

## NATO Mbr Nations Women Employment Restrictions

**Albania*****Restrictions on the Incorporation of Women in the Armed Forces***

There are restrictions on women serving in the armed forces, as well as restrictions that only apply to operations. Navy, pilot and Special Forces positions are not open to women in the AAF. Since 2017, restrictions on approximately 130 positions have been lifted. Since 2018, there are plans to eliminate further restrictions as duties assigned within the letter No 2536/7 (2018) by the Minister of Defence. The Armed Forces General Staff (J-1) should assess and consider the possibility of gradually reducing or removing restrictions on gender specific jobs, to create recruitment opportunities for potential female candidates to be offered in the armed forces in 2019. Furthermore, the revision of the new 2020-2024 strategy has foreseen the removal of restrictions on job positions. Although there is no military entity that oversees integrating gender perspectives in the military, a specialist within the armed forces' Human Resources Directorate is dedicated to considering gender-related topics.

**Belgium*****Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. The Policy Office of the General Directorate Human Resources within the Human Resources Management Section assists in overseeing the integration of gender perspectives in the national armed forces. The diversity policy, including a gender policy, is under their area of responsibility.

**Bulgaria*****Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. There is a military entity that oversees the integration of gender perspectives in the BGRF. According to the Rules of Organization of the Ministry of Defence (MoD) of the Republic of Bulgaria, the MoD's Social Policy Directorate is tasked with assisting the Minister in carrying out gender policy and the protection of human rights, equality and fundamental freedoms in the armed forces.

**Canada*****Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. All positions are open to women in the armed forces. In the CAF, there

is a military entity that oversees integrating gender perspectives in the armed forces. The Director Integration of Gender Perspectives for the CAF works, through the Strategic Joint Staff, to support the Chief of Defence Staff (CDS) in implementing, monitoring, evaluating and reporting on the execution of Canada's National Action Plan (NAP) on Women, Peace and Security (WPS). Furthermore, the Director Integration of Gender Perspectives supports the Government of Canada's direction on the integration of Gender Based Analysis Plus (GBA+) into the CAF's operations and institutions, including, but not limited to, planning, conduct of operations, training and education, doctrine, personnel policies, procurements and infrastructures. Four Gender Advisors (GENADs), one at the strategic level and three at the operational level support the implementation. In addition, Gender Focal Points (GFPs) are trained and incorporated throughout the Department of National Defence (DND) and the CAF units and formations.

## **Croatia**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. A military entity oversees integrating gender perspectives in the military. The Personnel Directorate, within the national armed forces General Staff, coordinates and organises:

1. The integration of gender perspectives within the CAF [including drafting relevant documents, policies, orders, Education and Training (E&T) plans, gender-related guidance, etc ];
2. Basic and advanced level training events (workshops, panels, courses, etc ) for Gender Advisors (GENADs) and Gender Focal Points (GFPs), instructors and other personnel; and
3. SMEs and training events on integrating gender perspectives in military operations for CAF units.

## **France**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. A military entity oversees integrating gender perspectives in the military. A Project Director for diversity has been created for the Department Furthermore, the Air Force has created the position of Gender Referent, with the aim to advise the authorities.

## **Germany**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. A military

entity oversees the integration of gender perspectives in the armed forces. The Directorate-General for Personnel of the Federal Ministry of Defence (FMoD) has a staff element for equal opportunities, diversity and inclusion. The staff element analyses potential systemic obstacles impeding equal participation of all personnel in careers within the area of responsibility of the FMoD, and continuously conducts numerous measures aimed at establishing equality of opportunities. Current fields of action of the staff element include, but are not limited to:

- 1.** Maintain and further develop gender-specific analyses, as well as strategies to reduce the under-representation of women in the workplace, especially in leadership positions;
- 2.** Plan strategies to achieve a more diverse Bundeswehr; and
- 3.** Develop the corresponding strategic framework at the ministerial level.

## **Greece**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are restrictions on women serving in the armed forces, which apply to the active duty positions of Naval Special Forces because there are not any operational requirements that impose such a necessity. There are no plans in the future to eliminate this restriction. There are no restrictions that apply only to operations. In the HAF, Gender Equality Offices oversee the integration of gender perspectives in the military and implementation of the principles of gender equality. These are located within the Ministry of Defence of the Hellenic Republic (HMoD) and the four national armed forces General Staffs. The objectives of the Gender Equality Offices are:

- 1.** To collect, manage and process within the legislation, data and information, on issues related to gender equality in the HAF and Member States of the EU, NATO and other international organisations;
- 2.** To formulate institutional proposals and promote the necessary measures to implement gender equality in the military; and
- 3.** To integrate subjects related to gender equality with the General Secretariat for Equality, the General Staffs and other HMoD agencies.

## **Hungary**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. There is no military entity that oversees integrating gender perspectives in the military.

## **Italy**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. In the IAF, there are military entities that oversee integrating gender perspectives in the military. There is a

dedicated organisational unit, within the Defence General Staff, called 'Equal Opportunities and Gender Perspectives', which includes both male and female personnel. The Office oversees relevant concerns in close cooperation with the Alliance and has undertaken the administration of information/training courses for all personnel of the armed forces/Carabinieri Corps regarding the contents of relevant UN Resolutions and NATO Directives. Its primary task is the implementation of a gender perspective and, therefore, of the contents of UNSCR 1325 within the armed forces and the Carabinieri Corps, also through constant cooperation with the NATO Committee on Gender Perspectives (NCGP). The Unit is the focal point for the development of gender policies within the Defence General Staff and is responsible for overseeing the armed forces and Carabinieri's training programmes for integrating a gender perspective. Furthermore, it has the additional task of conducting statistical studies, organising training on special topics and events, including the media, aimed at spreading a gender culture. The Unit is responsible for the implementation of the provisions of UNSCR 1325 within the armed forces, and is the national focal point for NATO-related activities and for other national and international organisations dealing with these specific topics. A Joint Council on Gender Perspectives has been established by law to advise the Chief of Defence (CHOD) on the adoption of the best initiatives to spread gender perspectives, to implement UNSCR 1325 and related Resolutions in the IAF to adopt a gender perspective in all military activities and to spread the gender culture. The Council is composed of 7 people with a perfect gender balance.

## **Latvia**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. There is not a military entity that oversees integrating gender perspectives in the military.

## **Lithuania**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. There is no assigned specialist overseeing the integration of gender perspectives in the armed forces. One male Officer in the Joint Staff Headquarters of the LAF has an additional function as a Gender Advisor (GENAD). There is also a female Civil-Military Cooperation (CIMIC) Officer responsible for gender-related topics in the MINUSMA international operation.

## **Luxembourg**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. The integration of gender perspectives is handled both at the MoD level and in the Department of Human Resources in the armed forces.

## **Montenegro**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. A military entity oversees the integration of gender perspectives in the armed forces. Gender Equality Coordinators in the AFM and MoD are in charge of overseeing the integration of gender perspectives. They participate in the development and implementation of the Plan of Activities for Achieving Gender Equality in Montenegro (PAPRR) and Actions Plans (APs) for the Implementation of UNSCR1325. The Coordinators are in charge of developing specific programmes of measures for achieving gender equality in accordance with the PAPRR and Aps. They participate in regional and international activities related to gender perspectives, propose project activities and, in collaboration with local and international partners, participate in their implementation. Additionally, gender trainers with NATO-approved certificates are in charge of educating personnel in accordance with the APs and Training Instructions.

## **Netherlands**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces. As of January 2017, women were recruited to the Marine Corps and Submarines. A few women were admitted to the training for the Marines and Submarines. As of 2018, however, there were no women formally appointed to either the Corps or Submarines. There is no military entity that oversees integrating gender perspectives in the military, however there are two relevant departments: one is working on Diversity and Inclusion and the second is working on Gender. The first is concerned with organisational excellence (Personnel Directorate). The latter is working on Gender (UNSCR 1325) and it is situated within the Directorate of Operations.

## **Poland**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are restrictions on women serving in the armed forces and no plans to eliminate these restrictions. None of the restrictions apply only to operations. All posts in the PAF are accessible to women and men, except for posts in the Chaplains' Corps. This limitation is beyond the scope of PAF, as the religious regulations restrict these positions to men only. There are no restrictions in Poland regarding the service of female soldiers in front line combat positions such as Armoured, Artillery and Infantry. Although there is no military entity that oversees the integration of gender perspectives in the military, the Council on Women in the Polish Armed Forces is an opinion and advisory body comprised of soldiers representing different forces who

monitor the situation of women in military service. More information on the Council will be presented in the Retention Policies section.

### **Portugal**

#### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces. In the PAF, there are military entities that deal with the integration of gender perspectives. Within the national armed forces General Staff, the Resources Division, through its designated Gender Focal Point (GFP), is responsible for overseeing the integration of gender perspectives in the military. In the Air Force, there is a Working Group on Gender Perspectives, established in 1993. In the Navy, a specialized office works as observatory for gender-related issues, providing counselling and promoting activities aimed at the integration of gender perspectives.

### **Romania**

#### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces. In the RAF, a military entity oversees integrating gender perspectives in the military. Specifically, the Gender Management Office is designated to:

- 1.** Implement and integrate a gender perspective at the Ministry of National Defence (MoND) level;
- 2.** Coordinate, organize and conduct meetings with representatives from Romanian ministries involved in the National Defence System in order elaborate the first National Action Plan (NAP) on the implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) and related Resolutions;
- 3.** As National Focal Point, liaise with national and international organisations regarding UNSCR 1325;
- 4.** Coordinate the activities of the Gender Focal Points (GFPs) of the MoND; and
- 5.** Organise and run a mobile training team designated to ensure individual and collective pre-deployment training for the personnel assigned to military missions.

### **Slovakia**

#### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces. There is no military entity that oversees integrating gender perspectives in the SVKAF.

### **Slovenia**

#### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces since the beginning of the establishment of the armed forces of the Republic Slovenia.

## **Spain**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces. In the SAF, there is a military entity that oversees integrating gender perspectives in the armed forces. The Military Observatory for Equality between Women and Men promotes real and effective equality, in particular:

- 1.** It was created in 2005 and is ruled by Ministerial Order 51/2011;
  - 2.** It acts as an advisory body subordinated to the Under Secretary of Defence;
  - 3.** It aims at analysing and reporting on the impact of access, military education, career and work-life balance on women and men serving in the SAF;
  - 4.** It is composed by a Secretary and 16 members, including representatives of the Chief of Defence (CHOD), Army, Navy, Air Force, Joint Corps and Directive Offices of the MoD; and
  - 5.** It has a permanent secretariat to provide technical and administrative support.
- Furthermore, the Equality and Staff Support Division supervises and advises on policies related to gender equality in the SAF, and the Permanent Secretariat for Equality provides technical and administrative support.

## **Turkey**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are restrictions on women serving in the armed forces, as well as restrictions that apply only to operations. Not all active duty positions are open to women in the armed forces. Restrictions that apply to operations are Armoured, Artillery and Infantry (front-line combat positions), Submarines, Divers and Special Forces. There are no plans to eliminate such restrictions and there is no military entity that oversees integrating gender perspectives in the military.

## **Republic of North Macedonia**

### ***Restrictions on the Incorporation of Women in the Armed Forces***

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. A military entity oversees integrating gender perspectives in the military. The Integration of Gender Perspectives in the Ministry of Defence (MoD) and the Army during 2018 was managed by a Coordinator and a Deputy-Coordinator for Equal Opportunities. The role of the Coordinator and

their Deputy corresponds with the Law of Equal Opportunities, the National Strategy for Equal Opportunities and the Strategy and Methodology for Gender Responsive Budgeting. The coordinator and their deputy implement the provisions of the Law and the Strategies, manage gender-related activities, advise on the inclusion of gender perspectives in the strategic documents and programmes and report the shortfalls and the progress.

\*\*Note: The USA, Czech, Denmark, Estonia, Norway, UK abstained from providing submissions. However, as of January 2016 all US Military positions were made available to both men and women as long as the standard was met.