught muslim women and children to recognise explosive devices and how to avoid injury in dealing with them. This amounted to a new rôle for servicewomen – one which they could perform effectively in that cultural environment.

In summary, Canada has changed its policy on the employment of women in combat, on the basis of the human rights involved – equality of opportunity for all who can qualify for this job. There is no discrimination on the basis of sex. With the opportunities, however, come the challenges – and these are accepted.

In closing, I want to say a word about the reserves. All the reserve occupations and trades are, of course, now open to women. As the threat of war recedes in the public mind, and as we enter, in Canada, a period of fiscal restraint which will inevitably impact on the Canadian forces, the quality of our reserves becomes more important as we strive to meet our defence commitments.

As you know we have elected to proceed with a “total force” concept in which members of both the regular and reserve forces will serve together in the same units. Over time the designations of reserve and regular will become less relevant to the Canadian forces – neither element will be superior or subservient to the other. The “total force” is a concept of equal partnership, mutually supporting rôles, and integration of personnel in peacetime and during hostilities. It is also the most cost-effective way for Canada to maintain a credible, flexible and effective defence force in the 1990s. These integrations – the reserves and the regular force, and the employment of women in all aspects of both – will come to maturity over the next decade.

I foresee, and look forward to the day when all our surface ships have fully integrated crews, when the presence of women in fighter squadrons will be commonplace and unremarkable, and when the field army offers a challenging career to those women who can qualify for it, and choose to join the combat arms.

We in Canada have every intention of continuing with our programme of full integration of women into all occupations of the military. In this way, we uphold the proud tradition of women in the Canadian forces, and build towards a secure future.

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