

# The Female SR Platoon at NORSOC "Jegertroppen"

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# Agenda

- Background
  - The Jegertroppen pilot project
  - Ambitions
  - Expected end state
  - Requirements
- Recruitment
- Education
- Critical Success Factors
- Further service



# Background

- (Surprisingly) Initiated on a 2013-seminar regarding improved recruitment of women to NorAF
  - Presented as a 3-year pilot project by NORSOC
    - starting summer 2014
    - ending summer 2017
    - later extended to summer 2019
- Recruiting more women for combat service in NorAF
- For women doing military conscription
- Maximum 14 soldiers





## Expectations after 1-year of SR-education

When completed 12 months of service (conscription) all graduated soldiers should have knowledge, competency and attitude qualifying them for further military service and education at NORSOC and NORAF.

All graduates should be able to participate in NORSOCs missions and tasks related to urban warfare and special reconnaissance.

# Active and Passive Recruitment from day one



Stands

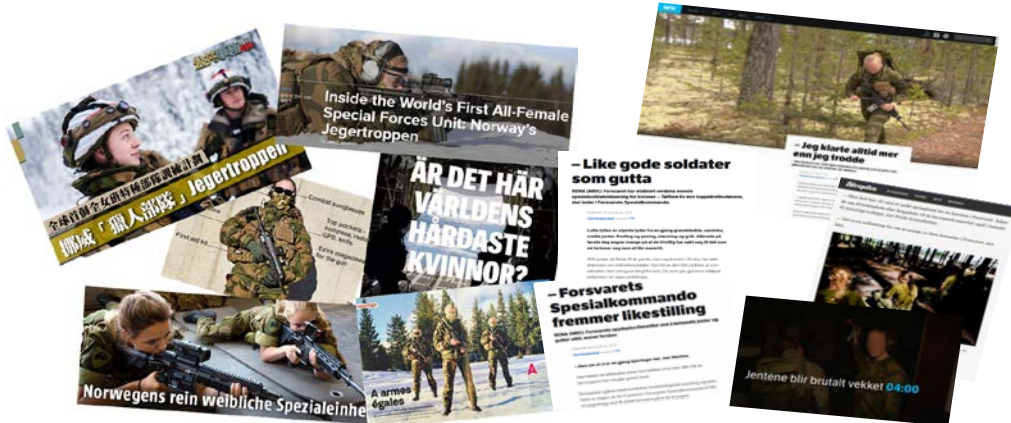


Welcome weekend



Direct communication

Allowing newspapers and TV inside



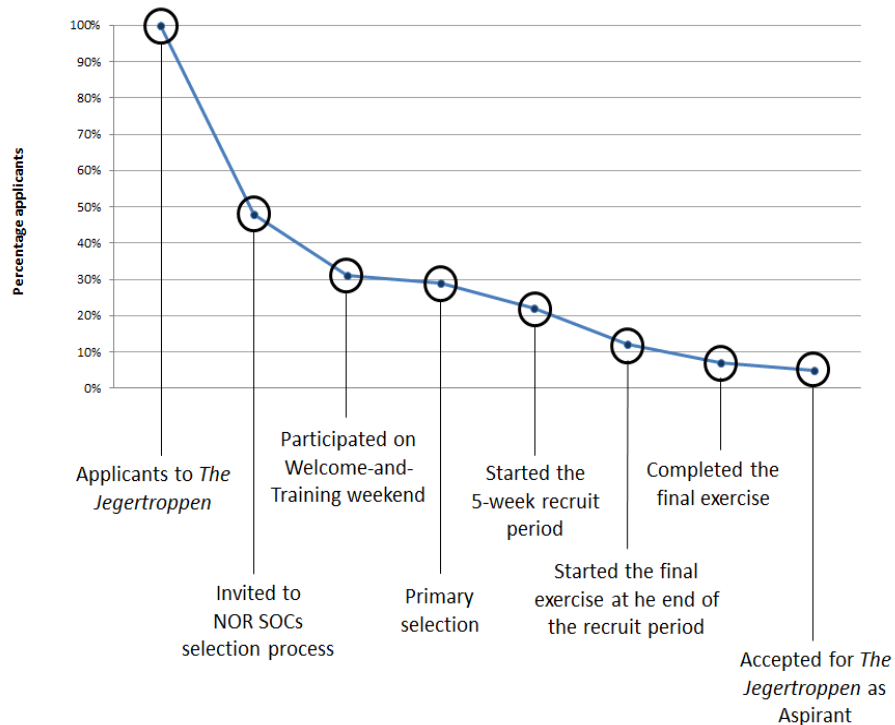


## Selection

- The same selection process as earlier
- Progressive adjusting to the absolute and minimum requirements
- Looking for ability for teamwork, “SOF-spirit” and cooperation – not leadership

## Gender

- NORSOC had no prior experience with female soldiers
  - From 0 to 23 in one year
- New guidelines were made
- No mixed-rom policy





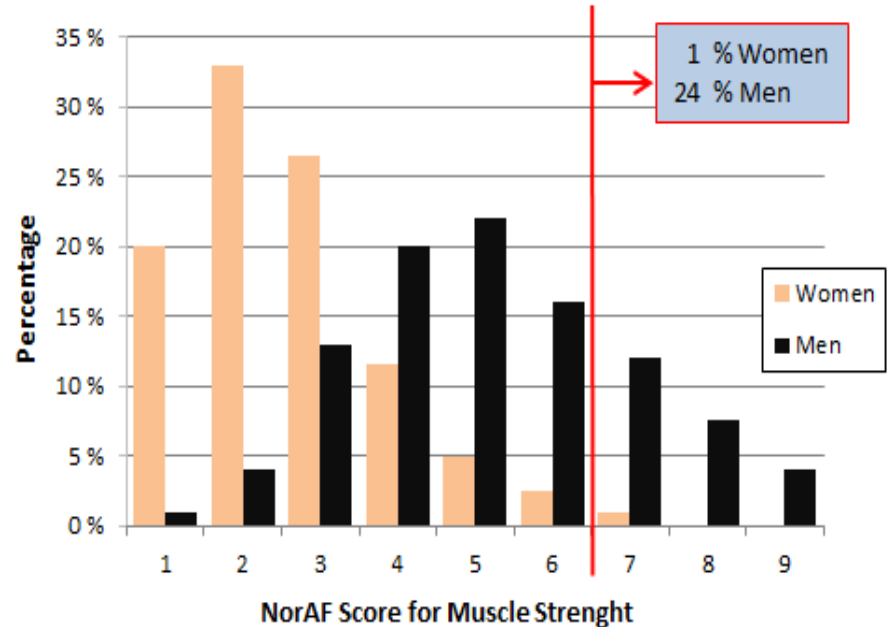
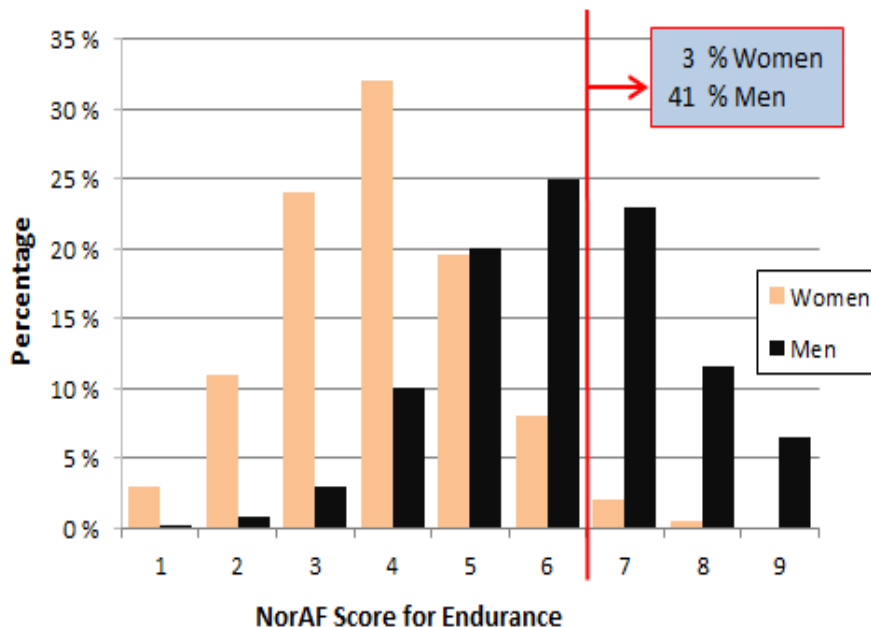
# Gradually adjusting toward minimum requirements

Planned progression in the physical testing	Welcome-and-Training Camp (April)	1-year conscription period			
		Initial Selection (June)	Selection process (July)	Static course (November)	Hunter-mark (July)
<u>Backpack Run</u>					
- length (km)	7	7	7	7	15
- Weight (kg)	15	15	22	22	22
- time requirement (min)	no	yes	yes	52	135
Hang-ups	1	1	1	5	6
<u>Sit-ups</u>	35	35	35	35	50
- time requirement (min)	no	no	1	1	2
Push-ups	20	20	20	30	40
Hyperextension	20	20	20	20	25
<u>Swimming</u>					
- length (meter)	200	200	200	no	400
- time requirement (min)	no	no	no	no	11
- under water (meter)	no	no	no	no	25
	Introduction to tests	Increase in minimum requirements			



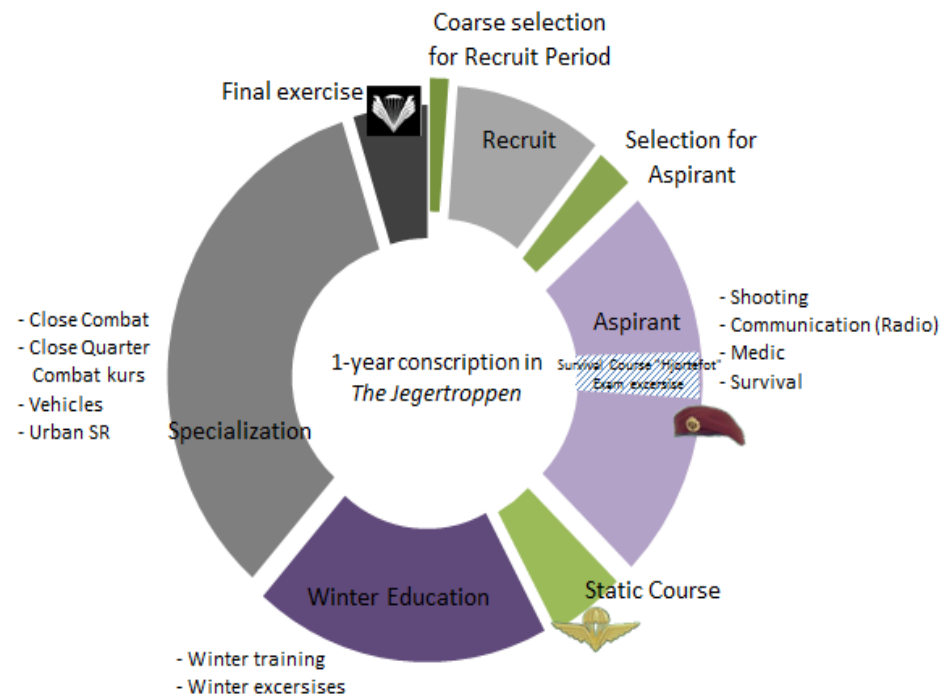
# Why separate men and women in selection?

- When selecting men and women together, the difference in physical capabilities are creating an unfair competition
  - Nor standardized physical tests or basic requirements should prevented women to compete → gender based competition given the same requirements





# The 1-year education at Jegertroppen



# Every now and then they surprised us



Rifle range



SR-reporting



Endurance/  
Performance

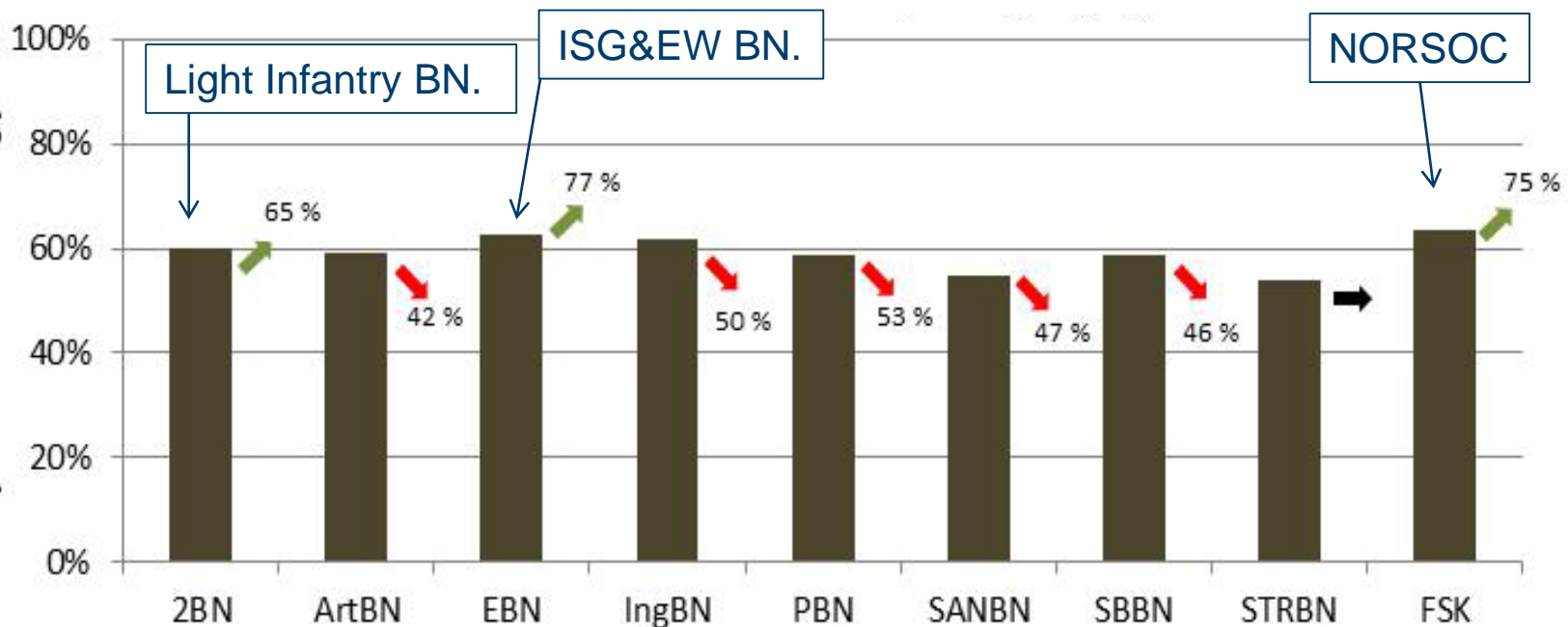


Staying alert  
under harsh  
conditions



# What about motivation for further service?

- We asked women across the army – three times\* – about their motivation for further service in NorAF
  - How likely is it that you will apply for further service after conscription?



# Critical Success Factors

- Experienced instructors
  - Same SME-instructors as earlier
  - Difference in age
  - Joint theoretical classes
- Female role models
  - 50 percent female instructors
- More or less identical exercise program
  - Facing each other “on the battlefield”
- Intensive days
  - Little or no leisure time
  - Variety and transparency
- Only women (or men); better distributing of tasks across gender “norms”





# A large share of graduates from Jegertroppen signed up for further service

- However
  - One year after graduation the motivation for continued service is reduced. Why?





End Brief