



**PERMANENT DELEGATION  
OF NORWAY TO THE OSCE**

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NOTE VERBALE

The Permanent Delegation of Norway to the Organization for Security and Co-operation in Europe presents its compliments to all Permanent Delegations and Missions to the OSCE and to the Conflict Prevention Centre and, in accordance with Decision 2/09 of the Forum for Security and Co-operation, has the honour to transmit the Norwegian response to the Information Exchange on the Code of Conduct on Politico-Military Aspects of Security.

The Permanent Delegation of Norway to the Organization for Security and Co-operation in Europe avails itself of this opportunity to renew to all Permanent Delegations and Missions to the OSCE and to the Conflict Prevention Centre the assurances of its highest consideration.

*JKK*

Vienna, 15 April 2015



To:  
All Permanent Delegations and Missions to the OSCE  
The Conflict Prevention Centre

## QUESTIONNAIRE ON THE CODE OF CONDUCT ON POLITICO-MILITARY ASPECTS OF SECURITY

### Section I: Inter-State elements

#### 1. Account of measures to prevent and combat terrorism

1.1 The Norwegian Government condemns all terrorist acts, whatever the motivation, opposes any concession to terrorist demands, and is committed to ensuring that terrorists do not benefit from their acts. Norway works bilaterally with other governments and multilaterally through organisations to promote closer international co-ordination of efforts to combat terrorism. Norway is a State Party to the following international counter-terrorism conventions:

- (1) Convention on Offences and Certain Other Acts Committed on Board Aircraft (Tokyo, 14 Sep 1963)
- (2) Convention for the Suppression of Unlawful Seizure of Aircraft. (The Hague, 16 Dec 1970)
- (3) Convention for the Suppression of Unlawful Acts against the Safety of Civil Aviation (Montreal, 23 Sep 1971).
- (4) Convention on the Prevention and Punishment of Crimes against Internationally Protected Persons, Including Diplomatic Agents (New York, 14 Dec 1973)
- (5) European Convention on Suppression of Terrorism (Strasbourg, 27 Jan 1977)
- (6) International Convention against the Taking of Hostages (New York, 18 Dec 1979)
- (7) Convention on Physical Protection of Nuclear Material (Vienna and New York, 3 Mar 1980)
- (8) Protocol for the Suppression of Unlawful Acts of Violence at Airports Serving International Civilian Aviation, Supplementary to the Convention for the Suppression of Unlawful Acts against the Safety of Civil Aviation done at Montreal on 23 Sep 1971 (Montreal, 24 Feb 1988)
- (9) Convention for the Suppression of Unlawful Acts against the Safety of Maritime Navigation (Rome, 10 Mar 1988)
- (10) Protocol for the Suppression of Unlawful Acts against the Safety of Fixed Platforms Located on the Continental Shelf (Rome, 10 Mar 1988)
- (11) Convention on the Marking of Plastic Explosives for the Purpose of Detection (Montreal, 1 Mar 1991)
- (12) International Convention for the Suppression of Terrorist Bombings (New York, 15 Dec 1997)
- (13) Suppression of the Financing of Terrorism (New York, 9 Dec 1999).
- (14) The Council of Europe Convention on the Prevention of Terrorism (Warsaw 16 May 2005).
- (15) International Convention for the Suppression of Acts of Nuclear Terrorism (New York, 2005).
- (16) Protocol of 2005 to the Convention for the Suppression of Unlawful Acts Against the Safety of Maritime Navigation (London, 2005).
- (17) Protocol of the 2005 to the Convention for the Suppression of Unlawful Acts Against the Safety of Fixed Platforms Located on the Continental Shelf (London, 2005).

Norway supports the implementation of the UN Global Counter-Terrorism Strategy. In 2011 and 2013, Norway provided financial support through the Counter-Terrorism Implementation

Task Force (CTITF) with a focus on Africa and Central Asia. Norway has also provided financial support to academic institutions to capacity building projects for African countries and research.

Norway has concluded agreements with the European Union and the Nordic countries on police co-operation and mutual assistance in criminal matters. In addition, agreements on police co-operation and crime prevention have been concluded between Norway and Russia.

Norway concluded bilateral extradition treaties with the US in 1977 and Australia in 1985.

Norway concluded in 2002 an agreement with the Nordic countries on health emergency preparedness and management, relevant also in the event of a terrorist attack against one or more of the Nordic countries.

1.2 On 5 October 2001, Norway adopted a Provisional Ordinance with the necessary provisions for implementing United Nations Security Council resolution 1373. As of the date of adoption, Norwegian domestic law satisfied the requirements of resolution 1373. At the same time, Norway implemented the provisions of the International Convention for the Suppression of the Financing of Terrorism of 9 December 1999, which it signed on 1 October 2001 and ratified on 15 Jul 2002. Norway thereby joined the group of states that have ratified all of the 12 international Conventions and Protocols relating to terrorism.

In order to replace the Provisional Ordinance and establish permanent legislation a bill was passed in 2002 amending a number of acts so as to establish effective legislative measures against acts of terrorism and the financing of terrorism. Other Norwegian legislation has been reviewed to ensure that the requirements of resolution 1373 are fully met.

The obligations to criminalize that follows from the international terror related agreements to which Norway is a party is mainly implemented through three provisions in the Norwegian general Civil Penal Code (the penal Code), namely section 147 a, 147 b and 147 c, and the provisions referred to in section 147 a. The provisions referred to in section 147 a applies to, inter alia, acts causing maritime damage and aircraft accidents, hijacking of vessels and aircraft, dealing with nuclear material, trafficking in human beings, slavery, gross bodily injury and homicide.

Section 147 a contains a list of different other crimes that may be regarded as terrorist crimes if they have been committed with the intention of

- a) seriously disrupting a function of vital importance to society, such as legislative, executive or judicial authority, power supply, safe supply of food or water, the bank or monetary system or emergency medical services or disease control,
- b) seriously intimidating a population, or
- c) unduly compelling public authorities or an intergovernmental organization to perform, tolerate or abstain from performing any act of substantial importance for the country or organization, or for another country or another intergovernmental organization.

Section 147 b, first paragraph, attaches criminal liability to those who obtain or collect funds or other financial assets in order that these financial assets should be used, in full or in part, to finance terrorist acts or any other contravention of the provisions of section 147 a. The

second paragraph in section 147 b attaches criminal liability to any person who makes funds or financial assets, or bank services or other financial services, available to a) a person or entity that commits or attempts to commit such criminal acts as mentioned in section 147 a, b) any entity owned by such a person as mentioned above over which he has control, or c) any person or entity that acts on behalf of or at the direction of such person or entity as mentioned above.

Sections 147 a and 147 b were both adopted in 2002 in order to fulfill the obligations in the UN resolution 1373 and the requirements of the 1999 Convention for the Suppression of the Financing of Terrorism.

The Penal Code section 147 c criminalizes incitement to, recruitment and training for terrorism. The provision implements the Council of Europe Convention on the Prevention of Terrorism.”

An amendment to the law from 2013 includes preparatory acts to terrorism. It criminalises training for terrorism, preparation for terrorism and participation in a terrorist organization. The amendment raised the maximum penalty for serious terrorist acts to 30 years and lifted the time-bar on cessation of penalties and sentences for serious terrorism acts.

1.3 Norway has no internal security forces. Preventing and combating terrorist acts in Norway which do not constitute armed attacks under the UN Charter article 51, is the responsibility of the Norwegian police. The Police Security Service (PST) have the responsibility in combating terrorism domestically in peacetime. PST is the national security service, the domestic intelligence service, and is empowered with police- and prosecution authority. The Norwegian Intelligence Service, which is a national civil-military service organised in the military, deals with the external terrorism threat.

In the event of a major terrorist attack being carried out or a highly credible threat thereof, the Norwegian armed forces may be called upon to assist the police. Engagement of RENEGADE threats is a responsibility of the Norwegian Armed Forces.

1.4 Substantial efforts have been made in order to prevent and combat terrorism after the attacks of September 2001.

#### Financing of terrorism

The Norwegian National Authority for Investigation and Prosecution of Economic and Environmental Crime (Økokrim) is the principal Norwegian agency responsible for the investigation of financial crime. There is regularly a close co-operation in these cases between PST and Økokrim.

The Money Laundering Act imposes financial institutions, accountants, enterprises etc. to examine and provide evidence to Økokrim when suspicious transactions occur.

#### Domestic co-operation

There is a particular close relationship with the PST and the Foreign Intelligence Service. This includes a common assessment unit.

### Counter-terrorism contact group

Norway has established a counter-terrorism contact group. The contact group is led by PST and comprise of both public and private sector representatives, who through a wide-ranging partnership seeks to contribute to the suppression of terrorism.

### European co-operation forums

PST is the Norwegian representative at the European Security Co-operation Forum called the Club of Bern. PST also participates in the Counter Terrorist Group (CTG). CTG is a forum that was formed on the basis of the Club of Bern. CTG focuses on Islamist terrorism. In addition to operational co-operation, CTG also prepares joint analyses and threat assessments.

### Other forms of terrorism related co-operation

PST works both bilaterally and multilaterally with the police and security authorities in a number of countries, and participates in several international organizations and committees, including the NATO special committee AC/46, Police Working Group on Terrorism (PWGT) and Interpol and Europol's Symposium on the Suppression of Terrorism.

### Schengen

The National Criminal Investigation Service (Kripos) plays a dominant role in Norway's participation in the Schengen co-operation.

### Co-ordinating and Advisory Committee for the Intelligence, Surveillance and Security Service (KRU)

In order to ensure co-ordination of the work of these three services and between the services and the Government, a special body has been established: the Co-ordination and Advisory Committee for the Intelligence and Security Services.

## **2. Stationing of armed forces on foreign territory**

2.1 Norway is a signatory to the 1951 London agreement between the member States of the North Atlantic Treaty Organization regarding the Status of their Forces- NATO SOFA. Norway has ratified the agreement between the States Parties to the North Atlantic Treaty and other States participating in the Partnership for Peace regarding the Status of their Forces, signed in Brussels on 19 June 1995- NATO PfP SOFA. Ad hoc agreements for other possible deployments are signed in each individual case in accordance with international law. Such agreements may be either bi- or multilateral and may cover both specified mission/activities for a set period of time and standing agreements for activities repeated on a regular basis.

### **3. Implementation of other international commitments related to the Code of Conduct**

3.1 Norway is a state party to the Treaty on Conventional Armed Forces in Europe (CFE) The Vienna Document 2011, the Treaty on Open Skies and other confidence- and security-building measures agreed upon in the OSCE/Forum for Security Co-operation. Norway supports the continued full implementation of these agreements.

3.2 As the CFE Treaty is currently not implemented fully by all state parties, the CFE regime faces the risk of erosion. Such development may over time have negative impact on other arrangements as well.

## **Section II: Intra-State elements**

### **1. National planning and decision-making process**

#### **1.1 The military posture:**

According to Article 25 of the Norwegian Constitution, the control of the armed forces is among the King's prerogatives, in principle meaning that the Parliament (Stortinget) may not give directions as to how this authority shall be exercised. This power is in practice exercised by the Government, and within the Government by the Minister of Defence. However, since the introduction of the principle of parliamentarism in 1884 (implying that the Government is depending on the continuing support of the Parliament), the Defence Minister is constitutionally and politically responsible to the Parliament for all activity carried out by the Ministry, by the armed forces as a whole and by other subordinate departments. Furthermore, the Government needs the authorisation from the Parliament for any new laws regarding the armed forces, as well as for the Defence Budget.

The Ministry of Defence serves as the political secretariat of the Minister, and is responsible for giving military advice to the Government, formulating new policy and providing overall management directives on a strategic level to the Chief of Defence. The Chief of Defence exercises the overall military strategic and operational responsibility, based on directives from the Ministry of Defence.

The Parliament adopts the State budget, which also includes the Defence budget.

The Parliament also audits the State accounts, including the Defence expenditures. In accordance with the Constitution, the Parliament appoints 5 general auditors, who examine the State accounts annually, and then present a report to the Parliament.

#### **1.2 Defence expenditures (Paragraphs 13, 22):**

The annual adoption of the defence budget is based on a long term planning process and an annual planning process of the use of national military capabilities. In addition to necessary national defence, the political emphasis is put on contributing capabilities where international security needs are determined by the UN.

### **2. Existing structures and processes**

2.1 The Defence Minister is constitutionally and politically responsible to the Parliament for all activity carried out by the Ministry, by the armed forces as a whole and by other

subordinate departments. This implies an obligation for the Minister to supervise the activities of the armed forces and the other subordinate departments, by exercising a superior control function towards these entities.

The Parliament's democratic control is ensured i.a. through established procedures of different forms of questions and interpellations to the ministers in the Parliament. Thus, the Members of Parliament may pose concrete questions to each Minister – i.a. in the so-called "Question Hours", which take place weekly in the Parliament. The Members of Parliament may also submit written questions to the Ministers.

The intelligence service is in general subject to political and democratic control along the same lines of command as the Armed Forces. The Minister of Defence has the constitutional and political responsibility for the intelligence service and is accountable to the Government and the Parliament.

In addition, the democratic control of the intelligence service (as well as the Surveillance and Security Services) is ensured by regular inspections of the service and the annual reporting by a committee established within the Parliament, namely the The Norwegian Parliamentary Intelligence Oversight Committee (see below).

Police: The civilian control of the Norwegian police is ensured by the fact that the police are under the jurisdiction of the Ministry of Justice. Their activities are regulated by the Constitution and current legislation

Norway has no paramilitary or internal security forces.

2.2 As mentioned above under a), the Norwegian Armed Forces are subject to the political and democratic control of the Parliament.

In addition to this, several committees, including the parliamentary appointed Norwegian Parliamentary Intelligence Oversight Committee and the "Standing Committee for Defence and Foreign Affairs" have been established as additional apparatus for ensuring the full implementation of political and democratic control. These committees are subject to the instructions of the Parliament.

Furthermore, the Parliamentary Ombudsman is elected by the Parliament to seek to prevent injustice being done by the Government, the Ministries or the other parts of the Public administration towards the citizens. The Ombudsman may look into cases ex officio or on the basis of complaints from the citizens. The Ombudsman's decisions are not legally binding, however, he may give his reasoned opinion, and if necessary criticize the entity that has made the decision. The Parliament elects the Ombudsman for 4 years at a time. He is, however, otherwise meant to be independent.

2.3

#### Military:

The three branches of the Norwegian Armed Forces, the Army, the Navy and the Air Force, and the Home Guard for local defence, were established to defend Norwegian territory. Norway is also a member of the North Atlantic Treaty Organization and has made troop

contributions to NATO operations. Norway has also made limited troop contributions to UN peace operations and EU operations.

According to Article 25 of the Norwegian Constitution, the King is head of the Norwegian Armed Forces. In practice, this competence now lies with the Norwegian Government. As described above under question 2 a), the Government is under the political control of the Parliament, and the Armed Forces are thus under parliamentary control.

The Parliament has the competence for allocating funds for all military activities each year. The Armed Forces report annually to the Parliament about military activity. This serves not only as a basis for allocating funds, but also functions as a means of control.

According to Articles 25 and 26 of the Norwegian Constitution, the competence of the Government is limited in certain areas in which the Government needs the approval of the Parliament.

Paramilitary/Security forces:

Norway has no paramilitary or security forces.

### **3. Procedures related to different forces personnel**

#### 3.1

Military:

Recruitment and call-up to the Norwegian Armed Forces is based on the principle of general military conscription, and is governed by the Conscription Act of 17 July 1953. Every Norwegian **citizen** is in principle a conscript from 1 January of the year of his or her 19th birthday until the end of the year of his or her 44th birthday. In times of tension or war, this duty to serve may, however, be extended to apply from the day a citizen reaches the age of 18 until the end of the year of his 55th birthday. Officers have a general duty to serve until they are 55 years old. **Universal compulsory military service entered into force as of 1 January 2015, extending conscription to women on equal terms with men. Gender neutral conscription applies to women born in Norway from 1997 onwards. The first conscripted women will start military service in the summer of 2016.**

Paramilitary/security forces:

Norway has no paramilitary or security forces.

3.2 The Conscription Act of 17 July 1953 regulates the compulsory military service in Norway. According to this Act, all conscripts have to undergo a general medical and physical examination to establish whether they should be assigned to combatant or non-combatant service.

Until July 2012 one could apply for civil service (“siviltjeneste”) instead of military service. This alternative is now phased out and those who do not want to complete a regular military service have to apply for a dispensation from military service based on reasons of conscience (“fritak fra militærtjeneste av overbevisningsgrunner”, see militærnektekløven § 1).



3.3 Norway has an ombudsman system for protecting the rights of all forces personnel. The main Ombudsman – known as the Parliamentary Ombudsman – deals with all appeals. In addition to the main Ombudsman, there is one Ombudsman with whom soldiers and servicemen, regardless of ranks, may lodge their appeals. Decisions made by this Ombudsman are given as advice to the chain of command and is thus not legally binding. In most cases however, such advice results in a change to the decision and establishes a precedent for future decisions.

Norway has established an industrial tribunal before which major unions may bring policy disputes connected to agreements between labour unions and the government. Disputes between the individual employee and the Armed Forces on employment matters must be brought before a civil court.

Infringements of agreements may be forwarded to the tribunal both informally and formally through the chain of command. Formal complaint boards where both military and civil experts are present exist in various areas. Infringements may, as mentioned above, also be brought before a civil court.

The rights of personnel serving their compulsory service are safeguarded by an organization established for this purpose. This organization is consulted by the military on issues regarding drafted personnel. The paragraph above concerning appeals through the chain of command also applies to drafted personnel and their representatives.

As for disciplinary decisions, military personnel have the right to appeal through the chain of command. Before the complaint is considered, advice from a judge advocate can be preferable, and sometimes mandatory, depending on the disputed offence and disciplinary penalty given. If the complaint is denied the case may be brought before an appeals board made up of military representatives and chaired by a civilian judge. If the result still is negative for the serviceman, he has the option of instituting proceedings against the government through the civil courts.

#### **4. Implementation of other political norms, principles, decisions and the laws of armed conflict**

4.1 Norway attaches great importance to this area. All military personnel and civilians in the Armed Forces receive instruction on Norway's obligations under the laws of armed conflict. Instruction on the laws of armed conflict is included in all military education, particularly in the light of Norwegian participation in international operations. Emphasis is placed on the responsibility of all personnel in this area, and on the fact that this responsibility increases with rank. Conscripts/servicemen are given instruction on the Geneva Conventions and Additional Protocols and a basic introduction to other relevant areas of the laws of armed conflict. NCOs and junior officers are given instruction in case studies and are required to carry out practical exercises. In addition, since 2008, conscripts/servicemen and NCOs have had the opportunity to study the laws of armed conflict as part of their military education. The module is offered by the Defence University College, and students earn 5 academic credits upon the successful completion of the module.

The Norwegian National Red Cross Society has a broad cooperation with the Ministry of Defence and the armed forces. The Red Cross society participates regularly in military exercises in order to train the role of the ICRC in conflict and the armed forces procedures in important areas of the law of war. The ministry of Defence, the Armed forces and the Norwegian National Red Cross Society regularly conduct questionnaires on conscripts', NCOs' and officers' knowledge on the laws of armed conflict.

At the Military Academies and the Staff College, officers are given a general introduction to the international humanitarian aspects of armed conflicts. In addition, since 2004, students at the Norwegian Military Academies have the opportunity to study the laws of armed conflict at the University of Oslo as a part of their programme. Conduct of international operations is also an important part of Staff College education.

All personnel in the Armed Forces are also encouraged to improve their general knowledge of the laws of armed conflict by participation in international seminars and workshops. In 2013 the first Norwegian manual on the laws of armed conflict was published. It was written by the Defence University College in cooperation with the Ministry of Defence, the Ministry of Foreign Affairs, the Ministry of Justice and the Norwegian National Red Cross Society. The intention behind the manual was to make the rules of armed conflict more accessible to the soldiers and officers who are, in fact, the primary users of these rules. Rather than simply inserting the different rules we sought to explain their content and give examples. The interpretation of the laws of armed conflict as it comes to expression in the manual is binding to all members of the Norwegian Armed forces.

4.2 The teaching mentioned above includes the dissemination of knowledge on international tribunals.

4.3 Please see 4.1. Through training and dissemination of the laws of armed conflict and Human Rights law in daily work, in exercises and as part of the pre-deployment training for international operations.

4.4 Outside the military area, servicemen and women have the same right as other citizens to membership in political associations and organizations as well as to participate in all forms of lawful political activities. Serving personnel may participate in lawful political demonstrations as long as these activities are not aimed against the Armed Forces. Military personnel may not use military uniform on these occasions.

Within the military area, it is not allowed for personnel to organize party political groups, other political movements or pressure groups. Neither are organized signature campaigns, resolutions nor other actions with political content or purpose allowed.

In addition, the Parliament has determined that officers with the rank of brigadier and above shall be appointed by the Government (Royal Decree). These officers have a very strong employment protection, which balances the governmental power of influence on the military leadership. Norway is a constitutional monarchy, where the King is the highest ranking officer as well as politically neutral. The respect for Government and Parliament is therefore deeply rooted within the armed forces.

4.5 Norway places great importance in making sure that its defence policy and doctrine are consistent with international law. Section for International and Operational Law, which is

placed in the Department of Security Policy in the Norwegian Ministry of Defence, consists of 8 legal advisers, both civilian and military personnel, providing the Minister of Defence and the Defence Staff/Chief of Defence with legal advice on all matters related to defence policy and doctrine and questions related to international and operational law. Legal advisers are always included in the development of policies and doctrines. In addition, there are operational legal advisers at the subordinate command levels within the armed forces. Within the Defence College, there is a department with lawyers responsible for the academic approach to the implementation of international law, such as education, teaching on international law and academic papers.

4.6 The Norwegian Ministry of Defence has in recent years put particular emphasis on attitudes, ethical standards and the responsibilities of civil and military leadership in these fields. A specific programme for the entire Norwegian defence sector has been implemented. In addition, the Norwegian Ministry of Defence in 2012 established a Centre for Integrity in the Defence Sector directly under the ministry, in order to combat risks of corruption and promote integrity and good governance throughout the defence sector. The centre works actively as a resource and competence organization at the national level, at the same time as it has assumed a leadership role in NATO's Building Integrity Programme for Southeast Europe.

### **Section III: Public access and contact information**

#### **1. Public access**

1.1 The provisions of the Code of Conduct are not communicated to the public directly, however the actual national response is an open document that can be made available to parties showing an interest. The same applies to responses of other states provided these are not classified in any way.

1.3 Norway has a Freedom of Information Act, which gives the public wide access to information concerning central and local government administration, including the Armed Forces and Code of Conduct related subjects. The Ministry of Defence attaches great importance to providing information to the public. Both the Ministry of Defence as well as the Defence Staff include Press and Information Offices, providing information to the public on the activities of the Armed Forces. Regional and local branches of the Press and Information Office are involved in public information related to regional and local exercises and other activities. Important decisions and events are covered by press releases and press conferences. According to the Freedom of Information Act, the press is, with few exceptions, entitled to information through all available channels.

The public can also obtain information on the Armed Forces in the following ways:

- By attending relevant debates in the Parliament,
- On the Internet, on the Norwegian Defence website, which has links to other Norwegian military websites,
- Through the mass media,
- At the Armed Forces Media Centre
- Through the Press and Information service in the Ministry of Defence

## **2. Contact information**

Point of contact:

Norwegian Royal Ministry of Foreign Affairs  
Section for Security Policy and North America

Email: [Seksjon.for.sikkerhetspolitikk.og.Nord-Amerika@mfa.no](mailto:Seksjon.for.sikkerhetspolitikk.og.Nord-Amerika@mfa.no)

In accordance with interpretative statements attached to FSC.DEC/2/09 (1 April 2009) and FSC.DEC/5/11 (13 July 2011)

#### **Section IV: Voluntary Information Exchange on the Implementation of UNSCR 1325 “Women, Peace and Security” in the Norwegian Armed Forces**

##### ***Background***

A number of measures are being undertaken to implement UNSCR 1325 on women, peace and security in the Norwegian armed forces, in line with the commitments set down in the third Norwegian national action plan on UNSCR 1325 (2015). In general terms, this amounts to applying a gender perspective in operational planning, mandates, pre-deployment training, education, as well as during operations and in the ensuing evaluation process. The new national action plan on women, peace and security, covering the years 2015-2018, was launched on February 16<sup>th</sup>, 2015. The new plan builds on the experiences, good or bad, of the current plan and a central aim is to ensure a more systematic implementation of UNSCR 1325 in the armed forces.

The Norwegian Defence University College is cooperating with Nordic colleagues and has contributed to the establishment of a Nordic Centre for Gender in Military Operations for educating the armed forces in applying a gender perspective in Sweden. Furthermore, the Norwegian Defence University college has developed gender as a field of study in the armed forces and produced a book on the subject titled “Gender in the Armed Forces - From theory to practice” which offers guidance on how a gender perspective can be implemented in military operations.

Increasing the number of women soldiers and officers in the armed forces is also part of the effort to implement UNSCR 1325, and several measures are being undertaken. A better gender balance in Norwegian contingents in international operations is a goal in itself; it is also a means of improving performance. It can also have an important symbolic effect in the host country. Norway has few women in operational positions in military forces, and will therefore give priority to recruiting more women. It is also important to underline that men at all levels have just as much responsibility for implementing UNSCR 1325 as women.

Norway is contributing to international competence- and capacity-building in this field, with particular focus on the UN, NATO and the African Union (AU). This entails close dialogue and cooperation with countries that contribute troops and police to UN peace operations. We will emphasise the gender perspective in our contributions to international operations and in our support for training other countries’ security forces. Special priority will be given to the participation of women and an integrated gender perspective in our capacity-building efforts in connection with AU operations.

In 2010, the NATO countries adopted the Alliance’s first action plan for the implementation of UNSCR 1325, which states that the resolution is to be implemented in all NATO’s operations. Norway will promote a continued focus on UNSCR 1325 in NATO, with emphasis on practical implementation of the action plan and political ownership.

The participation of women is important in building up a security and justice sector that meets the whole population’s needs. Norway will promote measures to ensure that women

have real, non-discriminatory access to the legal system, and will invest in protection and prevention strategies. Norway will also support measures to increase the proportion of women in the security and justice sector in post-conflict situations and in fragile states. In addition, we aim to increase the involvement of Norwegian personnel with gender expertise in post-conflict areas, to assist in the training of judges, prosecuting authorities, lawyers, police officers, defence personnel and prison authorities, for example through the Crisis Response Pool. Norway will support training programmes and institutions that promote gender equality and security sector reform in the South.

### ***Participation***

Women in the Norwegian Armed Forces have a long history of service. In 1985, the Norwegian Parliament (Stortinget) decided that the Equal Opportunities Act should also apply to the military. Women were allowed to serve in all combat functions, provided that the physical and psychological requirements were met. Today women participate in fighting units alongside men. Skills, attitude and knowledge are deciding factors when choosing candidates for positions in our fighting units. Norwegian female soldiers have been, and will continue to be, deployed in international operations. To recruit more females into the armed forces, and especially in operative units, Norway has from 2015 introduced universal conscription.

Women are represented in all military occupational groups. Today female soldiers sign up for educational programs that previously were mostly appealing to male soldiers (engineer and technical education). Moreover, a three-year pilot project with an all-female paratrooper platoon in the Norwegian Special Forces is currently ongoing.

Since 1984, the Norwegian Armed Forces has had about 200 recruitment and retention initiatives in order to increase the number of female officers in the organization. Over the past years, the retention initiatives have been based on results from findings in various research programs.

The Ministry of the Defence and the Armed Forces has initiated and financed several research programs within personnel and military sociology in general and within gender and diversity in particular. We have several projects focusing on female recruitment to the military, i.e. a project focusing on physical requirements. The latter project pointed to the fact that physical requirements for women in general are higher than for men when applying for service. Based on this we are now looking into/evaluating these criteria to make them more realistic and more gender neutral.

### ***Protection***

There is growing recognition of the need for a gender-sensitive approach to peace operations. Dialogue with both women and men gives personnel in international operations a far better understanding of the situation and puts the operation in a better position to provide security for the whole population – boys and girls, women and men. An integrated gender perspective can give women greater influence on important decisions and pave the way for their participation in peacebuilding activities. At the same time, local women can provide information and perspectives that men are not aware of or do not focus on. International experience shows that safeguarding the security of women increases the local population's confidence in the operation.

International operations should be planned, implemented and evaluated from a gender perspective; in other words, they should be analysed on the basis of the consequences they may have for both women and men. This requires practical and theoretical training in issues

relating to women, peace and security and designated personnel in the defence staff and the Ministry of defence have women, peace and security as part of Terms of Reference.

### ***Prevention***

The Armed Forces is an organization that has always been dominated by men, and men are sustaining the culture (language, ceremonies, humour, and stereotypes on what a good soldier is). We are focusing on creating a culture for diversity and emphasise this in our strategic documents. The values and standards of the Norwegian Armed Forces state that the Armed Forces should reflect the diversity of our society. "For modern Armed Forces, diversity is a value in its own right. Ethnicity, religion, age, gender and sexual orientation have absolutely no bearing on human dignity. Trust and respect depend on an individual's loyalty to his or her fellow soldiers, unit and assigned tasks. The Armed Forces are to reflect the perspectives and values of both men and women." Everyone in the Armed Forces are expected to familiarise themselves with these values and standards, and to act accordingly. We also have strategic and local action plans for attitude, ethics and leadership. Everyone in the Defence sector is expected to attend a course on e-learning. The course was implemented in 2010. The e-learning has a chapter on bullying, collegial attitudes and sexual harassment.

### ***Cooperation and Lessons Learned***

The Norwegian Center on Military Experience, which is a part of the Norwegian Defense University College (NDUC), arranges seminars regularly with past gender advisers in order to draw on their experiences. This is consequently codified into written a report that is distributed nationally (written in Norwegian).

Experience from the integration of a gender perspective and female officers into the operations of the CRU special police in Afghanistan illustrates that this have an operational effect through improved situational awareness and strengthened mandate implementation.

The Norwegian Armed Forces have gained valuable experiences on the utility of a Gender perspective trough employing gender field advisors and female engagement teams in Afghanistan, in addition to staffing the gender advisor position at ISAF headquarters. To be successful, the implementation of gender advisors has to be systematic and clear aims for the role of the gender advisor must be set out on the outset of the operation.

Another lesson learned is that improving senior leadership is extremely important. Leaders must instruct and follow up their units when applying a gender perspective. Leaders must "own" this agenda and communicate its importance to their subordinates.

### ***The Nordic Cooperation NORDEFCO***

Norway sends designated personnel to the Nordic Centre for Gender in Military Operations (NCGM) in Sweden on a regular basis, depending on their assignment. Norway has been gradually building a pool of subject-matter experts since 2006. Many of these remain in the Armed Forces. One is a staff member at the NCGM. We also support courses at NCGM with instructors/syndicate leaders. Knowledge of Gender is improving, and awareness of gender as part of operations is spreading.

### ***Education and training***

Gender-related competencies are developed both as part of the military education system in the military academies and the Defence University College (Higher education on Master's degree level for officers), as well as during pre-deployment training. As such, briefings take

place, and there are also gender-related scenarios in some exercises. Challenges are related to producing sufficient and adequate competencies, and applying gender-related knowledge to operations planning. In other words, there is something of a “knowing vs doing gap” in operations. This has been revealed by an evaluation conducted by the Defence University College.

***National Education and Training Related to Gender or UNSCR 1325 and Related Resolutions.***

<b>Nr</b>	<b>Training/ Education Provided</b>	<b>Short Description/ Main Topics of the Training/Education Provided</b>	<b>Target Groups</b> (Personnel who received the Training/ Education)	<b>Phase</b> (When was the Training/ Education Provided)
1	Education	National and international politics, with focus on gender in international politics	Bachelor and master degrees students on Norwegian Defence University College	The first part of the bachelor degree on the higher education on Master’s degree level for officers
2	Education	Strategic planning and control in the Defence sector	Bachelor and master degrees students on Norwegian Defence University College	The first part of the bachelor degree on the higher education on Master’s degree level for officers
3	Education	Military operations	Bachelor and master degrees students on Norwegian Defence University College	The first part of the bachelor degree on the higher education on Master’s degree level for officers
4	Education	Part of Curriculums	Officers candidates	Officers candidate school
5	Education	Part of Curriculums	Officers candidates	Norwegian Military Academy

***The way forward***

The efforts to implement UNSCR 1325 in the Norwegian armed forces are an ongoing process with room for improvement. The most important challenge from a defence perspective is the ability to include a gender perspective in operational planning. In some circles, 1325 is seen as a gender equality agenda. This hampers operational implementation and soldiers doing what they need to do on the ground. The Armed Forces need to systematise their operational implementation of a gender perspective