

NATO Committee on Gender Perspectives

SUMMARY OF THE NATIONAL REPORTS OF
NATO MEMBER AND PARTNER NATIONS
2014

**NATO HQ
OFFICE OF THE GENDER ADVISOR
INTERNATIONAL MILITARY STAFF
7 MARCH 2016**

Representation of Men and Women in the Armed Forces of NATO members

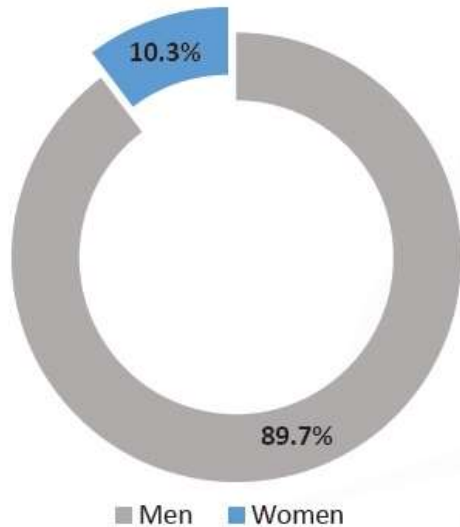


Figure 1: Average of men and women in the armed forces of NATO members in 2014

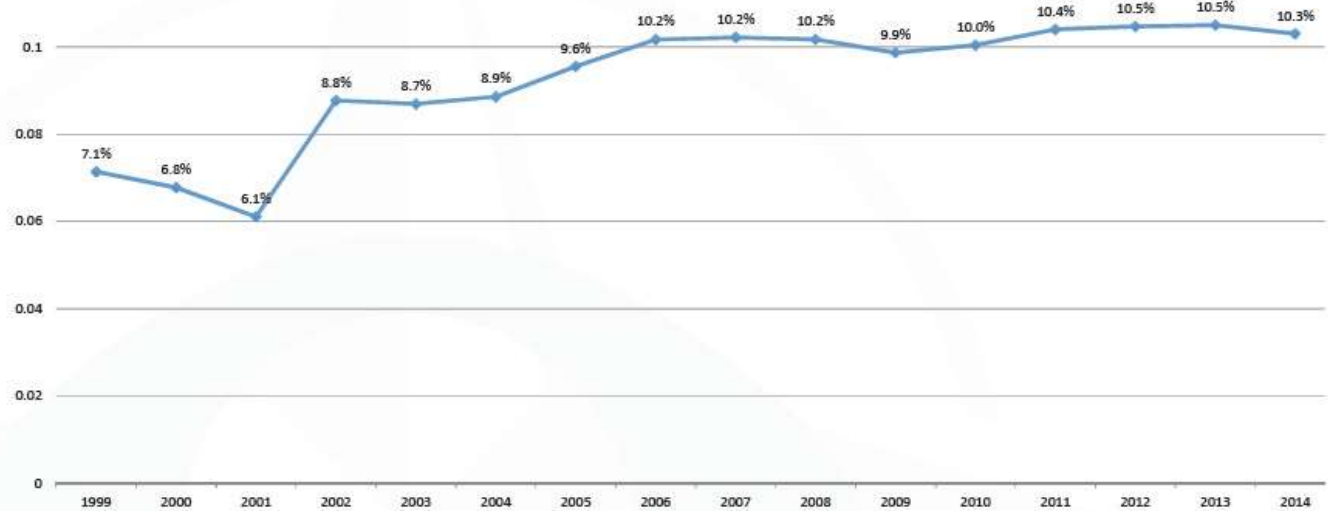


Figure 2: Percentage of women in the armed forces of NATO member nations, from 1999 to 2014

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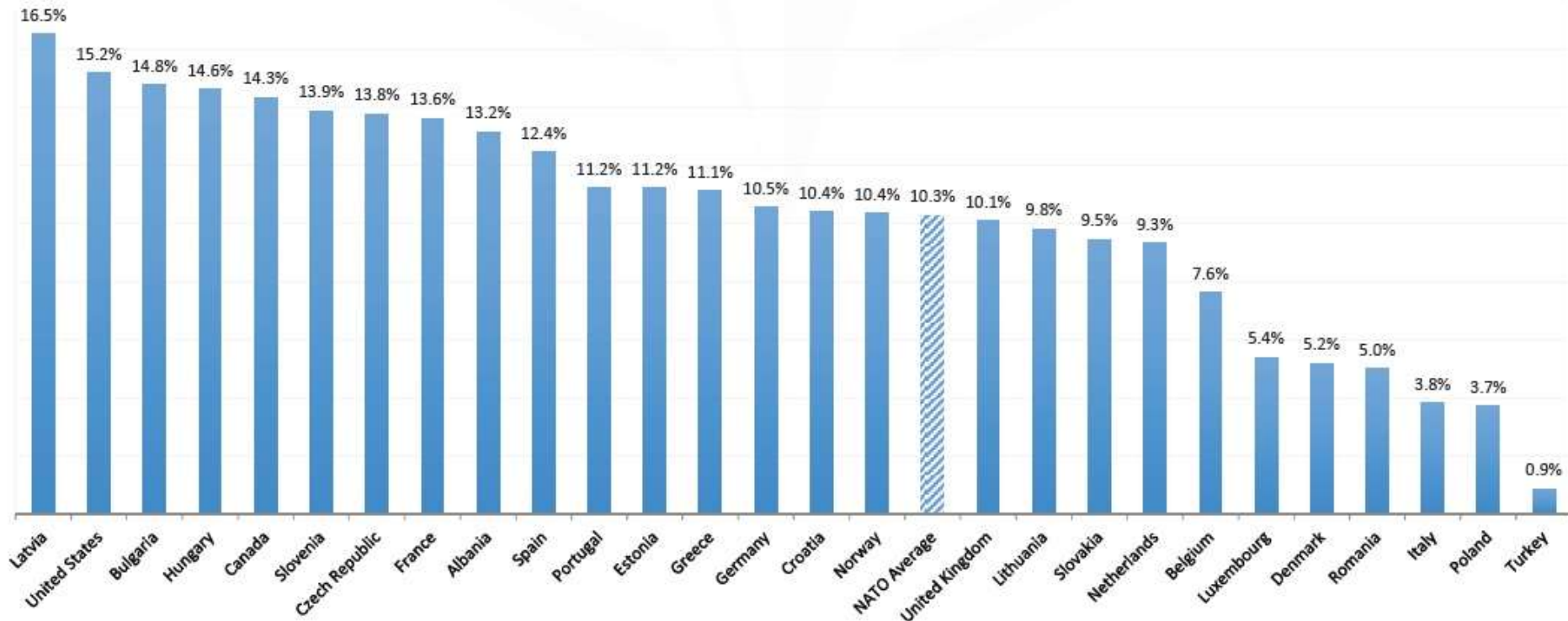
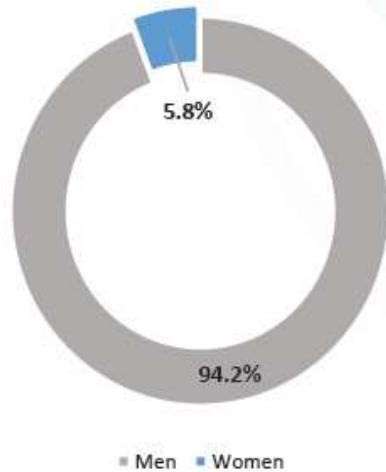


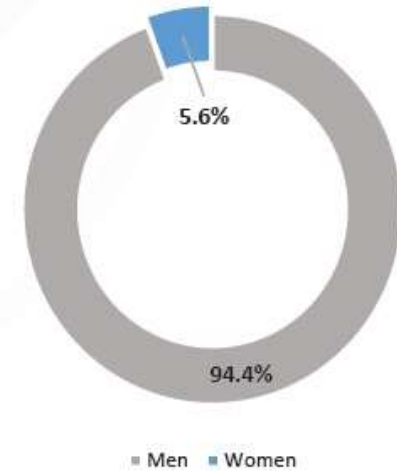
Figure 3: Women in the armed forces of NATO member nations, by country in 2014

NATO Member and Partner Nations

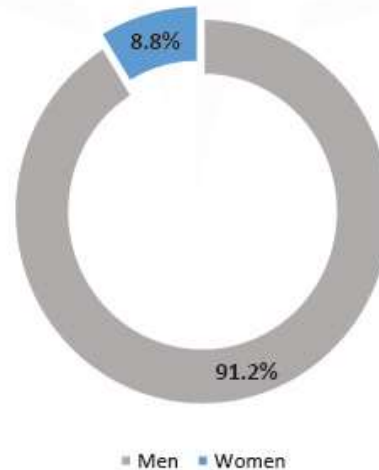
Figures 5, 6 and 7 show the average of men and women in the reserves, all operations and NATO-led operations



*Figure 5: All Operations
Average of men and women
in NATO member and partner
nations in 2014*



*Figure 6: NATO Operations
Average of men and women in
NATO member and partners
nations in 2014*



*Figure 7: Reserves
Average of men and women
in NATO member and partner*

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Figure 19 gives a comparison between the distribution of male and female personnel by rank. The proportion of male and female personnel in OR 1-4 and OR 5-9 is similar. However the percentage of women in OF 1-2 is proportionally higher than the percentage of men, whereas for OF 3-5 the percentage of men is higher. In regards to OF 6 and above, the percentage of men is over four times greater than the percentage of women.

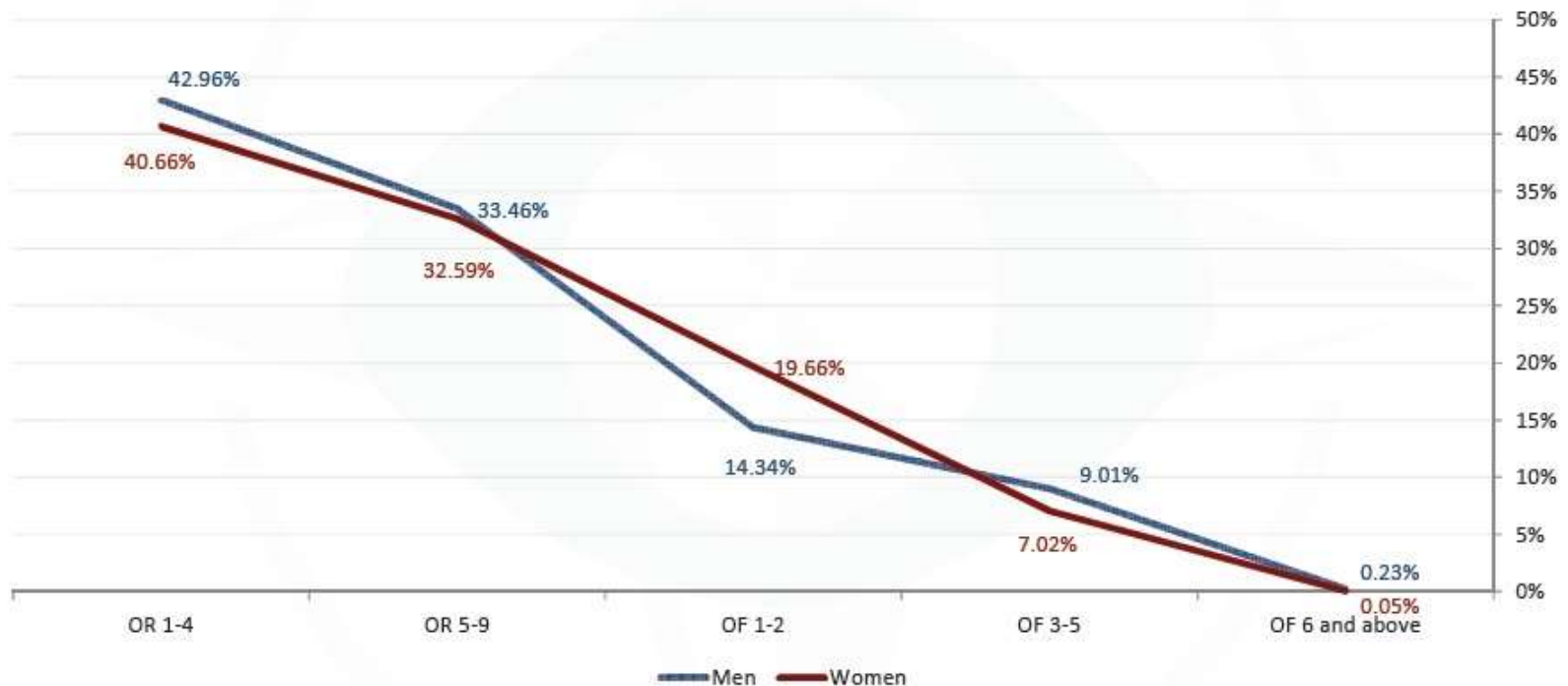


Figure 19: Distribution of men and women in the armed forces of NATO member and partner nations by rank in 2014

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Policies

Figure 21 shows that 68.6% of NATO member and partner nations had specific policies or legislations related to the integration of gender perspectives before the end of 2013. In 2014, 52.8% of NATO member and partner nations had new policies or legislation related to the same topic. Furthermore, 74.3% reported having a military entity that deals with the integration of gender perspectives in 2014.

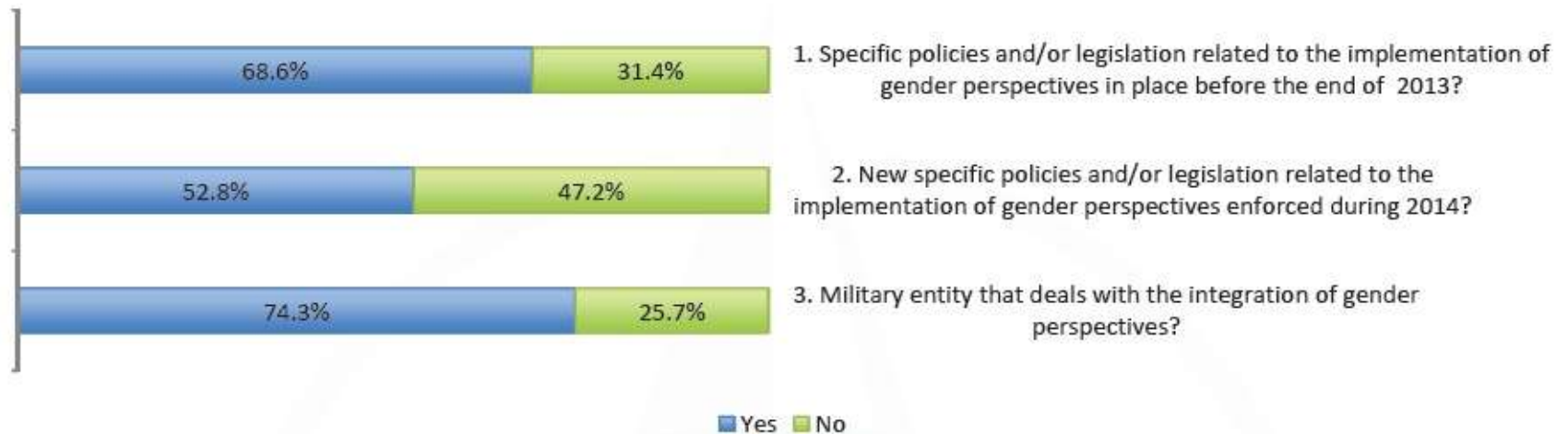


Figure 21: New policies or initiatives concerning the integration of gender perspectives, NATO member and partner nations in 2014

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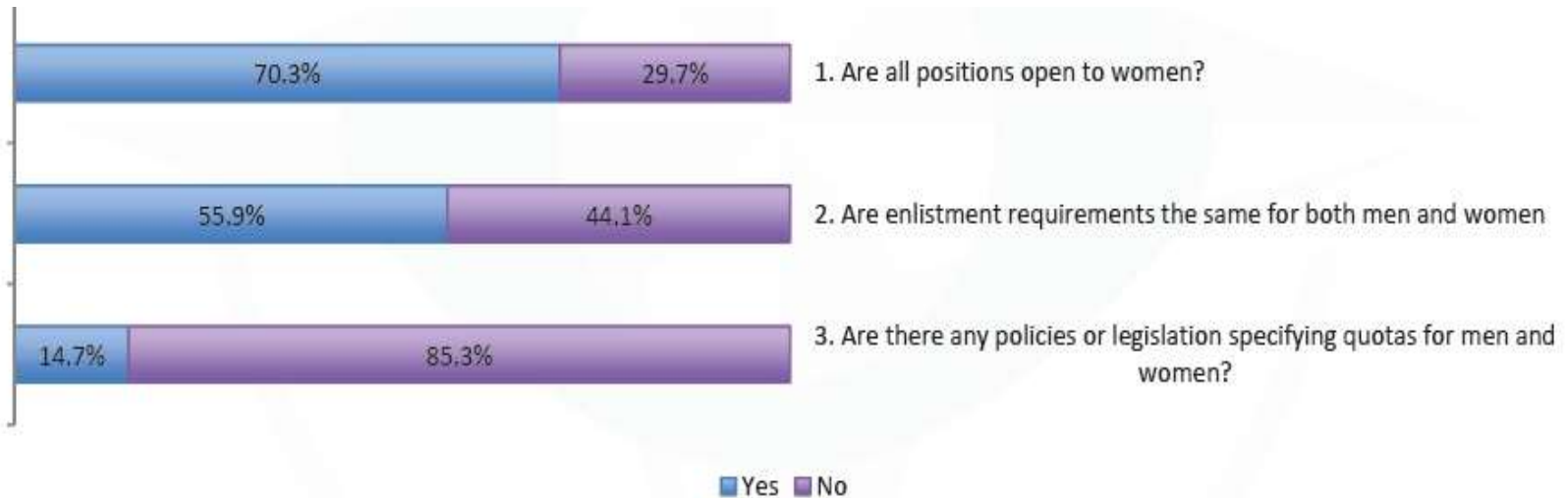


Figure 22: Enlistment - NATO member and partner nations in 2014

As seen in Figure 22 shows, 29.7% of NATO member and partner nations have positions that are closed to women. Those are positions such as fighter pilots, combat, submarines, patrol boats and hovercraft. 44.1% of NATO member and partner nations have different enlistment requirements for men and women. In some cases there are differences in the in the physical fitness test requirements. 14.7% of NATO member and partner nations reported that they have quotas for men and women in the armed forces.

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Sexual Harassment and Sexual Abuse Prevention

As presented in Figure 24, 61% of NATO member and partner nations have strategies to prevent sexual harassment and sexual abuse. However, 70% have programmes or training related to sexual harassment prevention. Roughly half of the nations have harassment investigators and advisers and 35% have protocols in place for victims. 46% of nations had reported cases of sexual harassment in 2014.

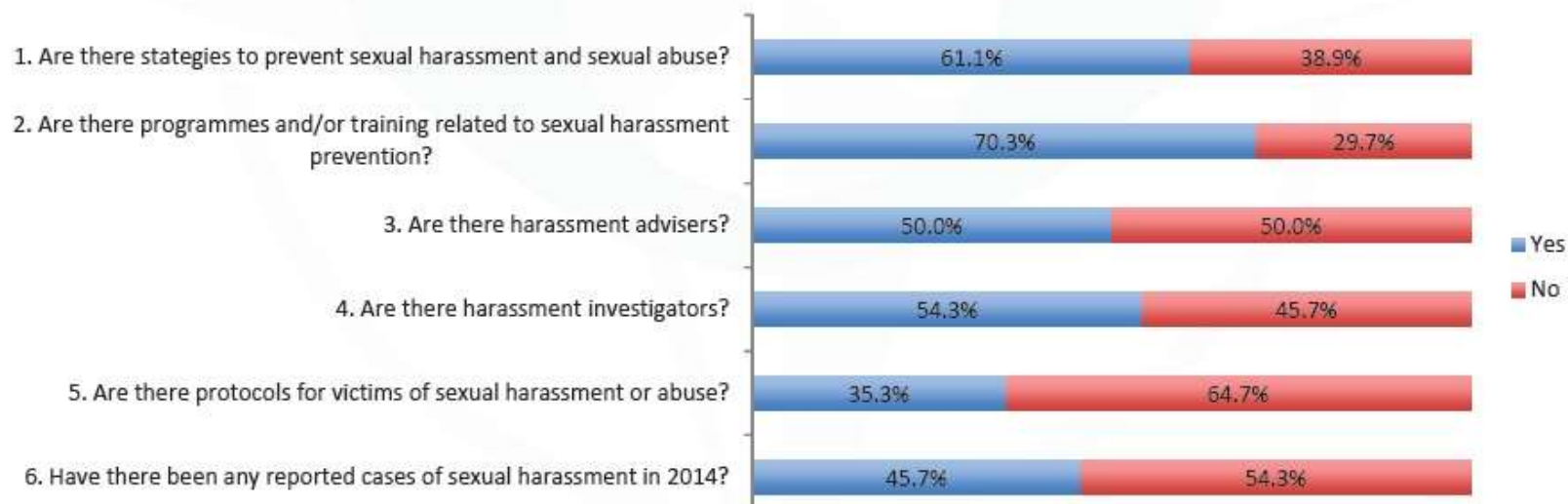


Figure 24: Sexual harassment and sexual abuse prevention, NATO member and partner nations in 2014