



**PERMANENT DELEGATION
OF NORWAY TO THE OSCE**

STATEMENT BY NORWAY

As delivered by Counsellor Hilde Austad to the 2016 Human Dimension Implementation Meeting, Warsaw 28 September, 2016 – Working Session 14
Ensuring equal opportunities for women and men

Thank you, Madame Moderator,

Norway has aligned with the statement made by Finland on behalf of the EU. However, in my national capacity I would briefly like to add a few points:

Norway has over time strived to achieve gender equality in the sense of equal rights, equal opportunities – and, equal obligations. Our compulsory military service is gender neutral from 2015. Women have an equal right and obligation to do one year of military service. For capacity reasons, not all young people are called up. Of the young people who completed their service in 2015, 17% were women. The professional armed forces are also increasingly seen as offering interesting career opportunities for women.

The armed forces work systematically to recruit women, provide a good working environment, avoid sexual harassment and recruit women to leadership positions. We believe this allows us to recruit the most qualified and suitable people, irrespective of gender.

Let me add that we hope it will be possible to reach agreement on an addendum to the Gender Action Plan at the Ministerial Council in Hamburg.

Thank you, Madame Moderator